

MTC Flextek

SMART production

Sustainability report 2024



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MTC Flextek in brief

Introducing MTC Flextek

MTC Flextek is a leading solution provider specialising in metalworking and plastic injection-moulding machines, machine accessories, robotic automation, and integrating these into system entities. Our company also has service business supporting these activities.

We specialise in industrial solutions and services that enable our customers to maintain and develop their industrial production and business productivity. The foundation of our service quality is our wealth of experience, combined with constantly evolving expertise and the new opportunities enabled by technology.

We have over 50 specialists in six locations in Finland. We offer comprehensive services from project management and design to installation, training and maintenance.

We represent global operators in Finland with whom we have collaborated for a long time. Our partners include Okuma (Japan), Fanuc (Japan), Absolent (Sweden), Ibarmia (Spain), Soraluce (Spain), Goodway (Taiwan), Hartford (Taiwan), Kasto (Germany), Ecoroll (Germany) and Breuning Irco (Germany).

Our values



TRUST

We deliver on our promises and joint pledges



CUSTOMER UNDERSTANDING

Customer understanding that makes anything possible



COLLABORATION

Success comes from working together

EUR 15.2 million

net sales

57

average number of employees

10.4

total recordable injury frequency (TRIF)



22
eNPS

55

NPS deliveries

31

NPS services (training and maintenance services)

49

projects delivered

413

well-maintained machine tool and robot



Managing Director's review

In many ways, 2024 was a year of change and adaptation for MTC Flextek. The divergence of the overall Finnish market in two different directions – activity at the beginning of the year and a slowdown that began in the spring – reflects the difficult operating environment we work in.

Despite this, we continued to develop with determination. During the year, we invested in staff training, further improved our digital remote services and integrated sustainable practices into our business strategy. In these ways, we made ourselves more competitive and better able to respond to market changes.

We work closely with leading equipment manufacturers committed to sustainable development, and work hard to think and act sustainably in all our local decision-making. As part of Helvar Merca Group, in 2025 we will begin sustainability reporting in line with the European Union's Corporate Sustainability Reporting Directive (CSRD), and our preparations for this have progressed as planned. We also carried out our first emissions calculation in 2024.

Our operations rely on our clients' product development, and we focus on customer-specific overall solutions, process creation, customer support and services. Our products and services include diverse solutions to help our customers reduce their carbon footprint and operate more and more sustainably. We enable them to make increasingly sustainable choices, further improve their energy efficiency, reduce their environmental impact and further improve work ergonomics and safety. All of these efforts contribute to making those companies even more competitive.

We're seeing cautious signs of market recovery and investment growth, supported by falling interest rates. MTC Flextek is committed to continuing to develop responsibility and support our customers with even better solutions in 2025.

Tomi Tiitola

Managing Director
MTC Flextek



Our corporate responsibility report

Our sustainability report for 2024 provides a clear overview of MTC Flextek's approach to operating sustainably and responsibly. It summarises our achievements over the past year and our sustainability-related goals. At the same time, it serves as a channel to inform our stakeholders about progress in this area.

Responsibility and sustainability are overarching themes in our business, and we follow the corporate responsibility principles passed down by our owners:

“Being responsible and operating sustainably mean good governance, respecting contracts, complying with laws and regulations, zero tolerance for bribery, and fair competition, respect for human rights – in general, behaving ethically at all times. Sustainability means respecting values related to the environment, society and good governance, and applying this respect in all our activities. This includes measuring the environmental impacts of our operations and setting targets to ensure our continuous development.”

We take the development of reporting in accordance with ESRS standards seriously, and have developed our reporting and data collection in accordance with this over the past year. As part of Helvar Merca's sustainability report, MTC Flextek has made preparations for reporting from 2025 onwards in accordance with the European Union's Corporate Sustainability Due Diligence Directive (CSDDD). Matters that are considered essential in this regard are reported at group level in a sustainability report compiled by Helvar Merca, which is then audited by a third party.

“In 2024, we focused in particular on measuring our company's carbon footprint and implementing a comprehensive double materiality analysis. Although we have made good progress, we know we still have a long way to go to meet the requirements of the EU CSRD reporting standards. This process has been a valuable learning experience for us, and we have already made great progress. Our goal for 2025 is to deepen dialogue with our stakeholders, continue to make our business increasingly sustainable and communicate this clearly and appropriately.”

- Emilia Yli-Antola, Sustainability Controller



REPORTING FRAMEWORK

We are committed to driving our sustainability reporting forward. In 2026, we will conduct our first reporting under the Corporate Sustainability Reporting Directive (CSRD), and this will be published as part of Helvar Merca's sustainability report. We will also communicate about matters related to sustainability in our own sustainability report.



QUALITY ASSURANCE/AUDIT

MTC Flextek's own sustainability report is reviewed and approved by the company's board of directors.

Helvar Merca's sustainability report is audited by a third party.



MATERIALITY

Based on the materiality analysis, the most important impacts, risks and opportunities for our own operations have been identified. MTC Flextek's first double materiality analysis was completed in 2024.

