



# MITTA

MEASURING THE WORLD

Sustainability report 2023-2024





# Foreword

The EU defines sustainability as meeting present needs without compromising the ability of future generations to meet their own, striving for a balance between economic, social, and environmental objectives. This includes addressing climate change, fostering inclusive growth and ensuring responsible use of natural resources. At Mitta, we aim to embrace this balance by our positive actions regarding our employees, our environmental handprint and the way we conduct business.

Over the past two years, Mitta Group has navigated a challenging market environment with resilience and determination. Despite inflation and the ongoing recession in the construction industry, we have adapted and strengthened our organization for the future. Our operations in Finland and Sweden remain strong, and we are optimistic about the opportunities ahead.

Our commitment to quality and sustainability over the past two years is amongst other things reflected in our high customer satisfaction scores, which demonstrate the positive impact of our work. Now, we have also reached a significant milestone by calculating our carbon footprint scope 1 and 2 for the first time, providing us with the insights needed to make informed, targeted decisions to reduce our own climate impact going forward.

Although much work still lies ahead, we look forward to making our work, practices, and actions more sustainable and continuously improving in all areas that define a sustainable and responsible workplace.



Sami Kangasharju, CEO





# The UN sustainability goals essential to Mitta

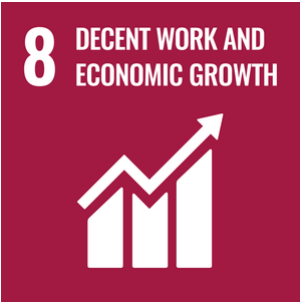
At Mitta, we offer precise surveying and geotechnical services, laboratory analysis, environmental solutions, monitoring systems, and advanced data platforms to help our clients gain a deeper understanding of their assets and projects. By measuring the world from air, water, and ground, we provide critical insights that help our customers make informed and sustainable decisions.

Our services play a key role in enhancing the broader sustainability value chain, supporting industries such as energy, heavy industry, infrastructure, mining and construction. By delivering accurate and reliable measurement data, we help our clients optimize resource use and, where possible, reduce their environmental impact.

Our business is aligned with the UN Sustainable Development Goals in many aspects, which we will emphasize through UN SDG symbols throughout this report.



We make sure that our employees have a safe and secure work environment that provides wellness and occupational healthcare as well as career paths for a longterm sustainable working life.



We provide a competitive salary structure, comply with all relevant standards to provide the best possible working environment for our employees. We have engagement, development, inclusion and job satisfaction at the heart of our leadership commitment to ensure a sustainable and viable workplace.



We enable opportunities for professional growth and promote active, continuous learning and development of our employees. We collaborate with universities, education institutions and students.



We help our clients make the best possible, and in many cases long lived, choices for building solutions and infrastructure through our precise and high quality work.



All our employees have the same opportunities, rights and obligations. No employee shall be discriminated against. We work proactively to ensure equal wages for equal work regardless of gender.



We aim to be an active part of a sustainable community, an example of which is how we want to offer work experiences that benefit seasonal workers and students on their learning path. We want to contribute to developing sustainable cities producing sustainable energy by protecting the environment, supporting resilience and securing human-health.







Transitioning to a circular economy requires new way of thinking and working, and the infrastructure and building sector both use and produce significant amounts of material, of which much is currently waste. We play a significant part, through several areas of our business, in helping our customers meet their circular ambitions for the handling of masses.



We acknowledge that our work has an impact on the climate and are working actively to minimize our own climate impact. We support our customers with their ambitions through sustainable environmental consulting, education and leadership.



Our expertise covers hydrological modelling, flow rate measurement, water sampling and monitoring services that assist our customers to better understand and minimise their environmental impacts on water ecosystems.



Our expertise includes soil and groundwater assessments, geotechnical investigations, and real-time environmental monitoring. We also specialize in addressing contaminated land and provide expert knowledge in landfill and waste management. By offering accurate data and insights, we help clients make informed, sustainable decisions that minimize their impact on terrestrial ecosystems.



With our international reach, both within our own organisation and with our international customers, we take an active part in promoting collaboration, sustainability and responsibility in all that we do.



## Customer case: Improving riverside habitats and comfort of local communities

As Kemijoki Oy's partner in Finland, Mitta provides yearly beach protection, landscaping and clearing at the riverside. We make it easier to use the river in a variety of ways, for example by building and renovating boat landings and making crossing bridges for sledgers. By removing leaning trees at risk of falling into the river, we can minimize accidents and damage happening due to floating trees getting caught in hydropower dams. By strengthening the ice during winters, we make sure local's can use and access the river in the safest way possible.



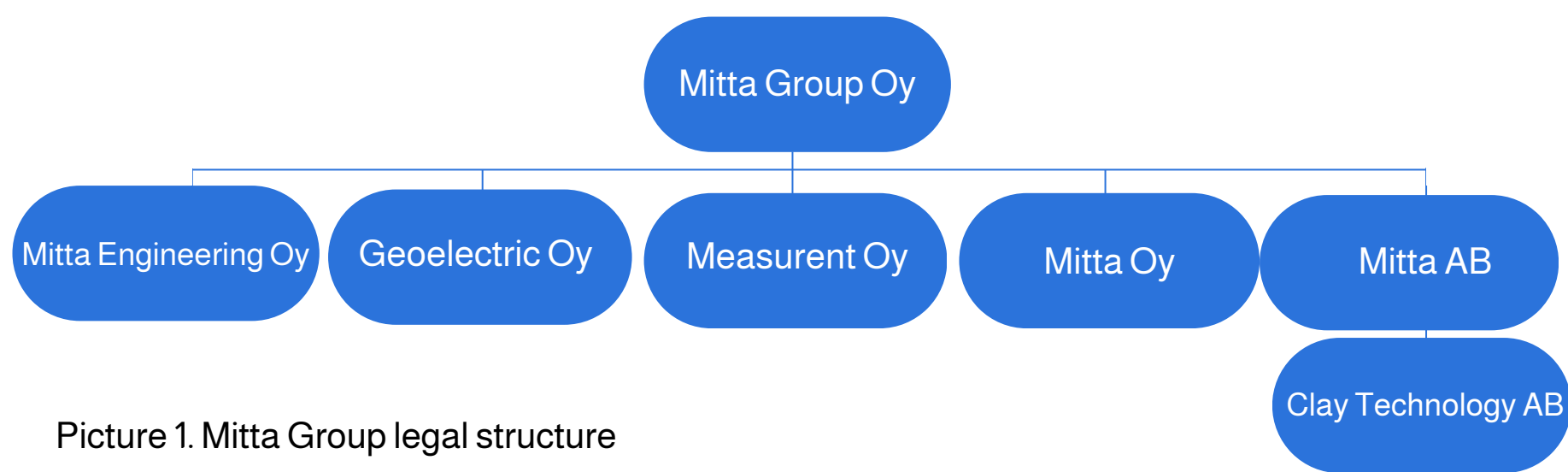


# Mitta Group – organization

Mitta Group Oy is a leading international consulting firm specializing in surveying and field research, with a strong focus on geotechnical, environmental, laboratory, and nuclear waste disposal consulting services. Founded in 1989, the company has experienced significant growth and now employs 500 professionals at 30 locations in Finland and Sweden. We are involved at every stage of the value chain across various sectors, including construction, infrastructure, mining, transportation, energy, water, agriculture, environment, and architecture.

