



SUSTAINABILITY HIGHLIGHTS

2025

OSTP IS A MANUFACTURER OF
WELDED STAINLESS STEEL TUBULAR
PRODUCTS AND EQUIPMENT FOR
PRESSURE APPLICATIONS.

OSTP Group has five production units in
Finland and Sweden, stock in Finland, Sweden
and Italy as well as sales offices in Europe.

Safety, quality and sustainability are among
our core values together with innovation,
reliability and responsiveness.

From Strategy to Sustainable Impact

Engaged People. Measurable Progress.
Sustainable Value

Andrea Gatti | CEO OSTP Group

In 2025 we launched our new company strategy, a direction that is firmly anchored in our core values – safety, quality, sustainability, innovation, reliability and responsiveness. Engaged People is the foundation of our strategy, and the basis on which our pillars of higher efficiency and more value depend.

Building on the progress achieved so far, our strategy towards 2030 focuses on broadening both scope and impact.

With strong progress already delivered across Scope 1 and Scope 2, we are now stepping up our ambition. Our new sustainability roadmap reflects this shift – moving beyond our own operations to actively engage and influence Scope 3, in close collaboration with partners, suppliers and customers.

As always, our progress is built on measuring, learning and continuous improvement – with a clear ambition to understand the full picture of how we can contribute to a more sustainable future.

Sustainability at OSTP also extends beyond environmental metrics alone. Quality, safety and the ambition to be a truly great workplace are equally central to our long term commitment. These areas are measured systematically in our employee survey, and the results continue to show positive development.

We are pleased to note that our latest employee survey delivered results above industry benchmark in areas such as psychological safety, respect among colleagues and cooperation. Based on the results, all teams have held workshops and created action plans to keep what is good and to improve what can be improved. We work together to be better.

Understanding the facts and the numbers enables us to create a roadmap for how to move forward. This holds true for environmental areas but also for all other aspects of our business. We hope you will enjoy learning more about our work in this year's Sustainability Highlights.



A SUSTAINABLE WORKPLACE

WELL-BEING ON THE JOB

LEADERSHIP AND OPEN DIALOGUE

We believe that strong leadership and open communication are essential to long-term success. Our goal is an organisation where sharing knowledge, discussing challenges and collaborating comes naturally.

To support our leaders, we invest in leadership programmes and site-based training. In 2025, for example, all local management teams participated in dedicated workshops, complemented by lectures and smaller learning sessions. Whether through management forums or hands-on involvement as Route to World Class Coordinators (RTWCs), our leaders help drive positive development.

We also encourage employees to share their perspectives. Participation is promoted through suggestion boxes, cross-functional groups and various improvement forums.

PEOPLE & DEVELOPMENT

In 2025, we launched our new group-wide strategy: “drive efficiency and create value in a safe workplace with engaged people as the foundation.” At its core is a clear message: our people are essential to our success.

We work to create an environment where employees can grow, contribute and feel engaged. Learning takes place both digitally through OSTP Academy and on-site at our facilities. Our annual Performance Development Dialogues (PDDs) ensure that individual development aligns with organisational needs.

A strong indication that this approach works is our average tenure of 15 years. Many colleagues highlight development opportunities as a key reason for staying with OSTP. Our consistently strong eNPS results further confirm that employees feel committed and valued.

Employee well-being is equally important. We work proactively to offer a safe and healthy workplace and continuously explore new ways to strengthen both physical and mental well-being.

NUMBER OF
OSTP GROUP EMPLOYEES

524

AVERAGE YEARS
OF EMPLOYMENT

14.2

EMPLOYEE
TURNOVER %

3.88

NUMBER OF
TRAINING HOURS

3054

TRAINING HOURS
LEARNING PLATFORM

183

OSTP ACADEMY – LEARNING & DEVELOPMENT

A Culture of Continuous Learning

OSTP Academy brings together all competence-building activities across the Group – from leadership and production training to digital learning and PDDs. It reflects our belief that learning is a continuous journey, and employees are encouraged to participate and contribute to new learning content.

On-site Learning and Skill Development

We offer a wide range of on-site and classroom-based training, including safety trainings, role-specific competence development and workshops that support operational excellence.

In 2025, twelve new production-related trainings were developed in collaboration with production teams and our safety and quality leaders, strengthening knowledge in key operational areas.

