

The Mipro logo consists of the word "MIPRO" in a bold, white, sans-serif font, centered within a solid purple square. The background of the entire slide features a pattern of white, curved, parallel lines that create a sense of depth and movement, resembling a tunnel or a modern architectural structure.

**MIPRO**

# **Responsibility, sustainability and safety at Mipro Group Ltd 2025**

JUNE 2026

# Statement of the Chairperson of the Board

In Mikkeli, Finland, on the 30th June 2026,

To our stakeholders,

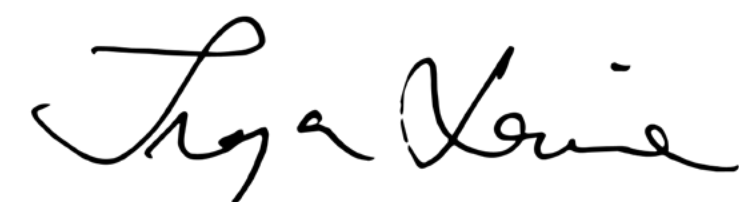
At Mipro Group, we have always been engrossed in the things we do for the community. Working in the field of functional and environmental safety, we understand our responsibility and impact on providing safe and efficient solutions for mass transportation and providing clean water. We want to be part of a sustainable future.

We strive to continuously improve our products, services and ways of working to reduce our load on the environment and to yield more value to our customers and other stakeholders.

We are pleased to confirm that, since 2014, Mipro Group Ltd Oy and its subsidiaries have participated in the United Nations Global Compact initiative, embracing all Ten Principles relating to Human Rights, Labour, the Environment and Anti-Corruption.

We are committed to sharing this information with our stakeholders using our primary channels of communication.

Faithfully yours,



**Inga Laine**

Chairperson of the Board



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# About the Report

Welcome to read our report on Responsibility, Sustainability and Safety at Mipro Group Ltd Oy for the reporting period of 1.1. – 31.12.2025.

In addition to the official financial statements, including the annual report and reporting on the UNGC COP digital platform, we have created this publication to share more of our news and insights with you.

Mipro Group Ltd Oy is the Group's parent company. Its wholly owned subsidiaries include the fixed assets management company Rantakylän tietotalo Oy, business operating company Mipro Oy and regional branches Mipro Eesti Oü and Mipro Sverige AB.

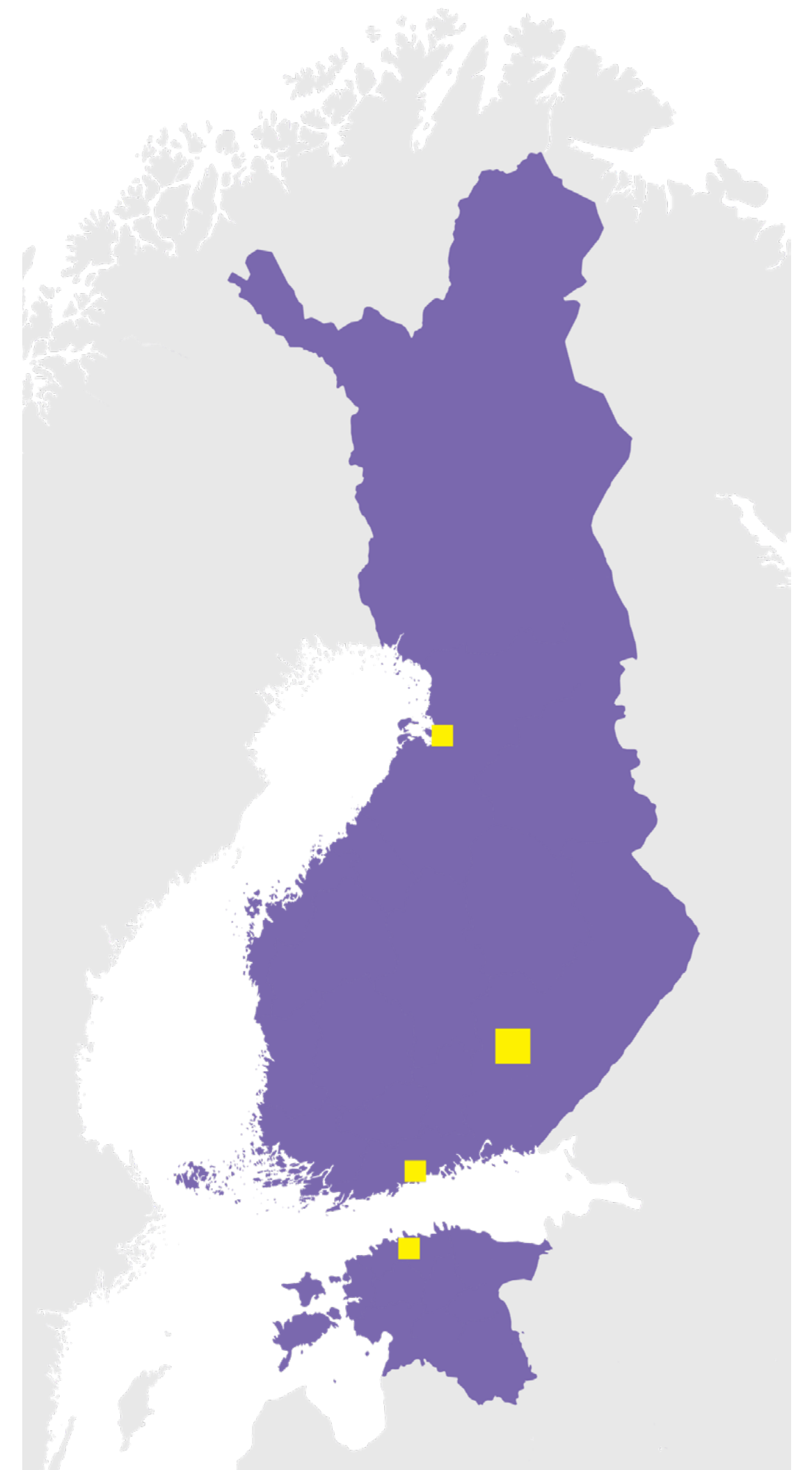
We're an expert company of 200 professionals producing safety and traffic management systems for railway infrastructure managers and automation and control systems for water and energy utilities. After the system's commissioning, we offer a full range of life cycle services for our customers – for each system, typically longer than twenty years.