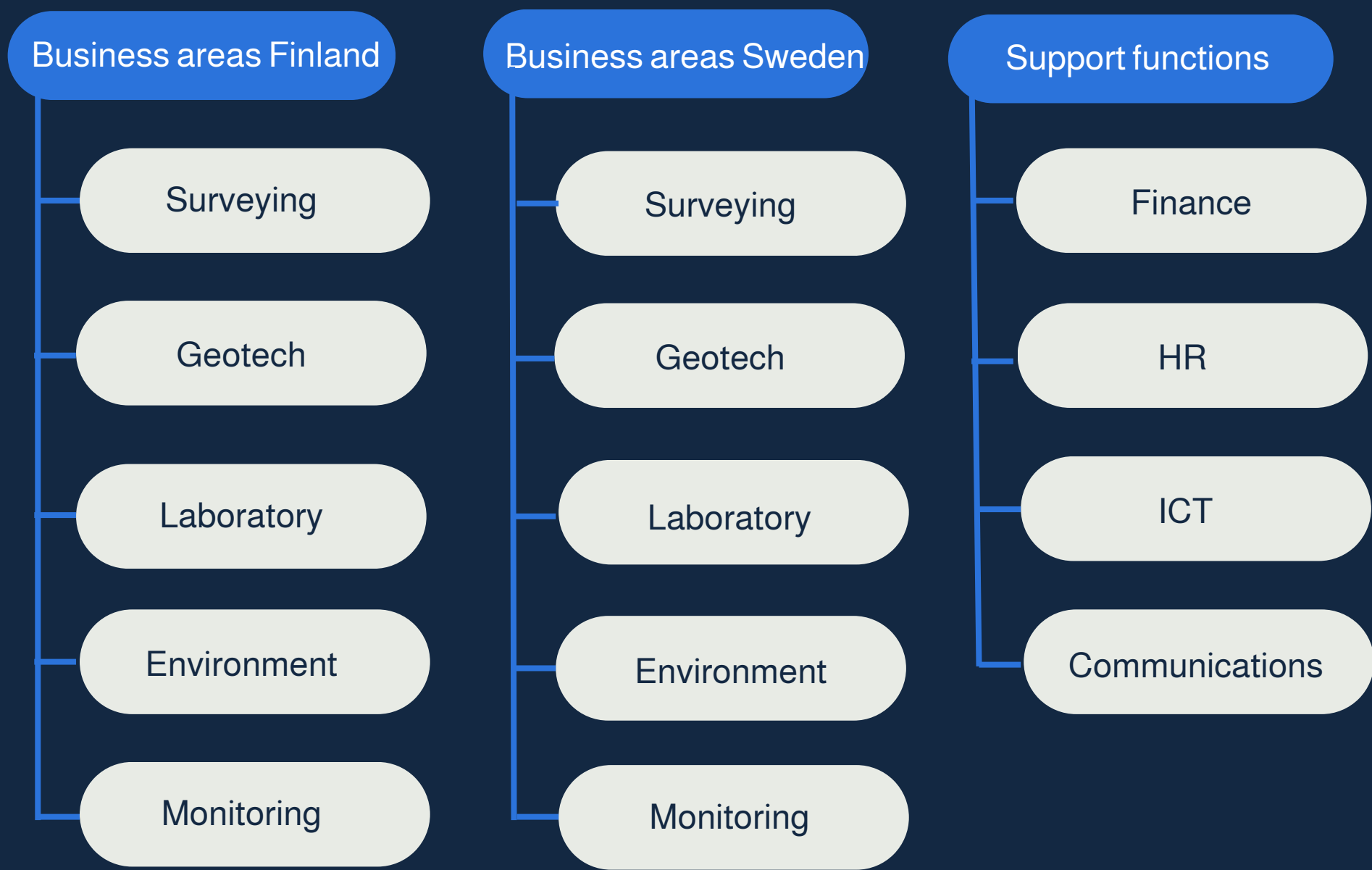
The group consists of Mitta Oy in Finland and Mitta AB in Sweden, along with two subsidiaries dedicated to nuclear waste consulting and laboratory services: Mitta Engineering Oy in Finland and Clay Technology AB in Sweden. Additionally, Mitta Group owns Geoelectric Oy, a Finnish company known for manufacturing and servicing geotechnical drills, including the world’s first fully electric drilling rig for a customer in Sweden. Mitta also owns Measurent Oy, which specializes in equipment management.

Mitta Oy is located in 25 cities or municipalities in Finland and eight cities or municipalities in Sweden. This means that our organization has a broad reach serving customers in very different environments and in variable climates, from uninhabited natural areas in Lapland to the busy and densely built urban areas.



Picture 1. Mitta Group legal structure

## Mitta Group Business Units and Support Functions

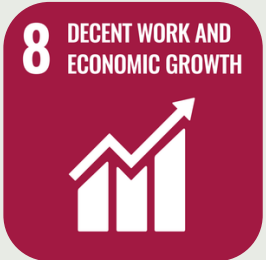


Mitta Finland and Sweden excludes other subsidiaries not related to Mitta’s core business areas

Picture 2. Mitta’s business areas and support functions.



# Sustainable finance and governance



The governance section of this report provides an overview of our financial activities, alongside our steadfast commitment to transparency, ethical decision-making, and accountability in advancing sustainability. We are dedicated to ensuring that our governance frameworks not only uphold these values but also actively support our sustainability objectives, promoting responsible leadership and driving long-term value creation.

## Management systems and sustainable operations

All Mitta operations are covered by the certified ISO 9001 quality management system. Large part of Mitta works also under a certified Environmental Management and Occupational Health and Safety Management system. Mitta Sweden is certified in accordance with the ISO 14001 and the ISO 45001 standards. The environmental and monitoring business sectors of Mitta Oy, as well as Mitta Engineering Oy, are also certified under the ISO 14001 standards.

These management systems play a central role in our operations, which are defined by a strong commitment to environmental responsibility and continuous improvement. All Mitta quality systems have been annually audited during the reporting period 2023–2024.

During the past two years, we have developed our occupational safety observation and improvement system, tracking methods of our vehicles, our travel instructions, our procurement process, and renewed some of the vehicles in our fleet to be less emitting. We require all our suppliers to comply with our ethical guidelines and a similar level of environmental management as we have. In our subcontracting, in addition to service quality, sustainability factors are taken into account, including environmental impacts and locality.

Picture 3. Financial figures for Mitta Finland and Sweden 2023-2024.

	2023	2024
Turnover	55,6 Meur	53,9 Meur
Income taxes	11 200 eur	0 eur
Other taxes	13,9 Meur	13,6 Meur
Personnel costs	6,4 Meur	6,4 Meur

## Mergers and acquisitions

During the reporting period Mitta has sold its Swedish subsidiary Geofix AB 10/2023 and Norwegian subsidiary Mitta AS (3/2024).

### Acquisitions

- Monitoring solutions for District Heating Networks (Soficta Oy 12/2022, merged 12/2023)
- Wood and concrete moisture monitoring solutions (Wiiste Oy 6/2023, merged 12/2023)
- Surveying (Nord Survey Oy, business buy out 6/2023)
- Surveying (Västkonsult Trollhättan 06/2023, merged 1/2024)



## Customer satisfaction



Our customers are at the heart of everything we do, which is why we annually survey customer satisfaction to continuously improve and refine our services both in Finland and Sweden. The surveys are conducted separately for Sweden and Finland.

In Sweden, we conducted an e-mail survey to customers, measuring the Net Promote Score and other satisfactory topics for 2023. The survey resulted in 16 answers and an NPS rate of 44. The survey was repeated for the year 2024, resulting in 70 answers and the NPS rate of 44.

In Finland, we approached the 15 biggest customers for a phone interview regarding customer satisfaction for the year 2023, resulting in the NPS rate of 69. For 2024 we conducted an e-mail survey, resulting in 110 answers and an NPS rate of 66 in Finland.



## Whistleblowing channel feedback

The Whistleblowing channel, that is based on the EU Whistleblowing Protection Directive 2019/1937, was established to provide a safe and confidential way for employees, contractors, or even third parties to report unethical, illegal, or harmful activities within the organization. The channel can be found on [Mitta's webpage](#).

Mitta has received zero whistleblowing reports during 2023 and 2024.



## Information security



Mitta Group's technical information security was improved during the reporting period, especially with regards to the Microsoft environment and device management. In Finland, the information security awareness of the personnel was improved with micro-trainings and fishing message simulations. In addition, a data protection coordinator service was introduced. Keeping our client information secure is our top priority.



## Procurement



Mitta expects all its suppliers to accept Mitta's code of conduct. Every supplier is responsible for respecting and acting in accordance with Mitta Supplier Code of Conduct and to report any incidences or concerns regarding non-compliance they may be aware of. We encourage our suppliers to set similar requirements for their own suppliers.

During the reporting period, Mitta Oy has consolidated its procurement activities with a single supplier, excluding purchases for work clothing.

As a result, all small production accessories, as well as non-production items such as spare parts, maintenance supplies, chemicals, and safety equipment, are now sourced from one centralized partner.

This streamlined approach enables Mitta to maintain more effective control over the chemicals used in operations, while also facilitating the timely and accessible management of safety and risk assessments related to the chemicals.

Since 2021, Mitta AB has required key suppliers to be certified according to ISO9001 and 14001 and preferably also according to 45001. Evaluation of key suppliers is carried out annually.





# Social sustainability



At Mitta, we are committed to fostering a safe, supportive, and skilled workplace where our employees can thrive. We believe that a healthy work-life balance is essential for wellbeing and job satisfaction. That's why we provide comprehensive healthcare services, as well as a range of social, cultural, and wellness benefits to enrich life outside of work.

We also invest in our team's growth by offering annual training and development opportunities. In addition, we support the next generation by providing summer jobs for students and seasonal workers, helping to build a strong foundation for future careers in our industry.

