SUSTAINABILITY REPORT 2025



NTC TRANSPORT

NTC TRANSPORT
www.ntc-transport.fi

OUR CLIMATE COMMITMENT

We want to be a pioneer of sustainable development in the transport industry.

We are working to develop sustainable and responsible transport in line with the UN Sustainable Development Goals. Our targets for reducing our environmental impact are based on the Paris Agreement, and we are working to reduce our greenhouse gas emissions by 50 % by 2030.

BASE YEAR:

2020

TARGET:

2030



SUSTAINABLE GROWTH

2025 was a record year in terms of revenue, with sustainable growth, continued profitability and a clear strategy for the future.

2025 was an interesting and significant year for our business.

At the start of the year, our clear ambition was to continue growing gradually in both road transport and project transport. Market conditions were marked by uncertainty and challenges, but we also saw opportunities to develop our business and strengthen our position in the market.

As we now summarize the year, we can conclude that 2025 was a record year in terms of revenue. It is especially pleasing that this growth has been achieved in a financially sustainable way, with continued focus on profitability, quality and long-term development.

We have continued to invest according to plan. During the year, investments were made in modern equipment, our vehicle combinations and the ongoing maintenance of the fleet. These initiatives are important for ensuring high operational reliability, efficiency and a business that remains strong over the long term.



The transition toward alternative fuels progressed somewhat more slowly during the year than many had expected. An uncertain global environment, higher costs and a temporary decline in demand have contributed to a more cautious market. At the same time, we remain convinced that the transition will continue, and we are monitoring developments closely so that we can meet the demands and opportunities of the future.

I look ahead to 2026 with confidence. We expect continued growth and believe that demand for sustainable transport solutions will increase. With committed employees, strong customer relationships and a clear long-term strategy, we are well equipped to continue our development.

CEO, CAJ VESTLIN

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Our sustainability report has been prepared in accordance with the Nordic Sustainability Reporting Standard and complies with the VSME standard dated December 2024.

The report has been prepared in accordance with the Basic Module and the Comprehensive Module. The sustainability report has been prepared on an individual basis. Learn more www.nsrs.eu.

Contact person:

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Email: thomas.kula@ntc-transport.fi

ABOUT US



MAIN PARTNERS

Shipping companies, contract carriers, vehicle suppliers, workshops, and other partners.

OUR STAKEHOLDERS

Internal: employees, internal decision makers, managers, board and owners.
External: customers, society, suppliers, government and investors

NTC TRANSPORT

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www.ntc-transport.fi

Primary services:
Road transport, project services in the field of transport, freight forwarding, and logistics services.

Primary markets:
Industry and commerce, as well as renewable energy solutions.

NACE codes:
49.41 road transport, freight transport.

Headquarters:
Kvarnvägen 16,
66900 Nykarleby, Finland

Office and depot:
Sahaajankatu 12,
Helsinki, Finland

Depot:
Fabriksvägen 9,
Västerhaninge, Sweden

Corporate ID: FI0707660-6
Legal form: Corporation

EMPLOYS
58

REVENUE
18,6 Mn

TOTAL ASSETS
12,8 Mn

FOUNDED
1953

STRATEGY, BUSINESS MODEL, AND SUSTAINABILITY

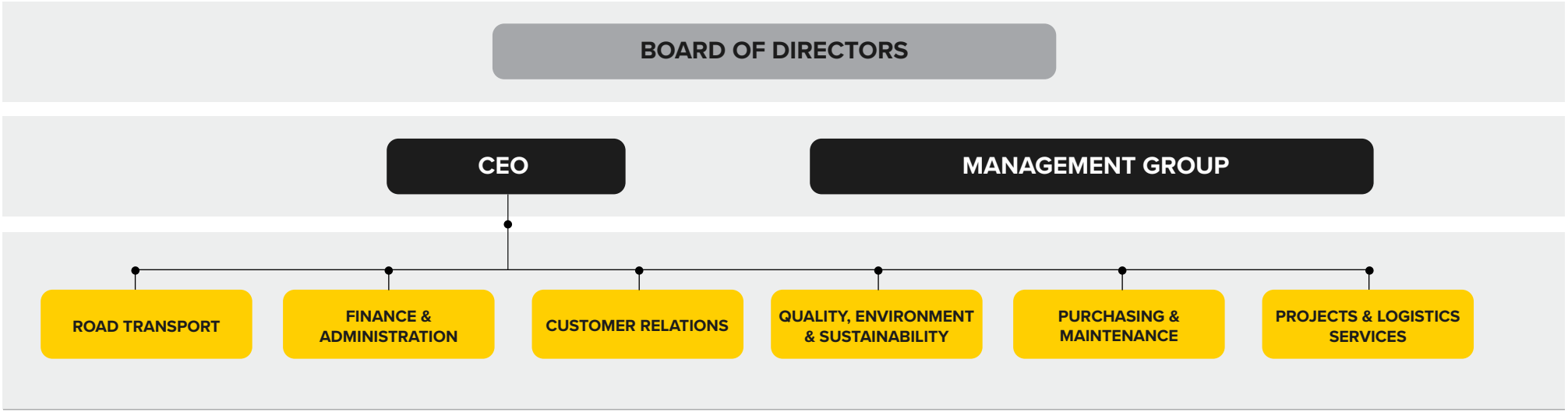
OUR BUSINESS

NTC Transport is ISO 9001 certified since 2009 and ISO 14001 certified since 2010.

NTC Transport is a family-owned company where the owner families remain actively involved and lead the company in both board and management positions. The company values its employees and has a low employee turnover. The company strives to maintain a high level of service and build long-term customer relationships with a focus on reliability, flexibility, personalized service, high delivery reliability, and sustainable transportation solutions.

We provide road transport services backed by many years of experience and extensive professional expertise. We have a modern and flexible fleet of vehicles and our own operating methods tailored to Nordic conditions.

Project transportation and freight forwarding services have been part of our business for 10 years. Our team has an extensive network of partners and over 20 years of experience with various types of transportation by road, sea, air, and rail. We work on projects around the world and offer everything from consulting to end-to-end management of project deliveries, from planning to final delivery.



