



 **estko**
professional
detergents

Sustainability Report
2024

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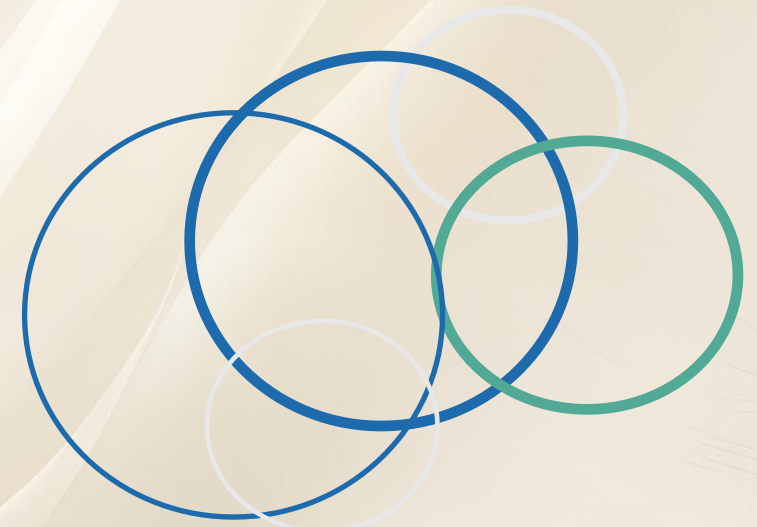
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We are delighted to present AS ESTKO's first sustainability report. This is **an important milestone** on our journey, **confirming our commitment to responsible and sustainable business**. For us, sustainability is not just a trend, but part of our identity and long-term strategy. Estko has **been operating** in the field of professional cleaning chemicals **for over three decades**.

We have always believed that quality and responsibility go hand in hand. Sustainability principles help us systematically assess our impact on the environment, society, and management quality, and set goals that create value for our customers, employees, and the community.

Environmental protection is at the heart of our operations – **we develop solutions** that reduce resource consumption and support the principles of the circular economy. For us, social responsibility means **creating a safe working environment, sharing knowledge, and supporting the community**. Good governance is the foundation of our credibility, ensuring transparency and ethical decision-making. This report is just the beginning. Looking to the future, we want to further improve our operations, expand our range of environmentally friendly cleaning solutions, and thereby increase positive impact on society. We are convinced that **by working together with our partners and customers, we can create a cleaner, safer, and more sustainable world**.

Liina Kikas, Director of AS ESTKO



General information

About the

AS ESTKO (hereinafter Estko) began operations in 1991. The company's main areas of activity are the development, production, and sale of professional cleaning products, as well as the distribution of cleaning supplies and soft paper products. Its main customers are commercial kitchens, cleaning companies, car washes, food industries, and agricultural companies. **The company is 100% Estonian-owned.**

Estko in numbers 2024

NACE activity code: C - 20.41 Manufacture of soap, washing, cleaning and polishing products

Estko in numbers 2024

Number of employees: 38

Turnover: EUR 5.4 million

Profit: EUR 0.25 million

Table 1. Company locations

Kangru production facility (main place of business)	Office, development, laboratory, production, warehouse	Kullerkupu 2, Kangru, Kiili vald, 75403 Harjumaa, Estonia
Tartu office	Office, warehouse	Aardla 23E, Tartu 50110, Tartu County, Estonia

Mission, vision

Estko's **mission** is to be a modern, responsible chemical company that offers its customers professional solutions, is a long-term partner to its suppliers, and cares about its employees.

Our **vision** is to be the **leading manufacturer of cleaning chemicals** in Estonia and **to be represented on the retail market** with our own brand.

Basis for preparation of the report

The sustainability report has been prepared in accordance with EFRAG's voluntary sustainability reporting standard for unlisted SMEs (VSME). This sustainability report has been prepared individually for Estko and is not consolidated. The report has not been audited. The report has been reviewed and approved by the Estko Supervisory Board

Reporting period: 01.01.2024 — 31.12.2024.



General information

Awards, certificates

ISO certificates and management system:

Estko's management system complies with ISO standards, and the company has the following certificates:

ISO 9001 (quality management), **ISO 14001** (environmental management) and **ISO 45001** (occupational health and safety management), which have been audited and certified by an independent third party.

