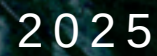


The main title 'SUSTAINABILITY REPORT' in large, bold, white, uppercase letters, centered on the page. Below the title is a thin horizontal line.The year '2025' in white text, centered below the main title and flanked by two thin horizontal lines.

FOREWORDS FROM THE CEO

At Fastems, we believe the future belongs to those who can produce more with less. In 2025 this belief was proven to be more relevant than ever. In a world shaped by geopolitical uncertainty, facing growing resource constraints, climate challenges, and increasing demands for resilience, manufacturing must become more efficient, more flexible, and more sustainable. **Our role is to enable that transformation.**

Sustainability at Fastems is built on balance: between people, planet, and profitability—the triple bottom line. We approach this through a double materiality lens: **reducing the footprint of our own operations while maximizing the positive handprint of our solutions** in our customers' factories. **Intelligent automation, digital manufacturing, and lifecycle services** allow manufacturers to increase productivity, reduce waste, improve energy efficiency, and create safer, more meaningful work. **Sustainability and competitiveness are not trade-offs; they reinforce each other.**

Our **Productivity Partner strategy** is central to this thinking. We do not measure success only at system delivery, but **across decades of use**. By supporting customers throughout the full lifecycle—through **data-driven optimization, modular upgrades, software innovation, and expert services**—we help them adapt to changing demand, extend asset lifetimes, and continuously improve environmental and operational performance. Productivity, flexibility, and sustainability are **outcomes of long-term partnership, not one-time investments**.

At the same time, we are committed to continuously improving our own operations. We advance in line with **Science-Based Targets (SBTi)**, strengthen sustainable sourcing, invest in people and safety, and uphold high standards of governance and cybersecurity. **Transparency, integrity, and learning** are essential as sustainability expectations evolve—from customers, regulators, and society at large.

This report reflects where we stand today and where we are heading. **It is not the end of the journey, but a milestone**. Together with our customers, partners, and employees, we are building sustainable, strong, and competitive manufacturing—**one improvement at a time**.

Sincerely,

Mikko Nyman
CEO, Fastems



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GENERAL INFORMATION

At Fastems, sustainability is integral to our mission of helping manufacturers produce more with less. We approach the topic from two angles: reducing our operational footprint and maximizing the positive impact—or “handprint”—of our solutions. This report is built to depict the key areas we have identified, the actions we have taken, and the way forward. As our ambitious goal is to find the right means to embed sustainability across the entire organization — from product innovation to environmental performance and employee well-being — understanding the current and the desired state as well as the means to close the gap between these two is crucial for success.

