

The background of the image is a dark, industrial setting. On the left, a yellow robotic arm is visible, with 'MTC flextek' and 'RANUC M-700' printed on it. In the center-right, there is a control panel with a monitor and a keyboard. The number '3000' is visible on the panel. The overall scene is dimly lit, with some lights visible in the background.

MTC Flextek

SMART production

Sustainability Report 2025

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Introducing MTC Flextek

MTC Flextek Oy is a Finnish provider of industrial solutions specialising in machine tools and plastic injection-moulding machines, robotics, automation, and the integration of these into system entities. In addition, we offer comprehensive service and maintenance solutions for the maintenance and development of production.

We specialise in industrial solutions and services that enable our clients to expand their businesses, improve their productivity, and modernise their production. Our solutions are based on long-standing experience, deep client understanding, constantly evolving expertise, and the opportunities offered by technology. For us, a solution is always more than just technology – it is a partnership that supports the client’s goals.

We employ over 50 experts in six locations in Finland. We implement solutions for many industries and have delivered over 2,000 solutions to our clients.

Our core values are trust, client understanding, and collaboration – they guide all our operations and help build long-term partnerships to support our clients’ success.

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

We keep you in business – we accelerate your business growth, competitiveness and modernisation of production.

Our values



TRUST

We deliver on our promises and joint pledges



CLIENT UNDERSTANDING

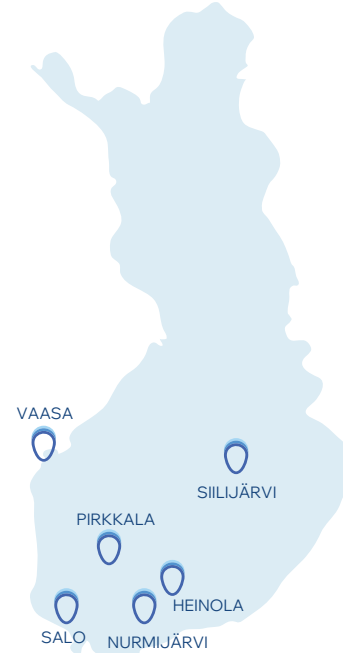
Client understanding that makes anything possible



COOPERATION

Success comes from working together

Basic information about the company



Net sales:

€15.6 million

Balance sheet total:

€12.7 million

Number of employees:

59

Legal form:

limited liability company

NACE code:

G46.62

Country of primary activity and location of significant assets:

Finland

SITE	ADDRESS	POSTCODE	CITY	COUNTRY	COORDINATES (GEOGRAPHICAL LOCATION)
Headquarters	Autokeskuksentie 8 B	33960	Pirkkala	Finland	61.45200674865989, 23.69006999978885
Branch	Ilvesvuorenkatu 21 B	01900	Nurmijärvi	Finland	60.44845477359883, 24.83586108247308
Branch	Mekaanikonkuja 4	70900	Toivala	Finland	62.98588424625451, 27.76581635759535
Branch	Vanha Turuntie 114	24800	Halikko	Finland	60.40177009991276, 23.05765080787689
Branch	Rinnakkaistie 17	65320	Vaasa	Finland	63.07822315749269, 21.65912134381222
Branch	Kauppakatu 9	18100	Heinola	Finland	61.20211261524524, 26.0320212132164

CEO's review

In many ways, 2025 was a year of change and adaptation for MTC Flextek. The investment market in Finland's metal industry remained volatile, but despite the challenges, we continued our determined development work.

Our offering evolved significantly over the course of the year. The acquisition of IP-Produktter's machining operations added Citizen, the world's leading manufacturer of sliding- and fixed-headstock lathes, to our portfolio of machine tools, thereby expanding our offering. During the year, we strengthened personnel competences, developed digital remote services, and refined our strategy to support client value growth and thus business development.

Sustainability is an integral part of our operations and decision-making. We work closely with equipment manufacturers that invest in sustainable development, and as part of the Helvar Merca Group, we will report on sustainability in accordance with the VSME standard in 2025.

Our operations are based on our partners' product development activities and our own strong expertise in producing client-specific solutions and services. Our solutions enable our clients to improve their energy efficiency, reduce their environmental impacts and develop work ergonomics and safety.