Sustainability strategy

Corporate responsibility now and in the future

We aim to identify the areas related to corporate responsibility that are relevant to our business and make tangible and measurable improvements in them. In 2024, we made significant progress in this area, and published our first sustainability report in the spring. We also completed the first emissions calculation of our own operations, which includes Scope 1, Scope 2 and Scope 3 emissions. The last of these is most important from the perspective of our operations. During the year, we conducted an extensive double materiality analysis, based on which we identified our company's main themes related to sustainability and the associated business risks and opportunities. Based on the materiality analysis, we are drawing up a sustainability plan that defines the most important themes and goals in this area for MTC Flextek, as well as the indicators for monitoring their implementation. We will continue working on this in 2025.

Legislation related to sustainability is constantly developing and tightening, guiding operations through international agreements and frameworks as well. In addition, sustainability plays an increasingly central role in the operations of our customers and other partners. Our goal is to communicate and report on ESG issues clearly and in a comparable way, providing our stakeholders with relevant and reliable information. We report on our progress in these areas in our annually published sustainability report.

Corporate responsibility management

MTC Flextek's diligent approach to sustainability is based on our company values, the ethic of responsibility set out by our owners, and the Code of Conduct approved by the company's board of directors. We operate in accordance with our owners' principles regarding sustainability, and the board of directors defines long-term goals within these principles and approves the responsibility program. Progress on corporate responsibility matters is reported to the Board of Directors.

The Managing Director and other members of the management team approve our key sustainability plans, decide on the actions to take and monitor progress on these matters and the realisation of targets.

Environment, social and governance (ESG) matters are promoted by a steering group that meets regularly. This group, consisting of key individuals, is responsible for planning, implementing and monitoring the sustainability programme and regularly informs the management team.

Focus areas

At the core of our efforts to make our operations more and more sustainable are our environmental impacts, social responsibility and ethical business practices.



Identifying the environmental impacts of our operations and mitigating the negative impacts. Managing environmental risks.



Wellbeing, safety and rights of personnel.



Ethical business conduct.

Value chain

We have assessed the environmental and human rights impacts of our business across the entire value chain, covering the process from the procurement of raw materials to the installation of a machine or system. The assessment is based on a range of materials, including suppliers' reports related to sustainability and risk. Targets have been selected as priority areas where the risks of human rights and environmental problems are most significant in light of the geographical location or specific characteristics of the industry.

Our supply chain is extensive, and we have identified our environmental risks, particularly at the beginning of the value chain – in other words, in the procurement, production and transportation of raw materials. Global warming may affect product availability or cause delays in the supply chain. Managing such risks is largely reliant on suppliers' own risk management practices, which play a crucial role in ensuring supply chain stability and business continuity.

In the company's own operations, the wellbeing of staff and business ethics receive a great deal of attention.



Chart 1: Description of the value chain.



Various sustainability issues arise at different stages of the value chain. Ensuring that everything is done sustainability requires close cooperation and dialogue with stakeholders in order to find workable solutions and make improvements together.

Global supply chain

We have reviewed our partners' publications and plans related to sustainability, drawing on sources such as information published by the companies themselves and *Luotettava kumppani* reports, which verify companies' compliance with legal obligations in Finland. We are intent on understanding how our supply chain operates and ensuring we share common corporate responsibility values.

Suppliers are an essential part of our value chain, as most of our Scope 3 emissions are generated through purchases. In the future, we want to be able to verify that our supply chain and suppliers are responsible in as much detail as possible. We will also work towards this goal in 2025 by developing a code of conduct that every new partner must sign as part of the partnership.

Our partners' sustainability

MTC Flextek works closely with leading equipment manufacturers in the industry who are committed to operating responsibly and sustainably. Our partners focus on delivering high-quality machines and robots, while also considering the impact of their business on the environment, people and society. They diligently monitor industry requirements, continuously implement changes to make their operations increasingly sustainable, and are committed to promoting sustainable development. Below are examples of our partners' perspectives on sustainability.



Okuma: Green Technology

Okuma focuses on environmentally friendly solutions in the manufacture and use of machine tools with its Green Technology concept. Their energy-saving features, such as energy recovery and optimised motor control, help reduce energy consumption. In addition, the long service life of their machines promotes sustainable development.

[Read more](#) →



Fanuc: All-electric injection moulding machines

Fanuc's all-electric ROBOSHOT injection moulding machines consume less energy thanks to servo motor-based technology, thereby reducing operating costs and the carbon footprint. ROBOSHOT machines also guarantee excellent repeatability, faster cycle times and quieter operation, improving productivity and the working environment.

[Read more](#) →



Absolent: Promoting health

In industrial environments, air pollutants such as oil mist and dust can exceed outdoor air pollution concentrations many times over. Absolent's filtration systems purify the air with up to 99.97% efficiency, reducing health risks and improving workplace wellbeing. Clean air leads to healthier employees, less sick leave, better job satisfaction and higher productivity.

[Read more](#) →

Double materiality assessment

In 2024, MTC Flextek completed its first double materiality assessment, identifying material sustainability impacts, risks and opportunities in accordance with European Sustainability Reporting standards. This comprehensive analysis examined the impacts of our operations from two perspectives, considering the positive and negative impacts of MTC Flextek's business on people and the environment, as well as the financial risks and opportunities associated with sustainability.

The process began with a background study that identified issues related to sustainability of operations across the entire value chain. Information on sustainability was found to be material if MTC Flextek is committed to significant actual or potential impacts on people or the environment, either in the short, medium or long term.

