



ANNUAL AND SUSTAINABILITY REPORT 2025

Table of Contents

I GENERAL

Seinäjoen Energia
in brief
4

CEO's review
5

Key sustainability
highlights 2025
7

Preparation of
sustainability report
and double materiality
assessment
8

II ENVIRONMENT

CLIMATE CHANGE
We are modernising
our production and
preparing for extreme
weather events
15

WATER AND MARINE
RESOURCES
Active monitoring
of groundwater and
operational impacts
24

AIR QUALITY AND WASTE
Modernisation of
production has reduced
air emissions
29

III SOCIAL

OWN WORKFORCE
Employees involved in
developing operations
32

CONSUMERS AND
END USERS
Investments in
maintaining security
of supply
39

IV GOVERNANCE

BUSINESS CONDUCT
Group guidelines and
policies guide operations
43



Seinäjoen Energia in brief

CEO's review

**Key sustainability
highlights 2025**

**Preparation of sustainability
report and double materiality
assessment**



Seinäjoen Energia in brief

Seinäjoen Energia creates wellbeing by providing its customers with electricity, district heating and water supply services reliably and to a high standard every day of the year. Our operations are guided by the values of shared success, responsibility and wellbeing. We have a long history, as Seinäjoen Energia was founded in 1927.

We directly employ 124 people. Indirectly, we employ many more, and we strive to utilise local expertise whenever possible.

The Seinäjoen Energia Group consists of Seinäjoen Energia Oy and the electricity network company Seiverkot Oy. We are wholly owned by the City of Seinäjoki. The value we create benefits local residents and supports the development of the city.



KEY FIGURES 2025

REVENUE
105.8
million €

OPERATING PROFIT
18.6
million €

PERSONNEL
124

INVESTMENTS
15.0
million €

CEO's Review



Vesa Hätilä

Seinäjoen Energia is an energy company wholly owned by the City of Seinäjoki, which provides its customers with electricity, district heating and water supply services. Our operations are based on local focus, security of supply and cost-efficiency. In line with our company's values, we aim for shared success, responsibility and wellbeing.

Energy production

In 2025, electricity consumption in Finland was approximately 85 terawatt-hours, while electricity generation totalled around 79 terawatt-hours. Nuclear power and renewable energy sources accounted for around 94% of domestic electricity generation. Nuclear power is the largest source (around 40%), and wind power is the second largest (around 28%). Finland is almost self-sufficient in electricity generation on an annual basis, but not in terms of peak power.

Electricity imports are required particularly during peak demand periods, calm weather conditions and when power plants are unavailable.

The use of electric boilers in district heating production has increased significantly in Finland. In addition to increasing district heating production, electric boilers can also participate in balancing power markets. The energy transition in district heating production is well advanced: electric boilers, biomass and waste heat have replaced fossil fuels in district heating production.

Wind power and electricity prices

Wind power generation has a significant impact on electricity prices. Nuclear and hydropower generation help stabilise the weather-dependent electricity market. Seinäjoen Energia sells electricity to most of its customers at fixed prices, meaning that rapid fluctuations in market prices of electricity are not directly reflected in customer pricing. The average price of electricity paid by household customers decreased during 2025. Although volatility in electricity exchange prices in Finland declined, it remained significant. The volatility is mainly due to weather-dependent electricity generation.

Investments and future outlook

Seinäjoen Energia works closely with EPV Energy in electricity and heat production, in, among other things, the production of wind, solar and hydroelectric power and nuclear energy. During 2025 Seinäjoen Energia invested in thermal storage and engine plant projects implemented by EPV Energy. The Heinineva solar park in Lapua was commissioned during the year. With over 100,000 solar panels, it is one of the largest solar power plants in Finland.

The Olkiluoto nuclear power plants (OL1, OL2 and OL3) accounted for approximately 30% of Finland's electricity generation in 2025. TVO has investigated the possibility of extending the operating lifetimes of OL1 and OL2 by ten or twenty years. The current operating licence for the plant units is valid until 2038. Voimaosakeyhtiö SF has continued to support Fennovoima in defending its legal rights in the ongoing legal proceedings against Rosatom companies and in realising the value of the Pyhäjoki plant site.

At the Seinäjoki wastewater treatment plant, an energy efficiency project supported by the Ministry of Economic Affairs and Employment was completed. The project reduces the plant's energy consumption and enables the recovery of waste heat as well as district cooling.

Seiverkot continued its investments in improving the security of supply of the electricity network. In December 2025, Storm Hannes caused power outages affecting around 180,000 households in Finland. In the Seiverkot area, faults were resolved quickly thanks to committed personnel and a weather-resilient electricity network.

In line with our company's values, we aim for shared success, responsibility and wellbeing.

The financial position of the Seinäjoen Energia Group remains stable and provides a solid foundation for future operations. We will continue to invest systematically in emission-free and reliable energy production. Through completed and planned investments, we are well positioned to continue offering our customers competitive energy prices.

I would like to express my sincere thanks to our customers and our highly skilled personnel. I also thank the members of the Board of Directors and our owner for their valuable contribution to the development of the company's operations.