Digital Learning Platform

Our digital platform provides flexible access to a growing library of courses that support development across roles and functions.



EMPLOYEE SURVEYS & CONTINUOUS IMPROVEMENT

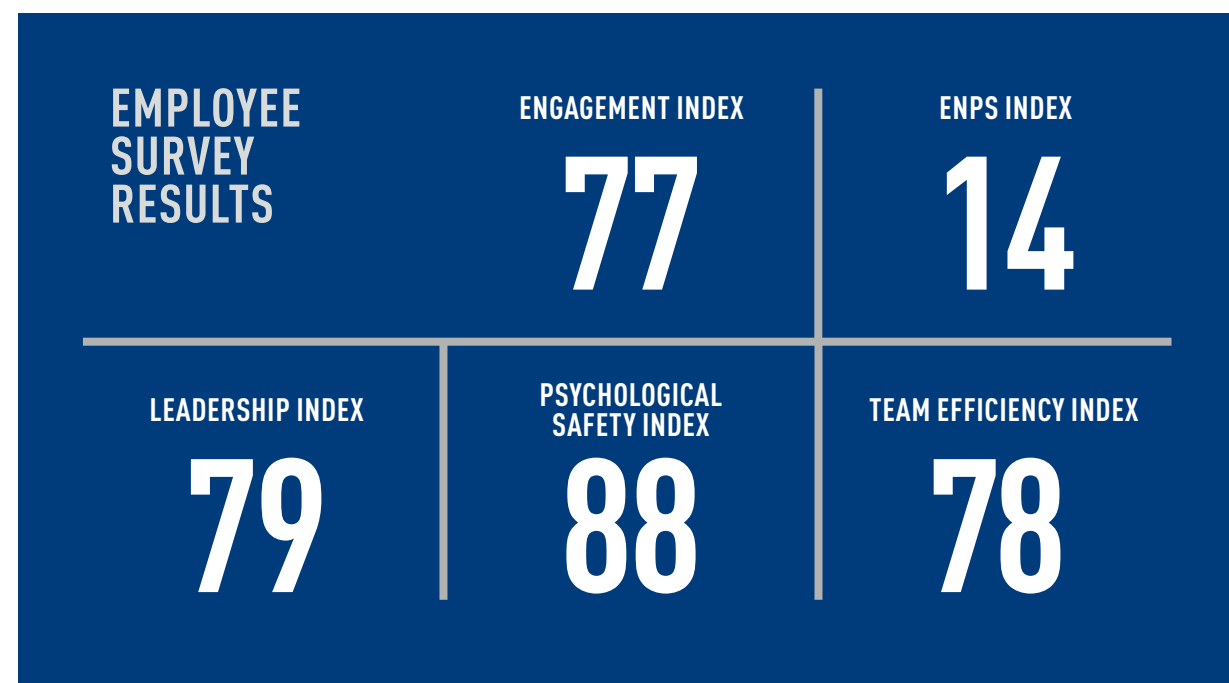
Our ambition to remain best-in-class is supported by a systematic approach to development. We believe everyone can grow – and that we grow strongest together. Improvement is not a final goal, but a way of working.

This philosophy is reflected in our approach to training, meetings, project management, organisational structure and goal-setting.

Employee Survey

The annual employee survey helps us measure progress and identify improvement areas. Managers hold structured workshops with their teams to discuss the results, define what needs to be strengthened and how to build on existing strengths.

Each team then creates a concrete action plan. Progress is monitored throughout the year and revisited in the next survey cycle, creating a steady rhythm of learning. New technologies – including AI – increasingly support this work by enabling deeper insights and more efficient follow-up.



"To me, sustainability means clean nature, water, and air, and striving to produce energy without pollution so that future generations can also enjoy a clean and healthy environment."

OSTP EMPLOYEE



EMPLOYEE WELL-BEING

We aim to provide a workplace that supports both physical and mental well-being through strong safety practices, good ergonomics and a culture built on trust and open communication.

Physical Well-Being

Regular ergonomic assessments, inspection rounds, health checks and targeted improvements help maintain safe and healthy working conditions. We also encourage employees to take responsibility for their well-being through contributions to gym memberships and physical activities.

Mental Well-Being & Psychological Safety

We strive to create an environment where structure, clarity and flexibility support creativity and open dialogue. Sites arrange social activities, lectures and other initiatives, and employees receive support for activities of their choice. Extensive training opportunities further strengthen development and engagement.