We have offices in Mikkeli, the company headquarters, Oulu and Espoo of Finland and Tallinn of Estonia. Part time remote working has made it possible for us to employ the best professionals across the country.



2025 PARTICIPANT

Our company is committed to upholding the Ten Principles of the **United Nations Global Compact**. Please refer to our **Communication on Progress**.





# Mipro Oy

Since its foundation in 1980, Mipro Oy has been an organisation strongly guided by its values. We build clean and safe living environment. In doing that, we bear the responsibility for the future. Functional safety is the primary feature in our scope of supply. Today, cyber security has grown to play a similar role to functional safety. In their various forms, safety and security is a value to us. Whatever we do and deliver shall be fit for its intended use. Appropriateness is important to us. Maintaining the integrity in our doings enables us to serve our industries in a long-lasting manner.

## Our values align with those of our customers, whose assets form part of society's critical infrastructure.

Over the years, certain principles at work have deeply rooted themselves with us: Putting the client first means having a deep understanding of their needs and operating context, rather than simply taking the articulated requirements as given. Strong ownership of the roles and responsibilities allow us to get things done. Both continuous as well continual improvement is a part of the responsibility for the future and meeting the evolving customer needs. High quality is a requisite for safety and security, and we want to use every opportunity to learn how we can get better. We define agility through reflection; are we still on the track and is the track taking us where we want to go? Positive contribution is an attitude we safeguard to let everybody be their best version.

## We trust that our values and operating principles will enable us to leave a cleaner and safer living environment for the generations to come.

Even though our greatest benefits for the environment are accounted by our customers, e.g. in the rising proportion of the rail transport in logistics and better chemical utilisation in sewage treatment, our own footprint, and to that effect, the handprint, matter. We also assess our own operations, and in a scale smaller to our customers, reduce the material and energy consumption in the value chain.

## Social responsibility is the outcome of us living our values true. We wouldn't reach our mission of a cleaner and safer living environment should we compromise on good corporate citizenship.

Technical development is at the core of our value creation. Embracing the discontinuities in technologies makes us competitive in our industries where global companies offer standardised solutions and suffer from the inertia of large organisations.

During the reporting period, we've made practical steps to understand our own influence on the environment by investing in an analysis of our footprint. We've also reviewed and further codified, our rules for ethically sound conduct of business, which we also apply down the supply chain. Extensive training of the whole personnel in both environmental consciousness and ethics of business is an investment for us that we believe will make us fit for the growth we've already observed and that we believe will continue.

Our strategic direction is to continuously develop the competencies needed to serve critical entities in our society well under strengthening regulations and demands for higher preparedness standards. It's been a pleasure to note that we're not shouting into the wind alone, but we get support and encouragement from various governmental bodies in our quest to be your partner in safety.

**FOUR DECADES**

**OF**

**PIONEERING SAFETY**



## Actions define the future

“Our actions today on responsibility, sustainability and safety will be judged by the coming generations. We shall earn our reputation as a good corporate citizen both today as well in their eyes tomorrow.”

**Anssi Laakkonen**  
Managing Director



# Railways

Mipro is a railway system specialist and pioneer with 30 years of experience in developing and supplying signalling and traffic control solutions for railway and metro infrastructure owners. More than one third of Finnish 6,000 main line track kilometres are safeguarded with Mipro Interlocking systems and half of the network is operated by our Traffic Management Systems. The Helsinki Metro network is fully controlled and managed by Mipro's signalling and traffic control solutions. Mipro is also present in Estonian railways, we've modernised the North-Western track section Tallinn-Paldiski signalling and traffic control system.

Our railway solutions ensure a cost-efficient way to increase the capacity of passenger and freight networks without compromising the safety. Mipro together with its partners provides a complete set of services for system design, complete project deliveries, operational services and long-term life cycle management.

## Green traffic

Rail traffic is the most environmentally sustainable mode of mass transport and represents the solution to decarbonise the transport sector. Through electrification, renewable energy and efficient European Train Control System (ETCS) operations railway transportation significantly reduces greenhouse gases compared to road and air travel. Public transportation is the cornerstone of sustainable cities, fostering environmental, economic and social well-being by reducing traffic congestion and improving access for all.

## Railway digitalisation in Finland

Finnish Transport Infrastructure Agency implements Digirail (Digirata) programme to modernise the ageing national Class B train control system by introducing a new generation ETCS system which aims at increasing transport efficiency and guaranteeing interoperability with the Trans-European Transport Network, TEN-T. The first commercial ETCS Level 2 line (EKA-project) is under construction in the Tampere-Pori/Rauma route, where commercial operation is scheduled

to commence by 2029. Mipro acts there as a technology forerunner delivering the Object Controller system and Centralised Traffic Control system, both with recently standardised vendor-independent EULYNX-interfaces, enabling the infrastructure manager to integrate different railway safety systems in a cost-efficient manner.