Impact identification is based on data collected from MTC Flextek's systems, emission calculation results, and small group discussions with key individuals, which have taken into account the needs of stakeholders and the characteristics of the business environment.



After identification, the severity, likelihood and financial consequences of the impacts were assessed and the themes identified as most important were approved at the management team and board level. These key topics and the related data points are raised as part of sustainability reporting.

The material sustainability themes to be reported from 2025 are climate change (E1), own workforce (S1) and business conduct (G1). Significant impacts on operations were identified in particular as emissions and energy consumption, job satisfaction and development, occupational health and safety, and data management and data security. The topics that emerged in the double materiality analysis form the basis for building a sustainability programme, setting goals and selecting monitoring indicators.

The double materiality analysis will be maintained and reviewed annually and whenever else is necessary, for example in connection with significant changes in business operations.

Topics considered essential:



Climate change (E1)

- Emissions
- Energy consumption



Own workforce (S1)

- Occupational health and safety
- Employee wellbeing and skills



Business conduct (G1)

- Information management and cybersecurity
- Sanctions management

Environment

Ecological sustainability requires that companies carefully identify and manage their environmental impacts. MTC Flextek's responsibility activities are based on optimising energy consumption, implementing emission calculations and using them to determine the carbon footprint, and improving the efficiency of waste processing processes.

In spring 2024, we carried out the first greenhouse gas GHG protocol-based calculation of our direct emissions (Scope 1 and Scope 2) from our operations. These emissions arise from our own cars and the electricity consumption and heating of our offices. The calculation was performed using data from 2023, and will be used as the baseline year in MTC Flextek's emissions calculation. The study was carried out as part of the Chambers of Commerce's climate programme.

“Over the past year, we’ve learned a lot about the possibilities and importance of being sustainable in what we do.

Safety, efficiency and reliability have always been essential to us. Today, a stronger focus is placed on workplace ergonomics, the environment, data collection and the related optimisation of energy use in processes, as well as the adoption of sustainability features from equipment suppliers and training for end users.

Sustainability has become one of the key starting points in our solution design, and by combining available opportunities with expertise, the overall impact on improving sustainability is considerable.”

- Kalle Ahoniemi, Delivery Process Director

We respond to the goals of the green transition through our partners' advanced sustainability and innovation efforts, high-quality products, process automation to enhance production efficiency and careful assessment of ESG requirements. In our operations, we strive to take meaningful measures such as installing energy-efficient LED lights at both of our main offices, and we also optimise energy use with other practical everyday solutions. Our goal is to continue to improve energy efficiency and reduce the environmental impact of our operations as much as possible.



Recycling

In 2024, the total amount of waste was 6,800 kg, and the recycling rate was approximately 15%. Most of the waste generated through our operations is mixed waste. Our goal for 2025 is to reduce the amount of mixed waste and improve the percentage of reusable material.

Recyclable material consists of cardboard, paper and waste from electrical and electronic equipment. A significant proportion of the waste comes from packaging material, which is reused whenever possible. The amount of packaging waste will be reduced using orders planned to avoid waste. We bear the producer's responsibility for the disposal and reuse of packaging materials and batteries.

Figure 1: Carbon footprint calculated sign

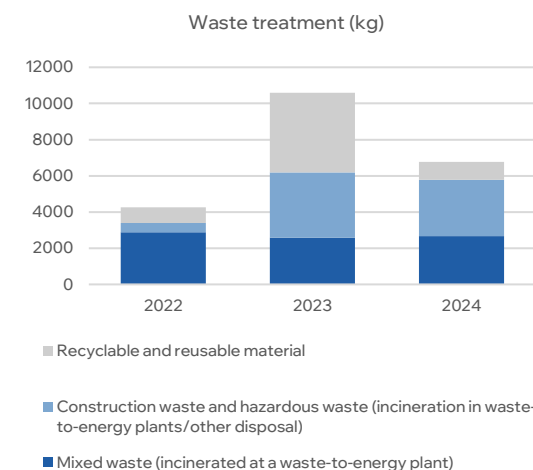


Chart 2: Waste treatment

Emissions calculation

In calculating our carbon footprint, we have taken into account the types of emissions that are relevant to our operations, which we have estimated to include fuel consumption of our vehicles, purchased electricity and heating, procurement, transportation, business travel and employee commuting. MTC Flextek's total carbon footprint in 2023 was 3,028 tCO₂e. In 2024, the carbon footprint increased to a total of 3,407 tCO₂e. This is explained by the increase in the share of purchases for business reasons.

Emissions are divided into three main categories. Scope 1 covers direct emissions resulting from the use of leased cars. Scope 2, on the other hand, includes indirect emissions from purchased energy, i.e. emissions caused by electricity and heating. MTC Flextek does not have its own production, which explains the low scope 1 and 2 emissions. In addition, we use almost entirely CO₂-free electricity and largely district heating and geothermal heat produced from renewable sources as heating methods.

The vast majority of the company's emissions, over 99%, fall into the Scope 3 category. Most of these are generated from purchased products and services, but logistics and business travel, including business trips abroad, are also significant sources. Majority of our emissions comes from purchases, and although it is not always possible to reduce them, we strive to map them as accurately as possible.

Data collection is based on heat and electricity consumption data reported by energy companies, emission reports prepared by logistics service providers, and data collected from the company's systems. We have used consumption-based evaluation in our purchases.

