

MITTA GROUP

Sustainability report 2022



MITTA

Foreword

We are passionate about sustainability and are determined to embed it into every part of our strategic and tactical decision making. We want to create a safe and welcoming work environment for our employees, take an active part in building a socially responsible and sustainable society, and, together with our customers, partners and suppliers, reduce our environmental impact.

In this first annual sustainability report we describe our journey so far and showcase the roadmap and sustainability program we have developed for Mitta

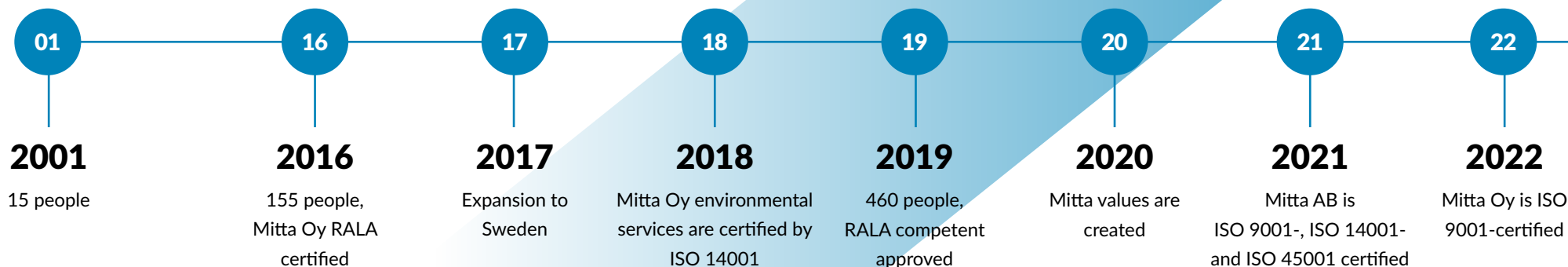
Group, in accordance with ESG guidelines and UN Sustainable Development Goals.

This report will help us demonstrate how our business operations contribute to several different sustainability themes. Our sustainability program will help us monitor our actions, and to develop and steer our future operations in an even more sustainable way.

Aki Puska, CEO
Mitta Group



Timeline, history and now



*RALA certificate is a quality certificate for organizations working within the building industry in Finland.

Mitta Group – organization and sustainability

Mitta Group is an internationally operating consulting company, specializing in surveying and field research. We also provide geotechnical, environmental, laboratory and nuclear waste disposal consulting services. Our growth has been significant since our foundation in 1989. We now employ nearly 500 professionals in more than 30 locations in Finland, Sweden and Norway and have become a market leader in our field.

We formed a Mitta Group sustainability committee in early 2022. It comprises members of our management team from different business areas in the countries in which we operate. The committee has identified which of the UN sustainability goals applies best to both current and planned future operations. Leadership across the Mitta Group is now responsible for actively implementing the committee's work and the applicable sustainability goals into each business area. Our sustainability ambitions will grow with the business both into new sectors and new locations.

Mitta Group considers it vitally important that everyone in our business is actively involved in sustainability discussions, that everyone takes ownership of our collective goals and delivers them as part of day-to-day operations, and that sustainability forms a key part of our current and future leadership.





The UN sustainability goals essential to Mitta



3. Good health and well-being

We make sure that our employees have a safe and secure work environment that provides wellness and occupational healthcare as well as career paths for a long-term sustainable working life.



4. Quality education

We enable opportunities for professional growth and promote active, continuous learning and development of our employees. We collaborate with universities, education institutions and students.



5. Gender equality

All our employees have the same opportunities, rights and obligations. No employee shall be discriminated against. We work proactively to ensure equal wages for equal work regardless of gender.



8. Decent work and economic growth

We provide a competitive salary structure, comply with all relevant standards to provide the best possible working environment for our employees. We have engagement, development, inclusion and job satisfaction at the heart of our leadership commitment to ensure a sustainable and viable workplace.



9. Industry, innovation and infrastructure

We help our clients make the best possible, and in many cases long lived, choices for building solutions and infrastructure through our precise and high quality work.