Helsinki City Transport is modernising their metro network by implementing Communications-Based Train Control (CBTC) as an overlay to the existing signalling system, increasing capacity, reliability and safety for growing passenger traffic. Mipro, as a key local partner, delivers crucial interlocking interfaces and modifications to integrate the new CBTC technology with the existing infrastructure.

## Cyber security

Cybersecurity threats in the railway sector are a growing concern because modern rail systems rely heavily on digital technologies in signalling and traffic control systems. Railway transport infrastructure managers are subjected to legislative cybersecurity requirements such as Critical Entities Resilience Directive (CER Directive), Cyber Resilience Act (CRA) and Network and Information Security Directive (NIS2). CER protects critical infrastructure from physical threats (e.g., sabotage, disasters), NIS2 enhances cybersecurity and risk management for essential sectors and CRA ensures products with digital elements are secure throughout their lifecycle.

## Strategic intent

Mipro is a key player in the Finnish and Baltic railway and metro signalling and traffic management field. We bring the infrastructure managers' digitalisation plans to life in both railway ETCS projects and metro CBTC projects. Our solutions meet the strictest functional safety requirements, and we are committed to building together with our customers modern and cybersecure solutions without sacrificing those elements of the existing infrastructure that can be modernised and reused in line with new technologies.



## Towards the Safest Rail Traffic in Europe

"Mipro designs and implements modern railway and metro signaling and traffic management systems to support the National Safety Plan to make Finland's rail transport the safest in Europe by year 2035. The goal is to ensure that no one dies or is seriously injured because of rail transport and that the rail transport system is safe and operational in all situations."

**Jari Pylvänen**  
Business Unit Director, Rail



# Water and Energy

Water and Energy Systems (as we casually call it, VEJ) is a business unit serving mainly the Finnish and Estonian owners and managers of fresh water producing and sewage treating plants and district heating units that are part of the critical infrastructure of society. In addition to these applications, we also design and implement safety systems for industrial processes (up to SIL4).

Automation, broadly understood, is at the heart of our deliveries. From instrumentation, OT networks, process control PLCs and MMIs through SCADA to reporting, analysis and situational awareness. The importance of modern IT-based solutions and the availability of curated data is high. Our customers rely on our systems' information in fulfilling their statutory reporting requirements according to their operating licenses.

**Properly controlled processes are efficient for the environment as well as reliable in use. Automation plays a key role in ensuring this. Modern societies depend on reliable supply of clean water and sanitation. In a Nordic climate, strong and reliable heating is crucial.**

Automation technologies evolve rather slowly compared to the IT world. This is particularly evident in the public sector, where a focus on stability and scrutinised spending takes precedence over innovation. The life cycle of the equipment and the applications is long and the standard solutions rather robust. On the other hand, the software components develop at an ever-accelerating pace. This underlines the necessity of high-quality, curated data in both process control and development of operating modes.

The statutory and regulatory requirements steer our clients with a strong hand. To name a few, cyber security (NIS2, and its yet unstable applicability among the water utilities), water provision act and sewage regulation. Implementation is often facilitated and guided by consultants' plans or vendors' advice. A generic, broadly shared requirements framework, such as for determining the required SIL or SL level, practically doesn't exist in water supply.

The high volatility of electricity and fuel prices is the driving factor of change in the district heating that has forced the heat generation to diversify. Electric boilers and thermal accumulators are built across the country. Conventional combustion process is in decline, though not in a steep one. Our attitude towards combustion plants is that, if they are to remain in use at all, they should be as clean and safe as possible.

During the reporting period, VEJ won their first Estonian project – a plant control modernisation in Põlva. The geopolitical influence of the USA has brought digital sovereignty in the focus. Cybersecurity has become more mature, even if the precise application of NIS2 in the water industry is yet to become clarified. We have invested significantly in our data analysis and processing capabilities. An example of this is our re-factored statutory reporting system Mipro Core Reporting that we have already commissioned in more than ten water utilities.

VEJ business line will continue to support the Finnish and Estonian owners and managers of critical infrastructure with integrity, safety and appropriately. We will continue to invest in the development of automation and technology solutions that are required by the structural change in the district heat generation. In the process development, we will focus on the effective design and implementation processes of industrial safety automation systems. On-site deployment of our systems is a requirement which we have clearly understood, as not everything is supposed to end up in the cloud.



## From Nature to Nature - Sustainably

“We contribute to the implementation of Finnish Water Utilities Association’s criteria for the best practices in water supply by allowing the utilities to control and follow-up their processes effectively and safely. Our product and service development focuses on helping them to achieve their goals of providing a clean and safe living environment.”

**Aleksii Ikonen**

Business Unit Director, Water and Energy Systems

# Quality



At Mipro, we operate in accordance with sound quality management principles. Our operations are certified to the ISO 9001:2015, ISO 14001:2015 and ISO 27001:2022 standards, which provide a solid foundation for our day-to-day work. Mutually agreed guidelines and rules help each of us to carry out our work safely and efficiently. Internal and external audits help us to identify opportunities for improvement in our work and to enhance our operations. They also help us identify potential risks and problems before they cause harm.

We continuously observe and report any shortcomings and problem areas in our operations. By addressing these findings, we become able to get to the root causes and, by rectifying them, prevent them from happening again. When dealing with findings, we look for corrective measures and do not blame anyone. In our industries with high safety and security requirements, in the absence of wilful misconduct, it's the process that allows that things go wrong, to be improved.

In all our work, we adhere to working practices in accordance with the ISO 9001 and ISO 14001 standards. We have the ambition and practical measures in place to ensure quality management, customer satisfaction and continuous improvement. We are committed to understanding and consistently meeting our customers' needs and expectations. Our aim is to increase customer satisfaction.

