

SUSTAINABILITY REPORT 2024

CEO'S GREETINGS

Sustainability isn't just a goal—it's the lens through which we see every decision, every innovation, and every partnership. In 2025, our mission remains clear: to empower industries with the tools they need to shrink their carbon footprint and build a future that's cleaner, smarter, and more resilient.

Our technologies and equipment continue to play a vital role in helping industries transition to low-carbon processes. Energy efficiency, emission control and water conservation are front and center in our sustainability strategy. From optimizing our internal systems to enhancing the performance of our products, we're committed to helping our customers save more—resources, energy, and costs—while protecting the planet.

One area we're especially proud of is our continued focus on helping our customers in resource efficiency. Industrial by-products are more than leftovers—they're the building blocks of a circular economy. By helping our customers transform waste and residue into raw materials for their existing or even new products, we are helping industries reduce dependency on unsustainable raw materials and close the loop on resource use.

As global challenges grow more complex, our commitment grows stronger. Sustainability isn't a checkbox—it's our compass. And with every innovation, every collaboration, and every step forward, we're proving that progress and responsibility go hand in hand.

Markus Hallapuro
CEO, TM Systems



TM SYSTEMS

OUR VALUES

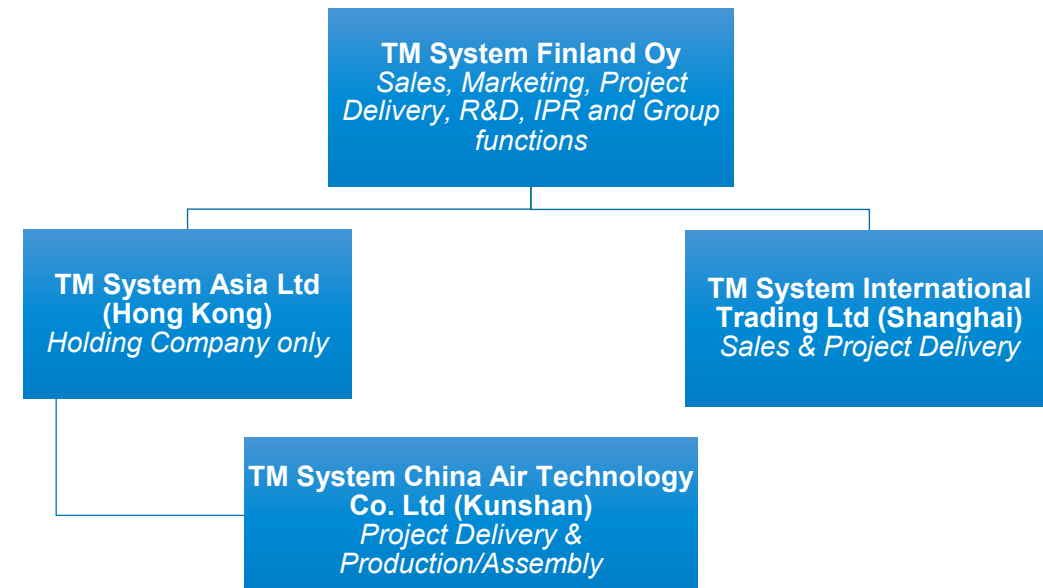
STRATEGY 2023-2027

1. **TECHNOLOGICAL KNOW-HOW AND PIONEERING:** Technological know-how and pioneering is based on solid in-house engineering expertise and continuous innovative technological development based on the current and future needs of customers.
2. **CUSTOMER AND MARKET ORIENTATION:** Customer orientation, which is based on close and long-term interaction with customers and the resulting customer understanding.
3. **SKILLS AND CULTURE:** Valuing competence and experts, which is based on a culture that takes people and development into account and mutual communication, as well as continuous learning and challenging.
4. **SUSTAINABILITY:**
 - Sustainable technology know-how
 - Sustainable solutions for the customer's processes and needs; solving the customer's sustainability challenges
 - Environmental sustainability of own products and operations

STRUCTURE AND LEADERSHIP

The Board of TM System Finland Oy oversees the entire operation. Management Group supports Managing Director in his work.

The operational divisions include Sales and Business Development, R&D, Project and Engineering Processes and Quality Control. The group also has specialized functions in Subcontracting, Design and Production, and Site Services.



ABOUT THIS PUBLICATION

In 2024, many changes occurred at TM Systems, as our new technologies entered new markets to support the green transition in additional sectors, and we also celebrated our 50th anniversary.

This report serves as a clear declaration of our commitment to honest, responsible, and comprehensive sustainability reporting. It marks a key milestone in our sustainable development journey, while aligning with the core principles of the Global Reporting Initiative (GRI) Standards. By doing so, we ensure that the data we share with our stakeholders meets the highest standards of accuracy, reliability, and objectivity.

By adhering to these GRI reporting principles, we have conducted our sustainability due diligence and materiality assessment using internal resources. The verification of our Scope 1, 2, and 3 GHG emissions was outsourced to Reforest Finland Oy.

