



SUSTAINABILITY REPORT

Our aim is to ensure that the future is efficient, safe and sustainable.

YEAR 2025

CIMCORP
FUTURE OF AUTOMATION

INDEX



“Automation plays a key role in building the future. Our aim is to ensure that this future is efficient, safe and sustainable,” says **Veli-Matti Hakala**, CEO of Cimcorp Group.

➤ **REDUCING IMPACT.**

➤ **PRIORITIZING SAFETY.**

➤ **BUILDING TRUST.**

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The scope of the Cimcorp Group Sustainability Report covers the parent company Cimcorp Oy and its subsidiaries Cimcorp Automation Ltd from Canada and its' subsidiary Cimcorp USA Inc., Cimcorp Iberia S.L. from Spain, Cimcorp UK Ltd from United Kingdom, Cimcorp Industrial Automation India Private Limited from India, Cimcorp Australia Pty Ltd from Australia and branch Cimcorp Oy Germany.

REPORTING PRINCIPLES

ABOUT THIS REPORT

Our Sustainability Report has been prepared in accordance with the Voluntary Sustainability Reporting Standard for SMEs (VSME).

THE REPORT COVERS both the Basic and Comprehensive modules of the standard. This report has been approved by Executive Management at Cimcorp Group.

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THE REPORTING PERIOD follows Cimcorp Group's financial statements and covers the period from 1 January 2025 to 31 December 2025. No standard disclosures have been omitted due to confidentiality or sensitivity. Where information is not available, this is clearly stated. Some information applies only to the parent company Cimcorp Oy. The sustainability topics included in this report were identified as material through a double materiality assessment carried out in 2024.

- **REDUCING IMPACT.**
- **PRIORITIZING SAFETY.**
- **BUILDING TRUST.**

The VSME standard is published by the European Financial Report Advisory Group (EFRAG) and is designed for small and medium-sized enterprises. It supports transparent, comparable sustainability reporting in a practical way.



CIMCORP

AS CIMCORP MARKS 50 YEARS IN AUTOMATION, THIS SUSTAINABILITY REPORT 2025 EXPLAINS OUR APPROACH TO SUSTAINABILITY.

It is written for our customers, Cimcorpors, owners, partners and the communities where we operate, everyone who has and will work with us.

In this report, we show how sustainability is integrated into our strategy, products and daily operations, and how we measure progress in a clear and consistent way.

Our material topics guide our priorities and investments.

Fifty years of automation have built our foundation. The next chapter is about delivering performance that is not only efficient and reliable, but responsible and resilient.



CIMCORP GROUP ABOUT CIMCORP

Cimcorp is a global automation company founded in 1975 and headquartered in Ulvila, Finland. As part of Murata Machinery, one of the world's leading logistics automation suppliers, we combine global strength with strong local expertise.

WE DESIGN AND DELIVER robotic material handling and software-driven automation for warehouses, distribution centers and manufacturing plants for tires and EV-batteries. Our systems integrate gantry robotics, intelligent software, conveyors and storage solutions to ensure fast, reliable and efficient material flow.

WE FOCUS ON four core domains in warehouse and distribution automation, tire manufacturing automation, Success Services covering the full lifecycle of systems and solutions for the EV battery value chain.

IN EACH AREA, we help our customers improve uptime, throughput, accuracy and safety. Our goal is simple: make complex automation work reliably in a real operating environment.

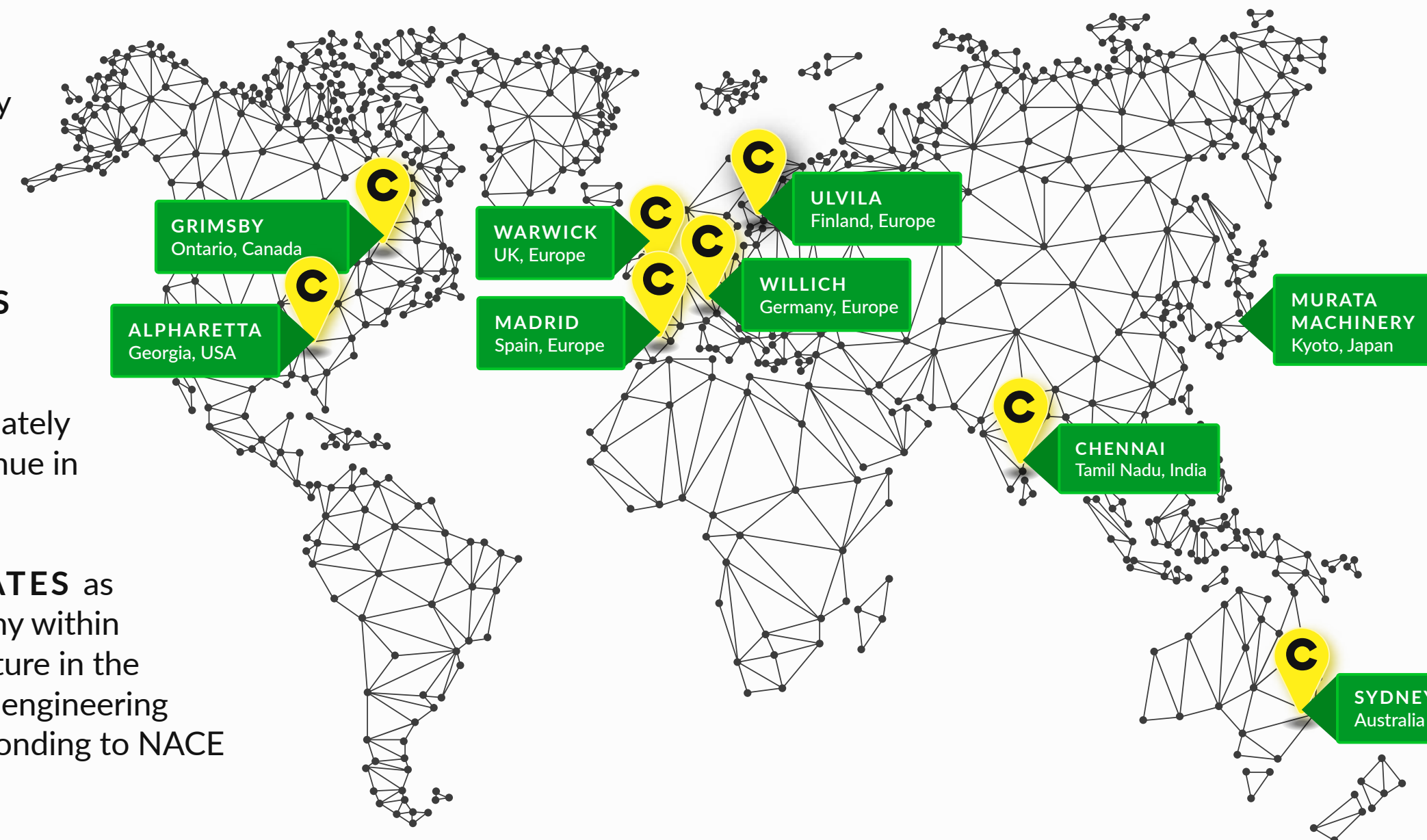
WE DESIGN SYSTEMS that help our customers increase productivity, optimize space utilization, strengthen supply chain resilience, improve traceability and operational transparency and reduce risk and waste through proven, scalable concepts.

CIMCORP EMPLOYS over 500 automation professionals worldwide and generated approximately EUR 160 million in revenue in 2025.

THE GROUP OPERATES as a limited liability company within the Murata Group structure in the mechanical and process engineering design industry, corresponding to NACE code 71127.