In 2025, we moved to new premises in Nurmijärvi, which significantly improved the working conditions for our personnel and materially reduced our energy consumption.

We see cautious signs of recovery in the market, and we are committed to continuing to develop our sustainability work and supporting our clients with more sustainable solutions in 2026.

Tomi Tiitola

Managing Director
MTC Flextek Oy Ab



Basis of reporting

We have been reporting on our sustainability since 2023. The 2025 sustainability report is the first to comply with the Voluntary Sustainability Reporting Standard for Non-Listed SMEs (VSME). Reporting in line with the standard helps our clients who report under the ESRS standards.

In the previous reporting period, we said we were preparing for possible CSRD reporting. As a result of changes to the scope and timetables of the Corporate Sustainability Reporting Directive (CSRD) adopted by the European Union in 2025, Helvar Merca, the parent company of MTC Flextek, is excluded from the scope of the Directive and is not obliged to prepare a CSRD report. For this reason, the VSME standard was chosen as the reference framework for the Group's reporting.

The report includes a basic module of the VSME standard and a substantially comprehensive module. The report was prepared for an individual company and relates to the following company: MTC Flextek Oy Ab (1032222-2).

Requests for information were answered on the basis of materiality. No request for information was left unanswered due to the sensitivity or confidentiality of the information. Financial metrics are based on the Board's operating report and the financial statements, which were audited by PwC.

The report aims to provide a transparent and up-to-date overview of the company's sustainability work. It brings together the key achievements of the past year and future goals, and it communicates the company's progress in its sustainability work to stakeholders.



REPORTING FRAMEWORK

In 2025, we prepared MTC Flextek Oy Ab's first report in line with the Voluntary Sustainability Reporting Standard for Non-Listed SMEs (VSME).

In addition, the information related to sustainability reporting will be consolidated into Helvar Merca's VSME reporting.



QUALITY ASSURANCE/AUDIT

MTC Flextek's sustainability report was prepared in accordance with the company's internal operating models and was reviewed and approved by the company's Board of Directors.



MATERIALITY

Based on the materiality analysis, the most important impacts, risks and opportunities for our own operations have been identified. The double materiality assessment was validated in 2025.

SUSTAINABILITY WORK

Sustainability management and leadership

Sustainability is an integral part of MTC Flextek’s operations and decision-making, and it guides business development, risk management, and collaboration with clients and other stakeholders. The sustainability priorities are determined according to changes in the operating environment, regulations, and stakeholder expectations.

Our sustainability work is based on our company values, the sustainability principles set out by our owners, and the Code of Conduct approved by the company’s Board of Directors. The Board of Directors establishes long-term sustainability guidelines and monitors the sustainability entities as part of the company’s governance. Progress on sustainability matters is regularly reported to the Board of Directors.

The CEO and the Management Team are responsible for the practical direction of sustainability work, the implementation of measures, the progress of sustainability work, and monitoring the achievement of objectives.

The company has a sustainability steering group consisting of key personnel who meet regularly to support the practical implementation of sustainability work. The steering group promotes sustainability measures, monitors their progress, and reports its findings to the Management Team.

TABLE 1: Overview of practices and actions towards more sustainable operations

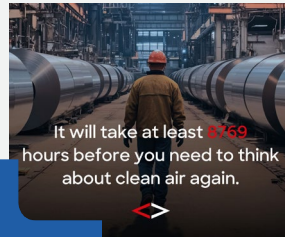
	Does the organisation have sustainable development practices, actions, or upcoming initiatives that address any of the following sustainable development questions? (Yes/No)	Are they publicly available? (Yes/No)	Do they contain targets? (Yes/No)	Description of the actions
Climate change	YES	YES	YES	<ul style="list-style-type: none"> Transition to renewable electricity (100%) Improving energy efficiency at our premises (LED lighting, heating forms)
Pollution	NO	NO	NO	
Water resources and seas	NO	NO	NO	
Biodiversity and ecosystems	NO	NO	NO	
Circular economy	YES	YES	YES	<ul style="list-style-type: none"> Optimising the recycling of waste, increasing the recycling rate
Own personnel	YES	YES	YES	<ul style="list-style-type: none"> eNPS 0 occupational accidents leading to absences We continue to develop the skills of our entire personnel
Value-chain employees	YES	YES	NO	<ul style="list-style-type: none"> The code of conduct takes into account the employees in the value chain
Communities in the impact area	NO	NO	NO	
Consumers and end-users	YES	NO	NO	<ul style="list-style-type: none"> We ensure compliance with customer requirements, taking into account the safety and quality of our products and solutions across all our operational processes
Business practices	YES	YES	YES	<ul style="list-style-type: none"> Code of conduct We ensure business profitability and sustainable growth