We adhere to key principles to ensure transparency, accuracy, and credibility in our sustainability reporting:

- Information is presented in a transparent and accessible manner.
- Standardized reporting allows stakeholders to track progress and benchmark performance.
- We focus on the most critical sustainability issues for our company and stakeholders.
- Feedback from diverse stakeholders informs our reporting.
- Our impact is assessed within the broader global sustainability landscape.

By following these principles, we maintain transparency and accountability in communicating our sustainability efforts.

SUSTAINABLE DEVELOPMENT GOALS

In our business, the importance of each Sustainable Development Goal (SDG) is carefully considered in many of our activities. Here are the most relevant SDGs, with a particular emphasis on good health:

SDG 3 – Good Health and Well-being

By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water, and soil pollution and contamination.

Our approach: Develop EHS policy, improve workplace safety standards, provide health screenings, and invest in health education for employees.

SDG 7 – Affordable and Clean Energy

- By 2030, increase substantially the share of renewable energy in the global energy mix.
- By 2030, double the global rate of improvement in energy efficiency.

Our approach: Adopt energy-efficient machinery and transition the majority of operations to renewable energy sources globally.

SDG 8 – Decent Work and Economic Growth

Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

Our approach: Ensure compliance with labor laws, provide competitive wages, and create a safe and inclusive work environment.

SDG 9 – Industry, Innovation, and Infrastructure

- By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.
- Support domestic technology development, research, and innovation in developing countries, including by ensuring a conducive policy environment for, inter alia, industrial diversification and value addition to commodities.

Our approach: Invest in RDI and continue adapting circular, energy-efficient, and resource-efficient practices.

SDG 12 – Responsible Consumption and Production

- By 2030, substantially reduce waste generation through prevention, reduction, recycling, and reuse.
- By 2030, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water, and soil in order to minimize their adverse impacts on human health and the environment.

Our approach: Minimize waste through lean manufacturing, implement recycling programs, and design products for reuse or recycling at the end of life.

SDG 13 – Climate Action

Total greenhouse gas emissions per year.

Our approach: Set and work towards emissions reduction targets.



NETWORKS AND COLLABORATIONS

OUR COMMITMENT TO PROJECTS

UN Global Compact: TM Systems is publicly committed to the **UN Global Compact corporate responsibility initiative**.

IsoSUS: Industrial symbiosis on CO₂ and waste and side stream conversion to sustainable products (Business Finland, Borealis, Fortum, Solar Foods, TM Systems, University of Tampere, University of Oulu, University of Eastern Finland, Luonnonvarakeskus)

Valio Food 2.0: Promoting a more resilient food industry in Finland

KEY MEMBERSHIPS IN ORGANIZATIONS

Teknologiateollisuus ry – Technology Industries of Finland

Bioenergy Europe – Promoting CCUS and sustainable energy sources for bioenergy.

EHEDG – European Hygienic Engineering & Design Group – Ensuring food and food production safety in our technology for our customers.

CERTIFICATIONS

The management system adheres to the following management system standards:

- **ISO 9001**
- **ISO 3834**

“Committed” level rating on **EcoVadis**

Strongest in Finland Gold 2024

One of the Achievers 2023-2024

ESG REPORTING SYSTEMS

Global Reporting Initiative (GRI)

UN Global Compact (UNGC), **Communication on Progress**

EcoVadis (since 2019)

STRATEGIC COMMITMENTS

STRATEGIC GOAL	MAIN ACTIONS	GOAL 2024	PROGRESS 2024 (2023)	GOAL 2030	SDG
Passion for Growth: We have dedicated employees who are committed to making our company better.	<ul style="list-style-type: none"> - Health, Safety, and Well-being - Learning and Development 	<ul style="list-style-type: none"> - eNPS* 40 - 18h/year of training per employee 	<ul style="list-style-type: none"> - -8% (from 40 to 24) - 25h/year per employee 	<ul style="list-style-type: none"> - eNPS 50 - 18h/year per employee 	SDG 8
Caring for the Planet: We provide solutions that promote sustainability for our customers.	<ul style="list-style-type: none"> - Energy Efficiency - Our Operations 	<ul style="list-style-type: none"> - TWh energy saved by customers: 10 TWh - 80% recycling rate 	<ul style="list-style-type: none"> - 11 TWh - 90% 	<ul style="list-style-type: none"> - 15 TWh - 100% 	SDG 7, 12, 13
A Preferred Partner: We deliver the best customer experience together with our partners.	<ul style="list-style-type: none"> - Preferred Partner - Research and Development in Collaboration - Research and Development in-house 	<ul style="list-style-type: none"> - NPS** 50 - 2 co-research projects - n/a 	<ul style="list-style-type: none"> - NPS 57 - 200% (from 0 to 2) - €1.8M (from 1.2 to 1.8) 	<ul style="list-style-type: none"> - NPS 50 - 2 co-research projects - €2M 	SDG 8, 12, 13
Stronger together: We aim to continue growing to serve new customers with the best profitability in the industry.	Sustainable Growth and Cost Efficiency	<ul style="list-style-type: none"> - Organic growth 23% - EBITA* 8% 	<ul style="list-style-type: none"> - Organic growth 28% - EBITA 2% (from 8 to 10%) 	<ul style="list-style-type: none"> - Organic growth 23% - EBITA 10% 	SDG 8