BASIS FOR PREPARATION

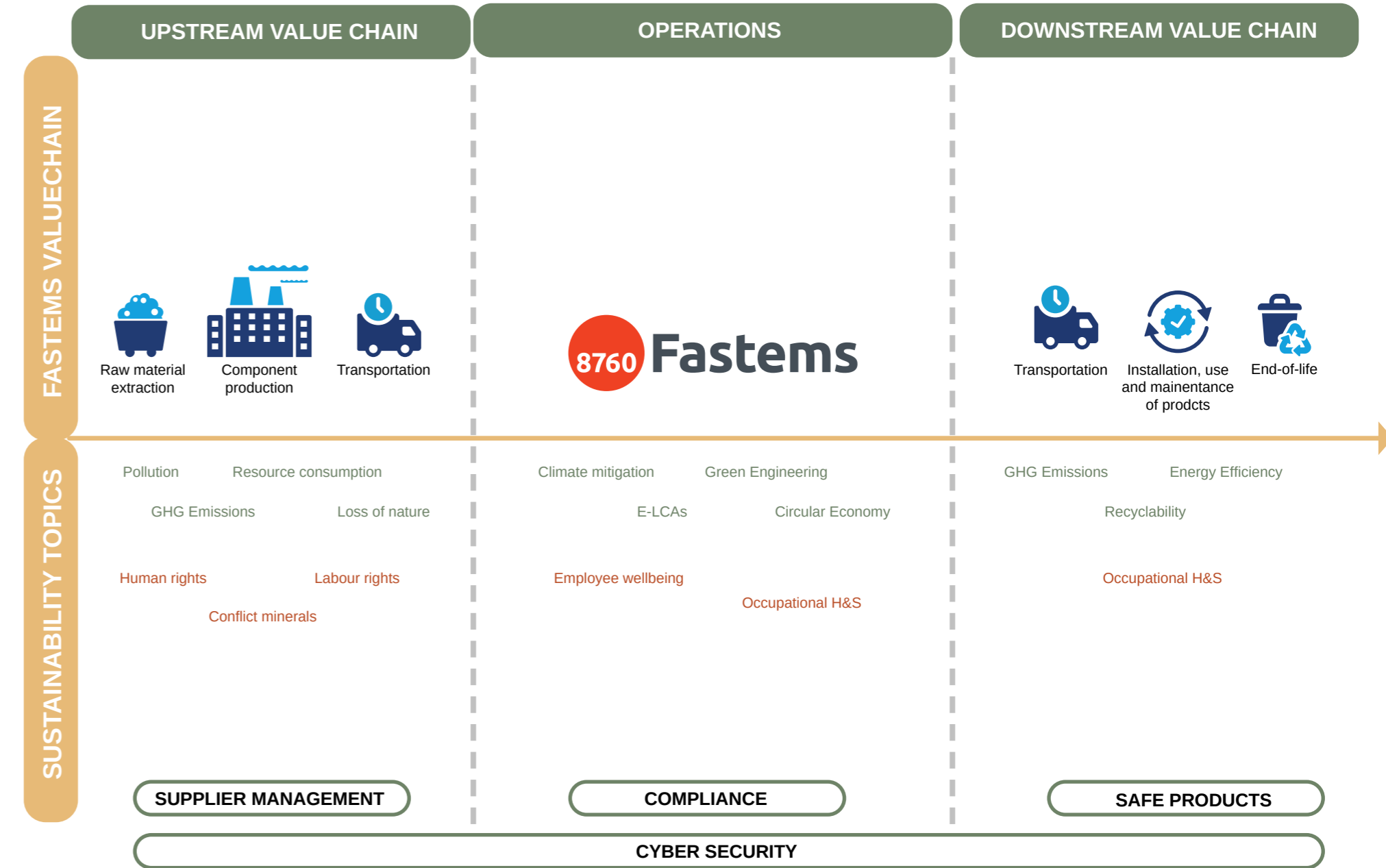
Fastems Oy Ab is the parent company of the Fastems Group and a wholly owned subsidiary of Helvar Merca Oy Ab. Fastems designs, sells and delivers automation and software solutions and services to manufacturers in the metal industry. Fastems’ main market areas are Europe, North America and Asia. Fastems serves customers in the aerospace, mechanical engineering and subcontracting segments. Fastems delivers systems worldwide annually and the company has personnel in nine different countries. Fastems’ business is divided into three different businesses: automation business, digital business and service business.

Fastems has selected European VSME standard to act as the backbone of this report, and has utilized both basic and comprehensive modules in reporting. Some disclosures are omitted due to business sensitivity. The sustainability report is prepared on consolidated basis, including information from subsidiaries. The subsidiaries included in reporting are: Fastems Oy Ab, Finland; Fastems LLC, United States; Fastems Systems GmbH, Germany; Fastems AB, Sweden; Fastems Ltd, United Kingdom; Fastems s.r.l., Italy; Fastems K.K., Japan;

Fastems (Shanghai) Co., Ltd., China; Fastems SAS, France. Fastems has had a ISO 9001 certified quality management system in place since 2022, and was able to become ISO 27001 certified in 2024. Furthermore, Fastems’ Management System integrates the essential requirements of ISO 14001, ISO 45001, ISO 31000 and ISO 15288 to its operations. Fastems also constantly practices 5S approach in developing cleanliness and orderliness in production and offices.

