VOLUNTARY SUSTAINABILITY REPORT 2025



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CEO’s Statement



Liis Kokk- CEO / Member of the Management Board

Sustainability is not a separate project for us – it is increasingly part of how we manage the company, develop our products and make everyday decisions.

2025 was a meaningful year for Tammer. Together with our employees, customers and cooperation partners, we celebrated the company’s 30th anniversary. Thirty years is long enough to look back, but even more importantly, it is a moment to ask what kind of company we want to be as we move into the next decade. Over three decades, Tammer has grown into an international manufacturing company, with exports accounting for nearly 90% of turnover. Throughout the years, our strength has been our ability to provide technically complex, high-quality and long-lasting opening solutions for both the construction and marine sectors. We operate in markets where, in addition to quality, safety and delivery reliability, increasing attention is paid to how a product is made, which materials are used and what its environmental impact is throughout its life cycle. For this reason, sustainability is not a separate project or reporting requirement for us. It is increasingly part of how we manage the company, develop our products and make everyday decisions.

In recent years, we have taken important steps to better understand and measure our impact. We monitor our organizational carbon footprint, energy and material use, and waste generation. By 2025, we have reduced our carbon intensity by approximately one fifth compared with 2022, and 89% of our waste is directed to recycling. We use electricity from renewable sources in production and continuously look for ways to use materials more efficiently. At the same time, our data clearly shows that Tammer’s greatest environmental impact does not arise only within our own factory. The majority of our carbon footprint comes from the value chain, primarily from the materials we use. This means that the next major steps must be taken in product development and in cooperation with our suppliers and customers.

The preparation of EPDs for our main products provides an important tool for this work: it enables us to make more informed material choices, compare solutions and provide customers with transparent information about the environmental impact of our products. For us, however, being a sustainable company means much more than reducing our environmental footprint. Tammer’s strength is built by our people. In 2025, Tammer employed 302 people, and we invested 3,826 training hours in employee development, equal to an average of 13 training hours per employee. We believe that people’s development, a safe working environment and an inclusive organizational culture create the foundation for efficient production, high-quality products and strong business results. We also continue to cooperate with educational institutions, universities, the Rescue Board, the Estonian Rescue Association and many other organizations, because we believe that a company’s responsibility extends beyond its own gates.

Tammer’s strategy is built on human-centricity, flexibility, determination and innovation. These values also describe well how we see sustainable development. It is not possible to know all the answers in advance, and not everything can be changed within a single year. However, with every decision, we can move towards more efficient production, better material use, a safer working environment and more transparent governance. Tammer’s ambition is to be the preferred manufacturer of opening solutions in the construction and marine sectors. To achieve this, our solutions must be high-quality, safe and competitive today, while also meeting the expectations of tomorrow. Thirty years have shown that Tammer’s strength lies in its ability to develop together with its people, customers and partners. This is the same principle that will guide us going forward.

Door Connects, Wall Separates.

GENERAL INFORMATION

COMPANY OVERVIEW

Tammer OÜ is a project-based manufacturer of opening solutions, with a strong focus on the development and production of technically complex and demanding special solutions.

The company's operations are characterized by flexibility, high quality and the ability to provide complete solutions for both the construction and marine sectors.

Our strengths are built on:

- a team of professionals,
- 30 years of experience,
- modern production,
- in-house product and IT development teams,
- a project-based and flexible approach.

Revenue 2025

38.2 MEUR

Total area

15 000 m²

Annual production	Annual projects	Products per day	Products per project
ca **36 000** products	ca **7600** projects	ca **100** products	on average **5**







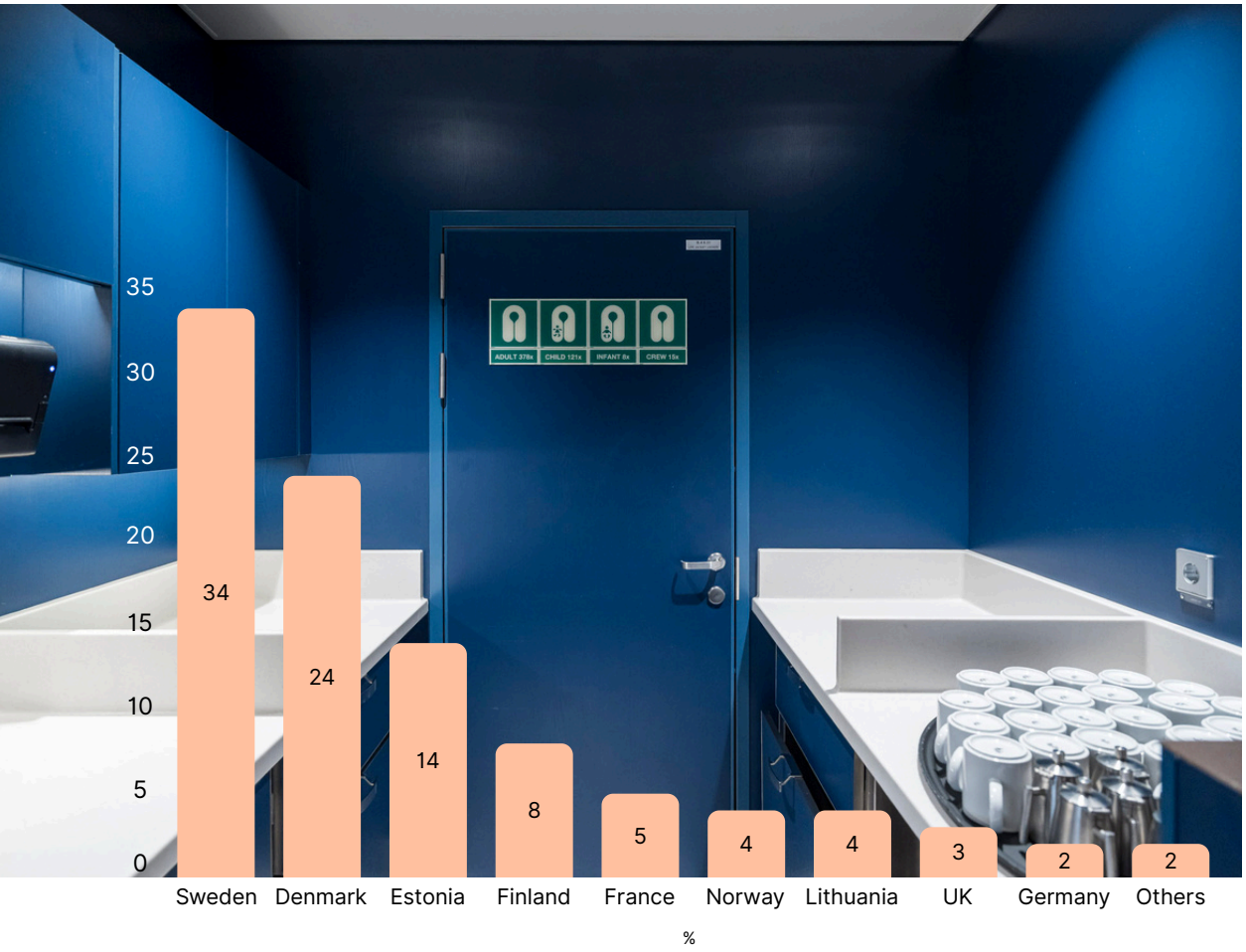
Target markets

Tammer is a strongly export-oriented company, with exports accounting for nearly 90% of revenue. In 2025, the main export markets were Sweden and Denmark, followed by other markets.

~ 90 %

of production is exported

Target markets in 2025 (%)



Product groups

Tammer's product portfolio consists of several product groups, including sheet metal and steel profile products for the construction and marine sectors, frames, and other complementary products and services. Our product portfolio focuses on doors and special solutions designed for demanding environments where safety, durability and technical reliability are essential.