We continuously improve our operations, evaluating and developing them in accordance with the Plan-Do-Check-Act cycle, rather than merely correcting errors after the event. Our operations follow the processes we have defined and they are measured and controlled. We proactively identify risks and opportunities and strive to minimise the impact of risks.

**Mipro's management is committed to and responsible for the effectiveness of our management system and for ensuring adequate resources. Our management system is reviewed twice a year during management reviews.**

In accordance with our quality policy, we define quality at two stages. The quality of design depends on the conformity to the requirements and the quality of production depends on the conformity to the design. We produce products and services that conform to the plans, are fit for their intended use, are delivered on time and using the right resources, always taking the customer's wishes and needs into account.

During the reporting period, the number of observations has been on a substantial increase. On one side, we've delivered work intensive projects and on the other, we've started to apply the observation process for individual findings of internal audits. Through the observation process we gain better access to the root causes that allow us to continuously improve our operations.



**Piia Juhola**  
Quality Manager



# Supply Chain Management

As a company operating in sectors critical to society, Mipro requires its suppliers to adhere to the same obligations and regulations that it itself follows. During the supplier onboarding process, checks required by the Act on the Contractor's Obligations and Liability when Work is Contracted Out are carried out on all suppliers to minimise risk. We primarily use domestic and close to us EU's Single Market suppliers to reduce the environmental impact of the supply chain. A supplier's good reputation in its market sector is an important criterion for Mipro. The degree of impact on Mipro's business, operational continuity and strategic decisions is assessed on a supplier-by-supplier basis and categorised accordingly. A high impact level determines the monitoring and control measures applied to the supplier and indicates the supplier's ability to fulfil the obligations required by Mipro. Suppliers with a high impact level sign commitments regard-

ing information security, sanctions based on EU decisions and our ethical rules. Furthermore, these suppliers must hold certificates of ISO 9001 and 14001 standards compliance.

**We source from more than 500 suppliers by 800 individual purchase orders annually. High impact suppliers are periodically audited.**

In relation to tenders, Mipro assesses the supplier's ability to respond to the request for proposals. Selected tender participants receive consistent initial information and equal opportunities to respond to the request for tenders. The selection criteria are transparent and based on justifiable grounds.

**Jari Lemetti**  
Procurement Manager

# Continual improvement

Mipro has been providing services throughout their history. The customer, to derive the full value of their capital investment project from us, will require full spectrum of life cycle services. Often the use time of our systems will exceed 25 years, and even after that, they will be modernised rather than demolished. Currently we're investing in our service delivery both in terms of new customer value driven services as well the production process and service management.

Due to the intensifying regulatory requirements our customers face their need for services has grown. Even though they're the asset owners, we as the supplier are in a better position to implement the various cybersecurity controls. The task of the service design is to build the bridge between the needs and our means of producing the services.

During the reporting period, we have developed our internal project management and created a process aimed at making internal development work transparent, consistently managed and measurable – like the customer projects that our Project Management Offices, PMOs, have delivered for a long. We only undertake development projects that align with our strategy or ensure business continuity. Internal development activities are documented and measurable and

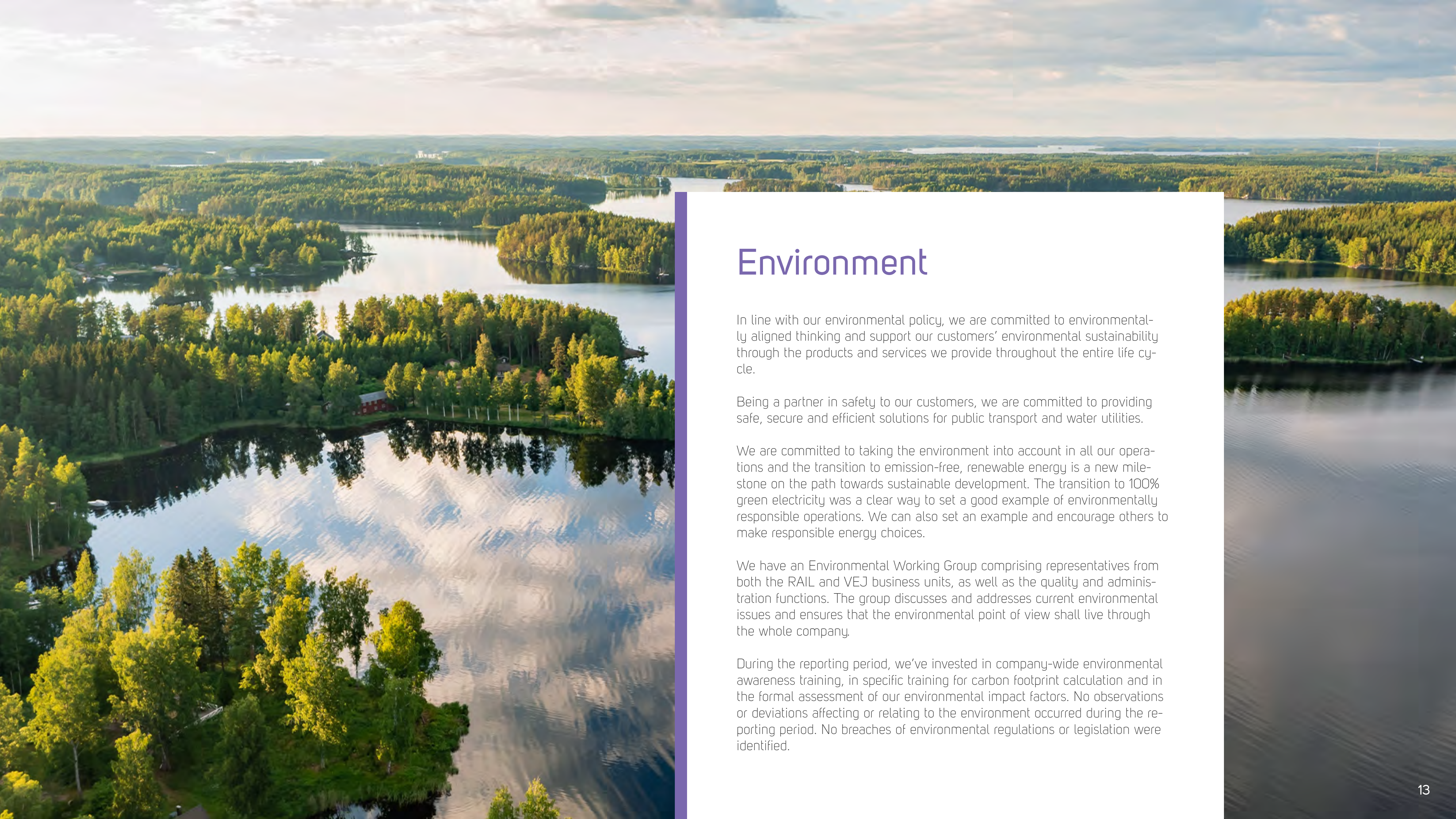
they are carried out on business terms. Development projects are prioritised based on benefits, costs and risks. We only implement projects that are in line with our values and commitments.

