

ENSTO

Sustainability Report 2022



Better life.
With electricity.





For over 65 years, Ensto, a growth-oriented and international family business and technology company, has been dedicated to electricity with a long-term and human-centric approach. We offer smart and reliable electrical solutions and expertise for electricity distribution system operators and help them to succeed and create a more sustainable tomorrow.

Currently Ensto has a total of 900 employees in 18 countries in Europe, North America and Asia. We are bound by our common purpose: making life better with electricity. Sustainably.

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Ensto’s Sustainability Report 2022 focuses on the key sustainability challenges and opportunities we face and the many ways in which we are responding. See section [About this report](#) to read more about our reporting practices. In this report, the reporting scope has been clarified in connection with each indicator and marked with the following asterisks:

*Comparison year 2021 data includes both Ensto DSO business and Ensto Building Systems business data from 12 months.

**Comparison year 2021 data includes Ensto DSO business data from 12 months and Ensto Building Systems business data from 10 months.

If asterisks are not defined years 2021 and 2022 include only Ensto DSO business.

Comparison years' 2018-2020 data includes both Ensto DSO and Ensto Building Systems.

The report you are reading is an interactive PDF, so you can scroll up and down, but also click the table of contents, navigation bar on the top of the page and other links throughout the report to move around and find more information.

MESSAGE FROM THE CHAIRWOMAN OF THE BOARD

At Ensto, sustainability is the driver of our journey forward

In spite of the turbulent operating environment, 2022 was a year of growth for Ensto. In the summer of 2022, we made a value-based decision to end our operations in Russia and sold our Russian company to local management. Despite this disruption, we were able to grow in other markets, and our operating result remained positive. Growth during a challenging year was largely enabled by the strategic decision to divest the Ensto Building System business in the previous year. This meant that all our resources were focused on serving our DSO customers with our expertise and solutions.

The success of our business is now becoming ever more tightly linked to sustainability. Stakeholders' expectations concerning our sustainability are increasing, and among technical features it has become one of the primary selection criteria among our DSO customers. In addition to customer demand, the regulatory requirements for sustainability are expanding, which challenges companies of all sizes in the future.

The strongest motivation for sustainability, however, stems from within Ensto. We have a long history of responsible business practices, and our own people, from owners and management to employees, are committed to leaving a positive societal handprint. At Ensto, sustainability is not something vague and intangible – it is highly visible and concrete in our everyday work.

Sustainable business is also good business, and the green transition is helping to expand Ensto's business opportunities in a remarkable way. Electricity and electrification have a critical role to play in our changing society, and Ensto's reliable and smart electricity distribution solutions help drive the green transition. The ongoing energy crisis has further accelerated the transition and there is a growing demand for solutions such as Ensto's that build next-gen infrastructure for renewable energy sources.

A leap forward in sustainability work

In 2022, our performance in the targets set for our sustainability work was on a good level. We were able to make a significant leap forward in our Scope 1 and 2 emissions, meaning that our target to reduce our CO₂ emissions by 50% was reached three years ahead of schedule. Our ambition to reduce CO₂ emission remains high, and we have now raised the target to reduce our emissions by 75% by 2025.

We also received positive results in both customer and employee satisfaction surveys. Improving workplace diversity and inclusion is a priority at Ensto, and in 2022 we continued building our competence and further developing our processes around these themes to make sure that our strong foundation lasts and develops in the changing world.

That said, despite the many leaps forward, there is still room for improvement in our sustainability work. For our next step, we need to focus our efforts on better understanding the CO₂ footprint of our value chain as a whole. More resources will also be put into improving the sustainability of our product development. As a manufacturing company, both our footprint and our handprint are connected to the development stage, where the critical choices are made. Improving the workplace safety of our manufacturing sites is another area of improvement for us to focus on in the coming years.

Aiming to be at the forefront of the industry

At Ensto, we see the value of sustainability in the long run, and our strong family roots and values form a good basis for contributing to a more sustainable society. In the same way, as we are a leading expert in our business, I am confident that we can also be at the forefront of sustainability within the industry.

I hope you enjoy reading this report and wish that you will follow our sustainability progress in the future too. Let's continue to strive for our common purpose: making life better with electricity. Sustainably.

Marjo Miettinen

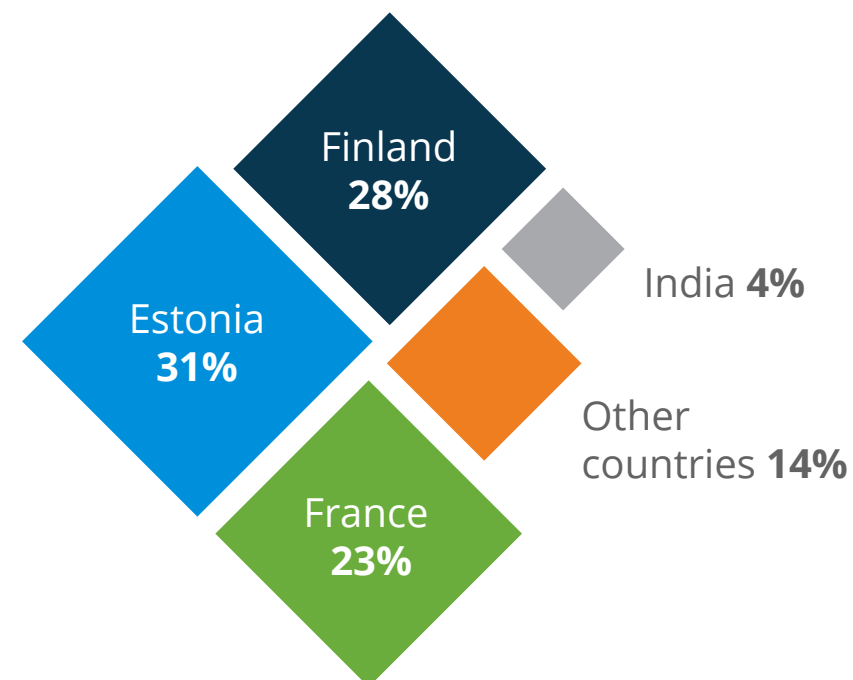
Chairwoman of the Board

Ensto in brief

WHO WE ARE

Ensto is an international, growth-oriented family company powered by people since 1958. Ensto Group, headquartered in Porvoo, Finland, is owned by Ensto Invest Oy. Ensto has production plants in six countries: Finland, Estonia, France, India, Ireland and Sweden.

PERSONNEL



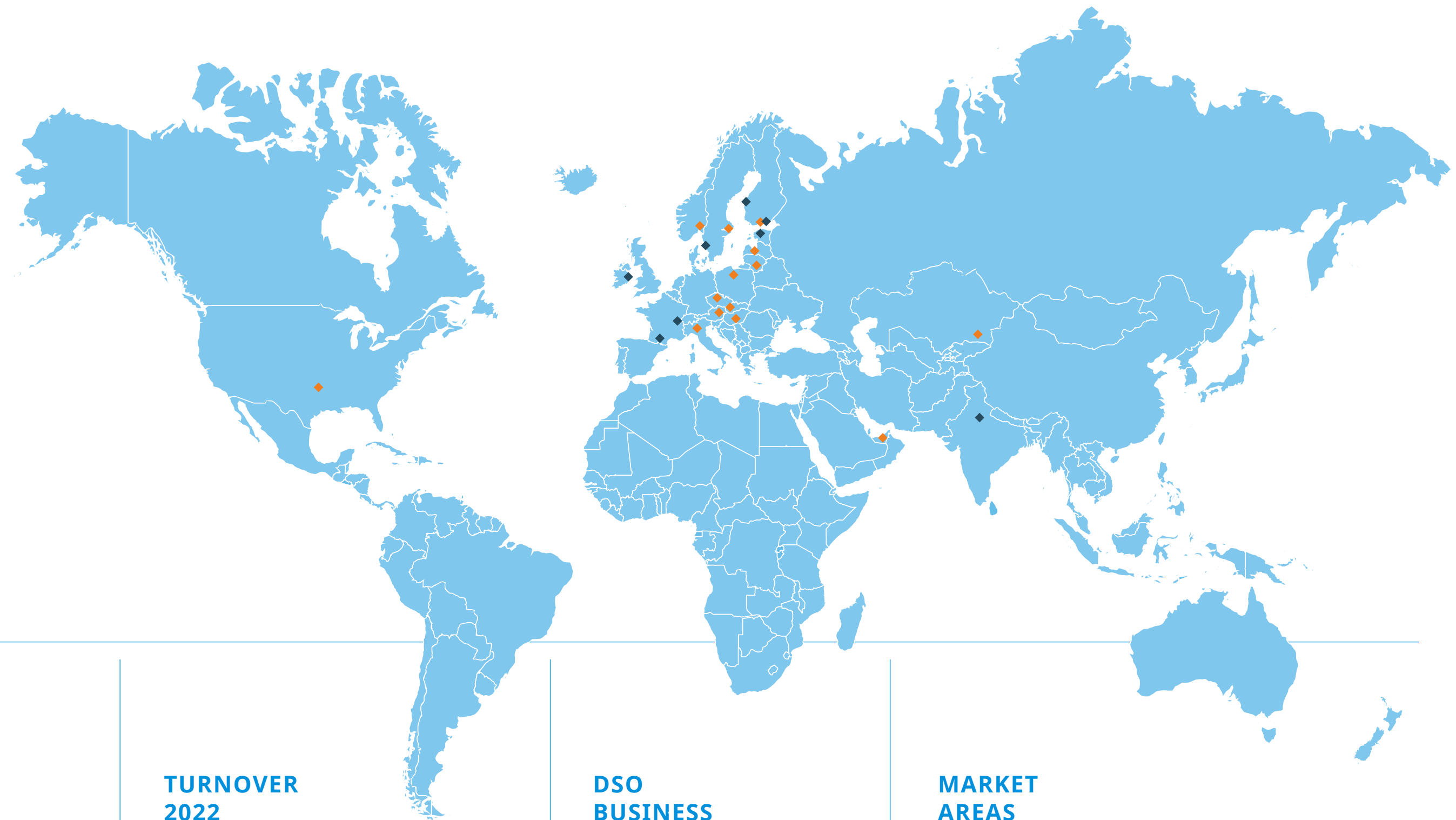
WHERE WE ARE

Ensto Worldwide

Sales offices **18**
 Production **6**
 R&D **5**



Selling to **100** countries



WHAT WE DO

Ensto is a leading expert for distribution system operators (DSOs), by offering innovative and reliable, long life-cycle overhead lines, underground networks, network automation and new smart technology products and solutions.

OUR VALUES

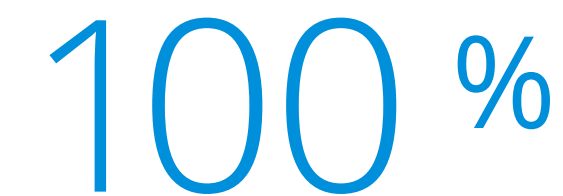
- Trust Capital
- Creativity
- Winning Together

[READ MORE >](#)

TURNOVER 2022

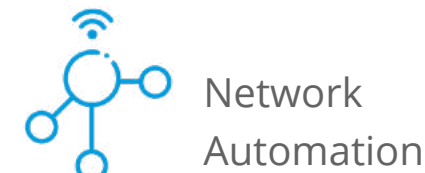
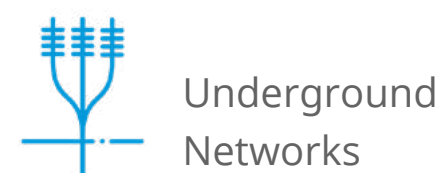
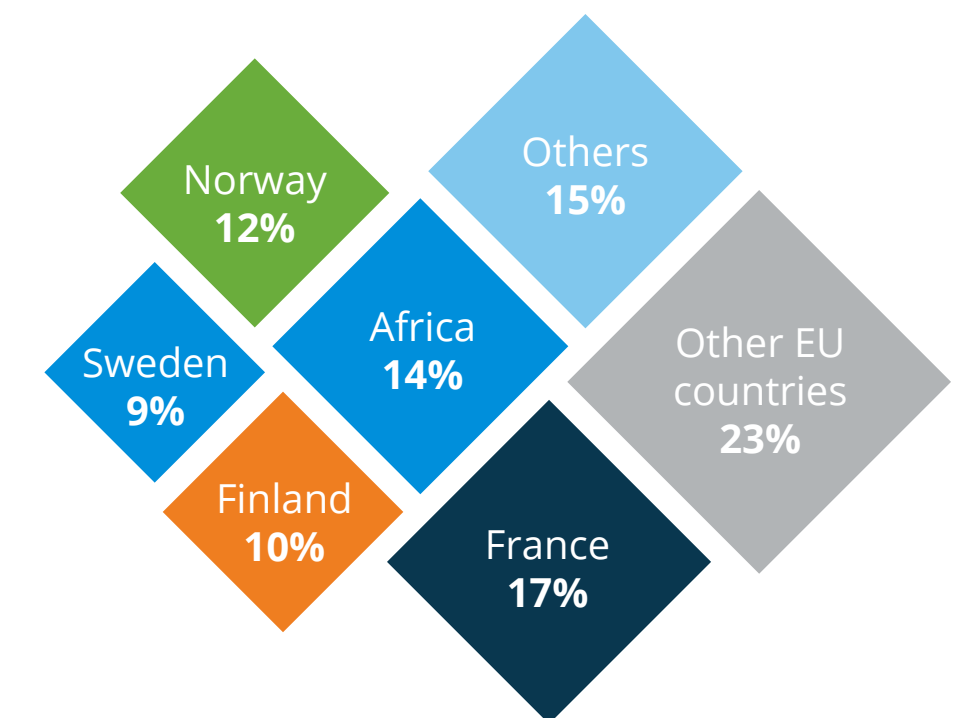


DSO BUSINESS



Strategic decision in 2021 to focus on DSO business and divest Ensto Building Systems business to Legrand Group.

MARKET AREAS



Highlights

STRATEGY & COMMITMENT

The first emission reduction target exceeded in 2022 and 2025 target updated to

75%

Target to increase **women's average base salary** position by 4% – Result in 2022

5%



First long-term targets in sustainability are put into action through business, location and function sustainability programs.



Diversity & Inclusion long-term roadmap was put into action by a mandatory D&I training for businesses management teams members.

5th

place in the small and medium-sized organizations category for **Ensto Finland in Responsible Employer** campaign by Oikotie.



Ecovadis silver medal sustained in 2022, and score improved by 11 points placing us among the top

10%

performing companies worldwide.

Ensto in Estonia was awarded and maintained the gold level from the **Responsible Business Forum**.

WAYS OF WORKING

Employee satisfaction improved, **Net Promoter Score**

27

(18 in 2021, 10 in 2020)

Outstanding results from **Ensto's Customer Satisfaction Survey 2022** cNPS being

54

Our first product

CO₂

footprint calculations made from cradle to gate

Sustainability basic and **cyber security** trainings organized, as well as **Leaders' trainings in coaching** and **feedback**

Recruitment concept renewal having especially diversity and inclusion in focus

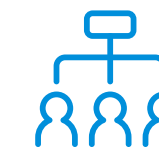


Several measures, methods and services taken in use to **improve our cyber security**.

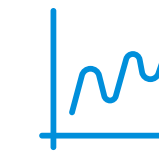
AREAS FOR IMPROVEMENT



We are on our way towards a zero-accident workplace. To get to the next level, we are engaging our employees more widely on safety work and improving our processes and procedures through an ISO 45001 certification project.



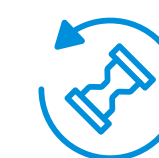
Focus on diversity and inclusion to increase the share of women and other gender in senior positions



Salary gap closed at the Group level. To close the salary gap in all locations, we continue our systematic work with annual salary reviews and implement the Ensto job framework for all current and future Ensto people.



Scope 3 calculations and product specific environmental assessments and declarations



Product and manufacturing related innovation and collaboration to continue on new, sustainable materials. Concentration on reducing emissions of raw materials by finding alternatives and re-using own materials.

Sustainability at Ensto

Sustainability is a key pillar in Ensto's strategy and a critical success factor for our business. Sustainability and ethical business conduct is embedded in our DNA as part of our Finnish family company heritage, and both Ensto's owners and senior leadership are committed to leading the company in a responsible way and creating a positive handprint in society. The landscape of sustainability regulations is evolving fast and requirements regarding business conduct and reporting are expanding. However, the strongest motivation for continuously improving our work stems from within Ensto itself.

At Ensto, strategic sustainability has reached a new level in recent years. In 2021, we published our new strategy with five strategic themes, and high ethical standards and sustainability became a key pillar in it. Ensto's sustainability program was updated in 2022, and three new themes were added: diversity and inclusion as a new social theme, circular economy to broaden our environmental work and compliance to set light on the big transformation in the legal front.



OUR SUSTAINABILITY STORY

At Ensto, we have the power to help reshape our world for the better. We provide electrical products and solutions for the critical infrastructure that drives the green transition, and promotes societal equality and development through electrification.