This report has been compiled following the applicable requirements of European Sustainability Reporting Standards ESRS 1: General requirements, and the VSME standard Basic version.

Fastems’ 2024 double materiality assessment identified the sustainability topics with the greatest impacts across the value chain and on the company’s financial performance. The analysis—covering all operations, key suppliers, and stakeholders—highlighted resource use in the upstream value chain and people related topics in Fastems’ own operations as most significant. It also emphasized sustainability in product development, governance, and risk management. These findings directly informed the selection of material topics for Fastems’ 2025 sustainability reporting.





**“
INTEGRITY IS
THE GUIDING
PRINCIPLE IN ALL
OF THE BUSINESS
ACTIVITIES OF
THE HELVAR MERCA
GROUP
COMPANIES.”**

PRACTICES, POLICIES AND FUTURE INITIATIVES FOR TRANSITIONING TOWARD A MORE SUSTAINABLE ECONOMY

Fastems Group is a member of the Helvar Merca group of companies. All companies within Helvar Merca Group share the same Business Integrity Statement that outlines the core principle of integrity in all activities we engage in, reflecting the values of the owners:

“Integrity is the guiding principle in all of the business activities of the Helvar Merca Group companies. Integrity means sound corporate governance, honoring contracts, acting sustainably and respecting environmental values, complying with applicable laws and regulations, zero tolerance for bribery, fair competition, acting ethically and respecting human rights.”

Fastems has had a sustainability program, lead by the CEO, in place for already three years to drive forward sustainable development. The sustainability program focuses on two impact mechanisms: impacts of Fastems solutions and impact of Fastems operations. In addition, Fastems is increasing efforts in internal and external sustainability communications.

The impacts of Fastems solutions focuses on positive impacts that automation brings: lower carbon footprint, energy efficiency, better data availability and utilizing, improved health and safety and productivity.

Impacts of Fastems operations are focused on lowering environmental impacts in own operations and upstream value chain, social topics and people practices, and governance and cybersecurity topics. Each area includes at least three objectives to achieve during the year.

Fastems has a set of policies in place to guide and direct daily actions related to sustainability. Most important is the Code of Conduct, which clearly details the expectations on how to act. The Code of Conduct strictly prohibits any kind of forced or child labour, corruption or bribery, discrimination or inappropriate conduct, to mention a few.

Other important policies are Fastems people policy, culture book, and environmental policy.

SUSTAINABLE DEVELOPMENT GOALS

Automation drives sustainability by enhancing efficiency, reducing waste, and supporting innovation. Automation accelerates the transition to a more sustainable and efficient industrial future.

- **SDG 8** (Decent Work & Economic Growth): Increases productivity, improves workplace safety, and creates demand for high-skilled jobs.
- **SDG 9** (Industry, Innovation & Infrastructure): Advances smart manufacturing with AI, robotics, and IIoT, boosting efficiency and sustainability.
- **SDG 12** (Responsible Consumption & Production): Minimizes waste, optimizes resource use, and enables circular production.
- **SDG 13** (Climate Action): Reduces emissions, optimizes energy use, and supports low-carbon production.



