



Sustainability statement 2025

Valoo Oy

01.01.2025 – 31.12.2025



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CEO's review

Dear reader,

Global warming and geopolitical instability continue to challenge societies and companies worldwide. These developments highlight the importance of social justice, transparent governance, and responsible corporate behavior. At Valoo, we remain committed to continuous improvement and to embedding sustainability into all our operations.

2025 marked a year of strengthening our ESG foundations

Following the publication of our first Sustainability Statement in 2024, we have strengthened the foundations of our ESG work by clarifying ownership within management, continuing developing our governance, and improving data collection processes and data quality. This means we are better prepared for higher-quality reporting requirements starting in 2026.

Net Zero Pathway

As part of our sustainability efforts, we have adopted a transition plan to mitigate climate change and set emission reduction targets based on the 2024 emission calculation.

Because construction-related emissions dominate our carbon footprint, collaboration with contractors continues to be the single most impactful action for Valoo. In 2025, we launched structured dialogues with subcontractors regarding their climate actions and targets. This work ensures that emission reductions become a shared objective across Valoo's value chain, not only an internal goal for the company.

Promoting Social Equity

Valoo is committed to fairness and inclusion across its operations and partnerships.

In 2025 we strengthened our social responsibility and DEI practices through training for managers and company-wide engagement on equality principles, and implemented the updated Code of Conduct, the ethical guidelines that apply to all employees, contractors, suppliers and others working for and on behalf of the company.

Valoo continued its sponsorship program to support local sport clubs for children and young people. During 2025 Valoo supported total of 14 clubs and was one of the main sponsors at Paavo Nurmi Games, one of the top annual track and field events in Finland. Promoting equal opportunities for children and young people to engage in sports is also an investment in the future, for all of us.

Consequently, by supporting Valoo you are making the world a tiny bit better.

Yours sincerely,

Vesa Kemppainen

CEO



Executive summary

Valoo Oy presents its second sustainability report for the fiscal year 2025, from January 1, 2025, to December 31, 2025. This report is prepared in accordance with the Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME). The report encompasses Valoo Oy and its subsidiaries, providing a comprehensive overview of the company's sustainability initiatives, metrics, and future goals.

Valoo builds and operates fiber-optic networks in Finland. Its value chain spans from construction to maintenance, with suppliers and contractors as main stakeholders in the upstream, and customers and end-users in the downstream. In a double material analysis (DMA), Valoo identified five material sustainability topics: Climate change, Circular economy, Own workforce, Consumers and end-users, and Business conduct.

In terms of **environmental metrics**, Valoo reports significant energy consumption primarily from electricity. The total greenhouse gas (GHG) emissions were 11 113 metric tons of CO₂e, encompassing scope 1, 2 and 3 emissions. The main share of GHG emissions (99%) falls under scope 3. During the reporting period, Valoo adopted a transition plan to reduce its emissions aligned with the Paris Agreement. In addition, the climate risks affecting Valoo and its operations were assessed.

Social metrics indicate that Valoo's workforce consists of 89,6 FTE (79,8 in the previous fiscal year), with a gender ratio of one female to seven males at the management level and an employee turnover rate of 15,5 % (12,2 %). The company recorded no work-related accidents in 2025. Additionally, 88,2% of employees are covered by collective bargaining agreements (86,6%), and the average training hours per employee stand at 2,4 (2,7).

On **governance**, Valoo reported no convictions or fines related to corruption or bribery in 2025. The company is not involved in controversial sectors and complies with EU reference benchmarks. However, there is currently no female representation on the Board of Directors. Valoo updated its Code of Conduct, and its scope was widened to include contractors and suppliers in addition to its own employees.

In conclusion, Valoo is committed to enhancing its sustainability practices and reporting. The company recognizes the importance of stakeholder engagement, environmental responsibility, and social equity as it navigates its future growth and operational strategies. The insights gained from this report will guide Valoo in its transition towards a more sustainable economy.

Valoo has developed its sustainability practices and prepared a sustainability report in cooperation with Greenstep Oy.



