



MESVAC
A member of Hörmann Group **HÖRMANN**

Sustainability Report (VSME Standard) 2025

Table of Contents

[Greetings from the CEO](#)

Basic information p.4-6

[B1 Authoring Criteria, Financial Information](#)

[C1 Strategy, Business Model and Sustainability Initiatives](#)

[B2 & C2 Practices, Policies and Future Initiatives to Promote Sustainability](#)

Environmental indicators p.7-11

[B3 Energy and greenhouse gas emissions](#)

[B4 Pollutants to air, water and soil](#)

[B5 Biodiversity](#)

[B6 Water & B7 Use of resources, circular economy](#)

[B7 Waste management](#)

[C4 Climate risks](#)

[C3 Emission reduction targets and climate change transition plan](#)

Social indicators p.12-14

[B8 General characteristics of the own workforce & C5 Additional questions related to the workforce & C9 Gender diversity in administrative bodies](#)

[B9 Labour force – safety at work](#)

[B10 Labour force - remuneration, employment contracts and training](#)

Administrative indicators p.15

[B11 Corruption cases & C6 Additional labour issues - human rights policies and processes & C7 Serious human rights violations &](#)

[C8 Income from certain controversial sectors](#)

Sustainability Means Action – Together We Build the Future

Reporting in accordance with the VSME Standard is an important step forward for us. It is not merely a report or a way to meet new expectations, but above all an opportunity to pause and reflect on where we are today, what we do well, and where we can continue to improve together.

Sustainability is becoming an increasingly essential part of successful business. It is reflected in how we serve our customers, care for our employees, use natural resources, make procurement decisions, manage our business, and build trust with our partners. Sustainability is not the responsibility of one team or management alone – it belongs to all of us.

The VSME Standard helps us make this work visible and goal-oriented. It provides us with a shared understanding of our current situation and helps us focus our efforts where we can achieve the greatest impact. At the same time, it enables us to demonstrate to our customers, employees, partners, and other stakeholders that we take sustainability seriously.

Most importantly, however, is what happens after the report is completed. We want the issues identified in the report to be reflected in concrete actions and everyday decisions. Even small improvements can create a significant impact when they are made consistently and over the long term.

This is a shared journey. We already have a great deal of expertise and many good practices on which to build. Our task now is to strengthen these foundations, identify new opportunities, and make sustainability an even more natural part of our business operations.

Reporting in accordance with the VSME Standard shows where we are today. Together, we decide where we want to be tomorrow.

Thank you to everyone who, through their work and example, helps move this important matter forward.

Panu Rastas
Chief Executive Officer



General

This report describes Mesvac Oy's sustainability work during the reporting period 1.1.2025–31.12.2025. The report has been prepared in accordance with the voluntary VSME reporting template for SMEs, following the content of the basic and extended modules. The purpose of the report is to provide customers, personnel, partners and other stakeholders with a clear picture of the company's operations, sustainability priorities, key indicators and development measures.

Explanation of the omission of information classified as sensitive

The report excludes information classified as trade secrets, customer- and contract-specific information, and personal data. In addition, some of the detailed financial indicators have not been reported for competitive reasons. The omitted information does not change the picture given in the report of Mesvac Oy's responsibility, sustainability targets or the results of its sustainability work.

Financial statements

Reporting period 1.1-31.12.2025

Company form: Mesvac Oy is a limited liability company

Industry: 46831 Wholesale of building materials without specialisation in a specific product group

Turnover (€): 35.6 million

Number of staff: 198

Location and locations:

Jorvas Myllytie 5, 02420 Jorvas (head office)

Annankatu 7, 24100 Salo (branch)

The main area of operation is Finland.

Information about sustainability certificates:

ISO 14001 environmental management

standard, under construction. Certification

estimate in 2027

Mesvac Oy

Mesvac Oy is part of the international Hörmann Group and offers sales, installation, service, maintenance and modernization services for industrial doors, perimeter protection, loading equipment and other access and loading solutions in Finland. The business is based on customer orientation, technical expertise and long-term customer relationships.