*Employer Net Promoter Score (eNPS)

**Net Promoter Score (NPS)

***Earnings Before Interest, Taxes, Depreciation, and Amortization (EBITA)

MAIN ACTIONS TOWARDS SUSTAINABLE BUSINESS

We have several ongoing programs to promote human and environmental well-being both in our workplaces and beyond. We continuously develop and upgrade these programs to stay on the right track.

WORKPLACE HEALTH AND SAFETY PROGRAMS

- 2024: Aim for zero accidents by providing regular training on material handling, safe work practices, and machinery operation, as well as offering wellness programs that promote physical and mental health.
- Target: Maintain a zero-accident record and enhance safety culture through continuous improvement initiatives and feedback mechanisms.

ENERGY MANAGEMENT

- 2024: Conduct a global analysis of our energy consumption.
- Target: Implement energy efficiency measures based on findings, optimize workshop energy use, and increase the share of renewable energy sources.

EMPLOYEE DEVELOPMENT

- 2024: We started monitoring employees' sustainability awareness and knowledge.
- Target: Provide more opportunities for employee upskilling and education on sustainability practices.

SUSTAINABLE RESOURCE MANAGEMENT

- 2024: Optimize material usage to minimize waste and maximize recycling.
- Target: Implement circular economy principles by increasing the use of recycled materials and improving waste management strategies.

SUPPLY CHAIN SUSTAINABILITY

- 2024: Published a supplier code of conduct that includes sustainability criteria, with careful monitoring.
- Target: Develop KPIs and assess suppliers to ensure compliance with sustainable and ethical practices, encouraging continuous improvement.

REPORTING AND COMMUNICATION

- 2024: Regularly report on the company's sustainability performance related to Scope 1, 2, and 3 emissions.
- Target: Complete the implementation of ISO 14001 to enhance reporting accuracy and ensure systematic environmental management.

CLIMATE CHANGE RISK PROFILE

The climate change risk profile for our operations—including manufacturing, installations, design, and services—requires assessing both potential negative impacts (risks) and positive impacts (opportunities) related to climate change.

This evaluation follows the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD) and the Global Reporting Initiative (GRI).

Additionally, this work is an integral part of our ISO 14001 implementation process, where a broader sustainability and climate analysis section is incorporated into our overall quality system.

TRANSITION RISKS

Policy and Legal Risks: Stricter environmental regulations (e.g., carbon taxes, emission limits) may increase production costs.

Market Risks: Trade restrictions or tariffs on high-emission industries could impact global market access. Fluctuations in energy and raw material costs due to climate-related factors.

TRANSITION OPPORTUNITIES

Resource Efficiency: Investment in energy-efficient manufacturing processes and equipment can reduce operating costs and emissions.

Energy Source: Transitioning to renewable energy sources for electricity and heat can mitigate risks from future energy price volatility and regulations.

Products and Services: Companies investing in sustainable practices and developing eco-friendly products may gain a competitive edge.

Markets: Expanding into markets that are incentivizing climate-friendly products through subsidies or tax breaks.

PHYSICAL RISKS

Acute Risks: Increased frequency of extreme weather events (e.g., storms, droughts, wildfires) can disrupt operations and transportation networks.

Chronic Risks: Gradual climate changes, such as rising temperatures, may affect worker health and safety, drive up energy costs, and decrease equipment efficiency.

RESILIENCE OPPORTUNITIES

Product Diversification: Expanding the product portfolio to include climate-resilient materials can create new revenue streams.

Strengthening Supply Chains: Implementing sustainable and adaptive supply chain strategies enhances resilience and long-term stability.

REPUTATION RISKS

Stakeholders may perceive the company negatively if it fails to back up its sustainability claims or address climate change issues, potentially impacting customer relationships and investor confidence.

REPUTATION AND BRANDING OPPORTUNITIES

Taking proactive steps to address climate risks and embrace sustainability can strengthen brand reputation and attract eco-conscious customers and investors.



ENVIRONMENTAL, HEALTH AND SAFETY (EHS) POLICY

We prioritize the safety of people, environmental protection, and continuous improvement in Environmental, Health, and Safety (EHS) performance. As a global process technology manufacturer, we integrate EHS principles into all aspects of our operations. Strong leadership and a shared commitment ensure a safe workplace and a culture of responsibility.

Our proactive safety measures aim to eliminate risks, prevent injuries, and protect employees. We equip our workforce with the skills to operate safely and efficiently. All employees have a comprehensive support package and occupational health program.

Sustainability is integral to our operations. We minimize our environmental footprint by conserving resources, reducing waste, and mitigating emissions. Strict environmental management ensures compliance and long-term responsibility.