1. General information

B1 Basis for preparation

This report describes Valoo Oy’s sustainability performance for the year 2025. The undertaking has prepared it in accordance with the Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME). Valoo has chosen to report OPTION B: Basic Module and Comprehensive Module.

The undertaking has omitted information for each site for equipment shelters as it is deemed sensitive information.

This report has been prepared on a consolidated basis; it covers Valoo Oy and its subsidiaries. The following tables provide basic information about the companies covered by this report.

Table 1. Basic information, group level.

Legal form	NACE	Balance (M€)	Turnover (M€)	FTE	Country of primary operations, significant asset(s), geolocation of sites owned
Valoo Group	F42.2.2	341,1	13,2	89,6	Finland

Table 2. List and location of subsidiaries.

Legal form	Country of primary operations, significant asset(s), geolocation of sites owned
Valoo Oy	Finland
Valoo Etelä-Suomi Oy	Finland
Valoo Itä-Suomi Oy	Finland
Valoo Länsi-Suomi Oy	Finland
Valoo Pohjois-Suomi Oy	Finland
Valoo Keski-Suomi Oy	Finland



Table 3. Locations of sites.

Sites	Address	Postal code	City	Country
Office	Korkeavuorenkatu 28	00130	Helsinki	Finland
Office	Kalevankatu 11	60100	Seinäjoki	Finland

C1 Strategy: Business Model and Sustainability – Related initiatives

Valoo's total revenue in 2025 was €13,2 million, and the company had 89,6 employees (FTE) at the end of the year. In 2025, Valoo acquired the fiber business of Nivos, including the physical network and approximately 4,000 fiber customers in Mäntsälä and nearby areas.

Valoo builds and operates 100% fiber-optic networks across Finland. The undertaking offers businesses and households stable and fast fiber-optic connections. Additionally, in Wholesale, the company provides its customers with solutions for their telecommunication needs. Wholesale customers can purchase either individual components for their service production or fully ready-made business services.

Value chain

In 2024, Valoo conducted a value chain analysis as part of its materiality assessment. The analysis identified two phases of operations, construction and maintenance. In the analysis, key stakeholders were mapped upstream and downstream. The upstream covers activities related to network construction, including suppliers, contractors, and indirect actors such as authorities and natural resources. The downstream includes activities related to the use and maintenance of services, with customers as direct stakeholders and end-users and natural resources as indirect stakeholders. Valoo operates as both builder and maintainer of the network and is responsible for resources and relationships throughout the value chain. No changes have occurred in the value chain during 2025. **(Figure 1)**