The past few years have been challenging for our industry and have required us to restructure both our work and organization. This is also reflected in our eNPS scores. Nevertheless, we firmly believe that at the time of writing this report, we are on track to creating the best possible workplace where employees are motivated, supported, and eager to contribute.



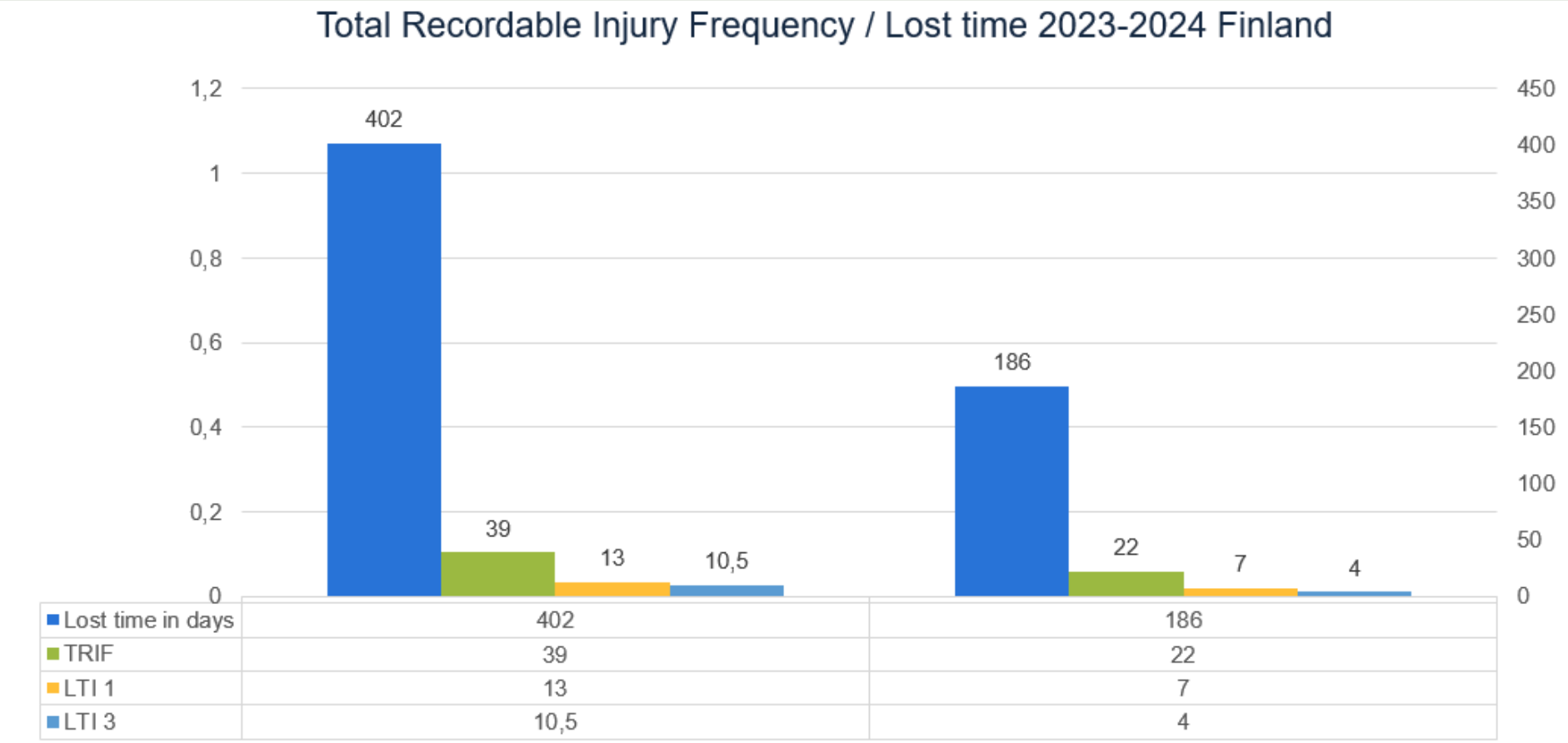
## Safety and well-being at work

Our health and safety at work (culture) is based on Article 153 of the Treaty on the Functioning of the European Union.

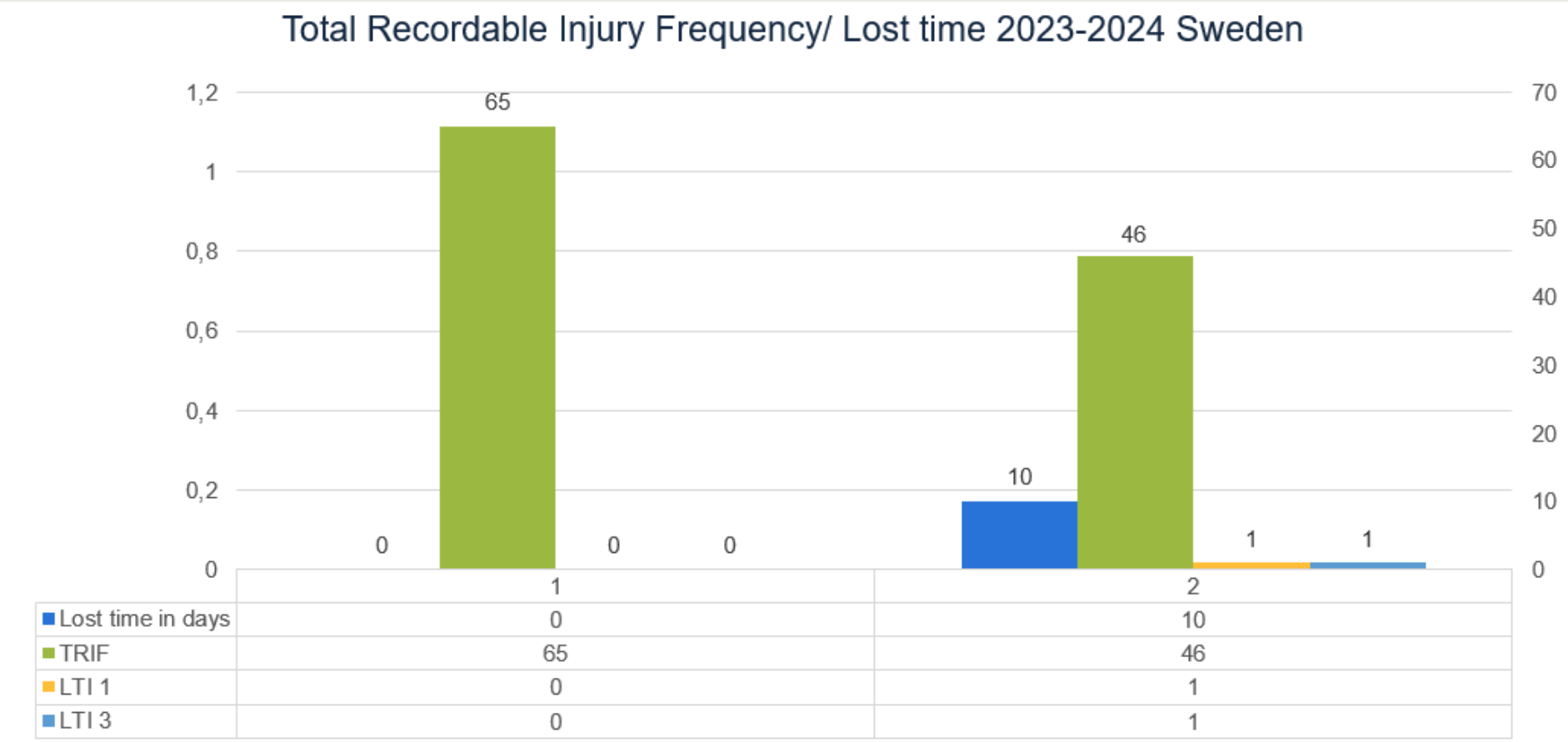
We continuously observe our working conditions to improve and maintain a healthy and safe work place and have channels for incident report, feedback and suggestions for improvement. Well-being at work means safe, healthy and productive work in a well-managed organization.

Our people are our most important asset and we want to ensure that they are engaged, motivated and healthy at all stages of their careers.





Pictures 4. (above) and 5. (below) show the changes in lost time in Mitta Finland and Sweden due to injury during a period of 24 months.





As well-being is a matter beyond health and health care, we strive to support our employees in different ways to provide a better work life balance. Our full-time employees have access to a company supported employee bicycle benefit to help them exercise and adopt environmentally friendly travel.

The role of employers as promoters of cycling is significant, as they have plenty of opportunities to influence how people move. Encouraging cycling is an easy and inexpensive way to concretize the sustainability actions of the working community in the areas of environment and occupational well-being.