Mesvac Oy's service model emphasizes preventive service and maintenance, which extend the service life of equipment, improve safety, and reduce material consumption and environmental load. Maintenance, repair and modernisation services support resource efficiency and the principles of the circular economy.

Sustainability is part of Mesvac's business and is based on safe working methods, energy efficiency, the development of personnel skills and the lifecycle management of customers' equipment. The company's goal is to produce safe, efficient and responsible solutions throughout the life cycle of services.

Mesvac's key stakeholders are customers, employees, the Hörmann Group, suppliers and subcontractors, authorities, and service and partners.



Practices, policies and future initiatives to promote sustainability

Climate change	Mesvac monitors energy consumption and greenhouse gas emissions and develops its operations to reduce emissions. The aim is to improve energy efficiency and reduce the carbon footprint of operations.	We are taking measures to reduce emissions. We will improve reporting and communication.
Pollution	Mesvac strives to prevent emissions and environmental damage caused by its operations and to comply with current environmental legislation. The aim is to reduce the harmful effects on the environment.	We focus on reducing emissions from the company's vehicles.
Water resources and use of the sea	Mesvac has not identified the topic as relevant to its operations, and there are currently no separate practices or goals for it	N/A
Biodiversity and natural resources	Mesvac takes the responsible use of natural resources into account in its procurement and operations.	The aim is to reduce the consumption of natural resources and promote environmentally responsible operating methods.
Circular economy	Mesvac promotes material efficiency, waste sorting and utilization, and strives to reduce the generation of waste.	The aim is to increase the efficient use of materials and improve the implementation of the circular economy
Own workforce	Mesvac invests in the safety of its personnel, competence development, well-being at work and equal treatment	We strengthen well-being at work and job satisfaction and support our personnel. We will strengthen competence development, especially in occupational safety and customer service.
Value chain workforce	Mesvac requires its suppliers to operate responsibly and to comply with legislation and ethical principles.	The aim is to ensure responsible practices throughout the value chain.
Impacted Communities	Mesvac has not identified the topic as relevant to its operations, and no separate practices or goals have been defined for it.	N/A
Customers and end users	Mesvac develops its products and services from the perspective of customer satisfaction, safety and quality.	The goal is to increase effective, responsible service solutions, safety and increase understanding of customers' sustainability goals.
Business Practices	Mesvac complies with ethical business principles, applicable legislation and good governance.	The goal is to maintain responsible, transparent and reliable business operations