Estko was first audited in 2003,

resulted in the company being awarded ISO 9001 certification. Later, ISO 14001 and OHSAS 18001 (now replaced by ISO 45001) were added. The management system, which was implemented over 20 years ago, is constantly being updated to ensure compliance with legislation, effective risk management, and meeting customer needs.

The scope of the management system covers:

- Development, production, and sale of cleaning chemicals
- Sale and maintenance of dosing systems
- Sale of cleaning supplies and machines
- Subcontracted production of chemical products
- Development and production of consumer chemicals

CERTIFIED
ISO 9001
ISO 14001
ISO 45001



Ecolabels:

Estko develops, manufactures, and markets detergents that have been awarded **the EU Ecolabel** (European Union eco-label) and **Nordic Swan Ecolabel** (Nordic Swan eco-label). The first EU Ecolabel was awarded to the company in 2016 by the then Minister of Economic Affairs, Mati Raidma. Estko was the fourth company in Estonia to have its products awarded this label.

Estko products have been awarded **the EU Ecolabel** in the following product groups:

- Detergents for use in dishwashers
- Hand dishwashing detergents
- Hard surface cleaning agents
- Industrial and institutional dishwashers Detergents
- Cosmetics and animal care products

The Nordic Swan Ecolabel has been awarded to **the following product groups**:

- Cleaning products
- Vehicle care products

We also prefer eco-labeled products when selecting intermediate goods (e.g., soft paper, cleaning textiles).

We prefer eco-labeled products when making our selection.



Estonian Allergy Association:

The Estonian Allergy Association has recognized four products developed by Estko

as reliable and suitable for allergy sufferers suitable for allergy sufferers



Responsible Business Index:

In 2024, Estko AS was awarded the Responsible Business Gold Label. The company joined the index in 2018 and has consistently adhered to the principles of responsible business. Estko received its first Estko received its first Gold Label in 2022 and has successfully maintained its level maintained its level ever since.



RESPONSIBLE
BUSINESS INDEX
GOLD LEVEL 2024

Practices, policies, and future initiatives for transitioning to a more sustainable economy

Table 2. Practices, policies, and future initiatives for transitioning to a more sustainable economy

	Practices, policies or future initiatives addressing sustainability aspects	Public access to information Availability	Objectives of practices, policies and future initiatives Objectives	Responsible for implementation
Climate change	Use of electricity from renewable energy sources (approx. 100%) in Estko's production facility.	Yes	Use 100% electricity produced from renewable energy sources to minimize our ecological footprint.	Manager
Pollution	Environmental policy focused on reducing the ecological footprint, safe use of chemicals, and minimizing environmental impact throughout the production process. Increasing the share of environmentally friendly products in the product portfolio.	No	Increase the number of eco-labeled products by 5 products per year.	Sales Director / Sales Manager
Water resources	Estko cleaning products are highly concentrated to reduce the amount of water in the products. Water used for washing production equipment and the resulting wastewater are handled in accordance with legislation. Keep the number of cleaning cycles per production batch under control.	No	No additional targets have been set.	Production manager
Biodiversity and ecosystems	The Estko factory is located on land covered with pine forest. The land is partially mowed to ensure the biological diversity of the unmowed areas.	Yes	No additional objectives have been set.	Manager
Resource use and circular economy	Separate collection of waste, promotion of packaging reuse. Plastic waste (Bag-in-Box) and packaging containing recycled materials Implementation. Expanding packaging reuse and recycling – working with suppliers to increase packaging recycling (for 200 l and larger raw material containers to reduce plastic waste).	No	Introduce recycled materials in plastic packaging in accordance with EU requirements. Ensure that the company's plastic packaging contains recycled material at least to the extent required by the established requirements for 2030 and 2040.	Sales Director / Sales Manager
Our staff	Protecting the rights and well-being of employees, implementing best practices in occupational health and safety, preventing and avoiding accidents at work and occupational diseases, and continuously improving working conditions in order to ensure a safe and healthy working environment. Raise the competence and awareness of the company's employees in the field of occupational health and safety.	Yes	Ensuring a safe and healthy working environment, complying with occupational health and safety requirements. Providing health insurance for employees. Training employees to improve their competence in accordance with the training plan.	Work environment specialist / Manager
Employees in the value chain	Respecting human rights and not tolerating child or slave labor, and expecting the same from partners. Applying the principles of equal treatment in all relationships: with employees, customers, and suppliers.	Yes	No additional objectives have been set.	Chair
Affected Communities	Support for various initiatives and projects, especially those involving the community, is based on the extent to which the initiative is in line with Estko's objectives and mission. In cooperation with Kiili Municipality, we created an opportunity for residents to sort their packaging waste by allocating land for the establishment of a packaging collection point with underground containers.	No	No additional goals have been set.	Chair
Consumers and end users	Promotion of environmentally friendly cleaning products, maintaining good customer relations, and product training.	Yes	Teach customers to recognize the environmental risks associated with products. The goal is 15 training sessions per year.	Sales manager
Business conduct	Honest and transparent business practices, zero tolerance for corruption and discrimination.	Yes	No additional targets have been set.	Chairman

