



Sustainability Report 2023

Global leader in cleantech
solutions for marine and
land-based applications

evac

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As part of our commitment to sustainable and responsible business practices, Evac has embedded the Ten Principles of the United Nations Global Compact into strategies and operations, and committed to respecting human and labour rights, safeguarding the environment, and working against corruption in all its forms.

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Sustainability highlights

Cathelco's ultrasonic antifouling technology won the 'Technology of the Year' award.

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Community involvement

72 colleagues participated in voluntary work as part of our community involvement program.

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Clear seas ahead

Tightening marine regulations are driving rapidly growing interest in Evac's MBR solution.

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OUR PURPOSE

Enable a future with no waste

Over the decades, Evac has established itself as a prominent advocate for sustainability. We specialize in water, waste, and wastewater management, hull protection, and biofouling management solutions across commercial, naval, and offshore segments in the maritime industry.

We have evolved from a Finnish start-up into a global leader in environmental stewardship. Today, we set the standard for solutions that reduce CO₂ emissions, safeguard life below water, and drive the transition of the maritime industry towards the circular economy.

In the land-based industries, our business is driven by the growing demand for real estate

flexibility, increasing water scarcity, and hygiene requirements, with our solutions responding to the global challenges.

Our dedication extends beyond regulatory adherence; we are committed to enabling our customers to optimize their sustainable practices and surpass legal requirements. Leveraging decades of expertise, sustainable technologies, and an extensive installed base, we ensure a significant impact that exceeds the scale of our company.

Together with our customers and partners, we strive to enable a future with no waste. Our mission transcends individual technologies, defining our corporate identity and purpose.

OUR PROMISE

Nothing to waste



Our progress in 2023

Sustainable solutions that protect our environment and ensure regulatory compliance are paramount in today's world. In 2023, we made significant progress in our sustainability efforts and continued to champion the utilization of the best available technologies in the maritime and construction industries.

As a company specializing in waste and wastewater treatment, we focus on reducing the actual waste, but our ambition extends further. We are driving the maritime industry towards a circular economy, enabling our customers to lead in sustainability for the benefit of their business and environment. Circularity is at the core of our own research and development activities and a pillar of our sustainability program (presented on page 17).

On page 28 of this report, we introduce Evac HydroTreat, which leads the shift towards circular waste management, saving energy, and meeting our customers' emissions targets. The technology

has been listed among Europe's TOP 30 circular innovations (more on page 30).

In 2023, we introduced a patented ultrasonic antifouling solution, Cathelco USP DragGone, presented on page 33 of this report. USP DragGone is a comprehensive solution to the issue of marine biofouling. It can be installed on new and existing vessels to start reducing carbon emissions immediately. USP DragGone was awarded the 'Technology of The Year' in the prestigious Maritime Decarbonization Awards, further validating our commitment to innovation and sustainability.

■ In 2023, we made significant progress in our sustainability efforts.

Björn Ullbro | CEO of Evac

In our land-based business, we continued tackling water scarcity, a growing global threat, by working with the public and private sectors. Vacuum technology's significant water-saving benefits provide a solution for addressing global water crisis. In addition, vacuum drainage ensures significant design flexibility for the construction sector (more on page 36).

In our own operations, we made progress on many fronts. I am especially proud of the development of the Employee Engagement Index, which improved by 11%pts, and our safety records, where we reached an LTIF level of 2.2.

Leading a company that aims to make a real impact is a great privilege. Together with our employees, customers, and partners, we can make a tangible change on land and sea. I welcome you to join us on our journey towards a future with no waste.



Sustainability highlights 2023

We launched new company values co-created with the entire global organization.



We commercialized Cathelco USP DragGone, a patented antifouling system that provides up to 13% annual fuel and emission reduction without harmful chemicals.



Together with our customers, we reached a milestone of 250 million m³ of water saved by Evac vacuum systems since 2000, equivalent to 100,000+ Olympic swimming pools.



Our Employee Engagement Index improved by **11%** pts compared to the previous survey.



Our lost-time incident frequency (LTIF) improved from 4.3 to 2.2, highlighting our dedication to safety and our ultimate goal of preventing all incidents.

Our efforts on sustainability were awarded with the EcoVadis Silver recognition, placing us among the top 15% of companies assessed by EcoVadis.

Cathelco's ultrasonic antifouling technology won the 'Technology of the Year' award in the European Decarbonization Awards.



We strengthened our R&D focus on solutions and services to support the maritime industry's transition to a circular economy.



Evac innovates for a sustainable future

1 MARKET LEADERSHIP

Evac is the world's #1 global provider of water, waste and wastewater management, hull protection and biofouling management solutions for the global marine, offshore and building industries.

2 INNOVATION AND SUSTAINABILITY

Evac is at the forefront of R&D, constantly developing new innovative and sustainable solutions for the marine and land-based markets. The adoption of new solutions are further driven by increasingly stringent regulations.

3 LEADING SERVICE OFFERING

High quality spare part focused service business complemented with leading onboard service team which together generate over 60% of the company's revenue. Established global service network near customers.

4 ACCELERATING GROWTH

Evac has consistently extended its product offering through a mix of in-house R&D and M&A. The company has a proven M&A track-record with eight successful acquisitions in the last ten years.

5 PEOPLE AND TALENT

Evac has a strong focus to diversity, with 500+ employees spread across 14 countries. The company prioritises attracting and retaining key talent, and is led by an experienced management team.

Market leading product portfolio



Vacuum systems
1979



Wastewater treatment
1985



Dry waste treatment
2007



Wet waste treatment
2007



Fresh water generation
2012



Corrosion protection
2018



Marine growth prevention
2018



Ultrasonic antifouling
2024

Evac offers one-stop shop solutions for a wide range of customers

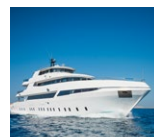
Diversified end market exposure – long-standing customer relationships



CRUISE



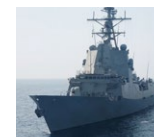
FERRY & ROPAX



YACHTS



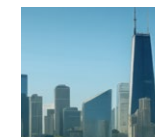
MERCHANT



NAVY



OFFSHORE



BUILDING

Market leading brands

Our solutions and services are offered under three respected brands

Evac®

For decades, Evac® has been a pioneer in sustainability by empowering its customers to eliminate waste and mitigate emissions. Evac is recognized as a market leader in integrated water and waste management systems in the maritime industry. On land Evac's solutions provide customers with significant benefits in water conservation and enhanced real estate flexibility, both leading to a rapid return on investment.



Cathelco®

Cathelco® stands as a market leader in vessel protection and a prominent provider of sustainable biofouling management solutions. Cathelco's diverse product lineup, suitable for every type of seagoing vessel, includes advanced water maker systems, corrosion protection, and marine growth prevention technologies. Committed to quality and customer service, Cathelco prioritizes reducing environmental impacts.



HEM®

HEM® stands as the market-leading brand renowned for its exceptional quality in a comprehensive array of reverse osmosis desalinators and freshwater treatment systems. Its offering is meticulously crafted for superyachts with specific requirements for product quality. In its segments, HEM sets the standard for excellence.



Evac has a market leading offering

	Vacuum systems	Corrosion protection	Dry and wet waste treatment	Fresh water generation	Wastewater treatment	Marine growth prevention and ultrasonic antifouling
PRODUCTS	 <p>Vacuum-based blackwater (sewage) collection systems and toilets ensure energy efficiency and significant water savings.</p>	 <p>Impressed current cathodic protection (ICCP) prevents hull corrosion and extends the lifecycle of vessels.</p>	 <p>Waste recycling units, efficient compacting and hydrothermal carbonization (HTC) empower the circular economy.</p>	 <p>Seawater converted to potable and technical water with reverse osmosis eliminate the need for shoreside water supplies.</p>	 <p>Advanced wastewater treatment systems ensure the highest quality effluent entering our seas.</p>	 <p>Ultrasonic antifouling and marine growth prevention systems provide efficient protection from biofouling.</p>
KEY BENEFITS	<ul style="list-style-type: none"> • Proven track-record and extensive customer references • Market leading energy efficiency in vacuum production • Optimized footprint and refitting possibility on land and sea 	<ul style="list-style-type: none"> • Low maintenance • Prolong hull lifespan and integrity • Propeller and rudder protection • Reduced hull maintenance 	<ul style="list-style-type: none"> • Decreases customers' costs by reducing landed waste volume • Extensive portfolio fitting for all marine vessels • Advancing circular economy of recycled material 	<ul style="list-style-type: none"> • Highest quality for yacht segment • Low CAPEX – low energy consumption, specially with energy recovery in large Cruise solutions 	<ul style="list-style-type: none"> • Fulfilling the strictest marine regulation and matching the best municipal wastewater treatment quality • Microplastic removal and treated wastewater reuse possible • High level of automation 	<ul style="list-style-type: none"> • Up to 13% reduction in fuel consumption and CO₂ emissions • Low CAPEX – low energy consumption • Over 50 years of experience • Service throughout a vessel lifecycle
KEY END MARKETS	<ul style="list-style-type: none"> • All marine segments • Building, e.g., hotels, hospitals and supermarkets 	<ul style="list-style-type: none"> • All marine segments 	<ul style="list-style-type: none"> • Yacht • Offshore • Navy • Cruise • RoPax 	<ul style="list-style-type: none"> • Yacht • Offshore • Cruise • Navy 	<ul style="list-style-type: none"> • All marine segments 	<ul style="list-style-type: none"> • All marine segments

Our approach

Tightening regulations drive adoption of Evac's solutions

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Tightening regulations drive adoption of Evac's solutions

- Most owners look for opportunities to transform into more sustainable solutions, that go beyond the applicable regional regulations
- The motivation is often to be prepared for the potential future regulations, or to be leading with respect to environmental performance

■ We see policymakers and government officials as partners toward our shared goals. We work with them to increase the amount of shore power at cruise terminals, and we provide input on future policies and regulations.

Royal Caribbean Group

- More forward-looking regulations introduced for certain regions, including: Alaska, Great Lakes, Antarctica, the Mediterranean, the Baltic Sea, the USA and EU
- Regional regulations impose stricter constraints on discharge levels



■ Cruise operations comply with strict regulations, including those established by international maritime conventions, as well as a multitude of national and local regulations. We view compliance with laws and regulations as the bare minimum requirement for our operations.

Norwegian Cruise Line Holding

ASSET OWNER STANDARDS & PREFERENCES

REGIONAL REGULATIONS

GLOBAL MINIMUM STANDARDS:
IMO MARPOL CONVENTION

- Annex IV and Annex V of the IMO's MARPOL convention regulate the discharge of sewage and both dry and wet waste, respectively
- Vast majority of the world's tonnage is covered by the convention



■ 2022 saw a growing number of initiatives ramping up in preparation for upcoming global and regional regulation including ship carbon intensity mandatory measures introduced by the IMO and European Union regulation on maritime and road transport – part of the 'Fit for 55' package".

MSC

Sustainability at Evac Group

Sustainability is the cornerstone of all our activities and the motivator for our business. Together with our customers and partners, we strive for a future with no waste.

Waste, pollution, and climate change pose unprecedented challenges for our oceans, and the planet is facing increasingly scarce freshwater resources. To combat these, our society needs new innovations and technologies. Evac solutions help customers on land and sea to become more sustainable by eliminating waste, conserving water, and mitigating emissions.

Sustainability is at the core of our research and product development. In our sustainability work, we are strongly driven by our brand promise of 'nothing to waste' and our purpose to enable a future with no waste. Our ambition guides our everyday efforts to provide sustainable

solutions for our customers and improve our own operations.

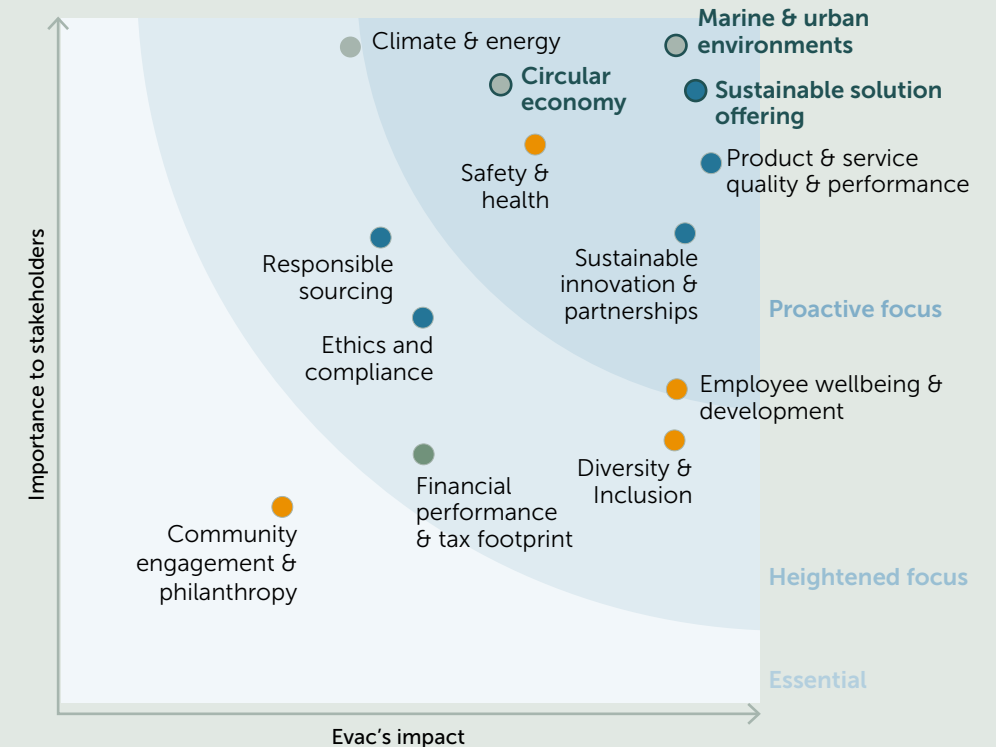
Most of our operations are ISO 9001, ISO 14001, and ISO 45001-certified for quality, environmental, and occupational health and safety (OHS) management, respectively (more on page 55).

Evac Group's sustainability approach is based on an extensive materiality analysis conducted in 2021. In 2024, we are taking our commitment to sustainability a step further by making a double materiality assessment and starting our preparations for the upcoming CSRD directive.

Sustainability reporting

We communicate regularly and transparently on our progress in sustainability, provide practical examples of our activities and publish our Sustainability report annually. The report covers all Evac operations globally.

Our materiality matrix



Flagship topics

- Marine and urban environments
- Circular economy
- Sustainable solution offering

- Environmental
- Social
- Governance
- Economic

Significance of impacts on environment, economy and people to Evac business.

Stakeholder dialogue

Continuous interaction and open dialogue with our stakeholders are crucial to developing our operations, proactively identifying global trends, and anticipating market expectations.

Evac's stakeholders are entities or individuals that impact our business or are affected by Evac's activities, products, and services. As we continuously strive to improve the sustainability of our solutions, it is increasingly essential to co-innovate and co-create sustainable solutions with our stakeholders.

We engage with the stakeholders both formally and informally. We measure employee and customer satisfaction regularly through various surveys and also provide our stakeholders with a third-party-operated whistleblowing channel.

