

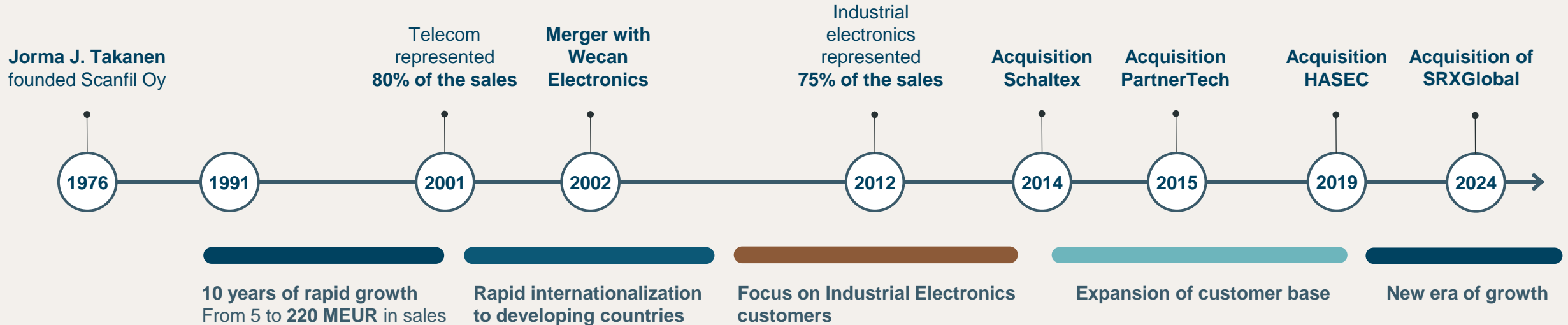
SCANFIL

Scanfil plc

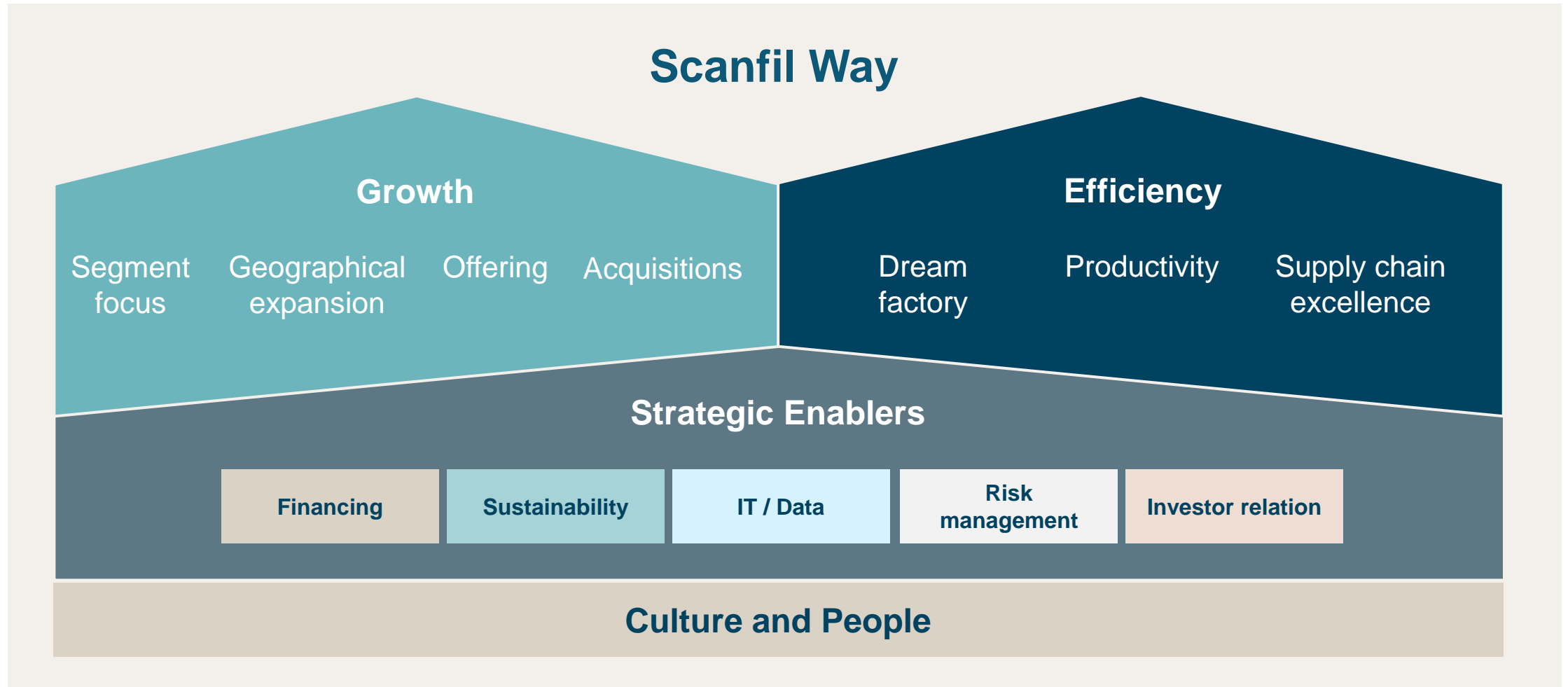
GEARED FOR GROWTH







# Key Milestones of Our Growth 1976–2024



# Strategy: Geared for Growth 2024–2028



# Long-Term Financial Targets

TURNOVER	PROFITABILITY	DEBT	DIVIDEND
			
Growth 10%*	EBIT 7%-8%**	Net Debt/EBITDA x1.5**	Dividend 1/3 of EPS**

\* Target over a business cycle to be considered as long term average

\*\* Target are established over a business cycle

# CEO's Review





# Vision

Your global, most preferred supply chain  
and manufacturing partner

# Mission

Scanfil helps customers to succeed by  
providing effective and innovative solutions that  
bring products from idea to life and maintain  
product competitiveness over the lifespan

