Stera Technologies Oy and Stera Group
*Environmental, OH&S (***Occupational health and safety***) and human resources policy*

This policy applies to all Stera employees in Finland and Estonia. The policy is also applied to the entire supply chain and partners. Significant themes in the Stera strategy include the well-being of personnel, competence development, sustainable development and customer satisfaction. Our operation is based on the following parts of the goals of the global action plan for sustainable development AGENDA 2030:

Environment

- Greenhouse emissions are calculated annually according to the GHG protocol. In the calculation, we consider all scopes 1, 2 and 3.
- At Stera, we are committed to reducing our carbon footprint in line with the targets set out in the strategy. Scope 1&2 carbon footprint -50 % 2030 vs. 2019.
- At Stera, we are committed to reducing waste and improving material recovery in line with the factory-specific target.
- We aim to minimise the use of chemicals and find environmentally friendly alternatives for their use.
- In line with our strategy, our goal is to reduce energy consumption. We use renewable energy in our factories wherever possible. We also monitor and improve water efficiency.
- At our factories, the environmental impact is surveyed annually, with the goal of continuously reducing the environmental impact. To achieve this goal, we take environmental impact into account when designing our manufacturing and our products, as well as our operations. We use modern equipment and operating models in production and operations. If we see room for improvement in a customer's or supplier's products or operations, we are not afraid to bring it up.
- For each factory, we define environmental projects for each year, considering the environmental aspects of the factories.
- The environmental program is the basis of our environmental system and will be updated upon need. Our operations consider the treatment and recycling of waste with

the aim of improving recovery every year. Waste recyclability rates are monitored, and efforts are made to improve them.

- Accountability is considered in the procurement of materials and in the choices we can influence. Sustainability practices and ethical rules are also disseminated to our suppliers.

Laws

- Our responsible operations are based on our values and the ethical rules of our company.
- We operate in accordance with laws and regulations and comply with relevant standards.
- The Code of Ethics for suppliers is disseminated to the partners in Stera's supply chain.

Safety

- We are committed to the safety and well-being of our personnel by investing in the maintenance and promotion of work ability, occupational health care and the functioning of the work community.
- We all have a right and a duty to a safe workplace.
- The aim is to improve the accident frequency rate by -15 % by 31.12.2026.
- By assessing and minimising risks and hazards, we make the workplace safe for everyone.
- We are committed to the continuous improvement and development of our work, health and safety system and culture, both at Stera and at our partners.
- Our personnel and, if necessary, our partners are involved in decision-making in matters related to occupational health, safety and well-being.
- Induction and continuous training are the foundation of safe practices.
- Everyone has a duty to follow occupational safety guidelines and to address any shortcomings they notice.

Personnel

- **Leadership and rewarding**
  The personnel know the company's strategic goals and are committed to achieving them. Once the agreed goals have been achieved, the personnel are rewarded in the agreed ways.

- **Planned personnel development**
  Everyone should have the opportunity to learn and develop, but at the same time they are responsible for their own learning and development. Stera invests in personnel training and continuous learning.
- **Open internal communication**
  Open and multi-directional internal communication is important to us. Utilising the synergy opportunities requires that all relevant information about the Group's various businesses and their goals be available to those who need them.
- **Equality**
  We treat all of our employees equally and uniformly, regardless of gender, nationality, age, religion, political opinions or the like.

The management culture and the competence and eagerness of the personnel to work are the key factors that help us to achieve good results and create added value for our customers. Our goal is to create a flexible, efficient and balanced work community characterised by innovation and a willingness to change and make changes.

Social dialogue is considered in the day-to-day activities of both the health and safety committees and the shop stewards' committees, which include elected employee representatives. The management teams at Stera factories also have a designated staff representative elected by the staff, who attends the management team meeting twice a year.

Environmental, OH&S (Occupational health and safety) and human resources policy
are published in the SMS (Stera Management System) and on the Stera website www.stera.com.
The policy is reviewed annually at a management review in accordance with the timetable set out in the annual management plan.

The CEO is responsible for the Environmental, OH&S (Occupational health and safety) and human resources policy.