Energy consumption in 2025

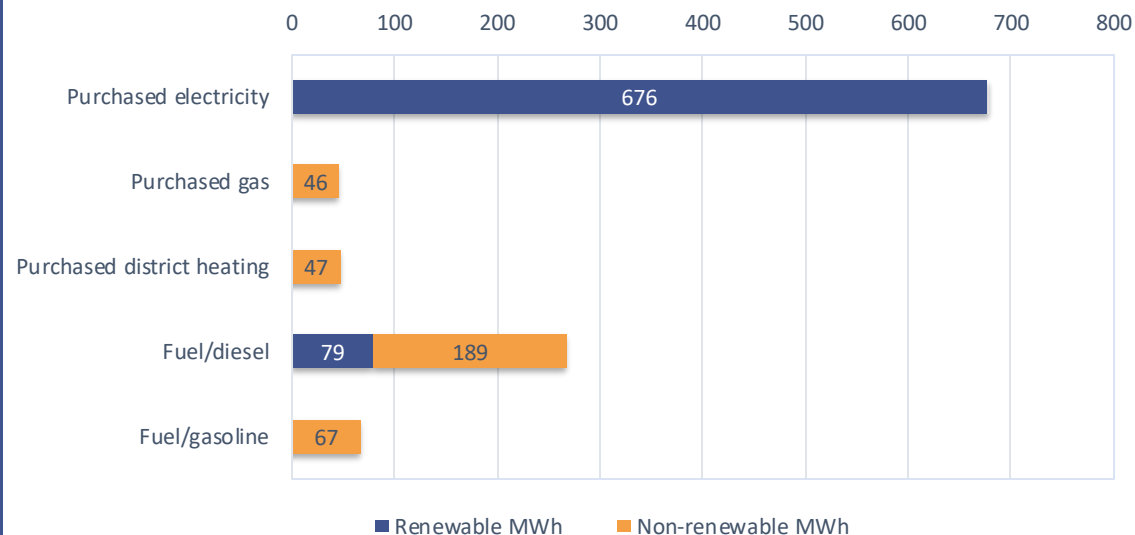
Total energy consumption 1,104 MWh

Total energy
1 104 MWh 100%

Renewable energy
755 MWh 68%

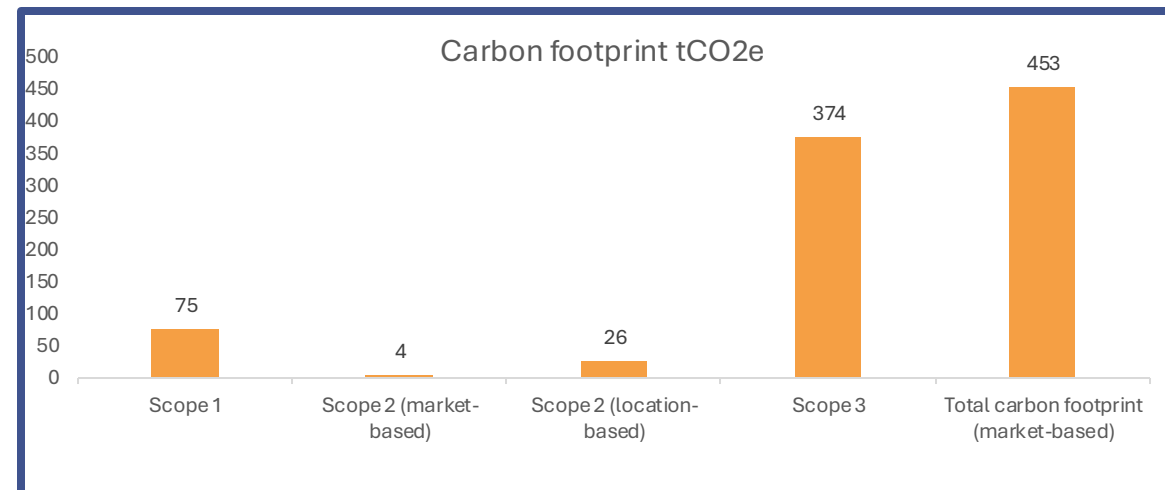
Non-renewable energy
349 MWh 32%

Energy consumption by energy source



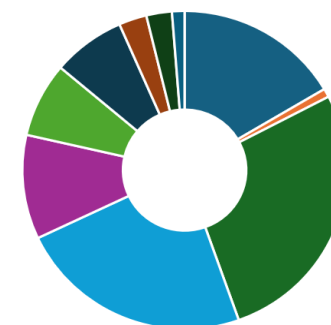
Greenhouse gas emissions

Carbon intensity = Scope 1-3 total emissions / turnover: 2.38 tCO₂e / M€



Organizational Carbon Footprint by Category

- Scope 1: Direct fuel consumption in company-owned vehicles (16.5%)
- Scope 2: Purchased energy emissions (0.9%)
- Scope 3: Upstream transportation and distribution (27.2%)
- Scope 3: Downstream transportation and distribution (23.4%)
- Scope 3: Employee commuting (10.6%)
- Scope 3: Fuel- and energy-related activities (7.6%)
- Scope 3: End-of-life treatment of sold products (7.3%)
- Scope 3: Business travel (2.8%)
- Scope 3: Capital goods (2.5%)
- Scope 3: Waste generated in operations (1.2%)



Pollutants in air, water and soil

Mesvac Oy is not obliged to report its emissions of pollutants under the law or other national regulations.

Water

Mesvac's water consumption consists mainly of the normal use of office space. There are no processes that cause significant water consumption. Mesvac has no operations in areas with high water stress and no production processes that consume significant water.