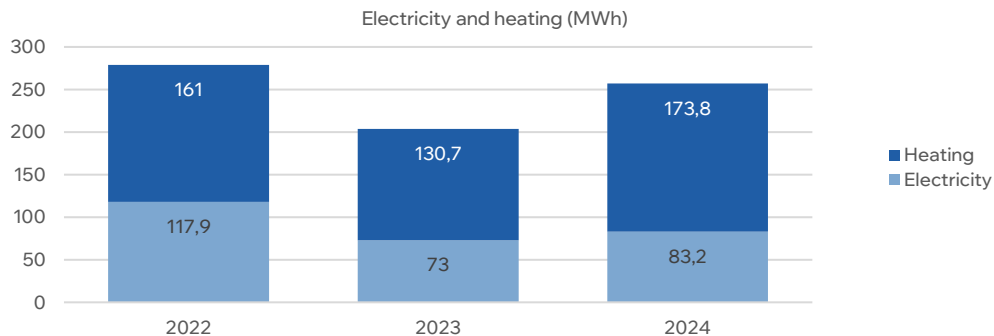
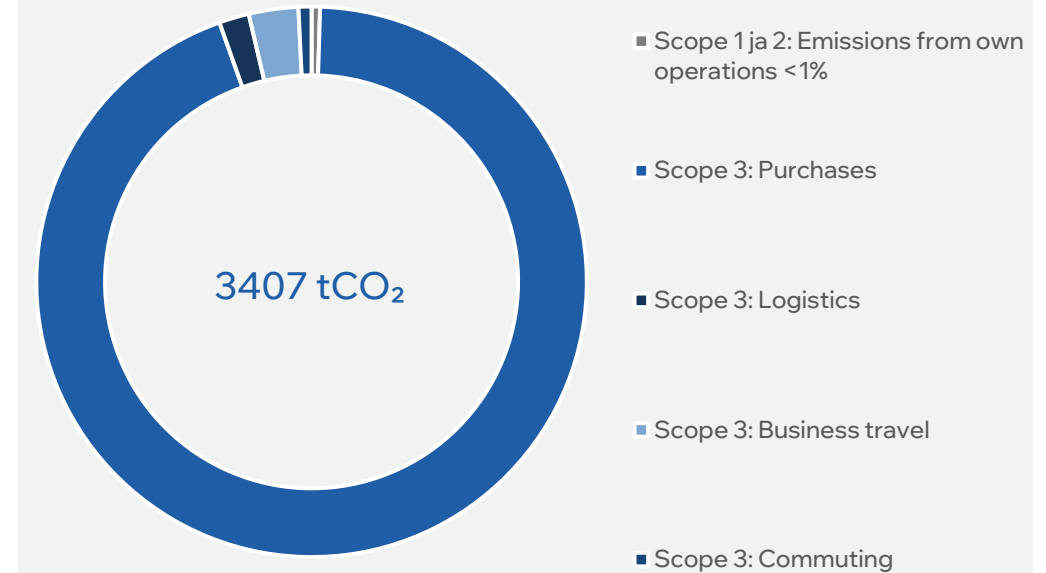


Chart 3: Energy consumption

[Read more about our emissions calculation](#)

MTC Flextek's carbon footprint in 2024



Scope 1	2023 (tCO ₂ e)	2024 (tCO ₂ e)
Diesel	5	5
Petrol	6	7
Scope 2	2023 (tCO ₂ e)	2024 (tCO ₂ e)
Electricity consumption	4.5	3.7
Heating	2.4	3
Scope 3	2023 (tCO ₂ e)	2024 (tCO ₂ e)
Purchases	2814	3204
Logistics	53	60
Business travel	115	99
Commuting	28	26