We are actively shaping our corporate culture and took steps towards more systematic employee listening in 2023. Two employee engagement surveys were conducted to capture regular feedback, with the engagement index increasing in September by 11%pts compared to our previous survey in March. In addition, we organized systematic, monthly employee coffee sessions in Evac locations to enhance informal dialogue between employees and the Group Leadership Team members.

STAKEHOLDER	DESCRIPTION	MAIN ACTIVITIES
EMPLOYEES	MORE THAN 500 PROFESSIONALS GLOBALLY IN 14 COUNTRIES	<ul style="list-style-type: none"> Developing employee satisfaction and well-being, two engagement surveys Enhancing learning and career development opportunities Active two-way internal communication e.g. by utilizing monthly town halls, strategy studios and employee coffee sessions Frequent collaboration with employee representatives Developing the company culture e.g. by co-creating the company values Regular dialogue with employee representatives. Improving diversity and inclusion
LOCAL COMMUNITIES	OFFICES IN 14 COUNTRIES SURROUNDED BY LOCAL COMMUNITIES	<ul style="list-style-type: none"> Contributing to local communities by donating time to voluntary work. 72 employees participated in different events and activities, such as World Clean Up Day
CUSTOMERS	THOUSANDS OF CUSTOMERS IN MARITIME AND LAND-BASED SEGMENTS GLOBALLY	<ul style="list-style-type: none"> Continuous development of customer relationships through meetings, events, and exhibitions NPS surveys to measure customer experience Research and development collaboration
SUPPLIERS	WIDE NETWORK OF PARTNERS, MAJORITY IN EUROPE	<ul style="list-style-type: none"> Regular supplier dialogue to enhance collaboration and improve processes Workshops around sustainability 21 supplier audits Survey to investigate the current sustainability practices of our top 20 suppliers
ACADEMIA	RESEARCH COLLABORATION E.G. WITH UNIVERSITY OF TURKU IN FINLAND AND FLORIDA POLYTECHNIC UNIVERSITY	<ul style="list-style-type: none"> Research collaboration in various areas of sustainability e.g. in Sustainability through Information Flows -project Ecosystem studies Circular economy research activities
ASSOCIATIONS	COLLABORATION E.G. WITH FINNISH MARINE INDUSTRIES, AMERICAN SOCIETY OF PLUMBING ENGINEERS AND THE AMERICAN INSTITUTE OF ARCHITECTS	<ul style="list-style-type: none"> Industry-wide employer branding activities in Finland Sharing expertise with external organizations and decision-makers Raising awareness of vacuum plumbing benefits for sustainable construction



Global efforts to protect our planet

In 2022, we launched a community involvement program to enhance our collaboration with local communities in all 14 countries where we operate. Every employee is given the opportunity to use one working day annually to contribute back to the community, fostering our social responsibility.

In 2023, Evac participated in the global World Clean Up Day activities, uniting to clean up local

areas and contribute to environmental preservation. Across the company, almost 70 dedicated participants worldwide helped clean up parks and beaches in their neighbourhoods. The colleagues made a tangible impact on our local communities and enjoyed a fun day together, strengthening team bonds and reinforcing our commitment to sustainability.

Throughout the year, a total of 72 colleagues took advantage of the opportunity for voluntary work as part of our community involvement program. This initiative supported various local causes and highlighted the collective effort of our employees in making a positive difference. Our program continues to grow, with increasing participation and a broader impact on the communities we serve.



Evac joins the Global Compact initiative

To further reinforce our commitment to sustainable and ethical business practices, we joined the United Nations Global Compact initiative in early 2024. Through Global Compact, we partner with thousands of like-minded companies committed to taking responsible business action to create a better world for future generations.

Launched in 2000, the UN Global Compact is the largest voluntary corporate sustainability initiative in the world, with more than 15,000 companies and 3,800 non-business signatories based in over 160 countries and more than 69 local networks.

As part of this initiative, we are dedicated to aligning our operations and strategies with ten universally accepted principles in the areas of human rights, labor, environment, and anti-corruption.

Joining the Global Compact is a natural extension of our sustainability agenda and continuous efforts

to integrate sustainability into every aspect of our business, from product development to sourcing and procurement, production, and marketing and sales of advanced solutions, enhancing our customers' sustainable business on land and sea.

Participation in the Global Compact allows us to collaborate with other like-minded companies and organizations. By sharing best practices and innovations, we can collectively drive progress towards the Sustainable Development Goals (SDGs). We have presented Evac's approach to SDGs in detail on page 16.

Joining the Global Compact initiative is a significant milestone for us. We look forward to working with the Global Compact network to positively impact on our society and environment, reinforcing our dedication to responsible business practices. Together, we can contribute to a sustainable future – a future with no waste.

1

Human Rights:

We support and respect the protection of internationally proclaimed human rights and ensure we are not complicit in human rights abuses.

2

Labor Standards:

We uphold the freedom of association and the effective recognition of the right to collective bargaining, the elimination of all forms of forced and compulsory labor, the abolition of child labor, and the elimination of discrimination regarding employment and occupation.

3

Environment:

We support a precautionary approach to environmental challenges, undertake initiatives to promote greater environmental responsibility, and encourage the development and diffusion of environmentally friendly technologies.

4

Anti-Corruption:

We work against corruption in all its forms, including extortion and bribery.



Our commitment to UN Sustainable Development Goals

By joining the Global Compact initiative, we have committed to taking action to advance the United Nations' goals and issues embodied in the Sustainable Development Goals (SDGs). Already in 2021, we identified five SDGs most relevant to our business and where Evac can have the most significant impact. The selected SDGs are well-reflected on our sustainability program.

Our technologies directly confront pressing global issues, including the urgent demands posed by climate change, the growing scarcity of freshwater resources, the imperative of circularity and the critical decline in marine biodiversity. On this page, we introduce the selected SDGs and actions that advance them.

THEME	OUR COMMITMENT
CLEAN WATER AND SANITATION  <p>We provide our customers with solutions that enhance sustainable management of water and sanitation for all. By using our solutions, our customers can ensure efficient and hygienic sanitation, and save a significant amount of fresh water.</p>	<p>Since the turn of the century, our innovative vacuum technology has saved over 250 million m³ of water - enough to fill more than 100,000 Olympic-sized swimming pools and meet the annual freshwater needs of approximately five million people.</p>
RESPONSIBLE CONSUMPTION AND PROTECTION  <p>Evac has an ambitious target of leading the maritime industry towards the circular economy: minimizing incineration and preventing, reducing, recycling and reusing waste instead. We are committed to pioneering circularity and encourage our customers to adopt sustainable practices in their water and waste management.</p>	<p>Evac was recognized as one of the top 30 circular innovators in Europe. The company was included on the Circular Solutions for Nature list created by Sitra, the Finnish Innovation Fund. The list was released at the World Circular Economy Forum in April.</p>
CLIMATE ACTION  <p>We enhance our customers' climate ambitions by innovating new solutions and developing the current ones that improve energy efficiency and reduce carbon emissions. We also focus on recycling and minimizing waste incineration, which helps prevent additional carbon release. Through these initiatives, we aim to minimize our environmental impact and contribute to global efforts in combating climate change.</p>	<p>Cathelco USP DragGone, our novel innovation for ultrasonic antifouling ensures up to 13% reduction in carbon emissions. The new product innovation, suitable for all vessel types, was launched in early 2024.</p>
LIFE BELOW WATER  <p>We are dedicated to protecting life below water through our sustainable solutions. Our advanced waste and water management systems significantly reduce marine pollution by preventing harmful waste and wastewater discharge into oceans. Additionally, our marine growth prevention technologies help protect marine and coastal ecosystems by preventing the transfer of invasive aquatic species.</p>	<p>Evac's spearhead wastewater treatment solution, Evac MBR, was initially developed almost two decades ago for onboard wastewater treatment. Today, the advanced technology is seeing rapidly growing interest, driven by the tightening regulation scheduled to be released in 2025.</p>
PARTNERSHIPS FOR THE GOALS  <p>Partnering with like-minded companies and organizations across and outside our industry increases the positive impact of our actions, manyfold. We proactively seek opportunities to cooperate with customers, suppliers, academia, and other actors committed to sustainable development, and with similar ambitions to strive for a future with no waste.</p>	<p>To further reinforce our commitment to sustainable and ethical business practices, we joined the United Nations Global Compact initiative in early 2024. Through Global Compact, we partner with thousands of like-minded companies committed to taking responsible business action to create a better world for future generations.</p>

SUSTAINABILITY PROGRAM

Navigating towards a sustainable future

At Evac, sustainability is an engine driving our business forward. With an extensive array of solutions aimed at enhancing our customers' sustainable practices, we empower them to meet societal expectations and go beyond regulatory requirements. Our offerings address a spectrum of global megatrends, including climate change, circular economy principles, water scarcity, and the preservation of marine biodiversity.

In the maritime industry, Evac is committed to steering its customers towards using sustainable technologies that fuel the circular economy, respond to climate change and safeguard precious marine ecosystems.

In land-based industries, Evac's vacuum technology presents vast opportunities, boosting significant water-saving capabilities and offering unparalleled real estate flexibility compared to conventional technologies.

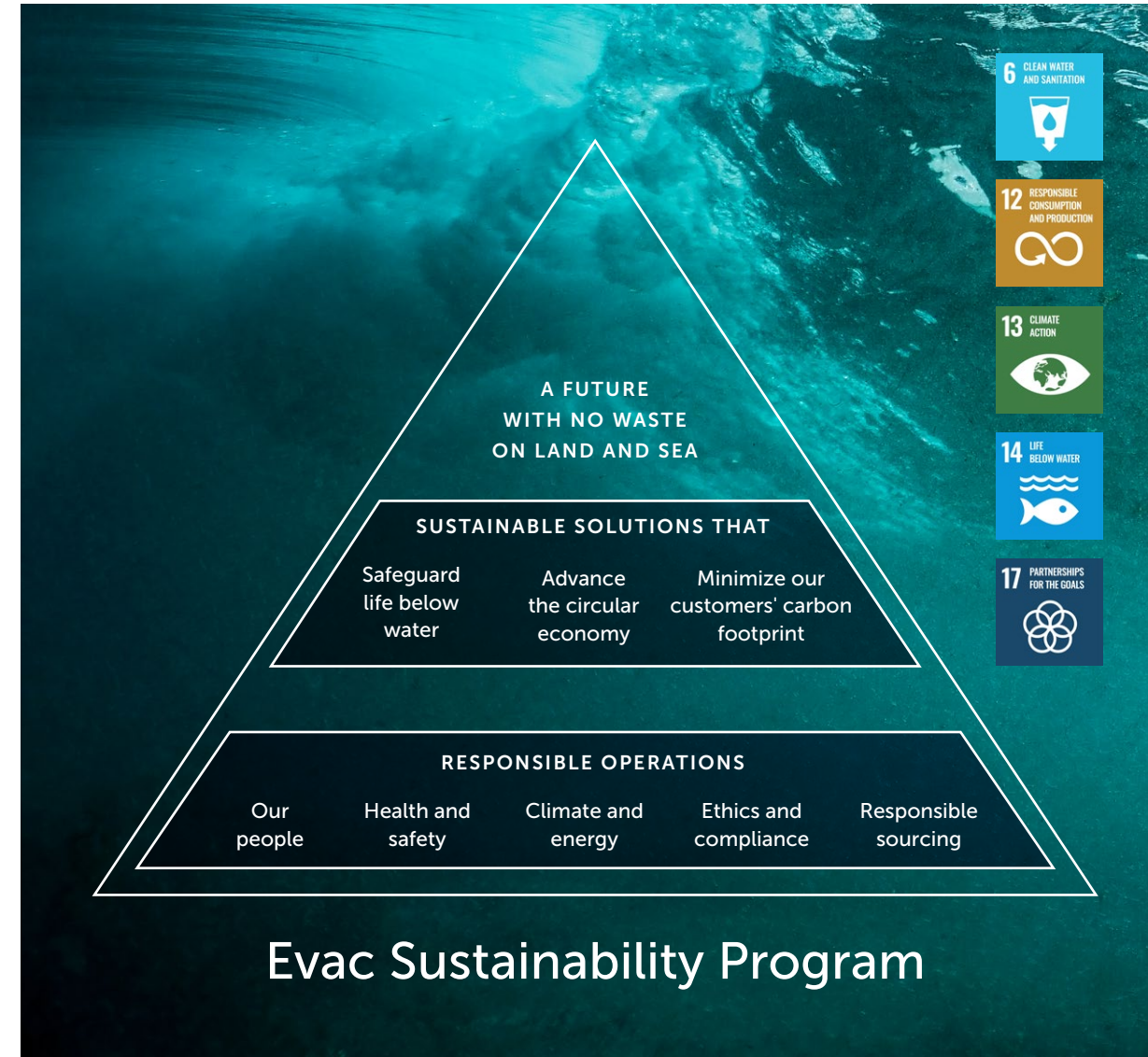
Evac's approach to sustainability is strategically aligned with the key material topics and an ambitious goal to strive for a future with no waste. Guided by our

sustainability program and our pledge to advance the UN Sustainable Development Goals (SDGs), we channel our efforts across the entire Evac.

The safety and wellbeing of our employees, climate and energy management, and ethical operations throughout our own operations and supply chain are at the core of our business practices. We are committed to responsible business practices in all aspects of our operations.

Our ambitious sustainability agenda isn't just about minimising negative impacts but maximising positive contributions to people, the planet, and prosperity. Moreover, we aspire to catalyse industry-wide transformation by sharing our expertise and driving broader shifts toward sustainability within the maritime and construction sectors.

Our progress and continuous improvement in sustainability are measured through key performance indicators (KPIs) implemented across Evac. We are constantly navigating and improving our course towards a more sustainable future.



Our progress in 2023



To ensure continuous development and focus on our material topics, each theme of Evac's sustainability program is measured using a key performance indicator (KPI). The targets of each KPI determine our ambition level and help us continuously develop our strategy and activities. In 2024, Evac will conduct a double materiality assessment that is likely to impact the sustainability program and the related KPIs.

SUSTAINABLE SOLUTIONS	KPI	TARGET	PROGRESS IN 2023 (2022)
Safeguarding life below water	Increased share of advanced wastewater treatment plants*	100% by 2030	88% (88%)
Advancing circular economy	Increased share of recycling equipment in sales**	95% by 2030	75% (47%)
Minimizing customers' carbon footprint	Carbon footprint of Evac Total Concept	-30% by 2030	Cruise concept -77%***
RESPONSIBLE OPERATIONS	KPI	TARGET	PROGRESS IN 2023 (2022)
People	Employee Engagement Index	65 (end of 2023)	60 (49)
Safety	Lost time incident frequency (LTIF) rate	LTIF ≤3 (end of 2023)	2.2 (4.3)
Climate and energy	Carbon footprint	-10% by 2030	+/- 0%
Ethics and compliance	Ethics awareness - CoC training completion	100% (end of 2023)	98% (99%)
Sourcing	Supplier Code of Conduct coverage (spend-based)	100% (full year 2023)	86% (83%****)

* Share of advanced wastewater treatment plants in total wastewater treatment system sales.

