

ENENTO GROUP PLC

Annual and Sustainability Review

2024

Building trust in the everyday.



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Enento in brief

Our Purpose: We build trust in the everyday.

We collect and transform data to intelligence and knowledge used in interactions between people, businesses and society.

Enento is one of the leading providers of digital business and consumer information services in the Nordic countries. Our roots reach back to the inception of the Finnish credit management industry when our predecessor was founded in 1905 by the largest Finnish banks, wholesalers and retail chains.

Enento has been listed on Nasdaq Helsinki since 2015. In June 2020, Asiakastieto Group became Enento Group.

Our services include credit information, business information, asset information, marketing information and direct consumer services. These services are primarily used for risk management, finance, administration, compliance, decision-making as well as sales and marketing purposes.

We collect company, consumer and asset data from several data sources and through our own data gathering processes. We have strong capabilities in managing and combin-

ing different data points and sets and turning these into value-adding insights. Through long time series of proprietary data sets, we can deliver unique products and services to our customers. Our products and services range from basic report extracts to sophisticated, integrated risk management solutions.

We provide services to a broad range of customers and industries in the Nordics where we have long standing customer relations. Our customers are large companies within finance and banking, wholesale, retail and e-commerce, utilities, telecom and small and medium-sized companies and consumers.

For over a century, we have made sure that important decisions in everyday life can be based on trusted data.

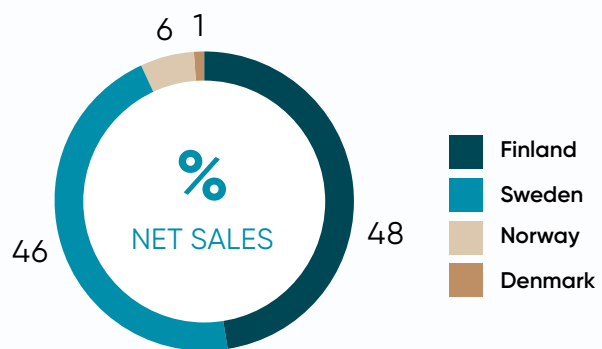
Enento is a Nordic group with the following trusted well-known brands: Asiakastiето and Emleri in Finland, UC and Allabolag in Sweden, Proff in Norway and Denmark.

We are a market leader in Finland and Sweden in credit information. In Norway and Denmark, we are a challenger and are growing well with a narrower service offering.

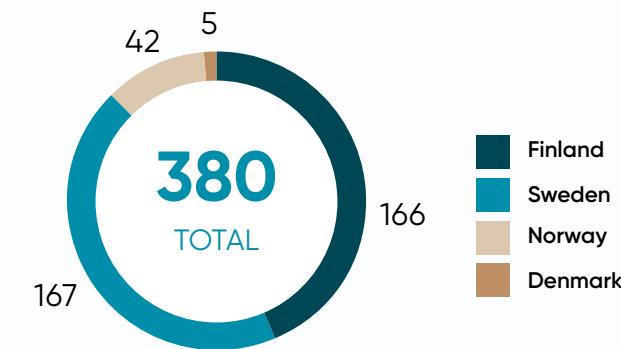
Sustainability lies at the heart of our operations. We provide solutions that create value for our customers and society by providing intelligence to make better decisions, enhancing transparency and adding trust. Our services assist customers on their sustainability paths, as we turn data into high-quality intelligence in areas such as prevention of over-indebtedness and fraud, compliance and ESG (environmental, social, governance).

We are also constantly working to enhance Enento as a sustainable workplace, improving our data protection and information security, and ensuring sustainable practices with our suppliers and partners.

NET SALES BY COUNTRY 2024



ENENTO EMPLOYEES IN 2024



OUR BUSINESS AREAS



Business Insight

Business information services across the Nordics in Finland, Sweden, Norway and Denmark



Consumer Insight

Consumer information and decisioning services in Finland and Sweden

* % of Group net sales 2024



Key figures in 2024



Net sales
150,4 million EUR



Corporate customers
Around
74 000



Adjusted EBITDA
52,0 million EUR



Consumer customers
Around
450 000



Adjusted EBITDA margin
34,6%



Consumer inquiries managed
using data from our credit registers
30,6 million



Free cash flow
30,7 million EUR



Employees
In average
380



Comparable earnings
Per share
0,78 EUR



Employee engagement index
31.12.2024
7,8

Market capitalization

31.12.2024

414
million EUR

Business-to-business (B2B) customer net promoter score

31.12.2024

21

In 2024, we delivered growth in Business Insight and new services, while also successfully completed the EUR 10 million Efficiency Program. The consumer credit market faced difficulties in both Sweden and Finland. Despite these circumstances, we maintained solid profitability and cash flow.

Year 2024



CEO's review

During the past year, we delivered good growth in Business Insight and new services and successfully completed our EUR 10 million efficiency program. Although the consumer credit market was challenging in Sweden and Finland, we were able to maintain solid profitability and cash flow. We continued to execute our strategy by launching and commercializing new innovative services and enhancing capabilities in artificial intelligence, customer channels, distribution and product development, all aimed at increasing customer value and growth.

New value-adding services for our customers

In 2024, we launched several new innovative services within fraud prevention, revised Payment Services Directive (PSD2) for open banking, compliance, real estate and environmental, social and governance (ESG) climate risk. Fraud is an increasing societal problem across Nordics, especially in Sweden. To address the growing need for data-driven fraud prevention solutions, we launched a new anti-fraud score for the Swedish market. The service has generated strong interest, culminating in signing of the first significant deal in the fourth quarter in Sweden.

The demand for compliance services continues to grow rapidly and our sales in compliance increased by nearly double digits. We expanded our unique Nordic compliance offering during the year, as we launched politically exposed person (PEP) and sanction list services in Sweden and Norway.

Improved competitiveness in both business areas

Business Insight continued to grow in 2024. We successfully transitioned to enhanced subscription service packages for small and medium-sized enterprise (SME) customers in Finland, which boosted our growth and lowered customer churn. In Sweden, we advanced our premium production platform modernization and moved to the new www.allabolag.se online site. These enable us to better serve our SME customers and drive better scale, faster time-to-market and improved profitability. Moreover, both compliance and real estate information demonstrated very good growth, supported by new services.

Consumer Insight suffered from weakened demand for consumer credit information services especially in Sweden, and volumes were down also in Finland. Despite this, we were able to grow in new customer verticals, such as e-commerce and telecom, and in customers outside the loan broker segment in Sweden.

We also successfully integrated our credit information services with the Finnish government's new positive credit register. In Sweden, new regulations aimed at preventing over-indebtedness were approved by the government. While these measures will slow the recovery of the Swedish consumer credit market in 2025, they also present opportunities for us to invest in our technology and improve service quality.

Growth in Business Insight and strong free cash flow

Our 2024 net sales amounted to EUR 150,4 million (EUR 155,9 million). The decline was driven by the weak demand for consumer credit information services in Sweden and Finland. However, we continued to see good growth in the Business Insight in Finland, Norway and Denmark, and the share of net sales from new services improved to 15,6 percent (12,2 percent).

Adjusted EBITDA was EUR 52,0 million (EUR 57,1 million), resulting in an Adjusted EBITDA margin of 34,6 percent (36,6 percent). The successful



completion of the Efficiency Program helped to partially offset the negative impacts from declining high-margin consumer credit information sales and increased data acquisition costs. Our free cash flow continued to be strong at EUR 30,7 million (EUR 32,0 million), allowing attractive capital allocation.

Sustainability continues to be at the core of everything we do

Enento's high-quality data and services help companies and entities in making sustainable decisions. We continued ESG product development in 2024 and launched, for example, a new ESG-integrated property climate risk service in Sweden. We expect that the need for our climate risk and other ESG services will increase in the future as credit and business decision-making processes are expected to incorporate ESG matters more comprehensively.

In our own operations, sustainability means that we are a responsible partner to our customers and suppliers, an empowering and sustainable workplace and focus on decreasing our own environmental footprint. We are committed to reducing our environmental footprint and achieving net zero emissions by 2030 in line with our strategy. The carbon footprint of our own operations is low. The most significant environmental impacts arise from Scope 3 emissions, especially purchased goods and

services, which represent around 98 percent of our total location-based CO₂e emissions.

We continued to invest in our people and were very satisfied to see that our Employee Engagement index improved and employee turnover decreased. This highlights the success of our initiatives aimed at retaining our talented employees, strong team spirit and good leadership within our organization. Moreover, we continue to invest in customer experience to improve customer satisfaction, retention and business performance. Enhancing data-driven decision making is a priority, and we will transition to a new customer feedback insight tool.

We have prepared our voluntarily sustainability review in this report with reference to the principles of the European Sustainability Reporting Standards (ESRS). Although the report does not yet meet the CSRD requirements, we have laid a solid foundation for our future sustainability direction that also goes beyond reporting.

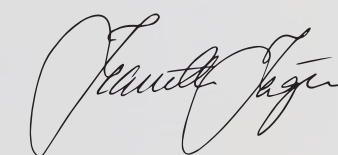
Looking ahead: balance of driving growth, efficiency and long-term competitiveness

Looking ahead to 2025, we have many opportunities while our operating environment remains mixed. Demand for business information services remains good, but Swedish consumer credit information business faces uncertainty due to the new regulatory developments and structural changes. We remain focused on

maintaining profitability and strengthening free cash flow through disciplined cost control, while investing in future competitiveness and growth opportunities. We expect our net sales to be in the range of EUR 150-156 million and Adjusted EBITDA in the range of EUR 50-55 million.

Maintaining our position as the market leader in the core credit and business information services remains a priority, while we focus on strategic growth in new services and expanding market penetration in new verticals and mid-sized customer segments, particularly in Sweden and Norway. We will also continue to transform our SME business in Sweden and addressing the structural changes in the Swedish consumer credit market with targeted actions.

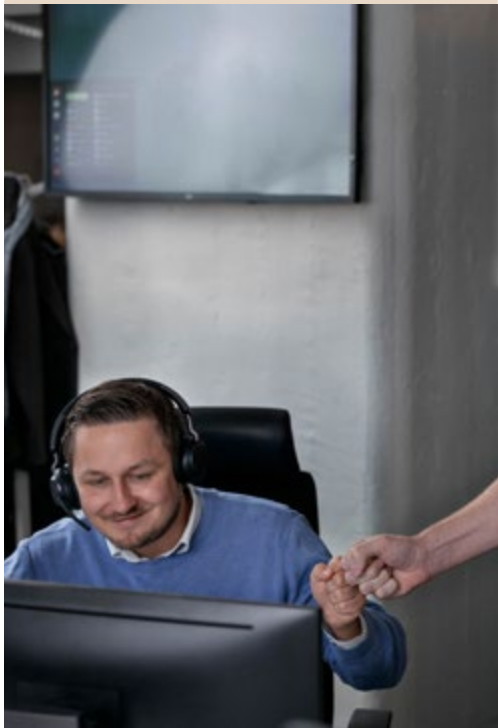
I want to thank our customers, employees, partners and shareholders for good collaboration throughout 2024. I am confident that our strong team and focused strategy execution will support our leading position in the Nordics and ambition to deliver profitable growth as market conditions improve.



Jeanette Jäger, CEO

Key highlights 2024

We reached the Efficiency Program target



We achieved our 10-million-euro efficiency target set for our Efficiency Program launched in January 2023. The program improved our efficiency and mitigated negative impact from the challenging market environment.

[Read more: Strategy](#)

We launched several new services

We launched several new services in areas such as revised Payment Services Directive (PSD2) for open banking, fraud prevention, compliance and real estate information.

[Read more: Strategy](#)

Our growth continued in new verticals



We continued to grow successfully in new verticals like e-commerce and telecom. This shows that our core offering is competitive beyond traditional verticals such as banking and financial.

[Read more: Consumer Insight business area](#)

We developed our operative capabilities further



We enhanced our operations by launching new or upgraded tools that ensure consistency and boost efficiency. For instance, our updated Freemium business information online service operating in all Nordic countries offers better customer experience, faster market entry and higher scalability.

[Read more: Strategy](#)

We explored new business opportunities with the help of AI

We established AI Center of Excellence to explore growth and efficiency opportunities related to generative artificial intelligence (AI). We have explored several use cases and have already, for example, deployed Ento chatbots across eight websites to improve customer service, reduce staff workload and automate sales and lead generation.

[Read more: Business and value creation model](#)

We continued to achieve high customer satisfaction



We maintained a good level of customer satisfaction. We conducted a strategic customer survey with 20 face-to-face meetings with executives of our key customers. The executive net promoter score (NPS) was 75, while the Group-level NPS for business customers was 21.

[Read more: Strategy](#)

We maintained high employee engagement

We achieved a high engagement score of 7,8 among our employees. This success is primarily attributed to the strong team spirit and good leadership within our organization.

[Read more: Sustainability](#)

We advanced our sustainability initiatives further



We optimize flying and purchase certified Sustainable Aviation Fuel (SAF) tickets when possible. SAF, used in commercial aviation, cuts carbon dioxide emissions by up to 80 percent. Additionally, we performed a double materiality assessment to identify focus areas for our sustainability efforts and future Corporate Sustainability Reporting Directive (CSRD) compliant reporting.

[Read more: Sustainability](#)

Financial development

EUR MILLION	2024	2023	2022
Net sales	150,4	155,9	167,5
Net sales change at reported exchange rates	-3,5 %	-6,9 %	2,5 %
Net sales change at comparable exchange rates	-3,6 %	-2,6 %	5,1 %
Adjusted EBITDA	52,0	57,1	61,2
Adjusted EBITDA change at reported exchange rates	-8,9 %	-6,7 %	3,6 %
Adjusted EBITDA change at comparable exchange rates	-9,0 %	-2,9 %	5,9 %
Adjusted EBITDA margin, %	34,6	36,6	36,6
Adjusted EBITDA margin, % change at reported exchange rates	-2,0 pp	0,1 pp	0,4 pp
Adjusted EBITDA margin, % change at comparable exchange rates	-2,0 pp	-0,1 pp	0,3 pp
Adjusted operating profit (EBIT)	39,6	46,0	49,1
Adjusted EBIT margin, %	26,4	29,5	29,3
Operating profit (EBIT)	24,6	30,4	25,8
EBIT margin, %	16,3	19,5	15,4
New services of net sales, % ¹	15,6	12,2	8,4
Free cash flow	30,7	32,0	33,9
Cash conversion, %	66,2	62,6	56,0 ²
Net debt to adjusted EBITDA, x	2,7	2,4	2,2
Earnings per share, EUR	0,51	0,74	0,72
Comparable earnings per share, EUR ³	0,78	1,05	1,11
Dividend per share, EUR	1,00 ⁴	1,00	1,00

¹The share of new services of net sales is calculated as net sales of those services introduced within the past 36 months. The calculation formula has been revised from 1st January 2024 onwards. Before, the net sales of new services was calculated as net sales of those services introduced within the past 24 months. The comparison figures have been restated.

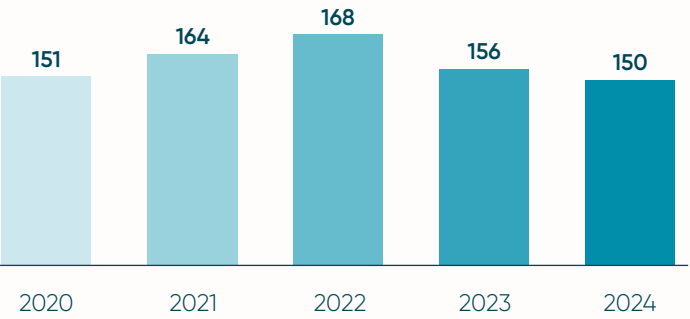
² The cash conversion 2022 does not include the impact of write-downs made to development investments in December 2022.

³ Comparable earnings per share does not contain amortization from fair value adjustments related to acquisitions or their tax impact.

⁴ Proposal of the Board of Directors to the Annual General Meeting.

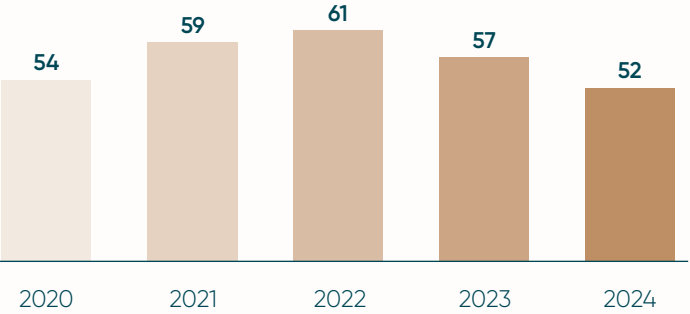
NET SALES 2020–2024

Reported, EUR million



ADJUSTED EBITDA 2020–2024

Reported, EUR million



Our core business is to collect and transform data into intelligence and knowledge which are used in interactions between people, businesses and societies. Our customers are large companies within finance and banking, wholesale, retail and e-commerce, utilities, telecom and small and medium-sized companies and consumers.



Our business



Operating environment and market position

Enento operates in a data intelligence market that is growing and changing rapidly. The ever-expanding data universe creates a perpetual space for innovation and opportunities to provide new valuable data and services for our customers. We are well-positioned to develop and expand our offering and market presence to match key industry trends and customer needs across the Nordics.

Major industry trends and market drivers

Digitalization

Use of digital technologies and amount of data continues to grow rapidly. Enterprise intelligence is becoming increasingly important to make sense of data, innovate and make better decisions to create customer value and manage resources efficiently across different organizations.

The world of business to-business (B2B) is shifting to become more like business-to-consumer (B2C) in many areas such as sales and use of online channels. Integrating different external data sources with internal data sources provides business opportunities.

Traditional and standardized data is becoming increasingly accessible at lower costs. Combining this with unstructured data and

real-time data generates more value. Artificial intelligence (AI) is significantly impacting various industries, creating opportunities for improved innovation, customer experience and productivity.

European data-as-service (DaaS) market is expected to continue growing for both business and consumer data. This provides us many growth opportunities as our customers need support in accessing, combining and understanding data with intelligent solutions to make better data-led decisions.

Macroeconomy

Macroeconomic environment continued to be challenging in 2024 especially in Finland and Sweden, despite of decreased inflation and interest rates and improving trend in consumer

confidence. This impacted our sales especially in the consumer credit information business due to lower volumes.

Macroeconomic environment remains uncertain, but many indicators are expected to improve from current low levels in the short-to-mid-term. Economies are expected to grow at low-single digit and inflation is moderating across the Nordics. These should support mortgage and unsecured lending among households, despite of potential impact from the new regulations in Sweden. Corporate investments are expected to grow moderately across Nordics after the weaker period experienced in 2023–2024, supporting demand for our business information services.

Macroeconomic data based on IMF and Oxford Economics.



Regulation

Tightening regulations underscore the growing need for data across various sectors and use cases. Organizations require better ways of assessing risks for onboarding, credit, and lending, while adhering to regulatory developments in relation to sanctions, know-your-customer (KYC) and anti-money laundering (AML) as well as environmental, social and governance (ESG).

Spend on KYC and AML related technology, data and services are expected to continue growing to match the regulative requirements, minimize the risk of financial crime and increase operational efficiency. Current compliance processes are often highly manual, time-consuming and costly. Our compliance data and services play a key role in improving these processes for our customers across different sectors.

Governmental initiatives and regulations can impact financial sector actors and credit information providers, as seen in Finland with the introduction of positive credit register in 2024 and in Sweden with new regulations aiming to prevent over-indebtedness.

Enento continues to be essential part of the credit ecosystem in Finland and Sweden. We are continuously developing new services in the credit space to ensure our relevancy and competitive position over years to come.

Sustainability

Sustainability related requirements and regulations are growing. These drive significant need for ESG related data and services.

Credit and business decision-making processes are expected to more comprehensively incorporate ESG risks and opportunities. This is largely influenced by the increasing regulations associated with the EU's Green Deal, such as the EU Taxonomy and the Corporate Sustainability Reporting Directive (CSRD). Additionally, the growing awareness of financial impact of climate and other ESG risks, along with an increased focus on managing reputational risks and making sustainability competitive advantage, are increasing demand for ESG data and services.

We are well-positioned to support our customers in the ESG transition in areas such as sustainable lending and procurement. Increasing regulatory pressure in this area is already visible, for example, as growing ESG data needs for real estate climate risk mitigation.



Market size and our position

Enento’s addressable market is approximately EUR 600 million in the Nordics. This comprises both credit information and business information related data and services in Finland, Sweden, Norway and Denmark. Sweden and Finland are the largest Nordic markets and represent together more than 2/3 of the total addressable market.

We are a leading credit information provider in Finland and Sweden through our strong local brands Asiakastieto and UC. Our position in business information is also strong. In Norway and Denmark, we have been growing well but are a challenger with more limited but developing business information offering.

Our strong customer relations with the Nordic banks stretch over decades and our high-quality data and services are deeply integrated with customers’ business processes. We can combine many different data points, create advanced models, innovate new services and provide unique intelligence for a wide range of customer needs.

CREDIT INFORMATION MARKET

01 Market size

Credit information market for consumer and business credit related data and services is approximately EUR 265 million.

02 Our market position

Enento is a market leader in credit information in Finland and Sweden through its strong local brands Asiakastieto and UC. In Norway and Denmark, we do not currently provide consumer credit information services.

Competitive landscape has remained rather stable. Our key competitors are mainly larger tier 1–2 information providers especially in the banking and financial sector.

03 Market development

In 2024, household lending volumes for mortgages and unsecured consumer loans continued to be on lower levels in both Finland and Sweden. The demand for consumer credit information remained muted despite of the decreased interest rates and improved consumer confidence.

Some lenders have paused or left the Nordic market, and others have decreased their usage of the loan broker channel. Activity continued to be on a low level and volumes decreased in the Swedish loan broker channel.

The demand for business credit information was on a more stable level and is partially supported by countercyclical elements and continuous monitoring needs.

The Finnish governmental positive consumer credit register came into force in April 2024. In Sweden, new regulations preventing over-indebtedness were approved in November 2024. The regulations will come into effect in March 2025 and they include measures such as lower interest rate cap and cap on the cost of credit, but the government register of debt and credit information is not in the scope.

BUSINESS INFORMATION MARKET

01 Market size

Business information market is approximately EUR 310 million and covers data and services related to general business information for counterparty risk management, sales, marketing and compliance purposes.

We see the largest untapped potential and most attractive growth avenues in the business information market across the Nordics.

