

TT GASKETS

Sustainability Report 2024

TAMPEREEN TIIVISTETEOLLISUUS OY



Greetings from the CEO

As a long-standing family business, we at TT Gaskets deeply understand the importance of leaving the world better for future generations. We see ourselves as one link in a long chain—just as humanity is part of a larger continuum of generations sharing this planet.

Our work with gaskets and sealing solutions places us in a unique position to make a positive impact far beyond our size. These technologies touch countless industries and people around the globe.

Being embedded in the ecosystems of our customers, suppliers, and innovation partners inspires us to continuously challenge ourselves. We strive to create a positive impact on the people who work with and for us, to respect and protect the planet

that provides our resources, and to ensure financial performance that enables ongoing investments in building a cleaner and safer industrial future.

The year 2024 was another strong one for TT Gaskets, marked by significant strides in sustainability. We completed major projects at our Tampere manufacturing plant, including a comprehensive ground heating system and building automation upgrade. We also transitioned our entire corporate vehicle fleet to electric and expanded our charging infrastructure to over 40 stations. By updating our electricity and district heating contracts, we now operate on 100% green energy.

We took a major leap forward in our customer services by



expanding our TTG Green Delivery offering. This includes plastic-free packaging, cardboard pallets instead of wooden ones, and other smart, energy-saving solutions—benefiting both the environment and our customers' bottom lines.

We were especially proud to see numerous smaller and larger sustainability initiatives driven by our staff—many of which we've successfully adopted. A special thanks to our quality and sustainability team for their active communication, tireless participation in green accelerator programs, and for openly sharing our journey to inspire others.

As a result of our consistent efforts across people, planet, and profit, we renewed our

EcoVadis Silver certification and are now clearly on track towards Gold in 2025.

I'm proud to share that TT Gaskets has reached carbon neutrality for scope 1 and 2 emissions already in 2025—and we have a clear roadmap for engaging our partners in reducing scope 3 emissions as well. This achievement is a direct result of our Gasketeers' unwavering commitment to pushing boundaries and embedding sustainability into everything we do.

Now it's time to celebrate—and to prepare for the next challenges ahead, together with our partners.

Our Jakamo supplier program's new sustainability module will soon be in full swing, supporting us and our suppliers

in collecting carbon emissions and other sustainability-related data. With this tool, we aim to automate product-level carbon footprint calculations and deliver our first offers with verified product-specific emissions to our customers by the end of this year.

We're excited to take this next step and invite our entire value chain to join us on this journey toward a greener tomorrow.

Thank you for your continued support and willingness to break new ground with us—because the future belongs to the brave.

Aleksi Arpiainen
Owner & CEO

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General Information

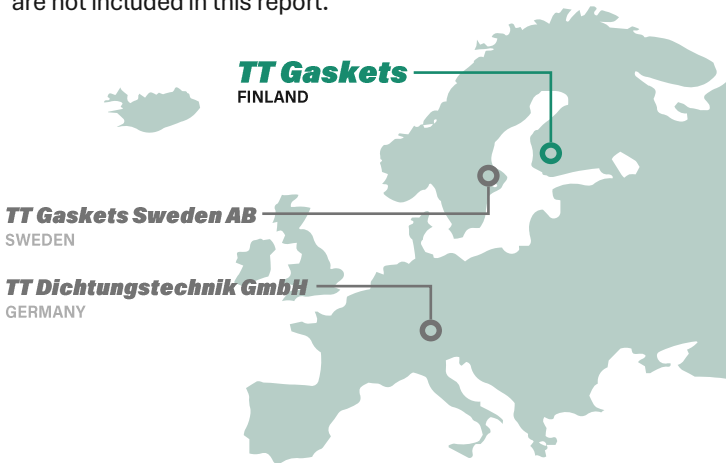
Smarter Sealing for A Safer Tomorrow

Basis for Preparation (B1)

This sustainability report is compiled based on both Basic Module and Comprehensive Module of Voluntary reporting standard for SMEs (VSME). Some additional information is included in disclosures where it is seen important to provide a more comprehensive picture. The titles from the standard have been retained with minimal modifications, and corresponding disclosure numbers (e.g., B1 for Basic Module, Disclosure 1) are included for clarity and traceability. The disclosures are divided into three categories: Climate and Environment, Social Responsibility, and Governance and Ethics.

