

SUSTAINABILITY REPORT FY2026

Prepared in accordance with the Voluntary Sustainability Reporting Standard for SMEs (VSME)
Reporting period: 1 July 2025 to 30 June 2026

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CEO REVIEW

Responsible growth and long-term value creation

Fiscal year 2026 was a year of significant growth for ITA Nordic. Our revenue increased to €30.7 million and the average number of employees grew to 129, reflecting the trust our customers place in us and the successful expansion of our operations. A key contributor to this growth was the acquisition of Salon Konepaja Oy, which broadened our production capacity and customer offering. At the same time, rapid growth challenges our reporting, which we are developing further to keep results comparable with previous years.

As our business grows, so does our responsibility. Sustainability is an integral part of our strategy, guiding the way we develop our operations, invest in new technologies, and support our customers. During the year, we continued to improve energy efficiency, utilize carbon-free electricity across our sites, and advance initiatives that strengthen transparency and traceability throughout our value chain.

We remain committed to reducing our environmental impact while supporting profitable growth. Our employees are the foundation of our success, and maintaining a safe, healthy, and engaging workplace remains a key priority as our organization grows.

I would like to sincerely thank our employees, customers, suppliers, and other partners for their commitment and cooperation during the year. Together, we are building a stronger and more sustainable future for manufacturing.

Tommi Laakso

Chief Executive Officer (CEO)



CCO STATEMENT

Driving sustainable growth through transparency

The past fiscal year marked a significant step in the development of sustainability reporting at ITA Nordic. As customer expectations and reporting requirements continue to evolve, we are committed to providing transparent and reliable information on our sustainability performance.

During the year, we completed our first double materiality assessment, helping us identify the sustainability topics most relevant to our business and stakeholders. The results provide a solid foundation for setting priorities and directing our sustainability efforts toward the areas where we can create the greatest impact.

We also advanced our climate reporting. For the first time, we assessed and reported our most significant Scope 3 greenhouse gas emission categories, including emissions related to raw materials and logistics. Expanding the scope of reporting improves our understanding of impacts across the value chain and supports more informed decision-making.

The integration of Salon Konepaja Oy and continued business growth have increased the importance of consistent sustainability data across

our operations. While overall greenhouse gas emissions increased as a result of higher business volumes, emission intensity for Scopes 1-2 was approximately 56 % lower than in the previous reporting period. We will continue developing our reporting practices and data collection processes to improve the reliability and comparability of sustainability information.

This report reflects the progress made during fiscal year 2026, but it also highlights areas where further development is needed. Strengthening sustainability management and improving the quality of data remain important priorities as we continue to develop our operations.

Finally, I would like to thank Aino-Kaisa Laakso, our summer trainee, for her valuable contribution to the preparation of this report. Her work in collecting and organizing sustainability data played an important role in making this report possible.

Titta Matikainen

Chief Compliance Officer (CCO)



OUR SUSTAINABILITY REPORT IN SHORT

This sustainability report has been prepared in line with the **EU Voluntary Sustainability Reporting Standard for SMEs (VSME)**. It covers the financial year **1 July 2025 to 30 June 2026** and includes our operations in Ruokolahti, Närpes, and Salo.

Key Highlights:

Business Growth: Revenue increased to €30,7 million and the average number of employees to 129, reflecting a strong customer demand and the successful integration of new operations.

