

Sustainability Report 2025



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1. GENERAL INFORMATION

1.1 CEO'S REVIEW

” I took over as CEO of EC Electro Center in April 2026, after the end of the reporting period, and in this review, I will examine EC’s sustainability efforts as part of the company’s next phase of development. I bring with me over 20 years of experience in international industry—from Sandvik, Vexve and Bronto Skylift—in environments where sustainability has been integrated from the strategic level into day-to-day operations. I have seen firsthand how sustainability expectations have grown year after year and how they are shaping our entire industry.

This is our first sustainability report prepared in accordance with internationally recognized standards. It’s an important step, because our customers’ day-to-day operations have changed: audits, sustainability-related surveys, and verification requirements are a constant. We aim to be a partner that helps our customer turn these requirements into a combative advantage – not just a matter of checking boxes.

EC operates as part of value chains that support the green transition, as our products and services support our customers, electrification and automation efforts. We create solutions that combine efficiency, quality, and sustainability with our customers' needs.

Our in-house production in Tampere, our ISO 9001-Certified Quality Management System, and systematic traceability ensure that our customers can rely on us as part of their own value chain. Lean thinking guides our work, and we make concrete investments in more sustainable solutions—our new laser cutting machine is a good example of how we’re reducing waste.

Based on my initial experiences, sustainability has already become an integral part of EC’s day-to-day operations. This is particularly evident in customer-facing roles and sales—our people see it as an inspiring aspect of serving our customers, and we already have a solid foundation on which to build.

In 2026, we will refine EC’s sustainability strategy and strengthen the impact of our sustainability efforts. We will identify our strengths, areas for improvement, and how we can create a genuine competitive advantage for our customers and ourselves. This report is one step on our long-term path to success. I would like to thank EC’s staff and all our stakeholders in advance—let’s do this together”

Jani Berkovits,
EC Electro Center, CEO



1.2 Presentation of Sustainability Report

Business model

This report has been prepared for EC Electro Center’s stakeholders, particularly customers, workers, suppliers, and other partners. The goal of the report is to transparently describe the current state of EC’s sustainability efforts, key impacts, risks, and opportunities, as well as the direction of sustainable business operations in the coming years.

EC Electro Center at a Glance

EC Electro Center Oy (hereinafter also referred to as “EC”, “Electro Center”, and/or “the company”) is a Tampere-base company whose business is based on a customer-oriented design-to-order-manufacturing chain and encompasses the electrical, automation, and mechanical design and manufacturing of electrical and automation centers, electrical rooms, and transformer rooms.

Purpose

EC Electro Center’s purpose is to provide reliable, safe, and sustainable electrical engineering solutions that support our customers’ operations and the functioning of society. The company’s purpose is defined not only by what it does, but also by how it operates .

This mission is reflected in our daily work through solutions that meet high quality and safety standards and address our customers’ actual needs. EC takes a long-term approach to its operations and develops products and processes that promote energy efficiency, sustainable use of resources, and reduce environmental impact.

EC strives to be a reliable partner in all situations through open collaboration, clear communication, and a commitment to quality. Together with its customers, workers, and other stakeholders, the company aims for continuous improvement and solutions that meet both current and future needs.





Values

Electro Center’s operations are guided by four values that are reflected in our day-to-day work – whether in customer service, internal collaboration, or the company’s continuous improvement.



Value 1: Customer-oriented approach

We listen to and understand our customers’ needs and develop solutions that support their goals.

Our customer-centric approach is reflected in reliable deliveries, promises kept, and safe, functional, and high-quality solutions.



Value 2: Professionalism

Professionalism is a central part of our identity. Strong expertise, technical proficiency, and continuous development enable us to deliver reliable, high-quality services.

We actively strengthen our expertise at both the individual and organizational levels to meet evolving demands.



Value 3: Creativity and continuous improvement

We are constantly looking for better and more efficient ways of working.

We encourage the continuous development of new ideas and innovations that improve quality, safety, and environmental efficiency, and help us remain among the industry’s leading companies.



Value 4: Solidarity, openness and team spirit

We promote a culture of respect and inclusion, where everyone feels valued and safe.

Open dialogue, constructive feedback, and working together are essential to achieving the best results as a team.

By acting in accordance with our values, EC is able to build long-term trust, deliver high-quality work, and establish sustainable practices – as well as create a workplace where everyone can thrive.

Strategy

At the heart of EC strategy are skilled, growing, and thriving workers, as well as efficient and digitized processes that support all its operations. EC offers its customers high-quality product design services in the fields of electrical, automation, and mechanical engineering, ensuring sustainable product solutions. EC builds and develops a comprehensive and dynamic partnership network, which enables a high-quality and cost-effective supply chain.

Preparation of the Sustainability Report

This Sustainability Report covers the operations of EC Electro Center Oy for the period January 1, 2025–January 31, 2026. The reporting period differs from the fiscal year of the consolidated financial statements (September 1, 2024–August 31, 2025), and the report does not cover the operations of EC Elmation Oy. However, the report covers the entire EC value chain, from upstream and downstream product manufacturers to end users.

This Sustainability Report has been prepared in accordance with the structure and principles of the EU Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS). In addition, the report includes references to the UN Agenda for Sustainable Development where deemed relevant.

1.3 History of EC—over 30 years of enabling sustainability

EC Electro Center’s roots date back to the early 1990s, when Pirkan MS-Kojeisto Oy took over Maansähkö Oy’s operations in Tampere in the manufacture of electrical control panels and the resale of components. The business grew steadily: in the early 2000s, the service offering expanded to include shelving services, and in 2003, TAS-Kojeisto Oy joined the group. In early 2014, both companies merged to form EC Electro Center Oy, which has since operated as a single entity. In 2022, EC Elmation became part of EC Electro Center, further strengthening EC’s delivery reliability and enabling competitive pricing through joint material procurement.

From the very beginning, this growth has been driven by a deliberate ownership strategy: all owners work at the company, no one holds a majority of the votes, and decision-making is collective. This structure brings multiple perspectives to decision-making and minimizes ownership risk. In the early stages, the financial backers were also involved, as launching the business tied up a significant amount of capital, but over time, ownership transferred entirely to those working at the company. Well-planned generational transitions ensure that the strategy is maintained and the company remains dynamic well into the future.



1.4 Corporate sustainability



EC's sustainability efforts support customers, particularly through supply chain reliability, product safety, traceability, and compliance with sustainability requirements. The reported data helps customers evaluate EC as part of their own sustainability and procurement processes.



E – Environmental sustainability

What is EC's goal?

EC aims to be a catalyst for its customers' energy efficiency and low-carbon transition. The electrical and automation solutions designed and manufactured by EC help the industrial sector produce more with less—from wind farms to ports and paper mills.

How does EC achieve this?

- By electrifying and automating its customers’ machines and equipment.
- By providing its customers with expert electrical, automation, and mechanical design services that ensure quality and longevity.
- By producing larger integrated systems under one roof—this way, EC reduces logistics traffic in production.
- By monitoring, measuring, and managing the operations of both EC and its subcontractors.
- By operating in compliance with the requirements of the REACH and RoHS regulations.

Key themes

- Effective emissions calculation and reduction.
- Resource efficiency and quality.
- Supporting partners in finding sustainable solutions.
- Proper handling of hazardous substances and waste, and prevention of environmental pollution.
- Compliance with REACH and RoHS regulations.

Key initiatives during the reporting period

- First calculation of greenhouse gas emissions (Scope 1, Scope 2, and Scope 3 emissions).
- A Quality and Sustainability Manager was hired to oversee the systematic advancement of sustainability efforts and quality management.
- Joined the Keskuskauppakamari Climate Community as a member.
- Planning and approval of the climate roadmap.
- Purchased a 5D laser cutting machine to promote resource efficiency—it is the first of its kind in Finland.
- International frameworks.

International frameworks



UL 508A Industrial Control Panel Fabricator

CERTIFIED
ISO 9001
ISO 14001





Ilmasto-yhteisö

NCAGE CODE: A0E2G



UN goals relevant to this topic

The key themes of our environmental sustainability are linked to the UN Sustainable Development Goals:

9

INDUSTRY, INNOVATION AND INFRASTRUCTURE



12

RESPONSIBLE CONSUMPTION AND PRODUCTION



13

CLIMATE ACTION



14

LIFE BELOW WATER



15

LIFE ON LAND





S –Social sustainability

What is EC’s goal?

One of EC's top priorities is to retain workers and build a workplace where safety, expertise, and an open culture are strengthened year after year.

How does EC achieve this?

- Company’s owners hold key positions in management, sales and production.
- Regular performance reviews and employee surveys.
- Providing an anonymous feedback channel (Whistleblowing) for workers.
- Rewards for long-term employment.
- Recording safety observations.

Key themes

- Workers working conditions and well-being.
- Skills development and training.
- Safety.
- Equal treatment and non-discrimination.
- Rights of workers in the value chain.

Key initiatives during the reporting period

- Application of the Code of Conduct to the entire staff.
- Implementation of the Code of Conduct for supplier.
- Planning and implementing a roadmap for social sustainability.
- Implementation of an anonymous feedback channel (Whistleblowing) maintained by a third party.
- Defining a set of KPIs for social performance and establishing a baseline.
- Supervisor training and creating a manual.
- Creating an end user policy.

International frameworks



UN goals relevant to this topic

The most essential themes of social sustainability are linked to the UN Sustainable Development goals:





G – Good governance

What is EC’s goal?

EC operates transparently, systematically, and ethically to build trust in every interaction—whether with employees, customers, or partners.

