



SUSTAINABILITY REPORT

2025



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This is our first comprehensive sustainability report, prepared using the Voluntary Sustainability Reporting Standard for SMEs (VSME) comprehensive model. This report provides a baseline of our current sustainability performance and shows our commitment to all our stakeholders: clients, partners, employees, and financial institutions. We are committed to transparency and reporting on our sustainability performance. Sustainability is at the heart of our business model. We focus on creating growth opportunities for Finnish industry while remaining competitive. Going forward, we will use this report to measure our progress and improve our sustainability efforts.



A message from the CEO

The year 2025 marks an important milestone for our company as we publish our first ESG report. This report represents the beginning of a more structured approach to developing and reporting our environmental, social, and governance practices.

During the past year, we have taken the first steps in strengthening our sustainability efforts, improving transparency, and supporting the well-being of our employees and partners. While our work is still evolving, we are committed to continuously developing our ESG practices and setting clear goals for the future.

This report forms the foundation for our ongoing sustainability journey. I would like to thank our employees, customers, partners, and shareholders for their trust and support as we continue this work together.

Sincerely,
Mikko Malinen
Chief Executive Officer

About AMT-Systems

AMT-Systems Oy is a Finnish industrial automation company with roots dating back to 1990, re-established in its current form in 2021. Based in Joensuu, North Karelia, Finland, the company designs, manufactures and maintains specialized automation solutions for industrial production facilities throughout Finland. Operating from modern facilities at Linjatie 19 in Joensuu, AMT-Systems serves as a trusted partner for companies seeking to enhance productivity and competitiveness through comprehensive automation solutions.

In recent years the company's focus has increasingly shifted toward assembly automation, where AMT-Systems delivers customized assembly lines, workstations and special-purpose machines that integrate seamlessly into existing production processes. These solutions often combine mechanical design, electrical engineering, control systems and testing functions, enabling customers to automate critical assembly stages, improve quality consistency and reduce manual workload. In addition to new turnkey systems, AMT-Systems modernizes and upgrades existing production lines, improves machinery safety and provides lifecycle services such as maintenance, troubleshooting and spare part deliveries.

The customer base consists mainly of Finnish manufacturing companies operating in sectors such as metal and engineering industries, technology and equipment manufacturing, plastics and other discrete assembly-intensive industries. These customers typically seek partners who understand both the technical requirements of automation and the practical realities of factory environments. Through these long-term relationships, the company operates in the B2B industrial automation market, positioning itself as a flexible, expert partner capable of taking responsibility for the entire lifecycle of assembly automation projects from concept and design to implementation, optimisation and long-term

Turnover
3 774 000 M€

19
employees

customer satisfaction
NPS 95

30 projects overall

Our Approach to Sustainability

We commit to creating modern, functional work environments and new growth opportunities for Finnish industry and research while conducting business responsibly and sustainably. At our work sustainability is embedded into the foundation of our business strategy and daily operations. Our commitment will extend across the entire value chain from product design and manufacturing to delivery and customer support.

We start our value creation with customer-centricity. Everything we do is designed with our customers' needs, challenges, and long-term success and sustainability in mind. By deeply understanding what our customers require, we can develop sustainable solutions that deliver genuine environmental and economic value.

Our sustainability approach is built on four core pillars: **environmental awareness and competence building, resource efficiency optimization, responsible product design, and transparent communication.** These pillars drive continuous improvement while ensuring we meet both regulatory compliance and stakeholder expectations. Our environmental commitments focus on energy efficiency improvements in manufacturing processes, responsible waste management, circular economy practices, transition toward renewable energy sources and pollution prevention in our operations. We believe that environmental responsibility and cost-effectiveness are complementary forces that strengthen our competitive advantage and prepare us for future market demands. In 2025 we conducted AMT-Systems very first sustainability strategy.