CERTIFICATIONS



ENVIRONMENT

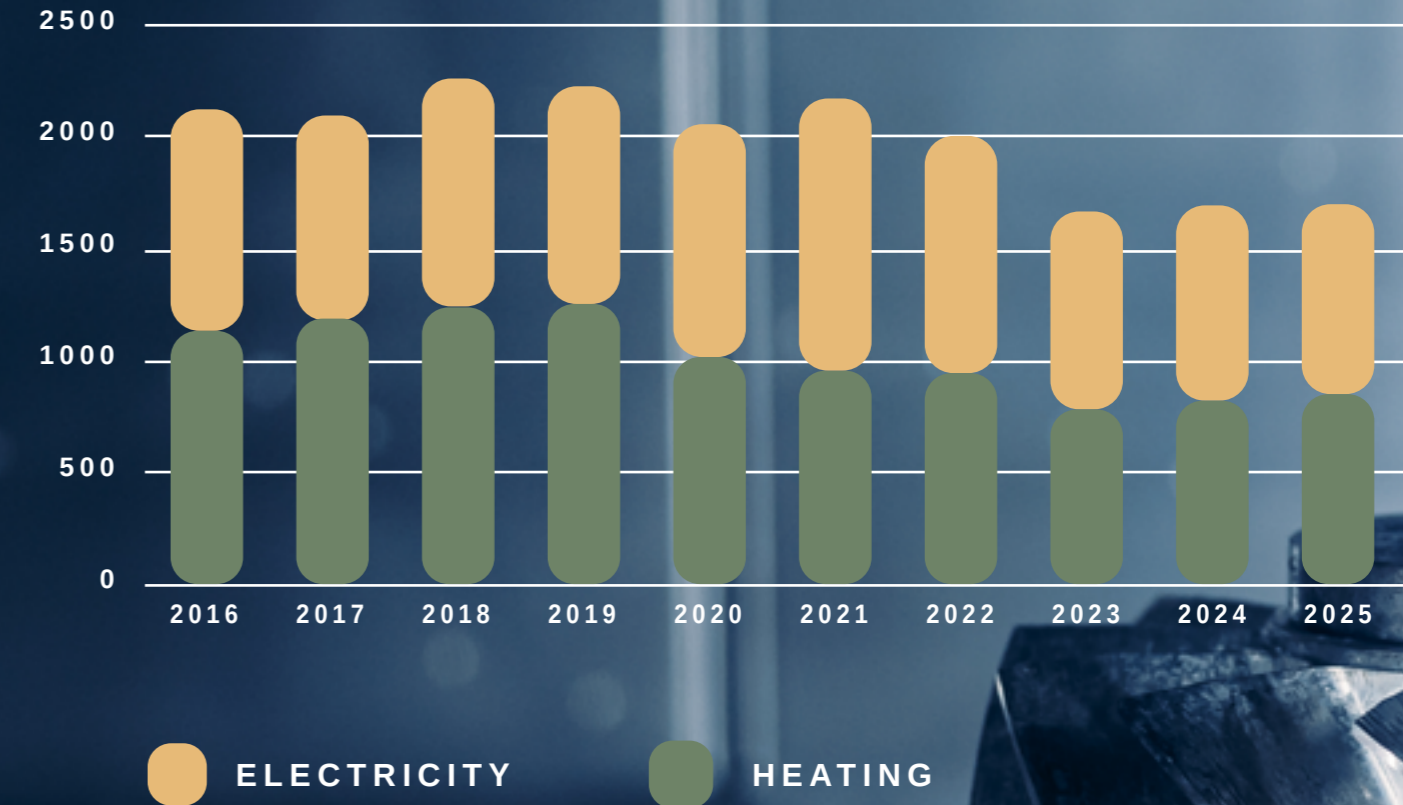
Energy efficiency is a key priority for Fastems, as it not only reduces environmental impact but also supports long-term sustainability. We are committed to continuously improving our energy performance by identifying and implementing energy-saving measures.

To ensure systematic progress, we conduct comprehensive energy reviews every five years to assess our consumption patterns and uncover new opportunities for efficiency improvements. These reviews guide our actions in optimizing energy use across our operations. Fastems' biggest energy consuming facility is its HQ, where Fastems' undertakes the energy reviews. As can be seen from the graph, Fastems has been able to reduce its electricity consumption permanently since 2019. Heat consumption depends on the winter temperatures, but has remained relatively stable.

