

SCANFIL

Annual Report 2025

Trusted manufacturing partner



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Turnover
797 M€

Personnel
4,200

Comparable
EBITA
54 €M

Scanfil is a company with strong culture and values. The company has earned a reputation for building long-term partnerships based on a mutual passion for success.

Scanfil in brief

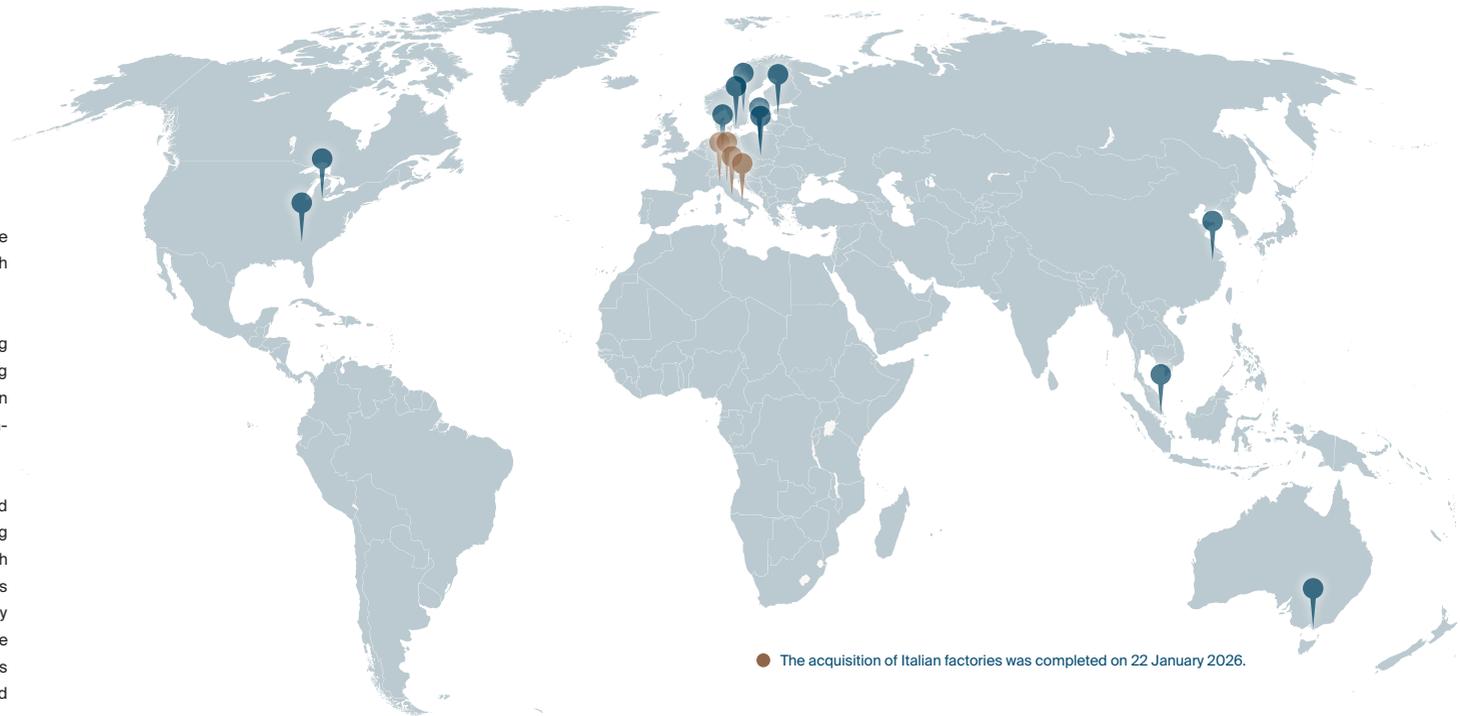
Scanfil is a global electronics manufacturing service company. It serves large and medium-sized global companies, as well as smaller, growing companies with demanding products and small or medium-sized production volumes.

It specializes in business-to-business high-mix, low-volume (HMLV) manufacturing and provides a full range of electronics manufacturing services from prototyping to final assembly, testing, and packaging. Scanfil's core strength is the integration of electronics and mechanics, enabling the delivery of technically advanced, high-quality equipment.

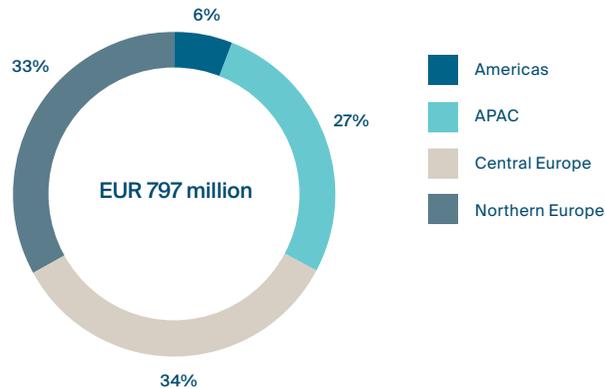
Scanfil's 2024–2028 Geared for Growth -strategy is built on two pillars: growth and efficiency. In 2025, a new geographic structure took effect to bring decision-making closer to customers and factories. The change facilitates organic and inorganic growth in regions, alongside enhancing operational efficiency. Scanfil seeks to broaden its customer base and expand its geographical presence through acquisitions, thereby strengthening its position in the strategic Aerospace & Defense and Medtech & Life Science sectors. Organic growth is supported by local and industry-specific sales teams. The three industry-specific sales teams have significantly strengthened sales, particularly in sectors requiring deep industry expertise.

The Dream Factory program, productivity initiatives, and supply chain excellence are driving efficiency. Scanfil creates value through efficient procurement, high utilization of manufacturing resources, and value-added services such as testing and logistics.

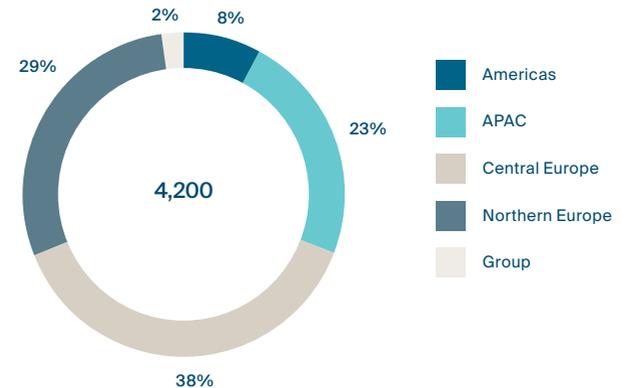
Scanfil's services improve the efficiency of customers' operations, reduce the need for capital investments, and enable access to advanced manufacturing resources. For investors, Scanfil offers consistently increasing dividend, efficient capital use and long-term value creation, supported by a diverse customer base.



Turnover



Personnel



CEO's review

"Scanfil's year 2025 was the most transformational since we announced our updated growth strategy at Capital Markets Day in 2024.

We reached a significant milestone in our growth by finalizing two transformational acquisitions that elevate Scanfil to an entirely new scale. Both companies have demonstrated the ability to create growth, and we look forward to developing our new customer portfolio together. ADCO Circuits, acquisition completed in December, expands our footprint in the Americas region and brings a strong customer portfolio in the fast-growing Aerospace & Defense business. MB Elettronica, acquisition completed in January 2026, enhances Scanfil's footprint in Southern Europe with a strong portfolio in Aerospace & Defense and Medtech & Life Science customer groups. We are all very proud to welcome these new companies and their skilled employees to Scanfil.

Throughout the year, we have had a significant number of strategic meetings with our key customers. We wanted to align our plans and continue to build tight collaboration based on operational excellence and efficiency.

In 2025, we returned to organic growth. Turnover totaled EUR 797.1 million, organically up by 2.6%. We have steadily translated sales wins into turnover quarter after quarter.

In EBITA, our strength showed, and we are able to deliver within a 7%-8% margin corridor. Full-year comparable EBITA reached EUR 56.4 million, and the margin was stable at 7.1%. It was a

strong performance, especially considering the high number of new product introduction programs we had and their effect on our efficiency.

Our financial position was strong, with net debt/EBITDA at 0.12 and an equity ratio of 53.9%. It gives us the room needed to support our growth agenda, both organically and through acquisitions.

In the market segments, America's turnover increased by 31.7% compared to 2024. Business prospects were solid, and in Q4, we ramped up a new SMT line and new customer projects. APAC turnover increased organically by 8.7% compared to 2024. Customer demand is poised to grow. Central Europe turnover decreased organically by 3.0% compared to 2024. Operational efficiency starts to improve as project ramp-ups and productivity measures start to materialize. Northern Europe turnover decreased organically by 0.2% compared to 2024. Aerospace & Defense together with Energy & Cleantech are expected to drive the demand. Notably, all regions had a positive organic growth in the last quarter of 2025.

In 2025, our investments in sales started to pay off, and we reached an impressive EUR 219.7 million in new sales, an increase of 17.4% from last year.

The Industrial customer group's turnover decreased by 0.7% in the full year. New customer projects won in 2025 totaled EUR 95.8 million, an increase of 15.1% from the last year. This gives us confidence in our future development.

The Energy & Cleantech turnover increased by 3.7% in the full year. New customer projects won totaled EUR 83.2 million, an increase of 12.7% from the last year. We see a positive trend.

Medtech & Life Science turnover decreased by 6.7% in the full year. New customer projects won in the full year totaled EUR 40.7 million, an increase of EUR 10.5 million from last year. Medtech & Life Science is one of our strategic growth areas, and we continue investing in sales and capabilities. Production ramp-up times are long, and many wins from 2025 will be visible in the turnover in 2026 and onwards.

We estimate 2026 turnover to be EUR 940–1,060 million, and comparable EBITA of EUR 64–78 million. In January, we announced a significant investment in our Chinese operations, where we have seen increased demand and have a positive outlook. At the same time, our 2025 investments in Malaysia and the USA are ramping up, which gives us confidence for 2026.

We extend our gratitude to our valued customers, partners, and employees for their solid trust and collaboration throughout our transformative journey in 2025."

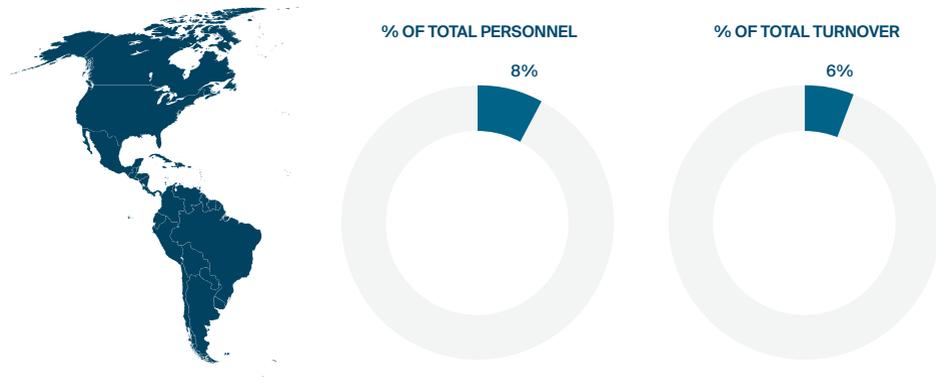
CHRISTOPHE SUT
CEO



Regional Segments

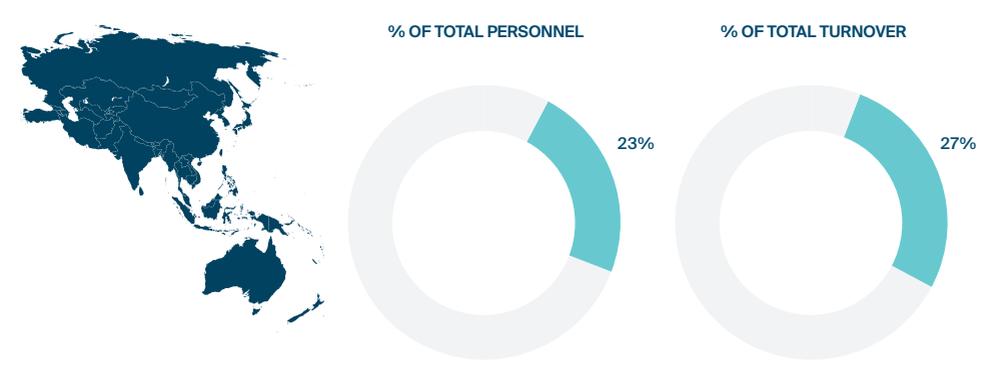
Americas

AMERICAS	2025	2024	Change %	Organic growth %
Turnover, EUR million	50,1	38,0	31.7	31.7
EBITA, EUR million	2,4	3,3	-26.5	
EBITA, %	4,8	8,6		
Comparable EBITA, EUR million	3,4	3,3	3.5	
Comparable EBITA, %	6,7	8,6		
Purchase price allocation amortization, EUR million	0,0			
Items affecting comparability, EUR million	-1,0			
Operating profit (EBIT), EUR million	2,4	3,3	-27.8	
Operating profit (EBIT), %	4,7	8,6		
Personnel at the end of period	333	180	85.0	



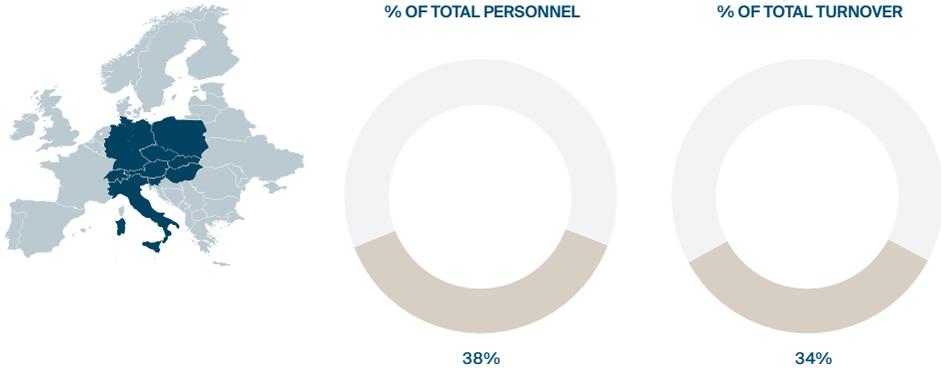
APAC

APAC	2025	2024	Change %	Organic growth %
Turnover, EUR million	217,4	189,3	14.8	8.7
EBITA, EUR million	17,4	14,1	23.7	
EBITA, %	8,0	7,4		
Comparable EBITA, EUR million	17,4	14,6	19.4	
Comparable EBITA, %	8,0	7,7		
Purchase price allocation amortization, EUR million	-1,1	-0,3		
Items affecting comparability, EUR million		-0,5		
Operating profit (EBIT), EUR million	16,3	13,8	18.3	
Operating profit (EBIT), %	7,5	7,3		
Personnel at the end of period	980	875	12.0	



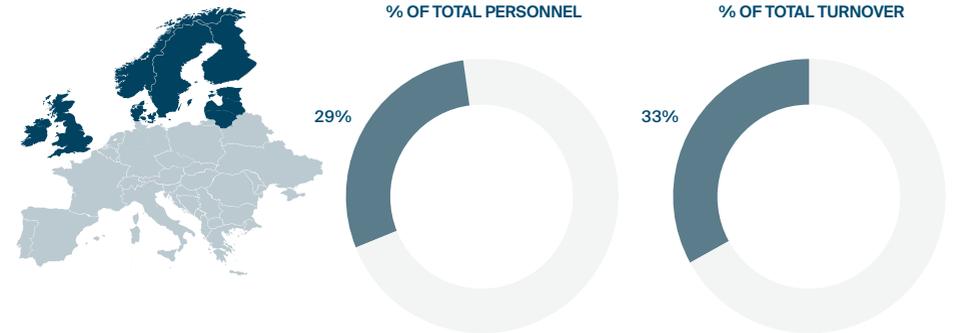
Central Europe

CENTRAL EUROPE	2025	2024	Change %	Organic growth %
Turnover, EUR million	275,9	303,3	-9.0	-3.0
EBITA, EUR million	12,4	23,5	-47.1	
EBITA, %	4,5	7,7		
Comparable EBITA, EUR million	21,0	24,2	-13.6	
Comparable EBITA, %	7,6	8,0		
Purchase price allocation amortization, EUR million	-0,8	-1,1		
Items affecting comparability, EUR million	-8,5	-0,8		
Operating profit (EBIT), EUR million	11,7	22,3	-47.8	
Operating profit (EBIT), %	4,2	7,4		
Personnel at the end of period	1,581	1,669	-5.3	



Northern Europe

NORTHERN EUROPE	2025	2024	Change %	Organic growth %
Turnover, EUR million	260,2	257,4	1.1	-0.2
EBITA, EUR million	17,0	14,4	18.0	
EBITA, %	6,5	5,6		
Comparable EBITA, EUR million	17,0	14,4	18.0	
Comparable EBITA, %	6,5	5,6		
Purchase price allocation amortization, EUR million	-0,2	-0,4		
Items affecting comparability, EUR million				
Operating profit (EBIT), EUR million	16,8	14,0	19.7	
Operating profit (EBIT), %	6,4	5,4		
Personnel at the end of period	1,205	1,184	1.8	



Customer Groups and Megatrends

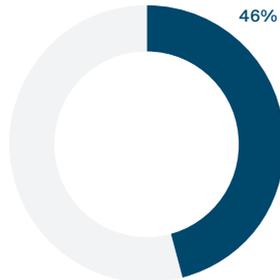
Scanfil's customer groups typically have different business cycles, which balances changes in demand. We have identified Energy & Cleantech, Medtech & Life Science and Aerospace & Defense as high-growth potential customer groups. In 2025, Aerospace and Defense is reported under the Industrial customer group.

Industrial

The customer base consists of industrial and B2B customers. The end products include, for example, industrial automation systems, self-service vending machines and lifts.

Driving megatrends

- Sustainability and security
- Digitalization
- Urbanization

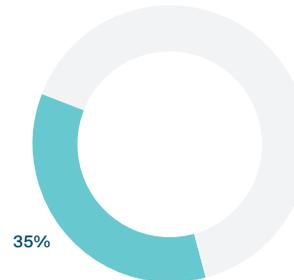


Energy & Cleantech

The end products included in the segment include energy saving solutions, electricity distribution and automatic collection and sorting solutions.

Driving megatrends

- Energy efficiency, renewable energy production, and solutions for circular economy
- Urbanization and electrification of transport
- Monitoring, controlling and cleaning of water and air quality

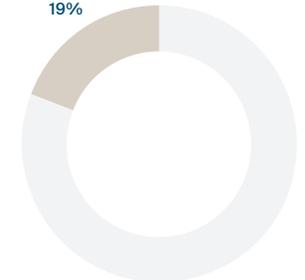


Medtech & Life Science

End products for the segment include dental chairs, analyzers, mass spectrometers and solutions for environmental measuring.

Driving megatrends

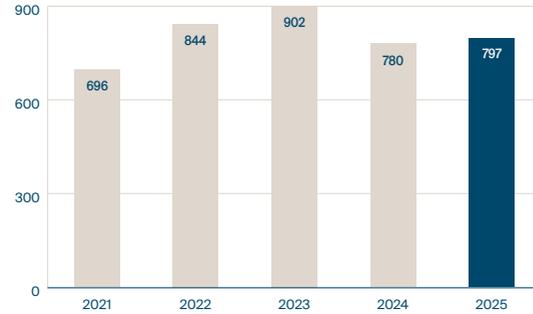
- Ageing population
- The increasing needs for healthcare and technology in emerging markets
- Climate change and need to predict weather phenomena



Investor information

TURNOVER

EUR million



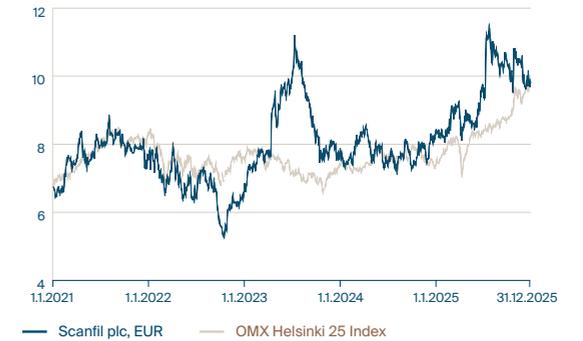
COMPARABLE EBITA AND EBITA-%

EUR million



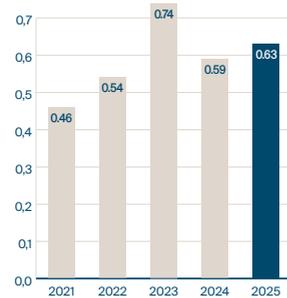
SHARE PRICE

EUR/share



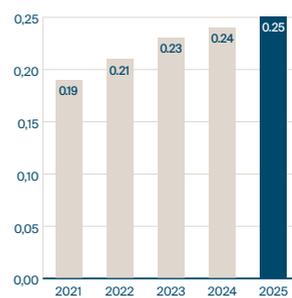
EARNINGS PER SHARE

EUR



DIVIDEND PER SHARE

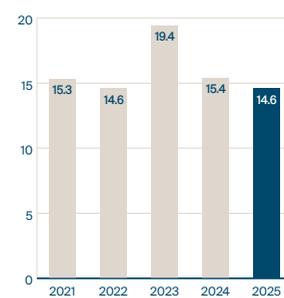
EUR



■ Board's proposal

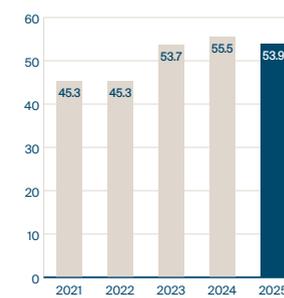
RETURN ON INVESTMENT

%



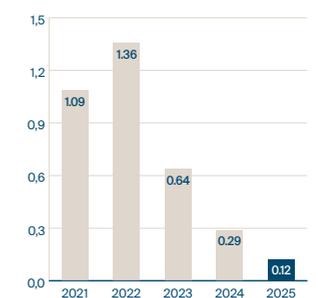
EQUITY RATIO

%



NET DEBT/EBITDA

Ratio



Scanfil as an investment

Scanfil has a strong corporate culture and values. The company has been profitable since its founding, enabling Scanfil to make investments and ensure its long-term future.

Scanfil is its' customers preferred manufacturing partner and systems supplier. The company has earned a reputation for building long-term partnerships based on a mutual passion for success.

Solvent and financially reliable partner

Scanfil's goal is to work in sustainable, long-term cooperation with its customers. Like its customers, the company operates internationally, and its customers include numerous significant international automation, cleantech, recycling and health technology providers, as well as companies operating in the field of urbanization and defense. Scanfil is one of the market leaders in the Nordic countries, among the biggest companies in its sector in Europe, and a household name in the global market.

Long-term targets

Scanfil is aiming for 10% annual turnover growth on average and 7%-8% operating profit level, while keeping net debt/EBITDA ≤ 1.5 .

Outlook for 2026

Scanfil estimates that its turnover for 2026 will be EUR 940–1,060 million, and its comparable EBITA will be EUR 64–78 million.

The guidance is based on customer forecasts and Scanfil's normal forecasting process. The outlook is associated with uncertainty related to global economic development.

Dividend

Scanfil aims to pay an increasing dividend of approximately 1/3 of the earnings per share. The level of dividends paid and the date of payment are affected by the result, financial position, need for capital and other possible factors.

The Board of Directors proposes to the Annual General Meeting that a dividend of EUR 0.25 (0.24) per share be paid for a total of EUR 16,375,938.75 for the financial year ending on 31 December 2025. The dividend matching day is 28 April 2026 and the dividend payment date 6 May 2026. The dividend will be paid to shareholders registered in the Register of Shareholders maintained by Euroclear Finland Ltd on the matching date.

Annual General Meeting

Scanfil plc's Annual General Meeting will be held as an online event on 24 April 2026, without a venue, using a remote connection in real time. More information www.scanfil.com/agm

Financial publications in 2026

- Interim report for January–March, 23 April 2026
- Interim report for January–June, 16 July 2026
- Interim report for January–September, 23 October 2026

The financial publications are released in Finnish and English languages. They will be available on the company's website at scanfil.com.

Financial Review

SCANFIL



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Board of Directors' Report

Scanfil plc is one of Europe's largest electronics manufacturing service (EMS) companies. The company operates through four regional segments: Americas, APAC, Central Europe, and Northern Europe. It caters to leading companies in the Industrial, Energy & Cleantech, and Medtech & Life Science sectors. The backbone of Scanfil's operations is manufacturing services, encompassing electronics and sheet metal fabrication, as well as design, testing, and supply chain support. The strategic aim is to forge enduring partnerships with customers and enhance customer value by boosting their competitive edge. At the end of 2025, Scanfil maintained 12 production sites globally, spanning four continents.

Year 2025

Scanfil's Geard for Growth strategy was introduced in March 2024. In 2025, Scanfil took several new steps in strategy execution by establishing the regional organization and appointing regional VPs to drive regional growth and profitability in the Americas, APAC, Central Europe, and Northern Europe. In addition, a new Chief Supply Chain Officer started in September 2025 to further drive the profitability and growth.

Turnover increased organically by 2.6%, driven by the new customer acquisitions, and Scanfil also reported an all-time high in new deals total worth of EUR 219.7 (2024: 187.2) million, an increase of 17.4% compared to the previous year. Industrial won EUR 95.8 (83.2) million, Energy & Cleantech, EUR 83.2 (73.8), and Medtech & Life Science, EUR 40.7 (30.2) million, of new deals.

Inorganic growth accelerated as the acquisition of SRXGlobal from 2024 started to contribute to the Group in 2025. In addition, Scanfil executed two acquisitions of which US-based ADCO Circuits was closed in December and Italian MB Elettronica in January 2026. These acquisitions will significantly contribute to the company's growth.

Turnover

EUR MILLION	1 - 12 2025	1 - 12 2024
Turnover, EUR million	797.1	779.9
Of which:		
Organic growth	2.6 %	-19.5 %
Acquisitions	3.4 %	1.2 %
Exchange rate effects	-2.0 %	3.2 %
Non-recurring items	-1.9 %	1.6 %

The turnover for 2025 was EUR 797.1 (779.9) million, an increase of 2.2% and EUR 17.2 million compared to the previous year. Turnover increased organically by 2.6% and acquisitions contributed 3.4% to growth. The comparison period included material sales to consignment inventory EUR 14.5 million, which had a negative impact year-on-year. Also changes in foreign exchange rates of local currencies against the Group's reporting currency euro caused negative currency translation impact of EUR 15.6 million. Turnover increased in Americas by 31.7%, APAC by 14.8% and Northern Europe by 1.1% and decreased in Central Europe by 9.0%.

Result

The comparable EBITA for 2025 was EUR 56.4 (55.7) million, 7.1% (7.1%) of turnover. Negative currency translation effect on EBIT was EUR 0.5 million. The comparable EBITA margin in Americas was 6.7 (8.6%), APAC 8.0% (7.7%), Central Europe 7.6% (8.0%), and Northern Europe 6.5% (5.6%).

The comparable operating profit (EBIT) for 2025 was EUR 54.2 (53.9) million, 6.8% (6.9%) of turnover. The comparable EBIT was impacted by higher depreciation and amortization. The operating profit (EBIT) was EUR 54.3 (52.6) million, 6.8% (6.7%) of

turnover. EBIT includes items affecting comparability of EUR 0.1 (-1.3) million, mainly related to the write-off of contingent consideration, impairment and write-downs, restructuring costs and costs of M&A transaction and integration. The EBIT margin in Americas was 4.7% (8.6%) APAC 7.5% (7.3%), Central Europe 4.2% (7.4%) and Northern Europe 6.4% (5.4%).

The net profit for 2025 was EUR 40.9 (38.6) million, an increase of 5.9%. Earnings per share were EUR 0.63 (0.59). Return on investment was 14.6% (15.4%).

The effective tax rate was 20.1% (24.4%). The reduction in the effective tax rate was mainly due to tax-free income related to the write-off of contingent consideration.

The Group's key figures over five years are presented under "The Group's key figures" in the financial statements.

Financing position and investments

Scanfil has a strong financial position. The consolidated balance sheet total was EUR 594.5 (544.2) million at the end of the review period. Cash and cash equivalents totaled EUR 74.7 (48.5) million. Liabilities amounted to EUR 280.0 (253.2) million, of which non-interest-bearing liabilities totaled EUR 195.8 (183.4) million and interest-bearing liabilities totaled EUR 84.2 (69.7) million. Interest-bearing liabilities consisted of EUR 54.5 (42.7) million in liabilities from financial institutions and EUR 29.7 (27.0) million in leasing liabilities. The Group has a strong liquidity position with EUR 103.2 million unused credit limits, and in addition, undrawn loan facilities EUR 75.0 million.

The equity ratio at the end of 2025 was 53.9% (55.5%), and net gearing was 3.0% (7.3%). Net debt to EBITDA was 0.12 (0.29). Equity per share was EUR 4.80 (4.46).

The Group's financial arrangements include financial covenants that mandate the equity ratio to exceed the agreed level and the interest-bearing net debt/EBITDA to

remain below the agreed threshold. The Group is clearly compliant with the financial covenants, and they are reviewed on a quarterly basis.

The net cash flow from operating activities was EUR 64.1 (92.1) million. Operating cashflow was at a good level and was supported by positive working capital change. Comparison period had even stronger working capital improvement and therefore cash flow was higher.

The net cash flow from investing activities was EUR -27.2 (-37.6) million, which includes a cash flow effect of EUR 12.9 million related to the acquisition of ADCO Circuits LLC (formerly known as ADCO Circuits Inc.).

Free cash flow was EUR 36.9 (54.5) million.

The cash flow from financing activities was EUR -9.6 (-27.6) million, including a EUR -15.7 (-15.0) million dividend payment, EUR 25.0 (0.0) million proceeds from long-term loans, EUR -10.0 (-6.0) million in repayments of long-term loans, payments of the leasing liabilities of EUR -6.2 (-4.4) million and change in overdraft facility EUR -4.3 (-2.2) million.

Gross investments totaled EUR 32.8 (48.6) million, which was 4.1% (6.2%) of the turnover. Depreciations and amortization totaled EUR 23.6 (21.1) million. The gross investments include EUR 18.5 million related to the acquisition of ADCO Circuits LLC that was completed on 10 December 2025.

Reporting segments

Scanfil divided its operations into four geographical reporting segments on January 1, 2025. The segments are based on management reporting and reflect Scanfil's internal management structure.

REPORTING SEGMENTS

	AMERICAS		APAC		CENTRAL EUROPE		NORTHERN EUROPE		GROUP AND ELIMINATIONS		TOTAL	
	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024
Turnover, EUR million	50.1	38.0	217.4	189.3	275.9	303.3	260.2	257.4	-6.5	-8.1	797.1	779.9
Of which:												
Organic growth	31.7%	-1.1%	8.7%	-12.7%	-3.0%	-25.2%	-0.2%	-21.0%			2.6%	-19.5%
Acquisitions	5.4%	0.0%	13.1%	5.9%	0.0%	0.0%	0.0%	0.0%			3.4%	1.2%
Exchange rate effects	-5.4%	2.6%	-3.7%	6.6%	-3.2%	0.8%	1.3%	4.2%			-2.0%	3.2%
Non-recurring items	0.0%	0.0%	-3.2%	3.3%	-2.8%	2.2%	0.0%	0.0%			-1.9%	1.6%
Comparable EBITA, EUR million	3.4	3.3	17.4	14.6	21.0	24.2	17.0	14.4	-2.4	-0.8	56.4	55.7
Comparable EBITA, %	6.7%	8.6%	8.0%	7.7%	7.6%	8.0%	6.5%	5.6%			7.1%	7.1%
Purchase price allocation amortization, EUR million	0.0	0.0	-1.1	-0.3	-0.8	-1.1	-0.2	-0.4	0.0	0.0	-2.1	-1.8
Comparable Operating profit (EBIT), EUR million	3.3	3.3	16.3	14.3	20.2	23.1	16.8	14.0	-2.4	-0.8	54.2	53.9
Comparable Operating profit (EBIT), %	6.6%	8.6%	7.5%	7.6%	7.3%	7.6%	6.4%	5.4%			6.8%	6.9%
Items affecting comparability, EUR million	-1.0	0.0	0.0	-0.5	-8.5	-0.8	0.0	0.0	9.6	0.0	0.1	-1.3
Operating profit (EBIT), EUR million	2.4	3.3	16.3	13.8	11.7	22.3	16.8	14.0	7.2	-0.8	54.3	52.6
Operating profit (EBIT), %	4.7%	8.6%	7.5%	7.3%	4.2%	7.4%	6.4%	5.4%			6.8%	6.7%
Personnel at the end of the period	333	180	980	875	1,581	1,669	1,205	1,184	100	89	4,199	3,997

Americas

In 2025, Turnover increased by 31.7% to EUR 50.1 (38.0) million. Turnover increased organically by 31.7%. Comparable EBITA was EUR 3.4 (3.3) million, translating into a margin of 6.7% (8.6%). Excluding the currency translation effect, the comparable EBITA was EUR 3.5 million.

APAC

In 2025, turnover increased by 14.8% to EUR 217.4 (189.3) million. Turnover increased organically by 8.7%. Comparable EBITA was EUR 17.4 (14.6) million, translating into a margin of 8.0% (7.7%). Excluding the currency translation effect, the comparable EBITA was EUR 18.2 million.

Central Europe

In 2025, turnover decreased by 9.0% to EUR 275.9 (303.3) million. Turnover decreased organically by 3.0%. Comparable EBITA was EUR 21.0 (24.2) million, translating into margin of 7.6% (8.0%). Excluding the currency translation effect, the comparable EBITA was EUR 20.7 million.

Northern Europe

In 2025, turnover increased by 1.1% to EUR 260.2 (257.4) million. Turnover decreased organically by 0.2%. Comparable EBITA was EUR 17.0 (14.4) million, translating into margin of 6.5% (5.6%). Excluding the currency translation effect, the comparable EBITA was EUR 16.7 million.

Customer Groups

In 2025, the largest customer accounted for about 13% (13%) of turnover and the top ten customers accounted for about 59% (55%) of turnover.

Industrial

Industrial customer group's turnover declined 0.7% in 2025 to EUR 365.9 (368.3) million due to previous year's consignment turnover. Very strong development with defense customers inside of the customer group.

Energy & Cleantech

Turnover in 2025 was EUR 275.7 (265.8) million, an increase of 3.7% compared to 2024. The customer group has shown very positive development, driven by the strong contributions from several customers in the customer group. The turnover growth is over 5% while excluding the previous year's consignment revenue.

Medtech & Life Science

Turnover in 2025 was EUR 155.6 (145.8) million, an increase of 6.7% compared to 2024.

The Board of Directors' authorizations

Scanfil plc's Annual General Meeting was held on April 25, 2025 as a remote meeting in accordance with the law. The Meeting authorized the Board of Directors to decide on the acquisition of the company's own shares and to decide on share issue, granting shares and issuing special rights entitling to shares.

The Board of Directors' proposals to the General Meeting and the minutes of the Annual General Meeting are available on the company website at scanfil.com/agm.

Option schemes

The Group has two valid option schemes. On April 24, 2019, the Annual General Meeting accepted the 2019 option scheme (A-C) and on April 21, 2022 the Annual General Meeting authorized the Board to decide on the issue of option rights to the Scanfil Group's key personnel and to decide on the terms and conditions of the option scheme. Based on the authorization on 27 October 2022, the Board decided on the option scheme 2022 (A/All) - (C/ClI).) On the basis of the 2019 option scheme, a maximum of 900,000 option rights can be granted and on the basis of the 2022 option scheme, a maximum of 1,200,000 option rights can be granted. Each option right enables its holder to subscribe to one Scanfil plc share.

Share-based incentive schemes

On November 25, 2025, pursuant to the authorization granted at the Annual General Meeting on 25 April 2025, the Board decided to establish two new share-based incentive plans.

The Performance Share Plan consists of one performance period, covering the financial years 2026–2028. In the plan, the target group has an opportunity to earn Scanfil's shares based on performance. The performance criteria of the plan are tied to Absolute Total Shareholder Return (TSR) and Earnings Per Share (EPS). The potential rewards from the plan will be paid after the end of the performance period. The value of the rewards to be paid on the basis of the plan corresponds to a maximum total of 136,800 shares of Scanfil Plc, based on prevalent share price, including also the proportion to be paid in cash. The target group in the performance period 2026–2028 consists of approximately 35 key employees, including the members of the Management Team and the CEO.

The Matching Share Plan 2026–2028 consists of one matching period. The prerequisite for participation in the plan and receiving reward on the basis of the plan is that a participant has committed Scanfil's shares to the Matching Share Plan up to the number determined by the Board of Directors. Furthermore, payment of reward is based on the participant's valid employment contract upon reward payment. The potential rewards from the plan will be paid after the end of the matching period. The target group of the matching period 2026–2028 consists of approximately 35 key employees, including the members of the Management Team and the CEO. As a reward for the commitment, Scanfil grants the participants a gross reward of one matching share for every share committed to the plan. The rewards to be paid on the basis of the plan correspond to the value of an approximate maximum total of 68,600 Scanfil shares, based on prevalent share price, including also the proportion to be paid in cash. The final number of shares will depend on the number of shares the participants commit to the plan.

Share

Scanfil plc has a total of 65,476,493 shares. The company's registered share capital is EUR 2,000,000. The company has one series of shares, and each share entitles the holder to one vote and an equal right to receive dividends.

Scanfil plc's shares are quoted on Nasdaq Helsinki Ltd. The shares have been publicly traded since January 2, 2012. The trading code of the shares is SCANFL. The shares are included in the book-entry securities system maintained by Euroclear Finland Oy.

In 2025, a total number of shares traded on Nasdaq Helsinki Ltd was 3,190,322 comprising 5% of all outstanding shares. The value of shares traded was EUR 31.3 million and the volume weighted average price was EUR 9.81. The market value of the share capital was EUR 653.5 million on December 31, 2025. The highest trading price was EUR 11.86 and the lowest EUR 7.92. The closing price was EUR 9.98.

Members of the Board of Directors of Scanfil plc, the CEO and members of the Group Management Team held a total of 9,985,543 shares on December 31, 2025, comprising 15.3% of the company's shares and votes.

More detailed information on the distribution of shareholdings, shareholders and the share price development is presented under "Shares and shareholders" in the financial statements.

Own shares

On December 31, 2025, the company owned 38,738 of its own shares, representing 0.1% of all shares.

Personnel

At the end of the period the Group employed 4,199 (3,997). The change was mainly driven by the acquisition of ADCO Circuits. The average number of Group employees during the review period was 3,879 (3,593) people.

PERSONNEL, AVERAGE	2025	2024	2023
Parent company	17	12	13
The Group	3,879	3,593	3,671

PAID SALARIES, WAGES AND FEES EUR MILLION	2025	2024	2023
Parent company	2.2	1.9	2.3
The Group	109.9	96.6	95.6

Board of Directors and CEO

On April 25, 2025, the Annual General Meeting re-elected Harri Takanen, Thomas Dekorsy, Bengt Engström, Christina Lindstedt, Juha Räisänen and Minna Yrjönmäki as Board members. At its organizing meeting on April 25, 2025, the Board of Directors elected Harri Takanen as its chair. The chair of the Audit Committee was Juha Räisänen, and members were Christina Lindstedt and Minna Yrjönmäki.

Christophe Sut served as the CEO of the company between January 1 and December 31, 2025.

Risks

Scanfil has determined the most significant risks in its operations. Risks related to sustainability have been presented in the Sustainability Report. The Group monitors and follows all identified and potential risks. The Board of Directors steers the risk management processes and Audit Committee supervises the implementation. Operative management of the risk management is led by CFO. More information can be found in the Corporate Governance Statement's risk management section.

Near-future business risks and uncertainties

In this section, the most essential risk factors, that may have an impact on Scanfil's ability to achieve its targets and means to manage related risks, are presented briefly. Scanfil seeks actively to reduce the impact of these risk factors by preventive actions.

STRATEGIC RISKS

The weakening of the global economy and the declining demand of investment goods might have a negative impact on the development of business of Scanfil's customers and weaken the demand in the contract manufacturing market.

The continuation and expansion of conflicts in Ukraine and the Middle East may have an impact on the business environments of Scanfil and its customers.

Also, political and trade political tense and related actions may impact on the Scanfil business environment. This risk is eliminated by Scanfil's global factory network and its development.

Management has assessed the potential impacts of ongoing geopolitical developments, including regional conflicts and trade restrictions. Based on this assessment, the effects on the Group's operations, financial position and key estimates are considered limited and not material for the reporting period.

OPERATIONAL RISKS

The vast majority of materials and components used in the supply chain are purchased from external suppliers or subcontractors. This exposes the Group to the availability and cost risks related to materials, components and other subcontracted products in addition to the contingency of the business relationship.

The group has a global procurement unit whose task is to ensure the availability of materials using trusted suppliers. With its purchasing power and procurement department, Scanfil is able to influence suppliers' delivery reliability and pricing to a reasonable extent.

Obsolete materials and components may create a financial risk for the group limited to their book value. Material responsibilities are agreed upon in customer contracts.

Scanfil needs electricity and heat in its production. The risk of rising energy availability and costs is believed to be small in the short term in Europe, and will not have a significant impact on short-term revenue or profitability expectations. In the longer term, there may still be risks to the availability of energy.

As part of its ordinary course of business, Scanfil is or may become involved in claims or disputes that are or may lead to arbitration, litigation, or other dispute resolution proceedings. If the group estimates that the outcome of the proceedings has a potential financial impact, it is reflected in the accounting.

CUSTOMER RISKS

The Group has approximately 160 active customers, of which the largest customers are Nordic companies that are leaders in their respective industries. The client companies are spread over several different industries and geographical areas. In general, the business of the Group's key customers is not particularly sensitive to economic cycles and the life cycles of products are often long. During 2025, the largest customer's share of turnover was 13% (13%), and the ten largest customers' share of turnover was approximately 59% (55%).

FINANCIAL AND EXCHANGE RATE RISKS

Scanfil operates internationally and is thus exposed to exchange rate risks. The group's exchange rate risks consist of transaction risks related to business and financing cash flows, translation risks related to foreign subsidiaries, and financial risks caused by exchange rate changes. Currency forwards are used to hedge the transaction risk. Investments in foreign subsidiaries are not protected.

Interest rate risk is included in the return on financial investments and interest-bearing debts. Changes in the interest rate have an impact on the Group's result. The interest rate risk of loans can be managed with credit swaps and by adjusting the relative shares of fixed and variable rate loans. The prevailing interest rate risk is moderate with current contracts and credit levels.

Credit risks are related to trade receivables from customers. The Group's largest customers are solvent Nordic market leaders in their industries. Overdue trade receivables are monitored regularly on a monthly basis at the Group level. The creditworthiness of new customers is checked and only standard payment terms are granted to customers. The customers' credit ratings are monitored and most of Scanfil's largest customers have a good credit rating. Trade receivables do not include significant credit loss risk.

Financial risk is mainly related to securing the Group's financing. The management of the Group's finances and the management of financial risks are managed in accordance with the principles approved by the Board of the Group's parent company. Scanfil's finance function, which is part of the Group's financial administration, is responsible for ensuring that financial services and financial transactions are carried out in a way that aims to enable the availability of sufficient funding under all circumstances. Scanfil's debt level is moderate and the credit rating is good.

INFLATION RISK

Overall inflation has an impact on the Group's cost structure. Inflation has slowed down, but the future development is uncertain.

PANDEMIC RISKS

Pandemics could affect the Group's business. The effects can include, for example, factory closings, increased staff sick leave and quarantines, the costs of protective measures, even a temporary stoppage of production and/or delays in the delivery of materials and manufactured products.

CYBER SECURITY RISK

Cyber security is recognized as a growing risk. Scanfil continuously monitors and develops the ICT environment and systems to reduce risks.

The Group's risks and risk management are described in more detail on the company's website in the Corporate Governance section and in the notes to the consolidated financial statements.

Changes in the Group structure

Scanfil acquired 80 % of ADCO Circuits LLC on 10 December 2025. During the year, the Group also established new companies in the United States and Italy.

Research and development

As a result of the nature of the company's business operations, R&D activities are primarily carried out with customers, and the company's R&D activities do not account for any significant part of the company's cost structure.

Proposals by the Board of Directors to the Annual General Meeting

Scanfil plc's Annual General Meeting has been planned to be held on April 24, 2026.

Dividend for 2025

The parent company's distributable assets total EUR 84,818,236.02 including undistributed profits of EUR 49,783,464.48. The Board of Directors proposes to the Annual General Meeting that a dividend of EUR 0.25 per share, in total EUR 16,375,938.75 to be paid for the financial year ending on December 31, 2025. The proposal will be included in the notice of the Annual General Meeting.

No significant changes have taken place in the company's financial position since the end of the financial year. In the view of the Board of Directors, the proposed dividend pay-out will not put the company's liquidity at risk.

The proposals of Scanfil Plc's Shareholders' Nomination Board regarding the composition of the Board of Directors and board remuneration were published in a Stock Exchange Release on 29 January 2026. The Nomination Board's proposals to the Annual General Meeting will be included in the notice of the Annual General Meeting.

Future Outlook

Scanfil estimates that its turnover for 2026 will be EUR 940-1,060 million, and its comparable EBITA will be EUR 64-78 million.

The outlook is based on customer forecasts and Scanfil's normal forecasting process. The outlook is associated with uncertainty related to the economy, customer destocking and end-demand.

Long-term targets

Scanfil is aiming for 10% annual turnover growth and 7%-8% operating profit level while keeping its net debt/EBITDA ≤ 1.5 . Scanfil aims to pay an increasing dividend of approximately 1/3 of the earnings per share.

Events after the reporting period

Scanfil's acquisition of Italian electronics manufacturing company MB Elettronica ("MB") has been completed: The acquisition of MB was announced on 13 July 2025 and was completed on 22 January 2026. This strategic acquisition accelerates Scanfil's growth, especially in the Aerospace & Defense industry, which generated

40% of MB's turnover in 2025. In addition, MB has a strong position in domestic Italian and Southern European markets, and within the Industrial and Medtech & Life Science customer groups. Based on MB's preliminary financial statement for the year 2025 the turnover was EUR 120.0 (98.4) million, an increase of 21.9% compared to 2024. Comparable EBIT was EUR 10.3 (6.8) million, up 49.7% from 2024 and the comparable EBIT margin was 8.6%, improving by 1.7 percentage points from 6.9% in 2024. The preliminary financial statement is unaudited. The purchase price corresponds to an enterprise value of maximum EUR 123 million, of which EUR 91 million is in connection with completing the transaction. The remaining EUR 32 million will be paid based on MB's financial performance in 2026 and 2027. The transaction was financed by Scanfil's existing credit facilities. (Stock Exchange Release 22 January 2026)

By 9 January 2026, a total of 66,000 Scanfil Plc's new shares has been subscribed for with the company's stock options 2019C and 2022AI. For subscriptions made with the stock options 2019C and 2022AI, the entire subscription price of EUR 478,920.00 will be credited to the reserve for the company's invested unrestricted equity. The shares subscribed for with the stock options 2019C and 2022AI have been registered in the Trade Register on 12 February 2026. The new shares will produce shareholder rights for their shareholders from the date of registration. After the trade registration the total number of shares is 65,542,493. (Stock Exchange Release 12 February 2026)

Corporate Governance Statement

The Corporate Governance Statement will be published with the financial statements separately from the annual report.

RECONCILIATION OF COMPARABLE EBITA AND OPERATING PROFIT (EBIT)

EUR MILLION	1 - 12 2025	1 - 12 2024
Comparable EBITA	56.4	55.7
Purchase price allocation amortization	-2.1	-1.8
Comparable Operating profit (EBIT)	54.2	53.9
Items affecting comparability		
Write-off of contingent consideration	9.9	
Impairment and write-downs	-5.5	-0.8
Restructuring costs	-1.8	
Transaction and integration costs	-2.3	-0.5
Other costs	-0.2	
Items affecting comparability, total	0.1	-1.3
Operating profit (EBIT)	54.3	52.6

The items affecting comparability presented in the table above mainly comprise the following:

The contingent consideration related to the SRXGlobal earn-out was fully written off as the earn-out conditions were not met. Impairment losses recognized during the period relate to a single customer's inability to settle receivables originating from prior financial years. Restructuring costs mainly comprise redundancy costs incurred at one site. Transaction and integration costs relate to the acquisitions of ADCO Circuits LLC and MB Elettronica.

Key Ratios

	2025	2024	2023	2022	2021
Financial key ratios					
Turnover, EUR m	797.1	779.9	901.6	843.8	695.7
Turnover, growth from previous year, %	2.2	-13.5	6.9	21.3	16.9
Comparable EBITA, EUR m	56.4	55.7	62.8	47.0	41.9
Comparable EBITA, % of turnover	7.1	7.1	7.0	5.6	6.0
Comparable EBIT, EUR m	54.2	53.9	61.3	45.4	40.3
Comparable EBIT, % of turnover	6.8	6.9	6.8	5.4	5.8
Operating profit, EUR m	54.3	52.6	61.3	45.4	39.6
Operating profit, % of turnover	6.8	6.7	6.8	5.4	5.7
Profit/loss for the period, EUR m	40.9	38.6	48.2	35.0	29.8
Profit/loss for the period, % of turnover	5.1	5.0	5.3	4.2	4.3
Return on equity, %	13.5	13.9	19.6	16.1	15.2
Return on investment, %	14.6	15.4	19.4	14.6	15.3
Interest-bearing liabilities, EUR m	84.2	69.7	73.0	106.3	85.2
Gearing, %	3.0	7.3	19.4	37.8	28.9
Equity ratio, %	53.9	55.5	53.7	45.3	45.3
Gross investments in fixed assets, EUR m	32.8	48.6	22.2	19.0	15.5
Gross investments in fixed assets, % of turnover	4.1	6.2	2.5	2.3	2.2
Average number of employees for the period	3,879	3,593	3,671	3,403	3,267
Personnel on December 31	4,199	3,997	3,797	3,497	3,282

	2025	2024	2023	2022	2021
Key indicators per share					
Earnings per share, EUR	0.63	0.59	0.74	0.54	0.46
Shareholders' equity per share, EUR	4.80	4.46	4.08	3.49	3.18
Dividend per share, EUR	0.25	0.24	0.23	0.21	0.19
Dividend per earnings, %	39.9	40.7	31.1	38.9	41.3
Effective dividend yield, %	2.51	2.91	2.94	3.19	2.55
Price-to-earnings ratio (P/E)	15.9	14.0	10.6	12.2	16.2

Share trading

No. of shares traded, thousands	3,190	4,470	6,731	4,166	4,415
Percentage of total shares, %	5.0	7.0	10.0	6.4	6.8

Share performance

Lowest price for year, EUR	7.92	6.72	6.40	4.90	6.24
Highest price for year, EUR	11.86	8.70	11.58	8.06	9.02
Average price for year, EUR	9.81	7.73	8.60	6.59	7.61
Price at the end of year, EUR	9.98	8.25	7.83	6.58	7.46
Market value of share capital at the end of financial year, EUR million	653.5	538.5	511.1	427.4	484.6

Share-issue adjusted number of shares

At the end of the period, thousands	65,476	65,270	65,270	64,960	64,960
On average during the period, thousands	65,314	65,191	64,864	64,830	64,701

DEFINITIONS OF KEY RATIOS

Return on equity, %	$\frac{\text{Net profit for the period} \times 100}{\text{Total equity} \times 100}$	Earnings per share	$\frac{\text{Net profit for the period}}{\text{Average adjusted number of shares during the year}}$
Return on investment, %	$\frac{(\text{Profit before taxes} + \text{interest and other financial expenses}) \times 100}{\text{Balance sheet total} - \text{non-interest-bearing liabilities (average)}}$	Shareholders' equity per share	$\frac{\text{Total equity}}{\text{Adjusted number of shares at the end of the financial period}}$
Net gearing (%)	$\frac{(\text{Interest-bearing liabilities} - \text{cash and other liquid financial assets}) \times 100}{\text{Total equity} \times 100}$	Dividend per share	$\frac{\text{Dividend to be distributed for the period (Board's proposal)}}{\text{Number of shares at the end of year}}$
Equity ratio (%)	$\frac{\text{Total equity} \times 100}{\text{Balance sheet total} - \text{advance payments received}}$	Dividend per earnings (%)	$\frac{\text{Dividend per share} \times 100}{\text{Earnings per share}}$
Net debt	Interest-bearing liabilities + lease liabilities - cash and cash equivalents	Effective dividend yield (%)	$\frac{\text{Dividend per share} \times 100}{\text{Share price at the end of year}}$
Operating profit (EBIT)	Turnover + Other operating income - Materials, supplies and subcontracting - Personnel cost - Depreciation and impairment - Other operating expenses	Price-to-earnings ratio (P/E)	$\frac{\text{Share price at the end of year}}{\text{Earnings per share}}$
EBITDA	Operating Profit (EBIT) + Depreciations and amortizations	Average share price	$\frac{\text{Total share turnover}}{\text{Number of shares traded}}$
EBITA	Operating profit (EBIT) + Amortization and impairment of Purchase Price Allocations	Market capitalisation	Number of shares x last trading price of the financial period
Comparable EBITA	Operating profit (EBIT) + Amortization and impairment of Purchase Price Allocations + Transaction and integration costs + other items affecting comparability	Item affecting comparability	A non-recurring significant item that deviates from normal business operations, which affects the comparability between different periods
Comparable EBIT	Operating profit (EBIT) + Transaction and integration costs + other items affecting comparability		

Shares and shareholders

Shares and share capital

Scanfil plc has a total of 65,476,493 shares. The company's registered share capital is EUR 2,000,000. The company has one series of shares, and each share entitles the holder to one vote and an equal right to receive dividends.

Scanfil shares are quoted on Nasdaq Helsinki Ltd. The shares have been publicly traded since January 2, 2012. The trading code of the shares is SCANFL. The shares are included in the book-entry securities system maintained by Euroclear Finland Ltd.

Board's authorizations in force

The Annual General Meeting (AGM) of Scanfil plc held on April 25, 2025 authorized the Board of Directors to decide on the acquisition of at most 5,000,000 treasury

shares. The authorization will remain in force for 18 months after its issuance. The AGM authorized the Board of Directors to decide on share issue, granting shares and issue of special rights entitling to shares. The number of shares to be issued based on the authorization can be no more than 12,000,000 shares. The Board of Directors decides on terms and conditions of share issues. The authorization concerns both the issue of new shares and the transfer of treasury shares. Shares can be issued in deviation from the shareholders' pre-emptive rights (directed issue). The authorization is valid until 30 June 2026.

The Scanfil plc's Board of Directors did not have any authorizations to issue convertible bonds or bonds with warrants.

Own shares

The company held 38,738 of its own shares on December 31, 2025.

Dividend distribution policy

The company aims to pay dividends annually. The level of dividends paid and the date of payment are affected, inter alia, by the Group's financial result and position, need for capital and other possible factors. The aim is to distribute approximately one-third of the Group's annual profit as dividend to shareholders.

Dividend

The Board of Directors proposes to the Annual General Meeting that a dividend of EUR 0.25 per share, totalling EUR 16,375.938,75 be paid for the financial year ending on December 31, 2025.

Share price development, trading and market value

In 2025, a total number of shares traded on Nasdaq Helsinki Ltd was 3,190,322 comprising 5% of all outstanding shares. The value of shares traded was EUR 31.3 million and the volume weighted average price was EUR 9.81. The market value of the share capital was EUR 653.5 million on December 31, 2025. The highest trading price was EUR 11.86, the lowest was EUR 7.92, and the closing price, on December 31, 2025, was EUR 9.98.

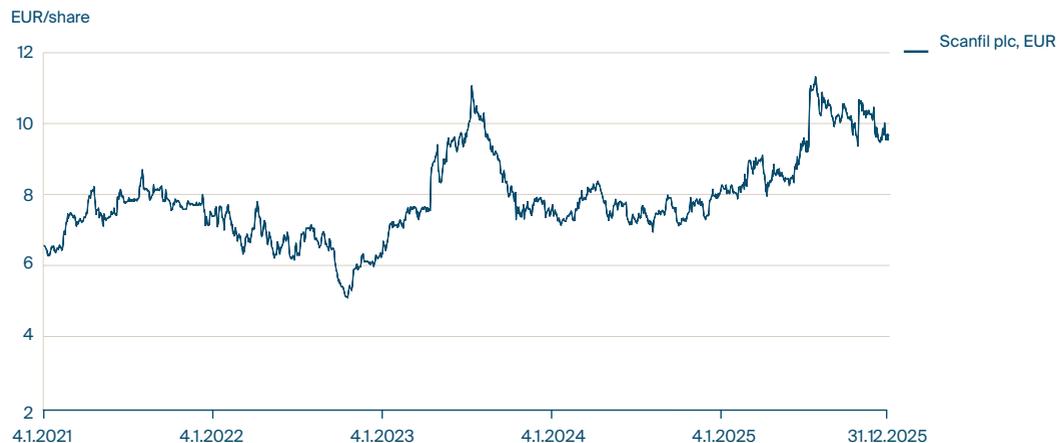
Information on shareholders

On December 31, 2025, Scanfil had a total of 7,869 shareholders, 85.9% of whom owned a maximum of 1,000 shares in the company. The ten major shareholders owned 70.5% of the shares. Nominee-registered shares accounted for 6.9% of the shares.

Shares held by management

Members of the Board of Directors of Scanfil plc, the CEO and members of the Group Management Team held a total of 9,985,543 shares on December 31, 2025, comprising 15.3% of the company's shares and votes.

SCANFIL SHARE PRICE DEVELOPMENT 2021-2025



BREAKDOWN OF SHARE OWNERSHIP

BREAKDOWN OF SHARE OWNERSHIP BY NUMBER OF SHARES HELD ON DECEMBER 31, 2025

NUMBER OF SHARES	NUMBER OF KNOWN OWNERS	% OF KNOWN OWNERS	TOTAL NUMBER OF SHARES, PCS	% OF SHARES
1-100	2,922	37.2	124,870	0.2
101-500	2,972	37.8	780,353	1.2
501-1,000	870	11.1	695,214	1.1
1,001-5,000	855	10.9	1,830,900	2.8
5,001-10,000	102	1.3	741,403	1.1
10,001-50,000	96	1.2	2,364,956	3.6
50,001-100,000	12	0.2	934,446	1.4
101,000-	30	0.4	53,491,637	81.7
Nominee registered	10	0.1	4,512,714	6.9
Total	7,869	100.0	65,476,493	100.0

BREAKDOWN OF SHARE OWNERSHIP BY OWNER CATEGORY ON DECEMBER 31, 2025

	NUMBER OF SHAREHOLDERS	% OF SHAREHOLDERS	TOTAL NUMBER OF SHARES, PCS	% OF SHARES
Private individuals	7,531	95.7	44,704,732	68.3
Companies	244	3.1	8,912,932	13.6
Pension & Insurance	10	0.1	2,899,392	4.4
Foundations	30	0.4	2,082,709	3.2
Others	30	0.4	1,643,793	2.5
Fund company	14	0.2	720,221	1.1
Nominee registered	10	0.1	4,512,714	6.9
Total	7,869	100.0	65,476,493	100.0

INFORMATION ON SHAREHOLDERS

MAJOR SHAREHOLDERS ON DECEMBER 31, 2025

	SHARES	PERCENTAGE OF SHARES, %
1. Takanen Harri	9,913,146	15.1
2. Takanen Jarkko	8,251,169	12.6
3. Varikot Oy	7,606,442	11.6
4. Takanen Jorma Jussi	6,474,305	9.9
5. Tolonen Jonna	3,351,950	5.1
6. Pöllä Reijo	3,328,745	5.1
7. Laakkonen Mikko	2,531,187	3.9
8. Riitta ja Jorma J. Takasen säätiö	1,900,300	2.9
9. Takanen Martti	1,647,018	2.5
10. Sijoitusrahasto Aktia Capital	1,145,004	1.7
Ten largest shareholders, in total	46,179,266	70.5

Sustainability statement



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1. General Information

1.1 General basis for preparation of the Sustainability Statement

The Sustainability Statement follows the same consolidation principles and reporting undertakings as the financial statement. Hence, the report includes all companies in the Scanfil Group including the latest acquisition of ADCO Circuits in Q4. Acquisitions are described in more detail in the annual review in section 3.6 Acquired businesses. The statement is complying with the EU's Corporate Sustainability Reporting Directive (CSRD) and covers all parts of the upstream and downstream value chain that are assessed as material in the Double Materiality Assessment (DMA) in Section 1.9 Material impacts, risks and opportunities and their interactions with strategy and business model.

Scanfil has not identified any specific information corresponding to intellectual property rights, neither results of innovations nor expertise that have been decided not to be disclosed in this report and has not used any exemptions based on articles 19a(3) and 29a(3) of Directive 2013/34/EU.