# Values



Customer  
focused



Achieving  
together

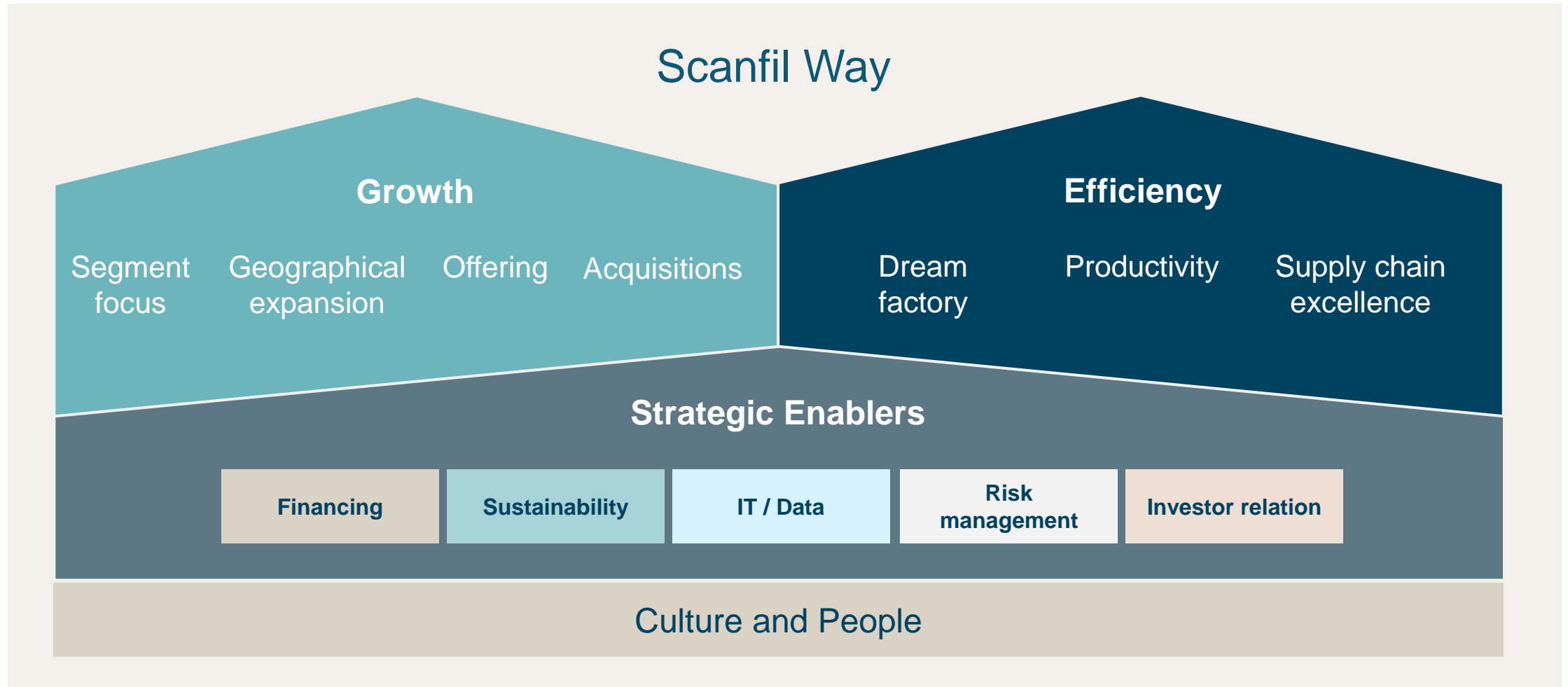


Empowered



Engaged  
to perform

# Strategy: Geared for Growth 2024–2028



# Key Events in 2024

## **February**

Updated values – with emphasizes on ‘empowered’

## **March**

Capital Markets Day: Launch of a new Geared for Growth strategy

## **April**

Customer Group specific sales organization

## **June**

Chief People Officer appointed to speed up strategy execution

## **September**

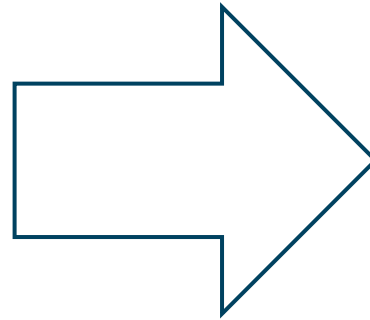
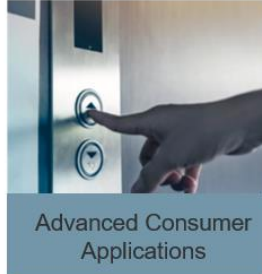
Publication of updated Management Team and new regional segments

## **October**

Acquisition of SRXGlobal



# Customer Groups to Drive Organic Growth



# Regional Organization Supports Growth

Atlanta, USA

Americas 2024	
Turnover	MEUR 35
Comp EBITA	MEUR 3.3
Comp EBITA-%	8.6%
Employees	180