11. Sustainable cities and communities

We aim to be an active part of a sustainable community, an example of which is how we want to offer work experiences that benefit seasonal workers and students on their learning path. We want to contribute to developing sustainable cities producing sustainable energy by protecting the environment, supporting resilience and securing human-health.



12. Responsible consumption and production

Transitioning to a circular economy requires new way of thinking and working, and the infrastructure and building sector both use and produce significant amounts of material, of which much is currently waste. We play a significant part, through several areas of our business, in helping our customers meet their circular ambitions for the handling of masses.



13. Climate action

We acknowledge that our work has an impact on the climate and are working actively to minimize our own climate impact. We support our customers with their ambitions through sustainable environmental consulting, education and leadership.



14. Life below water

Our expertise covers hydrological modelling, flow rate measurement, water sampling and monitoring services that assist our customers to better understand and minimise their environmental impacts on water ecosystems.



17. Partnerships for the goals

With our international reach, both within our own organisation and with our international customers, we take an active part in promoting collaboration, sustainability and responsibility in all that we do.

Sustainability Roadmap

2022

- program for sustainability

2023

- common procedures for collecting and reporting data for sustainability goals
- company carbon footprint scope 1 and 2 level achieved.
- update purchasing and travelling policies
- customer satisfaction, NPS > 30
- eNPS goal 20

2024

- all Mitta Group companies ISO 14001-certified
- action plan for carbon neutrality 2035
- updating the sustainability program in accordance with NFRD/CSRD directive

2025

- implemented action plan for zero serious accidents

2026

- company growth with over 10% turnover per year up until 2026

2030

- fossil fuel consumption of Mitta vehicles reduced by 30 % per employee

2035 carbon neutrality

Our values guide our responsible everyday actions



By professional

we mean that our competence is always up-to-date, that we take responsibility, communicate clearly, that we work in a systematic, qualitative and efficient manner, and that we care and support one another.



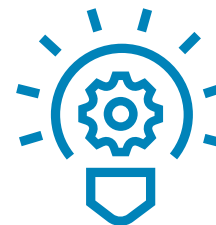
By competent

we mean that, as a team, we have the right knowledge, that we perform and deliver, and that we interface with our customers in a way that builds trust.



By committed

we mean that we are always proud of our efforts, and that we are willing to do our best for the company. We strive to meet our customer's needs and wishes, keep up-to-date with knowledge and have an appropriate and pleasant approach to our customers and colleagues.



By innovative

we mean that we work with the most suitable methods and technologies, keep updated and benchmark with the outside world and our industry, in order to be able to offer new opportunities and business to our customers.

Sustainable finance

At the core of sustainable operations is financial responsibility. Financial responsibility at Mitta Group is therefore a foundation for success, well-being and development in a changing world. By operating ethically and responsibly we can ensure our employees and customers long lasting and competitive services.



Risk management and corporate governance is a vital part of our financial responsibility, and a factor in our investments. We aim to invest in devices and solutions that offer the longest possible lifetime and where the service infrastructure is well organized.

By operating across the board in Finland and Sweden and later in Norway, we have the possibility to offer customers and stakeholders local services and opportunities for collaborating, which increases vitality in cities and provinces. The economic impact of our business extends from our customers success to the growth of the local business environment and employment.

We ensure customer satisfaction through upholding our quality management systems, aiming for NPS targets over 40 by the year 2024 and making feedback and whistleblowing channels available and easily accessible. This helps us serve our customers in a stable and predictable way for the best outcomes.

Our tax revenues also support society by employing staff. It is also important for us to contribute to a prosperous society by paying our taxes in full in each of our operating countries.

Reducing pay gaps for work of equal value is a central equality issue and basic prerequisite

for a fair, rewarding and high-quality working life. To ensure our own impact on promoting equality, we are working on our payroll follow up statistics. We take pride in ensuring that the salary is always based on competence and metrizable facts.

Information Security

We take great pride in the way we handle our clients' data- and information security. To minimize harm or damage in a case of security breaches we have a systemized plan for actions and communication towards all relevant parties in accordance with the GDPR policy.