We operate in a matrix organisation where the line manager's role is to manage employment-related matters and coordinate the interaction of processes. Work is carried out in processes where tasks are managed using Kanban and/or Scrum methodologies. Such a structure requires leadership and ownership at all levels of the organisation; the traditional authoritarian model does not work. In a matrix organisation, leadership requires process management tools and facilitation skills.

It is easy to commit to clear operating practices that align with values. Ownership arises from familiar matters that are meaningful and beneficial to the owner. Ownership creates efficiency and effectiveness, as well as positive incentives and improves self-esteem.



**Vesa Häkkinen**  
Development Manager



## Environment

In line with our environmental policy, we are committed to environmentally aligned thinking and support our customers' environmental sustainability through the products and services we provide throughout the entire life cycle.

Being a partner in safety to our customers, we are committed to providing safe, secure and efficient solutions for public transport and water utilities.

We are committed to taking the environment into account in all our operations and the transition to emission-free, renewable energy is a new milestone on the path towards sustainable development. The transition to 100% green electricity was a clear way to set a good example of environmentally responsible operations. We can also set an example and encourage others to make responsible energy choices.

We have an Environmental Working Group comprising representatives from both the RAIL and VEJ business units, as well as the quality and administration functions. The group discusses and addresses current environmental issues and ensures that the environmental point of view shall live through the whole company.

During the reporting period, we've invested in company-wide environmental awareness training, in specific training for carbon footprint calculation and in the formal assessment of our environmental impact factors. No observations or deviations affecting or relating to the environment occurred during the reporting period. No breaches of environmental regulations or legislation were identified.



# Governance and Society

Our corporate culture is firmly rooted in jointly agreed values which we reviewed during 2024 to reflect our current understanding. In line with our values, we take responsibility for the future and seek solutions to create a better and sustainable future in a safe and clean living environment. We take care of ourselves and our stakeholders. We learn and develop our operations whilst ensuring business continuity. Safety is one of the fundamental principles of our business and in all our work we think before we act. We also provide suitable solutions and understand the needs and expectations of our stakeholders. We are also compliant, honest, open and transparent. We monitor our operations and the realisation of our values using our MyVoice personnel survey, developed specifically for this purpose, and as a part of the regular appraisal process MyPro.

Mipro committed to the UN Global Compact initiative back in 2014, and we recognise the strategic importance of the UN Sustainable Development Goals and the ten guiding principles of the Global Compact in terms of human rights, working life, the environment and the fight against corruption. The UN's seventeen Sustainable Development Goals help to create a more sustainable future for us all.

Although our impact on a global scale is relatively small as a regional – operating mainly in Finland and Estonia – and medium-sized – with around 200 employees – company, we believe that even the smallest action plays a significant role in achieving the Sustainable Development Goals. In our own operations, we have already set high standards for many SDGs. However, we recognise the risk of adverse development and the need for continued effort in the future.

Mipro introduced the statutory reporting channel in November 2023. The service is provided to Mipro by the Finnish Chamber of Commerce. The reporting channel allows for easy and secure reporting of suspected misconduct and unethical behaviour. The reporting channel acts as the communication tool between the reporter and those handling the reports, and it ensures anonymity and the receipt of reports in accordance with the Finnish Whistleblower Protection Act.



**Piia Juhola**  
Quality Manager



# People and Culture

Our personnel play a key role in implementing our strategy and ensuring our day-to-day success. We are committed to investing in modern HR services, line management, skills development and operational efficiency, whilst fostering a culture in which continuous improvement is a natural part of our operations. Our aim is to build a working environment where Mipro employees have the best possible conditions to succeed, develop and deliver high-quality work with commitment. We believe that by succeeding in employee experience and leadership, we simultaneously create a strong foundation for the success of our entire business.

Our operations are based on trust, fair treatment and open communication. Our leadership is inclusive and responsible. We ensure that every Mipro employee feels they are treated with respect and fairness.

Our operations are based on equality, valuing diversity and non-discrimination. Our workplace is inclusive, where everyone can be themselves and feel that they belong.