How does EC achieve this?

- Clear role descriptions for every worker.
- Providing an anonymous feedback channel (Whistleblow).
- Transparent processes
- Flat organizational structure.
- High-quality and confidential customer relationship management.

Key themes

- Corporate culture and an open governance model.
- High-quality customer and supplier relationships.
- Prevention of corruption and bribery.
- Transparent supervising and reporting.

Key initiatives during the reporting period

- Development and implementation of the Code of Conduct and the Code of Conduct for suppliers.
- Creating an end user policy.
- Applying for an EcoVadis assessment and achieving ”Committed” status.
- Launching the collection of baseline data to set administrative goals.

International framework

CERTIFIED
ISO 9001
ISO 14001



UN goals relevant to this topic:

The most essential themes of good governance are linked to the UN’s Sustainable Development goals:



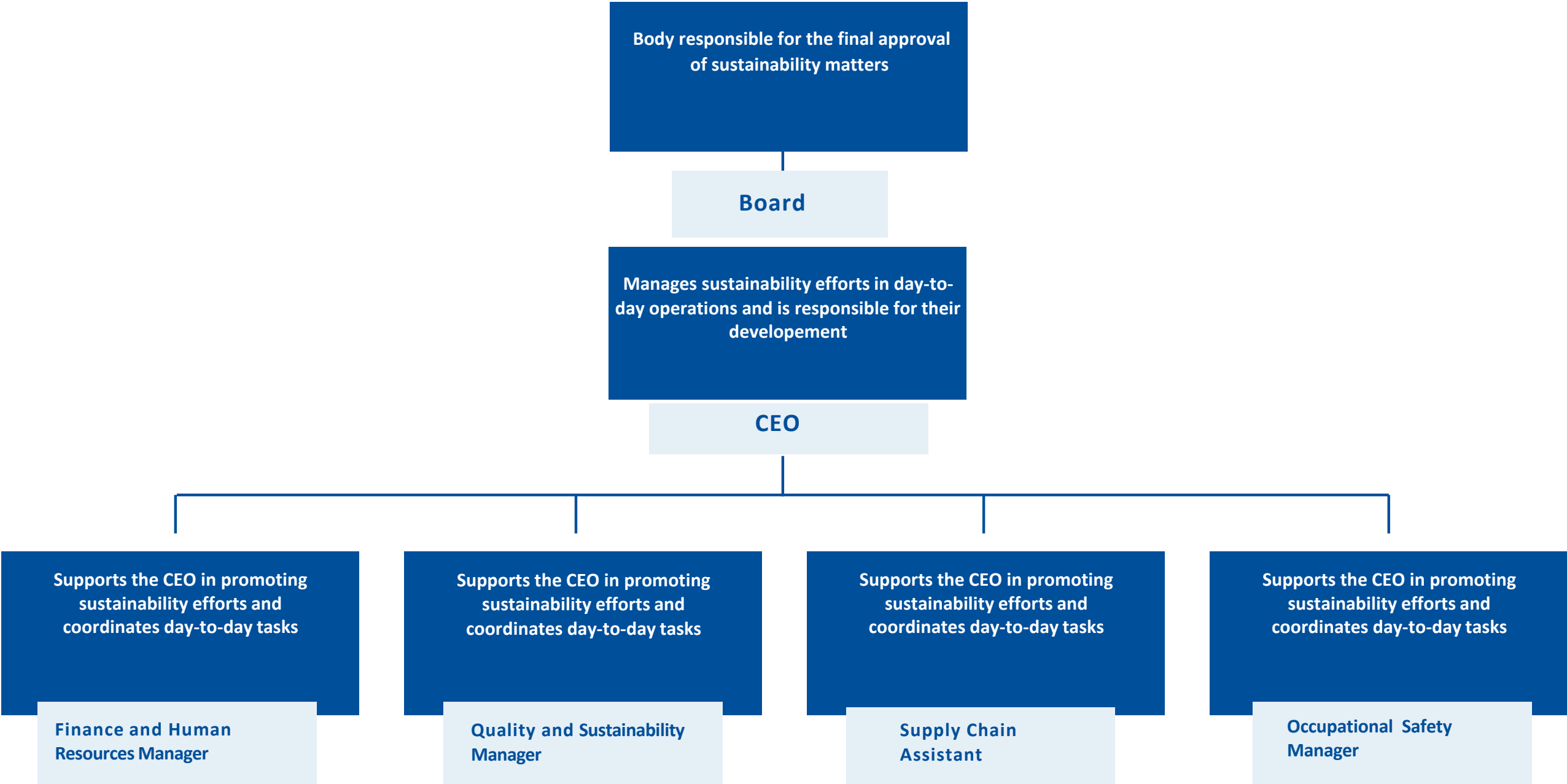
1.5 This is how EC operates and promotes sustainability

Sustainability and risk management

At the executive team level, the risks and opportunities related to sustainability work are assessed annually, and based on these assessments, development measures are established, for example, in connection with management reviews. In day-to-day operations, risk management for sustainability issues is based on the ISO 14001 system.

ISO 14001 Environmental Management System standard provides EC Electro Center with a systematic framework for identifying, assessing, and managing sustainability-related risks. In practice, this means that environmental management is not left to individual decisions but is integrated into the company’s management system.

From a Risk Management perspective, the standard’s key strength is its PDCA (Plan-Do-Check-Act) structure, which requires continuous monitoring and improvement of environmental impacts. For a manufacturing company like EC, this is particularly important, as production involves the handling of materials and chemicals that require a systematic approach to management.



Business model and industry

Business model

EC Electro Center’s business model is based on a customer-driven order–design–manufacturing process. The upstream value chain consists of sourcing components and raw materials from multiple suppliers, as well as logistics services through which materials are delivered to the company’s production facilities in Tampere.

In EC’s own operations, once a request for quotation has been received from a customer, it is reviewed, after which the product is designed and manufactured. Each product undergoes a systematic design, manufacturing and testing process.

In the downstream value chain, finished products are delivered directly to customers, who use electrical and automation switchboards, electrical rooms, energy storage systems and charging stations in their own operations. EC’s role in the value chain is that of a manufacturer and solution provider: the company combines components sourced from suppliers into customized solutions that enable the electrification of customers’ operations and support the broader energy transition.

Service categories

EC Electro Center’s business operations consists of four core processes: the desing and manufacturing of electrical and automation switchboards; the design and manufacturing of electrical rooms, energy storages systems and charging stations; component sales (including e-commerce); and component shelving services. These are supported by various operational and support processes: sales, procurement and logistics, design, production, non-confirmity management, finance and administration, as well as quality, environmental and safety management

From a sustainability perspective, the most significant product group is the design and manufacturing of electrical rooms, energy storage systems and charging stations, which directly supports the electrification of society and the climate transition. The manufacturing of electrical and automation switchboards also enables the electrification of customers’ machinery and equipment

All products are designed and manufactured according to customer requirements and undergo a systematic review, design, manufacturing and testing process. Each product is tested before delivery and fitted with CE marking plates.

During the reporting period, there were no significant changes in the company’s product or service categories.



1.6 DMA (Double Materiality Assessment)

Double Materiality Assessment in a Nutshell

In early 2025, EC Electro Center conducted a Dual Materiality Analysis (DMA) to identify the sustainability issues that are most significant for the company’s business and its stakeholders, and upon which it is reasonable to base its sustainability efforts and reporting. Although EC is not among the first companies subject to reporting obligations under the Corporate Sustainability Reporting Directive (CSRD), the analysis was conducted by adapting a process aligned with the CSRD and the European Sustainability Reporting Standards (ESRS). This ensured that material topics were identified systematically and that the results of the analysis are comparable and lay the groundwork for potential future reporting requirements.

Conduct of the Assessment and Participal

The Double Materiality Assessment was conducted during joint workshop held by the EC and external consultants in January-February 2025. The work was facilitated by an external sustainability expert (Impact Agency Fabrik Oy), whose role was to ensure methodological quality, compliance with CSRD and ESRS requirements, and an independent perspective on the assessment. On the EC’s side, representatives from both business operations and administration participated in the work to ensure that all key areas – production and logistics, human resources, procurement and supply chain, sales and customer relations, and management – were represented.

Stakeholder Consultation

Stakeholder perspectives are a key starting point for the Double Materiality Assessment. At EC, stakeholder consultation was conducted through stakeholder surveys, which mapped the views of employees, customers, suppliers, and other partners on which sustainability topics are most important from their perspective and what expectations they have regarding the company’s sustainability efforts. The survey results were used in workshops as one of three primary sources for the assessment – the others being the IRO analysis (impacts, risks, and opportunities) and the requirements of the ESRS standards.

Management approval and Assessment update

The results of Double Materiality Assessment have been reviewed and approved by the EC’s executive team. The Assessment is updated regularly, and during these updates, the data, evaluation criteria, and stakeholder perspectives are reviewed to ensure that the analysis remains relevant and guides sustainability efforts in the right direction.