Sustainability of partners

We have mapped our partners' sustainability using their own publications and Reliable Partner reports to ensure we share the same values and operate sustainably throughout our supply chain.

When we made new partnership agreements during the year, we considered sustainability practices as part of our partner selection. Our partners deliver machines and robotics solutions and take into account environmental, social and governance aspects. Below are some examples of their sustainability solutions.

Absolent: Air purification solutions improve the air quality of production facilities and the wellbeing of employees. They also reduce the environmental impact on the air.



Citizen – Eco-Balance: The energy-saving features of the machines reduce energy consumption and the carbon footprint.

Okuma – Green Smart Machines: Intelligent energy efficiency and control solutions support precision production and reduce the environmental impact of machines throughout their lifecycle



Value chain and double materiality assessment

We assessed the environmental and human rights impacts of our business across the full extent of the value chain, from the procurement of raw materials to the installation of a machine or system. The assessment was based on supplier sustainability and risk reports, with a focus on the geographical regions or industries with the highest risks, among other things.

At the upstream end of the value chain, important considerations included the risks related to the environment and climate change, which could affect the availability of raw materials and the stability of supply chains. The criteria for our company's activities focus on employee wellbeing and ethical business practices. Ensuring sustainability requires continuous dialogue with stakeholders at every stage of the value chain.

The first double materiality assessment was conducted in 2024 in accordance with the ESRS standards. It looked at the impact of the business on people and the environment, as well as the economic risks and opportunities associated with sustainability. The impacts were identified using data obtained from systems and the results of the emission calculation, as well as discussions with stakeholders and key personnel. The impacts were assessed on the basis of severity, probability, and financial consequences, and the themes that were found to be material were approved by the Management Team and the Board of Directors for inclusion in sustainability reporting.

The double materiality assessment was validated in 2025. The double materiality analysis will be maintained and reviewed annually and whenever necessary; for example, in connection with significant changes in business operations.

TOPICS FOUND TO BE MATERIAL:



E1

CLIMATE CHANGE



S1

OWN PERSONNEL



G1

ETHICAL BUSINESS



ENVIRONMENT

Environmental responsibility and objectives

Ecological sustainability requires companies to identify and manage their environmental impacts. MTC Flextek’s environmental work is based on calculating emissions and mapping the carbon footprint, enabling it to identify areas for improvement. The activities include optimising energy consumption and improving waste-handling processes.

We have calculated emissions in accordance with the GHG protocol. The direct emissions from our operations (Scope 1 & 2) arise from the energy consumption of our vehicles and the electricity consumption and heating of our premises. Our indirect emissions (Scope 3) consist of purchases, business travel, logistics, rented premises, water consumption, waste and staff work trips.

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. We aim to continue improving energy efficiency and reducing the environmental impact of our operations as much as possible.

Environmental impacts and management

There were no significant emissions to air, water or soil during the reporting period. Fuels and chemicals are used, stored, and handled in a controlled manner to minimise emissions. All waste is delivered to authorised processing facilities. Wastewater is treated at a municipal wastewater treatment plant.

We take care of biodiversity. MTC Flextek does not own, manage, or rent sites in biodiversity-sensitive areas, i.e., areas subject to specific national or international nature conservation regulations or the surrounding areas.

Our activities do not require substantial water consumption. MTC Flextek’s water consumption consists of use in the sanitary and office facilities and does not have a significant environmental impact. We do not operate in areas with high water stress. MTC Flextek has no risks associated with water consumption.