Our Psychological Safety score – 88 in the latest OSTP Group survey – exceeds both general and industry benchmarks. This reflects our long-term work to build a supportive culture, and motivates us to continue improving.

The well-being of our employees has the highest priority at OSTP. We work actively to provide a sound work environment, engaging in activities that promote both physical and mental health. Our support takes many forms, and each year we find new ways of developing it. To ensure that our efforts are the right ones, we conduct regular employee surveys that provide valuable feedback.

SUSTAINABILITY THROUGHOUT THE LIFE CYCLE OSTP



100%
RECYCLABLE PRODUCTS

360°
PERSPECTIVE

SUSTAINABILITY AT OSTP

At OSTP, we take a full-circle approach to sustainability. That means embracing sustainability throughout the life cycle – a way of thinking that fits naturally with our 100 % recyclable products. Likewise, it means seeing our operations in a holistic, 360° perspective. The circle is only complete when our ways of working fulfil the promises of safety, quality and well-being.

1&5

RECYCLING CLOSES THE LOOP

OSTP products are crafted from 100 % recyclable stainless steel, which means a high level of sustainability is built in. We use a large amount of recycled content as our raw material – including our own scrap, which is sent back to suppliers for remelt. At the end of their useful life, our tubular products can be recycled again, which begins the cycle anew.

2

PRODUCING WITH A MINIMAL FOOTPRINT

At OSTP, we have worked for many years to reduce our environmental impact. We strive to minimise our CO₂ emissions and resource consumption, using digitalisation and new technologies to better our processes. This is integral to our Route to World Class programme: producing the correct quality at the right time, without waste. The environment closest to us is in special focus. Our operations in Örnsköldsvik, for example, are located near residential buildings, playgrounds and recreational areas. Yet our influence on local noise and chemical levels is minimal, and we continue to improve.

3&4

QUALITY EXTENDS LIFETIME

OSTP products are a perfect fit for applications where durability and longevity are essential – many of which make their own contribution to sustainability. A long service life derives partly from the quality of our stainless steel. But we secure it fully through quality manufacturing, where digital tools support logging and optimisation. In addition to our own high quality standards, we adhere to ISO 9001, 14001 and 45001. Our certifications, including the many needed to weld our wide range of products, can be found on our website.

Internal circle

FOCUS ON OUR INNER CIRCLE

Sustainability is more than the environment, just as OSTP is more than a manufacturer. The success of our products stems from the people behind them. We aim to be a long-term employer, providing a workplace where safety, quality and well-being are in constant focus.

Safety is our top priority, ensured through processes and strict routines. Regular in-person safety trainings and information sessions, supported by digital trainings, lay a foundation for smooth and safe production.

These are strengthened by safety walks and ergonomic evaluations, plus a 5S focus on maintaining an orderly workplace – a prerequisite for safety. Risk reporting is emphasised, and safety is the first order of business at all management meetings.

Additionally, we believe in personal development and creating possibilities for growth. Employees are encouraged to move forward within the company, and there are numerous examples of employees who have built careers at OSTP. Our digital learning platform, OSTP Academy, facilitates the development process and continues to expand with new learning possibilities.



ACTIONS TAKEN DURING 2025

During 2025, OSTP continued to advance its sustainability work through a series of concrete and targeted actions across energy sourcing, operations, governance and long term planning.

Low-fossil electricity was sourced for OSTP's production sites, further reducing emissions related to purchased energy. In Finland, low-fossil district heating was secured for the sites in Jakobstad and Suonenjoki, strengthening the transition to low carbon energy solutions where local infrastructure allows. In parallel, renewable diesel continued to be used in Jakobstad and Örnsköldsvik for applications where electrification is not yet a feasible alternative.

Governance and responsible sourcing were reinforced through the launch of a new OSTP Supplier Code of

Conduct, establishing clearer expectations and a shared framework for sustainability across the supply chain. Operational improvements were also made, including continued development of the wastewater treatment plant in Jakobstad to further reduce environmental impact.

Looking ahead, a new sustainability roadmap for the years 2026–2030 was developed, defining the next phase of OSTP's sustainability ambitions. As part of the transition towards lower emission internal logistics, a decision was also made regarding a new forklift fleet in Jakobstad, with an increased share of electrically driven equipment.