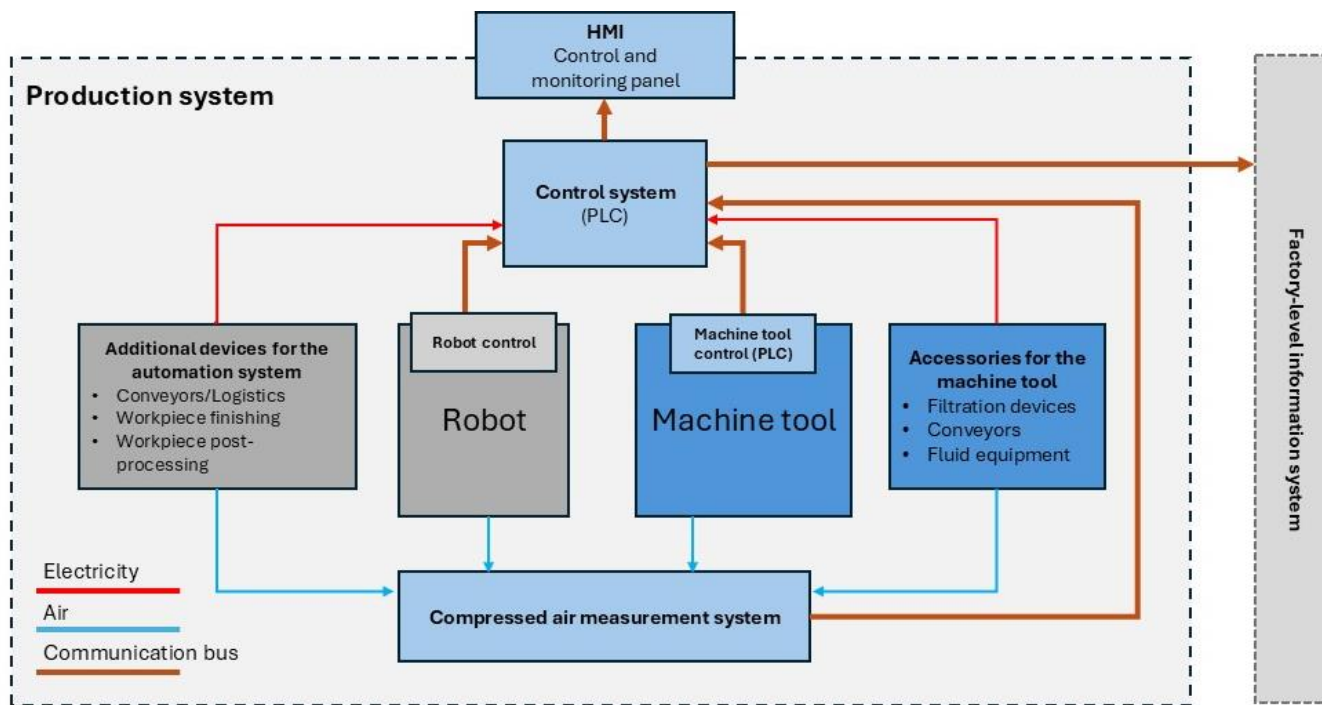
Chart 4: Carbon footprint

Data collection in production for greater sustainability and energy efficiency

During 2024, we developed solutions that enable our customers to monitor and optimise the energy consumption of their production and reduce environmental impacts at a precise level.

Modern cell control solutions allow for the monitoring of process values from various devices – such as machine tools, industrial robots, compressed air systems, and air purification equipment. Among other things, these enable:

- Compressed air systems: Monitoring consumption and potential leaks, as well as optimising energy use, for example by putting the system into standby mode to reduce overall consumption.
- Electricity consumption: Minimise unnecessary power consumption by turning off unused devices, such as robots, peripheral devices and filtration systems.
- Data monitoring from higher-level systems: Values collected from field devices can be displayed in higher-level control systems, for example using OPC UA or MQTT protocols.



Example cell: MTC Flextek solution

The overall solution includes a machine tool, an industrial robot, equipment for emulsion and oil filtration, and compressed air monitoring.

Practical benefits:

- In production run: Monitoring energy consumption at the item level and responding quickly to problems, such as compressed air leaks.
- In standby mode: Putting devices into low-power mode and seamlessly returning to production saves energy and resources.

Our solutions help our customers reduce environmental impacts and save money – a practical way to make production more sustainable.

People

Our staff are at the heart of all we do, and we strive to be a desirable and respected workplace. We do for this through ethical management, maintaining a safe and healthy working environment, and contributing to the wellbeing and continuous development of our employees. Wellbeing at work and enjoying one's work are founded on genuine actions, such as encouraging training, effective internal communication, and practices that make life easier at work. We work hard to provide a motivating work environment where everyone can develop and succeed.

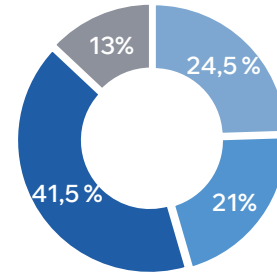
Personnel

At the end of 2024, MTC Flextek had 53 employees, with an average age of 47 years. Our staff are divided into sales, project management, administration and service teams, and our organisation was divided across seven different in Finland last year.

We use subcontracting when necessary in our business, especially in electrical and automation engineering, which is part of our standardised project work. Our Management Team approves the principles for using subcontractors annually.

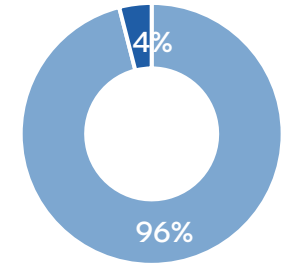


Duration of employment



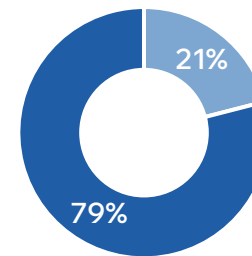
- Less than 1 year to 4 years
- 5-9 years
- 10-20 years
- Over 20 years

Contract type



- Full-time
- Part-time

Personnel by gender



- Women
- Men

Age distribution of personnel %

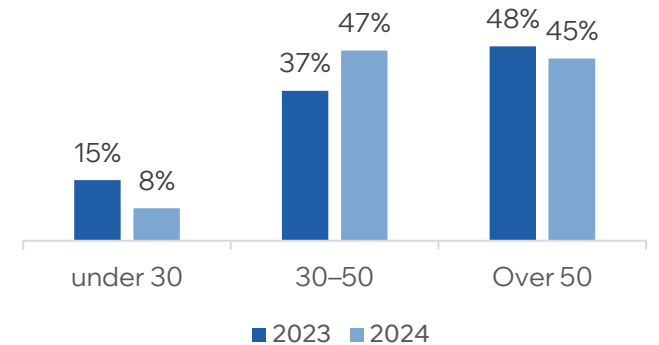


Chart 5: Key personnel figures

Occupational safety and wellbeing

We ensure the safety of the working environment with comprehensive instructions, appropriate training and high-quality tools. Our occupational health and safety committee meets regularly to review the necessary training, follow up on hazards, and review orientation practices. These are all aspects of our occupational health and safety action plan. Our occupational safety metric is the total recordable injury frequency (TRIF), which indicates the number of occupational accidents per million hours worked. In 2024, the TRIF figure was 10.4. Our ultimate goal is to prevent occupational accidents altogether. In 2024, the sickness absence rate was 1.5%. Our occupational health action plan is reviewed and updated annually with a focus on preventing risks to employees' working capacity and developing the early support model.

