

SCANFIL

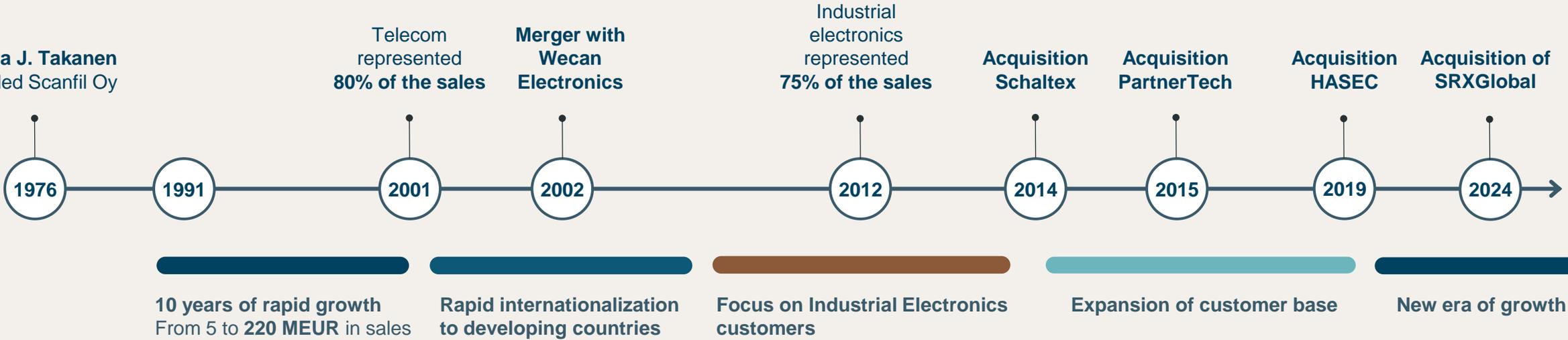
Scanfil plc

GEARED FOR GROWTH

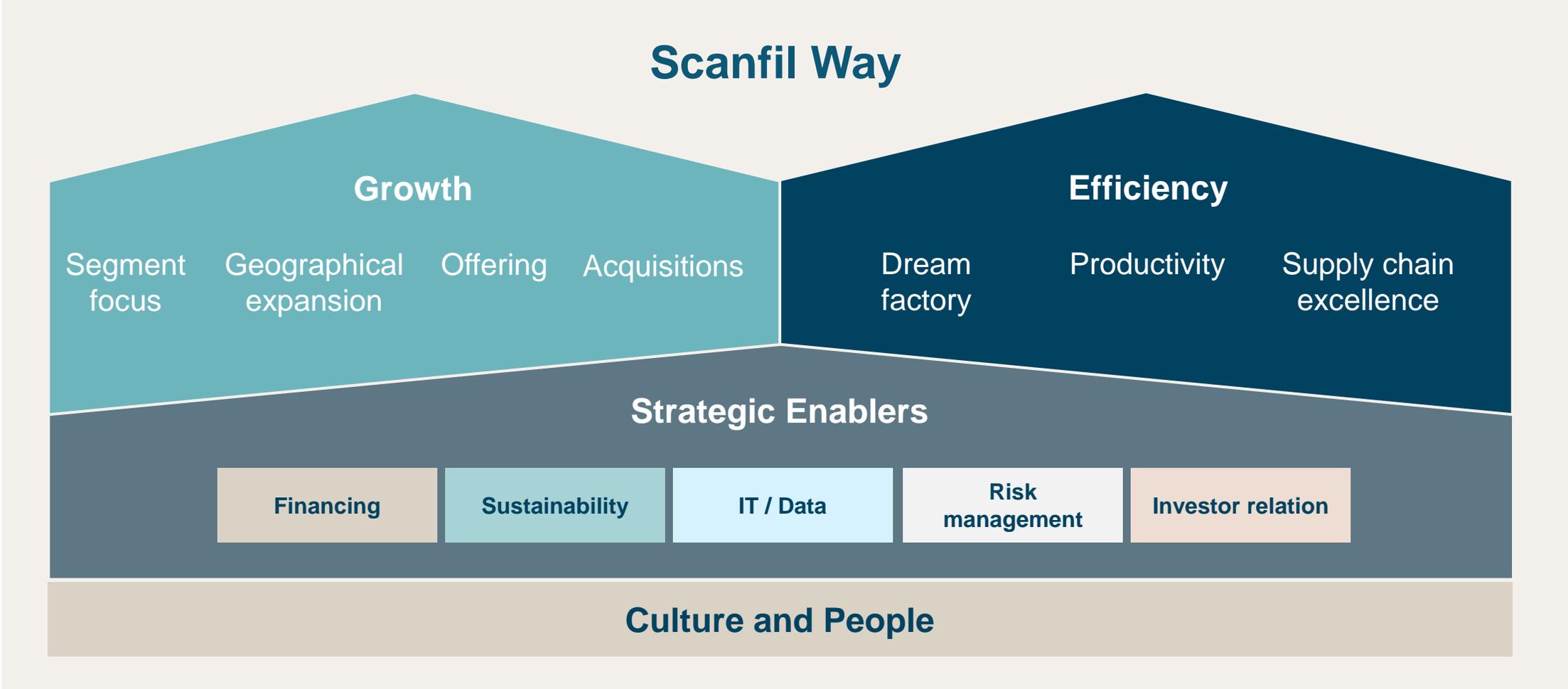


Key Milestones of Our Growth 1976–2024

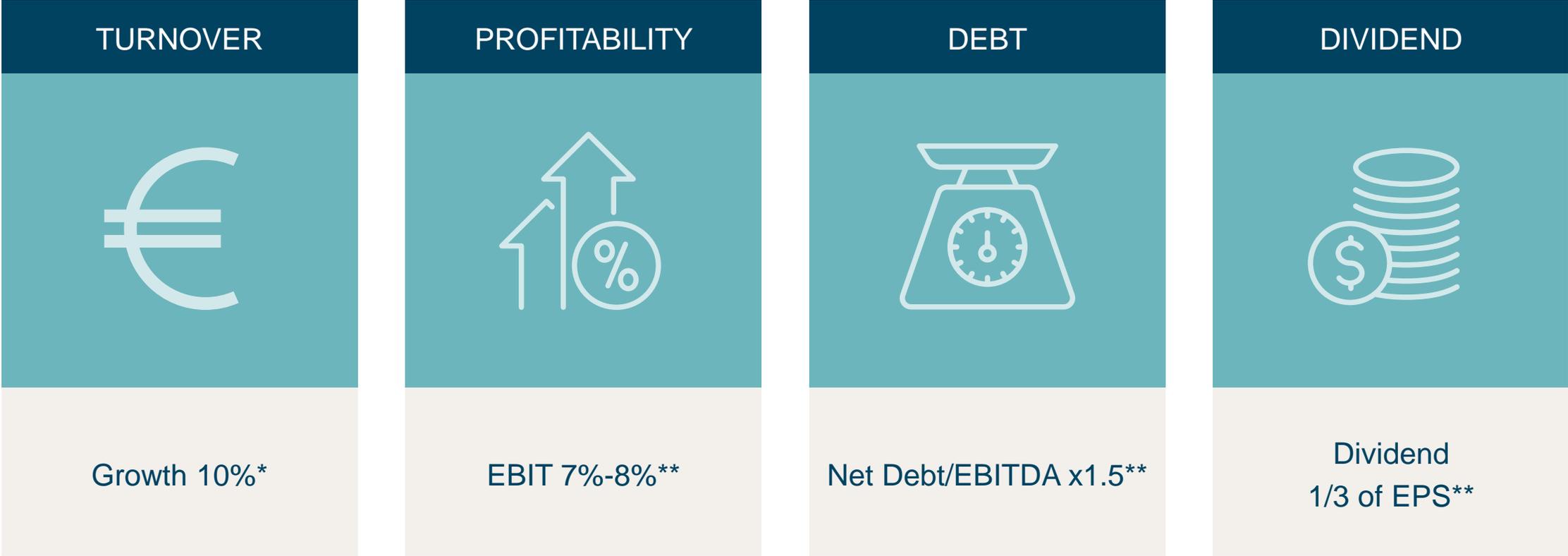
Jorma J. Takanen
founded Scanfil Oy



