Listing Center



Environmenta	l, Social	and (Governance	Disclosure	Form
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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.

must complete a minimum of fiv	ve metrics across these impact areas	in order to submit this form.	
The user may choose to comple	ete this online form all at once or in sta	ages, entering and updating information over a period o	of time.
GENERAL COMPANY INFORMA	ATION		
Company Name *			
Market		ģ.	
① Contacts			
		ontact for the purpose of processing this form. In ad other representative by entering their email address	
	Company Contact *	Additional Contact *	
Name *			
Title/Firm			
Phone *			
Email *			
Listing Venue Information			
On which segment of the excha	ange does the Company have shares	s listed? *	
C First North Growth Market	○ Main Market	/**)	
In which country are the Compa	any's financial instrument(s) listed?	* // /	
C Finland (operated by Nasd	. ,	C Estonia (operated by Nasdaq Tallinn AS)	
Sweden (operated by Nas	,	Latvia (operated by Nasdaq Riga AS)	A.D.\
Iceland (operated by NasdDenmark (operated by Nas	*	Lithuania (operated by Nasdaq Nasdaq Vilniu	s AB)
**Does not have the First Nort			
Reporting Period			
Reporting Period End Date (yyyy Data Usage	y/mm/dd) *		
		esentatives, licensees and assigns, a perpetual, irre play, and create derivative works with any of the info	

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		\checkmark
E5-B: Cite Secondary Energy Source of direct usage		<u> </u>
E5-C: Cite Third Energy Source of direct usage		V
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 □ Use of Sold Products □ End-of-Life Treatment of Sold Products □ Downstream Leased Assets □ Downstream Leased Assets □ 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- Eevel 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-A: Does the company follow a child and/or forced labor policy?	lacksquare
S10. Human Rights Policy	
S10-A: Does the company follow a Human Rights Policy?	lacksquare
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, Information about your company financials and the company's governance structure will help	
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?	lacksquare
G6. Ethics & Anti-Corruption	
G6-A: Does the company follow an Ethical and/or Anti-Corruption policy?	lacksquare
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?	V
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)?	V
G10. External Validation Assurance	
G10-A: Are company's ESG disclosures third-party assured or validated	V
G11. Tax Transparency	
G11-A: Does the company publish and follow a tax policy?	\overline{v}
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?	\overline{v}
1. Future target	
Base Year	%
End of year	
What is covered by the emission target?	V
Has this target already been achieved?	
F2. Water Reduction	
Has the company set any predetermined future water reduction targets?	
Future target	%
Base Year	70
End of year	
Has this target already been achieved?	
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?	V
F5. Gender Senior and Executive Management Diversity	
Has the company set any predetermined targets towards gender diversity?	
Future target	%
Base Year	70
End of year	
Has this target already been achieved?	V
F6. General Gender Diversity	
Has the company set any predetermined targets towards gender diversity?	
Future target	%
Base Year	70
End of year	
Has this target already been achieved?	V
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?	V

F8. Ethics an	nd Anti-Corruption Code of Conduct	
Has the comp	pany set any predetermined targets on the amount of certified employees?	~
Future target		
Base Year		9/
End of year		
Has this targe	et already been achieved?	
Has the comp	pany accomplished the Net-Zero target?	
Has the comp	pany signed up to the Science Based Target Initiative (SBTI)?	V
AFFIRMATIO	on and the second of the secon	
User Id		
Name *		
Title/Firm *		
Date *		
Initials *	I have been authorized by the company and have legal authority to provide information on the Corthe licenses detailed above; to the best of my knowledge and belief, the information provided is to date; and I will promptly notify Nasdaq of any material changes. Company hereby releases Nasdout of or in connection with use of such information.	rue and correct as of this
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* Indicates a	a field required for submission	

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