KEY ACTIONS PLANNED FOR 2026

In 2026, OSTP will continue to build on the progress made, focusing on consistency, data quality and implementation of the new sustainability roadmap.

The sourcing of low-fossil electricity will continue across all production sites, alongside the use of low-fossil district heating in Jakobstad and Suonenjoki. Renewable diesel will remain part of the energy mix in Jakobstad and Örnsköldsvik where electrification is not yet possible. Work to improve the wastewater treatment plant in Jakobstad will continue as part of long term environmental performance improvements.

A key focus area will be data and transparency. Environmental Product Declarations (EPDs) will be updated, along with greenhouse gas calculations aligned with the GHG Protocol. Internal follow-up will shift from CO₂ to CO₂e to better reflect total climate impact. All actions will be guided by, and aligned with, the new sustainability roadmap for 2026–2030.

1 CONTINUED ELECTRIFICATION AND REDUCED FOSSIL FUEL USE

OSTP continues to reduce the use of fossil fuels by further electrifying internal logistics and production related equipment where technically and operationally feasible. During 2025, decisions regarding the new heavy duty forklift fleet in Jakobstad were finalised, marking an important step in reducing emissions from internal transport.

Where electrification is not yet a viable option, renewable diesel remains an important transitional solution. This pragmatic approach allows OSTP to reduce emissions while maintaining operational reliability and safety.

2 LOW-FOSSIL ENERGY SOURCING AND OPERATIONAL EFFICIENCY

The use of low-fossil electricity and renewable district heating is further strengthened across OSTP's production sites. These energy sourcing decisions are combined with continuous improvements in production processes, supporting higher energy efficiency and contributing to lower CO₂ emissions per produced tonne.

By combining energy sourcing with operational efficiency, OSTP continues to move towards a more robust and low carbon operating model.

3 ENVIRONMENTAL PRODUCT DECLARATIONS AND RESPONSIBLE SOURCING

During 2025, OSTP updated its Environmental Product Declarations to reflect improvements in emissions data, production performance and data quality. This work supports transparency towards customers and provides a reliable basis for dialogue on emissions across the value chain.

At the same time, OSTP continues to develop supplier requirements and responsible sourcing practices. Together, these efforts support increased transparency, improved data availability and a gradual reduction of environmental impact beyond OSTP's own operations.