Strategy: Geared for Growth 2024–2028

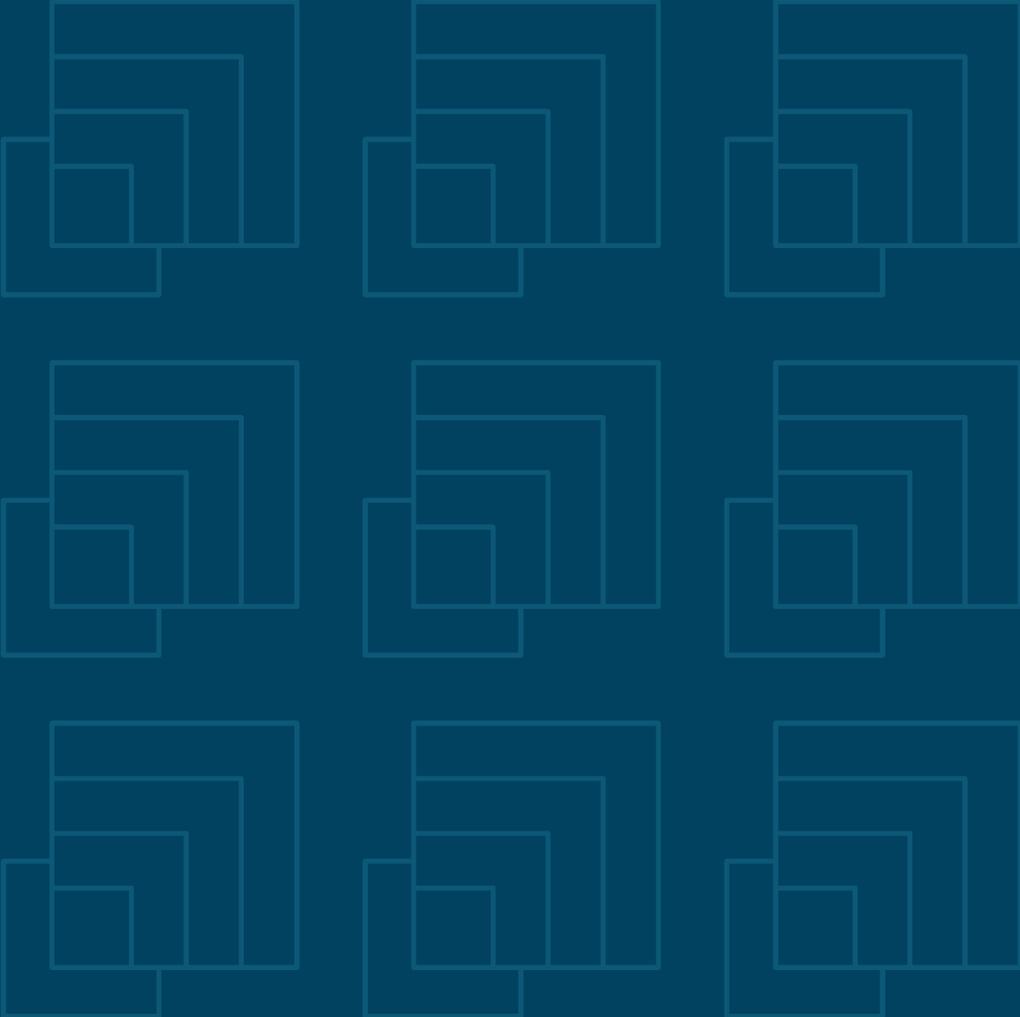


Long-Term Financial Targets



* 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

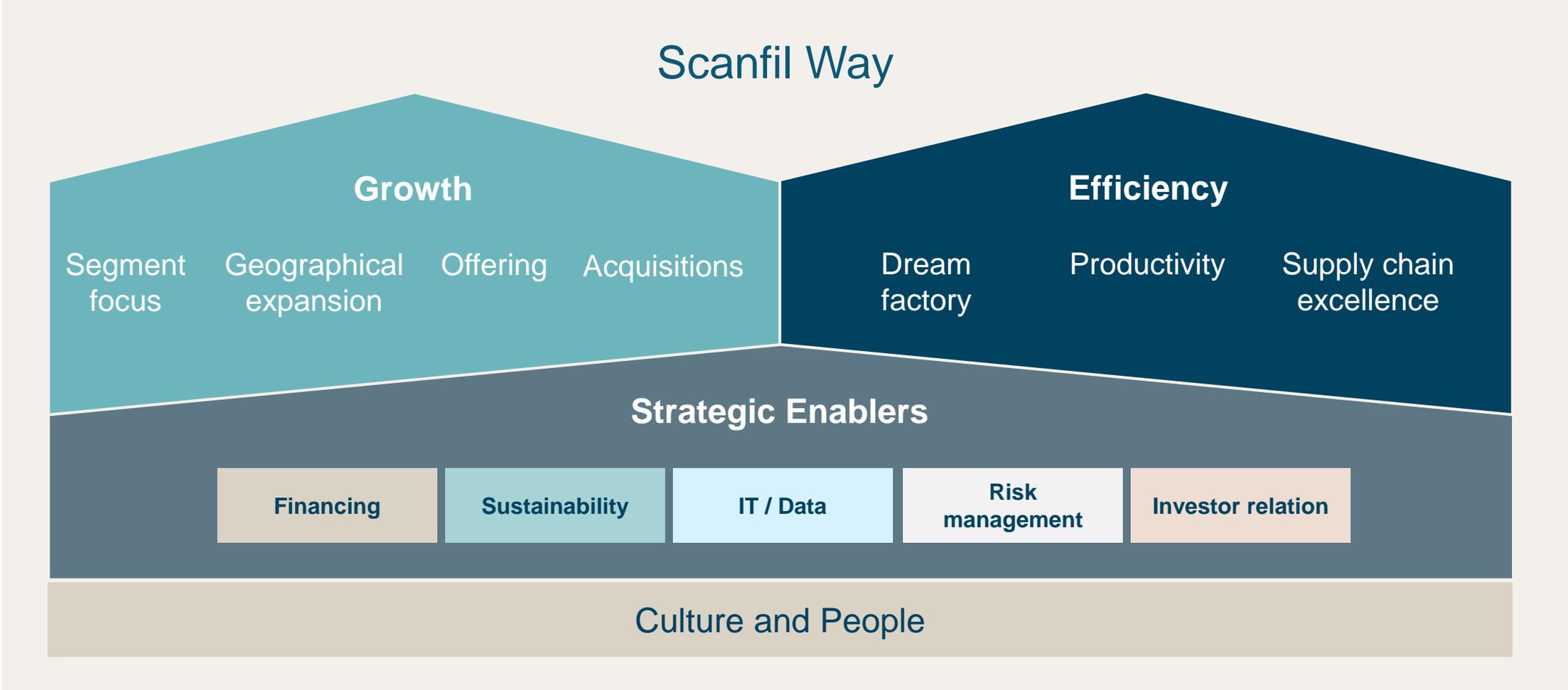


Empowered



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

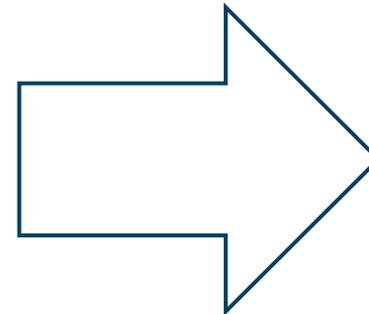
September

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

Wutha, Germany

Sieradz, Poland

Myslowice, Poland

Sievi, Finland

Pärnu, Estonia

Åtvidaberg, Sweden

Malmö, Sweden

Suzhou, China

Johor Bahru, Malaysia

Melbourne, Australia

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

Central Europe 2024	
Turnover	MEUR 303.3
Comp EBITA	MEUR 23.5
Comp EBITA-%	7.7%
Employees	1,669