1.2 The role of the administrative, management and supervisory bodies

Scanfil's Chief Financial Officer, supported by the sustainability function, oversees the implementation of sustainability reporting. Data is collected from all Scanfil sites and consolidated in the Position Green sustainability reporting platform where it is traceable and auditable. To ensure that the disclosed information is accurate and appropriately timed, Scanfil has defined and adopted a process and a governance structure that specifies the roles, responsibilities, and reporting timelines for the data included in the sustainability reporting. Data providers from each site are responsible for ensuring the correctness of site-level information. Global Sustainability Function supervises the correctness of the consolidated data and provides it to Group Accounting.

Business Conduct

The supreme decision-making bodies are the Annual General Meeting (General Meeting) of the parent company Scanfil plc and the Board of Directors (the Board). The Board has an Audit Committee to supervise the financial reporting process and the reporting of the financial statements, sustainability statements, and interim reports, as well as monitoring the functionality of Scanfil's internal control and risk management. In addition, the Audit Committee evaluates the appropriateness of auditing and prepares the proposal for the appointment of an auditor.

The Shareholders' Nomination Board (Nomination Board) prepares proposals for General Meetings concerning the election of Board members, their remuneration, as well as the remuneration of Board Committee members. The Nomination Board is also responsible for ensuring that the Board members have sufficient knowledge and experience corresponding to the company's needs, e.g., strategy development, sustainability, and financial accounting. The Board appoints the CEO to set Scanfil's strategic goals and objectives and ensure the necessary resources are in place to achieve them. The Group Management Team assists the CEO with expertise in the business' code of conduct and sustainability.

The Group's General Counsel reports directly to the CEO and acts as a secretary to the Board. The General Counsel is a part of the Management Team. The area of sustainability is led by the Chief Financial Officer and assisted by the Director of Global Sustainability. All members of the Board have long and comprehensive expertise in business conduct matters throughout their professional careers. Scanfil's Board of Directors comprises six Board members, all of whom are non-executive. No Scanfil employees are represented on the Board of Directors. 83.3% of the Board members are independent of the company (83.3% in 2024). Four men (66.7%) and two women (33.3%) are represented on the Board. 80% (80%) of the Board members have previous experience in the Electronics Manufacturing Services (EMS) industry and/or Scanfil's customers' businesses, while 100% (100%)

of the members have geographical knowledge of the locations where Scanfil is active. 33.3% of the Board members have a deep understanding of sustainability-related matters through their professional careers or research work. The Group Management Team comprises of nine people: six men (66.7%) and three women (33.3%). In 2024 the Group Management Team comprised of seven people: Five men (71.4%) and two women (28.6%).

Board of Directors

The Board of Directors is the company's highest body overseeing sustainability. The Board approves Scanfil's sustainability targets as part of the company's strategy and supervises the achievement of the targets. Sustainability is incorporated into Scanfil's strategy, long-term business and investment plans, risk assessments, and annual action plans. They are prepared by the Group Management Team and approved by the Board. In accordance with the annual cycle, the Board reviews the Sustainability Statement once a year. The Board also discusses other sustainability-related matters when required and consults the sustainability management.

CEO and Group Management Team

The CEO and the Group Management Team review the progress of the sustainability strategy and target achievements quarterly. In addition, sustainability progress is reported and evaluated in bi-annual management reviews defined in the Scanfil Quality Management System. The Group Management Team makes decisions related to capital expenditure, expenses, and organization to enable the successful execution of the sustainability strategy, following the Group Authorization Manual. The Group Management Team is also responsible for proposing adjustments to the sustainability strategy to be decided by the Board and to ensure that it remains relevant and aligned with any possible changes, i.e., in the regulatory landscape.

Sustainability Function

The Sustainability Function prepares and follows up on the Group sustainability strategy execution plans, supervises the preparation of site-specific plans, and ensures alignment with the group-level plans. The function also defines the lower-level sustainability targets and sets up tools, processes, and partnerships to enable the successful execution of the sustainability strategy.

Sites

Local sites prepare, execute, and follow up on the local sustainability plans and provide the local reporting data to the Group's sustainability reporting platform. Sites also decide or prepare proposals for sustainability-related capital expenditure, expenses, and organization according to the limits specified in the Group Authorization Manual.

Internal audit

An internal auditor is responsible for ensuring the accuracy and timeliness of disclosed information as a part of the audit work. The internal auditing results are monitored and supervised by Scanfil's Chief Financial Officer, Audit Committee, and Group Management Team.

Audit Committee

The Board holds the primary responsibility for the oversight of the organization's impacts, risks, and opportunities. Within the Board, the Audit Committee is specifically tasked with monitoring financial reporting and evaluating financial and operational risks, including ESG (Environmental, Social, and Governance) topics. The Audit Committee reports regularly to the Board and ensures accountability through quarterly assessments and annual impact reviews. The CEO and the Group Management Team work closely with the Audit Committee to implement strategies and respond to emerging risks, ensuring alignment with the organization's long-term objectives.

The Board has an important role in overseeing the identification, assessment, and management of key impacts, risks, and opportunities that are vital to Scanfil's long-term success. This responsibility is clearly articulated in the Board's mandate,

ensuring that considerations of risk and opportunity are integral to strategic decision-making. Through routine reviews and updates to governance policies, the Board incorporates sustainability factors, financial risks, and emerging opportunities into its accountability framework, guided by specific policies including the Risk Management Policy and Code of Conduct. The Shareholders' Nomination Board is responsible for ensuring that the Board of Directors has sufficient capabilities represented. The Board of Directors and its Audit Committee are responsible for acquiring external expertise if it cannot be covered with internal resources. Operationally, the CEO is responsible for staffing the company's sustainability function to fulfill legislative requirements. Scanfil continuously trains its personnel in sustainability matters to meet the requirements.

Sustainability Governance at Scanfil

The Global Sustainability Function reports regularly to the Group Management Team, which communicates with the Board of Directors and its committees to govern the creation process of objectives linked to material impacts, risks and opportunities and the progress of objectives presented in the Double Materiality Assessment. This is done through administrative documentation and meetings, where representatives from the Sustainability Function are involved when convenient. If there are any updates to objectives related to Scanfil's material impacts, risks and opportunities, they are reviewed and approved by the Group Management Team and the Board and later considered in the corporate strategy which is updated on a yearly basis.

Scanfil's Director of Global Sustainability is responsible for leading the sustainability agenda and operations within the Group. In 2025, Scanfil developed its sustainability team further by recruiting a Group Sustainability Controller. On the local site level, regional Sustainability Managers manage the local sustainability operations and data and report back to the Group level.

Although the Board's Audit Committee is the key body in guiding and gathering expertise in sustainability reporting, they have limited expertise in sustainability-related matters. Therefore, Scanfil is continuously growing its knowledge level within the ESG field by hiring new experts and third-party consultancy experts when needed.

1.3 Information provided to and sustainability matters addressed by the undertaking's administrative, management, and supervisory bodies

The Audit Committee convened six times in 2025, where Scanfil's CFO and Director of Global Sustainability have been responsible for delivering the information and managing potential actions and decisions taken during these meetings. Together with the Group Management Team, the Audit Committee has addressed Scanfil's updated DMA and been involved in its corresponding updates of the first drafts of the report, including data validation, taxonomy topics and strategic directions for the company. The Sustainability Team has been pointed out to have a central role in strategically building the company's reputation, and the Group Management Team has recognized the opportunity to position Scanfil as one of the leading companies in sustainability. The Group's emission targets have therefore been validated by the Science Based Targets initiative (SBTi) short-term target 2030 and Scanfil is committed to setting a net-zero target for 2050 within the next few years and embedding sustainability as a core element of the brand. Material risk monitoring is part of Scanfil's risk management process, where risks are reported and revalued monthly as part of Scanfil's financial reporting, where proactive measures and corrective actions are taken when certain thresholds are exceeded.

1.4 Integration of sustainability-related performance in incentive schemes

Sustainability affects the company's share value, which is linked to management incentives through option programs. The general principles of a company's remuneration, together with the sustainability-related incentive scheme set for the Management Team, are described in the Remuneration Report. Scanfil has a Remuneration Policy that guides general principles of remuneration for the Board of Directors, the CEO, and other senior management.

Scanfil has annual and share-based incentive schemes. The annual scheme is linked to short annual targets, and may also include longer-term indicators, which are set for three years. The scheme aims to encourage and guide the achievement of short-term financial and operational goals and reward the achievement of short-term goals in the implementation of the company's strategy, including sustainability targets. Scanfil is gradually moving towards a one-year target setting. However, the sustainability target was set for three years until 2026. In addition, Scanfil has a share-based incentive plan that links the CEO and other senior management to the shareholders. The share-based incentives expose beneficiaries to sustainability risks through the company's reputation for the share price. The Board of Directors decides on remuneration for the CEO. The remuneration that relates to the members of the Group Management Team is managed by the CEO. Updates are made on an annual basis.

Climate change

Scanfil's Remuneration Policy outlines compensation principles for the Board, CEO, and Group Management. The company uses annual and share-based incentives. In 2025, the scope 1 and 2 GHG (greenhouse gas) emission target was $\leq 9,600$ tCO_{2e}, based on 2024's calculation method and numbers of production units ($\leq 8,800$ tCO_{2e} in 2024). The multipliers is 0.9x, implying that the annual short-term remuneration will be deducted by 10% if the target is not met. The Board annually reviews and decides on the remuneration based on the CEO's proposal.

1.5 Statement on due diligence

Due diligence in sustainability

Scanfil is committed to embed sustainability into the core operations and business strategy. The due diligence processes align with the ESRS framework, ensuring that sustainability is integrated at every level of decision-making. Below is a breakdown of how Scanfil approaches due diligence across key areas.

Incorporating sustainability into policies and management system

Sustainability principles are embedded into corporate policies and management systems. Scanfil continuously updates the environmental, social, and governance (ESG) policies to reflect the industry's best practices, regulatory requirements, and stakeholder expectations. This alignment drives accountability across the organization, ensuring that sustainability considerations are integral to operational processes.

The key policies are: Environmental Policy, Work Environmental Policy, Code of Conduct, and Supplier Code of Conduct. All these policies are communicated internally and externally, and employees receive regular training on them.

Identifying and assessing impacts, risks, and opportunities

Scanfil conducts regular risk assessments to identify sustainability-related risks and opportunities throughout its supply chain and operations. The assessments cover environmental impacts, social responsibility, and governance issues, which are evaluated for both short-term and long-term consequences. This proactive approach helps Scanfil to anticipate the potential risks and capitalize on emerging opportunities.

Preventing, mitigating, and responding to negative impacts

Scanfil employs a framework for preventing, mitigating, and addressing negative impacts associated with its operations. Preventive measures include supplier audits, resource efficiency initiatives, and employee training. Mitigation strategies focus on minimizing risks through innovation and collaboration with stakeholders, while response plans ensure swift action in case of any adverse impacts.

Measuring progress

Progress on sustainability efforts is followed up through key performance indicators (KPIs) tied to Scanfil's environmental and social goals. Metrics such as carbon emissions, energy consumption, and labor practices are regularly reviewed to ensure alignment with Scanfil's sustainability objectives. The data is used to refine strategies and inform stakeholders of the company's sustainability performance.

Open and transparent communication

Transparency is a core part of Scanfil's sustainability reporting. Scanfil is committed to openly communicating with stakeholders and providing regular updates on its progress, challenges, and initiatives. The reports are adapted to the ESRS standards, which ensures that stakeholders have clear insights into the sustainability work and future plans.

Actions to address consequences

In the event of any negative material impact on its operations, Scanfil takes immediate action. This includes corrective actions such as reviewing policies, engaging with stakeholders, and implementing changes to prevent recurrence. The goal is not only to address the immediate issue but also to ensure long-term improvements in the business.

By addressing these six areas, Scanfil ensures that sustainability is an integral part of the company's operations, governance, and strategic decision-making, thereby reflecting its commitment to responsible business practices.

Scanfil does not currently have any specific sustainability due diligence process but plans to prepare for the Corporate Sustainability Due Diligence Directive (CSDDD), which may impact the company in 2028.

Current due diligence processes related to people and the environment are embedded in several of Scanfil's policies: Scanfil Environmental Policy, Work Environment Policy, Code of Conduct, Supplier Code of Conduct, and Sustainable Procurement Policy. For each of these policies, there are processes and instructions ensuring suppliers fulfill Scanfil's policy aspects that are connected to people and the environment. In the introduction of new suppliers, Scanfil follows a specific approval process, which includes risk analyses and assessments related to these two topics. For new customers, there is currently a process related to adverse impacts on the environment but not related to the topic of people.

If there would be any potential adverse impacts identified during the due diligence process with new suppliers, Scanfil acts through the supplier audit process, where the process identifies and mitigates impacts. If any adverse impacts are identified

outside the due diligence process of Scanfil's value chain, the whistleblower channel is a useful element in which adverse impacts can be reported by both internal and external stakeholders.

1.6 Risk management and internal controls over sustainability reporting

Scanfil's process for sustainability reporting currently follows the Group's common principles and processes for statutory reporting, risk management and internal control. The internal control process is based on risk identification and analysis and focuses on the most material risks that are identified. This is currently also the risk assessment methodology that Scanfil is using.

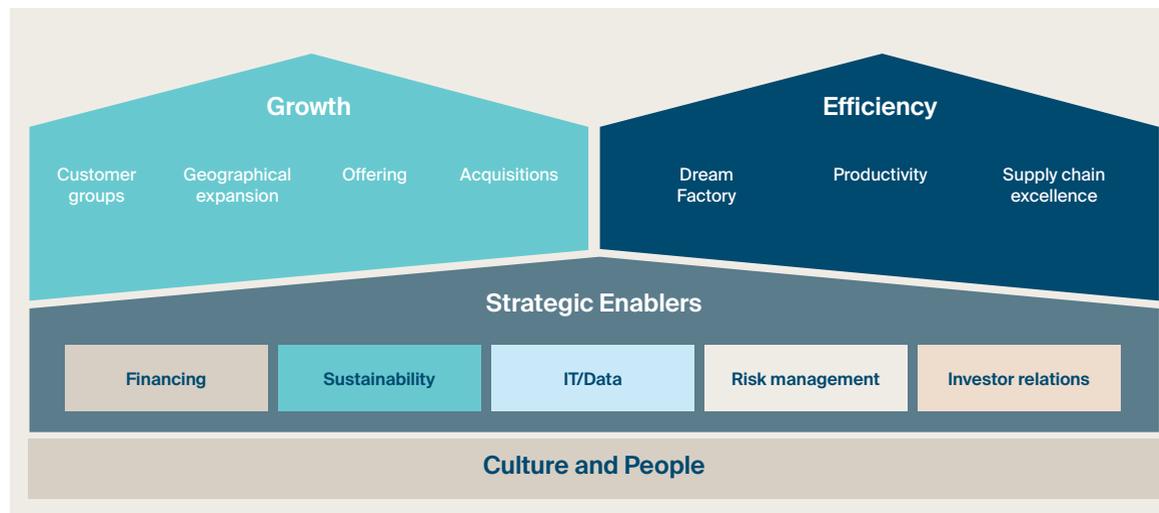
The Sustainability Statement is compiled by the Global Sustainability Team. Data is collected from all Scanfil sites, including its factories and office locations, and is consolidated in Scanfil's sustainability reporting platform in a way that the data is traceable and auditable. The risks identified in relation to the process of compiling the Sustainability Statement include the accuracy of information and the timing of reporting. Data providers from each geographical site are responsible for ensuring that the site-level information provided is correct. The Global Sustainability Team supervises the accuracy of the consolidated data and then provides it to the Group Accounting Team.

In 2025, Scanfil developed a new structure for the quarterly and annual sustainability reporting process and has now applied specific roles, responsibilities and reporting timelines for the data collection into its regular financial reporting process.

1.7 Strategy, business model, and value chain

Strategy

Scanfil specializes in Business-to-Business customers and High-Mix Low-Volume Manufacturing ("HMLV") and offers a full range of electronics manufacturing services,



Scanfil's Geared for Growth - strategy is set for 2024-2028

starting from prototyping to manufacturing and ending with a complete, fully tested and packaged product. One of the key strengths is the ability to combine the manufacture of electronics and mechanics and, in this way, build high-quality and technically advanced integrated equipment. In this way, Scanfil produces a diverse range of electronics, PCBAs, box-build, and system integration solutions. Scanfil's production is based on customer specifications, and it does not have any significant group of products or services that relate to its sustainability matters.

Scanfil's strategy has two main dimensions: growth and efficiency. Growth is driven by acquisitions and organic growth. Through acquisitions, Scanfil aims to bring in new customers, strengthen its foothold in strategic growth sectors – Aerospace & Defense and Medtech & Life Science – and expand geographical presence. In organic growth, re-organizing sales teams into three with a new management layer

and investments hiring new talents together with offering development have boosted sales significantly especially sales in the areas where the deep understanding of customer industry has a significant role e.g. in Medtech & Life Science. Efficiency is driven by Dream factory, productivity and supply chain excellence. Dream factory program aims to develop and unify factory networks' technological capabilities. Productivity is human angle and aims to nurture continuous improvement mindset among Scanfil employees. Supply chain excellence is imperative to Scanfil, bought services are approximately 70% of costs.

To further drive growth Scanfil's new geographical structure came into force in January 2025. Geographical segments are represented in the Group's Management Team by their VPs. This change enables faster decision-making and drives organic and inorganic growth by bringing decision-making closer to the region and factories. Each

factory has a sustainability manager managing and reporting sustainability matters to the Group. Sustainability is a key function that supplements all strategic angles. The total headcount per geographical area is presented in more detail in section 3.1 Own workforce. Scanfil reports total revenue according to IFRS 8. Total revenue by geographical segments is reported in 1.1 Turnover and segment information in the financial statement.

Scanfil primarily provides its expertise and services to international large and medium-sized companies with low or medium volumes and complex products, while also and selectively serving smaller fast-growing companies. Scanfil has long experience and deep technological in all customer areas. Scanfil serves customers in Energy & Cleantech by manufacturing energy- and environmentally related products within energy production, infrastructure and efficiency, as well as carbon capturing, emission control and waste management which all contribute to minimizing climate change. Apart from Energy & Cleantech, Scanfil does not work with any market segments which specifically are served to manage any sustainability matters. Scanfil currently has no products or services that are banned in certain markets. Since Scanfil's business does not relate to any controversial sustainability matters like coal, oil, gas, chemicals production, controversial weapons, cultivation or production of tobacco, there is no corresponding revenue to be presented in this report.

One of Scanfil's corporate strategy goals for 2030 relates to reducing greenhouse gas (GHG) emissions. The largest contributor is the emissions from the manufacturing of purchased goods which come from the upstream supply chain. To achieve this long-term goal, Scanfil must understand the supply chain and its challenges, and be able to select materials and suppliers that can deliver on its goals. An important activity to support this objective is to improve the data quality for GHG calculations on purchased goods. The ongoing work to implement real GHG emission data on all purchased goods into its business system allows Scanfil to continuously improve. By having access to this data, Scanfil gets the opportunity to choose purchasing materials based on the component's GHG content. This, together with more detailed supplier performance data, enables Scanfil to provide refined calculations for delivered products that can be used for a customer's product life cycle assessments

(LCA) and set sustainability goals for its suppliers which are described in detail in section 3.2 Workers in the value chain.

Scanfil has made the sustainability assessment based on its generic value chain and has not adopted any assessment related to any significant products and/or services, and significant markets or customer groups. Scanfil does not currently report according to ESRS sectors.

Business model and value chain

Scanfil is a global EMS company that specializes in industrial customers and low-to-mid-volume production. The advantages of purchasing production services from an EMS company like Scanfil are mainly the scale in manufacturing, materials and component procurement, logistics, warranty and repairs, and value-added services like testing, design, and the redesign of products. Scanfil has approximately 180 active customers (160 in 2024) and produces approximately 10,000 different products per annum for different companies (10,000 in 2024). The EMS business is driven by the utilization rate of machinery and people as well as purchasing power in materials and supporting services, e.g., logistics.

In the value chain, an EMS company like Scanfil can be a subcontractor to an Original Equipment Manufacturer (OEM), e.g., Tomra, which sells the reverse vending machine to a supermarket or Danfoss, which supplies a heat pump to cool and heat a building. An EMS can manufacture the whole product for its customers or a part of it, such as a control panel or a component, e.g., a PCB. Value is created in efficient procurement through purchasing power and high-utilization manufacturing, which should be higher than the customer's own production. Many customers choose an EMS in circumstances where it should make significant investments in manufacturing capabilities for a new product or expand the production of an existing product.

Before the manufacturing of customer products begins, several preliminary steps must be recognised and completed. This includes gaining a thorough understanding of the customer's product, technical requirements, specifications, and expectations. Once these requirements are gathered, a feasibility study should be conducted.

When a detailed cost breakdown has been done, including material, labor, tooling, test equipment, and overhead costs, the contract is signed. The final agreement includes all negotiation terms, final agreements, outline deliverables, timelines, and payment terms. The workforce consists of skilled workers essential for manufacturing and testing. The workers should be put in place before starting manufacturing and the production can start when components and purchased materials are in place. The output in terms of benefits for customers are enhanced production efficiency, and outsourcing benefits such as cost savings (since customers do not need to invest in manufacturing capabilities) and access to value-added services that outsourcing brings such as testing, warranty, and repairs. The output in terms of benefits for investors are stable revenue streams from a broad customer base and efficient utilization of resources, including high return on investment and equity. The benefits for stakeholders overall are reliable supply chain partnerships and contributions to local economies through employment and business activities from a financially solid company is a reliable investment for its financiers.

Upstream value chain

Scanfil's upstream value chain consists of suppliers of different sizes and importance. Scanfil focuses on consolidating procurement with its Preferred and Key suppliers, but suppliers can also be directed by the customers. All purchases related to the manufacturing of products adhere to the specifications provided by the customer. This means that a high number of suppliers must be managed by Scanfil's procurement. Global processes are used for handling the purchase and all activities are managed and stored in Scanfil's Integrated Management System. This enables the opportunity to consolidate and streamline the supplier portfolio. In addition, all suppliers are monitored and evaluated where continuous communication ensures timely and cost-effective sourcing.

Downstream value chain

The downstream value chain solely consists of Business-to-Business customer relationships, where industrial customers require electronic manufacturing services from Scanfil. This means that Scanfil produces products based on customers' specifications and are customers of Scanfil's customers. Scanfil works closely with

its own customers to understand their needs based on product specifications and then provide tailored solutions suitable for the use of the end-users.

Scanfil's position in the value chain

Scanfil is positioned at the intersection of the upstream and downstream value chain, where the company plays a crucial role in transforming materials and components from suppliers into finished products for customers. This position allows Scanfil to leverage economies of scale, optimize production processes, and offer comprehensive services that add value to customers.

Scanfil differentiates itself from its competitors mainly by having strong capabilities in design-driven manufacturing (DDM), cost optimization, and test development. Design-driven manufacturing is involved, especially in the early phases of industrialization of a new product, while testing is an integral part of the manufacturing process, especially among industrial customers with long product lifespans and high-quality requirements. Therefore, Scanfil offers its customers test-as-a-service packages where testing is developed especially for the customer's product.

1.8 Interests and views of stakeholders

Scanfil's stakeholders are involved in the company's sustainability work in various ways. The table in section 1.9 lists each stakeholder, how the engagement with them occurs and how it is organized, as well as the purpose and how its outcome is considered in Scanfil's strategy and business model.

During the development of the Double Materiality Assessment (DMA), Scanfil sent out a stakeholder survey to its main stakeholders to receive information on their views and interests on various material and financial impacts throughout the Scanfil value chain. The stakeholders listed financial and material impacts following the ESRS list of sub-subtopics. Each stakeholder scored a level of criticality for these

impacts according to their views and interests. The input was later used as a baseline throughout the DMA process and its finalization.

No amendments have been made to Scanfil's strategy and business model since there has not been any input from its stakeholders that affects the current model and strategy. Thus, no plan to change the current set up is presented. As stated, stakeholder engagement is a key component of the DMA and has been embedded throughout the whole process to consider their interests and potential impacts. Updates in the DMA are communicated to the Group Management Team, Board of Directors as well as the company's Auditors, and used as input into the annual review and updates of Scanfil's strategy and business model.

Own workforce

Scanfil's strategy indicates that culture and people are the fundamental enablers for any strategically important deliverables.

The strategy creation and follow-up process involve input from Scanfil's employees. Each function performs strategic workshops involving the function's managers from factories as well as global experts. These are preceded by factory strategy work where key employees are invited to share their observations and input received from external stakeholders (customers, suppliers, subcontractors, other partners), as well as their own ideas for development. Utilizing the employees' knowledge and expertise is a crucial asset. Similarly, the business model is monitored for its efficiency and competitiveness as well as the impact it generates. The strategic approach to efficiency expressed by productivity-focused initiatives as well as the Dream Factory concept support developing high standards of working conditions. These ensure safe and effective workplaces for employees as well as secure employment characterized by adequate wages, optimized work time, and a healthy work-life balance.

The company strategy is openly shared with the employees by the Group Management Team through quarterly town hall meetings. Common practices are regular meetings with the whole workforce as well as dedicated meeting with employee representatives, including unions and works councils. Factories also use digital communication platforms to keep the workforce engaged. The Scanfil business model and its drivers are a part of the onboarding process for employees. The company believes that as a service provider, it is crucial to continuously increase business awareness and enhance the engagement of its employees in order to provide high-quality service to the company's customers. Therefore, employees are informed about the business drivers that may impact them, such as

- Variations in volumes of customer demand and periodical fluctuation
- Manufacturing processes that require different technologies and, therefore, different competencies from Scanfil's workforce
- Cost plus price model that calls for efficient cost management to ensure competitiveness.

Workers in the value chain

As for Scanfil's own employees, workers throughout the value chain play a crucial role in supporting Scanfil's strategy. Culture and people are fundamental enablers to reach Scanfil's deliveries of high efficiency and supply chain excellence. This includes all workers in the value chain, from suppliers of raw materials and manufacturers of components to EMS production, but also for work done with Scanfil's customers and during the transportation of goods. To reach their full potential in the value chain, the workers must be able to perform their duties in a healthy and safe environment, in which human rights, diversity and inclusion are respected. Following Scanfil's value chain, workers in the value chain can be found in all steps. This means workers who are in direct contact with Scanfil, such as tier 1 suppliers, transport companies, and customers. Scanfil's upstream suppliers are normally distributors of electronic components, but can also be manufacturers of machined components, plastic

components, PCBAs, and cables. For sheet metal manufacturing, Scanfil works with suppliers of metal blanks.

Scanfil supports equality, including the recognition and inclusion of individuals with diverse characteristics. While Scanfil has not conducted a formal assessment of how this is addressed across its supply chain, insights from ongoing engagements with suppliers allow for a general understanding of the current situation. Scanfil recognizes women as an underutilized resource, and although gender distribution within our industry is relatively balanced, there remain opportunities for improvement, particularly at senior leadership levels.

1.9 Material impacts, risks and opportunities, and their interaction with the strategy and business model

The identification and assessment of material impacts, risks, and opportunities

Scanfil's sustainability-related material impacts, risks, and opportunities have been identified in a Double Materiality Assessment (DMA) based on the principles of Scanfil's Risk Management Process. The key goal is to identify and assess impacts, risks, and opportunities that are potentially significant in the implementation of Scanfil's values and long-term strategy or for the society and environment. The DMA considers Scanfil's own operations as well as upstream and downstream value chain and other parties that Scanfil's operations affect. Scanfil's Risk Management Process and its responsibilities are described in more detail in the Corporate Governance Statement.

Scanfil updated its DMA in the second quarter of 2025. The update of the materiality assessment proceeded in two phases. Firstly, the views of external and internal stakeholders on Scanfil's real and potential impacts, risks, and opportunities from last year's DMA were analyzed and complemented where necessary. These stakeholders are described in table "Scanfil Stakeholders". Based on the collected material, the impacts, risks, and opportunities were prioritized in management workshops, in which

the participants paid attention to the company's impacts on the environment, society, employees, and other stakeholders, as well as to the qualitative and financial risks and opportunities for Scanfil's business. The likelihood and scope of the impact, risk, or opportunity were considered in prioritization. A description of each material topic's specific impacts, risks and opportunities are disclosed for each topical ESRS in this report and are summarized in the table "Double Materiality Assessment". A more detailed description of the time horizons, value chain direction, and where in the Scanfil business model these material impacts, risks and opportunities are presented in the table "Identified material topics & subtopics" in the Appendix.

Each material topic's negative or positive impact on people and/or the environment, including the expected time horizon, is disclosed under each relevant chapter in this Sustainability Statement. The material impacts originate from Scanfil's business model. Scanfil has not identified any significant risk of a substantial adjustment to the reported values of assets and liabilities in the relevant financial statements during the next annual reporting period. Scanfil has not yet conducted an analysis of the resilience of its strategy and business model regarding its material impacts, risks and opportunities except for the information disclosed in section 1.8. Material impacts, risks and opportunities, and their interaction with the strategy and business model.

As a result of the DMA update and the announcement of the Quick Fix Delegated Act, the content of this year's sustainability report has been modified since last year as the identified impacts, risks and opportunities have been updated. The report has been adjusted to the temporary exemptions following the Quick fix Delegated Act and Scanfil will not report any anticipated financial effects for financial year of 2025. Because of the Quick-Fix delegated act, the sub-sub topics Training and Skills Development, Work-life Balance and Cases of work-related ill-health for S1 Own Workforce will not be reported in this report.

In topic E1 Climate Change, one new risk was identified in 2025 as a result of the performed climate scenario analysis. Further information related to this risk is provided in the section "Climate Change" under the Double Materiality Assessment table. The process for identifying climate-related risks is described in more detail in section 1.11 Description of the process to identify and assess climate-related impacts, risks and opportunities

The topic E2 Pollution is no longer identified as material, and a short explanation for this conclusion is presented in Appendix. Neither are the subtopics Resource inflows and Resource outflows under E5 Circular economy material in this reporting period due to the company's role as an EMS partner. Since Scanfil mainly operates upon customer specifications and design, the company does not engage in large-scale material processing or transformations but is focusing on efficient assembly and integrations of pre-manufacturing parts. As a result, Scanfil has a low level of influence on the outflow e.g. the product's lifecycle and recyclability. Waste is still considered as material to Scanfil and its impacts, risks and opportunities related to waste are presented later in this report.

For S1 Own workforce, the sub-topics Secure employment, Social Dialogue, Diversity, Child- and Forced labor, as well as Employment and inclusion of persons with disabilities do not longer meet the materiality thresholds of Scanfil's DMA. Since the Group is obliged to follow local labor regulations and laws, determining secure employment at all sites and the fact that the Group welcomes the freedom of association by allowing unions and worker's representations, the individual impact is considered limited in these aspects. Scanfil is strictly following local laws and business practices and policies to promote non-discrimination and equal opportunity for all no matter what gender or sexual orientation current employees or future recruitments may have. Since most of the operational processes require high precision and full mobility, Scanfil has a limited impact on the topic of disability, and it has therefore considered to have a low relevance to current operations. Child- and forced labor are both strictly forbidden and regulated in the company's code of conduct and thus considered to have low relevance for the DMA.

Within the topic of S2 Workers in the value chain, Gender equality as well as Child- and Forced labor are all added as material topics in this reporting period. Scanfil's suppliers operate in areas where there are high potential risks of impacts on both gender equality and employment terms and therefore consider these topics as relevant to monitor and report.

Scanfil's only additional entity-specific disclosure, other than ESRS Disclosure Requirements, is regarding cyber security which is disclosed in the Sustainability Statement in section 4. Governance.

SCANFIL STAKEHOLDERS

STAKEHOLDER	HOW ENGAGEMENT IS ORGANIZED	PURPOSE OF ENGAGEMENT	HOW SCANFIL TAKES THE RESULTS INTO ACCOUNT
Customers	Bi-annual customer surveys are sent by Scanfil's Sales and Marketing Function.	Getting customers' input on Scanfil's ability to meet their requirements and understand how satisfied the customer is. The survey is anonymous.	The result of the study is analyzed and Scanfil sets an action plan for improvement. Topics are addressed by the affected departments.
	Quarterly business meetings between Scanfil's Global Account Manager and customers.	The meeting is to emphasize close cooperation between Scanfil and its customers. The meetings ensure that the relationship and cooperation develop and maintain in a positive way.	Scanfil's Account Manager takes care of the actions needed and that they are initiated with the affected functions. The Account Manager is also responsible for following up on actions addressed to the customer.
Own employees <i>Read more about how Scanfil engages with its own workforce in section 3.1 Own workforce</i>	Yearly employee surveys are managed by Scanfil's HR Department.	Gain insight into Scanfil's workforce by measuring employee engagement and their perception of the company.	The result from the yearly survey will be escalated down the organization and each management area needs to establish action plans for improvements.
	Quarterly virtual town hall meetings for all employees organized by the Group Management Team.	Inform and discuss with employees about operational status and strategy	Possible concerns are brought to management's attention.
	Workshops were scheduled and questionnaires were sent out to HR managers and local sustainability managers in each site as part of the DMA update.	Gain insights from local managers working within the social and environmental topics to ensure critical impacts, risks and opportunities are considered from Scanfil's local experts.	Identified impacts, risks and opportunities are considered and weighted in the double materiality analysis
Workers in the value chain <i>Read more about how Scanfil engages workers in the value chain in section 3.2 Workers in the value chain</i>	Quarterly meetings between Scanfil's Sourcing Function and Scanfil's preferred suppliers.	The meeting is to emphasize a close cooperation between Scanfil and its suppliers. The meetings will secure that the relationship and cooperation develop and maintain in a positive way.	Scanfil's Sourcing Category Manager takes care of the actions needed and initiates actions with affected functions. The manager is also responsible for following up actions addressed to the supplier.
	An evaluation of suppliers' performance indicators is done quarterly.	The evaluation will give Scanfil's supplier a clear understanding of how Scanfil experiences its performance and indicate areas for improvements.	If suppliers do not meet targets, the supplier evaluation will result in Scanfil requesting action plans for improvements. The action plans shall be presented to Scanfil by the suppliers.
	A supplier sustainability webinar is held twice per year. Local supplier days are arranged by local sites (non-mandatory).	Sustainability webinars are held with suppliers that need to improve their operations. The purpose is to communicate Scanfil's requirements in terms of sustainability. Supplier days are used to communicate and encourage suppliers to cooperate and to improve their relationship with Scanfil.	Meetings are informative and do not result in any action plans.
	On-site supplier audits done by following a pre-defined questionnaire. All audits are initiated based on business needs, regulatory requirements and/or upon customers requests. They can also be organized on-site or at the global level.	The purpose is to get an evaluation of a supplier's ability to meet Scanfil's requirements in terms of quality and sustainability.	The audit results lead to audit action plans. The suppliers need to address the tasks and provide a time plan for how the results are handled by them.
	Workshops were scheduled and questionnaires were sent out to Scanfil category managers as part of the DMA update.	Gain insights from category managers that manage the relationship with Scanfil's largest and most important suppliers to ensure critical impacts, risks and opportunities are considered from Scanfil's supply chain.	Identified impacts, risks and opportunities are considered and weighted in the double materiality analysis.
Scanfil Management	Monthly report meetings with Scanfil's Group Management Team, where sustainability is part of the agenda.	The meeting is held to ensure that Scanfil meets its targets in terms of sustainability.	The Group Management Team is responsible for assigning resources to handle the requirements and will track that targets are met. If targets cannot be met, measures will be taken by the Group Management Team in order to mitigate potential risks.
Shareholder/investor	Active and open dialog one-on-one and group meetings, factory visits, Capital Markets Days, Annual General Meetings, and answering emails and phone inquiries in a timely manner.	Provide investors with accurate information about Scanfil's financials, strategy and goals for investment decisions in a timely manner.	To meet the expectations of its investors and shareholders, Scanfil is continuously developing its Investor Relations- and Financial Reporting processes.
Authorities	No direct engagement (one-way engagement)	Scanfil monitors updates regularly to understand, prepare and act on new laws and governmental laws and directives.	New laws and directives that affect Scanfil's processes and business, must be handled, and affected functions must immediately be informed. This is handled both on a local level to secure local initiatives and also from a global perspective when needed.

DOUBLE MATERIALITY ASSESSMENT

TOPIC	MATERIAL SUB-TOPICS	IMPACTS	RISKS AND OPPORTUNITIES	MANAGEMENT
Climate change	Climate change adaptation	<p>Actual: Climate changes and changes in weather patterns, such as a warmer climate, have a negative impact on facilities and increase energy use for cooling and air conditioning.</p> <p>↓</p> <p>Emissions of greenhouse gases have a direct negative impact on climate change. Mitigation activities drive energy consumption.</p>	<p>↓</p> <p>Risk: Changes in weather patterns due to rising temperatures may disrupt operations, increase operating costs and result in lost revenue or missed growth opportunities for Scanfil.</p>	<ul style="list-style-type: none"> • Working on adapting own facilities to climate change. • Adapting heating and cooling units in facilities. • Having adaptation strategies for extreme weather events. • Scanfil's strategic target is to improve its energy efficiency and the transition to fossil-free fuels, as well as fossil-free purchased electricity and heat.
	Climate change mitigation Energy	<p>Potential: Energy consumption significantly impacts pollution levels and the surrounding environment. High consumption leads to increased emissions of greenhouse gases and pollutants, worsening air quality in local areas.</p> <p>↑</p>	<p>↑</p> <p>Opportunity: By consuming renewable energy, Scanfil can replace fossil-based energy sources. Renewable energy already accounts for 60% of the energy used in Scanfil's production (scope 1 and scope 2).</p>	
Resource Use and Circular Economy	Waste	<p>Actual: Waste from Scanfil's operations could negatively impact the environment by dispersing pollutants into the surrounding areas, leading to contamination and potential harm to ecosystems and human health.</p> <p>↓</p> <p>For Scanfil adopting effective waste reduction and management methods is essential for a sustainable and healthy future and promotes the company's business development.</p>		<ul style="list-style-type: none"> • Invest in new technology and follow the development of new methods to take care of waste in a more sustainable way. • Develop cleaner process technologies that reduce waste. • Choose suppliers based on the sustainability perspective and always try to promote recycling options.

TOPIC	MATERIAL SUB-TOPICS	IMPACTS	RISKS AND OPPORTUNITIES	MANAGEMENT
Own Workforce		<p>Actual: Scanfil pays adequate wages, which ensures good living standards for employees and their families. Offering flexible work time and remote work schemes for positions where the nature of work makes it possible, as well as prioritizing work-life balance, enables employees to better organize their working time in a way that supports their family-related duties.</p> <p>↑</p>		<ul style="list-style-type: none"> • Scanfil follows all the country-specific legal requirements to ensure high-quality working conditions. Additionally, both the development ideas driven from the Employee Engagement Survey and Safety Council meetings are shared between factories as best practices to continuously enhance company standards, even exceeding the country's regulations. • In all of Scanfil's sites, the requirement for minimum required wages is met. Furthermore, Scanfil monitors market remuneration to be able to offer attractive salaries and annually review its own workforce's wages. • Scanfil offers flexible or hybrid/remote work schemes for the positions where the nature of the work allows it. • Health and safety aspects are managed in line with the country's regulations as well as manufacturing standards for the technologies used. The Safety Council monitors and enhances the sharing of best practices on preventive measures. • The well-being of employees is supported both by monitoring the workload in each department as well as by promoting healthy habits and offering sports or leisure activities. • Competence and skills development are monitored in both the annual appraisal process and monthly skills matrix reviews for blue collar workforce. • Training is offered and done both through internal and external trainers. Development opportunities are equally available for all employees, independent of gender.
		<p>Scanfil monitors safety practices applied at its factories, promotes safety awareness and complies with local safety regulations. With all these efforts the company ensures safe workplace which has a positive effect on the employees.</p> <p>↑</p>	<p>↓</p>	
	Gender equality and equal pay for work of equal value	<p>The training and development opportunities are available to all employees, regardless of their personal characteristics. Scanfil enhances its Talent Management and Succession Planning processes to positively impact career possibilities for the personnel.</p> <p>↑</p>	<p>↓</p>	
	Training and skills development	<p>Any work-related accident occurring on Scanfil premises can negatively impact employee health. Accidents can happen at all locations. However, these incidents have been minor with no severe impact on the employee's health. There have not been any fatalities either serious accident requiring hospitalization in 2025.</p> <p>↓</p>	<p>↑</p>	
	Health and safety	<p>Potential: Scanfil observes the opportunity to support employees' mental health through professional services differentiating the company from other employers and positively impacting its employees.</p> <p>↑</p>	<p>↑</p>	
	Working time	<p>Gender equality and equal pay for work of equal value ensures fair treatment and recognition. Implementing pay equity tool enables Scanfil to increase transparency on remuneration practices and positively impacts its employer brand.</p> <p>↑</p>		
	Adequate wages	<p>Effective management of working time enhances productivity and employee well-being. However, unbalanced working hours may lead to burnout and absenteeism, resulting in lower morale and employee turnover, which may impact employees negatively.</p> <p>↓</p>		
	Work-life balance			

TOPIC	MATERIAL SUB-TOPICS	IMPACTS	RISKS AND OPPORTUNITIES	MANAGEMENT
Workers in the value chain	Gender equality and equal pay for work of equal value	<p>Actual: Strong Gender equality leads to equal pay and the same opportunity for leadership roles. It prevents a higher exposure to insecure or informal employment for women. Strong Gender equality supports fair labor practices and social justice..</p> <p>Potential: Child labour deprives children of their right to education, exposes them to hazardous conditions, and causes long-term physical and psychological harm. It perpetuates poverty cycles and violates fundamental human rights, severely damaging company reputation and ethical standards.</p>	<p>Risk: Companies with complex supply chains and aggressive purchasing practices may inadvertently contribute to child and forced labour. Without stronger due diligence and responsible sourcing, these risks are likely to grow, perpetuating human rights violations, undermining community development, and exposing businesses to legal, reputational, and operational consequences, threatening long-term sustainable progress.</p>	<ul style="list-style-type: none"> To ensure that suppliers share the same values as Scanfil, the aim is to have all suppliers to sign the Scanfil's Supplier Code of Conduct. Scanfil does also evaluate the supplier's compliance during supplier audits and visits in general. Gender equality is a fundamental principle in Scanfil's Supplier Code of Conduct. By recognizing it as a material topic and actively promoting it, we aim to act as ambassadors for equality throughout our network. Over time, this commitment will foster greater inclusivity and continuous improvement across our supply chain. Before engaging with a new supplier, Scanfil conducts a thorough assessment to ensure compliance with our standards. All suppliers are required to adhere to Scanfil's Supplier Code of Conduct, which outlines our expectations regarding ethical, environmental, and social responsibility. In addition, we encourage our key suppliers to complete the EcoVadis assessment, providing valuable insights into their social and sustainability practices.
	Health and safety	<p>Poor health and safety conditions for workers in the value chain can lead to work-place accidents, occupational illnesses, and long-term health issues, negatively affecting workers' physical and mental well-being. These risks are often higher for vulnerable groups, such as migrant workers or those in low-skilled roles.</p>		
	Child labor Forced labor			
Business Conduct	Corporate culture	<p>Actual: A strong DEI driven culture fosters innovation, collaboration, and a sense of belonging by ensuring fair opportunities and diverse representation. Such environments attract top talent, improve engagement and decision making, and strengthen trust with employees and communities. Prioritizing DEI ultimately boosts morale, retention, and overall business success.</p> <p>Strong cybersecurity protects sensitive data, ensures business continuity, and builds stakeholder trust. It prevents financial losses, enhances compliance, and safeguards reputation. Effective cybersecurity also promotes innovation by reducing operational risks.</p>		<ul style="list-style-type: none"> Scanfil values and cherishes DEI. The value "Achieving Together" highlights how being one team globally is emphasized, how diversity is benefited from shared ideas, how respect and reliance on each other are emphasized, the aim for collective success, and how every individual is respected with no tolerance for bullying, harassment, or discrimination. All employees receive comprehensive training in Scanfil's Code of Conduct. Raising awareness of corruption and bribery risks strengthens prevention efforts, mitigates potential threats, and reinforces stakeholder trust while promoting a culture of integrity and compliance. Likelihood is determined through threat intelligence, historical data, and industry trends. Sources include cybersecurity frameworks (NIS, ISO), threat intelligence platforms (Cyber awareness platform), incident response data, and vulnerability assessments. Conducting regular audits, penetration tests, and staying informed through industry reports ensures a proactive and adaptive cyber-security strategy. Scanfil is committed to foster strong partnerships with suppliers who align with its core values. Through well-defined agreements, both parties ensure mutual accountability in fulfilling business commitments. These agreements encompass clear guidelines on deliveries and payment practices, promoting transparency, reliability, and sustainable collaboration.
	Corruption and bribery	<p>Potential: Effective management of supplier relationships and payment practices improves operational efficiency, strengthens trust, and ensures supply chain stability. Timely and fair payments foster loyalty, attract high-quality suppliers, enhance product quality, and promote innovation. Ethical practices support social responsibility and long-term sustainable partnerships, contributing to overall business success.</p>		
	Cybersecurity	<p>Effective prevention and detection of corruption and bribery protect organizational integrity and stakeholder trust. Implementing robust policies, regular audits, and compliance training reduces legal risks, financial losses, and reputational damage. These measures foster a transparent, ethical culture, promoting sustainable and fair business practices.</p>		
	Management of relationships with suppliers including payment practices			

Climate change

To identify and assess its climate-related risks and opportunities for different scenarios and time horizons, Scanfil conducted its first climate scenario analysis in 2025. The result indicates that Scanfil is exposed to acute and chronic physical risks in terms of extreme weather events in some of its production facilities, which consequently added one additional material financial risk into the Groups DMA. For transition-related risks and opportunities, Scanfil is considered to be relatively resilient against market and reputational risks over time, where no necessary measures are planned at this point. Scanfil is exposed to relatively higher risks related to climate policies where the Group is adapting to a stricter compliance and administrative landscape, but no such risks or opportunities have been identified as material. The description of how Scanfil performed its climate scenario analysis is presented in section 1.11 Description of the process to identify and assess climate-related impacts, risks and opportunities.

Scanfil is continuously adapting to climate-related risks and will further strengthen the Group's resilience in the coming year by developing a transition plan and integrating climate risks into the overall risk management process. These proactive measures ensure business continuity while safeguarding employees, assets, and the planet.

Resource Use and Circular Economy

Waste has been identified as a material topic. Scanfil has a detailed data collection on waste and will continue to refine the data quality over time.

Own employees

In section 3.1 Own employees, Scanfil discloses more detailed information about its own workforce, which covers all employees and non-employees in its own operations.

The Scanfil workforce mainly consists of Scanfil contracted employees comprising 87% of the total workforce (89% in 2024). The remaining workforce is third-party contracted employees. The participation of self-employed delivering services to Scanfil totals 13% (11%) of its workforce. The company's goal is to incorporate third-

party employees to the work standards and company culture, providing seamless and coherent services to customers.

The identified potential negative impacts refer to working conditions and equal treatment and opportunities for everyone. None of those can be seen as widespread or systematic in Scanfil operations.

Within working conditions, Scanfil observes that restricting remote work possibilities is negatively impacting employee satisfaction in some locations where other employers widely offer it.

Any work-related accident occurring at Scanfil premises can negatively impact employee health. Accidents can happen in all locations. There have been no fatalities in 2025 (no fatalities in 2024), but there was one serious accident requiring hospitalization (one incident in 2024).

Through appropriate risk management, Scanfil has identified potential negative impacts that should be prevented. One impact is improper working conditions, which could adversely affect employee health and the well-being of their families if secure living conditions are not ensured.

Scanfil pays adequate wages which ensures good living standards for the employees and their families. The company performs annual salary reviews and benchmarking analysis towards the local markets to ensure optimal pay development. The company uses third-party employment agencies to hire employees, which ensures higher stability and security of employment for its own employees as well as flexibility for the business during periodic demand fluctuations. The third-party providers are thoroughly verified for the employment conditions offered to Scanfil's non-employees. Offering flexible work hours and remote work schemes for the positions where the nature of work makes it possible, as well as prioritizing work-life balance, enable employees to better organize their working time in a way that supports their family-related duties.

Scanfil continuously improves its working conditions as part of both strategic efficiency-centric projects, for example Dream Factory or Lean Six Sigma certification projects performed by its own employees as well as working conditions development initiatives driven from the input of employee engagement surveys inputs.

A high standard of workplace safety positively impacts employee engagement and loyalty, leading to increased productivity and reduced employee turnover and sick leave costs. This also may enhance Scanfil's reputation and elevate its standing in the employer market within its operating areas. As a result, it is likely to help to recruit desired professionals and retain talent within the company.

A high sick leave rate generates absenteeism costs. Additionally, periods in which absent employees need replacement may lead to competence gaps and risks of lower service quality, as well as increased overtime costs for other employees covering the tasks. In cases of long-term absences, additional training for the stand-in staff may be needed.

Well-developed equal treatment standards enhance Scanfil's reputation as an employer, attracting top talents who are eager to work for Scanfil. This contributes to the company's innovation and overall performance. At the same time, retaining experienced professionals becomes challenging if they are not provided with opportunities for growth and a salary that distinguishes them from junior employees. Scanfil has invested in a new pay equity software to monitor pay gaps, and if discrepancies are identified, adjustments will be made to address them. While this can lead to higher salary costs for the company, it would lead to a higher level of equality and improved working conditions for employees.

Scanfil is strongly committed to environmental and sustainability standards. Employees are expected to perform the mandatory training delivered by Scanfil and follow the sustainability standards. In case of a serious breach of the standards, disciplinary actions can be applied.

The enhancement of travel policy and business meeting guidelines which prioritize virtual collaboration channels requires employees to develop new skills, both in the use of advanced technologies as well as professional and impactful communication techniques. Some managers are found to face challenges when leading remote teams and having limited possibilities to travel for face-to-face meetings. They are supported with training and mentoring.

Scanfil applies the same health and safety measures to own employees and third-party employees. Individuals that perform specific tasks use the same workstations and personal protection equipment.

The most highly desirable positions at Scanfil, especially in specialist work and engineering, are dominated by male employees. This may negatively impact the career possibilities for women thereby resulting in the underrepresentation of women in senior management. Scanfil's definition of senior management is the Group Management Team, Factories Management Teams and Directors and Heads of global functions. As of the end of 2025, the percentage of women in these teams was at 27% (27% in 2024). The employee gender balance in the whole organization is close to a 50/50 split between females and males, which proves equal accessibility to all, and fair treatment driven by company culture and policies. Scanfil is continuously enhancing its Talent Management and Succession Planning processes to positively impact career possibilities for the personnel.

A constant risk is the possibility of losing experienced workforce driven by minor differentiation in pay between employees with long years of work compared to junior employees. This is observed mainly in Poland where the minimum wage which is offered to junior employees was increased significantly due to country regulations, while more experienced worker salaries did not increase to the same extent.

Workers in the value chain

Based on the information under section 1.8 Interest and views of stakeholders, Scanfil has identified four main areas of risk and opportunities for value chain workers:

- **Upstream value chain workers:** These are workers employed by suppliers and based on facilities managed by suppliers. These are workers in the value chain employed by direct suppliers or by other tier-up suppliers.
- **In-house value chain workers:** These are employees of suppliers, but they work at Scanfil's premises. It could be suppliers working with installations, temporary employees contracted via a service provider, etc. All supplier employees working at Scanfil's premises undergo safety training and are guaranteed to have personal safety protection. It is the responsibility of the site's top management to ensure that no one visits Scanfil's premises without the right safety gear.
- **Downstream value chain workers:** These are employees of customers and will be impacted by the quality and service that are provided by Scanfil.
- **Distribution value chain workers:** These are employees of contracted transportation companies and transport goods either to or from Scanfil.
- **Particularly vulnerable worker:** All people have equal value, and Scanfil prioritizes work guided by the DEI principles. This is applicable in the Scanfil value chain. For more information, please refer to the Own workforce section.

Scanfil has limited possibilities to impact on the workers in the value chain downwards, as these are controlled by customers. It is part of the sales process to decline businesses that do not meet a decent maturity level of sustainability. It is therefore natural to focus on upstream suppliers and/or suppliers that Scanfil can impact directly on the procurement channels.

As a global company, Scanfil operates in various regions with diverse regulatory environments. Human rights and labor standards vary significantly across different countries. Among the different regions that Scanfil's supply chain is operating in, the APAC region is considered to have a higher risk of child or forced labor. In addition, Africa is considered high-risk, but Scanfil does not have any direct business relationships in this region.

The current political situation in the world addresses risks to Scanfil's supply chain. Much of the electronic components come from countries located in Asia with high

political tensions. In case of conflict, there is a risk that the supply chain will be disrupted and that would cause disturbances in Scanfil's production.

No material negative impacts have been identified within Scanfil's own operations or in any of the company's partners in the value chain. Scanfil is aware of the risks related to the mining of minerals in conflict areas and, for that purpose, has included processes for reporting conflict minerals according to the guidelines set by the RBA (Responsible Business Association).

Business Conduct

The areas that have been identified as relevant and material for the ESRS G1 Business Conduct are corporate culture, corruption and bribery, cybersecurity and management of relationships with suppliers' payment practices. The criteria that have been used to identify material impacts, risks and opportunities related to these areas have been to assess whether Scanfil and its value chain stakeholders have any direct operational activities related to these in the geographical locations where they operate.

Use of phase-in provisions in accordance with Appendix C of ESRS 1

As a result of the ESRS Quick-fix delegated act announced by the EU on July 11th, Scanfil will not report on the following sub-topics under ESRS S1 Own Workers: Training and skills development, Cases of work-related ill-health and Work-life balance. As S1 is material for Scanfil, the DMA results are presented in section 1.9 Material impacts, risks and opportunities, and their interaction with the strategy and business model. The identified material impacts, risks and opportunities are presented more in detail in section 3.1 Own Workforce.

1.10 Description of the process to identify and assess material impacts, risks and opportunities

Scanfil's process for identifying and assessing material sustainability impacts, risks, and opportunities is in accordance with the requirements of ESRS. The input to the DMA is analyzed as part of the Group's General Strategy and Risk process, forming the foundation of Scanfil's sustainability strategy and reporting. Scanfil strives to maintain a holistic perspective in its risk assessment, even though financial risks remain the top priority. Sustainability risks that are considered financially are identified and assessed in the Risk Management Process. The financial risks are assessed by the likelihood of occurrence, the magnitude of the financial impact, and the nature of the effects. These assessments are based on three scales – the percentage of occurrence, financial impact, and the scoring of the level of risk control. The Risk Management System is used by all local sites and departments where Scanfil has its own business operations. Specific parameters used in the process of identifying impacts, risks and opportunities can be found in the Appendix.

The purpose of the process is to ensure that the company identifies and manages the most material sustainability aspects, both from an impact and financial perspective, with the objective to integrate sustainability risks and opportunities into business strategy, risk management, and decision-making.

The process is based on the due diligence process which is explained in further detail in the section "Statement on due diligence". It is based on the principle of double materiality, assessing both impacts on people and the environment, as well as financial risks and opportunities. It is carried out in several steps:

- Mapping of potential sustainability topics
- Stakeholder dialogues
- Assessment of impact and financial relevance
- Prioritization and validation of material topics
- A materiality matrix is used to visualize the results

The DMA considers parameters such as affected stakeholders, value chain position, actual or potential impact, recurring or non-recurring impacts, and more. The key goal is to identify and assess the risks, threats, and opportunities potentially significant to the implementation of the company's values, strategy and to the achievement of long-term targets as well as to identify and assess the company's impacts on society and the environment.

The process is led by the sustainability function in close collaboration with risk management, strategy, finance, and operational units. The GMT and the Board are involved in validation and prioritization of the results. The analysis is conducted annually, with updates made in response to significant changes in the business or external environment.

The company uses both internal data like incident reports and customer feedback, as well as external sources like scientific reports, regulatory requirements and industry standards. Scanfil conducts climate risk assessments of geographical locations and parameters connected to a heightened risk of adverse risks and impacts taking into consideration that a majority of the sourcing base of electronic components is in potential risk areas, where scenarios are based on information from the IPCC. Scanfil works systematically to reduce adverse impacts immediately, e.g., ensure alternative suppliers for the supply of key components already at the contract writing phase.

Stakeholders are engaged through interviews, surveys, and workshops to capture diverse perspectives. Stakeholder consultation through surveys is a part of the process to identify, assess, prioritize, and monitor Scanfil's potential and actual impacts. In the impact identification process, a stakeholder dialog is conducted to collect data and sustainability matter concerns from different stakeholder groups. The survey focuses on three areas: Environmental, Social, and Governance, with respondents being asked to rate their answers on a scale of 0-5, with 0 indicating no impact or no risk and 5 representing critical impact or very high risk. Scanfil's management, shareholders, investors, and creditors are directed to questions on Financial Materiality, while customers, employees, subcontractors, and business partners answer on Impact Materiality. The results are documented in a materiality

matrix and an internal report, which serve as the basis for sustainability reporting. Material topics are identified and linked to relevant ESRS standards. The results are used to guide sustainability efforts, prioritize actions, inform risk management, and ensure that reporting focuses on the most relevant issues for Scanfil's operations. They also serve as an input for strategic decisions and business development.

Scanfil's sustainability reporting platform performs the DMA by providing a comprehensive and user-friendly way to identify and assess material sustainability issues. It supports the organization in complying with the regulations, as all sustainability matters in topical ESRS are covered. The assessment procedure of impacts takes into consideration whether the impact is positive or negative, the severity of the impact, and the likelihood of the impact. The prioritization of materiality is based on the assessment results from the system of severity and likelihood and the stakeholder survey.

A comprehensive overview of each ESRS input parameter, data sources, and assumptions are presented below:

- Climate change: Stakeholder engagement, SBTi targets, climate risk assessments and ISO 14001 management system.
- Resource use and circular economy: Stakeholder engagement. Detailed data collection on waste. EcoVadis, and mandated material compliance in the Supplier Code of Conduct. ISO 14001 management system
- Own employees: Stakeholder engagement, country-specific legal requirements, employee dialogs, employee engagement survey, internal Code of Conduct
- Workers in the value chain: Stakeholder engagement, Supplier Code of Conduct, International Labour Organization (ILO), EcoVadis, supplier monitoring process (supplier selection criteria, balanced scorecard)
- Business conduct: Stakeholder engagement (shareholders, investors, creditors) Supplier Code of Conduct, internal Code of Conduct, legal requirements, UN Global Compact, OECD conflict minerals, ILO, EcoVadis

1.11 Description of the process to identify and assess climate-related impacts, risks and opportunities

The first climate-related impacts, risks and opportunities were identified in the first DMA conducted in 2023, which has been complemented by a climate scenario analysis in 2025. Physical risks are following the Delegated Regulation (EU) 2021/319 and the procedure as described in Task Force on Climate-related Financial Disclosures (TCFD). The physical risks are assessed on site level locally with a qualitative screening to assess the relevance of climate-related hazards to Scanfil's assets. The exposure to climate-related hazards is quantified using a probability of exceedance method, with threshold values derived from historical data primarily obtained from the World Bank Group's Climate Change Knowledge Portal (CCKP). Qualitative hazard exposure scores are assigned based on the probability of exceedance, which are calculated for each climate-related hazard, scenario, and time horizon. Surveys have been conducted to assess the vulnerability level (1 = least vulnerable, 5 = most vulnerable) across financial, health and safety, and operational disruption themes. The exposure scores are combined with vulnerability scores to identify the inherent risk for each climate-related hazard. To ensure a comprehensive understanding of potential climate-related risks and opportunities, three distinct emission scenarios from the Intergovernmental Panel on Climate Change (IPCC) – SSP 2-4.5, SSP 3.70 and SSP 5-8.5, representing low, moderate, and high – are used. These scenarios represent varying global trajectories for greenhouse gas emissions. By analyzing these three scenarios, Scanfil will identify robust strategies that perform well across a range of possible outcomes, supporting informed decision-making and long-term resilience planning. The scenarios are assessed across three different time horizons: short-term 2021-2040, mid-term 2041-2060, and long-term 2081-2100, and are in line with the recommendations from IPCC.

As for the physical risks, the transition risks and opportunities are assessed for each Scanfil site and are based on the TCFD classification for risk and opportunity drivers. Seven risks related to market, policy and legal, technology and reputation and two opportunities related to energy source were identified. They were assessed

according to the site's geographical exposure and sensitivity to being exposed to these. As for physical risks, the exposure score is based on an indicator and its probability of occurrence while the sensitivity score is based on a qualitative survey assessment for each site. In accordance with the ESRS standard in limiting global warming by 1.5 degrees, the NGFS scenario Net Zero 2050 is used and compared to the alternative scenario Fragmented World which assumes slower and more ineffective policies and technological change. The scenarios are assessed across three different time horizons: short term 2025, medium-term 2030 and long-term 2050. The local risk and opportunity assessment of individual sites have been analyzed from a group perspective, where no risks or opportunities are identified as material for Scanfil Group.

