

2024

SEW
EURODRIVE

Sustainability Report
Finland

**THE
GREEN
SIDE
OF
DRIVE**



Introduction

Sustainability along the entire value chain

Sustainability is an essential part of SEW-EURODRIVE Oy’s strategy and daily actions. It affects the entire value chain within the company: people, products and services, supply and raw material chains, assembly and business processes as well as ethics and governance.

People make the difference. Whether in sales, engineering, assembly or service – people are at the heart of everything. We work hand-in-hand with our dedicated people to ensure everything we do in our company is focused on people and our customer’s needs. Maintaining and protecting the very basis of our existence – that is exactly what sustainability means and that is what drives us.

As a part of the leading drive technology company SEW-EURODRIVE Group innovation is seen as a decisive factor at the heart of their sustainable approach to developing products, systems and services. At every step in this process, the company maintains an unwavering focus on customers and their requirements – worldwide.

We are determined to live up to our responsibilities in every way, whether in relation to the environment, our customers, our business partners, our employees, and not least our children and the world in which they will live.

Our sustainability report presents what we are already doing in relation to sustainability and what we can do better – our drive for the future.

Sincerely,



Juha Korhola
Managing Director
SEW-EURODRIVE Oy

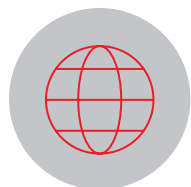
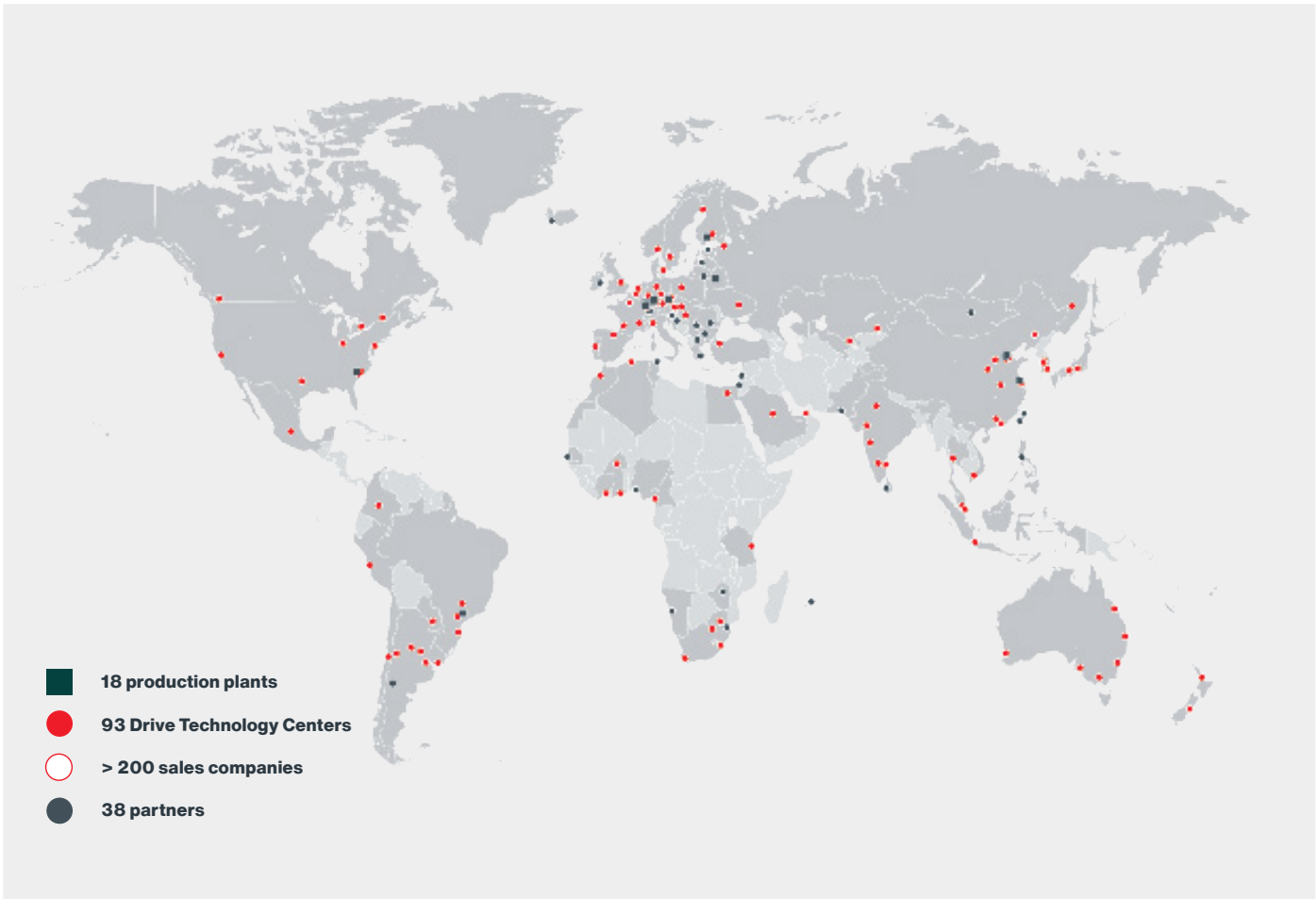
About SEW-EURODRIVE

SEW-EURODRIVE is the international leader in industrial automation. Founded in 1931 in Bruchsal, Germany, the company has grown from humble beginnings into a global enterprise with over 22,000 team members. Product innovation is combined with strong customer support to ensure a trusted position as a supplier to customers worldwide.

Vision statement: Our customers are makers. They are doers. They are the drivers of local economies and the foundation for successful communities. Our purpose is to make and support the best industrial automation products on earth for the ones that keep it turning.

Mission statement: To provide our customers the world's finest industrial automation products, people and support.

Our sites worldwide



57
countries



22 000
employees



> EUR 4.5b
in sales (2023)

Our principle of personal proximity – we are where our customers are
Our growing global presence means we are getting ever closer to our customers. From an early stage, we have been keen to ensure customer proximity beyond our headquarters in Bruchsal and the heart of our production operation in Graben-Neudorf.