To ensure our employees, clients and other stakeholders information is held and handled as securely as possible, as well as our own data security, we continuously monitor information- and data security policies according to national and EU-regulated laws and standards.

Our latest GDPR-revision started 2022 where we used outside data protection services to ensure that all our actions meet the necessary legal and ethical requirements.

Financial key figures (2022):



Total Mitta Group turnover
54,6 MILLION €



Income taxes (multiplied)
143 800 €



Other taxes
14,5 MILLION €



Personnel fees/side costs
7,6 MILLION €

Social sustainability

Mitta Group's services and operations are based on employee well-being. Therefore, it is important for us that we are an attractive, inclusive, and safe workplace that provides our employees a working environment to be themselves and develop as individuals. We have a strong focus on the health, safety and well-being of our employees with zero tolerance for discrimination. We want our employees to feel proud to work at Mitta.



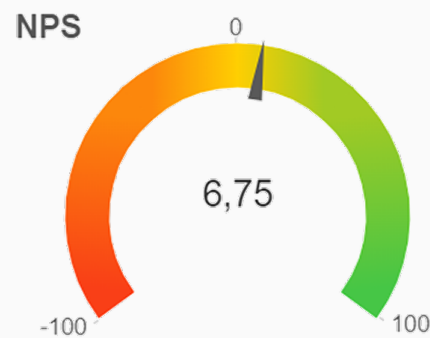
Safety at work

We work to minimize the risks of occupational injuries, accidents and incidents whilst always learning and improving. Our management processes provide support for our employees physical and mental health, as well as their social needs.

Our health and safety at work culture is based on Article 153 of the Treaty on the Functioning of the European Union. Our branch in Sweden is certified in accordance to ISO 45001 Health and Safety Management standard. Our branch in Finland has its own Health and Safety Manager since the autumn 2022, whose objective is to design safety practices, investigate accidents and near misses and conduct risk assessments.

Work safety risks and deficiencies in the work environment are assessed and remedied at the highest management level. Our Mitta group goal is to have a 100% reporting rate on all incidents. We aim to decrease the number of serious work related accidents to zero by the year 2025. We aim to reduce short-term absences through open and honest communication between employees, supervisors and HR, and strive for a target which doesn't exceed 4% on a yearly basis.