We work to ensure the health and wellbeing of our employees in cooperation with our occupational health partner and the occupational safety and health committee, supervisors and personnel. We use a Healthy Workplace model to manage the load factors identified in our work and boost the working capacity of individuals and the functional capacity of our community. This is accomplished through health checks, consideration of occupational safety and ergonomics, early identification of disability risks and management that enhances working capacity.



We help our personnel cope with their work by providing occupational health services, using an early support model and offering cultural or wellbeing benefits to incentivise positive lifestyles and coping, both at work and in leisure time.

We help employees reconcile their working lives and private lives by offering flexible working solutions that take into account the varying life phases of our personnel. Where possible, personnel have access to flexible working hours and remote working opportunities. The personnel survey revealed that these are important factors for employees. If necessary, we have also adjusted employees' working hours to accommodate their wishes. For example, we have enabled working hours of 60–80% of the normal hours. We encourage the use of various forms of family leave, and these are becoming increasingly popular.

We conduct an annual job satisfaction survey among our personnel. We use the results to decide what action to take to support our employees' wellbeing.

Job satisfaction in 2024:

- 22 eNPS (2023: 47 eNPS)
- 8.0 average on a scale of 1–10 (2023: 8.3)

Extended workplace survey for service technicians

At the end of 2023, we carried out an extended workplace survey to improve the occupational safety and wellbeing of our installers. It was carried out in collaboration with an occupational health nurse, doctor, physiotherapist and our occupational safety manager. Experts visited the installation sites to assess the work environment and identify the risks it presents. The study highlighted a number of areas for improvement to be dealt with in 2024. To reduce physical strain, we made changes to workwear in accordance with recommendations and improved chemical risk management by preparing a comprehensive chemical inventory and risk assessment.

CASE

Skills and training

Employee development plans and goals are updated annually in the work community development plan. Our company's strategy and shared values guide us, and with them in sight we continuously work to identify our strategic capabilities and invest in developing expertise. Our progress towards goals is monitored in annual development discussions, which include employee-specific skills assessments. Our goal for 2024 has been to invest in personnel training, as this was an area that many employees pointed out in the employee satisfaction survey as requiring greater effort.

In 2024, a total of 144 full days of recorded training were accumulated from face-to-face or online training, which was a significant increase compared to the previous year. We use a 70-20-10 model where 70% of learning occurs by working and doing, 20% is by sharing knowledge, and 10% is on courses and in training sessions. Employees and supervisors draw up a training plan for the coming year, taking into account the employee's wishes and targets and our company's strategy.

Changes in legislation and regulations and standards, such as those related to product safety, require regular training, even if they are not included in personal development plans. At the same time, it is important to ensure efficient scope of validity of operating permits and certificates. The HR system ensures that these are kept up to date, and an alarm function is in use to detect expired permits. For statutory training, electrical work permits, for example, are essential for customer-facing roles in service and robotics operations.

Personnel training	2024	2023
Number of participants in annual assessments, %	100%	100%
Training days per year	144	84
Average training hours per year/person	20.3	10.2

Chart 6: Educational indicators

Training and skills development in maintenance services

In maintenance services, personal development plans are a key part of employee skills development. The experiences of our service technician Miikka Koivuniemi are a clear example of how a development plan works and promotes on-the-job development.

The development plan is drawn up for a two-year period and is reviewed twice a year. Miikka finds this a useful way to review his goals and opportunities. The plan includes one primary development area and a complementary topic, making it easier to focus on the essentials. Miikka places a lot of importance on having a say in the development of the plan, which adds to his own commitment and motivation to learn more.



CASE

The plan makes a practical difference in many ways, for instance in how tasks are allocated accordingly. This enables in-depth study of selected areas and specific training supports learning. Daily work situations also provide continuous learning opportunities, and the employer regularly organises training sessions, including courses offered by machine builders.

For example, Okuma's training courses in Germany offer more in-depth knowledge of new technologies.

Equality in the work community

We are committed to being a workplace where all employees have equal opportunities to succeed and where everyone is treated with respect. The equality and non-discrimination plans are reviewed and updated annually.

We ensure equal treatment in all activities and tasks, regardless of gender, age or any other personal characteristic. We take care to ensure equality in HR planning, HR management and development, remuneration, terms of employment, family leave and family support measures. As part of the skills assessments, which are conducted twice a year, every employee also evaluates their own performance, including with respect to values such as collaboration and equality. We have zero tolerance for all forms of discrimination and harassment, and we react immediately to any such incidents.