TABLE 2: Water use

Water extraction	2025 m3
All sites	166
Areas with high water stress	0



Waste and recycling

In 2025, the total amount of waste was 14,589 kg, and the recycling rate was 60.4%. Most of the waste generated through our operations is mixed waste. The significant increase in waste (2024: 6,800 kg) is partly explained by the relocation to the Nurmijärvi site. Nevertheless, we were able to increase our recycling rate from 15% in 2024. We continue to work on increasing the recycling rate.

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

TABLE 3: Waste fractions

	Total waste	Recycled or reused	Disposed of (e.g., landfill or incineration)
No hazardous waste	Tonnes	Tonnes	Tonnes
Recyclable paper	0.5	0.5	0.0
Metal	2.2	2.2	0.0
Plastic	0.1	0.1	0.0
Board and card	0.7	0.7	0.0
Wood	4.0	4.0	0.0
Construction waste	3.0	0.0	3.0
Mixed waste	2.8	0.0	2.8
Electrical and electronic waste	0.3	0.3	0.0
Data protection paper	1.0	1.0	0.0
Hazardous waste	0.0	0.0	0.0
Total	14.6	8.8	5.8

Emission calculations

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 2025 was 3,527 tCO₂e. In the previous year, it was 3,407 tCO₂e. The change is explained by an increase in the share of procurement for business reasons and the development of emissions calculations.

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 primarily district heating and geothermal heat produced from renewable sources for heating.

The vast majority of the company's emissions – over 99.5% – fall under Scope 3. Most of these are generated from purchased products and services, but logistics and business travel, including business trips abroad, are also significant sources. The majority of our emissions come from procurement, 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 procurements.

TABLE 4: Emission intensity tCO₂e/€1m of revenue

	2025
Scopes 1 and 2	1.22
Scopes 1, 2 and 3	226.62

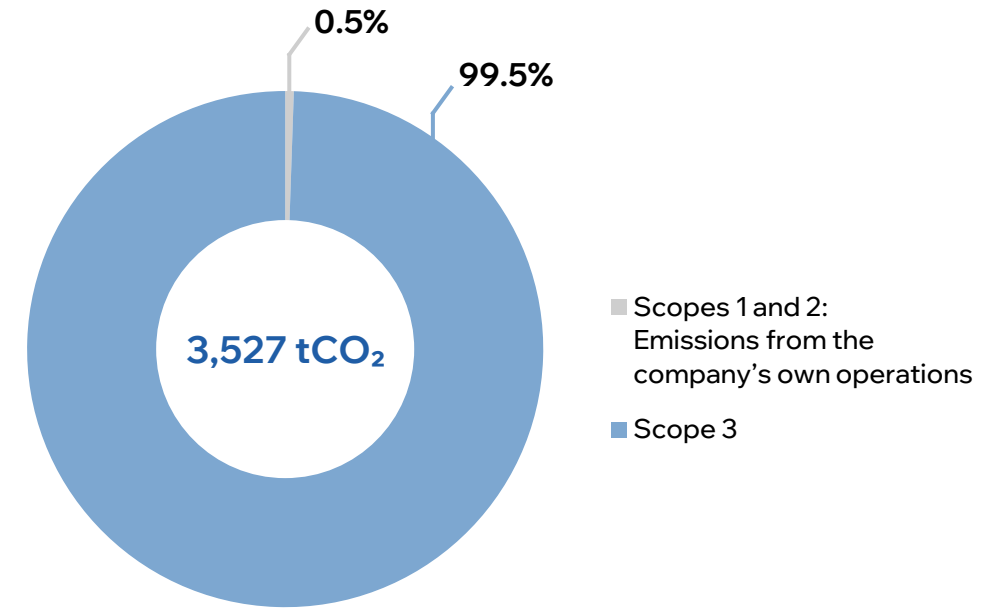


TABLE 5: Emission trend

Greenhouse gas emissions	2025 tCO ₂ e	2024 tCO ₂ e
Scope 1	14.53	12.13
Scope 2 (market-based)	0.18	6.71
Scope 2 (location-based)	4.4	
Scope 3	3,507.93	3,389
Total	3,526.86	3,407.84

TABLE 6: Energy consumption

	Renewable energy consumption (MWh)	Non-renewable energy consumption (MWh)	Total energy consumption 2025
Electricity (as invoiced)	22.85	65.66*	88.51
Fuels	0	59.62	59.62
Total	22.85	125.28	148.13

* 99.5% of the non-renewable electricity consumed is produced by low-emission nuclear power.