Results of Douple Materiality Assessment

E1 CLIMATE CHANGE	Impactful essentiality	Economic essentiality
Adapting to climate change	Essential	Essential
Mitigation of climate change	Essential	Essential
Energy	Essential	Essential
E2 POLLUTION		
Air pollution	Essential	Essential
Soil contamination	Essential	Essential
E3 WATER AND MARINE NATURAL RESOURCES		
Water and marine natural resources	No essential	No essential
E4 BIODIVERSITY AND ECOSYSTEMS		
Direct factors contributing to the loss of biodiversity	No essential	Essential
Impacts on the extent and condition of ecosystems	No essential	Essential
E5 CIRCULAR ECONOMY AND RESOURCE EFFICIENCY		
Outflow of resources for products and services	Essential	Essential

S1 OWN WORKERS	Impactful essentiality	Economic essentiality
Working conditions of own workers	Essential	Essential
Equal treatment and equal opportunities for all	Essential	Essential
S2 WORKERS IN THE VALUE CHAIN		
Working conditions in the value chain	Essential	Essential
Preventing the use of child labour in the value chain	Essential	Essential
Preventing the use of forced labour in the value chain	Essential	Essential
Equal treatment and equal opportunities for all	Essential	No essential
S3 COMMUNITIES AFFECTED		
Communities affected	No essential	No essential
S4 CONSUMERS AND end userS		
Communication effects on consumers and/or end users	No essential	Essential
Personal safety of consumers and/or end users	No essential	Essential
G1 GOOD GOVERNANCE		
Corporate culture	Essential	Essential
Relationships with suppliers of goods and services, including payment practices	Essential	Essential
Corruption and bribery	No essential	Essential

2. SUSTAINABLE CLIMATE AND ENVIRONMENT

2.1 Climate Change ^{S1}

Climate change is not an abstract global challenge for EC—it is clear in the industries that EC serves. The electrification of wind turbines, port automation, and energy efficiency in industrial processes are all part of the same transformation, in which the EC’s customers are seeking ways to do more with less. In this equation, the EC’s role is twofold: the company must both reduce the climate impact of its own operations and identify areas where its expertise can accelerate its customers’ transition toward a low-carbon industry.



This is how EC promotes its climate efforts

The Climate Transition Plan guides environmental efforts

At EC Electro Center, climate action is not just a series of isolated measures but rather a long-term and systematic development effort. The company has drawn up a Climate Transition Plan for the years 2026–2028, which provides a clear direction for managing and reducing environmental impacts.

The foundation for this work was laid in previous years. EC has invested in geothermal heating, switched to LED lightning, and installed water-saving fixtures—these measures have significantly reduced the company’s direct environmental impact. Now we are looking ahead; the focus of company’s climate work is shifting to the value chain, where the greatest opportunities for impact lie in procurement, logistics, and supplier selection.

Climate action also extends further through the company’s products; EC’s solutions support customers’ own climate goals by enabling the electrification of machinery and equipment. In this way, the company not only reduces its own carbon footprint but also contributes to society’s overall climate transition. The specific details and progress of the climate transition plan are presented later in this report.

The first comprehensive emissions inventory lays the groundwork for climate action

EC took a significant step forward in its climate efforts by conducting the first carbon footprint calculation in the company’s history for the period from September 1, 2024, to August 31, 2025. The calculation was carried out in collaboration with Reforest Finland Oy in accordance with the GHG Protocol framework and covers all three emission categories: direct emissions (Scope 1), indirect emissions from purchased energy (Scope 2), and value chain emissions (Scope 3).

The results of the calculation show that EC’s direct emissions account for only a small share of total emissions and that the greatest potential for impact lies within the value chain, particularly in procurement. This initial calculation provides EC with a reliable knowledge base that enables emissions reduction measures to be targeted where they will have the greatest impact.

Make a difference wherever possible – the Supplier Code of Conduct and the Code of Conduct promote sustainable business practises

EC Electro Center does not build a sustainable business solely within its own walls. The company has developed both its own Code of Conduct and a separate Supplier Code of Conduct, through which the principles of sustainable business are put into practice throughout the entire value chain.

The company’s Code of Conduct clearly outlines the expectations for honest, transparent, and sustainable behavior required of all employees. The Supplier Code of Conduct, in turn, extends these principles to the supply chain. Suppliers are encouraged to establish clear sustainability management structures, reduce their environmental impact, promote the circular economy, and lower their greenhouse gas emissions. They are also encouraged to set science-based emission reduction targets and to collaborate with EC in reducing emissions.





Policies to mitigate climate change

Name of the policy relevant to the topic	EC Electro Center’s policy of climate and environment
Key elements of the policy	EC’s climate and environmental policy is based on the company’s strategy, values, and vision to operate as a sustainable and agile pioneer in the electrical industry. This policy defines the key principles, commitments, and goals that guide EC’s efforts to reduce its environmental impact, mitigate climate change, conserve natural resources, and support a sustainable future.
Key elements of the policy	The objective of this policy is • Improve the efficiency of natural resource use and minimizing waste generation. • Reduce environmental impacts in all operations and throughout the value chain. • Identify, assess, and manage climate-related risks and opportunities. • Protect biodiversity of nature and prevent environmental pollution. • Maintain a sustainable and safe work environment. • Engage employees, customers, suppliers, and stakeholders in environmental responsibility. • Continuously improve environmental performance by developing operations, technologies, and processes. • Lay the groundwork for future environmental initiatives.
Related material effects, opportunities, and risks	• Adaptation to climate change. • Mitigation of climate change. • Energy. • Air pollution.
Scope of the policy	EC’s own operations.
Third-Party references in the policy	• The United Nations sustainable development goals. • GHG protocol.
Changes to the policy during the reporting period	The climate and environmental policy was adobted on Januray 21, 2026, and was developed during the reporting period.

Other material policies that contribute to climate change mitigation include: [EC Electro Center's Code of Conduct](#) [EC Electro Center's Supplier Code of Conduct](#)



Operations taken during the reporting year and planned future operations to mitigate climate change

Current status	Key operations to manage material impacts, risks and opportunities	Scope of operations	Schedule of operations
Implemented	Development and approval of the climate and environmental policy.	EC’s own operation.	2026
Implemented	Emissions accounting for the entire business	EC's own operation.	2026
Next steps	Utilizing existing data to establish a baseline year.	EC’s own operation and upstream of the business value chain.	2026
Next steps	Setting concrete emission reduction targets and initiating emission reduction measures.	EC’s own operations as well as upstream and downstream of the business value chain.	2027
Next steps	Demonstrating measurable progress and improving data quality for reporting and decision-making.	EC’s own operation as well as upstream and downstream of the business value chain.	2028



Energy consumption and emissions

Emissions calculation process

EC Electro Center conducted its first carbon footprint calculation for the period September 1, 2024– August 31, 2025 in collaboration with Reforest Finland Oy with the GHG Protocol Framework. The scope of the calculation is based on operational control; that is, EC reports emissions from operations that it manages operationally, regardless of its ownership stake. Emissions are presented in carbon dioxide equivalents (CO₂eq), which is a common unit of measurement for various greenhouse gas emissions.

Since the EC’s reporting period does not correspond to the calculation period and no more detailed data was available, the emission figures presented in this report are based on monthly averages from the calculations. The tables below show these average emissions by emission category. Improving the quality and accuracy of the data is a key part of the development work for the future calculation periods.

Energy consumption

Kategory	MWh
Fuel consumption from coal and coal products (MWh)	0
Fuel consumption from crude oil and petroleum products (MWh)	265,7
Fuel consumption from natural gas (MWh)	0
Fuel consumption from other fossil sources (MWh)	0
Consumption of electricity, heat, steam and cooling purchased or produced from fossil fuel sources (MWh)	0
Total consumption of fossil fuels (MWh)	265,7
The share of fossil fuels in total energy consumption (%)	56,30 %
Energy consumption from nuclear power sources (MWh)	145,8
Share of nuclear power in total energy consumption (%)	30,90 %

Kategory	MWh
Consumption of fuel derived from renewable sources, including biomass (such as industrial and municipal waste of biological origin, biogas, renewable hydrogen, etc.) (MWh)	0
Consumption of electricity, heat, steam and cooling purchased or procured from renewable sources (MWh)	60,4
Consumption of self-generated renewable energy from sources other than fuel (MWh)	0
Total consumption of renewable energy (MWh)	60,4
Share of renewable energy sources in total energy consumption (%)	12,80 %
Total consumption of energy (MWh)	471,9



Emissions

Scope 1 –Greenhouse gas emissions		Scope 3 –Greenhouse gas emissions (material sustainability topics)	
Greenhouse gas Scope 1 -gross emissions (t CO2 -ekv.)	21,67	1 Purchased goods and services	9356,75
Percentage of Scope 1 emissions covered by regulated emissions trading schemes%	0 %	2 Capital goods	108,55
		3 Fuel- and energy-related activities	21,23
Scope 2 –Greenhouse gas emissions		4 Upstream transportation and distribution	52,87
Greenhouse gas location-based Scope 2 – gross emissions (t CO2 -ekv.)	20,58	5 Waste generated in operations	4,33
Greenhouse gas market-based Scope 2 – gross emissions (t CO2 -ekv.)	203,99	6 Business-related travel	6,93
		7 Employee commuting	6,18
		Total greenhouse gas emissions	
		Total greenhouse emissions (location-based) (t CO2 –ekv.)	9599,20
		Total greenhouse emissions (market-based) (t CO2 -ekv.)	9782,61



2.2 Quality and Resource Efficiency ^{E5}



At EC Electro Center, quality and resource efficiency are not merely goals—they are embedded in operational practices that guide day-to-day operations from the design stage to the finished product and beyond. The foundation of our operations is EC’s product design process: first and foremost, resource efficiency and quality are promoted through efficient design and digitalization; material and energy use are minimized throughout the entire production process; and the product lifecycle is extended through maintenance, repair, and modernization. When waste is generated, it is recycled or reused whenever possible.