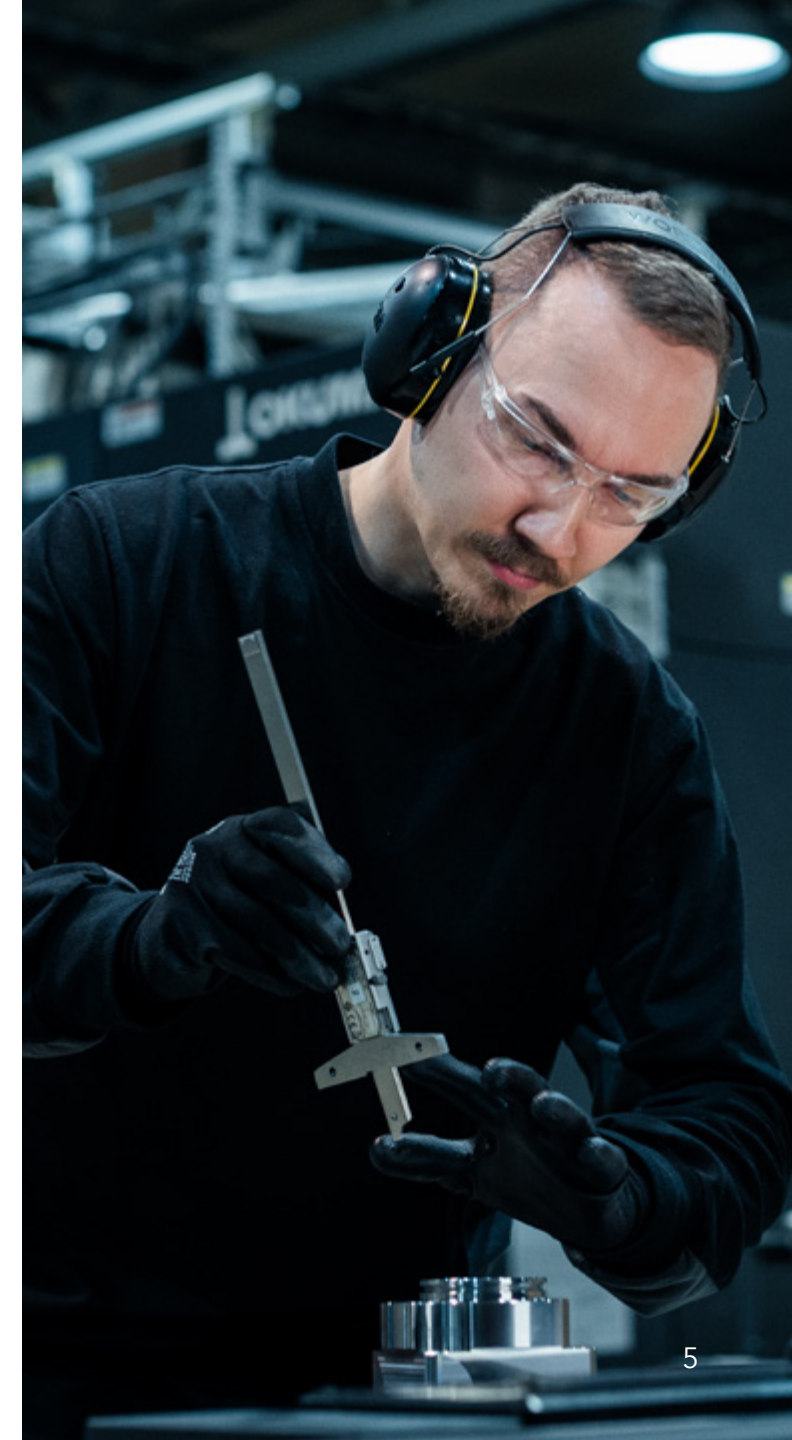
Climate Action: All sites use 100 % carbon-free electricity. We continued implementing energy efficiency measures and remain committed to reducing greenhouse gas emissions by 25 % by 2030. Our greenhouse gas emissions for the year totaled 3527,99 tCO_{2e}.

Resource Efficiency: Over 4676 tonnes of steel processed, with a significant share from recycled sources. Waste is managed through strict sorting and recycling practices.

Material Topics: Our sustainability work focuses on topics identified through our double materiality assessment, including for example talent availability, cybersecurity, emissions, raw materials, automation and AI and business ethics.

People and Safety: We maintained a strong safety culture and provided regular training. Employee wellbeing, competence development, and occupational safety remained key priorities as our organization continues to grow.

Ethics and Governance: Our Code of Conduct and Supplier Code of Conduct guide ethical decision-making and responsible business conduct throughout our value chain.



DOUBLE MATERIALITY ASSESSMENT

During the reporting year, ITA Nordic conducted a materiality assessment to identify the sustainability topics most relevant to our business and stakeholders. The assessment evaluated both the potential impact on business performance and the importance to stakeholders. Based on the results, the most material topics include skills and talent availability, cybersecurity, raw material availability, product quality and delivery reliability, automation and digitalization, occupational health and safety, energy efficiency and emissions, material efficiency, responsible supply chains, and business ethics. The results help guide our sustainability priorities and support long-term value creation. The most important topics will guide our strategy work in the following years. See Figure 1, ITA Nordic Double Materiality Matrix.