Emission calculation principles

Emissions were calculated for 15 Scope 3 categories defined according to the GHG Protocol Corporate standard.

The calculations ignored the categories in which MTC Flextek does not operate:

- Fixed assets (2)
- Fuel production and transfer losses (3)
- Inbound shipments (included in category 1 purchased goods and services) (4)
- Processing of sold products (10)
- Use of sold products (11)
- End-of-life treatment of sold products (12)
- Property rented out (13)
- Franchising (14)
- Investments (15)

The accuracy of the calculation is moderate at the following points:

- In smaller rented office and warehouse spaces, electricity, heating and water consumption are included in the rent, and consumption is estimated based on the surface area according to the typical characteristics of the premises. Water consumption is estimated to be low overall (sanitation and office use).
- For work-related travel, the calculation is based on the personnel's estimates of the amount of remote work. The number of working days done by people who travel to the office is an estimate, and the specific emissions of each vehicle were not available. The annual number of working days is assumed to be the same for all employees.

Calculations are less accurate at the following points:

- Purchased goods and services, materials: calculations made from the cost of procurements. Emission coefficients from the Exiobase database, according to the input-output model.
- Purchased goods and services, materials: machinery. Calculations are based on the weight of the machines, emission factor source: The International EPD System.

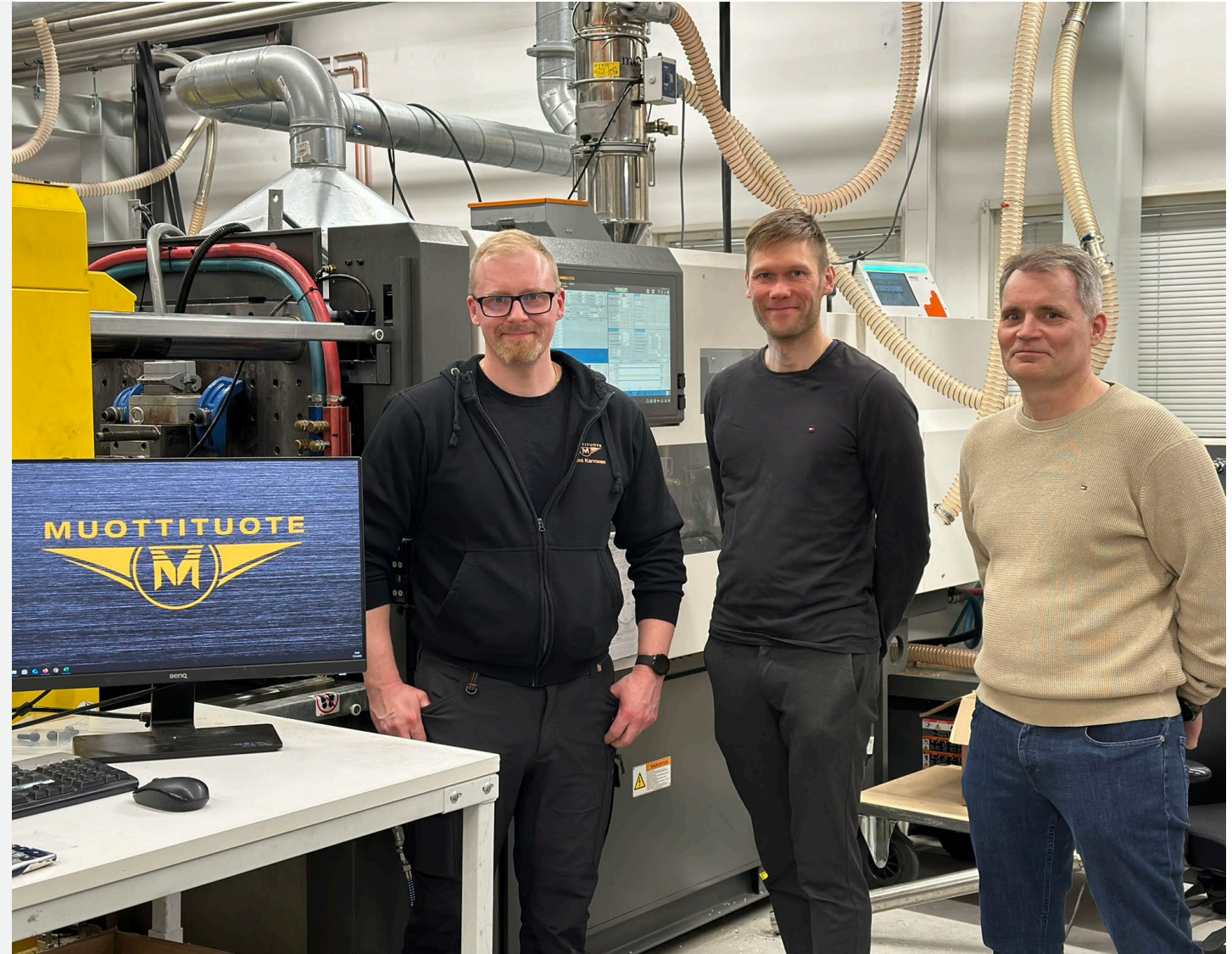
Muottituote demonstrates the practical advantages of a fully-electric machine