HIGHLIGHTS 2025

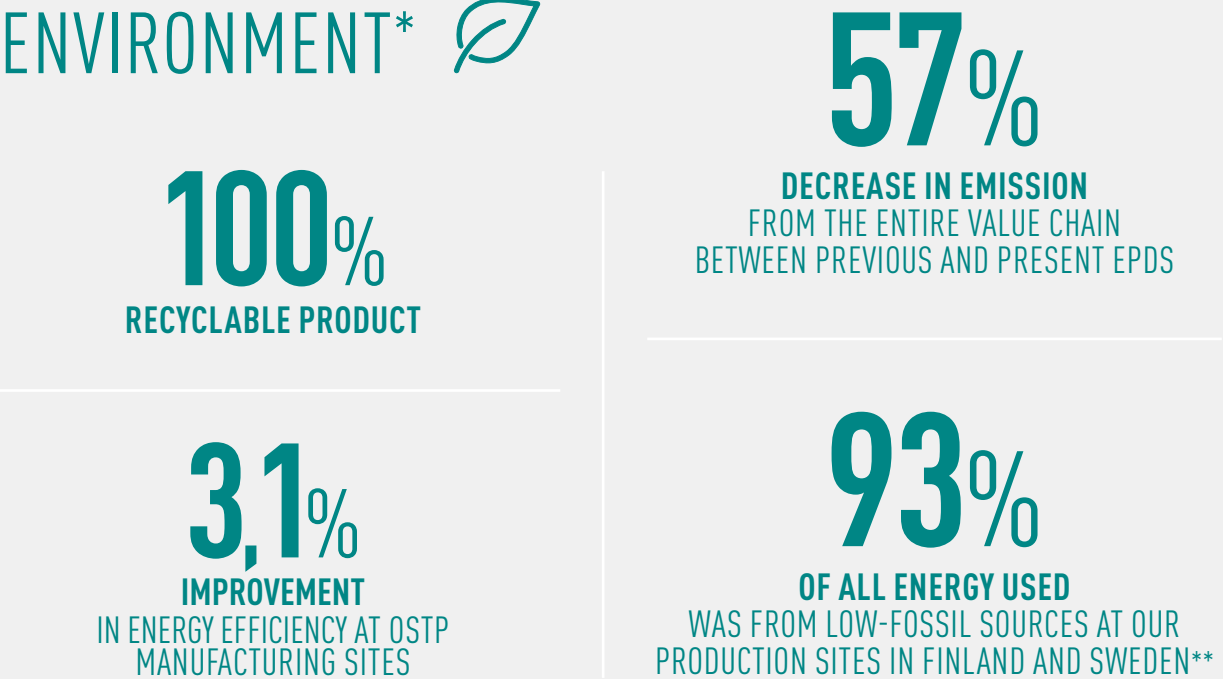
SAFETY



QUALITY

ACCREDITED
ACCORDING TO ISO 9001, 14001, 45001
AND PED BY TÜV NORD

ENVIRONMENT*



* Valid for production sites for tubular products | ** Renewable Diesel is calculated as a low-fossil source

A NEW
SUSTAINABILITY
ROADMAP
FOR 2026–2030

With its previous sustainability roadmap, OSTP set a clear objective: to achieve CO₂ neutrality in its own operations. Through systematic actions, investments in energy efficiency and a transition to renewable energy sources, this target is now within reach across OSTP's sites.

Building on this progress, OSTP is launching a new sustainability roadmap for 2026–2030. While work continues to strengthen CO₂ neutrality within Scopes 1 and 2, the focus expands to a broader value chain perspective. Increasing attention is given to Scope 3 emissions, which represent the largest share of climate impact for stainless steel products.

The roadmap defines long term ambitions for carbon neutral energy, improved energy efficiency, reduced waste and water consumption, and a more structured approach to sustainable sourcing and logistics. Social and governance topics are also further strengthened, with continued focus on safety, employee well-being, ethical business practices and transparent leadership.

Progress will be monitored through defined KPIs, verified data and site specific action plans aligned at group level. By combining data driven decision making with close collaboration across the value chain, OSTP aims to create measurable and lasting impact – supporting customers in their own sustainability targets while ensuring responsible and competitive operations over the long term.



CO₂ EMISSIONS IN THE STAINLESS STEEL INDUSTRY

In the production of stainless steel tubular products, the largest share of CO₂ emissions is linked to the stainless steel material itself. Compared to upstream material production, the forming and welding processes performed at OSTP's sites represent a smaller portion of the total carbon footprint. As a result, emissions are largely determined earlier in the value chain.

The climate impact of stainless steel varies depending on factors such as recycled content, production routes and energy sources used in melting. Stainless steel with a higher share of recycled material generally requires less energy prior to melting, and when production is supported by low carbon or renewable energy, overall emissions can be further reduced.

Suppliers operate with different production routes and varying levels of transparency, which affects how emissions data can be interpreted and compared. The increasing availability of supplier specific information, such as Environmental Product Declarations, improves understanding of carbon footprints along the value chain and provides a basis for informed dialogue.

Within practical boundaries, cooperation with transparent partners and the use of available data support a balanced and informed approach to material sourcing. Together with customer requirements, these choices contribute over time to improved understanding and gradual reductions in the overall CO₂ footprint of stainless steel products.

CO₂ EMISSIONS IN THE OSTP GROUP

Reducing CO₂ emissions has long been a central focus in OSTP's sustainability work, particularly within Scopes 1 and 2, which cover emissions from own operations and purchased energy. These are areas where OSTP can directly influence performance through operational choices and energy sourcing.