Our EHS committee meets at least twice a year to ensure that we're on the right track and that all learning and educational materials are up to date, providing the best possible support and development for our employees.

POLICIES

Remuneration System: This refers to the structure and practices around how employees are compensated for their work. It includes salary scales, bonuses, raises, benefits, and any other forms of payment or compensation that employees receive.

Equal Opportunity Policy: This policy ensures that all employees and applicants are treated fairly without discrimination based on race, gender, age, disability, religion, or any other characteristic protected by law. It promotes diversity and inclusion within the workplace.

Anti-Bullying and Harassment Policy: Protects employees from bullying, harassment, and other forms of psychological abuse. It outlines what constitutes unacceptable behavior and the procedures for reporting and dealing with such incidents.

Accounting Policy: Provides a framework for all financial transactions and reporting to maintain integrity and accuracy in the company's financial records. It complies with legal standards and accounting practices.

Human Resources and Communications Policy (quality): Governs the management of the company's workforce and internal and external communications. This policy ensures that all HR processes are transparent and that communication channels are clear and effective.

Personal Data Management Rules: Sets out the principles for handling personal information in compliance with data protection laws like GDPR. It ensures that personal data is collected, used, stored, and disposed of safely and legally.

Work Conduct Rules (Code of Conduct): Defines the expected standards of behavior from employees in the workplace. It includes guidelines on professionalism, ethics, and interactions with colleagues and clients.

Business Travel Procedures: Outlines the protocols for employees who travel on business, including arrangements for transportation, accommodation, expenses, and other travel-related activities.

Whistleblower Protection Procedures: Provides a secure avenue for employees to report illegal or unethical practices within the company without fear of retaliation. It details the protections in place for whistleblowers.

Confidentiality Procedures: Ensures that sensitive company information is protected. This includes non-disclosure agreements, data security measures, and protocols for handling confidential information.

QUALITY

We design and manufacture advanced machinery and technology for process industries, ensuring high-quality solutions through precise technical drawing, prototyping, surface preparation, coating, and efficient assembly and packaging. Our products are developed for global export markets, with a strong presence in the Nordic countries.

The core of our quality policy is to meet client needs and expectations through a comprehensive **Quality Management System, certified to ISO 9001 (LRQA)**. This ensures our solutions meet the highest customer requirements while optimizing resource efficiency. We also adhere to **the welding standard ISO 3834** in China.

At TM Systems, we are aligning our practices with **ISO 14001 and ISO 45001**. In 2023, we began documenting our processes to implement the standard, aiming for certification by 2026.

Quality control covers the entire process—from raw material receipt to final production—by using verified materials from recognized suppliers, enhancing specialist qualifications, and continuously improving processes. Production and waste management comply with strict environmental standards, reinforcing our commitment to sustainability.

With substantial investment in research, development, and innovation (RDI), along with decades of expertise in energy efficiency, we ensure our solutions meet the most demanding industry standards while driving innovation in our field.

RDI ensures quality and helps us meet the high standards expected by clients and the green transition's most demanding requirements. Given our extensive experience and capabilities, RDI becomes even more significant. We collaborate with independent scientific research labs and institutes for specific analyses.

Product safety: Our products are safe and compliant, as confirmed by the CE mark and EC Declaration of Conformity. We provide CE marking for each product along with the EC Declaration of Conformity.

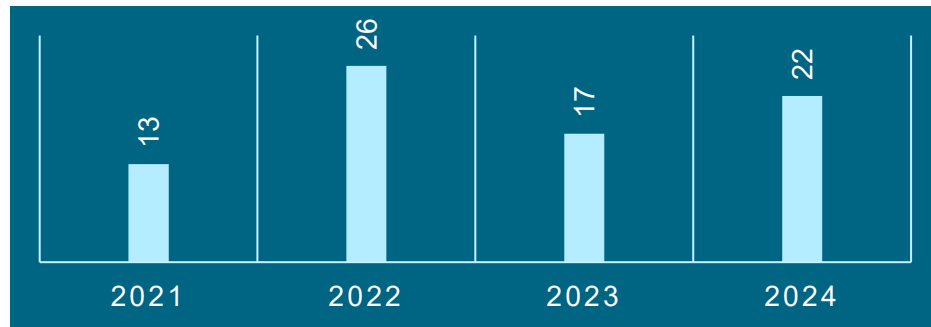
FINANCE IN FIGURES

In 2024 we continued delivering our strong order backlog as well as new orders received during the year. As a result, the group's revenue in 2024 increased by 28% compared to 2023.

In 2024, our revenue reached €11M at the parent company level and €22M at the group level.

Group's profitability remained strong, and the company maintained its AA Nordic triple-A rating, which attests to our reliability as a partner and our financial stability.

Additionally, we further strengthened our market position by providing new TM Systems solutions to our existing customers and acquiring new international customers. We continued to develop our organization and processes, and supported flexible ways of working to enhance the productivity of our professionals.



Group level revenue €M.