Share of main product groups in 2025



39%

Construction (sheet metal)



33%

Construction (profile)

11%

Other



10%

Marine (sheet metal)

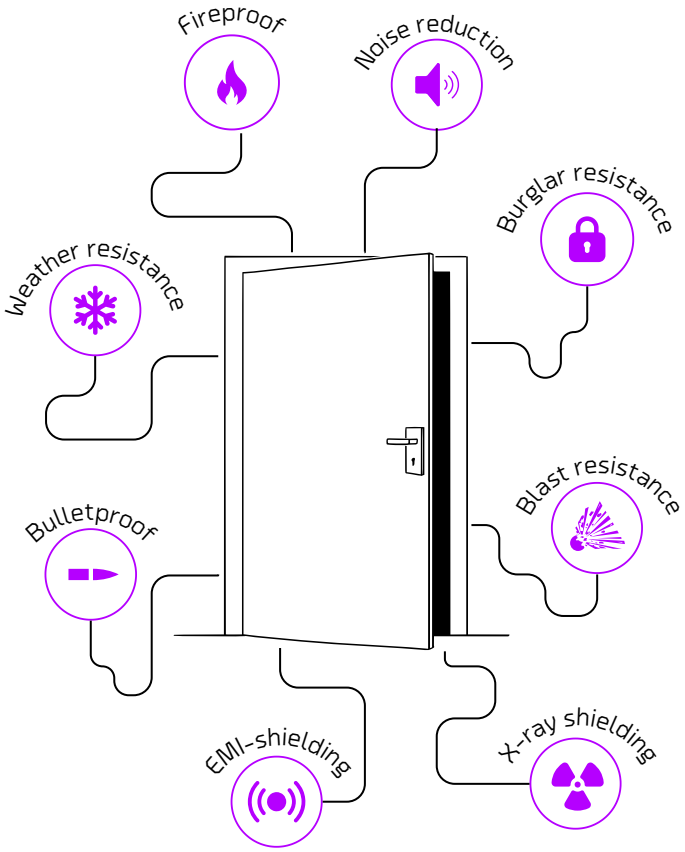
7%

Frames

*Other includes marine profile products, maintenance, packaging, subcontracting and transport.

Product characteristics

Led by our in-house R&D team, we develop, test and certify our products to ensure their reliability and compliance with high requirements. This enables us to offer solutions for different use environments, with various certified protection and performance characteristics depending on project needs:





Construction doors

Doors for the construction sector are suitable for both indoor and outdoor use and meet requirements for fire, smoke and sound resistance. Depending on the solution, bullet and blast resistance, burglary resistance and mechanical durability can also be provided.

Our doors are used across various building types, from office buildings, shopping centres and hotels to apartment buildings, hospitals and laboratories. Our products are also used in critical infrastructure, including power plants, industrial facilities and the gas and oil sector. Special solutions also enable us to serve environments with elevated security requirements, such as prisons, military facilities and other high-security sites.

75% Public buildings

15% Residential buildings



Marine doors

Products used in the marine sector are designed to meet the high technical and safety requirements of shipbuilding. Our product range includes products compliant with A- and B-class fire requirements, as well as C-class products, which are used on cruise ships, ferries, workboats, icebreakers and naval vessels. In addition to standard solutions, we offer customer- and project-specific special solutions, including Navy Range doors and doors for medical areas. The solutions can be adapted to the functional and architectural requirements of the project and combined, for example, with automation, ADA- and USPH-compliant solutions, and other special characteristics. Project-based serial production, launched in 2023, enables us to produce cabin and wet unit doors in large series and support large-scale shipbuilding projects with stable delivery capability.

10% Marine

Strategy and governance

Our values
HOW we act?
Human-centeredness, flexibility, determination, innovation

Our vision
Where we want to be?
To be the preferred manufacturer of doors and windows for the construction and marine industries

Our mission
WHY we do this?
To offer doors, windows and facades that make the world a safer place

Our promise
HOW we do this?
We find a solution and deliver what we promise

In 2025, Tammer's previous strategy period came to an end. The new strategy builds on our existing strengths and experience, while setting a clear direction for what we need to develop to remain competitive in the next stage of growth.

The first focus areas of the new strategy are:

reducing non-conformities	new production layout

more balanced production flow throughout the year

Through these focus areas, we aim to improve work organisation and quality, while using materials, equipment and people's time more efficiently. The implementation of the strategy is supported by the 4DX principles, which help us stay focused on the most important goals and make each team's contribution visible. We are guided by the following principles:

4dx

we do less, but we do it right;

we manage actions, not only results — lead measures create results;

we keep score visible, see the truth in data and make decisions based on it;

we build a culture of accountability. Every team. Every person. Every week..

For us, sustainable development means balancing people's wellbeing, the company's competitiveness and responsible use of resources.



Contribution to the UN Sustainable Development Goals

The UN Sustainable Development Goals provide a shared direction for supporting balanced and long-term development. At Tammer, we understand that our activities affect people, the environment and the economy. Considering our field of activity, value chain and impacts, we have therefore selected six goals as our focus areas, as these are the goals to which we can contribute most directly.



Reducing energy use and increasing the share of renewable energy

A safe and diverse working environment, community projects

Product and process innovation



Inclusive governance and cooperation for sustainable development

Efficient use of materials and circular economy

A safe and sustainable living environment

Reporting principles

The purpose of the sustainability report is to provide our stakeholders with a transparent overview of the company's environmental, social and governance practices, describe our impacts, activities and objectives, and support responsible and sustainable business.

The report covers the period from 1 January to 31 December 2025 and includes Tammer OÜ's office and production unit in Estonia. This is the company's first voluntary sustainability report.

The report has been prepared with reference to the following standards and frameworks:

- Global Reporting Initiative (GRI);
- European sustainability reporting principles, including the logic of the CSRD and ESRS;
- the United Nations Sustainable Development Goals, or UN SDGs;
- relevant ISO management system standards;
- the EcoVadis assessment methodology.

The topics disclosed in the report are based on the double materiality assessment carried out by the company and reflect the environmental, social and governance topics that are most material to the company.

Double materiality assessment

In identifying sustainability topics, we applied the double materiality principle set out in the Corporate Sustainability Reporting Directive (CSRD). This means that a topic is considered material if it has a significant impact on the environment or society, known as impact materiality, and/or a significant financial effect on the company, known as financial materiality.

The assessment was carried out in 2024 in cooperation with Sustinere experts, based on the ESRS standards and EFRAG guidance. The process included mapping the company's activities, stakeholders and value chain, identifying potentially material sustainability topics, and assessing them from both an impact and financial materiality perspective.

Impact materiality was assessed by considering the severity and likelihood of impacts across the value chain. Financial materiality was assessed by analysing the potential financial effects and likelihood of sustainability-related risks and opportunities over different time horizons. The results were presented in a materiality matrix, which formed the basis for defining the sustainability topics most important to the company.

WHAT IMPACTS US?
Financial impacts of sustainability on the company
(financial materiality)

DOUBLE MATERIALITY

WHAT IS THE IMPACT OF OUR ACTIVITIES?
The company's impact on people and the environment
(impact materiality)



The following topics were assessed as important:

Environment · Own workforce · Consumers and end-users

IMPACT MATERIALITY	N/A	INFORMATIVE	IMPORTANT	SIGNIFICANT	CRITICAL
CRITICAL		• Occupational health and safety	• Materials used	• Climate change mitigation	
SIGNIFICANT		• Waste		• Energy • Air pollution • Hazardous substances • Remuneration	• Secure employment • Training and skills development • Access to product information • Product safety and security
IMPORTANT					• Work-life balance • Responsible marketing
INFORMATIVE					

FINANCIAL MATERIALITY

Value chain

UPSTREAM

Extraction of raw materials

Purchased services and products

Transport and material transportation

OWN OPERATIONS



Production



Transport and installation



Maintenance

DOWNSTREAM



Use of sold products



Outsourced services



End-of-life treatment of sold products

POSITIVE IMPACTS	NEGATIVE IMPACTS	RISKS	OPPORTUNITIES
Job security in the region	Greenhouse gas emissions	Increasing development costs	Hybrid work option for office workers
Creating safe working conditions	Risk of water pollution	Changes in chemical composition	Employee training and development
Valorizing employees	Risk of soil corrosion	Increasing burden of legislative changes	Keeping employees informed
Employee engagement	Land use change	Pressure on wage growth	Quality customer service
Employee training and development	Impact on biodiversity	Risk of conflict due to cultural differences	Listening to customer needs
Safe products	Use of non-renewable resources	Unfavorable tax policy	Responsible marketing
Ensuring product longevity through maintenance	Risk of occupational accidents	Cybersecurity	Collaborative projects
Community projects			

The visual is a simplified summary of the double materiality assessment working file and brings together the main positive and negative impacts, risks and opportunities related to the value chain.

ENVIRONMENTAL INFORMATION

Climate change mitigation

As a manufacturing company, our environmental impact is linked to resource use, production processes and the wider value chain. Climate change is one of our key environmental topics, as greenhouse gas emissions arise from our own operations as well as from raw material sourcing, energy use, logistics and the product life cycle. To manage this impact, we measure organisational greenhouse gas emissions, monitor energy and resource use, and seek ways to reduce the impact of production, materials and the supply chain. We address climate impact on two levels: organisational and product-related. The organiaational carbon footprint shows emissions from company activities, while environmental product declarations provide insight into the life cycle impacts of specific products. This supports more informed decisions and enables us to provide customers with transparent information.