02 Our market position

Enento is one of the leading business information providers in Finland across all customer segments. In Sweden, we have a strong position especially in small and medium-sized enterprises (SME) segment and we see further growth potential with larger and medium-sized customers.

Competition is more fragmented in the business information space as larger incumbents and niche players compete for different parts of the value chain.

03 Market development

In 2024, the business information market continued to show more stable development despite of a muted macroeconomic environment in our main markets.

Economic growth, corporate investments and real estate transactions continued to be under pressure especially in Finland and Sweden. However, some of the information needs, such as compliance, continue to benefit from strong demand drivers.

Market size and position estimates based on Management Consultant analysis in 2023 and Enento management estimates.

Strategy

OUR PURPOSE

We build trust in the everyday

OUR VISION

As the Nordic knowledge company, we power society with intelligence

OUR VALUES

We build trust | We care & dare | We grow together

KEY STRATEGIC THEMES guide our strategic priorities and execution



Investing in scalable growth



Digitalization of sales, marketing & distribution



Nordic consolidation of capabilities



Continued cost efficiencies

2024–2026 TARGETS

- An annual average net sales growth of 5–10% for the period 2024–2026
- Adjusted EBITDA margin around 40% in 2026
- Net debt to adjusted EBITDA ratio below 3x
- Share of new services from net sales around 10% in 2026
- We aim for net zero emissions by the end of 2030

FOUR STRATEGIC FOCUS AREAS guide our focus on our most important outcomes in the day-to-day business



Customer First



Operational Excellence



One Enento



Empowered People

STRATEGIC GOALS

- Retain and strengthen our leading position in the credit information business
- Become the leading provider of business information

Our current strategy for 2024–2026 remains valid and we continue to drive scalable growth and margin expansion

Credit at the core and largest growth opportunities in business information

In our strategy we have defined two strategic goals:

- 1) Retain and strengthen our leading position in the credit information business
- 2) Become the leading provider of business information services in the Nordics

Credit information continues to be at the core of our business. We have many competitive advantages and continue to have a leading position in both Finland and Sweden. There is continuous need for credit information and many growth opportunities. We continue to expand our credit information services in new customer verticals such as e-commerce and telecom. Moreover, we see great potential to grow new services, such as revised Payment Services Directive (PSD2) services and fraud prevention, that are closely linked with our core services.

We see good growth opportunities within business information services across the Nordics. We want to increase our market pene-

tration and strengthen our position both in the small and medium-sized enterprises (SME) and large corporation segments. We prioritize growth in compliance, master data and environmental, social and governance (ESG) services especially in real estate.

Our strategic themes guide our priorities and execution towards targets

We have four strategic themes: **Investing in scalable growth, Digitalization of sales, marketing and distribution, Nordic consolidation of capabilities, and Continued cost efficiencies.** These strategic themes have the following priorities.

Investing in scalable growth:

- Developing new services and continuously enhancing existing offering
- Expanding to new and underdeveloped customer verticals
- Increasing share of wallet with existing customers and improving market penetration

Digitalization of sales, marketing and distribution:

- Optimizing sales models and processes
- Building seamless customer experience and journey
- Improving online sales, marketing automation and distribution

Nordic consolidation of capabilities:

- Enhancing IT efficiency with gradual decommissioning of legacy solutions
- Modernizing products, services and technology on a Nordic scale
- Decommissioning legacy IT platforms over time

Continued cost efficiencies:

- Decommissioning selected products and services
- Refining service delivery model
- Consolidating IT infrastructure and vendors

Besides the strategic themes, we also have four strategic focus areas that guide our employees to focus on our most important outcomes in the day-to-day business: Customer first, One Enento, Operational excellence and Empowered people.

These focus areas are connected and consistent with the strategic themes. For example, focus area for Operational excellence aims for secure, cost efficient, scalable and well-managed operations, which is at the core of our IT efficiency actions such as consolidating IT infrastructure vendors.

In 2024, we continued to execute our strategy

Strategy execution highlights in 2024

- High customer satisfaction among strategic & large customers with Net Promoter Score (NPS) at 34.
- Improved employee engagement with Employee Engagement Index at 7,8.
- Good growth in Business Insight in Finland, Norway and Denmark.
- Several new innovative services launched in areas such as fraud prevention, real-time financial data (PSD2), compliance, ESG real estate (climate risk).
- Continued growth in new customer verticals and many important new customer deals won in Sweden. Examples include a new large telecom sector customer, and a

- new anti-fraud score solution with a large existing financial sector customer.
- Finalizing daily credit register customer implementation in Sweden and implementing customers into the governmental positive credit register in Finland.
- Efficiency program run-rate cost saving target of 10 MEUR fully achieved, including, for example, application maintenance & development transitions in Sweden and Finland.
- Improved capabilities to better serve SME customers and drive scale, such as Finland premium subscription services (baskets), Sweden premium production platform modernization, transition to renewed SME Allabolag.se site in Sweden.
- UC Insight business information channel proof of concept and BI Application Programming Interface (API) in Sweden.
- Improved cross-Nordic capabilities such as utilizing AI in customer service (chatbots) and data processing, launch of a common developer portal and a decision engine with internal and customer APIs.

Targets for 2024–2026 and outcome in 2023–2024

TARGET

OUTCOME

COMMENTS

	2023	2024	
An annual average net sales growth of 5-10% for the period 2024-26	-2,6%*	-3,6%*	Continued weak market demand for consumer credit information, whereas Business Insight continued to grow.
Adjusted EBITDA margin around 40% in 2026	36,6%	34,6%	Profitability under pressure due to the decline in Swedish consumer credit information, negative sales mix and increased data acquisition costs. Significant improvement in efficiencies executed successfully.
Net debt to adjusted EBITDA ratio below 3x	2,4x	2,7x	Our financial positions continued to be strong, which also supports attractive capital allocation and dividend to shareholders.
Share of new services from net sales around 10% in 2026	12,2%**	15,6%**	Premium subscription services continued good performance in Finland and Norway, good growth in new real estate information services, adoption of the daily credit register in Sweden.
Net zero emissions by 2030	The carbon footprint of our own operations is low. The most significant environmental impacts arise from value chain emissions (Scope 3). Our total location-based emissions were 2 026,0 t CO ₂ e (1 992,8 t CO ₂ e market-based).		

* Net sales change % at comparable foreign exchange rates

** The share of new services of net sales is calculated as net sales of those services introduced within the past 36 months. The calculation formula has been revised from 1st January 2024 onwards. Before, the net sales of new services were calculated as net sales of those services introduced within the past 24 months. The comparison figures have been restated. With the previous calculation formula, the share of new services of net sales-% would have been in January–December 2024 6,2% (9,5%)

We continue to execute our strategy and invest in profitable growth

Looking into the remaining strategy period, we have many growth opportunities while our operating environment remains mixed. Demand for business information services remains good, but especially the Swedish consumer credit information market and business faces uncertainty due to the new regulatory developments and structural changes.

This means that we need to continue to balance growth and profitability, while simultaneously investing in long-term competitiveness and prioritized growth opportunities. Our key strategic priorities for 2025 include the following:

- Retain the leading position in the core credit and business information services
- Grow strategically important new services such as fraud prevention, real-time financial data (PSD2), compliance (politically exposed persons, sanctions, owners) and real estate ESG (climate risk)
- Grow market penetration in new verticals and mid-sized customers especially in Sweden and Norway where there is a lot of untapped potential
- Continue to transform Sweden SME business and execute actions to mitigate expected headwinds related to the structural changes in the Swedish consumer credit market

- Continue efficiency actions and improve business resilience, which also includes finalizing the on-going IT infrastructure and vendor consolidation
- Continue to focus on commercialization of our growth investments, pricing excellence and digitalizing customer journey and our sales and marketing.



Business model

Enento is a Nordic knowledge company that collects and transforms data into intelligence to serve a wide range of customer needs in a scalable way.

We gather business, consumer and asset data from both unstructured and structured data sources, transforming it into intelligence to meet the needs of various customers.

We have extensive historical and proprietary data from various sources such as governmental and public registers, banks and companies. This includes proprietary data sets that we gather from our customers and companies more widely. We also have strong data management capabilities and pose expertise to blend traditional and unstructured data in different ways to create advanced models and insights. Artificial intelligence and machine learning are applied to optimize efficiency, speed and quality.

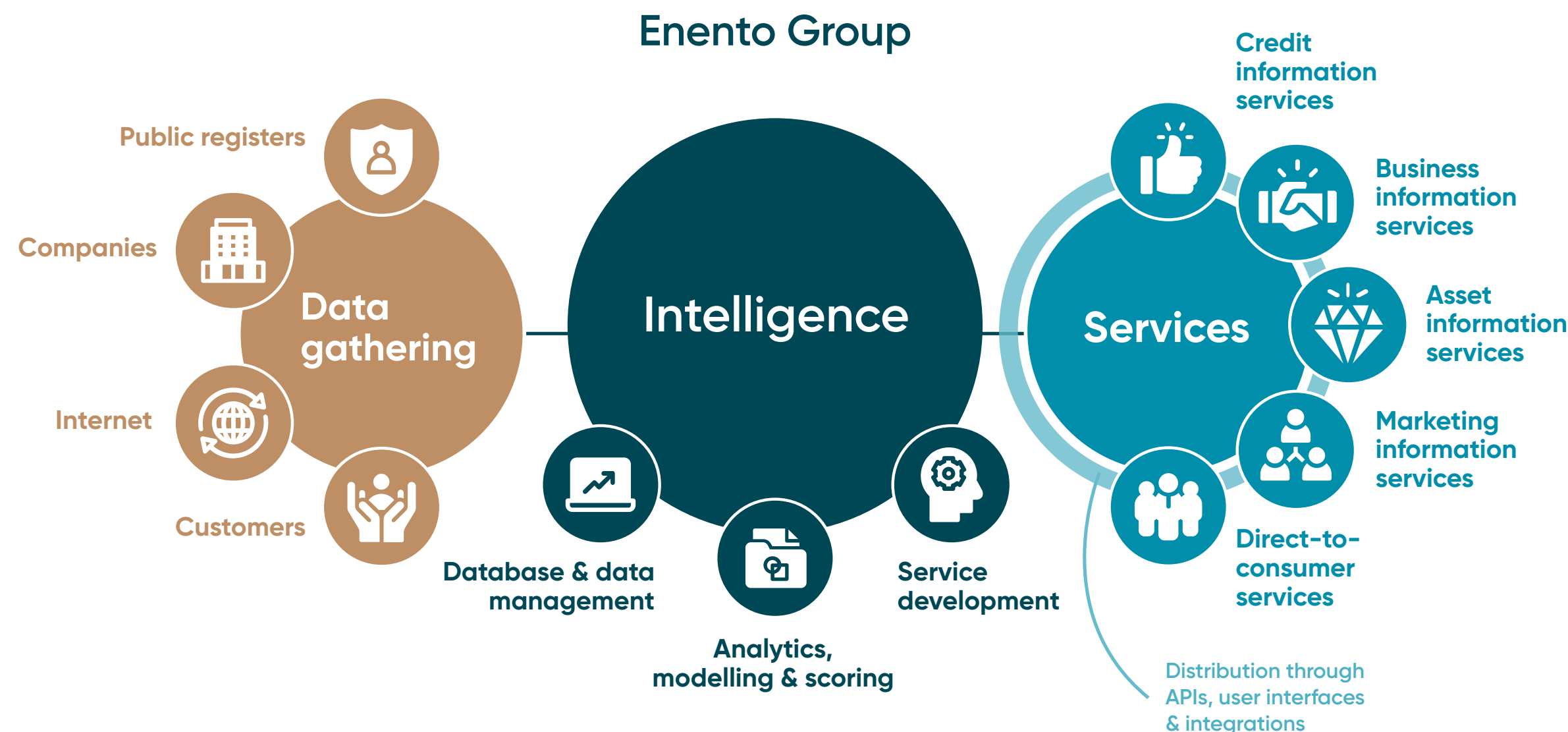
We provide services to a broad range of customers and industries in the Nordics. Our customers are large companies within finance and banking, wholesale, retail and e-commerce, utilities, telecom and small and medium-sized companies and consumers. Often the same information can be used for multi-

ple customer needs and services, which creates scale benefits in our business model. For example, the same information can be used for the needs of credit decisioning, customer onboarding, sales and marketing as well as procurement and compliance processes.

Our services are distributed via modern Application Programming Interfaces (API), online Graphical User Interfaces (GUI) or direct integrations. We offer standardized products and services with an attractive value proposition to small and medium-sized companies. Our products and services range from basic report extracts to sophisticated, integrated risk management solutions.

Our competitive advantage lies in our long-term customer relationships, trusted and well-known local brands, high-quality data and data management expertise, innovation as well as mission-critical products and services that are integrated into our customers' business processes.





Our competitive advantages

DATA SOURCING

- Known and trusted brands
- Advanced data processing capabilities
- Experience in scraping data from unstructured sources

DATABASE

- Database built on granularity
- High-quality data
- Long-time series of historical and proprietary data

PRODUCTION

- High service availability and quality
- High security and privacy standards
- Scalable operations

SERVICE DEVELOPMENT

- Expertise in combining different data sets
- Strong capabilities to build advanced models and algorithms
- Excellent customer dialogue
- Nordic reach and ability to develop unique services

DISTRIBUTION AND SALES

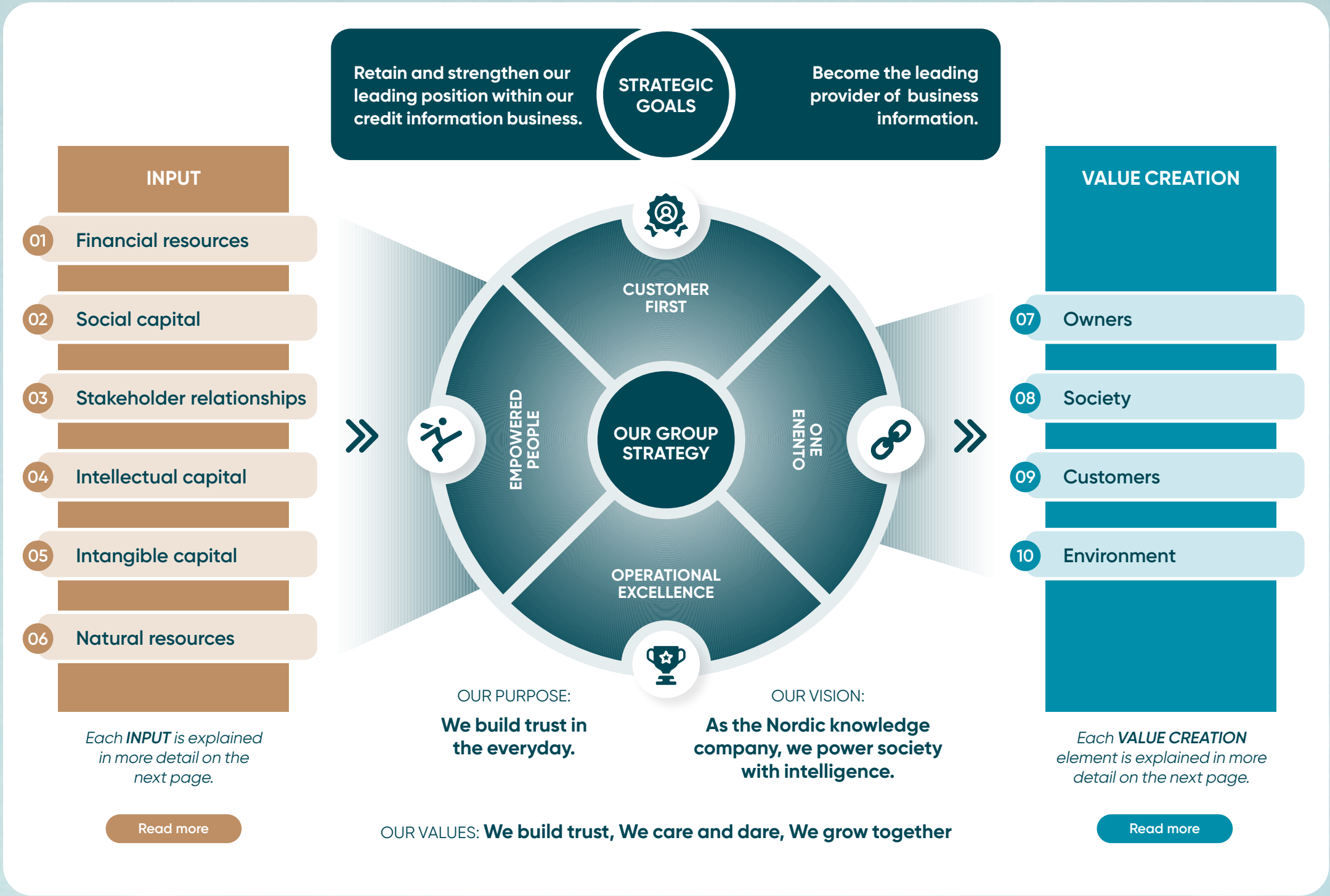
- Mission-critical services integrated into customers business processes through Application Programming Interfaces (API), online Graphical User Interfaces (GUI) and direct integrations
- Our freemium business information websites have more than six million unique visitors per month

Value creation model

We power people, businesses and society with data and intelligence you can trust.

We collect and transform data to knowledge and intelligence that are used in the interactions between people, businesses and society. When our data-based products and services are used, it builds trust in the everyday between people, businesses and society.

Our services support companies across the Nordics to make better and more sustainable business decisions, including, for example, responsible lending and preventing over-indebtedness in society, compliance and environmental, social and governance (ESG) development.



INPUT

01 Financial resources

- Equity total: EUR 263,2 million
- Balance sheet total: EUR 459,6 million
- Liabilities total: EUR 195,9 million

03 Stakeholder relationships

- 6 721 shareholders
- 74 000 corporate customers
- 450 000 consumer customers

05 Intangible capital

- Commitment to high quality and top-level reliability
- Engaged and competent employees
- Innovative and effective service development
- Service production resources
- Six offices in Finland, Sweden and Norway (Denmark remotely)
- Data centers

02 Social capital

- Personnel: 380 (FTE) employees in the Nordics
- An appreciated and healthy employer: 7,8 in Employee engagement index

04 Intellectual capital

- Databases and internal processes
- Policies and guidelines
- Trust and reputation

06 Natural resources

- Energy
- Water

VALUE CREATION

07 Owners

- Earnings per share EUR 0,51
- Dividend of EUR 0,50 per share in April, followed by another payment of up to EUR 0,50 in November
- Effective dividend yield 5,7% (31.12.2024)

09 Customers

- Nordic and local market high quality service offerings based on customer driven innovation – share of net sales from new services 15,6%
- Empowering our customers with business data and knowledge for sustainable decision making, including ESG
- Helping our customers to grow in a responsible way – adding trust and long-term value to their processes
- Business-to-business (B2B) NPS 21 in 2024
- We contribute to Sustainable Development Goal (SDG) 12



08 Society

- Creating trust and societal stability by providing reliable information for responsible decisions
- Contributing to sustainable lending processes and decreasing over indebtedness in society, over 30 million consumer inquiries related to our consumer credit registers in Finland and Sweden
- Salaries paid: EUR 28,7 million
- The gender diversity ratio is 0,8 (44% female, 56% male)
- Social security and pension contribution: EUR 9,5 million
- Enento paid EUR 6,4 million in income taxes during the review period
- Donations to charity: EUR 50 252
- Increasing knowledge about financial issues, and a special focus young people in our educational programs TarkkaFyrkka and The Bill reaching around 100 000 people
- We contribute to SDG 5 and 8



10 Environment

- Total amount of CO₂ emissions: 2 026,0 t CO₂e
- Providing, for example, ESG services to decrease our customers' carbon footprint
- We contribute to SDG 13





Business Insight

Business Insight develops and provides a comprehensive suite of credit, business and asset information services across Finland, Sweden, Norway and Denmark. The services are used for variety of purposes such as risk management, screening, sales and marketing, sustainable lending and procurement, combatting fraud and financial crime, as well as ensuring compliance.

Enento has a strong market position in business information in the Nordics. Business Insight provides high-quality data and services for a broad range of customers with various credit, business and asset information needs. We turn data into insights that enable customers to automate business processes, monitor and analyze risks, and make better decisions.

Our company credit and risk management services include credit information, scoring models, monitoring and advanced financial risk decisioning solutions. Our master data services help customers to access quality data for everyday operations and decision-making,

whether it is identifying ideal clients and prospects for targeting, analyzing companies, research and background checks. In addition, we provide marketing services through online visibility.

Companies are facing growing pressure to know their customers and investigate backgrounds of various stakeholders to ensure legal compliance and effectively manage risks. To answer this growing demand, we provide many compliance screening and monitoring solutions such as beneficial owners, politically exposed person (PEP) and sanction lists.

Our environmental, social and governance (ESG) services help customers to solve the increasing sustainable lending and sustainable procurement needs. Our ESG offering includes company reports, climate risk reports and property data as well as risk classification, scoring, monitoring and Application Programming Interface (API) services.

We provide asset information services with focus on real estate and apartment information. Services include information on buildings, residents and housing association apartments, housing valuation as well as property climate risk reports for sustainable lending.

Solid performance continued in 2024

Business Insight's net sales increased to EUR 89,5 million (EUR 88,6 million) with a growth of 1,1 percent including the discontinued Tambur service at reported exchange rates and 1,5 percent at comparable exchange rates excluding the Tambur impact.

Net sales continued to develop positively in Finland, Norway and Denmark. In Sweden, the challenging macroeconomic environment continued to negatively impact the demand for our services.

The demand for enterprise solutions remained stable, thanks to a steady demand for business credit and master data services. Our small and medium-sized enterprise (SME) solutions' net sales continued to grow in Finland, Norway and Denmark. In Finland, premium growth was supported by the successful transition to improved service packages. In Norway and Denmark, we continued to deliver good net sales growth in both premium and freemium services, which was mainly due to successful sales efforts and innovative product development.

Real estate information services' net sales demonstrated very strong growth throughout the year despite the low level of real estate transactions in Finland and Sweden. Good demand for new services supported the growth.

Compliance services' net sales continued to grow in 2024. We continued to actively develop and expand our compliance offering in the Nordics. For example, we extended our compliance services in Norway to serve wider range of customers.

Improved solutions and channels for enterprise and SME customers

In Finland, we successfully introduced and transitioned to improved premium service packages with our SME customers. This has enhanced customer experience, which is visible in customer retention, and supports transition towards enterprise accounts. In addition, we continued the development of our core premium services in Finland by launching very well received critical alerts feature and delivering several smaller service improvements.