While our main engineering and production operations are in Finland, we serve customers across North America, Europe and Asia through our regional teams and global partner network.

TOGETHER, WE SIMPLIFY THE FUTURE OF AUTOMATION.



- ↗ REDUCING IMPACT.
- ↗ PRIORITIZING SAFETY.
- ↗ BUILDING TRUST.

96 M€
BALANCE SHEET TOTAL

157 M€
REVENUE

516
GROUP EMPLOYEES

A MESSAGE FROM OUR CEO

BUILDING THE FUTURE

This first voluntary Sustainability Report marks an important milestone for Cimcorp Group. It has helped us assess our current impact, clarify our priorities and set a clearer direction for sustainability across the company.

OUR CUSTOMERS, partners and employees expect automation that delivers operational excellence and is built on sustainable practices.

IN THIS REPORT, we outline the actions we are taking to meet those expectations: improving our environmental performance, supporting and developing our people, and strengthening transparency and accountability in how we operate.

AUTOMATION PLAYS A key role in building the future. Our aim is to ensure that this future is efficient, safe and sustainable. We see clear opportunities to further develop our technologies and services, so they reduce waste and emissions, improve safety and strengthen supply chain resilience.

WE WILL CONTINUE this work through steady development, continuous improvement and close collaboration across our global network. By working together in this way, we aim to shape the future of automation and create long-term value for our stakeholders, contributing to a more sustainable society.

VELI-MATTI HAKALA
CEO, CIMCORP GROUP





Cimcorp's sustainability work is built on steady progress across environmental, social and governance areas and increasingly integrated into our operations and value chain.

WE FOCUS on reducing environmental impact, ensuring a safe and supportive workplace, and operating with strong ethics and governance. We continue to strengthen data, improve lifecycle understanding and build trust through consistent, responsible actions.

SUMMARY

2025 KEY FIGURES AND RESULTS

ENVIRONMENT

Scope 1 **24 t CO2e**
 Scope 2 **57 t CO2e**
 Recycling rate **79 % / 85 %**

We reduce environmental impact by improving energy efficiency, lowering emissions and strengthening circular practices.

Environmental considerations are reflected in design, procurement, logistics and lifecycle services.

REDUCING IMPACT.
 IMPROVING PERFORMANCE.

SOCIAL

Incident frequency **TRIF 2,3**
 Employee satisfaction **eNPS 14 / 20**
 Employee turnover rate **4,7 %**

We promote a safe and supportive working environment and invest in wellbeing, competence and engagement.

Safety is embedded throughout the lifecycle of our automation solutions.

PRIORITIZING SAFETY.
 ENABLING GROWTH.

GOVERNANCE & ETHICS

We strengthen responsible business practices through governance, information security and responsible sourcing. ESG priorities are overseen by the Board and Executive Management and integrated into risk management.

As part of Murata Machinery, we align with group-level principles while maintaining clear local accountability.

BUILDING TRUST. ACTING WITH INTEGRITY.

157 M€

REVENUE

516

NUMBER OF EMPLOYEES

YOUR SUSTAINABILITY CONTACTS AT CIMCORP GROUP

Heli Kulmala, Head of Group Quality and Sustainability | Outi Jusu, Quality and Sustainability Manager | Satu Hernesniemi, Property and Environmental Manager
 E-mail firstname.lastname@cimcorp.com

A man with a beard, wearing a grey t-shirt and a yellow safety vest, is smiling and looking at a tablet computer. He is in a factory or industrial setting, with another person in a yellow vest partially visible on the left. The background shows industrial equipment and yellow warning signs.

OUR BUSINESS & VALUE CREATION

CIMCORP
FUTURE OF AUTOMATION

OUR BUSINESS AND VALUE CREATION

CORE BUSINESS DOMAINS

WAREHOUSE & DISTRIBUTION

Cimcorp's warehouse and distribution business provides automation for grocery retail, fresh food, bakery, dairy and beverage customers, with Dreamfield solutions securing fast, accurate order fulfillment and storage in high-volume, time-critical environments.

TIRE MANUFACTURING

In tire manufacturing, Cimcorp's long-standing Dream Factory concepts automate raw material handling, component storage, warehousing and shipping, improving throughput, reliability and traceability in both new and existing tire plants worldwide.

CUSTOMER SUPPORT

Success Services cover the full lifecycle of Cimcorp systems, including preventive and corrective maintenance, upgrades, spare parts, digital services and customer training, building long-term partnerships that keep automation running with high uptime and performance.

EV-BATTERY MANUFACTURING

The EV-battery manufacturing domain is an emerging segment where Cimcorp applies its intralogistics expertise together with Murata Machinery and AGVE, helping battery producers handle sensitive materials safely and efficiently as production scales up.



CASE MODUS

Advancing sustainable growth through modularity

The Modus project is a strategic initiative at Cimcorp aimed at enabling sustainable global growth and improving competitiveness.

By developing a modular hybrid product solution and a new operating model, Modus allows Cimcorp to efficiently deliver customer-specific solutions while maximizing the reuse of assets and integrating partner offerings.

Through pre-planned, configurable solution architecture, Modus increases operational efficiency, reduces waste, and optimizes resource use.

OUR BUSINESS AND VALUE CREATION

OUR VALUES, THE 4 C'S

Cimcorp's values define our culture and shape how our strategy comes to life.

They guide behavior, leadership and collaboration across the entire organization.

Our values are recently updated and their implementation continues in 2026.

CREDIBLE

We deliver predictable, high-quality performance.

As a responsible company, we keep our promises, validate our solutions, and execute with consistency and care. Customers, collaborators, and stakeholders can trust our systems, and our word.

COLLABORATIVE

We win as one Cimcorp.

We work across the globe to turn expertise into scalable solutions and shared success. Our open culture and low hierarchy empower every voice and encourage collaboration at every level.

CUSTOMER FOCUSED

We create measurable customer value.

We listen, understand real business needs, and build long-term partnerships based on performance, trust, and results. We communicate actively and take responsibility.

CREATIVE

We challenge the status quo to build smarter automation.

We combine technical expertise with fresh thinking to simplify complexity, improve continuously, and shape the future of our industry.

OUR MISSION

We integrate and simplify the future of automation, where Cimcorpers, customers and partners thrive.

Our mission reflects how we operate every day: combining scalable solutions, strong software expertise and deep industry insight to deliver reliable, modular automation that creates long-term value.

OUR PURPOSE

We guarantee profitability and peace of mind.

For our customers, this means reliable systems that deliver performance, scalability and measurable return on investment. For our partners, it means trusted collaboration and long-term success. For Cimcorpers, it means a stable, inspiring workplace where innovation and accountability go hand in hand. For society, it means creating lasting economic and environmental value through responsible operations.

CIMCORP GROUP VALUE CREATION

Sustainability is integrated into how we design solutions and how we operate.

IN SOLUTION DESIGN, we prioritize energy efficiency, intelligent space use and material efficiency.

Our systems are built for long lifetimes and scalability. We help customers generate more value from their assets while reducing resource use.

THROUGH SUCCESS SERVICES, including uptime support, upgrades, certified spare parts and training, we extend system lifetimes and reduce replacement-driven impacts.

In our own operations, we focus on fair employment, inclusion, safety and responsible leadership to ensure our practices are responsible and people centered.

CIMCORP CREATES VALUE by designing, delivering and supporting automation that makes intralogistics reliable, scalable and efficient.

Our impact extends across the full lifecycle of a solution: from suppliers to system operation to modernization and end-of-life.

UPSTREAM

➤ **OUR UPSTREAM** value chain includes the components, materials, subsystems and logistics required to build the solution.