As a result of our energy efficiency initiatives, we have achieved significant savings. Since 2019, improvements to our HVAC systems and a complete renovation of lighting at our headquarters have resulted in an annual energy reduction of 160 MWh. These efforts demonstrate our dedication to reducing energy consumption and continuously seeking ways to operate more sustainably. Most of the electrical energy purchased by Fastems is renewable, and from 2026 onwards, district heat used in HQ will also be renewable, which will increase the **share of renewables from 29% to 57%**.

| | RENEWABLE | NON-RENEWABLE | TOTAL |
|-------------|-----------|---------------|----------|
| ELECTRICITY | 857 MWh | 41 MWh | 898 MWh |
| FUELS | 0 | 1247 MWh | 1247 MWh |
| HEAT | 0 | 852 MWh | 852 MWh |
| TOTAL | 857 MWh | 2140 MWh | 2997 MWh |

FASTEMS ENERGY CONSUMPTION



MILESTONE



Fastems is committed to reducing its greenhouse gas (GHG) emissions as part of our broader sustainability efforts. We have internally calculated and monitored our emissions to track progress and identify effective reduction measures. There has also been efforts to move from spend-based scope 3 calculations to more actual, physical measure based and accurate results.

From 2026 onwards, Fastems will purchase renewable district heat at its headquarters, which is estimated to reduce emissions roughly 87 tonnes. Fastems will also focus on electrifying its car fleet and using renewable fuels to reduce emissions in scope 1 category.

Three years ago, we set an ambitious target to reduce our GHG emissions by 42% from 2022 levels by 2030. Through dedicated efforts and strategic decisions, we have successfully reached this target already in 2024 and are also below target level in 2025. Now, Fastems has set a more ambitious internal strategic target to **reduce emissions 90% by 2029**.

| | AMOUNT (t CO ² e) | % |
|--------------------------|------------------------------|-----|
| SCOPE 1 | 370 | 3% |
| SCOPE 2 (MARKET-BASED) | 73 | 1% |
| SCOPE 2 (LOCATION BASED) | 101 | 1% |
| SCOPE 3 | 10 753 | 96% |

SEPPO PYYKKÖ

PRODUCT DEVELOPMENT LEADER SHAPING SUSTAINABILITY AT FASTEMS

Seppo Pyykkö is a seasoned Fastems professional with more than 17 years at the company across two periods. Throughout his career at Fastems, Seppo has held a variety of roles ranging from engineering and product data management to product development and sales support for special projects. Today, he leads the automation and software platform teams and leads the product development.

According to Seppo, sustainability at Fastems has so far been most visible in operational practices—such as green electricity and emissions-reducing initiatives—but in product development it is still evolving toward becoming an integrated part of everyday work. The goal is clear: **sustainability considerations should become as embedded and routine as cost evaluation, structural assessments, or machinery safety reviews.**

“We’re on a journey,” he notes, emphasizing that the organization is learning, experimenting, and gradually building new habits and methods.

A recent example of this development was the life-cycle assessment comparing Fastems’ current system to a new concept, a study in which Seppo played an active role. While he had no precise expectations for the numerical results, he describes the exercise as eye-opening—particularly the magnitude of emissions linked to steel, a key material in Fastems’ products. The comparison also surfaced interesting questions about alternative solutions, such as using on-site concrete structures. For Seppo, the LCA was “educational,” and he believes similar assessments should be conducted whenever major design changes are made.

Looking to the next 3–5 years, Seppo hopes sustainability will transition from individual exercises into a standard part of the product development process—done systematically, without reminder, as a natural step in every project. He sees new knowledge and new methods as energizing elements in his work, and views LCA-based insights as valuable for both environmental performance and product cost-efficiency.



PRODUCT LIFECYCLE

Fastems’ solutions are designed to be long-lasting and thus repairable, with predictive maintenance plans and good range of spare parts. Maintenance and repair services are an important part of Fastems business, which is why repairability is important. Fastems has evaluated its circular economy opportunities based on Circular Economy Playbook of Technology Industries of Finland, and can proudly say it has already implemented several circular economy principles. Fastems solutions are tailored to customer needs, built to last with lifetimes spanning for two decades, and offers a range of services within repair, maintenance and upgrade activities.