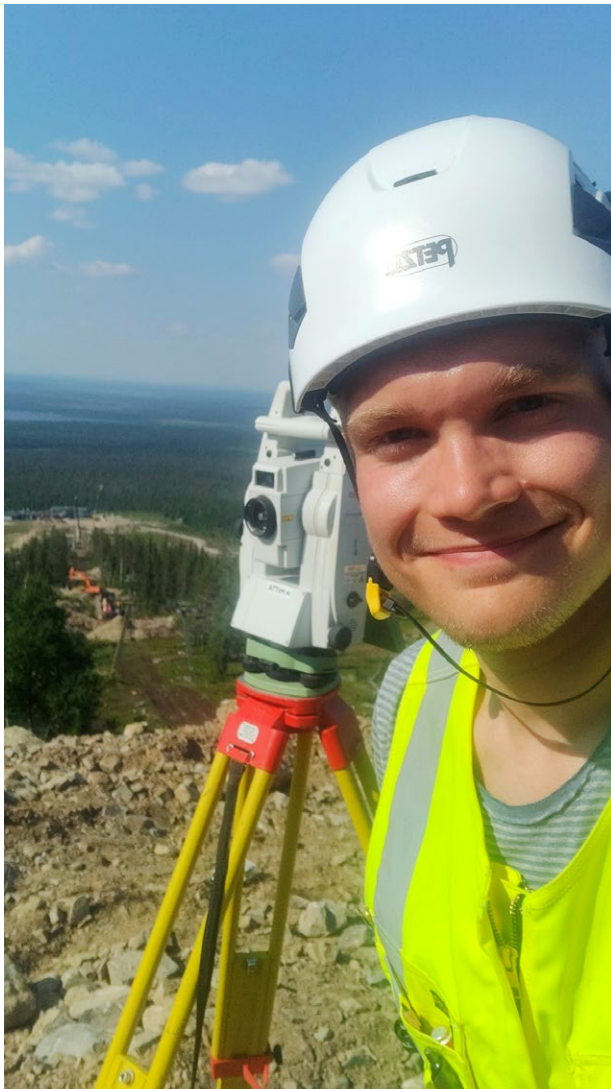


Well-being at work

Well-being at work means safe, healthy and productive work in a well-managed organization where both physical and mental health are supported appropriately. It is important that problems and risks related to occupational well-being are reacted to as early as possible. With the help of the Early Intervention Model, easy access to the right sort of health care when needed and strong and effective leadership, we make sure to support our employees' well-being as best as we can. We provide a very wide-covering occupational health care for all employees, which is also used for statutory medical examinations.

As well-being is a matter beyond health and health care, we strive to support our employees in different ways to provide a better work life balance. For example, since 2021 our full-time employees in Finland have access to a company supported employee bicycle benefit to help them exercise and adopt environmentally friendly travel. Mitta Group employees also receive yearly vouchers to be used for massage, cultural events, and sports.

In 2021, we conducted an employee survey, which among other things measures employee Net Promoter Score (eNPS), how employees feel and how likely employees are to recommend their employer to others. The survey will be repeated at a minimum frequency of every two years. 68% of our employees responded in 2021 to the survey and the results showed that Mitta had an eNPS of 6.75. Our target is to have an eNPS of 20 by 2024.



Collaborations with educational institutions and summer workers is both important and rewarding. Picture/Lasse Heikkinen.

Development of skills

We work constantly to raise the level of competence of individuals within the company and encourage our employees to be a driving force in their development together with their managers. The idea is to continue the work which links employee competence, development or education, and salary development.

The development of skills also applies to management competencies. All leaders in Finland have undergone leadership training. In Sweden, the training of our leaders has focused on operational aspects of the business and employment law.

For supporting good working and educational experiences for students and young people in our communities, Mitta offers summer workplaces and commits to the Finnish campaign of a Responsible Summer Employer (Vastuullinen kesäduuni). In 2021, Mitta Oy came third in the campaign's competition in the large company category following a third-party survey of hundreds of young workers.

Mitta also collaborates with educational institutions with the aim to help develop the future survey- and infra industry. The collaboration consists, among other things, of teaching students in different surveying practices using various different teaching methods.

Code of Conduct

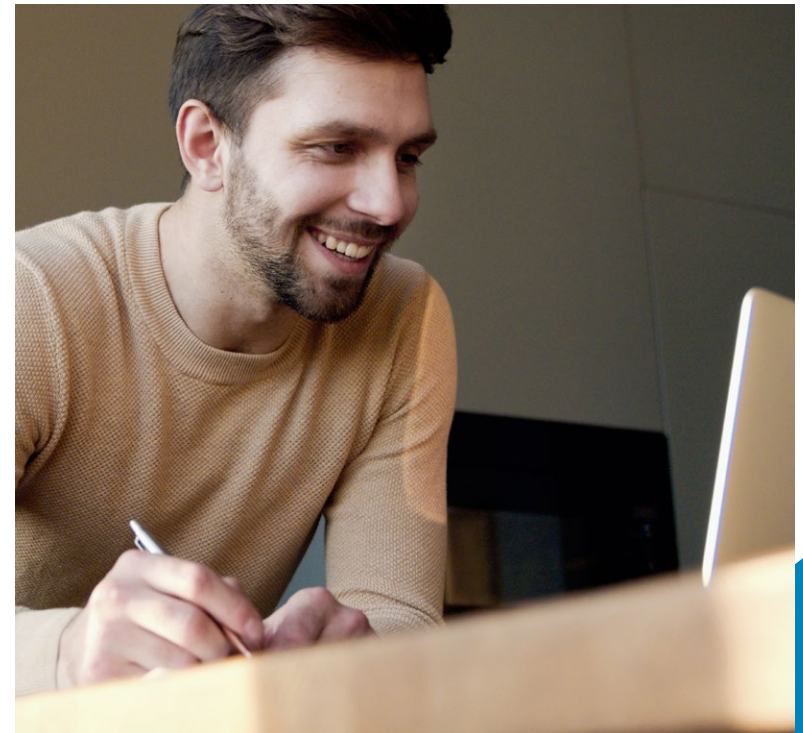
Our code of conduct is based on the UN global Compact and we apply responsible business practices characterized by high business ethics and good business practice in everything we do. We take responsibility for our business and show consideration and loyalty to those involved. We want to ensure that our employees, customers and other stakeholders both act and are treated in an ethical manner and have therefore published our Code of Conduct directed to external partners, such as suppliers, on our web page mitta.fi in the autumn of 2022.