Water intake

432 m³ Jorvas office, 100 m³ Salo office (estimated water consumption).

Total water abstraction at all of the company's locations: 532 m³.

Principles of circular economy

Mesvac Oy's most significant material flows are related to the delivery, maintenance and modernisation of industrial doors, loading equipment and lifting doors. Key materials include steel, aluminium, electrical and automation components, spare parts and packaging materials.

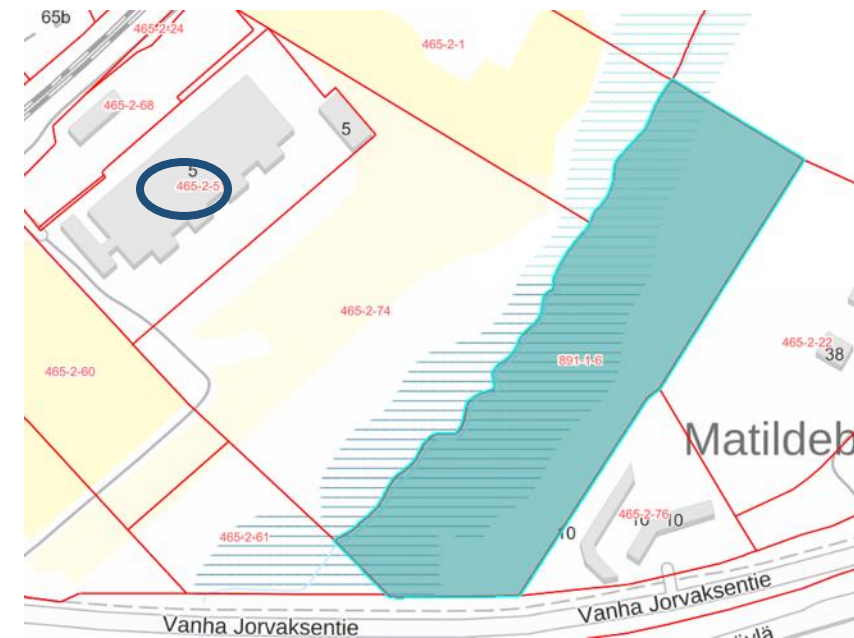
Mesvac contributes to the circular economy by extending the life of equipment through predictive maintenance, maintenance and modernization solutions. In addition, the waste generated in the operations is sorted by material and directed to recycling or recovery where possible.

In 2025, the most significant waste streams were scrap metal, cardboard, wood and plastic waste, electrical and electronic waste, and hazardous waste. The total amount of waste was 158.8 tonnes, of which about 75% was directed to recycling or separate collection. The company's goal is to reduce material waste, increase the recycling rate, extend the service life of serviced equipment, and develop the monitoring of material flows and waste volumes as part of continuous sustainability work.

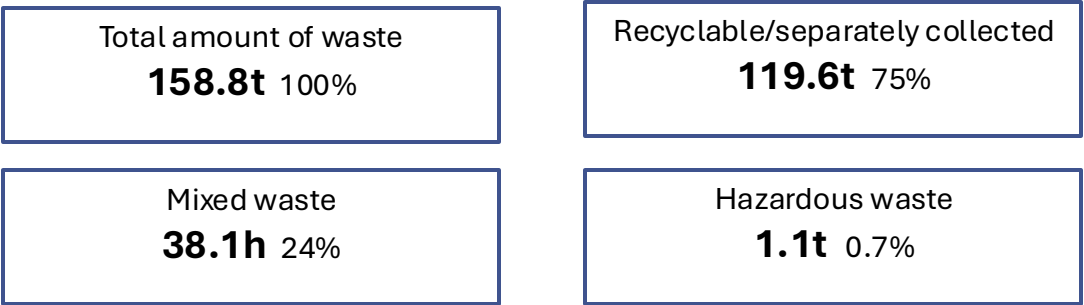
Biodiversity

In the vicinity of Mesvac's Jorvas office, there is a site that is valuable in terms of biodiversity, such as the Sundet streambed and the surrounding natural areas. Mesvac has not identified any significant adverse impacts on the natural values of these areas through its operations. To support biodiversity, Mesvac strives to prevent environmental damage, reduce the generation of waste, enhance the recycling of materials, and take environmental impacts into account in the planning and development of its operations.