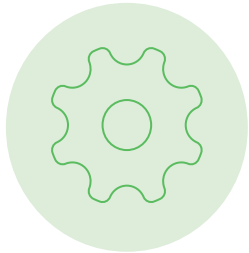
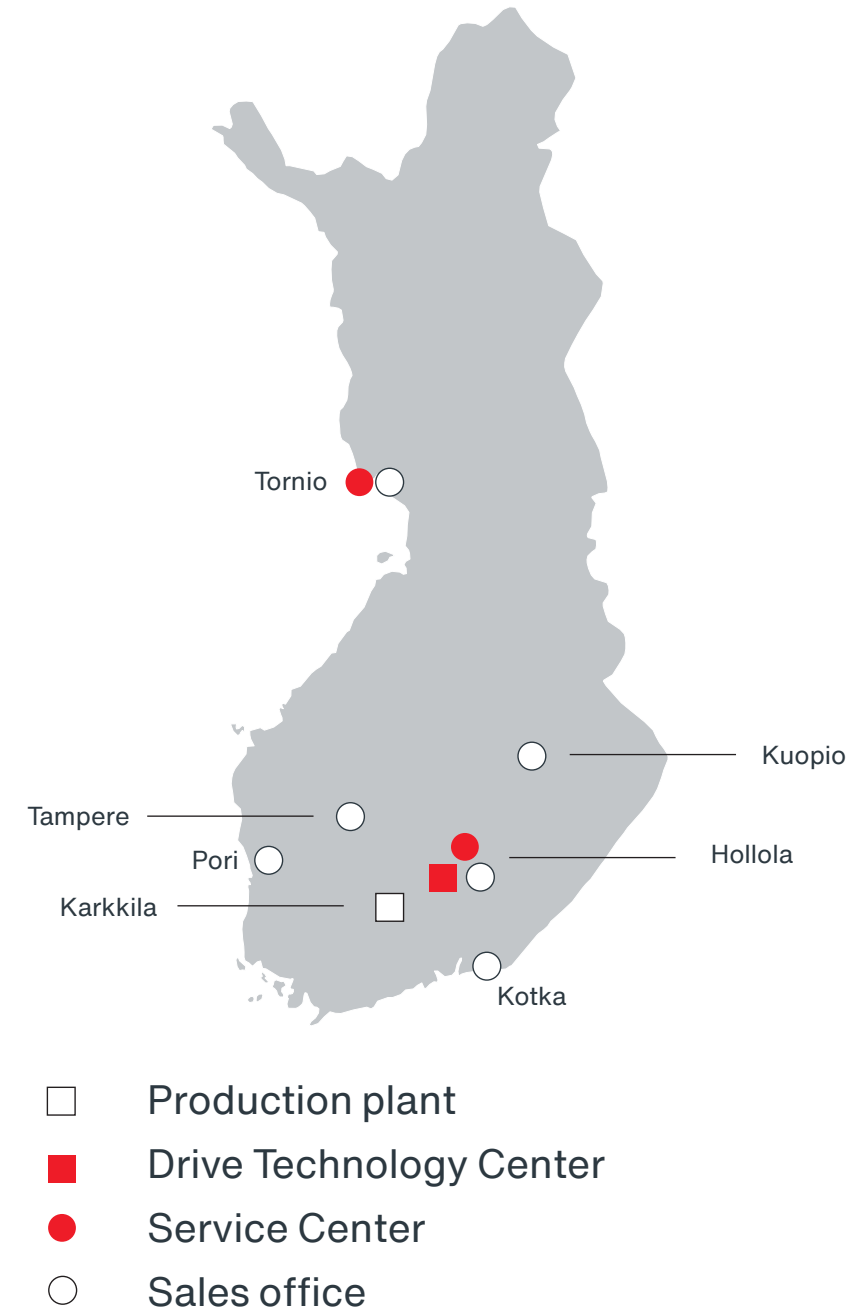
With 18 production plants, 93 Drive Technology Centers, and over 200 sales companies in 57 countries, we are there for our customers worldwide. The distribution of our sites is as follows:

162	Europe
119	Asia
72	North and South America
58	Africa
22	Australia

SEW-EURODRIVE Oy

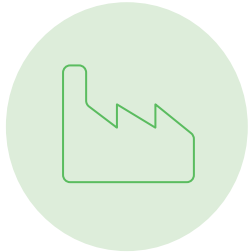
SEW-EURODRIVE Oy is specialized in drive technology. The company offers wide range of products like geared motors, industrial gear units, frequency inverters, servo gear units and decentralized drives. The company's Head Office and Drive Technology Center operates in Hollola, and Service Centers in Hollola and Tornio. Regional Sales offices are located in Hollola, Kotka, Pori, Tampere, Kuopio and Tornio. The company was founded in 1975.

SEW-EURODRIVE Group's production plant in Karkkila is specialized in manufacturing and assembling of industrial gear units. SEW-EURODRIVE companies employ more than 250 people in Finland and are part of SEW-EURODRIVE Group.



1975

Founded



Headquarter

Hollola, Finland



Locations

1

Drive Technology Center (Hollola)

2

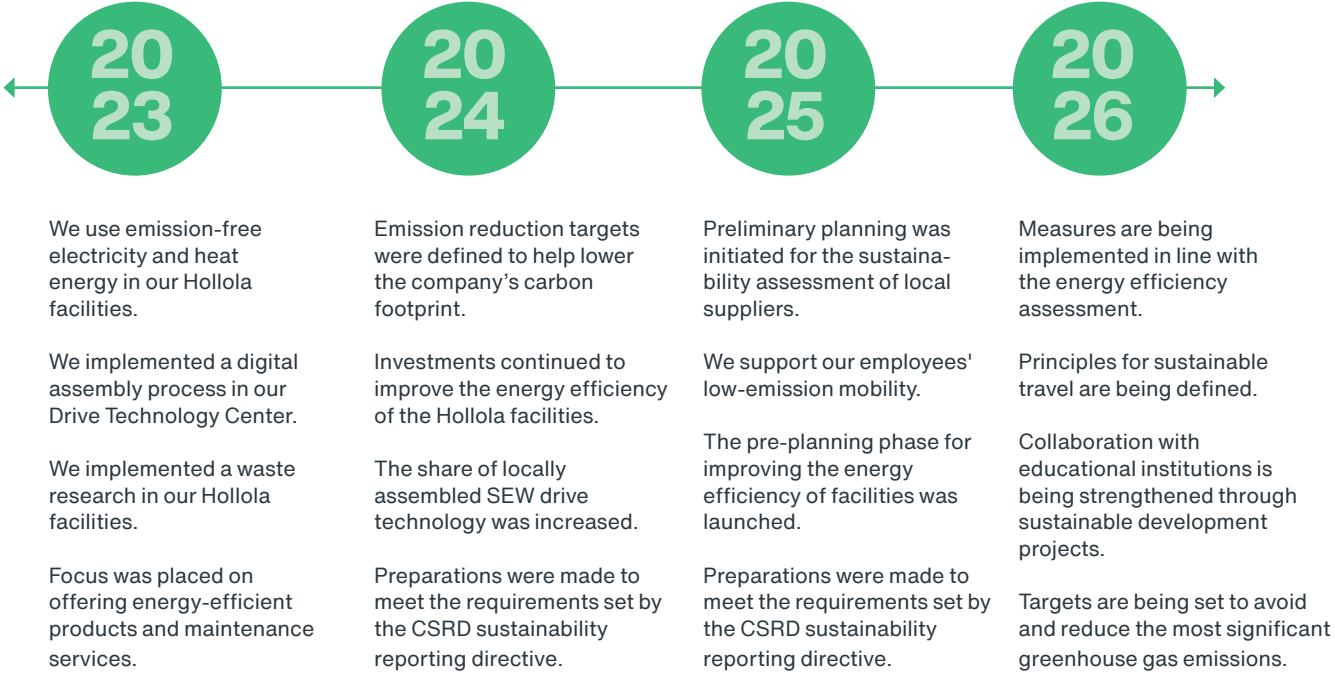
Service Centers (Hollola, Tornio)

6

Regional Sales Offices

Sustainability roadmap – the key stages

We have put together a special roadmap that sets out the key milestones for our journey towards greater sustainability.



Our approach to sustainability

Sustainability is one of our values, built into our daily management and strategy. We are guided by the 17 global sustainability targets: "Sustainable Development Goals" of the United Nations. As part of this long-term sustainability initiative, we aim to gradually and consistently safeguard resources, lower CO₂ emissions, and thus optimize our entire value chain.

At the same time, the initiative also elevates sustainability on an organizational and strategic level by establishing a Sustainability Working Group that reports directly to the Management Board. This coordinated approach will ensure individual measures and activities can have even more impact than they have done to date.



Sustainability rating EcoVadis

SEW EURODRIVE GMBH & CO KG
2024 Gold



17 global Sustainability targets

We hope to make the world a better place for people and the planet, which is why we have aligned our business with the UN Sustainable Development Goals.

“The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 Sustainable Development Goals (SDGs), which are an urgent call for action by all countries - developed and developing - in a global partnership. They recognize that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth – all while tackling climate change and working to preserve our oceans and forests.”