1.12 Disclosures in relation to specific circumstances

Measures including estimated value chain data, using indirect sources and the basis for preparation of these metrics, are presented below:

Upstream metrics:

- **Scope 3.1 Purchased Goods and Services**
Calculated on the spend of purchased material and the use of emission factors from Exiobase 3.9
- **Scope 3.2 Capital Goods**
Calculated on the spend of purchased capital goods and the use of emission factors from Exiobase 3.9
- **Scope 3.3 Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2**
Calculated on the energy used and the use of emission factors from DEFRA WTT: factors from T&D and generation (2024)
- **Scope 3.4 Upstream Transportation and Distribution**
Calculated on the spend method of inbound transport and the use of emission factors from Exiobase 3.9. Reported per site.

Own operation metrics:

- **Scope 1**
Calculation of direct emissions that are owned or controlled by Scanfil. Combustion and Fugitive emissions (refrigerants): DEFRA (2024)
- **Scope 2**
Purchased electricity includes indirect greenhouse gas (GHG) emissions from the generation of purchased electricity. Emission factor AIB (2024)
Emission factor - Scope 3 Source: DEFRA WTT: factors from T&D and generation
- **Scope 3.5 Waste Generated in Operations**
Calculated by waste-type specific method, tonnes of waste. Reported per site. DEFRA (2024)
- **Scope 3.6 Business Travel**
Calculated on a spend-based method and estimates emissions from the cost associated with each travel segment, using cost as a proxy for emissions and applying spend-based emission factors. Reported per site. Emission factor from Exiobase 3.9
- **Scope 3.7 Employee commuting**
Employee commuting includes emissions from employee travel between their homes and their workplace. This includes various modes of transportation such as personal vehicles, public transportation, carpooling, and cycling. The average-data method uses industry-standard emission factors and averages to estimate emissions when specific commute data is not available.

The following emission factor sources have been used:

- Petrol car commuting: NTM (2018)
- Diesel car commuting: NTM (2018)
- Battery Electric Average Car: DEFRA (2024)
- Plug-in Hybrid: DEFRA (2024)
- Bicycle: ZERO
- Electric bike: AIB (2024)
- Bus: NTM (2018)
- Motorbike, average: DEFRA (2024)
- Subway/Metro: NTM (2018)
- Regional train: NTM (2018)

- **Energy consumption and combination of energy sources**
Reporting in the Position Green sustainability system. Reporting per site.
- **GHG intensity**
GHG intensity based on turnover, Scopes 1, 2, 3 (market-based), tCO2e / euros.
- **Waste generated in the company's own operations**
Tons of waste types reported per site.

Downstream metrics:

- **Scope 3.9 Downstream transportation and distribution**
Calculated on spend method and use of emission factors from Exiobase 3.9. Reported by site.
- **Scope 3.11 Use of sold products**
Calculated on estimated usage of delivered products. Average electricity emission factor.

Scanfil's Sustainability Statement contains disclosures related to the company's own operations, and the upstream and downstream value chains including suppliers, customers, and other business partners. There are inherent uncertainties about the completeness, availability, quality, and accuracy of this information as it relates to performance and activities that are beyond Scanfil's direct influence and control.

In the Appendix, the level of accuracy for activity data and environmental data is presented with respect to metrics that include upstream and/or downstream value chain data based on indirect sources. The level of accuracy has been qualitatively assessed and categorized as:

1. High: Minimal margin of error or uncertainty.
2. Medium: Some uncertainty exists due to limitations in data collection or methodology.
3. Low: High level of uncertainty due to limitations in methodology or lack of verification.

The level of accuracy for environmental data has been assessed as "Medium" in all cases as the data is based on third-party data.

Scanfil has a goal to continuously improve the level of accuracy in its value chain data. The company has implemented a software that gathers and provides the necessary data for its own operations, as well as downstream and upstream value chain data relevant to Scanfil. The plan is to continuously raise the level of digitalization and data accuracy to retrieve the metrics and estimates needed. When primary data cannot be used, Scanfil uses the method of spend analysis with data retrieved from Scanfil's ERP system. Spend analysis is a method used for collecting, cleansing, classifying and analyzing expenditure data. By using the expenditure data, the data is multiplied with suitable equivalent factors. Some measurements are associated with inherent uncertainties due to limitations in the availability and quality of primary data, which is why the reported figures should not be regarded as exact measurements. Scanfil has not identified or assessed any future events that provide measurement uncertainties.

Scanfil uses the same assumptions, approximations, and judgments that are presented by the databases and software used for retrieving the data. There has not been any other assumptions, approximations, or judgments. The Sustainability Statement for 2024 was Scanfil's first report in compliance with the CSRD. Scanfil has not replaced any metrics or targets but has continued to improve the reporting process regarding data and metrics by recalculating those metrics and baselines that are affected by acquisitions or other changes in 2025. In addition to updating the baseline for reported metric, Scanfil has also improved the reporting process by methodological changes in the GHG reporting. The metrics and targets affected by the recalculations are 'Gender pay gap' presented in section 3.1 Own Workforce and the GHG Reporting in section 2.2 Climate Change. The pay gap was initially based on the average gross hourly pay level in 2024. This year, Scanfil adds any

other remuneration that the employees are being paid on top of the gross hourly pay level. The changes are reflected in the corresponding topical ESRS.

As per Scanfil's recalculation policy for GHG reporting, if new acquisitions increase Scanfil's GHG emissions by more than 5%, the baseline as well as the target will be recalculated. The GHG targets as well as the baseline for which these are measured have been recalculated in 2025 to include last year's acquisitions of the SRX sites. Scanfil plans to revalidate the targets for SBTi in 2026.

As a result of the Quick-Fix delegated act announced on July 11, 2025, Scanfil will omit specific reporting information on ESRS S1 Own employees this year. Please read more about it in "Use of phase-in provisions in accordance with Appendix C of ESRS 1". No errors in last year's report have been identified in the preparation of this report.

As disclosed in the 2024 Sustainability Statement, Scanfil acquired two new factories in Australia and Malaysia in 2024, which have since been included in the Group's reporting. The administrative project and operations to include them in the group structure has continued this year and will proceed during 2026. Although the available data provided by the new acquisition of ADCO Circuits in 2025 follow a clear structure for data collection, the volume and quality of the data are at relatively lower level compared to the rest of the Group. They will be developed further during 2026.

2. Environmental information

2.1 Taxonomy report outline

The EU Taxonomy (EU 2020/852) is a classification system established to determine which economic activity can be considered environmentally sustainable. The purpose is to provide companies, investors, and policymakers with appropriate definitions to help navigate the transition to a low-carbon, resilient, and resource-efficient economy.

The EU Taxonomy is an evolving system, and not all activities that could significantly contribute to environmental objectives are currently included. As the taxonomy develops, additional activities will be incorporated over time.

Scanfil is an electronics manufacturing services (EMS) company that primarily produces according to customer-defined specifications, with limited influence over how those specifications are developed. Most of its operations fall under NACE code 26, which covers the manufacturing of computers, electronic, and optical products, typically delivered as components for further assembly or manufacturing.

■ 2.1.1 Eligibility Assessment

For 2025, Scanfil reviewed its activities to identify taxonomy-eligible economic activities. This assessment encompassed all six environmental objectives outlined in the EU Taxonomy regulation.

The initial screening was done by cross-checking all Scanfil's activities with a complete list of all economic activities for each environmental objective covered by the EU Taxonomy. After the initial screening, the relevant activities were identified for further assessment. It was found that Scanfil's most substantial contributions were all towards the first environmental objective, Climate Change Mitigation (CCM).

In 2024, two factories were acquired as part of the acquisition of SRXGlobal. Their activities have now been incorporated into the Taxonomy eligibility assessment for 2025. In Q4 2025, ADCO Circuits was acquired. Since the company has not been involved in the manufacturing of the assessed activities, ADCO Circuits is not included in the DNSH assessment. The company's contribution will be accounted for in 2026.

One amendment from last year's reporting period is that Scanfil has now identified that the manufacturing of critical components for low carbon technologies can potentially be considered Taxonomy-eligible under activities Climate Change Mitigation (CCM) 3.3. Nevertheless, there are still areas where data is missing or incomplete. Scanfil is actively working to address these gaps. Scanfil has decided to take a conservative and systematic approach, opting for ineligibility whenever there is uncertainty.

Based on a screening of eligible activities, Scanfil has identified relevant financial activities for the 2025 reporting period, specifically manufacturing activities linked to Turnover, Capex, and Opex under the environmental objective "Climate Change Mitigation".

- CCM 3.3. "Manufacture of low carbon technologies for transport": Scanfil manufactures on-board charger and frequency converters, fulfilling the substantial contribution criteria for a selection of two subsections: (j) vehicles of categories N2 and N3; (m) sea and coastal passenger water transport vessels.
- CCM 3.5. "Manufacture of energy efficiency equipment for buildings": Scanfil manufactures a series of products and key components fulfilling the substantial contribution criteria for a selection of valid subsections. Those subsections being: (i) cooling and ventilation; (k.) heat pumps; (m.) energy-efficient building automation and control systems; (n) zoned thermostats and devices for the smart monitoring of the main electricity loads or heat loads for buildings, and sensing equipment; (o.) products for heat metering and thermostatic controls; (q.) products for smart monitoring and regulating of heating systems, and sensing equipment.

- CCM 3.20. "Manufacture, installation, and servicing of high, medium and low voltage electrical equipment for electrical transmission and distribution that result in or enable a substantial contribution to climate change mitigation": Scanfil manufactures a number of products fulfilling the substantial contribution criteria for a selection of valid subsections. Those subsections being: a) electric vehicle charging stations and supporting electric infrastructure for the electrification of transport that is installed primarily to enable electric vehicle charging; c) low voltage electrical products, equipment and systems, that increase the controllability of the electricity system, and contribute to increasing the proportion of renewable energy or improve energy efficiency; e) demand response and load shifting equipment, systems and services that increase the flexibility of the electricity system and support grid stability.
- CCM 4.1. "Electricity generation using solar photovoltaic technology": Scanfil operates rooftop solar generation systems at one of its manufacturing sites, thereby constituting a generation facility that produces electricity using solar photovoltaic (PV) technology.

■ 2.1.2 Alignment Assessment

For an economic activity to be considered taxonomy-aligned, it must make a substantial contribution to at least one environmental objective, avoid causing significant harm (DNSH) to any of the others, and comply with minimum safeguards. Scanfil has evaluated its eligible activities against their technical screening criteria and, at present, has not identified any activities as fully taxonomy aligned.

Each eligible manufacturing activity was assessed at the product/component level for substantial contribution. Given that these activities share factory facilities and have identical DNSH criteria, DNSH compliance was evaluated at the facility level. Facilities lacking sufficient evidence to confirm compliance were excluded from alignment.

TECHNICAL SCREENING CRITERIA	CRITERIA DESCRIPTION	SCANFIL COMPLIANCE
Substantial contribution - CCM 3.3	Manufacture of low carbon technologies for transport	Scanfil manufactures on-board chargers and frequency converters that are compliant with subsections: (l) & (m)
Substantial contribution - CCM 3.5	Manufacture of energy efficiency equipment for buildings.	Scanfil manufactures products and key components for different companies, and the products and components are compliant with subsections (i), (k), (m), (n) & (o)
Substantial contribution - CCM 3.20	The economic activity develops, manufactures, installs, maintains or services electrical products, equipment or systems, or software aimed at substantial GHG emission reductions in high, medium and low voltage electrical transmission and distribution systems through electrification, energy efficiency, integration of renewable energy or efficient power conversion.	Scanfil manufactures products compliant subsections 1(a), 1(c) and 1(f). Furthermore, in accordance with subpoint 4, the products manufactured comply with mandatory energy and material efficiency performance requirements laid down in Directive 2009/125/EC. No other subpoints are not applicable.
Substantial contribution - CCM 4.1	The activity generates electricity using solar PV technology.	Scanfil operates a roof solar generator system on one of its manufacturing sites thus complying with the criteria.
DNSH – Climate adaptation	The activities comply with the criteria set out in Appendix A to Commission Delegated Regulation (EU) 2021/2139 of 4 June 2021	Non-compliant. In 2025, Scanfil has completed a company-wide, high-level screening of physical climate risks, covering chronic and acute hazards related to temperature, wind, water, and solid mass for all manufacturing sites. But Scanfil does not yet have a systematic or group-wide adaptation plan or implementation process.
DNSH – Water	The activities comply with the criteria set out in Appendix B to Commission Delegated Regulation (EU) 2021/2139 of 4 June 2021	An assessment of all Scanfil's applicable plants shows that all but one are compliant , either having completed an EIA or meeting the national requirements of an EU member-state.
DNSH – Circular Economy	<p>For manufacturing, the activity assesses the availability of and, where feasible, adopts techniques that support:</p> <ul style="list-style-type: none"> a. reuse and use of secondary raw materials and reused components in products manufactured; b. design for high durability, recyclability, easy disassembly and adaptability of products manufactured; c. waste management that prioritises recycling over disposal, in the manufacturing process; d. information on and traceability of substances of concern throughout the life cycle of the manufactured products. <p>For energy generation, the activity assesses the availability of and, where feasible, uses equipment and components of high durability and recyclability that are easy to dismantle and refurbish.</p>	<p>For manufacturing, an assessment of all Scanfil's applicable plants shows that all are compliant, actively implementing strategies to reuse materials on the factory floor, including the return of some materials to suppliers for reuse, such as packaging materials.</p> <p>For energy generation, Scanfil conducts regular maintenance inspections of its roof solar generator system where high durability and recyclability of all feasible components are mandated.</p>
DNSH – Pollution prevention	The activities comply with the criteria set out in Appendix C to Commission Delegated Regulation (EU) 2021/2139 of 4 June 2021	An assessment of all Scanfil's applicable plants shows that all are compliant, by either not manufacturing, placing them on the market, or using the listed substances, or by ensuring compliance with the relevant substance Directive.
DNSH – Biodiversity	The activities comply with the criteria set out in Appendix D to Commission Delegated Regulation (EU) 2021/2139 of 4 June 2021	An assessment of all Scanfil's applicable factories shows that all European sites are compliant, either having completed an EIA or meeting the national requirements of an EU member-state. The location and connection of the solar generator system required government approval which Scanfil attained.

2.1.3 Minimum Safeguards

Scanfil ensures compliance with minimum safeguard criteria, including anti-corruption, fair competition, taxation, and human rights. These are addressed through company-wide policies and procedures covering all potentially taxonomy-aligned activities.

Human rights

Scanfil is committed to international human rights standards, including the OECD Guidelines, UNGPs, ILO Conventions, and the International Bill of Human Rights. This commitment is embedded in the internal Code of Conduct (CoC), supported by mandatory employee training and supplier requirements. Supplier performance is monitored via EcoVadis, audits, and a whistleblowing system.

Anti-Corruption & Fair Competition

Scanfil upholds strict anti-corruption and fair competition standards, with training for employees and a whistleblowing channel. No violations were reported in 2025. Broader anti-corruption measures, including internal controls and risk assessments, are being developed for full implementation in the coming years.

Taxation

Scanfil complies with tax laws in all operating countries, follows OECD transfer pricing guidelines, and ensures transparency in reporting and transactions.

Sustainable Development & Corporate Governance

Scanfil promotes sustainable development through education, employment, and local engagement. Corporate governance is guided by transparency, stakeholder input, and risk-based due diligence.

Environmental Responsibility

Scanfil manages environmental impacts through a structured management system, measurable goals, and collaboration with authorities. Employees and stakeholders are educated on environmental issues.

Employment and industrial relations

Scanfil respects labor rights and supports unionization. Scanfil contributes to the abolition of child and forced labor and promotes equal opportunities and treatment for employees and does not tolerate discrimination. It ensures safe working conditions in line with the ILO's declaration on fundamental principles and rights at work and provides training and fair notice for employment changes.

Information disclosure

Scanfil publishes clear, complete, and timely information in its reports, following international standards and undergoing annual external audits.

Access to grievance mechanisms

Scanfil maintains effective grievance channels for affected individuals and communities, ensuring protection and non-retaliation in all cases.

2.1.4 Summary & Key Performance Indicators (KPIs)

The 2025 assessment finds that whilst Scanfil currently has eligible activities through climate change mitigation related to its manufacturing process, none of the economic activities were identified as taxonomy aligned. This is due to the DNSH criteria regarding climate change adaptation. Scanfil will investigate the potential of further aligning its activities in the future.

Scanfil Taxonomy KPIs for the year 2025 are presented in the subsequent tables.

Double counting has been avoided by classifying external revenue streams into taxonomy-eligible economic activities only once. The shares of eligible and aligned net sales have been used as a key to calculating eligible and aligned Opex and Capex. The risk of double counting is further reduced because Scanfil only reports compliance with the first environmental objective, climate change mitigation.

Turnover

Scanfil is an EMS provider specializing in client-specific component and product manufacturing. Most operations fall under NACE code 26 (computers, electronic, and optical products), which is not yet covered by the initial Delegated Act on Climate. Serving around 160 clients, Scanfil produces approximately 10,000 products annually, ranging from medical devices to heat pumps and recycling systems. Currently, its taxonomy-eligible activities are mainly within the Energy & Cleantech sector, with other areas not yet addressed by the Taxonomy Regulation.

In 2025, the inclusion of manufacturing of critical components for low-carbon technologies under CCM 3.3 has resulted in an expansion of eligible activities. The impact of this change on turnover KPI figures was 7.4 MEUR. Furthermore, the acquisition in 2024 also resulted in an expansion of eligible activities, the impact of which was 1.8 MEUR.

The revenue is based on Scanfil's revenue as recognized per IFRS 15. The numerator is determined by the revenue from factories responsible for the sale of products or components related to the associated eligible activities.

TURNOVER KPI	MEUR
Revenue from contracts with customers	797,11
Total	797,11

Two factories acquired in 2024 have been incorporated into the eligibility assessment for 2025, contributing minor activity changes. The factory acquired in Q4 2025 is not included in this year's assessment and will be addressed in future reporting.

Capital Expenditure

Under the EU Taxonomy, CapEx is divided into three categories:

- **CapEx A:** Investments in assets already aligned with the taxonomy.
- **CapEx B:** Upgrades to make existing assets taxonomy compliant.
- **CapEx C:** Acquisition of new assets expected to meet taxonomy criteria.

For Scanfil, all CapEx is considered CapEx A. As an EMS provider, Scanfil shares production assets across clients (e.g., SMT lines), making it impractical to allocate investments by taxonomy alignment. Therefore, eligible CapEx is calculated as a share of total CapEx, proportional to eligible turnover. Reported taxonomy CapEx aligns with the Group's financial statements and includes purchases of property, plant, equipment, intangible assets, and right-of-use assets.

Although Scanfil acquired factories in 2024 and 2025, these acquisitions have not been classified under CapEx C because they do not currently meet taxonomy criteria. Scanfil's approach remains conservative, and no explicit CapEx investment into taxonomy-aligned assets has been made during the reporting year. 2024's solar generator system investment no longer affects CapEx in 2025. The CapEx KPI was impacted by 0.22 MEUR from including activity 3.3 and by 0.05 MEUR from the assets added through the 2024 acquisition.

CAPEX KPI	MEUR
Additions to property, plant and equipment	13.6
Additions to intangible assets	0.7
Additions to capitalized right-of-use assets	9.1
Total	23.4

Operating Expenditure

Under the EU Taxonomy, OpEx is defined as expenses related to assets and economic activities that generate taxonomy-eligible net sales. This includes costs directly associated with the maintenance and servicing of assets, such as facility improvements.

The method for calculating OpEx is the same as with CapEx for manufacturing activities with regard to the share of total CapEx, being proportionate to the eligible turnover. The OpEx KPI was impacted by 0.13 MEUR from including activity 3.3 and by 0.03 MEUR from the assets added through the 2024 acquisition.

Note that 2024's solar generator system investment continues to contribute marginally to OpEx, though the annual operational cost is relatively minor at 0,01 MEUR.

OPEX KPI	MEUR
Cost of short-term leases	1.2
Costs of maintenance, repair and equipment	13.3
Total	14.5

PROPORTION OF TURNOVER FROM PRODUCTS OR SERVICES ASSOCIATED WITH TAXONOMY-ALIGNED ECONOMIC ACTIVITIES – DISCLOSURE COVERING YEAR 2025

FINANCIAL YEAR 2025	2025			SUBSTANTIAL CONTRIBUTION CRITERIA						DNSH CRITERIA (DOES NOT SIGNIFICANTLY HARM)						Minimum Safeguards (17)	Proportion of Taxonomy-aligned (A.1) or - eligible (A.2.) turnover, year 2024 (18)	Category enabling activity (19)	Category transitional activity (20)
	Code (2)	Turnover (3)	Proportion of Turnover, year 2025 (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)				
ECONOMIC ACTIVITIES (1)		MEUR	%	Y;N;N/ EL	Y;N;N/ EL	Y;N;N/ EL	Y;N;N/ EL	Y;N;N/ EL	Y;N;N/ EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. ENVIRONMENTALLY SUSTAINABLE ACTIVITIES (TAXONOMY-ALIGNED)																			
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Of which enabling		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	E	
Of which transitional		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		T
A.2 TAXONOMY-ELIGIBLE BUT NOT ENVIRONMENTALLY SUSTAINABLE ACTIVITIES (NOT TAXONOMY-ALIGNED ACTIVITIES)																			
				EL; N/ EL	EL; N/ EL	EL; N/ EL	EL; N/ EL	EL; N/ EL	EL; N/ EL										
Manufacture of low carbon technologies for transport	CCM 3.3	7.41	0.93 %	EL	EL	N/EL	N/EL	N/EL	N/EL										0.00%
Manufacturer of energy efficiency equipment for buildings	CCM 3.5	52.83	6.63 %	EL	EL	N/EL	N/EL	N/EL	N/EL										5.01 %
Manufacture, installation, and servicing of high, medium and low voltage electrical equipment for electrical transmission and distribution that result in or enable a substantial contribution to climate change mitigation	CCM 3.20	8.76	1.10 %	EL	N/EL	N/EL	N/EL	N/EL	N/EL										1.73 %
Turnover of Taxonomy eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		68.99	8.66 %	8.66 %	0 %	0 %	0 %	0 %	0 %										6.74 %
Total (A.1+A.2)		68.99	8.66 %	8.66 %	0 %	0 %	0 %	0 %	0 %										6.74 %
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
Turnover of Taxonomy-non-eligible activities		728.12	91.34 %																
Total (A+B)		797.11	100 %																

Legends of the tables
A.1

Y – Yes, Taxonomy-eligible and Taxonomy-aligned activity with the relevant environmental objective
 N – No, Taxonomy-eligible but not Taxonomy-aligned activity with the relevant environmental objective
 N/EL – Not eligible, Taxonomy-non-eligible activity for the relevant environmental objective

A.2

EL – Taxonomy-eligible activity for the relevant objective
 N/EL – Taxonomy-non-eligible activity for the relevant objective
 Scanfil plc's principles for defining turnover, capital expenditure and operating expenditure can be found in notes 1.1., 1.5., 3.2., 3.3. and 3.4. in the Financial Statements

PROPORTION OF CAPEX FROM PRODUCTS OR SERVICES ASSOCIATED WITH TAXONOMY-ALIGNED ECONOMIC ACTIVITIES – DISCLOSURE COVERING YEAR 2025

FINANCIAL YEAR 2025	2025			SUBSTANTIAL CONTRIBUTION CRITERIA						DNSH CRITERIA (DOES NOT SIGNIFICANTLY HARM)						Minimum Safeguards (17)	Proportion of Taxonomy-aligned (A.1) or -eligible (A.2.) CapEx, year 2024 (18)	Category enabling activity (19)	Category transitional activity (20)
	Code (2)	CapEx (3)	Proportion of CapEx, year 2025 (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate change mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)				
ECONOMIC ACTIVITIES (1)		MEUR	%	Y;N;N/ EL	Y;N;N/ EL	Y;N;N/ EL	Y;N;N/ EL	Y;N;N/ EL	Y;N;N/ EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. ENVIRONMENTALLY SUSTAINABLE ACTIVITIES (TAXONOMY-ALIGNED)																			
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
Of which enabling		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	E	
Of which transitional		-	-	-						-	-	-	-	-	-	-	-		T
A.2 TAXONOMY-ELIGIBLE BUT NOT ENVIRONMENTALLY SUSTAINABLE ACTIVITIES (NOT TAXONOMY-ALIGNED ACTIVITIES)																			
				EL; N/ EL	EL; N/ EL	EL; N/ EL	EL; N/ EL	EL; N/ EL	EL; N/ EL										
Manufacture of low carbon technologies for transport	CCM 3.3	0.22	0.93 %	EL	EL	N/EL	N/EL	N/EL	N/EL								0.00 %		
Manufacturer of energy efficiency equipment for buildings	CCM 3.5	1.55	6.63 %	EL	EL	N/EL	N/EL	N/EL	N/EL								5.01 %		
Manufacture, installation, and servicing of high, medium and low voltage electrical equipment for electrical transmission and distribution that result in or enable a substantial contribution to climate change mitigation	CCM 3.20	0.26	1.10 %	EL	N/EL	N/EL	N/EL	N/EL	N/EL								1.73 %		
Electricity generation using solar photovoltaic technology	CCM 4.1	0.00	0.00 %	EL	EL	N/EL	N/EL	N/EL	N/EL								2.46 %		
CapEx of Taxonomy eligible but not environmentally sustainable activities (not Taxonomy-aligned activities (A.2))		2.02	8.66 %	8.66 %	0 %	0 %	0 %	0 %	0 %								9.21 %		
Total (A.1+A.2)		2.02	8.66 %	8.66 %	0 %	0 %	0 %	0 %	0 %								9.21 %		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
CapEx of Taxonomy-non-eligible activities		21.37	91.34 %																
Total (A+B)		23.40	100 %																

Legends of the tables
A.1

Y – Yes, Taxonomy-eligible and Taxonomy-aligned activity with the relevant environmental objective
 N – No, Taxonomy-eligible but not Taxonomy-aligned activity with the relevant environmental objective
 N/EL – Not eligible, Taxonomy-non-eligible activity for the relevant environmental objective

A.2

EL – Taxonomy-eligible activity for the relevant objective
 N/EL – Taxonomy-non-eligible activity for the relevant objective
 Scanfil plc's principles for defining turnover, capital expenditure and operating expenditure can be found in notes 1.1., 1.5., 3.2., 3.3. and 3.4. in the Financial Statements

PROPORTION OF OPEX FROM PRODUCTS OR SERVICES ASSOCIATED WITH TAXONOMY-ALIGNED ECONOMIC ACTIVITIES – DISCLOSURE COVERING YEAR 2025

FINANCIAL YEAR 2025	2025			SUBSTANTIAL CONTRIBUTION CRITERIA						DNSH CRITERIA (DOES NOT SIGNIFICANTLY HARM)						Minimum Safeguards (17)	Proportion of Taxonomy-aligned (A.1) or -eligible (A.2) OpEx, year 2024 (18)	Category enabling activity (19)	Category transitional activity (20)	
	Code (2)	OpEx (3)	Proportion of OpEx, year 2025 (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate change mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)					
ECONOMIC ACTIVITIES (1)		MEUR	%	Y;N;N/ EL	Y;N;N/ EL	Y;N;N/ EL	Y;N;N/ EL	Y;N;N/ EL	Y;N;N/ EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T	
A. TAXONOMY-ELIGIBLE ACTIVITIES																				
A.1. ENVIRONMENTALLY SUSTAINABLE ACTIVITIES (TAXONOMY-ALIGNED)																				
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	E	
Of which enabling		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	E	
Of which transitional		-	-	-						-	-	-	-	-	-	-	-	-		T
A.2 TAXONOMY-ELIGIBLE BUT NOT ENVIRONMENTALLY SUSTAINABLE ACTIVITIES (NOT TAXONOMY-ALIGNED ACTIVITIES)																				
				EL; N/ EL	EL; N/ EL	EL; N/ EL	EL; N/ EL	EL; N/ EL	EL; N/ EL											
Manufacture of low carbon technologies for transport	CCM 3.3	0.13	0.93 %	EL	EL	N/EL	N/EL	N/EL	N/EL											0.00 %
Manufacturer of energy efficiency equipment for buildings	CCM 3.5	0.96	6.63 %	EL	EL	N/EL	N/EL	N/EL	N/EL											5.01 %
Manufacture, installation, and servicing of high, medium and low voltage electrical equipment for electrical transmission and distribution that result in or enable a substantial contribution to climate change mitigation	CCM 3.20	0.16	1.10 %	EL	N/EL	N/EL	N/EL	N/EL	N/EL											1.73 %
Electricity generation using solar photovoltaic technology	CCM 4.1	0.01	0.09 %	EL	EL	N/EL	N/EL	N/EL	N/EL											0.10 %
OpEx of Taxonomy eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		1.27	8.74 %	8.74 %	0 %	0 %	0 %	0 %	0 %											6.84 %
Total (A.1+A.2)		1.27	8.74 %	8.74 %	0 %	0 %	0 %	0 %	0 %											6.84 %
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
OpEx of Taxonomy-non-eligible activities		13.25	91.26 %																	
Total (A+B)		14.52	100 %																	

Legends of the tables
A.1

Y – Yes, Taxonomy-eligible and Taxonomy-aligned activity with the relevant environmental objective
 N – No, Taxonomy-eligible but not Taxonomy-aligned activity with the relevant environmental objective
 N/EL – Not eligible, Taxonomy-non-eligible activity for the relevant environmental objective

A.2

EL – Taxonomy-eligible activity for the relevant objective
 N/EL – Taxonomy-non-eligible activity for the relevant objective
 Scanfil plc's principles for defining turnover, capital expenditure and operating expenditure can be found in notes 1.1., 1.5., 3.2., 3.3. and 3.4. in the Financial Statements

NUCLEAR AND FOSSIL GAS RELATED ACTIVITIES – DISCLOSURE COVERING YEAR 2025

NUCLEAR ENERGY RELATED ACTIVITIES		YES / NO
1.	The undertaking carries out, funds, or has exposure to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle	NO
2.	The undertaking carries out, funds, or has exposure to the construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best the available technologies	NO
3.	The undertaking carries out, funds, or has exposures to the safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	NO
FOSSIL GAS RELATED ACTIVITIES		YES / NO
4.	The undertaking carries out, funds, or has exposure to the construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	NO
5.	The undertaking carries out, funds, or has exposure to the construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	NO
6.	The undertaking carries out, funds, or has exposure to the construction, refurbishment, and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	NO

2.2 Climate change

■ 2.2.1 Transition plan for climate change mitigation

Scanfil is committed to a 59,6% reduction in absolute scope 1 and 2 Greenhouse Gas (GHG) emissions by 2030 with 2020 as the baseline year.* Scanfil is also committed to reducing absolute scope 3 GHG emissions from purchased goods and services, capital goods, fuel- and energy-related activities, upstream transportation and distribution, waste generated in operations, business travel, and employee commuting by 25% by 2030 with 2022 as the baseline year. The baseline for both Scope 1, 2 and 3, has been recalculated for 2025, with respect to the acquired sites within SRXGlobal.

*The target boundary includes biogenic land-related emissions and removals from bioenergy feedstocks.

Meeting scope 1, 2 and 3 emission reduction targets remains a priority, although they are affected by the company's projected annual organic sales growth of 5-7% and the acquisitions completed in 2024 and 2025. To ensure transparency and comparability, the 2025 reporting includes data from all units for the period they have been part of Scanfil. Baseline values have been recalculated accordingly, and a comprehensive recalibration of baseline years is planned for early 2026 to fully incorporate the acquisitions finalized at the end of 2025.

The most significant contributor to Scanfil's greenhouse gas (GHG) emissions is Scope 3.1, Purchased Goods and Services, which accounts for approximately 92% of total emissions, calculated excluding Scope 3 category 11 as this category is not part of Scanfil's targets. Recognizing this, Scanfil has made it a priority to focus

on reducing the carbon footprint of its supply chain. The company's ERP system is continuously updated with GHG data for all components, enabling a structured and data-driven approach to supply chain sustainability. Newly acquired units are planned to be integrated into this platform to ensure consistency, transparency, and comparability across the organization.

This integration provides Scanfil with the capability to measure and evaluate the GHG emissions of purchased products, as well as to benchmark components across different suppliers and manufacturers. Over time, this will enable the company to integrate climate impact into procurement decisions alongside traditional criteria such as cost, quality, and delivery performance. By doing this, Scanfil will strengthen collaboration with suppliers to drive innovation, encourage low-carbon material choices, and accelerate the transition to more sustainable value chains.

In addition, the ability to calculate and communicate the GHG emissions of products delivered enhances transparency and creates added value for Scanfil's customers. Going forward, Scanfil aims to further develop this capability into a competitive advantage, offering its customers detailed product-level emissions data as a service to support their own sustainability goals and reporting requirements.

As a global enterprise, business travel for employees is sometimes necessary. All business travels is measured at the site level and categorized into different types of transport, such as car, train, and flight. However, Scanfil is actively working to minimize the amount of travel by consistently encouraging employees to select the more sustainable and virtual alternatives like digital meeting conference tools and virtual tours. To mitigate GHG emissions associated with employee commuting, Scanfil has introduced dedicated bus transportation at several of its manufacturing sites. In parallel, the company has revised its vehicle policy to prioritize low-emission options, including hybrid and electric vehicles. All Scanfil sites conduct systematic assessments of employee commuting patterns, providing a data-driven foundation

for identifying emission reduction opportunities. These insights enable the company to develop and promote attractive, environmentally responsible mobility alternatives for employees, supporting both individual choice and Scanfil's long-term sustainability objectives.

Scanfil's short-term targets for scope 1, 2, and 3 GHG emissions have been validated by the Science Based Targets initiative (SBTi). Following the acquisition of SRXGlobal in 2024, the company had initially planned to recalculate its baseline and targets and seek revalidation in 2025. However, considering additional acquisitions completed during 2025, Scanfil has decided to defer this process to 2026 to ensure that the updated targets accurately reflect the company's expanded operations.

Scanfil has strengthened its climate ambitions by committing to ensure that 70% of total energy consumption is renewable by 2030, an increase from the previous target of 50% set in 2020. As of 2025, the share of renewable energy has already increased to 60%, compared to a baseline of 26% in 2020.

For electricity, Scanfil has set a target of reaching 100% renewable sources by 2030, if renewable energy is available. By 2025, renewable electricity accounted for 75% of total electricity consumption, which corresponds to an increase of 52% compared to the baseline. Significant progress has already been made, with factories in China, Estonia, Poland, Sweden, Finland and Germany running entirely on renewable electricity.

Scanfil continues to actively negotiate renewable electricity contracts across its operations, and the company will expand these efforts to additional locations in the coming years. By combining long-term commitments with concrete implementation at the site level, Scanfil is building a path towards a fully renewable energy portfolio and strengthening its contribution to global efforts to reduce GHG emissions.

■ 2.2.2 Policies related to climate change mitigation and adaptations

Scanfil's commitment to climate change mitigation and adaptation is underpinned by three principal policies: (1) the Environmental Policy, (2) the internal Code of Conduct, and (3) the Supplier Code of Conduct. Together, these policies provide a comprehensive framework that governs all aspects of the company's operations and upstream activities. They are uniformly applied across all geographical markets in which Scanfil operates. The policies are designed to ensure systematic management of identified climate-related risks and opportunities, with a particular focus on reducing the company's overall environmental footprint and supporting long-term sustainable value creation.

Environmental Policy

Scanfil's Environmental Policy establishes a formal governance framework for managing environmental responsibilities across the organization. It sets out the company's commitment to responsible resource use, process efficiency, and the continuous improvement of environmental performance, in alignment with international standards and stakeholder expectations. The Policy is implemented under the certified requirements of ISO 9001 (Quality Management) and ISO 14001 (Environmental Management), ensuring regulatory compliance and consistency across all operations.

In support of global climate objectives, the Policy expresses Scanfil's long-term ambition to mitigate climate change by transitioning toward renewable energy consumption. While the Policy does not prescribe detailed implementation measures, it defines clear priorities, including the procurement of renewable energy for production facilities and the development of in-house renewable energy generation capacity. These initiatives reinforce the company's resilience to climate-related risks and position Scanfil to meet both current and emerging regulatory requirements.

Accountability for the execution, monitoring, and continuous improvement of the Environmental Policy resides with the Global Sustainability Director. Progress is systematically reviewed and reported to senior management and relevant governance bodies, ensuring transparency, compliance with international frameworks, and alignment with Scanfil's broader sustainability and climate strategy.

Internal Code of Conduct

Scanfil's Internal Code of Conduct (CoC) establishes binding principles for responsible business conduct, including a clear commitment to environmental stewardship. It requires continuous improvement by integrating environmental considerations into decision-making, acknowledging the impacts of production activities on the environment, and proactively working to minimize environmental risks. It further reflects the company's responsiveness to customer expectations and regulatory requirements. To ensure effective implementation, all employees are provided with regular training on the CoC. The completion of the training is mandatory for new employees as part of the onboarding process, reinforcing awareness of Scanfil's environmental commitments from the start. Employees are expected to integrate these principles into their daily work, which ensures that environmental responsibility is embedded throughout the organization. The environmental provisions of the CoC are aligned with Scanfil's broader climate and sustainability ambitions, including the reduction of greenhouse gas emissions, the transition to renewable energy consumption and production, and enhanced waste management practices. Accountability for the implementation, monitoring, and follow-up of the Internal CoC rests with the Global Sustainability Director. This role ensures that compliance with the CoC is maintained, that progress is reported to relevant governance bodies, and that the CoC continues to evolve in line with emerging standards, stakeholder expectations, and regulatory developments.

Supplier Code of Conduct

A significant challenge for Scanfil relates to GHG emissions arising from purchased goods and services, categorized under Scope 3.1. To address this, the Supplier Code of Conduct establishes a governance framework designed to align supplier practices with Scanfil's overarching climate change mitigation and adaptation objectives. Through the Supplier Code of Conduct (CoC), Scanfil requires suppliers to track and document their energy consumption and GHG emissions, either at the facility or corporate level. Suppliers are further expected to actively pursue cost-effective methods to improve energy efficiency and reduce their emissions. These requirements ensure that supplier performance is not only transparent but also aligned with prevailing regulations and industry standards.

To strengthen its upstream climate strategy, Scanfil is undertaking several initiatives, including monitoring GHG emissions at both material and product levels. This enables the company to evaluate supplier performance and integrate environmental considerations into procurement processes.

Accountability for the implementation, oversight, and follow-up of the Supplier CoC rests with the Global Sustainability Director. This role ensures that supplier compliance is systematically monitored, reported to relevant governance bodies, and adapted in response to evolving regulatory requirements and stakeholder expectations.

Information concerning suppliers' environmental practices and performance is to be disclosed in accordance with applicable regulations and established industry practices. This disclosure process reinforces transparency and accountability across the supply chain and supports Scanfil's long-term sustainability objectives.

The table below presents the company's policies concerning these topics.

POLICY	DESCRIPTION OF POLICY	SCOPE OF POLICY
Environmental Policy	<p>Scanfil's Environmental Policy aims to position the company as a reliable partner through exceptional performance, integrating environmental considerations into all business strategies. It commits to compliance with all relevant laws and standards, actively working to minimize the environmental impact, reduce greenhouse gas emissions, and pursue the implementation of renewable energy sources. According to the environmental policy, Scanfil will continuously work to prevent environmental impact by reducing air and water pollution, conserving natural resources, and continuously enhancing practices to meet stakeholder expectations.</p>	<ul style="list-style-type: none"> • Environmental integration in strategy • Regulatory compliance • Impact prevention and reduction • Resource conservation • Stakeholder engagement and continuous improvement
Code of Conduct	<p>The environmental section of Scanfil's Code of Conduct emphasizes continuous improvement and accountability in minimizing environmental impact. It outlines the key principles, such as compliance with environmental legislation, efficient use of natural resources, and reduction of GHG emissions. Scanfil commits to transparency in environmental reporting, providing regular updates to authorities. Employee training is also prioritized to foster a culture of environmental responsibility, while ongoing technological and procedural advancements support resource efficiency and sustainable practices throughout Scanfil's own operations.</p>	<p>The environmental scope in Scanfil's Code of Conduct emphasizes a commitment to continuous improvement in environmental stewardship. Scanfil recognizes the impact of its production on the environment and is dedicated to minimizing environmental hazards through various initiatives. These include reducing GHG emissions, minimizing fossil fuel consumption, managing water usage, and reducing waste. Compliance with local environmental laws and efficient use of global natural resources are prioritized. Scanfil also aims to reduce industrial emissions and enhance recycling efforts, regularly informing authorities of environmental impact and providing training to ensure employee commitment to these sustainable practices.</p>
Supplier Code of Conduct	<p>The environmental section of Scanfil's Supplier Code of Conduct emphasizes the importance of sustainable practices and pollution prevention. Key points include:</p> <ul style="list-style-type: none"> • Resource responsibility: Suppliers are expected to use resources responsibly and work toward minimizing their environmental impact. • Energy efficiency: According to the Supplier Code of Conduct, energy consumption and greenhouse gas emissions are to be tracked and documented, at the facility and/or corporate level. • Transparency: Suppliers should disclose their environmental practices and performance according to the applicable regulations and industry standards, as well as their GHG emissions. <p>Overall, Scanfil expects its suppliers to commit to environmentally responsible operations that align with the principles of the UN Global Compact initiative.</p>	<p>The environmental scope of the Scanfil Supplier Code of Conduct emphasizes pollution prevention, resource reduction, and responsible handling of hazardous substances. Suppliers are expected to actively minimize environmental impact by reducing emissions, waste, and energy consumption. They must ensure the safe management of hazardous materials and disclose energy and emissions data in alignment with industry standards.</p> <p>Suppliers are encouraged to improve energy efficiency and reduce greenhouse gas emissions while maintaining transparency about their environmental practices. This aligns with Scanfil's commitment to sustainability and environmental responsibility throughout its supply chain.</p>

■ 2.2.3 Actions and resources in relation to climate change policies

Greenhouse gas emissions and energy in the company's operations

Scanfil is developing a comprehensive, company-wide plan to mitigate climate change across its operational footprint. The plan is structured to ensure compliance with international standards and to support the company's long-term climate targets. Key measures include targeted investments to phase out fossil fuels and transition to renewable fuels and renewable electricity across all production facilities.

Each production unit is required to establish a long-term strategy to achieve renewable operations. These strategies address specifically electricity consumption and fuels used for heating, with the goal of replacing fossil-based energy sources with renewable or renewable alternatives. As part of this transition, Scanfil continues to increase the share of purchased energy from renewable sources, thereby reducing dependency on fossil energy.

In addition to energy-related measures, continuous improvements in resource efficiency form an integral part of Scanfil's climate action plan. The company invests in enhancing the efficiency of both energy and water use, recognizing that reduced water consumption contributes indirectly to GHG reduction by lowering the energy required for processing, distribution, and wastewater treatment.

To ensure systematic progress, Scanfil allocates 2–3% of annual revenue to long-term investments in factory development. Each facility operates under an investment plan that outlines site-specific projects and priorities. During the reporting year, renewable electricity has been implemented in several factories, both fully and partially.

Currently, climate-related investments are measured and reported at an aggregate level. Specific investments are not reported at the facility level. This reporting methodology will continue to evolve in line with best practices for disclosure and stakeholder expectations.

Greenhouse gas emissions in the value chain

In 2025, Scanfil continued its structured and long-term program to reduce GHG emissions across the value chain. Scanfil actively encourages suppliers to establish emission reduction targets as part of its broader climate change mitigation efforts. To strengthen supplier engagement, the company requires all key and preferred suppliers to complete an Ecovadis assessment, in alignment with the Supplier Code of Conduct. Compliance and progress are systematically monitored through supplier assessments and audits. By the end of 2025, Ecovadis coverage among key and preferred suppliers exceeded 76%, marking a significant step towards enhanced transparency and accountability across the supply chain.

Climate change adaptation

In 2025 Scanfil conducted an extensive climate scenario analysis. Based on the results, Scanfil identified that changes in weather patterns may give rise to material physical risks in the future, further highlighting the importance of continued efforts to address potential risks in the operations. The findings of the analysis are planned to be used to inform the development of site-level transition plan actions and to support the identification of significant areas for improvement. Further details on the climate scenario analysis are presented in section 1.11 Description of the process to identify and assess climate-related impacts, risks and opportunities.

Developing a net zero strategy and targets

Scanfil's short-term program for 2030 started in September 2023 and is based on a baseline of 2020 for scope 1 and 2 and 2022 for scope 3. Scope 1 and 2 are stable and linked to Scanfil's factories and offices. The largest scope 3 category

is category 3.1, purchased goods and services, which is largely influenced by the purchase volume. For 2025, scope 3 is reported based on static targets, but the plan is to revalidate both the baseline and the strategy for scope 3 in 2026 and change the targets to be based on intensity. This will provide a better understanding of the results of Scanfil's activities.

Scanfil is committed to a net zero target for 2050 and the validation of this is planned for the first half of 2026. The validation will be carried out by Science Based Targets initiative.

Developing the process for sustainability reporting

Since January 2024, Scanfil has utilized the Position Green reporting tool to collect sustainability-related data directly from all facilities and offices.

Reporting intervals are determined by data availability. As a general principle, quantitative data is reported as frequently as possible, typically on a quarterly or semi-annual basis, while qualitative data is submitted at longer intervals.

All operational units report directly into the system. In 2025, ADCO Circuits has contributed data for the periods during which they have been part of Scanfil.

Outcome of climate change mitigation actions

For scope 1 and 2 GHG emissions, Scanfil has achieved 69% reduction by 2025. These are part of the long-term actions, and the reduction is expected to continue over time. Scanfil has reported to reduce scope 1 and 2 GHG emissions according to SBTi methodology by 59,6% by 2030, however as Scanfil has already exceeded this target, an update of the target will be performed in 2026 in conjunction with the revalidation of SBTi targets. For scope 3 GHG emissions, Scanfil has achieved a reduction of 32% by 2025. For the target year 2030, the scope 3 GHG emissions must have been reduced by 25%, including organic growth and growth by acquisition.

ACTION	SCOPE OF ACTION
Mitigate climate change in its operations	<p>Scanfil is committed to reducing its absolute greenhouse gas (GHG) emissions significantly by 2030, with specific targets set for scope 1, 2, and 3 emissions:</p> <ul style="list-style-type: none"> • Scope 1 and 2 emissions: Scanfil aims for a 59,6% reduction from 2020 levels by 2030. • Scope 3 emissions: Scanfil targets a 25% reduction in scope 3 emissions from the baseline year of 2022, which includes emissions from purchased goods and services, capital goods, fuel-related activities, and more. • Sustainable travel: While business travel is necessary for operations, Scanfil is working to minimize it by promoting virtual meetings and encouraging employees to choose travel options with lower emissions. Travel emissions are tracked and categorized. • Sustainable travel: While business travel is necessary for operations, Scanfil is working to minimize it by promoting virtual meetings and encouraging employees to choose travel options with lower emissions. Travel emissions are tracked and categorized. • Commuting solutions: To reduce emissions from employee commuting, Scanfil provides bus transportation and has adopted a vehicle policy favoring low-emission vehicles. Commuting patterns are assessed to identify opportunities for more sustainable transport options. • Energy consumption: Scanfil uses energy for heating, cooling, lighting, and production, consuming a significant amount of electricity and total energy. Scanfil is actively negotiating for renewable electricity supply, and the factories in China, Estonia, Poland, Sweden, Finland, and Germany are already using such energy sources.
Mitigate climate change in the value chain	<p>Purchased goods and services represent the largest portion of Scanfil's GHG emissions. Scanfil has updated its business system to incorporate GHG emissions data per component, enabling better measurement and comparison of the carbon footprint associated with different suppliers.</p>

Planned CapEx and OpEx Investments

Scanfil's planned investments continue to focus on renewable energy and energy storage. In addition, during 2025 Scanfil has formally initiated the work to introduce a CapEx plan aimed at supporting the expansion of Taxonomy-aligned economic activities. The goal is for this plan to be completed during 2026. The introduction of a CapEx plan will involve defining the scope and governance structure, identifying taxonomy-eligible activities and planned investments, and establishing processes for data collection, allocation, and alignment with technical screening criteria. This initiative represents an important step toward integrating EU Taxonomy requirements into Scanfil's investment planning and reporting.

2.2.4 Targets related to climate change mitigation and adaptation

Scanfil's reporting of scope 1, 2, and 3 emissions covers all factories, warehouses, and offices.

For total GHG emissions, Scanfil uses the market-based method to track progress towards its targets for scope 1, 2 and 3.

In 2025, Scanfil has performed a climate scenario analysis to detect relevant environmental, societal, technology, market, and policy developments to determine its decarbonization levers.

The consistency of GHG emission reduction targets with the GHG inventory boundaries has been ensured by aligning the scope and boundaries of the targets with those defined in the inventory methodology. In addition, Scanfil performed a comprehensive review of scope 3 GHG emissions in 2023-2024. As of 2024, all factories and offices report in an environmental reporting system, Position Green, which ensures continuity, adaptation, and enhanced data quality. This also applies to scope 1 and 2 GHG emissions.

Scanfil has validated short-term targets for 2030 via SBTi. Targets approved by the SBTi are scientifically based because they are built on the latest climate research and are designed to align with the goals of the Paris Agreement.

In 2025 Scanfil recalculated the baseline and targets for its scope 1, 2 and 3 emissions. These recalculated baselines and targets have not yet been validated by the SBTi. Accordingly, this recalculation should be considered the official reporting of GHG emissions until Scanfil seeks revalidation of its scope 1, 2 and 3 short-term targets in 2026.

For the recalculation of targets, SBTi's target-setting Excel tool was applied. The baselines for scope 1,2 and 3 were updated accordingly, and the new targets for GHG emissions 2030 were calculated by adjusting the decarbonization curve to correct for the SRXGlobal acquisition using the Fixed Level of Ambition (FLA) approach.

For Scanfil's recalculated short-term targets, the expected outcome for 2030, and the progress until 2025 are presented below:

Scope 1 and 2 GHG emissions:

- Target: Reduce absolute GHG emissions by 59,6% by 2030 with 2020 as the baseline year, equating to a 6% yearly reduction.
- Progress: In 2025, the GHG emissions in scope 1 and 2 have been reduced by 69% (from 19,712 tCO₂e to 6 193 tCO₂e).

Scope 3 GHG emissions (category 1-7):

- Target: Reduce the absolute GHG emissions by 25% by 2030 with 2022 as the baseline year, equating to a 3.13% yearly reduction.
- Progress: In 2025, the GHG emissions have been reduced by 32% (from 680,437 tCO₂e to 465,132 tCO₂e).

Scanfil's renewable energy sourcing target and progress are presented below:

- Target: Achieve 100% renewable electricity sourcing by 2030 with 2020 as the baseline year equating to a 8,0% yearly increase.
- Progress: The sourcing of renewable electricity has been increased from 23% to 75%.
- Target: Achieve 70% renewable energy sourcing by 2030 with 2020 as the baseline year, equating to a 4,4% yearly increase.
- Progress: The sourcing of renewable energy has been increased from 26% to 60%.

SCOPE	BASELINE YEAR	BASELINE	TARGET 2030
Scope 1 GHG emissions			
Move to district heating, biofuel heating, geothermal heating, energy reduction of air conditioning, electric cars	2020	1,572	912
Scope 2 GHG emissions			
Energy reduction activities, green electricity, solar cells	2020	18,141	7,046
Significant scope 3 GHG emissions			
1. Purchased goods and services			
Supplier engagement to improve data quality and reduce emissions	2022	639,030	479,273
2. Capital goods			
Supplier engagement to improve data quality and reduce emissions	2022	20,135	15,101
3. Fuel and energy-related activities (not included in scope 1 or scope 2)			
Fuel and energy supplier base management	2022	4,994	3,746
4. Upstream transportation and distribution			
Transport and distribution supplier base management	2022	13,073	9,804
5. Waste generated in operations			
No planned actions	2022	60	45
6. Business traveling			
Virtual meetings, usage of new technology, encourage to use sustainable transportation option	2022	265	199
7. Employee commuting			
Offer environmentally friendly alternatives for employee commuting such as carpooling, bus transport, and company bicycles	2022	2,879	2,159

2.2.5 Energy consumption and mix

Scanfil monitors final energy consumption across all production facilities. Final energy consumption is defined as the total amount of fuel, electricity, and heat consumed, without adjustments for efficiency factors of the respective energy sources. The calculation is based on the aggregated use of fuels within factories, warehouses, and offices, combined with the volumes of purchased electricity and heat.

Energy consumption and combination of energy sources

The table presents Scanfil's energy consumption and mix including fossil, nuclear and renewable sources.

In 2024, Scanfil invested in solar panel installations at its production facility in Suzhou, China. The system provides the facility with self-produced renewable energy, reducing dependence on external energy sources. In 2025, the facility produced a total of 1,781 MWh of renewable electricity.

Scanfil does not produce any non-renewable energy within its operations.

Scanfil purchases certificates of renewable electricity. Suppliers are trusted by Scanfil, as recognized suppliers from the respective areas where Scanfil has business.

ENERGY CONSUMPTION AND MIX	2025	2024
1. Fuel consumption from coal and coal products (MWh)	0	0
2. Fuel consumption from crude oil and petroleum products (MWh)	4,685	4,976
3. Fuel consumption from natural gas (MWh)	1,778	1,779
4. Fuel consumption from other fossil sources (MWh)	1	0.39
5. Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources (MWh)	7,748	12,834
6. Total fossil energy consumption (MWh) (calculated as the sum of lines 1 to 5)	14,212	19,589
Share of fossil sources in total energy consumption (%)	34%	50%
7. Consumption from nuclear sources (MWh)	2,471	2,291
Share of consumption from nuclear sources in total energy consumption (%)	6%	6%
8. Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.) (MWh)	29	184
9. Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh)	23,310	16,922
10. The consumption of self-generated non-fuel renewable energy (MWh)	1,753	324
11. Total renewable energy consumption (MWh) (calculated as the sum of lines 8 to 10)	25,092	17,431
Share of renewable sources in total energy consumption (%)	60%	44%
12. Total energy consumption (MWh) (calculated as the sum of lines 6, 7 and 11)	41,775	39,311

Energy intensity based on net revenue

ENERGY INTENSITY PER NET REVENUE	2025	2024
Total energy consumption from activities in high climate impact sectors per net revenue from activities in high climate impact sectors (MWh/MEUR)	52.4	50.4

All activities within Scanfil are considered to belong to sectors with high climate impact. Scanfil's activities as a manufacturing service provider belong to category C Manufacturing of electronic components in Regulation (EC) No 1893/2006 of the European Parliament and of the Council.

Connectivity of energy intensity on net revenue with financial reporting information

The table below outlines Scanfil's net revenue in 2025 used to determine the energy intensity. See the financial report for the reconciliation of net revenue in Notes to the financial statements 1.1.

	2025	2024
Net revenue from activities in high climate impact sectors used to calculate energy intensity (MEUR)	797	780
Other net revenue (MEUR)	0	0
Total net revenue (MEUR)	797	780

2.2.6 Gross scope 1, 2, 3 and total GHG emissions

Gross scope 1, 2, 3 and total GHG emissions

In 2024, Scanfil started using the sustainability reporting system Position Green to report the company's scope 1, 2 and 3 GHG emissions. The transition to Position Green ensures data quality, both in terms of activity data and environmental data.

Scanfil's GHG emissions reporting is prepared in accordance with the GHG Protocol Corporate Standard, the GHG Protocol Scope 2 Guidance and the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard.

The organizational boundaries have been defined using the consolidation method for operational control. Scope 1 includes direct greenhouse gas emissions from sources owned or controlled by Scanfil. These emissions have been calculated based on fuel consumption at production units, with all facilities reporting activity data via the Position Green system. The calculations are based on supplier-specific emission factors where available, or alternatively on nationally recognized emission factors.

Scope 2 includes indirect GHG emissions from the production of purchased electricity and heat consumed by Scanfil. Two different methods are used for scope 2 GHG emissions. The market-based method uses supplier-specific emission factors, supplemented with national residual mix emission factors for untracked purchased electricity. In the location-based method, country-specific average emission factors for electricity are used. The residual mix factors and country-specific factors have been obtained from the AIB (Association of Issuing Bodies) report on emission factors. Currently, Scanfil purchases certificates on renewable electricity. The suppliers are trusted by Scanfil, as recognized suppliers from the respective areas where Scanfil has business.

All factories have contractual instruments; however, the contractual instruments do not cover 100% of the purchased energy. Therefore, the contractual instruments equal a total of 51% (56% in 2024). Out of these contractual instruments used for

the sale and purchase of energy, 100% are bundled with attributes, meaning 0% are unbundled energy attribute claims. The types of bundled contractual instruments used are Guarantees of origin (GoO), Renewable electricity Certificates and Certificates of own electricity production (Suzhou).

For scope 3 categories, the materiality was determined with respect to Scanfil Group's business areas. The GHG emission calculations used spend-based and activity-based methods. For the category scope 3.11, the calculations are limited to the usage of small and large PCBAs, and the GHG emissions only cover direct emissions. In addition, the GHG emissions from Scanfil's offices are based on approximations.

Scope 3.8 to 3.10 and scope 3.12 to 3.15 were excluded from the calculations, as they were deemed non-material with neglected impact on the GHG emissions. In addition, Scanfil does not have significant leased assets under scope 3 that are not already accounted for in scope 1 and scope 2, nor does Scanfil engage in franchising. The operational data used in the calculation is obtained from Scanfil's internal systems. In the absence of accurate data, assumptions have been used. The emission factors used are mainly from global databases, including Ecoinvent 3.9.1, EXIOBASE 3, DEFRA's GHG conversion factors (2024), and IEA's Life Cycle Upstream Emission Factors (2024).

Scanfil is not part of any regulated emission trading schemes. Scanfil does not have emissions from investees nor joint arrangements not structured through an entity.

In 2025, the distribution of Scanfil's primary and secondary emission data is 1% primary and 99% secondary. This distribution is calculated based on total emission volumes, reflecting that Scanfil's largest emission sources are based on secondary data. This is a refinement from 2024, when the split was reported as an average of data sources across categories regardless of their size (60% primary data and 40% secondary data). Additionally, Scope 3 Category 11 emissions have been classified as 100% secondary data to better reflect the nature of the source data. In cases where it is unknown whether the data type is primary or secondary data, it is assumed that data type is secondary data.

SCOPE 3 CATEGORY	SCOPE	MOTIVATION TO EXCLUSION	PRIMARY DATA (%)	SECONDARY DATA (%)
1. Purchased goods and services	x	-	0	100
2. Capital goods	x	-	0	100
3. Fuel and energy-related activities (not included in scope 1 or scope 2)	x	-	48	52
4. Upstream transportation and distribution	x	-	40	60
5. Waste generated in operations	x	-	73	27
6. Business travel	x	-	56	44
7. Employee commuting	x	-	51	49
8. Upstream leased assets	-	All upstream leased assets are reported in scope 1 and 2	-	-
9. Downstream transportation	-	Neglected impact on GHG emissions	-	-
10. Processing of sold products	-	Neglected impact on GHG emissions	-	-
11. Use of sold products	x	-	0	100
12. End-of-life treatment of sold products	-	Neglected impact on GHG emissions	-	-
13. Downstream leased assets	-	Scanfil does not have any downstream leased assets	-	-
14. Franchises	-	Scanfil does not have any franchise activities	-	-
15. Investments	-	Scanfil does not have any investment activities outside its core business	-	-

For scope 1 and scope 2, Scanfil emits 10 tons (58 tons) and 765 tons (814 tons) of biogenic CO₂ emissions. Furthermore, Scanfil is required to disclose biogenic emissions from the combustion or biodegradation of biomass separately from the scope 2 and 3 GHG emissions. Currently, Scanfil uses Position Green to report on scope 3 GHG emissions. However, there are no fallback emission factors for biogenic emissions in scope 3. Taking this into account, Scanfil has estimated the biogenic emissions. The emission factors for biogenic emissions are based on datasets from Ecoinvent version 3.11. The net biogenic emissions have been approximated as the difference between the impact category Climate Change: Biogenic Emissions (incl. CO₂) in LCIA IPCC 2021 (incl. biogenic CO₂) and the impact category Climate Change: biogenic (excl. CO₂) in LCIA IPCC 2021. The datasets used are considered as fair representations of the areas and processes concerned.

For the scope 3 biogenic emission calculations, scopes 3.1-3.7 and 3.11 are included, where the contribution from scope 3.7 has been assumed to be neglected. Taking this methodology into account, the biogenic emissions for scope 3 were estimated to 31 846 tons of CO₂ (30 891 tons). The results are subject to uncertainty; however, moving forward Scanfil will improve the data quality and calculation methodology for more representative results.