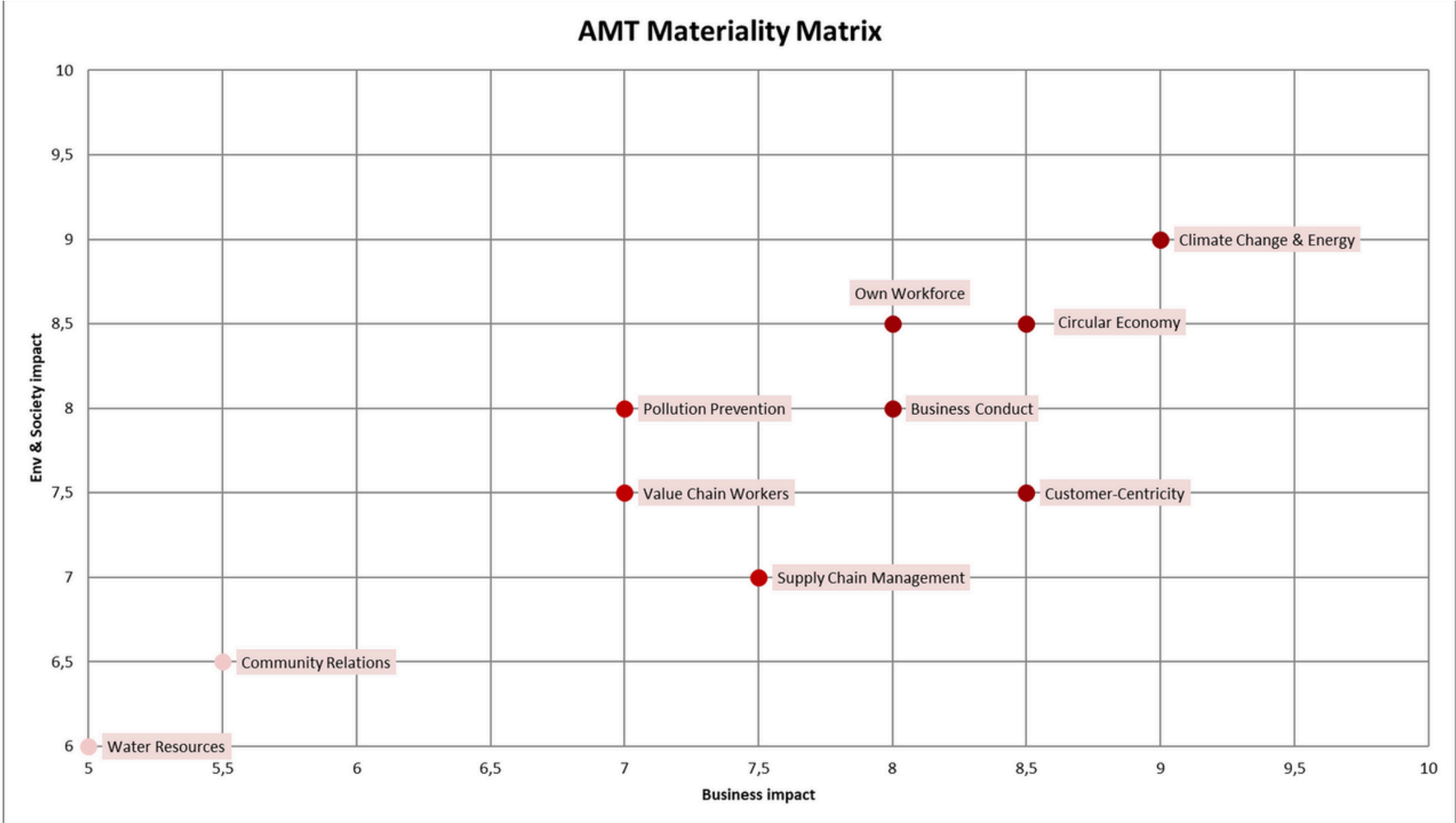


Double materiality assessment

By assessing both impact materiality and financial materiality, we ensure that our sustainability agenda addresses the most critical issues for stakeholders and the planet, while also being strategically relevant to our competitive position, cost of capital, and long-term performance.

The topics identified through this assessment provide a focused sustainability framework that guides our commitment to responsible growth and authentic value creation across our entire value chain while maintaining our dedication to continuous improvement across all areas of sustainability.

Our approach began with identifying material topics through a rigorous stakeholder engagement process, including consultation with employees. We evaluated each potential topic across two critical dimensions: the actual and potential positive or negative impacts our activities have on the environment and society across our value chain from product design and manufacturing through customer delivery and support and the financial and business implications these sustainability topics represent for AMT Systems in terms of risks, opportunities, and long-term value creation.