Our sustainability KPI metrics

People	2022	2023	2024
+ Amount of safety observations	157	164	92
+ Lost time injury frequency rate (LTIFR)	14	7	14
+ Average age of personnel (y)	43	43	45
+ The number of women (%)	19	19	18
+ Average years of service	11	11	11
Production and business processes			
+ CO ₂ emissions of electricity and heat energy (scope 2)	176	0	0
+ MWh total energy consumption of facilities	1736	1702	1656
+ CO ₂ tn emissions of own and leased cars (scope 1 ja 3)	57	47	48
+ The solar power plant's yield kWh	-	75 430	78 630
Products and services			
+ Gearmotors remanufactured (pcs)	150	169	204
Ethics and governance			
+ Whistleblowing	0	0	0

The basis of our business activities



People make the difference

People are the key to the success of our company. Whether in assembly, sales or service – people are at the heart of everything. Our company culture is characterized by the reciprocal trusting, respect, and valuing of one another.

By putting in place countless measures related to occupational health management and both basic and further training, we keep levels of motivation high and make sure our employees identify strongly with our company.

We run a range of activities to support the health of our staff. We raise awareness of just how important it is to keep moving, regardless of whether their work is mostly done sitting at a desk or on their feet in production.

Our balanced scorecard reward system motivates and commits our employees to our common goals. Our iniative activities, on the other hand, promote and encourage personnel to be innovative and to develop their work.

Diversity and Equality
We promote equality and the recognition of gender diversity as part of our everyday practices. At our Hollola facility, gender-neutral restrooms support this goal. We aim to provide a work environment where everyone can be their authentic selves and be treated with equal respect.



Safety matters
One of our top priorities is to provide our employees a healthy and safe working environment. We encourage our employees to develop occupational safety. We also provide continuous training for employees and jointly identify areas in need of development in the work environment. Our goal is zero work accidents.

Knowing what matters
The training content we offer makes it possible for both our personnel and customers to get the best out of SEW-EURODRIVE drives and systems, so as to achieve the optimum balance between economic and ecological interests.

Besides being convenient, keeping journey times short for participants also helps reduce the CO₂ emissions generated by traveling to and from training courses. The growing number of online courses and seminars is also helping to shrink this carbon footprint.

Collaboration with educational institutions
We have deepened our collaboration with educational institutions. As part of their studies, students from the LAB University of Applied Sciences, Lahti campus, have analyzed our sustainability report. We are incorporating their development suggestions into the continued improvement of the report. This collaboration provides us with fresh perspectives and supports students' readiness for working life.



Health and sustainability activities – an overview

- + Annual health day
- + Continuous development of employees competence
- + Development of management work
- + Equal management work
- + Orientation program for employees
- + Competence matrix of personnel
- + Parking places with charging possibility
- + Flexible working hours
- + Ergonomically designed workstations in offices and production facilities
- + Modern IT equipment to suit the relevant working process
- + Strengthening cooperation with educational institutions



KPI metrics (2022)

20

*Employee survey eNPS score

"The success of our company starts in our employees' heads. Whether in assembly, sales, or service – at SEW-EURODRIVE, people are at the heart of everything."

*Employee net promoter score (eNPS) assesses employees' job satisfaction by measuring their readiness to recommend their company to others. eNPS scores vary according to industry. Our industry average was 14. The survey was implemented in 2022.

Products & Services

Another way that our modular system benefits sustainability is that many components can be used across a range of different product series. At the same time, simply having one component in dual variants, such as a drive bearing, means we can offer twice as many variants of each product.

Since all components are compatible, the end result is greater variation. This in turn enables us to build solutions that are tailored as closely as possible to specific customer requirements.

Remanufacturing of gear units and recycling are two approaches that give many drives a second lease on life.

In addition, we also supply a considerably CO₂-reduced lubricant in recycled containers.

Better energy efficiency across the entire system

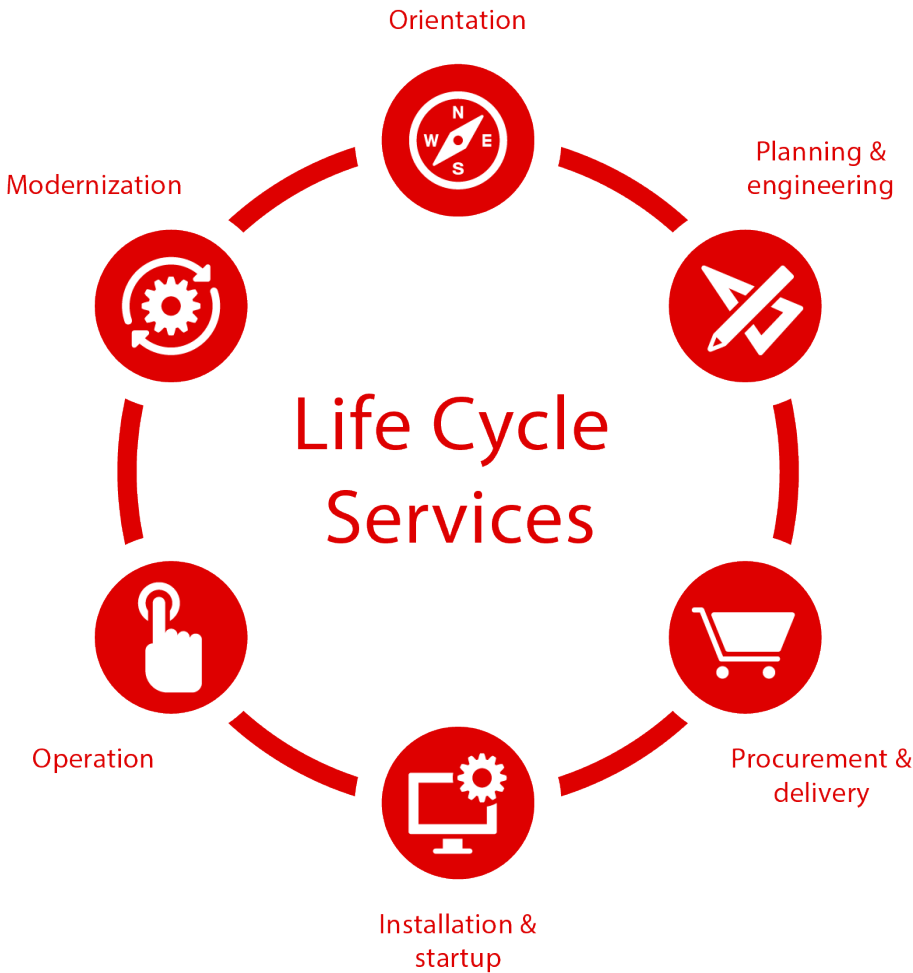
By maximizing energy efficiency at the concept development stage, we aim to make our drive solutions as economical as we can. One good example for this is the inverters in the latest generation of our MOVI-C® modular automation system. When rating energy efficiency, both the motion task as a whole and the complete drive system are key.

As a leading drive technology company SEW-EURODRIVE sees innovation as a decisive factor at the heart of its sustainable approach to developing products, systems, and services. The modular concept behind our products is one of the most important reasons for their success and also contributes significantly to sustainability.

The sustainability of our state-of-the-art gear unit is principally based on the general idea of creating as many variants as possible from as few individual parts as possible. A good example of this is using the same gear set for multiple purposes.

40

The energy consumption for a motion task can be reduced by 40%.



Life Cycle Services

Our Life Cycle Services covers the entire service lifespan of a product while it is in use with the customer. Life Cycle Services encompass services, tools and resources throughout the entire system life cycle.