The base year for reporting in scope 1 and 2 is 2020, while the base year for scope 3 is 2022. Data reported during Scanfil's base years represent the GHG emissions for the different base years, 2020 and 2022, respectively. As a result, the total GHG emissions for location-based and market-based methods contain summarized data from both base years.

Scanfil has not set up any targets for 2025 and 2050. Additionally, Scanfil's target for scope 3 GHG emissions does not include category 3.11. Consequently, GHG emissions from scope 3.11 are not included in the annual % target / base year.

Scanfil's short-term targets for scope 1, 2 and 3 GHG emissions have been validated by the Science Based Targets initiative (SBTi). Following the acquisition of SRXGlobal in 2024, the company had initially planned to recalculate its baseline and targets and seek revalidation in 2025. However, considering additional acquisitions completed during 2025, Scanfil has decided to defer the revalidation to 2026 to ensure that the revalidated targets accurately reflect the company's expanded operations.

For the 2025 sustainability reporting, Scanfil has recalculated the baseline and targets for its scope 1, 2 and 3 emissions with SRXGlobal included. These recalculated baselines and targets have not yet been validated by the SBTi. Therefore, this recalculation should be considered the official reporting of GHG emissions until Scanfil seeks revalidation of its scope 1, 2 and 3 short-term targets in 2026.

For Scanfil's recalculation of the baseline and targets, the same calculation methodology as previously applied has been used. All activity data underlying scope 1 and 2 GHG emissions were based on primary data, except for natural gas combustion within scope 1, which has been estimated using historical data.

Category scope 3.1-3.3 GHG emissions were based on primary data except for GHG emissions associated with the production and transportation of natural gas in scope 3.3. For the remaining Scope 3 categories, conversion factors have been developed. These factors express GHG emissions as a function of revenue and have been used to approximate emissions within each respective category.

For the recalculation of targets, SBTi's target-setting Excel tool was applied. The baseline for Scope 1,2 and 3 was updated accordingly, and the new targets for GHG emissions 2030 were calculated by adjusting the decarbonization curve to correct for the SRXGlobal acquisition using the Fixed Level of Ambition (FLA) approach.

In 2025, Scanfil refined the calculation methodology for Scope 3 categories 1, 2, and 11. The 2024 reported emissions for these categories have not been restated to reflect this change. For the calculation of emissions in Scope 3 categories 1 and 2, purchase values were restated to constant 2019 currency values to ensure consistency with the emission factors used.

This adjustment was not applied in 2024 and therefore Scope 3 categories 1 and 2 are not fully comparable between the reporting periods. In addition, Scope 3 category 11 figures are not directly comparable with 2024 due to the exclusion of a high-volume disposable product with a very short use phase in the 2025 reporting period. In the 2024 report, this product was included and resulted in a disproportionately high reported emissions impact.

SCOPE 1 GHG EMISSIONS	RETROSPECTIVE				MILESTONES AND TARGET YEARS			
	BASE YEAR	2024	2025	% N / N-1	2025	2030	(2050)	ANNUAL % TARGET / BASE YEAR
Gross scope 1 GHG emissions (tCO ₂ eq)	1,572	1,706	1,615	-5%	-	912	-	4.2
Percentage of scope 1 GHG emissions from regulated emission trading schemes (%)	-	-	-	-	-	-	-	-
SCOPE 2 GHG EMISSIONS								
Gross location-based scope 2 GHG emissions (tCO ₂ eq)	15,136	15,112	14,553	-4%	-	-	-	-
Gross market-based scope 2 GHG emissions (tCO ₂ eq)	18,141	7,069	4,578	-35%	-	7,046	-	6.12
SIGNIFICANT SCOPE 3 GHG EMISSIONS								
Total Gross indirect (scope 3) GHG emissions (tCO ₂ eq)	1,046,976	737,128	682,749	-7%	-	510,328	-	3.13
1. Purchased goods and services	639,030	452,389	434,698	-4%	-	479,273	-	3.13
2. Capital goods	20,135	11,697	12,240	5%	-	15,101	-	3.13
3. Fuel and energy-related activities (not included in scope 1 or scope 2)	4,994	4,504	4,432	-2%	-	3,746	-	3.13
4. Upstream transportation and distribution	13,073	9,706	9,825	1%	-	9,804	-	3.13
5. Waste generated in operations	60	134	151	13%	-	45	-	3.13
6. Business traveling	265	386	485	26%	-	199	-	3.13
7. Employee commuting	2,879	3,503	3,301	-6%	-	2,159	-	3.13
8. Upstream leased assets	-	-	-	-	-	-	-	-
9. Downstream transportation	-	-	-	-	-	-	-	-
10. Processing of sold products	-	-	-	-	-	-	-	-
11. Use of sold products*	366,540	254,809	217,617	-15%	-	-	-	-
12. End-of-life treatment of sold products	-	-	-	-	-	-	-	-
13. Downstream leased assets	-	-	-	-	-	-	-	-
14. Franchises	-	-	-	-	-	-	-	-
15. Investments	-	-	-	-	-	-	-	-
TOTAL GHG EMISSIONS								
Total GHG emissions (location-based) (tCO ₂ eq)	1,063,685	753,946	698,917	-7%	-	-	-	-
Total GHG emissions (market-based) (tCO ₂ eq)	1,066,690	745,903	688,941	-8%	-	518,286	-	3,25%

All rows marked with " - " indicate that there is no data to be reported.

* The total GHG emissions (location-based) and (market-based) sums up two different base years: 2020 for scope 1 and 2, and 2022 for scope 3

* Note that 11. Use of sold products is not included in the annual % target / base year.

GHG intensity based on net revenue

Scanfil's GHG intensity is 877 tCO₂eq/MEUR (967 tCO₂eq/MEUR in 2024) using the location-based method and 864 tCO₂eq/MEUR (956 tCO₂eq/MEUR) using the market-based method. The GHG emissions for both the location-based and market-based methods are the same as those reported in the table above.

GHG INTENSITY PER NET REVENUE	2025	2024
Total GHG emissions (location-based) per net revenue (tCO ₂ eq/MEUR)	877	967
Total GHG emissions (market-based per net revenue (tCO ₂ eq/MEUR)	864	956

Connectivity of GHG intensity on net revenue with financial reporting information

The table below outlines Scanfil's net revenue in 2024 which was used to determine the intensity of GHG emissions. See the financial report for the reconciliation of net revenue in Notes to the financial statements 1.1.

	2025	2024
Net revenue used to calculate GHG intensity (MEUR)	797	780
Other net revenue (MEUR)	0	0
Total net revenue (MEUR)	797	780

2.3 Resource use and the circular economy

2.3.1 Policies related to resource use and the circular economy

Scanfil's Environmental Policy and the global Code of Conduct emphasize a commitment to continuously improve the environmental performance. The company has set objectives to prevent negative environmental impacts, reduce greenhouse gas emissions, pursue fossil-free energy consumption, and limit both air pollution and consumption of natural resources.

POLICY	DESCRIPTION OF POLICY	SCOPE OF POLICY
Environmental Policy	<p>The part of Scanfil's Environmental Policy relating to resource use and the circular economy emphasizes a commitment to sustainability in its operations. It highlights Scanfil's intent to incorporate environmental considerations into all business strategies and initiatives. This includes:</p> <ul style="list-style-type: none"> Compliance and responsibility: Scanfil pledges to adhere to relevant laws, regulations, and other requirements concerning environmental aspects, ensuring responsible resource use. Impact prevention: Scanfil actively seeks to prevent environmental impact through continuous improvement, which suggests a focus on minimizing resource consumption and waste generation. Emission reduction: There is a clear goal to reduce greenhouse gas emissions, indicating an effort to transition towards more sustainable energy sources and practices. Resource conservation: The policy mentions a commitment to reducing pollution as well as minimizing the consumption of natural resources, which aligns with circular economy principles by aiming for more efficient and sustainable resource use. Stakeholder engagement: By meeting stakeholder requirements and continuously improving operations, Scanfil aims to enhance its resource management practices and contribute to a circular economy where resources are reused, recycled, and maintained within the production cycle. 	<p>The scope of Scanfil's Environmental Policy regarding resource use and the circular economy emphasizes a commitment to sustainable practices that minimizes environmental impacts while optimizing resource efficiency. Key elements include:</p> <ul style="list-style-type: none"> Integration of environmental considerations: Scanfil incorporates environmental issues into all business strategies and initiatives. This holistic approach ensures that resource use is aligned with sustainability goals and contributes to a circular economy. Compliance and commitment: Scanfil adheres to laws, regulations, and other environmental requirements, which guides its practices in resource management and waste reduction. This compliance underscores their dedication to responsible resource use. Impact prevention and reduction: Scanfil is committed to continuously working on preventing negative environmental impacts, specifically aiming to reduce greenhouse gas emissions and transitioning towards fossil-free energy consumption. This commitment contributes to a reduction in resource depletion and aligns with circular economy principles. Pollution reduction: The policy highlights efforts to minimize air pollution, which indirectly supports more efficient resource use by promoting cleaner production processes and reducing waste. Natural resource conservation: By striving to reduce the consumption of natural resources, Scanfil actively participates in circular economy principles, focusing on reusing and recycling materials to extend their lifecycle. Stakeholder engagement: The policy emphasizes meeting stakeholder requirements through continuous improvement in working practices, fostering collaboration that supports sustainable resource use and circular economy initiatives.

Operationally, Scanfil focuses on the efficient and economical use of global natural resources through streamlined manufacturing processes. Efforts are also directed toward improving recycling practices for industrial waste, reusing packaging materials where possible, and minimizing overall waste generation. Responsibility for the implementation and oversight of the Environmental Policy within the organization rests with the Director of Global Sustainability.

All Scanfil factories, except for the recently acquired unit in 2025, are ISO 14001 certified, demonstrating the Group's commitment to a systematic environmental management. The certification reflects continuous efforts to prevent environmental impact, reduce greenhouse gas emissions and optimize the use of natural resources. All factories need to carry out independent and high-quality internal audits.

Scanfil's Supplier Code of Conduct states that suppliers must comply with all the applicable laws and regulations. Resources must be used responsibly and carefully. Work must be carried out to reduce possible environmental impacts in connection with business activities and operational practices must reflect this.

2.3.2 Actions and resources related to resource use and the circular economy

As a contractual manufacturer, Scanfil has a limited influence on the design and intended use of the end-products since the use of sold goods and end-of-life treatment is outside the company's scope. Therefore, the focus is on efficient use of resources as well as reducing waste and increasing recycling.

2.3.3 Targets related to resource use and the circular economy

In 2025 Scanfil does not track or report on measurable targets in relation to generated waste. In previous reporting periods, Scanfil reported on voluntarily targets related to waste generation however, due to changes in the company structure following the acquisition of new sites in both 2024 and 2025, these targets have not been updated to reflect the changes. No new targets have been set in 2025 either. Scanfil is committed to continually improve its environmental performance by further reducing resource use in its own operations. Future strategies include maintaining and potentially expanding new voluntary targets and deepening collaboration with customers to align with the company's shared sustainability goals.

Scanfil tracks the effectiveness of its policies and actions concerning resource use and the circular economy via the global monitoring function and internal audits, see 2.4.1 Policies related to resource use and the circular economy.

Scanfil sources most of the purchased goods and services in the form of materials and components that are used in the manufacturing of customer-designed products and sub-assemblies. These include system integration, printed circuit board assembly (PCBA), and box builds. The company's production is based on customer specifications, but customers also request Scanfil to align with their set sustainability goals, particularly regarding transparency in lifecycle emissions and carbon reduction targets.

2.3.4 Resource outflows

Products manufactured by Scanfil are designed and introduced to the market by customers, limiting the company's influence over product specifications. For resource outflows, Scanfil's sustainability efforts therefore concentrate on sustainable procurement, efficient production processes, optimized equipment utilization, and the sustainable use of resources.

All purchased materials are utilized in the manufacturing process. Surplus materials are returned to suppliers where possible, and discarded materials are recorded under "Total waste generated in the company's own operations" in the table below.

Waste

The table below discloses waste management and disposal based on data from Scanfil's environmental reporting system. The data captures the total volume of waste generated by Scanfil's operations during the reporting period and highlights

its efforts to reduce waste, promote recycling, and minimize environmental impacts. The data is specific and provided by the factories contracted waste collectors and directly reported into the system. The waste data is presented in categories based on origin, composition, and waste management methods. This includes both hazardous and non-hazardous waste as well as the proportion of waste directed to recovery, recycling, or landfill.

In 2025 the waste treatment at a few sites was changed compared to the previous reporting period. This re-categorization of waste treatment results in significant fluctuations in some of the reported waste categories.

The second table on the next page presents the outgoing waste composition and material from Scanfil's core manufacturing processes.

Waste composition and waste material are the same for certain flows due to uncertainties in the data aggregation. The relevance to the sector or activities is assessed based on the European Waste Catalogue 2000/532/EC.

WASTE COMPOSITION	WASTE MATERIAL	RELEVANT TO SECTOR OR ACTIVITIES
Batteries	Batteries	X
Commercial and industrial waste	Commercial and industrial waste	X
Electrical items	Fridges and freezers	-
Glass	Glass	-
Household residual waste	Household residual waste	-
Metal	Cans, foils, scrap metal	X
Organic waste	Food and drink waste	-
Paper and cardboard	Paper and cardboard	-
Plasterboard	Plasterboard	-

WASTE GENERATED IN SCANFIL GROUP'S OWN OPERATIONS AND SENT TO RECOVERY [TONS]	2025	2024
Non-hazardous waste sent to reuse	17	386
Non-hazardous waste sent to recycling	4,648	4,196
Non-hazardous waste sent to other recovery operations	207	389
Total non-hazardous waste sent to recovery	4,872	4,971
Hazardous waste sent to reuse	0	4
Hazardous waste sent to recycling	15	27
Hazardous waste sent to other recovery operations	51	36
Total hazardous waste sent to recovery	66	66
WASTE GENERATED IN SCANFIL GROUP'S OWN OPERATIONS AND SENT TO DISPOSAL [TONS]		
Non-hazardous waste sent to incineration	258	162
Non-hazardous waste sent to landfill	118	370
Non-hazardous waste sent to other disposal operations	367	1
Total non-hazardous waste sent to disposal	743	533
Hazardous waste sent to incineration	44	40
Hazardous waste sent to landfill	27	8
Hazardous waste sent to other disposal operations	3	0
Total hazardous waste sent to disposal	74	49
TOTAL WASTE GENERATED IN SCANFIL GROUP'S OWN OPERATIONS		
Total amount of radioactive waste	0	37
Total amount of waste generated	5,755	5,619
Total amount of hazardous waste	140	115
Total amount of non-hazardous waste	5,615	5,504
Total amount of non-recycled waste	817	581
Total amount of recycled waste	4,938	5,037
Percentage of non-recycled waste (%)	14%	10%
Percentage of recycled waste (%)	86%	90%

3. Social information

3.1 Own workforce

■ 3.1.1 Policies related to own workforce

Scanfil's collaboration principles with the workforce are guided by the applicable legislation, as well as policies, such as the Code of Conduct, Incidents and Accidents Handling policy, and the Work Environmental Policy. Additionally, the workforce is impacted by some of the processes described in Scanfil's Management System, such as the Competence Development process, One-to-One (annual appraisal) process, Succession planning process, Talent development process, Employee Engagement Monitoring, and others.

Scanfil continuously improves and develops its policies to ensure the coverage for all material impacts. In 2025 the company performed research among factories' HR. It confirmed strong alignment between Scanfil policies and the DMA results.

Scanfil's Code of Conduct defines the ethical standards and the Group's commitments within its business principles such as compliance with law and culture; and the ways it keeps fairness in all business relations, including elaboration on anti-corruption and anti-competitive practices, handling of confidential information together with external communications rules. It widely addresses the treatment of people and the respect for human rights. It includes the commitments to the environment and the health and safety of its employees and visitors. The Code emphasizes providing a safe and healthy working place for its employees, which includes ensuring equality, adequate wages, optimal working time, and good work-life balance. The final section guides on violations' reporting channels and remedies for any potential victims. This policy emphasizes Scanfil's commitment to support and respect the United Nations Global Compact principles as well as the International Labour Organization (ILO) core standards: Freedom of association and the right to collective bargaining, the elimination of forced labor, the effective abolition of child labor and the elimination

of discrimination in respect of employment and occupation. When joining the UN Global Compact in 2021, Scanfil chose the empowerment of women as the key aspect to be supported which was confirmed in the Letter of Commitment to WEP (Women Empowerment Principles) signed by the CEO of Scanfil. As a result of this, Scanfil initiated the SWAT Community which continues its regular meetings networking women to support their professional growth within the organisation.

The Code of Conduct policy is mandatory to follow for the whole Scanfil workforce, both for own employees and well as non-employees, in all geographical locations. For the new acquired entities, Code of Conduct introduction is part of the integration process. For upstream stakeholders, Scanfil applies the Supplier Code of Conduct. The Code of Conduct demonstrates how Scanfil takes care of the downstream stakeholders, especially in the aspect of the quality of services performed by Scanfil's workforce for the customers as well as the confidentiality of the information related to their business and products. This policy positively impacts also shareholders as well as the workforce, their families and local society. The Code of Conduct is available to the workforce through the company policy library (Scanfil Management System) and to the external network through Scanfil's webpages. The policy is monitored in the Scanfil Management System and the Global Sustainability and Global HR Directors are responsible for the updates and distribution to Scanfil units as well as external and internal communication channels (webpage and intranet). The substantive updates to the policy are consulted internally with factories representatives prior to approval by the Group Management Team and implemented through e-learning and training. The CEO is accountable for the Code of Conduct while the implementation and execution of it is the responsibility of Global Sustainability and Global HR functions.

The Work Environmental Policy defines the company's vision and mission as well as the Core Values which shall drive employee behavior. These are widely communicated

through internal and external campaigns, both in social media as well as on Scanfil's webpage and at investor events. The CEO is the accountable for the content of this policy. The policy is monitored in the Scanfil Management System and the Global HR Director is responsible for the updates and distribution to all Scanfil units.

The Accidents and Incidents Handling policy, defines the approach for the classification of injuries, near misses and recordable accidents with its reporting channels. It also specifies the serious accident characteristics and reporting rules. There are also guidelines for informing on fatalities. The health and safety country specific rules may differ and thus are stated there as prevailing Scanfil's internal rules. This policy covers both Scanfil's own workforce and any visitors who might be impacted while staying on Scanfil's premises. In each of the factories, the local Managing Director is responsible for safety measures and globally, the accountability belongs to the CEO. The policy is monitored in the Scanfil Management System and the Global HR Director is responsible for the updates and distribution to Scanfil all units.

Working conditions

Scanfil ensures proper working conditions in all its units. The aspects regulated by law in operating countries are followed and monitored well by the Factory Management and external audits. To make sure that the working conditions meet employee expectations, Scanfil also includes this area in the annual Employee Engagement Survey. Whenever low scores are observed, the responsible unit is obligated to take improvement actions. The result for working conditions in 2025 was in the green-zone level (76 out of 100 points) and increased compared to 2024 (75 out of 100 points).

Scanfil has defined particular policies and standards referring to the number of aspects that impact its workforce.

Working time and work-life balance

Scanfil offers its workforce flexible work hours whenever possible based on the nature of the work and monitors overtime hours closely to make sure it follows the labor law regulations and ensures employee well-being. Hybrid or remote work is offered where requested and possible.

Employees at Scanfil can freely use all kinds of leaves ensured by local country legislations, both the ones related to their own personal rest, such as annual leaves as well as family-related leaves, e.g. parental leaves, sick-child-care leaves, and others. Using vacation days is monitored by the local HR team, which supports direct managers in the effective planning of their workforce absences. Scanfil promotes activities that support well-being of employees through internal campaigns.

Adequate wages

All Scanfil employees are paid living wages. No salaries are lower than the minimum wage mandated in the country in question which at Scanfil is perceived as an adequate wage. In the countries which do not define minimum wage, for examples USA, the wages are maintained on the levels benchmarked with local market and reviewed periodically. Furthermore, in most of the locations, Scanfil offers performance-driven incentives. Most of them are defined locally by the Factory Management Team to respond to local standards. The ones defined on the Group level refer to global employees and Factory Management Teams. Scanfil practices periodical salary reviews to ensure appropriate and competitive wages for its workforce. All the necessary steps are described in Salary Regulations Process.

Health and safety

Scanfil occupational safety is guided by its Safety Management System, and the Incidents and Accidents Handling policy is described in the Scanfil Management System (SMS). The safety practices adopted locally firstly follow each country's regulations and, secondly, the standards established at Scanfil. In addition to guiding occupational safety, the ISO 45001 standard calls for a Safety Management System. The Scanfil CEO is responsible for the implementation of safety policies in accordance with the requirements.

Occupational safety commitments are defined in the Work Environmental Policy, the Code of Conduct, and the responsibilities stated in the position descriptions for managers.

All employees are entitled to social protection in case of work-related injuries.

Scanfil has created a community consisting of Health and Safety Officers and HR Managers to support the continuous development of safety practices. It is called the Safety Council, and it meets quarterly to review the accidents happening in the recent quarter, together with the corrective and preventive actions resulting from these. The best practice sharing comes from the forum insights and is subject to annual review.

To enhance safety awareness, Scanfil has Safe Scanfil campaign. The topics tackled in the campaign are expected to drive reflection on safety and personal accountability for the actions taken by each individual.

Scanfil's Code of Conduct strongly prohibits discrimination against any person in an employment-based relationship based on the person's ethnic origin, color, age, religion, creed, gender, marital status, family status, sexual orientation, disability, or any other prohibited ground of discrimination protected by applicable law.

Moreover, in Scanfil's core values, the benefit of collaboration and the importance of respect for individual is emphasized and reinforced.

Awareness of diversity, equity, inclusion, and non-discrimination is promoted through the Code of Conduct courses. These are mandatory for all new employees, including interns and third party workers. To promote the value of these desired behaviors, Scanfil performs internal and external campaigns.

Gender equality and equal pay for work of equal value

Scanfil's contracted workforce is well differentiated regarding the perspective of age. In 2025 the majority, 57% (58% in 2024) of the workforce, is between 30 and 50 years old. However, there is also a significant number of employees over 50 years old, 27% (26%), and a healthy portion of the youngest less than 30 years old, 16% (17%). This balance enables good knowledge sharing and ensures business continuity.

When joining the UN Global Compact in 2021, Scanfil chose the empowerment of women as the key aspect to be supported which was confirmed in the Letter of Commitment to WEP (Women Empowerment Principles) signed by the CEO of Scanfil.

As a result of this, in 2022, Scanfil initiated the SWAT Community. Scanfil Women Appreciation Team (SWAT), meets monthly to discuss ideas and define actions that support women's growth in the company's expert and managerial positions. As a next step, in 2023, the DEI Forum was established as a quarterly practice where both women and men join to share solutions applied in different locations for improved diversity in their workforce. In 2024, Scanfil decided to take the next step and start analyses of the gender pay gap. The company's goal is to eliminate it if it is found. In 2025, Scanfil invested in Pay Equity tool to enable any unjustified discrepancies. Scanfil has a strong commitment to equal opportunities for all its employees.

One of the strategic targets became the percentage of women in Senior Management, which is monitored monthly. The analyzed group of managers includes the Group Management Team, Global Functions Heads, and Factory Management Teams. Scanfil's target was set in 2023 to reach 35% of women representation in Senior Management by 2026. However, Scanfil is on a journey to reach 50% with continuous improvement year on year.

Equity perception among employees is measured in the annual Employee Engagement Survey. Whenever gaps are observed there, the affected units are obligated to plan activities to ensure improvement. Among others, these could be individual development activities with the manager of the affected team, and HR-driven mediation and workshops.

3.1.2 Processes for engaging with own workforce and workers' representatives about impacts

Scanfil involves its own employees in co-definition and co-determination in a number of ways, both globally and locally. As expressed in one of Scanfil's core values, the company promotes the Achieving together attitude. This is reflected in the open communication to the employees, with their groups and formal representation bodies as well as in department and individual level.

Employees are invited to share their opinions, requests, or concerns to the Factory Management Teams.

There are both globally and locally applied practices that involve employees in decisions referring to Scanfil's impact on its workforce.

On the global level, employees are involved in Scanfil's Code of Conduct creation by performing consultations with non-managerial representatives of employees in their units. The comments and suggestions are reported to the global Code of Conduct owners, reviewed, and considered for their global applicability and if accepted, they become subject to the Group Management Team approval.

On an annual basis, the whole workforce, including both Scanfil's own employees and non-employees, are invited to the Employee Engagement Survey (EES). The survey covers several areas that are recognized as crucial for employee satisfaction and loyalty as well as business continuation. These are: Satisfaction & motivation, Loyalty, Reputation, Group Management Team, Immediate Manager, Cooperation, Working conditions, Job content, Learning and development, Factory Management Team, One-to-one dialog, Our core values, My employment at Scanfil, Equality & inclusion.

There, participants give scores on these areas that impact them and work environment and express in anonymous open comments their expectations, opinions, concerns or ideas for improvements.

Managers meet with their teams or representatives to review their unit's report and to define the needed improvements. Based on the discussions, development actions are registered in the areas with the lowest satisfaction ratings. The factory Managing Director is responsible for the factory's results and improvement process. At the Group level, the CEO holds the responsibility. The Group Management Team can monitor the progress of the defined improvements implementation with a digital tool.

The Group Management Team is in regular contact with the workforce through the quarterly Townhall meetings where employees can place questions, which the Group Management Team will answer.

A common practice at Scanfil is also a regular dialog between Scanfil Factory Management Teams and workers' representatives (unions, workers' councils, or representatives' committees). In the meetings which happen on a monthly basis, the

employees can raise their requests or suggestions for changes in the aspects which impact them as the workforce. At the same time, in most of the operating countries, the Factory Management Team is obligated to present to these representation bodies any suggestion for changes in the company Handbooks or Regulations that may impact the workforce.

Scanfil's Code of Conduct expresses a clear commitment to acting in accordance with the United Nations Global Compact principles with a dedicated focus on respecting and promoting human rights. Scanfil respects ILO core standards: Freedom of Association and Right to Collective Bargaining; Elimination of Forced Labor; Effective Abolition of Child Labor; Elimination of discrimination in respect of employment and occupation.

The working method with Employee Engagement Survey inputs has proven to be very effective. It is observed that the units that report a high level of follow-up activities as well as define the actions addressing the lowest scored areas, observe improving results in the following year.

Also, regular meetings with workers' representation bodies result in enhanced trust and higher engagement in the co-determined change.

■ 3.1.3 Processes to remediate negative impacts and channels for own workforce to raise concerns

Scanfil workforce as well as any external stakeholders can report any ethical concerns or violations of the Code of Conduct or applicable legislation. Scanfil has a whistleblowing channel, which allows reporters to submit concerns anonymously. Employees may also report violations by sending emails or placing official claim letters to local or global HR. The number of reported cases is subject to a monthly report to the Group Management Team. All cases are thoroughly investigated and Scanfil maintains strict confidentiality and protects the reporter's identity to the maximum extent permitted by law and the requirements of a fair process, ensuring the anonymity of the reporters.

The whistleblowing channel enables the company to leave feedback and comments on the actions taken internally to address the reported misconduct and prevent it from happening in the future. The remedy should also be described in the Whistleblowing Register which is subject to a monthly review. The effectiveness assessment of the remedy is, in case of anonymously reported cases, evaluated by the Chief People Officer, the Global HR Director and the Global Sustainability Director, and in case of non-anonymous cases would also be discussed and reviewed with the impacted victim.

The whistleblowing channel is available on the company's webpage, which is easily accessible for all stakeholders as well as through the intranet interface accessible for the company's employees. The company has trained the personnel authorized to process the reported allegations. The channel's availability and safety is also part of the Code of Conduct training.

Scanfil commits in its Code of Conduct to taking all the needed actions to help impacted individuals and remove circumstances in which similar cases could happen in the future. Scanfil emphasizes that any of the grievance activities, including state based grievance mechanisms, are not impeded by the company. All participations in human rights grievance or mediation processes are protected and will not be subject to any negative after-effects, and neither will they be requested to waive their legal rights as a condition of participation in the grievance/mediation process.

In 2025, Scanfil registered three harassment cases (in 2024 one case), and 27 other cases (29 cases in 2024) perceived as misconduct against the company's Code of Conduct or core values. All these cases were reported either through the anonymous whistleblowing channel, or delivered in direct communication to different levels of management or HR professionals. All these are treated as official reporting channels at Scanfil.

Furthermore, Scanfil monitors the number of cases indicated as perceived misbehaviors in the annual Employee Engagement Survey, in the section called Equality. The results of the survey are monitored closely by the Group and Factory Management Teams. In the units where the misbehaviors are reported, they are

obligated to take appropriate measures. Additionally, the Employee Engagement Survey provides employees the possibility to give open comments to any aspect of the survey. These are effectively used by employees who every year contribute with over one thousand comments to the survey. This confirms that employees trust the process to be effective in getting their concerns or ideas addressed.

■ 3.1.4 Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions

All of the material impacts, risks, and opportunities are addressed with the appropriate actions as listed below. The effectiveness of these is evaluated in a mode consistent with the process cycle, for an example the progress on the ones tackled in the Employee Engagement Survey is verified annually and followed up monthly; the ones referring to Health and Safety are monitored in standard mode monthly and in case of serious accident daily.

Actions to prevent or mitigate negative impacts and to provide remedy for actual impacts

Scanfil offers remote work schemes for positions where the nature of the work allows it, so for example white collar workers. To compete for skilled employees, some units have developed solutions, which give even more flexibility than the country regulations. One example is Poland where the home office policies were enhanced. By doing that and also by monitoring the working time in terms of following daily and weekly rest breaks, Scanfil aims to increase the employees satisfaction and motivation, support their personal well-being as well as their possibilities to perform family-related duties. Scanfil also believes that offering this flexibility will positively contribute to reducing health and safety-related negative impacts such as work-related accidents or sick leaves.

One of the actions taken in 2025 to support continuous development of safe workplace was the annual Health and Safety solutions mapping and the best practice sharing. The Safety Council gathered the inspirations from all sites who then mapped applicability of these to their locations. Local Health and Safety Officers who drive preventive solutions got a solid toolbox to choose from. The goal for this annual practice is to enhance the safety measures and eliminate possibility of accidents and thus limit the negative impact on the workforce. Secondly, there was a special brainstorming workshop performed to generate ideas for enhancing Safety mindset at Scanfil. It consists of periodical inspirational stories shared via company intranet and posters with visualizations of safe solutions which were distributed to factories, and there translated and shared to the workforce. This initiative was driven from the conclusion that number of minor accidents were caused by lack of attention and thus, the mindset and putting safety first is the key to promote healthy habits in the workplace.

Scanfil is aware that improper working conditions could potentially negatively impact employees' health and well-being. Thus, it has taken number of preventive actions. One of them is the thorough monitoring of Working Conditions evaluation given by the employees in annual Employee Engagement Survey. Any units where employees scored that aspect low are required to develop improvement actions and execution of these is monitored by the Management through the monthly HR report.

Scanfil drives to ensure equal treatment and opportunities for all. Crucial element of this process is the focus on eliminating any gender pay gaps if such would be observed in order to prevent potential negative impact on its workforce. To mitigate this potential negative impact, the company invested in 2025 in Pay Equity software which supports the analyzes. This approach supports and encourages drive for diversity. The company aim to prevent having a highly homogeneous workplace, which could lead to the isolation of individuals, fostering a lack of understanding and tolerance for alternative views and approaches.

Actions to deliver positive impacts

Scanfil follows all the country specific legal requirements to ensure high-quality working conditions seen as opportunity positively impacting its workforce. Additionally, it gathers the development ideas from Employee Engagement Survey and Safety Council meetings. Monitoring these results in the best practice sharing to continuously enhance company standards, and to both deliver positive impacts as well as prevent or mitigate negative impacts on its workforce. The enhanced policies for remote work as well as offering flexible working time not only supported the employees but also enabled the company to recruit key experts from locations where Scanfil has no premises.

Scanfil observes the opportunity to further improve the own workforce health by supporting employees' mental health. This should decrease the sick leave rate and increase employee satisfaction and motivation. In 2025, these Scanfil units, which found it appropriate, enhanced their mental health support packages.

Scanfil set a standard that at least minimal wage (applicable in the country), which is seen as adequate wage, is paid to all employees. Every year the applicable adjustments of the wages to meet at least the minimal wage are done. Additionally, many of the higher-paid employees also received salary increases. The levels of the salary regulations are in some countries decided by the collective agreements (Finland, Sweden) and in the other countries, they correspond with the regional salary inflation trends as well as employer market situation and the factory's budget. Scanfil processes these annual routines in order to ensure adequate living standards of its workforce and thus enhance their satisfaction, motivation and loyalty.

Strengthening the positive impact on its workforce, drove Scanfil to invest in Pay Equity tool in 2025. Improved pay transparency and the data provided by the analytical tool, support company leaders in planning the measures to ensure equal treatment and opportunities for all. This also contributes to promoting the diversity and inclusion on all levels of the organization. The expected outcome of that is first the mindset change which would open consideration for diverse candidates, e.g.

female for the functions or positions dominated by male. Secondly, Scanfil believes that these activities will encourage female professionals to apply for managerial roles and grow in the organization. This would directly contribute to the target for women representation in the Senior Management.

Similarly, Scanfil offers all development activities equally to both female and male employees. It is observed through the structured Talent Development process as well as Succession Planning process that the key personnel bench is gender-balanced.

The actions for addressing the negative impacts are identified in the subject matter experts forums within Scanfil. These are the Safety Council, Global HR Community meetings, Code of Conduct Forum meetings and Management Review meetings. In order to further enhance the ESG-related development, company has implemented periodical Sustainability Forum meetings. One of these networks consist of all Sustainability Managers who meet to discuss the status of ESG targets as well as best practices from different sites. Second one, led by Global HR, involves factories' HR Managers as well as Global Sustainability Director for quarterly review of own workforce-related aspects of sustainability. This includes progress and effectiveness monitoring as well as ideas development. There are also forums which have more informative character, e.g. for Factories Heads or for Sales team. These are led by Global Sustainability Director and aim to grow awareness and stronger commitment within the key stakeholders.

In these forums, the potential risks and actual incidents are reviewed and preventive and corrective actions for these are discussed. The impacted organizational unit (e.g. particular factory) is accountable for the implementation of the defined actions, however the whole subject-matter forum benefits from practice sharing regular meetings and lessons learned presentations.

Scanfil performs extended risk analyses on regular basis. The conclusions from these are subject of Management Review and sharing to functional process owners both in global and factories' organisations. Owing to that, any changes in the working

methods, processes, instructions or guidelines are firstly considered for its potential impacts which enables Scanfil to prevent from that own practices do not contribute to material negative impact.

During 2025 Scanfil developed the targets for tracking the effectiveness of its policies and actions. These are:

1. Employee satisfaction with Working Conditions

Target: Improve satisfaction score year-to-year in all units or maintain if above 80 points.

Metric: Survey results on Working Conditions.

2. Employee satisfaction score related to Core Values:

Target: Improve satisfaction score year-to-year in all units or maintain if above 85 points.

Metric: Survey results on Core Values.

3. Reduction in workplace accidents:

Target: 10% reduction in recordable Accident rate YTY.

Metric: Accident rate.

Sustainability is a crucial focus area in Scanfil's long term business strategy. Thus, the company has allocated key resources to explore and gain knowledge of the most effective management of its material impacts. Those are including, but not limited to the global subject matter experts, e.g. Global Sustainability Director, Global HR Director, Global Investors Relations and Communications Director, Global Supplier Quality Manager. This core team was gaining insights from the resources allocated to this mission in the factories, e.g. Quality Managers, Sustainability Managers, HR Managers. The Group Management Team involvement was also visible and represented by Chief Financial Officer's and Chief People Officer's participation. And last, but not least, Scanfil invested in the external consultancy to further develop own practices on addressing its material impacts.

Scanfil is aware of that the transition to greener and climate-neutral operations might require some investments in the production units' infrastructure, changes in the supply chain setup and collaboration practices with remote stakeholders. However, it's of strategic importance to avoid that these changes would negatively impact its own workforce. Thus, Scanfil is continuously enhancing its risk management practices and training the specialists in own workforce on the applicable advanced solutions, e.g. for supply chain optimisation. Additionally, any investment needs driven from the transition are budgeted upfront and well planned, in order to prevent them from negatively impacting operations' profitability. Scanfil aims to contribute to greener operations by the enhancement of travel policy and business meeting guidelines which prioritize virtual collaboration channels. Thus, the employer supports own workforce with advanced virtual communication tools for effective collaboration. Scanfil is supporting managers with coaching and mentoring to help them with the challenges when leading remote teams and having limited possibilities to travel for face-to-face meetings. The actions described in this paragraph refer to Scanfil units excluding new acquired SRX.

3.1.5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

Scanfil is closely monitoring the progress of the following three targets that are related to managing its material negative impacts, risks and opportunities whilst aiming to advance potential positive impacts.

Workplace accident rate

Workplace accident rate, calculated as ratio of number of accidents versus actual worked hours multiplied with 1,000,000 is one of targets Scanfil regularly monitors. The target is related to Scanfil's Code of Conduct and the Accident & Incident Handling policy, where Scanfil prioritises the health and safety of its employees and other individuals that may be directly affected by its own operational activities. Having

2024 as a base year, the ambition was to lower the accident rate by 10% in 2025. The scope is global and is set to control for any potential risks or hazards that may be involved in the workforce's daily work at all sites. All Scanfil employees are involved in health and safety decisions through consultation and cooperation. The company implements appropriate health and safety procedures and working practices locally at all sites, where local targets also are defined. Scanfil has formed a Safety Council which monitors all work-related safety aspects and defines the measures to reach the global targets related to health and safety based on the trends and input from the local sites. The Safety Council gathers quarterly to review corrective actions and preventive best practices. In 2025, workplace accident rate reached ratio of 3,3 which means an decrease compared to 2024 result which was 4,5.

Employee Engagement Survey

The Employee Engagement Survey results are closely linked to the Code of Conduct Policy. Although the target is not explicitly mentioned in the policy at the moment, the policy is a reason for setting targets and monitoring collaboration, respect, work engagement and safe working conditions. The global target level to be achieved is to reach 75 points in the main Satisfaction and motivation score by 2030 with 2023 being the baseline year. The level of 75 points is considered a "high level" according to the methodology used by the chosen survey developer. The target is following an increasing trend. On a local level, each factory can set their own targets in line with the global targets. The own workforce at the factories is involved in the results review process, together with setting targets for following year and defining the actions which will contribute to reaching the targets. The targets or corresponding metrics or methodology have not been changed since 2023. Furthermore, the target does not involve any environmental matters based on conclusive scientific evidence. The result for Employee Engagement Survey, measured as Satisfaction and Motivation was 72 points in 2025 (70 points in 2024), which showed return to an increasing trend which was observed for eight years before the drop in 2024. The 2025 result missed just one point to 2023 baseline.

Also, eNPS (employee Net Promoter Score) improved by 3 points indicating enhanced employee loyalty and advocacy. 2025 result indicates strong development on

specific drivers such as Reputation and Group Management Team evaluation. Co-operation, Job content and Learning and Development received strong scores. Immediate Managers scored high in general and the number of red-scored leaders decreased by 41%.

Directly after the results were presented to the Factory Management Teams, all sub-units started their work on developing the improvement plans.

Increase women's representation in the Senior Management

Scanfil emphasizes its commitment to advancing equality between women and men. This is expressed in Scanfil's CEO Statement of Support for the Women's Empowerment Principles. Furthermore, the target is related to the Code of Conduct policy and is a step towards increasing the inclusivity and diversity at Scanfil. The ambition is to reach 35% women in the Senior Management positions globally by the end of 2026. The baseline year for the target was set in 2023, in collaboration with the SWAT (Scanfil Women Appreciation Team). On a local level, Factory Management Teams set their own targets in line with the overarching goal. The targets or corresponding metrics or methodology have not been changed since 2023. Furthermore, the target does not involve any environmental matters based on conclusive scientific evidence. In the 2025 year-end women stood for 27% of senior management which shows exactly the same ration compared to 2024-end.

To address the material risks Scanfil invested in a new Pay Equity tool to monitor the gender pay gap, and if discrepancies are identified, targets for impacted units to eliminate inequalities will be defined. The trend of the sick leave rate is monitored monthly to limit the risk of high absenteeism. As different locations present different levels, locally applicable targets are defined and actions taken.

Monitoring all workforce-related targets is an important part of working towards lowering the risks and managing potential negative impacts that affect Scanfil's own employees. This monitoring process is perceived as an increasing opportunity for Scanfil to improve the health and wellbeing of all employees whilst being transparent towards stakeholders in how it works with this important aspect. For example, a

safe work environment reduces sick leave for employees, increases productivity and leads to higher satisfaction and wellbeing, helping reduce the rate of future incidents. An increase in the number of female employees in the Senior Management will enhance Scanfil's gender equality and lead to improved inclusion and diversity making Scanfil an attractive employer and overall benefiting from diverse workforce creativity. Finally, the Employee Engagement Survey results scoring indicate how Scanfil can improve to continue supporting its' employees' motivation, wellbeing and satisfaction from work environment.

Scanfil involves its workforce in the target-setting process. The three most strategic, measurable targets are developed together with the own workforce for example through the functional experts and are considered long-term targets. The workplace accident rate reduction is consulted with the Safety Council participants from all units; similarly, the target for women's representation in the Senior Management was subject to discussion with the SWAT community. Finally, the target for satisfaction and motivation score from the Employee Engagement Survey is perceived as management commitment to further develop the areas impacting employees.

The performance in reaching these targets is monitored monthly within the Human Resources Managers community involving factories' representatives and it is reported to the Group Management Team. Lessons learned and suggestions for improvements are identified with the contribution of the functional experts among employees, e.g. the Health and Safety officers or specialists collaborating with the Area Leaders on site are involved in accident prevention solutions design. As it goes for the development of areas impacting employee satisfaction and motivation, all departments have review sessions of the survey scores which result in defining together with the leader the ideas for improvement activities due in the following year. Also, the progress of scores per different survey areas is monitored at the department level.

3.1.6 Characteristics of the undertaking's employees

The Scanfil workforce primarily comprises Scanfil contracted employees (4199 headcount, 3997 in 2024) who total 87% (89%) of the total workforce (4827 headcount, 4502 in 2024). The remaining workforce is third party contracted employees and self-employed (628 headcount, 500 in 2024) delivering services to Scanfil. The company goal is to incorporate third party employees to the highest extent to the work standards and company culture in order to provide seamless services to the customers. Therefore, most company policies and standards, like the Code of Conduct, health and safety system, or competence development opportunities are offered to both own employees and non-employees. The total number of employees who left Scanfil (both voluntarily and non-voluntarily) during 2025 YTD was 499 (532 in 2024) which equals an employee turnover of 12% (14%). This number includes also employees whose leave was intentional, for example summer workers leaving after the pre-defined agreed period. The reported data refers to headcount indicating the number of employees from the last month of the year. The data is originating from country specific payroll systems, from where they got extracted and reported to Scanfil Group consolidation system Cognos, from which you retrieve monthly reports as well as data to the CSRD Report. The data presented above corresponds with the headcount numbers in the Financial Statement, section 1.4 Employee benefit expenses.

Non-guaranteed hours workers are not treated as employees, so they are not included in Scanfil headcount reporting. There are two such workers in Scanfil Group.

REPORTING PERIOD 31ST DECEMBER 2025 COUNTRY	NUMBER OF EMPLOYEES (HEADCOUNT)	NUMBER OF EMPLOYEES (HEADCOUNT) IN 2024
Poland	1,403	1,463
China	703	589
Sweden	416	423
Estonia	574	533
Finland	288	291
USA	329	180
Germany	204	227
Malaysia	155	162
Australia	122	124
Other	5	5
Total	4,199	3,997

REPORTING PERIOD 2025 GENDER	NUMBER OF EMPLOYEES (HEADCOUNT)	NUMBER OF EMPLOYEES (HEADCOUNT) IN 2024
Male	2,149	2,015
Female	2,050	1,982
Other	n/a	n/a
Not reported	n/a	n/a
Total employees	4,199	3,997

3.1.7 Characteristics of non-employees in the undertaking's own workforce

Scanfil has 628 non-employees in own workforce per the end of the year 2025 including both the ones employed by a third party and self-employed (500 non-employees in the end of 2024). This means they stand for 13% (11%) of the total workforce. Third party workers are provided by undertakings primarily engaged in employment activities. They are monitored on a monthly basis and are a part of the reporting and follow-up in Scanfil's monthly report. The number of reported non-employees, reflect the number of heads who worked in the last month of the reporting period, meaning time-weighted headcount. Additionally, self-employed workers are included there.

REPORTING PERIOD 2025					
TYPE OF EMPLOYMENT	FEMALE	MALE	OTHER*	NOT DISCLOSED	TOTAL
Number of employees (headcount)	2,050	2,149	0	0	4,199
Number of permanent employees (headcount)	1,897	2,038	0	0	3,935
Number of temporary employees (headcount)	153	111	0	0	264
Number of non-guaranteed hours employees (headcount)	1	1	0	0	2
Number of full-time employees (headcount)	1,946	2,049	0	0	3,995
Number of part-time employees (headcount)	104	100	0	0	204

(*) Gender as specified by the employees themselves.

REPORTING PERIOD 2024					
TYPE OF EMPLOYMENT	FEMALE	MALE	OTHER*	NOT DISCLOSED	TOTAL
Number of employees (headcount)**	1,983	2,019	0	0	4,002
Number of permanent employees (headcount)	1,783	1,884	0	0	3,667
Number of temporary employees (headcount)	199	131	0	0	330
Number of non-guaranteed hours employees (headcount)	1	4	0	0	5
Number of full-time employees (headcount)	1,933	1,993	0	0	3,926
Number of part-time employees (headcount)	53	23	0	0	76

(*) Gender as specified by the employees themselves. (**) Total herein includes 5 non-guaranteed workers. Non-guaranteed workers are not treated as employees and are therefore not included in headcount reporting.

3.1.8 Diversity metrics

At the end of year 2025, Scanfil observed 27% of females in the Senior Management (27% in 2024). Senior Management is defined as the Group Management Team, Global Functions' Directors and Heads reporting to GMT, and Factory Management Teams. This means exactly the same level as in 2024 year-end.

The age diversity of Scanfil own workforce indicates balanced split between the middle-aged personnel as well as the junior and senior employees.

3.1.9 Adequate wages

In all countries where Scanfil operates, which have a defined minimum country wage, the company as well as third party providers for non-employees follow these requirements. Finland and Sweden do not have a statutory national minimum wage. Instead, both countries rely on collective bargaining agreements between trade unions and employer organizations to set wage standards across different sectors.

According to Scanfil, minimum wages and the ones defined in the applicable collective bargaining agreements are considered adequate wages, and therefore the percentage of employees paid below the adequate wage is 0% (0% in 2024).

3.1.10 Health and safety metrics

Scanfil's occupational safety is guided by the safety management system, and the Incidents and Accidents Handling is described in the guideline of the same name in the Scanfil Management System (SMS). The safety practices adopted locally firstly follow each country's regulations and, secondly, the standards established at Scanfil. In addition to guiding occupational safety, the ISO 45001 standard calls for a safety management system. The Scanfil CEO is accountable to get responsible Management Teams to implement and execute the safety policies in accordance with the requirements.

MANAGEMENT GROUPS	FEMALE	MALE	TOTAL	% FEMALE IN SENIOR MANAGEMENT	FEMALE REPORTING PERIOD 2024	MALE REPORTING PERIOD 2024	TOTAL REPORTING PERIOD 2024	% FEMALE IN SENIOR MANAGEMENT REPORTING PERIOD 2024
Group Management Team	3	6	9	33%	2	5	7	29%
Global Functions' Directors and Heads	6	10	16	38%	4	12	16	25%
Factory Management Teams	30	87	117	26%	28	77	105	27%
Total	39	103	142	27%	34	94	128	27%

	2025	2025	2024	2024
Employees under 30 years old	673	16%	698	17%
Employees 30-50 years old	2,391	57%	2,307	58%
Employees over 50 years old	1,135	27%	992	25%
Total	4,199	100%	3,997	100%

Occupational safety commitments are defined in the Work Environmental Policy, the Code of Conduct, and the responsibilities stated in the position descriptions for managers.

All the employees are entitled to social protection in case of work-related injuries.

Scanfil has created a community consisting of Health and Safety Officers and HR Managers to support the continuous development of safety practices. It is called the Safety Council, and it meets quarterly to review the accidents that have happened in the recent quarter, together with the corrective and preventive actions resulting from these. The best practice sharing comes from the forum insights and is subject to an annual review.

To enhance safety awareness Scanfil has implemented a Safe Scanfil campaign in 2024 and continued it through 2025. The topics tackled are expected to drive reflection on safety and own accountability for the actions taken by everyone.

At Scanfil, 100% of the workforce is covered by the health and safety management system. Both the preventive measures taken in Scanfil units as well as continuous safety improvements of the safety are impacting own employees as well as non-employees.

During 2025, there were 27 reported work-related accidents (34 accidents in 2024), meaning injuries happening on Scanfil premises that resulted in an employee's or non-employee's sick leave; 23 of these impacted Scanfil employees (30 in 2024) and four of these impacted non-employees (four in 2024). These result in the accident rate being 3.3 for 2025. It is calculated as the ratio of the number of accidents to the number of hours worked and multiplied by one million. 2025 shows positive development compared to the 2024 rate which was 4.5. On top of the accidents, there were 10 (21 in 2024) other work-related injuries which did not result in days away from work. Two of these resulted in restricted work or transfer to another job, seven resulted in medical treatment beyond first aid, one other significant injury.

Two of these affected non-employees and the remaining eight affected Scanfil employees while in 2024 all 21 injuries affected employees. Taking into consideration the other 10 injuries, Scanfil calculated the total work-related injury rate using the same methodology as described above but including not only 27 accidents but also 10 injuries. The rate totals up to 4.5 (7.3 in 2024).

The accidents resulted in a total of 625 (621 in 2024) lost working days during 2025, 33 (27 in 2024) days for non-employees and 592 (594 in 2024) days for employees.

There was one serious accident in 2025 (one in 2024), meaning an accident that required an employee's hospitalization.

There were no fatalities among either Scanfil employees or non-employees.

3.1.11 Remuneration metrics (pay gap and total remuneration)

Scanfil is developing its gender pay gap monitoring. The general overview with split per employees' categories indicates that significant differences are observed in some employees' categories. To further investigate it and address it with actions, Scanfil invested in a Pay Equity software during 2025 to enable accurate conclusions. Scanfil units are performing their local pay gap audits to verify if there are areas to be addressed with actions.

The difference in gender pay was obtained by taking out a spread of data from factories' payroll systems on male and female total pay including both basic salary and complementary elements which were not part of the calculation in 2024. The reported pay gaps for 2024 have not been restated to reflect this change. In addition, employee categorization was refined in 2025. As this refinement was not applied to the 2024 data, pay gaps by category are not fully comparable between reporting periods.

EMPLOYEE CATEGORY	AGGREGATED GENDER PAY GAP [%] 2025	AGGREGATED GENDER PAY GAP [%] 2024
Blue Collar	11.02	14.46
White Collar	24.02	19.90
Middle Managers	22.43	11.71
Senior Managers	5.71	16.27

Total pay for all the months of employment during the year 2025 is divided into number of standard work hours during the actual employment period of each employee. This way calculated hourly pays are aggregated per gender and employee category and then divided into hourly rates. The exception is China blue collar workers where the pay and work hours include also overtime due to its significant contribution to basic salary and standard work time.

Total annual remuneration ratio for 2025 is 20.62. The calculation is obtained by dividing the annual remuneration of the highest paid individual, excluding the highest paid individual, by the median of actual paid remunerations for all employees during the year 2025. If comparing the described median to the annual remuneration of the highest paid individual, as it was calculated in 2024, the rate is still the same and equals to 5%.

■ 3.1.12 Incidents, complaints, and severe human rights impacts

The Scanfil workforce as well as any external stakeholder can report any ethical concerns or violations of the Code of Conduct or applicable legislation, as described also in section 3.1.3 of this report.

For its whistleblowing channel Scanfil uses a digital tool which allows reporters to submit concerns anonymously. Employees may also report violations by sending emails or giving official claim letters to local or global HR. The number of reported cases is subject to a monthly report to Scanfil Management Team. Furthermore, the Code of Conduct Forum gathers quarterly to discuss the cases and lessons learned. The Forum consists of Global HR Director, Global Sustainability Director and the Chief People Officer. All the cases are thoroughly investigated and Scanfil maintains strict confidentiality and protects the reporter's identity to the maximum extent permitted by law and the requirements of a fair process, ensuring the anonymity of the reporters.

During the reporting period year 2025, there were 30 incidents of misbehaviour reported through the official channels (30 incidents in 2024). All of them were investigated and interviews were performed. In six cases, the situation was not classified as the alleged violation mentioned in the original reporter's statement, but to nevertheless continuously enhance respectful collaboration standards, and verbal reprimands were also issued. The other incidents resulted in corrective actions. Scanfil has not called for any fines or penalties from these allegations.

To further strengthen a respectful and safe working environment, Scanfil decided to implement enhanced awareness and educational initiatives aimed at promoting appropriate workplace behavior and increasing employees' understanding of which actions may constitute violations of conduct or human rights standards.

The next table presents information of the total number of incidents of discrimination, number of complaints filed through channels for the own workforce, to National contact points for OECD multinational enterprises and total amount of fines and penalties as a result of incidents.

	2025	2024
Number of incidents of discrimination and harassment	3	1
Number of complaints filed through channels for people in the undertaking's own workforce to raise concerns (including discrimination and harassment)	30	30
Number of complaints filed to National Contact Points for OECD Multinational Enterprises	0	0
Total amount of fines and penalties	0	0

3.2 Workers in the value chain

3.2.1 Policies related to value chain workers

As a global Electronic Manufacturing Service (EMS) company, Scanfil has an impact on value chain workers in different parts of the world. Following the same commitment as for its own workforce, Scanfil believes that companies in the value chain will perform better and be more efficient if employees can perform their work in a healthy and safe environment, following international standards and guidelines.

Scanfil has completed a stakeholder survey, where the identified stakeholders, as described in 1. General information, were asked to rank Scanfil's impact (both material and financial) on topics as described by the ESRS standard and its sub-sub topics. Scanfil's stakeholders, which also included representation from the upstream value chain, identified health and safety as a material impact. In addition to this survey, an internal workshop with representatives from Scanfil's Global Procurement department was held in 2025. In this workshop, Scanfil identified Child labour, Forced labour and Gender Equality as material, which resulted in an update of the DMA for these topics. To address the interests of stakeholders, Scanfil has established a Sustainable Procurement Policy. This policy works together with Scanfil's Supplier Code of Conduct, which has been developed following international standards. This policy covers workers in Scanfil's upstream value chain and was introduced in 2024. The Scanfil Supplier Code of Conduct was established in 2023. No changes or updates to these policies have been made during 2025, as the new material topics already are covered. The Scanfil Sustainable Procurement Policy, together with the Scanfil Supplier Code of Conduct, are stand-alone policies specifically to address the impacts of the upstream value chain. This policy was developed in alignment with OECD Guidelines and Fundamental principles of ILO.

Scanfil has a Sustainable Procurement Policy that addresses six sustainability areas for suppliers to agree on. These are compliance, transparency, environmental protection, social responsibility, ethical sourcing, and continuous improvement. The purpose of the Scanfil Sustainable Procurement Policy is to express and align Scanfil's

expectations and requirements in the supply chain. The same high sustainability standard required for Scanfil must also be applied by Scanfil's suppliers. The responsibility of the policy is Scanfil's Chief Supply Chain Officer (CSCO). Scanfil requests that its suppliers always adhere to all applicable laws, regulations, and international standards related to sustainable procurement, including the UN Global Compact principles and International Labor Organization (ILO) rules. As a complement to ethical sourcing, Scanfil has also developed a Conflict Mineral Policy to ensure responsible sourcing concerning human rights in the mining of minerals.

Scanfil's Sustainable Procurement Policy is valid for all employees in the upstream value chain.

In addition to the Policy, Scanfil has a Supplier Code of Conduct which has been developed following the guidelines from RBA (Responsible Business Association). By following the recommendation from RBA, Scanfil can ensure that the Scanfil Code of Conduct sets commitments in line with the OECD, UN & ILO. Scanfil has not identified or been informed about any breaches to this commitment in Scanfil's value chain. The provisions of the RBA Code are derived from and respect internationally recognized standards including:

- OECD Guidelines for Multinational Enterprises
- UN Guiding Principles on Business and Human Rights
- ILO Declaration on Fundamental Principles and Rights at Work
- ILO Fundamental Conventions
- UN Universal Declaration of Human Rights

The Scanfil Supplier Code of Conduct communicates Scanfil's sustainability expectations to the suppliers. This addresses issues about human trafficking, forced or compulsory labor, and child labor, which Scanfil strongly opposes. Scanfil's Supplier Code of Conduct includes:

Labor rights (employment rights, human treatment, employment of children, fair employment conditions, and freedom of association)

Health and safety (working and living conditions, occupational illness and injury rates, and machine safeguarding)

Environment (pollution prevention and resource reduction, hazardous substances, energy consumption, and greenhouse gas emissions)

Business ethics (no improper advantage, disclosure of information, fair business, protection of identity, confidential information, responsible sourcing of minerals)

To communicate Scanfil's Policy for Sustainable Procurement, Scanfil has integrated this as part of the procurement processes. More on Scanfil's way of communicating and engaging with value chain workers can be read in 3.2.2 Processes for engaging with value chain workers about impact. In addition to this, Scanfil's Supplier Code of Conduct is available on Scanfil's webpage, www.scanfil.com. Target is that all Scanfil's Supplier's commit to the Scanfil Supplier Code of Conduct, and during 2025 a new system has been introduced to enable possibilities to easily reach out to suppliers and measure the coverage. New suppliers are requested to commit to the Scanfil's Supplier Code of Conduct, as a part of the New Supplier Introduction Process.

3.2.2 Processes for engaging with value chain workers about impact

Scanfil's general approach to engaging with workers in the value chain is handled in Scanfil's procurement processes. The most important is the selection of a new supplier, the NPI (new supplier Introduction) process, in which the supplier needs to show its commitment to the requirements stated in the Code of Conduct. By doing this, Scanfil will reduce the risk of introducing new suppliers with weak processes

for their workers' well-being. Scanfil also utilizes a consolidation strategy aiming to address the majority of the spending to suppliers with acceptable and sustainable performance ratings.

Current suppliers within Scanfil's portfolio are being reviewed according to the tools below.

Scanfil has four main processes where it can address concerns and engage with value chain workers about impact. Contacts are mainly done via the sales representatives of the suppliers, but can also be more direct with the value chain workers during Scanfil's Supplier Audits. The tools to engage with the suppliers are:

Introduction of a new supplier: When applying to become a new supplier to Scanfil, the supplier shall commit to the Scanfil Supplier Code of Conduct.

Quarterly business review meetings: These are development meetings held with preferred and key suppliers, and in which sustainability rating is discussed. Poor sustainability performance will lead to suggestions for improvements.

Audits: Scanfil visits and audits suppliers at their premises. During the audit sustainability questions about health and safety, child labor, age verification, forced labour and gender equality are reviewed.

EcoVadis: A third party sustainability assessment of suppliers. This assessment will show if there are areas of improvement that need to be addressed by the suppliers.

More information about Scanfil's methods and tools to engage with its stakeholders can be found in 1.8 Interests and views of stakeholders. For the procurement organization, the assessment tool provided by EcoVadis gives them good information about the sustainability rating of suppliers, and also how well the supplier meets international standards regarding labor and human rights. Unrated or suppliers with poor rating scores shall be avoided, or if not possible, show an improvement plan. As an example, Scanfil has focused on having key- and preferred suppliers assessed by EcoVadis. By requesting these suppliers to do the EcoVadis assessment, Scanfil ensures that the perspectives of value chain workers are considered according

to international standards. If the assessment shows low performance within the topic of labor and human rights, Scanfil can use the EcoVadis platform to request that the supplier improves. Failure to improve might affect business relations. The responsible person for the policy is Scanfil's Chief Supply Chain Officer (CSCO).

To gain insight into perspectives of workers that may be particularly vulnerable, Scanfil uses the engagement methods as described above. Gender equality is from this year defined as material and is incorporated into the Supplier Code of Conduct. Compliance with the Scanfil CoC is reviewed during Supplier Review meetings and also during Supplier Audits.

Scanfil is committed to further strengthening its approach by exploring additional methods for engaging directly with value chain workers. Continuous improvement is a core principle, and the company recognizes the need for reliable mechanisms to capture worker perspectives on social topics in the supply chain, including health and safety, child labour, forced labour, and gender equality.