Resource efficiency and the circular economy extend to customer relationships. EC offers solutions that extend the service life of systems and reduce energy consumption and develops maintenance and retrofit services to keep products in use for as long as possible. The shift from traditional ownership models to service-based solutions opens new opportunities for more sustainable operations for both EC and its customers.

This is how EC promotes circular economy and resource efficiency

Quality at every stage of production – Long-lasting products that support sustainable development

At EC Electro Center, quality is built into every stage of the process – from design through manufacturing to testing. Each product is created based on the customer’s needs, and compliance with requirements is reviewed step by step throughout the manufacturing process. Before a product is delivered to a customer, it is tested and marked with a CE type plate – a concrete indication that all requirements have been met. Identifiability and traceability are guaranteed for at least 10 years, reflecting EC’s confidence in the durability and long-life cycle of its products.

Every kilogram counts – From data to action in recycling

At EC, promotion of the circular economy is based on data and its continuous utilization. As part of its ISO 14001-certified Environmental Management System, EC actively monitors its recycling rate, electricity and water consumption, and waste volumes. Waste data is obtained directly from waste management companies’ systems and analyzed in EC’s own spreadsheets—this allows for the rapid identification of areas for improvement and enables measures to be targeted where they will have the greatest impact.

To date, EC’s recycling rate has been approximately 67%, but during the reporting period it increased to 70%. However, EC is not satisfied with the current level: the goal is to reduce the share of mixed waste to zero by the end of 2026 by improving waste sorting practices. At the same time, EC is exploring the possibility of introducing plastic recycling, which would mark another step towards even more resource-efficient operations.

Safe products made from high-quality materials – REACH and RoHS guide EC’s work

At EC Electro Center, sustainability extends to every component of a product, all the way back to its origin. EC complies with the EU’s REACH and RoHS requirements and expects the same from its partners, supporting the goal of providing products that are safe for both users and the environment. The management of hazardous substances is an integral part of the company’s environmental efforts and product safety.

Sustainability does not stop with chemicals. EC is also committed to the ethical sourcing of raw materials. The company’s Supplier Code of Conduct encourages suppliers to avoid minerals originating from conflict-affected or high-risk areas. Documentation concerning the origin of products must also be provided upon request. In this way, EC is building a supply chain in which transparency and sustainability go hand in hand, from raw materials to finished products.

Certified Management Systems as the foundation of product safety

EC’s product safety is built on internationally recognized certifications. The **ISO 9001 Quality Management System** brings clarity and consistency to processes. Responsibilities, procedures, and requirements are clearly defined and understood throughout the organization, ensuring that quality does not depend on individual employees.

The **ISO 14001 Environmental Management System**, in turn, ensures that product safety is also considered from an environmental perspective. The management of hazardous substances, material selection, and the identification of environmental risks are integral parts of the production process. Together, these management systems provide a framework in which product safety is not a separate objective, but a principle embedded throughout the entire process – from design and manufacturing to delivery.





Policies for ensuring resource efficiency and promoting the circular economy

Name of the relevant policy	EC Electro Center’s Circular Economy and Resource Efficiency policy
Key elements of the policy	The Circural Economy and Resource Efficiency Policy outlines EC’s principles regarding circular economy and resource efficiency, workers’ role in managing resource efficiency and circular economy practices, and future plans for further promoting circular economy and resource efficiency.
Key objectives of the policy	The Circular Economy and Resource Efficiency Policy aims to reduce the consumption of materials and energy, extend the service life of products and components, improve waste sorting and recycling, and promote reuse and recovery whenever possible.
Associated material impacts, opportunities, and risks	Resource outflows related to products and services.
Scope of the policy	EC’s own operation.
References to the policy’s third party	ISO 14001 Certified Environmental Management System and ISO 9001 Certified Quality Management System.
Changes to policy during the reporting period	The policy was established during the reporting period.

Other material policies that ensure resource efficiency and promote the circular economy include: [EC Electro Center's Code of Conduct](#) [Electro Center's Supplier Code of Conduct](#)

Actions to ensure resource efficiency and promote the circular economy

Current situation	Key operations to manage material impacts, risks and opportunities	Scope of operations	Scope of schedule
Implemented	Development and implementation of the Resource Efficiency and Circular Economy Policy.	EC’s own operation.	2026
Next steps	Reducing mixed waste to zero by improving waste sorting and recycling.	EC’s own operation.	2026
Next steps	Assessing plastic waste recycling practises and more efficient recycling solutions.	EC’s own operation.	2026
Next steps	Exploring new circular economy targets – the targets may be defined in absolute or relative terms and are reviewed as part of management rewiews, internal audits, and sustainability reporting.	EC’s own operation.	2026



Outflow of Resources

At EC Electro Center, waste management is based on systematic sorting, which enables the efficient recycling and reuse of materials. Waste generated during production is sorted into eleven categories: mixed waste, energy waste, wood, cardboard, waste electrical and electronic equipment (WEEE), biowaste, paper, batteries, paints, ferrous metals, and non-ferrous metals, such as copper. This comprehensive sorting ensures that as much of the material as possible is returned to the cycle as raw material or energy, rather than ending up in final disposal. Waste volumes for the reporting period were calculated based on actual figures from 2025, to which one month was added using the 2025 average to correspond to the 13-month period of the reporting period.

Description	General waste (ton)	Hazardous waste (ton)
Amount of waste	68,52	0
Waste diverted from final disposal to other locations	0	0
Preparation for reuse	0	0
Recycling	47,73	0
Other waste recovery measures (incl. energy recovery from incineration)	20,37	0
Waste sent for final disposal	0	0
Combustion without energy recovery	0	0
Landfill disposal	0	0
Other final processing	0,42	0

2.3 Environment protection E2 and E4



EC Electro Center’s production processes handle hundreds of electrical and automation components, sheet metal, and cables every day—materials for which high-quality handling, storage, and processing determine the impact the company has on the surrounding environment. This section describes the structures and practices EC uses to ensure that its own operations do not cause environmental pollution and that its material selections comply with the strictest European requirements.

This is how EC promotes environmental protection

ISO 14001 brings a systematic approach to environmental management

EC’s environmental management is supported by the internationally recognized ISO 14001 Environmental Management System standard, which provides a clear structure and systematic approach to managing the company’s environmental issues. The standard provides EC with tools to improve the environmental performance of its operations and reduce negative environmental impacts.

In practice, ISO 14001 helps the EC identify the most significant environmental impacts of its operations and focus improvement measures where they will have the greatest impact. An environmental management system helps prioritize improvement goals, such as reducing waste, raw material loss, and energy consumption—while also ensuring compliance with legislation and raising environmental awareness among workers. ISO 14001 certification supports the company in the long-term management of environmental issues and in clearly defining responsibilities and authorities.

Substances of concern (SoC) and substances of very high concern (SVHC)

The materials and components used by EC may contain substances subject to REACH and RoHS requirements. Because some materials and components are sourced from subcontractors, EC requires its suppliers to ensure compliance with these requirements and, where necessary, provide the relevant documentation.





Policies for ensuring environment protection

Name of the relevant policy	EC Electro Center’s biodiversity and ecosystem policy
Key content of policy	EC’s biodiversity and ecosystem policy is based on ISO 14001 and ISO 9001 Management Systems. Through these systems, the management of risks related to pollution, biodiversity and ecosystems is integrated into day-to-day operations. This requires pollution-related risks to be incorporated into the company’s overall risk management process.
Key objectives of the policy	To ensure that EC’s operations do not cause environmental pollution and to provide guidance on the operations to be taken if such pollution occurs.
Associated material impacts, opportunities and risks	• Soil pollution. • Direct drivers of biodiversity loss. • Impacts on the extent and conditions of ecosystems.
Scope of the policy	EC’s own operation.
References to third parties in the policy	ISO 14001 certificate and ISO 9001 certificate.
Changes to policy during the reporting period	The policy was established during the current reporting period.

Other material policies that support environmental protection include:

- [EC Electro Center's Climate and Environmental Policy](#)
- [EC Electro Center's Supplier Code of Conduct](#)
- [EC Electro Center's Code of Conduct](#)



Measures to ensure environmental protection

Current situation	Key measures for managing significant impacts, risks and opportunities	Scope of the measures	Schedule of the measures
Implemented	Development and implementation of biodiversity and ecosystem policy.	EC's own operation	2026
Next steps	Develop a transition plan to minimize negative impact on biodiversity and integrate biodiversity into the company’s business model as needed.	EC’s own operation and value chain as needed.	2026–2028



3. WELL-BEING WORKERS AND A SUSTAINABLE VALUE CHAIN

3.1 Employee stories



Jari Ala-Pässäri

Heart of company

Jari Ala-Pässäri is one of the founders of EC Electro Center, established in 1994. Over the course of three decades, he has helped build the company from its initial team of ten to its current size. Today, Jari works part-time, focusing on development projects alongside the rest of the organization.

From the very beginning, EC's permanence has been supported by a carefully chosen ownership strategy: all owners work at the company, decision-making is collective, and generational transitions are carried out in a planned manner to ensure the company remains dynamic. Jari emphasizes that over the past 30 years, the company has had to conduct only three rounds of layoff negotiations—even during quiet periods, the goal has been to keep workers on the payroll and take care of them and their families. Openness, honesty, and a flat hierarchy have created a strong foundation of trust with workers, customers, and business partners alike.

Jari sees a lot of potential for EC in the future. The company's diverse expertise and solutions developed for customers lay the foundation for continuous development. Jari emphasizes that development must be a continuous process—remaining competitive requires that the company evolve at least as fast as the world around it.