While we acknowledge that all sustainability matters deserve attention and responsibility, the reality of strategic implementation requires us to identify and prioritize the topics that are most significant for our business, our stakeholders, and the planet. To ensure our sustainability efforts are focused, authentic, and strategically aligned, we conducted a comprehensive double materiality assessment in 2025.

Sustainability practices and policies

Topic	Existing practices	Policies	Future initiatives / targets	Covers suppliers / clients
Climate Change	Basic energy use and emissions monitoring in own operations	Private Sustainability strategy	Define formal climate targets and actions in 2026 ESG roadmap	Indirectly via customer requirements
Pollution	Low-emission operations; no significant industrial pollutants	Private Sustainability strategy	Formalise pollution prevention guidelines	Not yet
Water and Marine Resources	Very limited water use & municipal treatment of wastewater	Private Sustainability strategy	Track water use more systematically and report key indicators	Not currently
Circular Economy	Repair/modernisation services, spare parts, component reuse in projects	Private Sustainability strategy	Develop clearer circular offerings and metrics for customers	Yes – customers and some suppliers
Own Workforce	Occupational health care, safety procedures, HR practices, surveys, training	Private Sustainability strategy	Continue screening these to better the working environment	Internal only
Workers in Value Chain	Basic expectations in purchasing	Private Sustainability strategy	Develop supplier code of conduct & informal screening of key suppliers	Yes – suppliers
Affected Communities	Local sponsorships and school collaboration	Private Sustainability strategy	Systematise stakeholder dialogue and community impact follow-up	Local community partners
Consumers and End Users	Product safety and machinery safety design as standard practice	Private Sustainability strategy	Expand life-cycle and carbon footprint information for customers	Yes – customers and end users
Business Conduct	Informal code of conduct; zero tolerance for corruption and misconduct	Private Sustainability strategy	Document code of conduct and whistleblowing instructions, train staff	Will extend to suppliers in future

Value chain



Finding raw material



Purchasing of goods and services



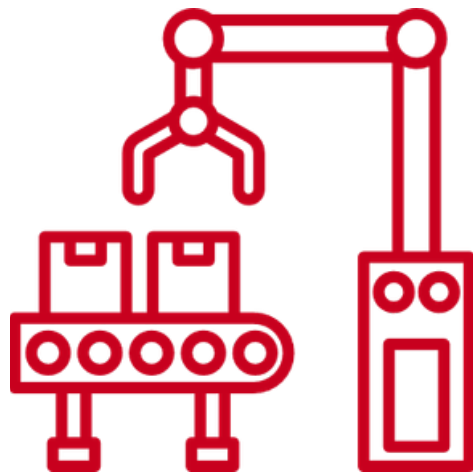
Transportation from supplier to our factory



Sales and marketing



Design



Production, testing and assembly



Transportation of product and materials to customer sites



Use and spare parts & repair service

ENVIRONMENT



Energy

Energy use at AMT Systems is concentrated in the Joensuu production and office facilities, where electricity powers automation equipment, production lines and support functions, While heating is mainly provided through the local district heating network. Joensuu's district heat is largely produced in a combined heat and power system that uses a share of renewable fuels, which supports the company's aim to limit the climate impact of space heating. Electricity consumption is monitored at site level, and energy use related to testing, commissioning and office work is managed through modern building systems in the new premises in Joensuu.

Energy consumption and water use are followed regularly to identify anomalies and potential efficiency measures, and AMT Systems plans its improvements in line with national practices for industrial energy efficiency and Scope 2 emission management for purchased electricity and district heating. The company is committed to increasing the share of low-carbon and renewable electricity in its power mix over time and to using the advantages of the Joensuu energy system, which is moving toward carbon-neutral district heating.

	Unit	2024	2025
Electricity use	MWh	N/A	74
Use of district heating	MWh	N/A	92
Use of renewable energy (solar)	MWh	N/A	30
Total use of energy	MWh	N/A	196



Water usage

Water consumption in AMT-Systems' premises is modest, reflecting the office-dominated and low-intensity nature of our operations. In 2025 total water use in the production and office areas is estimated at approximately 100 cubic meters, which covers everyday needs such as sanitation, cleaning and staff facilities. Water is not used as a process input in our core activities. There are no water-intensive industrial processes on site, which keeps overall consumption low and environmental impacts limited.