Vesa Hätilä
CEO

Key sustainability highlights in 2025



Customer satisfaction among the highest in Finland

The Seinäjoen Energia Group strengthened its position as a trusted local operator known for its high level of customer satisfaction. Customers particularly value local focus, reliability and the quality of service. Customer satisfaction surveys covering electricity sales, electricity transmission, district heating and water services for private customers were conducted in autumn 2025.

Personnel and future talent

For the Seinäjoen Energia Group, it is important to provide young people with opportunities to become familiar with the energy and water supply sector. Throughout the year, trainees from various education levels gain experience within our operations. In addition, opportunities to complete master's theses and other final projects are offered almost annually. Many trainees and students have also been employed by Seinäjoen Energia following their internships or thesis projects.

Security of supply and preparedness

The Seinäjoen Energia Group invested in security of supply both internally and in collaboration with various stakeholders. During the year, preparations were made for potential disruptions in the availability of vehicles' liquid fuels, contingency plans were updated, and crisis communication and management during abnormal situations were practised. The Group also participated in various preparedness exercises organised with stakeholders.

Energy production is evolving

Through its ownership in EPV, Seinäjoen Energia is involved in projects to modernise energy production. In 2025, the Heinineva solar park was commissioned. In addition, a wastewater heat recovery plant was constructed during the year, enabling the production of both district heating and district cooling.

Preparation of the sustainability report and double materiality assessment

(BP-1, IRO-1 and IRO-2)

The 2025 Annual and Sustainability Report follows the EU Corporate Sustainability Reporting Directive. Seinäjoen Energia conducted a double materiality assessment for the first time in 2024, involving a range of stakeholders in the process.

The Seinäjoen Energia Group comprises Seinäjoen Energia Oy and Seiverkot Oy. This Sustainability and Annual Report has been prepared at Group level and therefore covers all business operations of Seinäjoen Energia as well as the electricity network company Seiverkot. For 2025, the Seinäjoen Energia Group's sustainability report has been prepared in line with the requirements of the EU Corporate Sustainability Reporting Directive (CSRD). Seinäjoen Energia is not within the scope of the CSRD and reports on a voluntary basis.

Overall responsibility for preparing this report lies with the Group's sustainability working group, which consists of experts from different business units. The Group's CFO acts as Chair of the working group.

Identification and assessment of material impacts, risks and opportunities

The sustainability topics and key performance indicators presented in this report are based on Seinäjoen Energia's double materiality assessment, which was carried out for the first

time in autumn 2024. The assessment evaluates impacts from two perspectives: how the company's operations affect the environment and society, and how environmental and societal factors affect the company's financial position and operations.

As part of the double materiality assessment, the views of both external and internal stakeholders were gathered through surveys and interviews to identify which sustainability-related impacts they consider material to Seinäjoen Energia's operations. These stakeholders included employees, customers, the owner and suppliers of goods and services.

Stakeholder engagement showed that respondents to Seinäjoen Energia's survey considered impacts related to water, employee wellbeing and consumer safety to be the most significant. In addition, interviewed stakeholders identified climate change as a key issue.

Based on the views of stakeholders, impacts, risks and opportunities were prioritised in workshops involving the Group's sustainability reporting working group. Impacts were assessed based on scale, scope, irremediability and likelihood. The scoring scale for the first

three criteria was 1–5, while likelihood was assessed on a scale of 0–100%. Risks and opportunities were assessed based on magnitude and likelihood. Magnitude was linked to Seinäjoen Energia's revenue and likelihood was assessed on a scale of 0–100%.

The materiality of an impact was determined based on the total score or if the severity was high. An impact is considered material if its total score is at least 3.7, or if the total score is below 3.7 but the severity is at least 4.

The materiality of risks and opportunities is determined based on magnitude and likelihood. A risk or opportunity is considered material if its magnitude is at least 4 or its total score is at least 3.

Based on the results of this prioritisation, the sustainability standards relevant to the Group's operations, along with their associated reporting requirements and data points, were identified. The double materiality assessment identified five sustainability standards as material for Seinäjoen Energia's operations: climate change (E1), water and marine resources (E3), own workforce (S1), consumers and end-users (S4) and business conduct (G1).

The 2025 Sustainability and Annual Report is divided into the following main sections: Environment (E), Social (S) and Governance (G). Within these sections, the five material sustainability standards identified above are reported. In addition, the Environment section includes reporting on emissions that affect air quality, water emissions and waste generated by our operations, even though these topics were not identified as material standards in the double materiality assessment. However, as air and water emissions are also reported to environmental authorities and monitored under environmental permits, they have been included in this report. This report does not include a financial review; financial figures are reported in the Group's financial statements. At the beginning of each section, a table outlines the impacts, risks and opportunities related to the topic, as well as their position within the value chain.