Everyone has a right to fair pay for their work. Our employees are covered by national collective agreements, and salaries are in accordance with the applicable agreement. Efforts are made to conduct job-specific pay surveys every year regardless of gender, and the company’s pay scales are determined according to the job requirement grade. All members of personnel have the same conditions for fringe benefits.

	2024	2023
Age (years)	Women / men	Women / men
Under 30	2% / 6%	3% / 11%
30–50	13% / 34%	10% / 27%
over 50	6% / 39%	5% / 44%

Chart 7: Age distribution of personnel



SAKO invests in workplace safety and overall wellbeing with auxiliary equipment

Properly selected auxiliary equipment is important to improving occupational safety at SAKO's factory in Riihimäki. The factory's air quality has been improved with Absolent filters, and DUPUY industrial vacuum cleaners were acquired for added cleanliness and comfort. In addition, the company's electrical cabinets and motors of Okuma machine tools and Fanuc robots are now kept clean with Velum products.

In 2017, SAKO purchased the first Absolent filters for its Riihimäki factory. Measurements were taken at the factory by the Finnish Institute of Occupational Health, based on which the occupational health and safety personnel were given an indication for improving air quality. Since the Absolent filters were introduced, the factory's air quality has improved markedly, making the workplace safer. Absolent's products have kept the air quality good, and no significant changes have been noted in the measurements since then.

At the end of 2023, a DUPUY Oilvac 130 P industrial vacuum cleaner was purchased for the Riihimäki factory based on safety proposals made by employees. The factory had previously used various industrial vacuum cleaners, but the quality was lacking. The Oilvac 130 P vacuum cleaner is currently used to keep the workplace clean and to clean the machine. The staff are pleased with the DUPUY vacuum cleaner – for one thing, it's user-friendly. The vacuum cleaner also filters oil effectively and keeps the smell of it from escaping into the environment.

We have delivered three Okuma machine tools and numerous automation cells to the Riihimäki factory. Okuma machines and Fanuc robots use Velum protective filters that protect the electric motors of the machines from oil mist and dust. The Velum filter collects any dust and oil mist, protecting the machine's internal filter to ensure fresh and clean air flow into the machine. Velum filters save on maintenance costs and avoid the downtime required by the replacement of internal filters.

“We've automated our entire initial production process, which has been good for work satisfaction. “Automation has solved problems with ergonomics and has reduced the number of work days lost to sick leave due to musculoskeletal disorders,” says maintenance manager Marko Kuningas.



Good governance

Doing the right thing is at the heart of all our business. We are committed to following good business practices, honestly and with respect for others, and we expect the same from all our partners. We always comply with laws, regulations, our Code of Conduct based on our values, and our company’s operating guidelines. The Code of Conduct binds all MTC Flextek personnel, managers, Board members and everyone else acting on our company’s behalf.

The Management Team consists of the Managing Director, Finance Director, Delivery Process Director and Service Manager. The Management Team meets at least once a month, and corporate responsibility is on the Management Team's annual schedule. This enables monitoring of the progress towards ESG targets at the management level.

In 2024, nine people worked in supervisory roles, of whom 33% were women and 66% were men.

Diversity in administration, %

Age (years)	2024		2023	
	Women	Men	Women	Men
Board of directors	0%	100%	0%	100%
30–50		25%		50%
over 50		75%		50%
Management team	25%	75%	25%	75%
30–50	25%	50%	25%	50%
over 50		25%		25%