Metric	Unit	2025
Total water usage	m ³	98
Total water withdrawal	m ³	N/A
Water withdrawal in production	m ³	N/A
Water withdrawal in offices	m ³	N/A
Water withdrawal per employee	m ³ / FTE	5.5

Land-use Type	Area (hectares or m ²)	Reporting Year	% Change
Total sealed area	2750	2025	0
Total nature oriented area on-site	3750	2025	0
Total nature oriented area off-site	0	2025	0
Total use of land	6500	2025	0

Biodiversity at the factory area

AMT-Systems operates on a compact industrial property in Joensuu, with a site area of approximately 6500 square meters. The plot consists of production and office building, traffic areas as, as well as smaller areas that remain in a more nature-oriented state. The built and sealed surfaces include the main building, loading areas, driveways and car parks, where the ground is covered by asphalt or other hard materials to enable safe access, logistics and winter maintenance.

In addition to these functional areas, part of the property is left unsealed and is covered by lawn, trees or other vegetation. These nature-oriented sections contribute to local biodiversity, allowing rainwater to infiltrate into the ground and reduce surface runoff from the plot.

Waste

We are focusing on reducing waste and maximising both recycling and energy recovery, and we already avoid sending waste to a landfill. Our waste stream consists mainly of material that can be either recycled or used for energy. Hazardous fractions are handled by certified partners to ensure safe treatment and regulatory compliance. The balance between recycled and energy-recovered waste results in a solid recycling rate and our calculated waste-related carbon footprint remains moderate in relation to our total operations.

Waste type	Unit	2025	2024
Total waste	t	3,45	2,36
Hazardous waste	t	0,113	0
Energy waste	t	1,346	1,241
Recycled waste	t	1,996	1,122
Landfill waste	t	0	0
Recycling rate	%	61	47
Carbon footprint	t	0,161	0,156

Materials

Our main waste streams consist of metals, packaging materials and mixed industrial waste from automation and assembly work. Most of our material waste is metal, such as steel and aluminum components, profiles and sheet parts generated in the manufacturing, modification and installation of equipment. We also produce packaging waste, mainly cardboard and plastic, from incoming components and deliveries to customers. Wood-based packaging is only generated in small quantities. In addition, we have a smaller but important fraction of hazardous waste, including oils, solvents, chemicals and certain electronic components, which we handle through certified partners to ensure safe and compliant treatment.

A comprehensive mass flow analysis would ideally be included in our reporting; however, it is not yet possible for us to calculate the total material use for the current year. As this is our first time reporting these topics, the necessary data collection systems and baselines are still being established. We aim to develop our material tracking processes so that mass flow figures can be reported in future years.



Emissions

Emissions from our own operations remain relatively limited. Direct greenhouse gas emissions (Scope 1) consist primarily of fuel use in vehicles, with a smaller share from fugitive gases. The majority of our total carbon footprint in this reporting year is generated by indirect emissions. Scope 2 emissions, arise from purchased electricity (location-based) and heating of buildings, while the largest share comes from value chain emissions (Scope 3)

We calculate Scope 2 emissions from electricity and heat according to recognized greenhouse gas accounting principles, and we track these annually to follow the impact of energy-efficiency actions and changes in our energy mix. For this report we used the SME Climate Hub emissions calculator, which is a limited service but provides a sufficiently robust basis for estimating our Scope 1 and 2 emissions. This inventory has been prepared for the first time, and the figures represent modelled estimates, so there are no historical values available yet for comparison.

The largest share of our total emissions is generated in the value chain (Scope 3), particularly from purchased goods and services and capital goods, which together account for the majority of our footprint. Scope 3 figures are based on high-level assumptions and generic emission factors and should therefore be viewed as indicative estimates. Certain categories, such as employee commuting and upstream freight, have not yet been included in the calculations. In future years, we aim to broaden and refine our emissions calculations with a stronger focus on Scope 3 categories, as more accurate and comprehensive data becomes available and as we begin to require emissions reporting from our value chain partners.

Topic	Amount	Description
Total emissions	607 tonnes CO ₂ e	Estimation
Scope 1	1,25 tonnes CO ₂ e	Direct emissions
Scope 2	58,31 tonnes CO ₂ e	Indirect emissions from purchased electricity and heating of building
Scope 3	547.4 tonnes CO ₂ e,	Value chain emissions are the largest part of the footprint at mainly from purchased goods and services and commuting.