Northern Europe 2024	
Turnover	MEUR 257.4
Comp EBITA	MEUR 14.4
Comp EBITA-%	5.6
Employees	1,184

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

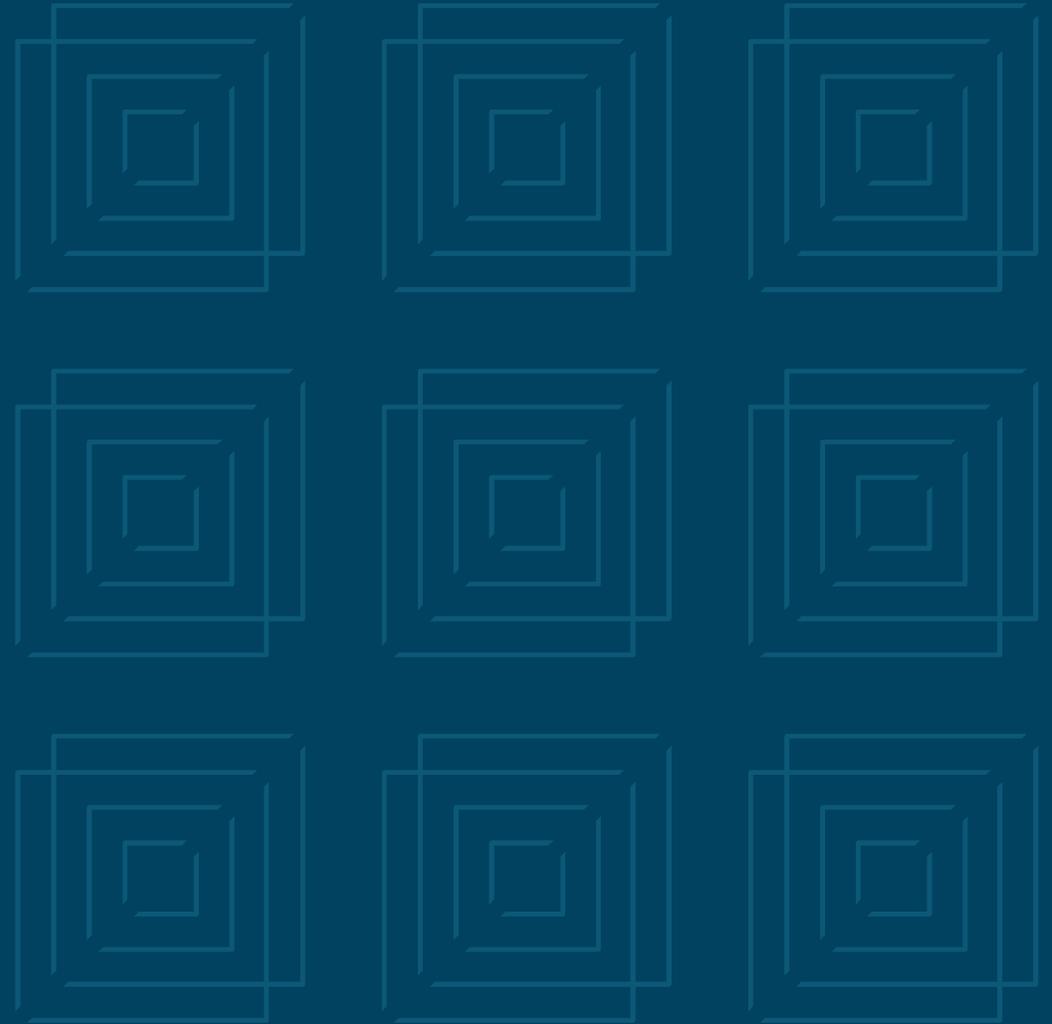


Christian Kesten
VP of APAC,
Started January 1, 2025



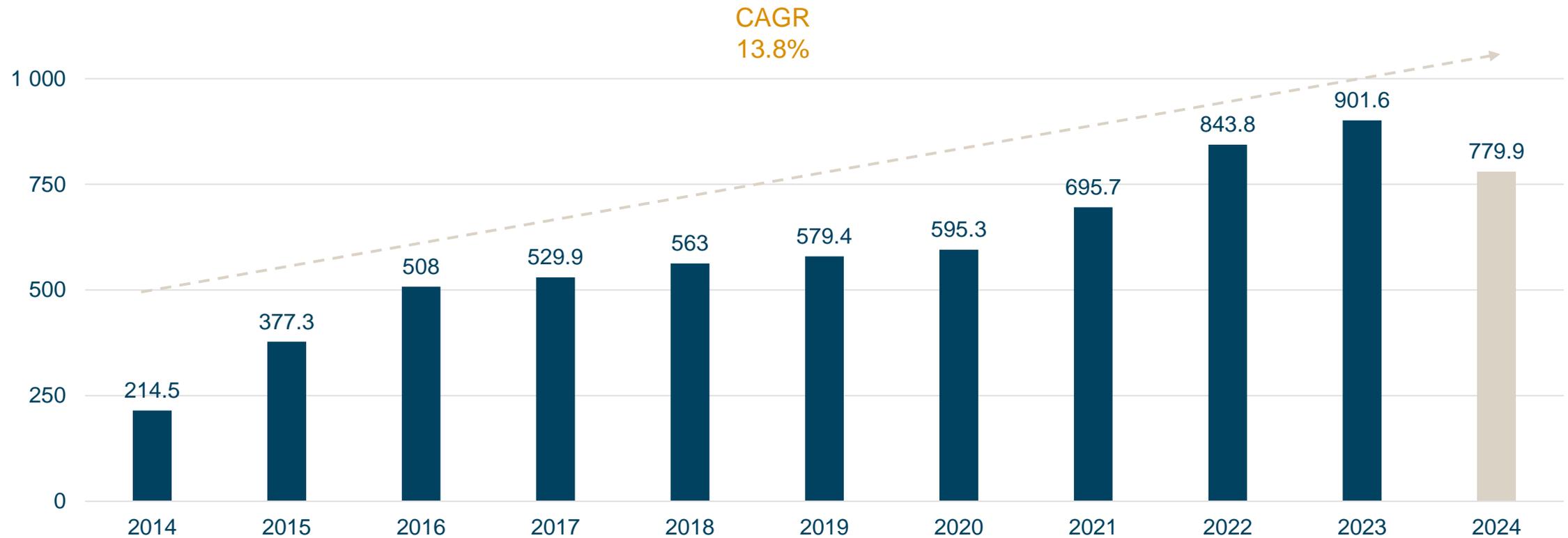
Markku Kosunen
VP of Central Europe

Growth