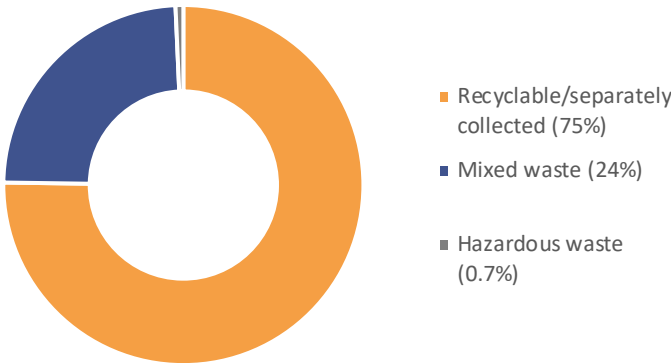
Sundet Nature Reserve 3.27 ha IUCN Category: Habitat and Species Management Area



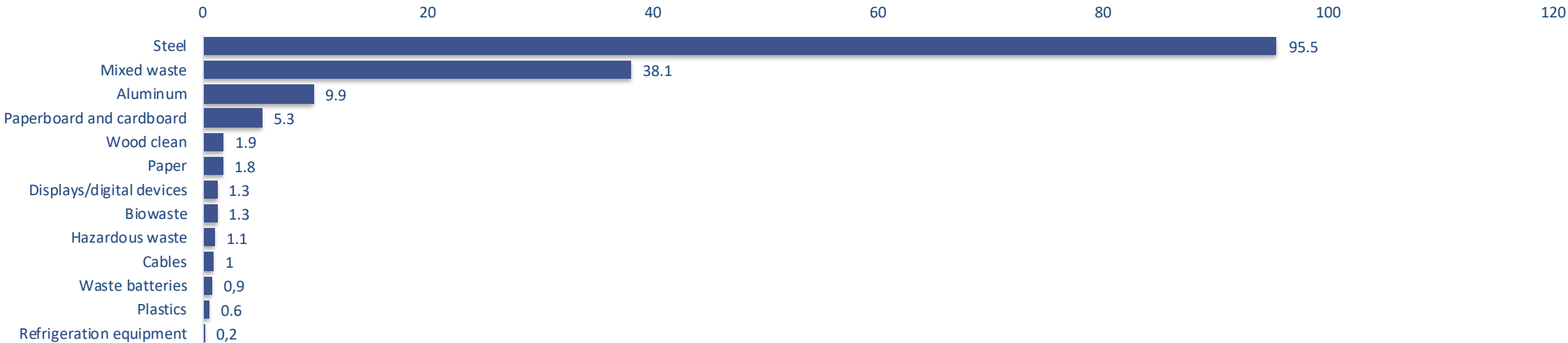
Waste volumes in
2025



Waste distribution



Waste volumes by type of waste



tonnes/year

Climate risks

Mesvac has not yet carried out a comprehensive climate risk assessment. However, we identify the effects of extreme weather phenomena on properties and field operations, disruptions in supply chains, and changes in the cost of energy and materials as potential risks related to climate change. At the moment, the risks are estimated to be low to medium in severity, and they have been found to have minor impacts on business continuity.

Risks related to assets

- Stronger storms may cause damage to Jorvas' properties, warehouses and equipment.
- Heavy rainfall can increase flood risks and disrupt operations.

Risks related to operations

- Maintenance and installation work is partly weather-dependent.
- Hot spells or severe winters can increase occupational safety and well-being risks for field personnel.
- Fluctuations in the price of energy and fuels increase costs.

Risks related to the value chain

- Supplier delivery delays as a result of extreme weather events.
- Price fluctuations of steel, aluminum and other materials.
- Customers' increasing emission and sustainability requirements.