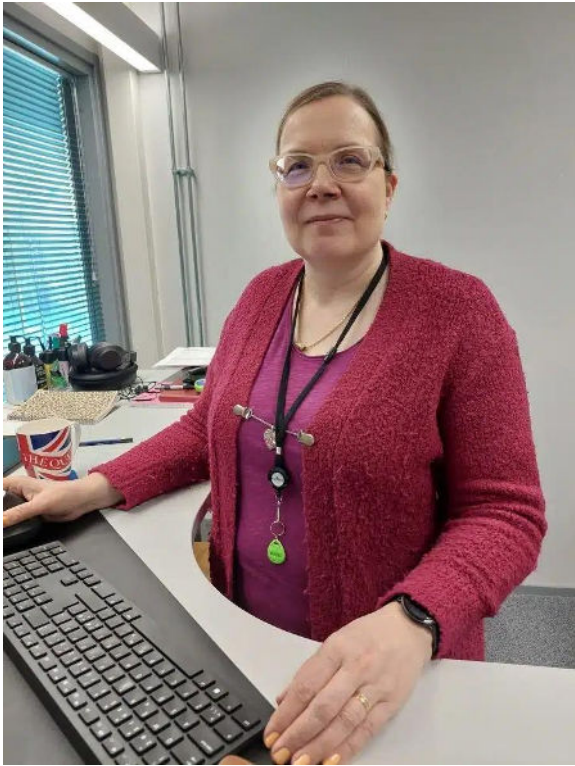
Janne Tuominen

"EC's handyman Jantunen"

Janne has been working at EC Electro Center since 2000. He started as a central installer, advanced to team leader, and currently serves as a production instructor, chief shop steward, and deputy occupational safety representative. His role combines production development, onboarding, and occupational safety—the core of sustainable operations in day-to-day production.

Janne has played a key role in improving the organization and cleanliness of the company's warehouse and production facilities over the past few years—and he is particularly proud of the results already achieved. At the same time, EC has invested in modern tools and ergonomics—among other things, the production teams have been equipped with battery-powered, wheeled workbenches. Janne works closely with those responsible for workplace safety and emphasizes that questioning ideas for improvement and open discussion are key to finding better ways of working.

As a union representative, Janne values an open and direct working relationship with the employer—they can discuss any issue, and solutions are found that serve both parties. He bikes to work almost every day, year-round, which illustrates how his commitment to sustainability extends even to his commute.



Minna Valaja

”Extensive experience, fresh perspective”

Minna Valaja joined EC Electro Center in December 2025 as Quality and Sustainability Manager. She has an extensive experience in quality and occupational safety roles in the industrial sector, including at Kalmar and Sandvik, and holds a degree in electrical engineering. She is currently furthering her expertise through the Mastering Quality training program.

At EC, Minna’s role brings together quality, environmental, occupational safety, and sustainability issues. She emphasizes that these themes are not separate but an integral part of the company’s day-to-day operations and services. Her goal is to advance sustainable business practices within the organization one step at a time, train various worker groups, and make sustainability a visible part of operating practices and everyday conversations.

Minna sees that focusing on quality, the environment, and sustainability makes EC Electro Center an even more reliable partner—it increases the commitment of customers and stakeholders and strengthens trust throughout the value chain.



Mikko Linna-Forsell

Projects under control: Become a senior in less than three years

Mikko Linna-Forsell joined EC Electro Center as a Key Account Manager in March 2022 and currently serves as a Senior Key Account Manager. He holds a degree in electrical automation engineering and brings extensive experience in the field—ranging from working as an equipment installer to serving as a project manager. This hands-on experience helps him understand the entire manufacturing process, from the customer’s needs to the finished product.

Mikko is responsible for managing several key accounts and works closely with the production team. He highlights how the company has made positive strides, particularly in terms of processes and information flow. In Mikko’s view, it is important that everyone knows their own responsibilities and tasks—that way, you can trust that things will go according to plan. He also appreciates how EC prioritizes employee well-being and ergonomics, which directly promotes employees’ health and ability to cope with their work.

Mikko sums up EC’s culture well: “We take pride in what we do. When work is done professionally and skilfully, it shows in the quality, customer satisfaction, and the sustainable development of the entire company”

3.2 Workers ^{S1}

Dozens of professionals work every day in our 9.000-square-meter production facilities, and their expertise, safety, and well-being are key to the quality of the products delivered to EC's customers. For EC, social sustainability isn't a separate project but rather a series of everyday choices: how to onboard new employees, how to develop skills, how to look after employees' health, and how to ensure that everyone feels comfortable speaking openly.



Social sustainability in the daily lives of workers

Safe and clean workspaces – Workplace safety is a basic requirement

At EC Electro Center, workplace safety is a basic requirement of daily operations, and the company invests it systematically. The company’s 9.0000m² production facilities are designed to be safe and well-organized: walkways are clearly marked, testings areas are fenced off, work areas are spacious, and the production process is organized in a linar, step-by-step manner. A visitor pass system also ensures safety for external visitors. ESD flooring enables safe assembly work even for the most demanding electrical and automation applications.

The production facilities are divided into distinct, customer-specific production cells, and the safety and cleanliness of the facilities are continuously improved as part of the ISO 14001 and ISO 9001-certified management system. Every new employee receives thorough orientation starting from their very first day of work, guided by a digital onboarding service and a mentor, and for critical production functions, staff competency is managed using a competency matrix. This ensures that every employee is able to perform their duties safely and professionally.

Continuous training and workers development

At EC Electro Center, a skilled and thriving workforce is the foundation of sustainable business. Workers can suggest training programs themselves, and initiative is highly valued. In production, there has been a particular focus on component training, which streamlines product manufacturing, and all employees receive training when new systems are implemented.

During the reporting period, all supervisors participated in Talentum’s supervisor training program, which ran from September 2025 to January 2026. Based on the training, the company developed its own supervisor handbook, which standardizes management practices and supports high-quality supervisory work. Feedback on the training was collected from participants to assess its effectiveness.

Comprehensive occupational health care supports holistic well-being

EC offers its workers Pihlajalinna’s most comprehensive “Super” occupational health care package, which, in addition to statutory preventive services, covers basic and specialized medical care as well as support for physical and mental well-being. The service includes, among other things, a dedicated occupational health team, consultations with medical specialists, comprehensive laboratory and imaging tests, brief therapy, brief psychotherapy, and therapeutic physical therapy.

The investment in comprehensive occupational health care reflects EC’s commitment to the overall well-being of its workers and to maintaining their ability to work. Company’s Quality and Sustainability Manager, serves as its Occupational Safety and Health Manager.





Our team in a nutshell

	Men	Women	Other	Not specified	Location: Finland	Total
Number of employees with permanent employment contracts, for this reporting period.	65	16	0	0	81	81
Number of employees with fixed-term employment contracts, for this reporting period.	1	1	0	0	2	2
Number of non-employee workers under employment contracts, for this reporting period.	66	17	0	0	83	83





Policies for maintaining workers well-being

Name of the relevant policy	EC Electro Center’s Code of Conduct
Key contents of the policy	The Code of Conduct sets out guidelines for EC staff regarding sustainable, ethical and professional conduct. It emphasizes EC’s values (customer focus, professionalism, creativity, team spirit), zero tolerance for unethical conduct – such as human trafficking, forced labor and compulsory labor, and the use of child labor, workers’ responsibilities, human rights, environmental responsibility, sustainable business practices and effective monitoring and reporting mechanisms.
Key objectives of the policy	The goal is to promote sustainable, lawful, and ethical conduct in all of the organization’s operations. The goals include: • Providing high-quality and safe solutions to our customers. • Ensuring transparency and openness in business operations, including the proper handling of gifts, hospitality, and donations. • Promoting safety and well-being in the workplace and preventing bullying, harassment, and inappropriate behavior. • Compliance with ethical and legal standards throughott the value chain, including with regard to suppliers and partners. • Identifying and managing risks, as well as promptly addressing and reporting any unethical or illegal actions. • Promotingenergy and resource efficiency, waste minimization, and recycling.
Related material impacts, opportunities and risks	• Working conditions for our own workers.Equal treatment for all. • Relationships with suppliers of goods and services, including payment practises. • Corporate culture, corruption and bribery.
Scope of the policy	EC’s own operation
Third-party references in the policy	• The UN principles on business and human rights. • The OECD guidelines. • The ILO’s fundamental rights.
Changes to the policy during the reporting period	EC’s Code of Conduct was adobted on January 21, 2026, and was updated during the reporting period.



Measures to strengthen workforce well-being

Current status	Key measures for managing significant impacts, risks, and opportunities	Scope of operations	Schedule of operations
Implemented	Adoption of the Code of Conduct covering principles related to human rights, anti-corruption, occupational health and safety, and non-discrimination.	EC’s own operation	2026
Implemented	Implementation of an anonymos reporting channel maintained by a third party for reporting unethical and illegal activities.	EC and an upstream in the value chain	2025
Implemented	Defining a set of KPIs for social performance and establishing baseline metrics (e.g., workplace accidents, sick leave, training hours, cases of discrimination, ethics reports).	EC’s own operation	2026
Next steps	Systematic monitoring of KPI results, comparison with baseline levels, documentation of calculation methods, and inclusion of the results in the sustainability report.	EC’s own operation	2027
Next steps	Multi-year KPI trend analysis, identification of areas for improvement, and development of future goals and action plans.	EC’s own operation	2028



Management of workers well-being

Maintaining communication with own staff and taking their views into account

EC maintains an open and regular dialogue with its staff. The EC’s corporate culture emphasizes openness, constructive feedback, and collaboration, and managers have a non-delegable responsibility to promote an inclusive and open culture and to ensure that workers feel comfortable raising their concerns.