The report has been prepared on an individual basis, including information only about Tampereen Tiivisteteollisuus Oy (TT Gaskets in short hereafter). Our factory and main office are located in Tampere, Finland. We also have offices focusing solely on sales activities in

Stockholm, Sweden, and München, Germany, but these are not included in this report.



LOCATION OF PRIMARY OPERATIONS

Site	Address	Postal Code	City	Country	Coordinates
Registered office & Industrial plant	Alasniitynkatu 14	33560	Tampere	Finland	N 61° 29' 21.877", E 23° 50' 33.132"; N 61° 29' 21.057", E 23° 50' 25.137"; N 61° 29' 22.587", E 23° 50' 22.221"; N 61° 29' 21.407", E 23° 50' 18.166"; N 61° 29' 19.158", E 23° 50' 17.587"; N 61° 29' 17.968", E 23° 50' 33.557"; N 61° 29' 19.812", E 23° 50' 35.856"

Turnover, MEUR

20.0

Personnel, headcount

80

Size of Balance Sheet, MEUR

12.9

NACE Code: 23.99

Ownership Form: Private limited liability company

Sustainability related certifications and labels



EcoVadis – Silver medal

- **Description:** Leading global sustainability ratings provider assessing environmental, social and ethical performance. Ranks businesses in relation to other companies within the same industry.
- **Date:** July 2024
- **Score:** 71/100 points, 93rd percentile (indicates that we are among the top 7% of companies evaluated by EcoVadis, with over 150,000 companies assessed)



Environmental Management System (ISO 14001)

- **Description:** International standard for environmental management systems that helps organizations improve environmental performance, reduce waste and comply with regulations.
- **Date:** latest audit 13.9.2024 (audited yearly since 2000)
- **Issuer:** DNV



In addition, we participate in the following voluntary initiative and collaborative network:

WE SUPPORT



We participated in the **United Nations Global Compact** in 2024. We promote responsible business practices in the areas of human rights, labor rights, anti-corruption and environmental protection, and we are committed to supporting the Ten Principles of the UN Global Compact.



We are a **Climate partner of Tampere**. We are prompting the region's goal to become carbon neutral by 2030, and we are committed to annual emissions reduction measures.

Practices, policies and future initiatives for transitioning towards a more sustainable economy (B2 & C2)

We work actively to move towards a more sustainable economy. The table below describes practices, policies and future initiatives that help us to reduce our negative impacts and to enhance our positive impacts on people and the environment.

Sustainability issue	B2			C2	
	Existing sustainability practices, policies or future initiatives that address the issue [YES/NO]	Publicly available [YES/NO]	Policies have targets [YES/NO]	Description of practices or policies and their consequent actions	Specification of future initiatives or targets
Climate change	YES	YES	YES	<ul style="list-style-type: none"> Energy efficiency improvements (e.g. renovations of building automation, LED lightning to production) Transition to renewable energy sources (own solar plant and only renewable energy is purchased) Yearly audited Environmental Management System (ISO 14001) 	<ul style="list-style-type: none"> Become carbon neutral for scopes 1 and 2 by 2027 Adoption of Science Based Targets Initiative in 2025 Annual concrete environmental actions
Pollution	YES	YES	YES	<ul style="list-style-type: none"> GHG emissions measurement Efficient waste management practices aiming to recycle and reduce the waste generated Electrification of cars: company cars to hybrid and electric cars to salespeople) 	<ul style="list-style-type: none"> Explore new ways to reduce or recycle waste
Water and Marine Resources	YES	NO	NO	<ul style="list-style-type: none"> Purification and recycling of wastewater from production 	