- + Our Pick-Up and Delivery Service for mechanical drive technology optimizes the logistics outlay and CO₂ emissions associated with transportation.
- + We have implemented a take-back system for our drive technology. We provide our customers with a certificate for the products we have delivered for recycling.
- + SEW-EURODRIVE has created the DriveRadar® brand for its condition monitoring offerings. Cloud systems and apps make condition monitoring much more convenient for customers.
- + SEW-EURODRIVE remanufactured gearmotors are an optimal solution to ensure product's equivalent life. Remanufacturing conserves raw-materials and energy.
- + Our energy efficiency tools support determining the optimal efficiency of systems and reducing CO₂ emissions.



"We ensure that our customers get precisely the solution they need – we manufacture with precision and to suit the market."

KPI metrics (2024)

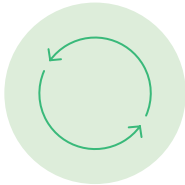
204

garmotors remanufactured

Supply and raw material chains



Low-carbon green steel production
Green steel is manufactured for SEW-EURODRIVE in a process where CO₂ emissions have been reduced as much as possible by using recycled waste and electric arc furnaces that are powered entirely by renewable energy. Only around 110 kg of CO₂ are emitted per metric ton of raw steel, which is 90% less than the global average.



Thanks to our recycling partners, we can feed a lot of waste materials back into the material cycle in their entirety.

"Act global – think and buy local."
To achieve our aims of minimizing our carbon footprint and maintaining a healthy supply chain, SEW-EURODRIVE aims to use it's global network to ensure both the procurement of raw materials and it's products and solutions themselves are located as close as possible to company's sites and customers. By keeping transportation routes short in this way, we will reduce our CO₂ emissions and minimize the amount of packaging involved.

While refining and realigning our collaborative approach to supplier procurement, we decided to make a change. In the past, our priority in procurement has been to secure the best and most consistent material quality.

However, focusing exclusively on conventional requirements such as cost reduction and risk minimization is no longer enough. Instead, procurement will need to take account of not just the origin and price of procured services and products, but also – and more especially – their use and subsequent disposal.

- How we aim to achieve more sustainability**
- + Continuously optimizing business processes
 - + Establishing collaborative supplier relationships
 - + Evaluation of local service providers and suppliers

Supply Chain Due Diligence
We comply the Supply Due Diligence Act.

- ✓ The REACH regulation, which is the European chemicals legislation concerning the Registration, Evaluation, Authorisation and Restriction of Chemicals.
- ✓ The RoHS directive for limiting the use of certain substances in electrical and electronic devices, such as lead, mercury, and cadmium.
- ✓ The WEEE directive for the environmentally friendly disposal of electrical and electronic equipment and other associated provisions.
- ✓ The waste management of products in Finland is organized based on the Extend Producer Responsibility.



Production and Business processes

How much CO₂ does a drive solution from SEW-EURODRIVE generate? Given the modular nature of our product portfolio, that question is impossible to answer on a generic basis, since every solution is tailored to a customer's specific needs. We have only limited access to figures, as we are dependent on the companies in question telling us about the conditions in which their solutions are being used.

Although it is challenging to determine the carbon footprint of our solutions that are actually in use, we are making good progress when it comes to calculating the annual carbon footprint associated with the energy and electricity consumption of our operations.

We are committed to continuously improving the energy efficiency of our facilities. In 2023, our Hollola site transitioned to zero-emission electricity and heating. Our service center already utilizes solar energy, and in 2025, we will invest in a solar power plant at Drive Technology Center.



We are committed to the Energy Efficiency Agreement for industries and comply with the separate collection requirements of the Waste Act. Our goal is to reduce waste and optimize recycling.

Our employees play an active role in energy-saving initiatives. Based on their input, we've created shared guidelines for responsible energy use in our facilities.

Reused cardboard boxes

We reuse approximately 80% of the cardboard boxes and packing materials we receive. This reduces the need for new packaging, lowers our carbon footprint, and supports our goal of protecting the environment and promoting a circular economy.

Boxes that are no longer suitable for reuse are sorted as cardboard waste and compressed into bales, allowing them to be recycled as raw material.



KPI metrics (2024)

0
CO₂ emissions of electricity and heat energy (scope 2)

1656
MWh total energy consumption of facilities

48
CO₂ tn emissions of own and leased cars (scope 1 and 3)



Reusable plastic trays

We have launched a process to return the plastic trays used for rotor deliveries back to the SEW-EURODRIVE Group. This enables their reuse at multiple stages of the supply chain.

Returning the plastic trays reduces the need for packaging materials, decreases waste, and supports circular economy principles. At the same time, we save resources and reduce environmental impact across the entire supply chain.

Digital assembly process

At our Drive Technology Center, we use a Digital Assembly Process (DAP). User-friendly touchscreens are utilized throughout the production stages from assembling motors and gear units to packaging.

This real-time process monitoring helps us manage work-in-progress (WIP) more efficiently. As a result, we have also reduced our paper consumption by approximately 70%.



Energy efficiency agreement MOTIVA



Continuous improvement of the energy efficiency of the premises.