ISO 14001: 2018

kiwa

eGO european green office

Carbon intensity	Waste directed to recycling	Non-conformities
236 tCO2-ekv/MEUR	**89%**	**21 %**



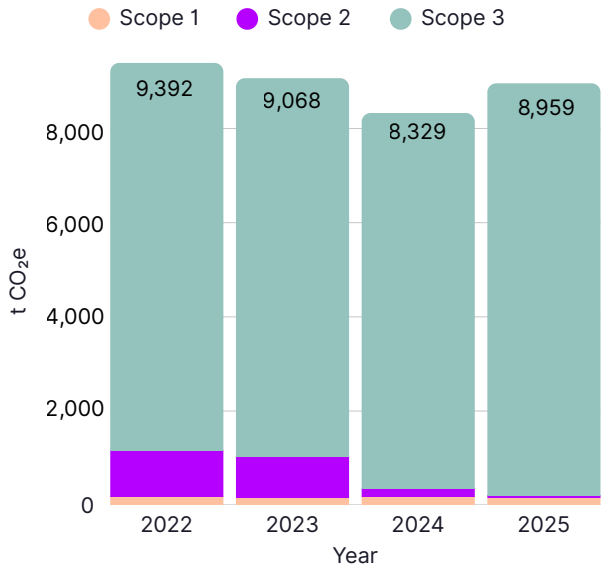




Organisational climate impact

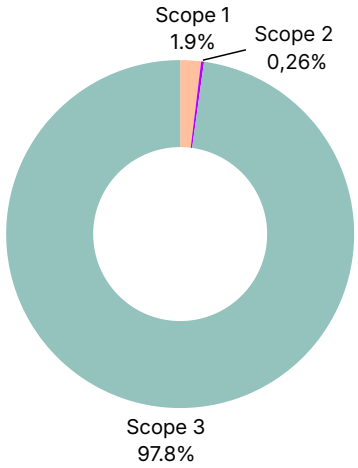
Our organisational climate impact results from direct and indirect greenhouse gas emissions generated by production processes, energy use, raw material sourcing and logistics. We have measured and analysed our emissions consistently since 2022 to systematically manage and reduce our climate impact. The calculations are prepared by the third party Sustinere, based on the Greenhouse Gas Protocol. To ensure comparability between years, the same calculation partner and consistent methodology have been used. The calculations cover Tammer's production and office activities, as well as Scopes 1, 2 and 3: direct emissions, purchased energy emissions and indirect value chain emissions. Results are presented in tonnes of CO_2 equivalent.

Change in climate impact 2022–2025



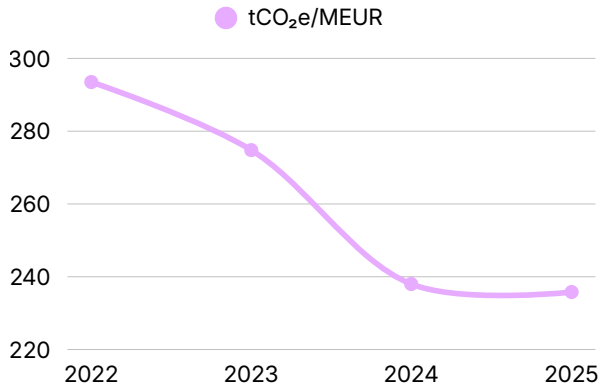


Climate impact by scope in 2025



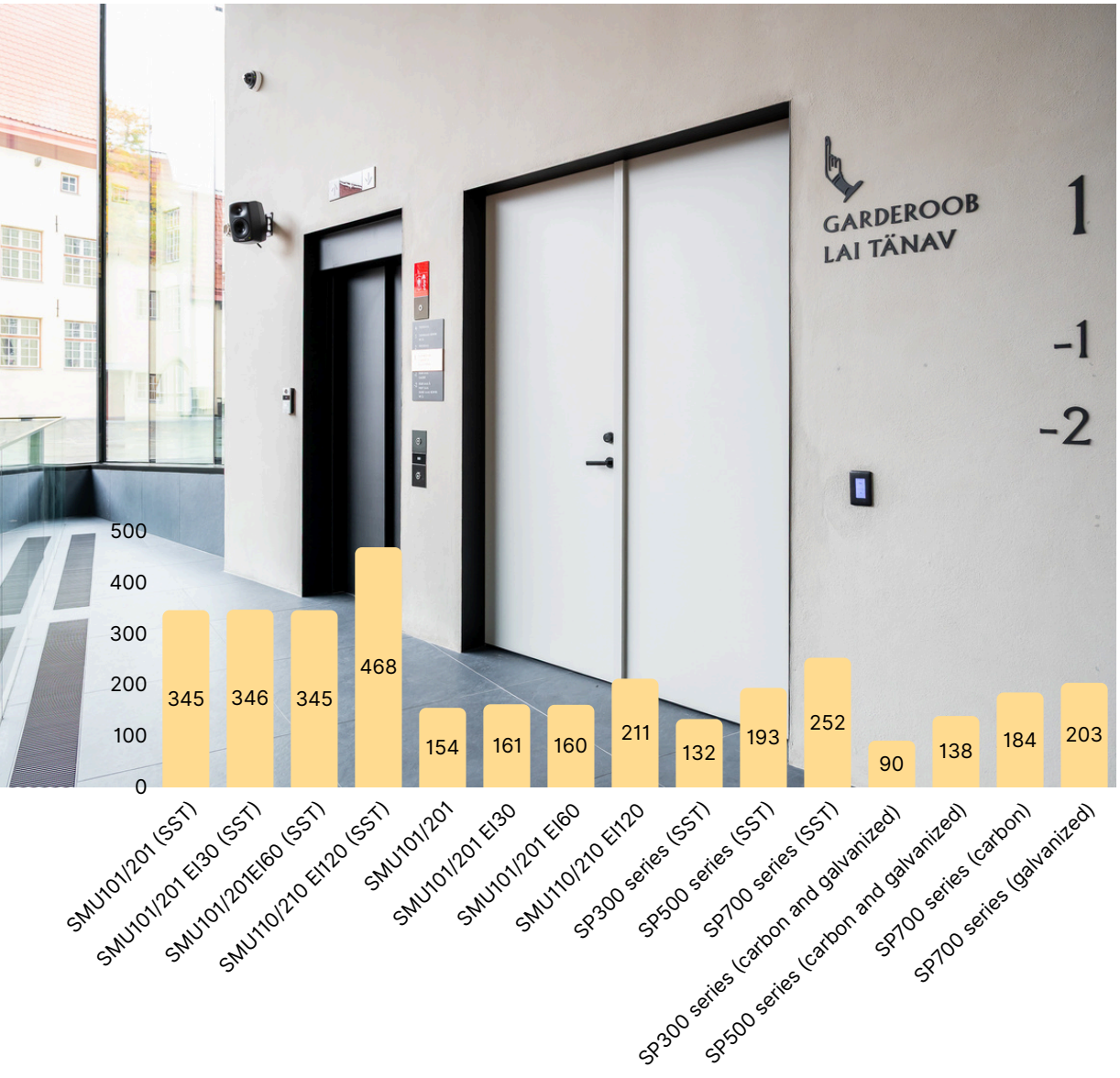
Our climate impact mainly arises from Scope 3, meaning indirect value chain emissions, which account for 97.8% of the total footprint. The largest sources of impact are production materials, especially the use of metal, and upstream transportation related to the movement of materials and products before Tammer's production process.

Carbon intensity 2022–2025



Carbon intensity, meaning greenhouse gas emissions per million euros of company revenue, decreased from 293.5 tonnes to 235.8 tonnes of CO_2 equivalent per million euros during the period 2022–2025. At the same time, the company's revenue increased from €32 million to €38 million.

Product climate impact



*The values are based on EPDs prepared in 2025. The declared unit is 1 m² of door, based on a standard-size door measuring 1.23 m × 2.18 m. The area of the standard door is 2.68 m². The presented values reflect the climate impact of the main products in the A1–A3 stage, which covers raw materials, their transport to the production site and manufacturing.

In addition to managing our organisational impact, we also address the environmental impact of our products. We have prepared the first Environmental Product Declarations (EPDs) for our main products, based on Life Cycle Assessment (LCA), providing a standardised overview of their environmental performance across the product life cycle.

EPDs provide a detailed overview of the environmental impact of our products and help identify the main impact areas. Based on this knowledge, we can make more informed decisions in material selection, production process development and product design, with the aim of reducing the products' carbon footprint. They also enable us to provide customers with transparent and reliable information and support lower-impact choices across the value chain.

EPD Hub

The EPDs have been prepared in accordance with EN 15804+A2 and ISO 14025 and verified by a third party.

Energy

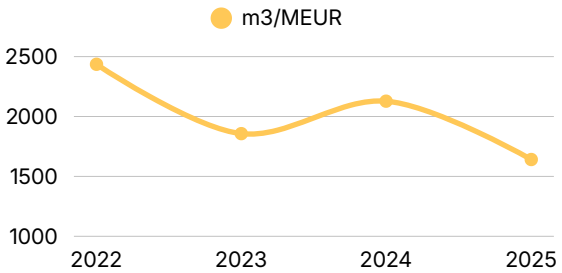
Energy use is an integral part of our production activities, which is why we pay attention to both monitoring energy consumption and using energy more efficiently.