Topic	Description
Method and tool	Emissions are calculated using the SME Climate Hub Small Business Carbon Calculator v2.0 with standard emission factors and assumptions.
Data quality and limits	This is the first inventory meaning figures are modelled estimates with no historical comparison, and Scope 3 data is particularly indicative.
Future development	Scope 1 and 2 calculations are considered sufficiently robust. In future years we plan to broaden and refine Scope 3 calculations.

Short-term Goals (2025–2030)

We are committed to reducing our greenhouse gas emissions where possible and will publish annual emissions reports to track our progress. To strengthen our climate action, we will work toward transitioning to 100% renewable electricity for our operations. We are establishing more robust tracking systems for Scope 3 emissions to better understand our value chain impacts. We will implement energy monitoring technologies to identify efficiency opportunities. Within our organization, we are embedding environmentally friendly practices into daily office operations, expanding employee education on sustainable work and lifestyle choices, and prioritizing partnerships with suppliers and service providers that share our sustainability commitments. We will also evaluate options for electrifying our vehicle fleet to reduce transport emissions.

We are seeking to get our sustainability to a level, where we can start seeking environmental certifications. We are also looking forward to set on place a transition plan for climate change mitigation in 2026.



Long-term Goals (2030–2050)

Our long-term vision is to achieve climate neutrality across Scope 1 and 2 emissions by 2050 through continued renewable energy transition, energy efficiency investments and circular economy development. We aim to reduce Scope 3 emissions by 30% through supply chain optimization and stronger engagement with our suppliers. We will work to develop circular economy principles in our manufacturing and product lifecycle, minimizing waste and maximizing material recovery.

As an industrial automation company, we will integrate sustainability into our core service offerings by designing energy-efficient automation systems for our clients and implementing monitoring for real-time energy optimization, modernizing legacy systems to improve energy performance as well as providing advisory services on sustainable automation practices. Through these actions, we aim to contribute to a more sustainable industrial future both within our own operations and across the clients and partners we serve.



Air Quality Management

Our manufacturing operations generate minimal direct air emissions due to the small scale of our production activities. Welding and metal cutting operations, which represent the primary potential sources of airborne particulates are equipped with local extraction systems to capture emissions at source. The main air pollution risk from our operations comes from vehicle emissions associated with our company fleet, which we are working to reduce through fleet electrification planning. Overall, we do not release significant industrial pollutants to the atmosphere, and our air quality impact remains very limited.

Water Quality Management

Our facility generates minimal wastewater from manufacturing activities. Machining and metal processing operations use contained coolant systems that are recycled periodically rather than discharged, significantly reducing water pollution risk. Any wastewater that is generated is processed through the municipal treatment system, ensuring proper treatment before release. We do not discharge hazardous substances directly to water sources, and our overall water pollution risk remains very low given the nature and scale of our operations.

Climate risk assessment

AMT-Systems operates in the industrial area of Joensuu, Finland, where current analyses indicate no climate-related physical hazards or transition events that materially affect its operations. The site is located outside identified flood risk zones, has not experienced disruptive extreme weather, and is not exposed to heat stress, wildfires or other major hazards, so overall exposure and sensitivity are assessed as low in terms of assets, activities and value chain. In the short and medium term, the company does not expect material climate risks; over the longer term, possible changes in precipitation patterns and winter conditions may create indirect risks, but these are currently considered low to moderate due to uncertainty. Dedicated climate adaptation projects have not been implemented beyond normal facility maintenance and compliance with Finnish environmental and safety regulation, but AMT-Systems follows national and EU climate assessments and will update its risk view and responses if external conditions or regulatory requirements change.

Circular economy

Circular economy principles are embedded in our service model and operational practices. We offer repair and modernization services that extend the operational lifespan of automation equipment for our clients, reducing the need for complete system replacement and associated material consumption. We maintain availability of spare parts to support this approach, enabling targeted component replacement rather than wholesale equipment disposal. Where feasible, we recover and reuse components in refurbished automation systems, further reducing material waste and environmental impact.

SOCIAL



People

Our workforce comprises a dedicated core team committed to our mission and values. The stability of our team is evident in our employment structure, with the vast majority of our employees holding permanent positions, reflecting our commitment to long-term employment relationships and job security. A small proportion are temporary employees, typically engaged for specific projects or seasonal needs.