DOUBLE MATERIALITY MATRIX 2026

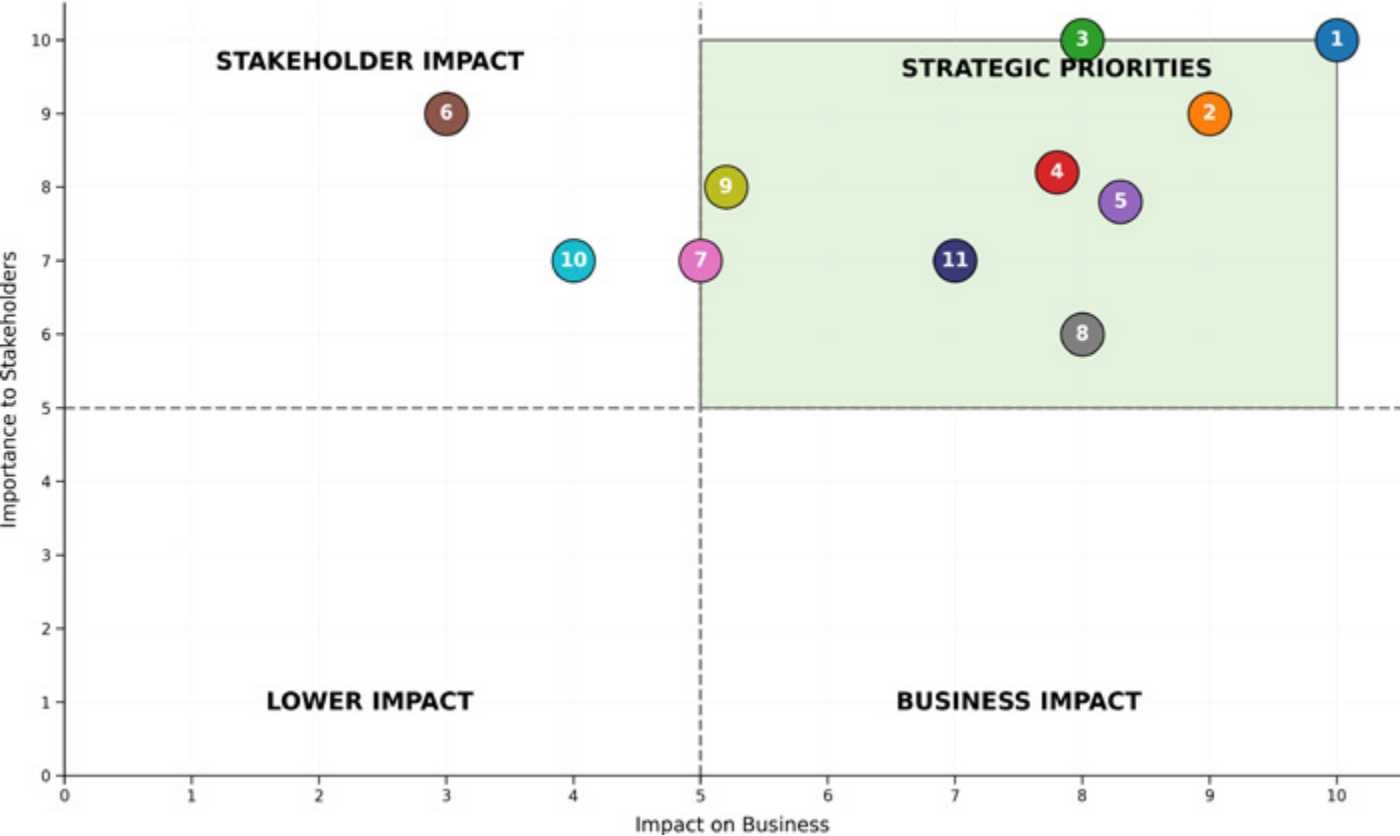


Figure 1. ITA Nordic Double Materiality Matrix 2026

- 1. Skills & Talent Availability
- 2. Cybersecurity
- 3. Raw Materials Availability
- 4. Product Quality & Delivery Reliability
- 5. Automation, Digitalization & AI
- 6. Occupational Health & Safety
- 7. Energy Efficiency & Emissions
- 8. Material Efficiency
- 9. Waste & Recycling
- 10. Responsible Supply Chain
- 11. Business Ethics

GENERAL INFORMATION

B1, B2
C1, C2

GENERAL INFORMATION

ABOUT ITA NORDIC

This sustainability report presents ITA Nordic’s approach to responsibility and sustainable development, highlighting our progress and the methods used to measure it. ITA Nordic operates under internationally recognized management system standards to ensure quality, efficiency and continuous improvement across all processes.

The report is prepared in accordance with the EU’s voluntary VSME sustainability reporting standard, designed for non-listed SMEs. The reporting period covers 1 July 2025 to 30 June 2026 and includes all operations of ITA Nordic Oy. In compiling this report, we have applied both the Basic Module and the Comprehensive Module of the VSME standard to ensure a thorough and transparent review. No information has been excluded due to sensitivity; only requirements that are not relevant to our business have been omitted. Our aim is to provide stakeholders with a clear, comprehensive view of ITA Nordic’s sustainability performance and future commitments.

See Table 1, Legals and sites, Table 2, Financial figures for FY2026 and Table 3, ISO certifications.

Table 1. Legals and Sites

ITA Nordic	
Legal form	Limited liability undertaking (Ltd)
NACE sector classification	25620 Machining
Country of registration	Finland
Sites	1. Ruokolahti (registered office & industrial plant) 2. Närpes (industrial plant) 3. Salo (industrial plant)

Table 2. Financials FY2026

Financial key figures	
Size of balance sheet	19,8 M€ (FY2025 18,2M€, +9 %)
Turnover	30,7 M€ (FY2025 17,6M€, +75 %)
Number of employees	129 (FY2025 84, +54 %)

Table 3. ISO Certifications

Management system certificate	Issued (first) / by
ISO 9001:2015 (quality management systems)	1.2.2025 (6.2.2007) / DNV
ISO 14001:2015 (environmental management systems)	1.2.2025 (6.2.2007) / DNV

BASIS FOR REPORTING (B1)

ITA Nordic Oy is a Finnish machine shop company with over 45 years of experience in the industry. We specialize in the contract manufacturing and assembly of technically demanding, precision-machined components. This is our second sustainability report, prepared in accordance with the EU's voluntary VSME sustainability reporting standard for non-listed SMEs. The report includes both mandatory and complementary sections of the standard. Headings have been aligned with the VSME framework and include corresponding reference codes. The content is organized into four categories: General Information, Environmental Data, Social Responsibility, and Good Governance.

The report covers ITA Nordic's fiscal year from 1 July 2025 to 30 June 2026. During this period, we operated at three locations: Ruokolahti, Närpes and Salo. In January 2025, we acquired the shares of Salon Konepaja and the merger was completed on June 30, 2025. Our Kuru (Ylöjärvi) operations ceased.

Through sustainability reporting, we aim to address future challenges and meet the needs and expectations of our customers. Our clients include leading companies in their fields, such as ABB, Sandvik, and Wärtsilä. We will continue to develop our reporting practices and data collection methods in the coming years to ensure transparency and continuous improvement.