	B2			C2	
Sustainability issue	Existing sustainability practices, policies or future initiatives that address the issue [YES/NO]	Publicly available [YES/NO]	Policies have targets [YES/NO]	Description of practices or policies and their consequent actions	Specification of future initiatives or targets
Biodiversity and Ecosystems	YES	NO	YES	<ul style="list-style-type: none"> Biodiversity-friendly sourcing of raw materials 	<ul style="list-style-type: none"> Implementation of the EU Deforestation Regulation (EUDR) compliant material sourcing by 2025
Circular Economy	YES	YES	YES	<ul style="list-style-type: none"> Increased use of recycled and recyclable materials in packaging Material optimization in production through production planning 	<ul style="list-style-type: none"> Increase the recycling rate of plastic waste
Own workforce	YES	NO	YES	<ul style="list-style-type: none"> Code of conduct Internal personnel and equality plan Yearly audited Occupational Health and Safety Management System (ISO 45001) Sharing the company's sustainability efforts with employees quarterly at the "What's up TTG" events 	<ul style="list-style-type: none"> Zero accidents at the workplace, during commuting and on business travel
Workers in the value chain	YES	NO	NO	<ul style="list-style-type: none"> Regular supplier audits Supplier Code of Conduct Tracking of supplier compliance through supplier portal 	
Affected communities	YES	YES	NO	<ul style="list-style-type: none"> Collaboration with a local University (research projects, student internships, and thesis supervision) 	
Consumers and end-users	YES	YES	NO	<ul style="list-style-type: none"> Assuring compliance with customer requests to ensure product safety and quality Yearly audited Quality Management System (ISO 9001) 	
Business conduct	YES	NO	NO	<ul style="list-style-type: none"> Whistleblowing system implemented Compliance with regulation and national and international laws 	

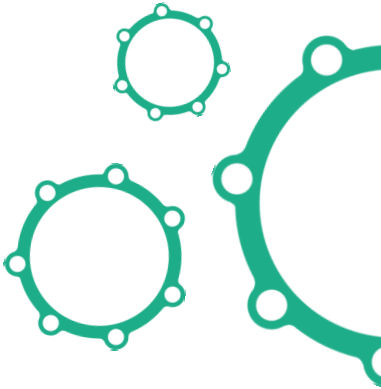
Strategy: Business model and sustainability-related initiatives (C1)

TT Gaskets is a Nordic manufacturer of technically advanced gaskets, shims, and insulations. We are an independent family-owned company providing solutions and services for all major industries around the world.

TT Gaskets’ two significant markets are business-to-business market

and wholesale; thus, the end-users of our products include both consumers and businesses. We deliver our products worldwide, and our main markets are Finland, Sweden, German-speaking Central Europe and North America. Exports play an increasingly crucial role in TT Gaskets’ business as nowadays

more than half of our products are exported, and the United States has become the fastest-growing market for us in recent years.



TT Gaskets’ key product and service categories

Gaskets

Standard flange gaskets, custom-made gaskets, expanded sealing tapes, seal kits

Metallic & Semi-Metallic Gaskets

Embossed metal gaskets, rubber metal gaskets, metal-jacketed gaskets, camprofile gaskets, gaskets with metal eyelets, spiral wound gaskets

Metallic Products

Distance and support plates, brackets, shim kits, adjusting plates, locking plates washers, special flanges

Insulation & Soundproofing

Sound insulation, vibration damping, thermal protection insulation, electrical insulators and conductors

Professional services

Technical support, design services, flange gasket assembly training

Stand-by services

TTG Mobile factory, TTG Smart container, TTG Stand-by service, TTG Smart warehouse

Moulded Rubber Products & Metal-to-Rubber Bonded Gaskets

We have established a deep and mutually beneficial relationship with several of our partners, many of which have spanned several generations. Shared commitment to quality and the courage for innovation have made our collaborations fruitful in many ways. Our dreams revolve around high-quality smart gasket solutions that aim to minimize our customers' carbon footprint in the coming years.

We have approximately 30 key suppliers almost exclusively from Europe with whom we have long and close business partnerships.

Our suppliers are naturally in the gasket and sealing sectors, and two of our main purchasing categories include gasket raw materials and intermediate goods.

In our strategy and in our everyday activities, our owners' strong will to have a long-term view and act responsibly is highlighted. Sustainable growth is a responsible business practice which we have listed in our ownership strategy. In other words, sustainability is a strategic priority for us. Both our vision and mission reflect this strong and meaningful focus on sustainability.