Business model and sustainability

Strategy and business model

Estko's **strategy** focuses on **customer focus, quality, and responsibility**, which are closely linked to the company's sustainability goals. Our strategic areas of activity support the principles of sustainability as follows:

Environment

The ISO 14001 environmental management standard is implemented as part of an integrated management system. **Environmentally friendly** cleaning products that have been awarded the EU Ecolabel or Nordic Swan Ecolabel **are developed and manufactured**. **Environmentally friendly** cleaning products **are promoted** and new, less environmentally harmful raw materials are constantly being sought. Production is being modernized to reduce resource consumption and increase energy efficiency.

Social responsibility

The ISO 45001 occupational health and safety standard is implemented to ensure **a modern working environment and working conditions**. Investments are made in improving the professionalism of employees through training and development activities. Human rights are respected and child and slave labor are not tolerated, and the same is expected from partners. The principles of equal treatment in all relationships: with employees, customers, and suppliers.

Management

The ISO 9001 quality management standard is implemented to ensure **the transparency and consistency of processes and the quality of products**. **Honest business practices** and anti-corruption principles are considered important. The following are guaranteed: Compliance with laws and good practices in all activities. Long-term partnerships based on trust and mutual benefit are established.

Business areas and main product groups

Professional cleaning chemicals

- Personal hygiene products, cleaning and disinfecting agents, floor care products, car wash products, as well as cleaning machines, dosing systems, cleaning accessories, cleaning textiles, soft paper products, and other cleaning products for professionals.
- Main customers:** cleaning service providers, healthcare institutions, food industry, commercial kitchens, car wash service providers, farms, specialized resellers, specialized retail chains.
- Main markets:** Estonia, Finland, Sweden, Latvia, Lithuania.

Consumer chemicals

- Household cleaning products
- Main customers:** regular consumers
- Main market:** Estonia

Estko does not operate in the fossil fuel, controversial weapons, or tobacco product sectors. Estko focuses on creating and marketing environmentally conscious cleaning products, including the use of biodegradable and safe ingredients in its own products.

Suppliers

Estko **purchases** the inputs necessary for production and the goods in its product range **from suppliers in the European Union**. Estko complies with European Union regulations on the chemical industry, including REACH, CLP, cosmetics, and biocidal products. Suppliers must ensure that all raw materials supplied are registered with the European Chemicals Agency (ECHA) and accompanied by information on safe use. Estko prefers long-term partnerships, **values transparency** and continuous development. The company has established principles for supplier assessment and cooperation that help to ensure a responsible supply chain and support the mitigation of environmental and social risks.



Sustainable and sustainable development

Estko has been committed to sustainable management for more than **30 years**. We are aware that we have a great responsibility towards our employees, the environment, society and our shareholders. That is why we have **committed** ourselves **to operating sustainably** in all our **business activities**.