We work closely with suppliers and partners to ensure quality, availability and compliance. Efficient logistics planning, responsible sourcing and strong collaboration reduce risk and support consistent delivery performance.

OUR OPERATIONS

➤ **IN OUR OWN** operations, we transform inputs into high-performing customer solutions.

We combine engineering, in-house software expertise and system integration capabilities to design, manufacture, install and support automation that delivers measurable business impact. Through lifecycle services, upgrades, spare parts, digital services and training, we ensure that the system remains reliable, safe and efficient over time.

DOWNSTREAM

➤ **VALUE CONTINUES AFTER GO-LIVE.**

We support our customers throughout the operational life of the system, helping extend lifetime through modernization and upgrades.

When systems are decommissioned or replaced, we support reuse, recycling and responsible end-of-life handling to reduce environmental impact.

➤ **SCALABLE**

➤ **MODULAR**

➤ **LIFETIME VALUE**

MANAGING SUSTAINABILITY

CIMCORP

Architect of Intralogistics

CIMCORP
FUTURE OF AUTOMATION

OUR APPROACH

MATERIAL TOPICS

Cimcorp has identified the sustainability topics that matter most to our business and our stakeholders.

WE REVIEWED our entire value chain to understand how our operations affect people and the environment as well as which sustainability topics could impact our future performance.

THIS WORK included management workshops, expert input and feedback from our key stakeholders: Cimcorpers (our employees), customers, subcontractors, suppliers and partners.

EXECUTIVE MANAGEMENT reviewed and approved the results, which now guide our sustainability priorities, actions and reporting.

The assessment identified the following topics as most material for Cimcorp:



ENVIRONMENTAL Climate change & carbon footprint and waste management & circular economy

SOCIAL Employee safety & wellbeing, working conditions in our supply chain, and customer safety

GOVERNANCE Ethical business conduct, information security and responsible sourcing.

TOGETHER, WE CREATE THE FUTURE OF AUTOMATION.

RISK MANAGEMENT

We integrate sustainability-related risks and opportunities into our enterprise risk management (ERM) framework.

Key sustainability-related risks, including climate and transition risks, labor risks, cybersecurity, supplier and regulatory risks, are identified, assessed and monitored through structured risk registers with defined function owners.

The ERM process is continuous and involves quarterly both regional and functional teams across the organization. The process addresses both potential threats and opportunities, capturing potential benefits from technological, operational and market changes as well as associated risks.

Key risks and opportunities are reported to Executive Management and the Board for oversight. This ensures accountability, timely escalation and continuous improvement in how we safeguard and create long-term value.

OUR APPROACH

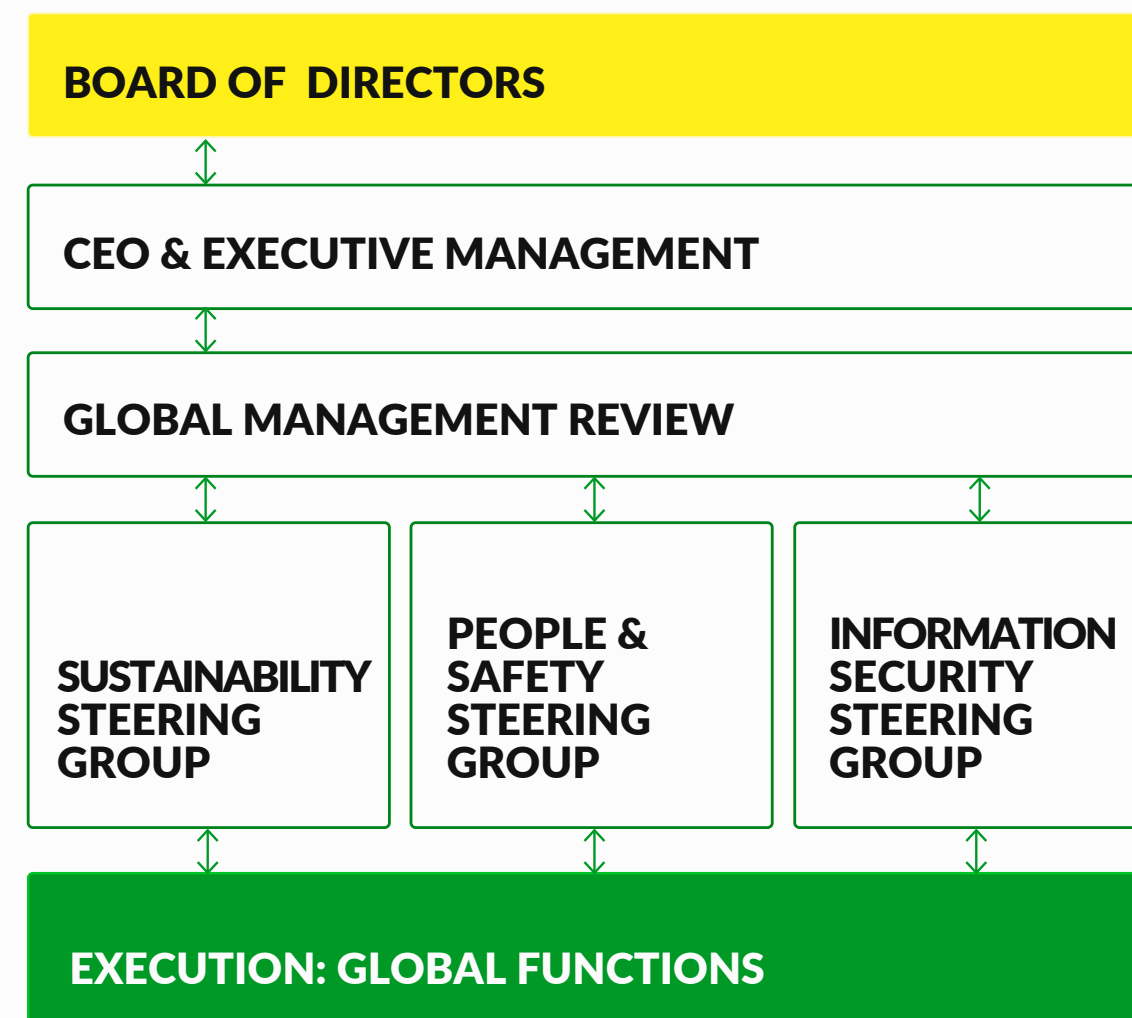
GOVERNANCE AND OVERSIGHT

Our sustainability governance ensures clear responsibility and oversight across environmental, social and governance topics.

THE BOARD OF DIRECTORS provides overall direction of ESG matters. The CEO and Executive Management translate environmental, social and governance priorities into actions across the organization.

A SUSTAINABILITY STEERING Group coordinates sustainability work company wide. Dedicated steering groups, such as People & Safety and Information Security, lead specific focus areas, including employee wellbeing, customer safety and data protection, and drive continuous improvement.

PROGRESS ON environmental performance, social responsibility and governance practices is reviewed regularly in global management reviews. The Quality & Sustainability function supports implementation, reporting and corrective actions, ensuring that sustainability principles are integrated into daily operations and decision-making.



↗ SUSTAINABILITY & QUALITY POLICY
↗ CODE OF CONDUCT



PRACTICES, POLICIES AND INITIATIVES

CIMCORP'S SUSTAINABILITY work is built on shared practices across environmental, social and governance areas.

OUR CODE of Conduct defines how we act as employees and as partners. It sets expectations for ethical behavior, human rights, compliance and responsible business practices.

