

**TT GASKETS**

# ***Sustainability Report 2025***

TAMPEREEN TIIVISTEOTEOLLISUUS OY



## Greetings from the CEO

As a long-standing family business, we at TT Gaskets believe sustainability is not a campaign or compliance exercise. It is a long-term commitment that shapes how we build our company for the next generation.

The year 2025 marked a defining step in our sustainability journey.

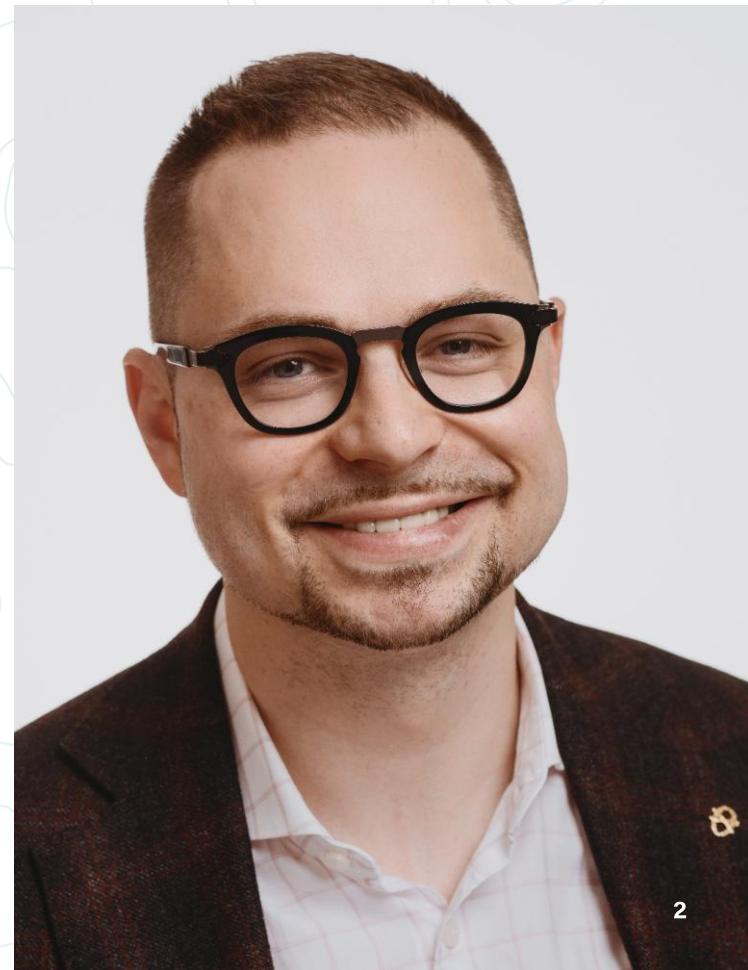
We started the year as the world's first carbon neutral gasket factory for Scope 1 and 2 emissions — the result of years of investments in energy efficiency, 100% green electricity and district heating, fleet electrification and systematic production improvements.

In 2025, we further strengthened our position as a sustainability pioneer. We achieved the EcoVadis Gold rating, received international sustainability recognition from AGCO, and were

honored with a commendation within the international chemical industry network. Our efforts were also featured in a sustainability booklet highlighting how responsible actions shape future-proof family businesses.

A major milestone was the publication of the world's first third-party audited VSME report in our sector. Transparency matters. Sustainability claims must be measurable and verifiable.

Operationally, we commissioned a state-of-the-art automated laser cutting line at our Tampere facility. This investment enhances productivity and quality while improving material efficiency and reducing energy use and carbon intensity per produced unit. Sustainability and competitiveness go hand in hand.



Advancing Scope 3 capabilities was a central focus. Together with Jakamo procurement software, we piloted supplier emission data collection to strengthen our Scope 3 carbon calculations and prepare for product-level footprint reporting. We were also recognized with an award for best supplier experience, underlining our commitment to responsible collaboration across the value chain.

Looking ahead to 2026, our direction is clear.