- We take **environmental impacts** into account already in the product development of cleaning agents by using environmentally friendly raw materials. We design our range of products responsibly. We manufacture, develop and procure products that meet environmental requirements and enable us to participate in public procurement that follows green principles.
- We offer **our customers comprehensive guidance** on choosing the right cleaning product for the surface to be cleaned and the type of dirt, and we teach them how **to dose** cleaning products correctly. In addition, we organize **regular customer training sessions** and **customer days** to share best practices, introduce new products, and offer personalized advice.
- We are increasing **the application of circular economy principles** throughout the value chain by choosing solutions that have a lower lifetime impact on the environment. To this end, waste is collected separately to ensure safe handling and maximum recycling or reuse. We are reducing the amount of plastic waste by promoting reuse and recycling.
- We implement **the ISO 14001 standard** to continuously improve the company's environmental performance in accordance with annual targets and action plans.



Environmental indicators

Measurement of greenhouse gas (GHG) emissions

In 2024, we began assessing the impact of greenhouse gas (GHG) emissions in impact areas 1 and 2. The assessment of impact area 3 is planned to be carried out by 2028. The calculations are based on the guidelines and calculation model of the Ministry of the Environment (currently the Ministry of Climate) – the 2024 model for assessing the environmental and GHG footprint. This greenhouse gas (GHG) emissions assessment is the company's first measurement and will be used as the base year for future targets and comparisons.

The calculations for **Impact Area 1** take into account the company's vehicle fleet, which consists of a total of 15 vehicles: 5 passenger cars and 10 vans used for freight transport. In addition, the diesel-powered forklift used in the warehouse has been taken into account. Fuel consumption data is based on invoices provided by the fuel supplier.

The calculations for **impact area 2** take into account the electricity consumption of the Kangru production building and the electricity and heat consumption of the Tartu office. Electricity is used to heat and cool the Kangru production building. The electricity and heat consumption of the Tartu office is significantly lower than that of the Kangru production building, which is why their share in the total impact area 2 is small. Since October 2023, the Kangru production facility has been connected to a green energy package, and in 2024, 99.81% of the electricity purchased came from renewable energy sources. Electricity consumption data is based on invoices submitted by the electricity supplier.

The greatest impact comes from the vehicle fleet. The company's vehicle fleet is constantly being renewed. At the end of 2024, a total of six vehicles were replaced, five of which were vans and one was a passenger car. The purchase of new vehicles is primarily based on the nature of the work tasks and the distances to be covered. If the performance of work tasks, hybrid cars are preferred in order to reduce the environmental impact of vehicles.

Table 3. Company energy consumption in 2024

	Renewable energy, MWh	Non-renewable energy, MWh	Total renewable and non-renewable energy, MWh
Kangru production building	249,515	0.487	250,002
Tartu office	-	7,179	7,179
Total consumption of the company	249,515	7,666	257,181

Table 4. Estimated greenhouse gas emissions in 2024

Indicator	2024
Greenhouse gas emissions (Scope 1), tCO ₂ e	76.98
Greenhouse gas emissions (Impact area 2), tCO ₂ e	6.67

Table 5. Greenhouse gas emission intensity in 2024

GHG emissions (Impact Area 1 and Impact Area 2)	2024
Total emissions, tCO ₂ e	83.65
Emissions/turnover in euros, tCO ₂ e/EUR	0.0000154

The company does not have an official transition plan that includes climate-related goals and greenhouse gas (GHG) emission reductions. The company monitors regulatory developments and plans to draw up a transition plan by 2028 at the latest.

It is continuously engaged in analyzing climate risks and GHG emissions, collecting baseline and reference year data for emissions monitoring, and setting targets, and emissions.



Environmental indicators

Biodiversit

Estko's **production facility is located in** Kangru village, Harju County **surrounded by pine forests and green areas** that provide habitats for diverse flora and fauna. The green areas help **reduce** visual disturbance to neighbors and mitigate **the impact of dust and noise** from production activities. The company **values the natural environment**, maintains existing greenery, and promotes biological diversity by avoiding excessive intervention.