Our working practices are constantly evolving and safe, both physically and in terms of mental wellbeing. Our operating culture is open and dialogue-based, and our occupational safety and health measures are proactive. Our occupational health services focus on prevention and holistic wellbeing.

Our working practices are flexible and sustainable. They take into account the nature of the work, the needs of our business operations and the wellbeing of Mipro employees. We utilise hybrid working and flexible working time arrangements to promote a balance between work and other aspects of life, as well as a sustainable working life. Our practices support wellbeing at work and a balanced everyday life.

Our MyAcademy and MyPro performance management processes promote skill development and facilitate diverse career paths. We support sustainable careers in an ever-changing world of work. We handle personal data carefully and respect individual privacy, in accordance with current data protection legislation.



**Susanna Kuustonen**  
Director People and Culture



# Comprehensive Safety and Security

Our comprehensive security is based on risk management, foresight, cooperation and learning. The security environment is changing rapidly and global instability is reflected in our everyday lives in the form of cyber and hybrid threats. Over the past year, we have participated in a national cyber and digital security exercise to develop our incident management capabilities in collaboration with our stakeholders. We place the development of the safety and security culture in the centre of our efforts, which requires a simultaneous review of values, attitudes and structures. During the reporting period, the number of security incidents remained low and risks were managed effectively.

Our organisation's safety is built on five key areas: functional safety, information security, electrical safety, occupational safety and railway safety. Safety management is integrated into the organisation's management system. The Safety and Security Manager oversees the safety areas and a designated safety officer is appointed for each area. Safety work is guided by legislation, regulations and guidelines. It is crucial that the management is committed to safety and its development. Safety is reported regularly at management reviews and for the Board of Directors.

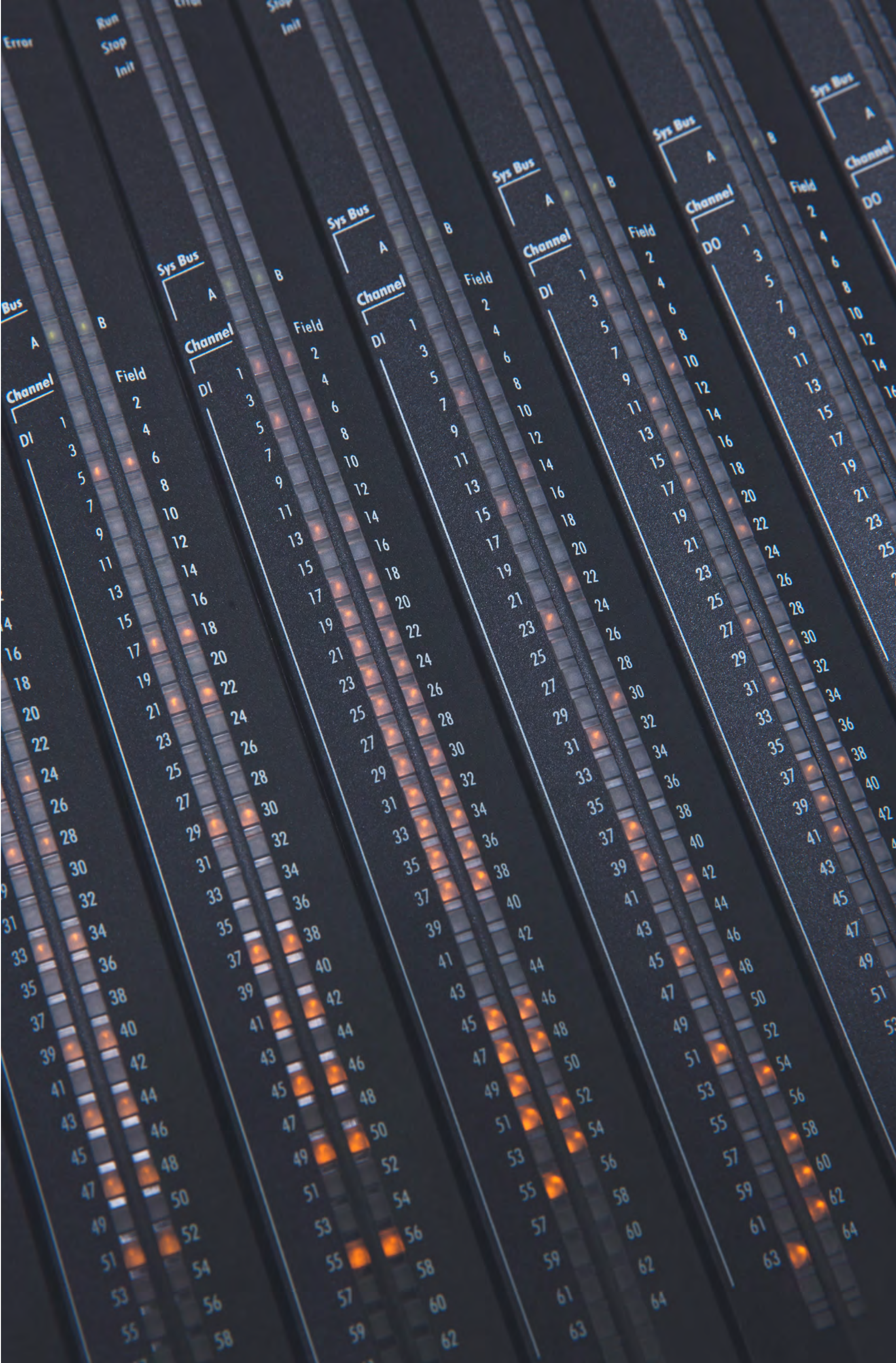
Risk management is central to our preparedness and business continuity management. Risk management is a systematic process through which we identify threats to our operations and assess their impact. We define mitigative measures for risks and monitor their implementation through regular reviews. When it comes to preparing for disruptions, training and close cooperation with the authorities, customers and other stakeholders are the key to success. A good example of this is the Taisto cyber and digital security exercise in which we participated during the reporting period.