Sustainability lies at the heart of our strategy and is the driver of our journey forwards. Our mission is to encourage our valued customers to meet their sustainability targets, by creating durable and innovative products and solutions that deliver a positive impact across their entire life cycle. Our ambition is to be at the forefront of sustainability within our industry.

To succeed, we know that greater well-being, diversity, and inclusion will empower our people to thrive. We will also continue to ensure that we live by the long-held principles of our family business: equality, transparency and high ethical standards throughout our value chain.

By creating smart solutions today, we can build more sustainable energy production and distribution tomorrow. At Ensto, we make life better with electricity. Sustainably.



In 2022, we also conducted a materiality assessment in collaboration with key stakeholders to further elaborate Ensto’s sustainability program. The structure of our sustainability program is threefold and consists of:

- ◆ our action on climate and circularity,
- ◆ providing a safe and inclusive workplace and
- ◆ ethics and compliance throughout our value chain.

Materiality assessment as the basis for sustainability work

In early 2022, we conducted a sustainability materiality analysis in collaboration with our key stakeholders. By engaging internal and external stakeholders in the process, we ensured that our work focuses on issues that are relevant in terms of stakeholder expectations, as well as on the social, environmental and economic impact of each issue. The key stakeholders involved in the assessment were customers, employees, suppliers, and owners.

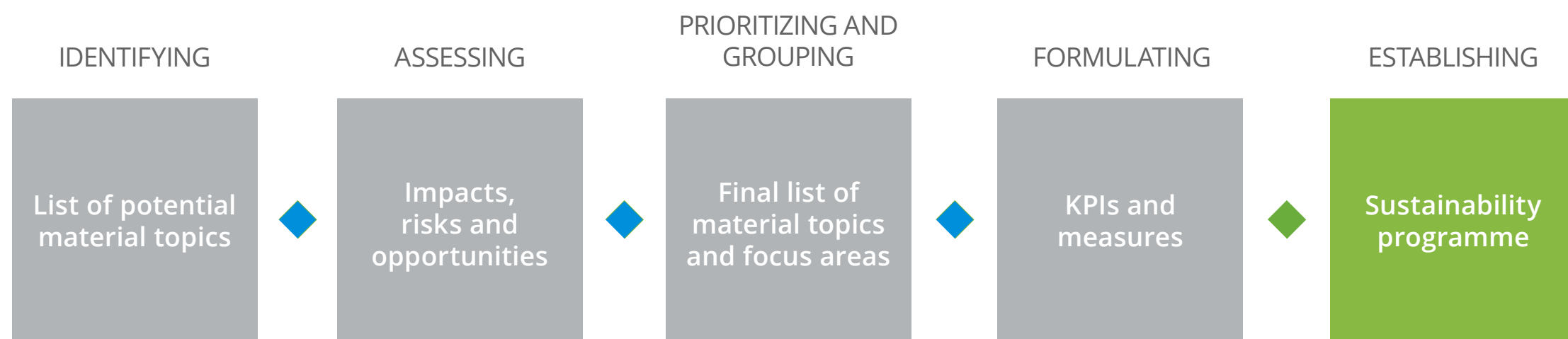
The materiality assessment was conducted in a three-step process including an online survey, five stakeholder interviews, and two internal working meetings. The process started by identifying and evaluating the most relevant

ESG (environmental, social, governance) topics through the online survey. In total, 254 responses were received from the online survey from all stakeholder groups. To deepen the understanding, in-depth interviews were conducted with two representatives from Ensto’s senior leadership, one supplier, one customer and one stakeholder who is both a customer and supplier.

In addition to the views gained from key stakeholders, actual and potential social and environmental impacts, as well as their impact on Ensto’s business were considered. After analysing the survey and interview results, the findings were presented to an internal group of topic experts who further evaluated the significance of Ensto’s own impact on these sustainability topics. Ensto’s Sustainability Steering Team evaluated and adjusted the results into 22 topics of the most material importance for Ensto and its stakeholders. The analysis forms the basis of our 2022 sustainability reporting, which is done with reference to the Global Reporting Initiative’s framework (GRI).

Ensto’s impacts are assessed on an ongoing basis through active stakeholder engagement. Next, the sustainability topics will be further evaluated based on their financial materiality.

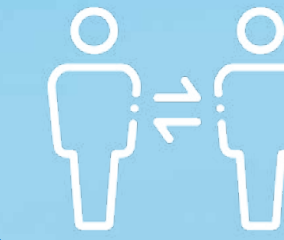
MATERIALITY ASSESSMENT PROCESS



Ensto’s strategic themes 2021–2025

Customer centricity

Our business is developed through strong customer relationships based on technological expertise and high-quality flexible service.



Operational excellence

Our delivery capability is superior to competition and earns us preferred position in the markets.



People first

We support our people to make full use of their talent. Together we reach for the highest performance in our operation, products and services.



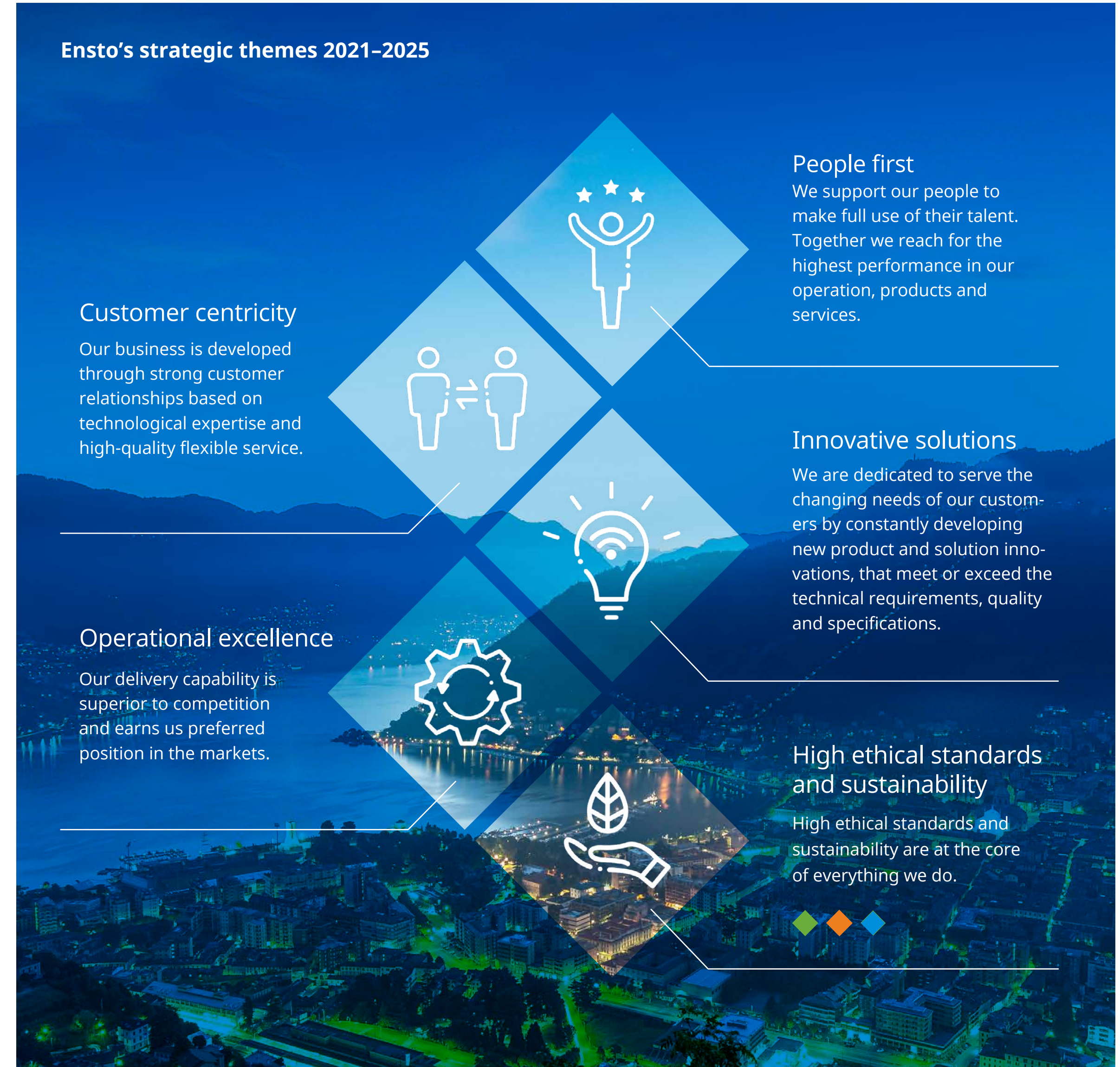
Innovative solutions

We are dedicated to serve the changing needs of our customers by constantly developing new product and solution innovations, that meet or exceed the technical requirements, quality and specifications.



High ethical standards and sustainability

High ethical standards and sustainability are at the core of everything we do.



Systematic work in multiple areas to achieve sustainability targets

In 2022, targets derived from Ensto’s group-wide sustainability program were set to all key functions and locations for the first time. The action plans for each focus area were systematically executed, and progress was followed up on. By doing this for the first time we learned plenty and can develop the process further. In addition, many sustainability-related training courses were arranged for Ensto’s employees and suppliers to help build further competences.

During 2022, we were able to make significant reductions in our CO₂ emissions, and our first phase target to reduce Scope 1 and 2 CO₂ emissions by 50% was reached already during the year 2022. This was largely due to switching to renewable sources of energy in our electricity contracts. Our updated target is to reach a 75% reduction in CO₂ emissions by 2025. In 2023 we are aiming to also set our long-term target for emission reductions to reach net-zero.

We were not able to reach our goal to fully report our Scope 3 emissions by 2023. The reason for this was that gathering data on raw materials and transport has turned out to be more time-consuming than anticipated. We are,

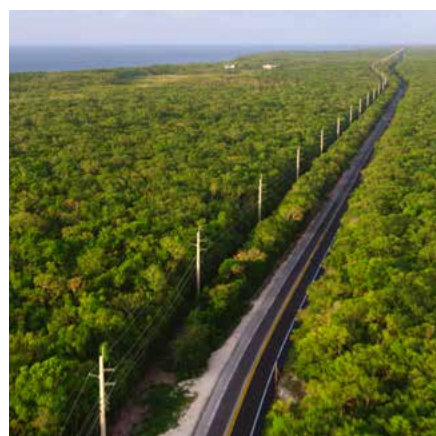
however, continuously working closely with our suppliers to better understand our Scope 3 emissions and to reducing these emissions. In addition, in 2022 the first pilot projects in measuring product-specific environmental footprint were carried out. The process will be further developed and expanded to more products.

We also continued improving diversity and inclusion at Ensto, focusing on evaluating our strengths and weaknesses as a workplace. New tools for evaluation were adopted and topic-specific training for top management and other key people was started. Additionally, we renewed our recruitment process to be more inclusive. This included, for example, anonymous recruitment and the neutralization of language in our job advertisements. In 2023, one of our top priorities is to grow Group wide safety culture. To reach a zero-accident workplace, have developed practices and tools to engage the personnel widely in safety work and at the same time increase the number of safety observations at our production sites for continuous improvement. We have made a communication plan to increase safety awareness and focus on topics that we see are the most important areas in our safety work.

"We have a long history of responsible business practices, and our own people, from owners and management to employees, are committed to leaving a positive societal handprint."

Marjo Miettinen
Chairwoman of the Board

MATERIAL TOPICS SDG



ENHANCING ACTIONS ON CLIMATE AND CIRCULARITY

- CO₂ reduction and energy efficiency of manufacturing
- Innovation and R&D to promote sustainability
- Preserving biodiversity throughout our value chain
- Product quality and durability
- Products with positive impacts, advancing global sustainability goals
- Supply chain emissions and other environmental impacts (incl. logistics)
- Sustainable product design to minimize life-cycle environmental impacts
- Use of renewable, recyclable or reusable materials
- Waste minimization and proper treatment



EMPOWERING EMPLOYEES BY PROVIDING A SAFE AND INCLUSIVE WORKING PLACE

- Equality, diversity and inclusion and non-discrimination
- Employee competence development
- Employee health, safety and wellbeing
- Employee satisfaction and engagement
- Employment conditions and labor rights (incl. fair pay, freedom of association)



ENSURING HIGH ETHICAL STANDARDS AND COMPLIANCE ACROSS OUR VALUE CHAIN

- Avoidance of child and forced labor
- Customer privacy and data protection
- Cybersecurity of products and solutions
- Ethical business practices and legal compliance
- Honoring human and labor rights throughout value chain
- Material compliance and responsible sourcing of minerals
- Product and customer safety
- Sustainability competence building and integrating sustainability in operations



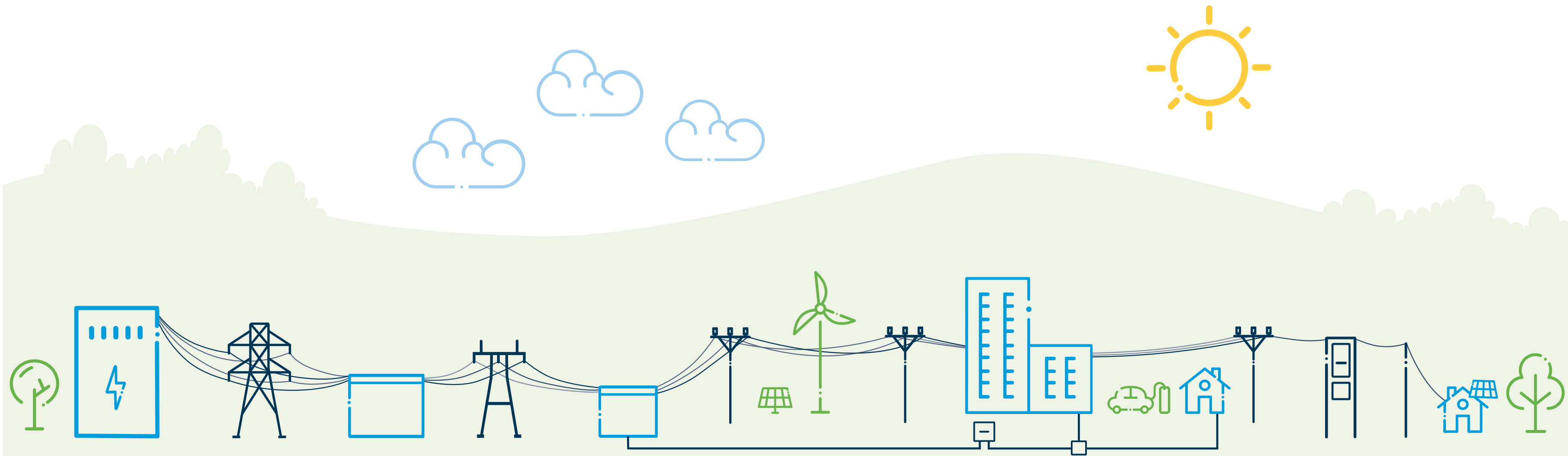
Building competence to meet the future sustainability requirements

As regulatory requirements for corporate sustainability expand in an unprecedented way, new competences and resources are needed at Ensto as well. To that end, we are systematically building our competences and developing processes to meet upcoming obligations. This means closer cooperation between internal functions such as sustainability and finance. We are also deepening our understanding of Ensto’s impact on human rights across the value chain and starting the due diligence process by evaluating the current state.

In addition to building competence internally at Ensto, we also need strong partnerships in order to meet both the regulatory requirements as well as our long-term goals in sustainability. Cooperation with partners is key in innovating future-proof materials for our products, for example. Partnerships also in data management, cyber security, work wellbeing and supply chain management are becoming increasingly important.



THE MOST IMPORTANT TOPICS FOR OUR KEY STAKEHOLDERS



EMPLOYEES

- Employee health, safety and wellbeing
- Honoring human and labor rights
- Avoidance of child labor and forced and compulsory labor
- Product and customer safety
- Product quality and durability

CUSTOMERS

- Product and customer safety; Sustainable product design to minimize life-cycle environmental impact
- Customer privacy and data protection
- Employee health, safety and wellbeing
- Avoidance of child labor and forced and compulsory labor
- Product quality and durability

OWNERS

- Anti-corruption and anti-bribery
- Honoring human and labor rights
- Avoidance of child labor and forced and compulsory labor
- Contributing to training of future talent
- Crisis management and business resilience
- Employee health, safety and wellbeing; Product and customer safety
- Equality, diversity and inclusion and non-discrimination
- Products with positive impacts

SUPPLIERS

- Honoring human and labor rights
- Avoidance of child labor and forced and compulsory labor
- Employee health, safety and wellbeing
- Product and customer safety
- Product quality and durability

Our key sustainability commitments

ENHANCING

actions on climate and circularity

- ◆ 50% of our R&D investments contribute to SDGs by 2030
- ◆ We will reduce our scope 1 & 2 CO₂ emissions by 75% by 2025
- ◆ We will strive for circularity by reducing inventory scrap by 50% and increasing new materials in solutions by 2025

EMPOWERING

employees by providing a safe and inclusive workplace

- ◆ We will continuously work to reduce sick leaves and strive for zero accidents
- ◆ 1/3 of our senior positions will be held by women and other gender by 2025
- ◆ We aim for employee engagement index to 80 by 2025

ENSURING

high ethical standards and compliance across our value chain

- ◆ We will train 100% of employees in ethics and sustainability and all supervisors in diversity and inclusion by 2025
- ◆ 100% of our main suppliers have confirmed commitment to our Supplier Code of Conduct by 2025
- ◆ We will embed sustainability evaluation into the supplier qualification process by 2025

Sustainability Governance

Ensto’s commitment to sustainability is embedded throughout our purpose, vision and strategy. Sustainability and high ethical standards are the guiding principles for Ensto’s other four strategic growth themes. A wide range of sustainability policies guide our daily work.