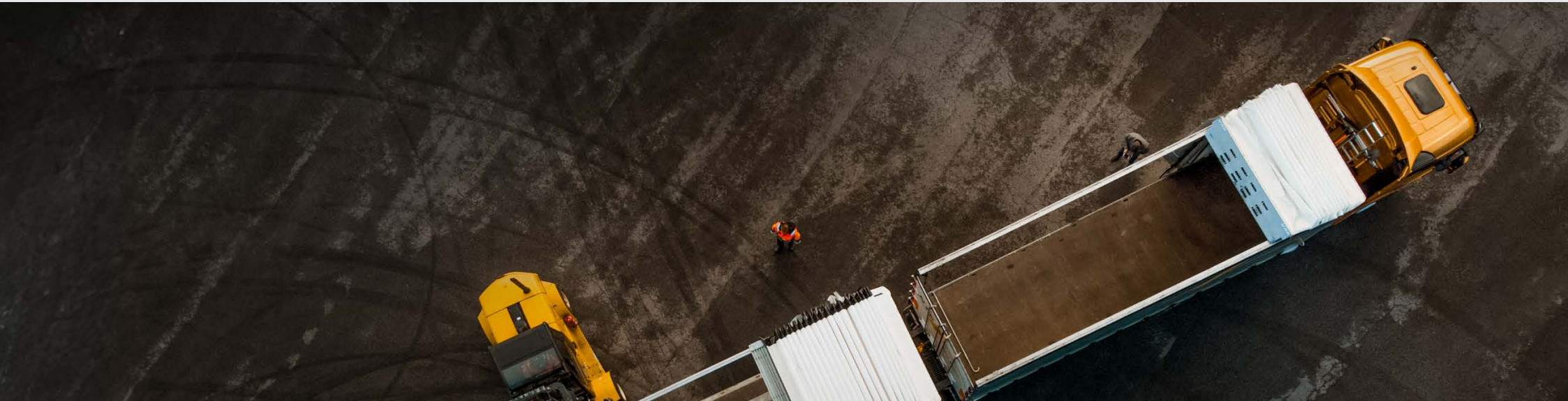
GOVERNANCE - ECONOMIC SUSTAINABILITY

OUR STRATEGY

The company's strategy includes developing according to market needs and with customers in focus. This is always in mind in the company's decision-making. We have long been committed to building long-term customer relationships, and in recent years, we have also invested in broadening our customer base. Several of the company's major clients have been our customers since the 1990s. A close relationship with our customers and a tireless commitment to offer flexible, reliable and personal service is the foundation of our business.

INVESTMENT AND MAINTENANCE

An important part of the financial sustainability of our operations is how we manage our investments and equipment. We continuously invest in our vehicle fleet. By making conscious choices, we have maintained modern and well-functioning equipment that brings many benefits. It is also important to have a well-functioning network of workshops and to continuously maintain the fleet to extend its lifetime. We evaluate our network of workshops annually.



TRANSITION AS AN OPPORTUNITY

We see the transition as an opportunity. We gain a competitive advantage by considering our business model as a foundation for developing a more sustainable business. A sustainable business model also brings financial savings and benefits. Lower fuel consumption in our transport is directly related to lower costs. Our drivers' sustainable driving behaviour not only reduces fuel consumption and the need for vehicle maintenance and repair but also contributes to traffic safety.

COUNTERING CORRUPTION AND MALPRACTICE

NTC Transport is committed to combining business with quality, environmental responsibility and human rights. Through our work, we want to show respect for human rights, including labour rights. No forced labour is acceptable, nor is illegal labour. Discrimination is not allowed. We comply with the legislation in force in the countries where we operate. Sustainability must be integrated across the company, socially, economically and environmentally.

Sentences and Fines for Corruption and Bribery	Has the company received any convictions or fines for violations of anti-corruption laws or bribery during the reporting period?	No
Revenue from Certain Sectors and Exceptions to the EU's Reference Values	Controversial weapons (anti-personnel mines, cluster munitions, chemical weapons, and biological weapons)	0€
	Fossil fuels (coal, oil, and gas). If yes, specify the breakdown of revenue from coal, oil, and gas	0€
	Chemical production – Does the company produce pesticides and other agricultural chemicals?	0€
	Is the activity excluded from any EU benchmarks that are in line with the Paris Agreement?	No
Gender Breakdown on the Board of Directors	If the company has a board of directors, please specify the gender breakdown of the board	100% men

CIRCULAR BUSINESS MODEL

CIRCULAR ECONOMY AT OUR COMPANY

NTC Transport does not have a circular business model as we still run on fossil fuels. However, measures to move towards a more circular business model are continuously being taken. We maintain our equipment to extend its lifetime. Resource efficiency is essential for long-term successful transport operations, and our sustainability strategy includes increasing the use of renewable fuels.



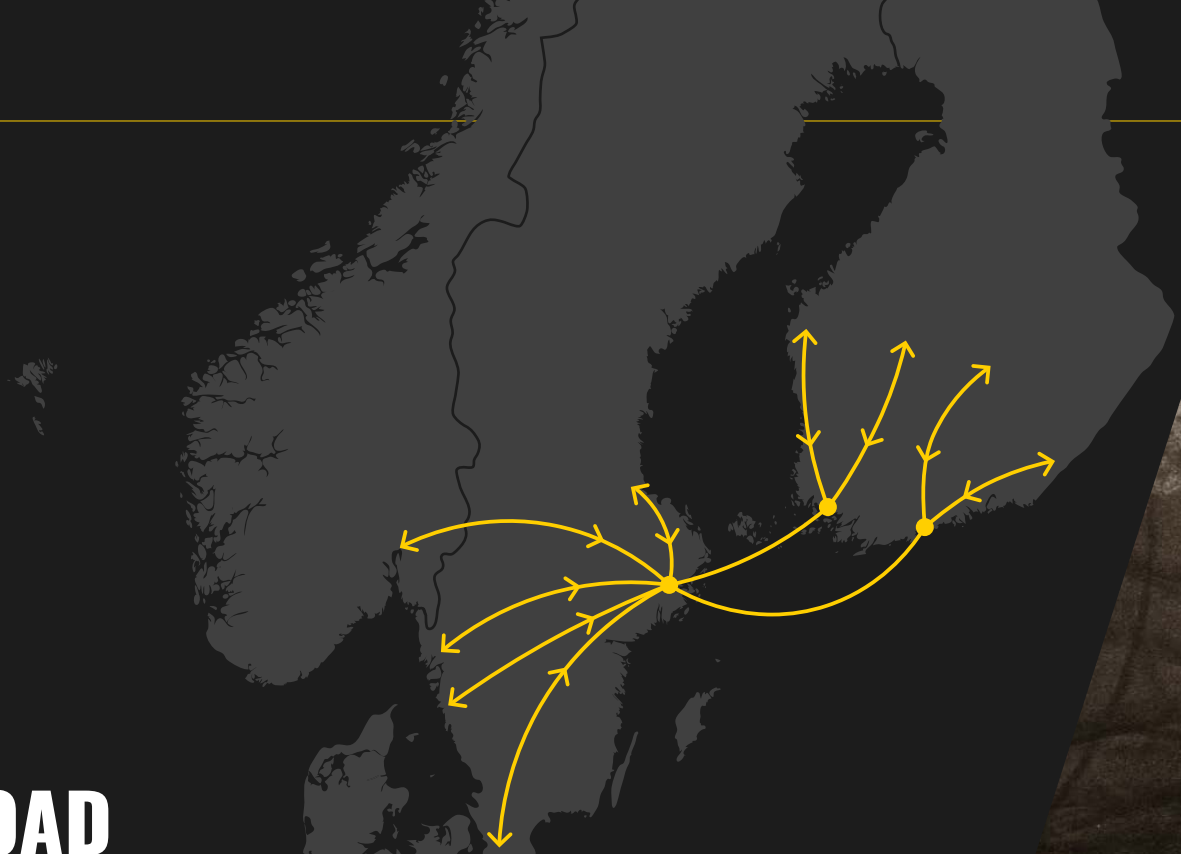
RENOVATION AS AN INVESTMENT

Ever since the early 2000s, we have invested in systematically renovating our trailers and truck bodies after 8–10 years in traffic.