We continue our journey toward EcoVadis Platinum, advance Scope 3 carbon calculations and aim to deliver our first customer offers containing verified product-level emission data. Through the Jakamo supplier portal, we will implement structured emission data collection across our supplier base. In parallel, we finalize student thesis projects to deepen our understanding of supplier capabilities and evolving customer expectations.

This is not a short-term effort. It is a long-term play — built step by step, investment by investment, partnership by partnership.

At TT Gaskets, sustainability means responsibility, resilience and renewal. We are committed to leaving a lighter industrial footprint than the one we inherited.

Thank you to our employees, customers and partners for building this future together.

*Aleksi Arpiainen*  
Owner & CEO  
TT Gaskets

*In Tampere, 19.02.2026*

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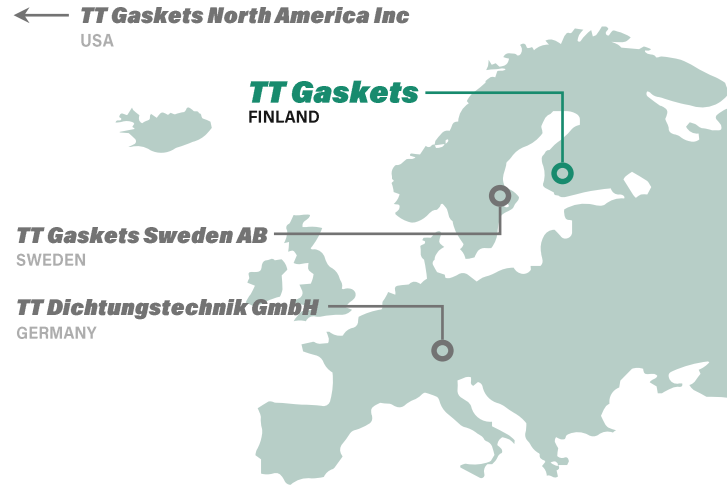
# ***General Information***

***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), München (Germany) and Milwaukee (USA) 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' 20.951", E 23° 50' 32.683"

Turnover, MEUR

**20.4**

2024: 20.0 | Change: +2 %

Personnel, headcount

**86**

2024: 70 | Change: +23 %

Size of Balance Sheet, MEUR

**13.8**

2024: 12.9 | Change: +7 %

NACE Code:

**23.99**

Ownership Form:

**Private limited liability company**

## Sustainability related certifications and labels



### Occupational Health and Safety System (ISO 45001)

- **Description:** International standard for occupational health and safety management systems that helps organizations manage health and safety risks and improve OH&S performance.
- **Date:** latest audit 11.9.2025 (audited yearly since 2000)
- **Issuer:** DNV



### 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 11.9.2025 (audited yearly since 2000)
- **Issuer:** DNV



### EcoVadis – Gold medal

Link to our EcoVadis recognition page: [https://recognition.ecovadis.com/Q2\\_WLbXNYUauknlr7SDqyw](https://recognition.ecovadis.com/Q2_WLbXNYUauknlr7SDqyw)

- **Description:** Leading global sustainability ratings provider assessing environmental, social and ethical performance. It ranks businesses in relation to other companies within the same industry.
- **Score:** 80/100 points, 97<sup>th</sup> percentile (indicates that we are among the top 3% of companies evaluated by EcoVadis)
- **Date:** July 2025



**Other sustainability related initiatives, networks and programs**

**WE SUPPORT**



We've participated in the **United Nations Global Compact** since 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 member of **Responsible Care** which is a voluntary international environment, health, and safety initiative of the chemical industry. The program is based on continuous improvement, sharing best practices and annual reporting.



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.



We are a member of **Vision Zero Forum**. It is coordinated by the Finnish Institute of Occupational Health, and its goal is to encourage workplaces to strive toward a high level of occupational safety and well-being at work.