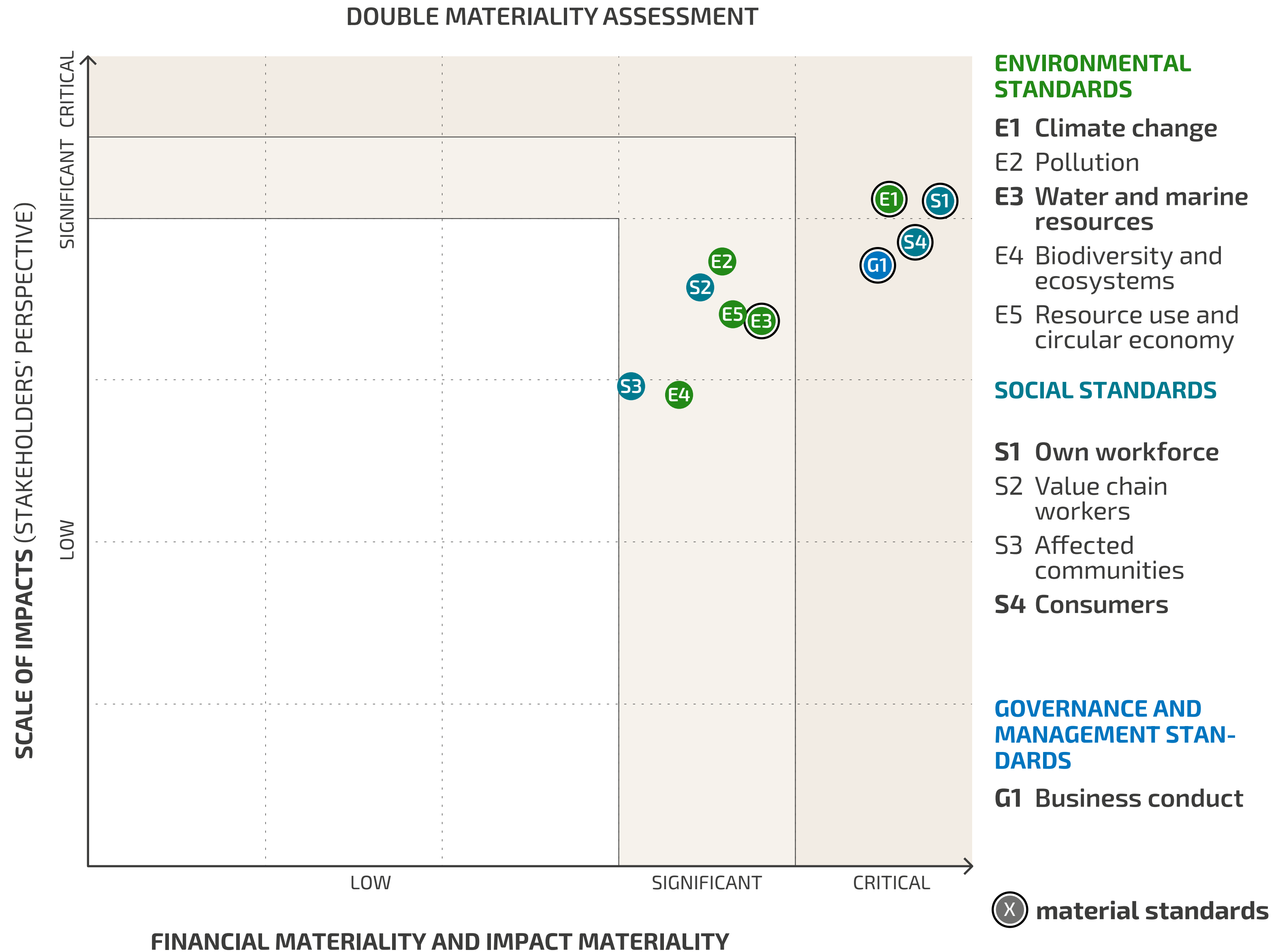
Seinäjoen Energia's stakeholders considered impacts related to water, employee wellbeing, consumer safety and climate change to be the most significant.

RESULTS OF THE DOUBLE MATERIALITY ASSESSMENT

The results of the double materiality assessment are summarised in the accompanying chart and table, which illustrate the material and non-material topics for Seinäjoen Energia and their materiality on a scale. The chart presents the standards based on the average of their highest scores and the scale of impacts.

The horizontal axis reflects both financial materiality and impact materiality. The higher of the two scores has been used in the chart. The threshold values are 3.00 for financial materiality and 4.00 for impact materiality.

The vertical axis represents the scale of impacts. This dimension reflects stakeholder views, as employees, customers, suppliers and the owner participated in defining it. It therefore emphasises the importance of the impacts from a stakeholder perspective.



THEMES AND SUB-TOPICS	IMPACT MATERIALITY (on a scale of 0–5)	FINANCIAL MATERIALITY (on a scale of 0–5)	MATERIALITY (on a scale of 0–5)	POSITION IN VALUE CHAIN
E1. Climate change				
Climate change adaptation	4.13	3.20	Low materiality	Own operations
Climate change mitigation	4.06	4.53	Critical materiality (4.5)	Own operations, procurement chain
Energy	4.16	4.08	Significant materiality (4.1)	Own operations, procurement chain
E2. Pollution				
Pollution of air	3.64	3.55	Low materiality	Own operations, procurement chain
Pollution of water	4.17	3.58	Low materiality	Own operations, procurement chain
Pollution of soil	3.94	2.31	Low materiality	Own operations, procurement chain
Pollution of living organisms and food resources	3.41	0.03	Low materiality	Own operations, procurement chain
Substances of concern	3.61	2.54	Low materiality	Own operations
Substances of very high concern	3.61	2.54	Low materiality	Own operations, procurement chain
Microplastics	3.14	3.05	Low materiality	Own operations