Wutha, Germany

Sieradz, Poland

Myslowice, Poland

## Central Europe 2024

Turnover	MEUR 303.3
Comp EBITA	MEUR 23.5
Comp EBITA-%	7.7%
Employees	1,669

Sievi, Finland

Pärnu, Estonia

Åtvidaberg, Sweden

Malmö, Sweden

## Northern Europe 2024

Turnover	MEUR 257.4
Comp EBITA	MEUR 14.4
Comp EBITA-%	5.6
Employees	1,184

Suzhou, China

Johor Bahru, Malaysia

Melbourne, Australia

## APAC 2024

Turnover	MEUR 189.3
Comp EBITA	MEUR 15.1
Comp EBITA-%	8.0
Employees	875

# New Management Team



Christophe Sut  
CEO and acting VP of Americas



Kai Valo  
CFO



Anette Mullis  
Chief People Officer  
Since October 14, 2024



Christina Wiklund  
Chief Commercial Officer



Riku Hynninen  
Chief Procurement and  
Technology Officer



Steve Creutz  
VP of Northern Europe  
Started January 1, 2025



Christian Kesten  
VP of APAC,  
Started January 1, 2025



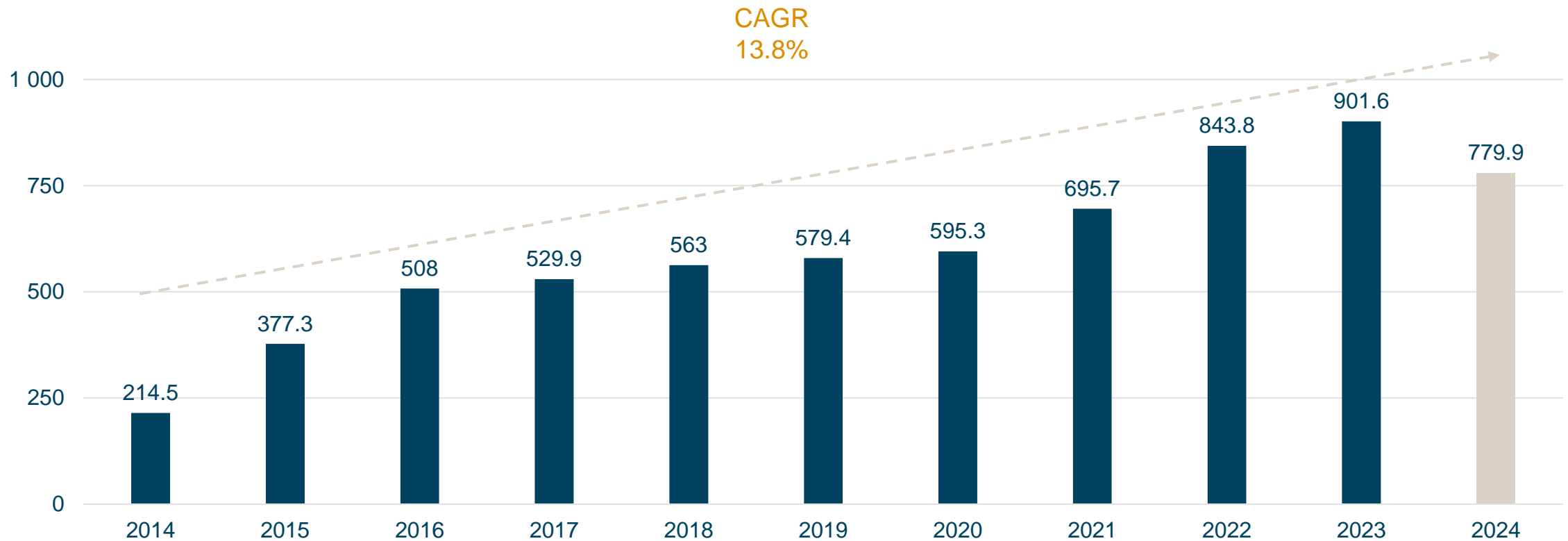
Markku Kosunen  
VP of Central Europe

# Growth

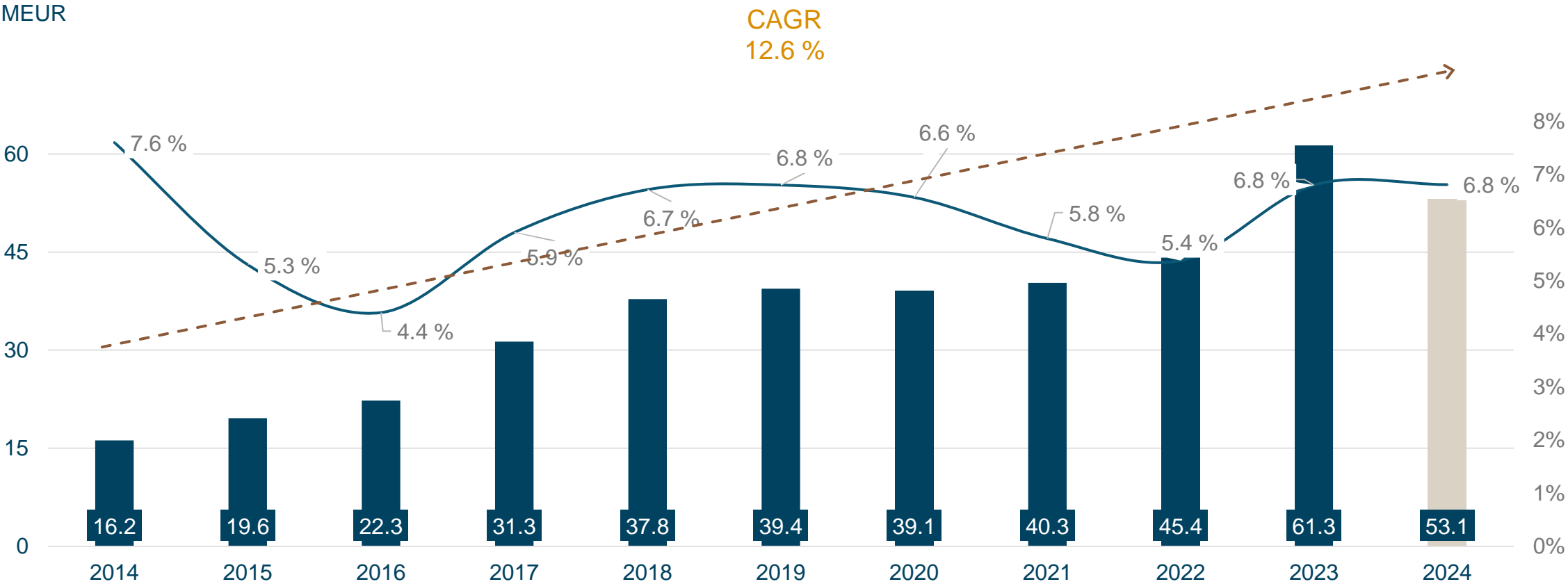


# Temporary Pause in Growth

- Acquisition: M&A of SRXGlobal and organic growth

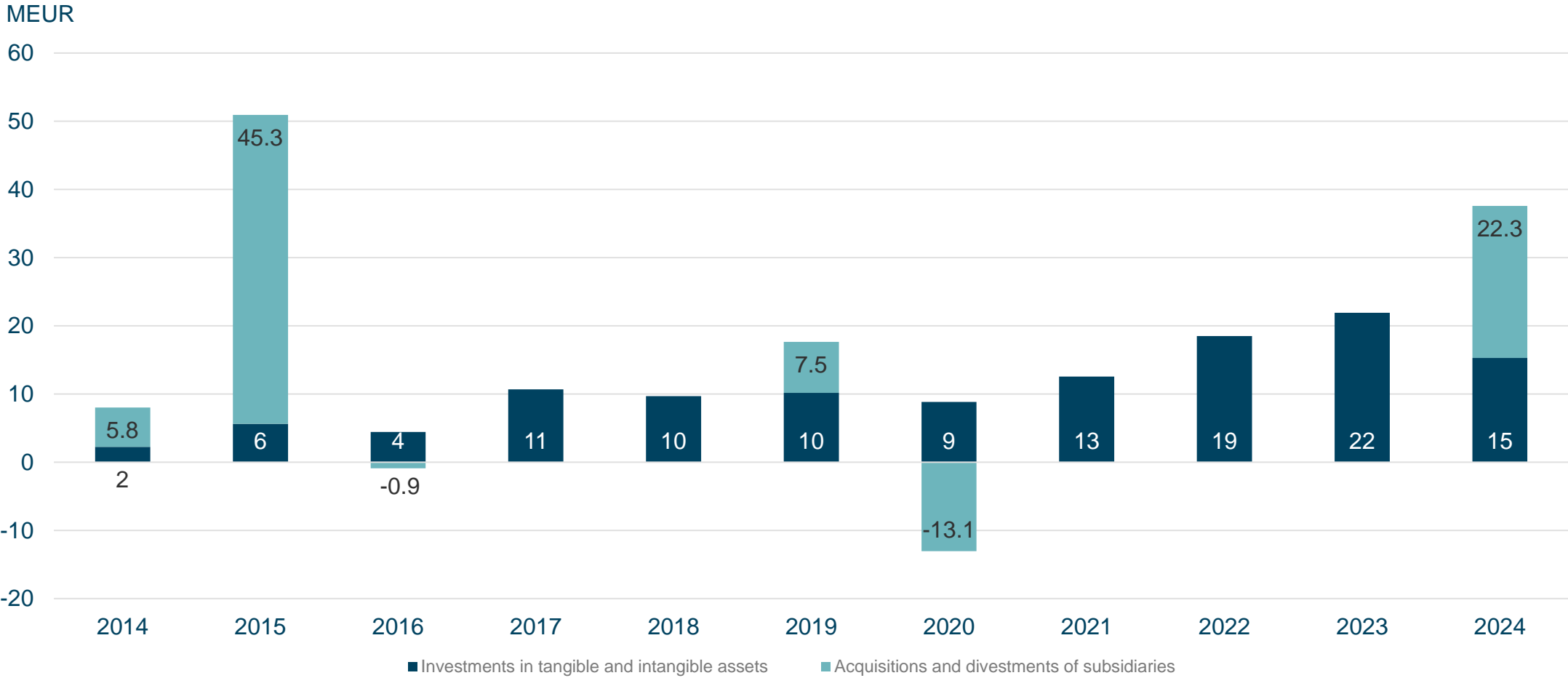


