

Environmental, Social and Governance Disclosure Form

Record Id:

This form captures environmental, social and corporate governance metrics, which reflect best practice across these impact areas. Companies must complete a minimum of five metrics across these impact areas in order to submit this form.

The user may choose to complete this online form all at once or in stages, entering and updating information over a period of time.

GENERAL COMPANY INFORMATION

Company Name *

Market

Contacts

Please provide information for both a primary and an alternative contact for the purpose of processing this form. In addition, Nasdaq recommends that you share access to this form with at least one other representative by entering their email address on our Share Your Form page.

Company Contact *

Additional Contact *

	Company Contact *	Additional Contact *
Name *	<input type="text"/>	<input type="text"/>
Title/Firm	<input type="text"/>	<input type="text"/>
Phone *	<input type="text"/>	<input type="text"/>
Email *	<input type="text"/>	<input type="text"/>

Listing Venue Information

On which segment of the exchange does the Company have shares listed? *

First North Growth Market Main Market

In which country are the Company's financial instrument(s) listed? *

Finland (operated by Nasdaq Helsinki Oy) Estonia (operated by Nasdaq Tallinn AS)
 Sweden (operated by Nasdaq Stockholm AB) Latvia (operated by Nasdaq Riga AS)
 Iceland (operated by Nasdaq Iceland HF.) ** Lithuania (operated by Nasdaq Nasdaq Vilnius AB)
 Denmark (operated by Nasdaq Copenhagen A/S)

**Does not have the First North Growth Market Status.

Reporting Period

Reporting Period End Date (yyyy/mm/dd) *

Data Usage

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ENVIRONMENTAL METRICS

Environmental metrics captured in this section look at a company's energy and water usage.

Annual EUR revenue in the reporting year

Square meter of floor space in the reporting year

Annual non-GHG Emissions

E1. Greenhouse Gas (GHG) Emissions

E1-A-Scope 1: Direct GHG emissions. Direct GHG emissions occur from sources that are owned or controlled by the company, for example, emissions from combustion in owned or controlled boilers, furnaces, vehicles, etc.; emissions from chemical production in owned or controlled process equipment.

E1-B-Scope 2: Indirect Energy GHG emissions. Scope 2 accounts for GHG emissions from the generation of purchased energy consumed by a company. Purchased energy is defined as energy that is purchased or otherwise brought into the organizational boundary of the company. Scope 2 emissions physically occur at the facility where energy is generated:

E1-C-Scope 3: Other indirect GHG emissions. Scope 3 allows for the treatment of all other indirect emissions. Scope 3 emissions are a consequence of the activities of the company, but occur from sources not owned or controlled by the company. Some examples of scope 3 activities are extraction and production of purchased materials; transportation of purchased fuels; and use of products and services.

E2. Emission Intensity

E2-A: Quantity of GHG emission the company emits per Euro of revenue produced

E2-B: Quantity of non-GHG emission the company emits per Euro of revenue produced

E3. Energy Usage

E3-A: Direct Energy consumption. Measures the total amount of direct energy usage by a company or corporate enterprise.

E3-B: Indirect Energy consumption. Measures the total amount of indirect energy usage by a company or corporate enterprise.

E4. Energy Intensity

E4-A: Direct energy consumed annually per square meter

E4-B: Direct energy consumed annually per full-time employee

E5. Energy Mix

E5-A: Cite Primary Energy Source in majority of direct usage

E5-B: Cite Secondary Energy Source of direct usage

E5-C: Cite Third Energy Source of direct usage

E6. Water Usage

E6-A: Water consumed in cubic meters

E6-B: Water recycled or reclaimed in cubic meters

E7. Environmental Operations

E7-A: Does the company publish and follow an environmental policy?

E7-B: Does the company follow specific waste, water, energy and/or recycling policies?