Chart 8: Diversity of administration

Organisation 2024

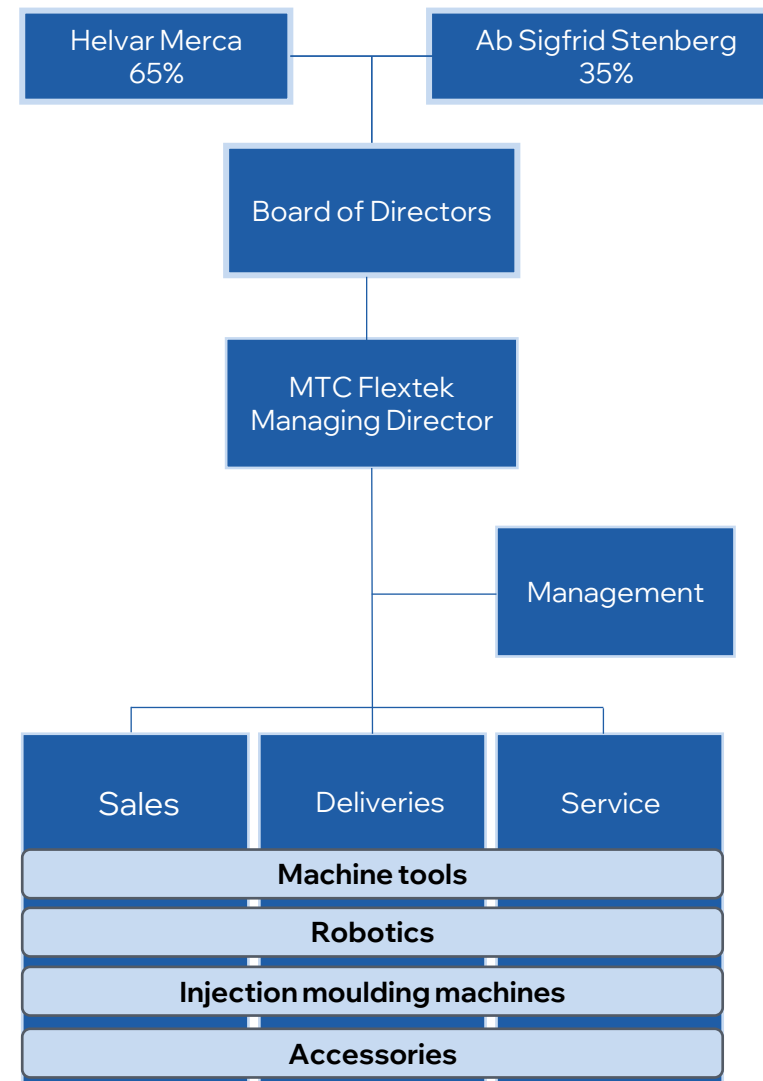


Chart 9: Organisational chart

Internal control and risk management

The Machinery and Robotics project business carries the technical and commercial risks associated with normal deliveries. Risks of this type are managed using the company’s internal audit process.

In addition, the company prepares a more detailed risk assessment of its entire business, including action plans. The risk assessment is approved by the Board of Directors and reviewed annually. The management team monitors risks and their development, and as of 2024, sustainability-related risks are incorporated into the annual risk assessment.

Operating instructions and controls are designed to protect against identified risks. In 2024, screening of both new and existing customers for possible sanctions listings was added as part of risk management.

Data security and data management

Our operations are based on the requirements of the European Union’s General Data Protection Regulation (GDPR), comprehensive technical data security, and data and risk management implemented through a diverse range of protections. All cyber attack threats and significant incidents are reported and processed in accordance with our information security strategy.

In 2024, the company actively monitored, developed and provided training on data security. Six data security-related training sessions were held for staff in 2024, and training will continue in 2025.



A new intranet: making life easier with better communication

In March 2024, we started work to create a new intranet, with the aim of making this a more important means of internal communication and make it easier to find information. We started the project with a staff survey, in order to identify the necessary improvements and choose the right guidelines. The company initially had an intranet that did not meet its needs and was rarely used.

Based on the staff survey, the renewed intranet was launched in the summer of 2024. Employees from various teams and business areas took part in the effort, helping to ensure that the new intranet would be exactly what we all needed. In a survey conducted at the end of the year, we asked our staff what they thought of the new intranet:

“I find it easy to use, I can easily find the information I need.”

“With the new intranet, communication’s more open and wide-ranging.”

“It’s pretty easy to find what you’re looking for. Quick and handy.”

Intranet use has considerably increased since the change, and we will continue to develop it in 2025.

CASE

Code of Conduct

The MTC Flextek Code of Conduct, approved by the board, guides all our activities. It defines how we conduct business ethically and in accordance with our values. In 2024, we created an internal Code of Conduct online training session to ensure that every employee understands our principles. This was distributed throughout the organisation, and was completed by over 80% of employees.

Our Code of Conduct is available on our website.

In 2024, no cases of unlawful activity, corruption or bribery emerged at MTC Flextek in 2023.

[Code of Conduct](#) →

Reporting concerns

Acting ethically requires the courage to voice our concerns so that problems can be resolved appropriately. For this purpose, we have a Whistleblowing reporting channel through which suspected abuse and other concerns can be reported anonymously and easily. All these reports are handled carefully and confidentially whenever possible. We thoroughly investigate any violations of the Code of Conduct, and the investigations may result in internal disciplinary action or even termination of employment. Illegal activity is always reported to the authorities.

In 2024, no violations of the Code of Conduct were reported via our whistleblowing channel.

Laws and regulations



We comply with laws and the Code of Conduct



We are committed to fair competition and we are fair



We comply with international sanctions

Integrity



We do not accept corruption or bribery



We avoid conflicts of interest



We respect confidentiality and privacy

Responsibility and people



We treat everyone equally



We promote occupational health and safety



We operate sustainably

Figure 2: Code of Conduct

Data

Content to be reported	Location in report	Additional information
Sustainability strategy		
Corporate responsibility management	p. 6	
Value chain	p. 7	Figure 1: Description of the value chain
Double materiality assessment	p.9	<i>Reportable ESRS standards from 2026 onwards: E1, S1 and G1 The Board of Directors approved the double materiality analysis for 2024.</i>
Environment		
Recycling	p. 10	Chart 1: Waste treatment
Emissions calculation	p.10-11	Chart 2: Energy consumption Chart 3: Carbon footprint
People		
Personnel	p.13	Chart 4: Key personnel figures <i>(Duration of employment, gender distribution of personnel, age distribution of personnel in %, form of employment)</i>
Occupational safety and wellbeing	p.14	<i>Sickness absence rate 2024: 1.5% TRIF 2024:10.4 eNPS 2024: 22</i>
Skills and training	p.15	Chart 5: Educational indicators
Parity	p.16	Chart 6: Age distribution of personnel
Corporate governance		
Management	p.18	Chart 7: Diversity of administration Chart 8: Organisational chart
Internal control and risk management	p.19	
Data security and data management	p.19	
Code of conduct	p.20	Figure 3: Code of Conduct
Reporting concerns	p.20	<i>No reported cases of corruption or bribery in 2024 No reported cases of ethical violations in 2024</i>



“Success is built on trust, customer understanding and collaboration.”

We keep you in business!



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