For example, all carriages then undergo a thorough renovation, where the floor, superstructure, and wear parts are replaced. This increases the equipment's service life by at least 3–5 years, helping to reduce emissions and the environmental footprint. The renovations are also carried out locally at our workshop in Nykarleby.

TYRE RETREADING – A CIRCULAR APPROACH

We retread approximately 180 tyres every year. For example, all the tyres on our trucks are retreaded. According to tyre manufacturer Continental and statistics from CATRA (Canadian Association of Tire Recycling Agencies), a retreaded tyre results in around 24% less CO_2 emissions than a new tyre, while also using significantly less material and generating less waste.



OUR ROAD TRANSPORT SERVICES

LINK AND TRAILER OPERATIONS

At NTC Transport, our transport is mainly based on b-links and trailer operations. With this method, we drive our vehicle combinations to the harbours and send them between Finland and Sweden without a truck and driver. With trucks stationed in both countries, we can work this way and operate all the way to Norway. This transportation arrangement provides the flexibility to combine different freight flows, and our resources can be utilized more efficiently.



MODERN TRUCKS

Through conscious choices and investments, we have tested various vehicle models over the years to find the most optimal trucks for our type of traffic. The average age of our trucks is about 2.5 years. Modern and fit-for-purpose trucks provide the conditions for lower environmental impact and efficient transport operations.

FLEXIBLE VEHICLE FLEET

With a flexible fleet, we can easily adapt to different transport flows. Our curtain trailers with opening sides and roofs can transport everything from general cargo to bulky loads. Our vehicle combinations allow us to easily adapt to our customers' needs. Our equipment with maximum load capacity is ideal for heavy and bulky goods shipments.

Openable sides and roof and adjustable internal heights provide flexibility for loading and unloading.

TRAILERS



32 ton | 3,08 m | 13,6 m

TRUCK + TRAILER



40-42 ton | 3,08 m | 21,4 m

OUR OWN PERSONNEL AND LONG-TERM PARTNERSHIPS

After the 2008 financial crisis, we decided to keep our own personnel and vehicles while many others chose to outsource. This is a strategy we still stand by today, and it offers us many advantages. We have personnel who are familiar with both our own and our customers' routines. This gives us full control over the entire supply chain.

A long-term perspective has been at the heart of our business. With over 70 years in the transportation industry, we have also succeeded in building valuable partnerships throughout the value chain, which includes customers, shipping lines, and suppliers.



BENEFITS OF OUR APPROACH

HIGH TRANSPORT CAPACITY WITH FLEXIBILITY

Thanks to a large and well-adapted vehicle fleet and our approach to link and trailer transport, we can handle large flows of goods in the geographical areas in which we operate. We can also adapt to fluctuations in goods flows.

FULL CONTROL OF THE SUPPLY CHAIN

The majority of our road transport is carried out with our own vehicles and drivers, so we have full control over the supply chain. Real-time monitoring of our transports provides direct follow-up on all transports.

FEWER RELOADINGS MEAN FEWER TRANSPORT DAMAGES

Most of our transports are carried out directly from the loading point to the final destination without reloading at terminals. By reducing the number of reloadings, we minimise the risk of transport damage to goods, this is reflected in the fact that we have very few transport-related claims.

HIGH DELIVERY RELIABILITY AND A LOWER ENVIRONMENTAL IMPACT

Thanks to our flexible transport arrangements, our knowledgeable staff, our modern vehicles, and our technical solutions, we can optimize our transport operations and maintain a high level of delivery reliability year-round. Modern vehicles and optimized transport operations also help reduce our environmental impact.



COMPENSABLE TRANSPORT DAMAGE

2 claims

OUR PROJECT SERVICES

With our project and freight forwarding services, we handle shipments worldwide. We offer flexible and customized solutions tailored to our customers' needs. We have an extensive network of partners, long experience, and broad professional expertise. We manage logistics projects from planning to delivery, according to our customers' specifications.



EXPERTISE AND PERSONALIZED SERVICE

In project transportation and project logistics, expertise and project management are crucial. Our project transportation services are based on extensive experience and broad expertise. We have over 20 years of experience in project transportation. We strive to be a partner to our customers, with flexibility and personalized service as the foundation of our business relationship.

EXPERTS IN THE ENERGY SECTOR

We understand the specific needs of projects in the energy sector. We serve as a logistics partner that both provides consulting services and manages our customers' shipments—from large transformers and solar farms to energy storage solutions.

GLOBAL REACH

With a worldwide network of partners, we handle project shipments around the globe and can offer efficient transportation solutions tailored to the specific needs of our customers and their shipments.

END-TO-END RESPONSIBILITY

With our broad professional expertise, we can take on end-to-end responsibility for project shipments and manage every step of the logistics chain. We handle planning, risk assessments, route selection, and project management; we are present during deliveries and oversee operations, for example, at ports and on-site during installation.

SUSTAINABLE TRANSPORTATION SOLUTIONS

DIGITALIZATION

- 2024 Assessment
- 2025 Project launch
- 2026 New digital environment

SUSTAINABLE TRANSPORTATION SOLUTIONS THROUGH DIGITALIZATION

In 2024, we conducted a comprehensive assessment of the demands the green transition will place on our digital tools and our operations. The assessment led to a project we launched in 2025, in which we will completely renew our digital environment over the course of 2025 and 2026 through new solutions and further system development.

FROM PLANNING TO EMISSIONS DATA

We are ensuring that we can manage the transition across all aspects of our operations, from booking to invoicing. We are providing digital support to further develop our concept of dynamic traffic planning using trailers and B-links. We are creating the conditions for emissions reporting based on actual consumption per leg and for measuring average emissions across our operations.

We are creating a foundation for decision-making and future investments, so that we can steer our operations toward more sustainable transportation solutions. In addition, we are investigating how we can use artificial intelligence to make our transportation more efficient. Both the assessment and the project we launched in 2025 are co-funded by the European Union.