** Share of recycling equipment in total dry waste treatment system sales.

*** Carbon footprint calculations finalized for cruise concept only.

**** 100% of contracted spend

EcoVadis Silver recognition: A milestone in sustainability

Last year, our efforts on sustainability were awarded with the EcoVadis Silver recognition, highlighting our commitment to sustainability and corporate social responsibility. This recognition places us among the top 15% of companies assessed by EcoVadis, a global leader in corporate sustainability rating.

The EcoVadis Silver recognition is a testament to our efforts to integrate sustainable practices into every aspect of our business. At Evac, we are dedicated to reducing our own and our customers' environmental footprint, promoting ethical business practices, and contributing to the well-being of our communities and the whole planet. The EcoVadis assessment

covers a range of criteria: Environmental practices, Labor and human rights, Ethics and Sustainable procurement.

"Receiving the EcoVadis Silver recognition is a significant milestone for us. While we are proud of it, we view it as a stepping stone towards greater sustainability achievements. Our goal is to continuously improve our performance and strive for the highest standards in sustainable development. We remain committed to making a positive impact on the environment and society and look forward to achieving the next milestones in our sustainability journey", says **Terhi Nordström**, Evac's QEHS Manager responsible for the EcoVadis assessments.



Sustainable solutions

Sustainable solutions

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Evac's maritime solutions

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Evac's land-based solutions

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Safeguarding life below water

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Pioneering circularity

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Evac HydroTreat

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Evac HydroTreat listed among
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A new sustainability standard for handling wet waste

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USP DragGone

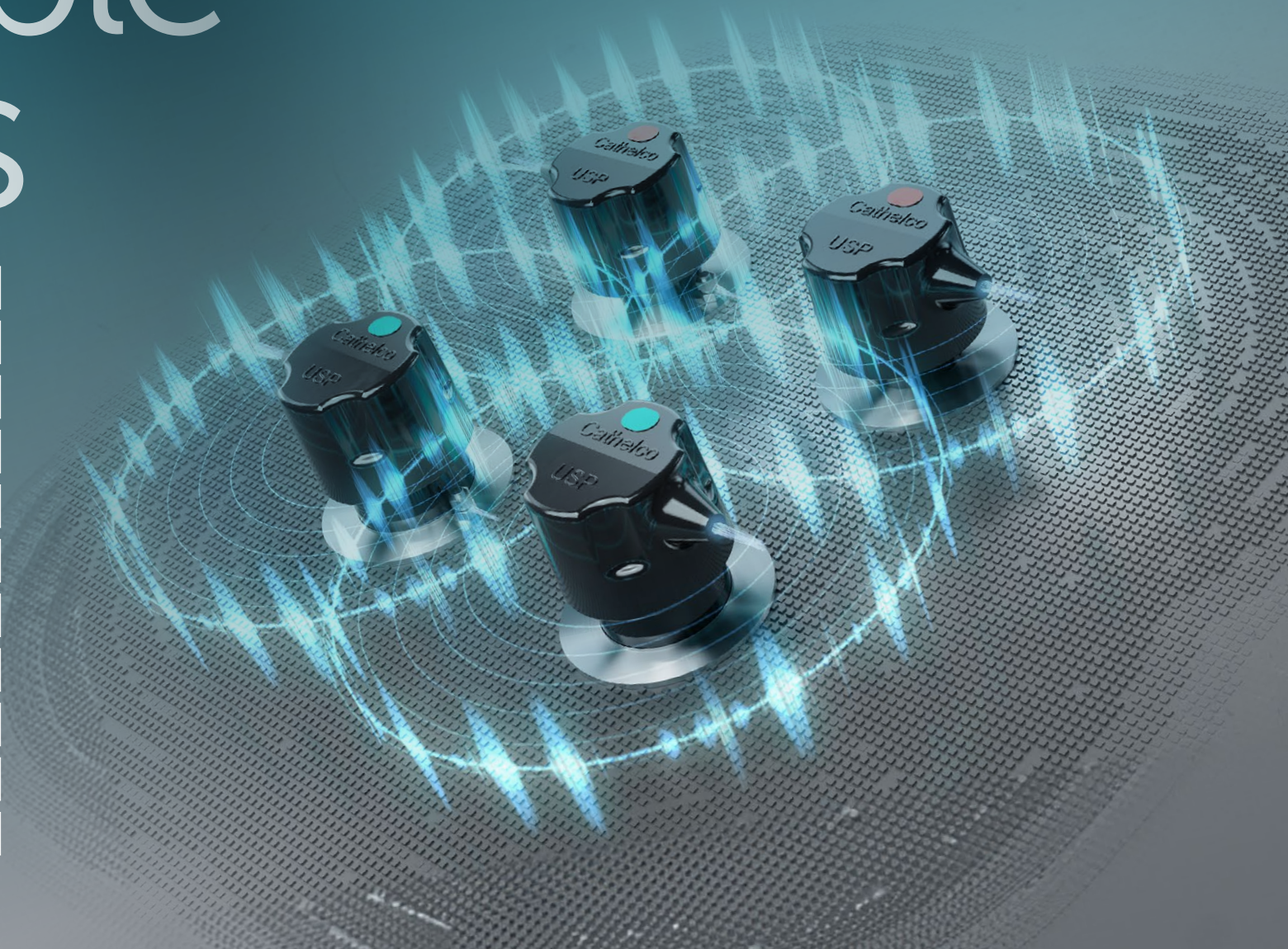
33 →

Vacuum drainage solves water-use challenges

36 →

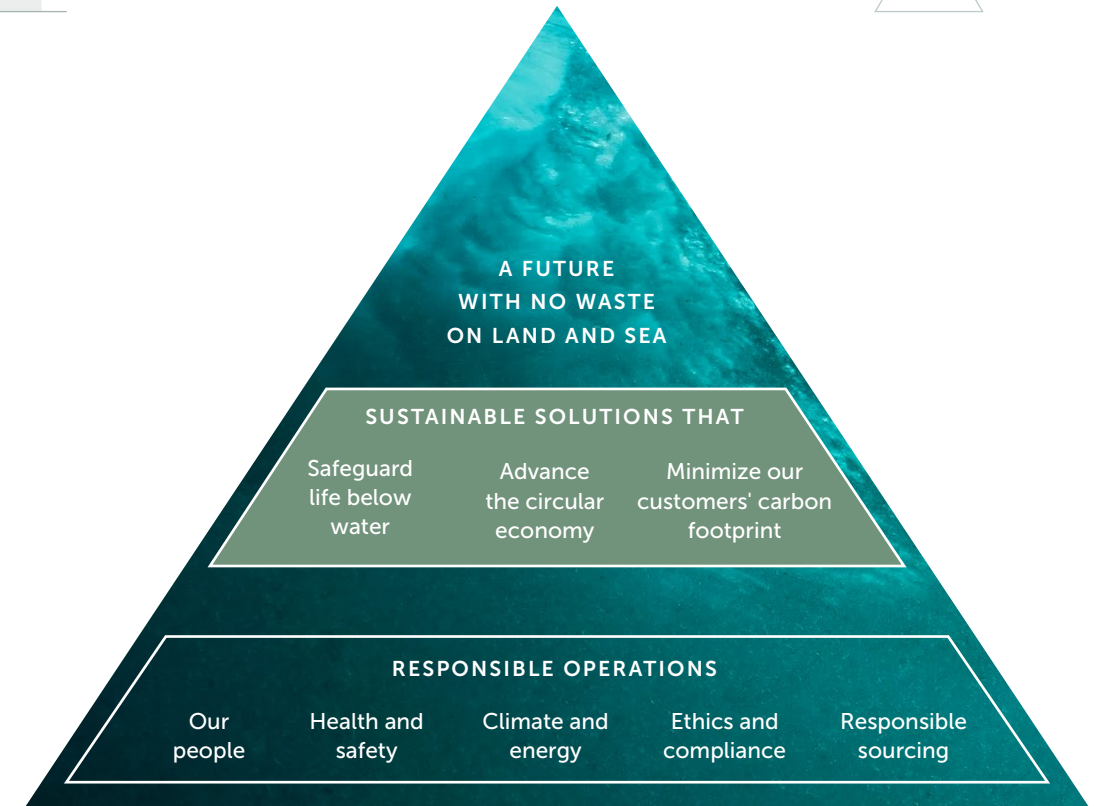
Evac solution for sustainable construction

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Sustainable solutions

At Evac, we aim to contribute to a future with no waste by offering sustainable solutions that advance the circular economy, safeguard life below water and minimize our customers' carbon footprint. Our ambitious target is to strive for a future with no waste, on both land and sea.



ADVANCING THE CIRCULAR ECONOMY

Pioneering circularity is central to our research and development efforts and one of our key strategic initiatives. We aim to lead the maritime industry towards a circular economy by minimizing incineration and focusing on preventing, reducing, recycling, and reusing waste.

We measure our progress with a key performance indicator (KPI) that tracks the increased share of recycling equipment in Evac sales. By increasing this percentage, we directly impact recycling rates onboard vessels. Together with our customers, we can enhance recycling rates and advance the circular economy.

SAFEGUARDING LIFE BELOW WATER

Protecting marine life is a crucial motivator for our business and product development. Our wastewater systems prevent nutrient loads in the marine environment and treat waste to meet current and future regulations.

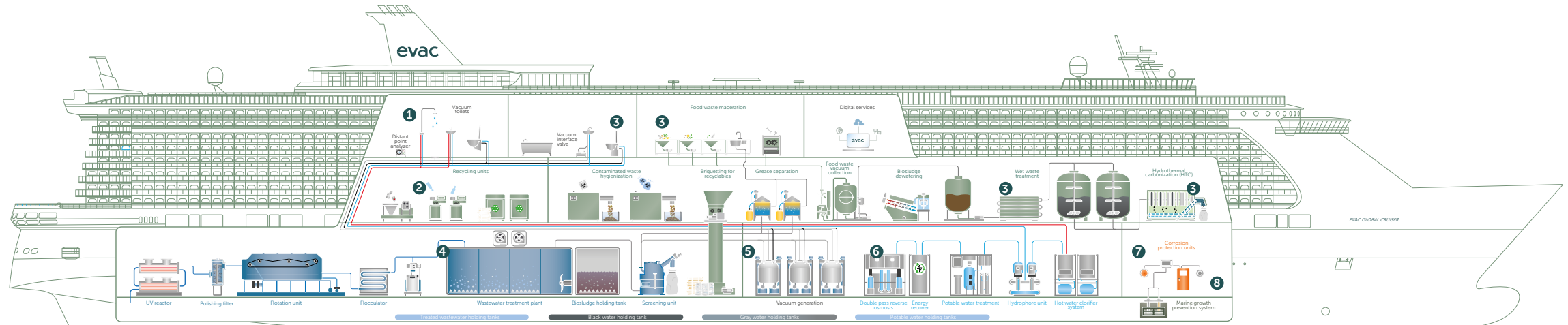
We measure our progress in safeguarding marine life with a key performance indicator (KPI) for sales of advanced wastewater treatment plants. By increasing the number and quality of these plants onboard vessels, we have a direct, positive impact on marine ecosystems. Higher sales translate to a greater environmental handprint.

MINIMIZING CUSTOMERS' CARBON FOOTPRINT

Leading companies in the maritime industry are striving for zero-emission vessels and decarbonizing shipping, aligning with Evac's mission to enable a future with no waste.

We continuously enhance our solutions' energy efficiency to reduce fossil fuel consumption and CO₂ emissions, while also seeking to minimize emissions from our own operations. We measure our progress with a key performance indicator (KPI) for the reduced carbon footprint of the Evac Total Concept. By developing our offerings and their operational carbon footprint, we directly support our customers' ambitious climate targets.

Empowering maritime sustainability: Evac's solution portfolio



1 Vacuum toilets

Evac vacuum toilets save up to 90% more freshwater than gravity toilets.

2 Dry waste treatment

Evac recycling units advance sustainability by optimizing waste compaction and empowering the circular economy.

3 Wet waste treatment

Evac HydroTreat® cuts CO₂ emissions by 80% compared to conventional methods and pioneers circular waste management via its byproduct, biochar.

4 Wastewater treatment

Evac MBR® removes 99% of suspended particles, including microplastics and nutrients, ensuring the highest quality effluent entering our seas.

5 Vacuum collection

Evac vacuum collection offers market leading energy efficiency, together with vacuum's unique plumbing flexibility.

6 Fresh water generation

Energy-efficient freshwater generation systems eliminate the need for shoreside water supplies and are not dependent on heat generation aboard.

7 Corrosion protection

Cathelco's corrosion protection systems lower the fuel usage and reduce the need for expensive corrosion repairs.

8 Ultrasonic antifouling

Cathelco USP DragGone™ ultrasonic anti-fouling achieves up to 13% reduction in fuel consumption and CO₂ emissions. Effective in both fresh and sea water.

Evac's solutions for flexible, hygienic, and sustainable construction

The demand for new, sustainable solutions in the construction industry is on the rise, driven by stricter environmental regulations, owners' desire for green building certificates, and growing awareness of sustainability issues.

Vacuum technology addresses common challenges related to water usage, hygiene, and construction flexibility, offering a future-proof solution for modern buildings. Vacuum systems are becoming a preferred choice for new construction and retrofits aimed at achieving high sustainability ratings.

Vacuum toilets significantly reduce water consumption by using air pressure to move waste, requiring minimal water per flush. This is crucial in

constantly growing areas facing water scarcity. Moreover, vacuum systems enhance hygiene by preventing the spread of contaminated mist, odors, and bacteria. Vacuum plumbing also offers unmatched flexibility in building design and retrofitting, allowing for easier installation and modifications without extensive structural changes. This adaptability is particularly beneficial for upgrading older buildings to meet modern standards.

Vacuum toilets

Evac vacuum toilets offer significant water-saving opportunities. With every flush, up to 90% of freshwater can be saved compared to traditional gravity toilets. Vacuum toilets also ensure a hygienic and safe sanitary environment. During flushing, vacuum toilets suction 60 liters of air, significantly reducing risk of contaminated mist.

Vacuum collection

The flexibility provided by Evac vacuum collection offers buildings a renewed lifespan through cost-effective retrofitting and remodelling. Vacuum solutions ensure that existing structures can be modified with minimal disruption and costs.

Vacuum interfaces

Evac vacuum interfaces can be used to connect gravity-based appliances to a vacuum sewage system. While the Evac vacuum toilet is an integral part of the system, it also accepts waste from gravity fixtures, including hand basins, baths, urinals, sumps, and showers. A vacuum interface allows standard bathroom fittings to be connected to the vacuum drainage system in new-build projects.



Design flexibility for supermarkets.



Sustainable drainage for Shanghai stadium.



Vacuum solutions for luxury hotels.

Safeguarding life below water Clear seas ahead with Evac MBR

Stricter marine regulations for onboard wastewater treatment are driving rapidly growing interest in Evac's Membrane BioReactor (MBR) solution. The purpose-designed membrane system completely removes any waste – including nutrients and even microplastics.

Blue-green algae may have a pretty name, but they are part of an ugly problem.

The cyanobacteria reproduce in certain marine environments when the water is high in temperature and rich in nutrients – especially nitrogen and phosphorus. This eutrophication spurs the growth of thick mats of the algae that block sunlight and deplete oxygen in the water, killing fish and other marine organisms. The bacteria are also toxic to mammals.