Our key customer industries

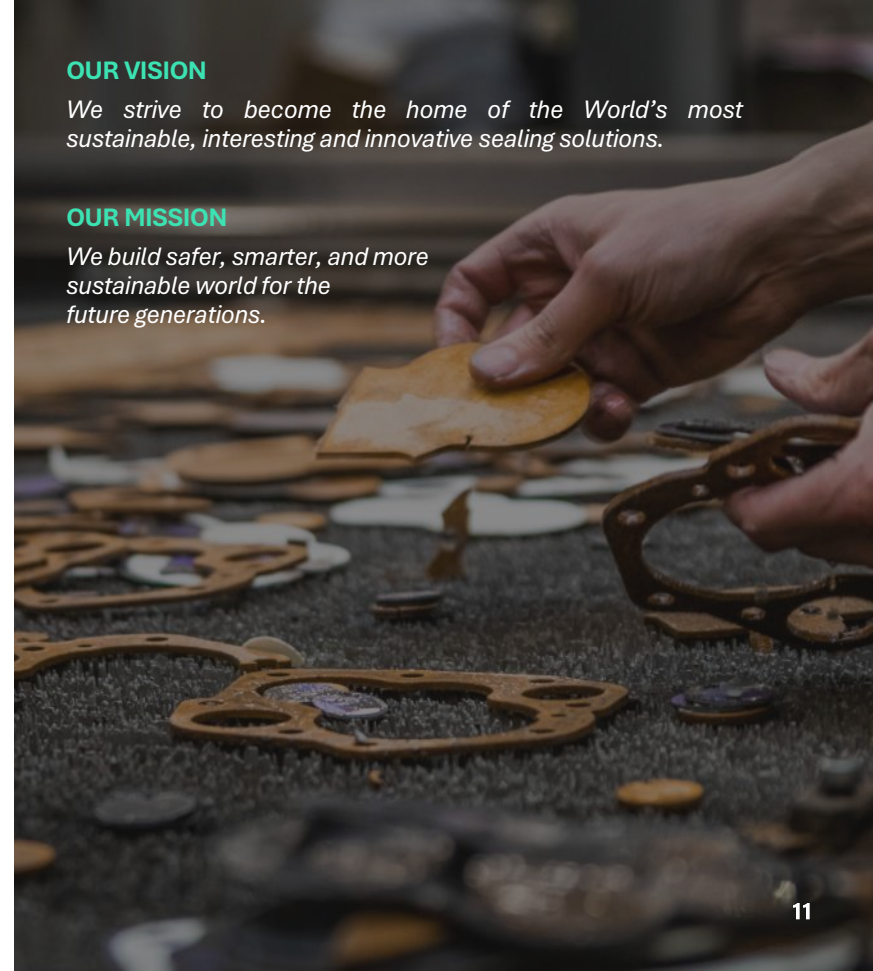
- Engine & Motor Industry
- Energy Industry
- Chemical & Petrochemical Industry
- Valve Industry
- Pump Industry
- Pulp & Paper Industry
- Environmental Technology
- Marine Industry
- Food Processing Industry
- HVAC
- Mining Industry
- Lightning Industry

OUR VISION

We strive to become the home of the World's most sustainable, interesting and innovative sealing solutions.

OUR MISSION

We build safer, smarter, and more sustainable world for the future generations.



Climate and Environment

Smarter Sealing for A Sustainable Future

Energy and greenhouse gas emissions (B3)

Our energy consumption is presented in the table, and the calculations are based on values from energy bills. In 2023, we transferred to geothermal heating and in 2024, all our business operations were certifiably powered by 100 % renewable energy. The only fossil fuel used by TT Gaskets is gasoline, which is solely used in our lawn mower.

With our own solar power plant with over 1700 solar panels, nearly 30 % of our electricity is self-generated making us almost completely self-sufficient in energy during the summers. Our solar panels cover the roof and the south-facing facade of the TT Gaskets’ main building almost entirely. We also aim to utilize the

waste heat from machines as effectively as possible by using a heat recovery system integrated into our ventilation system.

ENERGY CONSUMPTION BY TYPE - (MWh)

Energy type		2024
Fossil fuels		0,10
Electricity (100 % renewable)	Purchased	1 467
	Self-generated	492
Total		1 959,10



We have counted our direct emissions from our operations (scope 1) and indirect emissions from purchased energy (scope 2) according to GHG Protocol Corporate Standard. The calculations for scopes 1 and 2 have been confirmed by the Finland Chamber of Commerce for the year 2023 (30,8 tCO₂e) and same calculation methods have been used in 2024. By switching completely to renewable energy and expanding electrification during the year 2024, we have made all the needed changes to become carbon neutral for scope 1 and 2 emissions in 2025.

GHG EMISSIONS - (tCO₂e)

Scope	2024
Scope 1	0,03
Scope 2	13,06
Total	13,09

We have started the measurement and calculation of our scope 3 emissions to gain a comprehensive understanding of our value chain's climate impact. We have assessed our value chain and identified seven material scope 3 categories to be included in the calculations: purchased goods and services, upstream transportation and distribution, waste generated in operations, business travel, employee commuting, downstream transportation and distribution, and end-of-life treatment of sold products.