At ITA Nordic, sustainability is a strategic priority. We are committed to reducing environmental impact, fostering a safe and inclusive workplace, and driving innovation to create long-term value for our customers, employees, and society.



ITA NORDIC BUSINESS MODEL (C1)

Our business model is built on long-term partnerships with industry-leading customers such as ABB, Sandvik, and Wärtsilä. We specialize in contract manufacturing of technically complex, machined components and assemblies, supported by advanced robotics and modern factory automation. Our competitive edge lies in high-quality production, reliable delivery performance, and strong customer service.

Sustainability is an integral part of our strategy and daily operations. We are committed to responsible business practices that respect people, the environment, and applicable regulations. Key sustainability initiatives include:

- Carbon-neutral energy: All ITA Nordic sites use carbon-free electricity. We have eliminated natural gas at our Ruokolahti unit and implemented heat recovery systems to reduce energy consumption.
- Renewable heating solutions: Our facilities utilize air-to-water heat pumps and district heating networks powered by renewable wood chips.

- In Salo, heating is generated using renewable biofuels.
- Circular economy practices: A significant share of the steel we use comes from recycled sources. We actively minimize waste and monitor monthly waste reports to track progress.
- Digital Product Passport: We are developing a digital identity for our products to enhance transparency, traceability, and compliance with EU circular economy goals.
- Ethical governance: Our Code of Conduct applies to all employees and guides interactions with stakeholders, fostering a culture of safety and integrity.

Through these initiatives, ITA Nordic aims to reduce its carbon footprint, improve resource efficiency, and prepare for future regulatory requirements. Sustainability is a strategic priority that supports innovation, competitiveness, and long-term value creation.



ITA NORDIC'S PRACTICES, POLICIES AND FUTURE INITIATIVES (B2&C2)

We strive continuously to operate more sustainably. The table 4 outlines our current and planned actions related to responsible business practices.

Table 4. Sustainability Topics and Planned Actions

Sustainability topic	Description	Publicly documented [yes/no]	Target set [yes/no]
Climate change and emissions	ITA Nordic's Sustainability and Greenhouse Gas Emissions Roadmap defines our goals and actions for 2025–2030. In 2024, we set a clear target to significantly reduce our Scope 1 and Scope 2 greenhouse gas emissions by 2030. These scopes cover direct emissions from our operations and indirect emissions from purchased energy. This is the first year we have included Scope 3 emissions in our report. Our roadmap reflects our commitment to continuous improvement and alignment with global climate objectives.	Yes	No



Table 4. Sustainability Topics and Planned Actions

Sustainability topic	Description	Publicly documented [yes/no]	Target set [yes/no]
Pollution of air, water and soil	ITA Nordic's operations are primarily machining and assembly, which have a low risk of direct emissions to air, water, or soil. We do not use processes that generate significant pollutants, and all waste is handled according to strict environmental regulations. Oils and coolants used in production are collected and disposed of through certified partners to prevent soil or water contamination. Our facilities are equipped with proper ventilation and filtration systems to minimize air emissions.	No	No
Biodiversity	ITA Nordic's activities take place in industrial areas with minimal impact on biodiversity. We do not operate near protected habitats or water bodies. Our approach to biodiversity focuses on preventing pollution and managing waste responsibly to avoid indirect harm to ecosystems. We also prioritize energy efficiency and circular economy practices, which contribute to reducing overall environmental pressure.	No	No
Circular economy	ITA Nordic recycles nearly all waste generated in our operations. All metal waste from production is carefully sorted and delivered to our partner for processing into secondary metal. In 2024, we set a clear goal to further increase our recycling rate and minimize mixed waste and single-use plastics. These actions reflect our commitment to resource efficiency and circular economy principles. To ensure progress, we monitor waste streams through monthly reports and track key performance indicators to continuously improve our recycling practices.	No	Yes

Table 4. Sustainability Topics and Planned Actions

Sustainability topic	Description	Publicly documented [yes/no]	Target set [yes/no]
Our workforce	At ITA Nordic, our employees are the foundation of our success. We actively promote well-being and work-life balance through flexible working arrangements, including adaptable working hours and remote work opportunities where possible. Health and safety are core priorities. We maintain comprehensive occupational health care services and implement proactive measures to ensure a safe and supportive work environment. Our internal guidelines focus on: • Promoting occupational health, safety, and work ability • Improving working conditions and supporting functional capacity • Maintaining a workplace free from harassment and inappropriate behavior, built on respect and equality Our strategic goals for our workforce include strengthening well-being and job satisfaction, fostering diversity and inclusion, and enhancing ITA Nordic's attractiveness as an employer for both current and future talent. We also aim to increase environmental awareness among employees, integrating sustainability into everyday practices and decision-making.	No	Yes
Business practises	ITA Nordic's business practices are built on integrity, quality, and long-term partnerships. We operate under internationally recognized standards, including ISO 9001:2015 for quality management, ensuring consistent performance and continuous improvement. Our approach emphasizes transparency, compliance with applicable laws and regulations, and ethical conduct in all operations. ITA Nordic's governance principles are documented in our Code of Conduct, which sets clear expectations for ethical behavior, compliance, and responsible business practices. The Code also addresses topics such as donation policy and transparent stakeholder engagement. ITA Nordic's Supplier Code of Conduct reflects the same core principles as our own Code of Conduct, covering areas such as human rights, occupational safety, environmental responsibility, and anti-corruption. By engaging suppliers in these standards, we aim to ensure that our entire value chain operates with integrity and accountability.	No	Yes



ENVIRONMENTAL METRICS

B3, B4, B5, B6, B7
C3, C4

ENERGY AND GREENHOUSE GAS EMISSIONS (B3)

We strive to minimize emissions and energy consumption (see Table 5) in all our operations. All our sites included in the reporting period use 100 % carbon-free electricity. Reported energy consumption figures are based on data provided by our energy suppliers.