# 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
<b>Climate change</b>	YES	YES	YES	<ul style="list-style-type: none"> <li>Energy efficiency improvements (e.g. renovations of building automation, LED lightning to production)</li> <li>Transition to carbon-free energy sources (own solar plant, purchased carbon-free nuclear electricity &amp; renewable geothermal heating)</li> <li>Yearly audited Environmental Management System (<a href="#">ISO 14001</a>)</li> </ul>	<ul style="list-style-type: none"> <li>Adoption of Science Based Targets Initiative by 2027</li> <li>Annual concrete environmental actions</li> </ul>
<b>Pollution</b>	YES	YES	YES	<ul style="list-style-type: none"> <li>GHG emissions measurement</li> <li>Efficient waste management practices aiming to recycle and reduce the waste generated</li> <li>Electrification of company cars</li> </ul>	<ul style="list-style-type: none"> <li>Explore new ways to reduce or recycle waste</li> </ul>
<b>Water and Marine Resources</b>	YES	NO	NO	<ul style="list-style-type: none"> <li>Purification and recycling of wastewater from production</li> </ul>	

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
<b>Biodiversity and Ecosystems</b>	YES	NO	YES	<ul style="list-style-type: none"> <li>Biodiversity-friendly sourcing of raw materials</li> <li>EU Deforestation Regulation (EUDR) compliant material sourcing by 2025</li> </ul>	
<b>Circular Economy</b>	YES	YES	YES	<ul style="list-style-type: none"> <li>Increased use of recycled and recyclable materials in packaging</li> <li>Material optimization in production through production planning</li> </ul>	<ul style="list-style-type: none"> <li>Increase the recycling rate of plastic waste</li> <li>Increase the use of Preferred materials to reduce waste produced in the production</li> </ul>
<b>Own workforce</b>	YES	NO	YES	<ul style="list-style-type: none"> <li>Code of conduct</li> <li>Internal personnel and equality plan</li> <li>Yearly audited Occupational Health and Safety Management System (ISO 45001)</li> <li>Sharing the company's sustainability efforts with employees quarterly at the "What's up TTG" events</li> </ul>	<ul style="list-style-type: none"> <li>Zero accidents at the workplace, during commuting and on business travel</li> </ul>
<b>Workers in the value chain</b>	YES	NO	NO	<ul style="list-style-type: none"> <li>Regular supplier audits</li> <li>Supplier Code of Conduct</li> <li>Tracking supplier compliance through supplier portal</li> </ul>	
<b>Affected communities</b>	YES	YES	NO	<ul style="list-style-type: none"> <li>Collaboration with a local University (research projects, student internships, and thesis supervision)</li> <li>Community engagement: sponsoring local sports team (Ilves) and youth employment</li> </ul>	
<b>Consumers and end-users</b>	YES	YES	NO	<ul style="list-style-type: none"> <li>Assuring compliance with customer requests to ensure product safety and quality</li> <li>Yearly audited Quality Management System (ISO 9001)</li> </ul>	<ul style="list-style-type: none"> <li>Zero product safety incidents in our customers' processes</li> </ul>
<b>Business conduct</b>	YES	NO	NO	<ul style="list-style-type: none"> <li>Whistleblowing system implemented</li> <li>Compliance with regulation and national and international laws</li> </ul>	

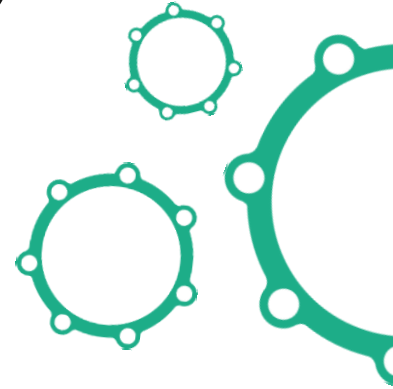
# Strategy: Business model and sustainability-related initiatives (C1)

TT Gaskets is a Nordic manufacturer of technically advanced gaskets, shims, and insulation solutions. We are an independent family-owned company providing solutions and services to all major industries. With strong technical expertise, certified quality and a commitment to sustainability, we provide durable sealing solutions that enhance safety

and efficiency while reducing environmental risks in our customers' operations.