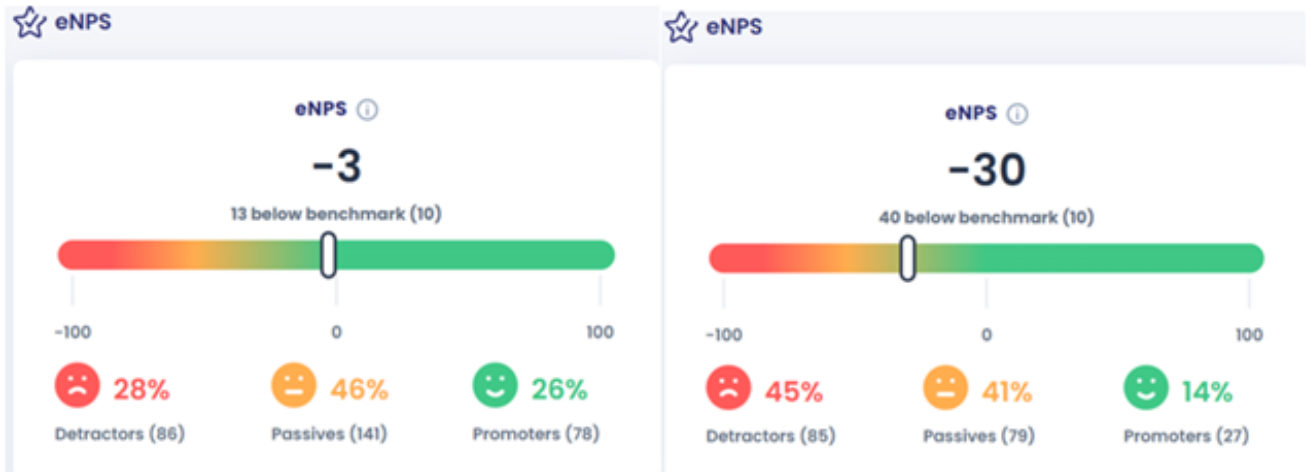
Mitta Group employees also receive yearly benefits to be used for sports, cultural events, physiotherapy, dental care and commuting to support good work life balance.

In addition to statutory accident and leisure time accident insurance, our employees also have a comprehensive work capacity insurance, which covers treatments not covered by the occupational health care agreement. This ensures quick medical attention and a faster return to work.

## eNPS

In 2023 and 2024, we conducted an employee survey, which among other things measures employee Net Promoter Score (eNPS), how employees feel and how likely employees are to recommend their employer to others. The survey will be repeated yearly.

Our goal for 2024 was an eNPS of 20. The goal was ambitious but unfortunately not met. The market situation in the construction industry has been very challenging. With rising costs, we have had to critically examine our own work, our cost structure and improve the efficiency of our operations by adjusting the number of employees, cutting administrative costs, and optimizing our premises. Our goal for the near future is to ensure profitability and a stable market position, as well as the commitment and financial security of the employees.

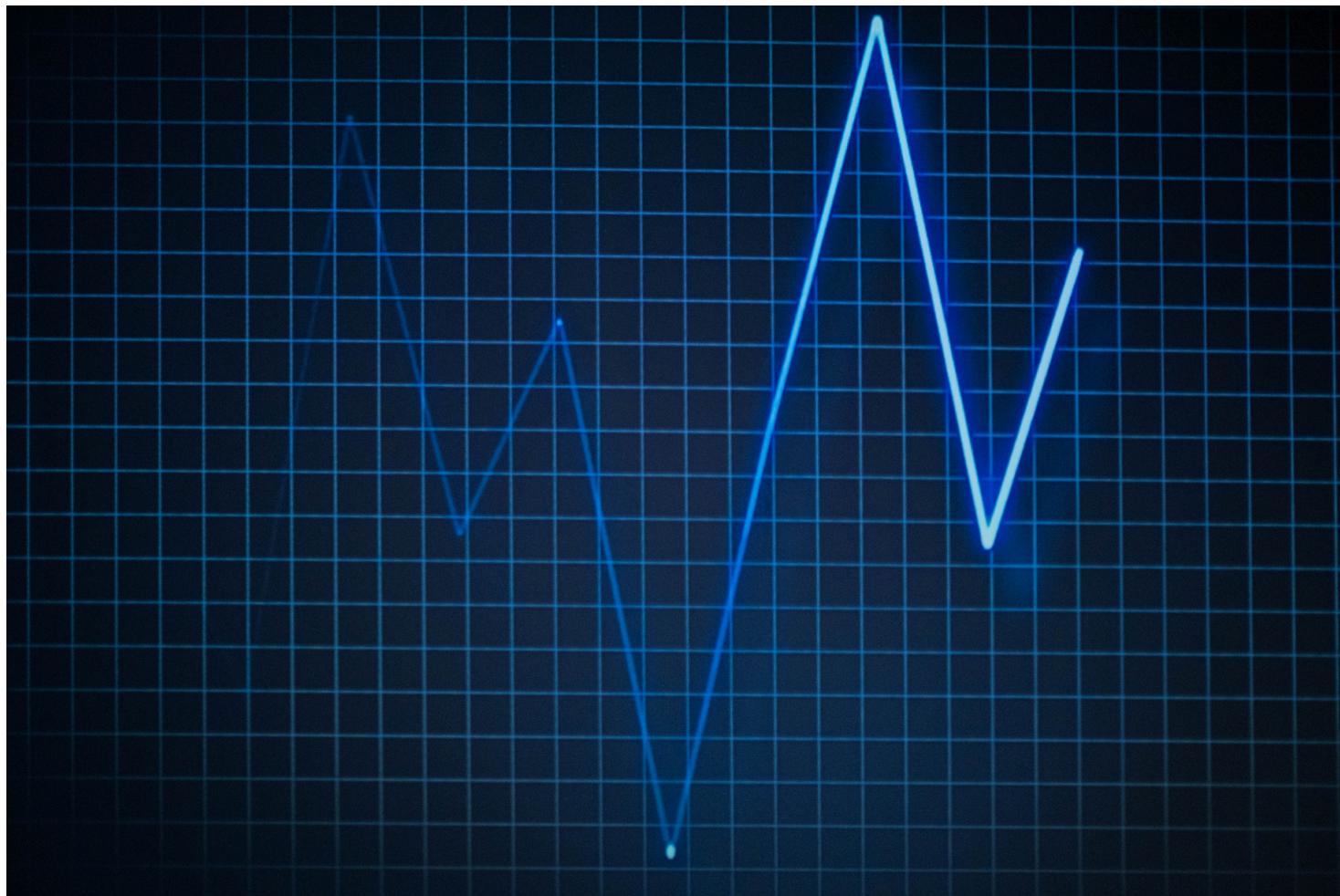




## Pulse

During 2023 we have started to measure employee satisfaction monthly with short questionnaire 'Pulse'. The goal is to regularly monitor the employee's engagement and the effectiveness of development activities.

Pulse allows us to serve our employees better, offer help and support when needed, and understand their current well-being and engagement. It also gives tips on how to increase comfort and motivation at work. Through open feedback we can raise development ideas and topics for open discussion.



## Development of skills

We work constantly to raise the level of competence of our employees and encourage them to drive their own development together with their managers. Our aim is to link employee competence, development or education, and salary development.