Employee feedback is collected and utilized in decision-making through various channels. Performance reviews, employee surveys, and HR analyses provide a systematic way to listen to employees and identify areas for improvement. Managers regularly communicate about professional ethics and compliance with rules, and it is their responsibility to address any concerns raised by employees appropriately.

Approach to corrective actions

EC is committed to identifying, addressing, and rectifying situation in which the company’s operations have caused or contributed to negative impacts on its own employees. EC’s approach is based on clear reporting procedures, management accountability, and a low reporting threshold.

Anonymous reporting channel

EC uses an anonymous whistleblowing channel maintained by a third party, through which both its own workers and external workers can report unethical or illegal conduct without fear of retaliation or loss of privacy. In addition, workers are encouraged to report their concerns directly to their supervisors or the HR department. Supervisors have a non-delegable responsibility to ensure that workers feel safe raising their concerns and to address them appropriately.

Reported violations are investigated and may result in disciplinary action, termination of employment or contract, and, if necessary, reporting to the authorities. EC maintains a zero-tolerance policy regarding discrimination, harassment, bullying and retaliation. The implementation of corrective measures is supported by internal audits, employee surveys, HR analyses, and performance reviews.

Cases of discrimination and human right violations among EC own staff

Description	Reply
Number of discrimination incidents during the reporting period.	0
Number of human rights incidents related to own workforce during the reporting period.	0
Total amount of fines, penalties and compensation for damages resulting from incidents of discrimination and other human rights violations recognized in the financial statements during the reporting period.	0

Adequate compensation

The compensation for all EC worker groups is based on the collective bargaining agreement for the technology industry (TES), and salaries are paid at a level that meets or exceeds the TES standards. The collective bargaining agreement serves as EC’s primary benchmark for assessing the adequacy of salary levels and ensures that compensation meets industry-specific minimum requirements.

We are actively working to improve the transparency and fairness of our compensation system. EC is proactively preparing for the requirements of the EU Pay Transparency Directive by developing a compensation matrix for production that clearly justifies pay differences between different job roles. Pay grades have been defined for different roles, which supports consistent and equitable compensation.

EC strives for sustainability by offering permanent employment contracts, and fixed-term contracts are not used without a specific reason. This approach supports the financial stability of the staff and the predictability of their income.



Collective bargaining coverage and social dialogue

Description	Answer
Percentage of employees who participated in formal performance and career development evaluations.	100 %
Percentage of employees covered by collective bargaining agreements.	100 %
Outside the EEA: the percentage of employees covered by collective bargaining agreements, broken down by region.	100 %
Percentage of social dialogue coverage.	100 %
Percentage of employees represented by employee representatives, by country, in those EEA countries where the company has a significant workforce.	100 %
Percentage of the company’s workforce covered by the company’s occupational health and safety system, based on statutory requirements and/or recognized standards or guidelines.	100 %
Percentage of employees eligible for family leave during the reporting period.	100 %
Employee turnover during the reporting period.	5 %
Percentage of employees with disabilities.	0 %
Does the company use subcontractors and temporary workers in its operations?	Yes
Number of temporary workers during the reporting period	24

Training and professional development activities

EC is actively committed to the continuous professional development of its workers and to keeping their skills up to date. The most significant development initiative during the reporting year was a comprehensive training program for supervisors, which was carried out in collaboration with Talentum from September 2025 to January 2026. The training was held approximately once a month and was aimed at all EC supervisors. Based on the training, EC has developed its own supervisor handbook, which will serve as a practical tool to support leadership going forward. The effectiveness of the training was evaluated by collecting feedback from participants.

In addition, EC has revamped its line management practices by introducing regular one-on-one discussions, which are held at least once a quarter instead of the previous annual cycle. This change supports ongoing guidance, feedback, and addressing development needs for staff.

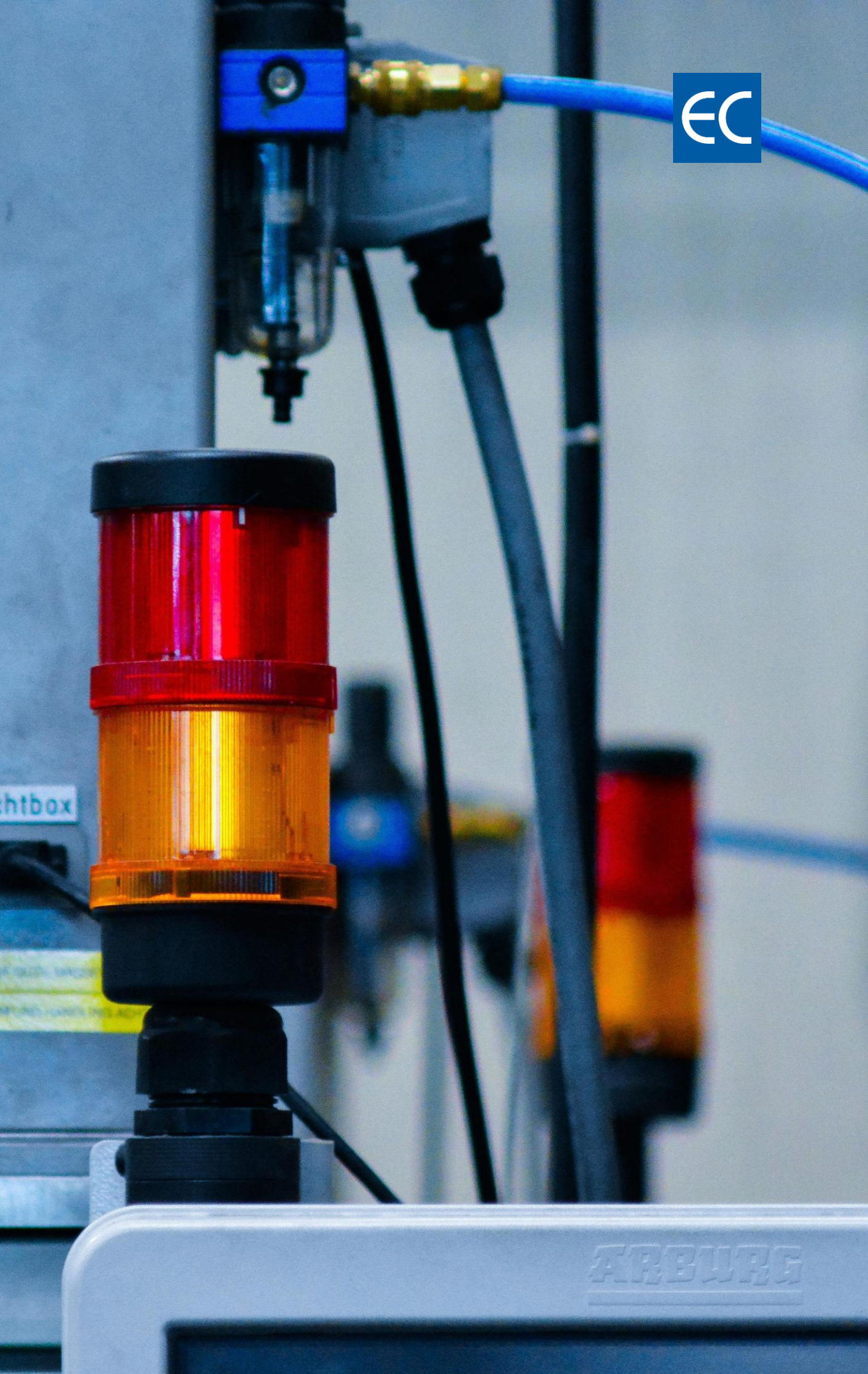
Occupational Health, Safety, and risk Management

EC’s staff operations are based on consistent compliance with quality and environmental processes. Every new employee receives comprehensive orientation on the quality system, work instructions, safety guidelines, and environmental responsibilities, which lays the foundation for safe and sustainable work practices.

Workplace safety is systematically monitored using various methods, including tracking sick leave, the activities of the occupational safety and health committee, and regular risk assessments. Risk assessments comprehensively examine chemical and physical risks, ergonomics and physical strain, mental strain, and the risk of accidents. EC uses the risk assessment model of the Ministry of Social Affairs and Health as the basis for risk identification, which ensures that the assessment is systematic and comparable.

Workplace accidents

Description	Answer
Number of workplace accidents during the reporting period.	4
Number of occupational disease cases.	0
Number of fatalities among reportable workplace accidents involving the company’s own employees and among persons working on the company’s premises but not belonging to the company’s workforce.	0
Number of fatalities from reportable occupational diseases among the company's own employees.	0
Number of discrimination cases during the reporting period.	0
Number of human rights violations involving the company's own employees during the reporting period.	0
Total amount of fines, penalties, and damages recorded in the financial statements during the reporting period resulting from cases of discrimination and other human rights violations.	0



3.3 Workers in the value chain ^{S2}



The manufacturing of electrical and automation centers relies on an extensive network of components and materials that extends from Finland to Europe and beyond. EC recognizes that a company’s resilience is only as strong as its weakest link in the value chain—which is why development work conducted solely within the company’s own walls is not enough.