During the year, we welcomed several new employees, demonstrating our continued growth and opportunity to bring fresh perspectives into the organization. Notably, we experienced excellent workforce stability with zero employee attrition, underscoring the strong retention of talent and the loyalty of our workforce. We believe this reflects our commitment to creating a workplace where people want to build their careers.

We recognize that supporting and valuing our employees is essential to our success. We invest in their professional development, ensure fair compensation, and foster a workplace culture built on respect, open communication, and shared values. By prioritizing the well-being and growth of our team, we create an environment where talented individuals can thrive and contribute meaningfully to our collective goals.

	2025
Total Employees	19
Permanent Employees (%)	90
Temporary Employees (%)	10
Female (%)	0
Male (%)	100
Newcomers	5
Leavers	0
Retirements	0
Average Retirement Age	N/A
Attrition Rate %	0

Well-being and safety of our employees

Employee survey	2025	2024
Response Rate (%)	83.3	N/A
NPS (net promotion scores)	93	N/A

Workplace Well-Being

Employee well-being is a core priority for us at AMT-Systems, and we actively monitor it through an annual employee survey, most recently conducted in May 2025. The results indicate that most employees are satisfied with their work, feel that the working atmosphere is good, and consider cooperation with colleagues smooth and supportive. The survey also highlighted some opportunities to further strengthen governance and leadership practices, for example in communication and clarity of responsibilities, but no major concerns or systemic issues were identified.

Employee health

All employees are covered by occupational health care services. Each new employee receives an initial health assessment when joining the company, after which regular check-ups are offered to monitor well-being and identify potential issues at an early stage. Occupational health supports both physical and mental well-being, and employees have access to professional help when needed. We also provide our employees with E-passi and other employee benefits such as bicycle benefit

Workplace safety

We continuously work to improve workplace ergonomics and safety in both the factory and the office. In production, lifting aids and other technical solutions are used to reduce physical strain, while in the office we provide height-adjustable electric desks so that employees can alternate between sitting and standing during the day. Workstations are adjustable individually to suit the tasks and needs of each employee.

In 06/2025 we carried out a safety and risk assessment for the machines used in our own production. A broader assessment of work premises has been launched and will be completed in the coming period. Occupational safety is systematically managed and developed. All work-related accidents and sickness absences are recorded, and the resulting statistics are used to identify trends and prioritize improvements in health and safety practices.

During the reporting year there were no work-related injuries, and sickness absences were limited to normal short-term illnesses, which supports the overall view that our working conditions are safe, healthy and well managed.

Number of injuries	1
Hours absent due illness	479 hours (all employees)
Hours absent due injuries	0 hours
Absence rate	1,57 %
Safety inspections (self)	1



Age distribution

Our workforce spans to several age groups, from early-career professionals to experienced experts, which means we have great baseline for knowledge transfer, mentoring and long-term continuity in our operations.

Age group	2025
Below 35	34,8 %
50+	21,7 %
55+	13 %
60+	4,3 %
Average Age	42,3

Equal treatment

We treat all employees equally regardless of gender, age, background or type of employment contract, and no cases of discrimination have been reported. Employment decisions – including recruitment, remuneration, development opportunities and promotion are based on skills, performance and the requirements of the role, not on subjective or discriminatory criteria.

Currently our workforce happens to consist entirely of Finnish male employees, which means that the level of diversity is still limited. This reflects the small size of our organization and the specific skill profiles required, rather than a preference for any particular group.

We are committed to maintaining open and non-discriminatory recruitment processes and actively welcome candidates from diverse backgrounds when suitable roles are available. As the company grows, we aim to increase diversity in a way that supports both equal opportunities, and the competence needs of our business.

Community engagement

AMT-Systems is actively involved in supporting the local community beyond its core business operations. The company regularly sponsors local sports organizations and clubs, with total contributions exceeding three thousand euros during the reporting year and intends to continue this support in the future as part of its long-term community engagement. All current sponsorships are directed to sports groups, which underlines the company's view that physical activity, exercise and health are important both for employees and for the wider community.

Community involvement also includes sharing expertise and providing learning opportunities for young people. Some employees teach or give guest lectures in local educational institutions. Student groups are invited to visit the company's facilities to learn about industrial automation, technology, processes and working life in practice. In addition, AMT-Systems prioritizes offering internships and trainee positions so that students and young professionals can gain hands-on experience and a smooth introduction to working life in the Joensuu region.