STRATEGY ON ENERGY USE

Currently, our operations in Finland run on **fossil-free energy**, while in China, our energy supply still primarily relies on coal. In the future, we aim for higher percentage of renewable energy and improved efficiency in non-renewable energy use.

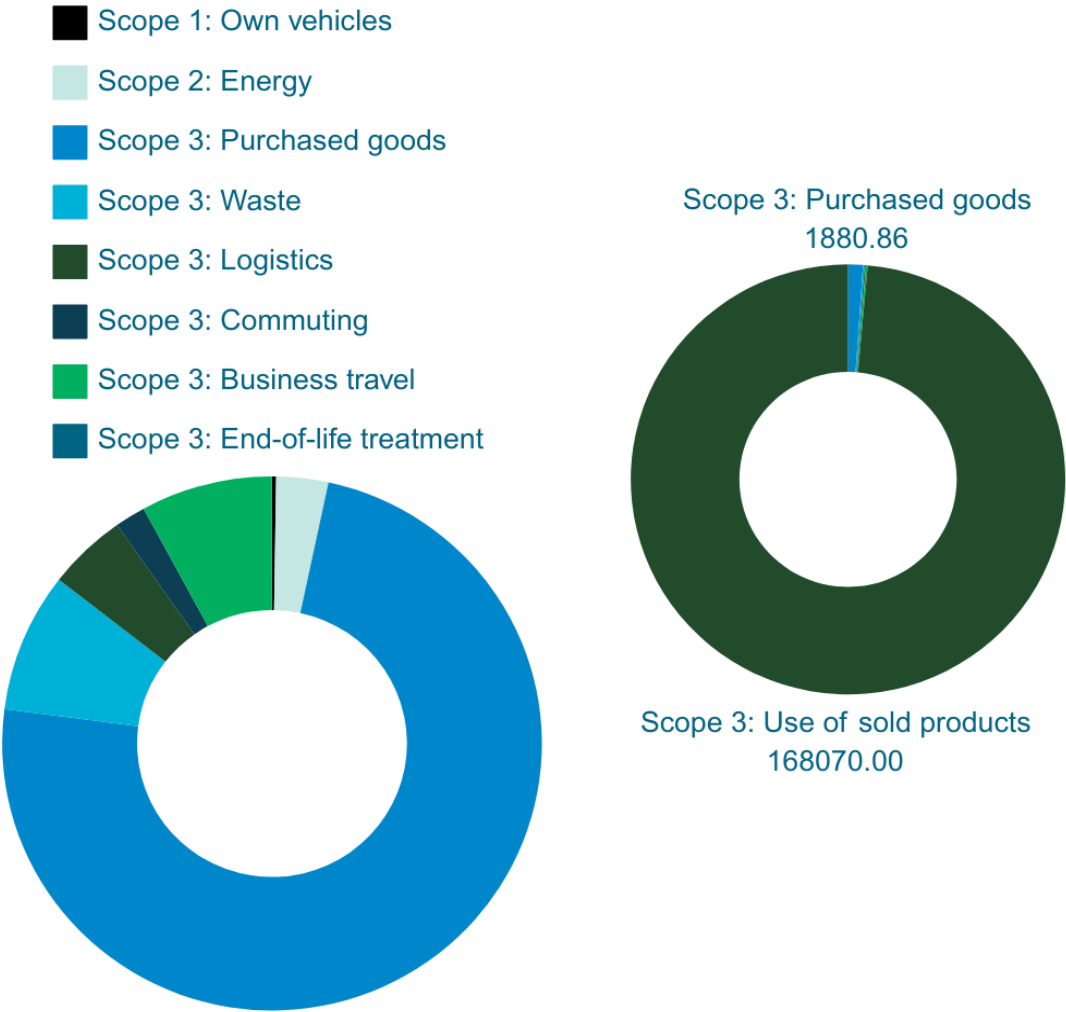
A key part of our strategy is achieving close to 100% self-sufficiency in our China workshop. This goal is driven by a major **solar panel project** that is expected to cover most of the energy required for manufacturing, reinforcing our commitment to sustainable operations.

CARBON FOOTPRINT 2024

We are committed to minimizing our environmental impact by actively measuring and analyzing our carbon footprint. This marks the second year of our carbon footprint assessment. In 2023, we calculated emissions for our Finnish operations, totaling 737.92 tonnes of CO₂ equivalent (Scope 1, 2, 3).

This year, we expanded our scope by incorporating additional categories, refining our methodology, and assessing emissions at the group level, also covering all Scope 1, 2, and 3 emissions.

As a result, our total footprint reached **170.6 ktCO₂e**, with 63% of emissions originating from our workshop in China. This data provides valuable insights to guide our sustainability efforts.



CARBON FOOTPRINT

SCOPE 1 & 2

SCOPE 1 EMISSIONS

Mobile combustion: Direct emissions from company-owned, including on-site emissions from company-owned vehicles.