In Sweden, we continued premium production platform modernization (PPM) to improve our ability to sell SME services in a more recurring and efficient way through subscriptions. The modernization is proceeding well, and we expect the first benefits to realize in 2025.

Furthermore, we continued to renew and harmonize our SME sites for better scalability, shorter time-to-market and improved profitability. We launched a new version of www.allabolag.se site for SME customers, migrated customers from the legacy solu-

tions and decommissioned the legacy solutions. Besides platform benefits, the new www.allabolag.se is enriched with several new features improving customer experience and optimizing sales opportunities.

Investments into master data continued to be an important priority in growing business information services among larger customers. One of the highlights was the launch of the business information Graphical User Interface (GUI) known as UC Insight in Sweden, which will enable us to win share in the Swedish business information market. In the area of business credit information, we launched a renewed payment default service in Finland.

Continued expansion in compliance services

Customer demand for compliance services is growing strongly, and we aim for a leading position in compliance services in the Nordics. Our unique compliance offering in Finland includes sanction list check (UN, EU, USA, OFAC, UK), know your customer (KYC) and sanction list monitoring service. We expanded our compliance offering coverage in the Nordics during the year, as we launched politically exposed person (PEP) and sanction list services also in Sweden and Norway.

Business Insight net sales continued to grow in 2024, driven by solid performance in Finland and very good growth in Norway.

New launches and very good demand for real estate information services

Properties and buildings face many risks related to climate damages. We combine real estate and ESG data to better support customers in property valuation, as well as credit and portfolio management.

In Sweden, our unique property climate risk service helps banks, financial institutions and other companies to measure financial risks related to building damages caused by climate change. The service digitalizes and automatizes mortgage and property information processes, helping to save time and resources as each property does not need to be analyzed manually and there is less need for on-site inspections.

During the year, we launched a new ESG-integrated property valuation service in Finland based on our good experience in Sweden. Moreover, we saw very good growth in the new apartment information reports which were launched in 2023–2024.

Focus on developing and commercializing key strategic growth areas in 2025

In 2025, we will continue to develop our business to become a leading provider of business information in the Nordics. This means both protecting our core and broadening our offering. Our key growth priorities include master data, compliance, real estate, ESG and SME solutions, as well as new verticals and mid-sized customers.

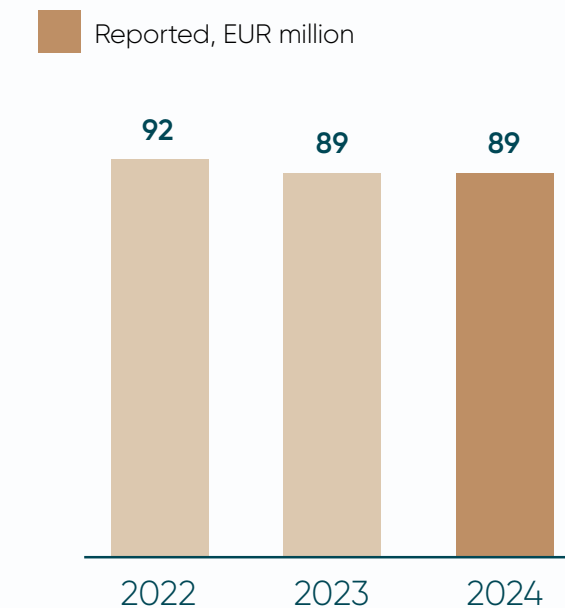
In SME business, we focus on improving online sales and efficiency supported by production platform renewal, driving and maintaining traffic on our freemium sites, and converting freemium to premium. We will also focus on developing subscription sales API and our Proff Forvalt site in Norway.

For master data, our focus continues to be developing and commercializing UC Insight and Business Insight API services in Sweden, where we have significant room to grow in business information services. We see cross-selling opportunities for master data and compliance services with Swedish strategic, large and medium-sized customers.

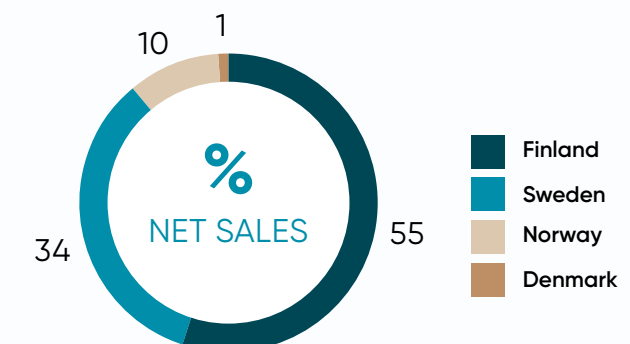
We are preparing for several new compliance service launches in the near-term to strengthen our Nordic offering. These include, for example, shareholder data for KYC in Sweden and monitoring updates for KYC in Finland, which continue to strengthen our unique and comprehensive Nordic compliance offering. Our customers have shown high demand for cross-Nordic data through single channels, and we will start enabling such services.

We also see many opportunities in real estate information and ESG services, where we continue to focus on climate risk services as well as apartment and other digital real estate services.

NET SALES, BUSINESS INSIGHT 2022–2024



NET SALES BY COUNTRY 2024



Consumer Insight

Consumer Insight develops and provides leading consumer information and decisioning services including consumer credit information, consumer marketing information and direct-to-consumer services in Finland and Sweden. Our services have a key role in supporting sustainable economy, lending and preventing over-indebtedness in society.

Enento is the market leader in consumer credit information in Finland and Sweden. We hold a strong position in banking, finance and consumer credit sector. Moreover, we have been growing in new customer verticals such as e-commerce, telecom and utilities, which underscores the broader value of our consumer information products and services.

Consumer Insight provides high-quality data and services that are highly valued by customers. Our offering ranges from basic report extracts to more sophisticated, integrated risk management solutions that combine diverse data points and sets. Advanced credit services, such as scoring models, negative and positive credit data and decisioning solutions, create value-adding intelligence and make our offering unique in the market in terms of quality, accuracy and reliability.

Low consumer lending volumes continued to impact performance in 2024

Consumer Insight's net sales decreased to EUR 60,9 million (EUR 67,3 million) with a decline of -9,5 percent at reported exchange rates and -9,7 percent at comparable exchange rates.

The operating environment continued to be challenging, impacting financial performance. Macroeconomic environment was difficult both in Finland and Sweden despite of decreased inflation and interest rates and improving trend in consumer confidence especially in Sweden.

Consumer Insight witnessed weakening demand for consumer credit information services both in Sweden and Finland, which was the main driver for the business area's net sales decline in 2024. We did not lose any customers in consumer credit services in Sweden or Finland due to competition during the year. Low

consumer lending volumes and usage of loan brokers impacted consumer credit information demand negatively in Sweden. Volumes for mortgages and unsecured loans continued to be on a low level but showed signs of stabilization during the second half of the year. Some lenders have paused or left the Nordic market, and others have decreased their usage of the loan broker channel.

In Finland, the demand for the consumer credit information services was also weak in 2024, impacting net sales negatively. This was driven by muted macroeconomic environment, low consumer confidence and weak sales mix with more basic services. We also integrated our credit information services to the Finnish governmental positive credit register starting from April 2024. Impact of the positive credit register was mostly neutral to net sales in 2024, and Consumer Insight did not lose customers due to the integration.

Moreover, direct-to-consumer net sales declined in 2024. On a positive note, consumer marketing information services demonstrated very good growth in 2024.

New services launched in Sweden connected to the consumer credit information

In Q2 2024, we launched a revised Payment Services Directive (PSD2) service for open banking data, which has attracted high interest and promising sales pipeline among banking and financial sector customers. For example, we signed a contract with a major car financing company in Sweden for this service.

We launched a new anti-fraud score for the Swedish market in Q3 2024. Fraud is an increasing problem in the consumer credit markets across the Nordics, particularly in Sweden. The new anti-fraud score helps customers to identify potential fraud before loans are granted. It is packaged together with our existing credit services and can be integrated with existing credit processes for automated decisions.

Lastly, we implemented the new daily updated credit register in Sweden. It covers the whole lending market, and all our customers have transitioned from the legacy solution.

Successful growth in new customer verticals

Expanding our consumer credit offering in new customer verticals is a key strategic priority and growth area. During the year, we won several meaningful deals within new customer verticals. We continued successful market penetration in the e-commerce vertical, where customers have appreciated our core credit services. Moreover, we won a new large telecom customer in Sweden. Growth in new verticals shows that our consumer credit data and services are competitive and scalable more widely outside the banking and financial vertical.

Implementation of the governmental positive credit register in Finland and new regulatory developments in Sweden to prevent over-indebtedness

We have a key role in delivering enriched data and adding intelligence to create value for customers in connection with the Finnish governmental positive credit register. Our customers can connect to the positive credit register via an Application Programming Interface (API) or an online Graphical User Interface (GUI). We manage the data flows, maintain the integrations, and provide responses through API, PDF file or with a recommended decision. For example, our services include a

decision service with affordability calculation and relevant off-the-shelf policy rules, which bring value, flexibility and ease of workflow for our customers.

In August 2024, the Swedish government introduced a legal proposal featuring new regulations aimed at enhancing consumer protection and preventing over-indebtedness. The proposal included several measures, such as lower interest rate cap and cap on the cost of credit, but a government register of debt and credit information was not proposed. The Swedish parliament approved the regulations in November 2024, and they will come into effect in March 2025. We believe that these new regulations are a good outcome for the Swedish society and Enento over time. We continue to be an essential part of the credit ecosystem in Sweden, which enables us to better plan and invest in technology and services in the long-term.



Consumer credit market demand was muted in Sweden and Finland. Signs of stabilization were seen during second half of 2024 but not yet turning into growth.

In addition, the Swedish government has initially announced a further legislative proposal in January 2025 with the aim to strengthen consumer protection in the consumer credit market. Pursuant to the initial proposal, only companies with a bank license would be allowed to provide consumer credit and loan broker services. Currently, both banks and consumer credit institutions provide consumer credit services in Sweden. This would mean that consumer credit institutions and loan brokers would need to obtain bank licenses to provide these services in the future. The proposed legislative changes are proposed to come into force in July 2025 with a transition period until July 2026 for consumer credit institutions already operating under the current legislation. Loan brokers are an important customer segment for us in Sweden, and we continue to assess the potential future implications of the new proposal.

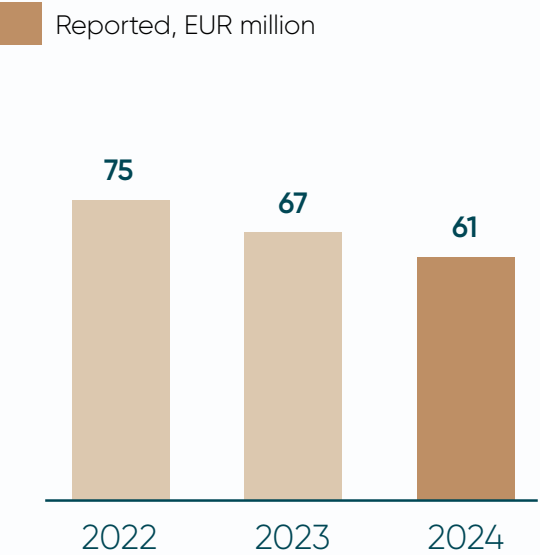
Focus on defending our core credit business while growing through new services and higher market penetration in 2025

In 2025, we will continue to retain and strengthen our core credit information services. In Sweden, the consumer credit market is facing structural changes that will impact the market activity. However, our competitive strengths and position remain strong in con-

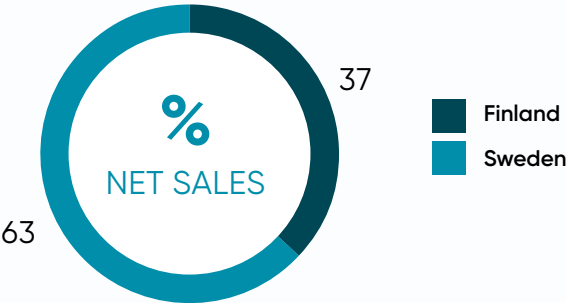
sumer credit information, and we will continue to invest in our competitiveness. For example, our focus is on adding new valuable data points, expanding coverage and enhancing the existing daily credit register. In Finland, we continue to strengthen services connected to the positive credit data, for example by improving consumer credit inquiry system, credit ratings and decisioning capabilities.

Highest new service priorities are PSD2 and fraud, which are closely connected with our core business, and support capturing higher market penetration within existing and new customer segments. We will also continue expanding the consumer credit offering to new customer verticals, including e-commerce and telecom, for example.

NET SALES, CONSUMER INSIGHT 2022–2024



NET SALES BY COUNTRY 2024



Customer success cases

Proff provides Fastighetsloggen property information

Fastighetsloggen has become the commercial real estate partner, gathering all critical property data in one place to simplify decision-making. From ownership structures and transactions to demographics; environmental, social and governance (ESG) compliance, and climate risk assessments, the platform provides the actionable insights needed to navigate complex real estate landscapes.

By partnering with Proff, Fastighetsloggen ensures access to accurate and comprehensive property information, a cornerstone for addressing today's challenges, including climate reporting and risk mitigation. This collaboration has also enabled expanded work with Swedish UC, part of Enento Group, unlocking additional data sources and supporting Fastighetsloggen's Nordic expansion.

"Our mission is to empower real estate professionals with reliable data to manage opportunities and risks effectively," says **Martin Tannerfors**, CEO of Fastighetsloggen. With Proff's support, Fastighetsloggen has solidified its role as an innovative platform for commercial real estate, setting a new benchmark for integrated and data-driven solutions.



Our mission is to empower real estate professionals with reliable data to manage opportunities and risks effectively.





SBAB uses UC's services to manage climate impact

To address the growing challenge of climate change, SBAB, one of Sweden's largest mortgage lender, has partnered with UC to integrate accurate and detailed climate risk data on a building level. This collaboration has enabled SBAB to take a proactive approach into managing the impact of climate risks on its real estate portfolio.

"The climate risk services provided by UC, especially those related to flooding, have been crucial for us to assess the risk exposure, refine better conditions for our strategies and identify if we can help customers mitigating risks," says **Karin Stenmar**, Head of Sustainability at SBAB.

As part of the bank's ongoing sustainability efforts, SBAB is committed to refining its approach to climate risk. The collaboration with UC will continue to play a key role in enabling SBAB to continue helping its customers become more resilient to climate risks.

By using accurate data to assess risks in the bank's processes, SBAB can improve its engagement with clients and assess if exposures are resilient to the impact of climate change.



The climate risk services provided by UC, especially those related to flooding, have been crucial for us to assess the risk exposure, refine better conditions for our strategies and identify if we can help customers mitigating risks.

Toyota Finance works with Enento to reduce financial risks and credit losses

Toyota Finance Finland and Toyota Financial Services Sweden have successfully reduced financial risks and credit losses by leveraging Enento's services. Toyota faced challenges in validating customer financial information accurately and efficiently. To address this, Toyota Finance Finland integrated positive credit information with Asiakastieto, improving the understanding of customers' financial situations and speeding up credit granting processes.

"This approach has significantly improved the understanding of customers' overall financial situations, especially for high-end cars with credit periods of 36–60 months," mentions **Markku Harmaala** from Toyota Finance Finland.

Meanwhile, Toyota Financial Services Sweden adopted UC Account Insight to access precise data about customers' financial standing, reducing the risk of defaults and improving decision-making quality. The collaboration with Asiakastieto and UC has been smooth and efficient, leading to better decision-making and reduced risks. Overall, these solutions have provided Toyota with reliable and accurate financial information, improved credit management, and facilitated seamless integration and cooperation.



This approach has significantly improved the understanding of customers' overall financial situations, especially for high-end cars with credit periods of 36–60 months.

This sustainability review, covering the reporting year 2024, does not yet fully meet the CSRD requirements but provides key insights into our sustainability efforts, aligned with the principles of the European Sustainability Reporting Standards (ESRS). To ensure readiness for statutory reporting, we have proactively initiated development work, laying a solid foundation for our future sustainability direction and compliance.

Sustainability review

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Introduction

Enento has a strong tradition of voluntary sustainability reporting. According to current legislation, the statutory reporting obligation under the EU's Corporate Sustainability Reporting Directive (CSRD) will apply to Enento starting from the financial year 2025, with the first CSRD-compliant report to be published in early 2026. We will closely monitor possible changes in legislation.

This sustainability review, covering the reporting year 2024, does not yet fully meet the CSRD requirements but provides key insights into our sustainability efforts, aligned with the principles of the European Sustainability Reporting Standards (ESRS). To ensure readiness for statutory reporting, we have proactively initiated development work, laying a solid foundation for our future sustainability direction and compliance.

The reporting period is based on the calendar year and the reporting sequence is annual (1 January – 31 December). The reporting period is the same for both annual and sustainability reviews and financial statements.

ESRS2 General disclosure requirements

BP-1, BP-2 General basis for preparation and specific circumstances

The scope of consolidation of this review is the same as for the financial statements covering Enento Group Plc's legal entities in Finland: Enento Group Oyj, Suomen Asiakastieto Oy and Emleri Oy; two entities in Sweden: UC Affärsinformation AB and UC AB; one entity in Norway: Proff AS; and one entity in Denmark: Proff ApS. Sustainability work within all these entities is summarized under Enento Group Plc and in this Group level review. No entities have been excluded from the reporting.

This review includes information of our material impacts, risks and opportunities through their direct and indirect business relationships in the upstream and/or downstream value chain according to the outcome of the double materiality assessment. The inclusion of the value chain information is clearly stated in connection with the specific topic.

Enento has not used the option to omit specific piece of information corresponding to intellectual property, know-how or results of innovation nor has it applied the exemption from disclosure of impending developments or matters in the course of negotiation.

In this review, Enento has used the time horizons according to the ESRS standards. The short term refers to the upcoming financial year, the medium term to the following 1–5 years and the long term to a time span exceeding 5 years.

Greenhouse gas emission metrics include data from both upstream and downstream parts of the value chain. Certain Scope 3 categories are based on data from indirect sources. The methodology, including the basis of preparation and level of accuracy, is detailed in section E1 Climate Change.

This review follows the basic structure and principles of the European Sustainability Reporting Standards (ESRS). As a result, the review's structure has been updated, differing from previous sustainability reviews, which were based on Global Reporting Initiative (GRI) standards.



ESRS2 Sustainability management

GOV-1 The role of the administrative, management and supervisory bodies

Enento Group's governance is organized through the General Meeting, the Board of Directors ("Board") and the Chief Executive Officer, who reports to the Board. In addition, the company has an Executive Management Team led by the Chief Executive Officer (CEO).

Enento Group's Board of Directors and Executive Management Team are responsible for the management of sustainability.

The Board of Directors is responsible to particularly monitor and evaluate the company's reporting system, as well as the effectiveness of the company's internal control and audit as well as risk management systems. The Board of Directors shall also evaluate the auditor's independence and especially the provision of services other than auditing and sustainability reporting assurance. The Board of Directors also selects the Audit Committee members and manages CSRD-related matters and strategic outlook of the company.

The Audit Committee of the Enento Board supports the Board in fulfilling its sustainability reporting as well as supervisory responsibilities and prepares certain accounting and audit-

ing matters to be handled by the Board. The Audit Committee also reviews and monitors the financial reporting process, the efficiency of the system of internal control and risk management, and the audit process. According to the updated Audit Committee charter when it comes sustainability reporting, the Audit Committee shall:

- Monitor the integrity of the financial statements, including annual and interim reports, sustainability statement that is part of the Board of Directors report (and thus, financial statements) according to European Sustainability Reporting Standards, preliminary results' announcements and any other formal announcement relating to its financial performance, reviewing significant financial and sustainability reporting issues and judgments which they contain
- Review and challenge where necessary the consistency of, and any changes to, accounting and sustainability reporting policies both on a year-on-year basis and across the group
- Review and challenge whether the company has followed appropriate accounting and sustainability reporting standards and made appropriate estimates and judgments, taking into account the views of the external auditor

- Review and challenge the clarity of disclosure in the company's financial reports (including sustainability statement) and the context in which statements are made
- Review and challenge all material information presented with the financial statements, such as the operating and financial review (Board of Directors Report that includes sustainability statement according to European Sustainability Reporting Standards) and the corporate governance statement (insofar as it relates to the audit and risk management)
- Consider and make recommendations to the Board, to be put to shareholders for approval at the Annual General Meeting, in relation to the appointment, re-appointment and removal of the company's external auditor and Authorized Sustainability Auditor.

The Executive Management Team is responsible for ensuring the daily operations and decision-making of the company adhere to the sustainability requirements and reporting. The Executive Management Team also drives the strategy and execution of the overall vision of the company.

Diversity of the Board of Directors and the Executive Management Team

Enento has defined the principles concerning the diversity of the Board of Directors in the following way: In Enento Group Plc, the proposal concerning the composition of the Board of Directors is prepared and made to the Annual general Meeting by the Shareholders' Nomination Board. When making their proposal for the composition of the Board of Directors, the Shareholders' Nomination Board applies these diversity principles defined by the company or the assessment of diversity:

- Diversity of the Board of Directors supports the development of the company's business and the achievement of strategic objectives as well as the promoting of customer insight.
- The complementing expertise of the members and experience in the lines of business essential for the company (financing, commerce, information technology) are considered important.
- From the point of view of diversity, experience in international operational environment and international representation are considered essential.
- The objective is that both genders are represented in the Board of Directors.

In 2024, Enento Group's Board of Directors consisted of seven members: Patrick Lapveteläinen, Martin Johansson, Tiina Kuusisto, Minna Parhiala, Erik Forsberg, Markus Ehrnrooth and Nora Kerppola. The members are experienced in Board duties in various types of companies. Two members are foreign nationals. Both genders are represented in the Board of Directors and the Board's gender diversity ratio is 0,75 (43% female, 57% male). Employees and other workers are not represented in the Enento Group's Board of Directors.

Based on an evaluation by the Board of Directors pursuant to the Finnish Corporate Governance Code, all members (100%) of Enento's Board of Directors are considered to be independent of the company. In addition, all members of the Board, except for Patrick Lapveteläinen and Martin Johansson who have employment relationship with a major shareholder, are independent of the significant shareholders. Patrick Lapveteläinen and Martin Johansson are not independent of the company's significant shareholders as they have employment relationships or service contract with significant shareholders.