Wastewater systems on marine vessels typically operate with minimal water, which means that onboard sewage has dense concentrations of these nutrients. Discharging wastewater without adequate nutrient removal can thus have a significant impact on eutrophication – particularly in enclosed environments like the Baltic Sea, the Mediterranean and the Caribbean.

Evac's spearhead wastewater solution, Evac MBR, was first developed almost two decades



Evac MBR

Advanced wastewater treatment technology for passenger ships of all sizes.

Meets and exceeds current and future regulatory standards.

Consumes 10% less energy than their advanced counterparts, and has a 22% lower total carbon footprint.

■ The carbon footprint of Evac MBR is more than 20% lower than alternatives.

Alejandro Alvarez Camino | Product Line Manager

ago for onboard wastewater treatment. Now the company is seeing a surge of renewed interest in the solution, driven by stricter marine regulations that also require nutrients to be removed from wastewater.

"This is the most advanced MBR technology on the market. It's the only fully automatic solution out there that uses a membrane module developed specifically for wastewater, meaning the system is both easy to operate and completely reliable. Due to its low maintenance needs, it is also safe alternative for the crew," explains Evac Wastewater Product Line Manager, **Alejandro Alvarez Camino**.

"The quality of the water treated with Evac MBR is extremely high, with solids' concentrations of fewer than one part in a million. Evac MBR even removes microplastics from wastewater. Therefore, water released back to ocean is safe for life below water. The quality of it exceeds both current and future regulations," he says.

Purpose-designed membranes in a single unit

One of the standout features of Evac MBR is that the system uses purpose-designed polymeric membranes. This is in contrast to competing MBR solutions, which typically use membranes

10% more energy efficient per cubic metre of water than alternatives.

originally designed for other applications – such as water desalination – that are then adapted to treat wastewater.

"The pores of our membranes are so tiny that not even the smallest bacteria in wastewater can cross through the barrier," says Alvarez Camino. "The purpose-developed membrane unit is far less prone to clogging compared to similar solutions. Unless the system is misused, damage to the membrane is extremely unlikely."

Another advantage of Evac MBR is that a single filtration and biological-reaction unit performs all the required steps in wastewater treatment. Competing solutions often have different units

20% lower carbon footprint than alternatives.

for pre-treatment, separation and disinfecting. This increases costs and makes operation more complex.

All-in-one operation also makes Evac MBR more energy efficient. Evac has upgraded all its MBR motors to the EU's latest IE3 energy-efficiency specifications, even though this is not broadly mandatory in the marine industry.

"Our own benchmark comparisons show that Evac MBR is 10% more energy efficient per cubic metre of water than the average for the cruise industry. The carbon footprint of the solution is more than 20% lower than alternatives," says Alvarez Camino.



A step ahead of marine regulations

One of the most important legal frameworks in marine wastewater treatment is the MARPOL Annex IV, developed by the International Maritime Organization (IMO). Effective since 2003, the regulation imposes strict rules on sewage discharge from ships.

According to new draft proposals of MARPOL Annex IV – scheduled to be released no later than 2025 – new-build ships must have enhanced sewage-treatment plants that adhere to stricter requirements. From the date of enforcement of the amended regulation, all vessels will be obliged to continuously

monitor the quality of treated wastewater discharged at sea.

A key piece of legislation within MARPOL Annex IV is the MEPC.227(64) resolution from the IMO's Marine Environment Protection Committee. Adopted to enhance MARPOL Annex IV, the resolution already specifies requirements for nutrient removal from wastewater before sea discharge in designated special areas.

"Attention has shifted to what we call emerging pollutants, with nutrients like nitrogen and phosphorus at the top of the

list. Evac MBR can perform to the levels required by all these regulations," says Alejandro Alvarez Camino, Evac Wastewater Product Line Manager.

"At present, the only marine environment in which the IMO regulates nutrients is the Baltic Sea. But this is changing fast. Controls on nitrogen levels are coming in both Alaska and the Gulf of Mexico, for example, and the controlled areas are expected to widen," he explains.

Nothing to waste Pioneering circularity

As a technology company, research and development sits at the heart of Evac's future. The company is committed to fostering innovation that not only meets but exceeds the evolving needs of customers and their regulatory landscape.

A key focus in Evac's R&D work is the transition from traditional waste treatment methods to truly sustainable circular and biocircular solutions, especially onboard passenger ships.

Evac's Sustainability specialist, **Janica Toivari**, is a true circularity expert and a leader in the field to delve into the evolving landscape of waste management, recycling, and the imperative of circularity. It is clear that this is a key challenge and priority for the maritime sector.

Toivari's first-hand experiences onboard numerous cruise ships provide crucial insights into maritime waste management. Extensive field studies

have proved the need for tailored solutions that address the distinct challenges posed by on ship operations, and importance of leveraging innovative technologies and best practices.

The current recycling rates of passenger vessels lag behind, hovering at a modest 20–30%. This sobering statistic underscores a pressing need for heightened focus and innovation in waste management practices, and the opportunity offered by the retrofit market.

"The maritime industry is at a pivotal juncture, with stakeholders recognising the urgency of enhancing sustainability measures, also in waste



■ We will equip our customers with the tools and insights needed to navigate the complexities of circularity.

management. Our largest customers already understand that continuing the current standard practice of burning the waste onboard is not appropriate in the future. There is a pressing need to improve these ratios and set off on the circular journey,” Toivari emphasises.

Evac’s staunch advocacy for circularity is deeply rooted and backed by extensive research, analysis of prevailing megatrends, and a keen understanding of evolving regulatory frameworks. It is clear that what is good for the environment is the most feasible solution also from a social and economic perspective.

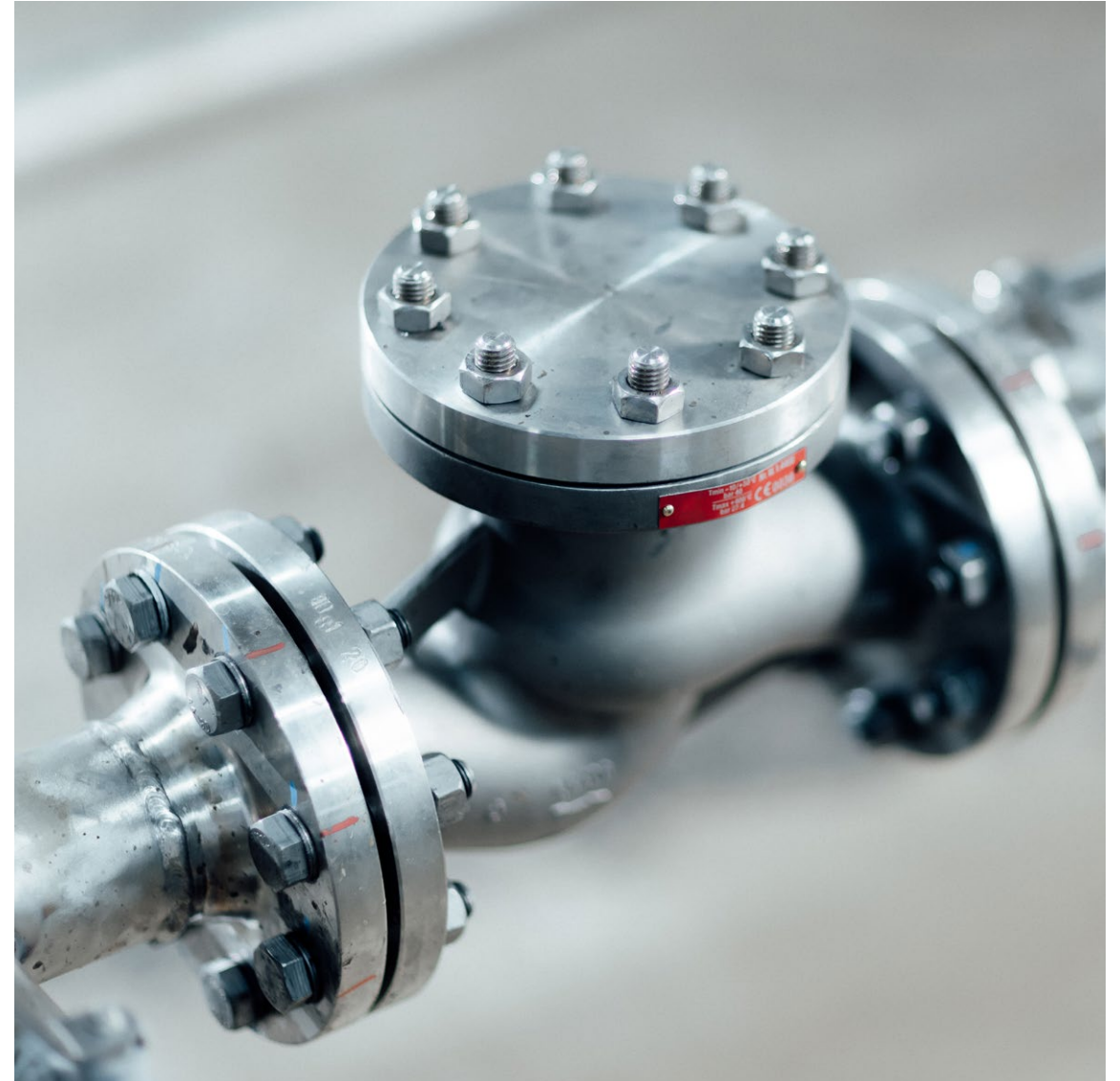
“Central to our ambition to advance circularity in the industry is fostering collaboration across the maritime ecosystem. Partnerships are pivotal in driving innovation and effecting meaningful change. Evac is spearheading transformative shifts in waste management practices, equipping our customers with the tools and insights needed to navigate the complexities of circularity.”

Circular by 2030

Evac’s ongoing research program offers a comprehensive framework for addressing waste management challenges in the maritime sector.

The initiative seeks to drive progress towards a circular economy. While acknowledging the complexities inherent in systemic change, Toivari identifies opportunities for quick wins, particularly in optimising waste operations onboard cruise ships. However, she emphasises that long-term success hinges on building robust partnerships and streamlining waste management processes across the value chain. The evolving regulatory backdrop is a further driver to this process.

Toivari envisions a maritime industry transformed by circularity by 2030. “By embracing circular economy principles and implementing innovative solutions, we can enhance environmental stewardship, drive economic prosperity and social progress. With a steadfast commitment to the necessary change, we can collectively chart a course towards a future with no waste.”



Evac HydroTreat: A sustainable breakthrough for treating wet waste onboard ships

As cruise ship operators know, the volume of organic wet waste generated on board is immense. On an average cruise day, each passenger accounts for approximately 2.5 litres of food waste and 1.5 litres of biosludge (treated wastewater). Traditional solutions for handling this waste, such as thermal drying or ejecting into the sea, are problematic from the environmental standpoint.

But today's passengers are becoming more aware of their carbon footprints and are demanding transparency from cruise ship operators.

Tightening legislation is also pushing the industry towards more ecological onboard handling of waste.

Evac HydroTreat is fast emerging as the industry's go-to solution for this challenge. Based on a closed-loop hydrothermal carbonisation (HTC) process, the low-cost technology uses heat and the high water content of the organic wet waste to break it down into just sterile biochar and water. The batch-based process takes just a few hours to complete and generates no direct emissions. ➤



In the picture: Biochar, the end-product of the Evac's novel HTC technology.

Our solution reduces the volume of onboard waste by 90%.

"Our solution reduces the volume of onboard waste by as much as 90%, and with a significantly lower carbon impact than traditional waste disposal alternatives. We're already implementing Evac HydroTreat on several new cruise ships," says **Heikki Kolisoja**, Vice President, Products and Engineering.

Energy efficient, environmentally friendly

The compact Evac HydroTreat system comprises several modules that can easily be installed in the engine rooms of any passenger ships. Capacity can be flexibly adjusted according to different requirements.

"Treating organic wet waste onboard is traditionally very challenging," explains Kolisoja. "As the water content is inside the cells of the material, drying out the waste is very difficult. But if you don't dry it out then it starts to rot and smell, while still retaining its bulky mass. This is why many cruise operators simply eject it into the sea. While this is legal (within certain limitations) there's a massive negative environmental impact."

"In simplified terms, we've developed a pressure cooker where the organic wet waste is broken down to carbon molecules at 200 °C," he says. "After mechanical drying you end up with just bagged biochar that has a consistency similar to charcoal. The only other by product is water, which goes into the ship's treatment system for safe discharge."

Evac HydroTreat is far more energy efficient than traditional incineration and drying methods. When comparing like for like, HydroTreat generates approximately a seventh of the carbon dioxide emissions of a traditional system.

From wet waste to fertiliser

"In principle, hydrothermal carbonisation is a really simple process. But to make it energy efficient, as we've done with HydroTreat, you need the different phases of the system to work in balance. Through six years of R&D we've been able to optimise the process so that the system retains some 90% of its thermal energy," explains Kolisoja.

The characteristics of the biochar pellets are also making Evac HydroTreat appealing to cruise ship operators.

The biochar is initially treated as general waste, not as international food waste. This means the pellets can be easily and cost effectively offloaded at any port, with no special handling required. The biochar is also rich in phosphorus and nitrogen, both of which are key fertiliser ingredients. Evac is now exploring how to get the pellets certified for use as fertiliser.

"We're a bit ahead of the legislation on this point, as Evac HydroTreat is such a cutting-edge solution. But this is something we're working on as an additional benefit of treating organic wet waste with hydrothermal carbonisation. In this way, we're enabling cruise operators to both decrease their carbon footprint and make a net-positive environmental contribution," says Kolisoja.

Evac HydroTreat listed among the top 30 innovations in Europe

Evac's HTC technology has been recognized among the top 30 circular innovations on the Circular Solutions for Nature list. Created by Sitra, the Finnish Innovation Fund, this list showcases practical examples of circular business models that tackle biodiversity loss and generate new businesses.

As one of the top 30 European innovations, Evac HydroTreat leads the shift towards circular waste management in the maritime industry by transforming waste into a valuable resource.

"Waste management is often dismissed as something that happens if other circularity efforts have failed.

However, some waste, such as biosludge, is inevitable, and efforts to extract more value from these streams are of great importance," says Sitra's **Riku Sinervo**, Senior Lead, Global Collaboration, Sustainability Solutions.

"We are grateful and proud of this recognition of our efforts to empower the maritime industry in its transition to the circular economy. With Evac HydroTreat we enable our customers to future-proof their installations to meet current regulations and beyond. We are also excited to see rapidly growing interest in Evac HydroTreat on land," says **Björn Ullbro**, CEO of Evac Group.



In the picture: Biochar, the end-product of the Evac's novel HTC technology.

TUI Cruises and Evac HydroTreat: A new sustainability standard for handling wet waste

“This isn’t just a groundbreaking innovation for the cruise-line industry, but for waste management in general,” says Head of Newbuilds at TUI Cruises, Georgios Vagiannis.

TUI Cruises is a significant player in the global cruise industry. With its fleet of 11 vessels, the cruise line carries approximately 700,000 passengers each year on some 380 cruises. TUI Cruises serves popular destinations around Europe, the Caribbean and the rest of the world with its Mein Schiff and Hapag-Lloyd Cruises (HLC) brands. HLC also offers cruises to Antarctica and the Arctic.