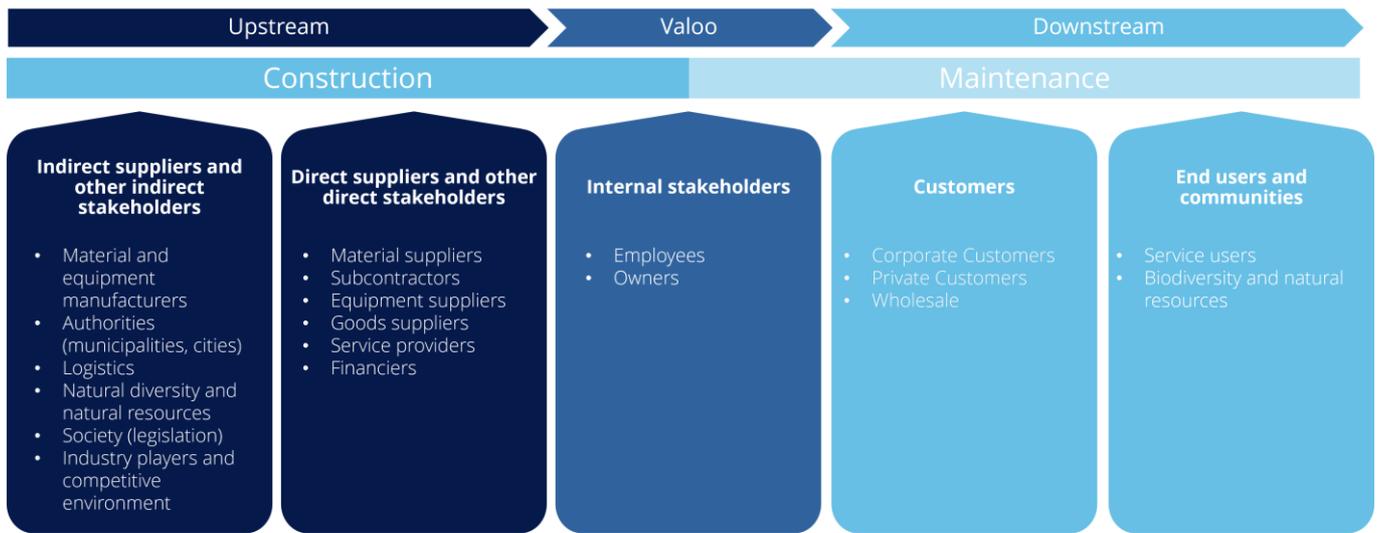


Figure 1. Valoo Oy, Value chain.

Stakeholder analysis

Valoo stakeholder engagement is based on continuous dialogue with its stakeholder groups. The company has defined five main stakeholder groups which are divided into internal (personnel, owner) and external ones (customers, partners, finance companies). A sustainability stakeholder survey is conducted every three years, and the latest round took place in the fall of 2024.

Double materiality analysis

The double materiality assessment (DMA) process was conducted in the fall of 2024 in collaboration with a third party. The assessment was made for the first time. The framework for Valoo double materiality analysis adheres to the European Sustainability Reporting Standards (ESRS). Although the company is not subject to the European Corporate Sustainability Reporting Directive (CSRD), it considers the double materiality analysis an effective tool for methodically advancing the company's sustainability efforts.

The undertaking updated its DMA in 2025. There were no changes in material topics compared to 2024. Material topics are presented in table (Table 4).

Table 4. Valoo's material sustainability topics.

Topic	Sub-topic	Sub-sub-topic
Environment		
Climate change	Climate change adaptation	
	Climate change mitigation	
	Energy	
Circular economy	Resources inflows, including resource use	
	Resource outflows related to products and services	
Social		
Own workforce	Working conditions	Freedom of association, the existence of works councils and the information, consultation and participation rights of workers
		Health and safety
	Equal treatment and opportunities for all	Gender equality and equal pay for work of equal value
Consumers and end-users	Information-related impacts for consumers and/or end-users	Access to (quality) information
Governance		
Business conduct	Management of relationships with suppliers including payment practices	
	Corruption and bribery	Prevention and detection including training



B2 Practices, policies and future initiatives for transitioning towards a more sustainable economy

Table 5. Practices, policies and future initiatives.

Topic	Existing practice / policy / future initiative	Public Availability	Policies include targets
Climate Change	YES	YES	YES
Circular Economy	NO	N/A	N/A
Own Workforce	YES	NO	YES
Consumers and end-users	YES	YES	NO
Business conduct	YES	NO	N/A

C2 Description of practices, policies and future initiatives for transitioning towards a more sustainable economy

Table 6. Description of practices, policies and future initiatives.

Topic	Description of practices/ policies/ future initiatives along with their consequent actions.	Description of future initiatives/ targets
Climate Change	<p>Committed to The Net Zero Investment Framework Net Zero pathway as an asset by 2050.</p>	<p>Absolute emission reduction targets in line with the Paris agreement’s 1.5C pathway.</p> <p>Base year update in 2026 due to acquisition of Nivos.</p>
Own Workforce	<p>Occupational Health and Safety Action Plan</p> <ul style="list-style-type: none"> The aim of the Plan is to promote the health and safety of the workplace as well as activities that maintain and promote employees' work ability <p>Occupational Health Action Plan</p> <ul style="list-style-type: none"> The aim of the plan is to carry out effective activities to promote work, working conditions, health, work ability and functional capacity. <p>Privacy Policy – Personnel</p> <ul style="list-style-type: none"> The privacy policy informs employees about the processing of their personal data as part of an employment relationship. <p>Guidelines for preventing harassment and inappropriate treatment</p> <ul style="list-style-type: none"> The guideline is related to Valoo's commitment to provide a work environment free from harassment or inappropriate treatment, and to ensure that all employees are treated, and that the employees treat others, with dignity and respect <p>Substance abuse programme</p> <ul style="list-style-type: none"> Guidelines aimed at preventing the use of substances that are harmful to the health of employees and cause addiction. <p>Early support model for work ability</p> <ul style="list-style-type: none"> The employer and occupational health care will monitor sickness absences and initiate measures if necessary 	<p>Annual reviews.</p>