In the end of 2024, Enento's Executive Management Team consisted of nine members: Jeannette Jäger (CEO), Elina Stråhlman, Daniel Ejderberg, Sari Ek-Petroff, Gabriella Göransson, Axel Bäcklund (interim), Mikko Karemo, Arto Pauku and Karl-Johan Werner.

The members of the Executive Management Team are appointed by the Board based on a proposal by the CEO. The members of the Executive Management Team report to the CEO. Both genders are represented in the Executive Management Team and the gender diversity ratio is 0,8 (44% female, 56% male).

Key policies guiding sustainability

Enento complies with laws and regulations of its operating countries, the Articles of Association, rules and guideline of Nasdaq Helsinki and Corporate Governance Code for listed companies in its administration.

In practical work, sustainability issues are guided by the Group's Code of Ethics, which lays down the central rules of equal treatment, transparency, compliance with laws and regulations, anti-bribery as well as human rights. Since 2023, we have had a complementary Code of Ethics for Suppliers, in which we require all suppliers and subcontractors to commit to and sign when entering into cooperation with us.

Furthermore, our operations are governed by policies and operating practices approved by the Board of Directors and Executive Management Team. The Board approves the Code of Ethics, the Corporate Governance policy and the Risk Management policy. The Executive Management Team approves the principles guiding sustainability, except those

that require approval by the Board of Directors. These include:

- HR policies (e.g. Recruitment policy, Work Environment policy, Alcohol and Drug policy, Remuneration policy) and Diversity, Equity, Inclusion and Belonging (DEIB) guidelines, which outline the principles and company rules for all employees and consultants.
- IT and data related policies (e.g. Information Security policy, General Data Protection policy, Data Protection Governance policy, IT equipment policy).
 - Information Security policy encompasses the measures and actions taken to ensure the confidentiality, availability and integrity of information.
 - General Data Protection policy focuses on the legal requirements established by the General Data Protection Regulation (GDPR) and presents the basics of Data Protection e.g., the definition of Personal Data, Legal Basis for processing, Data Subject Rights and Data Processing Principles.
 - Data Protection Governance policy explains the Governance structure to support the Enento Group with its efforts of compliance with its obligations under the GDPR and other Data Protection regulation.
 - IT equipment policy emphasizes environmental requirements, circularity and energy efficiency criteria for the Group's future purchases.

Besides the above-mentioned policies, the Executive Management Team has approved the internal Social responsibility policy, Environmental policy and Enento's Travel policy.

Sustainability risk management

Enento's sustainability risks are managed as a part of our overall risk management processes and guidelines. We follow the development of the EU's legislative work within sustainability and will further integrate new legislation on sustainability risks into existing internal governance guidelines within the next few years.

For governance of our risks see the Group's risks and uncertainties as described in the Board of Directors' Report 2024 and the risk management process and internal control in the Corporate Governance Statement 2024.

Our risk management includes setting high standards for suppliers and third-party deliveries of data from a quality, data security, data protection and from an ethical perspective as well as in accordance with external legislation and requirements. All partners are covered in our Code of Ethics for Suppliers with supplier specific requirements.

Enento has published a separate due diligence report in accordance with the Norwegian Transparency Act on 30 June 2024. This report is available on the website www.proff.no.

GOV-2 Information provided to and sustainability matters addressed by the administrative, management and supervisory bodies

The Enento Board of Directors regularly reviews sustainability-related topics as part of its meetings. Twice a year, the Board examines key risks, including those related to sustainability. Annually, the Board is briefed on the results of the Employee Survey, and incentive schemes are reviewed on an annual basis. Topics related to data protection and security are also addressed biannually. Additionally, the Board receives regular business updates throughout the year in Board meetings, including developments in ESG services.

In 2024, Enento Board of Directors received training on the CSRD requirements and policies, which ensured comprehensive understanding of their implications. Throughout the year, the Board also actively discussed CSRD requirements during its meetings.

In June 2024 Board meeting, it was decided that Audit Committee (AC) will take additional responsibilities related to upcoming mandatory sustainability reporting, and that Audit Committee charter shall be updated accordingly:

- AC shall be responsible of overseeing the sustainability reporting implementation process

- To add overseeing of sustainability reporting to AC duties and update AC charter accordingly
- To add preparation of the appointment of sustainability auditor for AGM decision, to AC responsibilities, and AC charter accordingly.

In its October 2024 meeting, AC reviewed the process and outcome of our double materiality assessment (DMA), sustainability reporting process timeline and AC responsibilities. Double materiality assessment, which included all material impacts, risks, and opportunities detailed in the SBM-3 section of this report, was reviewed and approved by the AC for Board approval and it was subsequently approved by the Board in October 2024 meeting. AC also approved the updated 2024 annual clock for sustainability reporting related responsibilities, agreed to review the 2024 sustainability review and annual report as additional duty, and decided to have the final AC charter review and approval in December 2024.

The corresponding changes were implemented to the AC charter and the updated AC charter was approved by the Board in December 2024. However, the updated AC Charter does not apply to the 2024 sustainability review being published as this is a voluntary review (not yet part of audited financial statements).

The Executive Management Team have sustainability topics in their agenda on a regular basis and follow key sustainability areas, such as environmental and social metrics and key risks on an ongoing basis. The Executive Management Team also sets out policies and guidelines to drive the sustainability requirements. Such policies include Social responsibility policy, Environmental policy and Travel policy.

GOV-3 Integration of sustainability-related performance in incentive schemes

At Enento, the Company's Remuneration policy is guided by the principles of performance, fairness, competitiveness, and transparency. The policy aims to support the achievement of strategic objectives, motivate and reward exceptional performance, and promote value-driven behavior. Rewards are carefully balanced to ensure alignment between long-term value creation and the effective realization of short-term goals, aligning management interests with those of shareholders. Currently, the remuneration framework for Board members and senior management does not include links to sustainability performance or incorporate targets related to climate change mitigation or emissions reduction.

GOV-4 Statement on sustainability due diligence

Sustainability due diligence is a key part of Enento's approach to responsible business practices. It helps us identify, assess, and address potential adverse impacts on people, the environment, and society. The table below outlines the core elements of our due diligence process and their connection to the relevant sections of this review.

DUE DILIGENCE

Core elements of due diligence	Paragraphs in the sustainability review
a) Embedding due diligence in governance, strategy and business model	GOV-1, GOV-2, SBM-1, G1-1
b) Engaging with affected stakeholders in all key steps of the due diligence	SBM-2, IRO-1, S1-2, S1-3, S4-2, S4-3, G1-1
c) Identifying and assessing adverse impacts	SBM-3, E1.SBM-3, E1.IRO-1, S4.SMB-3
d) Taking actions to address those adverse impacts	GOV-2, E1-3, S4-4
e) Tracking the effectiveness of these efforts and communicating	GOV-1, SBM-1, E1-5, E1-6, S4-4, G1-1

ESRS2 Strategy in relation to sustainability and stakeholder engagement

SBM-1 Strategy, business model and value chain

Group strategy

In response to a fast-changing environment, Enento launched an updated strategy in 2023 for the period 2024–2026 to ensure sustained profitable growth over the coming years.

Our purpose, vision and values are important guidelines for our strategy:

- **Purpose:** We build trust in the everyday. We collect and transform data to knowledge and intelligence, which builds trust as it is used in the everyday interactions between people, businesses and society.
- **Vision:** As the Nordic knowledge company, we power society with intelligence. We transform data to knowledge and intelligence that we share with people and businesses through our solutions.
- **Values:** We build trust, We care & dare, and We grow together. Our core values guide us on how we act towards ourselves, customers and all our stakeholders.

Our core operations revolve around consumer and business credit information services, while other services present growth opportunities across various customer segments and verticals. We have two strategic goals:

- Retain and strengthen our leading position in the credit information business
- Become the leading provider of business information.

We have strong market position in the core credit information business and see further potential through development of value-added services in the areas such as the revised Payment Services Directive (PSD2) and fraud prevention. Moreover, we have identified growth opportunities in customer verticals and segments such as e-commerce, telecom and utilities.

In business information, we want to increase market share across Nordics and especially in Sweden. We have three priority growth areas: Compliance, ESG and Master Data services. While we already provide services in these areas, we have many opportunities to further expand our presence by developing new services and enhancing existing offerings to respond to the major market trends and customer needs. We want to also strengthen our position within small and medium-sized enterprises and large corporations.

To deliver strategic goals and financial targets, our strategy emphasizes scalable growth and margin expansion driven by prioritized growth

and efficiency initiatives, which are executed within four strategic themes:

- **Investing in scalable growth** covers for instance the development of new services in strategic growth areas.
- **Digitalization of sales, marketing and distribution** covers for instance the improvement of online sales capabilities.
- **Nordic consolidation of capabilities** includes for instance modernizing of technology on Nordic scale.
- **Continued cost efficiencies** includes for instance driving information technology cost efficiencies.

These strategic themes and priorities are also well-aligned with our strategic focus areas – Customer first, Operational excellence, One Enento and Empowered people – which guide all employees to focus on most important outcomes in the day-to-day business.

Business model and value chain

We collect company, consumer and asset data from both unstructured and structured data sources and turn this data into intelligence that serves different customer needs across wide range of segments and verticals. We have strong capabilities in managing and combining different data points and sets

and turning these into value-adding insights. Through long time series of proprietary data sets, we can deliver unique products and services to our customers. Our services are distributed via modern Application Programming Interfaces (API), online Graphical User Interfaces (GUI) or direct integrations.

Our business model is scalable thanks to our ability to efficiently reuse data, capabilities and technology. For example, the same business information can be used for credit decisioning, customer onboarding, sales and marketing as well as procurement and compliance processes.

Our employees and suppliers are at the core of our business model to gather data, run operations and develop and deliver services to our customers. At the end of the financial year 2024, we had a total of 399 employees, of which 176 were in Finland, 179 in Sweden, 40 in Norway and 4 in Denmark. Our primary suppliers are those who deliver data to be used as part of our services. Secondary suppliers include consultants, suppliers of premises, data center services, IT equipment, marketing services, software licensing and other supplies related to our operations.

Our business model and value chain are covered in more detail on pages 19–22 of the annual report.

Sustainability in our strategy

Sustainability lies at the core of our company strategy and business operations.

Increasing sustainability requirements and regulation related to environment, social and governance (ESG) topics is already starting to affect more and more companies – directly or indirectly. It also affects companies that do not have a reporting obligation themselves but are subcontractors and partners of reporting companies. The EU taxonomy together with the new Corporate Sustainability Reporting Directive (CSRD) and European Sustainability Reporting Standards (ESRS) are accelerating the ESG data business and the sustainability development also in the entire supply chains.

In addition to tightening regulations, the development of ESG linked loans in the finance sector and sustainability requirements for example in public tenders and insurance, will accelerate the demand for collecting reliable ESG and emissions data both in publicly listed companies and small and medium-sized companies.

To meet the increasing customer needs for ESG data solutions, we are constantly devel-

oping related business information services and launching new solutions. Our focus is on solving especially the sustainable lending and sustainable procurement needs of companies. Our role is both to collect the ESG data from companies and turn the data into knowledge and insights to our customers. Enento works closely with its customers, and helps them to automate their business processes, monitor ESG development, analyze sustainability risks and make more responsible decisions. Our ESG offering includes company, climate risk and property data, as well as risk classification, scoring, monitoring and API services:

- ESG Service: An online service for easy and secure ESG and CO₂ data reporting.
- CO₂ Calculator: A tool that helps companies to calculate the greenhouse gas emissions of their business operations. The tool is based on the international GHG protocol and a comprehensive emission database.
- ESG Check: A screening service to check the ESG status of customers & suppliers.
- ESG Report: Comprehensive reports that provide verified ESG data from companies.
- Court rulings & penalty payments report: A service for managing risks and being compliant with ESG data. Court rulings and penalty payments data covering if the company has fulfilled its administrative and legal obligations.

- Climate risk report: A new service to evaluate the risks that extreme weather and climate change pose to real estates that our customers are financing or insuring.

Our ESG services are currently available in Finland and Sweden, and they vary per country. Our long-term plan is to gradually scale up the services also in the Nordics.

As a part of our **Operational excellence** strategic focus area, we aim to decrease our own environmental footprint. We have set a strategic target to reach net-zero by 2030. **Empowered people** is one of our strategic focus areas. We are actively working to improve our company as a sustainable workplace with the wellbeing and development of employees at heart. We follow up employee engagement via bi-weekly pulse surveys to be aware of the feedback given by our own people.

Since information is the most important asset for Enento, ensuring information security and data protection is a high priority for us. A systematic approach to information security ensures that information is confidential, available and has a high level of integrity. Processing personal data is regulated e.g. by GDPR and local laws and complying with these also helps us identify and manage risks concerning processing personal data. We promise to build trust in the everyday and making sure to process personal data securely.

SBM-2 Interests and views of stakeholders

Enento actively engages with its key stakeholders, including customers (business-to-business (B2B) and business-to-consumer (B2C)), investors and analysts, employees, partners and authorities, to understand and address their expectations, concerns, and priorities. The engagement process involves a combination of regular communication channels such as surveys, feedback mechanisms, consultations and collaborative initiatives. In 2024, the key stakeholders were also involved in the double materiality assessment process.

STAKEHOLDER ENGAGEMENT

Key stakeholders	Stakeholder engagement and its purpose	How the engagement is organized	How the outcome is taken into account
Customers	Our most important stakeholders are our customers (B2B and B2C) and their customers (the general public), who need our services and data in their everyday operations and life.	Satisfaction surveys and customer loyalty monitoring, day-today interactions with sales, operations and product teams and customer support, webinars, conferences and marketing campaigns and social media channels.	Customer insights and feedback are essential for us to improve customer experience, develop new products to support customers' sustainability efforts, internal processes to ensure quality and compliance.
Investors, analysts and the capital market	Investors' and capital market's interest is a priority, and we need to be responsive to their needs, be transparent and clear on our sustainability plans, actions and targets and related performance.	Quarterly interim reports, financial and sustainability reporting, annual general meeting, investor meetings, conferences and seminars.	Investor, analyst and overall capital market insights are utilized to have transparent reporting and communication about our sustainability progress, and sustainability risk management and compliance.
Current and future employees	We depend on a highly skilled workforce with special expertise in certain areas. To grow and develop, we need to recruit new personnel and talent continuously. Therefore, future employees are another important stakeholder group for us.	Regular people surveys and feedback tools, internal communication meetings and forums, regular dialogue and Grow Talk process between employees and managers.	Employee insights are taken into account for example when developing employee experience, providing learning and development opportunities, promoting non-discrimination and fair employment.
Suppliers and partners	We depend on quality suppliers and partners for our day-to-day business.	Regular meetings, procurement process, supplier website, third Party Supplier Risk Assessment processes and policies.	Supplier and partner insights are used in joint efforts and regular risk assessments to maintain efficient operations, data integrity and compliance.
Authorities and governments	We are highly dependent on authorities, legislation and governments. As we have an important societal role, it is important to have a good dialogue with authorities and governments to share knowledge and interests on a continuous basis.	Public consultations on issues relevant to business and society, participate in media and externally arranged forums for dialogue, debates and knowledge sharing.	Authority and governmental insights are used to ensure positive societal impact from our services, data quality and compliance.
General public and media	We have an important role to support the general public (end users of our services) and the media with the information, knowledge and support about financial and economical topics.	Daily customer support, supporting journalists with data and knowledge, sharing information and tips in our own communication channels, our education programs.	General public and media insights are considered in for example continuous investments into prevent consumer indebttness.

Interaction with stakeholders in relation to sustainability strategy

Our current sustainability themes and targets are based on our group strategy, which has also incorporated insights from interviews, surveys, and workshops with both internal and external stakeholders to evaluate our significant short- and long-term societal impacts.

The findings from this previous stakeholder interaction were integrated into the double materiality assessment conducted in line with CSRD requirements in 2024. The process included interviews with key stakeholders (such as a representative of the Board of Directors, analysts and key customers), workshops with several internal stakeholders (including many members of the Executive Management Team), an employee survey, and review and approval of the Board of Directors and Audit Committee. The sustainability themes and targets are reviewed and potentially updated based on the outcome of double materiality assessment during 2025.

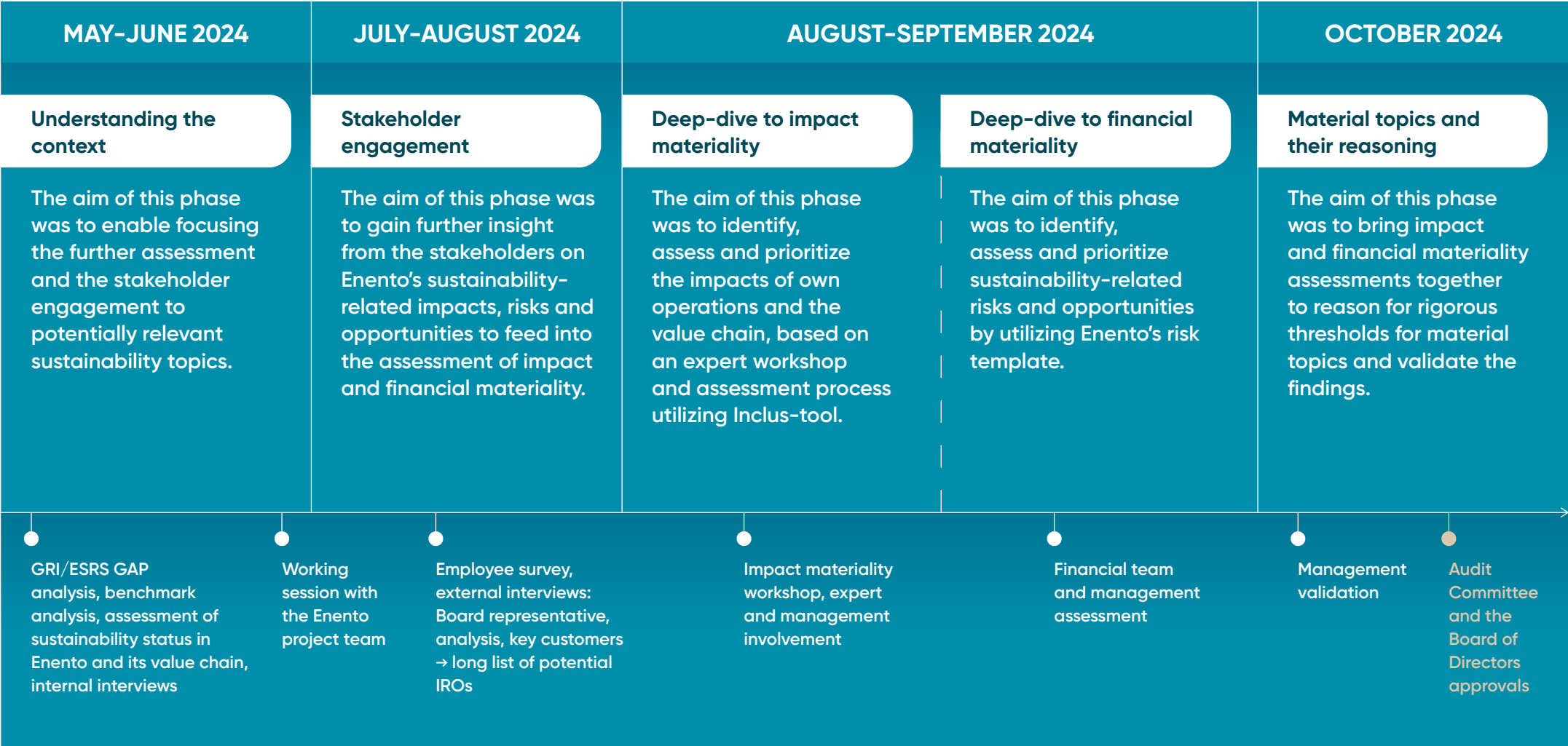
ESRS2 Double materiality assessment and material impacts, risks and opportunities

IRO-1 Description of the process to identify and assess material impacts, risks and opportunities

In 2024, Enento conducted a double materiality assessment in alignment with CSRD and ESRS requirements to identify, assess, and prioritize its most significant sustainability-related impacts, risks and opportunities (IROs). This rigorous process was designed to evaluate both the actual and potential impacts on people and the environment (impact materiality), as well as the financial risks and opportunities arising from these impacts (financial materiality). The assessment process was carried out in multiple phases, each structured to ensure alignment with ESRS principles and to integrate stakeholder input, expert analysis and internal decision-making.

The process began in May with an in-depth contextual assessment. This included an analysis of our previous stakeholder interaction and current sustainability themes, which were compared against key reporting standards' requirements and benchmark companies' sustainability practices to gain an understanding of potentially material sustainability topics.

THE ASSESSMENT PROCESS



Internal interviews were conducted to gather insights from key experts regarding sustainability-related IROs in our value chain. Findings from this phase were consolidated during a working session with the project team, which established an initial list of potentially material topics as a foundation for further stakeholder engagement. The discussions considered sustainability matters broadly, including all topics covered by the ESRS topical standards.

The second phase, conducted between July and early August, focused on gathering input from our key stakeholders to refine and validate the potentially material sustainability topics. This involved external interviews with representatives of the Board of Directors, analysts and key customers to capture their perspectives on our sustainability-related impacts, risks and opportunities. Our own employees' perspectives were gathered via a digital survey. As a result, a long list of potential IROs was identified.

Using the insights gathered from stakeholder engagement, the process transitioned to a deep dive into impact and financial materiality, conducted in August and September. The impact materiality phase aimed to identify, assess and prioritize the impacts associated with our operations and value chain. This phase was carried out through expert workshops and a structured assessment process supported by a digital tool. Participants eval-

uated our sustainability issues using criteria aligned with ESRS standards, including:

- Is the impact positive or negative?
- Is the impact existing or potential?
- What is the likelihood of the impact? From 1 (very unlikely) to 5 (certain/existing)
- What is the scale and scope of the impact and is the negative impact remediable?
- Will it occur in the short term (now-1 year), medium term (2-5 years) or long term (5-10 years)?

After this, the financial materiality phase involved the financial team and management evaluating sustainability-related risks and opportunities. Using our existing risk template and risk assessment criteria, the team identified, assessed and prioritized risks and opportunities based on their likelihood, magnitude and potential financial effects. As part of this process, we also examined the connections between sustainability-related impacts and financial risks, integrating these insights into its broader risk management framework.