Energy consumption

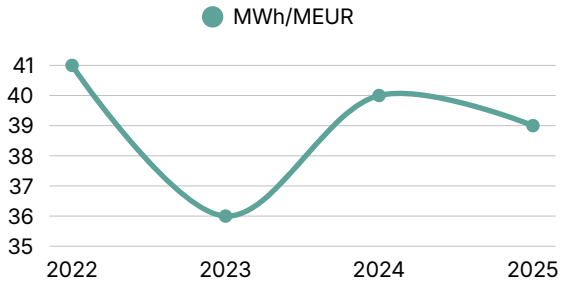
Our energy use is based on natural gas and electricity. Today, we use 100% green electricity, which is used both in production processes and in the daily operation of buildings, including equipment and lighting. Natural gas is mainly used in production processes and for heating buildings.

We have taken steps to collect more accurate and systematic information about our energy use. This enables us to better understand the structure of our energy consumption and make more informed decisions to improve energy efficiency and reduce environmental impact.

Natural gas intensity 2022–2025



Electricity intensity 2022–2025

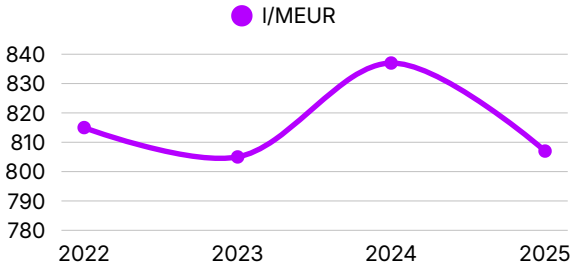


*Since 2024, electricity has been sourced from renewable sources (solar/wind)

Vehicle fuels

Tammer's vehicle fleet includes passenger vehicles used mainly for project management and site visits, utility vehicles used for maintenance, supply and technical activities, and electric and diesel forklifts used in production. Vehicle fuel consumption is mainly related to project work, site visits, maintenance, supply tasks and internal production logistics.

Vehicle fuel intensity 2022–2025



*The graph shows petrol and diesel consumption per one million euros of revenue in 2022–2025.

Electric vehicle charging

In 2025, we installed five electric vehicle chargers on the company's premises, managed through the Plugfree mobile application. The charging solution is intended primarily for employees and the special technician's work vehicle, offering the possibility to charge vehicles at a lower cost than at public charging points. With this solution, we support the use of electric vehicles in everyday mobility.

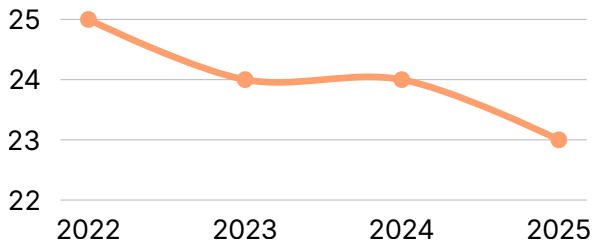


Resource use, waste and circular economy

Material efficiency and waste reduction

As a manufacturer of construction materials, efficient use of materials and the reduction of production waste are important to Tammer. To improve material efficiency, we carry out various development projects that help reduce material loss and prevent waste generation already at the work planning stage.

Waste intensity 2022–2025 (t/MEUR)

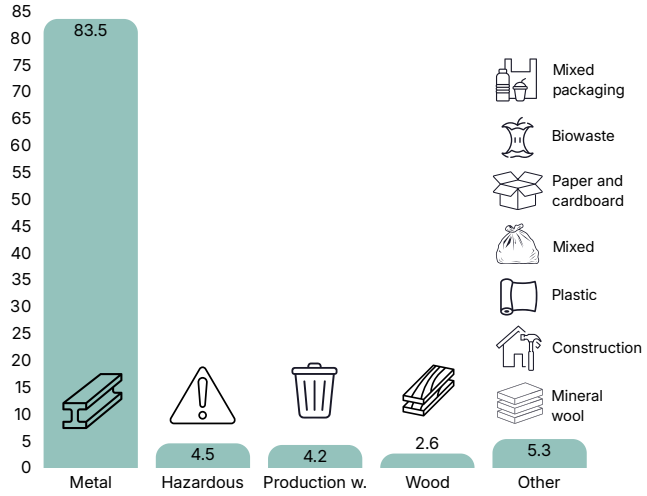


From a circular economy perspective, in addition to reducing production waste, product longevity, maintainability and repairability are also important. As Tammer's products are largely made of metal and have a long service life, we pay attention to the origin and efficient use of materials, product durability and end-of-life opportunities. Maintenance is particularly important for fire and escape doors, whose performance must be ensured also in buildings with high usage intensity. Maintenance helps reduce failures, extend product lifetime and avoid the premature replacement of doors or accessories.

Waste sorting and management

It is important that production residues are sorted by type and directed to appropriate treatment so that the value of materials is preserved for as long as possible. Waste generated in our processes has been mapped, and collection is organised according to waste type. This approach helps increase the share of recycling, direct materials to suitable treatment and reduce the amount of waste sent to landfill. Hazardous waste is collected separately from other waste, and its handling follows applicable requirements in order to reduce risks to both the environment and employee safety.

Waste breakdown by type in 2025 (%)





Waste breakdown by treatment method in 2025 (%)

89%	10%	1%
Recycling	Incineration	Landfill

Cooperation with Greendice

The partnership with Greendice supports Tammer's circular economy and resource efficiency principles beyond the production process. Through this cooperation, we focus on the reuse of electronic devices, responsible consumption and the reduction of electronic waste in the everyday working environment. Giving a new life to devices that are no longer in use but still functional helps reduce waste generation and keep valuable materials in use for longer.

Thanks to the cooperation with Greendice, we have increased employee awareness of the digital footprint, device lifetimes and the importance of digital clean-up. These activities help bring circular economy principles into everyday working life and show that resource efficiency is not only about production materials, but also about the tools used in the office and digital working environment.



Air pollution and hazardous substances

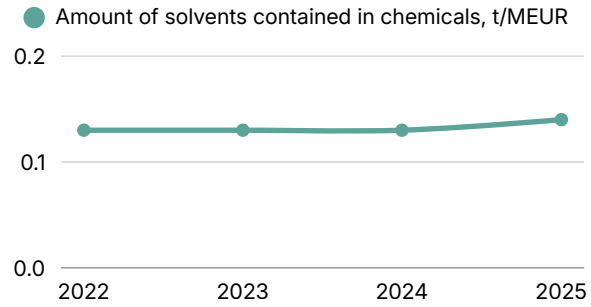
Managing impacts related to air emissions and the use of chemicals is an important part of our environmental activities. We pay attention to potential risk areas and continuously work to replace hazardous substances with safer alternatives, while operating in accordance with applicable environmental requirements.

Air pollution

We keep records of the types and quantities of pollutants emitted into the air. In accordance with our air emission permit, we regularly report our emissions to the Environmental Board. During the reporting year, all pollutant emissions remained within the permitted limit values.

Since 2016, the company has held air emission permit No. L.ÕV/328623.

Solvent use intensity 2022–2025





Use and management of hazardous substances

When using hazardous substances, we follow applicable legislation and apply a preventive risk management approach. We keep REACH documentation and chemical safety data sheets up to date, regularly assess risks related to chemicals and monitor changes in hazardous substance lists. As part of the annual chemical audit, we check compliance with requirements, assess exposure risks for employees and the environment, and implement additional control measures where necessary. Where possible, we prefer less hazardous chemicals or safer technological solutions in order to reduce environmental and health impacts.

SOCIAL INFORMATION

Own workforce and working conditions

At Tammer, we believe that well-supported employees create a strong and well-functioning company. Our people are our greatest value. Their commitment, skills, creativity and care shape Tammer's identity. This is why we aim to foster value-based and inclusive leadership, flexible work organisation and a working environment where people feel valued and involved.

We support employee wellbeing through health-related activities, learning and development, and shared initiatives. We believe that good relationships, open communication and shared experiences create the foundation for a safe, caring and long-term employment relationship.