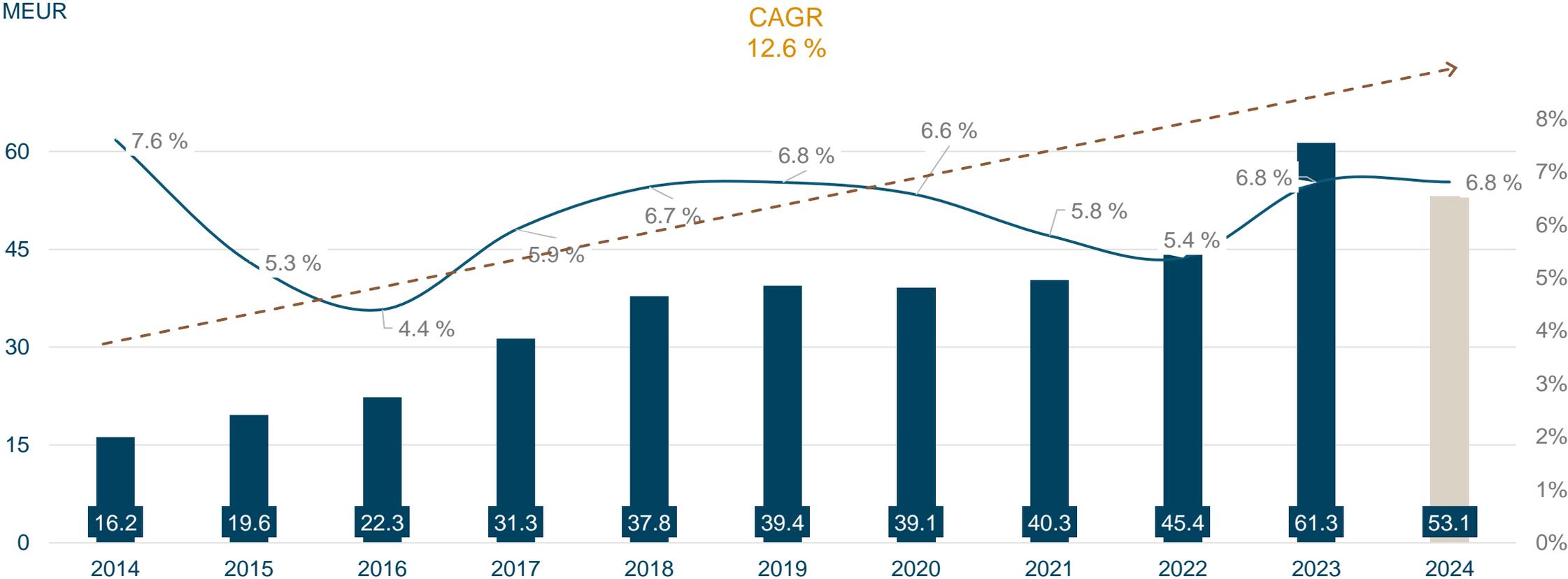


Temporary Pause in Growth

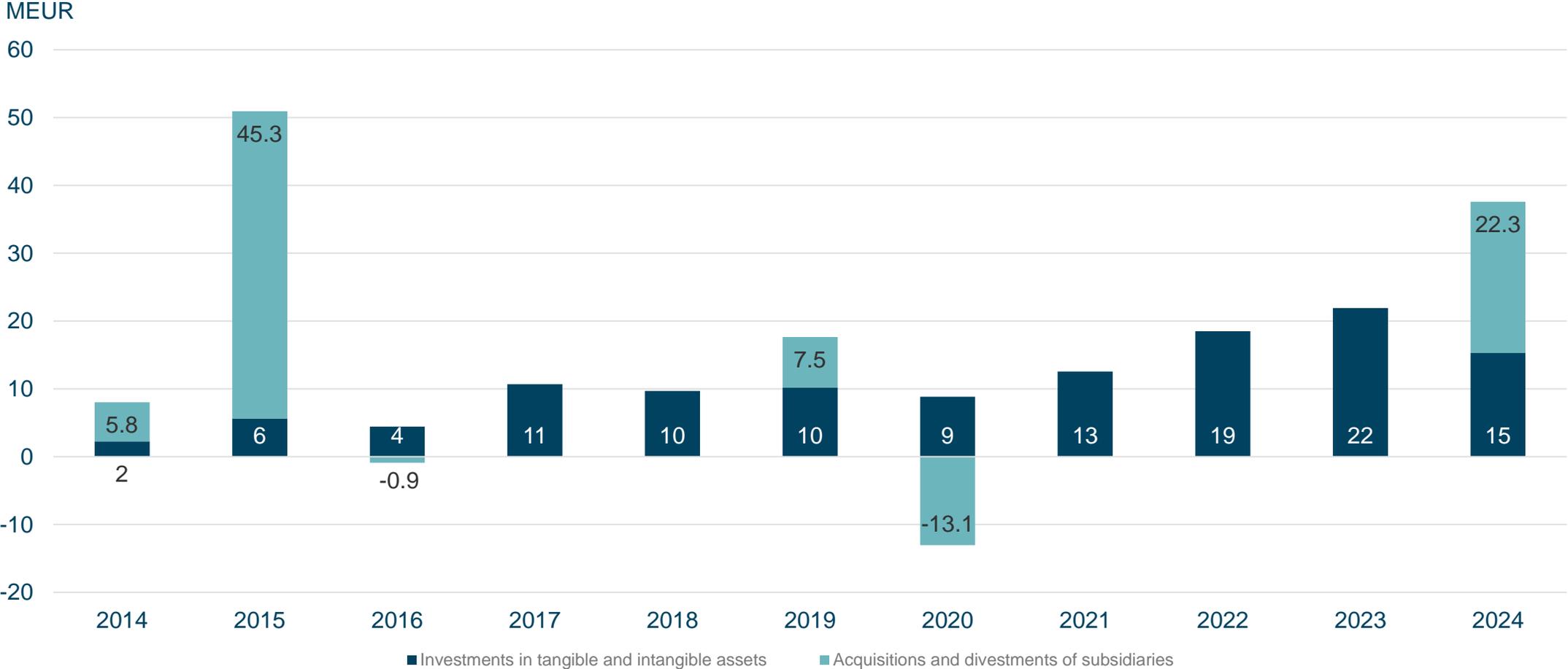
- Acquisition: M&A of SRXGlobal and organic growth