Carbon intensity is calculated by dividing gross GHG emissions by turnover.

GHG INTENSITY- (tCO₂e/€)

	2024
Considering scopes 1 and 2	6.5×10 ⁻⁷

Pollution of air, water and soil (B4)

We do not emit any pollution to air, water or soil.

Biodiversity (B5)

Any of TTG’s sites are not located in or near biodiversity sensitive areas. Biodiversity sensitive areas are defined as such by special nature protection regulation at European or international level.

Biodiversity is not a topic on which we have a large impact. TTG’s factory uses only a small area, and our production does not emit any pollutants into the air, water

or soil. Water is an essential production factor for us, but it does not become contaminated during the cutting process. We are aware that especially international deliveries can have significant impact on biodiversity (invasive alien species, erosion, emissions, etc.), which is why we have successfully encouraged our customers to opt for fewer and larger deliveries.



LAND USE BY TYPE – Area (ha)

Land-use type	2024
Total sealed area	2,16
Total nature-oriented area on-site	0,07
Total nature-oriented area off-site	0
Total use of land	2,23



Water (B6)

TT Gaskets manufactures all its products in Finland and is thus in the low water stress area. Water is primarily used in the abrasive waterjet and the water cutting, and the wastewater contains some finely ground cutting waste. Most of the cutting waste is recycled through a three-stage water purification process.

Some purified water is reused in the cutting process and the rest is

discharged into the sewer network. The pumps of the water cutters utilize the recycled water in cooling, suggesting that water withdrawal from the public water supply network occurs only during the actual cutting process. Since almost none of the water is absorbed during our processes, the water consumption is not sensible to calculate.

WATER WITHDRAWAL - (m3)

2024	
Amount	2400

Resource use, circular economy and waste management (B7)

The circular economy has a key role in TT Gaskets' responsibility work. Our ways to apply circular economy principles include, for example:

Enhancing material efficiency

Most of our waste is produced in the cutting process. We try to minimize the scrap materials by choosing the optimal sizes for the material sheets and optimizing our production planning, i.e. increasing our material efficiency. Our *preferred materials* – a specific group of materials we favor in our products – have helped us achieve this goal, and we can also provide more competitive pricing for these materials as the volumes have increased.

Recycling of waste

We recycle all our waste properly and our target is to minimize its overall amount.

Recycling of packaging materials

We have evaluated the improvement possibilities of our packaging materials and successfully discovered sustainable ways to replace most of our previous materials. The new solutions are mostly made of recycled materials and can be recycled after use. Additionally, the new way of packaging reduces the overall amount of material required.

Water reuse

The wastewater from our cutting processes is purified, after which some of it is reused to cool the pumps of the cutting machines.



The amount of waste is obtained from an online database of our waste handler.

WASTE GENERATED – (tonnes)

Waste type	2024		
	Waste diverted to recycle or	Waste diverted to disposal	Total
Non-hazardous waste	382,2	37,0	419,2
Energy waste	155,7	0	155,7
Mixed waste	94,3	0	94,3
Soil and stone aggregate	34,5	37,0	71,5
Sludge	52,3	0	52,3
Construction waste	2,5	0	2,5
Confidential material	8,3	0	8,3
Biowaste	2,4	0	2,4
Recycled wood	2,0	0	2,0
Wood waste	30,3	0	30,3
Hazardous waste	1,6	1,1	2,7
Total	383,8	38,2	421,9

We have a wide material selection with thousands of options. Our key material groups as well as their purchasing volume in the year 2024 are presented in the table below. We can provide the mass-flow as units of weight only for the metals, since the basic purchasing unit is square meters for most of our raw materials and the weight data is not available.

MASS-FLOW OF RELEVANT MATERIALS

Material	2024
Total metals (kg)	528 943
Metals (kg)	528 943
Total non-metals (m2)	98 339
Fibers (m2)	48 943
Rubber (m2)	20 507
Graphite (m2)	13 111
Rubber cork (m2)	11 282
PTFE (m2)	3 048
Plastics (m2)	1 447

GHG reduction targets and climate transition (C3)

GHG REDUCTION TARGETS

Scopes	Base year: base year value	Target year: target year value
Scopes 1 & 2	2020: 429 tCO2e	2027: 0 tCO2e
Scope 3	N/A	N/A

Our goal is to be carbon neutral for scope 1 and 2 emissions in 2027. However, we have made all the needed reduction actions to be carbon neutral already in 2025 making the upcoming year potentially a truly special milestone for us.