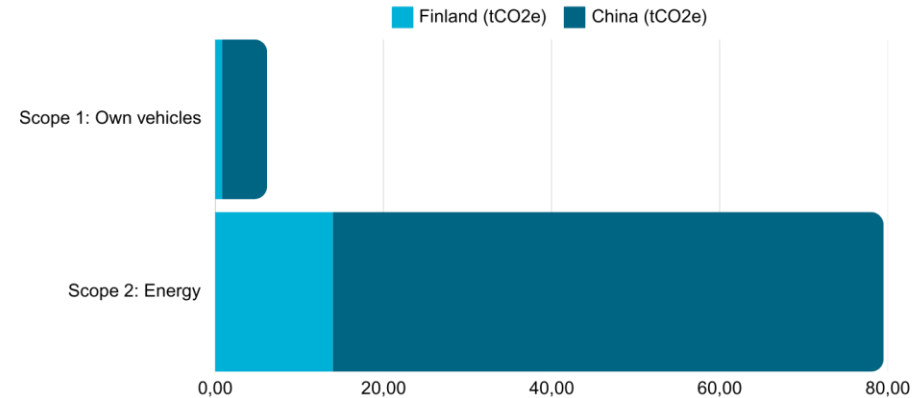
Excluded:

- Stationary combustion (irrelevant)
- Process emissions (no data)
- Fugitive emissions (irrelevant)

SCOPE 2 EMISSIONS

Indirect emissions from purchased electricity, heat, or steam. These result from the generation of energy used by the company:

- Purchased electricity from the grid.
- District heating or cooling.



CARBON ACCOUNTING CHALLENGES

We're developing our ERP to support us with the reporting, as well as building a tool that specifically calculates the emissions for each category.

Our commitment to environmental responsibility guides us in making strategic, informed choices to reduce our impact. Our methods align with the Greenhouse Gas Protocol and are backed by ISO and EPA standards, reinforcing our environmental management efforts.

SCOPE 3

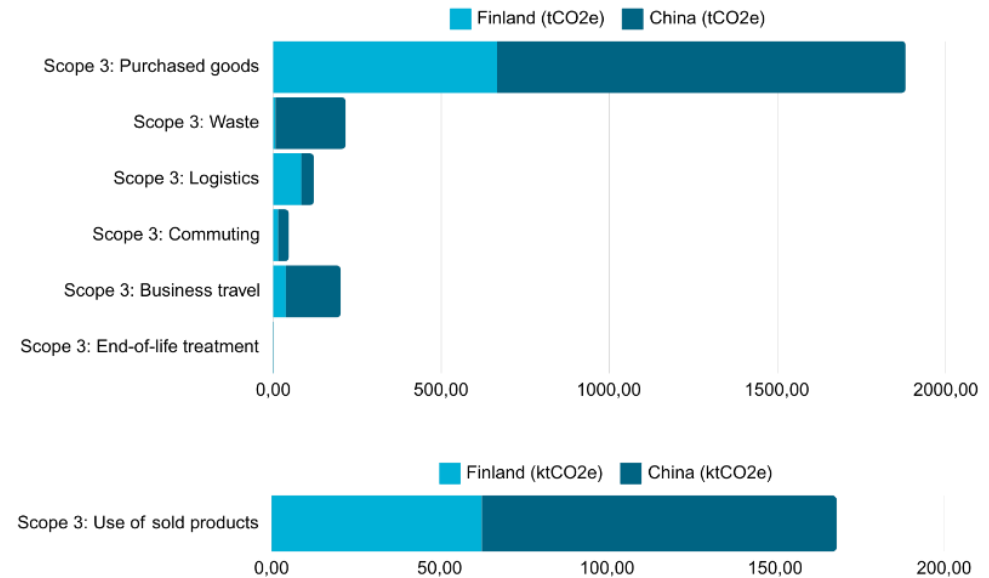
As part of our commitment to a sustainable value chain, we have calculated Scope 3 emissions for the second consecutive year to measure indirect emissions resulting from the company's activities, but occurring from sources not owned or controlled by the company.

Included scope 3 emissions:

- Purchased goods and services (purchased raw materials for each project)
- Upstream transportation and distribution
- Waste generated in operations
- Business travel
- Employee commuting
- Waste generated
- Downstream transportation and distribution
- Use of sold products
- End-of-life treatment of sold products

Excluded:

- Fuel- and energy related activities (irrelevant)
- Capital goods (no data)
- Upstream leased assets (irrelevant)
- Downstream transportation and distribution (will be included in 2025)
- Processing of sold products (no data)
- Downstream leased assets (irrelevant)
- Franchises (no franchises)
- Investments (no investments)



HUMAN RIGHTS AT TM SYSTEMS

At TM Systems, we are deeply committed to cultivating a supportive and inclusive work environment where employee well-being, ethical practices, and social responsibility are at the forefront. Our comprehensive benefits package, strong internal controls, and focus on equality and transparency reflect our dedication to creating a positive impact both within the company and in the communities we serve.