ISO 45001:2018

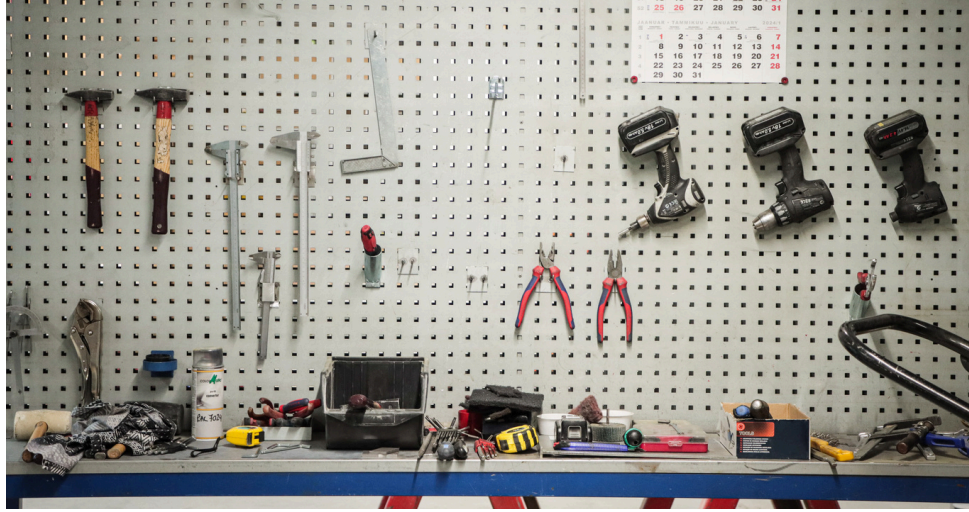
kiwa

TERVIST EDENDAV TÖÖKOHT 2025

Kaugtöö TEGIJA
www.smartwork.ee

PEREsõbralik TÖÖANDJA
Hõbetase

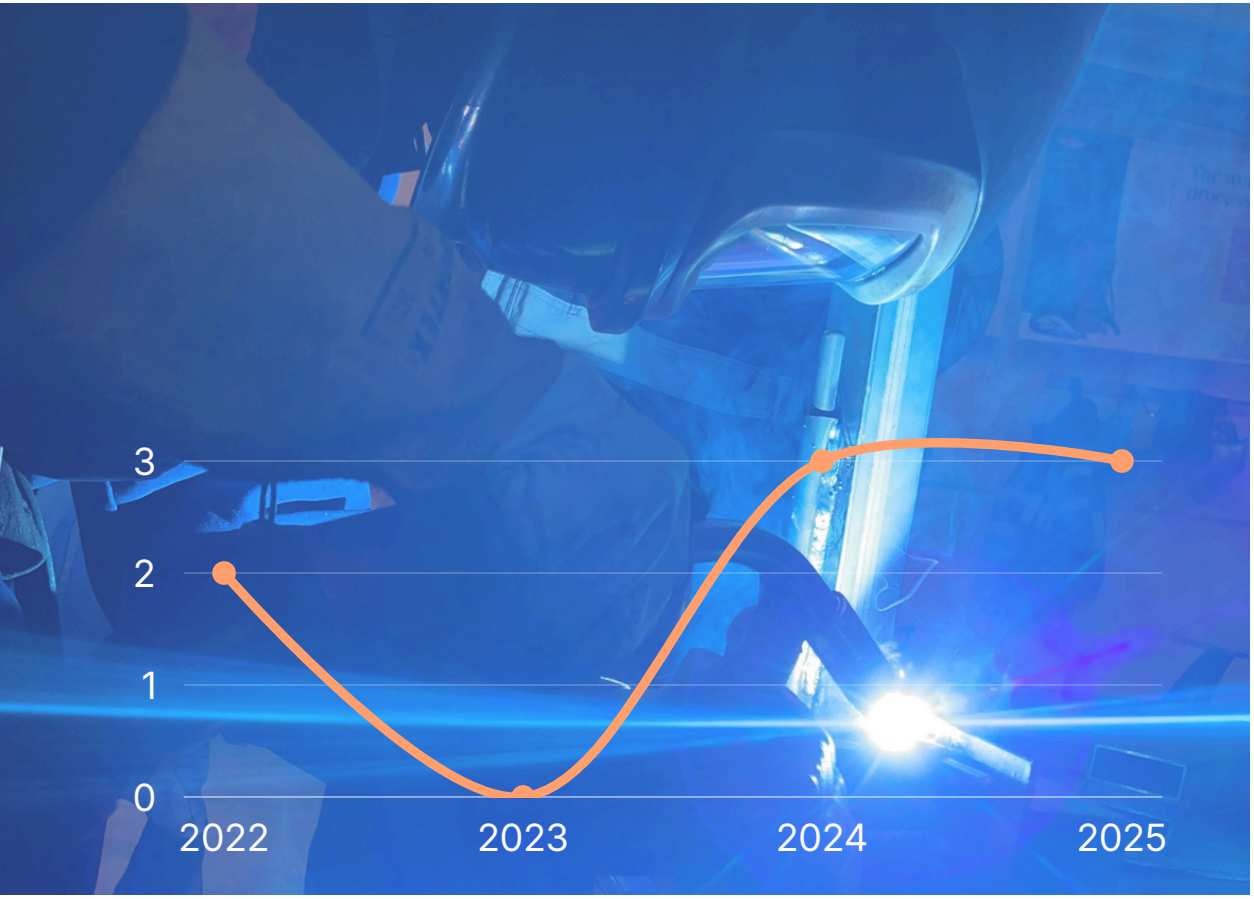
Employees	Employment contract share	Employee turnover rate	Average tenure
302	91%	20%	5 years







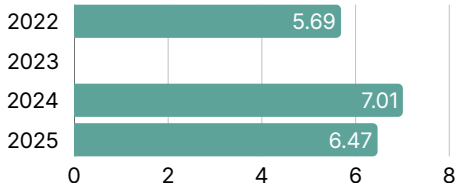
Occupational health and safety



Number of workplace accidents, 2022–2025

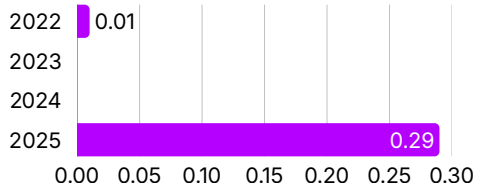
*All workplace accidents recorded during the period were classified as minor accidents.

Workplace accident frequency rate



FR = number of workplace accidents × 1,000,000 / hours worked

Workplace accident severity rate



SR = number of lost workdays × 1,000 / hours worked

The company prioritises employee health and safety by applying systematic measures to prevent workplace accidents and work-related health issues, and to maintain employees' ability to work. Workplaces are designed to reduce infection risks and take into account physical, physiological and psychological risk factors. Work equipment is used for its intended purpose and in accordance with safety requirements. Employees are also provided with appropriate welfare facilities, supporting their wellbeing and a safe working environment.

Occupational health and safety management is based on workplace risk assessments, exposure to risk factors and the nature of the work. Based on these, employees are referred to health checks where necessary, and preventive measures are planned to reduce risks. Workplace accidents are properly registered and investigated, and measures are implemented based on the findings to prevent similar incidents.

We also pay attention to the prevention of psychosocial risk factors, including workload balance, sufficient rest time, employee autonomy, and a supportive and respectful communication culture. Bullying, aggression or any other behaviour that harms mental health is not tolerated in the organisation.

Employee wellbeing and mental health

The company values employees' overall wellbeing and systematically focuses on supporting both mental and physical health. We follow the principle that employees' mental health is mainly influenced by work organisation, working conditions and the psychosocial working environment.

To support wellbeing, we develop the working environment, organise health-related training and events, and support employees' opportunities for physical activity and recovery. One internal initiative is the company's Health Club, which helps promote health awareness and an active lifestyle. In addition, we conduct surveys to map employees' mental and physical wellbeing, and the results are used to continuously improve work organisation, the working environment and wellbeing activities.

Employees also have access to support from a mental health first aider, offering early recognition, initial guidance and referral to further help where needed. This helps respond to potential concerns in a timely manner and support employees' coping and wellbeing.

VAIMSE TERVISE ESMAABI

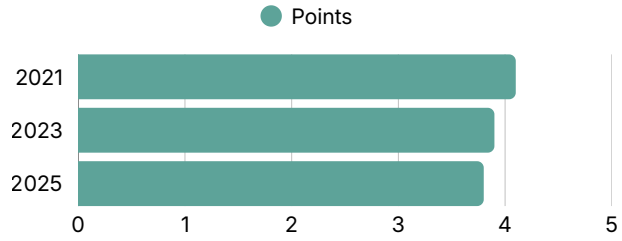
The trained employee is a person with mental health first aid skills who can recognize warning signs of mental health concerns, provide initial support and, where necessary, refer the person to further help.



Employee satisfaction

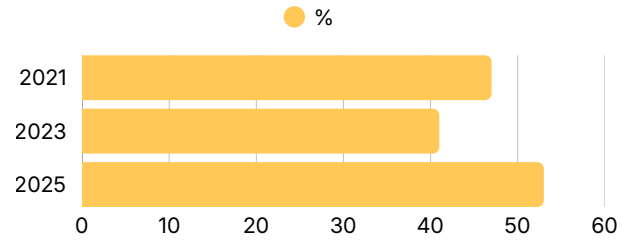
To understand employee satisfaction and wellbeing, we conduct an employee satisfaction survey every two years. The aim of the survey is to gather feedback from employees on how they assess working at Tammer and what improvement opportunities they see. We use the survey results to support the development of a committed, motivated and well-supported team.