	<p>Workplace Community Development Plan (including Equality and Non-Discrimination Program)</p> <ul style="list-style-type: none"> The plan sets out the company's structured approach for developing its work community by defining the processes, and practices through which competence, wellbeing, equality, and non-discrimination are promoted in compliance with statutory requirements. 	
Consumers and end-users	<p>Accessibility Statement</p> <ul style="list-style-type: none"> The accessibility statement applies to the service www.valoo.fi <p>Privacy Policy – Customers</p> <ul style="list-style-type: none"> The privacy policy informs customers about the processing of their personal data. 	Annual reviews.
Business conduct	<p>Code of Conduct</p> <p>Content:</p> <ul style="list-style-type: none"> Core values and principles Integrity and ethics Human Rights Use of technology and social media Health and Safety Data protection and information security Sustainability Conflict resolution Reporting <p>Applies to all employees, contractors, suppliers and others working for or on behalf of Valoo Group.</p>	Annual review.



2. Environment metrics

B3 Energy and greenhouse gas emissions

Energy

The biggest share of electricity consumption occurs in equipment shelters. Year 2025 already reflects the transition from pure construction to operational and maintenance activities. This results in a clear increase in energy consumption related to equipment shelters. Consequently, the importance of procuring renewable energy becomes even more pronounced. Valoo has two rented offices, whose electricity and heat consumption are considered in the table. The undertaking does not have direct fuel consumption.

Table 7. Energy consumption.

	Year	Fossil [MWh]	Nuclear [MWh]	Renewable [MWh]	Biomass [MWh]	Total [MWh]
Electricity	2025	119.9	64.2	126.4	9.9	320
(Market-based)	2024	80.0	21.4	2.8	2.7	107
Heat	2025	61.9	13.6	34.4	70.9	181
(Market-based)	2024	59.8	8.6	15.6	66.3	150

Greenhouse gas emissions

Valoo has conducted a greenhouse gas (GHG) inventory and prepared an inventory report in accordance with the GHG Protocol Corporate Standard (2004) and the GHG Protocol Corporate Value Chain (Scope 3) Standard (2011), covering all Kyoto Protocol gases (CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, and NF₃). Using an operational control approach, all activities under Valoo operational control are included in Scopes 1 and 2, with related value chain emissions in Scope 3; the organizational boundary covers Valoo Oy and its regional companies.

The results of Nivos' business acquisition are not fully reflected in the calculations, nor can they be aligned with historical data (the base year). The boundaries will be reviewed during the 2026 financial year, and the base year will be updated accordingly. **(Table 8-Table 10)**



Table 8. Greenhouse gas emissions.

Scope	2024 [tCO ₂ e]	2025 [tCO ₂ e]
Scope 1	0.2	0.00
Scope 2 (market-based)	78.2	100.73
Scope 2 (location-based)	31.7	31.9
Scope 3 upstream	10 258.92*	11 012.6
Category 1: Purchased goods and services	10 258.9	10 655.5
Category 2: Capital goods	N/A	N/A
Category 3: Fuel- and energy-related activities	15.1*	22.4
Category 4: Transportation and distribution	116.7	120.3
Category 5: Waste generated in operations	118.8	110.2
Category 6: Business travel	11.0	53.7
Category 7: Employee commuting	32.2	50.4
Scope 3 downstream	N/A	N/A
Category 11: Use of sold products	N/A	N/A
Category 12: End-of-life of sold products	N/A	N/A
Total (Scope 1 + Scope 2 market-based + Scope 3)	10 631.2*	11 113.3
Total (Scope 1 + Scope 2 location-based + Scope 3)	10 584.7*	11 044.5

NOTE: Emissions from Fuel- and energy-related activities were previously reported based on a location-based basis. From 2025 onwards, emissions are reported on a market-based basis, which better reflects the company's transition towards renewable energy procurement. This change has been applied retrospectively to 2024 to ensure comparability. Categories for which the change has a retrospective effect are marked with *. The impact of the change is less than 0.1%

Table 9. Biogenic greenhouse gas emissions.