E7-C: Does the company use a recognized energy management system? (Example ISO 50001)

E8. Environmental Oversight

E8- A: Does the Board/Management Team oversee and/or manage climate-related risks?

E9. Environmental Oversight

E9- A: Does the Board/Management Team oversee and/or manage sustainability issues?

E10. Climate Risk Mitigation

E10-A: Total amount invested annually in climate-related infrastructure, resilience and product development

E11: Waste Management

What is the company's total amount of waste.

What is the company's total amount of Hazardous waste.

What is the amount of Recycled waste within the company.

Scope 3 Emissions Breakdown

Select which of the following activities has been included in the Scope 3 emissions reporting (activities in accordance with GHG Protocol).

- Purchased Goods and Services
- Capital Goods
- Fuel and Energy Related Activities
- Upstream Transportation and Distribution
- Waste Generated in Operations
- Business Travel
- Employee Commuting
- Upstream Leased Assets
- Downstream Transportation and Distribution
- Processing of Sold Products
- Use of Sold Products
- End-of-Life Treatment of Sold Products
- Downstream Leased Assets
- Franchises
- Investments

Emissions Disclosure

Does the company include internal carbon pricing within its operations?

Does the company's GHG emission calculations follow the GHG Protocol?

SOCIAL METRICS

Social metrics captured in this section evaluate the company's contribution to employee well-being, including topics related to compensation and benefits, training, health and safety, and job flexibility. If possible, have your employee roster, handbook, and payroll available when completing this section, or ask your HR department for assistance.

Number of total yearly Full-Time Employees

Number of total yearly Part-Time Employees

Number of total yearly Contractors and Consultants

Number of total Employees

CEO Compensation (including salary + cash bonus + value of equity awarded) in the last calendar year

Median Compensation of Full-Time Employee in the last calendar year

Median Male Salary

Median Female Salary

Number of annual Full-Time Employees who leave the organization voluntarily or due to dismissal, retirement or death

Number of annual Part-Time Employees who leave the organization voluntarily or due to dismissal, retirement or death

Number of annual Contractors and Consultants who leave the organization voluntarily or due to dismissal, retirement or death

Number of total Female Full-Time Employees

Number of total injuries

Number of Female Employees in Entry- and Mid-Level Positions

Number of total Employees in Entry- and Mid-Level Positions

Number of Female Employees in Senior- and Executive-Level Positions

Number of total Employees in Senior- and Executive- Level Positions

S1. CEO Pay Ratio

S1-A: Median Compensation of Full-Time Employee/CEO Compensation

S1-B: Does the company report this metric in regulatory filings?

S2. Gender Pay Ratio

S2-A: Median Male Salary to Median Female Salary

S3. Employee Turnover

S3-A: Full-time Employees turnover ratio

S3-B: Contractors and Consultants turnover ratio

S3-C: Part-Time Employees turnover ratio

S4. Gender Diversity

S4-A: Full-time Employees gender diversity

S4-B: Entry- and Mid-level positions gender diversity

S4-C: Senior- and Executive-level positions gender diversity

S5. Contractors, Consultants and Part-Time Worker Ratio

S5-A: Total # Part-Time Employees/Total # Employees

S5-B: Total # Contractors and Consultants /Total # Employees

S6. Non-Discrimination Policy

S6-A: Does the company follow a sexual harassment and/or a non-discrimination policy?

S7. Injury Rate

S7-A: Total number of injuries relative to total workforce

S8. Global Health & Safety Policy

S8-A: Does the company follow a policy for occupational and/or global health & safety?

S9. Child & Forced Labor Policy

S9-A: Does the company follow a child and/or forced labor policy?