“Of course, in recent years, a lot of attention has been paid to electricity and energy consumption, and the Fanucs are especially good in this respect. They consume less energy than hydraulic machines. In addition, they have very few breakdowns. We have not yet done a life-cycle analysis, but none of the machines has developed a major fault. The machines have worked very well. Although we also use Fanuc machines of varying ages in production, there is no difference in quality between them. They all work with really good reproduction accuracy regardless of the age of the machine,” says Production Director Jaakko Havurinne.

When purchasing a new machine, having an entirely electrically-powered machine is one of the most important criteria for Muottituote. Key features include ease of use, reliability and efficient maintenance services.

Muottituote Group, a family company established in 1973, has three locations in Finland. The business is divided into mould manufacturing and subcontracted injection moulding production. Muottituote has over 50 years of experience in manufacturing injection moulds and plastic products.

Read the full article on our website:
mtcflextek.com/asiakasratkaisut





PEOPLE

Personnel

People are at the heart of our activities and our most important resource. Our goal is to be a desirable and respected workplace, and we work towards this goal by responsible management and ensuring a safe and healthy working environment. We support personnel wellbeing and competence development as part of our daily activities.

We take tangible action to promote occupational wellbeing and job satisfaction by means such as training incentives, effective internal communication, and operating methods that help maintain everyday balance. An annual job satisfaction survey is conducted among the personnel. The results inform the development measures taken to support personnel wellbeing and job satisfaction.

TABLE 7: Job satisfaction metrics

	2025	2024
eNPS	50	22
Average job satisfaction	8.5/10	8.0/10

TABLE 8: Employee turnover

	2025	2024
Employee turnover (%)	5.5%	14.0%

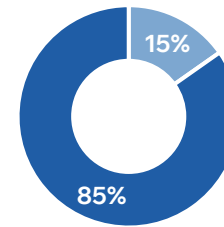
Employee turnover is calculated by dividing the number of employees who leave the company by the average number of employees. The calculation does not take into account seasonal workers.



At the end of 2025, MTC Flextek had 59 employees, with an average age of 46 years. Our personnel are in sales, delivery, administration, and service teams. Last year, our company operated in six locations in Finland.

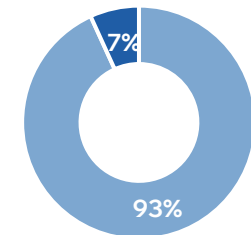
We use subcontracting when necessary for our business, especially in electrical and automation design, which is part of our standardised project work. Our Management Team approves the principles for using subcontractors annually. Subcontractors are not employed by the company, and the company only had employees in employment relationships during the reporting period.