GREEN ENGINEERING

In 2025, Fastems incorporated **Lifecycle Assessments (LCAs)** into its product development process. During the re-concepting of a solution aimed at creating better products, LCA was used to evaluate the environmental impacts of different design options across the manufacturing, transportation, and end-of-life stages. The results offered valuable insights into how material choices and structural design decisions can create long lasting environmental effects—and how even small design changes can significantly influence a product’s overall footprint.

| | |
|---|-----|
| TOTAL WASTE GENERATED (TONNES) | 51 |
| NON-HAZARDOUS WASTE DIVERTED FROM DISPOSAL | 0.0 |
| NON-HAZARDOUS WASTE DIVERTED FROM DISPOSAL DUE TO RECYCLING | 18 |
| NON-HAZARDOUS WASTE DIVERTED FROM DISPOSAL DUE TO OTHER RECOVERY OPERATIONS | 33 |
| PERCENTAGE OF NON-RECYCLED WASTE | 64% |

SOCIAL

Our employees are at the core of our success, driving innovation, growth, and sustainability. We are committed to fostering a safe, inclusive, and supportive work environment where everyone can thrive. By investing in employee well-being, professional development, and engagement, we aim to build a strong and motivated workforce that contributes to both our company's goals and a more sustainable future.

GENERAL CHARACTERISTICS

Our employees are at the core of our success, driving innovation, growth, and sustainability. We are committed to fostering a safe, inclusive, and supportive work environment where everyone can thrive. By investing in employee well-being, professional development, and engagement, we aim to build a strong and motivated workforce that contributes to both our company's goals and a more sustainable future.

We continuously seek ways to enhance our workplace culture, promote diversity and inclusion, and ensure fair and responsible employment practices. Through these efforts, we create long-term value for our employees, our business, and society as a whole.

DIVERSITY, EQUALITY AND NON-DISCRIMINATION

We are committed to fostering an inclusive workplace where diversity is valued, and all employees are treated with respect

and fairness. We believe that a diverse workforce drives innovation, strengthens collaboration, and enhances our overall success.

To support equality and inclusion, we actively promote non-discriminatory practices in recruitment, career development, and daily operations. We strictly prohibit any form of discrimination, harassment, or inappropriate behavior based on gender, age, ethnicity, nationality, religion, disability, sexual orientation, or any other personal characteristic.

Our policies and training programs ensure that all employees understand their rights and responsibilities in creating a respectful and safe work environment. Any violations of our principles are taken seriously, and we have clear procedures in place to address concerns and uphold our commitment to fairness and integrity.

| | FEMALE | MALE | TOTAL |
|--|---------------|------|-------|
| NUMBER OF EMPLOYEES | 60 | 349 | 409 |
| PERMANENT EMPLOYEES (FTE) | 409.3 | | |
| TEMPORARY EMPLOYEES (FTE) | 3.6 | | |
| EMPLOYEES WITH PERSONAL DEVELOPMENT PLAN (PDP) | 400 EMPLOYEES | | |

REMUNERATION AND TRAINING

At Fastems, we are committed to fostering a fair, safe, and supportive work environment for all employees. We maintain an open and continuous dialogue with employee representatives to ensure that workforce perspectives are considered in decision-making and workplace improvements. We uphold fair compensation practices by providing adequate wages that align with industry standards and local regulations.

HUMAN RIGHTS AND SOCIAL IMPACT

Fastems' policies cover the following topics for both its own workforce and workers in the value chain:

- Child labour
- Forced labour
- Human trafficking
- Discrimination
- Accident prevention

Fastems has a complaints-handling mechanism in place, namely Whistle-blowing channel and process. There has been no confirmed incidents of child labour, forced labour, human trafficking, or discrimination in own operations or the value chain. However, Fastems is aware that global and complex mining, metals and manufacturing industries are challenged with systemic issues around human and labour rights, health and safety, and discrimination, and strongly encourages both its own people and suppliers to come forward with any concerns they might have.