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

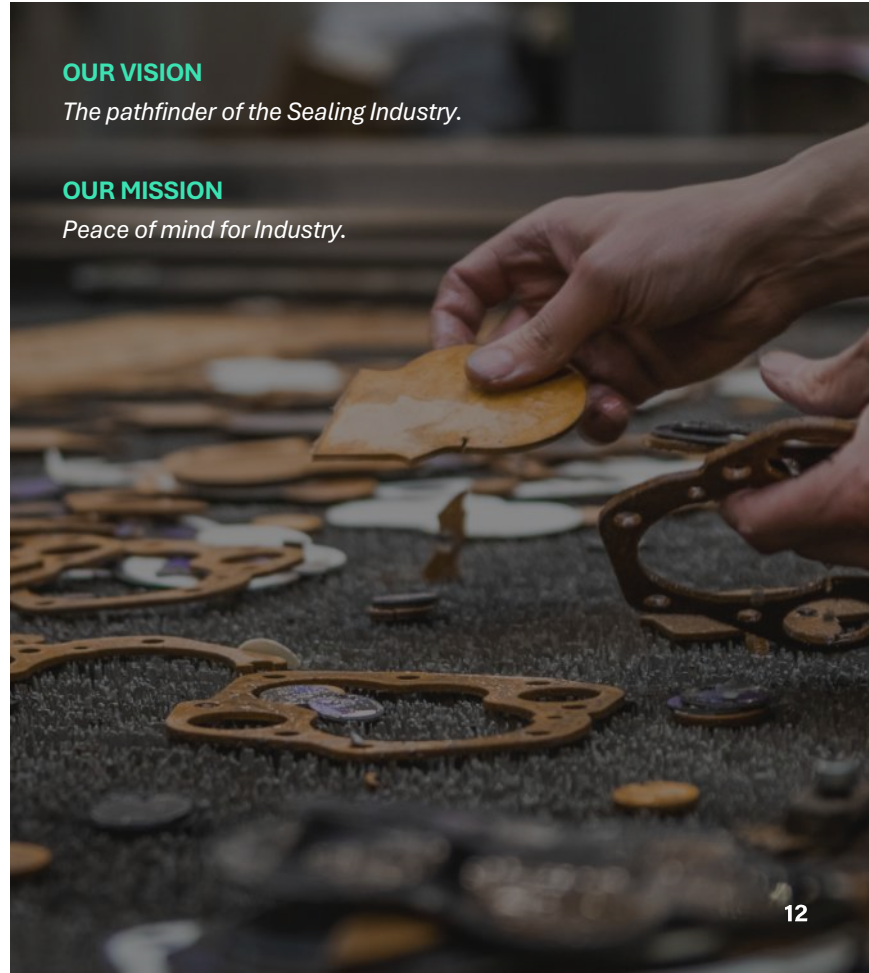
In our strategy and in our everyday activities, our owners' strong will to have a long-term view and act responsibly is highlighted. Sustainable growth is a responsible business practice which we have listed in our ownership strategy. In other words, sustainability is a strategic priority for us, and we are committed to taking a proactive role in driving meaningful progress.

**OUR VISION**

*The pathfinder of the Sealing Industry.*

**OUR MISSION**

*Peace of mind for Industry.*



# ***Climate and Environment***

***Smarter Sealing for A Sustainable Future***

# Energy and greenhouse gas emissions (B3)

Our energy consumption is presented in the adjacent table, and the calculations are based on values from energy bills. In 2023, we transferred to geothermal heating and in 2025, all our business operations were certifiably powered by 100 % carbon-free energy. In the beginning of 2025, we switched to an electric lawn mower, resulting in the complete elimination of fuel use in our operations.