Co-funded by the European Union

OUR CLIMATE AND ENVIRONMENTAL IMPACT

As a company in the transport and logistics sector, we recognise that we operate in a sector with a major impact on global warming and greenhouse gas emissions.

Transport services are where our biggest environmental impact comes from. This is also where we need to place the greatest emphasis in our sustainability work and reporting.

SCOPE 1
Direct emissions

SCOPE 2
Purchased electricity

SCOPE 3
Value chain

The Greenhouse Gas Protocol, which is the most widely used international emission accounting tool, divides emissions into three scopes. In our emissions calculations, we explain which scopes are included. Scope 3 has not been considered in this report but will be included in the future.

Scope 1: includes all direct emissions from activities the company performs or controls.

Scope 2: includes indirect emissions from all purchased electricity, heat and steam used by the company.

Scope 3: covers all other indirect emissions. In scope 3, emissions are a result of the company's activities that are not owned or controlled by the company. This includes, for example, emissions from suppliers, purchased services and goods, business travel and employee travel to work.

ENERGY CONSUMPTION IN 2025

Total energy consumption and/or production from renewable and non-renewable energy sources	Non-renewable sources	10 560 055	kWh
	Renewable sources	75 581	kWh
Total energy consumption in kilowatts	Total	10 635 636	kWh
Total use of non-renewable and renewable sources in %	Non-renewable sources	99,3 %	Procent
	Renewable sources	0,7 %	Procent

VERIFICATION OF ENERGY CONSUMPTION DATA

METHODOLOGY FOR DATA COLLECTION

We obtained information from our electricity supplier to compile the data on our office building's energy consumption. The necessary data was collected from invoices and our electricity supplier's customer portal. We buy our electricity as renewable sources and produce electricity with our own solar panels.

In addition to our office property in Nykarleby, we rent a property in Helsinki that is not included in the report. We consider the significance of the emissions from that property to be so small in proportion to our overall operations that it is irrelevant to include it at this stage. The facility owner is responsible for the heating and electricity contracts, and consumption is included in the monthly rent. We do not currently have access to specific data on energy use for our part of the facility.

The amount of fuel used in transport activities is based on invoices from fuel suppliers. This only includes our own vehicles. We aimed to include the fuel consumption of our subcontractors in 2024, but we are still unable to obtain sufficiently reliable data from suppliers to include them in the report. In the coming years, we will invest in the development of our digital tools so that we can also include subcontractors' energy consumption and emissions by 2026.

UNCERTAINTY IN THE DATA COLLECTED

The data collected is primary data, and the quantities we report are reliable.

We have counted the diesel we refuelled as non-renewable, even though a certain share of renewable diesel is blended into the diesel sold in both Finland and Sweden due to national regulations. In 2025, the blending requirement was 16.5% in Finland and 6–10 % in Sweden.

GREENHOUSE GAS EMISSIONS IN 2025

SCOPE 1 Direct greenhouse gas emissions	Stationary combustion sources	0	kg CO2e
	Mobile combustion sources	2 356 179	kg CO2e
	Total SCOPE 1	2 356 179	kg CO2e
SCOPE 2 Indirect greenhouse gas emissions from the generation of purchased and consumed electricity, steam, heating or cooling.	Indirect greenhouse gas emissions from electricity consumed	0	kg CO2e
	Indirect greenhouse gas emissions from consumed steam, heating or cooling	0	kg CO2e
	Total SCOPE 2	0	kg CO2e

Greenhouse gas intensity based on revenue	0,127
Greenhouse gas intensity based on the number of employees	54 795

VERIFICATION OF GREENHOUSE GAS EMISSIONS DATA

METHODOLOGY FOR DATA COLLECTION

For our emissions from our transport activities (mobile combustion sources), we have used the following sources for the emission factors: tilastokeskus, Drivkraftsverige, openco2.net as well as directly from fuel suppliers. We have used country-specific factors for the fuel used.

The emission factors for the fuel used reflect the share of renewable diesel blended into fossil diesel, as required by national regulations. The amount of fuel was obtained from the fuel suppliers and invoices.

We have no emissions for Scope 2 as all purchased electricity is renewable and the office facility is heated with geothermal energy. All emissions are reported using emission factors that reflect fuel and energy consumption.

UNCERTAINTY IN THE DATA COLLECTED

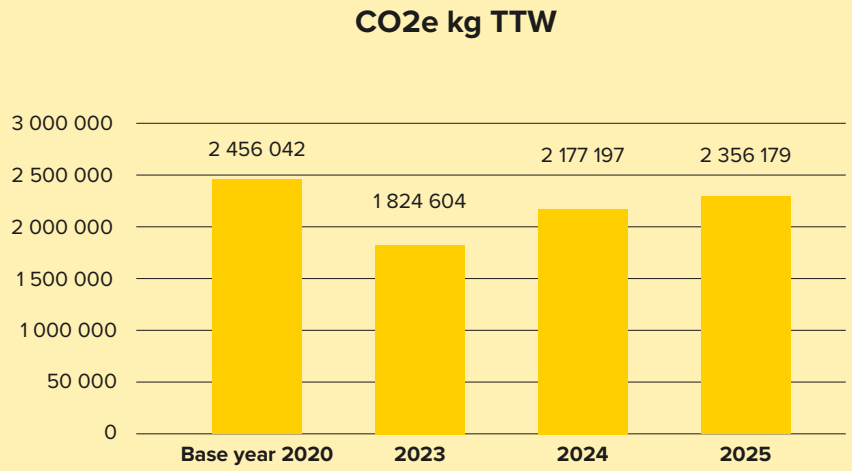
Our emissions are based on our diesel consumption from our transport operations. In our reporting, we use emission factors that are as up-to-date and accurate as possible. The amount of fuel comes from actual consumption and is considered reliable.

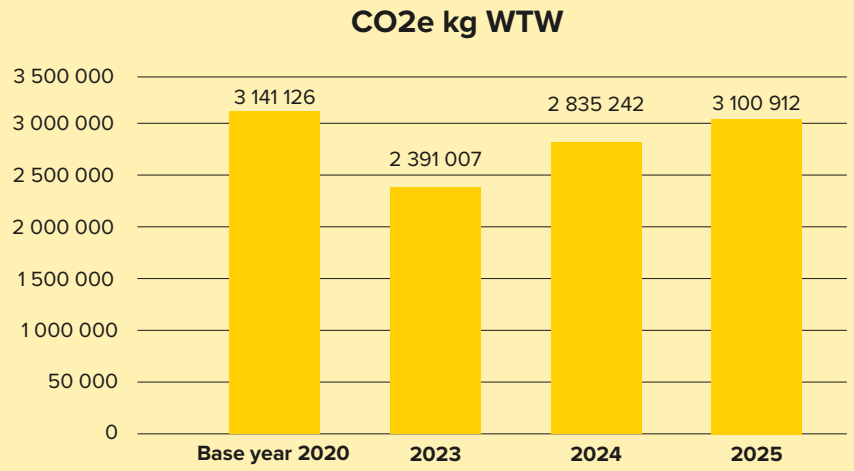
Looking only at total emissions can be misleading when comparing performance or assessing the sustainability of transport operations. We are currently working on developing a reliable method for calculating average emissions for our transport operations. This will give us a more meaningful metric to guide future improvements.