Strengthening a sustainable value chain alongside internal sustainability efforts

Supplier Code of Conduct enabling a more sustainable supply chain

EC’s component and material sourcing involves dozens of supplier across Finland and Europe. Every delivery raises a question that a quality certificate alone cannot answer: under what conditions was this component manufactured, and how does the company that produced it treat its employees and the environment?

During the reporting period, EC introduced a new Supplier Code of Conduct, which sets clear requirements for respecting human rights, preventing discrimination, ensuring occupational health and safety, and promoting environmental responsibility. This Supplier Code of Conduct extends beyond EC and its direct suppliers: signatories are required to ensure that the same requirements are also applied throughout their own supply chains. In this way, a single document creates a ripple effect that reaches beyond EC’s immediate sphere of influence.





Policies for sustainable value chain management

Name of the relevant policy	EC Electro Center’s Supplier Code of Conduct
Key content of the policy	EC Electro Center’s Code of Conduct for Suppliers covers human and workers’ rights, (including the prohibition of human tafficking, forced labor, and child labor). Prevention of discrimination and harrassment, occupational safety and health, environmental responsibility, ethical business practises, due diligence obligations, complaint and remedation mechanisms, as well as monitoring and auditing. This policy requires signatory suppliers to extend these requirements to their own supply chains.
Key objectives of the policy	Ensure sustainability and respect for human rights throughout the value chain. Prevent human rights violations and environmental harm in suppliers’operations. Promote ethical and transparent business practices and provide workers throughout the value chain with safe channels for reporting misconduct.
Related material impacts, opportunities, and risks	Working conditions for workers in the supply chain. Equal treatment and equal opportunities for all. Other employment-related rights, and child labor, working conditions.
Scope of the policy	EC’s own operation and the suppliers who have signed the Supplier Code of Conduct.
Third-party references in the policy	The UN Guiding Principles on Business and Human Rights (UNGPs), the OECD Guidelines for Multinational Enterprises, ILO standards and conventions, the EU General Data Protection Regulation (GDPR), and the REACH and RoHS regulations.
Changes to the policy during the reporting period	The Supplier Code of Contact was adopted on January 21, 2026, and was updated during the reporting period. The code is reviewed regularly and updated as necessary, subject to approval by the Executive Committee.



Measures to strengthen a sustainable value chain

Current status	Key measures for managing significant impacts, risks, and opportunities	Scope of the Measures	Schedule of the Measures
Implemented	Development and implementation of a Code of Conduct for suppliers.	EC’s own operations and the upstream and downstream segments in the value chain.	2026
Next steps	Strengthening cooperation with suppliers: promoting environmental efficiency, providing anti-corruption training (incl. the UN anti-corruption course), and strenthening oversight of ethical requirements.	EC’s own operations and the upstream segment in the value chain.	Gradually, considering the size, role and risk profile of the suppliers.

Interaction with workers in value chain

EC Electro Center’s approach to interacting with value chain workers is built on three pillars:

- 1. Requirements for suppliers
- 2. Accessible reporting channels
- 3. A structured corrective action process

EC communicates with workers in its value chain primarily through supplier relationships. Suppliers are required to establish confidential consultation and feedback mechanisms for their own workers, which must be available to everyone working in the value chain. In addition, workers in the value chain have the opportunity to submit reports directly to EC’s anonymous reporting channel. EC is gradually developing supplier dialogue and takes the views of workers in the value chain into account as part of supplier evaluations and audits.

An approach to remedial measures for workers in the value chain

EC Electro Center’s process for addressing negative impacts on workers in the value chain is based on the UN guiding principles (UNGPs). Suppliers are required to conduct a due diligence process that includes risk assesment, impact prioritization, corrective actions, and ongoing monitoring. If deficiencies are identified during audits or assessments, the supplier must develop a written Corrective Action Plan (CAP), the implementation of which is monitored in collaboration with EC. Corrective actions may include, for example, improving working conditions, paying withheld wages, or providing health services. In serious or recurring cases, EC may suspend or terminate the partnership.

4. HIGH-QUALITY CUSTOMER MANAGEMENT AND GOOD GOVERNANCE

4.1 Customer Stories

EC Electro Center's customer base ranges from bioenergy to glass processing, and from maintenance to cooling solutions for Arctic conditions. Just as diverse as the industries are the ways in which partnerships with EC have been built—in some cases, the collaboration has lasted for over three decades; in others, it began with an entrepreneur's first phone call. The following customer stories illustrate what EC's operations look like from the customer's perspective: concrete solutions, flexibility, and trust earned through projects.





Green Fuel Nordic Oy

Electricity Distribution Supporting Bio-Oil Production

Green Fuel Nordic Oy is a company founded in 2011 with the goal of becoming a carbon-neutral energy producer. The company uses pyrolysis technology to produce low-carbon, sulfur-free bio-oil from renewable forest biomass. The Lieksa biorefinery began operations in December 2020 and has an annual production capacity of 24,000 metric tons of bio-oil, which can be used to replace fossil fuel oil and natural gas in electricity and heat production.

EC Electro Center served as the supplier of the main power distribution system for the Lieksa plant. The plant was designed with modularity and scalability in mind, and EC played a key role in achieving this goal. The container-based solution for the main power distribution system was manufactured entirely at EC's production facilities, which minimized the need for on-site installation work at the plant—the complete system was delivered without a single visit by an EC installer to the site. This approach significantly reduced the environmental impact of the construction phase and streamlined the entire delivery process.

JH Maint Oy

An online store brings flexibility and efficiency to the daily life of a sole proprietor

Jani Huurne is a maintenance professional with over 30 years of experience who services industrial machine tools through JH Maint Oy. When the company was founded in 2022, EC Electro Center was among its first partners—trust had already been built on years of collaboration. In the maintenance of critical machine tools, downtime can cost the customer as much as thousands of euros per hour, so rapid availability of components is essential. EC's comprehensive inventory meets this need: approximately 90 percent of the required parts are available directly from stock, and an order placed in the evening can often be picked up as early as the next morning.

EC's online store has proven to be particularly valuable for sole proprietors, whose workdays run long and who prepare for the next day in the evenings. Through the online store, they can check inventory levels and place orders whenever it's most convenient—without unnecessary phone calls or waiting. This digital service channel reduces unnecessary travel and streamlines the entire order-to-delivery chain, which supports both the entrepreneur's daily routine and the sensible use of resources.



Glaston Finland Oy

A long-term partnership behind energy-efficient solutions

Glaston Finland Oy is a technology leader in the glass processing industry, manufacturing heat treatment equipment for glass tempering, bending and laminating. The company’s solutions serve industries such as architecture, mobility and solar energy, with the aim of enabling safer, smarter and more energy-efficient glass solutions. The partnership between EC and Glaston dates back to 1991.

EC Electro Center is Glaston’s main partner in the manufacturing of electrical switchboards for heat treatment equipment. Each Glaston heat treatment line is unique and requires a robust electrical switchboard capable of handling a connection power of up to 1–2 megawatts. The collaboration is close: technical solutions and development trends are reviewed quarterly, and EC contributes its expertise to Glaston’s product development, particularly in the selection of critical components. Flexibility in change management and reliable delivery times have made EC Electro Center more than just a subcontractor to Glaston – a trusted partner.

Lumikko Oy

Partnership in developing solutions for extreme conditions

Lumikko Oy is a Finnish family-owned company established in 1970, specializing in the design and manufacture of air-conditioning and cooling solutions for mobile equipment operating in demanding conditions. Lumikko’s equipment is designed to perform in extreme environments – from Arctic cold to desert heat, from the vibrations of rail transport to the saltwater conditions of ports. Over the years, the collaboration between EC and Lumikko has developed into a diverse partnership covering both product development and component service.

In product development , the companies work together to develop customized cooling solutions, for which demand is continuously growing due to increasing digitalization and higher power requirements. As electrical components become smaller and semiconductor technology becomes more widespread, managing waste heat is increasingly critical to the performance and service life of equipment. At the same time, EC serves as a component supplier to Lumikko. The partnership emphasizes quality, delivery reliability and proactive procurement, as the equipment manufactured by Lumikko is supplied to major international brands. Being a Finnish partner, combined with easy communication and cost-effectiveness, makes EC Electro Center a natural partner for Lumikko.

4.2 High-Quality Customer Management ^{S4}



In the industrial sector, sustainable operations don't stop at the factory gates. EC Electro Center's customers are increasingly evaluating the sustainability of their entire supply chain, and the selection of partners is part of this evaluation. For EC, high-quality customer management is therefore more than just quality assurance and delivery reliability: it is a promise that every control panel delivered and every solution designed will stand up to scrutiny not only from a technical standpoint but also from a sustainability perspective.

Supporting customer sustainability through our own operations

Quality control and in-house production meet our customers' demanding needs

One of EC's strengths is its own production facility in Tampere, which enables the company to meet customers' complex and customized requirements flexibly and with high quality. Each product is designed and manufactured based on the customer's needs in close collaboration with the customer—from reviewing the request for quotation to going over the design drawings and through to final testing.

An ISO 9001-certified quality management system ensures that processes are consistent and transparent. Requirements are reviewed at every stage of manufacturing, and every product is tested before delivery. An approved test report and CE type plate serve as concrete proof to the customer that the product meets all applicable requirements, which fosters trust in long-term customer relationships.

Supporting customer sustainability through safe solutions

Customer doing business with EC can trust that our products are manufactured in a sustainable operating environment.

High-quality, well-maintained production facilities ensure that products are manufactured under conditions that support both quality and environmental sustainability. An effective recycling system and careful handling of materials mean that the environmental impact of each customer order is minimized already during the manufacturing process.