The key objectives for the coming period relate to strengthening our safety culture and raising safety standards in specific areas. We are also investing in staff induction and safety training. We view safety as a central part of our organisation's sustainable and long-term operations.

Our strategic direction is to maintain the trust we have built as a partner in safety and to further strengthen our core value of safety. We are building a clean and safe living environment and upholding our values – Your partner in safety.



**Juha Turunen**  
Safety Manager



# Functional Safety

Functional safety is guided by industry-specific standards that define the key requirements for our operations. In rail transport applications, we comply with the EN 50126, EN 50716, EN 50159 and EN 50129 standards. In industrial applications, the relevant reference frameworks are IEC 61511 and IEC 61508. In accordance with these standards, we ensure the safety of systems throughout their entire life cycle.

Regarding the Functional Safety, no significant changes have occurred in our operating environment or in the relevant regulations during the reporting period. We have developed our operations in accordance with the principles of continuous improvement, particularly covering the processes, manuals and guidelines. Ensuring staff competence plays an essential role, which we support through systematic induction and training. In this way, we ensure our capability to develop safety systems for critical infrastructure and maintain security.

We are committed to complying with the established standards and regulations of our sectors. Functional Security management is based on the continuous development of processes, guidelines and expertise. Strengthening our safety culture is a key part of our operations and we regularly subject our activities to audits and assessments to ensure compliance and development.

No significant qualitative changes were identified during the reporting period. However, individual functional safety processes have been developed and updated as part of continuous improvement, which supports the clarification and harmonisation of the operating model. In 2025, six observations relating to functional safety were made, compared with nine in the previous year. The trend in the number of observations indicates operational stability and control.

Our objective for the coming period is to refine and clarify the individual processes of operational safety and to develop the overall framework to be more coherent and understandable. The strategic direction is to strengthen a systematic operating model that supports safety management throughout the entire life cycle.



**Miika Kaatrasalo**  
Safety Expert, Functional Safety



# Information and Cyber Security, Privacy

Information security is one of Mipro's five expertise areas of general safety and security. The aim of information security is to use information security measures to support the company's other strategic objectives and to meet the information security requirements arising from customers, business operations and the operating environment, whilst also observing the requirements of legislation and regulations regarding operational information security and data protection. Ensuring and investing in information security affects not only Mipro's own operational capability but also the uninterrupted functioning of national critical infrastructure through the companies and organisations that are our customers. The ISO 27001 information security standard applied by Mipro to information security management requires that changes to the information security operating environment be monitored and their impact on information security assessed on a regular basis.

Key changes in the information security operating environment in 2025 included the entry into force of the NIS2 Directive and the national Cyber Security Act, and the designation of Mipro as an entity within the scope of NIS2. During the year, it was also recognised that the CRA (Cyber Resiliency Act) will impose additional requirements on the information security management of the products and systems supplied by Mipro. The entry into force of the NIS2 legislation is also likely to have an indirect impact on Mipro's operations in the future: the Cyber Security Act regulates operators of critical infrastructure, to which the majority of Mipro's customer base belongs. The requirements arising from the Cybersecurity Act thus extend to Mipro's operations, for example, from the perspective of supply chain management and continuity planning. As a NIS2 actor, Mipro's aim is to play our part in ensuring that threats to critical infrastructure are managed, whether they stem from natural disasters, changes in weather conditions, the threat of terrorism or cyber-attacks.

The level of information security is assessed every six months based on feedback from operations and stakeholders, risk management mitigation measures and information security observations made. The aim of the assessment is to determine, help develop and demonstrate the level of Mipro's information security measures and

staff awareness of information security. The level of information security is also monitored through internal and external information security audits. For 2025, the results highlight Mipro's information security expertise and its expert role in information and cyber security when working with stakeholders as a positive factor. The results indicate that long-term and determined efforts support the development of information security. Development work during the past period also focused on information security risk management, the development of internal audits and preparedness. The importance of preparedness has been further emphasised as a requirement. It helps to strengthen not only the protection of Mipro's own critical assets and that of its customers, but also the ability to respond to various disruptions in potential threat situations.

As part of the development of contingency planning and incident management, Mipro participated in the national Taisto preparedness exercise organised by the Digital and Population Data Services Agency and held its own contingency exercises. Developing information security expertise is an important part of ensuring information security. During 2025, information security competence requirements for different roles have been refined and these will form the basis for the development of role- and task-specific information security training. These training courses will enhance information and cyber security expertise and ensure that every employee has the necessary knowledge and skills to operate in an increasingly complex operating environment.



**Mari Häkkinen**  
Information Management  
Manager

**Matti Laine**  
ICT&M Director

# Electrical Safety

Electrical safety is highly relevant in our project deliveries and system maintenance. Although our organisation is not strictly speaking an electrical contractor, our operations include electrical work and equipment manufacturing, which require robust electrical safety management. We operate in accordance with electrical safety legislation and our organisation holds UR S1 operational license for all electrical and operational work, under the responsibility of a designated electrical works superintendent. Electrical and operational work is carried out by both our own staff and subcontractors. We continuously develop our electrical safety practices in line with changes in the operating environment and the regulations and ensure competence through regular training and induction.