REPORT ON EMISSIONS FROM PROJECT TRANSPORTATION

Our Scope 1 and 2 emissions from Project Transportation are included in the report. However, the majority of emissions from this activity come from purchased services—that is, Scope 3—and are not yet included in the report at this stage.

TRANSPORT EMISSIONS IN FOCUS





TRANSPORT EMISSIONS IN FOCUS

The area of greatest focus in our sustainability work is the development of emissions from our transport operations. This is also where our biggest impact is. The data represents our own vehicles, i.e. scope 1. The majority of our transport is carried out with our own vehicles.

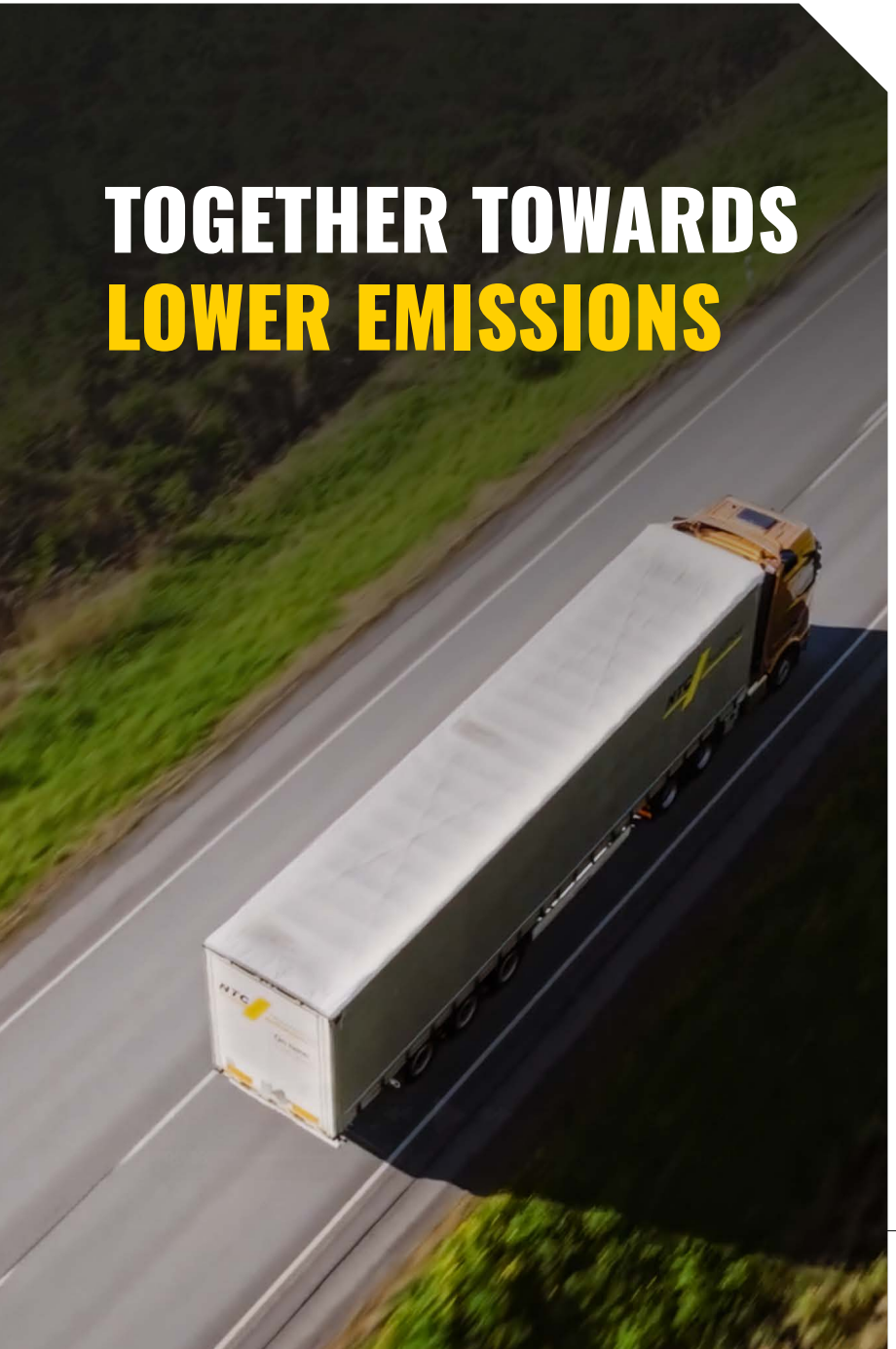
***TTW (tank to wheel) = emissions from use**
***WTW (well to wheel) = life cycle emissions**

In this comparison, the emission factors have been taken from the same sources: Tilastokeskus, drivkraftsverige and openco2.net. The factors account for annual blending requirements and country-specific conditions.

TARGETED REDUCTIONS HAVE NOT BEEN REALISED

We reported an increase in emissions 2024 compared to 2023. This was largely due to the blending requirement in Sweden being lowered from 30.5% in 2023 to 6% in 2024. For us, this has resulted in just over 300,000kg CO_2e in additional emissions. Had the requirement remained at the 2023 level, our emissions for 2024 would have been roughly the same as the previous year.

In 2025, our total emissions increases. This is because our revenue from road transport has risen by 16.4 percent since 2024. The political situation has slowed down the transition. Furthermore, the market in which we operate has not yet been ready to make the switch to renewable fuels, which is a necessary step toward reducing total emissions.



TOGETHER TOWARDS LOWER EMISSIONS

Our goal is to halve our emissions by 2030 compared to 2020 levels, a goal we remain committed to. It is clear that the economic situation and political decisions influence the pace of the transition to more environmentally friendly transport. However, as a transport operator, there are many actions we are taking and can continue to take.

- We have ensured that our equipment is optimised and adapted for the type of transport we carry out.
- We actively monitor our drivers' driving behaviour and vehicle fuel consumption.
- We invest in digital tools to streamline and monitor our transport operations.
- We continuously invest in modern trucks with lower fuel consumption.
- We have the capability to run on renewable diesel (HVO 100).
- We optimise the load capacity of our transports.
- Our equipment supports maximum weights and heights.
- We are actively monitoring developments in vehicles and alternative fuels in preparation for future investments in our vehicle fleet.