Table 6. Area and proportions of green areas surrounding Estko's production buildings in 2024 (based on data from the national building register and land cadastre)

Indicator	2024
Area of land surrounding the building, m ²	22522
Area of green space surrounding the building, m ²	21161
Area of green space surrounding the building, which is mowed regularly, m ²	8896
Proportion of green area of the property, %	94
Proportion of regularly mowed area of total green area, %	42

Water (total water consumption)

Estko uses water from the public water supply managed by Kiili KVH OÜ in its Kangru production facility. This is groundwater that meets the established drinking water quality requirements. **Most of the water** is used **in production processes** (in the composition of products, for washing production equipment and packaging), **with a very small amount used for consumption** (drinking water, toilets, hygiene, etc.). The water used does not come from areas with high water stress.

Wastewater generated in the production building is not discharged directly into the local sewage system. All **wastewater is collected** in a **separate** wastewater tank and transported by a licensed waste handler to a designated discharge point, from where it is transported via the public sewerage system to a water treatment plant. Wastewater must comply with the requirements established by the wastewater treatment operator.

The calculation of the amount of water consumed and wastewater discharged is based on the monthly invoices of the water and waste management company.

Rainwater from roofs and courtyards is directed into the soil, as it is not contaminated by production activities.

Table 7. Company water consumption in 2024

Period	Water consumption (m ³)	Amount of wastewater (m ³)	Wastewater volume per ton of finished product per ton of finished product (m ³ /t of production)
2024	2038	634.6	0.322

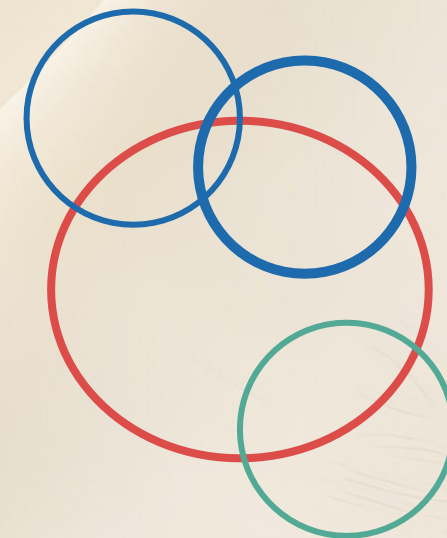
Air, water and soil pollution

The company does not have pollution permits, as its activities do not cause emissions into the air, water or soil in quantities that exceed the limit values established by Estonian legislation.

Therefore, the company is not obliged to notify the competent authorities or submit pollution data.

The environmental impact is monitored annually through internal calculations to confirm compliance with applicable requirements. **The company implements environmental management principles** of environmental management, which include risk assessment and continuous improvement, with the aim of **minimizing environmental disturbances**.

As there are no emissions exceeding the limit values, there is no disclosure obligation. **The company ensures transparency** by documenting internal calculations and maintaining readiness to comply with regulatory requirements.



Environmental indicators

Waste management and circular economy

The company's largest waste stream comes from the purchase of raw materials, packaging materials and purchased goods, as well as from the packaging of finished products.

The waste generated is sorted to ensure its safe handling and maximum recycling or reuse; separate guidelines have been drawn up to simplify waste sorting, helping employees to sort waste correctly.

Large-volume raw materials (solvents) are ordered in tankers and stored in containers, which helps to reduce packaging waste. In 2025, in addition to solvent tanks, two raw material storage tanks (total 27 m³) are planned to be installed. If the amount of raw material allows, it is ordered in intermediate bulk containers (IBC), in smaller quantities in barrels (200 l). IBC containers, barrels, and wooden Euro pallets are kept in circulation – they are returned to the raw material producer or washed and reused for packaging products. Depending on the composition and purpose of the semi-finished product, as many 20 l canisters as possible are kept in circulation, and returned packaging is cleaned and refilled.

Estko has been a member of ETO (Estonian Recycling Organisation) since 2020. Packaging (plastic, metal, cardboard) is collected separately and handed over to ETO, which sends it for recycling or reuse. Plastic waste that cannot be recycled or reused is sorted as energy waste. The quantities of plastic, cardboard, metal, and energy waste are based on reports issued by ETO.

Hazardous waste generated by the company (expired raw materials and products; production waste that cannot be recycled; contaminated absorbents, soiled packaging that cannot be cleaned, etc.) is collected separately from all other waste, marked appropriately, and handed over to a licensed hazardous waste handler. Separate records are kept of the hazardous waste generated. The amount of hazardous waste is based on hazardous waste delivery notes and the accounting table.