Employee satisfaction results 2021 - 2025



*Assessed on a 5-point scale

Survey participation rate 2021–2025



Work-life balance

The company considers supporting work-life balance important, as it is directly linked to employees' wellbeing, health and ability to work. Balance means the opportunity to combine work-related responsibilities with personal life, family and rest in a way that meets each employee's individual needs and life stage.

We support flexible working arrangements, including flexible working hours and the possibility of remote work in office-based positions, so that employees can better plan their time and reduce tensions between work and private life. Regular updates to the motivation package and consideration of employees' needs contribute to supporting both work performance and personal wellbeing.

Family friendliness and flexible work organisation are integrated into HR policy and organisational culture, thereby supporting employee wellbeing, job satisfaction and long-term engagement with the company.

Remuneration and benefits

The aim of our remuneration policy is to ensure workforce availability and professional continuity. To achieve this, the remuneration system must be competitive and fair, while also taking into account the company's budgetary possibilities. Tammer's remuneration policy also includes employee recognition and important family-related milestones. Established traditions are in place for recognition and year-end summaries, including acknowledging long service, giving gifts for important family events and other similar occasions.

The company has established a motivation package, which also includes non-financial benefits. The total rewards principles support a solidary, equal and fair working culture where every employee is valued. Total rewards consist of monetary remuneration and benefits, as well as non-financial benefits. Among the most valued benefits in the motivation package are the sports allowance and health insurance, between which employees can choose according to their needs.



Health insurance usage in 2025 (%)

74%
Chose health insurance

68%
Users

*The share of employees who chose health insurance is calculated out of all employees; the share of users is calculated out of insured employees.

Sports allowance usage in 2025 (%)

9%
Chose the allowance

93%
Users

*The share of employees who chose the allowance is calculated out of all employees; the share of users is calculated out of employees who chose the allowance.

Employee engagement and internal initiatives





Tammer's goals are achieved through competent and committed employees, which is why we consider a good and safe working environment, employee development and engagement important. We believe that contributing to the company's development does not take place only at management level, but is created through cooperation between different teams and employees across the organisation.

During strategy days, we bring the company's shared goals to team level. Together, we discuss what the chosen direction means for our everyday work, what we need to do differently and how each team contributes to achieving the goals. Employee feedback and practical experience, in turn, provide input for the continuous improvement of work organisation, processes and the working environment. In this way, the strategy does not remain only a management document, but becomes concrete actions whose connection to shared goals is understood by employees.

We also value an inclusive leadership culture, where employees' opinions, suggestions and feedback are welcomed. We encourage all employees to think along and contribute to the development of the company's activities, processes and working environment.

Employee engagement is also supported by voluntary clubs and working groups operating within the company, bringing together employees from different fields. These provide opportunities to contribute to the company's development beyond everyday work tasks, share knowledge and experience, and initiate activities that support a better working environment and Tammer's long-term goals.

AI workgroup

The aim of the AI working group is to identify and implement opportunities for using artificial intelligence to make the company's work more efficient. The workgroup meets regularly to share experiences, test new solutions and assess how well they fit our work processes. The AI workgroup also supports the conscious and safe adoption of AI across the company.

The workgroup does not focus only on discussing ideas, but also shares development tasks, implements new solutions, and analyses their adoption, impact and further development opportunities.



Green club

Green club brings together employees who want to actively contribute to raising environmental awareness and sustainability-related topics. The aim of the club is to bring sustainability into focus also beyond the company's core activities and encourage employees to make more conscious choices both at work and in their personal lives. Green Club is a community where experiences, ideas and good practices are shared. Through joint initiatives, we help shape a more caring attitude towards both the environment and each other, while also strengthening internal cooperation and a sense of belonging within the company.

Outdoor leisure area

In 2025, one of Green club's focus projects was the creation of an outdoor leisure area on the company's premises. The aim of the project was to bring more greenery and comfort into the working environment and create a place where employees can rest, have lunch and spend time with colleagues during the working day. The area was completed through the joint contribution of our employees, using materials provided by Tammer. The leisure area will continue to be developed step by step into a versatile environment that supports employee wellbeing, social interaction and active breaks in the fresh air.

Health club

Health club brings together employees on a voluntary basis who are interested in health and wellbeing topics and wish to contribute to creating a health-supporting working environment. The aim of the club's activities is to keep attention on employees' mental and physical wellbeing and to provide opportunities for movement, spending time together and increasing health awareness.

In 2025, the Health club organized various activities and events that supported both active movement and team spirit. Employees had the opportunity to take part in a yoga class, a cycling trip, a lantern hike, an adventure park visit, running events, volleyball, ice hockey, darts, billiards, table tennis and board game evenings. Through these activities, we aim to offer employees diverse opportunities for recovery, movement and socializing with colleagues also outside the everyday working environment.

Equal treatment and equal opportunities

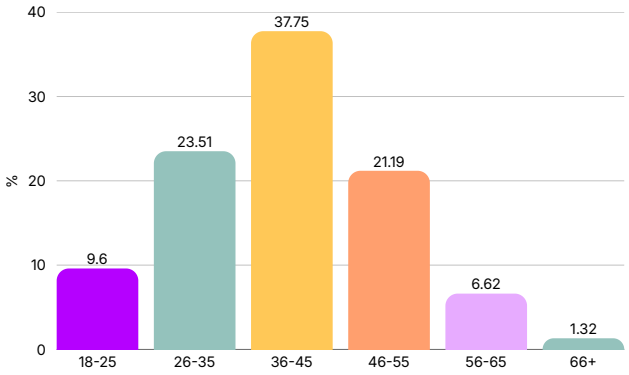
Diverse workforce

We value gender, age and cultural diversity, and aim to create a working environment where every employee can contribute through their strengths.

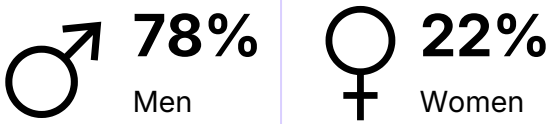
Manufacturing has traditionally been a more male-dominated sector, but this picture is also changing in our organization. The share of women is increasing year by year, and we clearly see that women bring valuable qualities to production, including precision, systematic thinking, attention to detail and consistency, all of which are critically important for high-quality and efficient production. At the same time, we believe that a strong organisation is not built on gender balance alone. Our team is enriched by the combination of experience from employees of different ages, the knowledge of experienced specialists and the fresh perspective of younger employees together create a strong and adaptable whole. We also value cultural diversity, which brings different perspectives, improves cooperation and helps us better understand both colleagues and customers.

We also consider it important to notice and support individual needs. We adapt work organization, develop management practices and create flexible solutions so that every employee can realize their full potential.

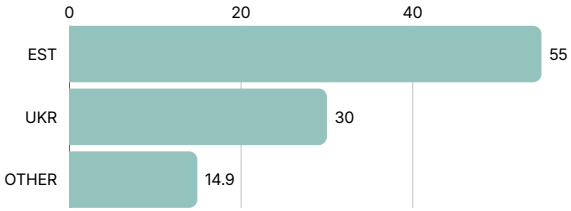
Age distribution in 2025 (%)



Share of women and men in 2025 (%)



Share of different nationalities in 2025 (%)



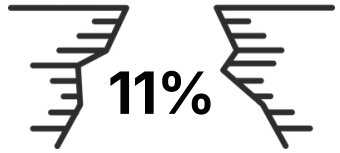
*other (LTU, MDA, RUS, SVK)

Gender pay gap

The company pays close attention to preventing the gender pay gap and continuously monitors that remuneration is fair and transparent.

Remuneration is based on an employee's contribution, competencies, work experience, and willingness and motivation to develop, rather than gender differences.

Gender pay gap 2025



Mobility and accessibility

As a manufacturing company, we operate in an urban environment that provides good access by different modes of transport, including public transport such as train, bus and tram, as well as by bicycle and car. Facilities have been provided for both bicycle and car parking for employees and visitors.

Accessibility was also taken into account during the recent office renovation. On the ground floor, convenient access is ensured through automatic doors, and an accessible toilet is also available. These solutions support smooth movement and access for both employees and visitors.

Learning and development

Training

We consider continuous employee development important and consciously support the development of skills and competencies among both new and existing employees. Our approach is based on systematic training planning, mentoring and the provision of internship opportunities. We also support both horizontal and vertical development within the organisation.

Training needs are primarily mapped through annual development discussions and everyday work, in cooperation with managers and the HR manager. Employees are offered both internal and external training, and the organisation, registration and feedback collection related to training are managed systematically.

Training hours in 2025

3826

Total training hours

13

Training hours per employee

Tammer values employees' willingness to learn and develop, and in addition to work-related training, also supports participation in formal education. The company provides employees with study leave to help them balance work and study responsibilities and support the acquisition of new knowledge and skills.