Scope	2024 [Biogenic tCO ₂ e]	2025 [Biogenic tCO ₂ e]
Scope 1	0.0125	0

Note, sufficient emissions data for biogenic CO₂ is not available for scopes 2 and 3.

Table 10. Emission intensity.

Scope	KPI	2024	2025	Change %
All scopes, market-based	tCO ₂ e/MEUR	1 839.31*	840.4	-54%
All scopes, market-based	tCO ₂ e/employee	1 831.26*	123.8	-6%

NOTE: Turnover 13,2M€ in 2025 and 5.78 M€ in 2024.

*See the note under table 8.



C3 GHG reduction targets and climate transition

In 2025, Valoo established science-aligned greenhouse gas (GHG) reduction targets and completed its transition plan to support climate change mitigation. The year 2024 is defined as the base year for all emission-reduction calculations.

The plan outlines Valoo alignment with the global decarbonization pathway and with CVC DIF’s Net Zero 2050 target, consistent with the Paris Agreement 1.5°C trajectory. Valoo has set a long-term target to reduce GHG emissions by 90% by 2050 relative to 2024 levels. In the near term, Valoo aims to achieve a 42% reduction by 2030. These short-term targets are presented in Table 11.

Table 11. Short term absolute emission reduction targets.

	Base year (2024)	Target year (2030)	Reduction %
Scope 1 [tCO ₂ e]	0.2	0.12*	
Scope 2 [tCO ₂ e]	78	45	-42.00%
Scope 3 [tCO ₂ e]	10 625	6 163	

Note: The company no longer has any owned or leased vehicles. Scope 1 emissions are zero*

Valoo emission profile is characterized by construction-intensive activities in the early lifecycle of network deployment. Construction volumes are expected to decline in the medium term. Due to inherent uncertainties in long-term emission trajectories across categories particularly within Scope 3, the current base year will be used as the foundation for Scope 3 targets, with updates made as operations mature.

Achieving the 2030 target requires concrete, near-term emission reduction levers. Charts presented below illustrate the emission baseline, projected reductions, and contributions of individual mitigation actions to achieving the 2030 target.

In 2025, Valoo started transitioning to sourcing renewable electricity and implemented sourcing practices aligned with targets. For Scope 3 emissions, Valoo initiated stakeholder collaboration with contractors to determine best practices for reducing emissions from contracting activities.