Table 8. Total annual amount of waste generated by type in 2024

Waste type	Waste intended for recycling or reuse	Waste destined for disposal	Total volume of waste recycled, reused and destined for disposal
Hazardous waste, t	0	2,389	2,389
Plastic waste, t	8,148	1,681	9,829
Cardboard waste, t	3,163	0	3,163
Metal waste, t	1,220	0	1,220
Municipal waste, t	0	12,300	12,300

Table 9. Total volume of waste sent for recycling in 2024

Type of waste	2024
Waste sent for recycling or reuse waste, t	12,531
Total waste volume, t	28,901
Waste sent for recycling or reuse of total waste volume, %	43.36

Environmental indicators

Identified climate risks in Estko's activities

Raw material supply disruptions: Extreme weather events (e.g., floods, droughts) can cause problems with raw material availability and supply chain disruptions. **Risk mitigation:** Diversify suppliers and create alternative supply channels for critical raw materials; establish long-term cooperation with strategic suppliers; if necessary, increase stock levels for critical raw materials.

Sharp rise in energy prices: Climate change and transition regulations may cause energy prices to rise significantly, which will affect production costs and the final price of own products. **Risk mitigation:** Invest in energy-efficient equipment and processes; enter into fixed-price energy purchase agreements.

These risks may affect the company's financial results and operations in the short and medium term. The level of risk is assessed as medium to high, depending on the severity of weather extremes and developments in energy policy. **Climate risks are assessed regularly** as part of the management system implemented by Estkos management system.



Social indicators

Employees

At the end of 2024, Estkos employed **38 employees**. The company values diversity, employing people of different ages, including employees with limited working capacity – from students to pensioners.

Achieving **gender balance** remains a **challenge**, as production and warehouse work requires moving heavy loads, which tends to be chosen by men, while office work is mostly preferred by women. Estko has been the first workplace for many young people who are just starting their working lives. Their first contact with the company may be as a temporary assistant or summer replacement in the warehouse. The company also employs a number of employees who have reached or are close to retirement age. In 2024, one employee took well-earned retirement.

Table 10. Gender distribution and turnover of employees and the supervisory board turnover as of 2024

Gender distribution and metrics	2024	
	Women	Men
Gender distribution at employee level	31	69
Employee turnover	11	

As of the end of 2024, all Estko employees worked **full-time** and had **permanent employment contracts**.

Table 11. Age distribution of employees as of 2024 as of

Employee age	Up to 20	21–30	31	41–50	51–60	61
% of employees	5.0	12.5	12.5	22.5	25.0	22.5



Social metrics

Employees, occupational health and safety

Work safety and employee safety are a top priority. **Occupational health and safety** management is systematically documented, integrated part of the management system and complies with **ISO 45001** requirements and applicable legislation. **The aim** is to identify and mitigate risks in the working environment, prevent undesirable factors and ensure preparedness for emergencies.

Occupational safety management is based on clearly defined areas of responsibility:

- **Management** is responsible for creating and maintaining a safe working environment, ensuring the availability of necessary resources, and involving employees.
- **The production and technical manager** performs the duties of a **work environment specialist**, including risk analysis and recording incidents.
- **The working environment representative** coordinates mapping, monitors the implementation of measures, and ensures employee involvement.
- **Employees** are obliged to report accidents at work and hazardous situations.

Employees have the opportunity to submit observations **regarding occupational safety**

- :
- Directly to the manager, specialist, or work environment representative
 - Anonymously in writing or via a notification channel
 - Every two years, a work environment feedback form is completed, which is used as input for a management review.

The work environment representative is elected by the employees. Their is to involve employees and collect feedback, protect them from unfair treatment, and coordinate regular monitoring and mapping of the work environment.

All employees are covered **by the** employer's **voluntary health insurance**, which allows them to use paid medical services, including dental care, massage services, and psychological counseling.

An employee satisfaction survey is conducted once a year, which gives management an overview of employee expectations, working conditions, and development needs, and points out areas for improvement. The results of the survey are communicated to the staff. In addition, **regular one-on-one development interviews** are held to support individual development and career planning.