Study leave and active learners in 2025

161

Study leave days used

12

Active learners

Mentoring programme

Onboarding new employees is an important part of the employee experience at Tammer. We understand that joining a new working environment can raise many questions, which is why we aim to provide new colleagues with clear support from their first working days. For this purpose, we use a mentoring programme that helps employees adapt to the company, the team and their work tasks. Mentoring is based on a partnership in which a more experienced employee guides the new colleague, provides regular feedback and helps them understand both their work tasks and how the company operates. The programme usually lasts 4–6 months and includes work-related training, introduction to the company and its departments, and continuous monitoring of the employee's development. The mentor role is remunerated, which helps ensure the consistency, responsibility and quality of the guidance.

Internship programme

The internship programme is an important way for Tammer to support young people's professional development and find future employees. We offer interns the opportunity to gain supervised practical experience in a manufacturing company and connect the knowledge acquired during their studies with a real working environment. The internship helps young people better understand career opportunities in the field and make informed career choices.

In addition, Tammer participates in the Võti Tulevikku career fair every year to introduce the company as an employer and build connections with young people already during their studies. Our experience shows that the internship programme is effective, a significant share of interns continue working at our company after completing their internship, thereby supporting Tammer's sustainable talent pipeline.

Interns in 2025

7
Interns

100%
Continued with an employment contract

Tammer Academy

Tammer Academy was created to support practical learning, sales training and a deeper understanding of technical solutions. The learning environment consists of a training classroom, a product display area and a development area, which can function both separately and as an integrated solution, enabling theoretical and practical learning to be combined.

The product display area showcases the company's product range and serves as a technical demonstration space, where the structure, functionality and possible applications of the products can be explained visually and conceptually. The development area enables acquired knowledge to be reinforced through practical activities and helps participants better understand how the products perform in real situations.

The Academy is an important platform for developing employees, as well as for increasing the awareness of customers, partners and future talent. It reflects Tammer's technical capability and quality. We have already organised a range of different training sessions and continue to develop the Academy further.







Consumers and end-users

Product safety and information

Product safety is an integral part of responsible production at Tammer. We ensure that our products are safe for users, end-users and the environment, and that they meet their intended use and project requirements. To ensure safety, we pay attention to the materials used, the technical characteristics of our products and potential risks already during the product development, design and production stages.

Transparent and accessible information also plays an important role in ensuring product safety. We provide relevant and reliable information about our products, including technical data, user instructions and information on materials and characteristics. This supports the intended and safe use of products, proper maintenance and helps extend their service life. A selection of our main products has also been assessed in the Byggvarubedömningen (BVB) and SundaHus systems, providing additional assurance regarding the transparency of product composition and environmental and health impacts.

Byggvarubedömningen (BVB) and SundaHus are common Swedish building product assessment systems that provide reliable environmental information and support informed material choices.

Compliance requirements

Tammer's products are designed and manufactured in accordance with applicable requirements, and their performance is assessed based on intended use, project conditions and required technical characteristics. Testing and certification carried out by independent parties confirm that the declared product characteristics comply with the relevant requirements.

Certified characteristics may include, for example, fire resistance, smoke resistance, sound insulation, burglary resistance, bullet resistance, blast resistance, weather resistance or other requirements set for special solutions. Verifying and documenting these characteristics helps ensure that the technical performance of the products is tested and traceable.

Technical documentation and certificates support the decisions of customers, designers and other value chain parties, helping them select solutions that meet the needs and use environment of a specific project.



Partnerships and support activities

Tammer contributes to areas that promote sustainability, education, youth development, community wellbeing and safety. When providing support, we follow clear principles set out in the gift policy: political and environmentally harmful initiatives are avoided, and cooperation is carried out with reliable partners.

Support is directed only to Estonian citizens or non-profit organisations registered in Estonia. Projects are selected and assessed regularly to ensure that resources are used in a targeted and impact-oriented manner. Support is provided both through the foundation and directly as sponsorship. In addition to financial contributions, projects are also supported with products, services and labour. All cooperation is formalised through agreements, and clear conditions are in place to mitigate risks, allowing cooperation to be terminated where necessary in order to protect the company's reputation and ensure compliance.

Each year, Tammer contributes 1.5% of the previous financial year's net profit to charitable initiatives.

TalTech

Tammer supports various TalTech initiatives, contributing to the development of education and the next generation of engineers and manufacturing professionals.

We provide financial support to the TalTech Development Fund and initiatives supporting the dual careers of athletes, helping to create better opportunities for young people in their studies, professional development and future careers.

For the third consecutive year, we have awarded Tammer scholarships to talented TalTech students. In 2025, the scholarships were awarded to students in product development and robotics, and industrial engineering and management.

Through the scholarships, we aim to support young people whose studies, goals and values align with Tammer's focus on developing future engineers, manufacturing specialists and value-creating leaders in the field.





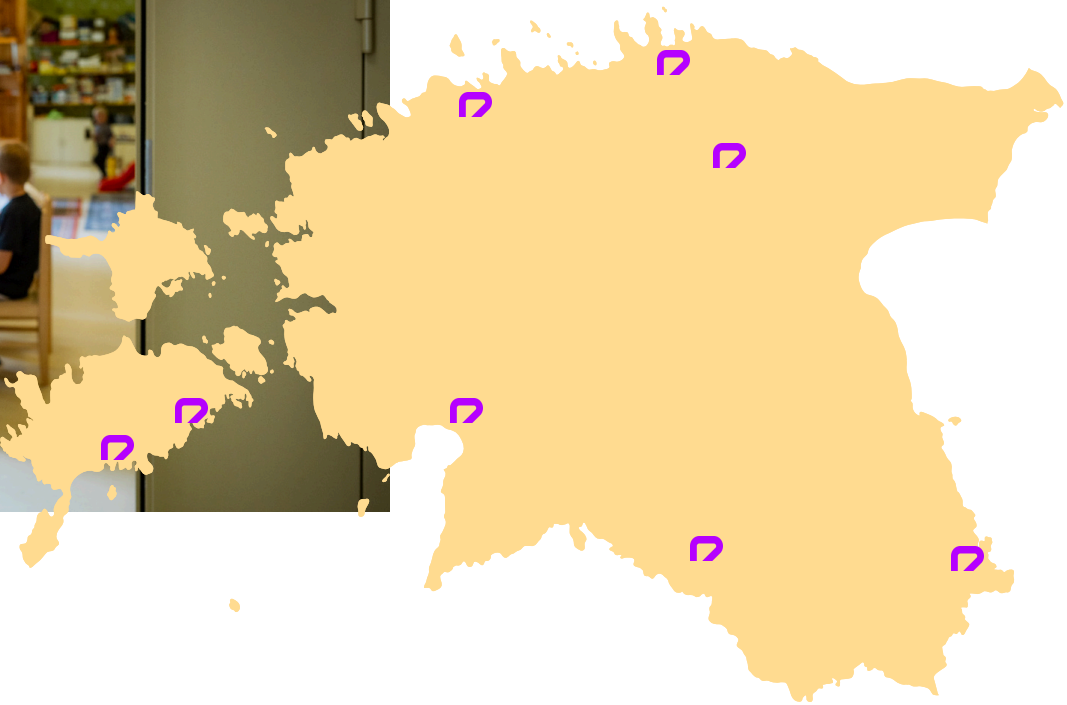
Rescue Board





Tammer cooperates with the Estonian Rescue Board to contribute to improving fire safety and community safety. The cooperation is based on knowledge sharing, practical experience and a shared goal of finding solutions that support safer living and learning environments.

As a long-standing manufacturer of opening solutions, we can share our experience in the field of doors, security solutions and fire safety. At the same time, cooperation with the Rescue Board helps us better understand the practical needs of the rescue sector and develop knowledge that supports both the safe use of products and action in crisis situations.



Project “Safe Christmas”

One of our most important cooperation projects with the Estonian Rescue Board is the charity project “Safe Christmas”, through which we contribute to improving fire safety in Estonian educational institutions. As part of the project, each year we donate compliant fire doors or opening solutions that improve fire safety to one educational institution, helping to support a safer learning environment. The initiative is also supported by several cooperation partners, who contribute with their products and solutions, such as locks, fittings, glass and profiles.

In 2025, the project took place for the eighth consecutive year, this time taking us to Tõrva Gymnasium in Southern Estonia. This year’s project was more extensive than usual, as there were areas between stairwells and corridors where replacing the doors alone was not sufficient. Therefore, complete fire-resistant wall structures with opening solutions were designed and built.

The accompanying map illustrates the locations where we have contributed through the “Safe Christmas” charity project so far. Our goal is to reach every county in Estonia with the project and help make the learning environments of Estonian children and young people safer step by step.