The high standard and guidelines for ethical and sustainable operations are set out and communicated via Ensto’s [Employer Code of Conduct](#) and [Supplier Code of Conduct](#). We also have separate policies for [Health and Safety \(HS\)](#) and [Quality and Environmental \(QE\)](#) matters. A new policy for anti-corruption practices is currently being prepared at Ensto. The policy will be published during 2023.

In addition to our internal policies, our work is guided by the [principles of the United Nations Global Compact](#) and by the legislation in each of our operating countries and geographical areas like the European Union.

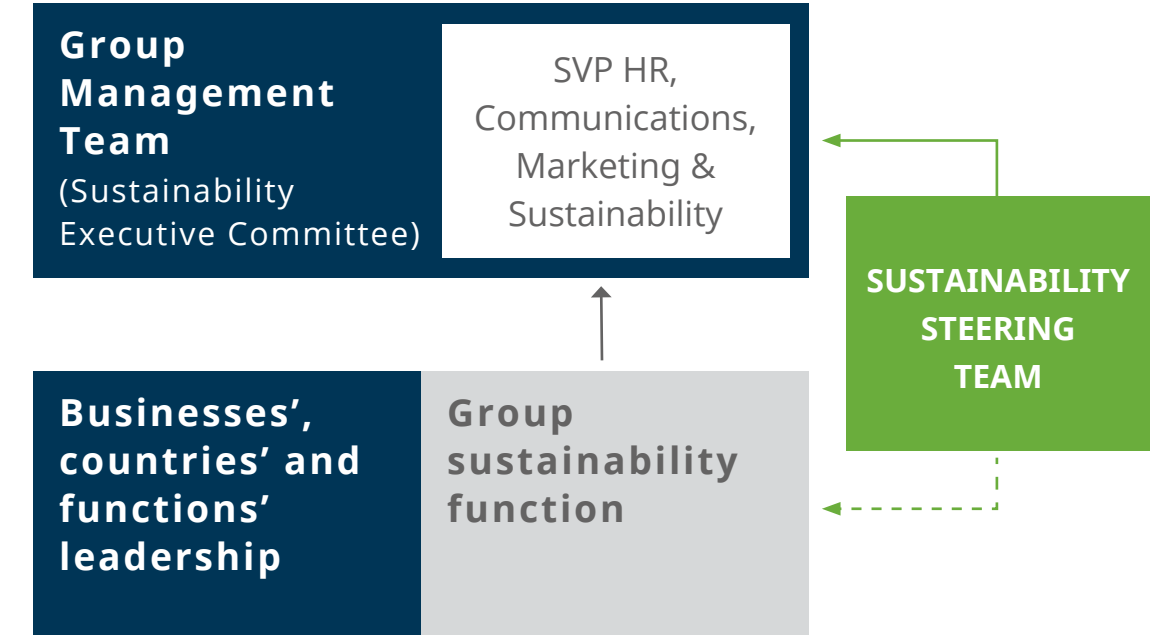
We carefully follow the requirements of the ISO 9001 and ISO 14001 standards. All our manufacturing sites are [certified](#) according to ISO 9001:2015, and all according to ISO 14001:2015 except our manufacturing sites in Delhi, India and Vaasa, Finland. In addition, Ensto’s first ISO 45001 certification is planned to be completed in 2023.

Ensto’s sustainability commitment and actions are evaluated internally through internal audits and management reviews. Externally Ensto’s sustainability is evaluated as part of ISO 9001 and 14001 management systems’ audits and audits carried out by our customers.

Governance body	Role
Board of Ensto	The Board’s primary role is through its decisions, to ensure future success and operational preconditions for Ensto. The Board confirms, reviews, monitors and guides the strategy, including high ethical standards and sustainability. The Board reviews the company performance and development of the shareholder value. Overall accountability for the management and guidance of risks and opportunities. The Board supervises the development of the human capital management and confirms the incentive program for Ensto employees.
Group Management Team	The team ensures the execution of strategy, company performance, and conduct, including high ethical standards and sustainability. The team upholds a strong culture based on Ensto’s ethical principles and values. Group management team forms together with group sustainability function a Sustainability Executive Committee to learn together and concentrate on sustainability related decisions. SVP HR, Brand, Communications, Marketing and Sustainability, a Group Management Team member, leads the sustainability work at Ensto and is also the chairwoman of Sustainability Executive Committee.
Businesses’, countries’ and functions’ leadership	Leadership teams across the company implement strategy and sustainability actions into daily business towards commonly set targets. The teams report on progress and reaching the common sustainability goals.
Group sustainability function	This function supports our sustainability strategy to deliver on our goals. Function co-ordinates sustainability; executes and supports development projects and sustainability communications. Head of Sustainability works together with SVP HR, Brand, Communications, Marketing and Sustainability.
Sustainability Steering Team	This cross-functional team of experts supports the sustainability team and management on sustainability strategy. The team develops themes, targets, KPI’s, development projects.

SUSTAINABILITY GOVERNANCE AT ENSTO

Board of Directors



Ensto offices and production plants

Stakeholder engagement

Transparent and open relationships with our stakeholders is important to us at Ensto. Our business activities affect a wide variety of different stakeholders, and we want to ensure we understand their needs and expectations. Our key stakeholder groups are employees, customers, suppliers, owners, local communities particularly around the manufacturing sites, and regulators.

We actively engage with our various stakeholders through a variety of activities and channels such as direct meetings and discussions, surveys, and long-term collaboration. We have set measurable objectives and defined processes for monitoring and reviewing their status.

In 2022, one of the most important events in our stakeholder engagement was Ensto’s sustainability materiality assessment, in which we collaborated with both internal and external stakeholders to gain an understanding of which topics are considered most relevant, how the current sustainability work is seen and what expectations there are for Ensto’s sustainability work in the future. Read more about the assessment in [Sustainability at Ensto](#).

Key stakeholders, their expectations and set objectives

Stakeholder	Significance to Ensto	Interest of stakeholder group	Main activities
Employees	<ul style="list-style-type: none"> Competent and engaged employees enable satisfied customers and make a successful company Critical resource for business continuity and growth 	<ul style="list-style-type: none"> Healthy and safe work environment Career and individual development possibilities Fair recognition and reward On time and clear communication on strategies, objectives, success and changes Reliable employer (work continuity) 	<ul style="list-style-type: none"> Employee Engagement survey ePulse surveys iGrow, weGrow discussions Competence management Trainings Job Framework and salary review process Communications Monitoring and reporting
Customers	<ul style="list-style-type: none"> Critical for success in business User of the products and services Engagement opportunities and development 	<ul style="list-style-type: none"> High-quality products, solutions and services Competitive pricing Easy and fast to install products Superior delivery capability and customer service Business ethics and anti-corruption Engagement opportunities and experience 	<ul style="list-style-type: none"> Develop customer relationship through meetings, trainings, fairs and visits Customer Satisfaction survey Technical support Marketing and communications Monitoring and reporting
Owners & Top Management	<ul style="list-style-type: none"> Sets the business framework, culture and direction Invest the money in organization 	<ul style="list-style-type: none"> Financial performance Growth oriented Business strategy realization Governance stability and sustainability Risk management Excellent global reputation 	<ul style="list-style-type: none"> Responsible risk management Implementation of Ensto Code of Conduct Implementation of Ensto strategy Monitoring and reporting
Suppliers	<ul style="list-style-type: none"> Enabler in customer satisfaction via quality, pricing and delivery capability Sustainable supply chain management 	<ul style="list-style-type: none"> Procurement practices Develop lasting relationships Pricing principles Open, fair and mutually beneficial partnership Clear demand and open communication on supplier selection 	<ul style="list-style-type: none"> Supplier relationship management Implementation of Supplier Code of Conduct Risk suppliers’ identification and auditing Monitoring and reporting
Local communities, civil society	<ul style="list-style-type: none"> Promotes social responsibility Impact on reputation 	<ul style="list-style-type: none"> Ethical behavior being trusted and responsible corporate citizen Economic investments for local welfare Community programs and events for social development Cooperation with schools, universities and local communities 	<ul style="list-style-type: none"> Active dialogue Sponsoring Activity in social media
Regulators and decision makers	<ul style="list-style-type: none"> Impact on reputation and doing business Evaluates the compliance 	<ul style="list-style-type: none"> Compliance with laws and regulations Environmental management and compliance Safety management and compliance 	<ul style="list-style-type: none"> Active dialogue Monitoring and reporting

Terms and Definitions:

eNPS
Employee Net Promoter Score

Employee Engagement index
Engagement index is used to describe the engagement levels of employees i.e. how happy they are working at Ensto and would they recommend Ensto as a great place to work at.

iGrow discussion
One-on-one development discussion between leader and a team member

LTIF
Lost time injury frequency

cNPS
Customer Net Promoter Score

OTD
On Time Delivery

DA
Delivery Accuracy

Quality yield
Shows the percentage of good quality products (product yield) and quality components (supplier yield) from the total

Sponsoring and memberships

The main goal of our sponsoring is to engage in concrete actions and to be an active and responsible actor in building a better future. Our sponsorship policy emphasizes cooperation with young people. This reflects our values of responsibility, human-centricity, innovativeness, and collaboration.

We cooperate with different entities and projects where the main weight is placed on creativity, as well as on societal and environmental matters. Considerable emphasis is placed on supporting both children and youths' physical exercise and well-being in communities where Ensto has its plants. Through our sponsoring, we support local children's sports clubs and provide activities for disabled and disadvantaged children. We also support the technological innovation of young people by supporting and organizing events, as well as cooperating with educational institutions in our industry.

Enhancing the industry's sustainability

Ensto is involved in several industries and other associations that are aimed at promoting sustainable development. We see these associations also as a great way to learn more about the relevant sustainability issues facing our industry and the determination to be involved in seeking solutions together.

Ensto key memberships and roles in them

Ensto is a signatory of the United Nations Global Compact, a voluntary initiative based on CEO commitments to implement universal sustainability principles and to take steps to support the goals of the United Nations. Ensto is committed to the ten fundamental principles of the initiative, which aim to foster fair and sustainable business policies and practices.

[The World Energy Council](#) (WEC) is a global network of over 3000 member organizations in approximately 100 countries with a mission to promote the sustainable supply and use of energy. Our role in the organization is to cooperate and support the progress of the energy transition.

[The Climate Leadership Coalition](#) (CLC) is the largest non-profit climate business network in Europe. Our role in this network is to share and learn best practices to help accelerate the green transition and work together to make policy proposals for governments.

[Finnish Business & Society](#) (FIBS) is a non-profit, independent corporate responsibility network in Finland, whose goal is to advance economically, socially and ecologically responsible business in Finland. Our role is networking and sharing best practices and learning from others.

[Inklusiiv](#) is a non-profit, registered association that creates and shares knowledge about diversity, equity and inclusion and drives societal change in Finland. The association is the organizer of Women in Tech Finland. We have a premium membership in the organization, and we support women's empowerment in the technology area in cooperation with the organization. Currently, we are working together to make our recruitment processes more inclusive.

[Nollis](#) forum is a Finnish Vision Zero Forum for the networking of workplaces that aims to continuously improve occupational safety and well-being and to disseminate good practice. Forum supports us on our way towards achieving a zero-accident workplace.



PARA DRESSAGE RIDER JESSICA KERTTUNEN MAKES DREAMS HAPPEN

Para dressage rider Jessica Kerttunen is one of the youngest athletes sponsored by Ensto. In 2022, Kerttunen won the Finland's para dressage Championships and participated in the World Championships in Denmark. In 2023, Jessica's goal is to attend the Paralympics in Paris. With Ensto's support, this young and talented woman athlete continues training for the next battles and pursuing her dreams.

[READ MORE >](#)

URGENT HELP TO FAMILIES AND CHILDREN IN UKRAINE

Children and families in Ukraine are in a need of urgent help. To help the victims of the war and alleviate the humanitarian emergency in Ukraine, we teamed up with UNICEF and donated to the aid work in the crisis area. The donation is used to provide for example shelter, warm clothes, and vaccinations against polio and measles to Ukrainian children.

SUPPORTING LOCAL HANDBALL CLUB TO OFFER YOUNG PEOPLE AN OPPORTUNITY TO PRACTICE

Akilles Käsipallo is a local handball association in Porvoo, Finland, which focus point has always been on children and young people. Covid19 impacted its' junior activities, and many young people ended their hobbies during that time. Gladly, the situation has normalized since. Now the players are facing different struggles. Even though handball is one of the most affordable sports to practice, some children's families can't afford it, as life has become more expensive in general.

When sponsoring different parties at Ensto, we especially want to support children's hobbies and help to build community spirit. In 2022, we started a cooperation with Akilles Käsipallo to promote this matter. With our help, Akilles can support young people and provide also low-income families with an opportunity to practice handball.

[READ MORE >](#)

Sustainable Development Goals at Ensto

The United Nation's Sustainable Development Goals (SDGs), a worldwide action plan to end poverty, aims to protect the planet and ensure that all people enjoy peace and prosperity.

Ensto is committed to conducting business supporting the goals and underlying targets. At Ensto we have identified seven Sustainable Development Goals that our business, solutions and people primarily contribute to.

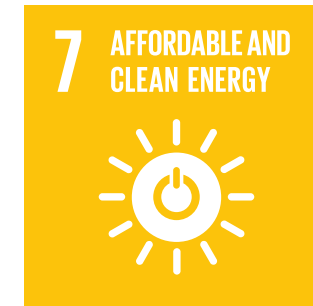
In 2022, Ensto continued competence building with UN Global Compact and we took part in the Climate Ambition Accelerator program. The goal of the program is to support participating companies of the UN Global Compact to assess current performance, identify risk areas and discover new business opportunities while achieving the SDGs. The program supported Ensto in setting ambitious emission reduction targets and planning a science-based roadmap in line with the 1.5°C pathway.

Ensto's SDGs and our contribution



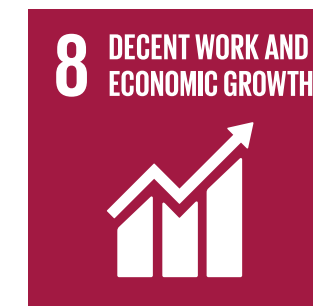
Gender equality

We are committed to increasing gender diversity throughout all levels of our company by developing competences with diversity and inclusion trainings and inclusive recruitment process.



Affordable and clean energy

We offer innovative and reliable, long life-cycle overhead lines, underground networks, network automation and new smart technology products and solutions for electricity distribution networks. We develop solutions for wind electricity production and develop micro-grid technology which enables integration of renewable energy sources to rural communities.



Decent work and economic growth

Our business has a positive economic impact on communities through employment and taxes. We take care of our employees by developing a healthy and safe working environment. We manage human and labor rights risks in our own operations and in our supply chain. We work closely with our suppliers to increase quality and environmental awareness.



Industry, innovation and infrastructure

Our own R&D, manufacturing and laboratories give us the expertise to continually innovate and serve our customers on an individual level. We work with our partners to research and develop new technologies.



Responsible consumption and production

We constantly try to minimize our waste generation and increase the recycling rate. We design our products taking material efficiency into account. We aim for high quality and to produce robust products with a long lifespan.



Climate action

We aim to decrease our own energy consumption and lower our indirect emissions (e.g., from logistics). We aim to increase the environmental knowledge and competence of our own employees. We see that electricity, especially smart electricity solutions, plays an important role when fossil fuels are replaced by renewable, carbon free electricity. Electricity is an enabler of modern life, modern societies, energy efficiency and carbon emission reduction.