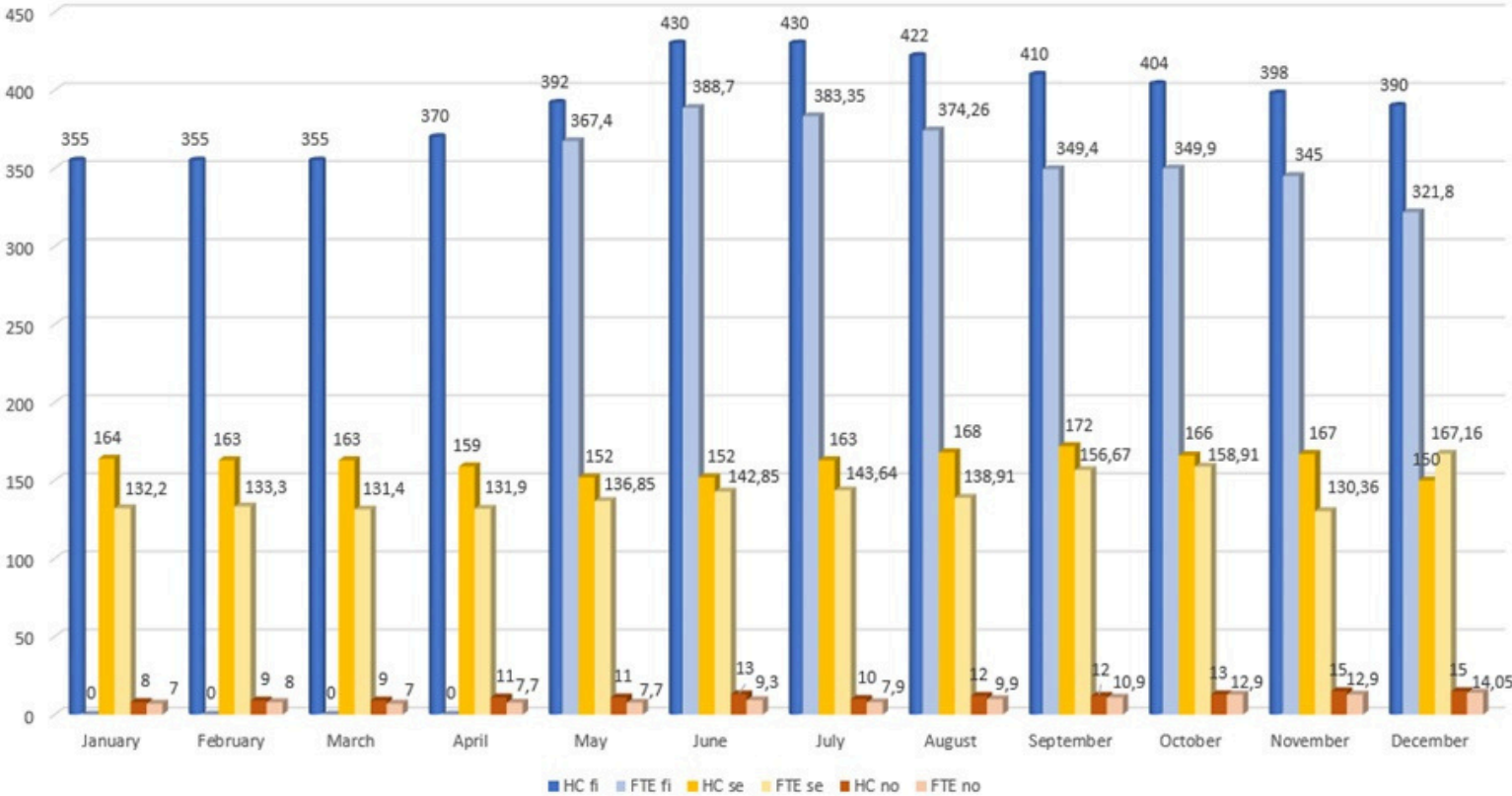
We have continued to organize leadership trainings and also organized financial management training for supervisors to ensure efficient business unit management.

Mitta offers seasonal workplaces and internships for students to build our future organisation and to support education for young people.

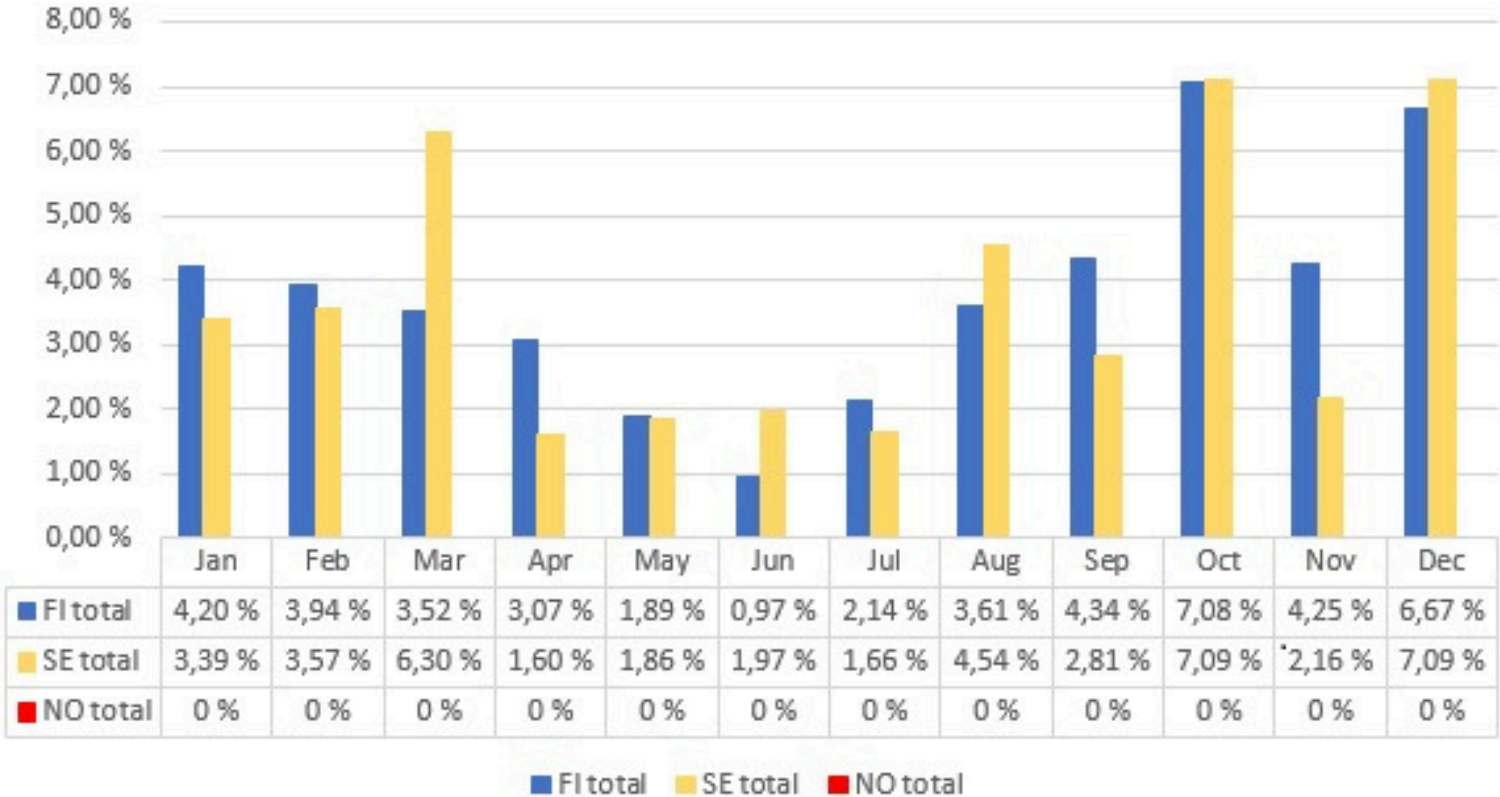


Mitta Group personnel figures for the reporting period 2023-2024: Headcount, full time employees and sick leave