■ 3.2.3 Processes to remediate negative impacts as well as channels for value chain workers to raise concerns

If Scanfil becomes aware of any breaches of national laws or the Supplier Code of Conduct, Scanfil will immediately get in contact with the representatives of the company. Scanfil expects corrective action and proof that the upcoming breaches have been adjusted to meet the requirements.

Scanfil can be informed about breaches in different ways. One way is via the EcoVadis 360 view, in which official news that affects companies is scanned. These news can be positive, negative, or neutral. The findings in the 360 view can affect the suppliers' score both positively and negatively.

Scanfil can also be informed directly via whistleblowing channels. Through this channel, anyone, both internal and external employees, can anonymously report any concern to Scanfil.

Results from audits can address breaches, and the supplier will be requested to present a corrective action plan to Scanfil.

Any material impact caused must be corrected and mitigated by the supplier and tracked by Scanfil until it is considered closed. The inability to resolve any problems that have arisen may lead to the termination of the agreement with the supplier. Scanfil does not directly compensate individuals in the supply chain in case of any impact. Scanfil's methods for communicating and developing suppliers are described in chapter 3.2.2 Processes for engaging with value chain workers about impact.

It can be difficult to assess if value chain workers are aware of and trust the channels for raising concerns, and today, this can only be done occasionally during supplier audits and in direct contact with the workers. The Supplier Code of Conduct clearly states that programs which ensure the confidentiality and protection of whistleblowers are to be implemented and maintained, accompanied by a process enabling them to raise any concerns. The whistleblowing channels can be accessed at www.scanfil.com, and it is communicated to suppliers in the Scanfil Code of Conduct. To protect people using this channel, Scanfil's whistleblowing process offers full anonymity. Read more about the process in 4.1.2 Business conduct policies and corporate culture. Scanfil's Supplier Code of Conduct ensures the confidentiality and protection of whistleblowers and requires suppliers to implement and maintain a process enabling their workers to raise any concerns.

■ 3.2.4 Taking action on material impacts on value chain workers' approaches to managing material risks as well as pursuing material opportunities related to value chain workers and the effectiveness of those actions

From Scanfil's Double Materiality Assessment (DMA), material impacts for value chain workers were identified. Scanfil's Supplier Code of Conduct addresses these impacts throughout the value chain. Any negative or positive impact will be managed by processes for supplier development, and EcoVadis can be used as a tool to follow the effectiveness of these actions.

To prevent and mitigate the risk of impact, Scanfil seeks to do business with suppliers that share the company's core values and commit to international standards as outlined in chapter 3.2.1 Policies related to value chain workers. Before approving a new supplier, Scanfil conducts a thorough assessment to ensure that potential new suppliers uphold strong sustainable practices and a commitment to labor and human rights.

The Scanfil Supplier Code of Conduct is a key document for addressing company's sustainability requirements for suppliers. Scanfil strives to have the Supplier Code of Conduct signed by all suppliers of direct materials. Scanfil is currently investigating tools to simplify the tracking of signed Supplier Code of Conduct documents. Scanfil has this as a mandatory part of its global and local purchase agreement.

To achieve a positive material impact for workers in Scanfil value chain, Scanfil continuously works to improve supplier policies and processes. This is done through regular supplier improvement meetings or quarterly business reviews of the preferred suppliers. In these meetings, the supplier's sustainability rating, as assessed by Ecovadis, is reviewed and actions to improve are agreed. These actions are integrated into Scanfil's procurement processes and Scanfil's Global Category Managers are responsible for developing their suppliers to meet Scanfil's requirements as outlined in Sustainable Procurement Policy and Supplier Code of Conduct. Scanfil has 12 people working within global sourcing (Category Managers) along with about 50 local tactical buyers.

Scanfil also conducts regular supplier audits to ensure adherence to ethical, environmental, and social standards. Scanfil collaborates with suppliers to enhance their sustainability efforts, focusing on labor and human rights. In 2025, Scanfil completed 60 supplier audits (42 in 2024). This activity is supervised by the Global Supply Chain Quality and Sustainability Manager in cooperation with 10 local Supplier Quality Engineers/Managers. The key actions planned to minimize risk exposure for value chain workers can be read later in this chapter, but no targets are currently available. The operational costs for the EcoVadis system are included in annual budget plans and do not have any significant impact.

Since 2021, Scanfil has annually participated in the EcoVadis assessment to evaluate the sustainability performance of its procurement practices. This assessment helped to understand how well Scanfil handles sustainability concerns across the value

chain. For 2025, Scanfil received a score of 76 points in sustainable procurement, which was an improvement with 16 points since 2024 (60 points). This improvement contributed to Scanfil being awarded the EcoVadis Gold Medal at Group level and serves as an encouragement for the company to set even more ambitious sustainability targets. Scanfil's tools for introducing and developing suppliers help to mitigate the impact risks in its value chain, and processes for remedy are used as explained in chapter 3.2.3 Processes to remediate negative impacts as well as channels for value chain workers to raise concerns.

Scanfil's focus is primarily on key suppliers with whom Scanfil have regular interactions and the ability to influence. Scanfil also works with suppliers that are used less frequently or only for specific, limited needs, which makes it more challenging to have an impact on their sustainability practices. To better assess the risks associated with these suppliers, Scanfil is exploring various screening tools. These tools will help to identify areas of risk, enabling to target the efforts more effectively. Scanfil has started to implement a new procurement tool, Ignite. This tool includes function for supplier risk estimation as well as function for directed assessments. Scanfil has evaluated these possibilities and aim to use Ignite as a complement to EcoVadis when identify risks and also assessing smaller companies. In case of any breaches to its commitments, Scanfil will utilize its supplier auditing process to secure that implemented improvements positively affect workers' conditions. More about Scanfil's processes can be read in chapter 3.2.3 Processes to remediate negative impacts as well as channels for value chain workers to raise concerns.

Scanfil is a "requesting company," meaning that the key suppliers are required to undergo a sustainability assessment through EcoVadis. This allows Scanfil to better measure the sustainability performance of the supply chain. Scanfil prioritizes key and preferred suppliers and requests that they participate in EcoVadis assessments. If the assessment identifies weaknesses, Scanfil can use the EcoVadis platform to request corrective actions from suppliers. Failure to make these improvements may lead to a re-evaluation of the supplier relationship.

Scanfil aims to conduct regular webinars with suppliers to introduce the suppliers to Scanfil's sustainability work and to provide insights about the EcoVadis platform and the benefits of using a common transparent system to communicate sustainability concerns.

If suppliers do not meet Scanfil's targets for the EcoVadis sustainability rating, and specifically for the topic of labor and human rights, they will be requested to present an action plan on how to deal with this. With this Scanfil can track the development in these areas, and if needed, escalate or support the supplier to improve. Scanfil also has the possibility to audit the suppliers to ensure that actions were efficient.

With a big scope of suppliers that Scanfil will impact and depend on, it needs to have good tools to identify risks. During the coming years, it will be a focus area to find such tools or methods that can help the procurement team minimize risks of workers in the value chain. Currently, Scanfil lacks a robust method to ensure that

KEY ACTIONS DURING 2025	HOW ACTION CONTRIBUTES TO POLICIES AND TARGET	SCOPE OF KEY ACTIONS	TIME HORIZON	RESULT AND RESULT FOR VALUE CHAIN WORKERS
EcoVadis assessment for preferred and key suppliers.	Scanfil's Policy for Sustainable Procurement is aligned with the EcoVadis assessment which evaluates the supplier according to international sustainability standards (UNGC, GRI, ISO, and more).	This includes all upstream value chain workers independent of geographic location.	Continuously with targets as presented in section 3.2.5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities.	Insights from the EcoVadis analysis reveal that Scanfil's supplier base outperforms the industry average while highlighting opportunities for improvement among underperforming suppliers.
Mandatory Supplier Code of Conduct for new suppliers.	Scanfil's Supplier Code of Conduct addresses requirements for suppliers regarding environmental, social, and governance	Upstreams value chain workers.	Continuously with targets as presented in section 3.2.5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	This requirement will send a clear message to potential new suppliers and drive suppliers to provide better working conditions for workers.

its actions have a direct positive impact on workers in the value chain. However, Scanfil has observed that suppliers who complete the EcoVadis assessment and begin working on sustainability improvements show rapid progress in their scores.

As a cost-driven company, it is always important for Scanfil to search for supplier relations that give the best-landed cost. This can cause tensions between the choice of low price or low sustainability risks. For this reason, Scanfil requires all new suppliers to sign the Scanfil Supplier Code of Conduct. With this as a minimum requirement for new suppliers, Scanfil can assure not to introduce suppliers who do not respect international laws in terms of labor and human rights. Further, Scanfil has set as a minimum that all key and preferred suppliers must have completed an EcoVadis sustainability rating, which will make it possible for Scanfil to address requests for improvement. Not meeting these minimum requirements may lead to a termination of the contract or a re-classification. Scanfil measures the risk quota for sustainability by targeting the spend placed on suppliers with a good sustainability rating. With the implementation of minimum requirements, Scanfil can avoid tension between the prevention or mitigation of material negative impacts and other business pressures.

Scanfil has not been able to identify any severe human rights incidents in its value chain. At Scanfil, the Chief Supply Chain Officer has the overall responsibility to manage any material impacts caused to a worker in the value chain. This is operationally handled by the global and local procurement team with the support of Scanfil's sustainability related roles.

The sourcing organization is responsible for selecting and developing suppliers following the company's sustainability policies. With both global and local buyers Scanfil believes that it can reach out to all suppliers from both perspectives.

The supplier quality and sustainability function supports the buyer with tools and processes to achieve sustainability targets.

■ 3.2.5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

To manage material negative impacts, advance positive impacts, and manage material risks and opportunities, Scanfil has implemented the following targets.

Level of preferred and key suppliers with a sustainability rating

A sustainability rating must be issued by a recognized third-party provider. The EcoVadis assessment has been verified to be in line with Scanfil's Supplier Code of Conduct and will enhance supplier commitment to this policy. Scanfil aims to have this share as high as possible and has set a target to be above 90 % by 2030. The target is relative as the total amount of preferred and key suppliers might change over the year. All Scanfil suppliers of direct material (material used in customer products) are included in this target. The baseline for this target was set in January 2024 to 40% as the first reporting year. In 2024 the level of preferred and key suppliers with a sustainability rating was 65%.

Measurement is done monthly based on data from the past three months and Scanfil expects a linear progress until 2030. This target is measured as the share of assessed preferred and key suppliers as part of the total amount of preferred and key suppliers. This KPI shows Scanfil's suppliers the importance of complying with international standards (such as labor and human rights, and health and safety) to become a long-term partner to Scanfil. This target was set by the Scanfil supply chain department together with internal sustainability experts as a method to boost the willingness of preferred and key suppliers' to rate their sustainability work. Targets was introduced in 2024 and are validated for 2025. Scanfil can see a strong

positive trend, where more companies do assess their sustainability systems. The target is part of the monthly report and informed to the Directors of Purchasing and Sustainability. Scanfil cannot foresee any major obstacles to meeting this target.

KPI	RESULT 2025	TARGET 2030	BASELINE (JAN. 2024)
Level of preferred and key suppliers with a sustainability rating	76%	>90%	40%

Share of spend placed to suppliers with a sustainability rating

A sustainability rating must be issued by a recognized third-party provider. The EcoVadis assessment has been verified to be in line with Scanfil's Supplier Code of Conduct and will enhance the ability of Scanfil's procurement departments to address their purchase towards suppliers with a sustainability rating. Scanfil aims to have this share as high as possible and have set a target to be above 80 % by 2030. The target is relative as the total spend will change over the years. Scanfil's spending for direct material is included in this target. The baseline year for this target was 2024 and the value was 40%.

Measurement will be done based on a rolling three-month period, and Scanfil has projected linear progress until 2030. This target is measured as the share of spend placed on assessed suppliers as part of the total spend for direct material. It does emphasize to Scanfil's procurement teams the importance of using sustainable suppliers that comply with international standards for labor and human rights, and

health and safety. This target was set by Scanfil's supply chain department together with internal and external sustainability experts as a method to monitor and develop current suppliers or redirect spending to more sustainable sources. Acquisition of new companies during 2025 had a small impact on this target. The impact is considered relatively low (about -3%), and does not imply any recalculation of the target during 2025. Scanfil do see a positive trend and cannot foresee any major obstacles to meeting this target at this phase. The target is part of the monthly report and informed to the Directors of Purchasing and Sustainability. By end of 2025, Scanfil had 200 (167 in 2024) suppliers with a completed EcoVadis assessment, accounting for 55% (47%) of the total procurement spend.

By targeting these KPIs, Scanfil will challenge the supply base to implement sustainable practices which will have the opportunity to reduce negative impacts, advance positive impacts, as well as manage risks and opportunities.

Targets are decided together within Scanfil's supply chain departments (supply chain, procurement & supplier development). Scanfil has also been guided by experts from EcoVadis on how to set targets that will be relevant for Scanfil's value chain workers.

Once decided as a target, the new target is followed as a KPI. Scanfil's supplier quality and sustainability function reports the actual value monthly to the Director of Sustainability, who reports it to the Group Management Team. The responsibility to reach the targets is on Scanfil's supplier quality and sustainability function.

Scanfil started tracking these KPIs in 2024, and can see a steady improvement in all of them. In relation to Scanfil's impact on material topics, the Group sees that more suppliers have established policies that are aligned with international standards.

KPI	RESULT 2025	TARGET 2030	BASELINE (JAN. 2024)
Share of spend to suppliers with a sustainability rating	55%	>80%	40%

4. Governance

4.1 Business Conduct

Information about the role of the administrative, management and supervisory bodies related to Scanfil's business conduct and their expertise on business conduct matters are disclosed in section 1.2 The role of the administrative, management and supervisory bodies.

■ 4.1.1 Business conduct policies and corporate culture

The Group's conduct practices, and corporate culture are steered by different policies and guiding principles, whereof the key policies Scanfil Code of Conduct and the Supplier Code of Conduct have been approved by the Group's CEO.

The Code of Conduct underscores the principles by which Scanfil conducts its relations with employees, business partners, and other stakeholders. All employees must be aware of and comply with the Code of Conduct, which, together with group policies, form the basis for Scanfil's working practices. All managers are accountable for enforcing the Code of Conduct in their organizations. Failure to comply with the Code of Conduct will result in an investigation and can result in disciplinary actions. Scanfil requires suppliers, subcontractors, consultants, and other business partners to adopt and follow the principles of the Code of Conduct.

All new Scanfil employees are required to complete the Code of Conduct e-learning courses or in-person training and acknowledge their commitment to it. The learning materials covers key ethical principles and describes the best practices through examples and exercises. Depending on the employee's duties, some are also required to complete e-learning courses related to other policies such as conflict mineral and supplier contract management policies. Meetings focusing on diversity, equity, and inclusion were arranged quarterly for global and local management which is described in further detail in section 3.1 Own workforce.

The Supplier Code of Conduct is following the United Nations Convention against anti-corruption and is a separate policy that all new suppliers need to comply with to become a supplier. Anti-corruption practices and risk assessment are outlined in both the Scanfil Code of Conduct and the Supplier Code of Conduct. Risk assessments enable Scanfil to undertake required preventive measures to limit exposure to corruption risks when necessary. The evaluation is performed on a needed basis taking into consideration local regulations, business performance practices, counterparts, and cultural context. The risk assessment results are presented annually to the Group Management Team as part of the management review. Scanfil aimed to implement a policy on anti-corruption and anti-bribery consistent with the United Nations Convention against Corruption in 2025. The implementation was moved to 2026.

Scanfil is a signatory of the United Nations Global Compact initiative, implying that the company's suppliers must support and respect the United Nations Global Compact principles. Scanfil and its suppliers ensure that they are not involved in any complicity concerning human rights abuses. Scanfil expects its suppliers to commit to and respect ILO's core labor standards: Freedom of association and right to collective bargaining; elimination of forced labor; effective abolition of child labour; elimination of discrimination in respect of employment and occupation. The Supplier Code of Conduct describes in detail Scanfil's requirements to its business partners in labor, health and safety, environment, business ethics, management systems and communications to all appropriate employees, suppliers or subcontractors engaged in their supply chain.

Scanfil has a conflict mineral policy to meet international responsible sourcing standards, set by the Organisation for Economic Co-operation and Development (OECD). Conflict minerals are tin, tantalum, tungsten, and gold regardless of their country of origin.

The corporate culture is driven by Scanfil's company values which are forming the foundation for its operations.



Customer focused

We add value for our customers and help customers achieve their goals. We build and nurture long-term partnerships. We treat customers fairly and expect fair treatment.



Achieving together

We collaborate across teams and sites and support each other. We benefit from diversity and respect every individual. We celebrate progress and achievements.



Empowered

We take ownership of our own performance, behavior and growth. We explore opportunities to improve and learn from our mistakes. We make decisions in our own responsibility area based on data and evidence.



Engaged to perform

We keep our promises: deliver on time, with quality, at competitive cost. We proactively detect and solve challenges with a solution focus. We continuously improve our competences and capabilities.

Scanfil employees and all other stakeholders can report any ethical concerns or violations of the Code of Conduct, Supplier Code of Conduct and/or applicable legislation. Scanfil has a digital whistleblowing channel which ensures anonymity of the reporter. Employees may additionally report violations by sending emails or placing

official claim letters to local or global HR. The number of reported cases is subject to monthly reporting to the Group Management Team. The Code of Conduct Forum collects quarterly cases and gained experiences for discussion. The Forum consists of factory HR Managers, the Global HR Director, the Director Global Sustainability, and the Chief People Officer. All cases are investigated, ensuring the anonymity of the reporters, and ensuring the protection of whistleblowers. Scanfil is committed to investigating business conduct incidents promptly, independently and objectively. In 2025 there were 30 reported concerns or violations (30 cases in 2024).

Whistleblowers are protected by the local laws in all operating countries. If such a law is missing, the EU law on protection will be applied. Scanfil does not have an active plan to create a policy for extra protection.

■ 4.1.2 Management of relationships with suppliers

The suppliers of raw materials and components are handled by global and local sourcing. Global sourcing is led by the Chief Supply Chain Officer. Global sourcing is responsible for certain key components such as semiconductors and other large volume materials, while local tactical sourcing is responsible for components and materials with local significance and lower volumes. Supplier audits and reviews are done as part of the initialization process of a new supplier and/or business partners, but assessments and reviews can also be done when a concern or doubt of concern have been raised by internal or external stakeholders. The company's target is to know the origin, or at least the country of manufacture, of all the key components and materials.

Scanfil has categorized its suppliers as 'approved', 'key', and 'preferred' suppliers. Scanfil evaluates the sustainability of its suppliers in the initial approval process and key supplier follow-up process as one of the key criteria. Guiding documents are supplier basic document and the score card. The score card has 14 selection criteria of which one is sustainability. A supplier needs to have a sustainability measurement system in place, where Scanfil recommends its partners to use the EcoVadis platform. In EcoVadis, suppliers should receive over 45 points in the assessment to be selected as a business partner. Scanfil has no specific policy to prevent late payments to its suppliers. Payment practices are described in section 4.1.6.

■ 4.1.3 Prevention and detection of corruption and bribery

The Code of Conduct, which guides the ethics of Scanfil's operations, prohibits corruption and bribery in all forms. Scanfil is committed to anti-corruption and anti-bribery in its own operations and in relation to its partners. Prohibition is also included in the Supplier Code of Conduct.

Scanfil is assessing the risk of internal and external corruption. The evaluation is performed on a regular basis taking into consideration local regulations, business performance practices, counterparts, and cultural context. The risk assessment enables Scanfil to undertake the needed preventive measures to limit the exposure to corruption risks. The risk assessment results are presented yearly to the Group Management Team as part of the management review. The following are the main measures for preventing and detecting corruption and bribery:

- Anonymous whistleblowing channel accessible to all stakeholders.
- Online and onsite trainings in the Code of Conduct and other policies guiding Scanfil's operations.
- Assessment to ensure the sustainability of partners and required background checks defined in supplier basic document and score card.
- Continuous development of ethical operations in the supply chain as part of supplier strategy development.
- Four and six-eye principal in approval processes (Group Authorization Manual)

The key measures in this respect include supplier commitment to the Supplier Code of Conduct in line with the 2030 sustainability targets and supplier audits and assessments. Completing the Code of Conduct e-learning courses together with the anonymous whistleblowing channel, aim to prevent corruption and bribery. Additionally, in 2025 Scanfil implemented Business Ethics training for at-risk functions.

The initial phase of procedures to detect and address allegations and incidents of corruption and bribery follows the same method as the whistleblowing channel. All allegations are investigated as soon as they become known to the company. The company can be made aware of allegations through whistleblowing or other channels, e.g., email, phone, information in the media, etc. Scanfil has a procedure for investigating allegations. The involvement of independent investigators is assessed case by case. All claims exceeding the threshold of potential criminal charges are reported to the authorities. Financially immaterial and local allegations can be handled locally. Based on the Audit Committee's assessment, the Board of Directors will handle all financially material allegations or allegations concerning the Group. It will make decisions based on the recommendations of the General Counsel and possibly an external advisor. Neither the person that is being investigated or their

supervisor, participate in the investigation of the breach or suspected breach. If called for by the significance of the breach under investigation, the Chief People Officer involves the General Counsel who reports the incident to the Group Management Team and the Board of Directors at a regular meeting, or immediately if required.

The Supplier Code of Conduct and all policies are available to all employees on the Scanfil Management System. Scanfil has ensured that all employees understand the implications through online training. Scanfil employees handling business relations with suppliers and customers have been trained to explain to their counterparts the implications of the Supplier Code of Conduct, which is also accessible online.

Scanfil's training activities in 2025 referred to Sales and Procurement as the ones considered at-risk functions. The Business Ethics training was an interactive session where the potential risk scenarios were presented with guidance and participants were also able to ask questions related to their daily work challenges. The content of the training included risk assessment practices, managing conflict of interest, anti-corruption measures, preventing anti-competitive practices and ensuring fair business conduct at Scanfil. Participants comprised representatives from global functions and factory experts in at-risk areas accounting for 69% of those invited.

■ 4.1.4 Incidents of corruption or bribery

In 2025, Scanfil had no incidents of corruption or bribery, so the Group had no related actions or fines (no incidents in 2024).

■ 4.1.5 Payment practices

The standard payment term in the new supplier instruction form instructs a minimum of 30 days net, but can be reconsidered individually if the supplier is a small company or for another reason. In many operating countries e.g. in Poland and Finland local legislation drives to pay invoices on time. Scanfil does not have statistics on the percentage of payments executed according to standard payment terms. In 2025, Scanfil had no legal proceedings due to late payments (none in 2024).

■ 4.1.6 Entity specific - Disclosure for Data Security

Data security is a critical component of Scanfil's operations. The Group is committed to responsible and secure business practices. It prioritizes the protection of customer, partner, and employee data. The Group's approach to data security aligns with industry best practices, regulatory requirements, and the evolving cybersecurity landscape.

Data security is overseen by the ICT Director, who reports to the Chief Executive Officer. The ICT Director ensures that data security initiatives are integrated into the Group's development strategy, while oversight and strategic direction are provided by the CEO together with the Group Management Team, which communicates regularly with the Board.

Scanfil's IT/IS Security Policy (Security Policy) aims to guide and increase awareness of the importance of secure practices. The policy is available for employees and is designed to prevent unauthorized access, breaches, and data loss. The policy covers areas such as encryption standards, network security, and incident response. The Security Policy is reviewed as needed following emerging threats and legal requirements.

The Group conducts regular assessments of data security risks, both internal and external. These assessments help to identify vulnerabilities and enhance our mitigation strategies. Key areas of focus include protection against cyber-attacks and data breaches as well as ensuring the security of the upstream value chain. In addition, Scanfil uses external 24/7 security service providers and other external partners if needed to monitor, prevent and control cyber security threats.

Employees across all levels are provided with training in data security practices. This includes phishing prevention, secure data handling, and incident reporting protocols. The goal is to foster a culture of security awareness, minimizing human error and strengthening our security posture. Scanfil uses an e-learning tool to educate all its employees.

Scanfil maintains an incident response plan, which enables the company to respond rapidly to potential data and security incidents. Possible incidents are detected with continuous screening and reporting. All incidents are tracked, and root-cause analyses are conducted to prevent future occurrences. Relevant incidents and findings are reported to the Group Management Team and the Board of Directors. Depending on the severity of the information security issue, it can also be subject to customer communications or other communications. Scanfil can also report and ask for the assistance of authorities and file a criminal report of a possible issue.

Scanfil adheres to global and regional data protection regulations, including the General Data Protection Regulation (GDPR) and other applicable data privacy laws. Three companies regularly assess Scanfil's information security. Each company has ranked Scanfil with high scores. Scanfil continuously develops its data security based on recommendations and best practices.

In 2025, Scanfil had 5 information security events, all of which were investigated (four in 2024). No evidence of data breach or impacts to operations or data availability or integrity was found. As a result of these events, no effects have come to the company's attention. The ICT Director leads information security incident management processes.

Scanfil does not capitalize costs related to data security. Thus, all its expenses are operational expenses. In 2025, the company had approximately EUR 1 million (0.9) in cyber security costs. Scanfil expects its cyber security costs to increase by approximately 9% in 2026 (40% reported in 2024). Over 80% (80%) of the costs are related to services and solutions.

Appendix

IDENTIFIED MATERIAL TOPICS & SUBTOPICS

TOPIC	SUB-TOPIC	SUB-SUB TOPICS	DESCRIPTION	VALUE CHAIN DIRECTION	POTENTIAL AND ACTUAL IMPACTS	TIME HORIZON	NATURE OF ACTIVITIES OR BUSINESS RELATIONSHIPS	WHERE IN THE BUSINESS MODEL	LOCATION	IMPACT MATERIALITY	FINANCIAL MATERIALITY
E - ENVIRONMENT											
	Climate change adaptation		Scanfil operates across four continents, where energy consumption for facility heating and cooling is significant, especially in warmer regions, e.g., China and the US, and colder regions, e.g., Nordics. Scanfil is developing a transition plan to handle exposure to physical climate risks and transition risks and opportunities.	Upstream, Own operations	Actual	Short, medium and long term	Own activities: Adapting own facilities to climate change.	Manufacturing, Facilities	Local	Material	Material
Climate change	Climate change mitigation		Scanfil operates globally, focusing on energy-efficient, fossil-free solutions, especially in warmer regions e.g. China and the US, where cooling demands are high. While stable conditions are expected elsewhere, uncertainties around climate change prompt a commitment to sustainability and increased fossil-free energy use.	Upstream, Own operations, Downstream	Actual	Medium and long term	Own activities: Greenhouse gas emissions from procurement and usage of energy and combustion of fuels at own facilities.	Manufacturing, Facilities, Suppliers, Logistics	Global	Material	Material
	Energy		Scanfil operates worldwide, prioritizing energy-efficient, fossil-free solutions, where heating and cooling needs are high. Commitment to sustainability drives increased use of fossil-free energy, despite stable conditions elsewhere.	Upstream, Own operations	Potential	Medium and long term	Own activities: Need of energy for manufacturing at facilities.	Manufacturing	Local	Material	Not material
Resource Use and Circular Economy	Waste		Effective waste management benefits the environment, economy, and society. It reduces pollution, conserves resources, and creates jobs. By reducing waste, Scanfil improves public health and creates cleaner communities.	Own operations	Actual	-	Own activities: Hazardous and non-hazardous waste generated via manufacturing activities.	Customer specification	Local	Material	Not material

TOPIC	SUB-TOPIC	SUB-SUB TOPICS	DESCRIPTION	VALUE CHAIN DIRECTION	POTENTIAL AND ACTUAL IMPACTS	TIME HORIZON	NATURE OF ACTIVITIES OR BUSINESS RELATIONSHIPS	WHERE IN THE BUSINESS MODEL	LOCATION	IMPACT MATERIALITY	FINANCIAL MATERIALITY
S - SOCIAL RESPONSIBILITY											
Own workforce	Working conditions	Working time	Effective management of working time enhances productivity and employee well-being. Balanced working hours reduce burnout and absenteeism, leading to higher morale and retention. Compliance with labor laws minimizes legal risks and potential fines. Overall, an effective working time approach improves operational efficiency, employee satisfaction, and company reputation, driving profitability and sustainable growth.	Own operations	Potential	Short and medium term	Own activities: Scanfil follows country regulations on working time and enhances it by applying own policies, e.g., on remote work.	Manufacturing, Sales & Marketing, Procurement	Local	Material	Not material
		Adequate wages	Adequate wages ensure financial stability and workforce loyalty, strengthening morale and productivity. Fair compensation strengthens the team and fosters innovation and quality.	Own operations	Potential	Short term	Own activities: Scanfil follows country regulations on minimal wage and enhances it by applying own Salary Regulations Process.	Manufacturing, Sales & Marketing, Procurement	Local	Material	Not material
		Work-life balance	Without a good work-life balance, employees may experience increased stress, burnout, and dissatisfaction. This can lead to higher turnover rates, increasing recruitment and training costs. Productivity and quality of work may suffer, affecting client satisfaction and company reputation. Moreover, health issues arising from chronic stress can result in higher healthcare costs and absenteeism.	Own operations	Actual	Short and medium term	Own activities: Scanfil monitors workload and work-life balance through in-house activities.	Manufacturing, Sales & Marketing, Procurement	Local	Material	Not material
		Health and safety	Health and safety are top priorities at Scanfil. Risks are minimized through safety protocols, training, and risk assessments. By fostering a safety culture, Scanfil protects its own employees and demonstrates a commitment to corporate responsibility and operational excellence.	Own operations	Actual and Potential	Short, medium and long term	Own activities: Scanfil follows country regulations on work safety and enhances it by internal experts forum Safety Council.	Manufacturing, Sales & Marketing, Procurement	Local	Material	Material
	Equal treatment and opportunities for all	Gender equality and equal pay for work of equal value	Gender equality and equal pay ensure fairness. It promotes a just society, boosts the economy, and improves well-being for all. By valuing everyone equally, Scanfil creates a better future.	Own operations	Potential	Medium and long term	Own activities: Scanfil ensures equal treatment and opportunities for all in its policies.	Manufacturing, Sales & Marketing, Procurement	Local	Material	Material
		Training and skills development	Continuous training improves safety, compliance, and environmental impact. It fosters employee growth and satisfaction, leading to higher retention and efficiency. This supports Scanfil's sustainability and competitiveness.	Own operations	Actual	Medium and long term	Own activities: Scanfil offers internal and external training.	Manufacturing, Sales & Marketing, Procurement	Local	Material	Not material

TOPIC	SUB-TOPIC	SUB-SUB TOPICS	DESCRIPTION	VALUE CHAIN DIRECTION	POTENTIAL AND ACTUAL IMPACTS	TIME HORIZON	NATURE OF ACTIVITIES OR BUSINESS RELATIONSHIPS	WHERE IN THE BUSINESS MODEL	LOCATION	IMPACT MATERIALITY	FINANCIAL MATERIALITY
Workers in the value chain	Working conditions	Health and safety	Poor health and safety conditions for workers in the value chain can lead to workplace accidents, occupational illnesses, and long-term health issues, negatively affecting workers' physical and mental well-being. These risks are often higher for vulnerable groups, such as migrant workers or those in low-skilled roles.	Upstream	Potential	Long term	Business relationship: Relationship with supplier partner guided by International standards for Labor and human rights (ILO and UN).	Suppliers	Global	Material	Not material
	Other work related rights	Child labor	Child labour deprives children of their right to education, exposes them to hazardous conditions, and causes long-term physical and psychological harm. It perpetuates poverty cycles and violates fundamental human rights, severely damaging company reputation and ethical standards. It would also violate the Scanfil brand, trust and lead to financial losses.	Upstream	Potential	Short, medium and long term	Business relationship: Relationship with supplier partner guided by International standards for Labor and human rights (ILO and UN).	Suppliers	Global	Material	Material
		Forced labor	Forced labour possess financial risks through reputational damage, legal consequences, and lost businesses. Incidents can result in significant costs and harm to brand value. Proactive due diligence offers an opportunity to strengthen reputation, ensure compliance, and attract ethically conscious customers and investors, supporting long-term financial resilience.	Upstream	Financial Risk	Short, medium and long term	Business relationship: Relationship with supplier partner guided by International standards for Labor and human rights (ILO and UN).	Suppliers	Global	Not material	Material
	Equal treatment and opportunities for all	Gender equality and equal pay for work of equal value	Gender equality leads to equal pay and the same opportunity for leadership roles. It prevents a higher exposure to insecure or informal employment for women, supports fair labor practices and social justice	Upstream	Actual	-	Business relationship: Relationship with supplier partner guided by International standards for Labor and human rights (ILO and UN).	Suppliers	Global	Material	Not material

TOPIC	SUB-TOPIC	SUB-SUB TOPICS	DESCRIPTION	VALUE CHAIN DIRECTION	POTENTIAL AND ACTUAL IMPACTS	TIME HORIZON	NATURE OF ACTIVITIES OR BUSINESS RELATIONSHIPS	WHERE IN THE BUSINESS MODEL	LOCATION	IMPACT MATERIALITY	FINANCIAL MATERIALITY
G - GOVERNANCE											
	Corporate culture		Scanfil values and cherishes diversity, equality, and inclusion. The value "Achieving Together" highlights how being one team globally is emphasized, how diversity is benefited from: ideas are shared, respect and reliance on each other are emphasized, collective success is aimed for, and how every individual is respected with no tolerance for bullying, harassment, or discrimination.	Own operations	Actual	-	Own activities and business relationship: Corporate culture and customer business ethical requirements are driven by the Code of Conduct.	Manufacturing, Sales & Marketing, Procurement	Global	Material	Not Material
	Management of relationships with suppliers including payment practices		By managing supplier relationships and payment practices effectively, businesses can significantly impact their operational efficiency and financial health. Timely payments strengthen trust, foster loyalty, and attract high-quality suppliers, ultimately leading to a more stable and reliable supply chain. Fair and ethical payment practices also contribute to social responsibility, supporting fair wages and working conditions. Conversely, delayed or unfair payments can strain relationships, leading to disruptions, quality issues, and increased costs.	Upstream	Potential	Short and medium term	Business relationship: Relationships with suppliers, including payment practices are a part of healthy supplier relationships.	Procurement, Suppliers	Global	Material	Not Material
Business conduct	Corruption & Bribery	Prevention and detection	Effective prevention and detection of corruption and bribery protect organizational integrity and stakeholder trust. Implementing robust policies, regular audits, and compliance training reduces legal risks, financial losses, and reputational damage. These measures foster a transparent, ethical culture, promoting sustainable and fair business practices.	Upstream, Own operations, Downstream	Potential	Short term	Own activities and business relationships: Corruption and bribery can have a financial impact on the business. These incidents can result in increased regulatory scrutiny and loss of business opportunities.	Sales & Marketing, Procurement	Global	Material	Not Material
	Cybersecurity		Cybersecurity breaches can have severe financial consequences. Direct losses include theft, fraud, and ransom payments. Legal and regulatory penalties arise from data breaches and non-compliance. Reputational damage can lead to customer loss and reduced revenue. Operational disruptions cause downtime and productivity loss. Finally, insurance premiums may increase, further impacting costs.	Upstream, Own operations, Downstream	Actual	-	Own activities and business relationships: Cybersecurity breaches can have direct financial losses, legal and regulatory costs, operational disruptions and reputation damage.	Manufacturing, Sales & Marketing, Procurement	Global	Material	Not Material

Conclusions to immaterial topics

Scanfil has concluded that pollution, water and marine resources, biodiversity and ecosystems, affected communities and consumers and end-users are not material topics and therefore omit all the disclosure requirements in the corresponding topical ESRS.

ESRS TOPIC	CONCLUSION OF THE DOUBLE MATERIALITY ASSESSMENT
Pollution	<p>Although Scanfil considers pollution to be an important topic, the company's operations have a limited impact on both environmental and water pollution making the level of materiality for impacts, risks and opportunities within this ESRS to fall below the materiality threshold.</p> <p>In comparison to previous reporting period, where the sub-topic Substances of very high concern was identified as material for Scanfil, such substances are found to be present in only small quantities in most of those products that Scanfil is manufacturing (below 0.1% considering the weight-by-weight threshold defined by REACH). Thus, substances of very high concern do not imply a significant risk or impact from a financial, environmental or social perspective. Consequently, they do not currently influence stakeholder decisions or present notable risks to the company or society. This removal is in alignment with applicable regulatory guidelines and reflects the commitment to focus on material efforts for topics with clear and measurable relevance.</p>
Water and marine resources	<p>Scanfil is not a large consumer of water yet believes taking responsibility for its water consumption is important. The manufacturing processes use a moderate amount of water, indicating that water usage is not a significant part of operations. Moreover, Scanfil's operations have a low impact on water discharges into the ocean, suggesting that the activities do not significantly affect marine resources. Upstream suppliers need water in their processes, but Scanfil does not measure this consumption. Although Scanfil believes in taking responsibility for water consumption, the overall impact and usage are relatively low, making it less material compared to other resources or environmental factors.</p> <p>Scanfil's operations have a limited impact on marine resources as there are no industrial discharges, chemical spills, or improper waste disposal that can contaminate marine ecosystems. Scanfil has an impact on climate change, but this is handled in other environmental reporting topics. Regarding shipping, Scanfil uses vessels for shipping but has no direct impact on operations. The company has no direct activities in mining, oil drilling, or deep-sea mining that could affect marine ecosystems directly. Since Scanfil does not produce any plastics, it does not contribute to ocean pollution.</p>
Biodiversity and ecosystems	<p>Scanfil's operations have a minimal impact on biodiversity and ecosystems. The company does not engage in activities that affect forests, grasslands, wetlands, or agricultural areas. Land use is limited to factory expansions in controlled zones, ensuring minimal disruption, and pollution from operations is minor, resulting in low impact on dams, water diversions, and withdrawals for agriculture and industry. Freshwater habitats such as rivers, lakes, and wetlands remain undisturbed, and there are no activities related to oceans. Emissions from factories are minimal, leading to a low impact on biodiversity.</p>
Affected communities	<p>Scanfil respects the civil and political rights in different communities by operating in environments where these rights are upheld. The company mitigates legal and reputational risks, avoiding costly litigation and damage control efforts. Although a stable political climate fosters economic growth, and healthier populations and cultures provide the business with more reliable markets and investment opportunities, the topical ESRS does not currently reach the threshold level of materiality for Scanfil. B2B contract manufacturers like Scanfil, without product ownership, typically have limited direct interaction with indigenous communities. Scanfil's focus lies in fulfilling customer orders, often involving indirect supply chains. As such, Scanfil is less directly concerned with specific indigenous rights. While ethical business practices are essential, the specific challenges and opportunities related to indigenous rights are more relevant to companies directly involved in resource extraction, operating in specific regions, or having direct community relationships. For Scanfil as a contract manufacturer, the primary concern is the production of goods according to specific customer requirements. This focus is on the technical aspects of manufacturing, quality control, and timely delivery, rather than broader social and ethical considerations like indigenous rights.</p>
Consumers and end-users	<p>Scanfil as a contract manufacturer, produces products according to customer specifications and does not often have direct contact with end users. Scanfil is not involved in the design phase of the manufactured products and has no market monitoring or deeper knowledge of the intended use of the products. Should any safety risks for consumers and end users be discovered based on the information Scanfil has, the company will inform its customers about this. As such, the influence on social inclusion initiatives is limited.</p>

LIST OF DATAPOINTS IN CROSS-CUTTING AND TOPICAL STANDARDS THAT DERIVE FROM OTHER EU LEGISLATION

DISCLOSURE REQUIREMENT AND RELATED DATAPOINT	SFDR REFERENCE	PILLAR 3 REFERENCE	BENCHMARK REGULATION REFERENCE	EU CLIMATE LAW REFERENCE	PAGE #
ESRS 2 GOV-1 Board's gender diversity paragraph 21 (d)	Indicator number 13 of Table #1 of Annex 1		Commission Delegated Regulation (EU) 2020/1816 (27) , Annex II		p. 22
ESRS 2 GOV-1 Percentage of board members who are independent paragraph 21 (e)			Delegated Regulation (EU) 2020/1816, Annex II		p. 22
ESRS 2 GOV-4 Statement on due diligence paragraph 30	Indicator number 10 Table #3 of Annex 1				p. 24
ESRS 2 SBM-1 Involvement in activities related to fossil fuel activities paragraph 40 (d) i	Indicators number 4 Table #1 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 (28) Table 1: Qualitative information on Environmental risk and Table 2: Qualitative information on social risk	Delegated Regulation (EU) 2020/1816, Annex II		Not material
ESRS 2 SBM-1 Involvement in activities related to chemical production paragraph 40 (d) ii	Indicator number 9 Table #2 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II		Not material
ESRS 2 SBM-1 Involvement in activities related to controversial weapons paragraph 40 (d) iii	Indicator number 14 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1818 (29) , Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		Not material
ESRS 2 SBM-1 Involvement in activities related to cultivation and production of tobacco paragraph 40 (d) iv			Delegated Regulation (EU) 2020/1818, Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II		Not material
ESRS E1-1 Transition plan to reach climate neutrality by 2050 paragraph 14				Regulation (EU) 2021/1119, Article 2(1)	p. 46
ESRS E1-1 Undertakings excluded from Paris-aligned Benchmarks paragraph 16 (g)		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book-Climate Change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 12.1 (d) to (g), and Article 12.2		p. 46
ESRS E1-4 GHG emission reduction targets paragraph 34	Indicator number 4 Table #2 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book - Climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 6		p. 51

DISCLOSURE REQUIREMENT AND RELATED DATAPOINT	SFDR REFERENCE	PILLAR 3 REFERENCE	BENCHMARK REGULATION REFERENCE	EU CLIMATE LAW REFERENCE	PAGE #
ESRS E1-5 Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors) paragraph 38	Indicator number 5 Table #1 and indicator number 5 Table #2 of Annex 1				p. 54
ESRS E1-5 Energy consumption and mix paragraph 37	Indicator number 5 Table #1 of Annex 1				p. 53
ESRS E1-5 Energy intensity associated with activities in high climate impact sectors paragraphs 40 to 43	Indicator number 6 Table #1 of Annex 1				p. 54
ESRS E1-6 Gross Scope 1, 2, 3 and Total GHG emissions paragraph 44	Indicators number 1 and 2 Table #1 of Annex 1	Article 449a; Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book - Climate change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 5(1), 6 and 8(1)		p. 57
ESRS E1-6 Gross GHG emissions intensity paragraphs 53 to 55	Indicators number 3 Table #1 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book - Climate change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 8(1)		p. 58
ESRS E1-7 GHG removals and carbon credits paragraph 56				Regulation (EU) 2021/1119, Article 2(1)	Not material
ESRS E1-9 Exposure of the benchmark portfolio to climate-related physical risks paragraph 66			Delegated Regulation (EU) 2020/1818, Annex II Delegated Regulation (EU) 2020/1816, Annex II		Not material
ESRS E1-9 Disaggregation of monetary amounts by acute and chronic physical risk paragraph 66 (a)		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraphs 46 and 47; Template 5: Banking book - Climate change physical risk: Exposures subject to physical risk.			Not material
ESRS E1-9 Location of significant assets at material physical risk paragraph 66 (c).					Not material
ESRS E1-9 Breakdown of the carrying value of its real estate assets by energy-efficiency classes paragraph 67 (c).		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraph 34; Template 2: Banking book - Climate change transition risk: Loans collateralized by immovable property - Energy efficiency of the collateral			Not material
ESRS E1-9 Degree of exposure of the portfolio to climate- related opportunities paragraph 69			Delegated Regulation (EU) 2020/1818, Annex II		Not material

DISCLOSURE REQUIREMENT AND RELATED DATAPOINT	SFDR REFERENCE	PILLAR 3 REFERENCE	BENCHMARK REGULATION REFERENCE	EU CLIMATE LAW REFERENCE	PAGE #
ESRS E2-4 Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil, paragraph 28	Indicator number 8 Table #1 of Annex 1 Indicator number 2 Table #2 of Annex 1 Indicator number 1 Table #2 of Annex 1 Indicator number 3 Table #2 of Annex 1				Not material
ESRS E3-1 Water and marine resources paragraph 9	Indicator number 7 Table #2 of Annex 1				Not material
ESRS E3-1 Dedicated policy paragraph 13	Indicator number 8 Table 2 of Annex 1				Not material
ESRS E3-1 Sustainable oceans and seas paragraph 14	Indicator number 12 Table #2 of Annex 1				Not material
ESRS E3-4 Total water recycled and reused paragraph 28 (c)	Indicator number 6.2 Table #2 of Annex 1				Not material
ESRS E3-4 Total water consumption in m ³ per net revenue on own operations paragraph 29	Indicator number 6.1 Table #2 of Annex 1				Not material
ESRS 2- SBM 3 - E4 paragraph 16 (a) i	Indicator number 7 Table #1 of Annex 1				Not material
ESRS 2- SBM 3 - E4 paragraph 16 (b)	Indicator number 10 Table #2 of Annex 1				Not material
ESRS 2- SBM 3 - E4 paragraph 16 (c)	Indicator number 14 Table #2 of Annex 1				Not material
ESRS E4-2 Sustainable land / agriculture practices or policies paragraph 24 (b)	Indicator number 11 Table #2 of Annex 1				Not material
ESRS E4-2 Sustainable oceans / seas practices or policies paragraph 24 (c)	Indicator number 12 Table #2 of Annex 1				Not material
ESRS E4-2 Policies to address deforestation paragraph 24 (d)	Indicator number 15 Table #2 of Annex 1				Not material
ESRS E5-5 Non-recycled waste paragraph 37 (d)	Indicator number 13 Table #2 of Annex 1				p. 61
ESRS E5-5 Hazardous waste and radioactive waste paragraph 39	Indicator number 9 Table #1 of Annex 1				p. 61

DISCLOSURE REQUIREMENT AND RELATED DATAPOINT	SFDR REFERENCE	PILLAR 3 REFERENCE	BENCHMARK REGULATION REFERENCE	EU CLIMATE LAW REFERENCE	PAGE #
ESRS 2- SBM3 - S1 Risk of incidents of forced labor paragraph 14 (f)	Indicator number 13 Table #3 of Annex I				Not material
ESRS 2- SBM3 - S1 Risk of incidents of child labor paragraph 14 (g)	Indicator number 12 Table #3 of Annex I				Not material
ESRS S1-1 Human rights policy commitments paragraph 20	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex I				p. 63
ESRS S1-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 21			Delegated Regulation (EU) 2020/1816, Annex II		p. 63
ESRS S1-1 Processes and measures for preventing trafficking in human beings paragraph 22	Indicator number 11 Table #3 of Annex I				Not material
ESRS S1-1 Workplace accident prevention policy or management system paragraph 23	Indicator number 1 Table #3 of Annex I				p. 64
ESRS S1-3 Grievance/complaints handling mechanisms paragraph 32 (c)	Indicator number 5 Table #3 of Annex I				p. 65
ESRS S1-14 Number of fatalities and number and rate of work-related accidents paragraph 88 (b) and (c)	Indicator number 2 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		p. 72
ESRS S1-14 Number of days lost to injuries, accidents, fatalities or illness paragraph 88 (e)	Indicator number 3 Table #3 of Annex I				p. 72
ESRS S1-16 Unadjusted gender pay gap paragraph 97 (a)	Indicator number 12 Table #1 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		p. 72
ESRS S1-16 Excessive CEO pay ratio paragraph 97 (b)	Indicator number 8 Table #3 of Annex I				p. 72
ESRS S1-17 Incidents of discrimination paragraph 103 (a)	Indicator number 7 Table #3 of Annex I				p. 72
ESRS S1-17 Non-respect of UNGPs on Business and Human Rights and OECD Guidelines paragraph 104 (a)	Indicator number 10 Table #1 and Indicator n. 14 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818 Art 12 (f)		Not material

DISCLOSURE REQUIREMENT AND RELATED DATAPOINT	SFDR REFERENCE	PILLAR 3 REFERENCE	BENCHMARK REGULATION REFERENCE	EU CLIMATE LAW REFERENCE	PAGE #
ESRS 2- SBM3 – S2 Significant risk of child labor or forced labor in the value chain paragraph 11 (b)	Indicators number 12 and n. 13 Table #3 of Annex 1				p. 36
ESRS S2-1 Human rights policy commitments paragraph 17	Indicator number 9 Table #3 and Indicator n. 11 Table #1 of Annex 1				p. 74
ESRS S2-1 Policies related to value chain workers paragraph 18	Indicator number 11 and n. 4 Table #3 of Annex 1				p. 74
ESRS S2-1 Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines paragraph 19	Indicator number 10 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)		p. 74
ESRS S2-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 19			Delegated Regulation (EU) 2020/1816, Annex II		p. 74
ESRS S2-4 Human rights issues and incidents connected to its upstream and downstream value chain paragraph 36	Indicator number 14 Table #3 of Annex 1				p. 75
ESRS S3-1 Human rights policy commitments paragraph 16	Indicator number 9 Table #3 of Annex 1 and Indicator number 11 Table #1 of Annex 1				Not material
ESRS S3-1 Non-respect of UNGPs on Business and Human Rights, ILO principles or OECD guidelines paragraph 17	Indicator number 10 Table #1 Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)		Not material
ESRS S3-4 Human rights issues and incidents paragraph 36	Indicator number 14 Table #3 of Annex 1				Not material
ESRS S4-1 Policies related to consumers and end-users paragraph 16	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex 1				Not material
ESRS S4-1 Non-respect of UNGPs on Business and Human Rights and OECD guidelines paragraph 17	Indicator number 10 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)		Not material
ESRS S4-4 Human rights issues and incidents paragraph 35	Indicator number 14 Table #3 of Annex 1				Not material

DISCLOSURE REQUIREMENT AND RELATED DATAPOINT	SFDR REFERENCE	PILLAR 3 REFERENCE	BENCHMARK REGULATION REFERENCE	EU CLIMATE LAW REFERENCE	PAGE #
ESRS G1-1 United Nations Convention against Corruption paragraph 10 (b)	Indicator number 15 Table #3 of Annex 1				p. 78
ESRS G1-1 Protection of whistle- blowers paragraph 10 (d)	Indicator number 6 Table #3 of Annex 1				p. 80
ESRS G1-4 Fines for violation of anti-corruption and anti-bribery laws paragraph 24 (a)	Indicator number 17 Table #3 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II)		p. 81
ESRS G1-4 Standards of anti- corruption and anti- bribery paragraph 24 (b)	Indicator number 16 Table #3 of Annex 1				p. 81

Scanfil has not identified any legislation, standard or framework requiring the company to disclose other information in addition to the requirements prescribed in ESRS.

Description of the process to identify and assess material impacts, risks and opportunities

Time horizon identification

For potential impacts, risks, and opportunities, the time horizon has been identified within which the impact, risk, or opportunity will occur. The default time horizons used are based on those defined in the ESRs:

- Short-term: Reporting period
- Medium-term: Reporting period to 5 years
- Long-term: > 5 years

Value chain parameters

Scanfil's value chain has been taken into consideration for each identified impact, risk, and opportunity. Scanfil has identified what direction(s) of the value chain (upstream, own operations, and downstream) the impact, risk, or opportunity occurs in as well as the specific position(s) within the value chain direction.

Impact identification

For each impact identified, the company has analyzed the following criteria:

- Whether the impact is actual or potential
- Whether the impact is negative or positive
- Whether the impact is direct or indirect

Impact scoring criteria

The impacts were then scored based on the following criteria, in line with ESRs:

- Negative impacts were scored based on severity, a combination of scale, scope and remediability, and likelihood. Severity was prioritized over the likelihood of negative impacts on human rights.
- Positive impacts were scored based on their scale, scope, and likelihood.

Scale, scope, remediability, and likelihood were determined based on the following default criteria:

Scale:

1. Minimal consequence on people/environment
2. Low consequences on people/environment that are easily managed or mitigated
3. Medium consequence that is manageable within reasonable means
4. High consequence that can cause substantial disruption and require immediate attention
5. Absolute: Major disruption with long-term consequences

Scope*:

1. Few individuals / Very low – Isolated location
2. Groups / Minority of customers / Low – Multiple locations
3. Departments / Large groups / Roughly half of customers / Medium – Several large areas
4. Business divisions / Majority / Entire region
5. Global / Entire populations / All customers/end-users

* Dependent on the most affected stakeholder group

Remediability:

1. Easily reversible
2. Low
3. Reversible with material effort/cost
4. High
5. Permanent

Likelihood:

1. Rare (<10%)
2. Low (10-25%)
3. Possible (25-50%)
4. Likely (50-75%)
5. Almost certain (>75%)
6. Actual (100%)

Scoring and threshold methodology

The scoring and threshold methodology for impact materiality included:

- Each impact was assessed by positive/negative and actual/potential
- Assessment of the severity of the impact was then plotted against the likelihood of it occurring
- The product of both is the impact score
- Impact score = Likelihood x Severity
 - Severity of negative impacts = (Scale + Scope + Irremediability)
 - Severity of positive impacts = (Scale + Scope)

All impacts related to that sustainability matter were plotted on a 5x5 grid of Severity vs. Likelihood. The threshold for impact is set as a sloping line, dependent on the combination of severity and likelihood.

A threshold line was established that gave precedence to severity over likelihood (i.e., all impacts with severity scores > 4 were considered material irrespective of likelihood, while also taking into account less severe risks that were more likely).

If any impacts for a given sustainability matter were above the threshold, then the sustainability matter itself would be deemed to be material.

Risk and opportunity identification

For each risk and opportunity identified, Scanfil has analyzed the following criteria:

- The direct or indirect ownership of the risk/opportunity
- The negative or positive financial effect of the risk or opportunity, respectively

Risk and opportunity scoring criteria

The risks and opportunities were then scored based on the magnitude of the financial effect and the likelihood of it occurring.

The magnitude of the financial effect and likelihood was determined using the following criteria:

Magnitude of financial effect*:

1. Minor
2. Moderate
3. High
4. Very High
5. Major

* The default is based on the Net Asset Value entered by the company.

Likelihood:

1. Rare (<10%)
2. Low (10-25%)
3. Possible (25-50%)
4. Likely (50-75%)
5. Almost certain (>75%)

Scoring and threshold methodology

The scoring and threshold methodology for financial materiality included:

- The product of both is the Financial score
- Financial score = Likelihood X Magnitude

All of the risks and opportunities related to that sustainability matter were plotted on a 5x5 grid of Size of financial effect vs. Likelihood. The threshold for financial materiality is set as a sloping line, dependent on the combination of Size of financial effect and Likelihood. An approximate materiality threshold line had been established, which captured all the highest tiers of financial effects and less affecting risks that were more likely. This means that, for each risk/opportunity where the product of Size of financial effect and Likelihood score is above the threshold, it is material.

Disclosures incorporated by reference

The following sections are addressed by incorporated references to other parts of the Board of Directors' report or external documents:

- 1.1. General basis for preparation of the Sustainability Statement
- 1.2 The role of the administrative, management and supervisory bodies
- 1.4 Integration of sustainability-related performance in incentive schemes
- 1.5 Statement on due diligence
- 1.7 Strategy, business model, and value chain
- 1.9 Material impacts, risks and opportunities, and their interaction with the strategy and business model

THE LEVEL OF DATA ACCURACY FOR ENVIRONMENTAL AND SOCIAL DATA

ESRS TOPIC	METRIC	LEVEL OF ACCURACY FOR ACTIVITY DATA	LEVEL OF ACCURACY FOR ENVIRONMENTAL DATA
E1-4	GHG targets for Scope 3	High	Medium
E1-6	Scope 3.1	High	Medium
E1-6	Scope 3.2	High	Medium
E1-6	Scope 3.3	High	Medium
E1-6	Scope 3.4	High	Medium
E1-6	Scope 3.5	High	Medium
E1-6	Scope 3.6	High	Medium
E1-6	Scope 3.7	Medium	Medium
E1-6	Scope 3.11	Low	Medium
E1-6	GHG intensity	High	Medium
S2-5	Level of preferred and key suppliers with a sustainability rating	High	N/A
S2-5	Share of spend to suppliers with a sustainability rating	High	N/A

Consolidated Financial Statement IFRS

CONSOLIDATED INCOME STATEMENT

EUR THOUSAND	Note	1.1.-31.12.2025	1.1.-31.12.2024
Turnover	1.1	797,113	779,912
Other operating income	1.2	10,387	1,159
Changes in inventories of finished goods and work in progress		159	-3,098
Use of materials and supplies	1.3	-523,387	-522,784
Employee benefit expenses	1.4	-138,535	-122,929
Depreciation and amortisation	3.5	-23,641	-21,110
Other operating expenses	1.5	-67,782	-58,572
Operating profit		54,315	52,578
Financial income	4.2	1,287	1,219
Financial expense	4.2	-4,444	-2,715
Profit before tax		51,158	51,081
Income tax	1.6	-10,266	-12,475
Net profit for the period		40,893	38,606
Attributable to:			
Shareholders of the parent company		40,893	38,606
Earnings per share calculated on the profit attributable to shareholders of the parent company:			
undiluted earnings per share	1.7	0.63	0.59
diluted earnings per share	1.7	0.62	0.59

CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME

EUR THOUSAND	Note	1.1.-31.12.2025	1.1.-31.12.2024
Net profit for the period		40,893	38,606
Other comprehensive income			
Items that may later be recognised in profit or loss			
Translation differences	4.8	-3,731	2,087
Cash flow hedges	4.8	-17	-970
Other comprehensive income, net of tax		-3,747	1,117
Total comprehensive income		37,145	39,724
Total comprehensive income attributable to:			
The parent company owners		37,145	39,724

CONSOLIDATED STATEMENT OF FINANCIAL POSITION

EUR THOUSAND	Note	31.12.2025	31.12.2024
ASSETS			
Non-current assets			
Property, plant and equipment	3.3	67,777	68,374
Right-of-use-assets	3.4	28,852	26,532
Goodwill	3.1	36,314	29,113
Other intangible assets	3.2	20,617	19,997
Other investments	4.6	519	518
Deferred tax assets	1.6	8,240	7,700
		162,319	152,233
Current assets			
Inventories	2.2	176,451	173,245
Trade and other receivables	2.3	175,604	165,353
Advance payments		589	655
Current tax		4,861	4,173
Cash and cash equivalents	4.1	74,657	48,534
		432,162	391,960
Total assets		594,481	544,193

EUR THOUSAND	Note	31.12.2025	31.12.2024
EQUITY AND LIABILITIES			
Shareholder's equity and liabilities			
Share capital	4.8	2,000	2,000
Reserve for invested unrestricted equity fund		34,692	33,290
Fair Value Reserve		-63	-46
Other reserves		2,650	2,650
Translation differences		-6,231	-2,500
Retained earnings		281,449	255,643
Total equity		314,497	291,036
Non-current liabilities			
Provisions	5.1	1,934	1,788
Interest bearing liabilities	4.3	22,500	20,000
Non-interest bearing liabilities	4.3	3,757	10,314
Lease liabilities	4.3	23,001	21,863
Deferred tax liabilities	1.6	8,568	9,650
		59,759	63,614
Current liabilities			
Trade and other liabilities	2.4	174,926	158,889
Current tax		4,491	2,088
Provisions	5.1	398	693
Interest bearing liabilities	4.3	32,001	22,749
Non-interest bearing liabilities	4.3	1,687	
Lease liabilities	4.3	6,722	5,123
		220,225	189,543
Total liabilities		279,984	253,157
Total shareholder's equity and liabilities		594,481	544,193

CONSOLIDATED STATEMENT OF CASH FLOW

EUR THOUSAND	Note	1.1.-31.12.2025	1.1.-31.12.2024
Cash flow from operating activities			
Net profit		40,893	38,606
Adjustments for the net profit			
Transactions without payment:			
Change in provisions		-141	772
Capital gain / loss for fixed assets		47	-349
Exchange rate differences		1,227	425
Other adjustments		-10,978	247
Depreciation and amortisation		23,641	21,110
Financial income		-1,287	-1,219
Financial expenses		4,444	2,441
Taxes		10,281	12,495
Change in net working capital:			
Change in accounts receivable and other receivables		-10,310	13,990
Change in inventories		2,816	50,415
Change in accounts payable and other liabilities		18,015	-28,159
Change in net working capital total		10,521	36,246
Paid interests and other financial expenses		-3,518	-2,130
Interest received		1,034	951
Taxes paid		-12,068	-17,479
Net cash from operating activities		64,096	92,116

EUR THOUSAND	Note	1.1.-31.12.2025	1.1.-31.12.2024
Cash flow from investing activities			
Net cash from acquisition	3.6	-12,885	-22,296
Investments in tangible and intangible assets	3.2, 3.3	-14,304	-15,654
Sale of tangible and intangible assets		14	349
Net cash from investing activities		-27,175	-37,601
Cash flow from financing activities			
Share subscriptions based on stock options	1.4	1,575	
Repayment of short-term loans		-4,314	-2,172
Proceeds from long term loans		25,000	
Repayment of long-term loans		-10,000	-6,000
Repayment of lease liabilities		-6,231	-4,448
Paid dividends		-15,672	-14,994
Net cash from financing activities		-9,642	-27,615
Net increase/decrease in cash and cash equivalents		27,279	26,900
Cash and cash equivalents at beginning of period		48,534	21,222
Changes in exchange rates		-1,156	411
Cash and cash equivalents at end of period		74,657	48,534

CONSOLIDATED STATEMENT OF CHANGES IN EQUITY

Equity attributable to equity holders of the parent company

EUR THOUSAND	Note	Share capital	Reserve for invested unrestricted equity fund	Fair value reserve	Other reserves	Translation differences	Retained earnings	Equity total
Equity 1.1.2025		2,000	33,290	-46	2,650	-2,500	255,643	291,036
Comprehensive income								
Net profit for the period							40,893	40,893
Other comprehensive income (net of tax)								
Translation differences	4.8					-3,731		-3,731
Cash flow hedges	4.5, 4.8			-17				-17
Total comprehensive income				-17		-3,731	40,893	37,145
Transactions with owners								
Option Scheme							413	413
Paid dividends							-15,672	-15,672
Share options exercised			1,401				174	1,575
Equity 31.12.2025		2,000	34,692	-63	2,650	-6,231	281,449	314,497

Equity attributable to equity holders of the parent company

EUR THOUSAND	Note	Share capital	Reserve for invested unrestricted equity fund	Fair value reserve	Other reserves	Translation differences	Retained earnings	Equity total
Equity 1.1.2024		2,000	34,806	924	2,650	-4,588	230,246	266,038
Comprehensive income								
Net profit for the period							38,606	38,606
Other comprehensive income (net of tax)								
Translation differences	4.8					2,087		2,087
Cash flow hedges	4.5, 4.8			-970				-970
Total comprehensive income				-970		2,087	38,606	39,724
Transactions with owners								
Option Scheme							268	268
Paid dividends							-14,994	-14,994
Share options exercised*			-1,516				1,516	0
Equity 31.12.2024		2,000	33,290	-46	2,650	-2,500	255,643	291,036

* 1.1.2024 The cumulative effect of entries related to exercised share options has been reclassified as retained earnings from the reserve for invested unrestricted equity fund.