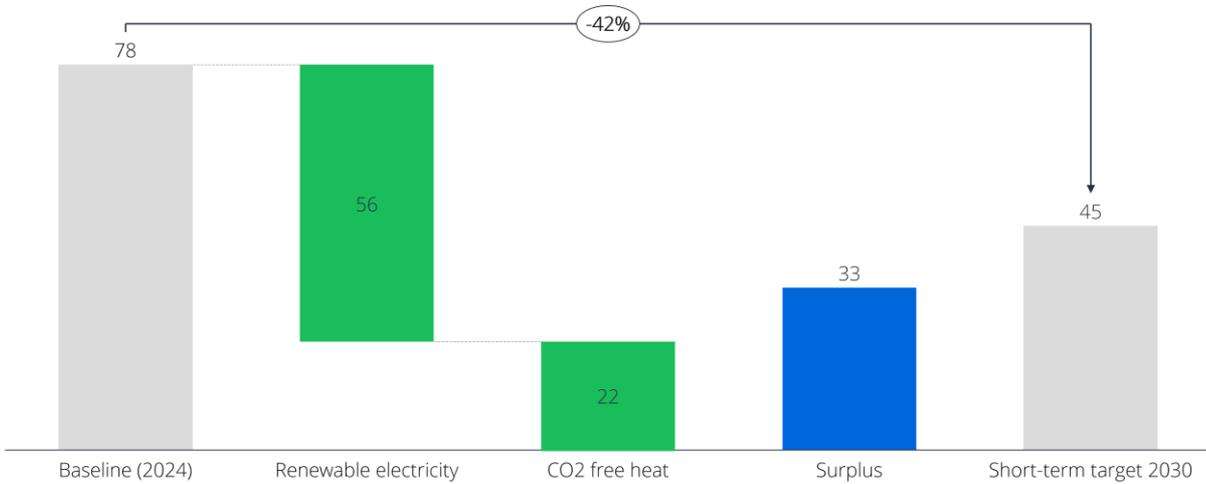


Figure 2. Scope 2 - Short-term emission reduction levers (tCO2e).

Note: An emission reduction surplus in an emissions reduction plan means that emissions are reduced more than required, creating a positive difference that may be carried forward, traded, or used as a buffer for future periods.

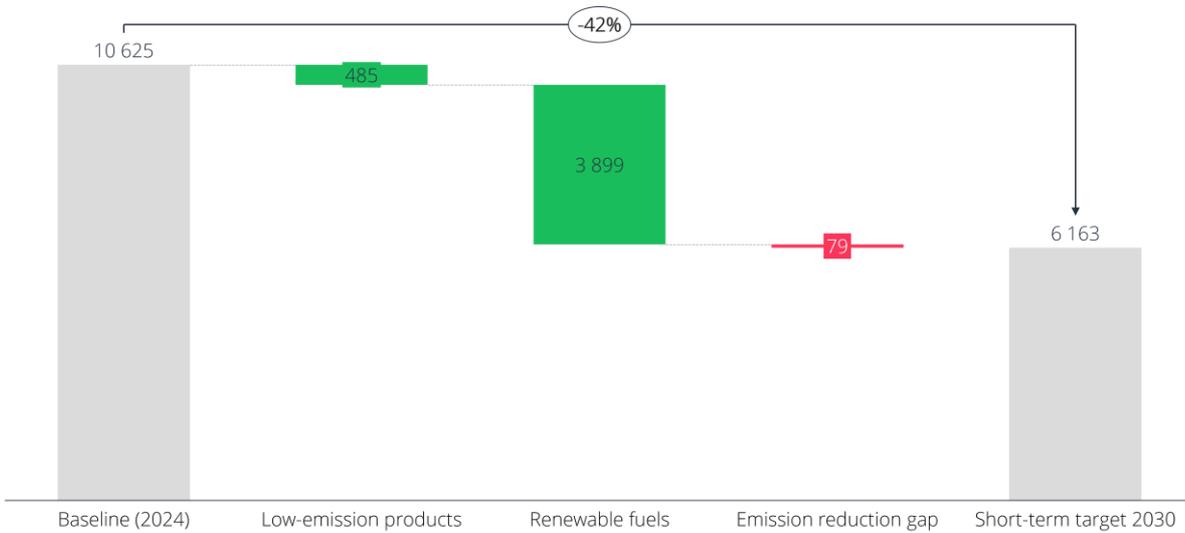


Figure 3. Scope 3 - Short term emission reduction levers (tCO2e).

Note: An emission reduction gap means that emissions are not reduced as much as required during the defined timeframe, creating a negative gap that must be compensated for in future periods or through additional levers.



C4 Climate risks

Methodology

Valoo has assessed the climate risks affecting its operations using Altitude by AXA Climate, an analytical approach based on scientific research, climate scenarios, and geospatial data. The purpose of the assessment is to identify, analyze, and prioritize both the physical risks and transition risks posed by climate change that may impact on the company's operations, supply chain, and financial performance in the short, medium, and long term.

The assessment draws on internationally recognized climate scenarios, particularly those developed by the IPCC, to examine the potential impacts of different global warming pathways. The analysis considers key physical climate risks such as rising temperatures, increased frequency of extreme weather events, drought, flooding, and other environmental changes that may affect operational conditions. In addition, the assessment evaluates transition risks related to regulatory changes, evolving market structures, technological developments, and shifting expectations of customers and other stakeholders.