The final phase of the assessment, completed in October, consolidated the findings from the impact and financial materiality evaluations. Based on the company-specific threshold and considerations, the process resulted in the identification of material IROs and material sustainability matters aligned with four ESRS standards: Climate change (ESRS E1), Own

workforce (ESRS S1), Consumers and end-users (ESRS S4), and Business conduct (ESRS G1). No material IROs were identified under ESRS standards ESRS E2 Pollution, ESRS E3 Water and marine resources, ESRS E4 Biodiversity, ESRS E5 Resource use and circular economy, ESRS S2 Value chain workers and ESRS S3 Affected communities.

To conclude the assessment, our project team validated the material topics and the results were approved by the Board of Directors in October 2024. This rigorous approval process ensured the alignment of material topics with our Group strategy, stakeholder expectations and regulatory requirements. The results of the double materiality assessment now provide the basis for our sustainability strategy, ESRS reporting and broader sustainability efforts moving forward.

The need to update the double materiality analysis will be assessed annually and the possibility to integrate relevant parts of the double materiality assessment into our existing risk management system will be considered when moving forward.

SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

Using the double materiality assessment (DMA) methodology in line with CSRD requirements, Enento has evaluated the company's significant current or anticipated impacts on people and the environment, as well as material financial risks and opportunities arising from these impacts. Materiality has been determined by impact materiality, financial materiality, or a combination of both, spanning our own operations and its upstream and downstream value chain.

The material impacts identified through the double materiality assessment are categorized according to the relevant ESRS topical standards. These impacts and their interaction with our strategy and business model are summarized here and detailed further in the respective sections of this review: ESRS E1 Climate change, ESRS S1 Own workforce, ESRS S4 Consumers and end-users and ESRS G1 Business conduct. No material financial risks or opportunities were identified during the assessment, but the most important considerations are briefly described in connection with the impacts.

E1 Climate change

Material negative impacts:

- Climate emissions in the entire value chain
- Own energy consumption

Although Enento’s direct greenhouse gas emissions are limited, we have identified climate emissions as a material impact due to our commitment to global climate goals. By prioritizing climate emissions in our reporting, we want to demonstrate accountability and alignment with the increasing regulatory and societal focus on addressing climate-related impacts. Energy consumption was assessed to be a material as part of the emissions reduction actions.

No significant financial risks associated with Enento’s environmental aspects were identified during the process.

S1 Own workforce

Material positive impacts:

- Fair working conditions supported by legislation and collective agreements
- Employee well-being and work-life balance
- Diversity, equality and inclusion
- Training and skills development

Operating in the Nordic countries, Enento benefits from and contributes to a strong tra-

dition of fair and equitable working conditions, supported by robust labor laws and social frameworks. Beyond simply meeting these high regulatory standards, we actively go further to ensure a positive impact on our employees.

We prioritize well-being, diversity, and professional development, fostering an inclusive and supportive work environment. By exceeding regulatory requirements, we demonstrate our commitment to being an exemplary employer, enhancing employee engagement, retention and productivity.

In the assessment of financial risks and opportunities, Enento identified that focusing on employee well-being and engagement could enhance productivity, reduce turnover and improve overall business performance. Engaged employees who remain committed to the organization with a high-performance mindset present an opportunity to drive future success. However, these opportunities did not exceed the materiality threshold in the financial assessment.

S4 Consumers and end-users

Potential negative impact: Possible data breaches.

Enento manages sensitive information on a large number of individuals across the Nordic countries. Even though we employ robust practices to protect the personal data of our

customers and end-users, we recognize that data protection is an ongoing critical process that requires continuous updates and improvements. The potential negative impacts of such a breach could include harm to individuals through misuse of sensitive data.

As our core business relies heavily on the secure management of sensitive data, a failure in data security could result in reputational damage, regulatory fines and loss of client trust. But due to our stringent policies and compliance with data protection laws such as General Data Protection Regulation (GDPR), the likelihood of a serious data breach was considered very low. Therefore, the threshold for financial materiality was not exceeded in the double materiality assessment.

The double materiality assessment also carefully evaluated the focus areas of Enento’s current sustainability strategy, including supporting customers’ sustainability efforts through our ESG services. While the positive impact and business opportunities associated with this topic were recognized, the business volume from these emerging services has not yet reached a material level due to the market’s current immaturity.

G1 Business conduct

Material positive impact: Corporate culture supporting ethical business practices.

Enento is in a business where trust plays a pivotal role, and we serve as a reliable partner with licensed operations that adhere to strict regulations. As a listed company, we meet rigorous requirements, supported by a corporate culture that emphasizes ethical business practices. We continuously update our corporate policies and related documents to maintain high standards.

Ethical behavior and a strong corporate culture positively influence employee and shareholder engagement, reinforcing trust and alignment with organizational values. This culture impacts every employee, shaping how the entire organization operates, and thus, the topic was identified as a positive impact in the double materiality assessment.

Since no financial risks or opportunities surpassed the materiality threshold in the double materiality assessment, no significant effects are anticipated on the financial position, performance, or cash flows in the short, medium, or long term.

All Enento’s identified material impacts, are covered by ESRS Disclosure Requirements and no additional entity-specific disclosures need to be included.

Additional information for negative materiality assessment for ESRS standards E2, E3, E4 and E5

E2 Pollution: Pollution-related topics were assessed as not relevant, as our operations do not cause pollution to air, water or soil. No substances of concern are used in our operations and no microplastics are generated via our operations. Therefore, we have not found it relevant to conduct consultations with affected communities regarding pollution-related issues.

E3 Water and marine resources: Due to the nature of our business, our water consumption is minimal and none of our offices are located in areas of high-water stress. There are no water withdrawals or water discharges from our operations, and we do not extract or use marine resources. Thus, Enento has not conducted consultations with affected communities regarding the water-related issues.

E4 Biodiversity and ecosystems: As a digital service provider, Enento's direct impacts on biodiversity are minor and therefore we have concluded that it is not necessary to implement biodiversity mitigation measures. Due to the same reason, we have not performed a comprehensive assessment of our impacts, risks, dependencies and opportunities at its own site locations and in the upstream and downstream value chain to the extent of the requirements of E4 IRO-1 (17). However,

we have assessed that the primary way for Enento to contribute to maintaining biodiversity is through the reduction of greenhouse gas emissions. These impacts are included in the reporting under ESRS Standard E1.

E5 Circular economy: Enento operates a digital business model with limited resource inflows, primarily involving leased laptops and phones for employees, while IT infrastructure is purchased as a service. Use of office equipment is minimal, and small electronic items are recycled following established guidelines. Recycling for leased equipment is managed by the leasing companies. Most of our invoices are sent in digital format and the amount of printed material is minimal. Due to these reasons, Enento has not screened its assets and actions further or conducted consultations on resource use and circular economy.



ESRS TOPICS TO BE REPORTED

ENVIRONMENT					SOCIAL RESPONSIBILITY				GOOD GOVERNANCE	
E1 Climate change	E2 Pollution	E3 Water and marine resources	E4 Biodiversity and ecosystems	E5 Circular economy	S1 Own workforce	S2 Workers in the value chain	S3 Affected communities	S4 Consumers and end-users	G1 Business conduct	
Climate change adaption	Pollution of air	Water	Direct impact drivers of biodiversity loss	Resources inflows, including resource use	Working conditions	Working conditions	Communities' economic, social and cultural rights	Information-related impacts	Corporate culture	
Climate change mitigation	Pollution of water	Marine resources	Impacts on the state of species	Resource outflows related to products and services	Equal treatment and opportunities for all	Equal treatment and opportunities for all	Communities' civil and political rights	Personal safety of consumers	Protection of whistleblowers	
Energy	Pollution of soil		Impacts on the condition of ecosystems	Waste	Other work-related rights	Other work-related rights	Particular rights of indigenous communities	Social inclusion of consumers	Animal welfare	
	Pollution of living organisms and food resources		Impacts and dependencies on ecosystem services		S1 and S2: Working conditions <ul style="list-style-type: none">Secure employment, working time, adequate wagegsSocial dialogue, freedom of association, collective bargainingWork-life balanceHealth and safety Equal treatment and opportunities for all <ul style="list-style-type: none">Gender equality and equal payTraining and skills developmentEmployment and inclusion of persons with disabilitiesMeasures against violence and harrassment in the workplaceDiversity Other work-related rights <ul style="list-style-type: none">Child labourForced labourAdequate housingPrivacy		S3: Communities' economic, social and cultural rights <ul style="list-style-type: none">Adequate housingAdequate foodWater and sanitationLand-related impactsSecurity-related impacts Communities' civil and political rights <ul style="list-style-type: none">Freedom of expressionFreedom of assemblyImpacts on human rights defenders Particular rights of indigenous communities <ul style="list-style-type: none">Free, prior and informed consentSelf-determinationCultural rights		S4: Consumers' and end-users' information-related impacts <ul style="list-style-type: none">PrivacyFreedom of expressionAccess to (quality) information Personal safety of consumers and end-users <ul style="list-style-type: none">Health and safetySecurity of a pensionProtection of children Social inclusion of consumers and end-users <ul style="list-style-type: none">Non-discriminationAccess to products and servicesResponsible marketing practices	Political engagement and lobbying activites
	Substances of concern and very high concern								Management of relationships with suppliers	
	Microplastics								Corruption and bribery	

Colored boxes represent ESRS topics reported by Enento.

ESRS E1 Climate change

E1-1 Transition plan for climate change mitigation

Enento is committed to addressing climate change and aims to develop a systematic transition plan aligned with the principles of European Sustainability Reporting Standards (ESRS). We have initiated an assessment of our climate impacts and are identifying the necessary actions to support global emission reduction targets and drive effective climate change mitigation actions. This transition plan will outline our approach to mitigating climate change and ensure alignment with our strategy and sustainability objectives.

ESRS 2 GOV-3 Integration of sustainability-related performance in incentive schemes

Remuneration for members of the Board of Directors and senior management does not currently include climate-related considerations.

SBM-3, IRO-1 Material climate-related impacts, risks and opportunities

Enento has analyzed the climate related impacts, risks and opportunities in the context of double materiality assessment. Double materiality assessment is described in detail in ESRS 2.

We have identified climate change mitigation and energy as material sub-topics. Material negative impacts primarily arise from the emissions generated across our value chain and energy consumed by our operations:

- Our emissions are primarily limited to Scope 2 (purchased energy for office operations) and Scope 3 (indirect emissions from purchased goods and services, capital goods, business travel and employee commuting). Our ability to directly influence these emissions is limited, and a certain level of business travel remains necessary. Our offices are strategically located in areas with excellent public transport options, supporting sustainable commuting. To mitigate business travel emissions, we can purchase Sustainable Aviation Fuel (SAF).
- We use energy in our own operations, premises and data service centers. The largest offices, located in Helsinki (headquarters), Stockholm, and Oslo, operate using renewable energy. These main offices are designed to be energy-efficient, with optimized use of space. Our ability to influence energy consumption and sources is limited, as it depends on the energy supply conditions in each location and for some of our office premises on the decisions made by the landlords.

No material positive impacts, risks or opportunities were identified in relation to climate change. Enento analyzed the climate related risks based on the risk probability and severity, time horizon and risk value. We aim to further develop the analysis and conduct a climate scenario analysis to inform identification and assessment of transition risks and physical risks.

E1-2 Policies related to climate change mitigation and adaptation

The work to manage our environmental impact is guided by our Environmental policy, which outlines how environmental aspects should be considered in decision-making. The Environmental policy guides us in our commitment to reduce our emissions for example by promoting sustainable business travel and purchasing of goods and services. The Environmental policy also covers our partners and suppliers. The Executive Management Team has approved the internal Environmental policy.

E1-3 Actions and resources in relation to climate change policies

To support our progress toward our long-term net zero 2030 target, we have identified

the sources and quantities of emissions and determined Enento's carbon footprint. We are committed to continuously managing our climate impact and seeking new ways to reduce emissions.

Using IT equipment in a smarter way

Purchasing new equipment contributes to Enento's emissions. Our IT equipment policy emphasizes environmental requirements, circularity and energy efficiency criteria for future purchases. By prioritizing the reuse, refurbishment and recycling of electronic devices, the IT department has advanced in our efforts to minimize e-waste and contribute to environmental conservation. The policy has also led to the adoption of energy-efficient hardware and software solutions, along with cost savings achieved through bulk shipments. In cooperation with vendors, our IT department focuses on sustainable and ethically sourced hardware materials. We align our operational spending strategies with our sustainability goals. We will continue to monitor our environmental goals and integrate them into our operations during the ongoing consolidation and migration of IT resources and services. Our focus remains on educating managers and employees about efficient IT resource usage as we implement our policy.

Travel policy promoting Sustainable Aviation Fuel

Flights remain a contributing factor to Enento's emissions, along with other sources related to business travel such as taxi, accommodation and business trips by our employees using their private cars.

At the end of 2023, we updated our Travel policy to include a preference for airlines that offer third-party certified Sustainable Aviation Fuel (SAF) tickets. When booking flights for business-critical travel we prioritize airlines that provide SAF tickets and encourage their use whenever possible. SAF is a liquid fuel currently used in commercial aviation which reduces CO₂ emissions by up to 80 percent. Use of SAF is an emerging market trend that requires greater demand to thrive. To support use of SAF, we aim to send a strong message to the aviation industry and supporting the European Green Deal target to increase the share of SAF in aviation fuel.

The policy includes clarified criteria for when travelling with flight is justified. In addition, it encourages our personnel to use public transportation, instead of commuting by car. The Executive Management Team has approved our Travel policy.

Leasing electric cars has reduced emissions

According to our leasing car policy, during 2024 we transitioned to leasing all cars instead

of owning them directly. From 2025 onwards, all company cars are leased. The policy is in line with our commitment to environmental sustainability, emphasizing options with lower environmental impact such as electric cars.

To reduce emissions from employee commuting, we have allowed remote work several days a week. Additionally, our new Helsinki headquarters offer excellent public transport access, and our Stockholm office is also centrally located. Despite our efforts, further emission reduction in this area is more challenging, since we have limited possibilities to impact how our employees commute to work.

Sustainable offices and everyday habits

Our largest offices located in Helsinki (headquarters), Stockholm and Oslo are all using renewable energy. In 2023, we moved our office in Stockholm to the Waterfront Building, a LEED Gold certified and modern, climate energy efficient premises. The climate impact and using space more efficiently were determining factors for us when choosing the new office. In 2024, we moved our office in Helsinki applying the same climate targets. The lessors of both premises monitor electricity consumption, water usage, district heating, cooling (where applicable) and waste management on a quarterly basis.

E1-4 Targets related to climate change mitigation and adaptation

The carbon footprint of our own operations is low. The most significant environmental impacts arise from value chain emissions (Scope 3). Our current strategic target is to reach net zero emissions in 2030, and the aim is to be in line with the Science Based Target initiative (SBTi).

We will make continuous efforts to reduce emissions from our operations. We will also set an overall action plan on how to reach our net zero target and are striving to obtain approval for our target from the Science Based Targets initiative (SBTi). Our net zero target was set as part of the updated Group strategy in July 2023.

To achieve the target, we measure and calculate emissions annually as our primary approach. We are actively developing our own measurement and calculation processes and methods to improve accuracy and ensure comprehensive tracking of emissions. We also closely monitor resource consumption to support these efforts.

E1-5 Energy consumption and mix

Our energy consumption originates from our office operations across the Nordic countries. The main sources of energy use include elec-

tricity for daily operations, district heating for space heating and cooling where applicable. The majority of our electricity consumption is sourced from renewable energy.

Enento's total energy consumption amounted to 679,3 MWh, with renewable sources accounting for 621,2 MWh, representing 91 percent of the total energy consumption. Fossil-based energy accounted for 57,9 MWh, comprising 9 percent of total energy consumption, while 0,2 MWh was derived from nuclear sources.

E1-5 ENERGY CONSUMPTION AND MIX

	2024
Total fossil energy consumption (MWh)	57,9
Share of fossil sources in total energy consumption (%)	9%
Consumption from nuclear sources (MWh)	0,2
Share of consumption from nuclear sources in total energy consumption (%)	0%
Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.) (MWh)	0
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh)	621,2
Consumption of self-generated non-fuel renewable energy (MWh)	0
Total renewable energy consumption (MWh)	621,2
Share of renewable sources in total energy consumption (%)	91%
Total energy consumption (MWh)	679,3

Accounting policies

All energy consumption from Scopes 1 and 2 has been categorized as sourced from fossil, nuclear or renewable sources. Our fuel use in vehicles has been reported as fuel use from fossil sources. Energy consumption figures have been converted from data received in kilometers driven or liters used. Kilometers driven have been converted to liters using average consumption data from specific vehicle manufacturers. Liters used have been converted to energy consumption in MWh using conversion

factors from DEFRA 2024 (net calorific value, without water vapor heat, average petrol or diesel biofuel blend).

Energy use in electric vehicles has been categorized as fossil, nuclear or renewable using Association of Issuing Bodies (AIB) data for the energy residual mix in Finland and Sweden in 2023. Most of our electricity usage was from renewable sources. Data on electricity used was not received from Denmark, and the consumption has been categorized as from fossil

or renewable sources following data from AIB for the energy residual mix in Denmark in 2023.

We used renewable district heating in our Helsinki, Kalmar, Umeå and Stockholm offices. In the Turku office, we used district heat from Turku Energia, which reported producing 87 percent of heating from renewable sources. The share of fossil and renewable heat in our offices in Norway and Denmark were calculated based on Norwegian national averages provided by Norsk Fjernvarme and Danish averages from Dansk Fjernvarme. All cooling was from renewable sources.

E1-6 Gross Scopes 1, 2, 3 and total GHG emissions

The carbon footprint of Enento's operations is low, with total emissions of 2 026,0 tons CO₂e (location-based) and 1 992,8 tons CO₂e (market-based). As a data and analytics company, the majority of our emissions comes from value chain (Scope 3), particularly from purchased goods and services, IT equipment and other capital goods, business travel and employee commuting. We prioritize reducing emissions in these specific areas to minimize our carbon footprint.

Enento's Scope 1 emissions consist solely of mobile combustion related to leased vehicles. These emissions originate from fuel use (petrol and diesel) in leased vehicles operated in Fin-

land and Sweden in 2024. In other countries where Enento operates, the company does not own or lease any vehicles. Total Scope 1 emissions for Enento in 2024 were 14,5 tons CO₂e. Finland's share was 85 percent and Sweden's 15 percent.

Our operations consume energy at office locations. The assessment covers electricity, district heating and cooling where applicable. We do not consume steam in our operations. In 2024, total location-based Scope 2 emissions amounted to 34,8 tons CO₂e, while market-based emissions were 1,6 tons CO₂e. The difference between these figures is due to our significant renewable energy purchases. The majority of market-based emissions originate from heating, with 41 percent in Finland, 33 percent in Norway and 19 percent from electricity and heating in Denmark. The remaining 7 percent originates from electric vehicle use.

Our total Scope 3 emissions were 1 976,7 tons CO₂e in 2024 covering 99,2 percent of the total market-based emissions. Purchased goods and services amounted to 1 687,1 tons CO₂e covering 85 percent of total Scope 3 emissions. Capital goods were 80,1 tons CO₂e covering 4 percent of Scope 3 emissions. IT devices accounted for 58 percent of total capital goods emissions, while purchased furniture (primarily related to the new Helsinki office) contributed the remaining 42 percent.

Other significant Scope 3 emission sources include business travel and employee commuting. In 2024, total emissions from business travel amounted to 76,8 tons CO₂e, with the majority originating from flights. Enento purchased a SAF contribution, reducing total business travel emissions by 21,6 tons CO₂e. Emissions from employee commuting and remote work totaled 102,2 tons CO₂e in 2024, with commuting accounting for 97 percent of the total and remote work for the remaining 3 percent. Of the commuting emissions, 60 percent resulted from car travel.

E1-6 GHG EMISSIONS DISAGGREGATED BY SCOPES 1 AND 2 AND SIGNIFICANT SCOPE 3

	2024	% of total GHG emissions (market-based)
Scope 1 GHG emissions		
Gross Scope 1 GHG emissions (tCO ₂ eq)	14,5	0,7%
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)		
Scope 2 GHG emissions		
Gross location-based Scope 2 GHG emissions (tCO ₂ eq)	34,8	
Gross market-based Scope 2 GHG emissions (tCO ₂ eq)	1,6	0,1%
Significant Scope 3 GHG emissions		
Total Gross indirect (Scope 3) GHG emissions (tCO ₂ eq)	1 976,7	99,2%
1 Purchased goods and services	1 687,1	
2 Capital goods	80,1	
3 Fuel and energy-related activities (not included in Scope 1 Scope 2)	26,2	
5 Waste generated in operations	4,3	
6 Business travelling	76,8	
7 Employee commuting	102,2	
Total GHG emissions		
Total GHG emissions (location-based) (tCO ₂ eq)	2 026,0	
Total GHG emissions (market-based) (tCO ₂ eq)	1 992,8	

E1-6 GHG INTENSITY BASED ON NET SALES

	2024
GHG intensity per net sales	
Total GHG emissions (location-based) per net sales (tCO ₂ eq/EUR million)	13,47
Total GHG emissions (market-based) per net sales (tCO ₂ eq/EUR million)	13,25
Net sales used to calculate GHG intensity, EUR million	150,4

Accounting policies

Enento applies the GHG Protocol (Corporate Accounting and Reporting Standard and the Corporate Value Chain (Scope 3) Accounting and Reporting Standard) in its greenhouse gas (GHG) calculations. We follow the operational control approach. We have measured and disclosed our GHG emissions using the most recent data available from entities within our value chain. The reporting periods applied for emissions data are aligned in length with our own reporting period (calendar year 2024), ensuring consistency.

Enento’s Scope 1, Scope 2 and Scope 3 emissions are measured according to minimum boundaries of GHG Protocol. Whenever feasible, GHG emissions of CO₂, CH₄, N₂O, HFCs, PCFs, SF₆, NF₃ are considered.

Scope 1 emissions include fuel consumption from leased vehicles powered by petrol, diesel, and hybrid engines. The emissions from

electric vehicles as well as the share of electric power in hybrid vehicles have been included as Scope 2 emissions. Emissions are calculated based on vehicle brand, model and fuel type, using either total kilometers driven or total fuel consumption (liters) in 2024. Where full-year data was unavailable, extrapolation was applied to cover 12 months. Emission factors were sourced from SYKE (Suomen ympäristökeskus, Finnish Environment Institute) and DEFRA (2021, 2023, 2024). These factors, expressed in kg CO₂e per kilometer or liter, were selected for their relevance and reliability. While minor inaccuracies may arise from extrapolation, they do not significantly impact the emission results.