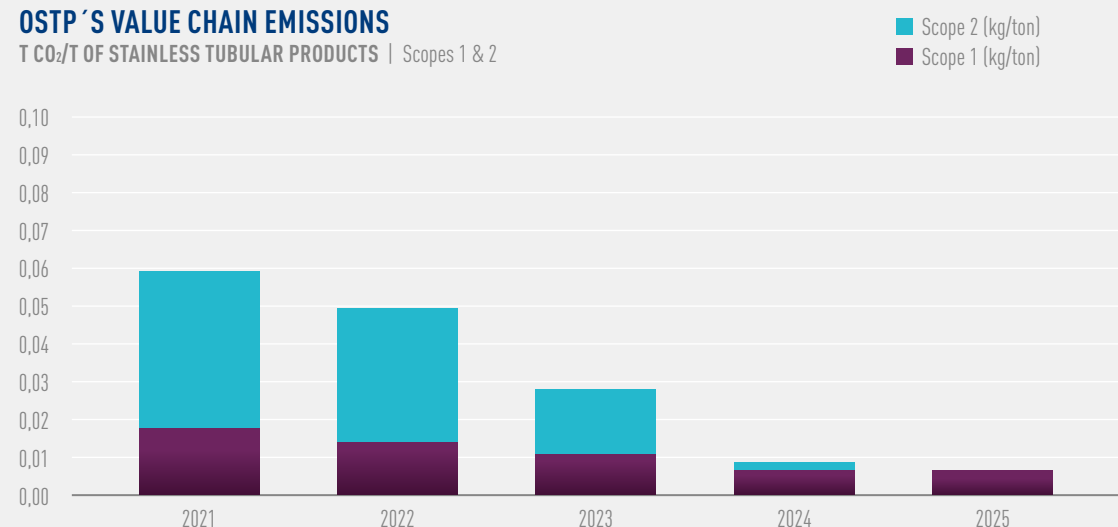
Over recent years, emissions have been reduced through increased use of low carbon and renewable energy sources, combined with continuous improvements in efficiency and performance at production sites.

This development has brought OSTP closer to a low carbon operating model while strengthening operational robustness.

Building on this progress, the new sustainability roadmap will guide the next phase of emissions reduction and climate related actions. It will further align operational development, energy use and transparency with evolving customer expectations and regulatory requirements, ensuring continued progress grounded in data and long-term perspective.

OSTP'S VALUE CHAIN EMISSIONS

T CO₂/T OF STAINLESS TUBULAR PRODUCTS | Scopes 1 & 2



CARBON TRANSPARENCY AND ENVIRONMENTAL PRODUCT DECLARATIONS

Carbon transparency is a central element of OSTP's sustainability work. We aim to make the carbon footprint of our products clear, consistent and usable, providing customers with reliable data to support their own sustainability assessments, reporting and decision making.

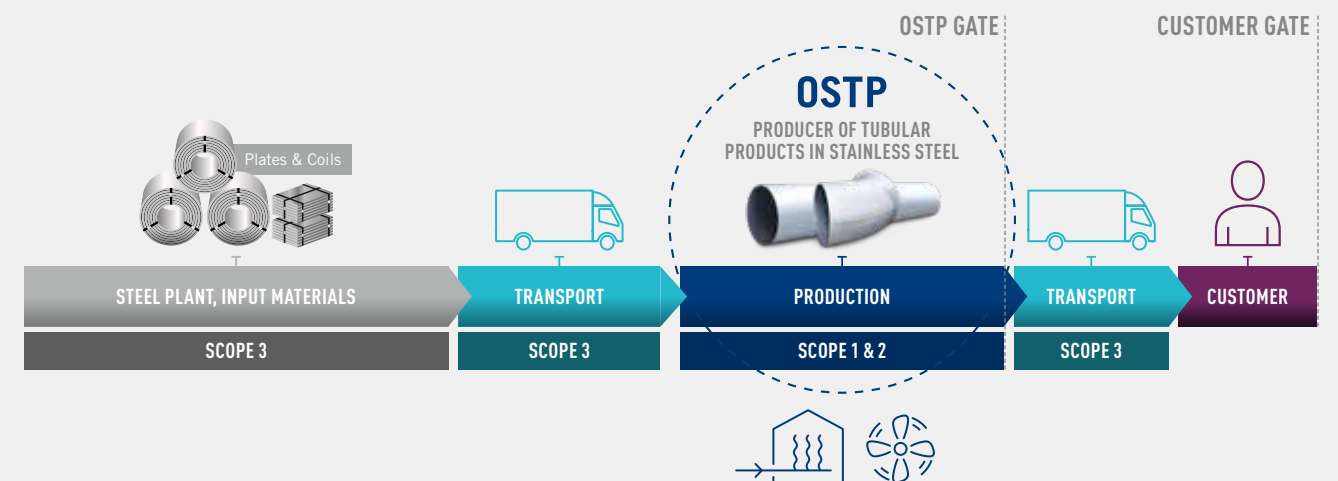
Environmental Product Declarations (EPDs) play a key role in this effort. OSTP has EPDs covering all main product groups, providing standardised and third party verified life cycle data for stainless steel pipes and fittings. The EPDs reflect emissions across the value chain and form an important basis for transparency and dialogue with customers.