At TM Systems, we are committed to supporting our employees with a comprehensive benefits package that promotes both personal well-being and professional growth. This includes healthcare, travel and accident insurance for both business and leisure, lunch benefits, perks for culture, exercise, and well-being, as well as flexible hours and remote work options to accommodate family life and education. These offerings reflect our dedication to work-life balance and the development of our employees across various regions.

In addition to these benefits, we prioritize transparency and ethical practices through strong internal controls, including both management oversight and a whistleblower process. We also uphold a Supplier Code of Conduct, ensuring clear dialogue and ethical engagement with our key suppliers.

Our commitment to human rights and equality is evident in our grievance reports, which have **shown zero harassment, whistleblowing, or inequality incidents** since tracking began in 2016. TM Systems Finland has a documented plan to promote equality and equity within the workplace, aligning with our leadership's dedication to fostering an inclusive environment.

Furthermore, we are proud to support the well-being of children and families in Finland through our annual donation to Mannerheimin lastensuojeluliitto (MLL), contributing to their valuable work in improving the lives of those in need.

SOCIAL PROFILE

Curiosity, happiness, and belonging, balanced and healthy work, and learning and development are values that we support and encourage everyone at TM Systems to strive for. In the future, greater attention will be given to issues related to workload by improving supervisory practices, as well as to matters of physical and mental health, as the company expands.

2024 recap: At the parent company level, the number of employees increased from 34 to 39 (+5), reflecting workforce growth. Globally, operations saw a shift toward greater gender balance, with male employees decreasing from 74% to 62% and female employees increasing from 26% to 38%.

Employee Turnover: Significant improvement, with turnover dropping from 18% to 5%, suggesting better retention in Finland. Globally, this was already low at 1.9% in 2023 and 2024.

	Parent company (Finland) 2023	Parent company 2024	Subsidiary (China) 2023	Subsidiary 2024
Total Employees	34	39	n/a	52
Gender Percentage	Male: 74% Female: 26%	Male: 74% Female: 26%	n/a	Male: 62% Female: 38%
Diversity of governance	Male: 2 Female: 1	Male: 2 Female: 1	Male: 2 Female: 1	Male: 2 Female: 1
Employee Turnover	18%	5%	n/a	2%
Employee Satisfaction	40 eNPS	24 eNPS	n/a	n/a
Average Training received	27	25	n/a	5
Injury Cases	0	1	0	0

Employee Satisfaction (eNPS): In Finland, the eNPS declined from 40 to 24, a slight decrease that may correlate with our strong workforce growth. However, any eNPS score above 0 is considered positive, and we remain committed to nurturing a supportive and engaging work environment.

Injury Cases: We frequently monitor work-related injuries and health and safety incidents. From 2015 to 2023, no injuries or safety risks were recorded. In 2024, workplace safety was maintained in China with zero injury cases. However, in Finland, one minor injury case occurred, resulting in a two-day sick leave. We are committed to preventing such incidents and continuing our track record of zero annual cases.

GRI – CONTENT INDEX TEMPLATE 2024

DISCLOSURE	MORE INFORMATION
2-1 Organizational details	3*
2-2 Entities included in the organization's sustainability reporting	TM System Finland Oy, TM System International Trading (Shanghai) Co., Ltd., TM System China Air Technology Co., Ltd.
2-3 Reporting period, frequency and contact point	Annually, 2024
2-4 Restatements of information	n/a
2-5 External assurance	4
2-6 Activities, value chain and other business relationships	3, 5, 6
2-7 Employees	19, 20
2-8 Workers who are not employees	n/a
2-9 Governance structure and composition	3
2-10 Nomination and selection of the highest governance body	Shareholders represent the highest governance body (board)
2-11 Chair of the highest governance body	3
2-12 Role of the highest governance body in overseeing the management of impacts	3
2-13 Delegation of responsibility for managing impacts	3
2-14 Role of the highest governance body in sustainability reporting	3
2-15 Conflicts of interest	None
2-16 Communication of critical concerns	19
2-17 Collective knowledge of the highest governance body	n/a
2-18 Evaluation of the performance of the highest governance body	None
2-19 Remuneration policies	19, 20
2-20 Process to determine remuneration	n/a
2-21 Annual total compensation ratio	n/a
2-22 Statement on sustainable development strategy	2, 3, 4, 5, 7, 8, 10
2-23 Policy commitments	6, 11, 12, 13

*Please note that numbers on the right column indicate a page number that contains the information.