OUR OPERATIONS are supported by internationally recognized management system certifications covering environmental management, occupational health and safety, quality and information security. These systems help us manage risks, improve performance and ensure consistent ways of working across locations. External assessments, including EcoVadis, support transparency and continuous improvement.

WE DEVELOP sustainability initiatives in a structured step by step manner. On the environmental side, we continuously improve how we calculate and monitor our carbon footprint, including indirect and lifecycle emissions. We strengthen metrics and tracking related to emissions, energy use and resource efficiency.

OUR SUSTAINABILITY and Quality Policy set the framework for delivering safe, reliable and high-quality solutions while continuously improving environmental performance, workplace health & safety and responsible governance practices.

ENVIRONMENT

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OUR ENVIRONMENTAL FOCUS

REDUCING IMPACT. IMPROVING PERFORMANCE.

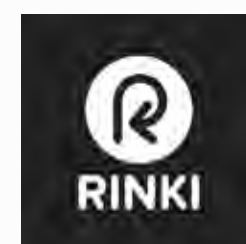
Cimcorp's environmental focus areas include greenhouse gas emissions, energy use and responsible resource management in our operations.

WE MEASURE and manage Scope 1 and Scope 2 emissions and work continuously to improve energy efficiency and reduce environmental impact.

OUR ENVIRONMENTAL efforts are guided by our ISO 14001-certified management system, which provides clear processes for monitoring, controlling and improving emissions, energy use and waste management.

THROUGH SYSTEMATIC follow-up and continuous improvement, we strengthen our environmental performance and support more resource-efficient operations.

- GREENHOUSE GAS EMISSIONS
- ENERGY USE
- RESOURCE MANAGEMENT



24 tCO₂e
EMISSION SCOPE 1

57 tCO₂e
EMISSION SCOPE 2

2498 MWh
ENERGY CONSUMPTION

RECYCLING RATE **79 %**
85 %

Figures apply to Cimcorp oy Ulvila, Finland



OUR ENVIRONMENTAL FOCUS

CLIMATE-RELATED RISKS AND OPPORTUNITIES

Climate-related regulation and customer expectations are evolving, and this can create both risks and opportunities across our value chain.

WE FOCUS ON the areas where we can make a practical difference. These include logistics planning, business travel and the way we design and deliver our solutions.

WE REDUCE lifecycle emissions and resource use through energy- and material-efficient design, smarter logistics and upgrades that extend system lifetime.

OUR MODULAR approach supports modernization over time, reducing the need for full replacements and lowering environmental impact.

NEXT STEPS

We are strengthening how climate-related data supports decision-making in design, procurement, logistics and services.

As data quality improves, environmental considerations will be increasingly integrated into everyday business decisions.



OUR ENVIRONMENTAL FOCUS

CARBON FOOTPRINT AND ENERGY MANAGEMENT

Cimcorp reports its greenhouse gas (GHG) emissions in line with the GHG Protocol. This ensures transparency, consistency and comparability.

WE BEGAN calculating our carbon footprint in 2017 and have continuously improved the methodology.

IN 2023, our Scope 1 and Scope 2 calculations were reviewed through a Climate Program coordinated by the Finland Chamber of Commerce. Scope 3 development has progressed through the Climate Community initiative.

THE SAME calculation principles are applied consistently each year to ensure reliable reporting.

SCOPE CATEGORIES

- Scope 1: fuel emissions from leased cars
- Scope 2: purchased energy; electricity and district heating
- Scope 3 (not reported in 2025):
 - Upstream: commuting & travel; waste, purchased goods & services; upstream transportation
 - Downstream: downstream transportation; use of sold products; end-of-life treatment of sold products

IN 2025, Scope 1 included fuel emissions from leased cars, and Scope 2 covered emissions from purchased electricity and district heating.

Scope 2 emissions decreased 68 % from 177 t CO₂e in 2024 to 57 t CO₂e in 2025.

OUR ELECTRICITY supply is based on low-emission sources, with a full transition to renewable electricity planned from 2027 onward. Since the beginning of 2025, the district heating we use has been generated from renewable energy sources.

2025 GROSS GREENHOUSE GAS (GHG) EMISSIONS IN TONS OF CO₂E

SCOPE 1	24
SCOPE 2	
MARKET BASED	0
LOCATION BASED	57
TOTAL	81 t CO₂e
GHG INTENSITY	
Gross GHG / revenue in MEUR	0,52



TOTAL ENERGY consumption at Cimcorp Oy (Ulvila, Finland) in 2025 was 2498 MWh, consisting of 1298 MWh of electricity and 1199 MWh of district heating.

IN 2025, we conducted an energy audit at our headquarters and calculated energy efficiency indicators to support future improvements and target setting.

2025 ELECTRICITY AND DISTRICT HEATING CONSUMPTION IN MWh

	RENEWABLE	NON-RENEWABLE	TOTAL MWh
ELECTRICITY		1298	1298
DISTRICT HEATING	1199		1199
TOTAL MWh	1199	1298	2498

SCOPE 3

We have identified the most material Scope 3 categories across our value chain. The largest sources of emissions stem from purchased goods and services, travel and transportation, and the use phase and end-of-life treatment of sold products.

NEXT STEPS

We are expanding Scope 3 reporting step by step as data availability and quality improve. We have also launched a product lifecycle assessment (LCA) project to better understand emissions across the full lifecycle of our solutions, from raw materials and manufacturing to customer use and end-of-life.

The results will support: lower-emission product design, more informed procurement decisions, improved lifecycle services, as well as stronger sustainability reporting and target setting.

OUR OBJECTIVE IS CLEAR: REDUCE EMISSIONS ACROSS OUR OPERATIONS AND VALUE CHAIN WHILE MAINTAINING RELIABLE, HIGH-PERFORMING AUTOMATION.



CASE HQ

Expansion

Cimcorp's headquarters in Ulvila Finland was built in 2002.

In the 2018-2019 expansion, we doubled the production area and added more than 2000 square meters of office space, while improving building performance with energy efficient ventilation, building automation and time-controlled LED lighting.

OUR ENVIRONMENTAL FOCUS

WASTE MANAGEMENT AND CIRCULAR ECONOMY

We manage waste responsibly to reduce environmental impact and support circular use of materials.

WASTE IS SORTED at source to maximize recycling and material recovery. Materials such as metal, wood, cardboard, plastics and electrical waste are directed to recycling. Biowaste is recycled as raw material for biogas. Mixed waste and energy fractions are sent to energy recovery. Hazardous waste is collected separately and delivered to authorized treatment facilities.

AT CUSTOMER and project sites, waste management follows local regulations and site-specific requirements. These requirements are communicated to subcontractors and included in site induction processes.

RECYCLING PERFORMANCE at our headquarters has improved significantly. The recycling rate increased from 57 % in 2023 to 79 % in 2025. We continuously monitor waste volumes and recycling performance to identify improvement opportunities.

IN 2025, we organized a Sustainability Day that included practical training on waste sorting and recycling. This strengthened awareness and supported more consistent environmental practices in daily operations.

NEXT STEP In 2026, a Finland based thesis project will review our waste streams and treatment practices in more detail. The goal is to identify concrete actions to further increase recycling rates and improve resource efficiency.

OUR TOP 5 WASTE TYPES

- ↗ BIOWASTE
- ↗ SCRAP METAL
- ↗ RECYCLED WOOD
- ↗ SLUDGE*
- ↗ CARDBOARD

*Stormwater & grease separator

81 t
TOTAL AMOUNT OF WASTE

2 t
TOTAL AMOUNT OF HAZARDOUS WASTE

Waste amounts in metric tons. More detailed waste type classifications in appendix. Figures apply to Cimcorp Oy Ulvila, Finland

64 t
TOTAL AMOUNT OF RECYCLED WASTE

79 %
RECYCLED WASTE



CASE MERCADONA Stays fresh

Mercadona partnered with Cimcorp to automate its fresh produce distribution, cutting warehouse lead times so food can move from field to store within 24 hours and stay fresh longer.