With our own solar power plant with over 1700 solar panels, around 25 % of our electricity is self-generated making us almost completely self-sufficient in energy during the summers. 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	2025	Change	
Fossil fuels	0,1	0	-0,10 (-100 %)	
Electricity	Purchased ( <i>carbon-free</i> )	1 467	1 665	+198 (+14 %)
	Self-generated ( <i>renewable</i> )	492	488	-4 (-1 %)
<b>Total</b>	<b>1 959,1</b>	<b>2 153</b>	<b>+194,2 (+10 %)</b>	



We have calculated our direct emissions from our operations (Scope 1) and indirect emissions from purchased energy (Scope 2) in accordance with the GHG Protocol Corporate Standard. Through a full transition to carbon-free energy and further progress in electrification during 2024, we achieved carbon neutrality for Scope 1 and 2 emissions in 2025. However, we remain committed to further mitigating climate change by increasing energy efficiency, for example.

In 2025, we participated in a climate program organized by the Finland Chamber of Commerce to strengthen our understanding of the climate impacts across our value chain. As part of the program, we calculated our carbon footprint across Scopes 1-3 using the Central Chamber of Commerce’s calculator, which is based on the GHG Protocol. Calculations were checked by the Chamber,

**GHG EMISSIONS - (tCO<sub>2</sub>e)**

Scope	2024	2025	Change
Scope 1	0,03	0,00	-0,03 (-100 %)
Scope 2	13,06	0,00	-13,06 (-100 %)
Scope 3	N/A	5158,16	N/A
<b>Total</b>	<b>13,09</b>	<b>5158,16</b>	<b>N/A</b>

providing our first estimate of our Scope 3 emissions. We will continue to refine these calculations in the subsequent years.

When assessing our value chain, we identified seven material Scope 3 categories for inclusion in the calculations: purchased goods and services, fuel- and energy-related activities, upstream transportation and distribution, waste generated in operations, business travel, employee commuting, and end-of-life treatment of sold products.

Carbon intensity is calculated by dividing gross GHG emissions by turnover. Two intensity figures are presented: one covering Scopes 1-2 and one covering Scopes 1-3.

**GHG INTENSITY- (tCO<sub>2</sub>e/k€)**

Scope	2024	2025	Change
Scopes 1-2	0,001	0	- 100 %
Scopes 1-3	N/A	0,253	N/A



# 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.

TTG’s factory uses only a small area. Our production does not emit any pollutants into the air, water or soil, which minimizes our negative impacts on biodiversity and surrounding ecosystems. Thus, biodiversity is not a topic on which we have a major impact.

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	2025	Change
Total sealed area	2,16	2,16	0 (±0 %)
Total nature-oriented area on-site	0,07	0,07	0 (±0 %)
Total nature-oriented area off-site	0	0	0 (±0 %)
<b>Total use of land</b>	<b>2,23</b>	<b>2,23</b>	0 (±0 %)



## 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	2025	Change
Amount	2396	2667	+271 (+11 %)

# 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

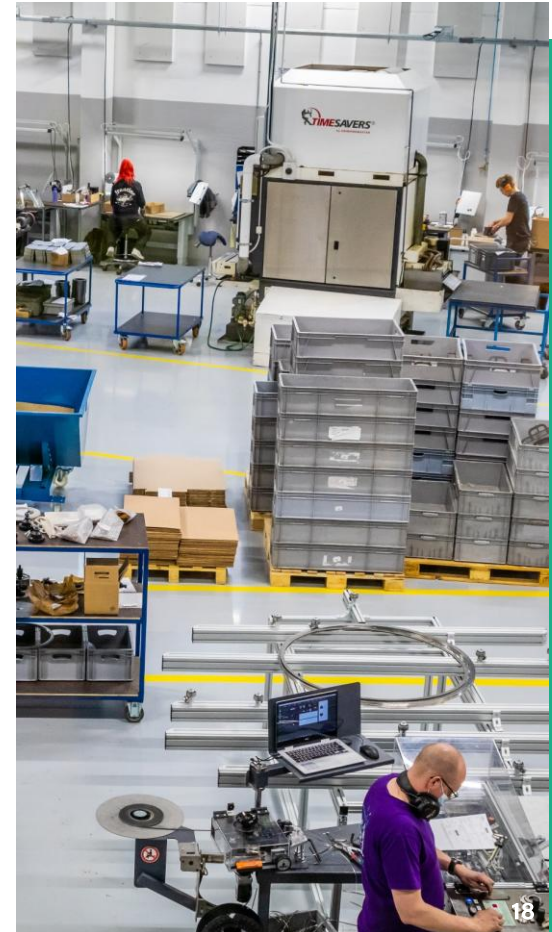
We recycle all our waste properly and our target is to minimize its overall amount.