2-24 Embedding policy commitments	n/a
2-25 Processes to remediate negative impacts	16, 17
2-26 Mechanisms for seeking advice and raising concerns	12
2-27 Compliance with laws and regulations	11, 12, 13, 19
2-28 Membership associations	Technology Industries of Finland, Bioenergy Europe, Bioenergy Association of Finland, Circular Bioeconomy and Biogas Association, Finnish Forest Products Engineers Association, Turku Chamber of Commerce, Taxpayers' Association of Finland, EHEDG, EastCham Finland, FinnCham China, Business Turku
2-29 Approach to stakeholder engagement	None
2-30 Collective bargaining agreements	Collective Bargaining Agreements of Technology Industries of Finland
3-1 Process to determine material topics	Upcoming (according to ISO 14001 standard)
3-2 List of material topics	8
201-1 Direct economic value generated and distributed	
201-2 Financial implications and other risks and opportunities due to climate change	9, 10
201-3 Defined benefit plan obligations and other retirement plans	n/a
201-4 Financial assistance received from government	Business Finland project on CO2 capture
202-1 Ratios of standard entry level wage by gender compared to local minimum wage	n/a
202-2 Proportion of senior management hired from the local community	n/a
203-1 Infrastructure investments and services supported	n/a
203-2 Significant indirect economic impacts	n/a
204-1 Proportion of spending on local suppliers	Maximized by subsidiaries
205-1 Operations assessed for risks related to corruption	n/a
205-2 Communication and training about anti-corruption policies and procedures	Code of Conduct (can be found on our website)
205-3 Confirmed incidents of corruption and actions taken	None
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	None
207-1 Approach to tax	We pay all taxes at the country of organizational operations.
207-2 Tax governance, control, and risk management	In line with local laws.

207-3 Stakeholder engagement and management of concerns related to tax	None
207-4 Country-by-country reporting	China/Finland
301-1 Materials used by weight or volume	16
301-2 Recycled input materials used	Included in scope 3 calculations
301-3 Reclaimed products and their packaging materials	n/a
302-1 Energy consumption within the organization	17, 18
302-2 Energy consumption outside of the organization	17, 18
302-3 Energy intensity	17, 18
302-4 Reduction of energy consumption	Targets to be set in 2025.
302-5 Reductions in energy requirements of products and services	n/a
303-1 Interactions with water as a shared resource	Only for domestic purposes
303-2 Management of water discharge-related impacts	All wastewater is directed to the municipal sewage network, and rainwater is directed to the sewage system.
303-3 Water withdrawal	n/a
303-4 Water discharge	n/a
303-5 Water consumption	1.5 million L
305-1 Direct (Scope 1) GHG emissions	6 tCO ₂ eq
305-2 Indirect (Scope 2) GHG emissions	79 tCO ₂ eq
305-3 Other indirect (Scope 3) GHG emissions	170 ktCO ₂ eq
305-4 GHG emissions intensity	n/a
305-5 Reduction of GHG emissions	n/a
305-6 Emissions of ozone-depleting substances (ODS)	n/a
305-7 Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	n/a
306-3 Significant spills	None
306-1 Waste generation and significant waste-related impacts	8000 m ³
306-2 Management of significant waste-related impacts	Waste management policy
306-3 Waste generated	33 000 tonnes
306-4 Waste diverted from disposal	n/a

306-5 Waste directed to disposal	100%
308-1 New suppliers that were screened using environmental criteria	Process under development.
308-2 Negative environmental impacts in the supply chain and actions taken	Supplier Code of Conduct
401-1 New employee hires and employee turnover	20
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits provided to full-time employees.
401-3 Parental leave	In accordance to local laws.
402-1 Minimum notice periods regarding operational changes	In line with local regulations and guidelines by the association of Technology Industries of Finland.
403-1 Occupational health and safety management system	11
403-2 Hazard identification, risk assessment, and incident investigation	Quality system
403-3 Occupational health services	11
403-4 Worker participation, consultation, and communication on occupational health and safety	11
403-5 Worker training on occupational health and safety	11
403-6 Promotion of worker health	11, 19
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	n/a
403-8 Workers covered by an occupational health and safety management system	All workers are covered.
403-9 Work-related injuries	8, 20
403-10 Work-related ill health	None
404-1 Average hours of training per year per employee	7, 20
404-2 Programs for upgrading employee skills and transition assistance programs	8, 19
404-3 Percentage of employees receiving regular performance and career development reviews	100%
405-1 Diversity of governance bodies and employees	20
405-2 Ratio of basic salary and remuneration of women to men	n/a
406-1 Incidents of discrimination and corrective actions taken	No incidents.

407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	None
408-1 Operations and suppliers at significant risk for incidents of child labor	None
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	None
410-1 Security personnel trained in human rights policies or procedures	n/a
411-1 Incidents of violations involving rights of indigenous peoples	None
413-1 Operations with local community engagement, impact assessments, and development programs	n/a
413-2 Operations with significant actual and potential negative impacts on local communities	n/a
414-1 New suppliers that were screened using social criteria	Process under development.
414-2 Negative social impacts in the supply chain and actions taken	Supplier Code of Conduct
415-1 Political contributions	n/a
416-1 Assessment of the health and safety impacts of product and service categories	None
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	None
417-1 Requirements for product and service information and labeling	n/a
417-2 Incidents of non-compliance concerning product and service information and labeling	None
417-3 Incidents of non-compliance concerning marketing communications	None
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	None

If you have any questions, we'd be happy to answer them! Please contact us [here](#), and we'll gladly discuss our sustainability efforts further.