We comply with applicable laws, agreements and industry standards regarding working hours and wages. All employees have agreements that specify their terms of employment. All employees receive information about our Code of Conduct and other policies, such as processes related to our quality management systems, during the onboarding process.

Environmental sustainability

Mitta is characterized by a strong environmental commitment, not least through our environmental consultants working specifically with companies and organizations to minimize their impact on the environment.





We strive to offer services to our clients that contribute to sustainable development and to find technical solutions with the least health and environmental impacts. To make this possible we actively maintain a high environmental knowledge within the company, which we ensure by continuously improving our competence within the technical and environmental field.

The necessary travelling during our assignments and between our offices is our own biggest environmental footprint. Whilst travelling is unfortunately inevitable in our field of work, we have a network of laboratories, field survey bases and office premises

that are located evenly around Finland and Sweden, which helps us and our customers to decrease the environmental impacts from our travelling.

We always consider our environmental footprint when choosing transport. We use digital meeting as one way of avoiding traveling whenever possible, and we always take public transport when we can. We also have environmental goals for our own vehicle fleet to reduce our use of fossil fuels and thus the impact on the climate, striving towards carbon neutrality.

Our next steps to decrease our environmental impacts



→ We believe that good quality and efficient working practices help reduce environmental impacts from both our own operations and those of whom we work with. We aim at systemizing all our working procedures to consider environmental aspects. Part of our Mitta Group of companies already have certified Environmental Management System, ISO 14001. Our goal is that by the end of 2024 all Mitta Group companies operate according to ISO 14001.

Our Mitta vehicles are still mostly fuel-based but opportunities to substitute them gradually with hybrid or electric cars are currently being investigated. Our journey to a more electric based fleet has already started in Sweden.

Mandatory and regular energy audits for large

enterprises that are guided by European Union energy efficiency directive also apply to Mitta.

Mapping of the use of energy in Mitta premises, both for electricity and heating, and the use of fuel and fuel type in our vehicles are currently undertaken based on which energy decreasing and energy efficiency actions are targeted.

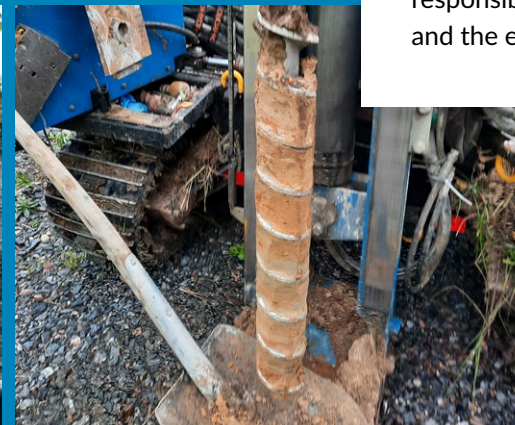
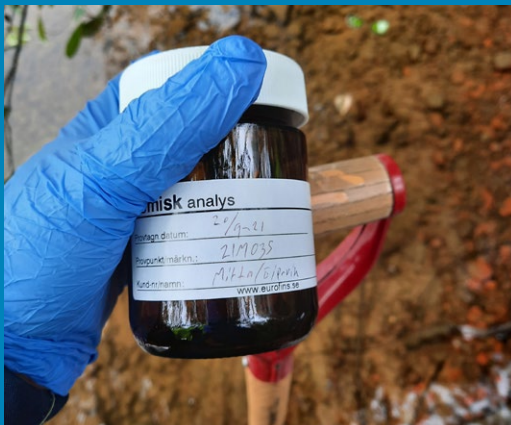
We consider relevant environmental aspects when purchasing products and services and collaborate with our suppliers and contractors on sustainability issues.