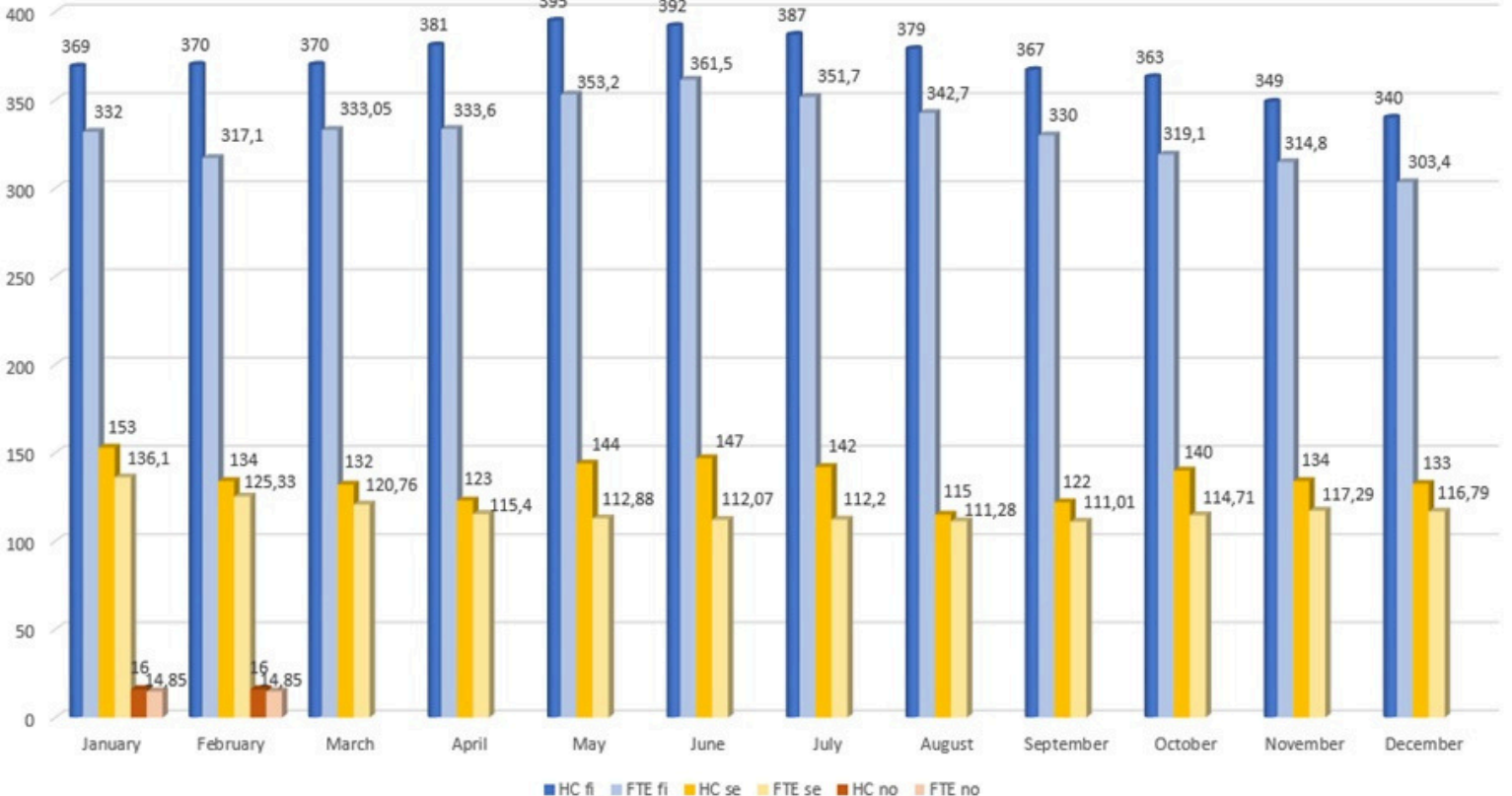
Group headcount & FTE per country 2023



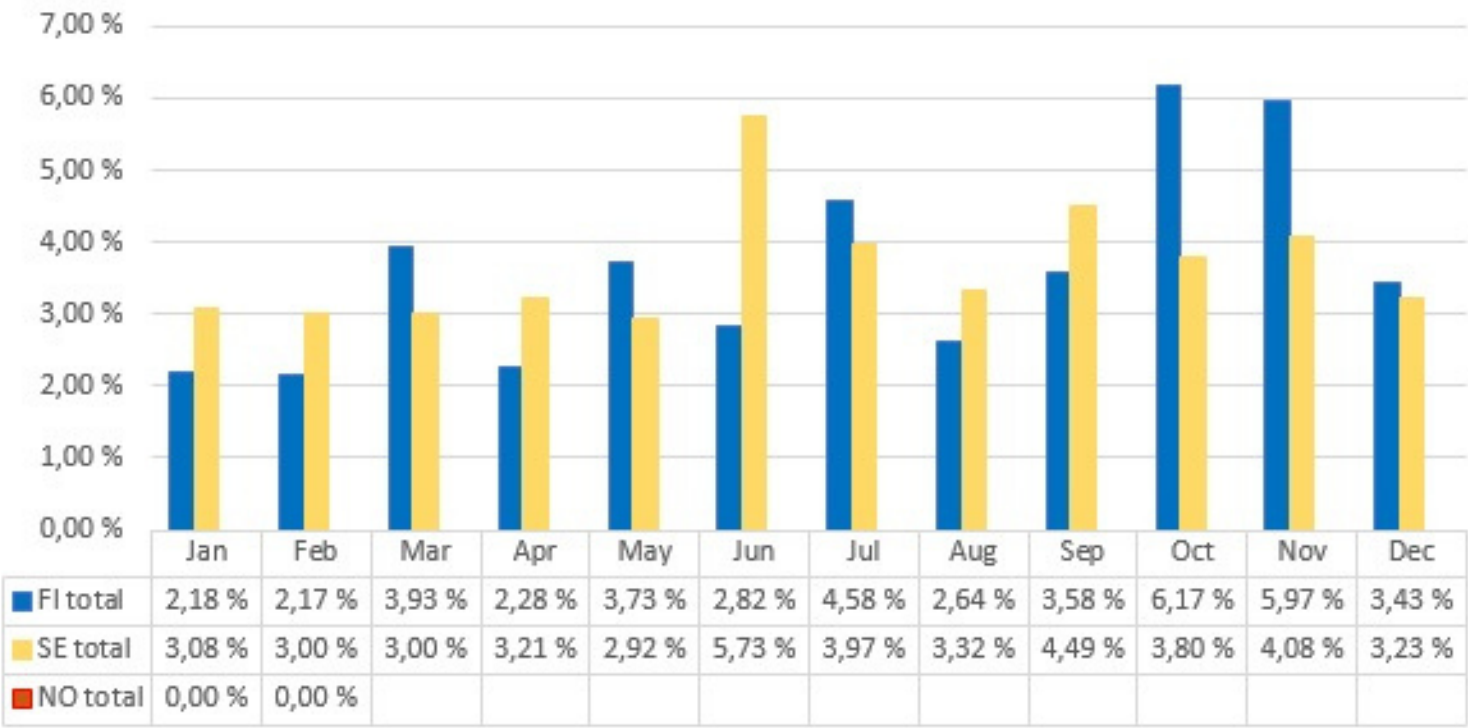
Group sick leave % per country 2023



Group headcount & FTE per country 2024

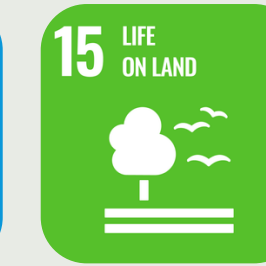
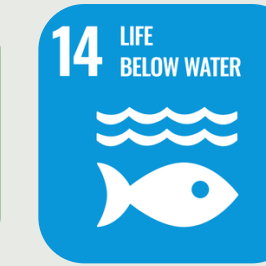


Group sick leave % per country 2024





# Environmental sustainability



The environmental section of this report highlights our commitment to understanding and addressing the key drivers of our emissions, as well as our role in the broader ecological value chain of our operations. We acknowledge our environmental impact from our everyday operations and aim to mitigate our emissions as much as possible. Through customer stories, we demonstrate the positive environmental impact we help create, showcasing how our services contribute to sustainability and drive meaningful change for our customers.

## Green house gases and emission footprints

Mitta is characterized by a strong commitment to the environment, not least through the environmental consultants within the company.

We work actively with management by objectives and continuous improvements. Our most important environmental aspect is the knowledge we have about environmental issues in our assignments and the potential benefit we can give our customers if we reduce their environmental impact. Therefore, we actively maintain environmental competence among our employees.

Carrying out our assignments also entails environmental impact as a result of travel in assignments and our office operations. We consider environmental aspects when choosing a mode of transport, purchasing consumables, clothing and services, using material and energy resources and managing waste. We have goals for our transport to reduce our use of fossil fuels and thereby our impact on the climate.

To reduce our emissions we already have several electric vehicles and use renewable fuel in our drilling rigs, where possible. We apply special procedures for the development of our employees' skills, the execution of assignments, travel, purchasing and office operations to engage our work force in reaching our environmental goals.

Establishing a Baseline for Emission Reductions In 2024, we made significant progress in streamlining our data collection processes, enabling us to compile reliable data on energy, electricity, and fossil fuel consumption, along with associated calculations of Scope 1 and Scope 2 greenhouse gas emissions across our primary operations.

Due to lack of historical data, our subsidiaries Geoelectric Oy (acquired 2023), Geofix AB (sold 2023), and Mitta AS (sold 2024) are excluded from emission calculations.