Accounting principles for consolidated financial statements

Basic details of the group

Scanfil plc is a Finland-based public limited company domiciled in Sievi.

The parent company Scanfil plc and the subgroups Scanfil EMS Oy, Scanfil Sweden AB, Scanfil Holding Germany GmbH, SRXGlobal Pty Ltd, Scanfil Group Inc and Scanfil Holding Italy S.r.l make up Scanfil Group (hereinafter 'Scanfil' or 'the group'). The shares of parent company Scanfil plc have been quoted on the Main List of Nasdaq Helsinki Ltd since January 2, 2012.

Scanfil is an international contract manufacturer and system supplier for the electronics industry with over 45 years of experience in demanding contract manufacturing. Scanfil provides its customers with an extensive array of services, ranging from product design to product manufacturing, material procurement and

logistics solutions. Typical Scanfil products include automation system modules, frequency converters, elevator control systems, analyzers, various vending machines, and devices related to medical technology and meteorology. Scanfil's network of factories consists of 12 production units in Europe, Asia, Australia and North America. The total number of employees is approximately 4,200.

Accounting principles

Scanfil's consolidated financial statements have been prepared in accordance with International Financial Reporting Standards (IFRS), applying the IAS and IFRS effective on December 31, 2025, as well as the SIC and IFRIC interpretations. "IFRS" refers to the standards and their interpretations in the Finnish Accounting Act and the provisions issued thereunder in accordance with the Regulation (EC) No 1606/2002 of the European Parliament and of the Council on the application of international accounting standards within the Regulation (EC) No 1606/2002 of the European Parliament and of the

Council on the application of international accounting standards within the Community. The notes to the consolidated financial statements are also in compliance with Finnish accounting and corporate legislation.

The consolidated financial statements have been prepared for the period January 1 – December 31, 2025.

In its meeting held on February 19, 2026, the Board of Directors of Scanfil plc approved the consolidated financial statements for publication.

According to the Finnish Limited Liability Companies Act, the ordinary general meeting has the right to adopt, reject or amend the financial statements after their publication.

Unless otherwise stated, the financial statements are presented in thousands of euros, and the information is based on historical costs of transactions, unless otherwise stated in the accounting principles.

All individual figures and totals presented in the financial statements have been rounded, due to which the total sum of single figures may differ from the sum presented. The key figures were calculated using precise values.

Accounting principles for consolidated financial statements

The general accounting principles used for consolidated financial statements are described in this section. More detailed accounting principles are shown below in connection with each item.

The table below shows the accounting principles used for the consolidated financial statements of Scanfil plc, the associated notes and references to the most important IFRS regulating the financial statement items.

Accounting principle	Note	IFRS standard
Turnover and segment information	1.1	IFRS 15, IFRS 8
Employee benefit expenses	1.4	IAS 19, IFRS 2
Income taxes and deferred taxes	1.6	IAS 12
Inventories	2.2	IAS 2
Goodwill and impairment testing	3.1	IAS 36
Intangible assets	3.2	IAS 38, IFRS 3
Property, plant and equipment	3.3	IAS 16, IAS 23
Right-of-use-assets	3.4	IFRS 16
Acquired businesses	3.6	IFRS 3, IAS 32, IFRS 9
Financial income and expenses	4.2	IFRS 9, IAS 32, IAS 39, IFRS 7
Financial liabilities and Cash and cash equivalents	4.1, 4.3	IFRS 9, IAS 32, IFRS 7, IFRS 13
Provisions	5.1	IAS 37

SUBSIDIARIES' COMBINATION PRINCIPLES

Subsidiaries are companies controlled by the group. Control emerges when the group controls more than one half of the votes or otherwise has control. The group has controlling interest in an entity when it has the right and ability to control significant operations in the entity and when it is exposed to or has the right to variable returns from the entity through its power over the entity. The existence of potential voting rights is also taken into account when estimating the criteria for control when the instruments entitling to potential voting rights can be realised at the time of the assessment.

Intra-group shareholdings have been eliminated using the acquisition cost method. Consideration transferred and the identifiable assets and assumed liabilities of the acquired company are measured at fair value at the time of the acquisition. Acquisition-related expenses, apart from expenses related to the issue of debt or equity securities, have been recorded as expenses. Consideration transferred does not include business operations handled separately from the acquisition. Their impact has been taken into account in connection with the acquisition through profit or loss.

Any conditional additional purchase price is measured at fair value at the time of the acquisition and classified as either debt or equity. Additional purchase price classified as debt is measured at fair value at the balance sheet date of each reporting period, and the resulting profit or loss is recognised through profit or loss. Additional purchase price classified as equity is not re-valued.

Non-controlling interests represent the equity in subsidiaries not attributable to the Group. Where non-controlling interests are subject to put or call options or forward purchase contracts, the Group applies an accounting policy whereby IAS 32 Financial Instruments: Presentation takes precedence over IFRS 10 Consolidated Financial Statements. When the substance of such arrangements indicates that acquisition of the remaining shares is the expected outcome, the shares subject to the arrangement are accounted for as if already acquired, no non-controlling interest is recognised, and a financial liability is recognised at the fair value of the expected redemption or

exercise amount and subsequently remeasured through profit or loss within finance income or expense. Upon settlement, the liability is derecognised with no impact on equity, and if the arrangement expires unexercised, a non-controlling interest is recognised with any resulting difference recorded directly in equity. For all other non-controlling interests, the Group applies IFRS 10.

Acquired subsidiaries are consolidated from the moment the group has gained control, and divested subsidiaries until control ceases to exist. All intra-group transactions, receivables, liabilities and unrealised gains and internal profit distribution are eliminated upon preparing the consolidated financial statements. Unrealised losses are not eliminated when the loss is due to impairment.

Should the group lose control of a subsidiary, the remaining holding is measured at fair value on the date of losing control, and the resulting difference is recognised through profit or loss. Acquisitions made prior to January 1, 2010 are handled in accordance with the regulations effective at the time.

CONVERSION OF ITEMS IN FOREIGN CURRENCY

The figures concerning the result and financial position of group units are measured in the currency that is the currency of each unit's main operating environment (the operating currency). The consolidated financial statements are presented in euros, which is the operating and reporting currency of the group's parent company.

Foreign currency-denominated transactions are recorded in the operating currency using the foreign exchange rates on the transaction date. In practice, a rate that is sufficiently close to the rate of the transaction date is often used. The resulting exchange rate differences are recognised through profit or loss. Foreign exchange gains and losses related to business operations are recognised as adjusted sales and purchase items. Rate differences in financing are presented under financial income and expenses.

In the consolidated financial statements, the income statements of foreign group companies are translated into euros using the average annual rates published by the European Central Bank. The companies' balance sheets are translated into euros using the rates in force on the balance sheet date.

Translation differences owing to the different exchange rates used in the income statement and balance sheet as well as translation differences attributable to the use of the acquisition method and equity balances accrued after the acquisition have been recorded in group equity, and the change in translation differences are presented in the statement of comprehensive income.

OPERATING PROFIT

IAS 1 Presentation of Financial Statements does not specify the concept of operating profit. The group has defined it as follows: operating profit is the net sum of turnover plus other operating income less acquisition costs adjusted for the change in inventories of finished goods and work in progress as well as costs arising from production for own use, less employee benefit expenses, depreciation and any impairment losses and other operating expenses. All of the items in the income statement apart from those specified above are presented under operating profit. Exchange rate differences are included in the operating profit if they arise from operations-related items; otherwise, they are recognised in financial items.

ACCOUNTING PRINCIPLES REQUIRING THE DISCRETION OF MANAGEMENT AND MAJOR UNCERTAINTY FACTORS ASSOCIATED WITH THE ESTIMATES

The preparation of financial statements in accordance with international accounting standards requires the company's management to make estimates and assumptions that affect the contents of the financial statements. The estimates and assumptions made are based on previous experience and assumptions, which in turn are based on the circumstances prevailing at the time the financial statements are prepared and future prospects. Even though the estimates are based on the most recent information available and the management's best judgment, the actual outcome may differ from the estimates. The following lists the most significant items that require the management's assessment.

The group annually performs testing for impairment of goodwill and other intangible rights. The recoverable amounts for cash-generating units have been determined with calculations based on value in use. These calculations require the use of estimates from the management. More information on impairment testing of goodwill is available in Note 3.1, "Goodwill".

Potential obsolescence included in the value of inventories is regularly examined and, if necessary, the value of inventories is depreciated to match their net realisable value. These examinations require estimates on the future demand for products. Inventories are presented in Note 2.2, "Inventories".

Estimates are also required when assessing the amount of provisions associated with business operations. Note 5.1, "Provisions", presents the provisions made within the group.

Management judgement is applied within the expected credit loss model and particularly in relation to the assessment of disputed or otherwise credit-impaired receivables.

Accounting for business combinations may require estimates in determining the fair values of the assets and liabilities assumed, as well as in the measurement of contingent consideration and option arrangements.

Furthermore, the management also uses its discretion when recognising and measuring corporate tax and deferred tax assets.

IMPACT OF CLIMATE-RELATED ISSUES ON THE FINANCIAL STATEMENTS

Climate-related matters have limited direct and indirect impacts on the following areas of Scanfil's consolidated financial statements in 2025:

- Risks and opportunities related to climate change will affect cash flow estimates, terminal growth and discount rates used in goodwill impairment testing.
- Scanfil has invested in solar power generation capacity in 2024, which has increased fixed assets and related depreciations.

- The general transition to a low-carbon economy will affect Scanfil's revenue, expenses and cash flows, particularly reflected in the sales of the Energy and Cleantech customer group.

Potential future impacts of climate change on the consolidated financial statements may include, for example, sales revenue and cash flows from increased demand in the Energy and Cleantech customer group; expenses and cash flows related to climate change and the transition to a low-carbon economy; investments in energy-efficient assets and related depreciation; asset impairments due to physical damage caused by changing weather conditions. It is difficult to assess the potential future financial impacts of climate change. No separately identifiable financial impact is considered material to Scanfil at the balance sheet date. Scanfil continues to assess the impacts, risks and opportunities related to climate change and takes them into account in the consolidated financial statements, as necessary.

New and amended standards applied in the financial year ended 31 December 2025

Scanfil Group has observed the following new and amended standards from January 1, 2025:

The amendments to IAS 21 The Effects of Changes in Foreign Exchange Rates, provide additional guidance on assessing whether a currency is exchangeable and on estimating the spot exchange rate when exchangeability is lacking. The amendments did not have any impact on the Group's consolidated financial statements.

Adoption of new and amended standards in future financial years

Scanfil has not yet applied the following new or revised standards and interpretations already published by the IASB. The group will adopt them as of the effective date of each standard and interpretation, or if the effective date is not the first day of the financial period, as of the beginning of the first financial period after the effective date.

Amendments to IFRS 9 Financial Instruments and IFRS 7 Financial Instruments: Disclosures clarifying the derecognition of financial liabilities, the assessment of

financial assets with certain contractual features, including ESG-linked features, the accounting for non-recourse and contractually linked instruments, as well as the treatment of contracts referencing nature-dependent electricity. The amendments also introduce additional disclosure requirements. The amendments are effective for annual reporting periods beginning on or after 1 January 2026, with early adoption permitted. The Group is currently assessing the impact of the amendments on its consolidated financial statements.

IFRS 18 PRESENTATION AND DISCLOSURE IN FINANCIAL STATEMENTS

IFRS 18 introduces new requirements for presentation within the statement of profit or loss, including specified totals and subtotals. Furthermore, entities are required to classify all income and expenses within the statement of profit or loss into one of five categories: operating, investing, financing, income taxes and discontinued operations, whereof the first three are new. It also requires disclosure of newly defined management-defined performance measures (MPM), subtotals of income and expenses, and includes new requirements for aggregation and disaggregation of financial information based on the identified 'roles' of the primary financial statements (PFS) and the notes.

In addition, narrow-scope amendments have been made to IAS 7 Statement of Cash Flows, which include changing the starting point for determining cash flows from operations under the indirect method, from 'profit or loss' to 'operating profit or loss' and removing the optionality around classification of cash flows from dividends and interest. In addition, there are consequential amendments to several other standards.

IFRS 18, and the amendments to the other standards, is effective for reporting periods beginning on or after 1 January 2027, but earlier application is permitted and must be disclosed. IFRS 18 will apply retrospectively.

The Group is currently working to identify all impacts the amendments will have on the primary financial statements and notes to the financial statements. Based on the preliminary assessment carried out so far, the impacts are expected to relate to the presentation and breakdown of information, particularly the consolidated income statement, the notes on management-defined performance measures, and the presentation of the cash flow statement.

Notes to consolidated financial statements

1. ITEMS AFFECTING THE RESULT

1.1 Turnover and segment information

Accounting principle revenue recognition

The Group's turnover mainly consists of customer agreements that only include the sale of goods. Typical Scanfil products include automation system modules, frequency converters, elevator control systems, analyzers, various vending machines, and devices related to medical technology and meteorology.

Revenue is recognised when a company transfers control of goods or services to a customer either over time or at a point in time. The Group mainly fulfils the performance obligation at a certain point in time when control of an asset item is transferred to the customer. Typically, control is transferred when goods are delivered in compliance with the terms of delivery. Revenue arising from the sale of products is recognised when the significant risks and rewards of ownership, right of possession and actual control of the products sold have been transferred to the buyer. A small part of the group's turnover comes from service sales. Service sales

include prototype manufacturing, productisation, component, storage and logistics services, as well as after-sales services, including repair and updating services for products. Some revenue from services is recognised over time in accordance with the completion of the services.

With regard to customers' consignment stocks, revenue is recognised when control is transferred to the customer, i.e. when goods are transferred to the consignment stock.

Variable considerations include cash and quantity discounts and consequences of delayed deliveries. Variable considerations are included in the performance obligation sales price of the receivable.

Scanfil provides a product warranty on the basis of customer contracts. The warranty period typically ranges from 12 to 24 months, and it can be at most 36 months. The warranty is not a separate performance obligation. Payment terms are customer-specific, ranging from 30 to 90 days.

Until 2024, Scanfil reported one operational segment. Following the group's organizational changes implemented on 1 January 2025, management reassessed its operating segments in accordance with IFRS 8. As a result, the group now reports

four reportable operating segments (later reporting segments): Americas, APAC, Central Europe and Northern Europe. This change reflects the revised internal management structure and are based on management reporting. Comparative information for 2024 has been restated to reflect the new segment structure. See also Note 1.1, Reporting segments.

TURNOVER

The company's customers include international operators in the automation, energy, data transmission and health technology sectors, among other industries, and companies operating in fields related to urbanisation.

In 2025 the Group's turnover was EUR 797.1 (779.9) million, an increase of 2.2% compared to the previous year. The turnover increased by EUR 17.2 million. The comparison period included EUR 14.5 million material sales to consignment inventory.

In 2025, the largest customer accounted for about 13% (13%) of turnover and the top ten customers accounted for about 59% (55%) of turnover.

Grouping of revenue

Revenue is grouped into product and service sales by reporting segment. The majority, more than 90%, of the company's revenue comes from sales of manufactured products.

EUR MILLION	2025			2024		
	Goods	Services	Total	Goods	Services	Total
Reporting Segments						
Americas	36.4	13.7	50.1	22.2	15.9	38.0
APAC	217.1	0.3	217.4	189.3		189.3
Central Europe	272.7	3.2	275.9	300.6	2.7	303.3
Northern Europe	236.7	23.6	260.2	229.5	27.9	257.4
Internal sales	-6.5		-6.5	-8.1		-8.1
Total	756.2	40.9	797.1	733.5	46.4	779.9

Timing of revenue recognition

Goods and services transferred at a point of time	756.2	38.1	794.3	733.5	44.4	777.9
Services transferred over time		2.8	2.8		2.0	2.0
Total	756.2	40.9	797.1	733.5	46.4	779.9

Major customers

EUR THOUSAND	2024	% of turnover	2023	% of turnover
Customer 1	107,555	13 %	100,531	13 %
Customer 2	80,840	10 %	81,649	10 %
Customer 3	79,668	10 %	62,598	8 %
Total	268,063		244,778	

The same customers are not necessarily shown in the table above for the reporting period and for the comparison period.

Contractual amounts recognised on the balance sheet

The table below presents contractual receivables, assets and liabilities recognised on the balance sheet. Contract liabilities are advances received from customers.

EUR THOUSAND	2025	2024
Trade receivables, which are included in "Trade and other receivables"	163,012	153,934
Contract assets		14
Contract liabilities	11,328	20,226
Trade and other receivables		
Current	163,012	153,934
Total	163,012	153,934

Significant changes in the contract assets and the contract liabilities balances during the period are as follows:

EUR THOUSAND	2025	2024
Contract assets		
Transferred to trade receivables	-14	-64
Contract liabilities		
Recognised in Profit and Loss	-20,226	-22,692
Increase in advances received from customer	11,328	20,226

Reporting segments

Scanfil reorganized its operations into four geographical reporting segments as of 1 January 2025: Americas, APAC, Central Europe and Northern Europe. The segments reflect the revised internal management structure and are based on management reporting. The Group's chief operating decision-maker, the CEO, reviews the segments regularly to assess performance and allocate resources. Segment performance is evaluated based on comparable EBITA and comparable operating profit (EBIT).

Segment revenue consists of external revenue as well as inter-segment revenue, which is eliminated at the Group level. Depreciation and amortization include both ordinary depreciation and amortization arising from the allocation of purchase price in business combinations.

Because the reportable segments are defined on a geographical basis, the assets and liabilities of the segments include the assets and liabilities of Group companies

operating in those geographical areas, including goodwill allocated to the segments. The assets and liabilities presented in the segment table include all Group assets and liabilities, including deferred tax assets and liabilities, and they reconcile to the consolidated balance sheet. Assets and liabilities presented at Group level relate primarily to Group financing and consist mainly of cash and borrowings from financial institutions and these items are not allocated to individual segments. Comparative information for 2024 has been presented in accordance with the new segment structure.

REPORTING SEGMENTS

	Americas		APAC		Central Europe		Northern Europe		Group and eliminations		Total	
EUR THOUSAND	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024	2025	2024
External turnover	49,890	37,930	214,843	187,470	274,062	299,525	258,323	254,984	-5	3	797,113	779,912
Inter-segment turnover	211	106	2,604	1,864	1,820	3,742	1,909	2,416	-6,544	-8,128	0	0
Turnover	50,101	38,036	217,447	189,334	275,882	303,267	260,232	257,400	-6,549	-8,125	797,113	779,912
Operating profit (EBIT)	2,351	3,256	16,302	13,779	11,651	22,331	16,771	14,008	7,240	-796	54,315	52,578
Operating profit (EBIT), %	4.7	8.6	7.5	7.3	4.2	7.4	6.4	5.4			6.8	6.7
Segment assets	59,751	32,468	172,633	162,255	183,256	195,223	122,986	117,119	55,855	37,127	594,481	544,193
Segment liabilities	20,363	9,269	86,952	79,728	66,506	65,556	50,709	47,022	55,455	51,582	279,984	253,157
Other disclosures												
Depreciation and amortization	-2,465	-1,960	-6,442	-4,674	-9,082	-9,227	-5,170	-4,790	-482	-459	-23,641	-21,110
Investments (PPE and intangible assets)	2,436	1,357	6,446	3,259	1,658	8,850	3,472	1,974	292	185	14,304	15,625
Personnel at the end of period	333	180	980	875	1,581	1,669	1,205	1,184	100	89	4,199	3,997

Information about the whole entity

Information about the whole entity comprises the Group's assets excluding deferred tax assets. The geographical distribution of assets is based on the physical location of the assets. The assets mainly consist of goodwill, intangible and tangible assets, inventories, trade receivables and cash and cash equivalents.

Turnover is allocated based on the location of the customers.

Assets on geographical areas

EUR THOUSAND	2025	2024
Domicile		
Finland	75,484	50,853
Poland	152,510	158,613
China	114,662	107,408
Sweden	56,960	59,428
Estonia	46,538	40,840
Australia	35,470	36,283
Germany	23,838	33,514
USA	59,134	31,791
Malaysia	21,222	17,537
Singapore	251	41
Hungary	168	185
Italy	5	
Total	586,241	536,493

Turnover by location of customers (delivery address)

EUR THOUSAND	2025	2024
Sweden	136,496	164,939
China	114,140	118,588
Finland	96,662	89,992
USA	91,835	73,710
Germany	65,094	82,812
Poland	55,895	44,473
Rest of Europe	190,712	175,406
Rest of Asia	44,110	25,723
Others	2,169	4,269
Total	797,113	779,912

1.2 Other operating income

ACCOUNTING PRINCIPLE

Income other than that associated with actual business operations is recognised under other operating income. Such items include capital gains from the sales of tangible fixed assets, rental income, insurance compensation payments and public subsidies.

Government grants related to tangible and intangible assets are deducted from an asset's acquisition cost, and the net acquisition cost is capitalised on the balance sheet. Other financial contributions are recognised in other operating income through profit or loss.

Other operating income, EUR THOUSAND	2025	2024
Write-off of contingent consideration	9,899	
Proceeds from sale of property, plant and equipment	15	352
Allowances and compensations	325	535
Rental income		1
Other	149	271
Total	10,387	1,159

1.3 Use of materials and supplies

Use of materials and supplies, EUR THOUSAND	2025	2024
Materials, supplies and goods		
Purchases during the period	520,060	500,113
Change in inventories	3,327	22,671
Total	523,387	522,784

1.4 Employee benefit expenses

EMPLOYEE BENEFITS

Employee benefits include short-term employee benefits, post-employment benefits and share-based payments. Short-term employee benefits are posted as expense for the financial period during which the work was performed.

ACCOUNTING PRINCIPLE

Short-term employee benefits

Short-term employee benefits include salaries and fringe benefits, annual holidays and performance bonuses.

POST-EMPLOYMENT BENEFITS

Pension arrangements related to post-employment benefits are classified as defined benefit or defined contribution plans. The group does not have significant defined benefit pension plans. Most of Scanfil's obligations towards its employees are comprised of various defined contribution pension plans. The pension contributions for defined contribution pension plans are posted as expense for the financial period during which they were accrued. In Finland, the defined contribution pension plans are based on the Employees Pensions Act, according to which the pension contributions are based directly on the beneficiary's earnings.

There is a multi-employer supplementary defined benefit pension plan for employees in industry and commerce secured by Alecta in Sweden. Because Alecta is unable to furnish Scanfil with information that would enable the plan to be reported as a defined benefit plan in accordance with IAS 19 Employee Benefits, it is reported as a defined contribution plan.

Employee benefit expenses, EUR thousand	2025	2024
Salaries, wages and fees	109,499	96,351
Share-based payments	413	268
Pension costs - defined-contribution schemes	17,042	15,126
Other indirect employee expenses	11,581	11,183
Total	138,535	122,929

Management's employee benefits are reported in note 5.3, "Details of related parties and Group structure".

number of group employees at the end of the period	2025	2024
Finland	325	291
Abroad	3,874	3,706
Total	4,199	3,997

Share-based payments

ACCOUNTING PRINCIPLE

The Group has two option schemes in place. Option rights are valued at their fair value at the time they were granted and recognised as an expense in the income statement under employee benefits in equal portions during the vesting period. The expense defined at the time the options were granted is based on the group's estimate of the amount of options assumed to be vested at the end of the vesting period. The fair value of options has been defined based on the Black-Scholes pricing model. Assumptions concerning the final amount of options are updated on each reporting date. Changes in the estimates are recognised in profit or loss. When option rights are exercised, proceeds from share subscriptions, adjusted with potential transaction costs, are entered under equity.

OPTION SCHEME 2019

On April 24, 2019, the Annual General Meeting accepted the 2019 option scheme (A)–(C). Based on the 2019 option scheme, maximum of 900,000 option rights granted. Each option right enables its holder to subscribe one Scanfil plc share. The start of the option rights subscription period requires that the group's production and financial goals and conditions specifically determined by the Board for exercising the option rights are met. The subscription price of shares is determined based on the Company's trading volume weighted average share price in Nasdaq Helsinki Ltd during the period March 1 to March 31 three years before start of the option rights subscription period. Based on the authorization granted by the Annual General Meeting, the Board of Directors decides on providing option rights to the group's President and to the members of the Management Team. All option rights granted from the 2016 option program have been marked.

OPTION SCHEME 2022

On 21 April 2022, the Annual General Meeting of Scanfil plc decided to authorize the Board of Directors to decide on granting stock options rights to key personnel of the Scanfil Group and to decide on the terms and conditions of the maximum amount of 1,200,000 option rights. Based on the authorization, the Board of Directors has on 27 October 2022 decided on general terms and conditions of option plan ("Option plan 2022") and issuing 1,200,000 option rights. The total amount of the option program is a maximum of 1,200,000 option rights and they are given free of charge. Of these options, 400,000 will be marked with the codes 2022AI and 2022AII, 400,000 2022BI and 2022BII and 400,000 2022CI and 2022CII. The options entitle the holder to subscribe for a maximum of 1,200,000 of the company's new or existing shares. The option rights whose goals are not met will expire as determined by the Board.

The subscription period for option right 2022AI and 2022AII is 1 May 2025 – 30 April 2027, for option right 2022BI and 2022BII 1 May 2026 – 30 April 2028, and for option right 2022CI and 2022CII 1 May 2027 – 30 April 2029. The share subscription price for 2022AI and 2022AII are the Company's trading volume weighted by the Company's average share price on the Nasdaq Helsinki 1 November 2022 – 30 November 2022, for option rights 2022BI and 2022BII the trading volume weighted by the Company's average share price on the Nasdaq Helsinki 1 November 2023 – 30 November 2023, and for 2022CI and 2022CII the trading volume weighted by the Company's average share price on the Nasdaq Helsinki 1 November 2024 – 30 November 2024. The share subscription price is entered in the Company's reserve for invested non-restricted equity.

The board decides on the granting of stock options and all related conditions.

On 25 October 2024 Scanfil plc's Board of Directors decided on granting stock option rights to key personnel of the Scanfil Group. Granted option rights shall be marked as "2022CI" and "2022CII". Each option right entitles its holder to subscribe for one (1) of the company's new shares or shares in its possession. The subscription period for option rights 2022CI and 2022CII is 1 May 2027 – 30 April 2029. The subscription price of option rights 2022CI and 2022CII is the trade volume weighted average price of the Scanfil plc share on Nasdaq Helsinki Ltd during the period of 1– 30 November 2024.

On 27 October 2023 Scanfil plc's Board of Directors decided on granting stock option rights to key personnel of the Scanfil Group. Granted option rights shall be marked as "2022BI" and "2022BII". Each option right entitles its holder to subscribe for one (1) of the company's new shares or shares in its possession. The subscription period for option rights 2022BI and 2022BII is 1 May 2026 – 30 April 2028.

On 27 October 2022 Scanfil plc's Board of Directors decided on granting stock option rights to key personnel of the Scanfil Group. Granted option rights shall be marked as "2022AI" and "2022AII". Each option right entitles its holder to subscribe for one (1) of the company's new shares or shares in its possession. The subscription period for option rights 2022AI and 2022AII is 1 May 2026 – 30 April 2027.

In 2025, the expense recognition of the option scheme was EUR 413 (268) thousand.

In 2025, a total of 40,000 Company's shares were subscribed under option rights 2019(B). The subscription price of EUR 173,600 of subscriptions made under the option rights has been recognised in the retained earnings. Scanfil transferred 40,000 treasury shares held by the company to subscribers on the basis of the subscriptions made under the option rights.

In 2025, a total of 110,000 new shares were subscribed under option rights 2019(C). The subscription price of EUR 810,700 of subscriptions made under the option rights has been recognised in the invested unrestricted equity fund. The shares subscribed with the stock options have been registered with the Trade Register on 17.3. and 5.12.2025.

In 2025, a total of 96,500 new shares were subscribed under option rights 2022(AI) and (AII). The subscription price of EUR 590,580 of subscriptions made under the option rights has been recognised in the invested unrestricted equity fund. The shares subscribed with the stock options have been registered with the Trade Register on 29.8. and 5.12.2025.

Option schemes 31.12.2025	2022CI ja 2022CII	2022BI ja 2022BII	2022AI ja 2022AII	2019C	2019B
Grant date	25.10.2024	27.10.2023	27.10.2022	25.10.2021	27.10.2020
Subscription price (EUR)	7.76	7.81	6.12	7.37	4.34
Fair value (EUR)	1.69	1.91	1.22	1.66	1.79
Share price at time of granting (EUR)	7.9	8.04	5.98	7.74	5.16
Term of validity (years)	4.5	4.5	4.5	4.5	4.5
Subscription period	1.5.2027- 30.4.2029	1.5.2026- 30.4.2028	1.5.2025- 30.4.2027	1.5.2024- 30.4.2026	1.5.2023- 30.4.2025
Outstanding in the beginning of the period, pcs	364,000	294,000	284,000	220,000	40,000
Granted	12,000				
Forfeited	-20,000	-26,000	-6,000		
Exercised			-96,500	-110,000	-40,000
Outstanding at the end of the period, pcs	356,000	268,000	181,500	110,000	0

1.5 Other operating expenses

Other operating expenses include the following significant items:

Other operating expenses, EUR thousand	2025	2024
Hired labour	13,075	14,295
Subcontracting	1,834	1,391
Sales freight	3,134	3,281
Energy	4,946	4,554
Tools & repair and maintenance of tools	7,377	6,973
Rents	1,196	1,560
Maintenance expenses	5,378	4,992
Travel, marketing and vehicle expenses	2,360	2,422
Other employee expenses	4,083	3,981
Bought services	8,612	5,341
ICT expenses	6,168	4,709
Other operating expenses	9,619	5,074
Total	67,782	58,572

During the financial period 2025 and 2024, the company's main auditor was the auditing company Ernst & Young Oy.

Auditor's remuneration, EUR THOUSAND	2025	2024
Audit fees	518	513
Sustainability assurance	40	70
Auditors statement	2	
Tax consulting	3	
Other services	3	27
Total	565	611

Auditing services include EUR 21 thousand fees paid to other auditing companies.

1.6 Income taxes

ACCOUNTING PRINCIPLE

Income taxes

The taxes of the consolidated income statement include taxes based on the results of the group companies and calculated in accordance with local tax laws and tax rates. The taxes in the income statement also include the change in deferred tax assets and liabilities.

Deferred tax assets or liabilities are calculated on temporary differences between taxation and financial statements and differences due to group eliminations based on tax rates for the following year confirmed by the reporting date. Temporary differences arise from intercompany profits on inventories, depreciation differences and provisions, among others.

Deferred tax liabilities are recognised in full. Deferred tax assets are recognised only when it is probable that receivables can be utilised against the taxable income of future financial periods.

The purpose of the company's management assessment is to identify the company's tax positions for which the related tax legislation is open to interpretation. An adjustment is recorded on uncertain tax positions identified on the basis of the estimate if it is expected that the tax authorities will challenge the management's interpretation. The amount of the reservation is based on the estimated final tax cost.

USE OF ESTIMATES

The management uses its discretion in determining the amount of income taxes and in recognizing deferred tax assets. Deferred tax assets are recognised for taxable losses and for the temporary differences between the taxation values and book values of assets and liabilities. Deferred tax assets are recognised to the extent that the group probably accumulates, according to the assessment by the management, enough taxable income against which the deferred tax assets can be utilized.

Income taxes, EUR THOUSAND	2025	2024
Current tax	12,402	11,394
Tax expense of previous years	321	8
Deferred taxes	-2,458	1,073
Total	10,266	12,475

Reconciliation of tax expense in the income statement and taxes calculated at the tax rate applicable in Finland of 20% (20% in 2024)

Income taxes, EUR THOUSAND	2025	2024
Earnings before taxes	51,158	51,080
Taxes calculated at domestic tax rate	10,232	10,216
Different tax rates of foreign subsidiaries	-723	-88
Tax at source on dividends paid in China	431	482
Tax at source on dividends paid in Estonia	2,538	1,113
Reversal of withholding tax on unpaid dividends	-2,960	-1,590
Withholding tax of unpaid dividends	1,620	1,527
Reversal of Poland Economic Zone adjustment		419
Tax-exempt income from the write-off of contingent consideration	-1,980	
Non-deductible expenses and other items	786	389
Taxes from previous years	321	8
Taxes in income statement	10,266	12,475
Effective tax rate, %	20.1	24.4
Tax rate of the parent company, %	20.0	20.0

Legislation concerning minimum taxation under the OECD Pillar 2 framework has been enacted and brought into force in certain jurisdictions in which the Group operates, and the legislation has been effective since 1 January 2024. The Group applies a temporary mandatory relief to recognizing and disclosing information about deferred tax assets and liabilities arising from Pillar 2 income taxes, as provided in the amendments to IAS 12.

The Group's assessment of potential tax impacts arising from Pillar 2 legislation is based on its most recent reporting and analyses, which take into account the OECD Safe Harbour assumptions and transition regulations. In most of Scanfil's operating jurisdictions, the effective tax rate clearly exceeds the 15% threshold. Based on the assessments performed, the Group does not expect Pillar 2 legislation to result in any top-up tax for the financial years 2024 or 2025.

DEFERRED TAX ASSETS AND LIABILITIES

EUR THOUSAND	1.1.2025	Recognised through profit and loss	Recognised under other comprehensive income	Translation differences	Acquired businesses	31.12.2025
Deferred tax assets:						
Inventories	975	-523			-60	392
Provisions	906	45			12	963
Fixed assets	578	129			1	709
Rental agreements	6,352	395			-4	6,743
Other	1,165	589	-13		9	1,751
Losses	3,738	350				4,088
Net	-6,014	-391				-6,405
Total	7,700	595	-13	0	-42	8,240
Deferred tax liabilities:						
Long-term customer relationships	-4,135	579		-1,073	126	-4,503
Rental agreements	-5,962	-354				-6,316
Unpaid dividends	-3,095	1,340				-1,755
Fixed assets	-1,714	34			18	-1,662
Other	-707	-90	17		132	-648
Net	5,962	354				6,316
Total	-9,650	1,862	17	-1,073	291	-8,568

In the 2025 financial statements, Scanfil Oyj recognised a deferred tax asset of EUR 4,088 (3,738) thousand relating to unused tax losses totalling EUR 13,794 (12,718) thousand. Of the available losses eligible for tax purposes, EUR 11,725 (11,942) thousand have an unlimited carry-forward period and EUR 2,069 (776) thousand are subject to a maximum carry-forward period of ten years.

EUR THOUSAND	1.1.2024	Recognised through profit and loss	Recognised under other comprehensive income	Translation differences	Acquired businesses	31.12.2024
Deferred tax assets:						
Investment grant to Poland	416	-419		3		0
Inventories	800	140		36		975
Provisions	902	-10		14		906
Fixed assets	568	9		1		578
Rental agreements	4,941	1,407		4		6,352
Other	1,596	-826	28	13	355	1,165
Losses	3,164	336			238	3,738
Net	-4,692	-1 322				-6,014
Total	7,694	-686	28	71	593	7,700
Deferred tax liabilities:						
Long-term customer relationships	-977	430		51	-3,638	-4,135
Rental agreements	-4,692	-1,271				-5,962
Unpaid dividends	-3,159	64				-3,095
Fixed assets	-1,013	-696		-5		-1,714
Other	-554	-185	214	307	-488	-707
Net	4,692	1,271				5,962
Total	-5,703	-387	214	353	-4,127	-9,650

1.7 Earnings per share

ACCOUNTING PRINCIPLE

Earnings per share

Earnings per share are calculated by dividing the profit for the period attributable to equity holders of the parent company with the weighted average number of outstanding shares during the financial period. For the earnings per share adjusted for the dilution effect, the impact of possible share-based incentive schemes and option rights is taken into account. The exercise of options is not considered when calculating earnings per share if the share subscription price using the option exceeds the average market price of the share during the period.

Earnings per share, EUR THOUSAND	2025	2024
Net profit for the period attributable to equity holders of the parent company	40,893	38,606
Number of shares, undiluted (1,000 pcs)	65,314	65,191
Earnings per share, undiluted, EUR	0.63	0.59
Dilution effect of stock options (1,000 pcs)	225	82
Number of shares, diluted (1,000 pcs)	65,539	65,274
Earnings per share, diluted, EUR	0.62	0.59

2. NET WORKING CAPITAL

2.1 Net working capital

The company includes the following items in its net working capital: of current assets, inventories, trade receivables and other receivables, advance payments as well as deferred tax assets based on the taxable income for the financial period, and of current liabilities, trade payables and other liabilities as well as deferred tax liabilities based on the taxable income for the financial period.

The group monitors on a monthly basis the ratio of net working capital to the turnover for the previous 12 months.

Net working capital was 22.3% of net sales, compared to 23.4% at the end of the previous year.

Net working capital, EUR THOUSAND	2025	2024
Net working capital		
Inventories	176,451	173,245
Trade receivables	163,012	153,934
Accrued income, other receivables and income tax receivables	17,453	15,592
Advance payments	589	655
Trade payables	-127,840	-105,653
Advances received	-11,328	-20,226
Accrued expenses, other liabilities and income tax liabilities	-40,250	-35,095
Total	178,088	182,451
Net working capital, % of turnover	22.3 %	23.4 %

2.2 Inventories

ACCOUNTING PRINCIPLE

Inventories

Inventories are measured at the acquisition cost and net realisable value, whichever is lower. The acquisition cost is determined on a weighted-average basis. The cost of raw materials includes the expenses incurred for purchasing and putting them into storage. The cost of finished goods and work in progress includes raw materials, direct labour costs and other direct expenditure as well as a proportion of fixed costs.

The impairment due to obsolescence, based on the management's estimate of probable net realisable value, is taken into account when determining the value of inventories. The net realisable value is the estimated selling price less sale-related costs.

USE OF ESTIMATES

Potential obsolescence included in the value of inventories is regularly examined and, if necessary, the value of inventories is depreciated to match their net realisable value. These examinations require estimates on the future demand for products.

Inventories, EUR thousand	2025	2024
Materials and supplies	139,095	143,033
Work in progress	19,986	18,509
Finished goods	17,370	11,702
Total	176,451	173,245

Impairment losses on inventories during the financial year amounted to EUR 4.7 (2.0) million.

2.3 Trade and other receivables

ACCOUNTING PRINCIPLE

Trade receivables

Trade receivables are created when Scanfil invoices products and services delivered to customers. The group has approximately 150 active customers, of which the largest customers are Nordic market leaders in their industries. The client companies are spread over several different industries and geographical areas. In general, the business of the Group's key customers is not particularly sensitive to economic cycles and the life cycles of products are often long. Overdue accounts receivable are regularly monitored and actively collected. The creditworthiness of new customers is checked and only standard payment terms are granted to customers. The general uncertain economic situation has not had a significant impact.

Trade receivables are measured at the original invoiced amount. For uncertain receivables, impairment is recognised on the basis of expected credit losses. The Group applies a simplified model approach to trade receivables, in which the estimated amount of credit losses is based on percentages defined on the basis of the age distribution of the receivables. These percentages are based on historical credit-loss data and the assessed probability of future credit losses. Where necessary, the allowance is adjusted on a case-by-case basis if an individual receivable is considered to carry a higher-than-normal credit risk.

USE OF ESTIMATES

The expected credit losses model involves management judgment and particularly in assessing receivables that are disputed or otherwise credit-impaired.

Trade and other receivables, EUR THOUSAND	2025	2024
Trade receivables	163,012	153,934
Accrued income	8,022	8,066
Value-added tax receivables	3,009	2,032
Other receivables	1,562	1,321
Total	175,604	165,353

Age distribution of trade receivables, EUR THOUSAND	2025	2024
Unmatured	138,030	128,038
Matured		
1-30 days	18,844	18,155
31-90 days	5,150	2,521
91-180 days	1,012	473
181-365 days	238	5,605
Over 365 days	5,165	179
Provision for bad debt	-5,427	-1,038
Total	163,012	153,934

EXPECTED CREDIT LOSSES

2025, EUR THOUSAND	Book value (gross)	Estimated credit losses	Bad debt provision
Unmatured	138,030	0.01%	9
Matured			
1 - 30 days	18,844	1.0%	188
31 - 90 days	5,150	0%	
91 - 180 days	1,012	2.0%	20
181 - 365 days	238	25.0%	60
Over 365 days	5,165	99.7%	5,150
Total	168,439		5,427

2024, EUR THOUSAND	Book value (gross)	Estimated credit losses	Bad debt provision
Unmatured	128,038	0.01%	13
Matured			
1 - 30 days	18,155	0.02%	3
31 - 90 days	2,521	0.4%	10
91 - 180 days	473	2.6%	12
181 - 365 days	5,605	16.3%	913
Over 365 days	179	48.1%	86
Total	154,972		1,038

At the end of the financial period, the credit loss provision recognised for covering uncertain receivables stood at EUR 5,427 (1,038) thousand. Credit losses and impairments on trade receivables were recognized in profit or loss during the financial year at EUR -4,447 (-678) thousand. Impairment losses recognized during the period relate mainly to a single customer's inability to settle receivables originating from prior financial years. Scanfil Group's credit risk is described in note 4.7.

2.4 Trade and other liabilities

Trade and other payables, EUR thousand	2025	2024
Trade payables	127,840	105,653
Accrued liabilities	26,849	24,511
Advance payments received	11,328	20,226
Other creditors	8,910	8,499
Total	174,926	158,889
The most significant items included in accrued liabilities:		
Employee expenses	16,563	15,308
Interests	173	238
Financial derivatives	268	149
Other accrued liabilities	9,846	8,817
Total	26,849	24,511

3. NON-CURRENT ASSETS

3.1 Goodwill

ACCOUNTING PRINCIPLE

Goodwill

Business combinations are treated using the acquisition method. Goodwill is recognised at the amount by which the acquisition cost exceeds the group's share of the value of acquired assets and liabilities at the time of acquisition. Goodwill is created in corporate transactions, and it reflects the value of the acquired business, market share and synergies. The book value of goodwill is tested by impairment testing. The group's goodwill mainly consists of the acquisition of PartnerTech AB group in 2015, the acquisition of SRXGlobal Pty Ltd in 2024 and the acquisition of ADCO Circuits LLC in 2025.

Impairment testing

No depreciation is made of goodwill; instead, goodwill is tested at least annually for possible impairment. Following the Group's reorganization, management has reassessed the identification of cash-generating units (CGU) and goodwill allocation for impairment testing. Effective 1 January 2025, the Group has moved from primarily legal-entity level CGUs to regional CGUs, reflecting the increased integration of operations across markets and alignment with the Group's new management structure, reporting and strategy. This change represents a revision in accounting estimates in accordance with IAS 36 and has been applied prospectively. For the purpose of goodwill reallocation, the Group has apportioned existing goodwill from individual legal entities to their respective regional CGUs based on the domicile of each entity. Comparative information is not presented in these financial statements due to the structural reorganization, but remains available in the previously published financial statements.

Goodwill, EUR THOUSAND	2025	2024
Cost at 1 Jan.	29,113	7,678
Additions	7,937	22,433
Exchange rate difference	-736	-998
Carrying amount at 31 Dec.	36,314	29,113

Allocation of goodwill to cash-generating units, EUR THOUSAND	2025
Americas	7,859
APAC	20,627
Central Europe	4,865
Northern Europe	2,963
Total	36,314

Discount rate of cash flows before taxes	2025
Americas	12.7 %
APAC	13.6 %
Central Europe	13.2 %
Northern Europe	12.4 %

An impairment loss is recognised when the book value of an asset exceeds its recoverable amount. Impairment losses are immediately recognised as expenses in the income statement. Impairment losses recognised for goodwill cannot be later reversed. No goodwill impairment losses were recognised in 2025 and 2024.

The recoverable amount of a CGU is based on the value in use of a cash-generating unit, which is the present value of the future cash flows the CGU is expected to accumulate. Determination of the value in use is based on the conditions and expectations in force at the time of testing. Cash flow projections are based on forecasts approved by the management which cover a period of five years, and for the period following that, a growth rate of 2% has been assumed for cash flows. Preparing impairment testing calculations requires estimates of future cash flows. The turnover and profitability assumptions used for the forecasts are based on customer-specific forecasts and the management's estimates of the development of demand and markets. The weighted average cost of capital (WACC) for the CGU has been used as the discount rate for cash flows. The risk-free interest rate, risk factor (beta) and risk premium parameters used for determining the discount rate of interest are based on information obtained from the market. The risk-free rate is determined by weighting the risk-free rate of each country by its relative share of the cash-generating unit's result, resulting in a combined risk-free rate that reflects the economic structure of the unit.

Based on the impairment tests performed, no need for goodwill impairment was identified. The recoverable amounts of all cash-generating units exceed their carrying amounts.

SENSITIVITY ANALYSIS

A sensitivity analysis was performed for CGUs by changing calculation assumptions. The table below shows the change in assumption that would be required to make the recoverable amount equal to its book value.

sensitivity analysis	2025 Change % units
Discount rate after taxes	
Americas	2.1 %
APAC	6.6 %
Central Europe	6.5 %
Northern Europe	14.9 %
Profitability (EBITDA %)	
Americas	-1.5 %
APAC	-3.1 %
Central Europe	-2.9 %
Northern Europe	-4.4 %
Terminal growth rate	
Americas	-2.1 %
APAC	-10.0 %
Central Europe	-9.4 %
Northern Europe	-24.5 %

According to the sensitivity analysis the first impairment loss would take place in CGU Americas if the EBITDA % of the CGU was reduced by 1.5 percentage units or the discount rate was raised by 2.1 percentage units with all other assumptions remaining unchanged. The book value of CGU Americas assets in the sensitivity calculation was EUR 48.2 million.

3.2 Other intangible assets

ACCOUNTING PRINCIPLE

Other intangible assets

Intangible assets are recognised at historical cost in the balance sheet, if the cost can be reliably determined and it is likely

that the financial benefit from the asset benefits the group. Intangible assets are recognised in the income statement using straight-line depreciation within their expected useful life.

Other intangible assets include long-term customer relationships, software suites and right to land use of Chinese subsidiaries.

THE DEPRECIATION PERIODS ARE:

Long-term customer relationships	10 years
Intangible rights	3–10 years
Other intangible assets	3–10 years
Right to land use in China	50 years

The balance sheet value of an asset is always assessed for establishing possible impairment whenever there are any indications that the value of some asset has been impaired.

LONG-TERM CUSTOMER RELATIONSHIPS

In connection with the allocation of the purchase price related to the acquisition of PartnerTech AB in 2015, HASEC-Elektronik GmbH in 2019, SRXGlobal Pty Ltd in 2024 and ADCO Circuits LLC in 2025 the group has allocated part of the purchase price to long-term customer relationships. Following the initial recognition, customer relationships are measured at cost less accrued depreciation and impairment. Customer relationships related to the acquisition of PartnerTech AB were fully amortised during 2025.

RESEARCH AND DEVELOPMENT COSTS

Research and development costs are recognised as expenses through profit or loss. Development costs as per IAS 38 Intangible Assets are capitalised and amortised over their useful lives. The group has no capitalised development costs.

CLOUD SERVICE ARRANGEMENTS

The accounting treatment of cloud service arrangements depends on whether the cloud-based software is classified as an intangible asset or a service contract. Those arrangements in which the company does not have control over the software in question are treated in accounting as service contracts, which give the group the right to use the cloud service provider's application software during the contract period. The ongoing license fees for the application software, as well as the configuration or customization costs related to the software, are recorded in the income statement when the services are received.

Other intangible assets, EUR THOUSAND	Customer relationships	Intangible rights	Other long-term expenses	Advance payments	Intangible assets total
Acquisition at 1 Jan. 2025	26,718	11,031	5,676	4	43,429
Additions		484	19		503
Business combinations	4,008		26		4,034
Reductions		-40	-59		-99
Transfers between items			214	-4	210
Exchange rate differences	125	-392	47	0	-221
Acquisition at 31 Dec. 2025	30,850	11,083	5,923	0	47,856
Accumulated depreciations at 1 Jan. 2025	-13,058	-7,044	-3,331		-23,432
Depreciations	-2,122	-609	-690		-3,420
Reductions		40	41		81
Exchange rate differences	-624	109	47		-468
Accumulated depreciations at 31 Dec. 2025	-15,803	-7,504	-3,932		-27,239
Carrying amount at 1 Jan. 2025	13,660	3,988	2,345	4	19,997
Carrying amount at 31 Dec. 2025	15,047	3,579	1,991	0	20,617

IMPAIRMENT

The balance sheet values of fixed assets are assessed for establishing possible impairment on the balance sheet date and whenever there are any indications that the value of some asset has been impaired. The recoverable amount for the asset in question is assessed in the impairment tests. The recoverable amount is the fair value of the asset less its disposal costs, or its value of use, whichever is higher. An impairment loss is recognised in the income statement, if the book value of an asset exceeds its recoverable amount. The impairment loss is included in the income statement item Depreciation, amortisation and impairment. An impairment loss related to property, plant and equipment is reversed if there has been a material change in the estimates used to determine the recoverable amount. An impairment loss is only reversed up to the asset's book value which it would have net of depreciation, if no impairment loss had been recognised in earlier years.

Other intangible assets, EUR THOUSAND	Customer relationships	Intangible rights	Other long-term expenses	Advance payments	Intangible assets total
Acquisition at 1 Jan. 2024	15,397	10,114	5,420		30,931
Additions		593	151	4	748
Business combinations	12,127				12,127
Reductions					
Transfers between items		139	94		233
Exchange rate differences	-806	185	10		-611
Acquisition at 31 Dec. 2024	26,718	11,031	5,676	4	43,429
Accumulated depreciations at 1 Jan. 2024	-11,575	-6,214	-2,751		-20,540
Depreciations	-1,804	-758	-577		-3,140
Reductions					
Exchange rate differences	322	-71	-3		248
Accumulated depreciations at 31 Dec. 2024	-13,058	-7,044	-3,331		-23,432
Carrying amount at 1 Jan. 2024	3,822	3,900	2,670		10,391
Carrying amount at 31 Dec. 2024	13,660	3,988	2,345	4	19,997

3.3 Property, plant and equipment

ACCOUNTING PRINCIPLE

Property, plant and equipment

The main items included in this category are buildings, machinery, equipment, fixtures and fittings. They are stated in the balance sheet at historical cost less depreciation and any impairment losses. Depreciation is calculated from historical cost on a straight-line basis over the expected useful lives of the assets. No depreciation is made for land areas. The repair and maintenance costs of tangible fixed assets are recognised through profit or loss.

The residual values and useful lives of assets are reviewed annually and adjusted, if appropriate, to indicate changes in expected financial benefits.

An item of property, plant and equipment will no longer be depreciated when such an item is considered as being held for sale in accordance with IFRS 5, "Non-current Assets Held for Sale and Discontinued Operations".

THE DEPRECIATION PERIODS ARE:

Buildings and structures	10–25 years
Machinery and equipment	3–10 years
Other tangible assets	5–10 years

Regarding machinery and equipment, a depreciation period of 8–10 years is generally used for heavy machinery (such as sheet metalwork centers) and production lines (such as surface mounting lines). Otherwise, the depreciation period for machinery and equipment is usually five years. Production tools are depreciated over three years.

The capital gains from property, plant and equipment are included in other operating income while the corresponding capital losses are included in other operating expenses. Government grants related to tangible and intangible assets are deducted from an asset's acquisition cost, and the net acquisition cost is capitalised on the balance sheet.

IMPAIRMENT

The principle for determining impairment is shown in note 3.2, "Other intangible assets".

Property, plant and equipment, EUR THOUSAND	Land	Buildings and constructions	Machinery and equipments	Other tangible assets	Advance payments and constructions in progress	Tangible assets total
Acquisition cost at 1 Jan. 2025	1,063	30,893	133,268	1,317	5,485	172,026
Additions		230	10,240	106	3,091	13,667
Business combination			1,006		41	1,047
Deductions			-1,994			-1,994
Transfers between items		1,140	2,183	2	-3,710	-385
Exchange rate differences	8	-616	-3,839	10	-102	-4,538
Acquisition cost at 31 Dec. 2025	1,071	31,647	140,864	1,435	4,805	179,823
Accumulated depreciations at 1 Jan. 2025		-20,372	-82,659	-621		-103,653
Depreciations		-1,416	-11,967	-109		-13,492
Deductions			1,640			1,640
Exchange rate differences		518	3,006	-41	-25	3,458
Accumulated depreciations at 31 Dec. 2025		-21,270	-89,980	-771	-25	-112,046
Carrying amount at 1 Jan. 2025	1,063	10,522	50,609	696	5,485	68,374
Carrying amount at 31 Dec. 2025	1,071	10,378	50,884	665	4,780	67,777

In 2025 gross investments in tangible and intangible assets totalled EUR 14.3 (15.6) million, which is 1.8% (2.0%) of net sales. The majority of investments were directed to increasing manufacturing capacity and replacement investments in Malaysia, the United States and China. The remaining investments were focused on productivity development and replacement investments in other factories.

Property, plant and equipment, EUR THOUSAND	Land	Buildings and constructions	Machinery and equipments	Other tangible assets	Advance payments and constructions in progress	Tangible assets total
Acquisition cost at 1 Jan. 2024	1,053	30,107	119,985	983	3,163	155,290
Additions		224	7,494	326	6,476	14,520
Business combination			3,439			3,439
Deductions			-3,240			-3,240
Transfers between items		72	3,822	15	-4,171	-263
Exchange rate differences	10	491	1,769	-7	17	2,280
Acquisition cost at 31 Dec. 2024	1,063	30,893	133,268	1,317	5,485	172,026
Accumulated depreciations at 1 Jan. 2024		-18,625	-73,426	-543		-92,593
Depreciations		-1,444	-11,451	-135		-13,030
Deductions			3,246			3,246
Exchange rate differences		-303	-1,029	57		-1,276
Accumulated depreciations at 31 Dec. 2024		-20,372	-82,659	-621		-103,653
Carrying amount at 1 Jan. 2024	1,053	11,482	46,559	441	3,163	62,697
Carrying amount at 31 Dec. 2024	1,063	10,522	50,609	696	5,485	68,374

In 2024 gross investments in tangible and intangible assets totalled EUR 15.6 (22.2) million, which is 2.0% (2.5%) of net sales. Most of the investments were to increase production capacity and replacement investments in Germany, Poland and China, where investment was also done to solar power production capacity. Rest of the investments focused at IT and general improvement of factories.

3.4 Right-of-use assets

ACCOUNTING PRINCIPLE

When an agreement enters into force, the group will determine whether it is a lease agreement or whether it includes a lease agreement. An agreement is a lease agreement or includes a lease agreement if it provides the right to control the use of a specific asset item for compensation for a specific period.

THE GROUP AS A LESSEE

The Group recognises a right-of-use asset and a lease liability at the lease commencement date. Right-of-use asset is initially measured at the original acquisition cost, including an amount equal to the original valuation of the lease liability, rents paid until the start date of the agreement and expenses for returning the right-of-use asset to its original state, less any rent incentives received.

The group leases production and office facilities. A typical lease for production facilities covers five to eight years. Eight of the Group's 12 production plants operate in leased premises. Some lease agreements include options to extend the lease period or to terminate the agreement before the end of the lease period. When a lease period starts, the group assesses whether it is reasonably certain to exercise different options. The group will reassess whether it is reasonably certain to exercise different options if there are changes in circumstances under its control or if significant event takes place. The group has recognised extension options based on lease agreements totalling two to four years.

In addition, the group has lease agreements on cars and other vehicles (mainly forklifts) and equipment. Lease agreements typically cover one to four years. With regard to vehicle leases, the group processes components other than lease agreement components as separate, including servicing.

Right-of-use asset items is subsequently depreciated using straight-line method, starting from the commencement date of the lease agreement until the end of the lease period or until the end of the expected useful life of each right-of-use asset, depending on which is shorter. The expected useful life of each right-of-use asset is determined using the same principles that are used to determine the depreciation periods of owned properties and equipment. In addition, right-of-use asset is reduced by impairment losses, if any, and adjustments resulting from the remeasurement of the lease liability.

The lease liability is recognised at the current value of upcoming rents using the interest rate of incremental borrowing rate as the discount rate, in which case the value of the right-of-use asset corresponds with the amount of the lease liability on the commencement date of the lease agreement.

The lease liability is measured using the effective interest method. Lease liability is remeasured if there are changes in upcoming rents due to changes in index or interest rates, if the estimated residual value guarantee to be paid changes, or if the estimate of exercising the extension or termination option changes. When lease liability is remeasured as described above, the book value of the right-of-use asset will be adjusted correspondingly or the impact of the change will be recognised through profit and loss, provided that the book value of the right-of-use asset has decreased to zero.

SHORT-TERM LEASE AGREEMENTS AND LEASES OF LOW-VALUE ASSETS

The group applies recognition exemptions concerning short-term lease agreements of at most 12 months and assets with a low value of at most EUR 5,000. As an exception to the application of exemptions, the exemption of 12 months does not apply to leasing vehicles. Expenses related to short-term lease agreements and asset items with a low value are recognised on a straight-line basis in other operating expenses over the lease period.

EUR THOUSAND	Buildings and constructions	Machinery and equipment	Tangible assets total
Acquisition cost at 1 Jan. 2025	44,282	3,323	47,605
Additions	7,322	636	7,958
Business combinations	1,907		1,907
Deductions	-460		-460
Exchange rate differences	-524	33	-491
Acquisition cost at 31 Dec. 2025	52,527	3,992	56,519
Accumulated depreciations at 1 Jan. 2025	-18,896	-2,178	-21,073
Depreciations	-5,988	-741	-6,729
Deductions			
Exchange rate differences	170	-35	135
Accumulated depreciations at 31 Dec. 2025	-24,714	-2,953	-27,667
Carrying amount at 1 Jan. 2025	25,386	1,145	26,532
Carrying amount at 31 Dec. 2025	27,813	1,039	28,852

EUR THOUSAND	Buildings and constructions	Machinery and equipment	Tangible assets total
Acquisition cost at 1 Jan. 2024	36,627	2,364	38,991
Additions	4,166	947	5,113
Business combinations	3,332		3,332
Deductions	-277		-277
Exchange rate differences	434	12	446
Acquisition cost at 31 Dec. 2024	44,282	3,323	47,605
Accumulated depreciations at 1 Jan. 2024	-14,631	-1,744	-16,375
Depreciations	-4,377	-563	-4,940
Deductions	259	125	385
Exchange rate differences	-146	4	-143
Accumulated depreciations at 31 Dec. 2024	-18,896	-2,178	-21,073
Carrying amount at 1 Jan. 2024	21,996	620	22,616
Carrying amount at 31 Dec. 2024	25,386	1,145	26,532

Lease liabilities, EUR THOUSAND	2025	2024
Maturity analysis – contractual undiscounted cash flows		
Within one year	7,639	6,599
In one to two years	20,899	16,745
More than five years	4,430	6,826
Total	32,969	30,170
Carrying amount of lease liabilities at the end of the financial year, EUR THOUSAND	2025	2024
Long-term liabilities	23,001	21,863
Short-term liabilities	6,722	5,123
Total	29,723	26,985
Amounts recognised in profit and loss, EUR THOUSAND	2025	2024
Interest on lease liabilities	1,227	1,094
Expenses relating to short-term leases	174	153
Expenses relating to leases of low-value assets, excluding short-term leases of low-value assets	106	91
Total	1,507	1,338

3.5 Depreciation, amortisation and impairment

ACCOUNTING PRINCIPLE

The determination principles are shown in note 3.1 "Goodwill", 3.2 "Other intangible assets", 3.3 "Tangible assets" and 3.4 "Right-of-use assets".