Data systems to manage our purchases, material use, waste production and recycling rates are being developed. Opportunities and actions to increase the recycling rates and diminish material losses and amount of waste produced is continuously improved.



Life on land

Yearly we perform more than a hundred investigations in soil, groundwater, streams and lakes, sediments, and air in polluted areas in Sweden and Finland. We help organizations acquire the necessary knowledge about the pollution situation, perform risk assessments and come up with proposals for further actions and measures. We also lead several remediation projects in soil and groundwater yearly, supporting our customers to meet their legal responsibility in reducing risks to humans and the environment.



Assisting our customers in their sustainability goals

Our goal is to help our customers to decrease their environmental footprint, to prevent and to decrease potential environmental damages and to improve the status of the environment. Our company complies with legally binding obligations set by different interest groups we work with and carries out environmental protection through our environmental management system. We use best available techniques, and continuously develop our services to deliver the most sustainable measurement solutions that are technically durable, less energy consuming and that require least maintenance.

As our actions are guided by sustainability, and every day we encourage our partners to do the same. We want all our value chain actors to operate towards, and contribute to, a more sustainable future.

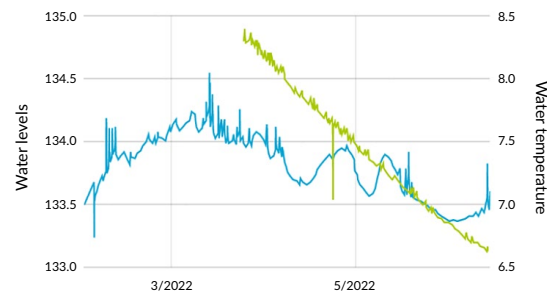




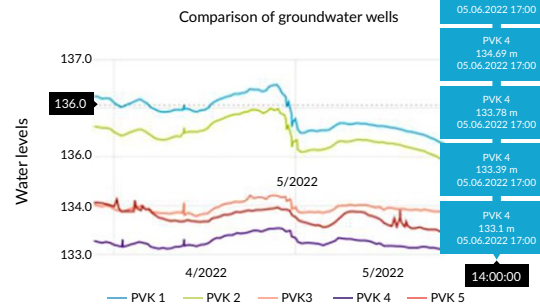
Dam safety

The ageing of dams and climate change pose challenges to dam safety. Mitta has developed a dam safety register, to which a total of more than 40 hydropower plants have already joined in Finland. The purpose of dam safety activities is to prevent dams from collapsing. The dam safety register is a software package developed for the maintenance and analysis of dam safety monitoring, measurement, and plan data. The system stores the general information required by the Dam Safety Act as well as the measurement data in accordance with the dam monitoring programme.

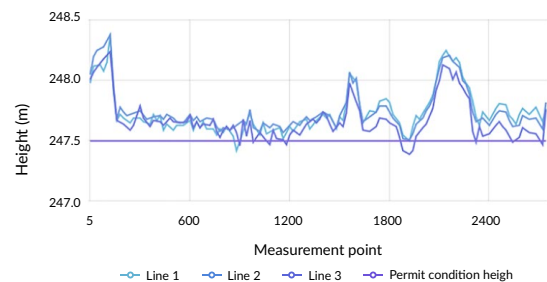
Groundwater level and temperature



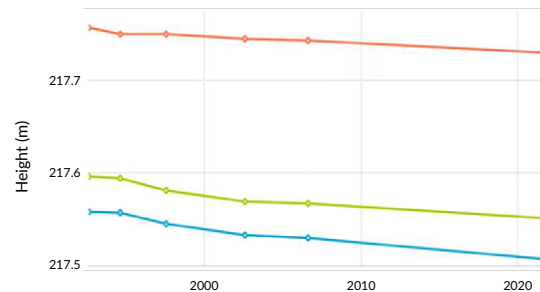
Comparison of groundwater levels



Dam crest



Compression pillars





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