Since it was founded in 2008, the company has deliberately focused on the German market. Today, the vast majority of Mein Schiff’s passengers are German speakers. They select the cruise line for its generous square-metre ratio per passenger, premium experiences and focus on sustainability.

“When it comes to sustainability, Germany is the most demanding European market. We’ve made sustainable business a core value for TUI Cruises >



■ This is not just a ground-breaking innovation for the cruise industry, but for waste management in general.

Georgios Vagiannis | TUI Cruises



and we are always trying to be at the forefront of circular economy innovation. By 2030, we want to have reduced our absolute global carbon dioxide emissions by 27% across all our cruise brands,” says **Georgios Vagiannis**, Director of Newbuild at TUI Cruises.

Against this background TUI Cruises went looking for a better solution for handling organic wet waste aboard its vessels. Comprising food waste and biosludge (i.e. surplus solids from wastewater treatment), organic wet waste is notoriously problematic for cruise operators. It’s bulky, unpleasant and subject to strict disposal restrictions.

“It’s possible to recycle, burn or otherwise dispose of organic wet waste, but we wanted to find a solution that would help us to achieve our ambitious environmental targets. In 2018 we wrote an open letter to waste technology suppliers asking them to put forward innovations for this task. This is how we settled on Evac HydroTreat.”

From wet waste to sterile biochar

Evac HydroTreat deploys a closed-loop hydrothermal carbonisation (HTC) process to break down organic wet waste into sterile biochar and

water. In a process akin to a pressure cooker, the organic wet waste is heated to 200 °C until the cells break down into carbon and eventually form biochar as a stabile end product.

Unlike traditional methods of treating organic wet waste, HydroTreat generates no direct emissions and has lower energy consumption. The compact design of the Evac HydroTreat system allows for easy installation in the waste-handling area of any ship.

“The main driver behind adopting this technology is that we wanted something circular. This is not just a ground-breaking innovation for the cruise-line industry, but for waste management in general,” says Vagiannis.

TUI Cruises is now installing the Evac system in three new Mein Schiff vessels, two of which are being constructed in Italy, and one in Finland.

Landside circular benefits

TUI Cruises and Evac began building their relationship many years ago with the implementation of various Evac technologies aboard TUI Cruise vessels. This initiative includes equipment for reverse osmosis; removing salt from seawater so it can be used for passenger showers.

TUI Cruises has also installed Evac vacuum toilets in crew cabins, passenger staterooms and public areas.

“Every vessel in the TUI Cruises fleet has some Evac equipment. We have a very good partnership. The company understood the priorities on our side and we’re on this sustainability journey together. Both TUI Cruises and Evac have invested a lot in HydroTreat,” explains Vagiannis.

In another boost for sustainability, the biochar produced by the HydroTreat process is rich in phosphorus and nitrogen, essential components for fertiliser. TUI Cruises is now working with port authorities in different countries to study how best to bring the material into local circular economy systems including usage as soil fertilizer or biochar as an energy source.

“We are allowing port authorities to do their own analysis, so they understand that this is an organic material that can be used as a fertiliser,” says Vagiannis.

“When we talk about sustainability, we need to think about the whole picture. Here we are commercialising a technology that can be used for something much bigger. It’s a game changer in the whole circular economy process.”

A sustainable solution launched for ultrasonic antifouling: USP DragGone™

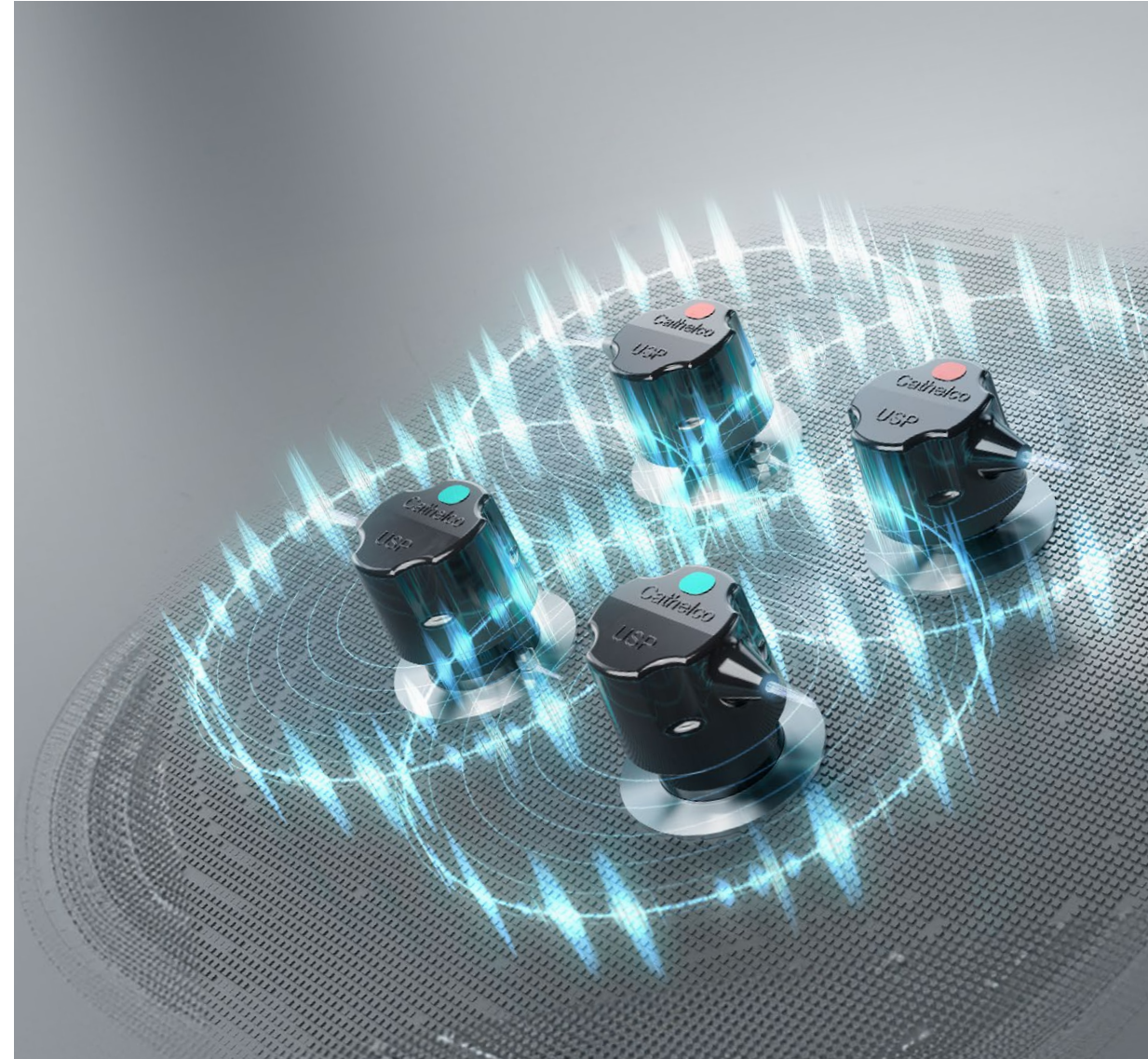
Evac has recently introduced a patented ultrasonic protection technology which protects against hull biofouling. Cathelco USP DragGone™ reduces drag and improves fuel efficiency, reducing fuel consumption and associated emissions by up to 13%.

Biofouling is the accumulation of various aquatic organisms that gather on any part of a vessel exposed to sea and fresh water. This increases the drag as a vessel moves through the water, increasing the load on the engines, driving higher fuel cost and carbon emissions. Effective biofouling management prevents these accumulations, reducing friction and lowering fuel consumption and associated GHG emissions.

Ultrasonic protection is a proactive solution, complementary to antifouling paint, which ensures the hull remains clean from day one for a newbuild, or as soon as it has been cleaned for existing

vessels. The technology is effective in both fresh and sea water. With Cathelco USP DragGone, transducers are attached to the inside of the hull and emit ultrasonic waves which disrupt any kind of a biological attachment to the hull surface. The vibration generated stops the microorganisms and algae from attaching themselves to a vessel's hull. This also mitigates the risk of the translocation of invasive aquatic species, which has a significant ecological impact.

USP DragGone combines two key technical differentiators: guided wave and heterodyning technology – two existing and established >



principles, applied to biofouling management for the first time. With guided wave technology, DragGone enables the waves to travel over longer distances than traditional ultrasonic fouling solutions, which means fewer cable runs, fewer control panels, and up to 60% fewer transducers. This makes it easier to install and maintain, reducing service costs. Heterodyning generates additional frequencies, which increases range and optimises efficiency, as standard, single frequency transducers are unable to protect against all species of fouling.

Chris Hewitt, Product and Technical Manager, said: “The more biofouling on the hull, the greater the drag reducing fuel efficiency. By keeping the hull clean from biofouling, DragGone reduces fuel consumption, thereby reducing emissions and costs. The International Maritime Organization (IMO) recognises that biofouling management is an important part of the roadmap to a decarbonised future for shipping. The macro organisms can wreak havoc in marine habitats if they detach from the hull and reproduce in areas where they are non-native. While much effort on this issue has gone into ballast water treatment over the past decade, biofouling is also a key contributor.”

“Hull cleaning is an expensive process, either during regular dry docking when the vessel is taken out of service, or using cleaning robots, or divers, which have potential safety implications. With DragGone, the hull remains clean from day one, preventing even a microfouling layer from forming, which is what creates an environment for macrofouling to form.”

Cathelco’s antifouling systems are already installed on over 15,000 vessels worldwide. These marine growth prevention systems (MGPSs) are volume treatment systems for the sea chest, internal pipework and box coolers, for example. Sea water is full of bacteria and different types of fouling organisms which clogs the pipework and reduces the amount of flow through the pipes.

DragGone joins Cathelco’s full suite of products for vessel protection from biofouling, spanning MGPS, impressed current cathodic protection (ICCP) technology – which reduces maintenance costs by preventing corrosion on ship hulls and offshore structures, and—now—ultrasonic antifouling.



Illustrative picture



Customer feedback:

Feedback from the Chief Engineer on a test vessel noted the USP DragGone system’s distinctive effectiveness. Their observations highlighted that, unlike other ultrasonic devices previously encountered, Cathelco USP DragGone delivered on its promises, marking a first in their experience for reliability against fouling. The positive impact of the system will lead to its inclusion in future vessel builds, underscoring its value and effectiveness in real-world maritime operations.

USP DragGone wins 'Technology of The Year' award

Our novel ultrasonic antifouling system, Cathelco USP DragGone™, received notable recognition at the Maritime Decarbonisation Awards 2023, securing the 'Technology of The Year' award. The Awards celebrated the best innovations, technologies, and practices contributing to sustainable and decarbonized marine propulsion, promoting long-term environmental responsibility and resilience.

The recognition underscores Cathelco's dedication to addressing the critical issue of marine biofouling in the maritime sector. Biofouling poses a significant operational challenge, increasing vessel drag and resulting in higher fuel consumption and GHG emissions. Additionally, biofouling introduces the risk of transporting invasive aquatic species to new waters, disrupting local ecosystems.

Sustainability is a major focus for the maritime industry, driving a wave of innovation. While USP DragGone is just one piece of the puzzle, it can

significantly impact helping vessel operators achieve their sustainability targets. The development of this novel technology has truly been a team effort.

"The introduction of USP DragGone has been both exhilarating and challenging. Working with an outstanding team to bring this cutting-edge product to our customers has been a fantastic experience. It's exciting to see how this product contributes to a greener future and supports our customers in reaching their targets," says Dr. **Sasha Heriot**, Product Development Business Manager.

By introducing the solution, Cathelco has taken existing technological principles and applied them in fresh, innovative ways to tackle an age-old problem. "While the maritime industry is traditionally conservative, the urgent need for decarbonization has led to a warm reception for new ideas and technologies. Since the product launch, we've experienced a surge of interest and enthusiastic feedback from our customers."



Vacuum drainage solves water-use challenges

With gigafactories springing up across Europe, attention is focusing on the significant water consumption. The challenges can be overcome with vacuum-drainage solutions from Evac. The environmental benefits and cost savings are clear.

As of May 2024, there are some 40 gigafactories across Europe producing batteries for electric vehicles and renewable-energy storage. These giant plants are dotted across 17 EU member states, with 12 factories in Germany alone.

The sheer scale of gigafactories poses challenges in terms of water consumption and treatment. Some factories have drawn the ire of local environmentalists, who object to the impact on local water use. Aside from the water used in

production processes, gigafactories must have sanitation facilities for workers. The same applies to large warehouse facilities and distribution centres.

Traditional gravity-drainage solutions are problematic in these environments. Gravity drainage adds to the strain on water consumption and treatment and poses construction challenges.

Toilets need to be placed close to production lines, so that time is not lost on 20-minute round trips to visit facilities on the other side of a >



Evac's vacuum-drainage solutions tackle high water consumption in gigafactories, offering clear environmental benefits and cost savings.

massive factory. Yet installing conventional drainage to run from deep within these factories to meet the main sewer line is costly and time consuming. The cost of treating blackwater is also high.

Evac's vacuum technology is the answer to these needs, with the added benefit of being more hygienic than gravity toilets.

"We're seeing increasing interest from the industrial sector in our vacuum-drainage systems," says Evac Channel Partner Manager, **Joslyn Vermogen**. "Putting a vacuum system in a factory brings benefits on many levels. It's quick to install, saves huge amounts of water, and makes waste-water management cheaper and easier. Vacuum toilets are also more hygienic for the people using them."

Save water, reduce costs

Evac is serving the industrial sector by building on decades-long expertise in installing its vacuum systems in supermarkets. Many of the installation principles are similar to those needed in gigafactories and other large spaces.

By enabling wastewater to be transported without the continuous slope required by conventional drainage, vacuum systems can be routed upwards towards the ceiling of a gigafactory. There is no need to penetrate the slab. Installation is thus much quicker and less costly.

Vacuum-drainage systems have a massive positive impact on reducing water consumption. A conventional gravity toilet uses between four and nine litres of water per flush, whereas an Evac

vacuum toilet uses just 1.2 litres. This is because water is only needed to clean the bowl, not to transport the effluent.

"To install gravity drainage, you need to connect to the main sewer line via digging a long sloping trench. In addition to the cost and hassle, this work has a massive carbon impact," explains Vermogen. "You can avoid all this with a vacuum system, while also significantly reducing water consumption and the amount of wastewater to be treated."

There is the hygiene factor to consider too. Conventional toilets spray up 80,000 polluted droplets every time they're flushed; Evac toilets have no overspray at all. This is especially important in preventing disease contamination and spread in factories with thousands of workers.

Quick return on investment

For each potential installation, Evac calculates a clear and compelling business case to demonstrate the benefits of switching from gravity drainage to a vacuum system. By reducing installation costs, water consumption and the volume of blackwater to be treated, vacuum solutions bring massive savings in both capital and operating expenditure.

In compiling the business case for a European EV-battery gigafactory, Evac demonstrated annual water-consumption savings equivalent to at least 2.19 Olympic-size swimming pools. This is from a pilot proposal of just 25 vacuum urinals and 91 vacuum toilets.