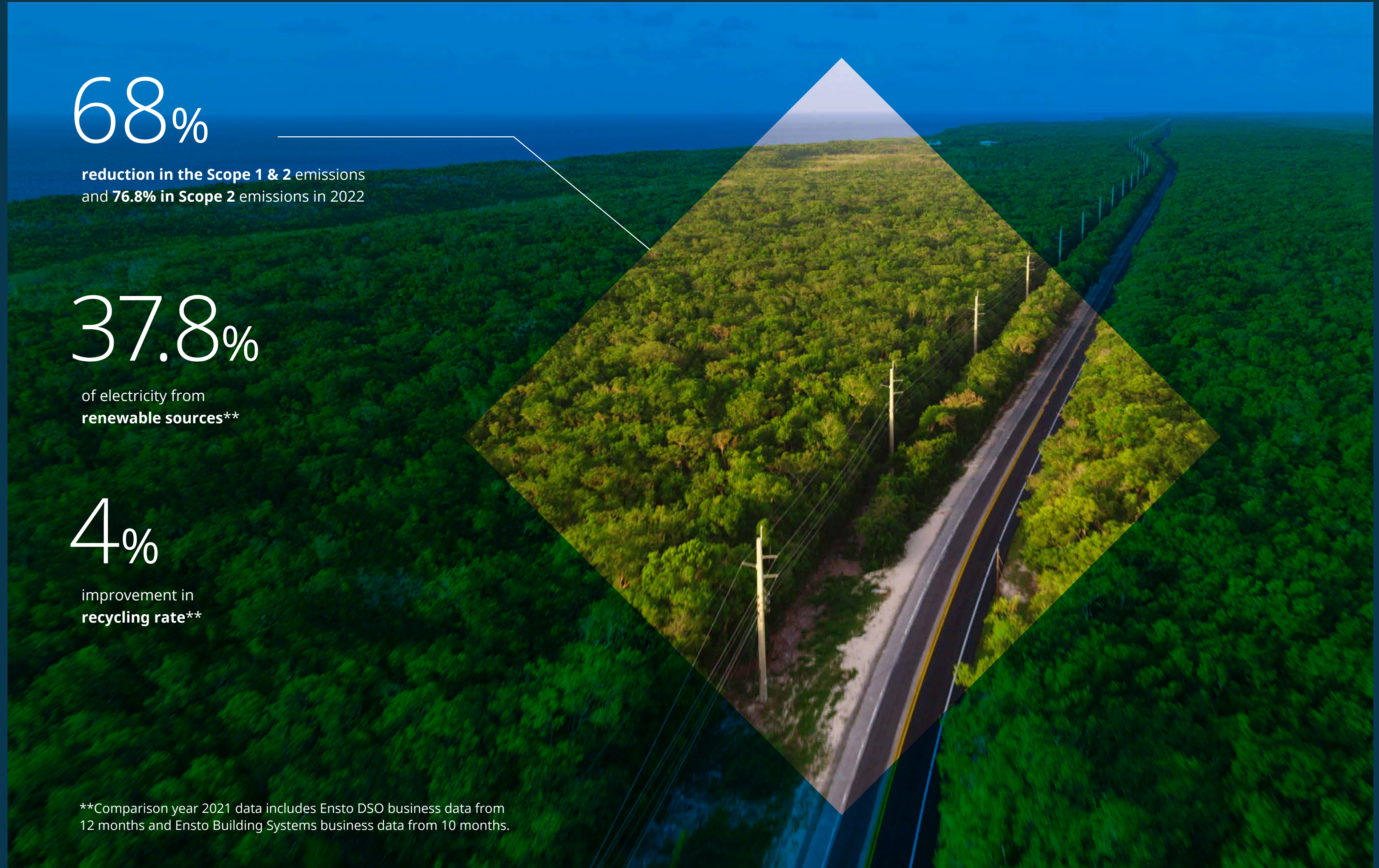


Peace, justice and strong institutions

We are committed to responsible business practices and refrain from all forms of bribery, fraud, or corruption. This is described in Ensto Code of Conduct, Supplier Code of Conduct and Anti-corruption Policy, and is an essential part of our strategy. In practice we are planning to train our people, inform our customers and suppliers, evaluating related risks and targeting actions to the more risky areas. Other important part in place is to have a mechanism to collect information if any unethical practices are observed.

◆ ENHANCING actions on climate and circularity

Ensto builds critical societal infrastructure that helps drive the green transition. We develop durable and innovative products and solutions that advance the UN Sustainable Development Goals. We are dedicated to improving resource efficiency and reducing greenhouse gas emissions across our value chain.



Ensto is committed to continuously developing our sustainability and reporting about it. We have been publishing sustainability reports since 2010, and all the previous reports are available on our [website](#).

◆ Enhancing actions on climate and circularity

Strategic aim	Target	2022 results	Future plans
Embed sustainability in our product creation	<ul style="list-style-type: none"> 50% of the R&D investments contribute to Sustainable Development Goals (SDGs) (by 2030) We aim to grow sales of our sustainable products to 10 million euros by 2025 	<ul style="list-style-type: none"> 19.0% of R&D investments contribute to SDGs Sales of our sustainable products 5.3 million euros in 2022 (4.1 million in 2021) First 4 product CO₂ calculations made 	<ul style="list-style-type: none"> Continue investing in solutions that contribute to SDG's and seek new business models based on smart technologies and new innovative materials Investigate product specific environmental impacts & prioritize opportunities for change Verified environmental claims for stakeholder communications
Waste nothing Embed circularity in our business activities Introduce innovative materials	<ul style="list-style-type: none"> Reduce inventory scrap by 50% (2025) Increase new materials in solutions 	<ul style="list-style-type: none"> Inventory scrapping target not reached as scrap increased by 21.8%, compared to 2021. But further analyses made and resources dedicated to improve performance. Waste to landfill decreased by 58.0%, hazardous waste by 23.9%, energy waste by 37.8% and recycling rate improved by 4.0%** Strategic work continued with trainings and participation was secured in Finnish government sponsored circular design training program by Ensto Innovative concepting with Aalto University to find lead free screw solutions in connectors Increased re-use rate of rejects and waste materials in injection molded parts at the Porvoo production site 	<ul style="list-style-type: none"> Target to reduce slow moving products in stocks with 50% and related development Expand scholar collaboration with academic material science Research for decoupling from harmful substances (SVHC) and from SF6 greenhouse gas used as insulation medium Take part in development of recycling materials, such as silicone recycling, with partners. Building side stream/waste to raw material – industrial collaboration Raising awareness towards material compliance through organization
Reduce GHG emissions Engage our key suppliers	<ul style="list-style-type: none"> 75% reduction of scope 1 & 2 CO₂ emissions (by 2025) 100% renewable electricity (by 2030) Improve energy efficiency by 7% (2030) All factories ISO 14001 certified (by 2025) 	<ul style="list-style-type: none"> Level of ambition raised – target updated from 50% to 75% (Scope 1 & 2 reduction 68%) Scope 1 & 2 CO₂ reduction set as Ensto's strategic target and tied to short-term incentives Scope 3 data gathering started with materials and logistics 37.8% of electricity from renewable sources (12.2% in 2021) Switched to renewable electricity in Keila and low-emission electricity in Porvoo Energy efficiency target not reached but electricity was used carefully due to the energy crisis. Relative energy efficiency (MWh/pcs) increased by 2.3% but total electricity consumption decreased by 2.8%. Ensto Renley ISO 14001 certification received 	<ul style="list-style-type: none"> Scope 3 CO₂ calculations and targets setting to reduce supply chain emissions continues Continue researching and switching to renewable energy in all Continue efforts on energy efficiency ISO 14001 certification for Ensto India and all new manufacturing company acquisitions Focusing more on sustainability in packaging and transportation

**Comparison year 2021 data includes Ensto DSO business data from 12 months and Ensto Building Systems business data from 10 months.

Technologies and solutions to enhance the green transition

The fight against climate change demands large-scale industrial solutions to enhance the green transition needed. Ensto's technology enables the development of infrastructure for renewables and helps overcome the challenges caused by climate change and decentralized power generation. An example of Ensto's contribution to decentralized power generation is our DEIE control cabinet which enables the interface between electricity producers and national grid utilities.

The manufacturing industry has a considerable environmental footprint, primarily because of the energy embodied in the materials used during production. However, the transition towards fossil-free energy can help reduce the overall impacts of materials. Against this backdrop, circularity has become a crucial area of focus for innovation and R&D at Ensto. We are proactively exploring opportunities to incorporate bio-based, more recyclable, and recycled raw materials in our components to increase sustainability.

One of the main factors of the high environmental burden of the materials used in our products are substances such as lead and SF6, which is a powerful greenhouse gas

FRANCE



Heating and air conditioning management solution installed in order to regulate the temperature in the workshop and save energy. Company cars switched to electrical or hybrid vehicles. EV charging stations installed and available to all employees.



when released accidentally. Replacing these materials is a high priority for us and for our industry as a whole, in order to meet the growing regulatory requirements and customer demand for climate-friendly solutions. Despite the challenges, we see great potential in enhancing our positive handprint in society by providing products and solutions that reduce our client's emissions.

Circular economy

Enhancing circularity in Ensto's manufacturing plants

In 2022, Ensto prioritized circular economy as a strategic focus area. This involved assessing the current state of circularity in our manufacturing plants, as well as identifying associated risks and opportunities. The main objective of the year was to implement the new knowledge and skills acquired from specialized training sessions to drive progress in achieving circularity in Ensto's operations. In 2022, we established collaborative partnerships and engaged with experts and academic institutions to enhance our capacity to address environmental product design challenges. This involved developing plans for future functions, which aimed to leverage external expertise and knowledge to enhance our ability to tackle such challenges.

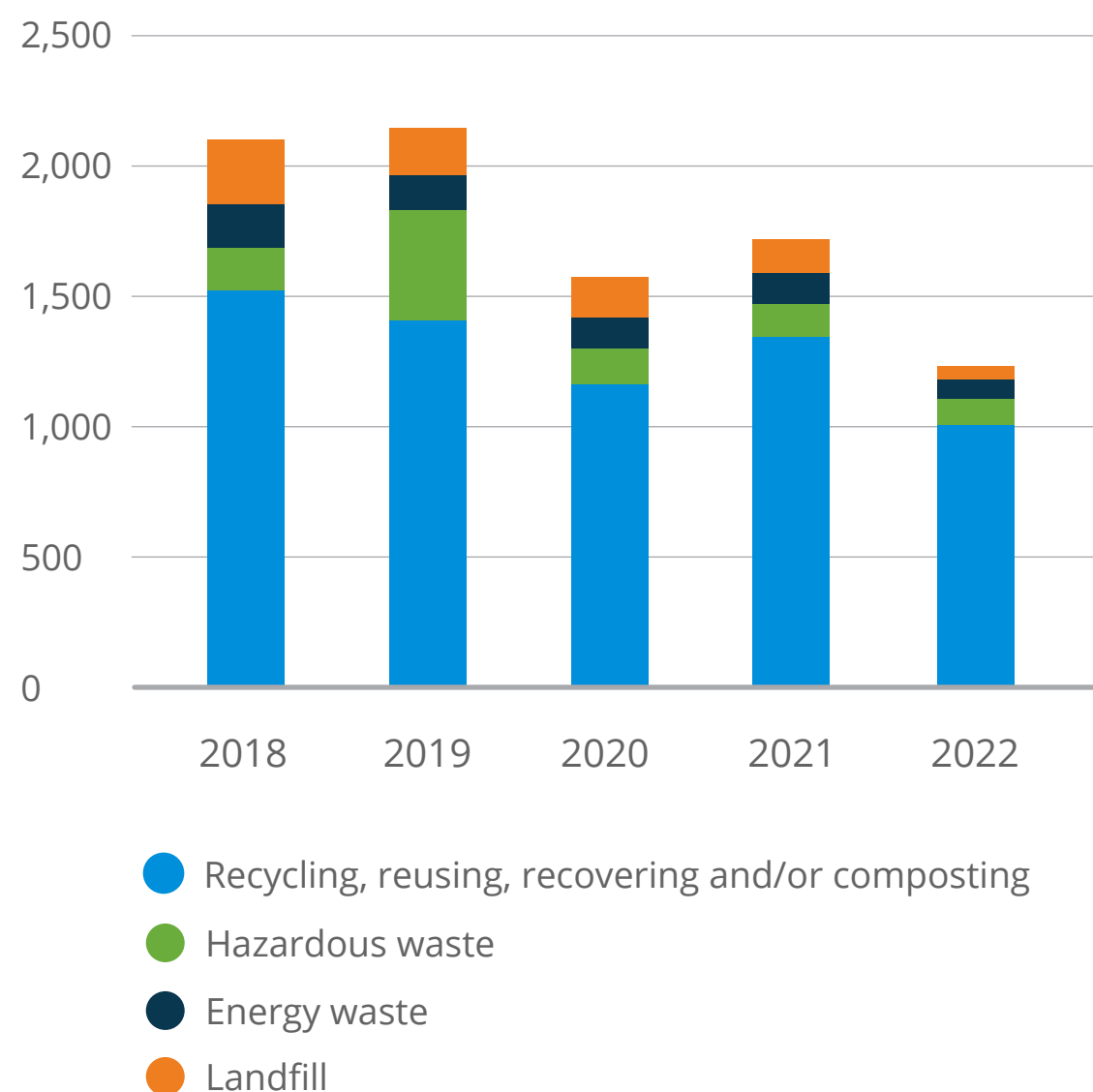
Following our strategic aim of embedding sustainability in our product creation, we have set a target to reach 50% of our R&D investments contributing to SDGs by 2030. In 2022, SDG related investments totaled 19% (in 2021 18.5%). The target supports an increase in the use of new materials in our solutions and challenges us to think more about the social aspects in addition to the environmental aspects related to our products. Currently the 19% investments represent mainly SDG's: (7) affordable and clean energy, (9) industry, infrastructure and innovation and (12) responsible consumption and production.

We see the reduction of inventory scrapping as an important factor in enhancing our environmental perfor-

mance. In 2022, we did not achieve our inventory scrapping-target, ending up with a 21.8% increase compared to the previous year. Further analyses made and resources were dedicated to improve performance.

In 2022, we allocated additional resources and recruited a sustainability specialist whose main focus is set for mapping hotspots for environmental improvement during greenhouse gas protocol Scope 3 impact assessments. Other focus areas include implementing life cycle assessment as part of Ensto's product development process and part of the product compliance information to meet EU's new Ecodesign for Sustainable Products Regulation (ESPR) and EU's Green Deal activities.

Waste management in Ensto's manufacturing plants, tonnes**



**Comparison year 2021 data includes Ensto DSO business data from 12 months and Ensto Building Systems business data from 10 months.



STUDENT COOPERATION WITH AALTO UNIVERSITY BROUGHT FRESH IDEAS TO ENSTO

For 25 years, Aalto University in Finland has organized the Product Development Project course, which brings business, design, and engineering students together to tackle industry challenges presented by companies.

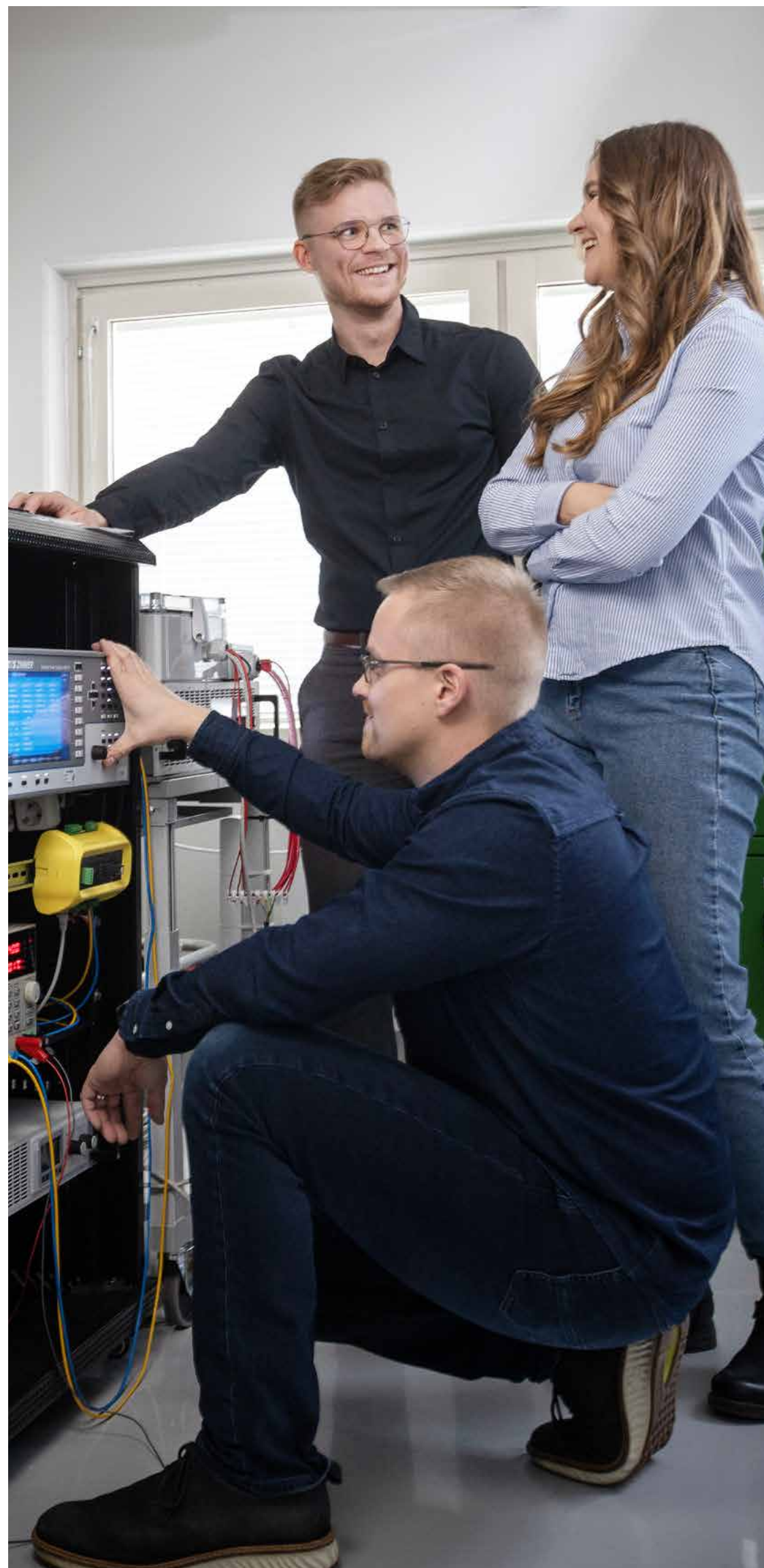


In 2022, Ensto participated in the course as a sponsor with the aim of solving the problem of material selection for future medium-voltage underground cable connectors. Future environmental legislation will prevent certain types of brass in underground connectors due to their high lead content, and our goal was to find a more environmentally sustainable alternative.