THEMES AND SUB-TOPICS	IMPACT MATERIALITY (on a scale of 0–5)	FINANCIAL MATERIALITY (on a scale of 0–5)	MATERIALITY (on a scale of 0–5)	POSITION IN VALUE CHAIN
E3. Water and marine resources				
Water	4.43	3.81	Significant materiality (3.8)	Own operations, procurement chain, supply chain
Marine resources	2.30	0.00	Low materiality	Own operations, procurement chain
E4. Biodiversity and ecosystems				
Direct impact drivers of biodiversity loss	3.03	3.34	Low materiality	Own operations, procurement chain, supply chain
Impacts on the state of species	2.95	2.65	Low materiality	Own operations, procurement chain
Impacts on the extent and condition of ecosystems	3.07	3.02	Low materiality	Own operations, procurement chain
Impacts and dependencies on ecosystem services	3.20	0.00	Low materiality	Own operations, procurement chain
E5. Resource use and circular economy				
Resource inflows, including resource use	3.28	3.43	Low materiality	Procurement chain
Resource outflows related to products and services	3.49	2.74	Low materiality	Own operations
Waste	3.45	3.65	Low materiality	Own operations, procurement chain, supply chain

THEMES AND SUB-TOPICS	IMPACT MATERIALITY (on a scale of 0–5)	FINANCIAL MATERIALITY (on a scale of 0–5)	MATERIALITY (on a scale of 0–5)	POSITION IN VALUE CHAIN
S1. Own workforce				
Working conditions	4.64	4.82	Critical materiality (4.8)	Own operations
Equal treatment and opportunities for all	4.38	4.46	Critical materiality (4.5)	Own operations
Other work-related rights	3.29	4.15	Significant materiality (4.2)	Own operations
S2. Workers in the value chain				
Working conditions	3.93	3.46	Low materiality	Own operations
Equal treatment and opportunities for all	3.57	0.00	Low materiality	Own operations
Other work-related rights	3.21	0.17	Low materiality	Own operations
S3. Affected communities				
Communities' economic, social and cultural rights	3.21	3.07	Low materiality	Own operations, procurement chain, supply chain
Communities' civil and political rights	2.79	0.00	Low materiality	Own operations, procurement chain
Rights of indigenous peoples	2.88	0.00	Low materiality	Own operations, procurement chain, supply chain

THEMES AND SUB-TOPICS	IMPACT MATERIALITY (on a scale of 0–5)	FINANCIAL MATERIALITY (on a scale of 0–5)	MATERIALITY (on a scale of 0–5)	POSITION IN VALUE CHAIN
S4. Consumers and end users				
Information-related impacts for consumers and/or end-users	3.77	4.39	Significant materiality (4.4)	Own operations, procurement chain
Personal safety of consumers and/or end-users	4.22	4.61	Critical materiality (4.6)	Own operations, supply chain
Social inclusion of consumers and/or end-users	3.56	4.68	Critical materiality (4.7)	Own operations, supply chain
G1. Business conduct				
Corporate culture	4.27	1.60	Low materiality	Own operations
Protection of whistleblowers	3.80	4.40	Significant materiality (4.4)	Own operations
Animal welfare	2.80	0.00	Low materiality	Own operations
Political engagement	3.93	4.46	Critical materiality (4.5)	Own operations
Management of relationships with suppliers including payment practices	3.80	4.40	Significant materiality (4.4)	Own operations
Corruption and bribery	3.65	0.39	Low materiality	Own operations

ENVIRONMENT

E1 CLIMATE CHANGE

We are modernising our production and preparing for extreme weather events

E3 WATER AND MARINE RESOURCES

Active monitoring of groundwater and operational impacts

AIR QUALITY AND WASTE

Modernisation of production has reduced air emissions



E1 CLIMATE CHANGE

We are modernising our production and preparing for extreme weather events

Climate change also has a significant impact on the operations of Seinäjoen Energia. Preparing for extreme weather events and modernising production are closely linked to both climate change adaptation and mitigation.

Impacts, risks and opportunities in relation to climate change and energy (E1.SBM-3)

DESCRIPTION	POSITION IN VALUE CHAIN
Negative impacts	
Greenhouse gas emissions across the value chain have a negative impact on climate change	Procurement chain
Positive impacts	
The existence of a carbon roadmap or a similar emissions reduction plan reduces emissions and thereby contributes to climate change mitigation	Company
Utilisation of industrial waste heat reduces emissions from district heat production and thus mitigates climate change	Company, procurement chain
Emission reductions resulting from decreased use of peat contribute to climate change mitigation	Company, procurement chain
Recovery of wastewater waste heat for district heating increases the share of renewable district heat and mitigates climate change	Company, procurement chain
The use of renewable energy sources and nuclear power has reduced emissions from energy production and contributed to climate change mitigation	Company, procurement chain
Risks	
Reduced groundwater levels caused by drought may lead to availability issues and negatively impact the company's revenue	Company, procurement chain
Flooding affecting, for example, treatment plants, infrastructure, facilities and critical equipment may result in additional costs for the company	Company, supply chain, distribution chain
Extreme weather events, as well as cold spells and their impact on infrastructure may lead to additional costs for the company	Company, supply chain, distribution chain
Opportunities	
Management of natural water bodies and its impact on flood risks may reduce additional costs arising from flood damage	Company, distribution chain