Estonian Rescue Association

The Estonian Rescue Association brings together voluntary rescue organisations across Estonia, including organisations involved in firefighting and rescue operations, maritime rescue, and the training of search and water rescue dogs. The association also carries out preventive work in communities and supports a technical rescue unit that can assist in major crises.

Tammer has supported the Estonian Rescue Association since 2019. The aim of the cooperation is to contribute to the development and preparedness of volunteer rescuers through both financial support and practical training opportunities. In recent years, the cooperation has expanded: the Estonian Rescue Association has used Tammer Academy's premises for volunteer training, for example on social media and psychological support, while Tammer has shared its sector-specific expertise in training sessions on forced entry through metal doors.

The cooperation has also been mutual. The Estonian Rescue Association has offered Tammer employees the opportunity to participate in technical rescue unit exercises and improve their knowledge of crisis preparedness and first aid. Through joint activities, we support the preparedness of rescuers in situations where rapid access to a person in need is critically important, while also contributing to a safer living environment.







In 2025, Tammer received recognition from the Ministry of the Interior for supporting volunteer rescuers.

GOVERNANCE INFORMATION

Business ethics and responsible governance

Business ethics and responsible governance are the foundation of trustworthy and transparent business at Tammer. We consider it important that our activities are based on honesty, responsible decision-making, compliance with laws and agreements, and open communication with employees, customers, suppliers and other cooperation partners.

For us, responsible governance means both following ethical principles in everyday work and systematically preventing and managing risks. To support this, we focus on preventing corruption, providing opportunities for confidential feedback and reporting, maintaining a responsible supply chain, and ensuring digital security and data protection. We also consider participation in industry associations and cooperation networks important, as it supports knowledge exchange, sector development and the creation of a responsible business environment.

ISO 9001:2018

kiwa

BRONZE | Top 35%
ecovadis
Sustainability Rating
DEC 2025







Ethical principles and responsible business conduct

At Tammer, we follow the principle that all business decisions and cooperation relationships must be honest, transparent and in accordance with applicable requirements. We do not accept corruption, bribery, conflicts of interest, fraud or any other unethical behaviour. We expect all employees, managers and cooperation partners to act professionally, in the company's interests, and to avoid situations where personal or financial interests could influence work-related decisions.

For us, responsible business also means that decisions related to gifts, hospitality, charity, sponsorship and cooperation partners must be justified, moderate and transparent. Donations and cooperation activities are not used as a means of influence or to gain an unfair business advantage.

We also consider accurate financial accounting, proper documentation of transactions and adherence to agreed payment terms to be important. We communicate with suppliers and partners honestly and respectfully, following the principle that reliable business relationships are based on clear agreements, timely payment and mutual responsibility.

Anonymous feedback and reporting

We have established a confidential feedback and reporting channel for employees and cooperation partners, which functions as the organisation's whistleblowing channel and an early risk detection mechanism. Through the channel, it is possible to report unethical or illegal behaviour, potential violations and issues related to work organisation, as well as submit suggestions for improving the organisation's operations.

Reports can be submitted either with a name or fully anonymously, and all submissions are handled securely and confidentially. Reports can be submitted via the Tammer OÜ website, which is intended for cooperation partners and external parties, and through Microsoft Teams, which is intended for internal reporting by Tammer employees. When a report is submitted, it is securely recorded in the system. The responsible person reviews the report, assesses its content and, where necessary, initiates further proceedings. Additional information may be requested if needed, while maintaining the reporter's anonymity. The system enables the reporter to follow the status of the report and add further information where necessary.
The channel supports Tammer OÜ's responsible governance, strengthens internal control and helps the organisation identify and mitigate potential risks at an early stage.



Feedback and reporting channel statistics 2025

9 Cases received through the reporting channel

Responsible supply chain

When selecting suppliers, we consider the price-quality ratio, supplier reliability and sustainability. We consider suppliers' financial and operational stability, as well as their ability to ensure long-term cooperation, to be important. To mitigate risks, we follow the principle that an alternative supplier, or where necessary an alternative material, is available for each critical material.

We also actively monitor the availability of lower-carbon materials on the market. For example, several European steel producers already offer, or are planning to offer in the near future, steel with a higher share of scrap content and produced using electricity from renewable sources. In supply chain and procurement management, we follow the principles of quality, compliance and responsibility.

Most of the materials used in our products are linked to product certificates, and their selection is carried out in cooperation with the development department, taking into account customer requirements and ensuring the safety of materials and compliance with European Union legislation.

Our main suppliers are located in Europe, but our supply chain also extends to Asia, including the direct sourcing of some materials from China. We do not source materials from sanctioned countries and ensure that our direct suppliers follow the same principles. For example, for carbon steel products supplied from China, we require confirmation that the steel used does not originate from Russia.



*The marked countries indicate where the majority of materials used in production originate from.

Digital security and data protection

Digital awareness

As part of digital awareness, we also use artificial intelligence (AI) tools to support employees in their daily work and make work processes more efficient, including in written communication, information search, data analysis, summaries and content creation. We follow the principle that AI is a tool that complements human work. Clear principles are followed when using AI: sensitive and personalised data must not be entered, and generated content is checked before use.

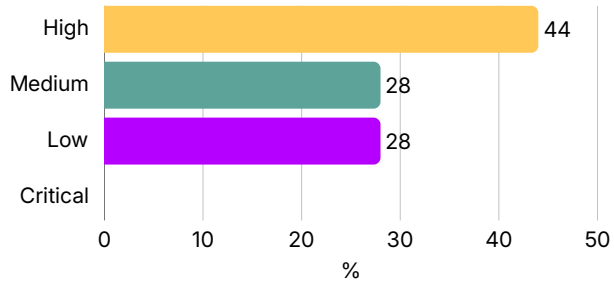


Cybersecurity

In the field of cybersecurity, we have maintained a low phishing email opening rate. At the same time, the increased recruitment volume during the year affected training completion statistics, and the overall awareness level remained somewhat below the planned target.

We continue to train employees consistently through both automated training programmes and regular information sessions, covering the basics of cybersecurity, new threats and common fraud schemes. We follow the principle that, in addition to technical security measures, every employee plays an important role in ensuring security.

Cybersecurity awareness level in 2025 (%)



11

Cybersecurity training courses per computer-based employee

*Over a 24-month reference period

2,57%

Phishing email opening rate

*6-month average

Data protection

Protection of personal data is important at Tammer OÜ, and its processing is carried out in accordance with the European Union General Data Protection Regulation (GDPR) and Estonian legislation. Personal data means any data related to an identified or identifiable person, and processing includes any activity performed with such data.

Personal data may only be processed on a legal basis, for example for the performance of a contract, compliance with a legal obligation, based on consent or where the company has a legitimate interest. Compliance with these requirements helps protect people's privacy and avoid potential reputational damage and sanctions.

Brand protection

Tammer's brand, trademarks and visual identity are important company assets. When using the company name, logo and other brand elements, we follow agreed principles, and when creating designs, we follow Tammer's visual identity guidelines. We ensure that the brand is not used in a misleading or unauthorised manner. Consistent and correct visual communication helps protect Tammer's reputation and maintain the trust of customers and cooperation partners.

Participation in industry associations and networks

We contribute to the development of the business environment through participation in industry associations and cooperation networks, where we can take part in sectoral discussions and share our experience. We value cooperation and knowledge exchange, as these support both the development of our company and the wider sector.

We are currently members of the following organisations: the Employers' 2% Club, ICC, EETL, the Estonian Family Entrepreneurs Association, EML, EKTL, the Estonian Maritime Cluster and KELL.



eetl
Eesti Ehitusmaterjalide Tootjate Liit

Since 2001

The association brings together companies engaged in the production and sale of construction materials.

Eesti Pereettevõtjate Liit

Since 2020

The association brings together Estonian family entrepreneurs, creating business opportunities through domestic and international cooperation.

EESTI MASINATÖÖSTUSE LIIT

Since 2025

A professional association of the manufacturing industry in Estonia, with an interest in contributing to the continuous development of engineering, machinery and metal industries.

ICC Eesti

Since 2013

A global business organization that connects and represents companies and other participants in international business worldwide.

2% KLUBI LIIGE
Uuendusmahukas ettevõte

Since 2022

A network aimed at increasing private sector investment in research and development and strengthening the competitiveness of the Estonian economy.

defence estonia

Since 2025

The association supports member companies in defence-related markets, contributing to Estonia's defence capability, internal security and economic development.

Closing remarks

Thirty years have shaped Tammer into a company whose strengths lie in its people, long-term partnerships and readiness to develop together with changing markets.

In 2025, we celebrated this important milestone together with our employees, customers and cooperation partners. The anniversary celebration was an opportunity to thank everyone who has helped shape Tammer into the company it is today, while also looking with confidence towards the next stage of development. The photos alongside provide a brief glimpse of shared celebration.























Uks ühendab,
sein eraldab.