

## SUSTAINABILITY REVIEW 2024

### 1 GENERAL

The Tapojärvi Group is an internationally renowned pioneer in mining services and industrial circular economy. We offer our customers innovative and resource-efficient solutions that cover the entire value chain from mining to materials recycling and processing.

Decades of experience, continuous development and a customer-oriented approach make us a reliable partner. We combine practical know-how with high technology to provide sustainable and cost-effective solutions.

Sustainability is central to the Tapojärvi Group's values, policies and management. We invest in sustainability and its development in various areas. Although our sustainability reporting obligations under the CSRD Directive only apply until 2025, we would like to report some key metrics related to the different themes in this Sustainability Review and more broadly when the Annual Report is finalised.

### 2 ENVIRONMENTAL METRICS

THEME	METRIC	UNIT	2023	2024
Energy	Total energy consumption	GJ	951 914	1 062 461
Energy	Total renewable energy consumption	GJ	22 616	61 962
GHG	Total gross Scope 1 GHG emissions	tCO <sub>2</sub> e	58 192	63 050
GHG	Total gross Scope 2 GHG emissions (market-based)	tCO <sub>2</sub> e	9 482	9 480
GHG	Total gross Scope 3 GHG emissions	tCO <sub>2</sub> e	19 138	22 464
GHG	Total gross Scope 3 GHG upstream emissions	tCO <sub>2</sub> e	19 138	22 464
GHG	Total gross Scope 3 GHG downstream emissions	tCO <sub>2</sub> e	0	0
GHG	Total gross GHG emission intensity	tCO <sub>2</sub> e/M€	507	489
Water	Total water consumption	litre	368 688	373 469
Waste	Total weight of hazardous waste	tons	1 308	1 734
Waste	Total weight of non-hazardous waste	tons	430	885
Waste	Total weight of waste recovered	tons	649	1 142
Waste	Rate of waste recovery	percent	37	44
Circular	Total weight of waste material processed	tons	969 923	919 059
Circular	Total weight of material recovered	tons	653 512	597 223
Circular	Rate of material recovery	percent	67	65

### 3 LABOUR & HUMAN RIGHT METRICS

THEME	METRIC	UNIT	2023	2024
Employees	Number of hours worked	hours	1 222 970	1 367 773
Equality	Percentage of woman at the top management level	percent	17	17
Equality	Percentage of woman employed in the whole organisation	percent	6	5
Equality	Percentage of woman within organization's board	percent	0	0
Skills	Average hours of training per employee	hours	30	24
Safety	Safety action frequency (SAF)	ratio	9 500	10 700
Safety	Number of work-related incidents	pcs	9	10
Safety	Total recordable injury (TRI) frequency rate for all workers	ratio	6,5	6,6
Safety	Lost time injury (LTI) frequency rate for all workers	ratio	2,2	3,3
Safety	Lost time injury (LTI) frequency rate for temporary workers	ratio	5,9	29,3
Safety	Lost time injury (LTI) severity rate for temporary workers	ratio	59	549
Safety	Number of days lost to work-related injuries, and ill health	days	5 634	5 790
Pay	Average unadjusted gender pay gap	percent	8,3	5,7
Pay	Ratio of the highest paid individual to all employee median	ratio	-	3,8

### 4 GOVERNANCE METRICS

THEME	METRIC	UNIT	2023	2024
IT	Number of confirmed information security incidents	pcs	0	0
Ethics	Number of reports related to whistleblower procedure	pcs	0	4
Ethics	Percentage of total workforce trained on business ethics	percent	0	0
Corruption	Number of confirmed corruption incidents	pcs	0	0
Procurement	Number of supplier audit questionnaires conducted	pcs	0	10