Climate actions and resources (E1-3)

WATER SUPPLY

The heat recovery basin and heat pump plant implemented in cooperation between Seinäjoen Voima and the wastewater treatment plant were completed in late autumn 2025. The facility will be commissioned in early 2026. The plant utilises thermal energy from treated wastewater and transfers it to the district heating network. It can cover approximately 8–10% of Seinäjoki’s district heating demand. In addition, it enables the production of district cooling for the cooling of public buildings.

The project was funded by the Ministry of Economic Affairs and Employment (Next Generation EU funding) and the Ministry of the Environment, which supported the construction of the heat recovery basin.

The project will reduce carbon dioxide emissions from heat production and improve the energy efficiency of the water supply system. At the same time, the heat pump plant will reduce thermal load on the River Seinäjoki.

The importance of groundwater areas is increasing due to climate change. Climate

change affects water resources, and as a result, groundwater levels may fluctuate more than in the past. This may also affect groundwater quality, which is why monitoring the condition of groundwater is increasingly important. We monitor groundwater quality and levels at water withdrawal sites in accordance with the monitoring programme. Changes in groundwater quality are quickly detected during monitoring, and the results of the monitoring are also reported to the authorities.

Protection of groundwater areas is also becoming increasingly important. We have participated in groundwater protection planning coordinated by the City of Seinäjoki. The protection plan was completed in autumn 2025.

DISTRICT HEATING

District heating in Seinäjoki is primarily produced by Seinäjoen Voima Oy, which Seinäjoen Energia indirectly owns through its ownership in EPV Energy. The company owns the Seinäjoki power plant as well as the Kapernaumi, Hanneksenrinne and Puhdistamonkatu heating plants. Seinäjoen Energia purchases heat from Seinäjoen Voima for the district heating net-

work. In addition, an increasing share of heat is purchased from various industrial waste heat sources, such as cold storage facilities and data centres.

Seinäjoen Energia is responsible for the operation and maintenance of heating plants, as well as the district heating network and the supply of heat to customers. District heating in Peräseinäjoki is fully under Seinäjoen Energia’s responsibility.

In 2025, Seinäjoen Energia and Seinäjoen Voima jointly implemented a wastewater heat recovery plant. In addition to district heating, the plant also produces district cooling, and during the same year the first section of the district cooling network was constructed. Cooling services will be launched for the first customers during 2026.

District heating production has undergone significant modernisation in recent years, which is also reflected in the production mix. Previously, heat was mainly produced at the Seinäjoki power plant through combined heat and power production, but in 2025, combined heat and power accounted for less than 10% of district heating production.

The use of fossil fuels in district heating production was historically low in 2025. Only around 8% of total production in Seinäjoki and Peräseinäjoki was generated using peat and oil. This was driven by low electricity prices, a mild winter, and stable production without unexpected interruptions. District heating was primarily produced using electric boilers and domestic biomass fuels. The biomass used consists of by-products from the forest industry and forestry, as well as wood pellets, the raw material for which is mainly by-products from the forest industry. The use of waste heat continues to grow as part of production.

Although Seinäjoen Energia aims to minimise the use of fossil fuels, they cannot be phased out entirely due to security of supply requirements. In exceptional conditions, fuel oil and milled peat are used as a backup system to ensure that customers have a supply of heat under all circumstances.

Seinäjoen Energia also offers customers 100% renewable district heating, produced from renewable fuels and waste heat from industry.

ELECTRICITY DISTRIBUTION

Climate change affects electricity distribution in two ways: through preparation for extreme weather events and through the energy transition. In the future, society's energy system will be flexible and full of smart solutions.

The Electricity Market Act, which entered into force in 2013, requires electricity network operators to plan, construct and maintain the electricity network so that in zoned areas interruptions in electricity supply due to storms or snow loads must not exceed six hours. In other areas, interruptions in the electricity supply must not exceed 36 hours. Electricity network operators must meet these requirements by 2028, and the Energy Authority is supervising the development of security of supply.

By developing electricity networks, we ensure reliable and high-quality electricity distribution in the future, even as the climate changes. Concrete examples of our development work in 2025 include significant investments in construction.

Each year, we build over 30 kilometres of new electricity network, almost entirely using

underground cabling in medium- and low-voltage networks.

Our investments ensure compliance with electricity distribution and electricity network requirements for decades to come. The electricity network construction projects in 2025 included:

- New residential area in Niemistö
- New residential area in Kivimäki (Soukkajoki)
- Construction of the new Itikka-Pohja connection
- Underground cabling project at Ämmäläntie
- New dual supply for the Pohja substation
- Underground cabling project at Savottatie.