S10. Human Rights Policy

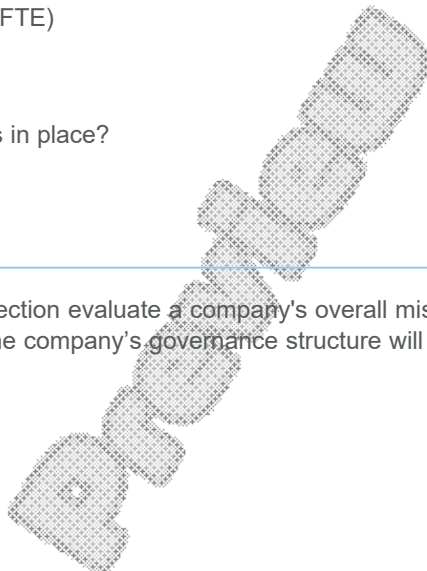
S10-A: Does the company follow a Human Rights Policy?

S11. Sick Leave

Sickness absence among employees (Days per FTE)

S12. Employee Training

Are there any employee training/career programs in place?



CORPORATE GOVERNANCE METRICS

Corporate Governance metrics captured in this section evaluate a company's overall mission, ethics, accountability and transparency. Information about your company financials and the company's governance structure will help you complete this section.

Total number of Female Board Members

Total number of Board Members

Total number of Independent Board Members

Total number of Committee Chairs

Total number of Committee Chairs occupied by women

Total Enterprise Headcount covered by collective bargaining agreement(s)

G1.Board-Diversity

G1-A: Total Board seats occupied by women

G1-B: Committee Chairs occupied by women

G2-Board Independence

G2-A: Is the CEO allowed to act as Chairman on the Board?

G2-B: Total Board seats occupied by Independents

G3. Incentivized Pay

G3-A: Are company executives formally incentivized to perform on ESG metrics?

G4. Collective Bargaining

G4-A: Total enterprise headcount covered by collective bargaining agreement(s)

G5. Supplier Code of Conduct

G5-A: Are the company's vendors or suppliers required to follow a code of conduct?

G6. Ethics & Anti-Corruption

G6-A: Does the company follow an Ethical and/or Anti-Corruption policy?

G7. Data Privacy

G7-A: Does the company follow a Data Privacy Policy?

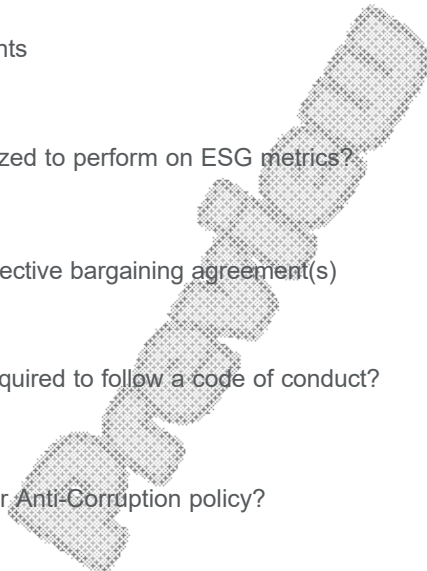
G7-B: Has the company taken steps to comply with GDPR rules?

G8. Sustainability Report

G8-A: Did the company release a Sustainability Report for its latest fiscal year?

G8-B: Is sustainability data included in the company's regulatory filings?

G9. Disclosure practices



- G9-A: Does the company publish a Global Reporting Initiative disclosure (GRI)?
- G9-B: Does the company publish a Carbon Disclosure Project disclosure (CDP)?
- G9-C: Does the company publish Sustainability Accounting Standards Board disclosure (SASB)?
- G9-D: Does the company publish an International Integrated Reporting Council disclosure (IIRC)?
- G9-E: Does the company focus on specific UN Sustainable Development Goals (SDGs)?
- G9-F: Does the company focus on Task Force on Climate-Related Financial Disclosures (TCFD)?

G10. External Validation Assurance

G10-A: Are company's ESG disclosures third-party assured or validated

G11. Tax Transparency

- G11-A: Does the company publish and follow a tax policy?
- Does the company have a Whistle-blower Program?
- Has the company signed up for the Modern Slavery Act?