Target for scope 3 emissions will be set after

joining the Science Based Targets Initiative (SBTi) during the year 2025.

We do not have an official transition plan for climate change mitigation in place, but we will adopt one during the upcoming year.

After calculating our scope 3 emissions we will comprehensively assess our possibilities to reduce our GHG emissions. Meanwhile, the main actions we are seeking to implement to achieve the GHG related targets include:

- 1

Maintaining carbon neutrality for scopes 1 and 2

 - We will be carbon neutral for scopes 1 and 2 in 2025. We will maintain this by continuing to use only renewable energy and keeping our current state of electrification.
- 2

Finalizing scope 3 calculations

 - We have recognized material scope 3 categories and found optimal ways for us to calculate most of them. However, a couple of categories still need some attention.

Climate risks (C4)

We are currently in the process of identifying and assessing potential climate-related hazards and transition events that may affect our assets, activities and value chain. In the future, we will include climate-related physical and transition risks in our regular risk assessment processes.

We aim to build a better understanding of these risks, and we will develop appropriate adaptation measures as part of our ongoing sustainability work.



Social Responsibility

Smarter Sealing for A Responsible Future

Workforce - General characteristics (B8)

The number of employees in all tables in this report is presented as a headcount, which is an average of the total number of people employed in a specific year.

First and foremost, we look for motivated, ambitious, and trustworthy people who share our commitment to quality, sustainability, technical excellence, and customer

satisfaction. In our recruitment process, we seek individuals who are best suited for the position based on their skills and whose attitude and values are aligned with ours.

We always want to establish full-time, permanent employment contracts. Temporary contracts are given only if there is a clearly defined reason such as seasonal

work, covering for temporary leave, or another reason related to the company’s operation or specific job duties. Additionally, if a fixed-term contract is requested by the employee, we accommodate that. We also aim to be flexible when employees' life situations change and offer contracts with reduced hours, for example, alongside studies.

NUMBER OF EMPLOYEES BY CONTRACT TYPES - (headcount)

Type of contract	2024
Temporary contract	2
Permanent contract	78
Total number of employees	80

NUMBER OF EMPLOYEES BY COUNTRY OF EMPLOYMENT CONTRACT - (headcount)

Country of employment contract	2024
Finland	80
Total number of employees	80



TT Gaskets Sustainability report 2024

The gender distribution of personnel has formed naturally. The proportion of women among personnel is exceptionally high for the manufacturing industry. The “other” category for gender is not applicable, since we use genders entered to the Population Information System of Finland that does not allow such gender.

NUMBER OF EMPLOYEES BY GENDER - (headcount)

Gender	2024
Male	33
Female	47
Total number of employees	80

Employee turnover rate is calculated by dividing the number of employees who left during the reporting year by average number of employees during the reporting year. The turnover rate does not take into account the seasonal workers.

EMPLOYEE TURNOVER RATE - (%)

	2024
Turnover rate	3%

Health and safety (B9)

We have an annually audited Occupational Health and Safety Management System (ISO 45001) in place which makes sure we take care of our employees’ health and safety with standardized safety measures and protocols. We test our fire extinguishers, emergency fire station and smoke exhaust hatches on a yearly basis. Our Occupational Safety and Health Committee meets 4 times

a year, and we provide adequate protective equipment and comprehensive safety training for all our employees. Comprehensive preventive and medical occupational health care purchased by a third party is available to all personnel. The efficiency of our safety measures and protocols can also be seen from this year’s numbers.

SAFETY METRICS

Metric	2024
Number of recordable work-related accidents	1
Rate of recordable work-related accidents*	1,25
Number of fatalities as a result of work-related injuries and work-related ill health	0

* The rate of recordable work-related accidents represents the number of respective cases per 100 full-time workers over a yearly timeframe and is based on the assumption that one full-time worker works 2 000 hours per year.



Remuneration, collective bargaining and training (B10)

All our employees are covered by collective agreements. We follow three different collective agreements at TT Gaskets. Employees have a Collective Agreement for the Plastic and Chemical Products Industries, clerical employees have a Collective Agreement for Salaried Employees in the Finnish Chemical Industry, and senior employees have a Collective Agreement for the Senior Salaried Employees in the Chemical Industry. In the first two agreements, job demand classifications are defined and affect the salaries of the employees. We also comply with labor legislation and respect the rights of all employees.