Emission reduction targets and climate change transition plan

The starting point for Mesvac Oy's emission reduction work is 2025, when the company's total greenhouse gas emissions were 441 tCO₂e. The most significant sources of emissions have been identified as emissions from own vehicles (Scope 1) and transport-related emissions (Scope 3).

Mesvac's goal is to reduce the climate impacts of its operations in the long term as part of environmental and sustainability management. The primary objective is to establish the monitoring and reporting of Scope 1–3 emissions and to identify the most significant emission sources for targeting future emission reduction measures.

Key emission reduction measures include improving the energy efficiency of the vehicle fleet, developing fuel consumption monitoring, increasing material efficiency, improving the efficiency of waste sorting and recycling, and extending the service life of equipment through service, maintenance and modernisation services. In addition, Mesvac develops the quality of emission data and the responsibility competence of its personnel, and takes into account the life cycle impacts of products in procurement.

Mesvac's climate change transition plan is based on continuous improvement, increasing resource efficiency and developing responsible practices throughout the value chain. The company assesses the effectiveness of its emission reduction measures annually and specifies its targets as the quality and coverage of emissions data develops. The aim is to reduce the carbon footprint and support the transition to low-emission and sustainable business

Finland

country of operation

198

Total employees

100%

permanent employment,
subject to collective
agreements

7 %

Staff turnover

Employees by gender

Men

175 / 88 %



Women

23 / 12 %



Managers by Genderder



Men 21/95,5%

Woman 1/4,5%

Managers by Gender



Men 6/75%

Woman 2/25%

Mesvac Oy does not have 100% self-employed people working for the company or workforce employed through staffing companies.

Occupational safety

A total of 17 occupational accidents were recorded during the reporting year.

Occupational accident frequency rate (**TRIR, Total Recordable Incident Rate**) **9.92**. LTIF 25.

There were no fatal work-related illnesses or accidents during the reporting period.

Mesvac develops occupational safety in accordance with the principle of continuous improvement by utilising safety observations, risk assessments, personnel training and monitoring of safety deviations. The aim is to reduce the number of accidents, strengthen the safety culture and maintain a safe working environment for all employees.

The safety, health and well-being of employees is systematically promoted through an occupational safety and health action plan, risk assessment, workplace surveys, an early support operating model and cooperation between occupational health care.

Workforce – pay, employment contracts and training

Mesvac Oy is committed to responsible employer operations and complies with applicable legislation and collective agreements in remuneration. All employees are paid at least the minimum wage in accordance with collective agreements. The salary is based on the difficulty of the task, competence, responsibilities and applicable collective agreements. The share of employees covered by collective agreements is 100 per cent.

Mesvac is developing its remuneration system as part of its preparations for the Pay Transparency Directive and strengthening the equality and transparency of pay.

Mesvac Oy does not publish a key figure on the gender pay gap during the reporting period. At the moment, the size and structure of the reportable personnel group do not allow for the presentation of a statistically reliable key figure.

Human rights, ethical business conduct and governance

Mesvac is committed to respecting human rights in all its operations and complies with Finnish legislation, collective agreements and the Hörmann Group's Code of Conduct. All employment relationships are based on voluntariness, legal terms of employment and respect for the fundamental rights of workers.

Non-discrimination, equality and mutual appreciation are a key part of Mesvac's operating culture. Discrimination, harassment and inappropriate treatment are prohibited, and these principles are supported by the company's equality and non-discrimination plan and guidelines for situations of harassment and inappropriate treatment.

During the reporting period, Mesvac had no confirmed cases of human rights violations, child labour, forced labour, human trafficking or discrimination in its own operations or value chain. The company also does not tolerate corruption, bribery or other unethical business practices, and there were no fines or final judgments related to corruption or bribery during the reporting period.

Mesvac's business is not related to controversial weapons, tobacco production, fossil fuels or chemical production, and the company is not excluded from the reference indices in line with the objectives of the EU's Paris Agreement.

Mesvac has a whistleblowing reporting channel that meets the requirements of the Whistleblower Protection Act.

Mesvac's goal is to provide a safe, healthy, fair and responsible working environment for all employees.