Personnel by gender



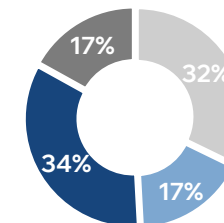
■ Women ■ Men

Contract type



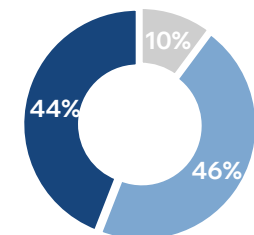
■ Permanent ■ Fixed-term

Duration of employment relationships



■ Less than 4 years ■ 5-9 years
■ 10-20 years ■ Over 20 years

Age distribution of personnel %



■ under 30 years old ■ 30-50 years old
■ Over 50 years old

Occupational safety and wellbeing

We ensure the safety of the work environment through comprehensive guidance, proper training, and appropriate work equipment. The Occupational Safety Committee meets regularly to monitor occupational safety, hazards, and orientation practices as part of the company’s occupational safety action programme. We aim to have zero occupational accidents that lead to absences.

We work to promote the health and wellbeing of our employees in cooperation with our occupational health partner and the occupational safety and health committee, supervisors and personnel. The occupational health action plan is updated annually, focusing on the prevention of risks affecting employees’ working capacity and the early support model. The Healthy Workplace model is used to control workload factors.

Working capacity is supported by means such as health checks, ergonomics, occupational safety considerations, and management that supports working capacity. Employees are helped to cope with their work by offering personnel benefits for sports, culture and wellbeing.

The reconciliation of work and leisure time is facilitated by flexible work arrangements such as flexible hours and remote work. Working hours are adjusted according to the employee’s life situation. For example, employees are allowed to reduce their working time to 60–80%. The use of family leave is encouraged, and its use has been increasing.

TABLE 9: Key figures for occupational safety and wellbeing

	2025
Number of work-related accidents	1
Accident frequency TRIR	2.19
Number of deaths from work-related injuries or illnesses	0
Rate of absence due to illness	1.16%



The design of the new premises took into account the welfare of personnel and the environment

In September 2025, our Nurmijärvi office moved into new premises. The design of the premises began at the start of the year, and the employees on the site were actively engaged in the process. The goal of joint design was to ensure that the new work environment supports efficient work and personnel wellbeing.

Particular attention was paid to the ergonomics of robotics equipment points. For the commissioning phases, electric tables were purchased at the equipment points. These allow the working positions to be adjusted, thereby lightening the physical burden on employees.

In addition to ergonomics, there were also improvements in energy efficiency. Heating and lighting solutions were designed with environmental considerations in mind, which supports our company’s goals of reducing the environmental impact of our operations.



Framery developed its production with automation, resulting in a higher-quality, more ergonomic work phase

Framery took a major step towards production automation by investing in the first robot cell. The first phase of automated work was the installation of rivet nuts on Framery One Compact frames, a task previously done manually. At the start of the project, clear objectives were set: improving the ergonomics and quality of work and the financial viability of the solution.

The results of the project soon became apparent in production. The robot cell achieved its intended capacity faster than expected, resulting in improved production efficiency and consistency. The solution has been in use for a year, and the experience has been largely positive: one employee has been freed up for other tasks, and the reduction in repetitive work has brought variety to work tasks.

Quality has become more consistent, and the production process works more reliably than before. Since the introduction of the robot cell, there have been no client complaints about this work phase. Work ergonomics also improved with the automation of burdensome and repetitive tasks.

“The robot cell has brought us an entirely new method and alternative, enabling us to achieve economic, qualitative and ergonomic benefits,” conclude Luomi and Jaakkola.

Read the full article on our website:
mtcflextek.com/asiakasratkaisut



Competence development

The company’s strategy and shared values guide competence development. We revised our strategy in 2025, and we will update our strategic capabilities in 2026 to support the development of the right skills and the achievement of strategic goals.

Our progress towards goals is monitored in annual development discussions, which include employee-specific skills assessments. In 2025, we invested in developing personnel competencies, especially through on-the-job learning. 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. A personal development plan is prepared in cooperation with each employee, taking into account the company’s strategy and the employee’s own goals.

Regulations and standards relating to legislation and product safety require regular training. At the same time, it is important to ensure the validity of operating permits and certificates. For statutory training, electrical work permits, for example, are essential for client-facing roles in maintenance and robotics operations.