This automated intralogistics system supports Mercadona's sustainability goals by reducing food waste, improving energy-efficient handling in different temperature zones and creating a safer, less physically demanding workplace for staff.



SOCIAL

CIMCORP
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OUR SOCIAL FOCUS

PRIORITIZING SAFETY. ENABLING GROWTH.

People are at the center of Cimcorp's success.

OUR SOCIAL PRIORITIES focus on our Cimcorpers (our employees) safety and wellbeing, fair working conditions and responsible practices across our value chain, including customer and product safety.

We promote the Cimcorp Spirit, a culture built on our values: credible, collaborative, customer-focused and creative.

WE AIM TO LEAD by example as an employer and encourage every

Cimcorp to live these values in daily work. Through shared responsibility and teamwork, we strengthen trust, performance and long-term success.

Workplace safety is managed through our ISO 45001-certified occupational health and safety system.

OUR GOAL IS CLEAR: ZERO WORKPLACE ACCIDENTS.

Through structured processes, continuous improvement and active engagement, we create a safe and supportive working environment for all Cimcorpers.

2,3 <5

INCIDENT FREQUENCY

Total Recordable Incident Frequency per million work hours

4,7 <10

EMPLOYEE TURNOVER RATE %

14 /20

EMPLOYEE SATISFACTION SCORE, ENPS

18,1 h

AVERAGE TRAINING HOURS PER EMPLOYEE



- ZERO ACCIDENTS
- CIMCORP SPIRIT
- RESPONSIBLE PRACTICES

OUR SOCIAL FOCUS

PEOPLE

Our Cimcorpers work across Finland, Germany, the United Kingdom, Spain, the United States, Canada, India and Australia.

IN ADDITION TO our offices, many Cimcorpers work on customer projects around the world, bringing their expertise directly to the places where automation makes a difference.

WE ARE COMMITTED to providing a fair, inclusive and respectful workplace where every Cimcorper can contribute, grow and feel valued.

WE HAVE ZERO TOLERANCE for harassment, bullying or discrimination. Confidential channels are available for raising concerns safely and without fear of retaliation.

IN 2025, Cimcorp Group employed 516 Cimcorpers globally. We also work with temporary agency professionals and selected subcontractors when project needs require additional expertise. In 2025 Cimcorp used 90 temporary agency workers in CCOY Finland. This number includes also the self-employed workers.

We use recognized job evaluation frameworks and local salary benchmarks

to ensure fair compensation in each country and that pay levels exceed the local living wage.

IN CIMCORP FINLAND, the gender pay gap in 2025 was 2,6 % (calculated for senior salaried employees representing 80 % of Cimcorp Finland's workforce).

As we operate in a male dominated technical field, and men on average have longer careers in our company, they more often progress into higher graded roles through accumulated experience. This contributes to the overall pay gap.

We are actively supporting equal career progression. As the proportion of women and their average tenure increase, the share of women in higher graded roles will also grow over time.

Cimcorp has grown strongly in recent years, and many Cimcorpers have joined us during this period of expansion. At the same time, we value long-term careers. Some Cimcorpers have been part of our journey for more than 40 years.

IN 2025, our global employee turnover rate was 4,7 %, reflecting strong engagement and commitment across our teams.

OUR CIMCORPERS ARE THE FOUNDATION OF EVERYTHING WE DO. THEIR EXPERTISE, COLLABORATION AND DEDICATION DRIVE OUR SUCCESS TODAY AND SHAPE OUR FUTURE IN AUTOMATION.



PEOPLE
ARE AT THE
CENTER OF
CIMCORP'S
SUCCESS.

CASE CAREER STORY

International trade as a lifelong compass

Paula Junnila-Erkintalo has built nearly a 30-year career at Cimcorp, growing alongside the company. As Manager of Global Export and Trade Finance, she leads global project logistics.

She joined Cimcorp in 1996, when one small team handled sales, marketing and logistics, and has since played a key role in the company's expanding global operations. Paula leads with trust, openness and shared responsibility.

Outside work, she channels the same energy into time with family, guided by a simple mindset: make the most of every moment.

516

GROUP TOTAL EMPLOYEES

418 FI+DE

35 USA

23 CA

14 UK

12 IN

11 ES

2 AU

84%

MALE

94%

PERMANENT

4,7%

EMPLOYEE TURNOVER RATE

MANAGEMENT TEAMS' GENDER DISTRIBUTION



100 % MALE
0 % FEMALE



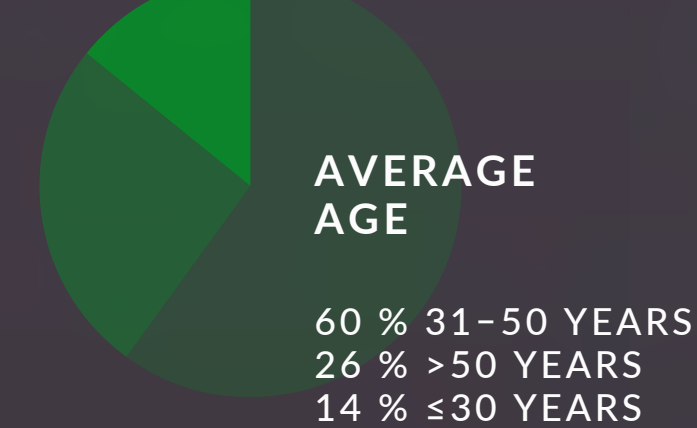
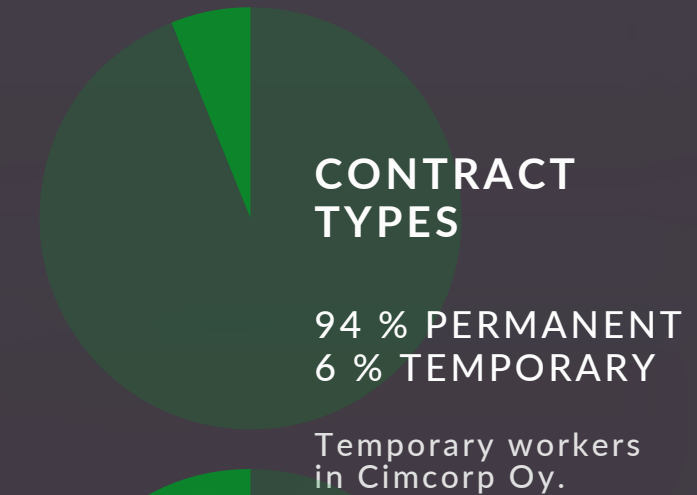
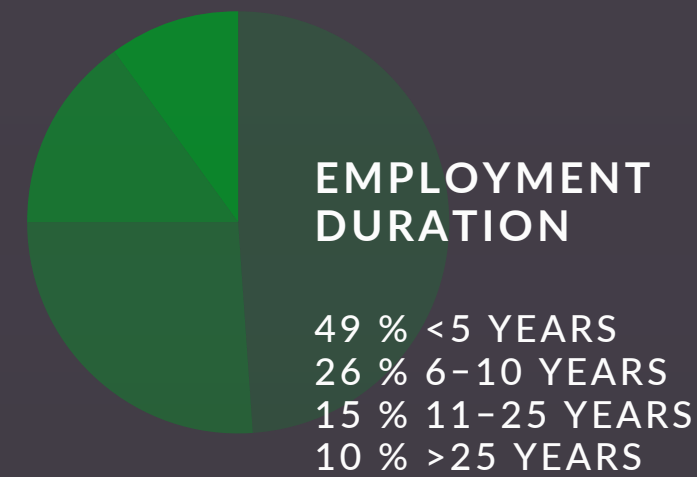
63 % MALE
37 % FEMALE