Power outages in our area are relatively rare and typically short in duration. In 2025, our customers experienced an average of two power outages, which lasted a total of 38 minutes.

All Seiverkot customers have next-generation smart meters, which provide more detailed information on electricity consumption and enable optimisation of energy use.

ELECTRICITY GENERATION

Seinäjoen Energia Oy's electricity procurement consists of electricity generation shares owned through EPV Energy and production from the Kyrkösjärvi and Kalajärvi hydropower plants owned by Seinäjoen Energia. In addition, we are involved in various energy production projects through EPV Energy. Seinäjoen Energia is EPV Energy's second-largest shareholder.

In 2025, 52% of Seinäjoen Energia's electricity generation came from renewable energy sources, and 92% was carbon dioxide free. In 2025, the company's own hydropower plants at Kalajärvi and Kyrkösjärvi accounted for around 4% of the company's electricity procurement.

Investments in zero-emission production have been long-term. The diversification of the energy generation mix has helped to significantly reduce carbon dioxide emissions from electricity generation over the last ten years. EPV Energy is one of Finland's largest wind power producers, and its wind power programme was launched back in 2006. Over the past ten years, the share of wind power in Seinäjoen Energia Oy's electricity procurement has increased almost eightfold. In 2025, Fin-

land's first industrial-scale solar power park was completed in Heinineva, Lapua.

Variable and weather-dependent production also increases the need for flexibility. To ensure the availability and adequacy of electricity regardless of weather conditions, more rapidly adjustable and reliable electricity generation capacity is required. Through its ownership in EPV Energy, Seinäjoen Energia Oy has invested in balancing and flexibility resources, such as the Tornio engine power plant and electric boilers. The Tornio gas-engine power plant will be completed in 2026 and will enable rapid increases in electricity generation during various disruptions and difficult-to-predict weather conditions.

ENERGY CONSUMPTION OF OWN OPERATIONS

The Seinäjoen Energia Group consumed a total of 13,354 MWh of electricity and 1,788 MWh of heat in 2025. Electricity transmission losses at Seiverkot Oy amounted to 10,783 MWh in 2025.

The electricity and district heating used in our own operations are not certified as renewable under guarantees of origin.

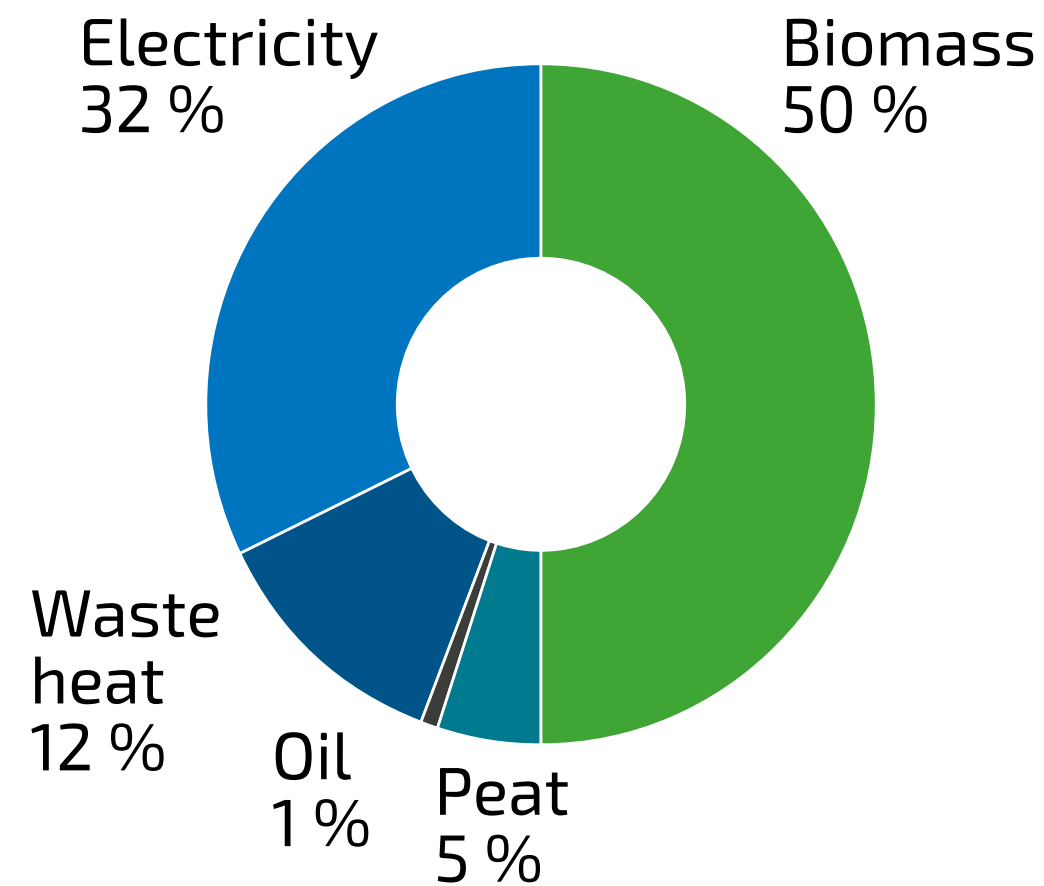
Energy sources (E1-5)

The district heating production mix includes fuels, electricity and waste heat. Fuels used in district heating plants are fully allocated to heat production, while power plant fuels are allocated between electricity and heat using the energy allocation method. Waste heat includes production from heat recovery units and industrial waste heat sources.