Table 5. Energy Consumption

Energy source (MWh)	2024/2025	2025/2026		Change
		Renewable	Non-renewable	
Electricity	2212,51	3306,40	0	+1093,89 (+49 %)
Fuels	94,51	175,48	106,10	+187,07 (+198 %)
Total	2307,02	3481,88	106,10	+1280,96 (+56 %)

We have calculated our emissions in accordance with the GHG Protocol. Scope 1 includes all direct greenhouse gas emissions resulting from our own operations. Scope 2 covers indirect emissions from the production of purchased and consumed energy. Since we use electricity generated from renewable sources, Scope 2 emissions only include those arising from heat production. For the first time, we have calculated our scope 3 emissions. Scope 3 covers emissions from purchased transportation services and from purchased raw materials. Emissions from logistics amounted to 75,71 tCO₂e, while purchased raw materials accounted for 3430,41 tCO₂e. Logistics-related emissions comprise emissions associated with transport services procured by ITA Nordic. Logistics data was obtained directly from our transport service providers, and the related greenhouse gas emissions were calculated using emission factors in accordance with the GHG Protocol. (See Table 6 and Figure 2.)

Table 6. Scope 1-3 in Accordance with GHG Protocol

Scope tCO ₂ e	2024/2025	2025/2026	Change
Scope 1	24,38	19,03	-5,35 (-22 %)
Scope 2	3,93	2,84	-1,09 (-28 %)
Scope 3	N/A	3506,12	N/A
Total	28,31	3527,99	N/A

Our emission intensity (see Figure 3) has been determined by dividing total emissions by the revenue for the reporting period. The metric has been calculated separately for Scopes 1-2 and Scopes 1-3. (See Table 7 and Figure 2.)

Table 7. Emission Intensity Scopes 1-2 and Scopes 1-3

Emission intensity (tCO ₂ e/€)	2024/2025	2025/2026	Change
Scopes 1-2	1,6×10 ⁻⁶	0,7×10 ⁻⁶	-0,9×10 ⁻⁶ (-56 %)
Scopes 1-3	N/A	1,1×10 ⁻⁴	N/A

Renewable fuels are used in our operations. In line with the GHG Protocol, the biogenic CO₂ emissions associated with these fuels are excluded from Scope 1 emissions and disclosed separately. During the reporting period, biogenic emissions amounted to 45.7 tCO₂e. (See Table 8.)

Table 8. Renewable Fuel Emissions

Biogenic emissions tCO ₂ e	2024/2025	2025/2026	Change
Fuels	N/A	45,7	N/A
Total	N/A	45,7	N/A

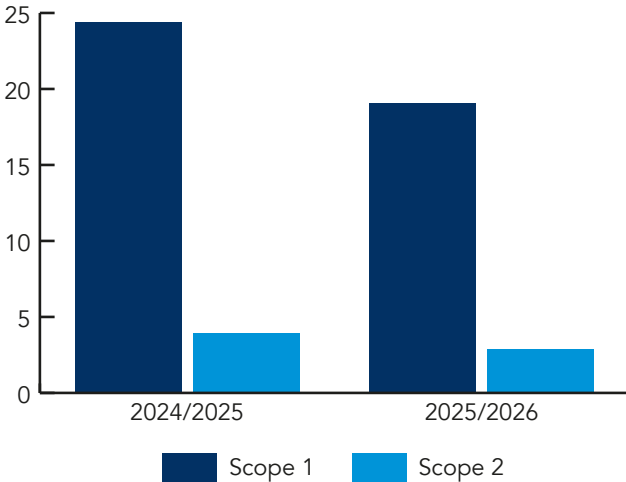


Figure 2. Comparison of Scope 1-2 Emissions (tCO₂e) 2024/2025 and 2025/2026

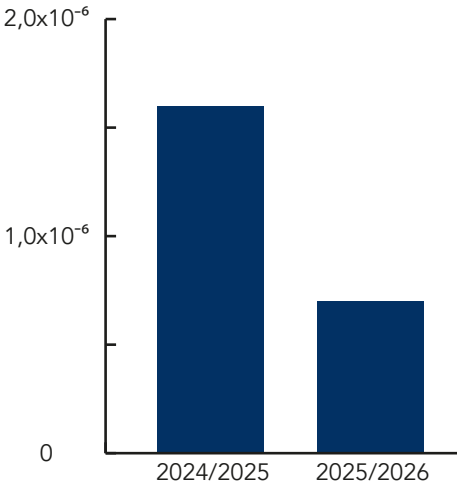


Figure 3. Emission Intensity (tCO₂e/€) Scope 1-2, 2024/2025 and 2025/2026

POLLUTION OF AIR, WATER AND SOIL (B4)

In line with the EU VSME voluntary sustainability reporting guidelines, our production processes do not generate any emissions to air, water, or soil that fall under regulatory reporting thresholds.