Depreciation and amortisation

Depreciation by asset class, EUR thousand	2025	2024
Intangible assets		
Intangible rights	609	758
Other long-term expenses	690	577
Long-term customer relationships	2,122	1,804
Total	3,420	3,140
Property, plant and equipment		
Buildings	1,416	1,444
Machinery and equipment	11,967	11,451
Other tangible assets	109	135
Total	13,492	13,030
Right-of-use-assets		
Buildings	5,988	4,377
Machinery and equipment	741	563
Total	6,729	4,940
Total depreciation	23,641	21,110

3.6 Acquired businesses

ACCOUNTING PRINCIPLE

The determination principles are shown in note 3.1 "Goodwill", 3.2 "Other intangible assets", 3.3 "Tangible assets", 3.4 "Right-of-use assets" and 4. "Capital structure".

BUSINESSES ACQUIRED DURING THE FINANCIAL YEAR 1 JANUARY–31 DECEMBER 2025

Scanfil acquired 80% of ADCO Circuits LLC (formerly known as ADCO Circuits Inc.) ("ADCO"), an Electronics Manufacturing Service company based in the Greater Detroit area, the USA. The President of ADCO, Marc Damman, will retain 20% of the shares in ADCO. This strategic acquisition accelerates Scanfil's growth in the Americas region and the Aerospace & Defense industry, where ADCO generates 37% of its turnover. Trailing twelve months (1 December 2024 – 30 November 2025), ADCO's turnover was USD 35.2 million, with an EBIT of USD 4.0 million, and an EBIT margin of 11.3%.

Scanfil entered into symmetrical put and call options over the remaining non-controlling interest (NCI) shares in ADCO Circuits LLC. As a result, the remaining ownership interests were treated as if they were already acquired for consolidation purposes, and no non-controlling interest was recognized at the acquisition date. A financial liability is recognized for the obligation to acquire the remaining shares and is measured at the fair value of the expected exercise amount. In the purchase price allocation, the consideration transferred includes the fair value of the amount payable upon exercise of the NCI put to the non-controlling shareholders.

The purchase price was EUR 18.5 million including option liability (EUR 3.8 million) as well as the holdback liability (EUR 1.3 million) and unpaid contingent consideration (EUR 0.5 million).

From the purchase price EUR 4.0 million was allocated to long-term customer relationships, where net deferred tax liabilities were EUR 1.1 million and EUR 7.9 million was recognized in unallocated goodwill. The goodwill arising from the acquisition mainly relates to ADCO's electronics and box build manufacturing capabilities, expected synergies in material sourcing and cross-selling sales opportunities.

ADCO Circuits LLC has been consolidated into Scanfil Group as of 10 December 2025. The effect on the Group's turnover for the reporting period was EUR 2.1 million and the operating profit (EBIT) EUR 0.0 million. If ADCO had been consolidated on January 1, 2025, Scanfil's turnover for 2025 would have been EUR 827.9 million and operating profit EUR 56.6 million.

EUR thousand	Note	Booked value
Tangible assets	3.3	1,064
Other intangible assets	3.2	26
Long-term customer relationships	3.2	4,048
Right-of-use asset	3.4	1,960
Inventories		8,441
Trade and other receivables		3,455
Cash and cash equivalents		-53
Total assets		18,941
Deferred tax liabilities	1.6	1,093
Trade and other liabilities		3,204
Non-current interest bearing liabilities		1,619
Current interest bearing liabilities		2,504
Total liabilities		8,419
Net assets		10,522
Paid purchase price		12,961
Holdback arrangement and unpaid contingent consideration	4.3	1,704
Put/call option liability	4.3	3,794
Total purchase price		18,459
Goodwill	3.1	7,937
Purchase price in cash		12,961
Cash and cash equivalents of the acquired company		-52
Cash flow		13,014

BUSINESSES ACQUIRED DURING THE FINANCIAL YEAR 1 JANUARY–31 DECEMBER 2024

Scanfil Oyj acquired the entire share capital of Australian contract manufacturer SRXGlobal Pty Ltd on 3.10.2024. The purchase price was EUR 33.2 million. The purchase price included EUR 10.5 million contingent additional purchase price valued at fair value of the euro. The contingent consideration has been fully written off during the financial year 2025. EUR 12.1 million of the purchase price was allocated to long-term customer relationships, of which deferred tax liabilities amounted to EUR 3.6 million. EUR 22.4 million was recognised in unallocated goodwill. The EUR 0.5 million acquisition costs consisted mainly of advisory fees and due diligence costs.

The acquisition increases Scanfil's strategic presence and production capacity in Southeast Asia with two factories. The factories are located in Melbourne, Australia and Johor Bahru, Malaysia, and have a total of 8 automated SMT lines and approximately 300 employees. Scanfil's current customers will also benefit from the new locations. The goodwill arising from the acquisition mainly relates to SRXGlobal's skills and processes in PCBA manufacturing, box building, and expected synergies in material sourcing.

EUR THOUSAND	Note	Booked value
Tangible assets	3.3	3,517
Right of use assets	3.4	3,418
Long-term customer relationships	3.2	12,127
Deferred tax assets	1.6	887
Inventories		7,596
Trade and other receivables		5,552
Cash and cash equivalents		555
Total assets		33,652
Deferred tax liabilities	1.6	4,127
Non-current interest bearing liabilities		3,198
Trade and other liabilities		15,317
Non-current interest bearing liabilities		509
Total liabilities		23,150
Net assets		10,502
Paid purchase price		23,289
Contingent consideration	4.3	9,645
Acquisition cost		32,934
Goodwill	3.1	-22,432
Purchase price in cash		23,289
Cash and cash equivalents of the acquired company		555
Cash flow		22,734

4. CAPITAL STRUCTURE

Financial items

ACCOUNTING PRINCIPLE

Financial assets and liabilities

The company classifies the Group's financial assets as financial assets recognised at amortised cost, financial assets recognised at fair value through profit or loss, or financial assets recognised at fair value in other comprehensive income items. Financial assets are classified based on the purpose of their acquisition, and they are classified at the time of their original acquisition. The classification is based on the company's business goals and agreement-based cash flows of financial assets, or it is carried out by applying the fair value option in conjunction with the original acquisition.

Financial assets recognised at amortised cost mainly consist of trade receivables. Assets classified in this group are valued at amortised cost using the effective interest method. According to the Group's business model, trade receivables are intended to be maintained in accordance with original agreements, and cash flows related to them and based only on capital and interest are to be collected. Trade receivables are current assets that the company intends to keep for a maximum of 12 months after the end of the reporting period. The carrying amount of current trade receivables is considered to materially correspond to their fair value. The accounting of impairments is described in Note 4.7 "Credit risk".

Financial assets recognised at fair value through profit or loss include financial assets acquired to be held for trading or classified as items recognised at fair value during initial recognition. Financial assets included in this item are non-quoted shares. Investments in non-quoted shares are stated at the lower of historical cost and probable realisable value because their fair values cannot be determined reliably. Quoted shares are measured at fair value, which is the market price of the date of the financial statement. This item also includes derivatives to which hedge accounting does not apply. In the 2025 financial statements, the group had no investments in listed shares.

Financial assets entered at fair value in other comprehensive income are derivatives that are subject to hedge accounting.

On the date of the financial statements, the group's financial assets are evaluated to see if there are indications that the value of any of the assets might be impaired.

Cash and cash equivalents include cash at bank and in hand as well as short-term bank deposits, which can easily be exchanged for an amount known in advance and for which there is little risk of changes in value. Items classified as cash

and cash equivalents have a maximum maturity of three months from the time of acquisition. Cash and cash equivalents are included in the item of financial assets recognised at amortized cost.

The group's financial liabilities are recognised at amortised cost.

4.1 Cash and cash equivalents

Cash and cash equivalents, EUR thousand	2025	2024
Cash and cash equivalents	74,657	48,534
Total	74,657	48,534

4.2 Financial income and expenses

ACCOUNTING PRINCIPLE

Interest income is recognised using the effective interest method and dividend income when the right to a dividend was created.

Financial income and expenses, EUR thousand	2025	2024
Financial income		
Interest income from other financial assets	5	15
Exchange rate gains	252	258
Other financial income	1,030	946
Financial income, total	1,287	1,219
Financial expenses		
Interest expenses	2,660	2,052
Exchange rate losses	964	238
Other financial expenses	820	426
Financial expenses, total	4,444	2,715
Financial income and expenses	-3,157	-1,497

Exchange rate differences arose from the translation of transactions and monetary items into euros. The net effect of exchange rate differences, amounting to EUR -0.7 (0.0) million, is presented within financial income and expenses. This amount includes EUR -0.3 (0.2) million of exchange rate losses related to internal loans within the Group. In addition, operating profit includes EUR 0.3 (-1.0) million of exchange rate gains.

Interest expenses comprise interest on financial liabilities amounting to EUR 0.9 (0.3) million, interest expenses related to lease liabilities of EUR 1.2 (1.1) million, and interest expenses arising from the use of the overdraft facility totalling EUR 0.5 (0.0) million. Other financial expenses include commissions related to financial liabilities and the overdraft facility extension fee, amounting to EUR 0.4 (0.2) million.

4.3 Financial liabilities

In 2021, a long-term loan of EUR 30 million was drawn from Nordea Bank Abp. The loan matured on 15 November 2024. The loan was extended by three years, and the extended loan will be repaid semi-annually in instalments of EUR 5 million. The final instalment of the loan is due on 15 November 2027.

In 2025, Scanfil Plc signed a long-term loan agreement of EUR 50 million with Nordea Bank Abp, of which EUR 25 million was drawn during the financial year. The loan will be repaid semi-annually in instalments of EUR 6.3 million, and the maturity date of the loan is 30 September 2029.

Scanfil Plc has Nordea's Multicurrency Global Cash Pool available with an overdraft facility of EUR 50 million and SEB's Liquidity Optimisation facility available with an overdraft of EUR 30 million. In addition, a working capital facility of CNY 180 million granted to subsidiary Scanfil (Suzhou) Co. Ltd. by Nordea Bank AB Shanghai Branch, an AUD 12 million credit facility granted by HSBC Continental Europe Ltd. to SRXGlobal (Australia) Pty Ltd., and a MYR 19 million working capital facility granted to SRXGlobal (Malaysia) Sdn. Bhd.

The Group's financing arrangements include termination covenants related to the equity ratio and the ratio between interest-bearing net liabilities and the operating margin. The terms of the covenants are monitored on a quarterly basis. The Group fulfilled the covenant terms during the financial periods of 2025 and 2024.

Financial liabilities, EUR thousand	2025	2024
Long term liabilities recognised at amortised cost		
Financial institutions	22,500	20,000
Lease liability	23,001	21,863
Long term liabilities at fair value through profit or loss		
Unpaid contingent purchase price of acquisitions		10,314
Put/call option liability	3,757	
Total	49,258	52,176
Short term liabilities recognised at amortised cost		
Financial institutions	22,500	10,000
Drawdowns from credit facilities	9,501	12,749
Lease liability	6,722	5,123
Short term liabilities at fair value through profit or loss		
Holdback arrangement	1,261	
Unpaid contingent purchase price of acquisitions	426	
Total	40,409	27,872

4.4 Book values and fair values of financial assets and liabilities

Balance sheet item, EUR THOUSAND	Derivatives in cash flow hedging	Recognised at fair value through profit or loss	Financial assets and liabilities recognised at amortised cost	Balance sheet items total
2025				
Non-current assets				
Equity investments		519		519
Current assets				
Trade receivables			163,012	163,012
Derivatives	131	25		156
Cash and cash equivalents			74,657	74,657
Total financial assets	131	543	237,669	238,344
Non-current financial liabilities				
Interest-bearing liabilities from financial institutions			22,500	22,500
Put/call option liability		3,757		3,757
Lease liabilities			23,001	23,001
Current financial liabilities				
Interest-bearing liabilities from financial institutions			22,500	22,500
Drawdowns from credit facilities			9,501	9,501
Unpaid contingent purchase price of acquisitions		426		426
Holdback arrangement		1,261		1,261
Lease liabilities			6,722	6,722
Derivatives	175	93		268
Trade payables			127,840	127,840
Total financial liabilities	175	5,537	212,064	217,775

The fair values of financial assets and liabilities do not differ from their book values.

Balance sheet item, EUR THOUSAND	Derivatives in cash flow hedging	Recognised at fair value through profit or loss	Financial assets and liabilities recognised at amortised cost	Balance sheet items total
2024				
Non-current assets				
Equity investments				
Current assets				
Trade receivables				
Derivatives	85	171		255
Cash and cash equivalents			48,534	48,534
Total financial assets	85	689	202,468	203,242
Non-current financial liabilities				
Interest bearing liabilities			20,000	20,000
Unpaid contingent purchase price of acquisitions		10,314		10,314
Lease liabilities			21,863	21,863
Current financial liabilities				
Interest-bearing liabilities from financial institutions			10,000	10,000
Drawdowns from credit facilities			12,749	12,749
Lease liabilities			5,123	5,123
Derivatives	132	16		149
Trade payables			105,653	105,653
Total financial liabilities	132	10,330	175,388	185,850

The fair values of financial assets and liabilities do not differ from their book values.

4.5 Derivative financial instruments and hedge accounting

ACCOUNTING PRINCIPLE

Derivative financial instruments and hedge accounting

Derivative financial instruments are initially recognised in accounting at fair value on the date when the group becomes a party to the related contract and later further valued at fair value. For derivative financial instruments to which hedge accounting is not applied, changes in value are immediately recognised through profit or loss. For derivative financial instruments to which hedge accounting is applied and which are considered effective hedging instruments, the impact on the result of changes in value is presented according to the hedge accounting model employed.

The Group applies cash flow hedge accounting to currency derivatives made for hedging forecasted cash flow and to an interest rate swap made for hedging a variable-rate loan. When initiating hedge accounting, the Group documents the relationship between the hedged item and the hedging instruments, together with the Group's risk management objectives and hedging strategy. When initiating hedge accounting, the group documents the relationship between the hedged item and the hedging instruments, together with the group's risk management objectives and hedging strategy. When initiating hedging and at least every time when preparing financial statements and interim financial statements, the group documents and evaluates the effectiveness of the hedging relationships by examining the ability of the hedging instrument to negate changes in the fair value or cash flows of the hedged item. Any change in the fair value of the effective portion of derivative financial instruments fulfilling the conditions of a cash flow hedge is recognised under other comprehensive income and presented in equity hedging reserve with tax consequence considered (included in "Fair value reserves"). Profits and losses accumulated from the hedging instrument to equity are recognised through profit or loss when the hedged item affects profit or loss.

Interest swap

The Group uses an interest swap to hedge a loan. The purpose of the hedge is to offer protection against interest rate fluctuations related to the variable-rate loan. Through hedging, the interest payments of the variable-rate euro-denominated loan are changed to have a fixed rate. Scanfil pays a fixed rate of 2.53% every quarter, in addition to the bank's rate. The objective of the hedge is compliant with the Group's risk management principles.

The effectiveness of the hedge can be reliably measured, and the hedge is expected to remain fully effective throughout the validity of the hedge. The terms and conditions of the hedged object and the hedging instrument correspond to each other. Effectiveness is evaluated every quarter, and the hedge has remained effective. The impact of the derivative on results is expected to materialise during the validity of the loan.

On December 31, 2025 the rated amount of the interest swap was EUR 20.0 million, and it will expire on November 15, 2027. The fair value of the derivative was EUR -88 thousand, including accumulated interest. The interest flows of the derivative will materialise at the same time as the interest flows of the loan.

Forward exchange contracts

The group uses forward exchange contracts for hedging against currency risks. Forward exchange contracts are used both for hedging of forecasted cash flow and for hedging of accounts receivable and accounts payable. In addition, the Group hedges internal loans selectively. The Group applies cash flow hedge accounting to currency derivative contracts made for hedging of forecasted cash flows. Changes in fair value are recognised in other comprehensive income items adjusted for deferred taxes and presented in the fair value reserve under equity. Forward exchange contracts made for hedging of accounts receivable, accounts payable and internal loans are outside hedge accounting. Changes in fair value are immediately recognised through profit or loss.

Interest and currency derivatives

EUR THOUSAND	Positive	Negative	Net	Nominal value	Book value, liabilities	Changes in fair values (used in efficiency testing)
2025						
Interest rate swaps		-88	-88	20,000	-88	51
Forward exchange contracts, outside hedge accounting	489	-514	-24	168,033	-24	
Total			-112	188,033	-112	

The Group uses forward exchange contracts for hedging against currency risk and interest rate swaps for managing interest rate risk. Accounts receivable and accounts payable are hedged with forward exchange contracts that are not included in hedge accounting. The table shows the interest rate derivatives at net values.

EUR THOUSAND	Positive	Negative	Net	Nominal value	Book value, liabilities	Changes in fair values (used in efficiency testing)
2024						
Interest rate swaps		-132	-132	30,000	-132	-196
Forward exchange contracts		-126	-126	36,525	-126	-774
Forward exchange contracts, outside hedge accounting	380	-15	365	111,367	265	
Total			107	177,892	7	

The Group uses forward exchange contracts for hedging against currency risk and interest rate swaps for managing interest rate risk. Accounts receivable and accounts payable are hedged with forward exchange contracts that are not included in hedge accounting. The table shows the interest rate derivatives at net values and currency derivatives at gross values.

The fair values of **Tier 2** instruments are to a significant extent based on data that can be observed indirectly (e.g. derived from the prices) for the asset or liability in question. When determining the fair value of these instruments, the group utilises widely accepted measurement models whose input data, however, is significantly based on observable market data.

The fair values of **Tier 3** instruments are based on input data concerning the asset that are not based on observable market data but significantly on the estimates of the management and their use in widely accepted measurement models. Level 3 items include unlisted equity investments as well as the option liability, holdback consideration, and contingent consideration related to the acquisition of ADCO Circuits LLC. In the comparative period, financial liabilities measured at fair value included the contingent consideration recognised in connection with the acquisition of SRXGlobal Pty Ltd.

There were no transfers between tiers during the financial period.

Tier 3 items

Financial assets at fair value, EUR Thousand	2025	2024
Cost at 1 Jan.	518	529
Deductions		-10
Exchange rate differences	1	0
Cost at 31 Dec.	519	518
Carrying amount at 31 Dec.	519	518

Financial liabilities at fair value, EUR Thousand	2025	2024
Cost at 1 Jan.	10,314	
Additions	5,444	10,314
Deductions	-10,314	
Cost at 31 Dec.	5,444	10,314
Carrying amount at 31 Dec.	5,444	10,314

Financial assets measured at fair value mainly consist of shares held by Scanfil Electronics GmbH in IMG Electronic & Power Systems GmbH and EMS-Electra SRL. Other financial assets measured at fair value include golf club shares and shares in an employee brokerage agency. These are included in financial assets recognised at fair value through profit or loss.

In 2025, financial liabilities measured at fair value included the option liability, the holdback consideration, and the contingent consideration related to the acquisition of ADCO Circuits LLC. In the comparative period, financial liabilities measured at fair value included the contingent consideration recognised in connection with the acquisition of SRXGlobal Pty Ltd, which was written down during the 2025 financial year.

4.7 Financial risk management

In its business operations, Scanfil Group is exposed to different financial risks. The Group's treasury operations and financial risks are managed in compliance with the principles approved by the parent company's Board of Directors. Scanfil's treasury function, part of the Group's financial management, provides that financial services and financing transactions are carried out in a manner that enables cost-efficient risk management and optimization of cash flows.

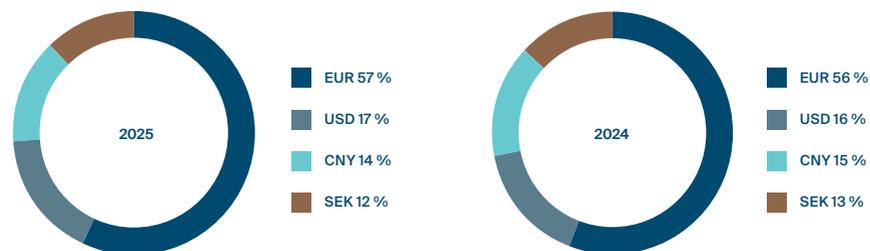
CURRENCY RISK

Scanfil has international operations and is therefore exposed to transaction and translation risks in several currencies. The transaction risk consists of operating and financing cash flows denominated in foreign currencies. The translation risk is related to the conversion of foreign subsidiaries' income statements and balance sheets into euro.

TRANSACTION RISK

The Group's operating currency is the euro. Scanfil's turnover is mainly generated in EUR, CNY, USD and SEK. Half of the Group's turnover is generated in the Group's operating currency.

Breakdown of turnover by currency



A significant part of the business is done in local operating currencies, which does therefore not create any transaction risk. In addition to the above currencies, the most significant transaction risk associated with the business concern the Polish zloty. Very little sales revenues are created in local currency in Poland, but the local expenses, such as salaries, taxes, etc. are zloty-denominated.

The purpose of currency risk management is to mitigate the uncertainty created by exchange rate fluctuations regarding the Group's financial results, cash flows and balance sheet. Currency risks can be hedged with forward exchange contracts. The Group's treasury function monitors that all hedging transactions are carried out in accordance with the Group's hedging policy.

The financial statements as at 31 December 2025 include forward exchange contracts outside hedge accounting with a total nominal value of EUR 163.0 (109.8) million, entered into to hedge accounts receivable and accounts payable. In 2024, the Group also held open EUR/PLN currency forwards designated for hedging purposes with a nominal value of EUR 36.5 million, to which cash flow hedge accounting was applied. The forward contracts matured on 25 September 2025.

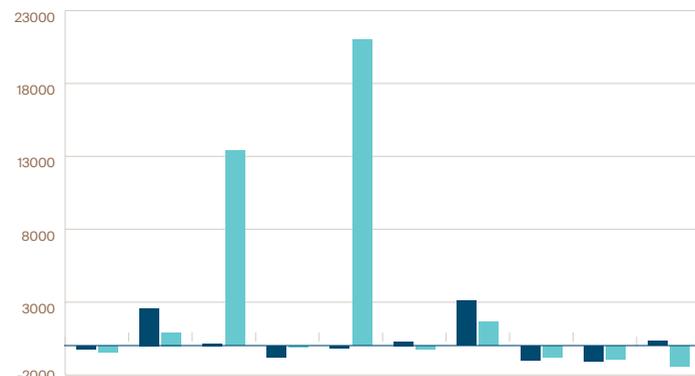
The net positions associated with financial assets and net working capital are shown below in euros for the main currencies.

Transaction risk, EUR THOUSAND											2025
Foreign currency	USD	USD	SEK	EUR	PLN	EUR	EUR	USD	USD	USD	
Reporting currency	EUR	CNY	EUR	SEK	EUR	PLN	CNY	SEK	AUD	PLN	
Cash and cash equivalents		1,789				66	2,045		937	82	
Trade receivables	168	9,155		3,794		45,593	8,974	514	205	11,975	
Trade payables	-3,468	-9,082	-155	-4,676	-311	-17,647	-4,610	-4,422	-787	-9,918	
Derivatives	2,838	699		112		-27,709	-3,300	2,897		-3,177	
Global Cash Pool	234		317		111						
Net position	-228	2,562	162	-770	-201	304	3,109	-1,010	355	-1,039	

Transaction risk, EUR THOUSAND											2024
Foreign currency	USD	USD	SEK	EUR	PLN	EUR	EUR	USD	USD	USD	
Reporting currency	EUR	CNY	EUR	SEK	EUR	PLN	CNY	SEK	AUD	PLN	
Cash and cash equivalents		74				204	730		3	52	
Trade receivables	250	8,443		4,045		37,889	6,819	78	414	14,321	
Trade payables	-3,686	-8,804	-144	-3,723	-262	-16,988	-2,904	-3,412	-1 855	-9,051	
Derivatives	2,814	1,214		-430		-21,377	-3,000	2,548		-6,258	
Global Cash Pool	205		13,539		21,272						
Net position	-418	926	13,395	-108	21,010	-272	1,645	-786	-1 438	-935	

Transaction risk: net position

EUR THOUSAND



■ Net position 2025
■ Net position 2024

	EUR	CNY	EUR	SEK	EUR	PLN	CNY	SEK	USD	USD
2025	-228	2,562	162	-770	-201	304	3,109	-1,010	-1,039	355
2024	-418	926	13 395	-108	21 010	-272	1 645	-786	-935	-1,438

The impact on the group's result of a change of 10% in the exchange rate of a foreign currency relative to the euro is shown below. Tax consequences have not been considered.

Foreign currency	USD	USD	SEK	EUR	PLN	EUR	EUR	USD	USD	USD
Reporting currency	EUR	CNY	EUR	SEK	EUR	PLN	CNY	SEK	AUD	PLN
Change in currency % +/- 10										
Year 2025, EUR THOUSAND	+/- 23	+/- 256	+/- 16	+/- 77	+/- 20	+/- 30	+/- 311	+/- 101	+/- 35	+/- 104
	USD	USD	SEK	EUR	PLN	EUR	EUR	USD	USD	USD
	EUR	CNY	EUR	SEK	EUR	PLN	CNY	SEK	AUD	PLN
Change in currency % +/- 10										
Year 2024, EUR THOUSAND	+/- 42	+/- 93	+/- 1,339	+/- 11	+/- 2,101	+/- 27	+/- 165	+/- 79	+/- 144	+/- 94

In 2024 Scanfil Oyj discontinued EUR/PLN forward contracts of cash flow protection programme that were included in the hedge accounting and closed the open hedges. No fair value changes arose from the program. The impact of a 10% change in the Polish zloty in relation to the currency is EUR +/- 0 (-0) million based on the situation at the end of the year.

Translation risk

The translation risk consists of the equities of foreign subsidiaries. The policy regarding the translation risk is that equity is not hedged.

The Group's translation position per currency and a sensitivity analysis, presenting the impact of a change of 10% in the exchange rate of a foreign currency, are presented below.

Translation risk, EUR THOUSAND	Sensitivity analysis +/- 10%			
	2025	2024	2025	2024
CNY	49,875	50,530	+/- 4 987 469	+/- 5 053 005
HUF	187	186	+/- 18 659	+/- 18 579
PLN	122,938	127,165	+/- 12 293 836	+/- 12 716 497
SEK	92,357	79,827	+/- 9 235 708	+/- 7 982 673
USD	29,887	20,678	+/- 2 988 734	+/- 2 067 831
AUD	3,463	1,924	+/- 346 279	+/- 192 439
SGD	259	248	+/- 25 873	+/- 24 766
Total	298,966	280,558		

Interest rate risk

The interest rate risk is associated with interest-bearing liabilities. Changes in the interest rates mainly affect the fair values of interest-bearing liabilities in the balance sheet and the interest payments associated with these liabilities. Interest swaps are used for managing the interest rate risk.

The interest rates applicable to the Group's overdraft facilities and working capital facilities are linked to currency-specific reference rates. The Group's exposure to interest rate risk related to interest payments on interest-bearing financial liabilities, arising from a one-percentage-point change in reference rates, amounted to EUR 0.5 million at the end of 2025.

The Group has a EUR 30.0 million loan maturing in 2027 that is hedged with an interest rate swap. Under the swap agreement, Scanfil pays a fixed interest rate and receives a floating 6-month Euribor rate, which is the reference rate of the hedged loan. In 2025, Scanfil Plc entered into a EUR 50 million loan agreement, of which EUR 25 million was drawn during the financial year. The loan is tied to the 6-month Euribor and matures in 2029.

The Group's financing arrangements include financial covenants requiring that the equity ratio exceeds an agreed threshold and that the ratio of net interest-bearing debt to EBITDA remains below a specified limit. Compliance with the covenant terms is assessed on a quarterly basis. During the financial years 2025 and 2024, the Group complied with all covenant requirements.

Credit risk

The Group's credit risk is associated with the trade receivables from its customers. Overdue trade receivables are regularly monitored at the Group level on a monthly basis. The Group companies are responsible for the credit risks of trade receivables, and they monitor trade receivables on a customer-specific basis in compliance with the Group guidelines. The creditworthiness of new customers is checked, and the customers are only granted normal payment terms. Scanfil monitors the credit rating of its customers. Most of Scanfil's major customers have a good credit rating. The Group's management is of the opinion that the company does not have any significant concentration of credit risks. The largest customer's share of the turnover in 2025 was 13% (13% in 2024), and that of the ten largest customers was 59% (55%).

Trade receivables are measured at acquisition cost less the provision of any expected impairment losses. According to IFRS 9, impairment provisions must be recognised on the basis of expected credit losses. A simplified model must be applied to trade receivables, in which the estimated amount of credit losses is based on percentages defined on the basis of the age distribution of the receivables. These percentages are based on the estimated probability of credit losses and historical information. Impairment losses are recorded as expenses in the income statement. At the end of the financial period, the expected credit loss provision stood at EUR 5,427 (1,038) thousand. During the financial period, credit losses recognised from trade receivables were EUR 4,447 (-678) thousand. The credit loss for the period mainly relates to the insolvency of a single customer concerning trade receivables from previous years. The age distribution of trade receivables is shown in note 2.3, "Trade and other receivables."

The counterparty risk associated with investments in financial markets is managed by only accepting banks with high credit ratings as counterparties.

Liquidity risk

The purpose of cash and liquidity management is to concentrate the Group's management of cash and cash equivalents, thus ensuring efficient use of the funds. The Group has a Multicurrency Global Cash Pool arrangement in place for ensuring the efficient use of cash and cash equivalents.

On December 31, 2025, liquid assets stood at EUR 74.7 (48.5 in 2024) million. The Group also has a total of EUR 112.7 million overdraft limits of which EUR 103.2 million was not used at the end of the year. EUR 30.0 million of the limit is due on 1 August 2026 and EUR 50.0 million on 24 May 2026. In addition, EUR 12.4 million of the CNY 180 million working capital facility available to subsidiary Scanfil (Suzhou) Co., Ltd was unutilized at the end of the year. Considering the Group's balance sheet structure, the liquidity risk is small. The Group's financing arrangements include usual loan covenant terms. The Group has fulfilled the financing-related covenant terms during the financial periods of 2025 and 2024.

Maturity analysis based on debt agreements

The figures are undiscounted and include the interest payments and repayments of capital based on the agreements.

31.12.2025, EUR THOUSAND	Balance sheet value	Cash flow	0-6 months	2026 year	2027 1-2 years	2028-2030 2-5 years	2031- more than 5 years
Loans from financial institutions	45,000	46,564	11,809	11,755	23,000		
Contingent consideration	426	426		426			
Holdback arrangement	1,261	1,261		1,261			
Put/call option liability	3,757	3,757					3,757
Finance lease	29,723	32,969	3,910	3,729	6,715	14,184	4,430
Overdraft facility	9,501	9,501	9,501				
Derivatives	88	88	88				
Derivatives, outside hedge accounting	24						
Cash flow due		-168,033	-151,567	-16,465			
Available cash flow		168,008	155,404	12,604			
Trade payables	127,840	127,840	127,840				
Total	217,619	222,380	156,983	13,310	29,716	14,184	8,187

31.12.2024, EUR THOUSAND	Balance sheet value	Cash flow	0-6 months	2025 year	2026 1-2 years	2027-2029 2-5 years	2030-more than 5 years
Loans from financial institutions	30,000	31,620	5,474	5,399	10,540	10,208	
Contingent consideration	10,314	10,314			10,314		
Finance lease	26,985	30,170	3,412	3,187	5,542	11,203	6,826
Overdraft facility	12,749	12,749	12,749				
Interest derivatives	132	132	132				
Currency derivatives, hedging	126						
Cash flow due		-37,103	-32,127	-4,976			
Available cash flow		36,974	32,019	4,955			
Currency derivatives, outside hedge accounting	-365						
Cash flow due		-109,788	-105,837	-3,952			
Available cash flow		111,930	107,772	4,159			
Trade payables	105,653	105,653	105,653				
Total	185,594	192,653	129,248	8,772	26,396	21,410	6,826

Reconciliation of changes in financial liabilities with cash flows from financing

EUR THOUSAND	1.1.2025	Cash flows	Changes not affecting cash flow		Acquisition date	31.12.2025
			Changes in IFRS 16	Changes in exchange rates		
Long-term loans	20,000	2,500				22,500
Short-term loans	22,749	8,186		-981	2,047	32,001
Lease liabilities	26,985	-6,231	9,709	-740		29,723
Total liabilities in financial operations	69,734	4,455	9,709	-1,722	2,047	84,224

Changes not affecting cash flow

EUR THOUSAND	1.1.2024	Cash flows	Changes in IFRS 16	Changes in exchange rates	31.12.2024
Long-term loans		20,000			20,000
Short-term loans	50,413	-28,172		509	22,749
Lease liabilities	22,554	-4,448	4,728	4,152	26,985
Total liabilities in financial operations	72,967	-12,621	4,728	4,660	69,734

4.8 Shareholders' equity

Shares and share capital

Scanfil plc has a total of 65,476,493 shares. The company's registered share capital is EUR 2,000,000.00. The company has one series of shares, and all shares belong to the same class. Each share entitles the holder to one vote and equal entitlement to dividends. The share has no nominal value.

Scanfil plc's shares are quoted on Nasdaq Helsinki Oy. The trading code of the shares is SCANFL. The shares are included in the book-entry securities system maintained by Euroclear Finland Ltd.

The company has not acquired its own shares during the financial year. On December 31, 2025, the company held 38,738 of its own shares.

Number of shares, 1000 pcs	2025
Number of shares at 1.1.2025	65,269,993
Share subscription under option rights 2019C on March 17 and December 5 2025	110,000
Share subscription under option rights 2022AI and All on August 29 and December 5 2025	96,500
Number of shares a 31.12.2025	65,476,493
Number of shares, 1000 pcs	2024
Number of shares at 1.1.2024	65,270
Number of shares at 31.12.2024	65,270

Currency translation differences

Currency translation differences include differences arising from the conversion of the financial statements of foreign companies. On December 31, 2025, translation differences stood at EUR -6.2 million (EUR -2.5 million in 2024), of which EUR -14.5 (-16.3) million was created by the exchange rate changes of the Swedish krona and EUR 9.3 (9.4) million Polish zloty. The translation difference was EUR -3.7 (2.1) million during the financial period. It mainly consists of exchange rate changes in the Chinese Renminbi EUR -3.2 (1.6) million, the US dollar EUR -2.1 (1.1) million and the Swedish krona EUR 1.8 (-3.8) million.

EUR thousand	RMB	SEK	USD	PLN	AUD	SGD	HUF	Total
1.1.2025	3,382	-16,308	1,352	9,384	-30	0	-280	-2,500
Recorded in comprehensive income statement	-3,207	1,839	-2,107	-126	-117	-16	3	-3,731
31.12.2025	174	-14,469	-755	9,258	-147	-16	-277	-6,231

EUR thousand	RMB	SEK	USD	PLN	AUD	SGD	HUF	Total
1.1.2024	1,777	-12,553	261	6,195		0	-268	-4,587
Recorded in comprehensive income statement	1,604	-3,755	1,091	3,189	-30	0	-12	2,087
31.12.2024	3,382	-16,308	1,352	9,384	-30	0	-280	-2,500

Fair value reserve

The fair value reserve includes the change in value of the interest rate derivable due to cash flow hedging and the changes in fair value of currency derivatives concluded for hedging purposes. The derivative instruments recorded in the fair value reserve are discussed in closer detail in note 4.5, Derivative financial instruments and hedge accounting.

Fair value reserve, EUR THOUSAND	2025	2024
1.1.	-46	924
Interest rate swaps, change	51	-196
Forward exchange contracts, change	-68	-774
Total	-63	-46

Other reserves

Other reserves include a reserve that includes transfers from retained earnings in accordance with the Articles of Association of foreign companies.

Reserve for invested unrestricted equity

The reserve for invested unrestricted equity includes other equity investments and the subscription price of shares to the extent that it is not recognised in share capital pursuant to a specific decision. The payments received from share subscriptions made on the basis of option schemes are recorded in their entirety in the reserve for invested unrestricted equity.

Dividend

The dividend proposed to the Annual General Meeting by the Board of Directors has not been deducted from distributable equity prior to the AGM's approval.

In 2025, dividends of EUR 0.24 per share were paid, in total EUR 15,672,301.20.

After the reporting date, The Board of Directors has proposed a dividend of EUR 0.25 per share to be distributed, in total EUR 16,375,938.75.

4.9 Management of capital structure

The objective of the group's capital management is to ensure normal prerequisites for business operations. Development of the group's capital structure is monitored through net gearing. The capital structure is regularly reviewed. The shareholders' equity on the consolidated balance sheet is managed as capital. No external capital requirements are applied to the group.

Net liabilities, EUR THOUSAND	2025	2024
Interest-bearing liabilities	84,224	69,734
Cash assets	-74,657	-48,534
Net liabilities	9,567	21,200
Equity total	314,497	291,036
Gearing, %	3.0	7.3

5. OTHER NOTES

5.1 Provisions

ACCOUNTING PRINCIPLE

A provision is recognised in the balance sheet when a past event has created an obligation that will probably be realised and when the amount of the obligation can be reliably estimated. The provisions also include a pension provision for staff benefits and a benefit based on years of service in Poland.

Use of estimates

Estimates are required when assessing the amount of provisions associated with business operations.

Provisions, EUR THOUSAND	Reclamation and guarantee	Pension provision	Other provisions	Total
1.1.2025	693	269	1,519	2,481
Exchange rate differences	9	3	-112	-99
Additions	25	70	298	394
Used provisions	-88	-5	-110	-202
Reversals of unused provisions	-242			-242
31.12.2025	398	338	1,596	2,332
			2025	2024
Non-current provisions			1,934	1,788
Current provisions			398	693
Total			2,332	2,481

The reclamation and warranty provision includes the estimated cost of repairing defective products that is related to customer complaints and warranty obligations, and any fees resulting from delayed deliveries. Other provisions relate to a locally agreed bonus in Poland that is based on years of services and in Australia for statutory long service leave.

5.2 Securities provided, contingent liabilities and other liabilities

Guarantees given, EUR thousand	2025	2024
On behalf of own company	1,322	982
On behalf of Group company	17,171	150
Total	18,493	1,132

In addition to the aforementioned commitments, the following guarantees have been given:

Scanfil Plc has provided HSBC Continental Europe with an umbrella guarantee covering all obligations arising from a USD 20 million loan and guarantee arrangement between the subsidiaries SRXGlobal (Australia) Pty Ltd, SRX Global (Malaysia) Sdn. Bhd., Scanfil (Suzhou) Co., Ltd., SRX Global Singapore Pte Ltd, and HSBC Continental Europe. Scanfil Plc has issued guarantees to Nordea Bank Abp and Skandinaviska Enskilda Banken AB for the settlement of derivative contract obligations entered into by Scanfil Sweden AB and its subsidiaries. The maximum liability towards Skandinaviska Enskilda Banken AB is EUR 3.6 million.

Scanfil plc has provided a guarantee to Nordea Bank Abp as security for the performance and payment of obligations under the derivative contracts concluded between Scanfil Electronics GmbH and Nordea Bank Abp.

Scanfil plc has given a guarantee for the lease obligations of its subsidiary Scanfil Inc. Scanfil EMS Oy has given a guarantee to Nordea Bank AB Shanghai Branch of any obligations arising from a loan facility of CNY 180 million between the subsidiary Scanfil (Suzhou) Co., Ltd. and the Nordea Bank AB Shanghai Branch. Scanfil EMS Oy has given a guarantee of any obligations arising from the subsidiary's delivery contracts with its customers. The guarantee is limited to a maximum of EUR 7.5 million and seven years after the expiry of the last product agreement.

Scanfil Sweden AB has given a guarantee to the lessor as security for the liabilities under the lease contract regarding the premises leased by the Polish subsidiary Scanfil Poland Sp. z o.o.

Scanfil EMS Oy and Scanfil Sweden AB have provided guarantees to Nordea Bank Abp and Nordea Bank AB Shanghai Branch as security for the performance and payment of the obligations under the derivative master agreements entered into between the Group companies Scanfil Oü, Scanfil Poland Sp. z o.o, Scanfil Åtvidaberg AB, Scanfil Malmö AB, Scanfil (Suzhou) Co., Ltd.

On behalf of the group companies may be given usual parent company guarantees from time to time as security for the fulfillment of their customer agreement obligations.

5.3 Details of related parties and group structure

The Group's related parties include, in addition to group companies, the key members of management, i.e., the members of the parent company's Board of Directors and the group's Management Team.

Employee benefits for members of the management, EUR thousand	2025	2024
Salaries and other short-term employee benefits	2,253	1,900
Options implemented and paid in shares	294	
Total	2,547	1,900

The management includes the parent company's Board of Directors, CEO and Management Team members.

Salaries and other short-term employee benefits paid to the President, EUR thousand	2025	2024
Christophe Sut	429	358

Statutory pension expenditure, EUR thousand	2024	2023
Christophe Sut	104	88

One of the Board members has a valid payment basis voluntary pension insurance with an expense of EUR 4 thousand (5) in financial year 2024.

Salaries paid to the Board Members, EUR thousand	2025	2024
Harri Takanen	62	61
Bengt Engström	41	41
Christina Lindstedt	47	45
Juha Räisänen	53	50
Minna Yrjönmäki	47	44
Thomas Dekorsy	41	39
Total salaries of the Board Members	291	280

The salary information is payment-based.

Group companies	Domicile	Group's ownership	Share of vote	Parent company's ownership
Scanfil Oyj, parent company;	Finland			
Scanfil EMS Oy	Finland	100 %	100 %	100 %
Scanfil GmbH	Germany	100 %	100 %	100 %
Scanfil Electronics GmbH	Germany	100 %	100 %	100 %
Scanfil Holding Germany GmbH	Germany	100 %	100 %	100 %
Scanfil Oü	Estonia	100 %	100 %	100 %
Scanfil (Suzhou) Co., Ltd.	China	100 %	100 %	100 %
Scanfil Poland Sp. z o.o.	Poland	100 %	100 %	100 %
Scanfil Sweden AB	Sweden	100 %	100 %	100 %
Scanfil Malmö AB	Sweden	100 %	100 %	100 %
Scanfil Ätvidaberg AB	Sweden	100 %	100 %	100 %
Scanfil Atlanta Inc.	USA	100 %	100 %	100 %
Scanfil Group Inc.	USA	100 %	100 %	100 %
ADCO Circuits LLC	USA	80 %	80 %	80 %
Scanfil Holding Italy s.r.l	Italy	100 %	100 %	100 %
Scanfil Business Services Kft	Hungary	100 %	100 %	100 %
SRXGlobal Pty Limited	Australia	100 %	100 %	100 %
SRXGlobal (Australia) Pty Limited	Australia	100 %	100 %	100 %
SRXGlobal (Malaysia) SDN. BHD.	Malaysia	100 %	100 %	100 %
SRXGLOBAL (SINGAPORE) PTE. LTD.	Singapore	100 %	100 %	100 %

Leases to related parties

Scanfil plc's subsidiary Scanfil EMS Oy has leased office premises from Kiinteistö Oy Pilot 1. The main shareholder of Jussi Real Estate Oy, the owner of Kiinteistö Oy Pilot 1, is Jussi Capital Oy. One of the main shareholders of Jussi Capital Oy Scanfil plc's Board member Harri Takanen. In 2025, the market rents paid totalled EUR 30 thousand (EUR 29 thousand in 2024).

5.4 Events after the reporting period

Scanfil's acquisition of Italian electronics manufacturing company MB Elettronica ("MB") has been completed: The acquisition of MB was announced on 13 July 2025 and was completed on 22 January 2026. This strategic acquisition accelerates Scanfil's growth, especially in the Aerospace & Defense industry, which generated 40% of MB's turnover in 2025. In addition, MB has a strong position in domestic Italian and Southern European markets, and within the Industrial and Medtech & Life Science customer groups.

Based on MB's preliminary financial statement for the year 2025 the turnover was EUR 120.0 (98.4) million, an increase of 21.9% compared to 2024. Comparable EBIT was EUR 10.3 (6.8) million, up 49.7% from 2024 and the comparable EBIT margin was 8.6%, improving by 1.7 percentage points from 6.9% in 2024. The preliminary financial statement is unaudited. The purchase price corresponds to an enterprise value of maximum EUR 123 million, of which EUR 91 million is in connection with completing the transaction. The remaining EUR 32 million will be paid based on MB's financial performance in 2026 and 2027. The transaction was financed by Scanfil's existing credit facilities. (Stock Exchange Release 22 January 2026)

By 9 January 2026, a total of 66,000 Scanfil Plc's new shares has been subscribed for with the company's stock options 2019C and 2022AI. For subscriptions made with the stock options 2019C and 2022AI, the entire subscription price of EUR 478,920.00 will be credited to the reserve for the company's invested unrestricted equity. The shares subscribed for with the stock options 2019C and 2022AI have been registered in the Trade Register on 12 February 2026. The new shares will produce shareholder rights for their shareholders from the date of registration. After the trade registration the total number of shares is 65,542,493 (Stock Exchange Release 12 February 2026)

PARENT COMPANY FINANCIAL STATEMENTS, FAS

Parent Company Income Statement

EUR thousand	Note	1.1.-31.12.2025	1.1.-31.12.2024
Other operating income		3,113	2,724
Personnel expenses	1		
Wages, salaries and fees		-2,246	-1,939
Pensions and statutory indirect employee costs			
Pensions		-430	-377
Statutory indirect employee costs		-200	-150
Personnel expenses total		-2,876	-2,466
Depreciation and reduction in value	3		
Depreciation according to plan		-85	-102
Depreciation and reduction in value total		-85	-102
Other operating expenses	2	-2,699	-1,930
Operating profit		-2,547	-1,773
Financial income and expenses			
Financial income from Group		29,612	25,000
Other interest and financial income			
From Group		1,307	2,564
From other		3,625	3,078
Interest expenses and financial expenses			
To Group		-2,480	-2,249
To other		-4,661	-2,374
Financial income and expenses total		27,404	26,019

EUR thousand	Note	1.1.-31.12.2025	1.1.-31.12.2024
Profit before appropriations and taxes		24,857	24,246
Appropriations			
Group contributions	4	3,500	
Appropriations total		3,500	
Profit before tax		28,357	24,246
Income taxes	5		
Income taxes		-8	-7
Taxes for previous years			-35
Deferred taxes		259	155
Income taxes total		250	113
Net profit for the period		28,607	24,359

Parent Company Balance Sheet

EUR thousand	Note	31.12.2025	31.12.2024
ASSETS			
Non-current assets			
Intangible assets	6		
Other non-current assets		138	222
Advance payments and contracts in progress			4
Intangible assets total		138	226
Tangible assets	7		
Plant and equipment			6
Advance payments and construction in progress		17	17
Tangible assets total		17	23
Investments			
Holdings in Group companies	8	113,574	119,831
Investments total		113,574	119,831
Total non-current assets		113,728	120,080

EUR thousand	Note	31.12.2025	31.12.2024
ASSETS			
Current assets			
Long-term receivables			
Loan receivables from Group companies	9	25,612	13,125
Deferred tax assets		430	155
Long-term receivables total		26,041	13,280
Short-term receivables			
Receivables from Group companies	9	17,205	22,826
Accrued income		1,820	1,600
Short-term receivables total		19,025	24,426
Cash and cash equivalents	10	51,632	27,705
Total current assets		96,682	65,412
Total assets		210,426	185,492

Parent Company Balance Sheet

EUR thousand	Note	31.12.2025	31.12.2024
SHAREHOLDER'S EQUITY AND LIABILITIES			
Equity	11		
Share capital		2,000	2,000
Other reserves			
Fair value reserve		-72	68
Reserve for invested unrestricted equity fund		35,035	33,633
Retained earnings		21,176	12,315
Profit for the period		28,607	24,359
Total Equity		86,746	72,376

EUR thousand	Note	31.12.2025	31.12.2024
Liabilities			
Non-current liabilities			
Financing loans	12	22,500	20,000
Conditional additional purchase price			11,195
Deferred tax liabilities			17
Non-current liabilities total		22,500	31,212
Current liabilities			
Financing loans	12	22,500	10,000
Trade liabilities		373	159
Liabilities to group companies	13	76,618	70,619
Other creditors		158	90
Accrued liabilities	14	1,532	1,036
Current liabilities total		101,180	81,903
Total liabilities		123,680	113,116
Total equity and liabilities		210,426	185,492

Parent Company Cash Flow Statement

EUR thousand	1.1.-31.12.2025	1.1.-31.12.2024
Cash flow from operating activities		
Profit for the period	28,607	24,359
Adjustments		
Depreciation according to plan	85	102
Financial income and expenses	-28,336	-26,245
Other income and expenses without payment		
Group contributions received	-3,500	
Deferred taxes	-250	-113
Exchange rate differences	70	579
Changes in working capital		
Inc(-)/dec(+) in short-term non-interest bearing receivables	-2,005	171
Inc(+)/dec(-) in short-term non-interest-bearing liabilities	570	-633
Interest received from other financial revenues	2,231	3,034
Interest paid	-3,639	-2,113
Taxes paid	-152	-306
Net cash flow from operating activities	-6,319	-1,165
Cash flow from investing activities		
Investments in tangible and intangible assets	29	-69
Investments in subsidiary shares	-4,303	-40,289
Granted loans	-16,960	
Received loan payments	17,264	18,283
Received dividends	29,612	25,000
Net cash flow from investing activities	25,643	2,926

EUR thousand	1.1.-31.12.2025	1.1.-31.12.2024
Cash flow from financing activities		
Related party investments to company shares	1,575	
Changes in Group financing	3,699	40,766
Drawdown of long-term loans	25,000	
Repayment of long-term loans	-10,000	-6,000
Dividends paid	-15,672	-14,994
Net cash flow from financing activities	4,602	19,772
Net increase/decrease in cash and cash equivalents	23,926	21,533
Cash and cash equivalents Jan 1.	27,705	6,173
Cash and cash equivalents Dec 31.	51,632	27,705

Changes in Group financing are presented net and related to the Group's Cash pool.

NOTES TO FINANCIAL STATEMENTS, FAS

The parent company's accounting principles

Scanfil plc is a Finland-based public limited company domiciled in Sievi. The company's shares are quoted on the Main List of Nasdaq Helsinki Ltd. The financial statements of Scanfil plc have been prepared in accordance with the Finnish Accounting Act and other legislation and regulations in force in Finland.

In September 2023, Scanfil Oyj opened a Permanent Establishment in Sweden. The accounts of Scanfil Oyj's Stockholm branch will be integrated into the accounting records of the parent company.

MEASUREMENT AND RECOGNITION PRINCIPLES AND METHODS

Fixed assets

Fixed assets are measured at historical cost less accumulated depreciation and impairment. Depreciation is calculated on a straight-line basis over the expected useful lives of the assets.

The depreciation periods for fixed assets are as follows:

Intellectual property rights	5 years
Other long-term expenses	5 years
Machinery and equipment	3–5 years

Subsidiary company shares

Shares in subsidiaries have been measured at the acquisition cost, which is adjusted by impairment if the future returns on the investment are expected to be permanently lower than the acquisition cost.

Financial instruments

Financial assets and liabilities are measured at the lower of cost and probable realisable value.

The group's bank account system

The assets and liabilities of the subsidiaries included in Scanfil plc's group account systems are shown as offset at Scanfil plc, either as cash and bank receivables or as short-term financial liabilities and short-term receivables from group companies or as short-term debts to group companies.

Derivative contracts and hedge accounting

Section 5:2a of the Act on Foreign Exchange Derivatives is applied to currency derivatives, in which changes in the fair value of currency derivatives are recorded in the fair value reserve for equity less deferred tax liabilities. Accounting principles are found from Group note "4.5 Derivative financial instruments and hedge accounting".

Turnover

The parent company's operations consist of group functions, and income from the sale of services is presented as turnover.

Share-based rewards and options

The Company had option schemes in force during the financial period. Share subscriptions based on the exercised option rights are recognized in equity at the subscription price. The main terms and conditions of the option schemes are presented in Note "1.4 Employee benefit expenses" of the consolidated financial statements.

Pension costs

The pension cover of employees is provided by pension insurance companies. Pension expenses are recognised as expenses for the year during which they are accrued.

Foreign currency items

Foreign currency-denominated transactions are recognised during the financial period using the exchange rates on the transaction date. Any foreign currency-denominated balance sheet items remaining outstanding on the closing date are measured at the exchange rate valid on the closing date.

Taxes

Income taxes have been recorded in accordance with Finnish tax legislation. A deferred tax liability or asset is calculated on temporary differences between accounting and taxation of assets and liabilities at the established tax rate. Deferred tax liabilities are recognised in full. Deferred tax assets are recognised only when it is probable that the receivable can be utilised against taxable profit in future periods.

1. Personnel expenses

EUR THOUSAND	2025	2024
Salaries, wages and fees	2,246	1,939
Pension costs	430	377
Other indirect employee expenses	200	150
Total	2,876	2,466
Fringe benefits (taxable value)	40	29

Pension costs are based on defined contribution schemes. Management's employee benefits are reported in note 18.

Average number of employees during the period	2025	2024
Clerical employees	17	12
Total	17	12

2. Other operating expenses

EUR THOUSAND	2025	2024
Other operating expenses	2,699	1,930
Total	2,699	1,930

Other operating costs mainly consist of legal and consultation expenses, travelling expenses and statutory expenses of a listed company.

Auditor's remuneration, EUR THOUSAND	2025	2024
Auditor's remunerations of the Chartered Accountants	135	151
Assurance of sustainability reporting	40	70
Auditor's statements	2	
Other services	3	
Total	179	221

3. Depreciation and amortisation

Depreciation by asset class, EUR THOUSAND	2025	2024
Intangible assets		
Intangible rights		2
Other long-term expenses	79	84
Tangible assets		
Plant and equipment	6	15
Total	85	102
Total depreciation	85	102

4. Other operating expenses

EUR THOUSAND	2025	2024
Group contribution from Scanfil EMS Oy	3,500	
Total	3,500	

5. Income taxes

EUR THOUSAND	2025	2024
Income taxes from actual operations	8	7
Income taxes from previous years		35
Change in deferred taxes	-259	-155
Total	-250	-113
Deferred tax liabilities, eur thousand		
Derivatives		17
Total		17
Deferred tax assets, eur thousand		
Unused tax losses	414	155
Derivatives	16	
Yhteensä	430	155

In the comparative period 2024, deferred taxes were recognised in respect of currency derivatives.

6. Intangible assets

EUR THOUSAND	Other long-term expenses	Advance payments and construction in progress	Intangible assets total	
Acquisition cost Jan 1, 2025	477	4	481	
Additions	1		1	
Deductions	-41		-41	
Transfers between accounts	4	-4	0	
Acquisition cost Dec 31, 2025	440	0	440	
Accumulated depreciations Jan 1, 2025	-255		-255	
Depreciations	-79		-79	
Accumulated depreciation of deductions	32		32	
Accumulated depreciations Dec 31, 2025	-302		-302	
Carrying amount Jan 1, 2025	222	4	226	
Carrying amount Dec 31, 2025	138		138	
Intangible assets as of Dec 31, 2024				
EUR THOUSAND	Intangible rights	Other long-term expenses	Advance payments and construction in progress	Intangible assets total
Acquisition cost Jan 1, 2024	121	410		531
Additions		36	4	40
Transfers between accounts*		32		32
Acquisition cost Dec 31, 2024	121	477	4	602
Accumulated depreciations Jan 1, 2024	-119	-171		-290
Depreciations	-2	-84		-87
Accumulated depreciations Dec 31, 2024	-121	-255		-376
Carrying amount Jan 1, 2024	2	239		241
Carrying amount Dec 31, 2024	0	222	4	226

*Transfer from tangible to intangible assets.

7. Tangible assets

EUR THOUSAND	Plant and equipment	Other tangible assets	Tangible assets total
Acquisition cost Jan 1, 2025	76	17	92
Acquisition cost Dec 31, 2025	76	17	92
Accumulated depreciations Jan 1, 2025	-69		-69
Depreciations	-6		-6
Accumulated depreciations Dec 31, 2025	-76		-76
Carrying amount Jan 1, 2025	6	17	23
Carrying amount Dec 31, 2025	0	17	17

EUR THOUSAND	Plant and equipment	Other tangible assets	Advanced payments and construction in progress	Tangible assets total
Acquisition cost Jan 1, 2024	76	17	32	124
Transfer between accounts*			-32	-32
Acquisition cost Dec 31, 2024	76	17	0	92
Accumulated depreciations Jan 1, 2024	-54			-54
Depreciations	-15			-15
Accumulated depreciations Dec 31, 2024	-69			-69
Carrying amount Jan 1, 2024	21	17	32	69
Carrying amount Dec 31, 2024	6	17		23

8. Holdings in Group companies

EUR THOUSAND	2025	2024
Total in the beginning of period	119,831	68,535
Scanfil Holding Germany GmbH, additions		17,000
SRXGlobal Pty Ltd, additions		34,296
SRXGlobal Pty Ltd, deductions	-10,560	
Scanfil Italy Holding, additions	10	
Scanfil Group Inc., additions	4,293	
Total at the end of period	113,574	119,831
Carrying amount at 31 Dec.	113,574	119,831

Group companies, EUR THOUSAND	Domicile	Group share %	Parent company share %	Parent company book value
Scanfil EMS Oy	Finland	100	100	12,621
Scanfil Sweden AB	Sweden	100	100	48,823
Scanfil Holding Germany GmbH	Germany	100	100	24,091
SRXGlobal Pty Ltd	Australia	100	100	23,736
Scanfil Italy Holding	Italia	100	100	10
Scanfil Group Inc.	USA	100	100	4,293
Total				113,574

9. Receivables from Group companies

EUR THOUSAND	2025	2024
Long-term receivables		
Loan receivables	25,612	13,125
Total	25,612	13,125
Short-term receivables		
Prepayments and accrued income	262	504
Global Cash Pool receivables	6,922	4,623
Loan receivables	4,109	17,264
Other receivables	5,912	435
Total	17,205	22,826
Prepayments and accrued income		
Interest income from group	262	504
Total	262	504

Internal loans have been granted to the following subsidiaries: Scanfil Electronics GmbH, SRX Global (Malaysia) SDN. BHD., and Scanfil Group Inc. The loans have been provided on market terms.

10. Cash and equivalent

EUR THOUSAND	2025	2024
Cash and bank balances	51,632	27,705
Total	51,632	27,705

11. Equity

EUR THOUSAND	2025	2024
Share capital		
Share capital Jan 1.	2,000	2,000
Share capital Dec 31.	2,000	2,000
Fair Value Reserve	-72	68
Total restricted shareholder's equity	1,928	2,068
Reserve for invested unrestricted equity fund		
Reserve for invested unrestricted equity fund Jan 1.	33,633	35,150
Options	1,531	
Transfer of disposal of own shares	-130	-1,516
Reserve for invested unrestricted equity fund Dec 31.	35,035	33,633
Retained earnings		
Retained earning Jan 1.	36,675	25,793
Paid dividends	-15,672	-14,994
Transfer of disposal of own shares	174	1,516
Retained earnings Dec 31.	21,176	12,315
Profit for the period	28,607	24,359
Total unrestricted equity	84,818	70,308
Total equity	86,746	72,376
Calculation of distributable funds Dec 31.		
Reserve for invested unrestricted equity fund	35,035	33,633
Retained earnings	21,176	12,315
Profit for the period	28,607	24,359
Total	84,818	70,308

12. Non-current and current liabilities

EUR THOUSAND	2025	2024
Non-current		
Financial Institutions	22,500	20,000
Unpaid conditional purchase price of acquisitions		11,195
Current		
Financial Institutions	22,500	10,000
Total	45,000	41,195
Interest-bearing liabilities will mature as follows:		
Year 2025		10,000
Year 2026	22,500	21,195
Year 2027	22,500	10,000
Total	45,000	41,195

In 2021, a long-term loan of EUR 30 million was drawn from Nordea Bank Abp. The loan matured on 15 November 2024. The loan was extended by three years, and the extended loan will be repaid semi-annually in instalments of EUR 5 million. The final instalment of the loan is due on 15 November 2027.