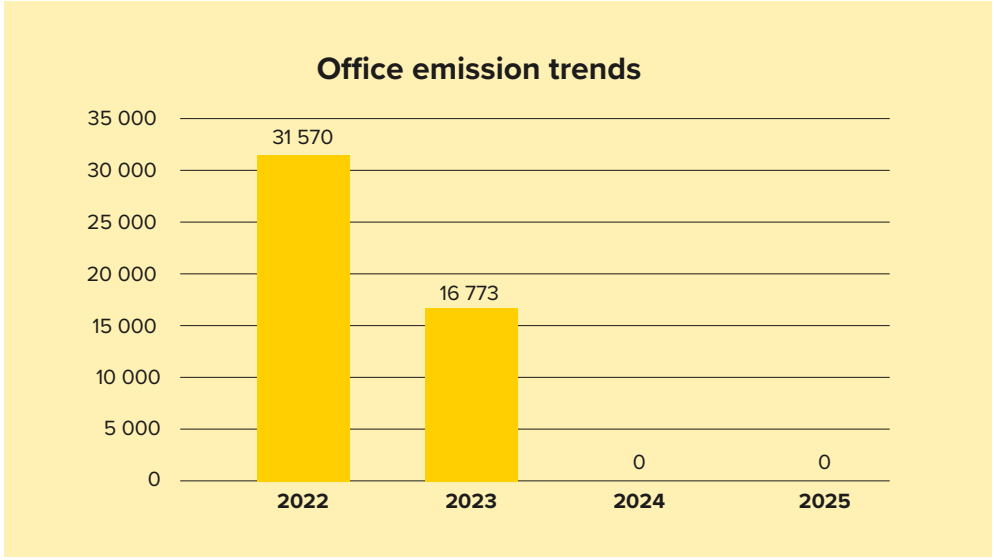
The economic situation currently affects the market's willingness to carry out transport with HVO 100, as it is a slightly more expensive fuel than regular diesel. Still, we believe that in the long run, a larger share of our transports will be carried out using renewable diesel.

SUSTAINABILITY AT THE OFFICE



INVESTMENTS IN THE OFFICE PROPERTY

2022–2023, we carried out an extensive renovation of our office building in Nykarleby. In connection with the renovation, investments were also made in more modern and environmentally friendly heating, as the old oil boiler was replaced with geothermal heating. At the same time, solar panels were installed on the roof of the property to produce renewable electricity. Thanks to the investments made in the building, we can confirm that as of 2024, we have no emissions to report from our office operations under Scope 1 or Scope 2.



TRAVELLING TO WORK AS EVERYDAY EXERCISE

Travelling to and from work by public transport to reduce our greenhouse gas emissions is not possible in the place where we have our office. If we want to work at office level to reduce our environmental impact, we need to make changes in how we get to and from work. In our case, using the car less.

Today, a large part of the office staff living in the locality cycle or walk to work. We haven't always done that. This is a change we are proud of. The big reward we get from our change in behaviour is that we reduce our environmental impact, make our own financial fuel savings and get everyday exercise—all in one package.

OUR GOALS FOR ENERGY CONSUMPTION

TARGET

Increase the proportion of renewable fuels to 50% by 2030.

PLANNED ACTIONS

- Continue to invest in the sales of renewable transport fuels.
- Maintain an open dialogue with our customers to identify where renewable fuels are relevant.
- Keep following developments in the vehicle market for future investments, in order to introduce vehicles powered by alternative fuels that are suitable for our operations.

OUR GREENHOUSE GAS EMISSION TARGETS

TARGET

Reduce emissions by 50 % by 2030.

By 2026, establish a method for measuring average emissions from our transport by using tonne-kilometres.

PLANNED ACTIONS

- Invest in our digital tools to optimise operations.
- Improve our monitoring systems and decision-making data.
- Engage in dialogue with our customers and partners to identify shared commitments to reduce emissions.
- Continue to invest in our operations to enable more efficient transports.

RISK ASSESSMENT

As a transport company, we recognise that we operate in an industry that is strongly affected by the green transition. We want to be at the forefront of contributing to a more sustainable future and meeting our stakeholders' expectations for sustainable transport solutions.

We need to continuously analyse the world around us and review the different factors affecting our business to manage the different risks and opportunities that arise.

HOW DID WE CARRY OUT OUR RISK ASSESSMENT?

We carried out an assessment of our own operations and how they are affected by climate change in the short and long term. We have compiled a risk analysis based on the NSRS standard and identified the factors that pose the greatest risks for our operations. The risks are rated on a scale of 1–10 according to their relevance to our business, the impact of the risk if it materializes, and the level of knowledge we have to manage the risk.
Our assessment is self-performed.



CLIMATE RISKS

Here is an overview of our risk assessment results and the factors that have the greatest impact on our operations. The significance of these risks to our business depends on how much impact we judge them to have on our business in relation to our level of knowledge about the risk. The risks are not ranked in any particular order.

	CLIMATE RISKS			
NSRS Index:	**Priority levels based on relevance and impact - knowledge measured by average**			
		Short-term perspective	**Long-term perspective**	**Knowledge level (from 1 to 10, where 1 is lowest and 10 is highest)**
Transition	Increased pricing of GHG emissions	High	High	8,5
	Enhanced emissions-reporting obligations	Medium	Medium	9,0
	Mandates on and regulation of existing products and services	Medium	Medium	7,5
	Substitution of existing products and services with lower emissions options	Medium	Medium	8,0
	Costs to transition to lower emissions technology	High	High	9,0
	Changing customer behavior	High	High	8,0
	Uncertainty in market signals	High	High	8,0
	Increased cost of raw materials	Medium	Medium	8,5
	Shifts in consumer preferences	Medium	Medium	8,0
	Stigmatization of sector	Medium	High	7,5
	Increased stakeholder concern or negative stakeholder feedback	Low	Medium	7,5
Physical	Increased severity of extreme weather events such as cyclones and floods	Medium	Medium	8,0
	Changes in precipitation patterns and extreme variability in weather patterns	Medium	Medium	8,0
	Rising mean temperatures	Low	Low	7,5
	Rising sea levels	Low	Low	7,5

SOCIAL SUSTAINABILITY: THE PEOPLE WHO MAKE THE COMPANY

At NTC Transport, people matter. People are the foundation of everything we do. Everyone has a role to play and fulfils the tasks assigned to them. Through our work, we want to provide security for those who work with us. We believe that work environment and well-being are important. Occupational safety is essential, and we want to work actively to minimise accidents.