Recipient Organization	Donation Amount (EUR)
10 sporting organizations in total	3270



jokipojatu18 Kaudella 25/26 Jokipoikien U18 joukkuetta ovat tukemassa:
AMT-Systems oy

GOVERNANCE

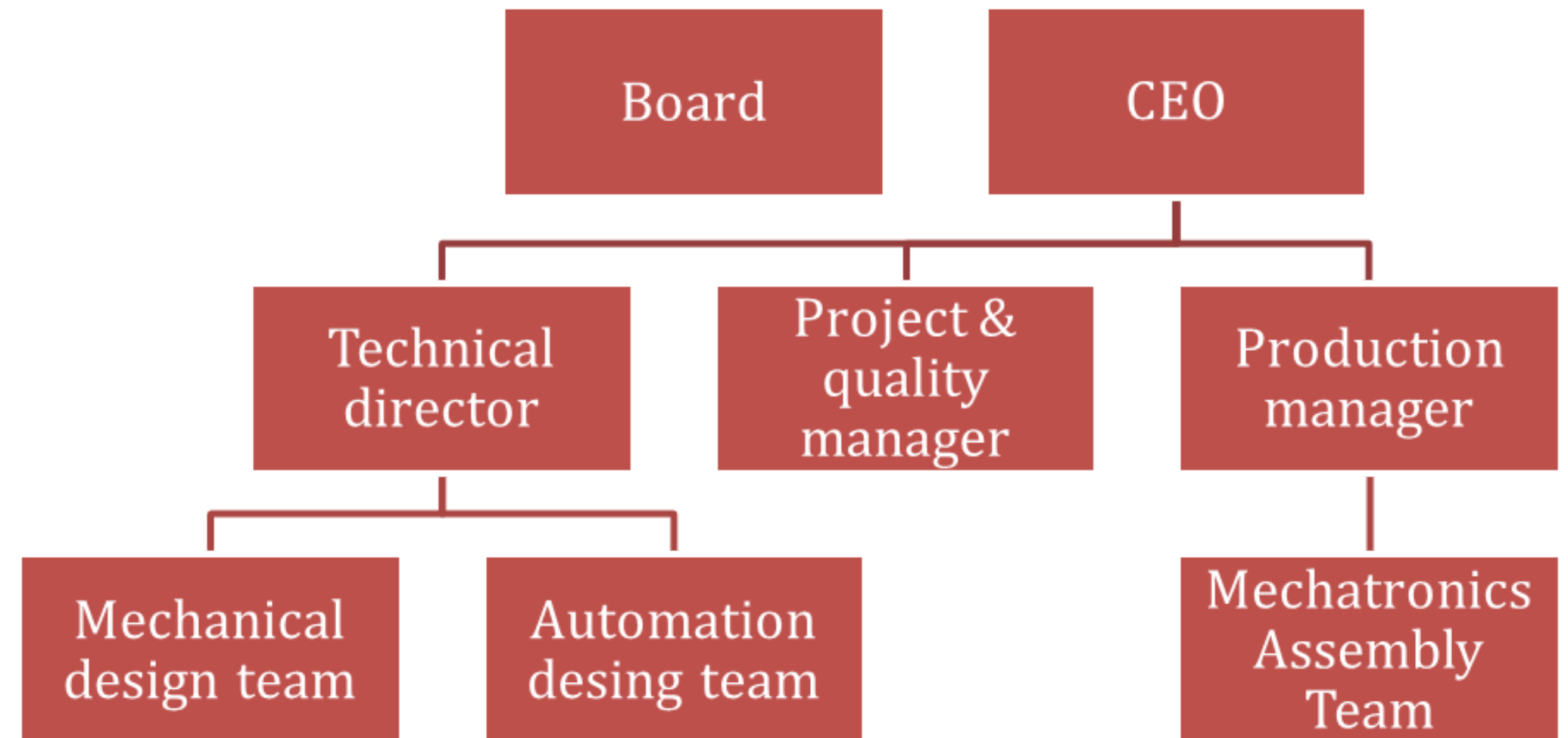


Board of directors

The Board of Directors of AMT-Systems consists of six members, including the CEO and five board members who represent production management, technical management, automation design and external business leadership. This combination brings together operational, technical and commercial perspectives, supporting both everyday decision-making and long-term strategic development. The board is responsible for overseeing the company's strategy, financial performance and risk management, and it ultimately also carries responsibility for supervising sustainability and ESG work.