Scope 2 emissions arise from office energy consumption, including electricity, district heating, and some cooling. Emissions are calculated based on total energy consumption (kWh or MWh) in 2024. In cases where office buildings report total consumption figures

rather than tenant-specific data, our share is allocated based on floor area usage. Some data has been extrapolated to cover a full year. Emission factors are sourced from supplier-specific data, including Turku Energia, Helen, Kalmar Energi, Entelios, Umeå Energi, Stockholm Exergi, Bixia AB and Fortum. Location-based emission factors are derived from DEFRA (2024), LCA studies for country-specific energy based on IEA data from OneClickLCA 2024, LCA study for country-specific district cooling based on Energiategollisuus (Finnish Energy) and COP factor estimates from OneClickLCA 2017. While minor inaccuracies may arise from extrapolation, they do not significantly affect the overall emission results.

The share of market-based Scope 2 greenhouse gas emissions linked to purchased electricity bundled with guarantees of origin was 99,8 percent, while cooling was 100 percent covered by guarantees of origin.

Scope 3 emissions cover all the other indirect emissions in 15 categories. The included categories are listed in the table E1-6 GHG emissions disaggregated by Scopes 1 and 2 and significant Scope 3. Scope 3 categories excluded from the calculation:

- Upstream transportation and distribution (category 4) – There are no significant transportation or distribution related to our operations.

- Upstream leased assets (category 8) – Our operations do not include any upstream leased assets that are not already included in other categories of the calculation.
- Downstream transportation and distribution (category 9) – There are no significant transportation or distribution related to our operations.
- Processing of sold products (category 10) – Our services do not require processing.
- Use of sold products (category 11) – Excluded due to lack of input data.
- End-of-life treatment of sold products (category 12) – Our services do not contain any end-of-life treatment.
- Downstream leased assets (category 13) – Our operations do not include any downstream leased assets.
- Franchises (category 14) – Our operations do not include franchising activities.
- Investments (category 15) – Our operations do not include significant investments.

Scope 3 emissions are calculated using category-specific data and recognized emission factors. The activity data used in the calculations is obtained from our internal systems. Assumptions have been applied where precise data is unavailable. The emission factors used are primarily sourced from global databases. 30 percent of Scope 3 GHG emissions are calculated using primary data obtained from suppliers or other value chain partners.

- Purchased goods and services (Category 1) emissions are based on vendor spending, using spend-based factors from EPA (2018, 2022, 2023, 2024), DEFRA (2024), EXIOBASE (2021) and Market Economics Limited (2023). Vendor-specific emission data was used where available and when deemed significant.
- Capital goods (Category 2) emissions, covering purchased IT devices and furniture, use supplier-specific data from Apple, Logitech, Samsung, Jabra and HP. If LCA data was included, use phase and end-of-life were removed from emission factors to avoid double-counting. Spend-based factors from EPA (2024) and EXIOBASE (2021) were used.
- Fuel and energy-related activities (Category 3) include electricity, district heat and district cooling well-to-tank (WTT) emissions, transmission and distribution (T&D) losses for electricity, and fuel production (WTT). Emission factor sources used for fuels are DEFRA (2021, 2023, 2024) and SYKE. Energy was calculated using LCA studies for country-specific electricity and district heating generation based on IEA data from OneClickLCA (2024) and country-specific electricity T&D losses from DEFRA (2024).
- Waste generated in operations (Category 5) emissions are based on waste mass data from Helsinki, Stockholm and Oslo offices, using emission factors from

HSY (2019) and SYKE. This data has been extrapolated to cover the Turku, Kalmar, Umeå, and Aarhus offices using averages from the offices where data was available.

- Business travel (Category 6) covers flights, hotel accommodations, private car travel and taxi rides. Flight emissions use DEFRA factors, incorporating purchased SAF certificates. Emission reductions related to SAF were accounted for based on the emission reduction report received for the purchased amount. The corresponding reduction was reflected in the reported flight emissions total. Hotel stays are calculated based on number of nights using the Greenview Hotel Footprinting Tool (2024 v1.1), and car travel emissions are based on kilometers travelled by employees' cars using DEFRA (2024) emission factor. Taxi travel emissions are calculated using spend-based figures (Q4 share extrapolated), with emission factors sourced from Market Economics Limited (2023).
- Employee commuting and remote work (Category 7) emissions are estimated using 195 employee survey responses. Travel emissions use DEFRA (2023, 2024) factors. Remote work emissions are calculated based on electricity use, applying factors from Anthesis Group (2021) and DEFRA (2024) emission factors for electricity.

Emission calculations were conducted by an external service provider and validated by an independent external body, separate from the assurance provider.

E1-7 GHG removals and GHG mitigation projects financed through carbon credits

We have not used carbon credits to compensate for our emissions in 2024.



ESRS S1 Own workforce

ESRS 2 SBM-3 Material impacts, risks and opportunities

In our double materiality assessment, there were several material positive impacts identified regarding our own workforce and thus these are to be reported in our sustainability reporting. No material negative impacts, risks or opportunities related to our own workforce were identified.

The positive impacts related to own workforce are:

- Supporting collective bargaining and agreements
- Supporting work-life balance
- Taking care of employees' occupational health and safety
- Ensuring gender equality and equal pay
- Having an equal opportunity for training and skills development for all employees
- Having comprehensive measures and zero-tolerance against violence and harassment
- Being a diverse workplace
- Offering fair employment terms
- Complying with laws and agreements to ensure fair wages and being transparent about them
- Supporting social dialogue
- Supporting the freedom of association

- Complying with laws and agreements to make sure working time is fair.

The activities that result in the positive impacts mentioned above include activities to foster employees' well-being, offering training and developing leadership skills, in addition to having the statutory structures in place. The activities are described in more detail later in this chapter. All employees in our own workforce are or could be positively affected by these activities.

Throughout the year, Enento maintained an average of 380 full-time employees (FTE). Of these 166 were employed by the companies in Finland, 167 by the Swedish subsidiary, 42 by the Norwegian subsidiary and 5 by the Danish subsidiary. On average, 3 worked in general management, 88 in business areas, 94 in Sales Units, 66 in Marketing, Communications and Customer Operations, 55 in IT and Technology, 44 in Data and Analytics and 30 in Finance, Legal and HR. The number of employees calculated by headcount at the end of the reporting period was 399. All calculations include permanent, fixed-time and part-time employees.

All people in our own workforce who could be materially impacted by Enento are included in the scope of the disclosure under ESRS. We

have not identified any categories of own workforce that may be at greater risk of being negatively affected by the Group's operations. We have not found any significant risks or opportunities that affect specific groups of people within our own workforce.

S1-1 Policies related to own workforce

Enento operates in the Nordic countries, where respect for human rights and equal treatment of people is generally at a very high level. Enento complies with laws and regulations of its operating countries, the Articles of Association, rules and guideline of Nasdaq Helsinki and Corporate Governance Code for listed companies in its administration. Responsibility issues are guided by the Group's Code of Ethics, and furthermore, operations are governed by policies and operating practices approved by the Board of Directors and Executive Management Team. All our policies and operating practices cover all its own workforce. The Code of Ethics, along with key Group-level policies and guidelines, are published online on Enento's webpage. Internal policies and guidelines are published on our intranet.

We follow our values and Code of Ethics in everything we do and following Nordic level policies ensure the fairness of our processes:

Recruitment policy, Remuneration policy, Working Environment policy, Alcohol and Drug policy and Travel policy.

Enento respects human rights in all aspects and there were no violations related to discrimination or other unfair treatment during 2024. We support collective bargaining and agreements, social dialogue and freedom of association. We have not identified any categories of our own workforce, including risk or vulnerable groups, that need any particular attention to our commitment to human rights or of which the right to freedom of association and collective bargaining may be at risk.

Enento operates in the Nordic countries, where respect for human rights and equal treatment of people is upheld by stringent laws and regulations. Additionally, our Code of Ethics explicitly states that suppliers and employees must respect the protection of internationally proclaimed human rights and ensure they are not complicit in human rights abuses. We do not tolerate any form of discrimination in the workplace, and we are committed to eliminating and combating all forms of forced or compulsory labor, as well as any involvement with child labor or slavery.

Code of Ethics

Our suppliers and employees should respect the protection of internationally proclaimed human rights as defined by the UN Guiding Principles on Business and Human Rights and the UN Global Compact.

Our Code of Ethics states a position of ethics for business and for employer and employees. Enento and all those employed by Enento shall comply with the laws, rules and ethically acceptable practices.

The Code of Ethics states a position of ethics for employer and employees:

1. Prohibition of discrimination, requirement for equality
2. Knowledge sharing, openness, transparency
3. Responsibility and obligations
4. Protection of rights and property
5. Participation in social media.

We provide an anonymous whistleblowing service maintained by a third party to all our employees through our intranet. The purpose is to encourage employees to report suspicions of misconduct or any actions not in line with our ethics guidelines expressed in our Code of Ethics.

Human resources policies

Our HR policies (e.g. Recruitment policy, Work Environment policy, Alcohol and Drug policy and Remuneration policy), approved by the Executive Management Team, outline the principles and company rules for all employees and consultants. These principles clarify and harmonize the management process and describe how to maintain and develop a good employer brand.

In our DEIB (Diversity, Equity, Inclusion and Belonging) guideline the starting point is that everyone should be ensured equal value regardless of gender, gender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age. The guideline is updated yearly and available to all our employees via our intranet. It's also part of our onboarding process for the new employees.

We believe that different backgrounds and experiences are a strength and contribute to both cooperation and informed decisions in our business. We think that an equal workplace is an attractive workplace and a competitive advantage. We measure and follow up DEIB matters in our bi-weekly pulse surveys. DEIB was also an important part of our We Lead Emotional Agency leadership program. We continuously conduct internal workshops and presentations to emphasize various aspects of fostering an inclusive workplace.

In our recruitments, we follow the communicated non-discriminatory and transparent recruitment policy and process.

Excellent onboarding of a new employee is very important at Enento. Everyone has an individual onboarding plan linked to their role as well as a nominated Buddy, who will help the new employee integrate to the culture during the first months. Onboarding is important for learning, for creating the right culture as well as for giving the employee an opportunity to succeed in their new role.

We believe that well-being is a truly important part of a healthy company culture. We care and dare being one of our values. Our approach to well-being is holistic, covering individual wellness, both social, mental and physical, as well as leadership, team collaboration and organizational culture. We also have a Workplace Safety Policy in place which outlines the principles of workplace accident prevention in our organization.

We have Work Environment Committees that meet regularly to address workplace conditions and initiatives. In addition, we operate under a Nordic Work Environment policy, complemented by localized policies for each country that aim to prevent illness at work. To support employee well-being, we also partner with occupational health care providers.

Enento also has a hybrid working policy where it combines the advantages of working both at the office and remotely.

Learning and development – creating a place where we grow together

We grow together is one of our values and we are committed to ongoing focus on learning, development and creating growth opportunities for its employees. Learning and development within Enento means learning while working, through various training initiatives as well as learning from each other.

In our Enento Academy learning platform, we offer digital education on strategic topics such as our services, information security, sustainability, GDPR and compliance to all employees. Our learning platform plays an important role in supporting Enento in becoming increasingly agile and in giving all our employees the opportunity to grow and learn with an individualized approach.

During 2024, we organized a wide range of learning and growth opportunities for our employees. These included the Emotional Agency Program, which was open to everyone, and the Enento Academy learning platform offering many new modules to support professional development. Employees could also participate in an external mentoring program to enhance their skills and gain valuable insights.

To support skill enhancement, we provided online and verbal English training, AI training opportunities, and team development sessions with WorkPlace Big Five Profile. For well-being, we hosted Auntie well-being webinars and celebrated Empowered People month, focusing on holistic well-being and employee support.

Engagement initiatives, such as, the Focus Tiger (mental and brain health) program pilot, Knowledge & Inspiration sessions, and Voice of the Customer event encouraged collaboration and continuous learning. Additionally, employees had access to the Nordic Business Forum live broadcast and stream recordings afterwards, providing opportunities to gain business insights and expand their professional networks.

In 2025, we will expand our course offerings and learning paths to align with the needs identified to support our business strategy. Additionally, we will offer e-learning on data security, utilizing a nano-learning approach in collaboration with an external partner. Nano-learning delivers information in short, focused segments, optimizing the learning process by presenting material in easily digestible increments. In 2024, we also introduced specialized training for our managers on data privacy and security.

One of the best ways to learn is to learn from each other. For several years, we have arranged internal sharing and learning sessions called Knowledge and Inspiration. In these sessions, facilitated by our internal experts and organized one to four times per month outside holiday seasons in 2024, we covered topics connected to our strategic themes and activities, solutions and functions. In addition, we arranged a three-day Voice of the Customer event in September and an Empowered People month in November.

In 2024, we continued to participate in a network mentoring program together with a range of other technology companies. We had six participants in the 2024 program. Mentoring is a great option for both professional and personal development, and a great way to share knowledge and experience between companies. Participating in the program is voluntary for all employees and one can either participate as a mentor or mentee.

Career development and internal mobility are crucial for a well-functioning learning organization. In our recruitment, we aim to promote internal candidates when possible. Our employee survey has shown that internal movements are a great retention driver, as our employees appreciate the opportunity to stay in the company while developing their skills and knowledge in a new role. In 2024, almost a third of our permanent position recruitments

were filled internally. This was a bit lower percentage compared to 2023, but our goal for 2025 is to maintain or increase the level of internal opportunities.

S1-2 Processes for engaging with own workforce and workers' representatives about impacts

Enento is a company depending on a highly skilled workforce with special expertise in certain areas. To grow and develop, we need to recruit and maintain people with the right skills and competencies.

We are in dialogue with our employees through regular people surveys and feedback tools, internal communication meetings and forums, regular dialogue and Grow Talk process between employees and managers.

We conduct bi-weekly pulse surveys and discuss the main topics in the leadership team at least quarterly. They are also part of the Staff meeting info, in a quarterly basis. If urgent issues arise, they are addressed immediately.

Our executive management team is ultimately responsible for creating the conditions necessary to foster employee engagement. At the operational level, this responsibility lies with each team manager within their respective teams, supported by the human resources team.

Employee Experience – friendliness is a core strength in our culture

At Enento, we believe in having a friendly culture that is built on trust and psychological safety. We want our staff members to feel included and respected throughout their employee lifecycle. This is also according to our values We build trust and We care and dare. We measure trust and psychological safety in our bi-weekly employee pulse survey.

We promote a culture that is open-minded, values diversity and has zero tolerance for discrimination and bullying. To us, a friendly culture means psychological safety, which is scientifically shown to be equally important in enhancing creativity and productivity as good compensation models and other benefits offered. In the fall 2023, we introduced psychological safety as a new monitored index in our pulse survey. The index has been at a very good level. We have also conducted two sessions where we have discussed psychological safety, what it is and what it is not and how everyone is impacting it. At Enento, everyone should feel encouraged to be themselves, not hesitate to challenge established perceptions and be able to take on and drive initiatives to execute on our strategy. The first-year index results have increased from 7,9 to 8,1 being two points above the benchmark.

Excellent onboarding of a new employee is very important to us at Enento. Everyone has

an individual onboarding plan linked to their role as well as a nominated Buddy, who will help the new employee during the first months. Onboarding is important for learning, creating the right culture and giving new employees an opportunity to succeed in their new roles. During 2024, we hosted one onboarding day that received very good feedback from the participants who felt that the event provided them with good information, for example about our business strategy and priorities, and insights into our culture and values.

In 2024, the Grow Talk continued, providing a framework for ongoing conversations between managers and employees aimed at fostering professional growth and team success. The process began with an annual personal target-setting discussion in the first quarter, followed by regular check-ins throughout the year to assess progress and provide support. These discussions were designed to build commitment, clarify each employee's role in achieving shared goals, and ensure well-being and opportunities for development in their work. Additionally, formal evaluation discussions were held twice a year to review progress.

Employee Engagement

We take listening to employees seriously. The quality of leadership, trust, friendly work environment, clear work objectives and competence development are the key factors

influencing employees' engagement to work and well-being at work. To understand our employees' engagement levels, we conduct bi-weekly anonymous pulse surveys that are sent to all employees. The surveys help us to measure topics and elements of our company culture, including for example trust, meaningfulness of work, personal development, job satisfaction, leadership, work situation and team spirit. Measuring the pulse helps us in receiving real time insights about the engagement, and to better understand what actions need to be taken on different levels. If urgent issues arise, they are addressed immediately. Pulse surveys are giving our teams and the entire organization good insights on how to develop our culture and ways of working in the future. The average response rate has been high. Around 88 percent of employees responded to the survey in 2024, making the survey results reliable in representing employee engagement.

To build collaboration, team spirit and One Enento culture, we believe that it is important to meet and have fun together. Our Nordic Activity Group, formed in 2018, is a voluntary team composed of individuals from various countries and departments. The group plans and organizes informal activities, including after-work events at the office. To acknowledge exemplary collaboration, we have implemented a program called You Rock, where employees can nominate their col-

leagues for recognition and a small gift. Additionally, we host annually Enento Awards to honor colleagues for outstanding achievements and in value related behavior categories such as growth mindset, team collaboration and exceptional leadership.

S1-3 Processes to remediate negative impacts and channels for own workforce to raise concerns

Enento complies with laws and collective agreements, offering terms that exceed these requirements. At Enento, everyone is treated equally, and we secure employment through legislation and very often do more than law requires for instance in potential redundancies and vacation days for new hires. These measures benefit our whole personnel.

We have various channels through which we are in dialogue with our employees: Regular people surveys and feedback tools, internal communication meetings and forums, regular dialogue and Grow Talk process between employees and managers.

Work councils and social dialogue with unions and employee representatives are in place, and we follow local legislation. Our social dialogue is ensured by trust, good cooperation and going beyond basic requirements.

In addition, our practices against violence and harassment in the workplace are in place and at a high level. Our bi-weekly pulse survey anonymously measures harassment and violence cases. Employees can also discuss issues with HR anonymously through the survey tool.

Our employees are actively encouraged, and managers are required to foster a culture to openly raise any concerns they might encounter in their work as our company embraces a "speak up" culture. All employees may report violations of the Code of Ethics, or any other misconduct, to their superior or the superior of their superior. It is the responsibility of all our superiors to give advice on the proper procedure in case of violations. These processes are communicated to the employees on an annual basis and employees' awareness and trust on these processes is assessed through our pulse survey which entails a specific question related to this topic. We will ensure that there will be no adverse work-related consequences for any employee making complaints about violations of the Code of Ethics.

Enento has also a whistleblowing channel to enable its employees to report any suspected violations anonymously. The purpose is to encourage employees to report suspicions of misconduct or any actions not in line with our ethics guidelines expressed in its Code of Ethics. Enento strives to achieve transparency and a high level of business ethics. For Enento,

employees are the most important source of insight for revealing possible misconduct that needs to be addressed. Our whistleblowing service offers a possibility to alert the company/organization about suspicions of misconduct in confidence. It is an important tool for reducing risks and maintaining trust in our operations by enabling Enento to detect and act on possible misconduct at an early stage. Our anonymous whistleblowing service is maintained by a third party, and it is available to all employees through our intranet. There were no suspected violations of human rights or violations related to discrimination or other unfair treatment of employees observed in 2024.

The Board of Directors is responsible for decision making and overseeing the management of the company's impacts of abovementioned concerns. In 2024, the Audit Committee of the Enento Board of Directors is responsible to immediately review and act on whistleblowing reports, such as reports that relate to harassment, threat to physical security or criminal activity. The Audit Committee reviews annually the company's arrangements for its employees to raise concerns about possible wrongdoing in financial reporting or other matters.

S1-4 Key actions

Enento's success depends on its management and other professional personnel as well as its ability to recruit competent personnel and develop, train and retain them. Our inability to retain or recruit new employees may have a material harmful effect on the Enento Group.

In information work, the most significant health hazards consist of inadequate work ergonomics and stress caused by work pressure. A good working atmosphere and high-quality leadership, as well as early intervention in problem areas, prevent the need for sick leave. This has been one of our key focus areas during 2024 by educating managers on early care as well as raising awareness on these topics and giving tools to cope with them for all employees.

In 2022, we revised our People strategy with the focus on three areas: Learning and Development, Employee Experience and Empowering Leadership. In 2024, we continued as per our strategy with the three focus areas: Learning and Development, Employee Experience and Empowering Leadership. The main actions in these topics were: Starting the Emotional Agency program for all employees, building the Job Framework and Grading system for all roles, renewing recruitment and assessment tools to better support resourcing processes, having Empowered People month to enhance

wellbeing and growth mindset in the organization, and supporting teams in their work through WorkPlace Big Five Profile (a personality assessment tool) and pulse survey tools.

Well-being

Well-being is truly important to a healthy company culture. Focusing on employee well-being, engagement and satisfaction increases our productivity and reduces turnover, improving overall business performance. Thus, our approach to it is holistic, covering individual wellness, both mental and physical, as well as leadership, team collaboration and organizational culture. Forms of support are easily available for all employees.

Our sick leave rates are below the industry benchmark in all countries (the calculation methods in different countries vary). Our largest risks are stress and burnout-related matters. We pay special attention to these topics. We collaborate and meet with our occupational health care providers regularly to monitor any early signs. We have also set alarm measures for individual sick leaves and have a process how to mitigate with those.

During the year we continued to promote the health and well-being of our staff with meeting free Wednesday mornings and a weekly health-hour, which is an hour per week to spend on any health improving activity of the employee's own choice. We continued with

successful programs from 2023 and introduced new initiatives. The Emotional Agency program that started in 2023 with our leaders was offered for all our employees. We continued team development workshops using the personality profiling tool WorkPlace Big Five Profile reaching more employees with a workshop waiting list for next year. Our popular morning meditation and mindfulness sessions continued as well.

During November, we organized Empowered People month, focusing on holistic wellbeing. The event covered various aspects, including the importance of sleep, the significance of our social work environment, and psychological safety. We also explored ways to work smarter and multitask less. Additionally, we offered mindfulness and yoga sessions to promote mental and physical health. This initiative aimed to enhance overall employee wellbeing and foster a supportive work culture.

We are working in an environment where having a high workload can occasionally cause issues in balancing work and personal life. We are continuously monitoring the workload and stress related topics in our pulse survey and take early action if needed. We have also educated our managers during 2024 for the early care and early prevention topics.