EMPLOYEES COVERED BY BARGAINING AGREEMENTS - (%)

	2024
Percentage of employees	100

We use a collective agreement-based salary system, and we pay all our employees a salary

higher than the minimum wages specified in the collective agreements.

We make sure that all our employees have enough training for their work tasks, and we offer them opportunities to develop their skills and competencies. We carefully orient our new employees and favor mentoring-style sharing of knowledge at work. We arrange training related to, for example, new systems and machines, safety and health. Internal training is organized based on both perceived need and explicit request. Training also occurs through mandatory professional specialization training programs.

We are a founding member company in the Make in Finland ecosystem, through which we participate in the sharing of best practices and peer learning in the manufacturing industry. Another learning network we are a member of is Tampere Business Campus (TBC), through which all our employees can register independently and proactively for any training

event offered in the network.

The goal of all the training provided is to motivate the staff and inspire them in their job-related specializations and to find new perspectives for their daily tasks. New training needs are gone through especially in development conversations held twice a year.

The average numbers of annual training hours related to the development of skills and competencies (both formal and informal forms of capacity building) broken down by gender are as follows:

AVERAGE NUMBER OF ANNUAL TRAINING HOURS BY GENDER - (h/person)

	2024
Males	10,9
Females	8,8

Additional workforce characteristics (C5)

We use external labor in accordance with the collective agreement for smoothing work peaks. We strive to offer permanent positions to temporary agency workers if there is a long-term need for the workforce.

NUMBER OF SELF-EMPLOYED AND TEMPORARY WORKERS - (headcount)

	2024
Total self-employed without personnel that are working exclusively for the undertaking	0
Total temporary workers provided by undertakings primarily engaged in employment activities	10

The management team is responsible for implementing our strategy and ensuring that the daily operations align with our business goals and values. They also oversee risk management and monitor performance across all areas of the business. Gender ratio represents the proportion of women in relation to the total number of employees.

GENDER RATIO AT MANAGEMENT LEVEL

	2024
Gender ratio	0,2

The Management Team of TT Gaskets



Aleksi Arpiainen
CEO and Owner



Emilia Malm
Finance Manager



Matti Järvinen
Quality, Lean & IT Director



Petri Lehtinen
Business Director



Teemu Piipponen
Production Manager

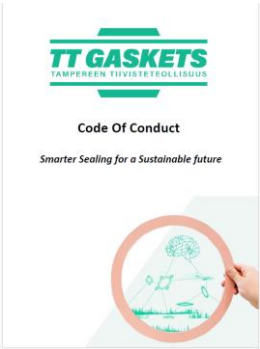


Teemu Sillanpää
Sourcing Manager

Human rights policies and processes (C6)

For own our workforce, we have

- ✓ **Code of Conduct.** Main topics covered: Values and principles, compliance with laws and regulations, workers' rights and human rights, occupational health and safety, environmental responsibility, sustainable development and business ethics.
- ✓ **Complaint-handling mechanisms:** Whistleblowing channel and internal complaint-handling channel



CONTENT OF CODE OF CONDUCT

Topic	Covered in CoC
Child labor	✓
Forced labor	✓
Human trafficking	✓
Discrimination	✓
Accident prevention	✓

Our ethical principles are outlined in our Code of Conduct which is a set of rules and principles that help us act responsibly. All employees are required to read it and act in accordance with it. When signing new employment contracts, employees also sign the Code of Conduct, ensuring a shared commitment to our ethical principles.

Complaints can be made named or anonymously through the internal channel, and anonymously through the Whistleblowing channel maintained by a third party. The internal complaint-handling mechanism is operated by the HR department, which ensures that complaints are handled in accordance with regulations and that the appropriate parties are informed of the handling. Suitable people for handling complaints made through the whistleblowing channel have been designated within the company management, and the person responsible depends on the content of the complaint.

We are a member of the UN Global Compact and adhere to its principles in all our operations: we respect and support universal human rights and ensure that we are not in any way complicit in human rights incidents. We are committed to respecting and supporting workers' rights to freedom of association and to collectively agreed terms and conditions of employment. We do not discriminate against labor, and we prevent the use of any form of forced labor and do not tolerate the teaching or use of child labor.

Severe negative human rights incidents (C7)

We are not aware of any confirmed incidents involving our own workforce, workers in the value chain, affected communities, consumers or end-users.