43

TOTAL NUMBER OF EMPLOYEES

Permanent Position	43
Fixed-term contract	0

EMPLOYEES BY GENDER



OTHERS WE EMPLOY:

Number of drivers from suppliers who drive exclusively for us **13**

Number of self-employed drivers operating our trucks **2**

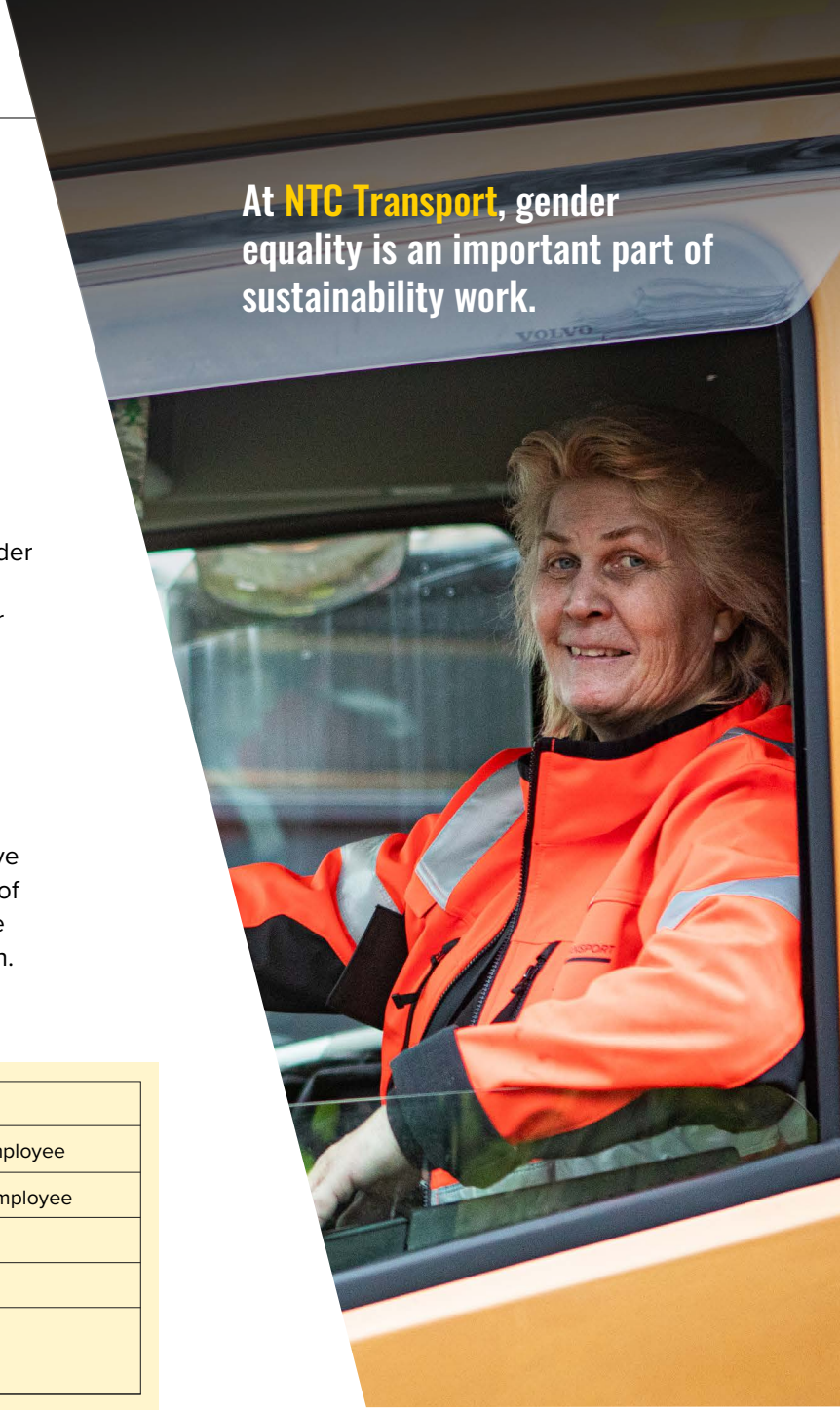
A SUSTAINABLE TRUCK DRIVING PROFESSION

Today, truck drivers have many job opportunities. We want to offer our drivers the best conditions to succeed and thrive in the industry. That's why we're committed to being a flexible employer that recognises that many drivers have families and lives outside their profession.

Driving is a lifestyle in many ways, but we are keen to find solutions that allow the majority of our drivers to come home for the weekend to recharge and have time off.

We at NTC Transport are proud that many of our drivers have stayed with us for a long time. We see this as proof of a well-run business where the employees are cared for. It is important that our older drivers are happy and feel just as free and able to continue to practice their profession with us as our younger colleagues.

Nevertheless, recruiting new staff is an ongoing process. We need to work to attract more women to the transport profession and we would like to see the younger generation find their place in the industry. Under existing legislation, employees have the opportunity to take parental leave, regardless of gender. We favour the possibility of flexibility in the relationship between work/family life - woman/man.



EMPLOYMENT CONDITIONS AND TRAINING

Percentage of employees covered by collective bargaining agreements	100%	
Average number of annual training hours per employee, broken down by gender.	Women:	8.3 hours per employee
	Men:	10.6 hours per employee
Number of employees who have taken parental leave:	Women:	0
	Men:	2
Describe the company's parental leave policy and any other relevant information regarding leave, pregnancy, or breastfeeding leave.	Complies with Finnish law	

HUMAN RIGHTS POLICIES AND PROCESSES

We follow the laws of the countries where we operate. Through our work, we want to show respect for people and their rights. We are fortunate to be able to employ both women and men, young and old. In a male-dominated industry, we recognise that there is room for more women. Equal work means equal pay.

In our social responsibility and conduct policy, we specifically highlight the importance of human rights and our commitment to reconciling business operations with quality and environmental responsibility. The policy includes, among other things, a prohibition against involuntary labor, forced labor, discrimination, and illegal labor. Everyone is treated equally regardless of gender, age, religion, or ethnicity.

We condemn all forms of corruption, bribery, and improper attempts to influence others. Our business dealings must be based on trust and fairness. Working hours are followed and comply with national legislation, as do wages. The same rules should also be applied by our business partners.

Sustainability should be part of everything we do. We protect the environment, work to reduce our carbon footprint, and strive to create a positive working environment. The work environment must be safe, and protective equipment suitable for its intended purpose must always be available. The equipment must be approved, safe, and appropriate for the task. Risk assessment should be part of a driver's daily routine.





SAFETY AT WORK IS A KEY PRIORITY

By providing our drivers with the right equipment and knowledge about work safety, we minimize the risks involved. Our traffic and work safety policy emphasizes the importance of safe work practices. This includes everything from how the driver behaves in traffic to how customers think about and approach safety at their respective locations.