FUTURE SUSTAINABLE GOALS

Some info on the Future Sustainable Goals section

F1. Emission Reduction

Has the company set any predetermined future emission reduction targets?

1. Future target %

Base Year

End of year

What is covered by the emission target?

Has this target already been achieved?

F2. Water Reduction

Has the company set any predetermined future water reduction targets?

Future target %

Base Year

End of year

Has this target already been achieved?

F3. Water Recycle

Has the company set any predetermined future water recycle targets?

1. Future target %

Base Year

End of year

Has this target already been achieved?

F4. Gender Board Diversity

Has the company set any predetermined targets towards gender diversity?

Future target

%

Base Year

End of year

Has this target already been achieved?

F5. Gender Senior and Executive Management Diversity

Has the company set any predetermined targets towards gender diversity?

Future target

%

Base Year

End of year

Has this target already been achieved?

F6. General Gender Diversity

Has the company set any predetermined targets towards gender diversity?

Future target

%

Base Year

End of year

Has this target already been achieved?

F7. Supplier Code of Conduct

Has the company set any predetermined targets on the amount of certified suppliers?

Future target

%

Base Year

End of year

Has this target already been achieved?

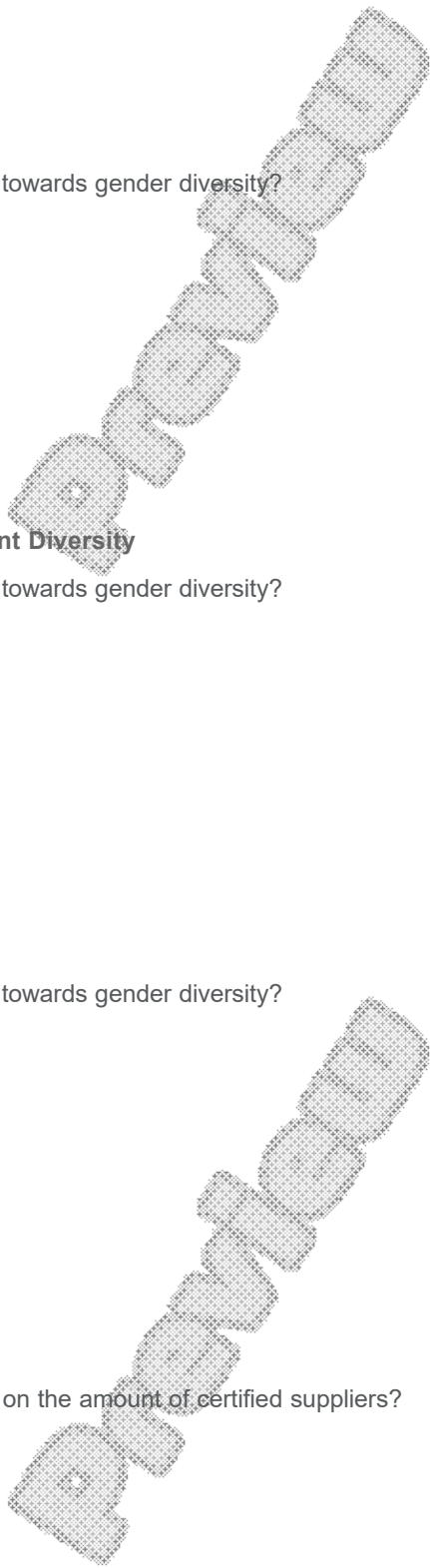
F8. Ethics and Anti-Corruption Code of Conduct

Has the company set any predetermined targets on the amount of certified employees?

Future target

%

Base Year



End of year

Has this target already been achieved?

Has the company accomplished the Net-Zero target?

Has the company signed up to the Science Based Target Initiative (SBTI)?

AFFIRMATION

User Id

Name *

Title/Firm *

Date *

Initials *

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* Indicates a field required for submission.