A brave group of five students signed up for the challenge: **Stefan Slob** as project manager of the team, **Tuomas Portin** as engineer, **Shota Izumi** safety officer and Juan Silva and Lauri Seutu the co-financial officers. Ensto's product development team, with Hannele Kenkkilä as our project lead, helped the students during the project, which lasted an academic year.

After months of development and testing, the team succeeded in finding a way to make underground cable connectors that change the commonly used lead brass to a lead-free alternative while reducing the overall amount of brass used. In addition to saving the environment, the new design could potentially also save costs. These are promising results for our future cable connector development at Ensto.

"When starting this project, our task was to create a lead-free connector and less expensive than the current design. Our final results have opened up new design avenues for the engineering department at Ensto to explore," says project manager Stefan Slob.



Increasing transparency in sustainable product development

Reducing waste to a minimum by reusing existing materials and products as long as possible is the essence of circular economy. Being a part of the critical infrastructure of society, Ensto's products are of high quality, and they survive decades in harsh environmental conditions. Most of the materials used in our products are also recyclable. With circular product design, we can further extend the life cycle of our products and increase the use of recycled materials in them.

Transparency is the key to sustainable product development and communications. Before making product-specific environmental claims, the first step is to identify and assess the product's entire life cycle in accordance with the standards and ensure that it covers everything from the extraction of raw materials to distribution in the supply chain to the customer's gate. The end-of-life and recycling or refurbishment options for all products must also be considered even if the recycling technologies are developing simultaneously. After taking all into account, the impacts for improvement can be identified and claims can be made about positive change. Ensto has started to build carbon footprint of products and aims to provide Environmental product declarations to support EU's green transition and to meet customer demand for proof of environmental performance.

Refurbishment a growing business area at Ensto

The future growth of sustainable products is clear. Refurbishment and customer specific spare parts increase product reparability and modularity, and the sale of spare parts has already grown as customers have become systematic in their climate efforts. Refurbishment, increasing the life cycle of the product by 20 years, has become a significant part of the business.

A great example of the evolving business is the refurbishment of overhead load break switches (LBS). The LBS called Auguste is the only one on the market with the safe advantage of an embedded voltage transformer. Through refurbishment, LBS Auguste's normal 25-year lifespan can be extended. De-

vices returned by the customer are taken to the Ensto factory for maintenance and processed in its own waste treatment facility. The take-back procedure comprehensively covers the end of the service life holistically and the customer has the opportunity to obtain a material take-back certificate for the recycling of SF6 used in medium-voltage devices.

Seeking ways to reduce waste

At Ensto, our aim is to reduce waste and promote circularity in our manufacturing plants. In recent years, we have increased the shear, or recycling, reusing, recovering and composting part in our overall waste generation and have been able to reduce the landfill and energy waste part by a small amount. Overall, waste generation has decreased well across the years.

We are continuously seeking ways to reduce waste generated in our manufacturing plants and also for our customers. We are looking for ways to reduce the generation of scrap as waste by establishing partnerships based on the principles of Circular economy and preparing to contribute to the development of materials flow in emerging recycling technologies. Packaging represents a large amount of materials used in Ensto's operations. To reduce the environmental impact of our packaging, we use as many recyclable materials as possible, such as brown corrugated board. We also use less printing colors in our packaging, and the stuffing materials inside the packaging are environmentally friendly.

Innovation and new materials for replacing harmful substances

Innovations in creating materials to replace harmful substances used in our products are an important part of our work related to circularity. We are actively participating in developing lead and SF6 free products with our suppliers and scientific institutions. One of the materials under testing is unleaded brass, which is being developed to use in brass screws. For SF6, our product development is testing less harmful, alternative mixture of gases for the load break switches.

FINLAND



Ensto **Finland** has kicked-off circular material project with part of insulation piercing connector SLIW50

product. Currently reached 9% own re-used plastic material in products upper part. Testing and development continue to improve re-use of materials.

New concepts for replacing SF6 in load break switches are being developed by Ensto in Bagnères-de-Bigorre, France. When the SF6-free technology is ready first for 10-24 kV range, LBS's enable the construction of a more sustainable network and can significantly reduce negative environmental impacts.

In addition to material innovations, we are researching and prototyping technologies that help distribution system operators (DSOs) reduce their CO₂ emissions. Smart sensors and IOT provide accurate fault information from their network so that focused repair actions can be done without manual investigation. The sensors can also predict service needs before more serious damage can take place in the network.

Emission reduction

Energy efficiency and renewable electricity are key to cutting direct CO₂ emissions

Our approach to quality and environmental matters is outlined in Ensto's Quality and Environmental Policy. Ensto's environmental management system is built to comply with the ISO 14001 standard requirements. In 2022, the certification of our manufacturing site in Ensto Renley, Ireland, was completed.

At Ensto, we are committed to reducing our Scope 1 and 2 CO₂ emissions by 75% by 2025. Electricity plays a leading role in our direct CO₂ emissions. Therefore, energy efficiency and the use of renewable energy sources are the most impactful ways to reduce our own carbon footprint. In 2022, we reduced our Scope 1 and 2 CO₂ emissions by 68% and Scope 2 CO₂ emissions by 76.8%, exceeding our set targets. For this reason, we raised our level of ambition by updating our target from 50% to 75%. Our emission reduction targets are also connected to Ensto's remuneration system via employees' short-term incentive packages.

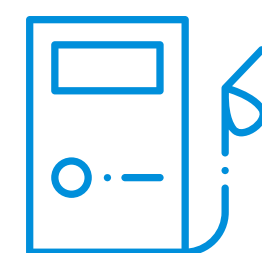
As an example of our emission reduction efforts in 2022, renewable and low emission electricity changes were made in big manufacturing locations like Keila and Porvoo. Also, we can see the lower level of energy used in manufacturing affecting the decline. Our goal is that in 2023, remaining factories will investigate and where possible start using electricity generated from 100% renewable energy sources and solar panels for own renewable electricity production will be installed at our factories in France.

We were able to improve our energy efficiency target in 2022 and ended up with total electricity consumption decreasing by 2.8% compared to previous year.

Engaging suppliers to reduce emissions in the value chain

With energy efficiency and by using renewable energy sources, we can significantly reduce the CO₂ emissions of our manufacturing plants. However, based on our pre-evaluations, the largest sources of CO₂ emissions in our supply

SCOPES OF GREENHOUSE GAS EMISSIONS



SCOPE 1

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



SCOPE 2

Electricity, district heating



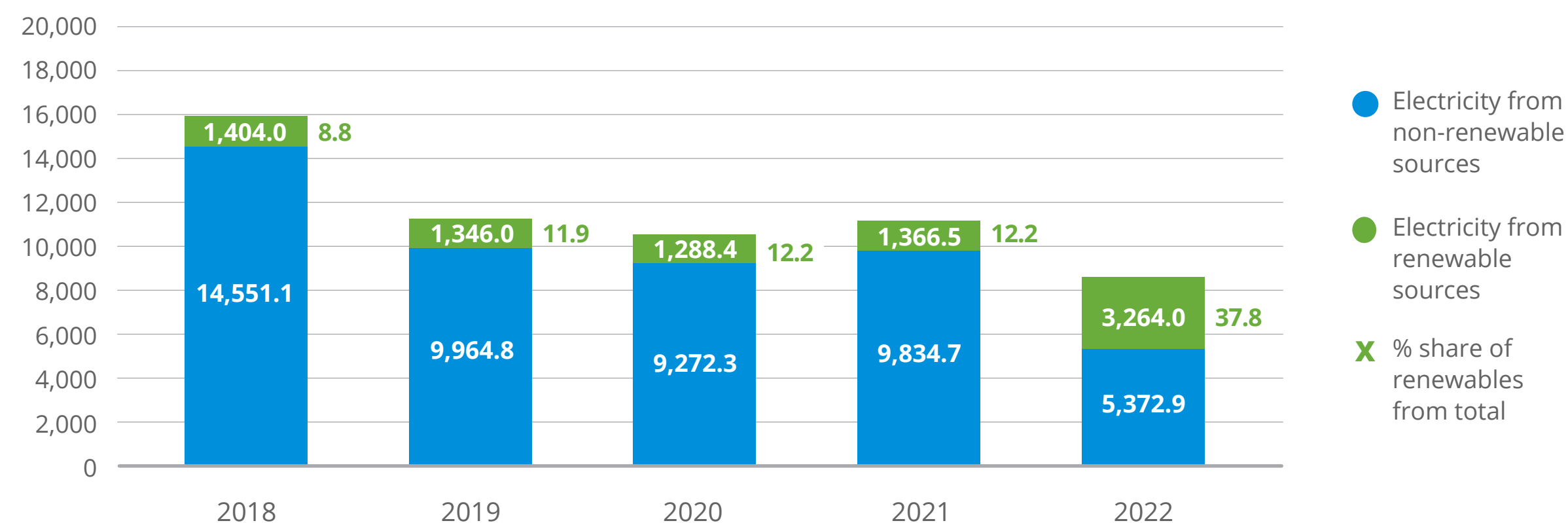
SCOPE 3

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

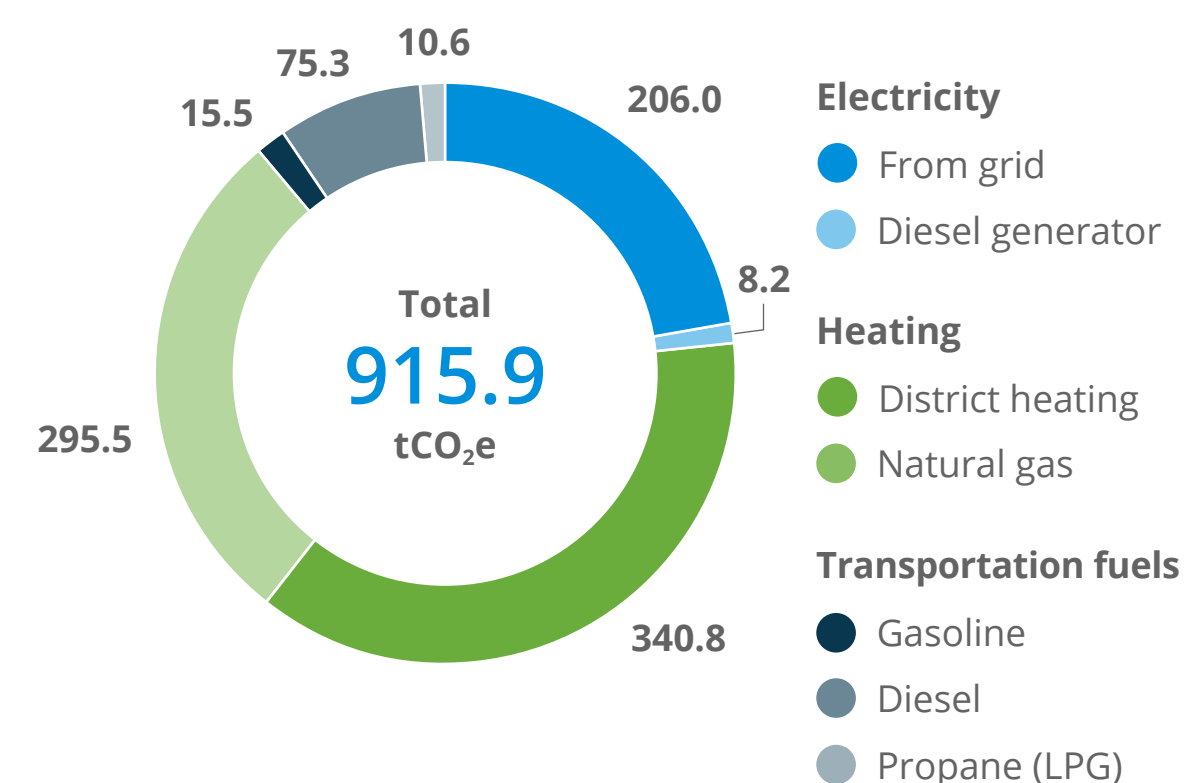
chain are expected to be raw materials. It is therefore important to drive sustainability improvements together with our suppliers. To form a better understanding of our Scope 3 emissions, we are in the process of gathering the data. In 2022 we started the process with raw materials and transport. We were not able to reach our goal to fully report our Scope 3 emissions by 2023. We are, however, continuously working closely with our suppliers to better understand our Scope 3 emissions and to reduce these emissions. Our updated goal is to fully report on our Scope 3 emissions by 2023.

Electricity consumption, MWh**

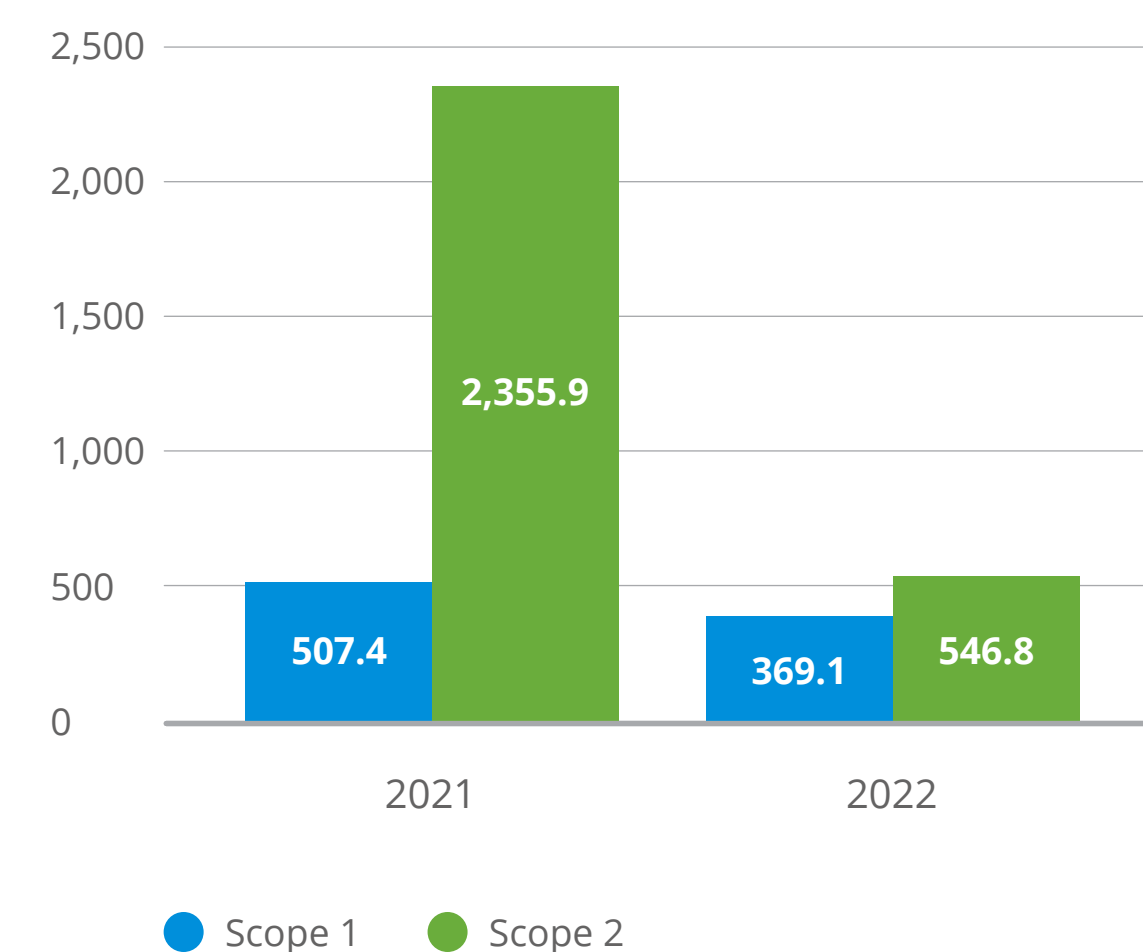
Use of electricity in Ensto factories in years 2018-2022



CO₂ emissions break-down, tCO₂e



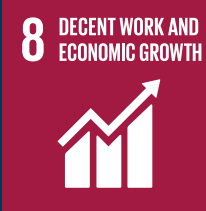
Scope 1 & 2 emissions, tCO₂e



Scope 1 & 2 emission reduction from 2021 was 68%.

