

Sponsorship Policy



Tammer engages purposefully in sponsorship and charitable activities in order to:

- **Contribute to society as a sustainable company** – we believe that responsible business practices contribute to the development of society. Therefore, we focus on initiatives that support sustainability, green technology, social well-being, and the long-term development of communities.
- **Strengthen our position as an attractive employer** – we aim to increase awareness of Tammer as an employer that values innovation, determination, and, above all, its people. We support educational and youth-related projects, encourage future professionals to take an interest in the industrial sector, and provide opportunities for personal development and internships.
- **Increase brand awareness** – through various sponsorship activities, we increase Tammer's visibility and strengthen the brand's reputation among customers, partners, and the wider community. Our activities reflect the company's core values and help reinforce Tammer's reputation as a reliable and sustainable cooperation partner.

Focus areas

Tammer focuses its sponsorship and charitable activities on the following areas, which support the company's SDG goals and core values: people-centricity, flexibility, determination, and innovation.

- Education and Youth Development
- Community and Social Initiatives
- Science and Technology
- Environment and Sustainability
- Safety and Rescue Services
- Sports and Health



Terms and principles

- All Tammer sponsorship and charitable projects must be aligned with the company's core values.
- Tammer does not support political initiatives or activities that are harmful to the environment.
- Beneficiaries must be trustworthy and conduct their activities in accordance with Tammer's Code of Ethics.
- The beneficiary must be either an Estonian citizen or a non-profit organisation registered in Estonia and included in the list of associations eligible for income tax incentives.
- Ongoing projects are reviewed once a year to determine which projects will continue and whether any new initiatives will be supported.

Budget

- Each year, Tammer allocates 1.5% of the previous financial year's net profit to charitable activities. Of this amount, 1% is transferred to the Katrin and Raigo Charity Foundation and 0.5% is allocated directly by Tammer for sponsorship activities.
- Sponsorship grants paid out by the Katrin and Raigo Charity Foundation are decided by the Foundation's Management Board twice a year, following the application periods in April and October. Support is provided in the fields of innovation, culture, education, and social welfare.
- For 2026, Tammer OÜ has decided to support the following organisations through sponsorship:
 - **Päästeliit MTÜ:** 5000€
 - **TTÜ Spordiklubi MTÜ:** 5000€
 - **Sihtasutus Tallinna Tehnikaülikooli Arengufond:** 5000€



- In addition to financial support, we also support partners and projects, depending on their nature, with our products and services, premises and/or workforce.
- Every year, in cooperation with the Estonian Rescue Board, we carry out the charity project “Safe Christmas”, through which we provide one educational institution with compliant doors, windows and other opening solutions.
- The Management Board has the right, at its own discretion, to approve additional support for other projects that are aligned with the company’s values and principles.

Sponsorship benefits

Depending on the form of cooperation, the sponsorship benefits are agreed upon before the sponsorship is provided. These may include:

- video and/or photo material for marketing purposes
- various marketing materials at events, such as banners, posters, videos, and logos
- mentions of Tammer in media and social media coverage

Depending on the project, we either offer a predefined sponsorship package or agree on the specific benefits on a project-by-project basis.

Risk management

- Before any sponsorship payment is made, a sponsorship agreement must be signed by both parties.
- The sponsorship may be terminated if the agreed terms or company values are breached, or if the sponsorship project causes damage to the company’s reputation.