Climate risks are assessed on a location-specific basis using geospatial data to identify the exposure of different sites and segments of the value chain to the impacts of climate change. The evaluation considers both the likelihood of these impacts and their potential operational and financial consequences.

The results of the assessment are used to strengthen risk management, ensure business continuity, and support the planning of adaptation measures. The analysis also contributes to the company's sustainability reporting and helps ensure that climate-related risks and opportunities are integrated into strategic decision-making.

Physical risks and opportunities

Material climate-related physical risks for Valoo emerge primarily in the long-term (2050) under more extreme warming pathways (SSP5-8.5 scenario). Under the timeframe and scenario, one high-level risk and one medium-level risk were identified. Results support the prioritization of long-term resilience planning and strategic adaptation measures.

Transition risks and opportunities

Material climate-related transition risks and opportunities for Valoo emerge primarily in the medium term (2030) under decarbonization pathways "Net Zero 2050". Under the timeframe and scenario, one high-level transition risk and two high-level opportunities were identified. Results indicate that regulatory, market, and customer-driven changes may create both exposure to cost increases and significant potential for



low-emission solutions, supporting the prioritization of strategic positioning and proactive development of products and services aligned with the energy transition.

B6 Water

Valoo water use corresponds to typical office-facility consumption. Detailed water-use data is currently not available. Valoo does not have sites located in areas of high-water stress.

B7 Resource use, circular economy and waste management

Resource use and Circular economy

Valoo fiber network is designed and constructed to enable cost-efficient and technically feasible repairs throughout its operational lifetime. This applies to all Valoo fiber networks across Finland. Considering reparability already during the planning and construction phases, it reduces the resources and materials needed for maintenance activities and lowers operational costs over the long term.

In the 2024 report, Valoo stated that it did not yet have circular-economy-related policies or commitments, but had identified circular economy as a material topic, with a target to analyze and establish the policies and set targets during 2025. During the current reporting period, the development of specific indicators has still not been considered relevant in the short term, as the network is new and the most material impacts occur over the long lifecycle of the assets. As the network ages, Valoo will review policies, metrics, and targets.



Waste

Valoo has estimated the amount of office and construction site waste. All waste is classified as mixed waste. The company does not have information on the sorting or further processing of waste. Valoo construction sites do not have the logistical conditions necessary for on-site waste recycling. Waste fractions are collected in bulk containers and transported to our waste-management partners for sorting and processing. The selected partners are responsible for the appropriate handling and treatment of all waste streams. During 2025, no material improvement needs related to waste management were identified.

Table 12. Waste from the operations.

	Volume (ton)	Waste diverted to recycle or reuse (%)	Waste directed to disposal (%)
Non-hazardous waste			
Mixed waste (2025)	231.49	N/A	N/A
Mixed waste (2024)	228.39	N/A	N/A
Hazardous waste			
2025	N/A	N/A	N/A
2024	N/A	N/A	N/A



3. Social metrics

B8 Workforce - General characteristics

The following tables show the general characteristics of Valoo employees.

Table 13. Type of contracts.

Type of contract	Number of employees, full-time equivalents (FTE)	
	2024	2025
Temporary contract	1.2	1.8
Permanent contract	78.6	87.8
Total employees	79.8	89.6

Table 14. Employees by gender.

Gender	Number of employees, full-time equivalents (FTE)	
	2024	2025
Male	61.8	68.8
Female	18	20.8
Other	0	0
Not reported	0	0
Total employees	79.8	89.6

Valoo collects and reports genders recognized by law. In addition to the legally required classifications, the employees were offered the opportunity to report a non-binary gender.

The employee turnover rate in 2025 was 15,5% (rolling 12 months).

C5 Additional (general) workforce characteristics

Female-to-male ratio at the management level

There are total of eight people at the management level, of which one is female. Thus, the female-to-male ratio at management level for the reporting period was 1:7 (1:7).