◆ **EMPOWERING**
employees by providing
a safe and inclusive
working place

Ensto aims to provide a workplace where people feel safe, respected and fulfilled, enabling them to boost their wellbeing and perform at their best. Our target is to achieve a zero-accident workplace and we aim to build a culture where diversity is seen as a key asset. We continuously develop our already highly valued employee competence.



39%

of employees **women and other gender**

Employee net promoter score
improved from 18 to

27

from previous year

Average age of employees was

43.9

years



Ensto is committed to continuously developing our sustainability and reporting about it. We have been publishing sustainability reports since 2010, and all the previous reports are available on our [website](#).

◆ Empowering employees by providing a safe and inclusive working place

Strategic aim	Target	2022 results	Future plans
<p>Zero accident workplace</p> <p>Happy and healthy Ensto people</p>	<ul style="list-style-type: none"> • Zero accidents • Lost-time injury frequency <5 (2025) • Reduced sick leaves • Increased number of safety findings • All factories ISO 45001 certified (by 2030) • High employee engagement, employee engagement index target 80 (by 2025) • iGrow participation target 100% (yearly) 	<ul style="list-style-type: none"> • Average sick leave days per person increased by 14%** • Employee satisfaction improved: net promoter score 27 (18 in 2021) • First employee engagement index result 76 and iGrow participation 90% (86% in 2021) • Transition to a new employee satisfaction tool Glint • First global safety theme week • Occupational accidents with sick leave increased comparatively, partly due to global crisis, major organizational changes and rearrangement of work • No ISO 45001 certifications for manufacturing plants yet 	<ul style="list-style-type: none"> • Defining Ensto’s global health and safety standards through the ISO 45001 certification project • Engaging personnel for making more safety observations through wide implementation of HSE Walk & Talk procedure and registration app renewal • Focused and on-time internal and external communication on Health and Safety matters through global and local communication plans
<p>Strengthen our culture, in which all differences and opinions are valued</p> <p>Build diversity</p>	<ul style="list-style-type: none"> • Improve gender diversity • A third of senior positions held by women and other gender (2025) 	<ul style="list-style-type: none"> • First diversity & inclusion plan made, and initial stage started in 2022 • Competence development of key people in diversity and inclusion • 39% of employees and 18% of senior positions women and other gender • Job framework continued as a yearly process to bring systematic transparency to Ensto’s salary system • New recruitment tool and concept taken in use 	<ul style="list-style-type: none"> • Continuing competence development of employees in diversity and inclusion through internal and external training programs • Developing measurements of diversity and inclusion • Utilizing our new more inclusive recruitment process • Setting a target and development project for psychological safety • Developing a mandatory diversity e-learning training for all Ensto employees • Measuring and researching inclusivity through employee questionnaire • First global pride theme week

**Comparison year 2021 data includes Ensto DSO business data from 12 months and Ensto Building Systems business data from 10 months.

Diversity and inclusion as key factors in sustainable growth

Our business is built on people, and we see our employees as the greatest asset of our company. Health, safety and the well-being of our employees is important not only from an ethical point of view, but also enables us to create and deliver value to our clients.

In addition to our own employees, our business and products have health and safety related impacts elsewhere in our value chain. Product safety and safe installation work are a high priority for us. In addition, operating in a multitude of locations allows us to also pay close attention to the working conditions at our suppliers’ end.

As part of Ensto’s new strategy, diversity and inclusion have been identified as important factors in sustainable growth, alongside health and safety. We see a diverse and inclusive workplace as a strength that helps us to attract a talented workforce to further drive innovation and business success. Our aim is to strengthen our culture in which everyone can be themselves and all differences and opinions are valued.

Safe working environment

Management of health and safety issues is a business priority

At Ensto, we are committed to continuously improving our health and safety management. We follow our internal policies and comply with related legislation, regulations, and other applicable requirements. Our approach to managing health and safety is to proactively prepare for different risk scenarios, rather than react to them.

To reach our goal of becoming an accident-free workplace, we are continuously developing our safety procedures through internal and external audits, risk mappings, regular health and safety trainings, and gathering health & safety observations through organized HSE Walk & Talks, for example. Ensto invests in the competences of its employees in various ways. We support the health and well-being of our people in different ways depending on the

 **INDIA**



In 2022, Ensto **India** focused on health check-ups, first aid trainings, safety at warehouse, fire safety and emergency response trainings to enhance health and safety at the workplace.

country, for example in Finland, we offer high-quality occupational healthcare, and our employees have access to an electronic pass for sports. In France, we have also piloted a scheme whereby we offer our employees an electrical bike to use during the workday.

Ensto is developing the health and safety management systems for the manufacturing sites to meet the ISO 45001 requirements, and all of our manufacturing sites are certified according to ISO9001 and most of them according to ISO14001. Our goal is to have all our manufacturing sites certified according to the ISO 45001:2018 health and safety management systems standard. The first certification is planned to be finalized in 2023.

Ensto’s iGROW discussions are an important means not only for individual development plans, but also for measuring our employee’s wellbeing and hearing their views. The discussions are held at least once a year with all employees. We have been following our employees’ satisfaction with Ensto as a workplace through the Net Promoter Score (eNPS). There has been a remarkable growth in our score across the last three consecutive years, and our eNPS in 2022 was 27 (18 in 2021, 10 in 2020 and -10 in 2019). In the end of 2022, we moved to a new employee engagement survey tool Glint, which gives us a deeper understanding of what we need to focus on. We’re committed to ensuring our employees’ wellbeing, satisfaction, and engagement at work, and with Glint, we can move towards that goal.



Toward vision zero with co-operation and communication

In 2022, coming out of the COVID-19 pandemic we continued to prioritize our employees' health. But we noticed that with crises some important procedures, like HSE walks were not working at full capacity thanks to the careful following of precautionary guidelines by our employees. We did not manage to keep the impressively low pandemic health level, but the average sick leave days per person remained low not getting back to pre-pandemic figures, at 5.7 (5.0**).

In 2022, 19 accidents requiring sick leave occurred at work, setting the rate of all occupational accidents (LTIF1) at 13.2*. The rate of serious accidents with four or more sick leave days (LTIF4) was 11.8*. The number of occupational accidents with sick leave increased comparatively from the previous year, partly due to organizational changes at the end of 2021. Global crises and divesting Ensto Building Systems business led to adjustments and rearrangement of work in our manufacturing sites, which may have led to an increased number of accidents.

Our target is to increase the number of safety findings at our manufacturing sites. To improve our health and safety performance, we are setting targets for number of health and safety observations at our manufacturing sites. To build a good base for continuous development in 2022 we formed a Health, Safety and Environmental co-operation group of experts from our manufacturing sites. Also, during 2022 we had our first Safety theme week to train and activate communications of the health, safety and well-being topics globally.

Supporting hybrid work after pandemic

Two years ago, we developed a flexible hybrid working model to promote remote work where possible. Even though the pandemic doesn't affect our lives as much as then, remote work has taken a permanent place in our working patterns. To support the wellbeing of our people working remotely, we have invested in online services focusing on mental health and exercise breaks.

Ensto Finland piloted the Auntie online well-being service in 2021. The goal is to offer low-threshold and preventative help for anyone struggling with stress, overachieving, lost motivation, or self-leadership issues. In 2022, Auntie was launched for all our employees globally. The Cuckoo break exercise app, which was also introduced to Ensto people in 2021, has established its place in the everyday working life of Ensto employees. Cuckoo encourages people to do micro exercise breaks during the workday to help get energized and boost performance.

In 2021, we launched a project called Office Work Productivity to help improve our employee satisfaction. Our aim is to focus on core work tasks and eliminate time losses in our everyday work. We are aiming to produce positive changes in working methods, better working processes and tools, enhanced empowerment of our people with better attention to reduce time losses, and continuous improvement in the office work.

In 2022, the Office Work Productivity implementation continued in Finland and extended to Estonia. In the project we discovered that a lot of time and resources are being wasted by inefficiently held meetings at Ensto in Finland.

*Comparison year 2021 data includes both Ensto DSO business and Ensto Building Systems business data from 12 months.

**Comparison year 2021 data includes Ensto DSO business data from 12 months and Ensto Building Systems business data from 10 months.

Key health figures**

	2020	2021	2022
Average sick leave days per person per year	7.9	5.0	5.7
Sick leave per person % change	-8.14%	-36.70%	14.00%
Number of sick leave days	9,673	5,114	4,620
% change number of sick leave days previous year	-14.85%	-47.13%	-9.66%

Key safety figures (LTIF)*

	2020	2021	2022
LTIF1	9.1	11.5	13.2
LTIF4	8.7	10.0	11.8
Number of accidents (with sickleave)	16	23	19

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

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

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

IRELAND



Ensto Renley in Ireland has every Wednesday a 'Wellbeing Wednesday Walk' followed by a lunch. Remote workers can also take part, which promotes inclusiveness.

The finding was confirmed to be an Ensto-wide phenomenon by a query done in all countries. Based on the data received, the Office Work Productivity team and training agency Bravers put together new Ensto meeting guidelines called Efficient and engaging meetings at Ensto. The 60-minute interactive e-learning training is now available for all Ensto office workers.

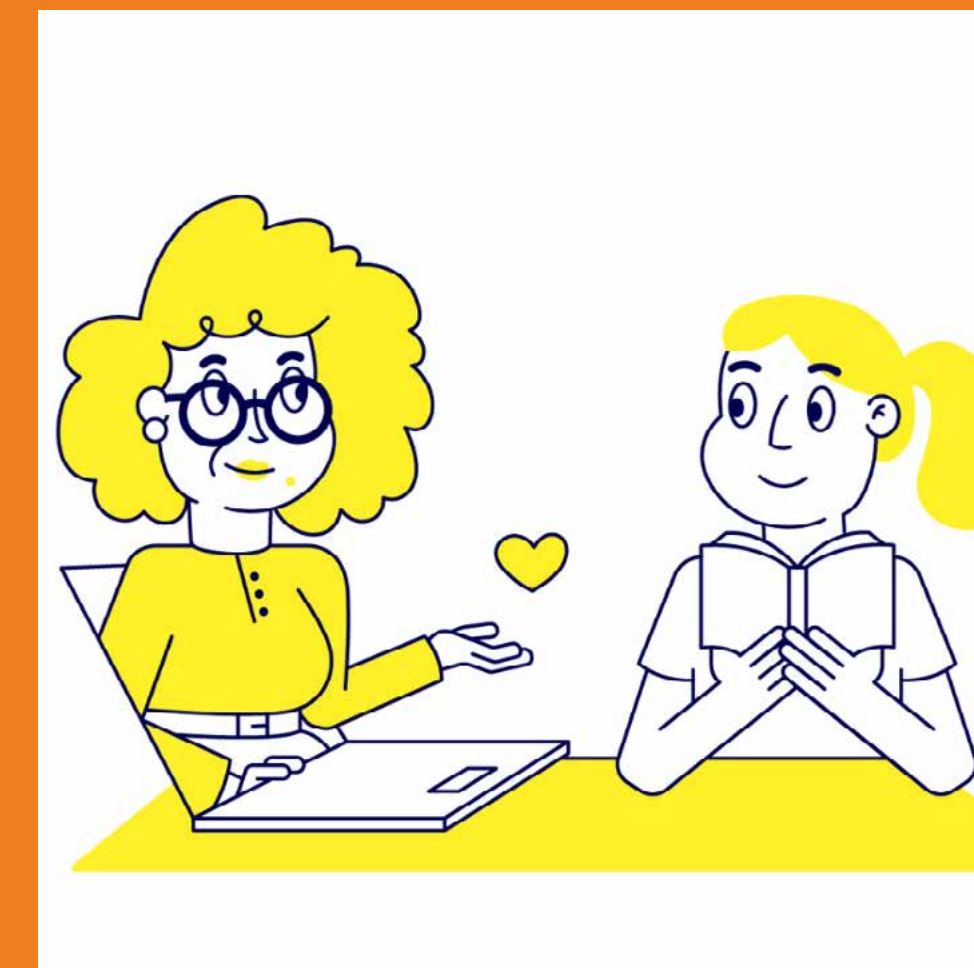
*Comparison year 2021 data includes both Ensto DSO business and Ensto Building Systems business data from 12 months.

**Comparison year 2021 data includes Ensto DSO business data from 12 months and Ensto Building Systems business data from 10 months.



AUNTIE WELLNESS SERVICE WAS LAUNCHED GLOBALLY AT ENSTO

Auntie is a low-threshold and preventive wellbeing service that supports employees to cope with everyday issues before they become overwhelming.



In 2022, Ensto launched Auntie wellbeing service globally for all its' employees. Auntie was first introduced in Finland in the summer 2021, and reception for it was very positive. As the service was a success in the pilot in Finland, it was implemented in all Ensto counties.

At Ensto, we want to invest in the wellbeing of our personnel, and make sure that all our employees get the best possible support in their everyday life, especially during these exceptional times, when life can be especially challenging. Therefore, we wanted to offer Ensto employees an easy access to wellbeing online service Auntie to support them in coping with everyday issues before they become overwhelming.

Auntie is a low-threshold and preventive well-being service based on conceptualized packages around work or life situation related themes. Auntie can be used for support or sparring in life's twists and turns. Whether an employee is struggling with stress, overachieving, lost motivation or self-leadership, Auntie can help before the issues escalate to problems. The service offers one-to-one sparring sessions with Auntie professionals in 20 different languages, so it comprehensively serves everyone.

ESTONIA



Ensto participated in the "Give warmth" charity campaign together with its partners in Keila. They managed

to circulate and donate 100 jackets and 100 reflectors to those in need. Many moms and dads were able to exchange their thin spring-autumn jackets for warm parkas and coats.

Diversity and inclusion

Setting targets and planning future actions

Diversity and inclusion was set as Ensto's new sustainability priority and strategic focus area in 2021, and the focus during the year was on defining the ambition level and preliminary targets around this theme. We aim to develop Ensto's diversity and inclusion by focusing on gender diversity especially in senior level positions, improving the gender gap in salaries, and by growing our overall know-how on matters relating to diversity and inclusion.

In 2022, the development of this theme continued, and the first concrete diversity and inclusion plan was made. The first phase of the plan was launched in the same year, with diversity training for management, leaders, and HR. In the 3-hour workshop, the participants will hear about the ways in which D&I benefits our company and learn to identify the challenges to diversity and inclusion and work together to find the needed solutions. In the future diversity e-learning training will be mandatory for all Ensto employees.

Job framework brings transparency and equality to our salary system

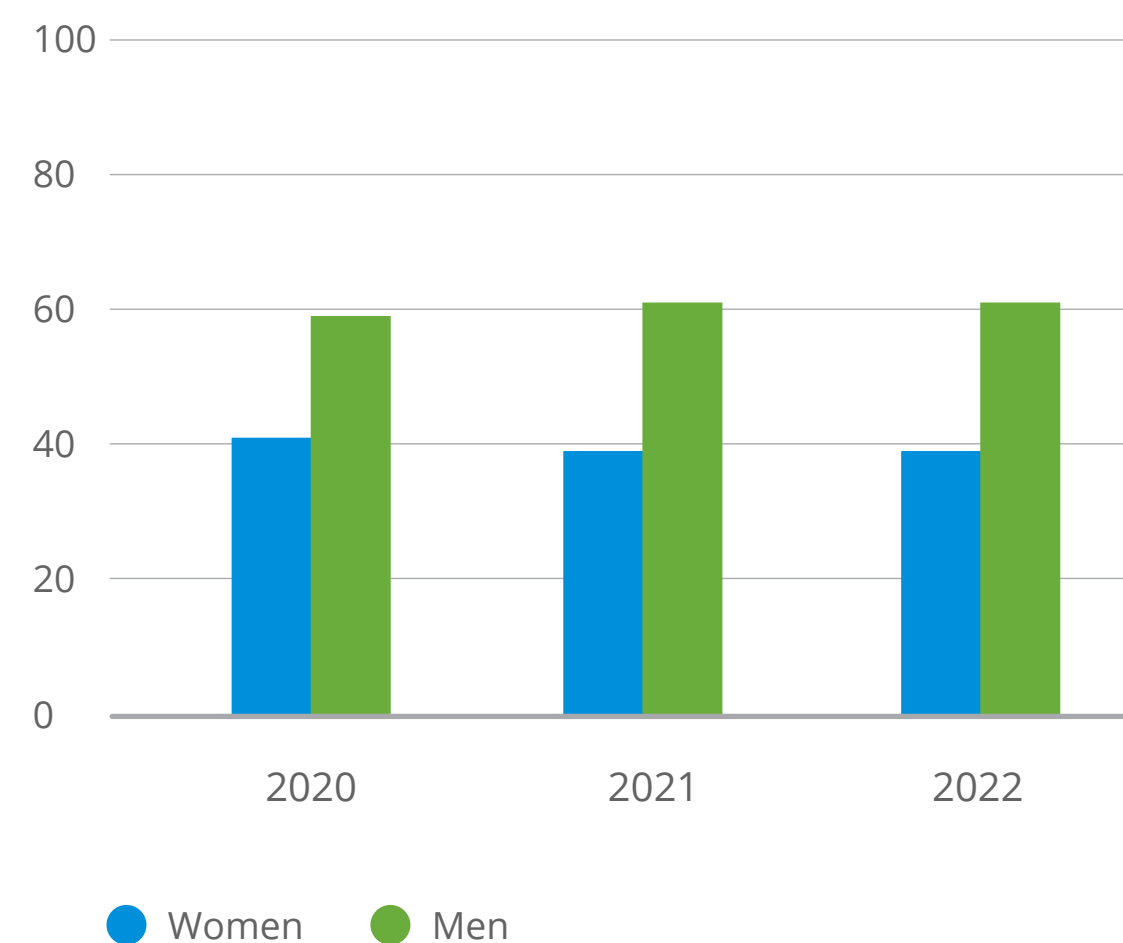
Our target is to have equal pay for all genders. In 2021, we created a globally consistent and transparent job framework for the different roles and their requirements within the company. The Job Framework makes salaries comparable in all countries and helps in bridging the salary gap between men and women. The average salary of women improved by 5% during 2022 due to the Job Framework project. In 2022, Ensto's superiors were trained in more detail to utilize the Framework throughout the salary review processes, to ensure equal and transparent treatment of all personnel. Our target is also to increase the female share to 27 % in senior positions by 2025, as women are under-represented in certain job classes at Ensto.