# Solid Margin Improvement

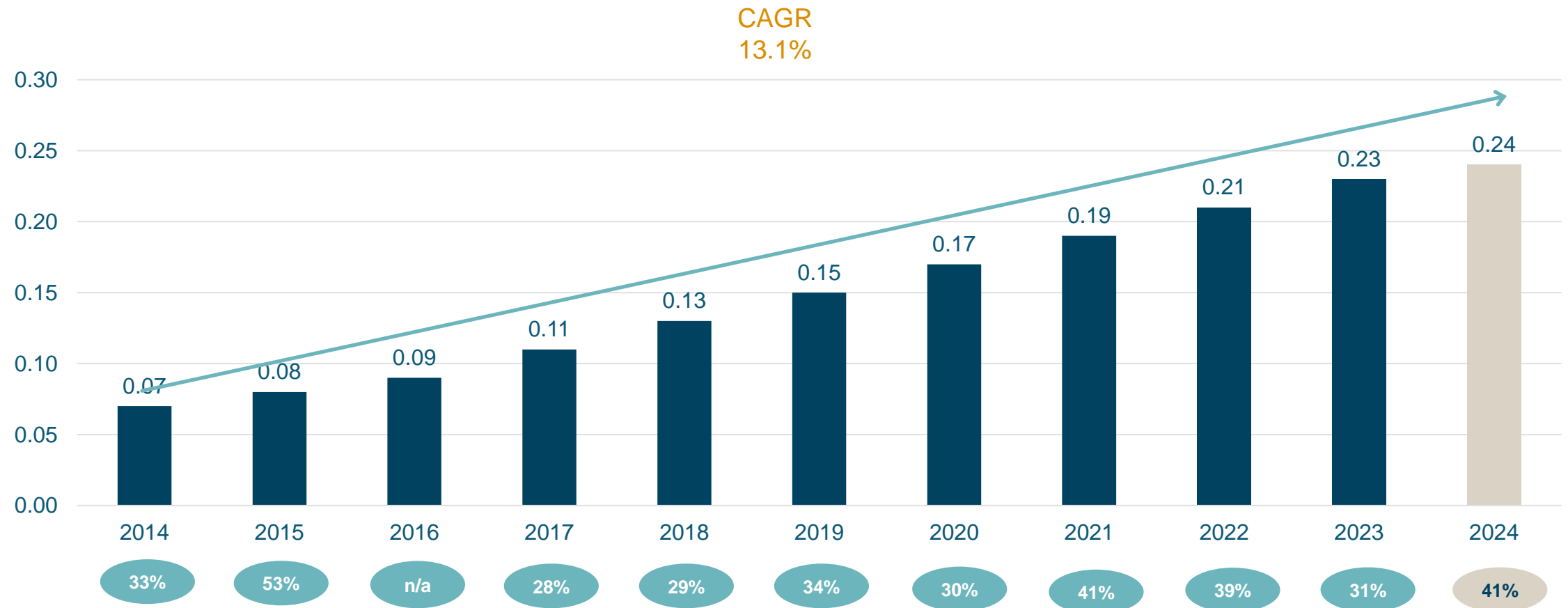




# Investments & M&A



# Rewarding Shareholders: Growing Dividend



# ESG Development

SDG Area	Targets	2020	2021	2022	2023	2024	Target 2030
13 Climate Action	CO2 emissions (tCO2e)	16,853	16,144	10,246	8,845	8,774	8,500
13 Climate Action	Reduce CO2 / value-add by more than 60%	n/a	-10 %	-42 %	-62%	-55.8%	-60%
13 Climate Action	Increase the share of fossil-free energy to >60%	28 %	33 %	52 %	52%	54%	60%
16 Peace, justice and strong institutions	Improve sustainable procurement: EcoVadis rating	-	Silver	Silver	Silver	Silver	Platinum
16 Peace, justice and strong institutions	Supplier Code of Conduct signed by new suppliers	-	-	100%	100%	100%	100%
3 Good Health	Workplace accidents, % of active workforce	-		3.7%	4.0%	4.5%	-10% p.a.
5 Gender Equality	% of women in the senior management	23%	25%	23%	20%	27%	2026: 35%
8 Good Jobs/ 10 Reduce Inequalities	Employee satisfaction and motivation survey score	68	70	71	73	70	2025: ≥75



# Q&A

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Questions via chat

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