EC monitors its sustainability efforts using clear metrics, providing customers with a reliable view of the sustainability of their partner's operations and the progress being made. By choosing EC as a partner, customers can also strengthen the sustainability of their own value chain and use this information as part of their own sustainability reporting.

In the EcoVadis assessment, EC has achieved the Committed badge and is aiming even higher

During the reporting period EC underwent EcoVadis assesment and achieved the Committed badge –a sign that EC's sustainability efforts are on the right track and that the key foundations are firmly in place. This result provides a strong basis for further development.

EC is already looking ahead: in the coming year, sustainability efforts will be developed systematically and with determination, with the aim of reaching the next level in the EcoVadis assessment.





Policies for ensuring the quality of Customer Management

Name of the policy relevant to the topic	EC Electro Center’s end user policy
Key elements of the policy	• Key elements of this policy include: • Marketing and communication practices. • Ensuring the security of services. • Principles for taking end users into account.
Key objectives of the policy	The purpose of this policy is to ensure that EC’s products, services, and related communications are safe, of high quality, and clear as well as understandable to end users. This policy was developed so that EC can reinforce its commitment to end users’ safety, rights, and a positive user experience.
Related material effects, opportunities and risks	The impact of information on consumers and/or end users, and the personal safety of consumers and /or end users.
Scope of the policy	EC’s own acts and downstream of the value chain.
Third-party references in politics	• UN guidelines on consumer protection. • Marketing Rules of the International Chamber of Commerce (ICC). • World Federation of Advertisers Guidelines for Marketing. • UN Convention on the Rights of the Child.
Changes to the policy during the reporting period	The end user policy was drafted and approved during the past reporting period.

Another key policy that promotes high-quality customer management is the [EC Electro Center's Code of Conduct](#)

Involvement with customers and end users

EC Electro Center does not operate directly in the consumer market; instead, it manufactures products based on customer orders to meet the needs of the industrial, energy infrastructure, and technology solutions sectors. Interaction with end users takes place primarily through customers, as they are responsible for assessing end user risks and communicating with end users. EC supports this interaction by ensuring product safety, clear documentation, and high-quality customer support.

Consideration of vulnerable user groups

Vulnerable user groups have been identified in the end user policy: technically inexperienced users, older adults, those working in critical infrastructure, and individuals with limited ability to interpret technical information. These groups are taken into account in product development, documentation, and customer support as needed.

The primary channel of contact for EC end users is customer support, as well as direct interaction with EC customers, who manage the end user relationship. EC is committed to reporting transparently even in situations where it has been unable to fulfil the commitments outlined in its policy. In addition, EC’s anonymous, third-party-managed whistleblowing channel is also available for reports from external stakeholders, and EC’s Code of Conduct prohibits retaliation against whistleblowers.

Management of negative impacts

EC manages any negative impacts on end users by continuously ensuring product safety and quality as part of its ISO 9001 Quality Management System. Environmental aspects are managed through the ISO 14001 Environmental Management System.



4.3 Good governance ^{G1}



EC Electro Center’s management model reflects the company’s culture: the owners are directly involved in day-to-day operations, decisions are made close to the production floor, and feedback is encouraged in both directions. During the reporting period, EC took it a step further and built systematic structures alongside this culture to ensure good governance even as the company grows.

Good governance in practice

Everyone’s voice is heard – an open management model and flat hierarchy

Open communication and a flat hierarchy are central to EC’s organizational culture. Feedback is actively collected both from staff to management and from management to staff, which enables continuous improvement at all levels of the organization. Staff experiences are assessed annually through a workplace survey conducted in collaboration with ELO, and a pulse survey is also being introduced, which will provide a new opportunity to monitor staff experiences on an even more frequent basis.

Ethical Guidelines for everyday work – clear expectations, an open culture

At EC, sustainable operations are based on clear roles and common rules that create a safe and trusting work environment for everyone. EC’s Code of Conduct guides every worker to act with honesty and transparency and encourages them to boldly raise questions and suggest ideas for improvement.

Supervisors set the tone by leading by example and actively foster an open, inclusive culture where everyone feels empowered to do the right thing. Roles and responsibilities are reviewed regularly, which supports both professional growth and the achievement of EC’s shared goals.

ISO 9001 brings clarity to processes—quality is not left to chance

EC’s operations are guided by the internationally recognized ISO 9001 Quality Management Standard, which brings clarity and consistency to the company’s processes. Applying the standard builds confidence in the quality of products and services and ensures that customer expectations are met. ISO 9001 provides a comprehensive framework that clearly defines processes, responsibilities, and resources.

The standard fosters commitment and motivates employees by clarifying responsibilities and operating procedures. At the same time, it encourages continuous improvement and helps identify both opportunities for development and risk factors. Once processes are documented and responsibilities defined, EC is no longer dependent on the memory or habits of individual employees.

Policies to ensure Good Governance

The key policies for promoting good governance are the EC Electro Center Code of Conduct, the EC Electro Center Supplier Code of Conduct, and the EC Electro Center end user Policy.





Policies for ensuring good governance

The material policies promoting good governance are:

- [EC Electro Center's Code of Conduct](#)
- [EC Electro Center's Supplier Code of Conduct](#)
- [EC Electro Center's End-User Policy](#)

Key operations to promote good governance

Current situation	Key operations to manage material impacts, risks and opportunities	Scope of operations	Schedule of operations
Implemented	Developing a high-quality Supplier Code of Conduct and distributing it to suppliers.	EC’s own operations.	2025
Implemented	Developing the Code of Conduct and implementing the updated Code of Conduct.	EC’s own operations.	2026
Next steps	Collecting baseline data on good governance from business operations to enable the setting of material objectives related to the topic.	EC’s own operations.	2026
Next steps	Implementing new objectives based on the 2026 analysis.	EC’s own operations.	2027
Next steps	Analysis and improvement of results related to good governance objectives.	EC’s own operations.	2028

Measures in unethical and illegal situations

Identifying and reporting illegal and unethical conduct is a key part of EC Electro Center’s risk management and ethical operations. EC has clear operating principles for preventing and detecting corruption, bribery, and illegal as well as unethical conduct.

Prevention of corruption

EC’s Code of Conduct is based on the United Nations’ policies against corruption and bribery. The Code clearly outlines, with examples, how to act in various high-risk situations and provides guidance on what to do if you become the target of an attempt at corruption. During the reporting period, EC did not receive any fines and did not engage in political lobbying.

Responsibilities and supervision of supervisors

Management and supervisors are responsible for ensuring that the organization’s operations comply with ethical guidelines and legislation. Partners are responsible for ensuring that their own employees and their supply chains comply with ethical and legal requirements. Supervisors’ performance is monitored through employee surveys, HR analyses, and performance reviews, as well as by requiring them to act in accordance with the company’s Code of Conduct through a written confirmation.

Internal audit

EC may conduct internal audits and assessments to ensure compliance with this Code of Conduct, applicable laws, and internal policies. Relevant functions (e.g., internal audit, legal and regulatory compliance, finance, HR) may request access to information necessary for investigations, audits, or risk management, in accordance with applicable data protection and confidentiality requirements. Employees are expected to act with integrity and cooperate fully with audits and investigations.

Together, all these mechanisms form a foundation that supports the EC in combating illegal or unethical activities. Keeping systems and processes up to date helps reduce risks and ensure that the organization operates in a sustainable and lawful manner.



Communication with Stakeholders

Impact on stakeholders

EC’s stakeholder engagement is based on continuous and systematic communication with key stakeholders. The most important stakeholders are customers, with whom key account managers and component sales representatives maintain ongoing contact.

Extensive customer surveys are conducted once every two years by decision of management, and the quality and environmental manager is responsible for carrying them out. Feedback received from customers is reviewed with the responsible personnel, and feedback regarding deviations or complaints is handled in accordance with the company’s deviation management process.

With regard to personnel, interaction is facilitated through an annual workplace survey conducted in collaboration with the Mutual Employment Pension Insurance Company ELO, a new pulse survey to be introduced, and development discussions. Cooperation with suppliers is systematically developed by integrating environmental and sustainability considerations into procurement practices and by engaging in dialogue on environmental efficiency and emissions.

Internally, the company’s operations are evaluated through regular internal audits, which are designed to verify compliance with agreed-upon procedures, identify areas for improvement, and promote best practices. Audits are planned in advance, and their results are discussed at management reviews. The culture of continuous improvement is the responsibility of the Quality and Environmental Manager, but it is the task and responsibility of every worker—open communication, questioning the status quo, and equal treatment form the foundation of the company’s operating culture.



5. OUTLOOK FOR THE FUTURE

5. Outlook for the future

Sustainability work at EC Electro Center is an ongoing process, not a one-time project. The policies, metrics, and structures established during the reporting period form the foundation upon which the goals and measures for the coming years will be set. As next steps, EC will apply for Rinki membership and work to advance its EcoVadis rating to the next level, which will strengthen the credibility and visibility of the company’s sustainability efforts, including among external stakeholders.

At the same time, EC’s business outlook supports progress in sustainability. The electrification of society, the growth of renewable energy, and advancements in industrial automation are increasing demand for precisely the solutions that EC manufactures. A proactive transition is still a competitive advantage for companies today, but requirements are constantly becoming more stringent. The expertise and customer insight EC has built up over three decades provide a solid foundation for responding to this transformation. As founding member Jari Ala-Pässäri notes, “I’m not at all worried about the future—the most important task for a company entering its fourth decade is to ensure that the new CEO is given every support to take EC forward”