WHETHER ALL EMPLOYEES PAID EQUAL OR ABOVE MINIMUM WAGE, DETERMINED DIRECTLY BY THE NATIONAL MINIMUM WAGE LAW OR THROUGH A COLLECTIVE BARGAINING AGREEMENT

YES

PERCENTAGE OF EMPLOYEES COVERED BY COLLECTIVE BARGAINING AGREEMENTS

68%

In Christmas 2025,
Fastems donated
2000€ to Save the
Children.

HEALTH AND SAFETY

Fastems is dedicated to ensuring a safe and healthy work environment for all employees. We have established comprehensive health and safety policies that guide our daily operations, outlining clear responsibilities and procedures to prevent workplace incidents. Our health and safety management system enables continuous monitoring, risk assessment, and continuous improvement of workplace safety. All accidents and near misses are systematically recorded and analyzed to identify potential risks and implement corrective actions.

To further protect our employees, we provide comprehensive insurance coverage and promote a proactive safety culture through regular training, safety audits, and open communication. By prioritizing wellbeing and prevention, we strive to maintain a workplace where everyone can perform their duties safely and confidently.

In addition to physical safety, Fastems recognizes the importance of mental and psychosocial wellbeing as part of a sustainable work environment. In 2025, the company conducted a psychosocial risk survey to better understand factors such as workload, stress, leadership, and organizational practices. The results of this survey are being used to guide development actions that support a healthier and more resilient working community.

PREVENTATIVE ACTIONS AND SAFETY CULTURE

A key focus during 2025 was strengthening our preventative safety culture. After receiving only 26 hazard observations in 2024 against a target of 100, Fastems identified usability limitations in the reporting tools as a major barrier. To address this, we introduced a **new dedicated Health and Safety tool aligned with ISO 45001:2018**, designed to simplify reporting and improve data quality.

The impact of these improvements became clearly visible in 2025: employees submitted 165 hazard observations, significantly exceeding the annual target of 150. This represents a considerable shift toward proactive hazard identification and demonstrates strong engagement across the organization.

ACCIDENT REDUCTION AND PROACTIVE PREVENTATIVE MEASUREMENTS

To further strengthen our safety culture, Fastems carried out several proactive initiatives during the year, including a hazard-reporting campaign, proactive fire drills, and multiple safety walks across the Lahdesjärvi factory and office areas. These activities helped reinforce awareness and encouraged employees to identify and address risks early.

The positive development in proactive reporting was accompanied by a continued reduction in workplace accidents.

Recordable work-related accidents decreased to four in 2025, down from six in 2024, with only one resulting in lost time compared to four the previous year.

Fastems maintains monthly company-wide health and safety information sessions to keep employees informed of key indicators and ongoing initiatives, fostering transparency and shared responsibility. The Continual Improvement Steering Group continues to monitor the effectiveness of actions taken and the lessons learned in occupational health and safety to ensure long-term progress.

We attribute this improvement to our strengthened safety culture and the proactive preventive measures implemented. Combined with the strong increase in hazard observations and the reduction in accident numbers, these results demonstrate meaningful progress in both the maturity of our safety culture and the effectiveness of our preventative measures.

| | 2024 | 2025 |
|---|------|------|
| % OF PEOPLE IN ITS OWN WORKFORCE WHO ARE COVERED BY HEALTH AND SAFETY MANAGEMENT SYSTEM BASED ON LEGAL REQUIREMENTS AND (OR) RECOGNISED STANDARDS OR GUIDELINES | 100% | 100% |
| NUMBER OF FATALITIES IN OWN WORKFORCE AS RESULT OF WORK-RELATED INJURIES AND WORK-RELATED ILL HEALTH | 0 | 0 |
| NUMBER OF FATALITIES AS RESULT OF WORK-RELATED INJURIES AND WORK-RELATED ILL HEALTH OF OTHER WORKERS WORKING ON UNDERTAKING'S SITES | 0 | 0 |
| NUMBER OF RECORDABLE WORK-RELATED ACCIDENTS | 6 | 4 |
| NUMBER OF WORK-RELATED LOST-TIME ACCIDENTS | 4 | 1 |