Renewed recruitment process and upgraded tool

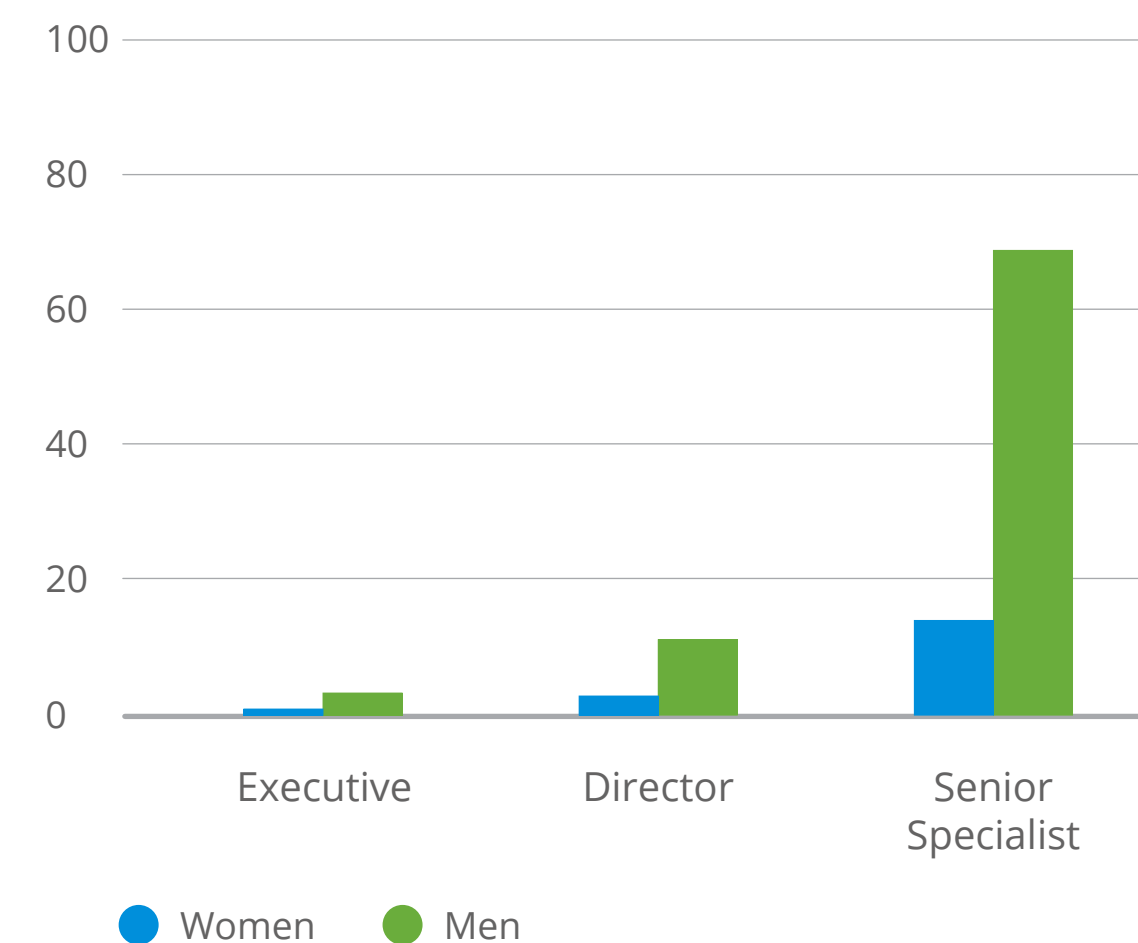
Recruitment and onboarding of new employees are important from an organizational culture building point of view. In 2022, we updated our recruitment concept and moved globally into a new recruitment tool Teamtailor, that offers multiple possibilities to enhance recruitment.

In 2022, we implemented anonymous recruiting in the first stage of our recruitment process. It means that the recruiter doesn't see the applicant's name, age, gender, picture etc. We also announced the salary accordion in connection with our job announcements.

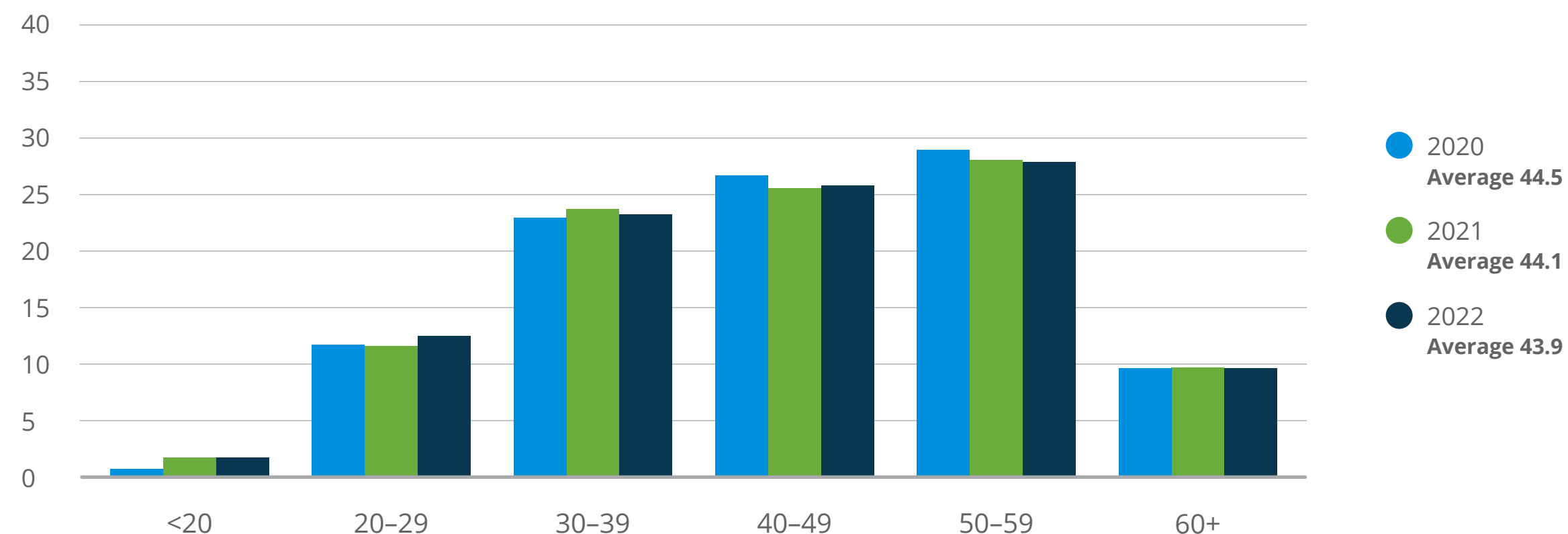
Share of male and female employees, %



Gender and senior positions, 2022

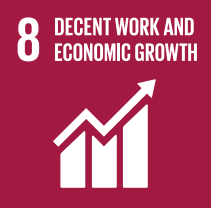


Share of employees by age, %

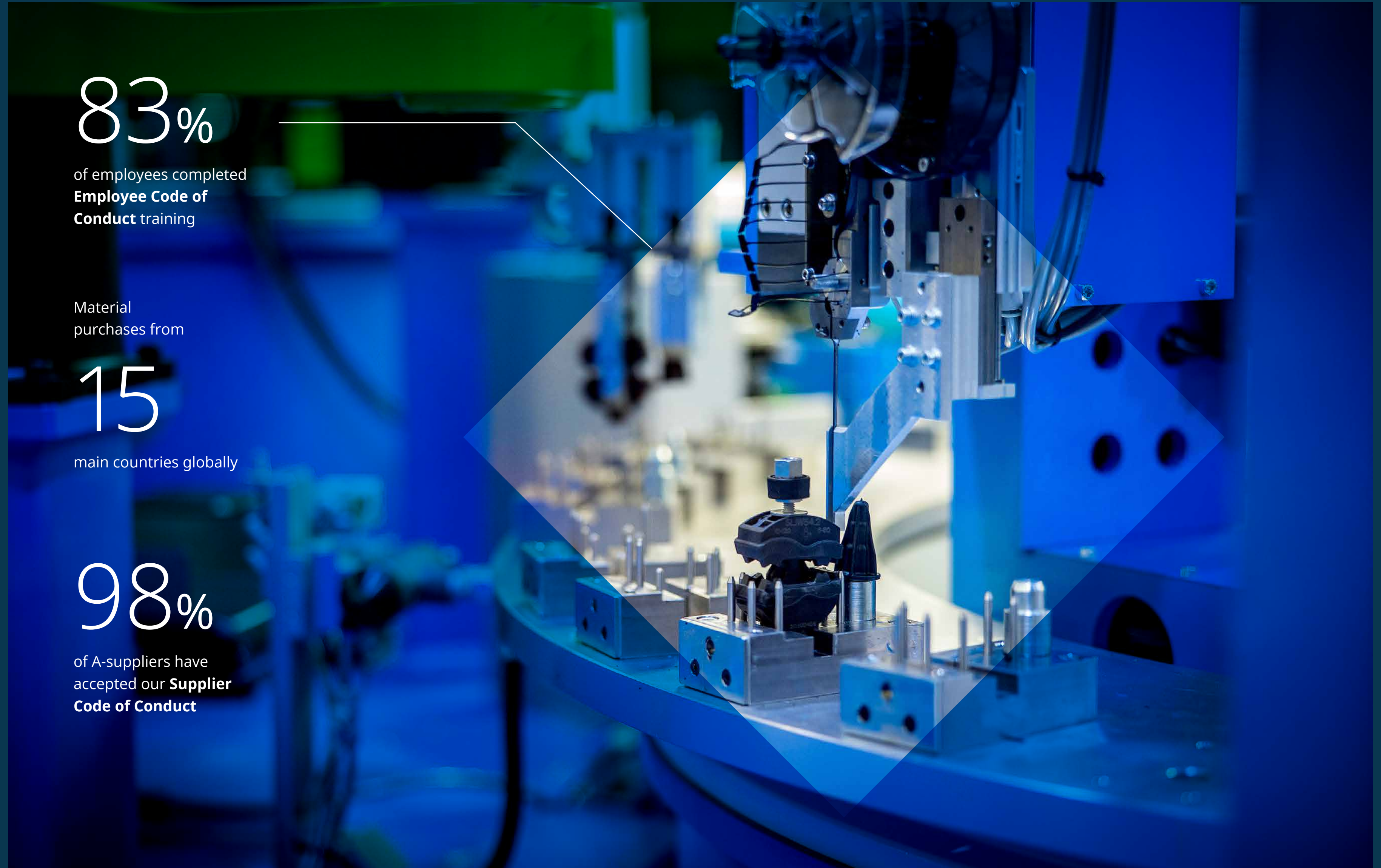


◆ **ENSURING**
high ethical standards
and compliance across
our value chain

Ensto is committed to upholding ethical behavior and respect for human and labor rights and aims to set an example throughout the industry. Our goal is to further integrate sustainability and ethics into our own operations and across the supply chain. We are taking concrete actions to ensure we deliver industry leading standards of ethical, supplier and material compliance, as well as customer privacy and cybersecurity.



Ensto is committed to continuously developing our sustainability and reporting about it. We have been publishing sustainability reports since 2010, and all the previous reports are available on our [website](#).



83%

of employees completed
**Employee Code of
Conduct** training

Material
purchases from

15

main countries globally

98%

of A-suppliers have
accepted our **Supplier
Code of Conduct**

◆ Ensuring high ethical standards and compliance across our value chain

Strategic aim	Target	2022 results	Future plans
Grow Ensto people's ethical, compliance and sustainability competences	<ul style="list-style-type: none"> E-learning on Employee Code of Conduct completed by 100% of employees E-learning on Health and Safety policy and Quality and Environmental policy completed by 100% of employees Sustainability basic e-learning completed by 100% employees Cyber security training completed by 100% of office workers 	<ul style="list-style-type: none"> 83% of employees completed Employee Code of Conduct training Quality and Environmental policy e-learning completed by 77% of employees Health and Safety policy e-learning completed by 80% of employees Sustainability Basic training completed by 78% of office employees Cyber security training completed by 100% office employees Two reported cases, one via anonymous and one via internal channel, solved according to processes 	<ul style="list-style-type: none"> Annual refresh of Code of Conduct, 2023 theme being anti-corruption Human Rights due diligence and training in 2023 Continuing active communications on reporting channels, including anonymous SpeakUp line Applying new tool for material compliance management
Engage our key suppliers	<ul style="list-style-type: none"> Supplier trainings completed Supplier evaluations conducted 	<ul style="list-style-type: none"> E-learning arranged to engage suppliers in Ensto's Supplier Code of Conduct 98% of A-suppliers have accepted our Supplier Code of Conduct Audit procedure implemented to India 	<ul style="list-style-type: none"> Continuing to roll out our Supplier Code of Conduct to reach 100% commitment Embedding sustainability evaluation into supplier qualification process Conducting supplier sustainability audits in risk countries (in 2023 in India)

Ethics and compliance throughout value chain

As a Finnish family-owned company with strong values, sustainability and our ethical conduct of business is embedded in our DNA. We continuously strive to strengthen our competence and seek new ways to improve our business to further benefit not only our company, but society as a whole.

Ensto has production facilities in six countries, and we purchase materials from 15 main countries globally that amount to 94.3% of all purchases. The value chain of our products is long, and it stretches our social and environmental impacts beyond our direct operations. We value human and labor rights, equality, healthy and safe working conditions, and expect our suppliers and partners to respect the same values and policies when engaging in business activities with us. We are committed to our Code of Conduct and do not accept corruption or bribery in any form. We are committed to building sustainability competence internally and within our partner network and integrating sustainability into our daily operations.

Developing processes and policies for managing ethical competence

Ensto's Code of Conduct ("Code") is the key policy that sets the ethical standards that guide our everyday work and decision-making. The Code applies to everyone working for Ensto, and we require all our employees to complete a Code of Conduct e-learning course on our Ensto Academy training platform. At the end of 2022, 83% of our employees had completed the course. This level is not where it should be and needs attention. To ensure 100% participation, the e-learning course is part of our employee onboarding, and every other year one specific Code topic is highlighted and additional training on the topic is provided. In 2023, we will have in focus the topic anti-corruption.

Ensto uses an anonymous platform called SpeakUp for reporting unethical activities, violations and concerns. The platform is hosted by a third party, and all violations are

reported to the Ensto Management Team and Chair of the Board of Directors. Two reported cases in 2022, one via anonymous and one via internal channel. The cases were related to the war Russia started and bullying at work and were investigated and successfully resolved.

Ensto's Health and Safety (HS) and Quality and Environmental (QE) policies were renewed in 2021. To ensure effective communication and understanding of the main policies, we arranged mandatory e-learning courses for all Ensto personnel. The e-learning is mandatory for all employees.

SPEAKUP CHANNEL



1. Discuss with person(s) involved

- If this:
- is not possible
 - you do not feel comfortable



2. Discuss the issue with your superior, SpeakUp coordinator or local / global HR person

- If you:
- don't feel comfortable in doing so
 - want to report anonymously
 - the raised concern has not been solved



3. Report your concerns through SpeakUp line, which is open 24/7

THE ENSTO CODE OF CONDUCT



We all play a key role in putting this code into practice



We comply with the laws and regulations



We respect human and labor rights



We truly care for our people



We treat each other with respect



We strive for high quality



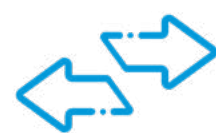
We take care of the environment



We respect privacy



We do business fairly and openly



We avoid conflicts of interest



We do not accept or give bribery or improper gifts



We speak up

[READ MORE >](#)

In 2022, we also launched a mandatory online basic training on sustainability for our office employees and all employees 2023 onwards. In addition to trainings and e-learnings, employees can find all relevant disclosures on implementing the organization's policies and practices for responsible business conduct from Company's intranet and website.