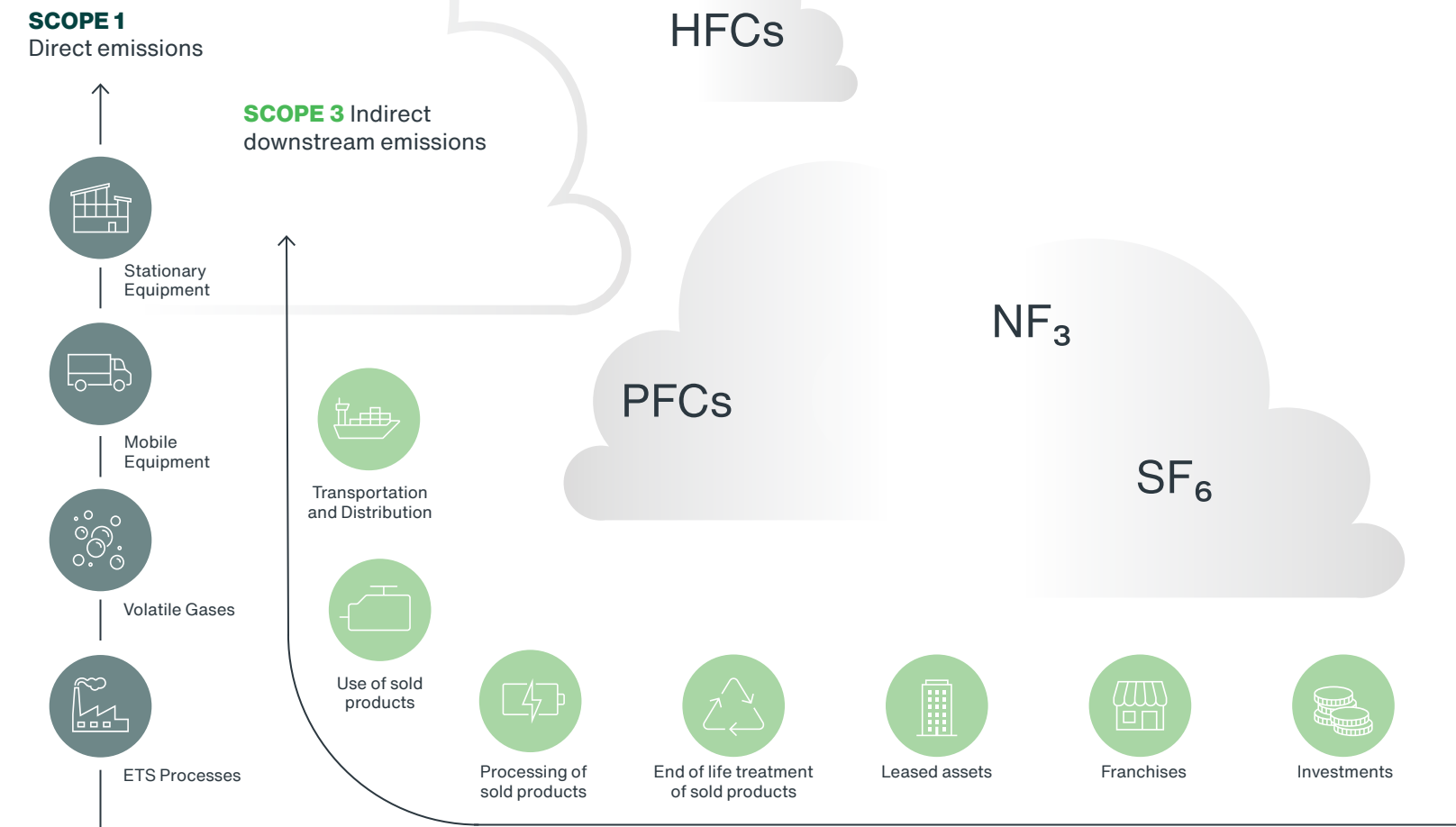
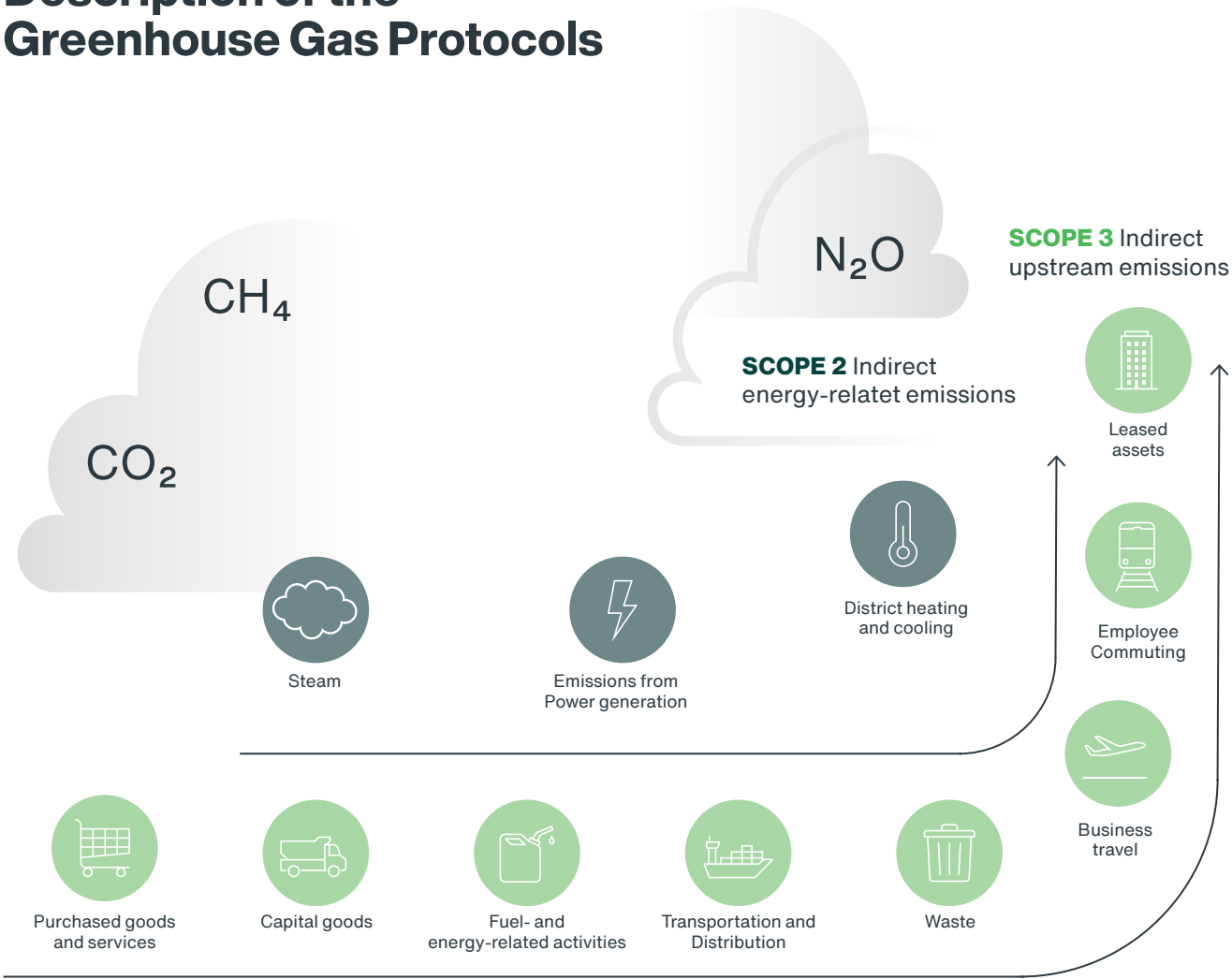
KPI metrics (2024)

78 630
The solar power plant's yield in kWh per year

Our sustainability actions overview

- + Energy audit of Hollola facilities
- + Renovating our buildings with regard to energy use
- + Optimizing lighting with LED lights
- + Consistently managing the switching off of machinery/ systems and equipment outside of working hours
- + Solar power system
- + Preferring electric drive power in company cars

Description of the Greenhouse Gas Protocols



SCOPE 3 Indirect upstream emissions Company SCOPE 3 Indirect downstream emissions

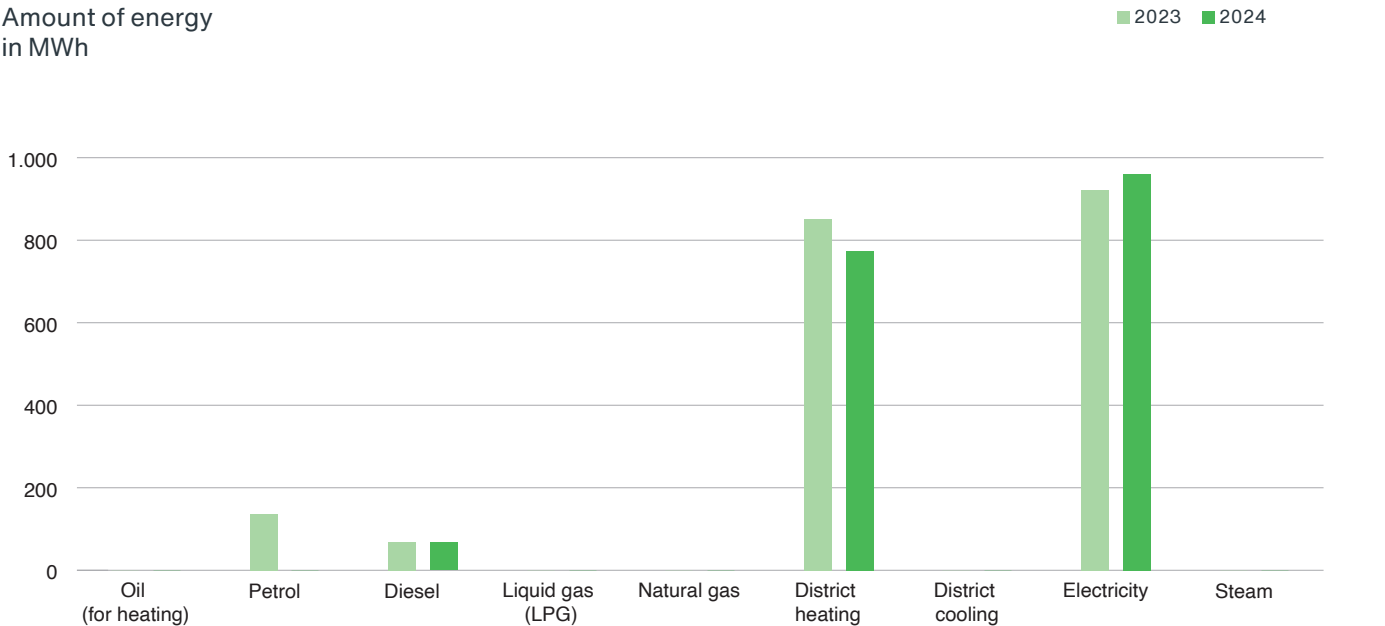
To ensure that greenhouse gas emissions are calculated in accordance with the GRI and ESRS requirements, the Greenhouse Gas Protocol (GHG Protocol) is used as a guideline for this sub-topic.