Number of non-employees

The table below shows information on self-employed people without personnel that are working exclusively for Valoo and total temporary workers provided by undertakings primarily engaged in employment activities.



Table 15. Types of workers.

Types of workers	Number of self-employed people and temporary workers engaged in employment activities	
	2024	2025
Total self-employed without personnel that are working exclusively for the undertaking	0	0
Total temporary workers provided by undertakings primarily engaged in employment activities	39	35

Note: Temporary workers cover external workforce (e.g. consultants, sales negotiators, customer service persons)

B9 Workforce – Health and safety

Work-related accidents

During 2025 there were no recordable work-related accidents. The rate of work-related accidents per one million working hours was 0,0 (6,4). In the calculation, only our own workforce is considered. There were no work-related fatalities.

B10 Workforce – Remuneration, collective bargaining and training

Remuneration

The minimum wage is determined by collective bargain agreements. The minimum wage is above the minimum wage determined by collective bargaining.

Collective bargaining agreements

Employees covered by collective bargaining agreements is 88,17% (86,6%).

Training

The average number of annual training hours by gender is presented in the table below.



Table 16. Training hours.

Gender	Average number of annual training hours per headcount	
	2024	2025
Male	2,68	2,42
Female	2,68	2,39
Other	0	0
Total employees	2,68	2,42



C6 Additional own workforce information – Human rights policies and processes

Valoo Code of Conduct establishes the principles and expectations for professional conduct and ethical behavior for all employees, as well as contractors, suppliers and others working for or on behalf of the company. The Code of Conduct was updated in 2025.

Table 17. Human rights policies and processes.

Human rights policies and processes	
Does the undertaking have a code of conduct or human rights policy for its own workforce?	YES
Topics covered:	
<ul style="list-style-type: none"> • child labor 	YES
<ul style="list-style-type: none"> • forced labor 	YES
<ul style="list-style-type: none"> • human trafficking 	YES
<ul style="list-style-type: none"> • discrimination 	YES
<ul style="list-style-type: none"> • accident prevention 	YES
<ul style="list-style-type: none"> • other <ul style="list-style-type: none"> ○ Core values and principles ○ Integrity and ethics ○ Technology and social media usage ○ Conflict resolution ○ Reporting unethical behaviour 	YES
Does the undertaking have a complaint-handling mechanism for its own workforce?	YES



C7 Severe negative human rights incidents

During 2025, there were zero confirmed severe negative human rights incidents in Valoo's own workforce.

Table 18. Severe human rights incidents.

Severe human rights incidents	
<i>Does the undertaking have confirmed incidents in its own workforce related to:</i>	
• child labour	NO
• forced labour	NO
• human trafficking	NO
• discrimination	NO
• other	NO

There were also zero confirmed severe negative human rights incidents involving workers in the value chain, affected communities, consumers and end-users.



4. Governance metrics

B11 Convictions and fines for corruption and bribery

During 2025, there were **no convictions** concerning corruption and bribery **nor fines** incurred for violation of anti-corruption or anti-bribery laws.

C8 Revenues from certain sectors and exclusion from EU reference benchmarks

Revenue from certain sectors

Valoo is **not** active in the following sectors:

- controversial weapons
- the cultivation and production of tobacco
- fossil fuel (coal, oil and gas) sector
- chemicals production

EU reference benchmarks

Valoo is **not** excluded from the EU reference benchmarks. The companies excluded from EU Paris-aligned Benchmarks are the following:

- companies that derive 1% or more of their revenues from exploration, mining, extraction, distribution or refining of hard coal and lignite;
- companies that derive 10% or more of their revenues from the exploration, extraction, distribution or refining of oil fuels;
- companies that derive 50% or more of their revenues from the exploration, extraction, manufacturing or distribution of gaseous fuels; and
- companies that derive 50% or more of their revenues from electricity generation with a GHG intensity of more than 100 g CO₂ e/kWh.

C9 Gender diversity ratio in the governance body

There were total of five Board members and no female Board members, so the gender diversity ratio was 0:5.

Valoo
Se nopein.