## 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 waste data was obtained from our waste handler's online database. The categories have been revised since the previous year.

**WASTE GENERATED - (tonnes)**

Waste type	2024			2025			Total change
	Waste diverted to recycle or reuse	Waste diverted to disposal	Total	Waste diverted to recycle or reuse	Waste diverted to disposal	Total	
<b>Non-hazardous waste</b>	<b>382,3</b>	<b>37,0</b>	<b>419,3</b>	<b>393,9</b>	<b>38,0</b>	<b>431,6</b>	<b>+12,3 (+3 %)</b>
<i>Biowaste</i>	2,4	0	2,4	2,5	0	2,5	+0,0 (+2 %)
<i>Confidential material</i>	8,3	0	8,3	1,2	0	1,2	-7,0 (-86 %)
<i>Construction waste</i>	2,5	0	2,5	5,6	0	5,6	+3,1 (+122 %)
<i>Energy waste</i>	155,7	0	155,7	161,9	0	161,9	+6,2 (+4 %)
<i>Mixed waste</i>	94,3	0	94,3	94,8	0	94,8	+0,5 (+1 %)
<i>Mixed wood</i>	N/A	N/A	N/A	35,5	0	35,5	N/A
<i>Plastic packaging</i>	N/A	N/A	N/A	3,8	0	3,8	N/A
<i>Recycled wood</i>	2,0	0	2,0	N/A	N/A	N/A	N/A
<i>Sludge</i>	52,3	0	52,3	16,3	0	16,3	-35,9 (-69 %)
<i>Soil and stone aggregate</i>	34,5	37,0	71,5	70,9	0	70,9	-0,6 (-1 %)
<i>Wood waste</i>	30,3	0	30,3	1,3	0	1,3	-29 (-96 %)
<i>Others</i>	N/A	N/A	N/A	0,1	37,7	37,8	N/A
<b>Hazardous waste</b>	<b>1,6</b>	<b>1,1</b>	<b>2,7</b>	<b>1,7</b>	<b>0,7</b>	<b>2,5</b>	<b>-0,2 (-8 %)</b>
<b>Total</b>	<b>383,9</b>	<b>38,1</b>	<b>421,9</b>	<b>395,6</b>	<b>38,5</b>	<b>434,1</b>	<b>+12,1 (+3 %)</b>

We have a wide material selection with thousands of options. Our key material groups, as well as their purchasing volume for 2024-2025, are presented in the table below. Mass-flow data in units of weight can only be provided for metals, as most other raw materials are purchased in square meters, and corresponding weight data is not available.

**MASS-FLOW OF RELEVANT MATERIALS**

Material	2024	2025	Change
<b>Total metals (kg)</b>	<b>528 943</b>	<b>479 891</b>	<b>-49 052 (-9 %)</b>
<b>Total non-metals (m2)</b>	<b>98 339</b>	<b>109 252</b>	<b>10 913 (+11 %)</b>
<i>Fibers (m2)</i>	48 943	51 555	2 612 (+5 %)
<i>Rubber (m2)</i>	20 507	24 499	3 992 (+19 %)
<i>Graphite (m2)</i>	13 111	14 695	1 584 (+12 %)
<i>Rubber cork (m2)</i>	11 282	13 417	2 134 (+19 %)
<i>PTFE (m2)</i>	3 048	2 827	-220 (-7 %)
<i>Plastics (m2)</i>	1 447	2 259	812 (+56 %)

# 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: 429tCO2e	2027: 0 tCO2e
Scope 3	N/A	N/A

We achieved carbon neutrality for Scope 1 and 2 emissions in 2025, meaning that we reached one of our climate targets two years ahead of schedule. Therefore, year 2025 is a special milestone for us in our climate journey.