Engaging with suppliers through Code of Conduct e-learnings

We set strict requirements for our business partners to uphold high standards for responsible business practices. Ensto's [Supplier Code of Conduct](#) defines the minimum sustainability and ethics requirements for our suppliers. We expect our suppliers to implement these requirements across their own supply chains, and compliance with our Code is an integral part of our supplier selection criteria. Our group-level target is that 100% of our category A suppliers (where we spend more than EUR 200,000 annually) accept our Code through an E-procurement portal, E-Academy training program or by signing Ensto's contract.

In 2022, we continued arranging e-learnings on the Supplier Code of Conduct to engage our suppliers and to increase the number of suppliers to accept the Code. The e-learnings focused on explaining Ensto's values and our expectations for suppliers in more detail. As a result of the e-learnings, the coverage of our Code of Conduct compliant suppliers reached 98% by the end of 2022. Ensto's external stakeholders, including suppliers, can report any misconduct, illegal or unethical behavior they detect through the same SpeakUp channel in use for our employees. We monitor the progress of our Supplier Code of Conduct implementation monthly.

Audits play a significant role in the development of our supply chain

We monitor compliance to the Code in risk countries through regular sustainability audits. The audits are conducted by external sustainability certification companies with extensive local expertise.

In 2022, audit procedure was implemented to India, to ensure that we are ready to set an example to our partners in sustainable and ethical business practices. This included sustainability training and audit preparations. In 2023, the implementation will continue with audits in our own and suppliers' facilities.

The prolonged coronavirus pandemic has raised the need for developing the tools for remote supplier audits. In 2021, all the audits were done remotely, but in 2022 we moved back to onsite audits. Digital tools still support our supplier auditing, but onsite visits remain the main means of auditing the sustainability practices of our suppliers.

In 2022, Ensto focused more on risk assessment in supply chain. The ongoing COVID-19 and war situation have made a huge impact on availability of raw materials and components. At Ensto, we have to be more prepared and aware of the existing risks when it comes to procurement and availability of important materials.



INDIA



Continuous collaboration with our stakeholders is important to us. In 2022, audit procedure was implemented to our Indian facilities to ensure that we are ready to set an example to our partners in sustainable and ethical business practices.

ENSTO SUPPLIER CODE OF CONDUCT TOPICS



Our suppliers comply with the laws and regulations



Our suppliers secure healthy and safe working conditions



Our suppliers respect human rights



Our suppliers respect labor rights



Our suppliers do not accept child labor



Our suppliers strive for high quality and sustainable operation



Our suppliers respect privacy



Our suppliers do not accept or give bribes or improper gifts



Our suppliers do business fairly

[READ MORE >](#)



STRENGTHENING CYBERSECURITY FOR A SUSTAINABLE FUTURE

At Ensto, we believe that cybersecurity is a fundamental element of sustainability, and we are committed to continuously improving our cybersecurity posture to protect our employees, customers, and stakeholders.



Our targets, including cybersecurity awareness training for all employees, ongoing development of cybersecurity protection measures and services, ISO 27001 certification project in France, and cybersecurity integration in our products and solutions, reflect our proactive approach towards ensuring the highest standards of cybersecurity.

By prioritizing cybersecurity, we aim to build trust, foster resilience, and contribute to a more sustainable digital ecosystem. Ensto is firmly committed to protecting our digital assets, and we will continue to invest in cybersecurity to secure a brighter and more sustainable future for all.

UNGC index

Ensto has been a signatory to the United Nations Global Compact since 2013, and we are committed to its principles regarding human rights, environment, labour and anti-corruption. We promote sustainable development in all our daily business activities and operations. We demonstrate this by committing to the ten principles of the UN Global Compact initiative.

The following table shows how we have connected the UN Global Compact principles to Ensto’s Employee Code of Conduct and Supplier Code of Conduct and policies.

Starting this summer 2023 we will start to report according to the new separate UNGC Communications in Progress online reporting format in addition to this company sustainability report.



Supporting the UN Global Compact

Principles	Covered in
Human rights	
Principle 1 Business should support and respect the protection of internationally proclaimed human rights	Ensto Code of Conduct, Supplier Code of Conduct
Principle 2 Make sure not to be complicit in human rights abuses	Ensto Code of Conduct, Supplier Code of Conduct
Labor standards	
Principle 3 Business should uphold the freedom of association and the effective recognition	Ensto Code of Conduct, Supplier Code of Conduct, Health and Safety Policy
Principle 4 The elimination of all forms of forced and compulsory labor	Ensto Code of Conduct, Supplier Code of Conduct
Principle 5 The effective abolition of child labor	Ensto Code of Conduct, Supplier Code of Conduct
Principle 6 Elimination of discrimination in respect of employment and occupation	Ensto Code of Conduct, Supplier Code of Conduct, Health and Safety Policy
Environment	
Principle 7 Businesses should support a precautionary approach to environmental challenges	Ensto Code of Conduct, Supplier Code of Conduct, Quality and Environmental Policy, Environmental management system
Principle 8 Undertake initiatives to promote greater environmental responsibility	Ensto Code of Conduct, Supplier Code of Conduct, Quality and Environmental Policy, Environmental management system
Principle 9 Encourage the development and diffusion of environmentally friendly technologies	Quality and Environmental Policy, Ensto Group R&D Guidelines
Anti-corruption	
Principle 10 Businesses should work against corruption in all its forms, including extortion and bribery	Ensto Code of Conduct, Supplier Code of Conduct

GRI index

Statement of use Ensto Group has reported the information cited in this GRI content index for the period 01.01.2022-31.12.2022 with reference to the GRI Standards.

GRI standards in use GRI 1: Foundation 2021 and Topic Standards material to Ensto.

GRI standard	Disclosure	Location	Reported fully/partly	Comments
GRI 2: General Disclosures 2021				
	2-1 Organizational details	Ensto in Brief	fully	
	2-2 Entities included in the organization's sustainability reporting	Ensto in brief; About this report	fully	
	2-3 Reporting period, frequency and contact point	About this report; GRI index	fully	Jenni Raitavuo, Head of HSE and Sustainability, firstname.lastname@ensto.com
	2-4 Restatements of information	GRI index	fully	No restatements were made.
	2-5 External assurance	About this report; GRI index	fully	Ensto's Sustainability Report 2022 hasn't been externally assured.
	2-6 Activities, value chain and other business relationships	Ensto in brief; Message from the Chairwoman of the Board; Ensuring: Ethics and compliance throughout value chain; About this report	partially	Detailed description of activities and products, supply chain, other relevant business relationships or significant changes compared to the previous reporting period not reported.
	2-7 Employees	Ensto in brief; Empowering: Diversity and inclusion	partially	The numbers are reported in head count as an average across the reporting period. Breakdown of total number by region not reported. Employment types and their breakdowns by gender and region not reported. Includes also workers who are not employees from Estonia and Finland.
	2-9 Governance structure and composition	Sustainability Governance	partially	Detailed description of the composition of the highest governance body and its committees not reported.
	2-11 Chair of the highest governance body	GRI index	fully	The chair or other Ensto's highest governance body members are non-executive to avoid conflicts of interest.
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability at Ensto; Sustainability Governance; About this report	partially	Detailed description of the highest governance body overseeing or reviewing Ensto's due diligence or other processes, related stakeholder engagement or consideration of outcomes not reported.
	2-14 Role of the highest governance body in sustainability reporting	About this report	fully	
	2-16 Communication of critical concerns	Ensuring: Developing processes and policies for managing ethical competence	fully	
	2-22 Statement on sustainable development strategy	Message from the Chairwoman of the Board	fully	

GRI standard	Disclosure	Location	Reported fully/partly	Comments
	2-23 Policy commitments	Sustainability at Ensto; Sponsoring and memberships; Ensuring high ethical standards and compliance across our value chain; UNGC index	partially	Detailed description of policy commitments' content, including human rights, or the approval level of commitments not reported.
	2-24 Embedding policy commitments	Sustainability at Ensto; Sponsoring and memberships; Ensuring high ethical standards and compliance across our value chain; UNGC index	partially	Detailed description of commitment implementation responsibilities not reported.
	2-25 Processes to remediate negative impacts	Ensuring high ethical standards and compliance across our value chain	partially	Detailed description of remediating the negative impacts, stakeholder involvement concerning grievance mechanisms or tracking the grievance mechanism effectiveness not reported.
	2-26 Mechanisms for seeking advice and raising concerns	Ensuring; Developing processes and policies for managing ethical competence	fully	
	2-27 Compliance with laws and regulations	GRI index	fully	No fines or significant instances of non compliance with laws and regulations during the reporting period.
	2-28 Membership associations	Sponsoring and memberships; UNGC index	fully	
	2-29 Approach to stakeholder engagement	Sustainability at Ensto; Stakeholder engagement; Sponsoring and memberships	fully	
GRI 3: Material Topics (2021)				
	3-1 Process to determine material topics	Sustainability at Ensto; Stakeholder engagement	fully	
	3-2 List of material topics	Sustainability at Ensto; GRI index	fully	No significant changes in the organization's activities or business relationships; no changes in material topics.
	3-3 Management of material topics	Sustainability at Ensto; Sustainability Governance; Stakeholder engagement; Sponsoring and memberships; Sustainable Development Goals at Ensto; Enhancing actions on climate and circularity; Empowering employees by providing a safe and inclusive working place; Ensuring high ethical standards and compliance across our value chain	partially	
GRI 205: Anti-corruption 2016				
	205-2 Communication and training about anti-corruption policies and procedures	Sustainability Governance; Ensuring: Table 2022 results; Ensuring: Developing processes and policies for managing ethical competence; Ensuring: Engaging with suppliers through Code of Conduct e-learning; Ensuring: Audits play a significant role in the development of our supply chain	partially	No percentages of governance body members, employees or business partners, that the organization's anticorruption policies and procedures have been communicated to, reported. No governance body or business partner training percentages reported. No breakdowns by categories or regions reported.
	205-3 Confirmed incidents of corruption and actions taken	GRI index	fully	No incidents reported in 2022.
GRI 3: Materials (2016)				
	301-1 Materials used by weight or volume	GRI index	partially	The topic has been identified as material, but Ensto has not yet compiled the information required in this disclosure.
	301-2 Recycled input materials used	GRI index	partially	The topic has been identified as material, but Ensto has not yet compiled the information required in this disclosure. "Enhancing actions on climate and circularity" describes Ensto's work in introducing innovative materials in our solutions.

GRI standard	Disclosure	Location	Reported fully/partly	Comments
GRI 302: Energy (2016)				
	302-1 Energy consumption within the organization	Enhancing: Emission reduction	partially	Reported electricity consumption related data.
GRI 305: Emissions (2016)				
	305-1 Direct (Scope 1) GHG emissions	Enhancing: Emission reduction	partially	Reported direct (Scope 1) GHG emissions in metric tons of CO ₂ equivalent.
	305-2 Energy indirect (Scope 2) GHG emissions	Enhancing: Emission reduction	partially	Reported indirect (Scope 2) GHG emissions in metric tons of CO ₂ equivalent.
GRI 306: Waste (2020)				
	306-3 Waste generated	Enhancing: Circular economy; Enhancing: Graph Waste management in Ensto's manufacturing plants; About this report	fully	
	306-4 Waste generated	Enhancing: Circular economy; Enhancing: Graph Waste management in Ensto's manufacturing plants; About this report	partially	Breakdown not reported in detail.
	306-5 Waste directed to disposal		partially	Breakdown not reported in detail.
GRI 403: Occupational Health and Safety (2018)				
	403-1 Occupational health and safety management system	Empowering: Table 2022 results; Empowering: Safe working environment	fully	
	403-2 Hazard identification, risk assessment, and incident investigation	Empowering: Safe working environment; GRI Index	partially	In Ensto the process to report work-related hazards is Health, Safety and Environmental War Room (HSE WR). All employees are instructed how to make the cards, today we are using digital cards instead of paper ones and it is easy to fill them in anywhere you are. In addition, HSE walks are conducted by responsible persons. All cards are regularly looked over at Pareto meetings, where 4-step-projects are opened to investigate work-related incidents and prevent their recurrence. In addition, regular 5S audits control the using of personal protective equipment and chemical safety, and findings are recorded in audit form.
	403-5 Worker training on occupational health and safety	Ensuring: Developing processes and policies for managing ethical competence	fully	
	403-6 Promotion of worker health	Empowering: Safe working environment; Empowering: Auntie wellness service launched globally at Ensto	partially	Reported about health promotion services Auntie and Cuckoo.
	403-9 Work-related injuries	Empowering: Safe working environment; GRI Index	partially	Reported number of accidents (with sickleave), LTIF1 and LTIF4 figures. No fatal work-related injuries happened during the reporting period. Data covers both employees and non-employees.
GRI 404: Training and Education (2016)				
	404-2 Programs for upgrading employee skills and transition assistance programs	Ensuring: Table 2022 results; Ensuring: Developing processes and policies for managing ethical competence	partially	Reported % of employees that passed the Health and Safety policy training, Quality and Environmental policy training, and Employee Code of Conduct training.
	404-3 Percentage of employees receiving regular performance and career development reviews	Empowering: Table 2022 results; Empowering: Safe working environment	partially	iGrow participation reported only by percentage of total employees.

GRI standard	Disclosure	Location	Reported fully/partly	Comments
GRI 405: Diversity and Equal Opportunity (2016)				
	405-1 Diversity of governance bodies and employees	Empowering: Diversity and inclusion	partially	Ensto Management Team: https://www.ensto.com/electricity-distribution-networks/about-us/management-team/ Board of Directors: https://www.ensto.com/electricity-distribution-networks/aboutus/board/
GRI 406: Non-discrimination (2016)				
	406-1 Incidents of discrimination and corrective actions taken	Ensuring: Developing processes and policies for managing ethical competence	partially	Reported the number of cases.
GRI 408: Child Labor (2016)				
	408-1 Operations and suppliers at significant risk for incidents of child labor	Ensuring: Engaging with suppliers through Code of Conduct e-learnings; Ensuring: Visual Ensto Supplier Code of Conduct topics	partially	Forbidding the use of child labor is a part of our Supplier Code of Conduct.
GRI 409: Forced or Compulsory Labor (2016)				
	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Ensuring: Engaging with suppliers through Code of Conduct e-learnings; Ensuring: Audits play a significant role in the development of our supply chain	partially	Respecting the labor rights is a part of our Supplier Code of Conduct.

About this report

Ensto's Sustainability Report 2022 discusses the key sustainability challenges and opportunities we face and explains the many ways in which we are responding to them. Ensto has been publishing sustainability reports since 2010 and is committed to continuously improving its sustainability performance and communications.

To further increase the comparability and transparency of our practices and to prepare for upcoming regulatory requirements on sustainability reporting, Ensto's 2022 Sustainability Report is prepared in reference to the Global Reporting Initiative's (GRI) Sustainability Reporting Standards.

Ensto's reporting period is the calendar year, from 1 January to 31 December 2022, and we publish the report annually. As Ensto is not a listed company and does not report its financial performance, this report focuses mainly on environmental, social and governance aspects of our operations. The report is based on internal data and has been cross-checked internally. The report, including material topics, is reviewed and approved by Ensto Management Team and Chair of the Board of Directors. This report has not been assured by an external party. Ensto is continually developing the reporting and taking steps towards external verification in the near future.

In this report, numerical data about safety (number of accidents, LTIF1, LTIF4) and environmental figures (waste

management, electricity consumption, CO₂ emissions) cover all of Ensto's production facilities. The rest of the data, including some environmental figures (investments, sales, inventory scrapping), people, suppliers and sick leave, covers all Ensto's production facilities, functions and sales offices worldwide. Majority acquisitions of Arcteq Relays Oy in Finland and Ensto Protol Ab in Sweden carried out in December 2021 are not included in most of the data due to still being integrated into Ensto's sustainability reporting systems.

In November 2021, Ensto Building Systems business was divested to Legrand. Due to the big organizational change, there are many different data scopes in this report. The exact reporting scope has been clarified in connection with each indicator, taking into consideration data accuracy, comparability and availability, and marked with the following asterisks:

*Comparison year 2021 data includes both Ensto DSO business and Ensto Building Systems business data from 12 months.

**Comparison year 2021 data includes Ensto DSO business data from 12 months and Ensto Building Systems business data from 10 months.

If asterisks are not defined years 2021 and 2022 include only Ensto DSO business. Comparison years' 2018–2020 data includes both Ensto DSO and Ensto Building Systems.



In case of questions regarding our sustainability report or its content, please contact us by email at ensto@ensto.com.



ENSTO

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