Work life balance and stress management are important parts of our well-being at work. All managers follow and are educated in a process focusing on early care of any team members that show signs of stress or of having well-being problems. We focus on creating psychological safety in a team to talk about any stress related matters openly, as well as the importance of recovery and clarity of work priorities.

One way to promote well-being of our employees is to offer a flexible hybrid working environment. According to our employees, work-life balance is one of the key topics to manage and minimize stress. Enento has a hybrid working policy where we combine the advantages of working both at the office and remotely. In 2024, we moved to new premises in Helsinki. The new office is situated centrally and is designed in a way to enhance collaboration as well as give room for focused work. Our policy for hybrid work requires us to work at least two days a week at the office. Each team is empowered to decide which days those are, based on the nature of tasks and needs from any project or customer.

Since 2021, we have offered all employees a proactive mental well-being service called Auntie. This is a digital low threshold service that supports our employees' mental health. Employees can have five sessions per year with healthcare professionals and get tools, for

example in stress management. No individual information about the use of the Auntie service is provided to HR or supervisors. However, based on feedback, we know that the service is widely used and well-liked with an overall rating of 9,3 out of 10. In addition, everyone who had used the service would recommend it to others.

Enento offers broad occupational healthcare in Finland, providing extensive health services for all employees. In Sweden and Norway, the system is more focused on preventive services and ensuring a safe work environment, with a greater reliance on public healthcare. However, Enento supplements this by providing access to more extensive healthcare services. Regardless of location, all employees adhere to the same safety regulations while working on Enento premises.

In cases when an employee needs extra help regarding health issues, sometimes meaning a longer absence, we have a structured process, and good services offered with local healthcare providers. These situations are handled together with the manager, HR and an occupational health care partner.

The focus on well-being will continue in 2025 with different topics highlighted throughout the year based on the feedback from the pulse survey for example. We will also continue to talk about recovery, collaboration and psy-

chological safety. The Emotional Agency training for all employees will continue with the aim of having all employees having gone through it by the end of year 2025.

Suomen Asiakastieto has received the Mieli ry Award for Mental Health Friendly organization.

Empowering leadership – a key driver for growth and well-being

At Enento, we believe that leadership excellence is a key driver for the growth and well-being of our employees. We emphasize a coaching leadership culture with trust and empowerment, as well as regular feedback. Leaders have an impact on the team collaboration, and ultimately both the individual's and team's success. In our employee survey, we see that excellent leadership is important to the general engagement of our employees.

In 2023, Enento invested in a We Lead Emotional Agency leadership program giving our leaders better skills and competencies to succeed in their leadership role. These topics were also on the agenda during 2024 in the monthly HR meetings for our managers. During these one-hour meetings, we educate our managers and leaders on the people related topics and processes as well as give them a forum to talk about any matters they feel important or relevant. We have specifically focused on such topics as psychological safety, building trust, building learning and growth mindset,

addressing challenging situations and performance, setting targets and giving feedback.

Continuous focus on developing our leaders can be seen in the results of our pulse survey leadership index, which is very high and clearly above benchmark data (8,3, above the benchmark 7,9). The index measures, for example if the manager provides regular feedback, has clear expectations of the employee and is available to give support when needed. It also measures the level of trust and collaboration between the manager and the employee.

All in all, the program and focus on developing our leaders have so far provided very good results in terms of managers improving their leadership competencies and strengthening diversity and inclusion in our culture. The same program has been offered to all our employees during 2024 to build an even better emotional climate and culture at Enento. This will continue in 2025.

S1-5 Targets related to own workforce

Our sustainability strategy and targets for 2024 have been set in alignment with the new Group strategy for 2024– 2026.

Key to our workforce focus are the objectives of fostering an empowering and sustainable workplace. This includes advancing diversity, equity, and inclusion; enhancing well-being

and psychological safety; and promoting a culture rooted in trust, growth, and empowerment, in alignment with our values: We build trust, We grow together, We care and dare.

The primary measurable, outcome-oriented target guiding our workforce strategy is the Employee Engagement Index, which reflects critical areas of employee experience, leadership, and workplace culture. This target addresses our commitment to reducing negative impacts, advancing positive outcomes, and managing material workforce risks and opportunities. The target applies to all employees across Enento.

The Employee Engagement Index provides a comprehensive measure of workforce well-being, inclusion, and satisfaction. It captures performance across several key areas: leadership, personal development, self-leadership and person-job fit; diversity, equity and inclusion (DEI); participation, and autonomy, meaningfulness and commitment, work situation and trust and psychological safety.

Pulse survey is used as the employee engagement measurement tool. It aggregates employee feedback across the focus areas into a total index score. Target is set annually, and the target is to always reach at least the benchmark level in employee engagement. The base year is 2022 when pulse survey as a measurement tool was introduced in Enento.

Sustainability outcomes are reviewed with the entire personnel throughout the year, while matters specifically related to employees are discussed in greater detail with union and employee representatives.

Key figures and targets for 2024

In 2024, our target for the Engagement Index was 7,7, and we successfully achieved this with an average score of 7,8. For 2025, we have set the same target of 7,7.

S1-6 Characteristics of the undertaking's employees

At the end of the financial year, Enento had a total of 399 employees. During the reporting period a total of 37 permanent employments ended due to their own resignation. The voluntary turnover rate was around 9 percent, a decrease from previous years. This reduction highlights the success of our various initiatives aimed at retaining employees.

EMPLOYEE HEADCOUNT BY GENDER, 31.12.2024

Gender	Number of employees (headcount)
Male	211
Female	188
Other	0
Not reported	0
Total employees	399

EMPLOYEE HEADCOUNT BY COUNTRY, 31.12.2024

Country	Number of employees (headcount)
Finland	176
Sweden	179
Norway	40
Denmark	4
Total employees	399

EMPLOYEES' HEADCOUNT BY CONTRACT TYPE, BROKEN DOWN BY GENDER

31.12.2024	Male	Female	Other	Not reported	Total
Number of employees	211	188	0	0	399
Number of permanent employees	208	174	0	0	382
Number of temporary employees	3	14	0	0	17
Number of non-guaranteed hours employees	3	11	0	0	14
Number of full-time employees	206	173	0	0	379
Number of part-time employees	2	4	0	0	6

EMPLOYEES' HEADCOUNT BY CONTRACT TYPE, BROKEN DOWN BY COUNTRY

31.12.2024	Finland	Sweden	Norway	Denmark	Total
Number of employees	176	179	40	4	399
Number of permanent employees	168	170	40	4	382
Number of temporary employees	8	9	0	0	17
Number of non-guaranteed hours employees	5	9	0	0	14
Number of full-time employees	166	169	40	4	379
Number of part-time employees	5	1	0	0	6

Our employee headcount data, as of December 31, 2024, is sourced from the HR master data system. It includes all active employees: permanent, temporary (i.e. fixed-term), full-time, part-time and hourly workers. Each individual is counted as one in the headcount. Employee headcounts are used when employee counts are broken down to smaller sub-groups.

Full-time equivalent (FTE) figures are calculated using data from the finance forecasting system. FTEs are determined by aggregating employee working hours to 100 percent. For instance, two employees working 50 percent each are reported as one FTE (when in headcounts they would be two). The FTE figures offer an approximate view, considering active working time and extended absences but excluding shorter absences, temporary work adjustments or overtime. The reported FTEs represent the average of monthly actual FTEs recorded from January to December 2024.

Voluntary turnover focuses on permanent employees only. It is calculated by comparing the number of own resignations during the year to the permanent employee headcount on January 1, 2024. This metric shows the percentage of permanent employees who left the organization over the year due to voluntary resignation.

S1-8 Collective bargaining coverage and social dialogue

Around 97 percent of our employees were covered by collective bargaining agreements. Sweden has two collective agreements and Finland one. Collective agreements cover all employees in the Enento Group, except those in Denmark and members of the top management. Although top management is excluded from their local collective agreements, they generally follow the terms outlined in the local collective agreement.

The employee representative represents every employee in Finland. In Sweden, the different unions have their own representatives. Non-union members are represented in the same way and with same rights (e.g. during change negotiations).

S1-9 Diversity metrics

GENDER DISTRIBUTION AT TOP MANAGEMENT LEVEL 2024

	Male		Female		Other		Not reported	
	Headcount	%	Headcount	%	Headcount	%	Headcount	%
Board of Directors	4	57	3	43	0	0	0	0
Executive Management Team	5	56	4	44	0	0	0	0
Total	9	56	7	44	0	0	0	0

AGE DISTRIBUTION OF EMPLOYEES

	Headcount	%
under 30 years	35	9
30 – 50 years	239	60
over 50 years	125	31

S1-10 Adequate salaries

Enento complies with laws and agreements to ensure fair salaries. Adequate salaries are regulated by legislation and collective agreements. Enento pays salaries above collective agreement minimums. Salary grading is 101 percent compared to the benchmark median. Grading was done in 2024 and provides a salary benchmark for all Enento positions. An individual's salary can be corrected immediately. Pay Transparency Directive will be introduced gradually in Enento in 2025, earlier than required.

S1-11 Social protection

Our whole personnel is covered by social protection. The Group complies with laws and collective agreements and the company's terms go beyond them.

S1-13 Training and skills development metrics

TRAINING AND REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS FOR OWN EMPLOYEES

		Male	Female	Other	Not reported	Total
Employees that participated in regular performance and career development reviews	%	100	100	N/A	N/A	100

S1-14 – Health and safety metrics

All our employees in Finland, Sweden, and Norway are covered by occupational health services. The level of the healthcare differs a bit by country due to different legal requirements and recognized standards.

Enento has no dangerous job descriptions and potential accidents are found to be very minor. Sickness absences are at a very low level. Enento has had only four work-related long-term sick leaves during 2024. Our sick

leave rates are below the industry benchmark in all countries, although the calculation methods in different countries vary.

There were no fatalities in own workforce or of other workers working on the Group's sites because of work-related injuries and work-related ill health. There were also no recordable work-related accidents for own workforce and rate of recordable work-related accidents for own workforce was 0 percent. There were also no cases of recordable work-related ill health of employees. Number of days lost to work-re-

lated injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health related to employees was 0.

S1-15 Work-life balance metrics

All employees are entitled to statutory family leave. In 2024, 16 percent of employees utilized family leave. While slightly more females (17 percent) took family leave compared to males (14 percent), the difference between the two groups was relatively small. This can be seen quite common in the Nordic countries.

EMPLOYEES THAT TOOK FAMILY-RELATED LEAVE

	Male	Female	Other	Not reported	Total
%	14	17	0	0	16

S1-16 Remuneration metrics (pay gap and total remuneration)

An analysis of remuneration metrics reveals key insights into gender pay equity and total remuneration distribution. After converting all salaries to euros and excluding hourly wages and commission-based pay models, the average salary of female employees is lower than that of male employees. This gap, which includes the Executive Management Team (EMT), highlights the need for further investigation to understand its root causes. Where discrepancies are found to lack clear and justifiable explanations, corrective measures will be taken to ensure fair and equitable pay practices.

During the autumn 2024, we implemented a new Enento Job Framework model. All roles in our organization are graded systematically and are now comparable inside the company. Preliminary analysis shows that gender pay gaps persist within various grades, with differences in the size of the gap depending on the grade. These observations will be explored further in 2025 to understand the different causes and address any inequities effectively.

The ratio of annual total remuneration (comparing the highest-paid individual's remuneration to the median of all other employees converting salaries to euros, excluding the highest-paid individual, hourly wages and

commission-based salaries) is currently 5,8. This means that the highest-paid individual earns 5,8 times the median salary of the company's workforce. These findings provide a clear understanding of current remuneration patterns and inform ongoing efforts to foster equitable compensation practices across all levels of the organization.

S1-17 Incidents, complaints and severe human rights impacts

There were no suspected violations of human rights or violations related to discrimination or other unfair treatment of employees observed in 2024. There were also no complaints filed to National Contact Points for OECD Multinational Enterprises. As there were no incidents of discrimination, including harassment and complaints, Enento has not paid fines, penalties and compensation for damages because of such incidents.

There were also no severe human rights issues and incidents connected to own workforce, and therefore Enento has not paid fines, penalties and compensation for damages because of such incidents.



ESRS S4 Consumers and end-users/Data protection, privacy and security

ESRS 2 SBM-3 Material impacts, risks and opportunities

In our double materiality assessment, consumer and end-user data privacy and information security was identified as a material topic to be reported in our sustainability reporting from having potential negative impact on consumers and end-users. The negative impact related to consumer and end-user data privacy and information security would occur if consumer data would be mishandled or a data breach would occur.

Our customers are large companies within finance and banking, wholesale, retail sector, utilities and small and medium-sized companies and consumers. We have around 450 000 consumer customers and around 74 000 corporate customers. Customers are described in more detail under ESRS 2 SBM-1. All consumers and/or end-users who could be materially impacted by Enento are included in the scope of the disclosure under ESRS 2.

We always strive to stay one step ahead in securing the integrity and information of our customers, their customers and the end-users. We strive to ensure the confidentiality, availability, and integrity of information, which is critical for our business to continue operations and achieve our goals.

Information security is ensured through the implementation of robust technical systems and processes designed to protect data confidentiality, integrity, and availability. These measures include access controls, encryption, firewalls and intrusion detection systems, regular updates and patching, data backup and recovery and security monitoring.

The trust of our customers and society is critically important to us and we want to make sure our ways of processing Personal Data ensure the safety of data. Processing Personal Data according to the legislation ensures not only that we comply with the law, but we also reduce the risk to the Personal Data we process.

We have not identified any categories of consumers and end-users that may be at greater risk of harm by our operations and/or products. None of our identified material risks or opportunities arising from impacts and dependencies on consumers and end-users relate to specific groups of people.

S4-1 Policies

Ensuring information security and data protection requires an organization and processes that support a purposeful and system-

atic approach to these topics. The work on information security is governed by our internal Information Security policy and guidelines and work on data protection is governed by internal Data Protection policies and guidelines. All the partners must also conform to the laws and agreements. Furthermore, the confidentiality obligation is included in the employment agreement.

Our policies and guidelines cover all consumers and/or end-users. We have not identified any specific category of consumers and/or end-users, including risk or vulnerable groups, that need any particular attention in relation to information security and data protection.

To provide high-quality services and act reliably also includes ensuring information security and protection of personal data. Thus, it is important for us also to see that the confidential data obtained from the clients and concerning the clients stay confidential. We require from our clients that privacy and data protection are taken into account in the use of our data. In client contracts, our clients undertake to follow data protection requirements. We work continuously to make sure that the data are used according to good data processing practices by technical solutions in our systems, by instructions directed to the users,

and by other respective ways. Enento actively follows the processing of its data and if it discovers use in contrary to the contract, it shall immediately intervene.

The right to protection of personal data is enshrined in article 8 of the Charter of Fundamental Rights of the EU and we at Enento aim to do our best to protect personal data. Enento ensures data protection and personal integrity through its policies including the General Data Protection policy and Data Protection Governance policy. The collection, use, retention, safeguarding, and disclosure of personal data is explained in these internal policies and supplementary guidance such as instructions is available to all employees. Processing personal data according to the legislation ensures not only that Enento complies with the law but also reduces the risk to the personal data the Group processes.

Several of the policies governing our sustainability work can be found on Enento's website at www.enento.com, apart from the General Data Protection policy, Data Protection Governance policy, IT equipment policy, Information security policy, Travel policy and Recruitment policy, since these contain detailed information that the Enento does not find relevant to external stakeholders. Our approach

to privacy and data protection is however described on our website. The Code of Ethics, along with key Group-level guidelines, are published online on Enento website. Internal policies and guidelines are published on our intranet. Suspended misconducts of the Code of Ethics and Suppliers Code of Conduct can be reported by our employees, customers and suppliers via a whistleblowing channel, also anonymously.

The Code of Ethics

Our suppliers and employees should respect the protection of internationally proclaimed human rights as defined by the UN Guiding Principles on Business and Human Rights and the UN Global Compact.

Our Code of Ethics states a position of ethics for business and for employer and employees. Enento, and all those employed by Enento, shall comply with the laws, rules, and ethically acceptable practices.

At Enento, clients and data subjects are treated impartially and objectively. Enento and its personnel understand that the requirement for objective treatment in the keeping of registers is based on law. Assessments concerning companies or individuals have to be based on investigated evidence. Our personnel does not let feedback or unpleasant tone of contact affect their duties.

An employee shall not participate in consideration of a matter in which he/she has a conflict of interest or even a perceived possibility to a conflict of interest between his/her personal interests and professional relationship with respect to Enento.

Information security and respecting of privacy are essential issues in our activities and we operate in business of trust. We process information diligently in a manner required by law and ensures the protection of privacy in the processing of personal data. Enento acts openly but preserves confidentiality. It does not tell or disclose confidential data to parties who are not entitled to it. Our employees shall comply with our information security related guidelines and policies. The employment contracts contain a provision on the secrecy obligation.

Enento is always taking responsibility in its service production processes. Our risk management includes setting high standards for our suppliers and third-party deliveries of data from a quality, information security, data protection and from an ethical perspective as well as in accordance with external legislation and requirements. All partners are covered in our Code of Ethics, and in 2023 Enento launched a Code of Ethics for Suppliers with supplier specific requirements. Our high standards of quality, information security, data protection and ethics include all our suppliers and third-party

deliveries of data. The selection criteria are based on our Procurement Checklist and codified in our yearly updated Procurement policy. This states that all procurement activities shall be conducted in such a way that we meet our ethical, environmental and social sustainability standards across the entire supply chain.

We require that all our suppliers and subcontractors respect human rights, and that they are committed to following our Suppliers Code of Conduct and sign it when entering cooperation with us. Therefore, we work closely with all partners of our value chain and evaluate all new partners from a due diligence and a risk perspective in line with our own values and Code of Ethics. In 2024, there were no confirmed incidents of corruption.

The suppliers are selected from our needs. When the needs occur, we launch competitive RFPs based upon selection criteria specific for that need. The criteria are listed in our Procurement Checklist and codified in our yearly updated Procurement policy. To all new contracts we attach the Suppliers Code of Conduct.

Information Security policy

Our Information Security policy outlines the Board's requirements and supports the work of information security within Enento. Information Security encompasses the measures and actions taken to ensure the confidenti-

ality, availability and integrity of information. Our approach to information security is risk-based, with protective measures always corresponding to the value of the information assets. Enento performs information classification to ascertain the value of information. Inadequate information security can result in information leakage, which can negatively impact the business and significantly weaken the trust of our partners and employees.

In the event of any risk of an incident, our top priority is always to maintain the security of our customers' data. We strive to be as transparent and proactive as possible in our communication and dialogues.

The Board of Directors receives quarterly updates on the status of information security work and risk mitigation. In accordance with ISO/IEC 27001, the report provided to the Board of Directors outlines the status of the Information Security Management System. This system includes incidents that have significantly impacted the business and the results of relevant and completed activities, assessments, and audits. Two times a year the Audit Committee receives a presentation of the information security work.

The CEO holds overall responsibility for security within the Enento Group and is accountable for ensuring that the security function has adequate resources to develop and maintain

a pertinent security framework. The Head of Security is responsible for developing and maintaining a relevant security framework. This includes security guidelines, a security awareness program and pertinent reporting on the implementation and compliance with security guidelines.

General Data Protection policy and Data Protection Governance policy

Enento processes personal data according to General Data Protection Regulation (GDPR) and other relevant legislation including the local data protection legislation introduced by the countries we operate in. We respect the data processing principles confirmed in GDPR and process personal data securely using different technical and organizational measures to ensure a level of security appropriate to the risk. We have two data protection policies in place, (General Data Protection policy and Data Protection Governance policy) and several instructions and guidelines to supplement them. The General Data Protection policy focuses on the legal requirements established by the General Data Protection Regulation and presents the basics of Data Protection e.g., the definition of personal data, legal basis for processing, data subject rights and data processing principles. Data Protection Governance policy explains the governance structure to support Enento with its efforts of compliance with its obligations under the GDPR and other Data Protection

regulation. All our data protection policies and the supplementary instructions and guidelines are reviewed on a yearly basis.

We have named a DPO (Data Protection Officer). DPO is supported by group of Data Protection Managers located in all our countries and companies. We assess the processing activities causing high risk to the rights and freedoms of individuals by performing Data Protection Impact Assessments and update our Records of Processing Activities when necessary.

S4-2 Processes for engaging with consumers and end-users

To reinforce the reliability of Enento and the social acceptability of its operations Enento highly values Data Subject Rights of data subjects whose data it processes. Enento respects these rights and aims to ensure that data subjects can effectively exercise their Data Subject Rights when wanting to do so. We have a process to handle Data Subject Rights requests in all Enento companies.

In its Privacy Statement approved by the management, we have defined the principles and procedures by which we aim to grant high quality services and a high standard of data protection. Our approach to privacy and data protection is described on our Enento website.

The privacy statement is available on Enento website: www.enento.com/privacy-policy.

Data subjects are informed about their data being processed by providing them the privacy notice unless Enento company in some case is exempt of informing based on GDPR, and in this case information is anyway always provided on the company website. Privacy notices on entity websites describe the processing done by the company including information on e.g. which data it processes, for which purposes and for how long. Also, information on how data subjects can exercise their data subject rights is explained in the privacy notices. Enento is also – depending on the local legislation – obliged to e.g. inform the data subject when there is first payment default entry recorded for them or when a third party collects their personal data from our systems. We inform consumers and end-users on data privacy and information security on a continuous basis through our website.

S4-3 Processes to remediate negative impacts and channels for consumers and end-users to raise concerns

Suspended misconducts of the Code of Ethics and Suppliers Code of Conduct can be reported by our employees, customers and suppliers via a whistleblowing channel, also anonymously.

All our employees are required to report any suspected information security incidents that could negatively affect the business and its information via our intranet as soon as possible.

Enento has a specific process to report, investigate and document possible data breaches and it will inform controllers whose data Enento processes about incidents as soon as possible. The process includes also when necessary, notifying cases to the Data Protection Authority. Enento also has employee training on data protection and several internal processes around data protection. Processing activities are monitored and identified risks are documented and based on severity level targeted for remediation. If our databases contain an error, it is corrected as soon as possible. We have generated appropriate practices for the error correction.

S4-4 Actions

To manage material risks and pursue material opportunities related to data protection and information security of consumers and end-users Enento provides comprehensive and transparent information about its services and is closely following new legislations to be compliant with regulatory frameworks. All our data protection policies and the supplementary instructions and guidelines are reviewed on a yearly basis.