Next, we will comprehensively assess our possibilities to reduce our Scope 3 GHG

emissions. Reduction target for Scope 3 emissions will be set after joining the Science Based Targets Initiative (SBTi) during the upcoming years.

We do not yet have a transition plan for climate change mitigation in place. However, we will adopt one after setting our Scope 3 emissions reduction target.

To support our climate transition, our key commitments include:

1

### Maintaining carbon neutrality for Scopes 1 and 2

- We will maintain our carbon neutrality for Scopes 1 and 2 by continuing to use carbon-free energy and sustaining our current level of electrification.

2

### Joining the Science Based Targets initiative

- Joining the SBTi ensures that our emissions reduction targets are aligned with the latest climate science.

# ***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 in the last day of the year. The calculation method has changed since last year and, therefore, figures from last year have been updated to align with the new methodology.

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

excellence, sustainability 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 we offer contracts with reduced hours, for example, alongside studies.

## NUMBER OF EMPLOYEES BY CONTRACT TYPES - (headcount)

Type of contract	2024	2025	Change
Temporary contract	1	11	+10 (+1000 %)
Permanent contract	69	75	+6 (+9 %)
<b>Total</b>	<b>70</b>	<b>86</b>	<b>+16 (+23 %)</b>

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

Country of employment contract	2024	2025	Change
Finland	70	86	+16 (+23 %)
<b>Total</b>	<b>70</b>	<b>86</b>	<b>+16 (+23 %)</b>



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	2025	Change
Male	31	37	+6 (+19 %)
Female	39	49	+10 (+26 %)
<b>Total number of employees</b>	<b>70</b>	<b>86</b>	<b>+16 (+23 %)</b>

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

**EMPLOYEE TURNOVER RATE - (%)**

	2024	2025	Change
Turnover rate	3 %	7 %	+4 pp

# 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.

Our yearly goal is to have Zero accidents at the workplace, during commuting and on business travel.

## SAFETY METRICS

Metric	2024	2025	Change
Number of recordable work-related accidents	1	4	+3 (+300%)
Rate of recordable work-related accidents*	1,43	4,65	+3,22 (+226%)
Number of fatalities as a result of work-related injuries and work-related ill health	0	0	0 (±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	2025	Change
Percentage of employees	100	100	0 (±0 %)

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, 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.

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	2025	Change
Males	10,9	10,4	-0,5 (-5 %)
Females	8,8	5,4	-3,4 (-38 %)

# Additional workforce characteristics (C5)

We use external labor in accordance with the collective agreement to manage capacity 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	2025	Change
Total self-employed without personnel that are working exclusively for the undertaking	0	0	0 (±0 %)
Total temporary workers provided by undertakings primarily engaged in employment activities	10	10	0 (±0 %)

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	2025	Change
Gender ratio	0,2	0,2	0 (±0 %)

## The Management Team of TT Gaskets



**Aleksii 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, and business ethics, and sustainable development.

✓ **Complaint-handling mechanisms:** Whistleblowing channel and internal complaint-handling channel

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.



## CONTENT OF CODE OF CONDUCT

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

# 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	× No
Forced labor	× No
Human trafficking	× No
Discrimination	× No
Others	× No

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 can monitor their activities as well as identify and, if necessary, prevent possible human rights incidents within our supply chain.

Both of our Code of Conducts can be found on our website.



# ***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 2025 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	2025	Change
Total number of convictions	0	0	0 (±0 %)
Total number of fines	0	0	0 (±0 %)

# 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	2025	Change
Gender diversity ratio	0	0	0 (±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.

Following the milestone of publishing our first sustainability report last year, we remain committed to advancing our goal of becoming the home of the world's most sustainable sealing solutions. For us, 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, 18 June 2026

Moore Idman Oy

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

Jussi Savio,  
Authorised Public Accountant (KHT)



# ***TT GASKETS***

***SMARTER SEALING FOR A SUSTAINABLE FUTURE***

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