This report establishes a clear and actionable baseline from which we can launch targeted initiatives to reduce both energy and fossil fuel consumption in alignment with our long-term environmental goals. For the calculation of emissions, we utilized verified data where available, including:

- Fuel consumption and fuel type for all owned or leased vehicles
- Electricity usage for the majority of our premises

As we primarily operate in leased premises, where electricity and heating are often included in rental agreements, some consumption data was unavailable. In these cases, estimates were derived based on:

- Comparable usage in similar types of facilities (offices, laboratories, storage units, or field bases)
- Statistical data published by government-supported organizations
- Estimated energy needs based on the premise area, heating system, and geographical location

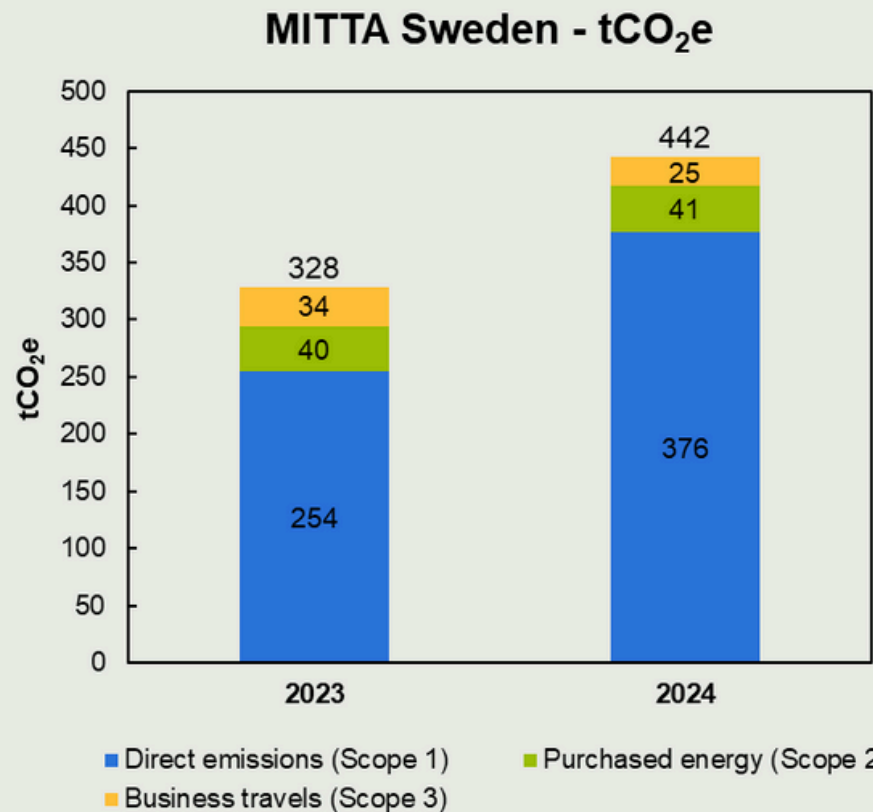
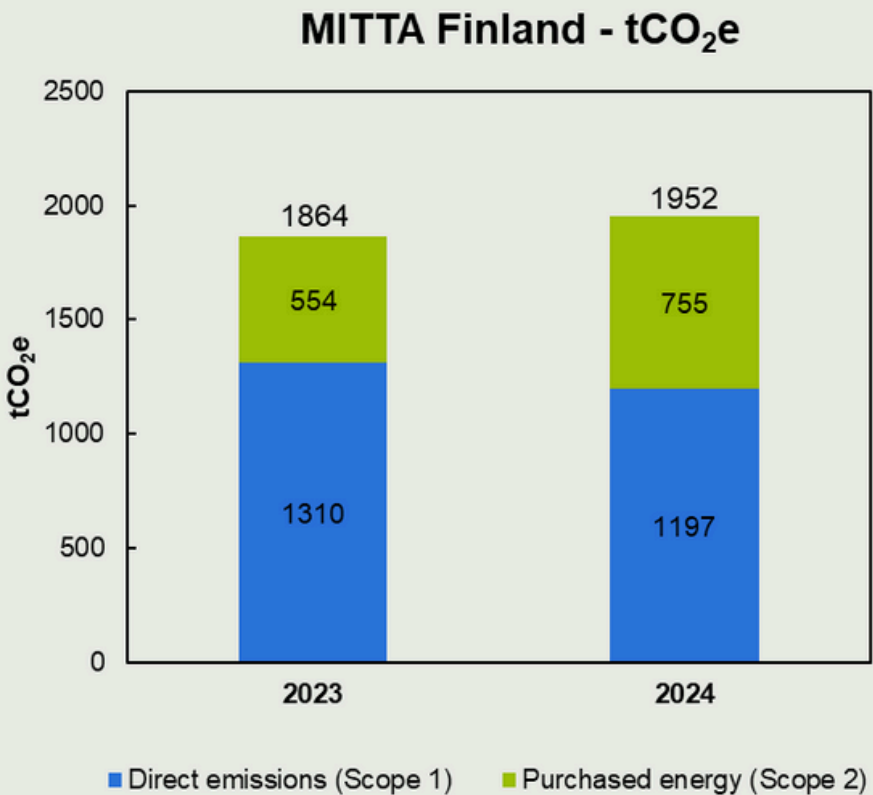
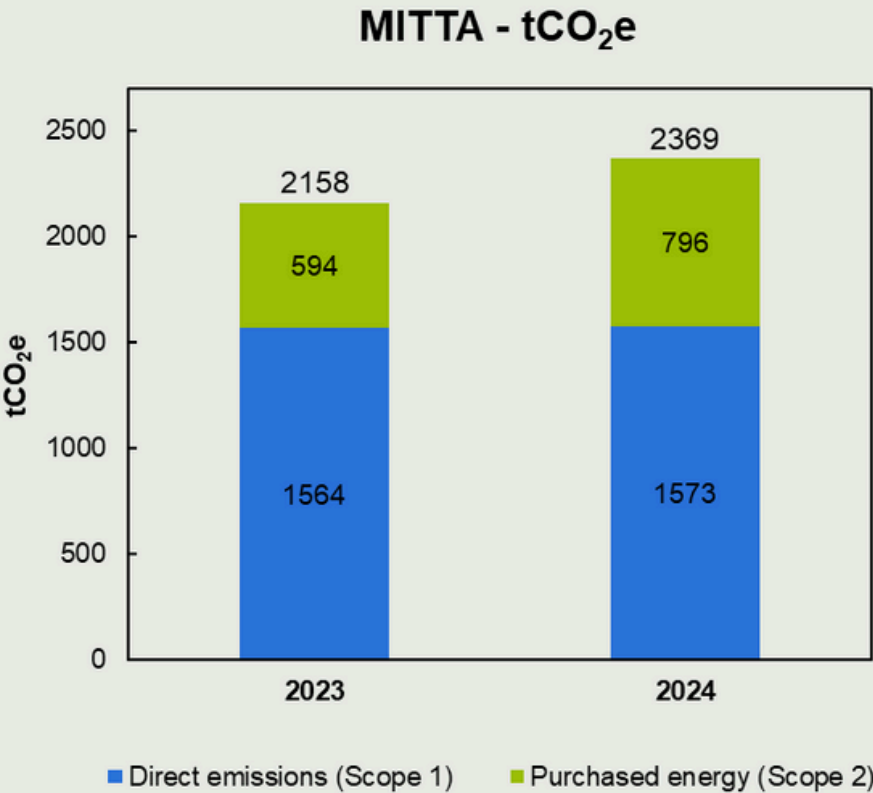
For emissions from heating, we applied local district heating providers’ emission factors where available, and national averages in a few exceptions. Emissions from electricity usage in Finland were calculated using a residual mix emission factor, in line with national guidance.

While this methodology introduces some level of uncertainty, we continuously refine the accuracy of our data through improved access and system development.

Our operations in Sweden also capture data related to Scope 3 emissions, specifically from business travel, which includes flights and trains. Other categories of Scope 3 emissions are not included in this scope.

Picture 6. GhG emissions for Mitta Finland and Sweden 2023-2024.

	2023	2024
<b>MITTA (Scope 1 &amp; 2)</b>		
tCO <sub>2</sub> e	2158	2369
tCO <sub>2</sub> e / FTE	4,4	5,4
tCO <sub>2</sub> e / Turnover M€	41,5	45,6
<b>MITTA Finland (Scope 1 &amp; 2)</b>		
tCO <sub>2</sub> e	1864	1952
tCO <sub>2</sub> e / FTE	5,2	5,9
tCO <sub>2</sub> e / Turnover M€	50	54
<b>MITTA Sweden (Scope 1, 2 &amp; 3)</b>		
tCO <sub>2</sub> e	328	442
tCO <sub>2</sub> e / FTE	2,3	3,8
tCO <sub>2</sub> e / Turnover MKr	2,6	2,6





## Owning Our Impact: Building a More Sustainable Mitta

At Mitta, the primary source of greenhouse gas emissions falls under Scope 1, arising from direct fuel consumption. These emissions are largely linked to our core business operations—namely, field work and the use of specialized machinery in client assignments.

To reduce travel-related emissions, we have strategically established a dense network of offices and service points close to our customers. While this approach minimizes the need for excessive transportation of personnel, equipment, and samples, it also means that emissions from our premises are a relevant factor in our overall footprint. These emissions are primarily associated with electricity consumption.

Notably, the carbon footprint of our Swedish operations, whether measured per employee or relative to revenue, is currently smaller than that of our Finnish operations. This is largely attributable to Sweden's more advanced environmental management practices, which include ISO 14001 certification, responsible procurement policies, and targeted travel guidelines—each contributing to a reduction in emissions. Sweden has more low-emission company vehicles and a higher sustainability in workwear and equipment.