The Greenhouse Gas Protocol divides emissions into three scopes:

- Scope 1** covers CO₂ output from direct greenhouse gas emissions, from burning natural gas, fuel oil, diesel, etc. for stationary systems (e.g. heating) and mobile systems (e.g. the car pool).
- Scope 2** covers indirect emissions from the purchase of grid-based energy, including electricity, district heating and district cooling, for example. The emissions are generated by the energy supplier.
- Scope 3** covers all other indirect emissions that do not fall under Scope 2, such as the extraction, processing, and transportation of raw materials, the fuel consumption of leased vehicles, waste and wastewater, the operation phase of sold products from our customers, and the disposal of products.

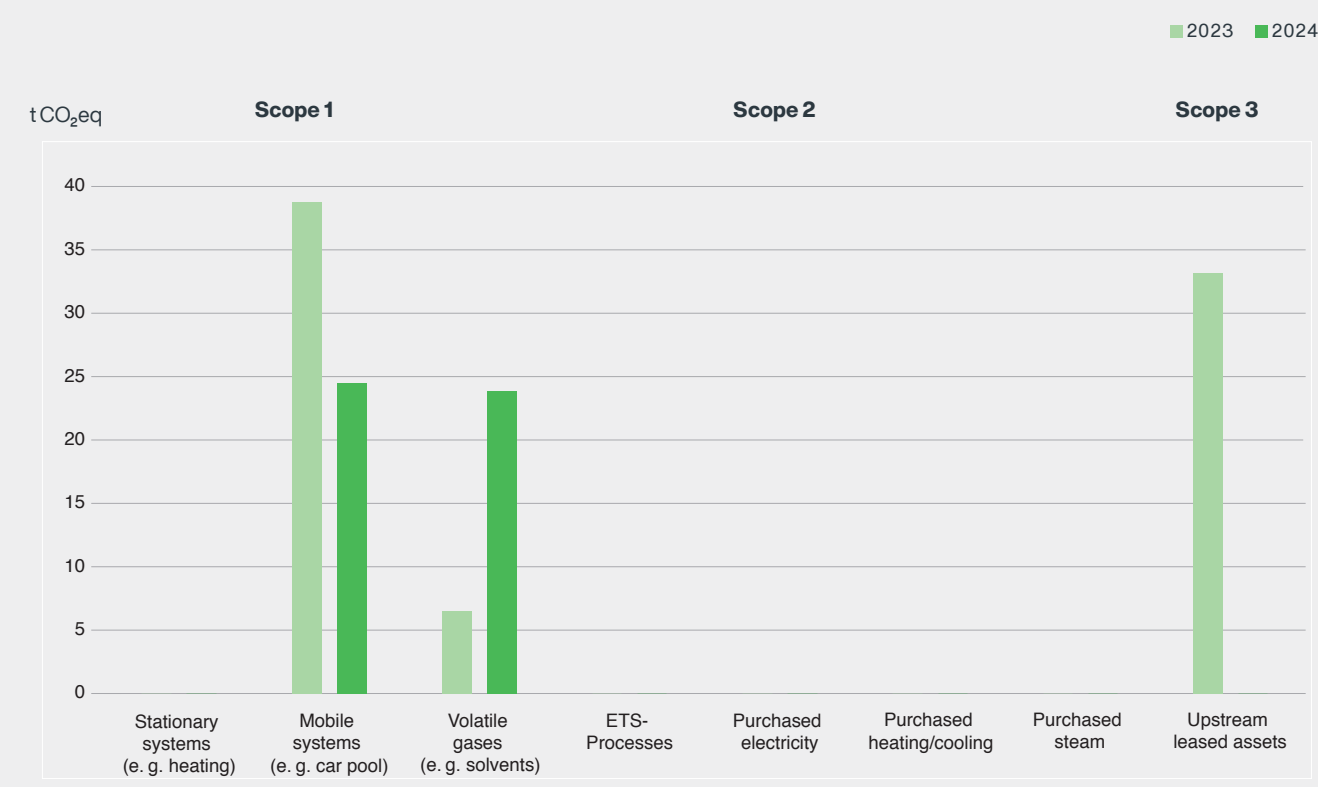
Scope	Emissions from ...	Scope	Emissions from ...
1.1	stationary equipment (heating, CHP, ...)	3.5	waste generated in the company
1.2	mobile equipment (company vehicles, ...)	3.6	business travel
1.3	volatile gases (refrigerants, solvents, ...)	3.7	employee commuting
1.4	ETS-Processes	3.8	leased assets (upstream)
2.1	purchased electricity	3.9	downstream transportation and distribution
2.2	purchased district heating or cooling	3.10	processing of sold products
2.3	purchased steam	3.11	use of sold products by the customer
3.1	purchased goods and services	3.12	end of life treatment of sold products
3.2	purchased capital goods	3.13	leased assets (downstream)
3.3	fuel- and energy-related activities	3.14	franchising
3.4	upstream transportation and distribution	3.15	investments (corporate shares, ...)

Consumption development of individual energy sources in Hollola



Carbon accounting in Hollola

Overview of the individual categories



This year's carbon accounting only considers Scope 1 and 2 emissions. Additionally, Scope 3 emissions caused by leased and rented vehicles are also being taken into account to prevent greenwashing.

Work is currently underway on a unified strategy for accounting for additional Scope 3 categories.

Process for Carbon Accounting

- Collection**
of necessary data is done by the individual EURODRIVES
- Management**
of data (including merging, archiving and validation) is done by a central infrastructure
- Centralized**
methodology for calculation of GHG emissions to ensure comparability
- Results**
are therefore provided by the HQ and used for optimization purposes

9,1%
Reduction of CO₂eq emissions compared to previous reporting period

40,1^t
Reduction of CO₂eq emissions compared to previous reporting period

Emission summary
The figures: 2024

Scope 1 ca.
48
metric tons of CO₂eq

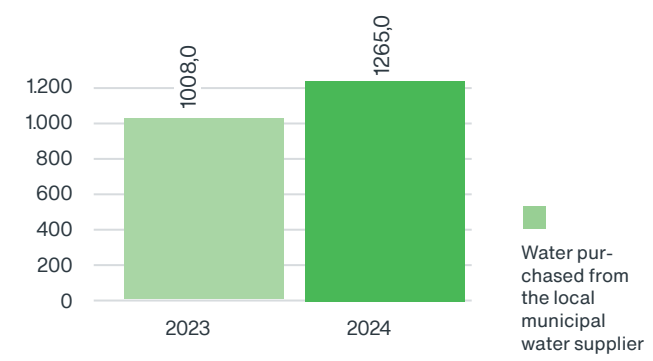
Scope 2 (location-based) approx.
306
metric tons of CO₂eq