56 % MALE
44 % FEMALE



75 % MALE
25 % FEMALE

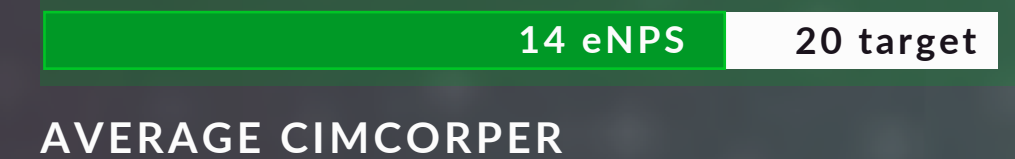


<5 y

EMPLOYMENT

01 Age
between 31-50

02 Location
Finland



CIMCORP GROUP

WORKFORCE CHARACTERISTICS

A Cimcorper is a professional Cimcorp team member who helps others, innovates together, supports customers, and makes everyday work easier for everyone.

SUSTAINABILITY



**SAFETY IS A SHARED
RESPONSIBILITY AT CIMCORP.**

OUR SOCIAL FOCUS

HEALTH, SAFETY AND WELLBEING

We promote a proactive safety culture supported by our ISO 45001-certified occupational health and safety management system.

ACROSS ALL LOCATIONS, we monitor safety performance and treat incidents, near misses and safety observations as opportunities to learn and improve. In 2025 we had two recordable safety incidents, one of which was a medical aid and the other lost time incident (no fatalities occurred), with incident frequency of 2,3 per million workhours.

OUR LONG-TERM COMMITMENT to safety is reflected in achieving high classifications in Finland's Vision Zero Forum for several consecutive years. In 2025, we strengthened site safety through regular OHS site visits, management safety walks, Safety Week

sessions and the launch of our Safety for Cimcorp's e-learning course.

EMPLOYEE WELLBEING is equally important. We support our Cimcorp's through occupational health services, early support practices and flexible hybrid working where roles allow. Health insurance and occupational healthcare coverage are provided in line with local requirements and company benefits.

In Finland, Cimcorp's are members of Cimcorp's Sickness Fund, which complements public healthcare and reduces out-of-pocket medical costs. In 2025, the sickness absence rate at Cimcorp Oy Finland was 1,5 %.

NEXT STEPS

In 2026, we will further strengthen day-to-day safety practices. This includes improving how safety observations are recorded and followed up, harmonizing risk assessment practices across sites and regularly updating safety instructions.

We will also implement a structured wellbeing model and integrate it into daily management and HR processes. Supervisors will receive additional coaching in early support and intervention practices, and we will define clear indicators to monitor work ability and psychosocial wellbeing.

OUR GOAL REMAINS CLEAR: A SAFE, SUPPORTIVE WORKPLACE WHERE EVERY CIMCORPER CAN THRIVE.

- ZERO ACCIDENTS
- CIMCORP SPIRIT
- RESPONSIBLE PRACTICES



CASE SAFETY WEEK

Culture of workplace safety and wellbeing

Cimcorp regularly organizes Safety Weeks to strengthen its culture of workplace safety and wellbeing.

These events bring employees together to share safety insights, participate in expert-led webinars, and engage in discussions on topics such as health, safety awareness, and wellbeing at work.

By offering global sessions and encouraging participation from all locations, Cimcorp ensures that safety and wellbeing remains a shared priority across the organization.



OUR SOCIAL FOCUS

LEARNING, DEVELOPMENT AND ENGAGEMENT

At Cimcorp, learning is part of everyday work.

WE BELIEVE that when Cimcorpers grow, our company grows with them. Continuous learning supports personal development, strengthens teamwork and builds the capabilities we need for the future.

CIMCORPERS take part in various forms of education and training during working hours covering for example safety, wellbeing, leadership, compliance, technical expertise and language skills. We encourage career development through internal mobility, mentoring and leadership programs, creating real opportunities to explore new paths and take on new responsibilities.

MANDATORY TRAINING is monitored to ensure shared standards across the organization. In 2025, Cimcorpers completed on average

18,1 hours of recorded training per person. Information on training hours broken down by gender is not currently available.

OPEN DIALOGUE is an important part of our culture. Through the Cimcorpers' Development Cycle, we regularly discuss performance, goals and wellbeing. Employee surveys, such as Cimcorp Pulse, help us listen and improve. At the end of 2025, our global eNPS score was 14, a result we are committed to strengthening further.

We will continue investing in leadership development and targeted competence building in key areas. Our focus is to ensure that every Cimcorper has the skills, support and confidence needed to succeed, today and in the future.

OUR GOAL IS SIMPLE: A WORKPLACE WHERE PEOPLE FEEL VALUED, CAPABLE AND INSPIRED TO GROW.

➤ ZERO ACCIDENTS

➤ CIMCORP SPIRIT

➤ RESPONSIBLE PRACTICES

14 /20

eNPS

18,1 h

AVG. TRAINING PER EMPLOYEE

2025 figures apply to Cimcorp Oy Ulvila, Finland



OUR SOCIAL FOCUS

SOCIAL RESPONSIBILITY

Acting responsibly is part of who we are.

CIMCORP'S CODE OF CONDUCT defines how we treat each other and how we do business. It sets clear expectations for ethical behavior, respect for human rights, non-discrimination and equal treatment. Forced labor, child labor and modern slavery are strictly prohibited, both in our own operations and throughout our supply chain.