Confirmed incidents in our own workforce related to the topics

Topic	Existence of confirmed incidents
Child labor	x
Forced labor	x
Human trafficking	x
Discrimination	x
Others	x

We require our suppliers to commit to the Supplier Code of Conduct which covers all critical human rights topics. By regularly auditing our suppliers, we are able to monitor their activities as well as identify and, if necessary, prevent possible human rights incidents within our supply chain.



Governance and Ethics

Smarter Sealing for An Ethical Future

Convictions and fines for corruption and bribery (B11)

We have not gotten any convictions or fines for the violation of anti-corruption and antibribery laws during the year 2024 or any year before it. Our company adheres to the principle of reasonable hospitality and does not give, pay or receive illegal or irrelevant bribes. We do not seek benefits for ourselves or our close friends with the company's information or position, and we do not participate in politics as a company. We comply with competition legislation, we operate according to the principles of fair competition, and we do not cooperate on prices with competitors.

We respect the confidential information and intellectual property rights of our stakeholders.

We take care of safe storage of information and, if necessary, its destruction, and the information of customers, partners or other stakeholders is not passed on. Our entire staff is bound by confidentiality regulations in accordance with the Finnish Employment Contracts Act, Trade Secrets Act and Criminal Code. In addition, an agreement has been signed with all clerical employees and senior employees to extend the confidentiality obligation for a period longer than the confidentiality period prescribed by law.

Thus, we operate our business in an ethically sustainable manner. However, we still offer our employees a whistleblowing platform

based on the EU directive and Finnish legislation, the purpose of which is to enable our personnel a safe and confidential channel to report unethical, illegal or bad activities within our organization. TT Gaskets ensures that the person making the report is not subject to any harmful sanctions.

CONVICTIONS AND FINES FOR CORRUPTION AND BRIBERY

	2024
Total number of convictions	0
Total number of fines	0

Revenues from certain sectors and exclusion from EU reference benchmarks (C8)

We are not active in controversial weapons, cultivation and production of tobacco, or fossil fuel sectors. We are also not excluded from any EU reference benchmarks that are aligned with the Paris Agreement.

Gender diversity ratio in the governance body (C9)

The board of TT Gaskets consists of two non-executive board members as well as 2nd and 3rd generation family business entrepreneurs. The non-executive members are industry and academic leaders whose diverse backgrounds represent years of experience from a wide array of manufacturing and retail disciplines. In addition, we have Herkko Plit (founder and

CEO of P2X Solutions Oy) working as a board advisor.

Due to the small size of the governance body and the impact of the family-owned business to the governance body composition, the gender diversity ratio in the governance body is zero. However, we recognize the importance

of diversity in governance, and we will continue to assess the opportunities to enhance diversity as the company evolves.

Gender diversity ratio in the governance body

	2024
Gender diversity ratio	0

The Board of Directors of TT Gaskets



Matti Arpiainen
Chairman



Aleksi Arpiainen
CEO and Owner



Eero Tomi
Former CEO of AGCO Power Oy,
Various roles from production to sales
management within the engine industry



Kari Neilimo
Former President of SOK, University
Professor, MBA Programme Director
and Board Professional

Final Words

With this sustainability report, our goal is to offer a transparent picture of our company and our sustainability efforts. We will continue to develop the best reporting practices according to our stakeholders' requests and EFRAG's upcoming launch of initiatives to support the implementation.

For us, sustainability means continuous improvement and responsible decision making. We are proud of the progress we have made, but we acknowledge that the work is never truly done.

Creating our first sustainability report was a major milestone for us, and we are eager to continue pursuing our goal of becoming the home of the world's most sustainable sealing solutions. However, sustainability is not a separate goal – it is an integral part of our strategy, our daily operations, and who we are as a company.

Third-party assurance



This sustainability report has been verified externally by an independent third-party auditor, **Moore Idman Oy**. By obtaining a third-party verification, TT Gaskets aims to enhance transparency and credibility of their sustainability reporting, reinforcing the commitment to responsible business practices. The assurance report can be delivered upon request.

Tampere, 30 April 2025

Moore Idman Oy

A handwritten signature in blue ink, appearing to read 'Jussi Savio'.

Jussi Savio,
Authorised Public Accountant (KHT),
Authorised Sustainability Reporting Accountant (KRT)



TT GASKETS

SMARTER SEALING FOR A SUSTAINABLE FUTURE

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