Scope 2 (market-based) approx.
0
metric tons of CO₂eq

Scope 3 approx.
0
metric tons of CO₂eq

Water consumption

Amount of water in m³

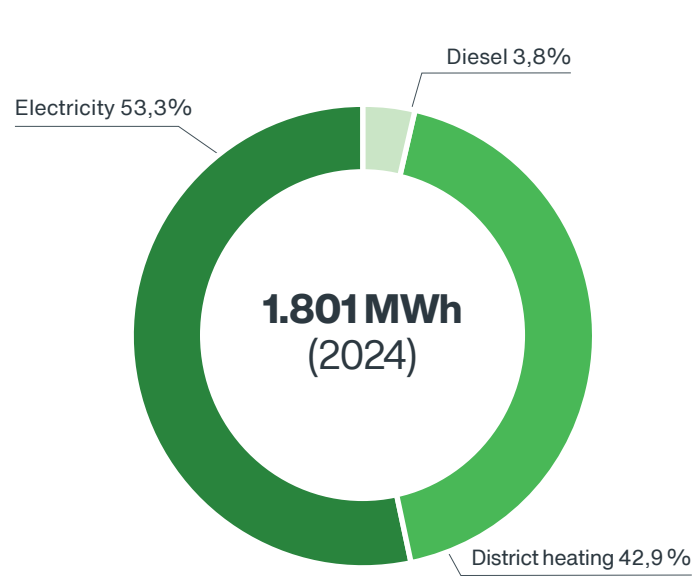


The figures include the amount of water supplied by the municipal water utility used in our Hollola operations.

Our goal is to improve the accuracy of water consumption data and to further develop our monitoring practices.

Energy consumption

Consumption and distribution of individual energy sources



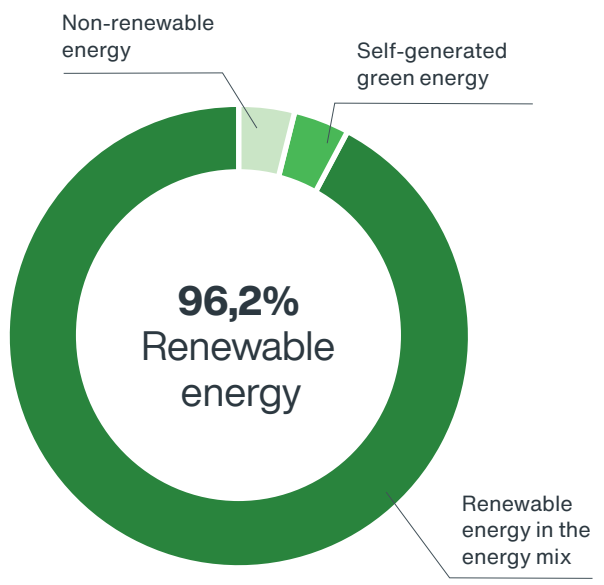
At DTC Hollola, primary reliance is placed on electrical energy as the main energy source. Additionally, various other energy sources are used, including district heating.

The consumption of diesel and petrol largely depends on the vehicles deployed, especially those in field service. All vehicles are leased or rented by SEW-EURODRIVE.

9,0 %
Reduction of energy consumption compared to previous reporting period

Use of renewable energy

Following a market-based approach



SEW-EURODRIVE currently already uses renewable energy for the entire procurement of electrical energy at its DTC Hollola location.

In addition, district heating is sourced entirely from a renewable energy source. Some energy from non-renewable sources has been used for the vehicle fleet.

Summary of GRI indicators

Environmental

GRI ref.	ESRS ref.	Indicator description	Assurance ¹	2023	2024
302-1	E1-5	Energy consumption within the organization (megawatt-hours – MWh)			
		Biofuels ³	✓	0,00	0,00
		Coal ³	✓	0,00	0,00
		Oil (for heating)	✓	0,00	0,00
		Petrol	✓	136,32	0,00
		— of which leased vehicles		96,36	—
		Diesel	✓	69,11	67,75
		— of which leased vehicles		0,00	—
		Liquid gas (LPG)	✓	0,00	0,00
		Natural gas	✓	0,00	0,00
		District heat consumption	✓	852,00	773,30
		District cooling consumption	✓	0,00	0,00
		Electricity consumption ⁴	✓	921,93	960,41
		— of which company-owned and leased vehicles		0,00	—
		Consumption of steam	✓	0,00	0,00
		Total energy used		1.979,36	1.801,46
		Electricity generated	✓	74,01	78,63
		— of which electricity from regenerative systems	✓	74,01	78,63
		Distribution of energy	✓	2,10	1,15
		— of which electricity sold	✓	2,10	1,15
		Total energy consumption within the organization from renewable sources		1.773,93	1.733,71
		Total energy consumption within the organization from non-renewable sources		205,43	67,75
		Share of renewable sources in total energy consumption (in %)		89,6%	96,2%
302-3	E1-4	Energy intensity			
		Sales revenue (million EUR in sales)		57,76	45,67
		Attendance time		151.812,00	91.176,00
		Order-related performance hours		31.536,00	34.251,00
		Floor area of company-owned buildings		14.233,00	14.233,00
		Number of employees		90,00	94,00
		Produced units		—	—

Summary of GRI indicators

Environmental

GRI ref.	ESRS ref.	Indicator description	Assurance ¹	2023	2024
302-3	E1-4	Energy intensity			
		Assembled units		12.916,00	14.610,00
		Intensity metric (kWh/million EUR in sales)		34.270,78	39.447,47
		Intensity metric (kWh/hour of attendance)		13,04	19,76
		Intensity metric (kWh/hour of performace)		62,77	52,60
		Intensity metric (kWh/square metre)		139,07	126,57
		Intensity metric (MWh/employee)		21,99	19,16
		Intensity metric (kWh/produced unit)		—	—
		Intensity metric (kWh/assembled unit)		153,25	123,30
303-3	E3-4	Water withdrawal (cubic metres)			
		Purchased from water companies		1.008,00	—
		Groundwater extracted by SEW-EURODRIVE ²		—	—
		Surface water extracted by SEW-EURODRIVE ²		—	—
		Collection of rainwater ⁵		—	—
		Waste water from external source ²		—	—
		Water withdrawal from areas of water stress ²		—	—
		Total water withdrawal		1.008,00	0,00
305-1	E1-6	Direct greenhouse gas emissions (tCO ₂ eq)			
		Natural gas consumption	✓	0,00	0,00
		Heating processes (oil / liquid gas)	✓	0,00	0,00
		Production processes ⁶	✓	0,00	0,00
		Total scope 1.1 GHG emissions		0,00	0,00
		Vehicle fleet ⁷	✓	38,76	24,51
		Other mobile equipment ⁶	✓	0,00	0,00
		Total scope 1.2 GHG emissions		38,76	24,51
		VOC-Emissions ⁸	✓	6,55	23,93
		Leakage of refrigerants ⁹	✓	0,00	0,00
		Total scope 1.3 GHG emissions		6,55	23,93
		ETS-Processes ¹⁰	✓	0,00	0,00
		Total scope 1.4 GHG emissions		0,00	0,00
		Total scope 1 GHG emissions		45,31	48,44