A similar business case for the distribution centre of a large Nordic retail chain showed an 83%

reduction in water consumption. The annual saving on water costs would be almost 7,000 euros per year.

"The return on investment comes very quickly with Evac vacuum technology. We encourage

facilities' managers of both existing and planned industrial spaces to get in touch so that we can demonstrate the clear business case," says Vermogen.

Water-saving calculator

Calculate your annual water and cost savings

Type of building*

Office / Factory

Working days per year: 250

Number of users*

1250

Price of water*

4.5

€/m³

Annual **water savings**
compared to gravity toilets

Up to
2531
m³ per year
= 1
Olympic
Swimming
Pool

Annual **cost savings**
compared to gravity toilets

Up to
11 390
€ per year



TRY THE CALCULATOR



With Evac's water-saving calculator, our customers and partners can measure their impact and promote sustainable practices.

Vacuum systems

Evac solution for sustainable construction

In the quest for sustainability, especially in our fight against climate change, Carl Elefante's insight rings truer than ever: 'The greenest building is the one that is already built.' At the heart of this philosophy lies the potential of adaptive reuse, where the key to unlocking a sustainable future might just be found in the plumbing of our existing structures.

The basement spa of the Raffles London hotel, situated in one of the city's most renowned landmarks, The Old War Office (OWO), now boasts an Evac vacuum system, providing advantages in sanitation, design flexibility, and water conservation.

Built in the early 1900s, OWO features an Edwardian Baroque design and once served as the headquarters for the UK Army's administrative operations. Notable figures such as soldiers, spies, and government officials frequented OWO. Even Ian Fleming, the creator of James Bond, was a [▶](#)





regular guest, and several of the 007 films were filmed on the premises.

In 2016, OWO came under private ownership and a six-year restoration project was undertaken before Raffles London opened its doors. Embracing innovation, the establishment's public health designers chose Evac's vacuum drainage solution for the basement level, which now houses the luxurious Guerlain Spa.

"Conventional drainage isn't feasible in the basement of OWO, as the floors there are below the sewer level," says **Stephen Royle**, Managing Director of Evac's UK agent EVDS. "Thanks to the Evac system being in place, Raffles can rest assured that hotel guests won't experience unpleasant odours or worse."

Preserving heritage, embracing innovation

The Raffles solution includes 10 units of Evac VacuConvert frames, which turn any conventional wall-mounted toilet into a vacuum system. In addition, 40 vacuum interface valves for collecting water from the spa's wash basins and showers. These valves also allow for the connection of traditional gravity-based fixtures to the vacuum system.

While the main advantage of the Evac solution is guest comfort, there are also benefits in terms of both design and sustainability. "When renovating old properties, particularly listed buildings, contractors

need to take measures to keep the original structures intact," explains Royle. "But conventional gravity drainage is often based on 100-millimetre piping that requires heavy vertical drilling through floors."

"Evac's vacuum system uses piping of just half that width. You can feed it through a small hole in the wall of a hotel room to join a discreet main pipe in the corridor. This way you also avoid potential safety issues that come with drilling through structural steel and concrete."

Increased interest in saving water

Vacuum systems have a great sustainability advantage due to significant reductions in water consumption. Unlike traditional toilets, which can use up to six litres of water per flush, Evac's vacuum toilets only use 1.2 litres. As the need on water conservation grows, especially in the UK, there has been an increase in interest in vacuum solutions.

"Over the past 18 months or so, we've seen a big swing in interest towards vacuum systems for their water-saving benefits," says Royle. "We're having a lot of conversations with public-health designers regarding this aspect."

"When you consider the health, design and water-saving benefits in their totality, the total cost of ownership of vacuum solutions is often far lower than traditional gravity-based systems."

Responsible operations

Responsible operations

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Responsible operations

Evac's sustainability approach is founded on responsible business practices. By focusing on our people, ensuring their health and safety, driving climate action, upholding ethics and compliance, and fostering responsible sourcing, we aim to create a positive impact on the environment and society. Our progress in 2023 reflects our commitment to these areas.

OUR PEOPLE

At the heart of Evac's success are our people. We are dedicated to fostering a workplace where every employee feels valued, respected, and empowered to contribute to our targets. Investing in continuous learning and development opportunities ensures our team is equipped with the skills and knowledge needed to drive innovation and sustainability. In 2023, we launched several initiatives reflecting our commitment to their professional and personal well-being. Read more from page 42 onwards.

HEALTH AND SAFETY

Ensuring the health and safety of our employees is paramount. In 2023, we made significant progress in reducing workplace incidents and enhancing our safety standards, demonstrating our unwavering dedication to the well-being of our people. We organized regular training to maintain a safe working

environment. Our commitment to health and safety extends beyond compliance; it is embedded in our culture. Read more from page 47 onwards.

CLIMATE AND ENERGY

Our innovative solutions help customers reduce their carbon footprint, transition towards a circular economy, and save significant amounts of water. In 2023, we focused on further enhancing the energy efficiency of our products and set targets for reducing carbon emissions from our operations. We also started working with our suppliers to identify opportunities for reducing climate impacts. Read more from page 50 onwards.

ETHICS AND COMPLIANCE

Operating ethically and complying with all applicable laws and regulations is fundamental to our business.



Code of Conduct guides the actions and decisions of both Evac's employees and our partners, setting the standards for responsible behavior. In 2023, we reinforced our commitment to ethics and compliance through training programs and strengthened our processes to manage risks related to trade sanctions, corruption, and other third-party risks. Read more from page 52 onwards.

RESPONSIBLE SOURCING

Our supply chain is integral to our sustainability

efforts. In 2023, we enhanced collaboration with our supplier network to understand their sustainability approaches and define common focus areas and targets. We integrated sustainability as a key criterion in our supplier qualification and evaluation processes, conducted numerous supplier audits, and required corrective actions to ensure continuous improvement. We aim to work closely with our partners to enhance sustainability throughout the supply chain. Read more from page 53 onwards.

OUR PEOPLE

■ To capture our employees' feedback, we took systematic steps towards more active employee listening in 2023.

Focus on people and culture

The success of our business strategy depends on our ability to attract, retain, and grow the best talent for our business. We want Evac Group to be a great place to work where people can feel that they can grow, collaborate, and do their best.

Evac people priorities were established in 2022 to support our business strategy. We are focusing on four core areas: great place to work, talent, culture and leadership.

Great place to work

A great place to work is one where everyone feels that they are treated fairly and with respect and where differences are valued. We want our people to feel a sense of belonging and that their opinions truly matter. Evac has zero tolerance for discrimination, harassment, and bullying. We also strive for an environment where we have high internal energy and are focused on driving our growth strategy forward without compromising the well-being of our people.

Leadership

Leadership is the foundation for building a high-performance culture that enables us to implement

our business strategy. We allow our leaders to be authentic, inspiring, and engaging and expect them to role model accountability and deliver results. Leaders are focused on bringing people together to deliver success. Our goal is to build a high-performance culture and depth of talent, allowing us to hire from within.

We continuously invest in the development of our leaders. In 2022, we started a global leadership development program, 'Leaders' Anchor', with 68 Evac Group leaders and managers. The program's objectives were to train and empower our managers to lead effectively, improve talent retention, clarify manager accountabilities, strengthen our organization's culture and bring leaders together to enhance team collaboration.

The program continued in 2023 with six training modules, including peer-to-peer coaching and a focus on linking company and individual objectives, leading performance, leading virtual teams, leading engagement, and leading talent. The total investment for this training program was 1,460 hours. In 2023, we dedicated a total of 2,824 hours to employee training. >



averaging 5.5 hours per employee. The training included topics such as sustainability, in which 50% of our employees participated.

Talent

We want to be recognized as a company where people can grow and feel proud to work for. We are providing opportunities for our people to grow and develop with Evac through internal and external training and other opportunities, such as collaboration projects, secondments and global projects. We enable each employee to have a growth conversation with their manager so that they would have an individual career development plan in place. We provide opportunities for all our people to expand their knowledge, gain skills and grow to their full potential. We aim to attract and develop the right talent to meet our future business needs. In 2023, Evac hired 121 employees, 28% of them were female.

We recognize the success of our top talent and reward outstanding contributions that align with our company values. We continually assess our talent and plan for succession opportunities and talent mapping. Our voluntary attrition rate has improved, reaching 10.7% in 2023.

We conduct annual performance reviews to ensure the systematic development of our

personnel and their skill sets. In 2023, performance evaluation was completed for 82.3% (2022: 70%) of Evac employees. All Evac employees are eligible for short-term incentive plans based on common, aligned targets.

Culture

Evac has a shared purpose and brand promise. To complement them, we also defined new, shared values. The values were co-created with our entire personnel and completed in early 2023. At Evac, every employee plays a role in bringing our values to life through how we work and interact with each other, our customers and partners, and the wider society.

We are actively shaping our company culture, and have created a systematic approach to culture development. In 2023, we took steps towards more active employee listening and used global employee surveys to capture feedback from the organization. We conducted two engagement surveys with excellent participation rates. The second survey in September showed an 11 percentage point increase in employee engagement compared to the first survey conducted in March.

We have also started to run regular employee focus groups that we call employee coffee sessions. Our senior leaders meet with our employees during

these sessions to hear their feedback and foster genuine dialogue. A combination of employee engagement survey results and the feedback from the coffee sessions helps us ensure that we provide a safe working environment where everyone can do their best every day. We expect all managers to have open and honest discussions with their teams and to take action based on the employee survey results with their teams.

Continuous communication

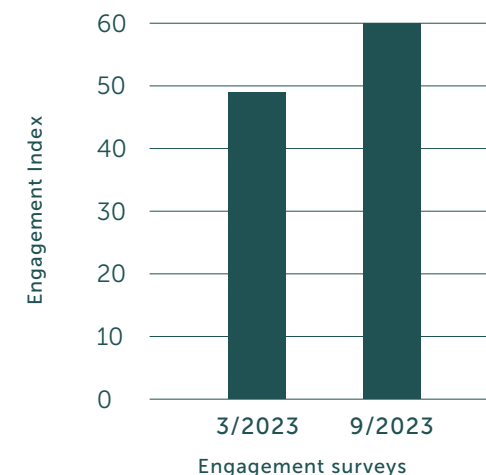
We communicate with all employees via town hall presentations monthly. In the town halls, we celebrate our achievements and link them with our company strategy and values. In 2023, we reviewed our strategy for the coming years and localized the activities to bring the strategy closer to our employees. As part of the strategy process, we had a strategy roadshow in 2024, which traveled to 14 countries to discuss strategy with the local teams at a local level.

The process enabled our employees to connect themselves and their individual contributions to our overall business strategy. They now recognize the business purpose and vision in their actions and understand, how they can impact it. This way, we have aligned our behaviours, decision-making, and brought clarity in the objective setting for 2024.

14 Countries

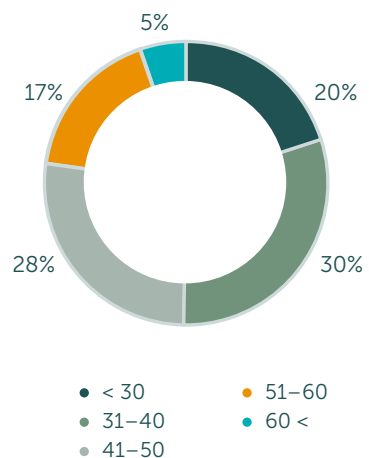
39 Nationalities

Employee engagement development

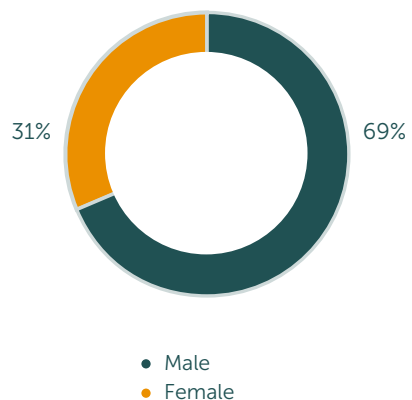


Our people

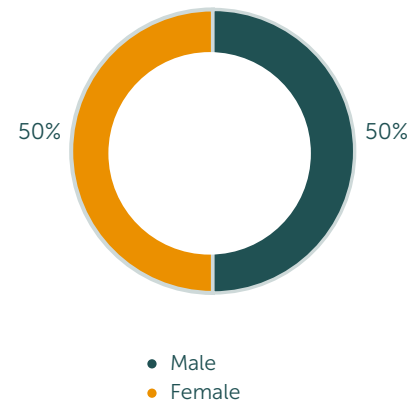
Age distribution



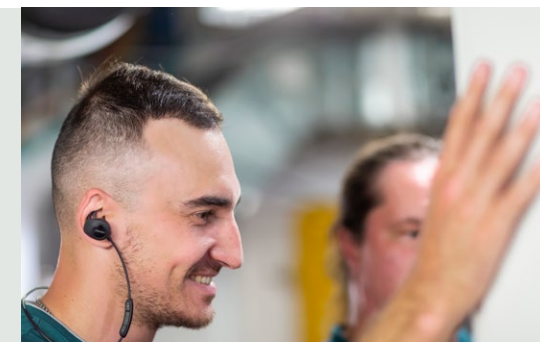
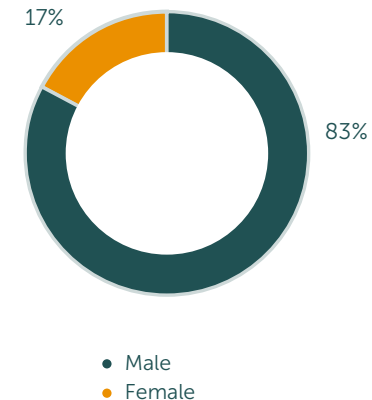
Gender distribution