BIODIVERSITY (B5)

ITA Nordic’s sites are not located in areas sensitive to biodiversity. This assessment was conducted based on European nature conservation regulations, using the WDPA (World Database on Protected Areas) as the primary data source. Our operations have no significant impact on the biodiversity of the areas surrounding our sites. Our factories occupy a small land area, and emissions to air, water, and soil from our activities are minimal (see Table 9). We acknowledge that international deliveries have an environmental impact; therefore, we strive to consolidate shipments into larger batches less frequently.

Table 9. Land Use

Land use (ha)	2024/2025	2025/2026	Change
Built-up area	0,87	1,16	+0,28 (+32 %)
Natural area within plots	0,42	0,72	+0,30 (+71 %)
Natural area outside plots	0	0	0 (±0 %)
Total	1,29	1,88	+0,58 (+45 %)

WATER (B6)

All our sites are located in Finland, where water availability is good. We use water sparingly and responsibly in our facilities and production processes. Water is primarily consumed during the washing stage of our products, which is essential to ensure durability and high quality. We have verified our total water withdrawal with local water suppliers (see Table 10).

Table 10. Water Withdrawal

Total water withdrawal (m³)	2024/2025	2025/2026	Change
Total	1096	1598	+502 (+46 %)

RESOURCE USE, CIRCULAR ECONOMY AND WASTE MANAGEMENT (B7)

We follow circular economy principles in our operations. Environmental considerations are taken into account in material procurement, and a significant portion of the steel we use is recycled. In addition, we focus on waste management. Waste is sorted at our factories in compliance with legislation, and monthly waste reports enable us to monitor waste volumes by category. In the reporting period, ITA Nordic recycled or reused 2351,13 tonnes of waste, while only 0,40 tonnes required final disposal. Most hazardous waste (emulsion fluids and alkaline washing waste) was fully recycled, demonstrating strong compliance with circular economy principles. (See Table 12.)

The most significant material flow in our production is steel (see Table 11), a large proportion of which is recycled. We deliver steel and metal waste from our production for recycling and reuse.

Table 11. Material Flow

Material flow (t)	2024/2025	2025/2026	Change
Steel	4062,3	4676,1	+613,8 (+15 %)



Table 12. Non-Hazardous and Hazardous Waste and Recycling

Waste type	2024/2025		2025/2026		Change
	Recycled or reused waste (t)	Disposed waste (t)	Recycled or reused waste (t)	Disposed waste (t)	
Non-hazardous					
Biowaste	0,728	0	0,90	0	+0,17 (+24 %)
Cardboard	N/A	N/A	4,82	0	N/A
Confidential paper	0,198	0	1,31	0	+1,11 (+563 %)
Energy waste	10,61	0	21,88	0	+11,27 (+106 %)
Metal (mixed)	215,68	0	256,81	0	+41,13 (+19 %)
Mixed waste	4,33	0	4,50	0	+0,17 (+4 %)
Plastic	N/A	N/A	0,46	0	N/A
Recovered waste	0,264	0	0,14	0	-0,12 (-47 %)
Steel (carbon)	1201,58	0	1894,26	0	+692,68 (+58 %)
Steel (stainless)	46,19	0	27,95	0	-18,24 (-40 %)
Wood waste	2,32	1,7	19,48	0	+15,46 (+385 %)
Others	N/A	N/A	2,74	0	N/A
Hazardous					
ADR - fluids	N/A	N/A	13,69	0	N/A
ADR – solids	N/A	N/A	0,54	0,35	N/A
Aerosol waste	0	0,023	0	0,06	+0,03 (+139 %)
Alkaline washing waste	13,13	0	16,15	0	+3,02 (+23 %)
Electrical and electronic waste	0,02	0	0,20	0	+0,18 (+910 %)
Emulsion fluids	77,02	0	85,30	0	+8,28 (+11 %)
Lubricants	0,45	0	0	0	-0,45 (-100 %)
Total	1572,53	1,723	2351,13	0,40	+777,28 (+49 %)

GHG REDUCTION TARGETS AND CLIMATE TRANSITION (C3)

We are committed to reducing our greenhouse gas emissions by 25 % by 2030. At our main site in Ruokolahti, we have already implemented several sustainability measures. We use 100 % carbon-free electricity, our production facilities are equipped with heat recovery systems. Whenever possible, all new company vehicles purchased are fully electric. In Salo, heating is generated using renewable biofuels, which according to GHG protocol is reported outside of Scope 1.

As we aim to continue growing as a company, defining an absolute emissions reduction target as a quantity is challenging. However, we are continuously working to minimize our environmental impact and remain committed to this goal in the future

CLIMATE RISKS (C4)

We continuously work to identify potential climate-related risks that could affect our assets, operations, or value chain. In the future, we aim to integrate climate-related risks into our regular risk management processes. Our goal is to enhance our understanding of these risks and develop appropriate adaptation measures as part of our ongoing sustainability efforts.