Electrical safety is an integral part of our organisation's general safety management and its management is integrated into safety responsibilities. Electrical work is always carried out in accordance with current regulations, standards and good installation practice. Work may only be carried out by qualified and authorised personnel under the supervision of the electrical works manager. Competence is maintained through regular training and induction. We actively monitor changes in regulations and customer requirements and develop our operations accordingly. Any identified shortcomings are addressed without delay and everyone has a duty to report safety-related observations. The aim is to ensure safe working practices, a safe result and safe use.

Electrical safety is governed by key regulations and standards that form the basis of our operations. These include, among others, the Electrical Safety Act and the Government Decree on Electrical Work and Operation. In addition, we comply with SFS standards relating to electrical safety and electrical installations, as well as specific standards relating to the railway environment. These frameworks enable us to ensure safety and compliance of our operations.

During the reporting period, we have developed electrical safety management, as well as procedures and documentation, as part of our management system. In addition, we have implemented a general induction package on the MyInsight platform covering the key principles of electrical safety and their application within our organisation. These development measures support consistent practices and strengthen staff competence.

During the reporting period, one observation was recorded. The case was a near-miss incident and no electrical accidents have occurred. The level of electrical safety has remained stable, although development measures are required to achieve the target of zero incidents.

**The objective for the coming period is to develop electrical safety expertise and operating practices and to ensure they remain up to date in the changing operating environment. The strategic direction is to maintain a high level of electrical safety and ensure safe operations at all stages of electrical work.**



**Aki Luostarinen**  
Electrical Supervising Engineer





# Occupational Health and Safety

Occupational safety is a designated area of our organisation's general safety and security and the responsibilities associated with it are clearly defined. Our safety culture is based on the principle that safety takes precedence in all our activities. Our aim is to prevent accidents and move towards the zero-accident level. Occupational safety is systematically developed as part of our daily operations and continuous improvement.

We work systematically to prevent risks by using appropriate work and protective equipment and clear guidelines. Every employee has a duty to report any hazardous situations or shortcomings they observe. The development of occupational safety is based on cooperation, and the Health and Safety Committee monitors and promotes safety work together with staff. Proactive action and strengthening safety awareness are in our focus.

Occupational safety is governed by current occupational safety legislation and other applicable laws and regulatory requirements. Occupational health and working conditions are considered comprehensively in our operations to ensure a safe and healthy working environment.

During the reporting period, we have focused on lowering the threshold for reporting safety observations and on developing the induction of new employees. These measures promote a proactive approach to safety and strengthen our safety culture.

We monitor developments in occupational safety using key performance indicators. These include, among others, accident frequency, commuting accidents, sickness absence, employee satisfaction and turnover, as well as the coverage of first aid and occupational safety training. We use these indicators to form an overall picture of the level and direction of occupational safety.

Our objective for the coming period is to reduce accidents and strengthen proactive safety work. Our strategic focus is on lowering the threshold for reporting safety observations and increasing staff's active participation in safety development.



**Antti Pänkäläinen**  
Occupational Safety Manager



# Railway Safety

Railway safety is the framework within which a significant proportion of our customer-facing work in the field is carried out by our Rail business unit. The work is carried out both by our own staff and through subcontractors, which highlights the importance of consistent working practices and expertise. The qualifications required for railway work are provided through extensive training for staff working on railways and the skills of especially those involved in field work are continuously strengthened. During the reporting period, there have been no significant incidents in railway safety and operations have been well managed.

We operate responsibly and to an exemplary standard in the railway environment, recognising the risks and hazards of the working environment. We actively report our observations to clients and partners and utilise them in the development of our operations. In railway work, we follow the guidelines and procedures of the railway infrastructure managers, which may vary depending on the operating environment. It is essential to minimise disruption to traffic and to be prepared for unexpected situations. We ensure the development of expertise, the maintenance of qualifications and advance planning and induction for our work.

Railway safety is primarily guided by the guidelines and requirements defined by our customers, the infrastructure managers. In our operations, we adhere to key frameworks such as the "Railway Maintenance Safety Guidelines" (TURO) and the "Working in the Vicinity of Metro Tracks" guidelines. These help us ensure safe working practices within the railway area.

During the reporting period, we have strengthened our expertise in railway safety by training the new safety equipment technicians and those responsible for railway work. At the same time, we have reviewed the number of qualified personnel to ensure that track work can be carried out flexibly without placing an excessive burden on individual staff members. The systematic development of expertise supports safe and smooth working practices.

During the reporting period, four observations relating to track work safety were reported. None of the observations posed an immediate risk to personal or train safety, which indicates that operations remained under control.

The objective for the coming period is to ensure sufficient internal capability to carry out track work and to maintain and develop expertise in a systematic manner. The strategic direction is to strengthen safe and reliable operations in the track environment and to ensure that work can be carried out efficiently and safely in all situations.



**Vesa Ruohomäki**  
Head of PMO, Rail

# By the numbers

	2023 (9 months)	2024	2025
<b>Mipro Group Oy Ltd</b>			
Turnover,	17 708 000	20 423 000	29 844 000
EBIT, %	4,3	2,9	3,4
FTE average	164	175	197
CO <sub>2</sub>			
Scope-1 tCO <sub>2</sub> e	33,81	33,59	34,25
Scope-2 tCO <sub>2</sub> e	18,34	9,59	5,91
Scope-3 tCO <sub>2</sub> e	na	91,75	121,49

<b>Mipro Oy</b>			
Personnel, FTE avg.	152	159	182
Average age	41,77	41,82	41,58
Gender distribution	M 85% : F 15%	M 83,4% : F 16,6%	M 81,6% : F 18,4%
Sickness absence	1,80%	2,40%	1,40%
Workplace accidents	2	0	2
of which lethal	0	0	0



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