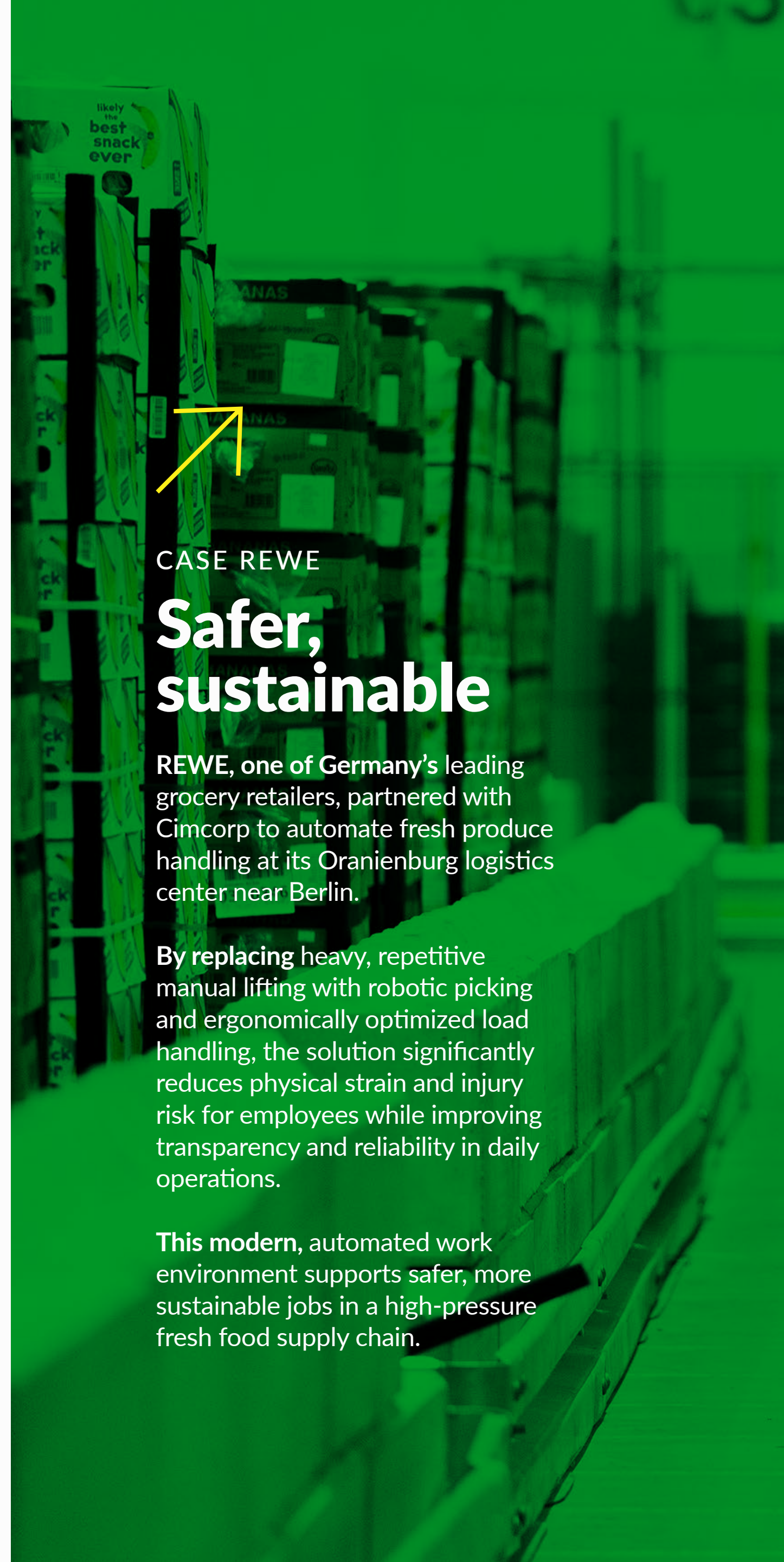
WE ENCOURAGE open dialogue. Cimcorpers and external stakeholders can raise concerns through our confidential whistleblowing channel. We are committed to non-retaliation for anyone who reports concerns in good faith. In 2025, no confirmed human rights

incidents were recorded in our workforce or value chain.

CUSTOMER RESPONSIBILITY and product safety are equally important. Safety is built into every stage of our automation systems, from design and risk assessment to installation, onboarding and ongoing lifecycle support.

We provide clear documentation, practical training and 24/7 support to help customers operate their systems safely and efficiently.

Customer feedback, incidents and complaints are carefully monitored and used to strengthen safety, reliability and quality over time.



CASE REWE

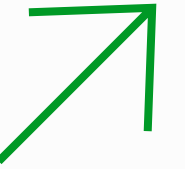
Safer, sustainable

REWE, one of Germany's leading grocery retailers, partnered with Cimcorp to automate fresh produce handling at its Oranienburg logistics center near Berlin.

By replacing heavy, repetitive manual lifting with robotic picking and ergonomically optimized load handling, the solution significantly reduces physical strain and injury risk for employees while improving transparency and reliability in daily operations.

This modern, automated work environment supports safer, more sustainable jobs in a high-pressure fresh food supply chain.





COMMUNITY

CIMCORP WORKS together with local educational institutions, authorities, and partners to support skills development, innovation and responsible business practices. By sharing expertise and collaborating locally, we help strengthen the ecosystems around us.

WE ALSO ENCOURAGE Cimcorpors to take part in community and volunteer activities where possible. Supporting local initiatives and contributing time and knowledge is one way we live our values beyond our daily work.

OUR GOAL IS to create positive impact not only through automation, but also through meaningful local engagement.

CASE ROBOCAMP

Future talents

In 2025 Cimcorp participated in hosting a Kids' Robocamp in Ulvila, welcoming local children to explore the world of robotics.

By organizing this camp, we strengthen community engagement and inspire young people to explore technology and innovation, supporting our commitment to social responsibility and future talent development.

GOVERNANCE & ETHICS

CIMCORP
FUTURE OF AUTOMATION

GOVERNANCE & ETHICS

BUILDING TRUST. ACTING WITH INTEGRITY.

Protecting customer and company data is a key part of our governance responsibility.

OUR INFORMATION SECURITY program is based on internationally recognized frameworks, including NIST and ISO 27001, and is supported by independent audits and cyber insurance.

OUR APPROACH FOCUSES on prevention, detection and rapid recovery. Regular training ensures that Cimcorpers understand their role in protecting information.

ROLE-BASED ACCESS controls, multi-factor authentication and automated access management linked to HR processes ensure that system access is appropriate and secure at all times.

WE APPLY LAYERED security measures to protect devices, networks, cloud services and data. The same security standards apply to third parties working with Cimcorp. Regular backups, tested incident response procedures and business continuity planning help ensure operational resilience.

WE HAVE DIVERSIFIED our technology supply chain by reducing dependency on a single vendor, strengthening risk management, business continuity, and long-term sustainability. Selected services are moved to cloud platforms, which improves energy efficiency while reducing overlapping systems and overall infrastructure consumption.

IN ADDITION to protecting our internal systems, we integrate

cybersecurity into the design, development and delivery of our automation solutions. As a provider of industrial automation and control systems, we recognize that product security is essential for safe and reliable customer operations.

WE CONTINUOUSLY strengthen our capabilities through a clear development roadmap, including enhanced monitoring and 24/7 detection.

OUR GOAL IS CLEAR: SAFEGUARD INFORMATION, SUPPORT RELIABLE OPERATIONS AND MAINTAIN THE TRUST OF OUR CUSTOMERS AND PARTNERS.

➤ SAFEGUARDING INFORMATION
➤ ISO 27001 CERTIFIED



GOVERNANCE & ETHICS

RESPONSIBLE SOURCING PRACTICES

Responsible sourcing is part of our approach to long-term value creation.

WE WORK CLOSELY with suppliers and partners across our value chain and expect them to operate in line with our Supplier Code of Conduct. This includes ethical business practices, respect for human rights and compliance with applicable laws and standards.

FOR MATERIALS and components used in Cimcorp's own products, we work with over 300 suppliers. The majority of them (80%) are located in Finland to support our assembly operations in Ulvila, complemented by key suppliers in countries such as Sweden and Germany.

FOR SUBSYSTEMS and project-specific deliveries, we collaborate with

a focused group of long-term suppliers and partners in Europe, North America and the Asia-Pacific region.

WE PRIORITIZE local suppliers and, whenever feasible, source subsystems close to the final project site to shorten transport distances, improve logistical efficiency and reduce environmental impact. At the same time, we maintain high standards for quality, delivery reliability, cost-effectiveness and responsible business conduct while supporting local economies.

SUPPLIER ASSESSMENTS and monitoring help us identify risks early and ensure alignment with our expectations. When gaps are identified, we address them together with our partners, focusing on improvement and long-term collaboration.

OPEN DIALOGUE IS essential. We encourage suppliers to raise concerns and questions. Whistleblowing channels are available throughout the supply chain, supporting transparency and responsible conduct without fear of retaliation.

TOGETHER, WE SHAPE THE FUTURE OF AUTOMATION.

➤ SOURCING
LOCALLY

➤ OPEN DIALOGUE

➤ LONG-TERM
PARTNERSHIPS



+300
SUPPLIERS

80%
LOCAL





CIMCORP GROUP
**CLEAR
GOAL
FOR THE
FUTURE**

From 2026 onward, we will continue strengthening sustainability in ways that create measurable value for our customers, partners and Cimcorpors.