SOCIAL METRICS

B8, B9, B10
C5, C6, C7

WORKFORCE – GENERAL CHARACTERISTICS (B8)

The number of employees in all tables in this report is based on the average for the reporting period. In our recruitment practices, we aim for permanent, long-term employment relationships. Fixed-term contracts are only made when there is a clear reason, such as seasonal work, substitution, or another task- or business-related need. Additionally, if an employee requests a fixed-term contract, we strive to accommodate that. We also offer part-time contracts alongside studies. In our recruitment processes, we select the most suitable candidates for each position based on their skills. During the reporting period, the average number of employees was 129, of which 120 held permanent contracts and 9 fixed-term contracts (see Table 13). Our recruitment policy prioritizes long-term employment relationships.

Table 13. Employment Characteristics

Type of employment	2024/2025	2025/2026	Change
Permanent	75	120	+45 (+60 %)
Fixed-term	9	9	0 (±0 %)
Total	84	129	+45 (+54 %)



The employee turnover rate has been calculated by dividing the number of employees who left the company during the reporting year by the average number of employees for the reporting year. The employee turnover rate for the reporting year was 4.7 %, calculated as the number of employees who left during the year divided by the average number of employees. (See Table 14.)

Table 14. Employee Turnover

Employee turnover (%)	2024/2025	2025/2026	Change
Employee turnover rate	22,7	4,7	-18,0 pp

We operate in a male-dominated industry, and the proportion of men in our workforce is higher than that of women. Employees are selected for positions based on their skills and competencies, regardless of gender. We actively monitor the development of gender distribution and promote equality within our work community. Our workforce consists of 118 men and 11 women, reflecting the male-dominated nature of our industry. We actively monitor gender balance and promote equality in our recruitment and workplace practices. (See Table 15.)

Table 15. Gender Distribution of Personnel

Gender distribution of personnel	2024/2025	2025/2026	Change
Men	80	118	+38 (+48 %)
Women	4	11	+7 (+175 %)
Total	84	129	+45 (+54 %)



WORKFORCE – HEALTH & SAFETY (B9)

We ensure workplace safety through risk assessments, comprehensive guidelines, appropriate training, and high-quality tools, and we require employees to use proper protective equipment according to their tasks. All hazardous situations are reported and investigated appropriately. Workplace accidents and near misses are regularly reviewed with personnel. We measure occupational safety using the TRIF indicator, which shows the number of reported workplace accidents per one million working hours. In the reporting year, 5 workplace accident occurred, resulting in an accident frequency rate of 19,38 per one million working hours (see Table 16).

The accidents that occurred were minor and resulted in only short-term sick leave. Nevertheless, the root causes were investigated, and corrective actions were implemented. Two cases involved cuts caused by sharp chips. As a result, cut-resistant gloves were introduced in areas where the risk exists, and employees were reminded of proper chip-handling procedures. A trip-and-fall incident occurred due to a misplaced hose. Following the incident, the layout was optimized to eliminate the hazard. In another case, a tool flange fell onto an employee’s finger. The tool flange was subsequently modified to mitigate the risk of recurrence. One incident was related to insufficient care while working, when a worker accidentally struck his own finger. Following the incident, proper working methods were reinforced and communicated throughout the factory. There were no work-related fatalities.

Table 16. Workplace Accidents Occurance

Workplace accidents	2024/2025	2025/2026	Change
Number of accidents	1	5	+4 (+400 %)
Accident frequency rate	5,95	19,38	+13,43 (+226 %)
Work-related fatalities	0	0	0 (±0 %)



WORKFORCE – REMUNERATION, COLLECTIVE BARGAINING AND TRAINING (B10)

All our employees are covered by collective agreements. The applicable agreements include those for employees, clerical staff, and senior clerical staff in the technology industry. We pay wages above the applicable collective agreement levels. Salaries are determined based on the position and individual skills.

We provide regular training for our personnel. At the start of employment, we follow an onboarding plan, and in addition, we organize regular machine-specific training sessions. During the reporting year, men received an average of 49,8 hours of training and women 30,8 hours, reflecting our commitment to continuous employee development. This is a significant increase in training hours by 398 % for men and 413 % for women. (See Table 17.)

The significant increase was largely due to a comprehensive and intensive recruitment training program organized during Q4 2025, during which six new employees were trained for our Ruokolahti factory. In addition, onboarding training sessions were provided for personnel at our Salo factory following its integration into ITA Nordic. At the Närpes factory, an internal training day was organized for all employees, covering several topics aimed at broadening competencies and refreshing knowledge of current best practices and procedures.

Furthermore, several training sessions were conducted for production method planners, production management, supervisors, and quality assurance personnel.

Table 17. Annual Training Hours

Annual training hours (h)	2024/2025	2025/2026	Change
Men	10	49,8	+39,8 (+398 %)
Women	6	30,8	+24,8 (+413 %)



WORKFORCE – ADDITIONAL WORKFORCE CHARACTERISTICS (C5)

We use temporary agency labor to balance workload fluctuations. During the reporting period, we employed 1 independent contractor and 5 temporary agency workers to manage workload fluctuations. All agency workers were covered by applicable collective agreements. (See Table 18.)

Table 18. Additional Workforce Characteristics

Type of worker	2024/2025	2025/2026	Change
Independent contractors	1	2	1 (+100 %)
Temporary agency worker	5	5	0 (±0 %)
Total	6	7	1 (+17 %)

The management team is responsible for implementing the strategy and ensuring its execution in our daily operations. During the reporting period, the management team consisted of 12 members. The gender distribution indicates the proportion of female leaders compared to male leaders. (See Table 19.)