Summary of GRI indicators

Environmental

GRI ref.	ESRS ref.	Indicator description	Assurance ¹	2023	2024
305-2	E1-6	Indirect location-based greenhouse gas emissions (tCO ₂ eq)			
		Electricity consumption	✓	124,03	128,84
		Electricity for charging vehicles		0,00	—
		Total location-based scope 2.1 GHG emissions		124,03	128,84
		District heat consumption	✓	194,84	176,84
		District cooling consumption	✓	0,00	0,00
		Total location-based scope 2.2 GHG emissions		194,84	176,84
		Steam consumption	✓	0,00	0,00
		Total location-based scope 2.3 GHG emissions		0,00	0,00
		Total location-based scope 2 GHG emissions		318,88	305,68
305-2	E1-6	Total scope 1 and 2 GHG emissions (location-based)		364,18	354,12
		Indirect market-based greenhouse gas emissions (tCO ₂ eq)			
		Electricity consumption	✓	0,00	0,00
		Electricity for charging vehicles		0,00	—
		Total market-based scope 2.1 GHG emissions		0,00	0,00
		District heat consumption	✓	0,00	0,00
		District cooling consumption	✓	0,00	0,00
		Total market-based scope 2.2 GHG emissions		0,00	0,00
		Steam consumption	✓	0,00	0,00
		Total market-based scope 2.3 GHG emissions		0,00	0,00
305-2	E1-6	Total market-based scope 2 GHG emissions		0,00	0,00
		Total Scope 1 and 2 GHG emissions (market-based)		45,31	48,44
		Other indirect greenhouse gas emissions ¹¹ (tCO ₂ eq)			
		Rented and leased vehicles		33,19	—
		Total scope 3.8 GHG emissions		33,19	0,00
		Intensity of emissions (tCO ₂ eq/million EUR in sales)			
		Intensity of scope 1 and 2 emissions		6,31	7,75
		Waste generated (tons)			
		Total waste (generated)	✓	110,00	0,00

Summary of GRI indicators

Environmental

GRI ref.	ESRS ref.	Indicator description	Assurance ¹	2023	2024
306-4	E5-5	Waste diverted from disposal (tons)			
		Non-hazardous waste recycled		—	—
		Scrap metal recycled		—	—
		Other non-hazardous waste recycled		—	—
		Hazardous waste recycled		—	—
306-5	E5-5	Waste directed to disposal (tons)			
		Non-hazardous waste sent for disposal		—	—
		Sent to incineration with energy recovery		—	—
		Sent to landfill or other disposal method		—	—
		Waste from construction and demolition		—	—
		Hazardous waste sent for disposal		—	—

Note: Due to rounding, numbers presented in the GRI table may not add to the toals provided.

¹ No data assurance could be performed due to missing information from the previous year

² Refers to the source of the emission factors

³ Category or activity does not apply in the business are of SEW-EURODRIVE

⁴ Self-generated electricity from the CHPs (combined heat and power plants) is not taken into account here in order to avoid double counting

⁵ Due to the lack of measurement data, no data can be collected

⁶ Including the hardening shop, distribution processes

⁷ Only company-owned vehicles powered by fossil fuels are taken into account here.

⁸ Emissions due to coating processes

⁹ No reportable refrigerant leaks occurred during the reporting period. Refilled refrigerant quantities in the course of maintenance and servicing work are not recorded by the current methodology and data volume."

¹⁰ These emission values only apply to business units with energy-intensive plants (e.g. blast furnaces, refineries, aluminum plants). This does not apply to SEW-EURODRIVE's business processes."

¹¹ This year's reporting will focus on Scopes 1 and 2. In order to take into account the shift in emissions due to the use of rented or leased vehicles, their emissions are disclosed in Scope 3.8."

Ethics and governance

Our most fundamental corporate principles

The high quality of our products and solutions is matched by a high benchmark in ethical guidelines and standards. We believe that ethics and governance are about more than just abiding by applicable laws and global human rights. As part of SEW-EURODRIVE Group, these standards are very close to our heart, whether in terms of occupational health and safety, a corporate code of conduct, or functional safety.

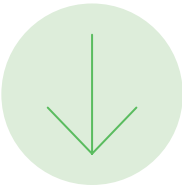


Whistleblower Hotline

We have also successfully launched a publicly accessible whistleblower tool. The company's employees and external third parties such as suppliers can use this tool to submit anonymous tip-offs. Most importantly, the tool provides a channel of communication with the source of information, without that source having to reveal their identity.

Dependable data protection through the GDPR

We naturally observe and abide by all provisions and regulations in the General Data Protection Regulation (GDPR), which entered into force in 2018. We have appointed in-house data protection team for this purpose.



KPI metrics (2024)

0

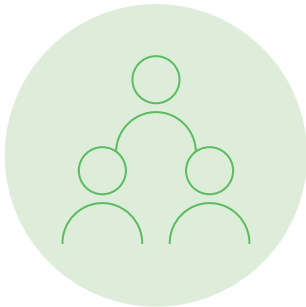
Whistleblower anonymous tip-offs

Overview of certificates and regulations

Our operations are guided by SEW-EURODRIVE internal audits and external audits of our stakeholders in addition to other standards on occupational health and safety and information security. We comply with international export control and sanction regulations.

Certificates issues by SEW-EURODRIVE

- + QM-Certificate (Quality Management System)
- + FSM-Certificate (Functional Safety Management System)
- + EX-Certificate (Manufacture of Gears, Motors and Gear Motors)
- + IG-Certificate (Sales and Service of Industrial Gear Motors and Industrial Gears)
- + IT-security-Certificate



Last but not least, we encourage social engagement by supporting social organizations with donations such as the mental well-being of young people.

Code of Conduct – the ethical guidelines for our day-to-day activities

Our Code of Conduct guides our everyday work. Through this code, we make a commitment to abide by all applicable laws and the core values of our company, namely freedom, reliability, and humanity. At the same time, the Code of Conduct helps us acknowledge our responsibility as an international family business with a history that stretches back more than 90 years.

Our Code of Conduct applies to every single member of staff, whether a senior executive or trainee, and to all hierarchy levels across all our branches and business units worldwide. Misconduct that violates the Code of Conduct may be harmful to SEW-EURODRIVE and will not be tolerated. We have appointed a local compliance officer, who reports to the compliance organisation of the SEW-EURODRIVE.

Our actions are governed by eight key principles

1

Abiding by the law

We always act in accordance with the applicable laws of the country.

2

Management culture

Our managers have a special responsibility and pay particularly close attention to the regulations of the Code of Conduct.

3

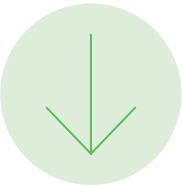
Human rights / ban on child labor / forced labor

We reject child and forced labor, and are vigilant with regard to any human rights violations.

4

Workers' rights

We respect the labor rights that apply in any given circumstance and support their enforcement.



5

Health and safety in the workplace

We place major emphasis on the safety and health of our employees and support the continuous further development of safety measures.

6

Working together and the prohibition of discrimination

We respect each other and reject any form of discrimination.

7

Environmental protection

We always consciously act to minimize our impact on the environment and conserve resources.

8

Tax compliance

We meet our tax and contribution obligations and provide constructive assistance to the relevant authorities.

Our Code of Conduct also contains detailed rules for how to handle business relationships. For example, we reject any form of preferential treatment or bribery as part of our business dealings. We also have a proactive policy regulating the giving and receiving of gifts. Any form of gratuity must not under any circumstances influence a business decision. Gifts and invitations that exceed a set upper value of EUR 60 per individual gift or EUR 180 per person, per financial year must be reported and seamlessly documented.

Any agreements that are anti-competitive are also prohibited. We avoid any semblance of a conflict of interest, as it is in our own business interest to do so. We also handle information with care, and always ensure that the appropriate level of confidentiality is assured. We place a strong emphasis on the protection of personal data.

You can find the full text of our Code of Conduct, plus a detailed description of all principles and regulations on www.sew-eurodrive.fi or the QR-code below.





SEW-EURODRIVE Oy

Vesimäentie 4

FI-15860 HOLLOLA

T. +358 201 589 300

sew@sew.fi

www.sew-eurodrive.fi