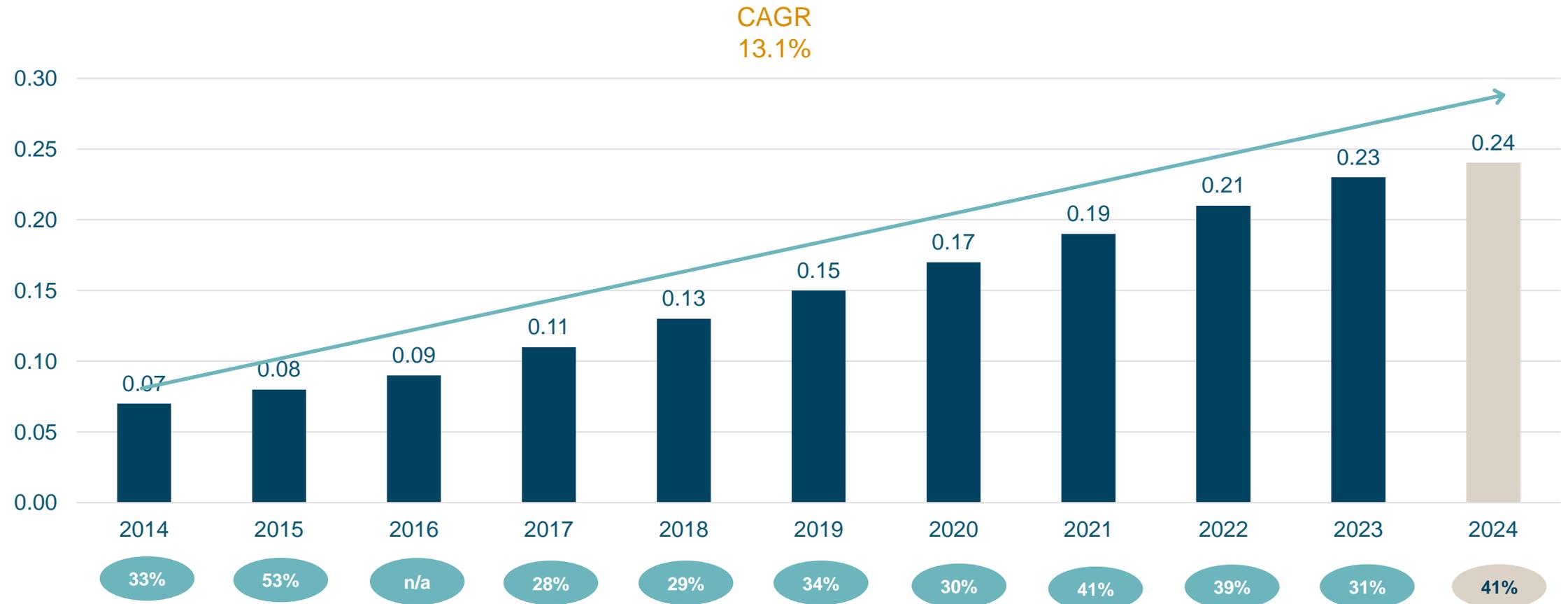
Solid Margin Improvement



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

Questions via chat

SCANFIL