Table 12. Employee satisfaction and number of accidents at work in 2024

Meter	2024
Employee satisfaction (satisfied and somewhat satisfied)	87
Work accidents	0

Remuneration principles

The company follows fair, value-based and non-discriminatory hiring practices. discriminatory hiring practices. **The goal** is to recruit **employees with the necessary skills and experience**, to ensure remuneration in accordance with the law and **equal treatment** of employees. Employees are not covered by collective agreements. All employees are paid a salary that is at least equal to or higher than the Estonian minimum wage.

Employee training

The competency requirements for employees are defined in the job description, and these are mainly achieved through internal training on the job and various additional training. Employee training and the development of knowledge and awareness are carried out in accordance with the procedures specified in the integrated management system. The effectiveness of the measures implemented is assessed **by management**.

The company follows the principle that most Learning takes place on the job (70%), partly from colleagues (20%) and partly in specially organized training courses (10%). **Training courses are conducted on a needs basis** as internal or external training and are reflected in the training plan.

The organization of training is part of an integrated management system.

Every year, a **mandatory fire drill** is held at the Kangru production facility, including a chemical spill scenario simulation.

Table 13. Employee training hours by gender In 2024

Participants by gender	Training hours
Men	317
Women	192

Social indicators

Human rights policies

The company has developed a **code of conduct** that **regulates**, among other things, **human rights policies** and **processes**. Respect for human rights is considered important. All people, including employees, **are treated equally** regardless of gender, age, race, or other characteristics. The use of child and slave labor is not tolerated, and the same is expected from partners.

Estkol has not confirmed any cases among its employees cases related to:

- child labor
- forced labor
- human trafficking
- discrimination

Estkon has not received any reports of the above cases involving value chain employees, affected communities, consumers, and end users.



Governance metrics

Structure

Estko's highest governing body is the council, which has three members, all of whom are men. The council is responsible for strategic directions and overall supervision of the management system. The company's management board has one member – a woman – who is responsible for day-to-day management and the implementation of strategic decisions – 100% women.

Estko's day-to-day management is supported by a management team consisting of 12 members: 3 men and 9 women. The management team deals with operational decisions, projects management and implementation of the management system.

Such a diverse composition supports inclusive management and ensures that different perspectives are taken into account in decision-making processes.

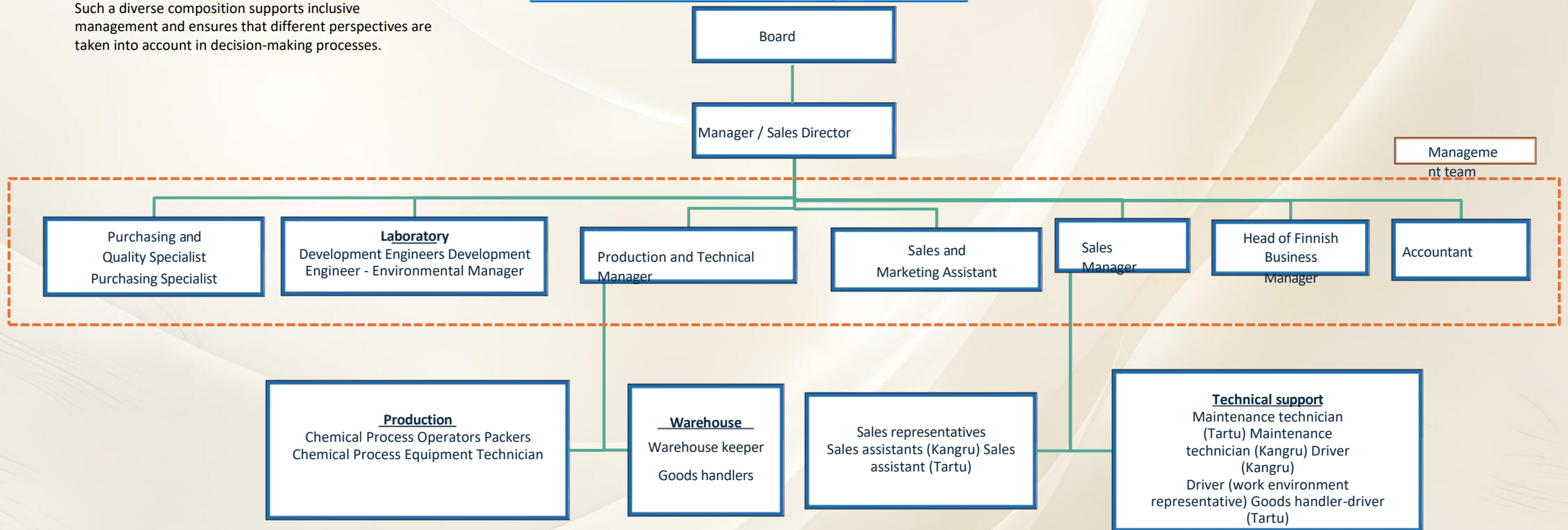
Table 14. Gender distribution of the supervisory board and management board as of 2024.