Risk assessments are used to anticipate potentially dangerous situations that may arise. Drivers are responsible for working methodically and following the safety regulations in effect in the field, both in traffic and at loading and unloading sites.

HEALTH AND SAFETY

Number of work-related accidents during the reporting year and frequency	1 work-related accident
The incidence of work-related accidents	2,98
Sick leave	18
Number of fatalities resulting from work-related injuries and ill health	0
The number of employees who have taken part in health and safety training over the past three years.	37

The safety of our drivers is essential. As a driver, you spend a lot of time in harbour areas and at different factories in varying environments. Working with others, where various vehicles are in motion at the same time, can create risks of varying degrees. Despite being alert and working as riskfree as possible, dangerous situations can still arise.

In dark conditions, the danger becomes even more apparent. This is where the use of equipment makes a difference. Both lashing strap throwers and LED harnesses have been standard equipment in all our trucks since 2023, with the aim of improving safety on the roads and during loading and unloading.

All our vehicles in international traffic are equipped with alcolocks, and we have a road and work safety policy. At NTC Transport, we want to work together with the drivers for a safer working day. This is also part of our sustainability work.

CONCRETE ACTIONS IN PRACTICE

WORKSTATION FOR SNOW REMOVAL

The latest investment we've made for our drivers from a safety perspective is the snow-clearing platform we've acquired for our depot in Helsinki. In winter, there is a risk of snow and ice buildup on parked vehicles. Depending on the amount of precipitation combined with cold temperatures, this can pose a safety risk.

With the snow removal platform, ice and snow removal work can be performed from a stable platform with railings, which reduces the risk of falls. Thanks to the snow removal platform, we also prevent traffic hazards, as residual snow and ice can pose a risk while driving.



Thanks to the snow removal platform, we also prevent traffic hazards





Meeting in person strengthens our sense of community and creates a clearer sense of “we”.

DRIVER MEETINGS – A WAY TO BRING OUR TEAMS TOGETHER

We at NTC Transport are a geographically scattered group who collaborate on a daily basis via phone and email, but rarely have the opportunity to meet in person. That’s exactly why in-person get-togethers are so important.

Meeting in person strengthens our sense of community and creates a clearer sense of “we”. Sharing experiences, talking, and building relationships face-to-face creates a different kind of connection.

Over the course of the year, we’ve had a few opportunities to get together outside of our daily work. In the spring, the office staff visited Helsinki and Stockholm to meet our drivers, and before Christmas, the drivers gathered for an afternoon of pizza and glögg.

These gatherings are important for strengthening our sense of community and fostering a sense of togetherness, especially since our day-to-day interactions with one another are limited.

RENOVATION OF OFFICE SPACES IN HERTONÄS

Working in a pleasant office environment can be important in many ways, both for well-being and job satisfaction. Pleasant spaces boost motivation and enhance well-being. This fall, we gave the break room at our office in Hertonäs, Helsinki, a makeover. It’s a real boost for our office staff who work there.

Improved common areas encourage spontaneous coffee breaks, such as when a driver stops by during the workweek. A natural gathering place that contributes to greater well-being and a place where we can strengthen our sense of community. Even for our employees who work in the office, the refreshed facilities have contributed to greater job satisfaction and a more enjoyable work environment.

We can also arrange in-house training sessions for our staff if desired.



ENGAGING IN THE LOCAL COMMUNITY

For many years, NTC Transport has been involved in various ways with local associations. The voluntary work done in these associations is valuable, and therefore it is natural for us to be involved and contribute.

We support our local organisations not only financially, but also through active engagement. Some of our staff are active volunteers in various organisations, developing activities, helping with events, and contributing their time and energy to create meaningful leisure activities for children and young people.

We are especially excited about the successes achieved this year by a couple of the organisations we have the privilege of supporting. Through dedication, determined effort, and a strong sense of community, they have achieved excellent results in their respective fields. Their successes demonstrate the important role that volunteer work and community organisations play in society.

In 2025, the local hockey team celebrated its 40th anniversary and, at the same time, won the bronze medal in Suomi Sarja — the greatest achievement in the hockey club's history. To celebrate the bronze medal, a party was held at Komarov Arena. NTC Transport provided the trailer that served as the stage for the reception of the bronze medalists.

Last fall, some of the office staff were at the home stadium in Nykarleby, ready to cheer on the local football team—and especially "our own" player, Thomas Kula, on the field. We made it a fun event with a banner and a cheer sign. It was an evening where "our" team won, but they also performed well throughout the season and took home the league title.







SUSTAINABLE DEVELOPMENT GOALS

The Sustainable Development Goals (SDGs) were adopted in 2015 by all member countries of the United Nations. Together, they form an action plan for tackling the world's most pressing challenges. Here are the goals that we have been working towards in our activities in 2025.



13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning



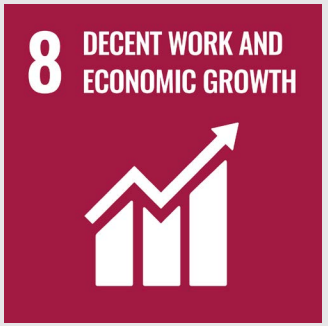
7.2 By 2030, increase substantially the share of renewable energy in the global energy mix



12.2 By 2030, achieve the sustainable management and efficient use of natural resources

12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse

12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle



8.4 Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-year framework of programmes on sustainable consumption and production, with developed countries taking the lead

OUR NEXT STEP

In 2025, we launched a very extensive development project, “Sustainable Transport Solutions Through Digitalization,” which is co-funded by the European Union.

As of the time of writing, we have implemented a new transportation management system and a new vehicle management system. These are major changes for our organisation, which were prepared during 2025 and affect our entire operations.

We have further developed the transport management system to fit our dynamic transport operations. We have built integrations between the systems, implemented BI solutions for monitoring, and created the conditions necessary to use actual consumption data for emissions reporting.

Thanks to thorough preparations, a motivated and competent organization, and knowledgeable partners, we have succeeded in implementing the system migrations without any major incidents or problems.

In 2026, work on the project will continue, with a focus on further developing and fine-tuning new features. We will also explore the possibilities of AI solutions to optimize our traffic management and improve monitoring by combining our data sources into a BI solution.

All of these features and solutions enable us to further develop our business and meet our stakeholders’ requirements and expectations for sustainable transportation solutions.

GIVE FEEDBACK
We welcome any questions or feedback to further improve our reporting.



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This report has been prepared using the Nordic Sustainability Reporting Standard and complies with the VSME standard dated December 2024. The report has been prepared in accordance with the Basic Module and the Comprehensive Module. The sustainability report has been prepared on an individual basis. Learn more at www.nsrs.eu