GOVERNANCE

We are committed to the highest standards of ethical business conduct and integrity. Our company has a zero-tolerance policy for corruption and bribery, ensuring that all business activities are conducted transparently and responsibly. We strictly adhere to legal and regulatory requirements while fostering a culture of ethical decision-making.

To support this commitment, we have established a whistleblowing channel that allows employees and stakeholders to report any suspected misconduct confidentially and securely. Our whistleblowing policy ensures a clear process for handling reports and protects whistleblowers from any form of retaliation.

In addition, all employees receive annual training on our Code of Conduct as part of their annual mandatory training, rein-

forcing our values and expectations regarding ethical behavior, compliance, and responsible business practices. Through these measures, we continuously strengthen our governance framework and maintain trust with our stakeholders.

SUPPLIER DUE DILIGENCE

Fastems seeks reliable and fair relations with its suppliers for the mutual benefit of Fastems and its suppliers. Fastems Supplier Code of Conduct (the “Code”) defines our general principles and values how we treat others and operate globally. Fastems expects competence and continuous improvement in quality, cost control, innovation and reliability from its suppliers.

The supplier code of conduct sets minimum requirements on business ethics, respecting human rights and labour rights, protection of environment, IPR, counterfeit goods prevention and publicity. The Supplier Code of Conduct can be accessed [here](#).

In 2025, Fastems conducted a maturity study on its supply chain sustainability, which investigated areas of strategy and leading, sourcing and supplier management, regulations and

compliance, risk management, product design and materials, logistics and distribution and technology and data management. Fastems currently has medium maturity on supply chain sustainability, but its currently planned and actions in progress should bring the maturity to high level within next few years.

CYBERSECURITY

Fastems considers cyber security a critical enabler of sustainable business, customer trust, and operational resilience. As a provider of factory automation systems and digital services, Fastems operates in an environment where information security, operational technology (OT) security, and business continuity are essential for long-term value creation.

Fastems operates a certified Information Security Management System (ISMS) in accordance with ISO/IEC 27001:2022, with certification achieved in 2024. The ISMS covers governance, risk management, policies, technical controls, and continuous improvement processes across the organization.

Cyber security risks are managed as part of Fastems' enterprise risk management framework. Risks related to information security, cyber threats, and business continuity are identified, assessed, and mitigated through regular risk assessments, internal audits, and management reviews. These activities support compliance with customer, regulatory, and contractual security requirements in global markets.

Fastems has implemented a comprehensive set of technical and organizational security controls, including multi-factor authentication, endpoint protection, vulnerability management, and continuous monitoring supported by a Security Operations Center (SOC). Business continuity and disaster recovery plans are in place and tested to ensure resilience against cyber incidents and operational disruptions.

Employee awareness and competence are key components of Fastems' cyber security approach. Security awareness training is provided regularly to employees, covering topics such as information protection, phishing, and secure ways of working. These measures support a strong security culture and reduce human-related cyber risks.

Cyber security is also closely linked to Fastems' sustainability objectives and customer value creation. Secure and reliable automation systems help customers maintain safe, efficient, and uninterrupted production while protecting intellectual property and sensitive information throughout the lifecycle of Fastems solutions.

Fastems continuously develops its cyber security capabilities in response to evolving threats, regulatory requirements, and customer expectations.



Cybersecurity is a critical enabler of sustainable business, customer trust and operational resilience



WANT TO HEAR MORE?

> [FASTEMS.COM/SUSTAINABILITY](https://fastems.com/sustainability)