Gender distribution and indicators

Gender distribution and indicators	2024	
	Women	Men
Gender distribution at board level	0	100
Gender distribution at board and management board level	25	75
Gender distribution at management team level	75	25

Convictions and fines for corruption and bribery

The company has no convictions or fines for violations of anti-corruption and anti-bribery laws.



Indicators	2024	Target 2025
1. Performance indicators		
Turnover, MEUR	5.4	5.6
Exports, %	19	19
Profit, MEUR	0.25	0.22
Revenue per employee, MEUR	0.14	0.15
Share of own production in turnover, %	63	6
2. Resource use		
Finished products in tons, t	1971	2100
Annual energy consumption, MWh	257	267
Energy consumption per ton of finished product, MWh/t	0.13	0.127
3. Products		
Number of eco-labeled products	59	64
4. Waste		
Amount of waste in relation to finished products, %	1.38	1.44
Wastewater volume per ton of finished product, m ³ /t	0.32	0.35
Amount of hazardous waste in relation to finished products, %	0.12	0.12
Proportion of waste sent for recycling or reuse in relation to total waste, %	43.36	44
5. Number of environmental incidents		
Number of environmental incidents	0	0
6. Number of emergencies		
Leaks	0	0
Accidents at work	0	0
7. Types and number of complaints		
Number of complaints regarding environmental activities	0	0
Number of complaints about occupational health and safety activities	0	0

Appendix 2

Correspondence table

VSME standard point	Location in the report	Page
Base module – general information		
B1 – Basis for preparing the report	General information	4; 5
B2 – Practices, policies, and future initiatives for transitioning to a more sustainable economy	Practices, policies and future initiatives for transitioning to a more sustainable economy; Annex 1 – Indicators	6; 17
B3 – Energy and greenhouse gas emissions		
B3 – Energy and greenhouse gas emissions	Measuring greenhouse gas (GHG) emissions	9
B4 – Air, water and soil pollution	Air, water and soil pollution	10
B5 – Biodiversity	Biodiversity	10
B6 – Water	Water (total water abstraction)	10
B7 – Resource use, circular economy and waste management	Waste management and circular economy	11
Basic module – social indicators		
B8 – Workforce – general information	Staff	13
B9 – Workforce – health and safety	Employees, occupational health and safety	14
B10 – Workforce – remuneration, collective bargaining and training	Remuneration policy; Employee training	14
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B11 – Convictions and fines for corruption and bribery	Convictions and fines for corruption and bribery	16
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C1 – Strategy: business model and sustainability – related initiatives	Business model and sustainability; Sustainable and sustainable development	7; 8
C2 – Description of practices, policies, and future initiatives for transitioning to a more sustainable economy	Practices, policies and future initiatives for transitioning to a more sustainable economy	6
Additional module – environmental metrics		
C3 – GHG reduction targets and climate transition	Measuring greenhouse gas (GHG) emissions	9
C4 – Climate risks	Identified climate risks in Estko's activities	12
Additional module – social metrics		
C5 – Additional (general) characteristics of the workforce	Not applicable	
C6 – Additional information about your workforce – human rights policies and processes	Human rights policies	15
C7 – Serious negative human rights cases	Human rights policies	15
Additional module – governance indicators		
C8 – Exclusion of revenue from certain sectors and EU benchmarks	Business model and sustainability – Business areas and main product groups	7
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