Leadership team gender distribution



Board of Directors gender distribution



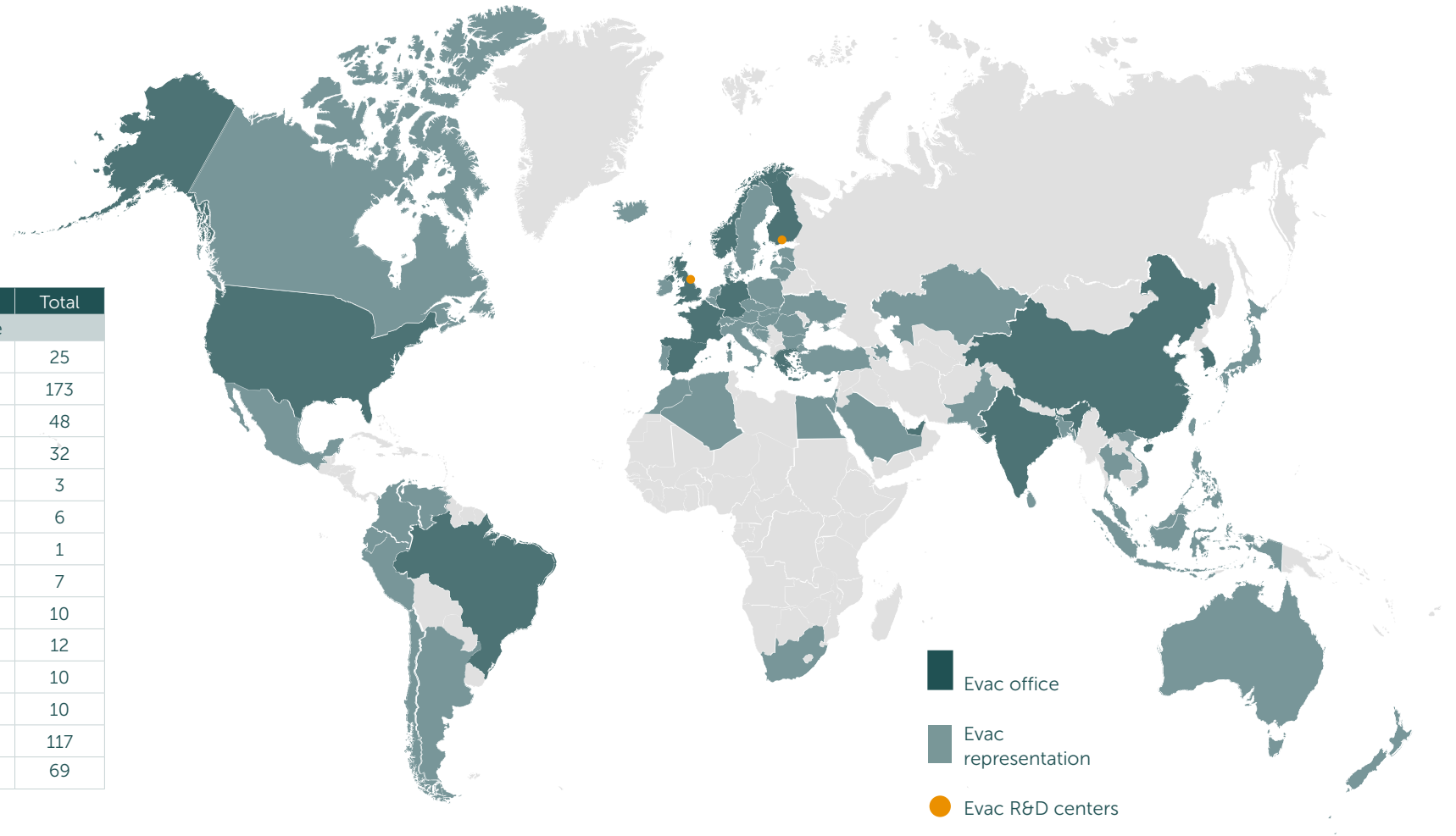
OUR PEOPLE

500+ experts serving the global customer base

Evac has a strong global presence, which enables us to meet our customers' needs in the best possible way and to leverage the growth potential in different markets.

Headcount by country and contract type

Country	Fixed term	Permanent		Total
	Full Time	Full Time	Part Time	
China	11	14	0	25
Finland	3	169	1	173
France	2	46	0	48
Germany	1	25	6	32
Greece	0	3	0	3
India	0	6	0	6
Netherlands	0	1	0	1
Norway	0	6	1	7
Singapore	0	10	0	10
South Korea	2	10	0	12
Spain	0	10	0	10
United Arab Emirates	0	10	0	10
United Kingdom	1	109	7	117
United States	0	69	0	69



OUR PEOPLE

Evac's diversity commitment A path to sustainable growth

In today's world, diversity and inclusion (D&I) are crucial drivers of success. As organisations strive to innovate, adapt to global markets, and attract top talent, prioritising D&I initiatives offers many benefits.

At Evac, around 40 nationalities are represented within the company's 500 employees across 14 countries. The gender ratio (females 31% in 2023) is well-balanced compared to similar international engineering companies.

"I am very proud of our diverse workforce, and it's something we don't take for granted: We have a strong, board-led commitment to D&I and we have dedicated energy to develop the culture of inclusion. We are committed to providing a working

environment where everyone feels welcomed, trusted, respected, supported and valued for who they are. All our people need to be fully involved and feel that their voices are heard," says **Senja Koivusalo**, Chief People & Culture Officer.

Equal chances for growth and advancement

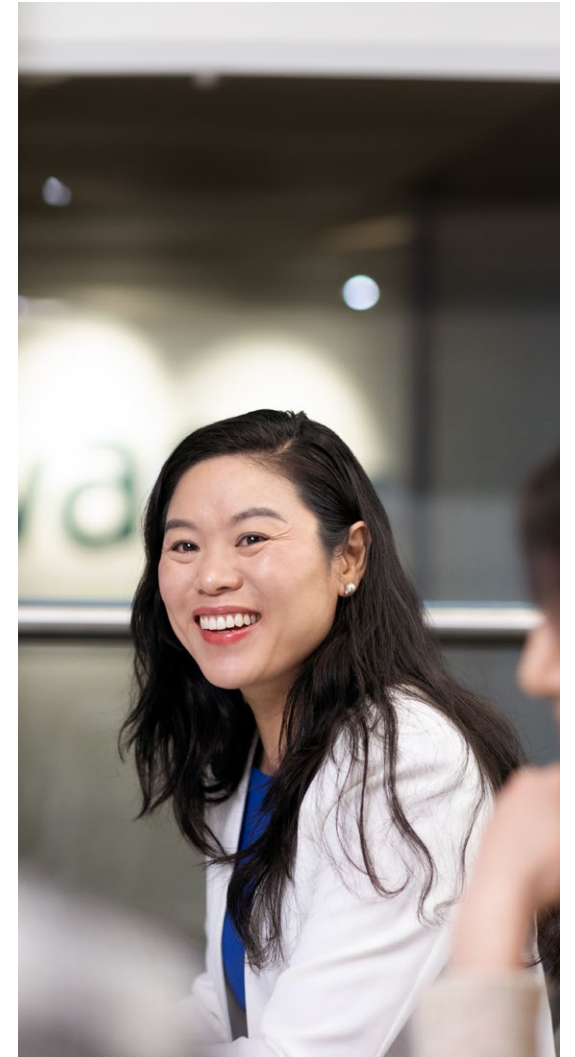
Lin Jiang, Evac's Project Manager for product-based projects, originally comes from China and is located in Espoo, Finland today. She moved to Finland in 2010 and joined Evac in June 2021 as a Procurement Project Leader. Currently, she is in charge of project management for Nordic and North American customers.

"Diversity and inclusion in work life mean a lot to me. In my eyes, it's all about equal opportunities: we all are granted equal chances for growth and advancement, and our efforts are recognised and rewarded, regardless of the demographic, cognitive and cultural diversities," says Jiang.

"Throughout the years at Evac, I have felt empowered, trusted, and fully supported for being my authentic self. The trust placed in me to make independent decisions has been invaluable. Additionally, I've received unwavering encouragement and support while pursuing my MBA studies. Opportunity for career advancement has been provided through the role transfers."

Lin feels that Evac embodies a robust diversity and inclusion culture: "This nurturing environment has fostered a strong sense of belonging within me over the years, and the years ahead. The "future with no waste" thesis establishes an important mindset and operating basis for the company."

31 %
Evac employees
are female



HEALTH AND SAFETY



2023 set new standards for safety

In 2023, Evac made significant progress towards implementing a sustainable safety culture. Our lost time incident frequency (LTIF) improved from 4.3 to 2.2, highlighting our dedication to safety and the ultimate target to prevent all incidents.

Evac set new standards for safety in 2023. "We introduced new practices that aimed to prioritise the wellbeing of all employees. We also took bold steps to foster a collective responsibility for safety. This included making two safety training sessions mandatory for all personnel and introducing on-site safety training for subcontractors," explains **Terhi Nordström**, QEHS Manager of Evac.

The commitment to safety has been translated into concrete actions, resulting in a substantial increase of over 150% in safety observations and a remarkable 30% surge in the implementation of safety improvements in 2023. "The increased amount of observations and actions is perfectly correlating with the decreasing trend in lost time incident frequency," Nordström says.

Our focus on safety was also evident in our increased emphasis on reporting safety actions, risk assessments, safety walks, and discussions. Communication played a crucial role in our safety initiatives, with transparent reporting of lost time incidents and serious near misses.

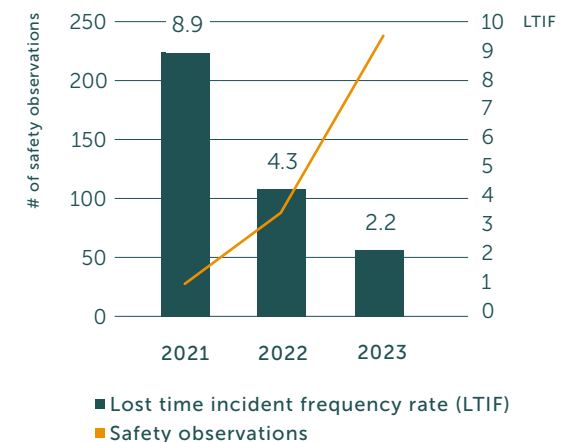
As a result, our heightened safety culture led to significant improvements in key performance indicators, particularly our LTIF rate, which saw a substantial decrease from 4.3 to 2.2 in 2023 (~914,000 hours, 2 lost time incidents, 31 days lost due to incidents). Our dedication to continuous

learning and improvement was evident in the impressive 98% completion rates for both mandatory trainings.

Looking ahead to 2024, we have set ambitious objectives to further demonstrate our unwavering commitment to safety. We aim to increase safety observations by 67%, improve safety improvement actions by 25%, and to achieve a 100% safety training participation rate.

Currently our target is to continue maintaining a lost time incident frequency below 3.0, with the ultimate goal of zero accidents.

SOLID PROGRESS IN SAFETY



HEALTH AND SAFETY

Progress on our safety journey

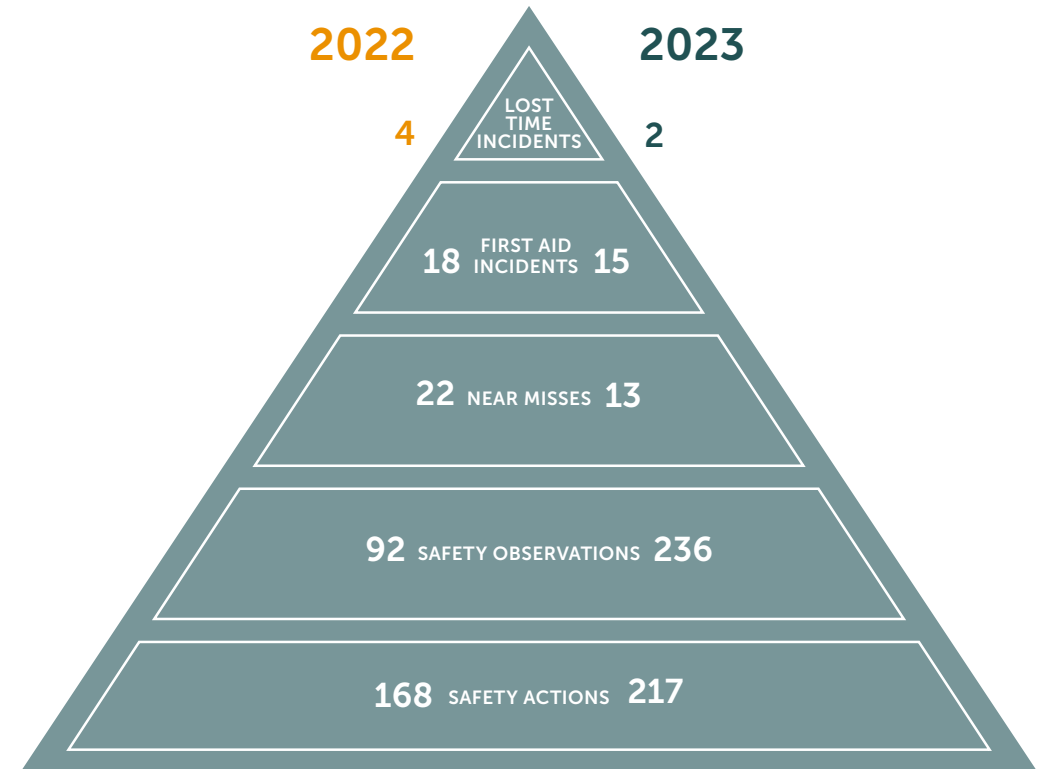
In recent years, Evac Group has undertaken a transformative safety journey, implementing a series of tangible actions and strategic initiatives to build a strong safety culture.

The commitment to working together for safety and cultivating a safety-first mindset has been a persistent focus across all Evac countries. The good progress over the past years is reflected in the company's safety records.

"There are many reasons behind our progress, but it all starts with commitment across the organisation," says **Terhi Nordström**, Quality, Environment, Health, and Safety Manager at Evac Group. "In order to prioritise safety in each country, we've set up Health and Safety Committees in our largest locations: Finland, the United States,

the United Kingdom, France, and China. These committees meet regularly and play a vital role in monitoring and improving occupational health and safety, as well as ensuring the implementation of agreed-upon practices."

The local commitment to safety has translated into concrete action, resulting in a substantial increase in safety observations and a remarkable 30% surge in the implementation of safety improvements in 2023. These increased safety measures align with the decreasing trend in lost time incident frequency, showcasing the success of Evac's safety efforts.



Getting the entire personnel onboard

"To get everybody's attention, we've developed complete training programmes for the entire staff, as well as specialised programs for specific roles," says Terhi. "These efforts have been instrumental in reinforcing a collective responsibility for safety, creating a culture where everybody actively contributes to a safe work environment."

Effective communication is vital, and, therefore, safety topics are starting the monthly town halls and

there's a transparent approach to reporting LTIs and serious near misses. "By having thorough investigations of lost time incidents, serious near misses and first aid incidents, we've shown our dedication to learning from them and implementing corrective actions to prevent them from happening again."

Evac's commitment to contractor safety is demonstrated through targeted safety training for contractors, promoting a culture where safety considerations go beyond our own workforce.

Ambitious targets for continuous improvement

"Over the past year, we've taken part in global initiatives such as Evac Safety Week," says Terhi. "This event, which we organised for the second time last autumn, has contributed significantly to the positive changes we have seen. Throughout the week, we held local events in all our larger locations, with a focus on important safety topics such as safety culture, on-site safety, machine and equipment safety, and commuting and travel safety. These initiatives not only strengthen safety awareness, but also demonstrate our joint commitment to establishing a solid foundation for safety."

Our dedication to continuous improvement is reflected in our impressive completion rates of 98% for basic safety eLearning and on-site safety training, which are repeated yearly. Thanks to our actions over the years, our safety records have greatly improved. We continue to set high goals for ourselves as we look to the future, with focusing on prevention and a proactive approach to health and safety.

"Safety is not just a priority but an integral part of our company culture. We are proud of our achievements so far and excited to build on them to ensure further development towards our ultimate goal: zero accidents."



|| We took bold steps to establish new standards and foster a collective responsibility for safety.

Terhi Nordström | QEHS Manager of Evac Group

CLIMATE AND ENERGY

Climate action through innovation

Every company has a responsibility to contribute to global efforts to mitigate its negative impacts and maximise the positive ones. At Evac, we are committed to this cause by continuously developing our own operations and offering innovative solutions that help customers achieve their climate targets. In 2023, we continued developing our current products and innovating new ones. We also continued efforts to reduce our carbon emissions in all our operations.