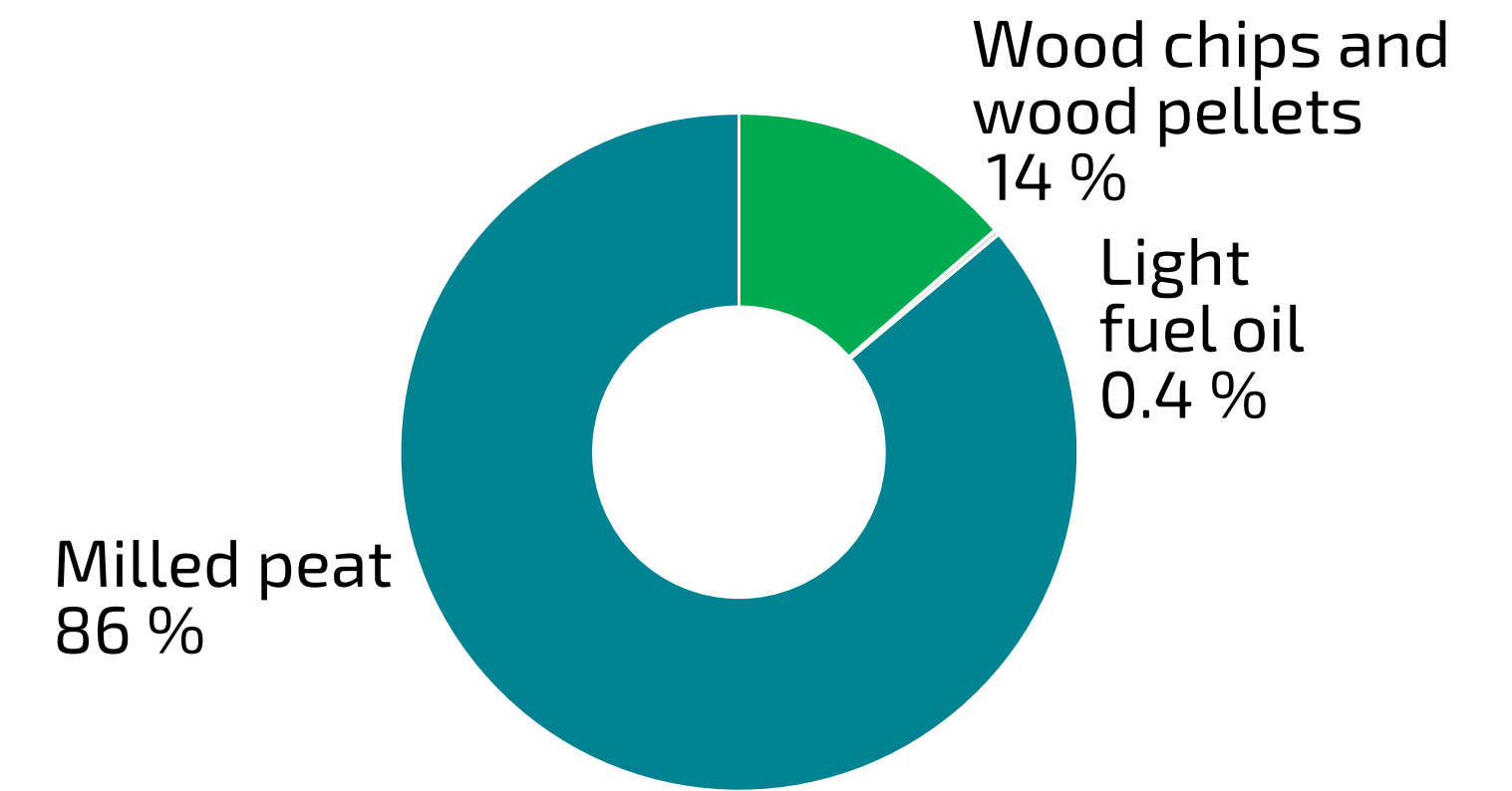
Electricity consumption includes electricity used by electric boilers and heat pumps using waste heat from industry.

The energy source mix of Seinäjoen Energia Oy is based on the origin of electricity purchased through EPV Energy, supplemented with hydropower generation from Kyrkösjärvi and Kalajärvi.