Currently the board handles ESG topics with limited and not yet as a regular, separate agenda item, but it acknowledges the growing importance of these themes and the requirements set by the ESG standards. As the company's ESG work progresses, the board will more systematically discuss climate and energy targets, social responsibility and governance topics, and will approve key objectives, measures and follow-up indicators. At present the board is composed entirely of men, which means that gender diversity at board level is limited.

Governance structure



Fair wage

All employees receive at least the minimum pay required by the applicable collective agreement, and no cases of underpayment have been identified. A significant share of our workforce (100%) is covered by a collective agreement, which sets common rules for wages, working hours and other key terms of employment and provides an additional safeguard for fair and predictable remuneration. For employees outside collective agreement coverage, employment contracts follow the same general principles and are benchmarked to ensure that pay levels remain fair and competitive.

Our compensation model is based on transparent principles. Salary levels are determined by the demands and responsibilities of the role, the competence, experience and qualifications of the employee, and their individual and team performance. Pay is reviewed regularly in connection with development discussions and when job responsibilities change, and managers are guided to apply the same criteria consistently across the organisation. By combining collective agreement coverage, clear pay principles and regular review practices, we aim to ensure equal and non-discriminatory remuneration for all employees.

Training and education

Our training practices are designed to support both the company's needs and individual competence development. We track training hours and organise a combination of role-specific professional training, mandatory occupational safety training and dedicated sessions on sustainability and responsible business conduct. Many trainings are tailored to the skills and responsibilities of each employee, so the content and extent of participation vary by role.

Training metric	2025
Total training hours	400
Average training hours per employee	22
Employees attending safety training (%)	50 %
Employees attending ESG training (%)	95 %
Employees attending other professional training (%)	80 %



We held an ESG training this reporting year. To ensure that as many employees as possible could participate without disrupting production, the training was organised in two separate sessions on different days.

The training covered the basics of ESG and our own sustainability targets, as well as concrete examples of how these topics show on our daily lives. The aim was to provide a shared understanding of why sustainability matters for AMT-Systems and what is expected from employees in the future regarding their work.

Code of conduct

AMT-Systems follows an informal code of conduct that is based on doing the right thing, complying with all applicable laws and treating people fairly and respectfully. The company expects every employee to act with integrity in customer projects, purchasing, sales and internal cooperation, and to avoid conflicts of interest, bribery or any other unethical behaviour. Respectful behaviour towards colleagues, customers, suppliers and other stakeholders is a core expectation, and discrimination or harassment is not tolerated.

Although the code of conduct is not yet documented as a separate policy, its principles are embedded in everyday leadership, onboarding discussions and team meetings. Employees are encouraged to raise concerns if they observe behaviour that conflicts with the company's values or legal requirements, for example through direct discussion with their manager, by contacting management, or using internal communication channels. As ESG work develops, AMT-Systems plans to formalise its code of conduct in writing, clarify expectations for employees and partners, and strengthen training and communication so that ethical guidelines are clear and consistent throughout the organisation.

Human rights

AMT-Systems is committed to respecting internationally recognized human rights in line with the UN framework, and this commitment guides both daily operations and longer-term development. The company's internal rules and emerging Code of Conduct set out clear expectations for responsible behavior, including explicit prohibitions on child labor, forced labor, human trafficking and discrimination. Human rights due diligence is closely linked to occupational safety: particular emphasis is placed on safe and healthy working conditions, accident prevention and the right of every employee to be treated with dignity and respect.

Employees have the possibility to raise concerns through the **internal reporting system** and normal management channels. These notifications are handled confidentially and without fear of retaliation, and the aim is always to address potential problems at an early stage and prevent them from escalating.

During the reporting period no confirmed cases of child labor, forced labor, human trafficking or discrimination were identified in the company's own workforce. The company is also not aware of any confirmed human rights violations involving workers in its value chain, surrounding communities, consumers or end-users. As ESG work and VSME reporting progress, AMT-Systems will further systematize its assessment of human rights risks in the supply chain and strengthen dialogue with key suppliers to ensure that these principles are respected throughout the value chain.



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