Inspired by these successful measures, similar emission reduction initiatives are rolled out in Finland. These efforts include the enhancement of data collection and refinement processes, improved ESG data management, and more efficient oversight of procurement activities. These developments will also enable us to expand our carbon footprint calculations to include Scope 3 emissions throughout the company.

Our journey to reduce emissions began in early 2023 with the renewal of our vehicle fleet. Given that a significant portion of our emissions is tied to energy use in our premises, we will also review our space utilization practices to identify opportunities for further emission reductions. This holistic approach supports our long-term goal of embedding sustainability into every level of our operations.





## Customer case



### Snow measurements by drone lidar to forecast flooding

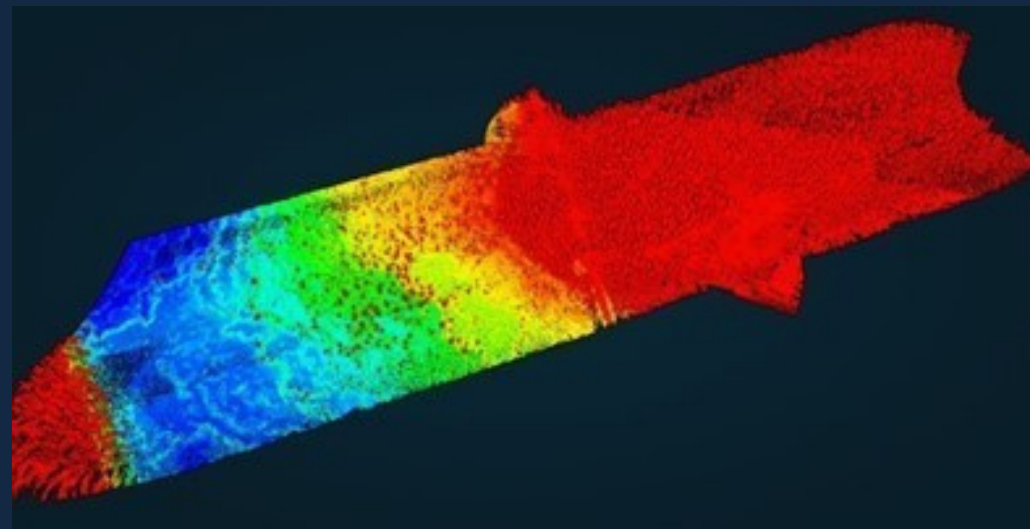
As climate change progresses, winters are becoming milder, and precipitation is increasing. In Lapland, this rise in precipitation contributes to a thicker snow cover, making it essential to prepare for potential spring flooding. Rapid snowmelt further underscores the importance of effective flood management.

At Mitta, we have initiated a development project in collaboration with Kemijoki Oy to combine traditional snow measurement techniques with advanced drone-based LiDAR technology. Using this method, snow depth can be measured across larger areas by comparing the snow surface to the ground surface.

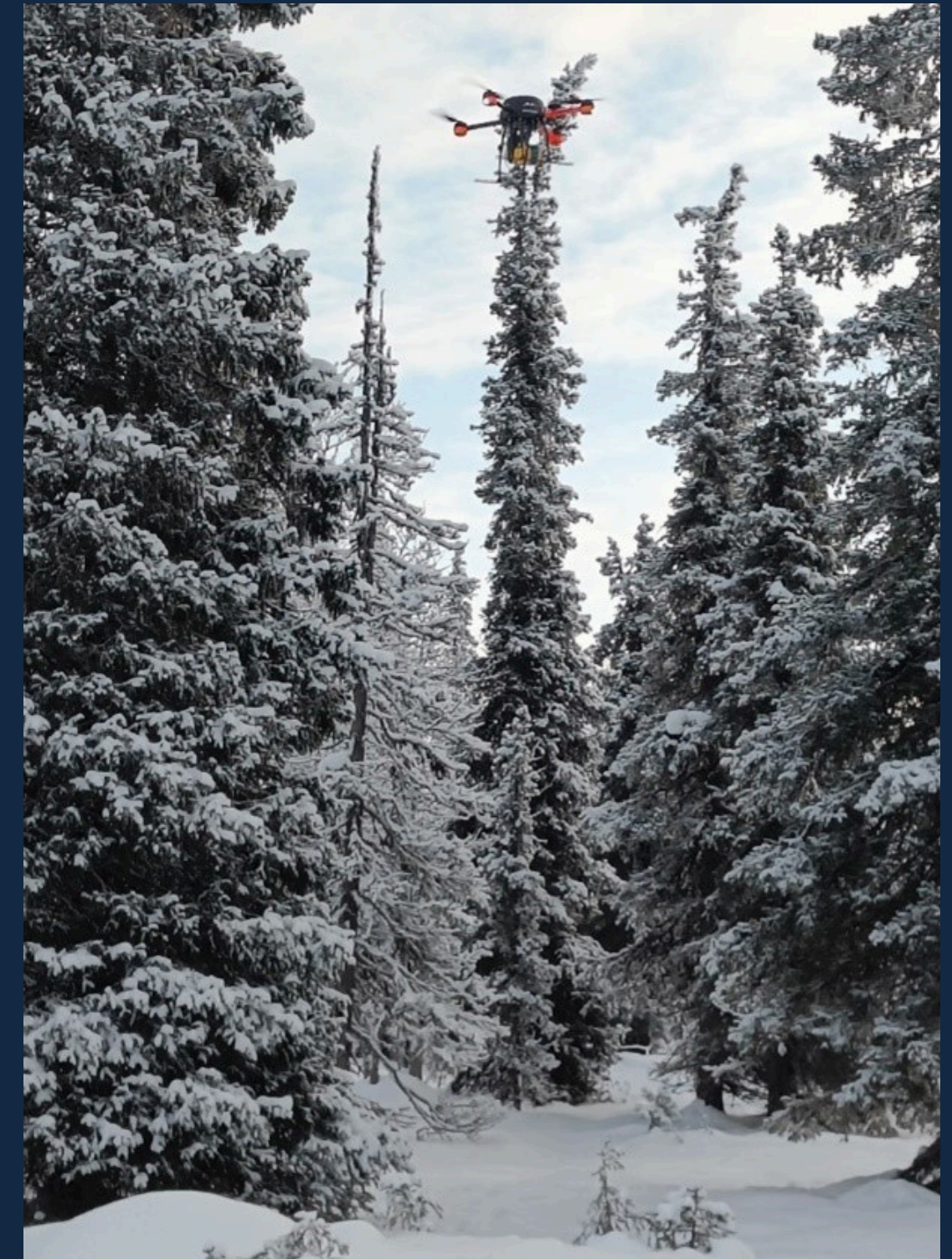
"We were inspired by Mitta's proposal to use drone-LiDAR technology for snow measurement," explains **Heikki Poikela**, Vice President of Generation at Kemijoki. "We've been exploring ways to enhance the accuracy of snow measurements. Drone-LiDAR technology allows for mapping larger areas at once and is particularly effective in dense forests and hard-to-reach locations."

This approach not only measures snow depth but also tracks changes in snow quantity over time. After drone flights, point clouds are generated and aligned with the national coordinate system. These point clouds provide valuable insights, such as terrain relief, forest density, and water levels.

The data collected from snow measurements can be utilized by various organizations, including the Finnish Environment Institute (SYKE) and the Finnish Meteorological Institute, to support environmental and flood management efforts.



Picture 7. Model of the test area formed by drone-lidar measurement.





## Customer case



### Environmental remediation: Investigating a contaminated shooting range

In Sweden, we conducted a major study, financed with government funds, for Motala Municipality during 2024, investigating a former shooting range. The range had been active for 50 years and, as a result, contaminated a 120,000-square-meter area with heavy metals and polyaromatic hydrocarbons (PAHs) from ammunition and clay pigeons.

The investigation began in 2023 with environmental drilling and soil sampling, along with the installation of groundwater wells. Groundwater and soil samples were also collected manually across a large area. In 2024, the investigation was expanded when it became clear that the contamination was more widespread than initially expected.

Mitta subsequently carried out an in-depth risk assessment for human health and the environment, as the concentrations of metals and PAHs were found to be very high. The assessment revealed a significant risk to people who visit, work in, or live near the area, as well as to the local environment and fauna.

Currently, an investigation into suitable risk reduction measures is ongoing, with the project expected to be completed in spring 2025. The findings will be used by our client to implement necessary soil remediation measures and reduce both present and long-term risks to human health and the environment.

In this project, Mitta has served as the sole supplier, contributing with our own drilling resources, project-leading environmental consultant, and specialists.



Pictures 8 and 9.  
Contaminated soil and  
environmental soil sampling with  
Mittas drilling rig.





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