ENVIRONMENTALLY, we will deepen our understanding of impacts across our value chain and throughout the full lifecycle of our solutions. This enables us to guide design, procurement and services toward lower emissions, smarter resource use and stronger long-term performance.

SOCIALLY, we will continue building a safe, inclusive and supportive workplace where Cimcorpors can grow and succeed. Safety, wellbeing and competence development remain key priorities.

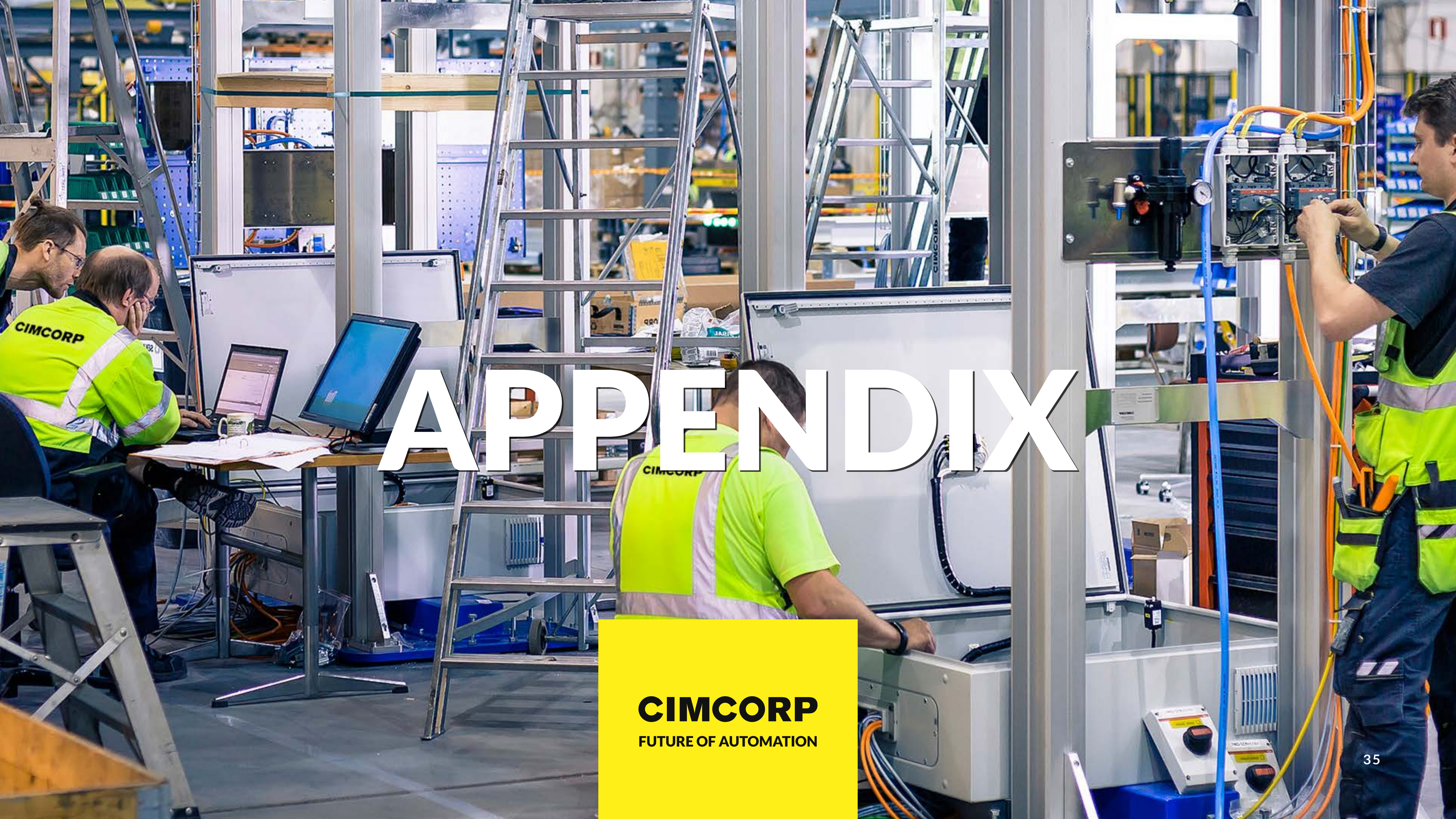
FROM A GOVERNANCE perspective, we will reinforce responsible business practices through strong information security, responsible sourcing, ethical conduct and clear accountability.

THE GOAL FOR THE FUTURE is clear: responsible growth, resilient operations and long-term trust.

➤ **REDUCING IMPACT.**

➤ **PRIORITIZING SAFETY.**

➤ **BUILDING TRUST.**



APPENDIX

CIMCORP
FUTURE OF AUTOMATION

GEOLOCATIONS OF SITES OWNED, LEASED OR MANAGED

SITES	ADDRESS	POSTAL CODE	CITY	COUNTRY	COORDINATES (GEOLOCATION)
Cimcorp Oy	Satakunnantie 5	FI-28400	Ulvila	FINLAND	61.42527017222953, 21.881794397002533
Cimcorp Oy, Germany	Hanns-Martin-Schleyer-Strasse 3	DE-47877	Willich	GERMANY	51.27405487329382, 6.509591932423383
Cimcorp Automation Ltd.	635 South Service Road	ON L3M 4E8	Grimsby	CANADA	43.211189266679824, -79.61645534590863
Cimcorp USA, Inc.	1381 Stonefield Court	GA 30004	Alpharetta	UNITED STATES	34.122805098389044, -84.22920894613918
Cimcorp Industrial Automation India Private Limited	Plot No 40C, Door No 1, 3rd Main Road, Kottur Gardens, Kotturpuram	600085	Chennai	Tamil Nadu, INDIA	13.020937293881962, 80.24306335537105
Cimcorp Iberia S.L.	Calle María de Molina 54, Planta 5	28006	Madrid	SPAIN	40.43830525280076, -3.6893403036556554
Cimcorp UK Ltd	1 Chapel Street	CV34 4HL	Warwick	UNITED KINGDOM	52.28284503382551, -1.5844239943432972
Cimcorp Australia Pty Ltd	70 Carmignani Road	WA 6077	Gnangara	AUSTRALIA	-31.76139340959113, 115.8450996612975

WASTE TYPES, CLASSIFICATIONS AND AMOUNTS

WASTE TYPE	HAZARD CLASSIFICATION	AMOUNT (METRIC TONS)
Biowaste	Non-hazardous	14,3
Scrap metal	Non-hazardous	11,3
Recycled wood	Non-hazardous	10,9
Sludge (stormwater & grease separator)	Non-hazardous	10,4
Cardboard	Non-hazardous	9,6
Energy fraction (waste-to-energy)	Non-hazardous	8,3
Mixed waste	Non-hazardous	4,8
Plastic packaging	Non-hazardous	4,2
Mixed wood	Non-hazardous	1,7
Confidential paper (secure destruction)	Non-hazardous	1,0
Yard waste	Non-hazardous	0,8
Collected paper	Non-hazardous	0,6
Clear plastic film (LDPE)	Non-hazardous	0,6
Metal packaging	Non-hazardous	0,4
WEEE	Non-hazardous	0,4
End-of-life tyres	Non-hazardous	0,1
Oil & detergent separator – liquid fraction	Hazardous	1,2
Oil & detergent separator – sludge/solid fraction	Hazardous	0,6
Aerosol waste (solid)	Hazardous	0,05
Heavy metal batteries	Hazardous	0,03
Total Waste Generated		81,3

VSME INDEX

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