In 2025, Scanfil Plc signed a long-term loan agreement of EUR 50 million with Nordea Bank Abp, of which EUR 25 million was drawn during the financial year. The loan will be repaid semi-annually in instalments of EUR 6.3 million, and the maturity date of the loan is 30 September 2029.

Scanfil Plc has Nordea's Multicurrency Global Cash Pool available with an overdraft facility of EUR 50 million and SEB's Liquidity Optimisation facility available with an overdraft of EUR 30 million. Neither of the credit facilities was utilised at year-end.

The Group's financing arrangements include financial covenants related to the equity ratio and the ratio between interest-bearing net liabilities and the operating margin. The terms of the covenants are monitored on a quarterly basis. The Group fulfilled the covenant terms during the financial periods of 2025 and 2024.

13. Liabilities to Group companies

EUR THOUSAND	2025	2024
Short-term liabilities to Group companies		
Accounts payable	12	10
Other liabilities	76,606	70,609
Total	76,618	70,619

14. Accrued liabilities

EUR THOUSAND	2025	2024
The most significant items included in accrued liabilities		
Employee expenses	921	547
Interests	157	126
Other accrued liabilities	453	364
Total	1,532	1,036

15. Commitments and contingencies

EUR THOUSAND	2025	2024
Bank guarantees given		
On behalf of group company	17,171	150
Total	17,171	150

In addition, the following guarantees have been given:

Scanfil Plc has provided HSBC Continental Europe an umbrella guarantee covering all obligations arising from a USD 20 million loan and guarantee arrangement between the subsidiaries SRXGlobal (Australia) Pty Ltd, SRX Global (Malaysia) Sdn. Bhd., Scanfil (Suzhou) Co., Ltd., SRX Global Singapore Pte Ltd, and HSBC Continental Europe.

Scanfil Plc has issued guarantees to Nordea Bank Abp and Skandinaviska Enskilda Banken AB for the settlement of derivative contract obligations entered into by Scanfil Sweden AB and its subsidiaries. The maximum liability towards Skandinaviska Enskilda Banken AB is EUR 3.6 million.

Scanfil plc has provided a guarantee to Nordea Bank Abp as security for the performance and payment of obligations under the derivative contracts concluded between Scanfil Electronics GmbH and Nordea Bank Abp.

Scanfil plc has given a guarantee for the lease obligations of its subsidiary Scanfil Inc. On behalf of the group companies may be given usual parent company guarantees from time to time as security for the fulfillment of their customer agreement obligations.

16. Derivative contracts

Interest derivatives, EUR THOUSAND	2025	2024
Interest swap agreements, hedging		
Fair value	-88	-132
Rated value of underlying asset	20,000	30,000

Hedge accounting, EUR THOUSAND	2025	2024
Forward exchange contracts, hedge accounting		
Fair value		85
Rated value of underlying asset		36,525
Forward exchange contracts, outside of hedge accounting		
Other liabilities	44	
Rated value of underlying asset	70,865	

The Group has a EUR 20.0 million loan maturing in 2027, which is hedged with an interest rate swap. The purpose of the hedge is to offer protection against interest rate fluctuations related to the variable-rate loan. Based on the interest rate swap agreement, Scanfil pays a fixed interest rate, and receives the variable Euribor 6-month interest rate set as the reference interest rate for the hedged loan. The objective of the hedge is in accordance with the Group's risk management principles.

The effectiveness of the hedge can be reliably measured, and the hedge is expected to remain fully effective throughout the validity of the hedge. The terms are corresponding to each other, regarding the hedged item and the hedging instrument. Effectiveness is quarterly evaluated and the hedge has remained effective. The impact of the derivative on results is expected to materialise during the validity of the loan.

The fair value of the derivative was EUR 88 thousand, including accrued interest. The interest flows of the derivative occur simultaneously with the interest flows of the loan.

17. Other rental contracts

EUR THOUSAND	2025	2024
To be paid next accounting period	30	42
To be paid later	57	79
Total	86	122

Rent liabilities do not include VAT.

18. Management's employment-related benefits

Salaries and other short-term employee benefits, EUR THOUSAND	2025	2024
Salaries and bonuses of the President		
Christophe Sut	429	358
Total salaries and bonuses of the President	429	358
Salaries and bonuses of the Board members		
Harri Takanen	62	61
Bengt Engström	41	41
Christina Lindstedt	47	45
Juha Räisänen	53	50
Minna Yrjönmäki	47	44
Thomas Dekorsy	41	39
Total salaries of the Board Members	291	280

BOARD OF DIRECTORS' PROPOSAL FOR THE DISTRIBUTION OF PROFIT

The parent company's distributable funds total EUR 84,818,236.02, including undistributed profits of EUR 49,783,464.48. The Board of Directors proposes to the Annual General Meeting that a dividend of EUR 0.25 per share be paid, totalling EUR 16,375,938.75 for the financial year ending on December 31, 2025.

SIGNATURES TO THE BOARD OF DIRECTORS' REPORT AND FINANCIAL STATEMENTS

Financial Statement has been prepared in accordance with applicable accounting regulations, give a true and fair view of the assets, liabilities, financial position, and profit of the company and the group of companies included in its consolidated financial statements.

The management report contains a truthful description of the development and result of the business operations of both the company and the group of companies included in its consolidated financial statements, as well as a description of the most significant risks and uncertainties and other aspects of the company's condition. The sustainability report included in the management report has been prepared in accordance with the reporting standards referred to in Chapter 7 and Article 8 of the Taxonomy Regulation.

Sievi, February 19, 2026

HARRI TAKANEN

Chairman of the Board

BENGT ENGSTRÖM

Member of the Board

MINNA YRJÖNMÄKI

Member of the Board

DR. THOMAS DEKORSY

Member of the Board

CHRISTINA LINDSTEDT

Member of the Board

JUHA RÄISÄNEN

Member of the Board

CHRISTOPHE SUT

CEO

Auditor's report

TO THE ANNUAL GENERAL MEETING OF SCANFIL OYJ

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of Scanfil Oyj (business identity code 2422742-9) for the year ended 31 December, 2025. The financial statements comprise the consolidated balance sheet, income statement, statement of comprehensive income, statement of changes in equity, statement of cash flows and notes, including material accounting policy information, as well as the parent company's balance sheet, income statement, statement of cash flows and notes

In our opinion

- the consolidated financial statements give a true and fair view of the group's financial position, financial performance and cash flows in accordance with IFRS Accounting Standards as adopted by the EU.
- the financial statements give a true and fair view of the parent company's financial performance and financial position in accordance with the laws and regulations governing the preparation of financial statements in Finland and comply with statutory requirements.

Our opinion is consistent with the additional report submitted to the Audit Committee and Board of Directors.

Basis for Opinion

We conducted our audit in accordance with good auditing practice in Finland. Our responsibilities under good auditing practice are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report.

We are independent of the parent company and of the group companies in accordance with the ethical requirements that are applicable in Finland and are relevant to our audit, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

In our best knowledge and understanding, the non-audit services that we have provided to the parent company and group companies are in compliance with laws and regulations applicable in Finland regarding these services, and we have not provided any prohibited non-audit services referred to in Article 5(1) of regulation (EU) 537/2014. The non-audit services that we have provided have been disclosed in note 1.5 to the consolidated financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key Audit Matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the financial statements of the current period. These matters were addressed in the context of our audit of the financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

We have fulfilled the responsibilities described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report, including in relation to these matters. Accordingly, our audit included the performance of procedures designed to respond to our assessment of the risks of material misstatement of the financial statements. The results of our audit procedures, including the procedures performed to address the matters below, provide the basis for our audit opinion on the accompanying financial statements.

We have also addressed the risk of management override of internal controls. This includes consideration of whether there was evidence of management bias that represented a risk of material misstatement due to fraud.

KEY AUDIT MATTER	HOW OUR AUDIT ADDRESSED THE KEY AUDIT MATTER
<p>REVENUE RECOGNITION</p> <p><i>We refer to the accounting principles for consolidated financial statement and note 1.1.</i></p> <p><i>In accordance with its accounting principles revenue is recognized when Scanfil satisfies performance obligations in the contract either at a point in time or over the time for services. As the revenue of the group consist mainly of the sale of products the revenue is recognized at a point in time when the control is transferred to a customer in accordance with the terms and conditions of the agreement.</i></p> <p><i>The Group focuses on revenue as a key performance measure which could create an incentive for revenue to be recognized before the risks and rewards have been transferred. Revenue recognition was determined to be a key audit matter and a significant risk of material misstatement referred to in EU Regulation No 537/2014, point (c) of Article 10(2).</i></p>	<p>Our audit procedures to address the risk of material misstatement in respect of the revenue recognition included, among others:</p> <ul style="list-style-type: none"> • assessment of the Group's accounting policies over revenue recognition against applicable accounting standards; • gaining an understanding of the revenue recognition process including related accruals; • data analytical procedures, for example, analyzing the conversion of revenue to cash received; • familiarizing ourselves with the contractual terms in sales agreements; • testing the revenue cut-off with analytical procedures and with a sample test of details on a transaction level on either side of the balance sheet date; and • assessment of the Group's disclosures in respect of revenues.
<p>VALUATION OF INVENTORIES</p> <p><i>We refer to the accounting principles for consolidated financial statement and note 2.2.</i></p> <p><i>Inventories are valued at the lower of cost or net realizable value. Inventories are valued and presented net of an impairment loss recognized for obsolete inventories. At the balance sheet date, the total value of inventory and related provision for obsolete inventory amounted to 181,2 M€ and 4,7 M€ (net 176,5 M€).</i></p> <p><i>Valuation of inventories was a key matter because the carrying value of inventories and related provisions are material to the financial statements, and because valuation of inventories requires management assessment relating to future sales and the level of provision for obsolete inventory.</i></p>	<p>Our audit procedures included, among others:</p> <ul style="list-style-type: none"> • assessment of the Group's accounting policies over inventory valuation against applicable accounting standards; • comparing unit prices of selected inventory items to latest purchase invoices and to sales prices; • assessing the analyses and assessment made by management with respect to obsolete stock and to the expected sales and net realizable value; and • assessing the Group's disclosures in respect of inventory.

Responsibilities of the Board of Directors and the Managing Director for the Financial Statements

The Board of Directors and the Managing Director are responsible for the preparation of consolidated financial statements that give a true and fair view in accordance with IFRS Accounting Standards as adopted by the EU, and of financial statements that give a true and fair view in accordance with the laws and regulations governing the preparation of financial statements in Finland and comply with statutory requirements. The Board of Directors and the Managing Director are also responsible for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Board of Directors and the Managing Director are responsible for assessing the parent company's and the group's ability to continue as going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting. The financial statements are prepared using the going concern basis of accounting unless there is an intention to liquidate the parent company or the group or cease operations, or there is no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance on whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with good auditing practice will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

As part of an audit in accordance with good auditing practice, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the parent company's or the group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of the Board of Directors' and the Managing Director's use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the parent company's or the group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the parent company or the group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events so that the financial statements give a true and fair view.

- Plan and perform the group audit to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business units within the group as a basis for forming an opinion on the group financial statements. We are responsible for the direction, supervision and review of the audit work performed for purposes of the group audit. We remain solely responsible for our audit opinion.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Other Reporting Requirements

Information on our audit engagement

We were appointed as auditors by the Annual General Meeting on 25.4.2024, and our appointment represents a total period of uninterrupted engagement of 2 years.

Other information

The Board of Directors and the Managing Director are responsible for the other information. The other information comprises the report of the Board of Directors and the information included in the Annual Report, but does not include the financial statements and our auditor's report thereon. We have obtained the report of the Board of Directors prior to the date of this auditor's report, and the Annual Report is expected to be made available to us after that date.

Our opinion on the financial statements does not cover the other information.

In connection with our audit of the financial statements, our responsibility is to read the other information identified above and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. With respect to report of the Board of Directors, our responsibility also includes considering whether the report of the Board of Directors has been prepared in compliance with the applicable provisions, excluding the sustainability report information on which there are provisions in Chapter 7 of the Accounting Act and in the sustainability reporting standards.

In our opinion, the information in the report of the Board of Directors is consistent with the information in the financial statements and the report of the Board of Directors has been prepared in compliance with the applicable provisions. Our opinion does not cover the sustainability report information on which there are provisions in Chapter 7 of the Accounting Act and in the sustainability reporting standards.

If, based on the work we have performed on the other information that we obtained prior to the date of this auditor's report, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Other statements based on law

Our responsibility is to, based on our audit, express an opinion on the registration and publication of the income tax report required in Chapter 7 b of the Accounting Act.

The Board of Directors and the Managing Director are responsible for the registration and the publication of the income tax report.

In our opinion, the company has not been obliged to register and publish an income tax report referred to in Chapter 7 b of the Accounting Act for the financial year immediately preceding the financial year.

Helsinki 19.2.2026

Ernst & Young Oy
Authorized Public Accountant Firm

Toni Halonen
Authorized Public Accountant

Independent Auditor's Report on the ESEF Consolidated Financial Statements of Scanfil Oyj

TO THE BOARD OF DIRECTORS OF SCANFIL OYJ

We have performed a reasonable assurance engagement on the financial statements 7437004XD6U0FFDCT507-2025-12-31-fi.zip of Scanfil Oyj (y-identifier: 2422742-9) that have been prepared in accordance with the Commission's regulatory technical standard for the financial year ended 31.12.2025.

Responsibilities of the Board of Directors and the Managing Director

The Board of Directors and the Managing Director are responsible for the preparation of the company's report of Board of Directors and financial statements (the ESEF financial statements) in such a way that they comply with the requirements of the Commission's regulatory technical standard. This responsibility includes:

- preparing the ESEF financial statements in XHTML format in accordance with Article 3 of the Commission's regulatory technical standard
- tagging the primary financial statements, notes and company's identification data in the consolidated financial statements that are included in the ESEF financial statements with iXBRL tags in accordance with Article 4 of the Commission's regulatory technical standard and
- ensuring the consistency between the ESEF financial statements and the audited financial statements.

The Board of Directors and the Managing Director are also responsible for such internal control as they determine is necessary to enable the preparation of ESEF financial statements in accordance the requirements of the Commission's regulatory technical standard

Auditor's Independence and Quality Management

We are independent of the company in accordance with the ethical requirements that are applicable in Finland and are relevant to the engagement we have performed, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

The firm applies International Standard on Quality Management (ISQM) 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Auditor's Responsibilities

Our responsibility is to, in accordance with Chapter 7, Section 8 of the Securities Markets Act, provide assurance on the financial statements that have been prepared in accordance with the Commission's technical regulatory standard. We express an opinion on whether the consolidated financial statements that are included in the ESEF financial statements have been tagged, in all material respects, in accordance with the requirements of Article 4 of the Commission's regulatory technical standard.

Our responsibility is to indicate in our opinion to what extent the assurance has been provided. We conducted a reasonable assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000.

The engagement includes procedures to obtain evidence on:

- whether the primary financial statements in the consolidated financial statements that are included in the ESEF financial statements have been tagged, in all material respects, with iXBRL tags in accordance with the requirements of Article 4 of the Commission's regulatory technical standard and
- whether the notes and company's identification data in the consolidated financial statements that are included in the ESEF financial statements have been tagged, in all material respects, with iXBRL tags in accordance with the requirements of Article 4 of the Commission's regulatory technical standard and
- whether there is consistency between the ESEF financial statements and the audited financial statements

The nature, timing and extent of the selected procedures depend on the auditor's judgement. This includes an assessment of the risk of material deviations due to fraud or error from the requirements of the Commission's technical regulatory standard.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Opinion

Our opinion pursuant to Chapter 7, Section 8 of the Securities Markets Act is that the primary financial statements, notes and company's identification data in the consolidated financial statements that are included in the ESEF financial statements

of Scanfil Oyj 7437004XD6U0FFDCT507-2025-12-31-fi.zip for the financial year ended 31.12.2025 have been tagged, in all material respects, in accordance with the requirements of the Commission's regulatory technical standard.

Our opinion on the audit of the consolidated financial statements of Scanfil Oyj for the financial year ended 31.12.2025 has been expressed in our auditor's report dated 19.2.2026. With this report we do not express an opinion on the audit of the consolidated financial statements nor express another assurance conclusion.

Helsinki 26.3.2026

Ernst & Young Oy
Authorized Public Accountant Firm

Toni Halonen
Authorized Public Accountant

Assurance report on the sustainability report

TO THE ANNUAL GENERAL MEETING OF SCANFIL OYJ

We have performed a limited assurance engagement on the group sustainability statement of Scanfil Oyj (business identity code 2422742-9) that is referred to in Chapter 7 of the Accounting Act and that is included in the report of the Board of Directors for the reporting period 1.1.-31.12.2025.

Opinion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the group sustainability statement does not comply, in all material respects, with

1. the requirements laid down in Chapter 7 of the Accounting Act and the sustainability reporting standards (ESRS), and
2. the requirements laid down in Article 8 of the Regulation (EU) 2020/852 of the European Parliament and of the Council on the establishment of a framework to facilitate sustainable investment, and amending Regulation (EU) 2019/2088 (EU Taxonomy).

Point 1 above also contains the process in which Scanfil Oyj has identified the information for reporting in accordance with the sustainability reporting standards (double materiality assessment).

Our opinion does not cover the tagging of the group sustainability statement with digital XBRL sustainability tags in accordance with Chapter 7, Section 22, Subsection 1(2), of the Accounting Act, because sustainability reporting companies have not had the possibility to comply with that requirement in the absence of requirements for the tagging of sustainability information in the ESEF regulation or other European Union legislation.

Basis for Opinion

We performed the assurance of the group sustainability statement as a limited assurance engagement in compliance with good assurance practice in Finland and with the International Standard on Assurance Engagements (ISAE) 3000 (Revised) Assurance Engagements Other than Audits or Reviews of Historical Financial Information.

Our responsibilities under this standard are further described in the Responsibilities of the Authorized Group Sustainability Auditor section of our report.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Matter

We draw attention to the fact that the group sustainability statement of Scanfil Oyj, prepared in accordance with Chapter 7 of the Accounting Act, has been prepared and assured for the first time for the reporting period 1.1.-31.12.2024. Our opinion covers the comparative information that has been presented in the group sustainability statement for the reporting period 1.1.-31.12.2024, but not any other comparative information. Our opinion is not modified in respect of this matter.

Authorized group sustainability auditor's Independence and Quality Management

We are independent of the parent company and of the group companies in accordance with the ethical requirements that are applicable in Finland and are relevant to our engagement, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

The Authorized Group Sustainability Auditor applies International Standard on Quality Management ISQM 1, which requires the Authorized Sustainability Audit Firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Responsibilities of the Board of Directors and the Managing Director

The Board of Directors and the Managing Director of Scanfil Oyj are responsible for:

- the group sustainability statement and for its preparation and presentation in accordance with the provisions of Chapter 7 of the Accounting Act, including the process that has been defined in the sustainability reporting standards and in which the information for reporting in accordance with the sustainability reporting standards has been identified,
- the compliance of the group sustainability statement with the requirements laid down in Article 8 of the Regulation (EU) 2020/852 of the European Parliament and of the Council on the establishment of a framework to facilitate sustainable investment, and amending Regulation (EU) 2019/2088, and for
- such internal control as the Board of Directors and the Managing Director determine is necessary to enable the preparation of a group sustainability statement that is free from material misstatement, whether due to fraud or error.

Inherent Limitations in the Preparation of a Sustainability Reports

The preparation of the group sustainability statement requires a materiality assessment from the company in order to identify relevant disclosures. This significantly involves management judgment and choices. Group Sustainability reporting is also characterized by the fact that reporting of this type of information involves estimates and assumptions, as well as measurement and assessment uncertainty.

The company has described in Appendix of the group sustainability statement, the level of data accuracy for environmental and social data. As the company states, these metrics include significant uncertainty.

The determination of greenhouse gases is subject to inherent uncertainty due to the incomplete scientific data used to determine the emission factors and the numerical values needed to combine emissions of different gases.

When reporting future-related information in accordance with the ESRS standards, the company's management must present assumptions regarding possible future events and disclose the company's potential future actions related to these events, as well as prepare future-related information based on these assumptions. The actual outcome is likely to differ, as predicted events often do not occur as expected.

Responsibilities of the Authorized Group Sustainability Auditor

Our responsibility is to perform an assurance engagement to obtain limited assurance about whether the group sustainability statement is free from material misstatement, whether due to fraud or error, and to issue a limited assurance report that includes our opinion. Misstatements can arise from fraud or error and are considered material

if, individually or in the aggregate, they could reasonably be expected to influence the decisions of users taken on the basis of the group sustainability statement.

Compliance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised) requires that we exercise professional judgment and maintain professional skepticism throughout the engagement. We also:

- Identify and assess the risks of material misstatement of the group sustainability statement, whether due to fraud or error, and obtain an understanding of internal control relevant to the engagement in order to design assurance procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the parent company's or the group's internal control.
- Design and perform assurance procedures responsive to those risks to obtain evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Description of the Procedures That Have Been Performed

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. The nature, timing and extent of assurance procedures selected depend on professional judgment, including the assessment of risks of material misstatement, whether due to fraud or error. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Our procedures included for ex. the following:

- We have interviewed the management of group as well as key personnel responsible for collecting and reporting of the information included in the group sustainability statement.
- Through interviews, we gained an understanding of the group's control environment related to the group sustainability reporting process.
- We evaluated the implementation of the company's double materiality assessment process in relation to the requirements of the ESRS standards, as well as whether the information provided from the double materiality assessment is in material respects in accordance with the ESRS standards.
- We assessed whether the group sustainability statement in material respects meets the requirements of the ESRS standards regarding material sustainability topics:
 - We have tested the accuracy of the information presented in the group sustainability statement by comparing the information on a sample basis to the documentation and records prepared by the company and assessed whether they support the information included in the group sustainability statement.
 - We have on a sample basis performed analytical assurance procedures and related inquiries, recalculations and inspected documentation, as well as tested data aggregation to assess the accuracy of the group sustainability statement.
- We conducted a site visit at a selected location.
- Regarding EU Taxonomy data, we gained an understanding of the process by which a company has defined taxonomy-eligible and taxonomy-aligned economic activities, and we assessed the compliance of the information provided.

Helsinki 19.2.2026

Ernst & Young Oy
Authorized Sustainability Audit Firm

Toni Halonen
Authorized Sustainability Auditor

Corporate Governance Statement 2025

Scanfil plc (the company) is a publicly listed company managed in accordance with the company's Articles of Association, the Finnish Companies Act, and other legislation relating to the company. In addition, the company complies with the Finnish Corporate Governance Code 2024 published by the Securities Market Association, which entered into force on January 1, 2025.

This Corporate Governance Statement is available on Scanfil's website at www.scanfil.com/investors. The Finnish Corporate Governance Code is available at www.cgfinland.fi.

Shareholders' Nomination Board

The Annual General Meeting 2024 decided to establish a Shareholders' Nomination Board (Nomination Board). The Nomination Board is a shareholders' body responsible for preparing proposals for upcoming Annual General Meetings. When necessary, it also prepares proposals for extraordinary general meetings concerning the election of Board members and the remuneration of the Board of Directors and committee members. The Nomination Board is also responsible for ensuring that the Board of Directors and its members have sufficient knowledge and experience that corresponds to the needs of the company. The Nomination Board has three members. Two of those members are representatives appointed by the two largest shareholders, and the Chair of the Board of Directors is the third member of the Nomination Board. Each year, the two shareholders that hold the largest share of the votes conferred by all shares in the company pursuant to the shareholders' register maintained by Euroclear Finland Ltd on the first working day of the September

preceding the applicable Annual General Meeting will be entitled to appoint members that represent the shareholders. If the representative of the largest shareholder also serves as the Chair of the company's Board of Directors, they cannot be appointed as the Chair of the Nomination Board but may act as the shareholder's representative as a member of the Nomination Board. In 2025, the members of the Nomination Board were Jarkko Takanen (Chair) and Harri Takanen. The charter of the Nomination Board can be found [here](#).

Board of Directors

Under the Companies Act, the Board of Directors (the Board) is responsible for the management of the company and the proper organization of operations. The members of the Board are elected by the Annual General Meeting. According to the Articles of Association, Scanfil plc's Board shall include a minimum of three (3) and a maximum of seven (7) regular members. The Board elects a Chair from among its members. The Board is responsible for deciding on the business strategy and significant matters related to investments, organization, and finance, as well as supervising the company's management and operations. The Board shall also ensure that the company's accounts and asset management are properly organized and supervised.

The Board, elected by the Annual General Meeting on April 25, 2025, has evaluated the independence of its members according to which the majority of members (Thomas Dekorsy, Bengt Engström, Christina Lindstedt, Juha Räisänen and Minna Yrjönmäki) are independent of the company and independent of the significant

shareholders of the company. All three members of the Audit Committee are independent of the company and its significant shareholders. This statement has been reviewed by Scanfil plc's Board.

HARRI TAKANEN

Harri Takanen (born 1968, a Finnish citizen), Member of the Board since April 18, 2013, Professional Board Member, and Managing Director of Jussi Capital Oy and Jussi Invest Oy. Harri Takanen has worked at Sievi Capital plc as CEO 2007–2011 and as the CEO of Scanfil plc and Scanfil EMS Oy 2012–2013. He has served Scanfil Group since 1994, e.g. as Director of operations in China, Scanfil (Hangzhou) Co., Ltd's Managing Director, Technology Director, Director of Customer Relations, Customer Service Manager and Plant Manager of Sievi Mechanics. Harri Takanen holds a Master's degree in Engineering. Not independent of the company and major shareholders.



- | Area of expertise: EMS industry, strategy and business management
- | Held 9,913,146 shares in Scanfil plc on December 31, 2025
- | Chairperson of the Board of Directors: Scanfil plc
- | Member of the Board of Directors: Jussi Capital Oy, Jussi Invest Oy, Cooperative KPO, WellO2 Oy and Titanor Oy

DR. THOMAS DEKORSY

Dr. Thomas Dekorsy (born 1963, a German citizen). Member of the Board since April 27, 2023. He is an executive interim manager, consultant and board professional. Dr. Thomas Dekorsy was the Global Head Business Unit Automotive (ad. interim) of Amann & Söhne GmbH & Co. KG. He has served in various leadership roles e.g as the Managing Director of Prettl Management Services GmbH 2021–2022, the Chief Operating Officer of Lakesight Technologies Holding GmbH 2019–2021, the General Manager of Escatec Switzerland AG 2013–2019 and many others since 1989. He holds a Ph.D. in Engineering. Independent of the company and its major shareholders.



- | Area of expertise: Industrial companies, business turnarounds and sustainability
- | Did not hold any shares in Scanfil plc on December 31, 2025

BENGT ENGSTRÖM

Bengt Engström (born 1953, a Swedish citizen), Member of the Board since August 20, 2015. Bengt Engström has held a number of executive positions at several companies, both in Sweden and globally, for example at Whirlpool, Bofors AB, Duni AB, and Fujitsu. Bengt Engström holds a Mechanical Engineer's degree. Independent of the company and major shareholders.



- | Area of expertise: EMS industry, strategy and business management
- | Held 12,929 shares in Scanfil plc on December 31, 2025
- | Chair of the Board of Directors: Nordic Flanges AB, Trackson AB, BEngström AB and BEngström Förvaltning AB
- | Member of the Board of Directors: Real Fastigheter AB, Polygiene AB and Scandinavian Chemotech AB

CHRISTINA LINDSTEDT

Christina Lindstedt (born 1968, a Swedish citizen), Member of the Board since April 12, 2016. She is a senior advisor. She was the CEO, and COO at QleanAir Scandinavia 2020–2022. Christina Lindstedt has held several executive positions at AB Electrolux, Sony Ericsson, and Sony, both in Sweden and globally. Primarily, she has served as a Business/Product area head for businesses such as, e.g., smartphones, home and garden appliances, and new business areas. In addition, she has been responsible for establishing global sourcing operations in China. She holds a Master's Degree of Business Administration and Commercial law. Independent of the company and major shareholders.



- | Area of expertise: EMS industry, startups and growth companies
- | Held 7,312 shares in Scanfil plc on December 31, 2025
- | Member of the Board of Directors: Xplorebiz AB

JUHA RÄISÄNEN

Juha Räisänen (born 1958, a Finnish citizen), Member of the Board since April 23, 2020. He is a managing partner at Valuenode GmbH. He has held several executive positions globally at ICL-Fujitsu, Nokia, SanDisk, KONE and Aliaxis, based in Finland and globally. Primarily, he has served as a sales, manufacturing, supply chain, sourcing & procurement, quality and safety head for businesses such as IT systems & software, mobile phones, telecom networks, semiconductors (NAND flash memory products), elevators, escalators & automatic doors, plastic pipes & fittings and scientific measurement instruments. He holds a Master's Degree of Industrial Engineering & Management. Independent of the company and major shareholders.



- | Area of expertise: Manufacturing, supply chain and sourcing
- | Did not hold any shares in Scanfil plc on December 31, 2025
- | Member of the Board of Directors: Bluefors Oy and Valuenode GmbH

MINNA YRJÖNMÄKI

Minna Yrjönmäki (born 1967, a Finnish citizen), Member of the Board since 27 April 2023. She is the Chief Financial Officer of Wihuri Group since 2023. She has served as the CFO (ad int.) of Raute Corporation 2022–2023, the CFO of Uponor Corporation 2019–2021, SVP Group Financial Controlling 2016–2019 and SVP Financial Services and Reporting 2014–2016 at Outokumpu Oyj. Prior to that, she worked in different leading financial roles at Ahlstrom Oyj 2004–2014 and Huhtamäki Oyj 1991–2004. She holds a Master of Science (Econ.) degree. Independent of the company and its major shareholders.



- | Area of expertise: Financial management, accounting and sustainability
- | Did not hold any shares in Scanfil plc on December 31, 2025
- | Member of the Board of Directors: Winpak Ltd.

The entities over which the Board members exercise control do not own Scanfil shares.

The term of office of Board members expires at the close of the first Annual General Meeting following the one in which they were elected.

Activity of the Board

The Board had 23 meetings in 2025. The average member attendance rate for meetings was 98.6%.

The duties and responsibilities of Scanfil's Board are based on the Finnish Limited Liability Companies Act, other applicable legislation, the Articles of Association, good governance recommendations, and the Board's charter. The Board carries out an annual review of its operations and regular reviews of the CEO and Group Management Team's work. The Board has confirmed the charter, which lists the following key duties for the Board:

- confirming the company's business strategy and monitoring its implementation
- confirming the annual key business targets and monitoring Scanfil Group's performance

- deciding on strategically significant investments in the Group
- discussing and approving financial statements and interim reports
- appointing and dismissing the CEO and determining their terms of employment and remuneration
- deciding on incentive systems for managers and employees
- monitoring the company's key operational risks and their management
- confirming the company's values and operating principles.

Diversity Principles for the Board of Directors

Scanfil plc operates in international contract manufacturing, and its customers include global companies in various industries. For the Board to be effective, its members must possess experience from several different industries, be well-versed in international business, and have insight into the global trends, including sustainability, that affect the development of contract manufacturing. The Nomination Board should consider the education, professional and international experience of the candidates, as well as their individual characteristics, when preparing the proposal for the Board's composition. The aim is to form a diverse Board with a sufficient number of members who can take responsibility for developing the company's operations, sustainability, and strategy in its line of business and who are competent in managing the duties and responsibilities of the Board. Scanfil aims to have a sufficiently diverse gender and age distribution on its Board.

The Annual General Meeting held on April 25, 2025, elected six (6) members to the Board, four of whom are men (66.7%) and two (33.3%) women. Board members have either technical or business degrees. In addition, the above-mentioned factors and characteristics relevant to the diversity of the Board were represented in the composition of the Board in 2025.

Board Committees

The Board of Directors has established an Audit Committee. The Audit Committee is responsible for monitoring the financial and sustainability reporting processes, the reporting of financial and sustainability statements and interim reports, and the

functionality of internal control and risk management in the company. It also evaluates the appropriateness of auditing and prepares the proposal for the appointment of an auditor. The committee has three (3) members: Juha Räisänen (Chair), Christina Lindstedt, and Minna Yrjönmäki. The committee convened eight (8) times in 2025. The attendance rate of its members was 100%.

CEO

The Board decides on the appointment and dismissal of the CEO and the terms and conditions of their employment.

The CEO is covered by the performance and profit bonus systems decided upon separately by the Board. Christophe Sut was nominated as the CEO as of September 1, 2023.

CHRISTOPHE SUT CEO

Christophe Sut (born 1973), a French and Swedish citizen. He was previously the President of the Manufacturing Solutions at Sandvik AB 2021–2023, Executive Vice President of Global Solutions 2016–2021, Vice President of Business Development 2014–2016 at ASSA ABLOY AB, and the Development Director, EMEA at CLIQ 2012–2014. Global Strategic Marketing Manager at Niscayah Group 2010–2012, and various marketing and development roles at ASSA ABLOY AB in Sweden and France 2001–2010. Various marketing roles at ITW Group and SAM Outillage 1997–2001. He holds a Master's degree in Marketing and Sales and a Bachelor's degree in Languages and Mathematics.



▮ Held 5,000 shares, 120,000 option rights 2022(BI) and 120,000 option rights 2022(CI) in Scanfil plc on December 31, 2025.

The CEO's duties are determined in accordance with the Companies Act. The CEO is in charge of the company's operative management according to the guidelines and orders given by the Board. The CEO shall ensure that the company's accounting

practices comply with legislation and that asset management is organized in a reliable manner. The CEO is the chairman of the Group Management Team.

The CEO has a separate service contract that is valid until further notice with a mutual notice period of six (6) months. If the company terminates the CEO's service contract, the severance payable to the CEO shall be determined by the length of the service term and shall not exceed an amount equivalent to 12 months of monetary salary, in accordance with the terms and conditions of the service contract. The CEO's retirement age is the statutory retirement age.

Group Management Team

The principal duty of the Group Management Team is to assist the CEO in the company's operative management. The Team's other responsibilities include long-term planning, planning and monitoring investments, and allocating resources to key operations.

MARKKU KOSUNEN Vice President of Central Europe

Markku Kosunen (born 1967) was responsible for operations and development of Central Europe region. During the years 2022–2024, Markku led Scanfil's procurement as Chief Procurement Officer. From 2022 to 2010 Markku has had several leading positions e.g., Chief Technology Officer, Vice President Operations, and Director Operations. Before joining Scanfil Group Markku has worked at Mecanova Oy as Vice President of Business Development 2005–2007, Director of Operations during 2008–2010 and in different management positions at mechanics plants of Flextronics and Ojala-yhtymä in Finland during 1993–2005. He is an undergraduate in technology.



▮ Held 19,156 shares in Scanfil plc on 31 December 2025.

ANETTE MULLIS**Chief People Officer**

Anette Mullis (born 1965) was responsible for the global HR management and strategy. Before joining Scanfil she was the Vice President of Human Resources and Sustainability at Arelion 2021–2024. Prior to that she was Senior Vice President, Human Resources at Mycronic 2018–2021, Head of HR Solutions Area OSS at Ericsson 2017–2018, held several leading HR positions at CSL Behring 2010–2017, Associate Director at Wyeth Pharmaceuticals 2004–2007 and also worked in managerial HR roles at IKEA Homefurnishings 1988–2004. She holds a Bachelor's Degree in Science (Social Work).



| Did not hold any shares in Scanfil on December 31, 2025

KAI VALO**Chief Financial Officer**

Kai Valo (born 1965) was responsible for finance, accounting, sustainability and risk management. During 2015–2016, Kai was the CFO at Norpe Group. Prior to that, he was Lite-On Mobile Group's Director of Finance and Control in Beijing, China, 2009–2015. In 1999–2008, he held several finance-related management positions at Perlos. He holds a Master's degree in Economics.



| Held 25,000 shares in Scanfil on December 31, 2025.

CHRISTINA WIKLUND**Chief Commercial Officer and Vice President of Americas**

Christina Wiklund (born 1971) was responsible for sales, marketing, and customer relations, and operations and development of Americas region as of 10 June 2025. Christina was the Vice President of Sales EMEA at GE Additive. Prior to that, she was the Vice President of Sales at Flex 2006–2018, Account Manager at Solectron 2002–2006, and in business development and account management roles at Ericsson 1999–2002. She holds a Bachelor's degree in Social Science and has attended the Stanford Graduate School of Business Executive Program.



| Held 2,000 shares in Scanfil on 31 December 2025.

STEVE CREUTZ**Vice President of Northern Europe**

Steve Creutz (born 1967) was responsible for operations and development of Northern Europe region. Steve has worked as General Manager at Scanfil Åtvidaberg AB, Sweden 2016–2024, and also in various managerial and business development positions at Scanfil Åtvidaberg AB and PartnerTech Åtvidaberg AB. He has done courses in management, sales and finance.



| Did not hold any shares in Scanfil on 31 December 2025.

ANNA-MARIA TUOMINEN-REINI**Chief Supply Chain Officer**

Anna-Maria Tuominen-Reini (born 1974) was responsible for supply chain as of 1 September 2025. Anna-Maria was Billerud AB Senior, and Executive Vice President of Procurement and Wood Supply 2021–2025, AB Marmaskog Managing Director 2021–2024, Outotec and Metso-Outotec plc Senior Vice President, Sourcing and Manufacturing, and Vice President of Procurement 2019–2021, StoraEnso plc Senior Vice President, Supply Chain, and other leading roles 2011–2019, Unilever plc Supply Chain Director and other leading roles 2007–2011, Huhtamäki plc Demand Manager and other roles in marketing and supply chain 2003–2007, and Cebal (Pechiney Group) various roles in marketing, sales and supply chain 1997–2003. She holds Master's degree in Economics and Business Administration, and is a doctoral researcher in commercial law.



| Did not hold any shares in Scanfil on 31 December 2025.

TEEMU OHTAMAA**General Counsel**

Teemu Ohtamaa (born 1972) acted as the General Counsel and the secretary of the Board of Scanfil. Teemu has worked in Scanfil Group since 2000 as a Legal Counsel, HR Manager, General Counsel and Board Secretary. During 2011–2017 he worked as Sievi Capital Oyj's General Counsel and Board Secretary. He holds LL.M, Trained on the Bench, Licensed Trial Counsel, JET and CBM–Chairperson.



| Did not hold any shares in Scanfil on 31 December 2025.

CHRISTIAN KESTEN**Vice President of APAC**

Christian Kesten (born 1965) was responsible for operations and development of APAC region. Christian has worked as General Manager at Scanfil, Suzhou, China 2017-2024, and in various senior engineering and management positions at Sony Mobile Communications, BMC SE Potevio, and Ericsson. He holds M.Sc. in Electrical Engineering.



| 1,000 shares in Scanfil on 31 December 2025.

Descriptions of internal control procedures and the main features of risk management systems related to the financial reporting process

Risk Management

The Board is responsible for ensuring the appropriate organization of the Group's risk management and internal control and audit. Risk management is based on a risk management policy approved by the Board, aimed at managing risks in a comprehensive and proactive manner. The assessment of risks is part of the annual strategy and business planning process. There is no separate risk management organization; risk management is incorporated into the business processes and the management system and it is coordinated by the Group's CFO.

Risk management aims to observe and analyze factors that might have a negative impact on the achievement of the company's goals and to take measures to mitigate or completely eliminate risks. The operative units report on business risks in accordance with the management and reporting system.

Internal Control

Scanfil plc's internal control is a continuous process used to ensure profitable and uninterrupted operation. The control function aims to minimize risks by ensuring the reliability of reporting and compliance with laws and regulations.

Internal control is based on the Group's shared values, ethical guidelines, and industry legislation, from which the operating principles and guidelines are derived. The guidelines cover procedures for core operations. Group and unit management hold the responsibility for the company's internal control system. Internal control forms an active part of the company's management and administration. The Group's operational management holds the responsibility for developing the harmonized business processes included in the control system. The Group's financial administration coordinates the financial management of the Group.

The controls included in Scanfil's operating processes form the basis of the company's financial control. They enable the company to swiftly identify and react to any deviations. The monthly reporting by management is a fundamental part of financial control. It includes producing a rolling forecast, the result of business operations carried out and an analysis of the differences between the forecast and the actual result. The indicators monitored in monthly reporting have been set

so they support the achievement of shared Group-level and unit-specific targets, and to identify issues that require control measures. An auditing firm supports the performance of financial control.

The interpretation and application of accounting standards are carried out centrally by the Group's financial administration. These standards form the basis for the Group's shared recognition principles and reporting and accounting standards. In order to ensure reliable financial reporting, core functions have shared reporting tools. The use of standardized tools enables continuous control and successful change management.

Internal Audit

The company uses internal auditing that handles internal auditing duties in cooperation with other Group functions, and makes regular reports to the CEO and the Board.

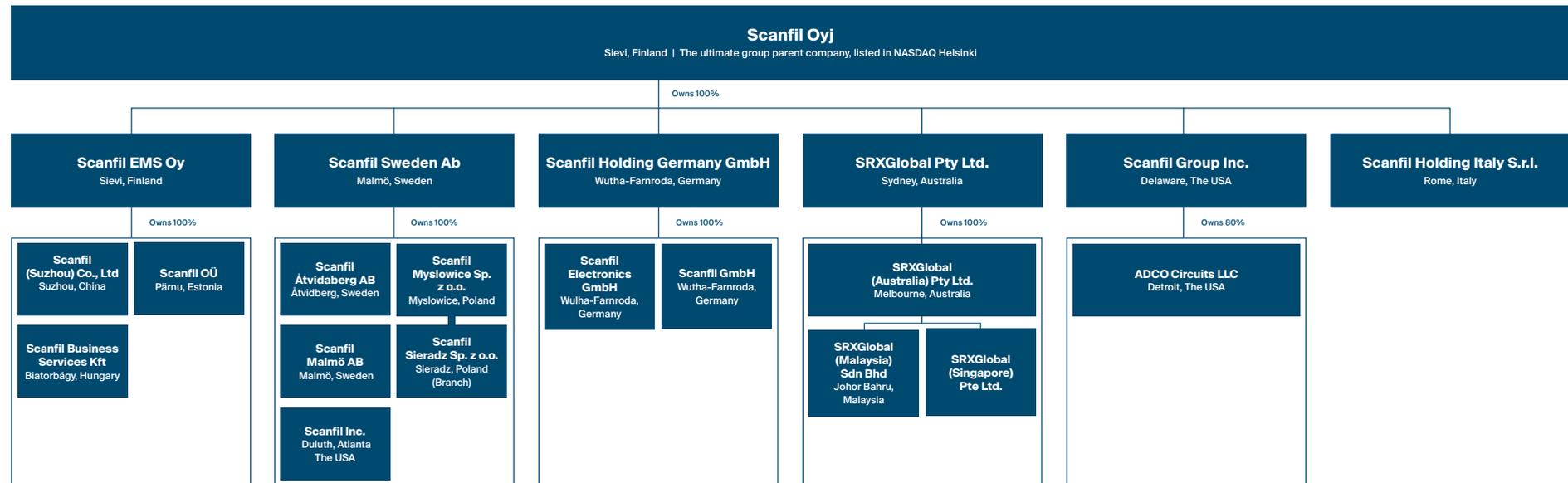
Changes in Group's structure in 2025

Scanfil plc completed the acquisition of US-based ADCO Circuits LLC on 10 December, 2025. During the year, the Group also established new holding companies in the United States and Italy.

DESCRIPTION OF THE INTERNAL CONTROL AT SCANFIL PLC



SCANFIL PLC GROUPS STRUCTURE IN 2025



Other information to be provided in the statement

Company insiders and insider administration

In its operations, the company complies with regulation EU No. 596/2014 on market abuse (MAR) and the Finnish Securities Markets Act, as well as related regulations and guidelines issued by the European Securities and Markets Authority (ESMA), the Finnish Financial Supervisory Authority and Nasdaq Helsinki.

The company's Board of Directors has confirmed the company's insider guidelines based on Nasdaq Helsinki's guidelines for insiders. The insider guidelines define certain practices and decision-making procedures to ensure that the company's insider administration is organized consistently and reliably.

The company divides insiders into two categories: a) managers with a reporting obligation; and b) project-specific insiders. Managers with a reporting obligation include members of the Board, the CEO and members of the Group Management Team. Managers with a reporting obligation cannot trade in the company's financial instruments during a period before the publication of the company's interim reports and financial statements releases, starting 30 days before the publication of the interim reports and financial statements releases ("closed window"). Project-specific insiders cannot trade in the company's financial instruments before the project in question has ended.

In addition, the company has decided that persons who are party to the preparation and drawing up of the company's interim reports and financial statements releases cannot trade in the company's financial instruments during a period before the publication of the company's interim reports and financial statements releases, starting 30 days before the publication of the interim reports and financial statements releases ("expanded closed window"). The expanded closed window also applies to persons who, as a result of their work-related tasks, have access to the group's

sales figures or to sales figures of a business unit that is significant for the total results of Scanfil Group as a whole.

As a result of the entry into force of MAR, the company no longer has any public insiders. From July 3, 2016, the company will publish, in a stock exchange release, all transactions with company shares carried out by managers ("PDMR", person discharging managerial responsibilities) with a reporting obligation and their related parties in the company's financial instruments in accordance with MAR.

Related-party transactions

PRINCIPLES OF MONITORING AND ASSESSING SCANFIL

PLC'S RELATED-PARTY TRANSACTIONS

The principles of Scanfil plc's related-party transactions define the principles and processes by which the company identifies its related parties and monitors related-party transactions, assesses the nature and terms of business transactions, and ensures that any conflicts of interest are addressed appropriately in the company's decision-making processes. The Board monitors and assesses related-party transactions continuously and regularly.

THE COMPANY'S RELATED PARTIES

The company's related parties cover individuals and entities close to the Group's companies as defined in the International Financial Reporting Standards (IFRS), approved in accordance with the IAS Regulation referred to in Chapter 1, Section 4 d of the Finnish Accounting Act.

The company's related parties include its subsidiaries and the company's key management employees, consisting of the Board, the CEO and the Group Management Team, as well as their family members. Related parties also include companies in which the aforementioned individuals hold control.

LIST OF RELATED PARTIES

The company maintains a list of individuals and entities regarded as its related parties to identify related-party transactions. The company ensures that the company's management is provided with sufficient related-party guidelines.

The company's internal related parties are identified by maintaining and updating the list of related parties. Each individual and entity identified as a related-party is entered in the list of related parties, including details of their connection to the company as a related-party, such as shareholdings in other entities. Each related-party is required to report or otherwise bring, on their own initiative, potential conflicts of interests to the attention of the executive management.

Identifying related-party transactions

Related-party transactions are identified, and a register of agreed activities is maintained. The following procedures apply to the identification of related-party transactions:

- The company maintains a list of entities regarded as related parties.
- The person who approves related-party transactions on the company's behalf verifies that assessments and decision-making processes regarding related-party transactions are in compliance with defined criteria.
- If it becomes apparent in connection with the preparation of a related-party transaction that the related-party transaction is not related to the company's ordinary course of business or it is not carried out on arm's-length terms, the preparation of the transaction is handled by the Group Administration.
- In addition to the identification procedures followed by the company, individuals and entities regarded as related parties must ensure that related-party transactions are entered in the register of related-party transactions and carried out following the appropriate decision-making process.

Monitoring related-party transactions

The company monitors and assesses how agreements and other legal transactions between the company and its related parties comply with the requirements set for ordinary activities and for arms-length terms. Information on related-party transactions will be requested regularly from related parties, at least in conjunction with regular reporting.

Assessing related-party transactions and decision making

The company's main criterion for related-party transactions is that it is sufficiently ensured that related-party transactions comply with market terms and are favorable for the company's business operations.

When preparing decisions on related-party transactions, it must be considered that (a) decisions are based on particularly careful preparations and appropriate clarifications and assessments; (b) preparations, decision-making and the assessment and approval of individual transactions are arranged considering provisions of conflicts of interests regulations and the appropriate decision-making body; and/or (c) the identification, reporting and control related to transactions have been arranged appropriately, for example, so that the company's related-party transactions are monitored in accordance with the reporting practices followed by the company.

Related-party transactions are assessed according to the categories to which each transaction belongs. These include:

(1) Ordinary related-party transactions

As a rule, ordinary related-party transactions must be part of the company's regular business operations, and they must be carried out following arms-length terms. Related-party transactions are entered in the register of related-party transactions so that the company can report its related-party transactions as required in IFRS.

The ordinality and arm's-length terms of the transaction shall be assessed and documented for such ordinary related-party transactions that are not performed on standard terms or at standard pricing or for transactions with a value exceeding EUR 5,000. Ordinary commercial terms may vary in different situations.

The ordinary nature of related-party transactions in relation to Scanfil Group's business operations are assessed on the basis of the company's purpose, the industry and other provisions listed in the company's Articles of Association, and the company's actual operations.

Related-party transactions that are associated with the company's standard agreements or agreements provided generally for customers within the framework of standard pricing, and related-party transactions that have a value of less than EUR 5,000 can be approved following the one-over-one principle. Other ordinary related-party transactions must be approved by the CEO unless they are significant related-party transactions, or unusual or far-reaching considering the scope and quality of the activities. However, any events involving the CEO's related parties must always be approved by the Chair of the Board.

(2) Significant related-party transactions

Related-party transactions that are not part of the company's ordinary business operations or that are not carried out in accordance with arms-length terms are regarded as significant related-party transactions.

The company's Board decides on significant related-party transactions, including agreements or other legal transactions involving related parties that are not part of the company's ordinary business operations and do not follow arms-length terms.

Members of the Board or the company's shareholders cannot participate in the voting or approval of a decision if they or their related parties are party to significant related-party transactions.

Reporting related-party transactions

When preparing and carrying out related-party transactions, the company complies with specific reporting and disclosure obligations regarding related-party transactions.

Auditors

The Annual General Meeting held on April 25, 2025, selected the auditing firm Ernst & Young Oy as the auditor, and they named Authorized Public Accountant Toni Halonen as the main auditor. The auditing fees for the Finnish companies of the Group for the 2025 accounting year were EUR 220,100 in total, and the parent company's share was EUR 179,440. The audit fees for the foreign companies of the Group were EUR 344,843 in total. For other services, the auditing company was paid EUR 7,100.

Remuneration Report for the Governing Bodies 2025

1. Introduction

Scanfil plc's (the company) Annual General Meeting held on April 25, 2024 discussed the Remuneration Policy regarding the company's administrative bodies, what aims to promote the company's long-term financial performance and development of shareholder value by rewarding the company's senior management by engaging and motivating management to pursue the company's strategy in the best interest of all company's shareholders.

Shareholders' Nomination Board

The Annual General Meeting held on 25 April 2024, decided on establishing a Shareholders' Nomination Board (Nomination Board). The Nomination Board and the Board of Directors (the Board) monitor the company's remuneration practices to ensure they comply with the established Remuneration Policy. The Nomination Board prepares a proposal for the Remuneration Policy and the remuneration of the Board of Directors which are presented to the Annual General Meeting to decide.

The Board

The General Meeting decides on the remuneration of the members of the Board. The Nomination Board prepares proposals for the remuneration of the Board. The General Meeting approves the Board's remuneration each year, which is discussed and resolved at the General Meeting following the agenda. The remuneration of the Board can consist of one or more components, such as an annual fee and meeting fees. The fees can be paid in cash, or partially in cash and in company shares. The members of the Board do not participate in incentive plans of the company.

The CEO

Compensation of the CEO consists of a fixed basic salary with benefits in kind and variable incentives, i.e. performance-based compensation. Variable incentive schemes include an annual incentive plan and a share-based incentive plan. In deciding on the level of overall remuneration, the Board will consider financial and operational objectives and results. The company's strategy and market conditions will be taken into account when deciding on the annual remuneration. The short-term annual incentives may not exceed 100% of the fixed basic salary.

Details about the Remuneration policy can be found [online](#).

KEY ELEMENTS OF REMUNERATION

ELEMENT	TARGET GROUP	TARGET	DESCRIPTION
Salary	CEO and other senior management	Attract, keep and reward skilled managers	Number of factors are taken into account in determining the basic salary, e.g. market situation, individual qualities, skill and experience. The basic salary is typically reviewed annually.
Fixed remuneration	The Board	Attract, keep and reward skilled Board members	The remuneration of the Board is proposed by the Nomination Board to the General Meeting to decide.
Annual incentive scheme (short-term)	CEO and other senior management	Encourage, guide and reward from achieving short-term financial, operational and strategic targets	The short-term annual incentive plan is primarily based on one-year earnings criteria, which are further based on longer-term indicators, typically three years of target settings.
Share based incentive schemes (long-term)	CEO and other senior management	Link management and their rewarding to Company's shareholders	The General Meeting decides on share-based compensation programs and authorizes the Board of Directors to decide on the details and practical implementation of the compensation programs.

Scanfil's Financial and Remuneration Development 2021–2025

In 2025 Scanfil's turnover increased 2.2% compared to 2024. Comparable operating profit increased by 0.7% and margin decreased by 0.1 percentage point.

FINANCIAL AND REMUNERATION DEVELOPMENT, 2021–2025

	2021	2022	2023	2024	2025
Turnover, EUR million	695.7	843.8	901.6	779.9	797.1
Annual turnover growth, %	16.9	21.3	6.9	-13.5	2.2
Comparable operating profit (EBIT), EUR million	40.3	45.4*	61.3*	53.9	54.2
Comparable operating profit (EBIT), %	5.8	5.4*	6.8*	6.9	6.8
Share price change, VWAP, %	50.1	-13.4	18.1	-10.1	26.9

*No adjustments in the financial reporting period

Scanfil's financial targets in 2025 were 10% turnover growth over the business cycle, 7%–8% adjusted operating profit margin and Net Debt/EBITDA <1.5.

FEES OF THE BOARD OF DIRECTORS

1,000 EUR	2021	2022	2023	2024	2025
Harri Takanen (chair)	54.1	61.5	60.7	60.8	62.2
Thomas Dekorsy (as of 27 April 2023)	-	-	22.8	39.3	41.1
Bengt Engström	33.8	40.0	39.3	40.7	41.1
Christina Lindstedt	33.8	36.8	41.5	45.1	47.3
Juha Räisänen	33.8	37.8	45.8	49.9	52.8
Minna Yrjönmäki (as of 27 April 2023)	-	-	25.6	43.7	46.6
Jarkko Takanen (until 2 February 2022)	34.9	9.0	-	-	-
Christer Härkönen (until 22 April 2021)	11.4	-	-	-	-
Salaries and fees of the Board of Directors, in total	198.7	185.0	235.7	279.5	291.2

The remuneration of the CEO has consisted of a fixed base salary with fringe benefits and variable incentives. The variable incentives have included the short-term performance bonus and long-term stock option schemes, with their terms and conditions determined by the Board. Petteri Jokitalo acted as the CEO until August 31, 2023. Christophe Sut assumed his position as the CEO September 1, 2023.

SALARIES AND FEES OF THE CEO

1,000 EUR	2021	2022	2023	2024	2025
Salary, in total	295.3	304.0	354.2	351.6	392.8
Petteri Jokitalo	295.3	304.0	241.1	-	-
Christophe Sut	-	-	113.1	351.6	392.8
Fringe benefits, in total	14.2	14.8	14.5	6.7	7.8
Petteri Jokitalo	14.2	14.8	11.3	-	-
Christophe Sut	-	-	3.1	6.7	7.8
Performance bonus, in total	105.6	101.4	160.0	316.2	28.2
Petteri Jokitalo	105.6	101.4	160.0	316.2	-
Christophe Sut	-	-	-	-	28.2
In shares and payable stock options, in total	631.3	-	1,111.1	-	-
Petteri Jokitalo	631.3	-	1,111.1	-	-
Christophe Sut	-	-	-	-	-
In total	1,046.4	420.1	1,640.2	674.5	428.8

The development of employees' remuneration is based on the salaries and wages paid to the personnel less the employer's social security contributions divided by the average number of employees during the year.

PAID SALARIES AND WAGES/AVERAGE NUMBER OF EMPLOYEES

1,000 EUR	2021	2022	2023	2024	2025
In total	23.1	24.0	25.1	26.6	30.3

2. Remuneration of the Board in 2025

The remuneration of the Board members is decided by the General Meeting of Scanfil plc.

On April 25, 2025 the Annual General Meeting decided that:

- Members of the Board are paid EUR 3,417/month
- The Chairman of the Board is paid EUR 5,250/month.

Additionally, members of the Audit Committee received a compensation of EUR 800/meeting and the Chair of the Audit Committee EUR 6,000/year. In addition, a fee of EUR 400 per face-to-face meeting held outside of the Board Members country of residence was paid.

The travel expenses of Board members were compensated in accordance with the company's travel policy. No other benefits were paid to the members of the Board on the basis of this position.

MEETING AND COMMITTEE FEES PAID TO THE BOARD IN 2025

EUR	MEETING FEE	COMMITTEE FEE	FEES IN TOTAL
Harri Takanen	62,200	-	62,200
Thomas Dekorsy	41,142	-	41,142
Bengt Engström	41,142	-	41,142
Christina Lindstedt	41,142	6,200	47,342
Juha Räisänen	41,142	10,624	52,766
Minna Yrjönmäki	40,362	6,200	46,562
In total	267,130	24,024	291,154

During the financial year of 2025, members of Scanfil plc's Board of Directors did not receive any company's shares or share-based benefits as remuneration. The remuneration of the Board consisted of the monthly fees and committee membership fees decided by the General Meeting.

3. Remuneration of the CEO in 2025

The CEO has a service contract that is valid until further notice with a mutual notice period of six months. If the company terminates the CEO's service contract, the severance payable to the CEO shall be determined by the length of the service term and shall not exceed an amount equivalent to 12 months of monetary salary, in accordance with the terms and conditions of the service contract. The retirement age of the CEO is the statutory retirement age.

In 2025, fixed salaries and fees accounted for 93.4% of CEO's all salaries and fees.

SALARIES AND FEES OF THE CEO

EUR	FIXED	VARIABLE
Salary, in total	392,767	-
Fringe benefits, in total	7,777	-
Performance bonus from the year 2024, in total	-	28,233
Stock option scheme, in total	-	-
Salaries and fees, in total	400,544	28,233

Performance Bonus

The CEO is included in the scope of the management's performance bonus scheme based on the Group's operating profit and turnover. The operating profit determines 80% and turnover 20% of the bonus payable to the CEO. The final performance bonus is determined on the basis of the actual operating profit and turnover in euro compared with the targets set in the previous three years, each representing one-third of determining the bonus. The Board decides on the management remuneration scheme and its terms and conditions for the next three years.

The annual bonus cannot exceed the amount corresponding to 12 months' salary. The CEO is also included in the scope of the company's share-based incentive scheme. The CEO does not have other benefits.

Stock Option Scheme

On 21 April 2022, the Annual General Meeting of Scanfil plc decided to authorize the Board to decide on granting stock options rights to key personnel of the Scanfil Group and to decide on the terms and conditions of the maximum amount of 1,200,000 option rights ("Stock Option scheme 2022").

More details on stock option schemes can be found [here](#).

OPTIONS HELD BY THE CEO	2022(BI)	2022(CI)
Number of options	120,000	120,000
Subscription period	1 May 2026 - 30 April 2028	1 May 2027 - 30 April 2029
Fair value, in total, EUR	229,200	202,800

Performance and Matching Share Plans

On 25 April 2025, the Annual General Meeting of Scanfil plc decided to authorize the Board to decide on granting shares and other special rights to the key personnel of the Scanfil Group and to decide on the terms and conditions of the maximum amount of 1,200,000 shares

The Performance Share Plan 2026–2028 consists of one performance period, covering the financial years 2026–2028. In the plan, the target group has an opportunity to earn Scanfil's shares based on performance. The performance criteria of the plan are tied to Absolute Total Shareholder Return (TSR) and Earnings Per Share (EPS). The potential rewards from the plan will be paid after the end of the performance period. The value of the rewards to be paid on the basis of the plan corresponds to a maximum total of 136,800 shares of Scanfil Plc, based on prevalent share price, including also the proportion to be paid in cash. The target group in the performance period 2026–2028 consists of approximately 35 key employees, including the members of the Management Team and the CEO.

The Matching Share Plan 2026–2028 consists of one matching period, covering the financial years 2026–2028. The prerequisite for participation in the plan and receiving reward on the basis of the plan is that a participant has committed Scanfil's shares to the Matching Share Plan up to the number determined by the Board. Furthermore, payment of reward is based on the participant's valid employment contract upon reward payment. The potential rewards from the plan will be paid after the end of the matching period. The target group of the matching period 2026–2028 consists of approximately 35 key employees, including the members of the Management Team and the CEO. As a reward for the commitment, Scanfil grants the participants a gross reward of one matching share for every share committed to the plan. The rewards to be paid on the basis of the plan correspond to the value of an approximate maximum total of 68,600 Scanfil shares, based on prevalent share price, including also the proportion to be paid in cash. The final number of shares will depend on the number of shares the participants commit to the plan.

More details on share plans can be found [here](#)

SCANFIL

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Scanfil is a trusted global manufacturing partner