Table 19. Gender Distribution in Management Positions

Gender distribution in Management Positions	2024/2025	2025/2026	Change
Gender ratio	0,1	0,08	-0,02 (-17 %)



HUMAN RIGHTS POLICIES AND PROCESSES (C6)

We are committed to conducting our operations with integrity and in full compliance with applicable laws and regulations. To support this commitment, we have established a Code of Conduct that sets out our ethical principles and policies. The Code provides guidance on responsible practices related to the environment, people, and business operations. The document is publicly available on our website.

Our Code of Conduct explicitly addresses discrimination and other unethical practices. While child labor, forced labor, and human trafficking are not specifically mentioned in the Code, these practices are strictly prohibited under Finnish law, which governs all our operations. In addition, our Code of Conduct includes clear commitments to prevent discrimination and other unacceptable behaviors. These principles reflect our dedication to ethical business conduct and compliance with all applicable legal requirements.

Our Code of Conduct outlines clear procedures for reporting concerns or misconduct. Employees are encouraged to raise issues with their immediate supervisor. If the supervisor is not the appropriate person to address the matter, the concern should be escalated to the CEO. Reports of violations can also be submitted anonymously by mail. All reports are handled with strict confidentiality, and we maintain a zero-tolerance policy for retaliation against individuals who report in good faith.

See Table 20 about our human rights in our employment.

Table 20. Human Rights in Employment

Type	Mentioned in Code of Conduct
Child labor	No
Forced labor	No
Human trafficking	No
Discrimination	Yes
Other	Yes

SEVERE NEGATIVE HUMAN RIGHTS INCIDENTS (C7)

We continuously monitor our operations and suppliers to ensure compliance with human rights standards and applicable legislation. During the reporting period, we have not identified any cases of human rights violations within our value chain. Our commitment is reinforced by operating under Finnish law, which strictly prohibits practices such as child labor, forced labor, and human trafficking. We maintain clear policies and procedures to uphold these principles across all business activities.

We have established an ethical guideline, the Code of Conduct, as well as a Supplier Code of Conduct that defines responsible business practices both within ITA Nordic and throughout our supply chain. These documents cover key human rights topics and requirements, ensuring that our operations and partnerships adhere to high ethical standards.

See Table 21 for our human rights incidents.

Table 21. Human Rights Incidents

Type	Confirmed cases
Child labor	No
Forced labor	No
Human trafficking	No
Discrimination	No
Other	No



GOVERNANCE

B11
C8, C9

CONVICTIONS AND FINES FOR CORRUPTION AND BRIBERY (B11)

ITA Nordic is committed to conducting all business activities with integrity and in full compliance with applicable laws and regulations. We do not tolerate corruption or bribery and do not engage in any activities that could conflict with our ethical principles. During the reporting period, ITA Nordic has not been subject to any fines or convictions related to corruption or bribery.



REVENUES FROM CERTAIN ACTIVITIES AND EXCLUSION FROM EU REFERENCE BENCHMARKS (C8)

ITA Nordic has no revenue from activities related to weapons, tobacco, fossil fuels, or agricultural chemicals and pesticides. Furthermore, we have not been excluded from benchmarks aligned with the Paris Climate Agreement. Our business strategy is fully committed to sustainable practices and compliance with international climate goals. We actively work to minimize environmental impact across our operations and supply chain, ensuring alignment with Finnish legislation and global sustainability standards.



GENDER DIVERSITY RATIO IN THE GOVERNANCE BODY (C9)

During the reporting period, ITA Nordic's management team consisted of 12 members. The members are appointed based on their roles and responsibilities within the company. The management team includes 11 men and 1 woman. (See page 27, Table 19.)



REPORTING PRINCIPLES

REPORTING PRINCIPLES

ITA Nordic's first sustainability report has been prepared in accordance with the **EU Voluntary Sustainability Reporting Standard for Unlisted SMEs (VSME)**. The report includes both mandatory and complementary disclosures, and section headings follow the structure and identifiers of the standard to ensure clarity and comparability.

Scope and Boundaries

This report covers the financial year 1 July 2025 to 30 June 2026 and includes operations at Ruokolahti, Närpes, and Salo.

Materiality and Relevance

The content focuses on topics most relevant to our business and stakeholders, including environmental performance, social responsibility, and governance practices. These areas reflect our commitment to sustainable growth and ethical operations.

Transparency and Accuracy

All data is based on verified sources and recognized methodologies:

- Energy and emissions data from suppliers, calculated according to the **GHG Protocol**
- Water consumption from local distributors
- Waste and material flows from internal monthly reports

Consistency and Comparability

Metrics and units are standardized (e.g., tCO₂e, MWh, m³) to enable year-on-year comparison and alignment with industry practices.

Forward-Looking Commitments

We disclose future targets and actions, such as reducing greenhouse gas emissions by **25 % by 2030**.

Stakeholder Orientation

The report addresses the expectations of our customers and partners and supports transparency across our supply chain and community impact.

Continuous Improvement

As this is our second sustainability report, we will continue to refine data collection and reporting processes in the coming years. Climate-related risk assessments will be integrated into our regular risk management framework.