Acquisition and processing of data

Enento acquires its data from reliable sources only. Our data sources comprise the data subjects, authorities and reliable partners. The registration of data is based on law or on agreements made with the suppliers. The high standard of data is secured by agreements. The acquisition and recording processes of data are continuously developed to maintain the quality standard of data also going forward.

Our data systems and the services provided by us have been designed and built taking into account data security and data protection. The data processing processes are controlled and improved on a continuous basis. In the data systems, the need of the personnel to process data in their own duties has been considered by generating rights of use on different levels.

The services provided by Enento are produced professionally and confidentially. The professionalism of the personnel is ensured by continuous training, which also includes training in data protection. The personnel have undertaken to keep secret all confidential data obtained in the work.

Enento assess the processing activities causing high risk to the rights and freedoms of individuals by performing Data Protection Impact Assessments and update our Records of Processing Activities when necessary.

Data groups formed of personal data

Personal credit data

Personal credit data are credit data on a private natural person, a data subject. The processing of personal credit data is strictly regulated by different local legislation. These legislations define e.g. which personal data Enento is allowed to process, for which purposes and for how long. Personal credit data mainly comprise payment default data confirmed by the authorities and data on existing loans in some jurisdictions.

Personal data shall be processed in compliance with good processing practices formed. These practices are followed and developed on a continuous basis. Enento has negotiated with the data protection authorities on several practical matters relating to the processing of personal credit data.

The use of our services providing access to personal credit data always requires a client contract. Based on the client contract, the users of data are given personal user IDs, with which it is possible to make a credit data inquiry on a consumer. In connection of a consumer credit data inquiry, we always register the purpose of use for the personal credit data, supplied by the client. In this way, we aim to make sure that the personal credit data are used in accordance with the law.

Personal data of persons with business involvement

A person with business involvement is a data subject who is or has been e.g. a person in charge of a company, decision maker in a company or owner of a company. Personal data of data subjects with business involvement may be processed under different legislation than the personal data of consumers but this data is still personal data and treated this way.

Personal data of data subjects with business involvement have mainly been obtained from the local official registers. Data on data subjects with business involvement are also obtained from companies themselves.

Company data

Data on companies engaging in business activities are often public and easily available to all. At present in Enento, company data are used for several purposes. For companies it is important that enough reliable, up-to-date data are available on companies. For Enento it is very important that its clients using the data are given the right information of the company's financial standing. To ensure this, we process company data competently, according to good processing practice, and taking into account the interest of companies in the databases. Data on companies are principally gathered from official registers and we also collect data from companies themselves.

Actions in 2024

In 2024, we have continued updating and developing internal processes and guidelines and raising awareness around them. The aim is to start using more similar processes around Enento going forward, keeping in mind the requirements of local legislation. Article 30 records of processing activities for Enento companies and Data Protection Impact Assessment process in Enento have been updated. We are also continuously following the regulatory development in the EU and will take necessary actions to adjust our guidelines and processes to meet the requirements of new legislation.

As part of its commitment to maintaining the highest standards of information security and fostering trust among its stakeholders, Enento undertook a comprehensive process throughout 2024 to prepare for ISO/IEC 27001 certification. Following the close of the 2024 reporting period, Enento successfully achieved this certification. This internationally recognized framework for information security provides a systematic approach to protecting confidential data and mitigating risks related to unauthorized access, data breaches, and cyber threats. The certification process involved implementing robust policies, controls and processes designed to enhance information security and align with global best practices. Achieving this certification underscores Enento's dedication to mitigating potential

risks, strengthening consumer confidence and securing a competitive edge in its market.

Assessing the effectiveness of actions

To ensure excellent customer service and a customer-centric mindset, Enento uses a customer experience (CX) platform for all customer experience initiatives. We conduct regular customer surveys to measure satisfaction and loyalty, both on a higher level, such as long-term relationship surveys and on a deeper level, such as after sales or customer service interactions. We use the feedback to identify actions and improvements in processes, products, and services.

During 2024, there were 17 data breaches resulting from loss of customer data within Enento Group. We have not received complaints from outside parties substantiated by Enento, nor complaints from regulatory bodies. Enento has not received any substantiated complaints concerning customer privacy.

Resources allocated to management of material impacts

Enento has named a DPO (Data Protection Officer). DPO is supported by group of Data Protection Managers located in all Enento Group countries and companies. Together with these specialists our personnel are dedicated to developing data protection in Enento and keeping the data safe.

All new Enento employees and consultants participate in mandatory information security and data protection trainings upon joining the organization. Continuous awareness training is delivered throughout the employment or assignment.



ESRS G1 Governance

ESRS 2 IRO-1 Material impacts, risks and opportunities

In the double materiality assessment, Enento has analyzed material impacts, risks, and opportunities related to business conduct by considering criteria such as location, activity, sector, and the structure of transactions. As a listed company operating in the Nordic markets (Finland, Sweden, Norway and Denmark), Enento adheres to stringent corporate governance requirements, including compliance with the Finnish Companies Act, the Finnish Securities Markets Act, the Accounting Act, the rules of Nasdaq Helsinki Ltd and the Company's Articles of Association. Furthermore, Enento fully complies with the Finnish Corporate Governance Code issued by the Securities Market Association in 2025 (the "CG Code").

Enento operates in business and consumer information services, collateral valuation, real estate information, sales and marketing information, and consumer credit information, all of which are subject to robust regulatory frameworks and licensed operations. Given these high corporate governance standards and the comprehensive regulatory environment in which we operate, no material risks or negative impacts related to business conduct have been identified.

As a result of the double materiality assessment, we have identified a positive impact related to business conduct and in particular to business conduct and corporate culture:

- Enento's corporate culture supports and complies with ethical business practices.

Corporate culture affects all employees. Our corporate culture supports ethical business practices. Ethical behavior and company culture can have a positive impact on employee and shareholder engagement. Enento regularly updates its corporate policies and related documents.

ESRS 2 GOV-1 Role of governance bodies

Information about the role and expertise of administrative, management and supervisory bodies related to business conduct is presented under ESRS 2, on page 35.

G1-1 Business conduct policies and corporate culture

Responsibility issues are guided by our Code of Ethics, and furthermore, operations are governed by policies and operating practices approved by the Board of Directors and Executive Management Team.

All the partners must also conform to the laws and agreements. The Code of Ethics, along with our key Group-level policies and guidelines, are published online on Enento's website. Internal policies and guidelines are published on our intranet.

Enento Group Work Environment Policy seeks to promote a good and safe work environment. Healthy work environment shall be seen as a natural and integrated part of our entire business, i.e. the work environment issues shall be processed directly in connection with the everyday business. The goal is to create a physically, psychosocially and organizationally healthy and developing workplace for all our employees.

Code of Ethics and Supplier Code of Conduct

Enento's Board of Directors approved the Code of Ethics for the first time in 2015. The latest update is from 2021 regarding whistleblowing procedures. In addition, the Code of Ethics covers anti-corruption and anti-bribery matters. From 2023, Enento has a complementary Code of Conduct that targets our suppliers.

We require that all our suppliers and subcontractors are committed to following our Suppliers Code of Conduct and sign it when

entering into cooperation with us. Enento works against anti-corruption and to promote open competition in the market. We have not defined any significant risks related to corruption identified through our risk assessment.

Our suppliers and employees should respect the protection of internationally proclaimed human rights as defined by the UN Guiding Principles on Business and Human Rights and the UN Global Compact. Our suppliers are expected to comply with the UK Modern Slavery Act. The policy requires our partners to have a policy for corporate sustainability on their own, demonstrate how they work proactively with sustainability and human rights due diligence by being able to present a sustainability review or equivalent, monitor and reduce its environmental impact and prevent criminal activity, e.g. bribery and money laundering among other things.

We work closely with all partners of value chain and evaluate all new partners from a due diligence and a risk perspective in line with our company values and Code of Ethics. The suppliers are selected from our needs. When the needs occur, we launch a competitive request for proposal (RFP) based upon selection criteria specific for that need. The criteria are listed in our Procurement checklist and codified in

our yearly updated Procurement policy. To all new contracts we attach the Suppliers Code of Conduct.

To uphold the code, we apply our sustainability risk assessment model to identify the sustainability risks among our suppliers and follow up the supplier compliance to the Suppliers Code of Conduct in our Vendor Management Programs. These programs are the structured way of screening our key vendors in making risk evaluations, setting and following up governance structures and aiming to streamline commercial terms and conditions of the market supply.

Whistleblowing Policy

In accordance with the regulatory requirements regarding whistleblowing, we provide an anonymous reporting channel maintained by a third party to all our employees through our intranet. The Whistleblowing policy provides the framework for internal investigations regarding reporting misconduct or inappropriate or illegal behavior. The main purpose is to ensure discreet, safe and unbiased investigation of reports and to address the reported misconduct if the reports are considered correct. The policy aims to encourage our employees to bring forward openly any misconduct they encounter with their managers, or other leadership of the company. In addition, if employees feel that they are not able to report such suspicions of misconduct, or

any actions not in line with our ethics guidelines expressed in our Code of Ethics personally, they have the possibility to use the anonymous reporting channel.

Suspected misconducts of the Code of Ethics and Supplier Code of Conduct can be reported by our employees, customers and suppliers via a whistleblowing channel anonymously. No corruption or bribery cases or other violations related to unethical business practices were reported in 2024. Enento was not part of any legal actions performed for anti-competitive behavior, anti-trust and monopoly practices.

There are no specific targets or indicators disclosed for anti-corruption, but the company follows suspended misconducts of the Code of Ethics.

The Code of Ethics states a position of:

Ethics for business:

1. Compliance with legislation, rules and instructions
2. Impartiality and objectivity
3. Data security, privacy and confidentiality
4. Human rights, labor and anti-corruption
5. Enento's position in the society and markets.

Ethics for employer and employees:

1. Prohibition of discrimination, requirement for equality
2. Knowledge sharing, openness, transparency
3. Responsibility and obligations
4. Protection of rights and property
5. Participation in social media.

Governance



Enento's governance is organized through the General Meeting, the Board of Directors ("Board") and the Chief Executive Officer, who reports to the Board. In addition, the company has an Executive Management Team led by the Chief Executive Officer.

Board of Directors 31.12.2024



Patrick Lapveteläinen

b. 1966
Chairperson of the Board of Directors from 1 April 2016

Education: M.Sc. (Econ.)
Main duty: –
Positions of trust: Chairman of the Board of Directors: Mandatum Plc, Mandatum Asset Management Ltd; and Member of the Board of Directors: Saxo Bank A/S.

Independent of the company but non-independent of its significant shareholders.

Shareholding in Enento Group Plc on 31 December 2024: 10 000 shares, holdings of interest parties 8 000 shares.



Nora Kerppola

b. 1964
Board member from 28 March 2023

Education: MBA (Finance/International Business)
Main duty: CEO of Nordic Investments Group Oy
Positions of trust: –

Independent of the company and independent of its significant shareholders.

Shareholding in Enento Group Plc on 31 December 2024: 14 000 shares, no holdings of interest parties.



Erik Forsberg

b. 1971
Board member from 29 March 2021

Education: M.Sc. (Econ.)
Main duty: –
Positions of trust: Chairman of the Board of Directors: Collectia Group (Care DK Bidco Aps) and Lilian Group (Lilian Midco AB); and Member of the Board of Directors: Stillfront Group, Viaplay Group AB and Deltalite AB.

Independent of the company and independent of its significant shareholders.

Shareholding in Enento Group Plc on 31 December 2024: 1 500 shares, no holdings of interest parties.



Martin Johansson

b. 1962
Board member from 29 June 2018

Education: M.Sc. (Econ.)
Main duty: –
Positions of trust: Chairman of the Board of Directors: Bankgirot AB and P27 AB, Repono Holding AB and Försäkrings AB Suecia.

Independent of the company but non-independent of its significant shareholders.

Shareholding in Enento Group Plc on 31 December 2024: 3 000 shares, no holdings of interest parties.



Tiina Kuusisto

b. 1968

Board member from 28 March 2019

Education: M.Sc. (Econ.)

Main duty: Chief Commercial Officer, Kekäle Certified B Corp Oy

Positions of trust: Member of the Advisory Board: Fidelis, network of C-level customer experience professionals

Independent of the company and independent of its significant shareholders.

Shareholding in Enento Group Plc on 31 December 2024: no shares, no holdings of interest parties.



Minna Parhiala

b. 1967

Board member from 12 June 2020

Education: Master of Laws (LL.M.)

Main duty: Head of Business Area, Nordea Personal Banking, Deputy CEO / Nordea Mortgage Bank Plc

Positions of trust: Member of the Board of Directors: Limelight Horses Oy.

Independent of the company and independent of its significant shareholders.

Shareholding in Enento Group Plc on 31 December 2024: no shares, no holdings of interest parties.



Markus Ehrnrooth

b. 1985

Board member from 25 March 2024

Education: M.Sc. (Technology)

Main duty: CEO, Geveles AB

Positions of trust: Vice Chairman of the Board of Directors: Baltic Sea Action Group.

Independent of the company and its significant shareholders.

Shareholding in Enento Group Plc on 31 December 2024: no shares, no holdings of interest parties.

Executive Management Team 31.12.2024



Jeanette Jäger

b. 1969

Chief Executive Officer (CEO)

B.Sc. in Business Administration and Economics

Employed by Enento Group, CEO and Executive Management Team member since 2022. Since 2016, she has worked in the Swedish company Bankgirot, first as VP Digital Services and from 2017 as CEO of Bankgirot. Previously she has acted in different management level positions in Tieto and TDC Communication. Board member of the Telia Company AB.

Shareholding in Enento Group Plc on 31 December 2024: 3 300 shares, no holdings of interest parties.



Elina Stråhlman

b. 1979

Chief Financial Officer (CFO)

M.Sc. (Econ.)

Employed by Enento Group and Executive Management Team member since 2019. She has acted since 2013 at Finnair in different management positions in finances, being responsible for the group's accounting, taxation, financial reporting and Shared Service Center. Before Finnair, she worked, among others, at Fortum and Ernst & Young. Board member of the MuniFin Plc.

Shareholding in Enento Group Plc on 31 December 2024: 4 007 shares, no holdings of interest parties.



Gabriella Göransson

b. 1971

Director, Consumer Insight

Degrees in Business Economics and Business Law

Executive Management Team member since 2021. She has previously acted in several leading positions at UC AB, the latest years as Deputy Director for Credit Information Services and Head of Risk Decisions Sweden. She has also acted as the Deputy CEO of UC AB since 2021.

Shareholding in Enento Group Plc on 31 December 2024: 1 326 shares, no holdings of interest parties.



Axel Bäcklund

b. 1974

Director, Business Insight (interim)

M.Sc. (Business Administration)

Employed by Enento Group since 2021, and Executive Management Team member (interim) since August 2024. He has previously acted as Nordic head of Enterprise Solutions at Enento. Before joining our company, he held various commercial leadership roles at companies such as Dun & Bradstreet, Bisnode and Wolters Kluwer.

Shareholding in Enento Group Plc on 31 December 2024: no shares, no holdings of interest parties.



Daniel Ejderberg

b. 1973
Chief Information Officer (CIO)
M.Sc. (Computer Science and Engineering)

Employed by Enento Group and Executive Management Team member since 2022. Since 2011, he has served at the Swedish insurance company Folksam, first in different IT C-level positions and from 2021 as Head of Business Area Private of Folksam Life.

Shareholding in Enento Group Plc on 31 December 2024: no shares, no holdings of interest parties.



Mikko Karemo

b. 1971
Deputy CEO, Chief Commercial Officer
Master of Laws (LL.M.)

Employed by Enento Group and Executive Management Team member since 2012. He has previously acted as Sales and Marketing Director at Asiakastieto Group, Regional Director at If P&C Company and in expert and leading positions in finance and service sector in Finland, Sweden and China.

Shareholding in Enento Group Plc on 31 December 2024: 12 347 shares, no holdings of interest parties.



Arto Paukku

b. 1982
Chief Marketing & Customer Officer
M.Sc. (Econ.)

Employed by Enento Group since 2020 and Executive Management Team member since 2023. He has previously acted as the Investor Relations Officer and Nordic Head of Premium Solutions at Enento and prior joining the company, he has held various commercial leadership positions at companies such as Nets, Klarna, and Siemens.

Shareholding in Enento Group Plc on 31 December 2024: 70 shares, no holdings of interest parties.



Karl-Johan Werner

b. 1973
Chief Operating Officer, Chief Data & Analytics Officer
M.Sc. (Econ.)

Employed by Enento Group and Executive Management Team member since 2019. He has previously acted as Head of Customer Insight at Skandia. Alongside that position he has had several other responsibilities, such as head of online financial advisory services, information content owner of customer data and GDPR business representative.

Shareholding in Enento Group Plc on 31 December 2024: 3 656 shares, no holdings of interest parties.




Sari Ek-Petroff

b. 1962
Director, HR
M.Sc. (Econ.)

Employed by Enento Group since 2022 and Executive Management Team member since 2023. She has previously acted as Manager, Group Learning & Development and HR Lead Finland at Enento, and in various HR leadership positions at VTT, Sanofi Pharmaceuticals, Snellman and Coca-Cola.

Shareholding in Enento Group Plc on 31 December 2024: no shares, no holdings of interest parties.



Enento Group has been listed on Nasdaq Helsinki since 2015. Our trading code is ENENTO.

This report includes information about our dividend policy, financial calendar, and Investor Relations team's contact details. More information on Enento's website: www.enento.com/investors.

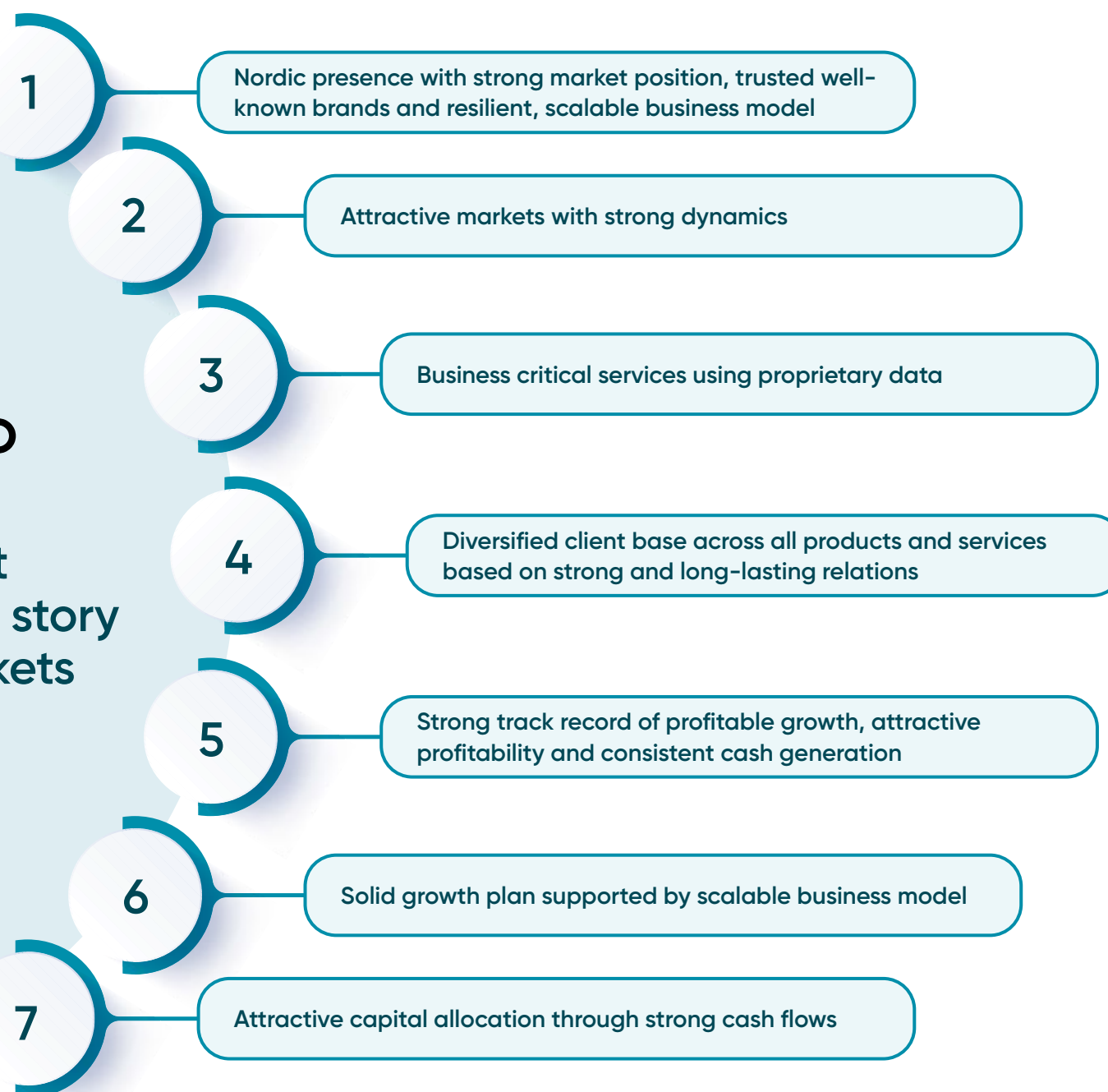
For investors



Information for investors



Our current investment story to the markets



Dividend policy

Enento aims to distribute as dividends at least 70 percent of the Group's profit for the financial year, whilst taking into consideration the business development and investment needs of the Group. Any dividends to be paid in future years, their amount and the time of payment will depend on Enento Group's future earnings, financial condition, cash flows, investment needs, solvency and other factors.

The Board of Directors propose to the Annual General Meeting a dividend of EUR 0,50 per share from the financial year ending on 31 December 2024, followed by a second instalment of up to EUR 0,50 per share in November, subject to the Board decision.

Financial calendar and Annual General Meeting in 2025

Each year we publish a financial statement release, a sustainability review, a financial review, a half year financial report and two interim reports.

Annual and Sustainability Review 2024: 21 March 2025

Interim report Q1: 25 April 2025

Half year financial report: 15 July 2025

Interim report Q3: 28 October 2025

We organize our Annual General Meeting on 24 March 2025 in Helsinki.

Financial reports, presentations, financial calendar and shareholder tools are available at our investor relation pages www.enento.com/investors.

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More information about sustainability:
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