In 2025, the number of full days spent in face-to-face or online training was 136. Employee development plans and goals are updated annually in the work community development plan.

TABLE 10: Training

Personnel training	2025	2024
Training days per year	136	144
Average training hours per year/person	17.2	20.3
Training hours among men (average/person)	17.6	-
Training hours among women (average/person)	5.3	-

Equality in the work community

The company aims to be a workplace where all employees have equal opportunities to succeed in their work and everyone treats each other with respect. Equality and non-discrimination plans are included in the work community development plan, which is updated annually

In all our activities and duties, we treat everyone equally, irrespective of their gender, age or other personal characteristics. We take care to ensure equality in HR planning, HR management and development, remuneration, terms of employment, family leave and family support measures. There is zero tolerance for all forms of discrimination and harassment.

Remuneration

Work is remunerated fairly and in accordance with collective agreements. The minimum wage to be paid to all employees is determined in accordance with the collective agreement, and 100% of our staff are covered by nationally agreed collective agreements.

A task-specific remuneration survey is intended to be carried out annually regardless of gender. The remuneration ranges are determined by the demands of the work, and every member of the personnel has the same conditions for fringe benefits.





CORPORATE GOVERNANCE

Management structure

The Management Team consists of the CEO, CFO, Maintenance Director, and Delivery Process Director. The Management Team meets at least once a month, and sustainability is on the Management Team's annual schedule. This enables monitoring of the progress towards ESG targets at the management level.

In 2025, nine people worked in supervisory roles, of whom 22% were women and 78% were men.

TABLE 11: Diversity of administration

Age (years)	2025		2024	
	Women	Men	Women	Men
Board of Directors	0%	100%	0%	100%
30–50		50%		25%
More than 50		50%		75%
Management Team	25%	75%	25%	75%
30–50	25%	50%	25%	50%
More than 50		25%		25%

Ethical operations

Doing the right thing is the foundation of our business. We are committed to following good business practices and complying with the applicable laws and regulations and ethical principles based on our values. These principles apply to all personnel, managers, Board members, and everyone acting on behalf of the company.

Our activities are guided by the Code of Conduct, which defines the principles of ethically sustainable business and guides our daily work. As part of their orientation, new employees receive online training on the Code of Conduct. More details are available on [our website](#).

ETHICAL GUIDELINES – CODE OF CONDUCT

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

Whistleblowing

Compliance with ethical principles is supported by the company's whistleblowing channel, through which identified concerns and suspicions of abuse can be reported anonymously and confidentially. Notices are processed thoroughly, and violations of ethical practices may result in internal disciplinary action or, if necessary, reports to the authorities.

In 2025, no corruption, bribery, or non-compliance violations were detected in the company, and no sentences or fines were imposed during the reporting period for violations of legislation against corruption or bribery

Internal control and risk management

The Machinery and Robotics project business carries the technical and commercial risks associated with normal deliveries. To manage these risks, the company's internal audit process is used as part of project monitoring and steering. The goal of risk management is to support the managed and responsible implementation of project activities.

In addition, the company prepares a comprehensive risk map of the entire business every year, which includes identified risks and related action plans. The risk map is discussed and approved by the company's Board of Directors. Operational guidelines and controls have been defined to manage the identified risks.

Information security

Our operations are based on the requirements of the European Union's General Data Protection Regulation (GDPR), comprehensive technical information 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 2025, the company actively monitored, developed and provided training on information security. Four information security training sessions were held for staff, and training will continue in 2026.



Developing the strategy with the personnel

During 2025, we updated our company's strategy to strengthen our competitiveness and support long-term growth. The strategy process was conducted inclusively, as we wanted to ensure that the strategy reflects the views of the entire organisation and that the personnel are committed to its implementation.

Employees were involved in the strategy work in two ways:

- During a personnel day, the key themes of the strategy were discussed in group sessions.
- An online survey gathered views and development proposals from different offices and roles.

In addition, a separate project group was established to support the strategy work, consisting of representatives of different activities. The project group was responsible for coordinating the work and defining the strategic development measures.

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production.**



MTC Flextek Oy Ab
Autokeskuksentie 8 B,
FI-33960 Pirkkala, Finland

mtcflextek.fi