Solutions for a sustainable future

Our solutions help customers reach their climate targets through energy efficiency and utilization of the best available technologies. Through continuous innovation and collaboration, we strive to make a significant positive impact on the environment and our customers' sustainable business.

Evac's advanced waste and water management solutions enable our customers to reduce their fossil carbon emissions by up to 70% compared

to conventional systems currently used on most passenger ships. Our marine growth prevention technology can significantly decrease fuel consumption when properly maintained, directly reducing the carbon emissions from vessels' engine exhaust gases. Both of our latest innovations, Evac HydroTreat (introduced on page 28) and Cathelco USP DragGone (introduced on page 33), are having a significant impact on the reduction of harmful carbon emissions in the industry.

Recycling materials such as plastic, paper, and cardboard helps sequester carbon in their polymers and fibers, preventing its release into the atmosphere through incineration. Currently, the recycling rate onboard large cruise vessels is only around 20–40%, but we believe that, together with our customers, we can increase this rate to up to 70%.

Greenhouse gas emissions from Evac's operations

In 2022, we established a baseline for Evac's



greenhouse gas emissions, and continued measuring our own direct emissions in 2023. Our spend-based Scope 3 emissions which include all indirect emissions occurring in our value chain, account for 99.5% of our total carbon footprint. Therefore, it is crucial for us to collaborate closely with our suppliers to identify opportunities to reduce the climate impacts across the entire value chain.

We use our carbon footprint as a key performance indicator to measure our progress in climate action. We aim to reduce Evac's direct and indirect carbon emissions by 10% by 2030. In 2023, we didn't yet witness a change in our emissions; direct emissions remained in the same level compared to the 2022 baseline calculation. In 2024, our goal is to develop a more detailed roadmap.

CLIMATE AND ENERGY

Ensuring a sustainable water supply

Evac's subsidiary, Hydro Electrique Marine (HEM), offers specialized fresh water generation systems designed to meet the requirements of superyachts. Ensuring a steady and reliable fresh water supply created from seawater is essential, as relying on shore-based facilities or bottled water increases logistical complexity, operational costs, and environmental burden.

HEM is known for its comprehensive array of reverse osmosis (RO) desalinators and fresh water treatment systems. RO technology is at the heart of the water generation systems, ensuring that every drop of water is free from impurities and contaminants. The systems also include features for softening and rehardening, making water safe for all onboard appliances and piping. The advanced treatment processes ensure that the water is not just clean but also has a neutral taste, perfect for drinking and cooking.

Water saving in focus

HEM's largest location is in Antibes, France, with around 40 employees. In 2023, the team collaborated to enhance its responsible operations. Located in the south of France, Antibes experiences intermittent water scarcity, making water-saving measures a top priority.

"We have installed two water reservoirs in our workshop to recuperate the water we use when testing the fresh water systems. Additionally, we use these reservoirs to circulate water in a closed loop when testing the larger RO units. Previously, the water was simply discharged into the forest behind us, resulting in a significant waste of fresh water. Now, we are able to achieve substantial water savings," explains **Jaco Conradie**, Managing Director of HEM.



ETHICS AND COMPLIANCE

Collaborative efforts for ethical business practices

Evac is committed to conducting business with integrity and in an ethical manner. We comply with all applicable laws and regulations and always seek to go beyond mere compliance.

In 2023, we continued to centralize our compliance policies and practices comprehensively. The harmonization ensures that every employee of the Group and its subsidiaries understand our approach to ethical and legally compliant business.

We measure our progress in ethics and

compliance with a key performance indicator (KPI) that monitors employee awareness of these topics. We strive to ensure that all our employees are familiar with Evac Code of Conduct and understand their responsibility to work ethically and legally. In 2023, 98% of Evac employees completed the Code of Conduct training, with a special focus on diversity and inclusion.

In 2023, our comprehensive employee trainings included a variety of compliance topics, such as

corruption and anti-money laundering (99% of all the employees completed the training), trade and sanctions compliance, contractual compliance, competition law, data protection and cyber security.

As a result of our continuous development, we didn't have any confirmed corruption incidents. In the information security side, we had two confirmed information security incidents, but none of them were serious nor led to external processes.

During the year, we continued to develop and launched multiple compliance-related processes, policies and trainings that will guide our work in areas such as commercial contracts, sales and sourcing, corporate governance, data protection, IPRs, cyber security, military compliance, and trade and sanctions compliance.

Sanction compliance

In 2023 we continued our strong emphasis on sanctions compliance following the global sanctions and export control restrictions of an unprecedented scope and scale imposed in 2022 and 2023.

We have implemented extensive screening and due diligence processes, policies and trainings in order to strictly comply with applicable sanctions. On a continuous basis, our management and legal

compliance teams evaluate numerous transactions to ensure that we fully comply with the relevant rules and regulations. In 2023, we declined tens of quotations based to our sanction screening results.

Reporting on misconduct

We encourage all employees and external stakeholders to report any suspected non-compliance of applicable regulation or Evac's Code of Conduct, such as corruption, harassment, or misconduct related to environmental protection. Employees are encouraged to report suspected cases primarily to their manager, another member of management, an occupational safety and health representative, or Human Resources.

Concerns can also be reported anonymously through Evac's whistleblowing channel. The channel is separate from company's IT environment, and is administrated by an external service provider. All reports are processed confidentially. Evac does not tolerate retaliation against anyone who reports. In 2023, four reports were submitted through our whistleblowing and handled anonymously highlighting Evac's commitment to address concerns lawfully, confidentially and according to our carefully defined process.

RESPONSIBLE SOURCING

Steady progress in responsible sourcing

In 2022, Evac started enhancing its collaboration with the supplier network, aiming to understand their sustainability approaches and define common focus areas and targets. In 2023, we continued to build on these efforts, making significant strides in responsible sourcing as part of our broader sustainability program.

Throughout the year, we deepened our collaboration with selected partners and strategic suppliers by conducting workshops and holding frequent meetings focused on sustainability.

One of our targets for 2023 was achieved by the enhancement of packaging materials to better suit our products. This improvement not only reduced waste but also increased the overall sustainability of our supply chain. Additionally, our localization strategy, particularly in Asia, has continued to progress, aiming to decrease the environmental impact of long-distance transportation.

We conducted altogether 21 supplier audits in 2023 and the number will increase to 35 in 2024. These audits will strongly emphasize sustainability, covering production processes, environmental management, quality, and management systems. In 2023, we required 23 corrective actions from suppliers and suggested 35 improvement proposals, demonstrating our commitment to continuous improvement.

A continuous sustainability dialogue started

Sustainability has become a more significant criterion in our supplier qualification process. In 2023, we integrated sustainability questions into the qualification process for new suppliers and studied the sustainability practices of our top 20 suppliers through a comprehensive questionnaire. This assessment allowed us to set internal targets

for 2024, mainly focusing on safety and energy consumption measures at supplier sites. We aim to maintain a continuous sustainability dialogue with our suppliers, encouraging them to take proactive measures within their supply chains.

Our Supplier Code of Conduct (SCoC), which outlines Evac's values and requirements, has been signed by suppliers representing 86% of our spend while all contracted customers have signed the CoC. This ensures that our suppliers are aware of and committed to our sustainability standards. The CoC is included in the terms and conditions of every purchase order, and we are working to increase the percentage of CoC-compliant spend.

Commitment to ethical practices

We expect our suppliers to manage their environmental impacts systematically and uphold internationally recognized human rights standards, prohibiting forced or child labor under any circumstances. Our sourcing strategy complies with all applicable legislation, including international trade regulations, taxation, and health and safety standards.

To integrate sustainability into our key supplier management processes—qualification, evaluation,

audits, and business reviews—we regularly follow up on agreed actions and promptly address any infringements. In cases where breaches are not sufficiently corrected, Evac may suspend or terminate the supplier agreement. The EU roadmap, along with the upcoming CSRD directive, is putting pressure on our supply chain. However, it also represents a shared interest between us and our key suppliers.

Therefore, in 2024, we will select strategic partners with whom we will primarily focus on improving the sustainability of the chain to enable the most significant impact. To measure our progress, we will integrate sustainability as part of our regular supplier performance follow-up process. At the same time, we will also focus on internal training to improve our own organization's knowledge in sustainability.

By fostering collaboration, enhancing supplier qualifications, and further developing our evaluation processes, we are dedicated to driving sustainability throughout our supply chain. These efforts align with our mission and support our suppliers in achieving their sustainability goals, creating a positive impact on the environment and society.

21 supplier
audits in
2023

23 corrective actions
required from
suppliers

RESPONSIBLE SOURCING

On a journey towards sustainability excellence

Evac is dedicated to supporting its customers' sustainability goals through innovative products. By collaborating closely with its suppliers, the company is taking essential steps on its own sustainability journey.

"Something we're all very proud of is that Evac products – by their very nature – support the responsibility targets of our customers. We enable more sustainable business for a range of industries, and our impact is far larger than the actual size of our company," says **Kati Rajulin-Monto**, Senior Vice President of Global Operations at Evac.

In the past years, Evac has started working more closely with its key business partners to address sustainability requirements. Due to the nature of the business, supplier relationships

are critical to Evac. It's also why the company's sustainability performance is dependent on the sustainability efforts of its entire value chain.

"In Evac's business, we don't have our own manufacturing operations. We perform some basic assembly, but aside from that, we work with external manufacturing partners. In total, we have around 800 active suppliers, about 200 of which cover the majority of our needs. When it comes to getting products into the hands of customers, we manage approximately 43,000



order lines every year. It's a lot for a company of our size."

Growing focus on safety

The suppliers' capabilities to work on Evac's sustainability agenda vary. "Big multinationals supplying to us have their own sustainability agendas and targets. This is why our focus is on small- and mid-size partners, for whom Evac is an important customer. Here, we can make the biggest impact on our sustainability targets by coaching our partners in developing their own operations' sustainability performance," Rajulin-Monto says.

"To understand the current status, our supplier selection process starts with a detailed questionnaire that includes environmental and

social responsibility aspects. We are constantly refining our supplier selection process to emphasize ESG factors."

Evac audits its manufacturing partners regularly with the aim of covering about 50% of the key suppliers annually. "The audits are conducted by our dedicated supplier quality engineers, who customize the process according to the supplier's history and relationship with Evac. We review all relevant environmental and sustainability certifications, such as ISO 50001. Safety is a big and growing focus area too."

The focus in 2024 is set on mutually discussed targets, educating our personnel, and supporting the partners to ensure progress towards sustainability excellence across Evac's entire value chain.

GOVERNANCE

Business through certified operations

At Evac, we strive for efficient business management by implementing certified operations throughout our company. Our Management System, which focuses on quality and health, safety, and environment, serves as a unified system for all of our operations. Through our yearly planning process, we establish objectives, monitor our progress, and undertake improvement initiatives to align with our strategic goals across the company.

To continuously improve our operations, we have adopted best practices as a global standard. This not only ensures consistency but also reassures our customers and stakeholders that we adhere to international standards such as ISO for quality (9001:2015), environment (14001:2015), and health and safety (45001:2018) management systems.

Our target is that at least 90% of our employees will work in operations certified to all three standards by 2025. We made significant strides in 2023, as we merged the Chesterfield site in the UK into our multi-site certification. Additionally, four Evac locations underwent external audits in 2023. In 2024, we are planning to certify our Hemmoor site in Germany.

Sustainability governance

Evac Board of Directors approves the company's sustainability targets, and follows its progress. Evac Board is the highest governance body in overseeing the management of company's impacts. Potential critical concerns are communicated to the Board immediately.

Management systems
(% of headcount)

85%

ISO 9001 – 2015
Quality Management
System (2022: 59%)

ISO 14001 – 2015
Environmental Management
System (2022: 59%)

ISO 45001 – 2018
Health and Safety Management
System (2022: 59%)



GRI index

Evac's Sustainability Report 2023 has been prepared with reference to the GRI 2021 Standards. In this table you will find references to specific sections of the report with the corresponding links. This report has not been externally assured. However, we are committed to continuously improving our annual sustainability reporting.

GRI Standards Disclosure	Description	Reference
GRI 2 General Disclosures		
2-1	Organizational details	Our company: Evac innovates for a sustainable future
2-2	Entities included in the organization's sustainability reporting	Our approach: Sustainability at Evac Group
2-3	Reporting period, frequency and contact point	Our approach: Sustainability at Evac Group
2-4	Restatements of information	No restatements of information to be reported
2-6	Activities, value chain and other business relationships	Our company: Evac innovates for a sustainable future
2-7	Employees	Responsible operations: Our people
2-8	Workers who are not employees	Responsible operations: Our people
2-12	Role of the highest governance body in overseeing the management of impacts	Responsible operations: Governance
2-13	Delegation of responsibility for managing impacts	Responsible operations: Governance
2-14	Role of the highest governance body in sustainability reporting	Responsible operations: Governance
2-16	Communication of critical concerns	Responsible operations: Governance
2-22	Statement on sustainable development strategy	Our company: Our purpose
2-26	Mechanisms for seeking advice and raising concerns	Responsible operations: Ethics and compliance
2-27	Compliance with laws and regulations	Responsible operations: Ethics and compliance
2-29	Approach to stakeholder engagement	Our approach: Stakeholder dialogue
GRI 3 Material Topics		
3-1	Process to determine material topics	Our approach: Sustainability at Evac Group
3-2	List of material topics	Our approach: Our materiality matrix
3-3	Management of material topics	Our approach: Sustainability at Evac Group

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GRI Standards Disclosure	Description	Reference
Topic standards		
205-2	Communication and training about anti-corruption policies and procedures	Responsible operations: Ethics and compliance
205-3	Confirmed incidents of corruption and actions taken	No incidents reported in 2023
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	No legal actions regarding anti-competitive behavior,
308-1	New suppliers that were screened using environmental criteria	Responsible operations: Responsible sourcing
401-1	New employee hires and employee turnover	Responsible operations: Our people
401-3	Parental leave	Evac complies with legislation in its operating countries
403-1	Occupational health and safety management system	Responsible operations: Governance
403-2	Hazard identification, risk assessment, and incident investigation	Responsible operations: Safety
403-4	Worker participation, consultation, and communication on occupational health and safety	Responsible operations: Safety
403-5	Worker training on occupational health and safety	Responsible operations: Safety
403-6	Promotion of worker health	Evac complies with legislation in its operating countries
403-8	Workers covered by an occupational health and safety management system	Responsible operations: Governance
403-9	Work-related injuries	Responsible operations: Safety
404-1	Average hours of training per year per employee	Average training hours per employee in 2023: 19 hours
404-3	Percentage of employees receiving regular performance and career development reviews	Responsible operations: Our people
405-1	Diversity of governance bodies and employees	Responsible operations: Our people
406-1	Incidents of discrimination and corrective actions taken	No incidents reported in 2023
411-1	Incidents of violations involving rights of indigenous peoples	No incidents reported in 2023
413-1	Operations with local community engagement, impact assessment, and development programs	Our approach: Stakeholder dialogue
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	No incidents reported in 2023
417-2	Incidents of non-compliance concerning product and service information and labelling	No incidents reported in 2023
417-3	Incidents of non-compliance concerning marketing communications	No incidents reported in 2023
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Responsible operations: Ethics and compliance



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