To ensure continued accuracy and relevance, OSTP is currently updating both its EPDs and greenhouse gas calculations. This work reflects developments in data quality, production performance and operational conditions across OSTP's production sites, and supports alignment with established calculation methodologies.

OSTP's EPDs are publicly available and can be downloaded from our website: <https://www.ostp.biz/sustainability/epd-download/>

SCOPES AND GATES – DEFINITION

CO₂ emissions are calculated within three different scopes.



SCOPE 1

Direct emissions from sources owned or controlled by the company. Examples: Production, waste, internal transports

SCOPE 2

Indirect emissions. Examples: Purchased heating, electricity, steam, cooling fuels used on site.

SCOPE 3

All other emissions associated with the company's activities, such as the upstream and indirect emissions for raw material and transports.

CUSTOMER

Our customers will get data on their quotations specified both at our gates and at the customer gate.



"A small bumblebee pollinating the honey roses – a brief moment that reflects nature's own sustainable cycle. A small act with great significance. Sustainability often begins with the little things."

OSTP EMPLOYEE

"Sustainability to me" was the theme of our 2026 photo competition. This is a selection of our top entries.

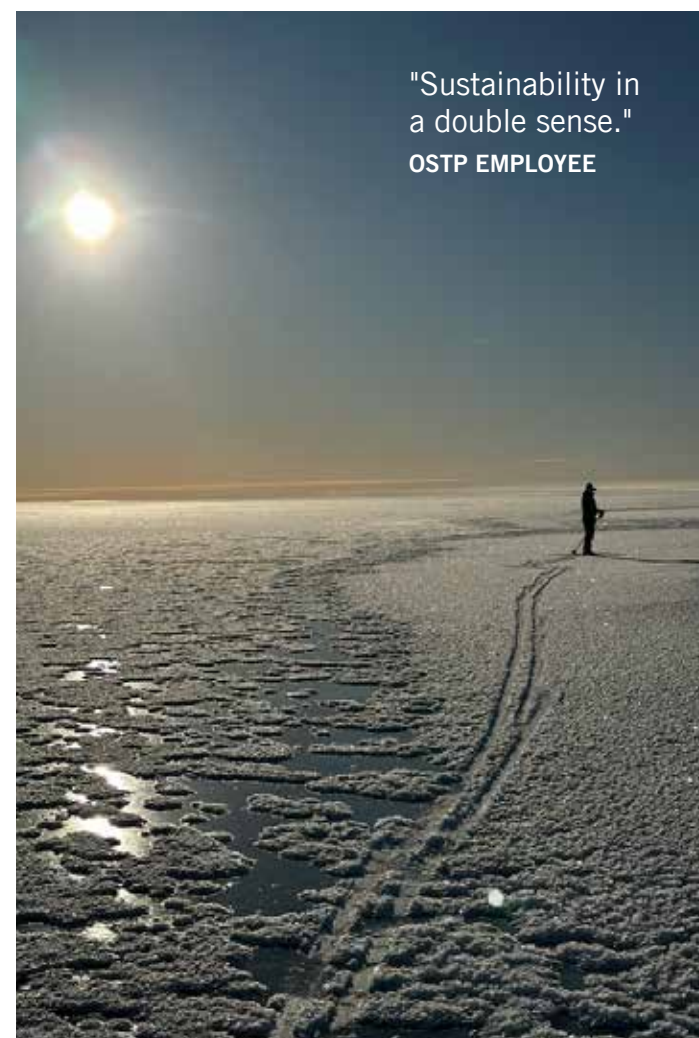
"We went to have coffee at our barbecue spot yesterday. I really enjoy sitting there, boiling water in the kettle and looking out over an old stone cairn."

OSTP EMPLOYEE



"Sustainability in a double sense."

OSTP EMPLOYEE



"Being able to eat freely from the land."

OSTP EMPLOYEE



“To me, sustainability also means living in a quiet neighborhood outside the city. Having a place where you can calm down and recharge.”

OSTP EMPLOYEE

“Sustainability to me is acting in ways that allow my grandchildren to also enjoy snowy winters.”

OSTP EMPLOYEE





"For me, sustainability means stillness by the water, and the simplicity of brewing coffee over an open flame. It is about living close to nature and taking care of it."

OSTP EMPLOYEE

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