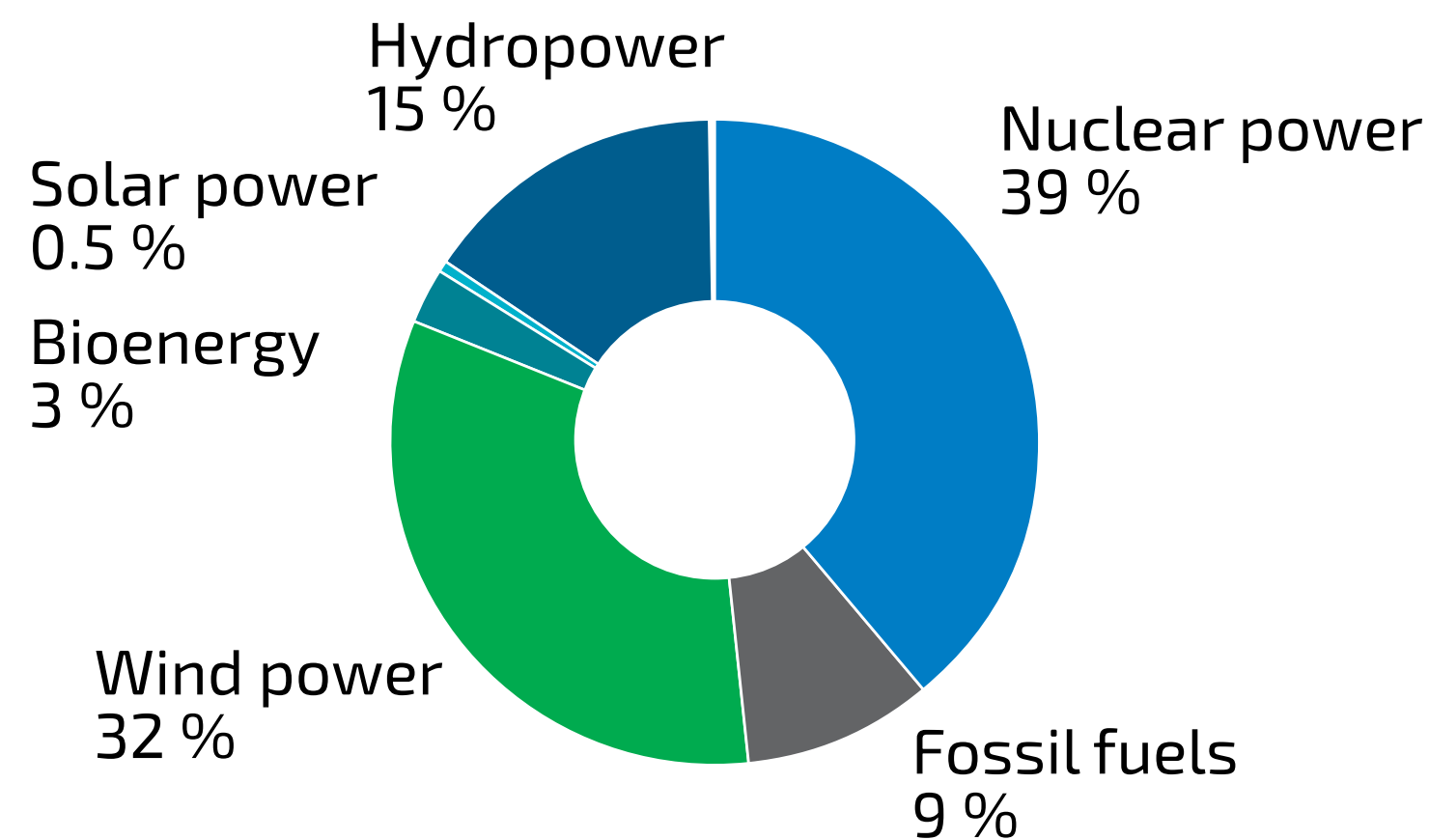
District heating source mix in Seinäjoki in 2025



District heating source mix in Peräseinäjoki in 2025



Source mix of electricity procured by Seinäjoen Energia in 2025



Greenhouse gas emissions ^(E1-6)

The Seinäjoen Energia Group conducted its second group-level carbon footprint calculation for the year 2025. The carbon footprint has been calculated and reported in accordance with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (2004) and GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting standard (2011). The calculation is based on a financial control boundary.

The carbon footprint describes the climate impact of operations resulting from greenhouse gas emissions generated by operations. The objective is to calculate the total emissions of greenhouse gases generated by operations – carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulphur hexafluoride (SF₆) and nitrogen trifluoride (NF₃) – which are expressed as carbon dioxide equivalents (CO₂e). Carbon dioxide equivalent represents the combined total amount (kg or tonnes) of all greenhouse gases included in the calculation, adjusted to reflect the global warming impact of carbon dioxide. Different greenhouse gases

are converted into carbon dioxide equivalents in terms of their global warming potential using Global Warming Potential (GWP) factors.

The Seinäjoen Energia carbon footprint calculation includes greenhouse gas emissions from direct emissions from its own operations (Scope 1) and direct emissions from purchased energy used in its own operations (Scope 2). In addition, selected value chain emissions (Scope 3) have been included in the calculation, as a significant share of the Group's total emissions arises within its value chain. The Scope 3 calculation covers emissions related to energy production, clean water production and wastewater treatment.

The carbon footprint calculation carried out now is not yet fully comprehensive; however, it is comparable with the previous year's calculation, as the scope was not expanded for this year. The accounting principles section provides a more detailed description of the calculation boundaries applied.

The Seinäjoen Energia Group's market-based carbon footprint in 2025 was 219,934 tCO₂e (2024: 328,788 tCO₂e) and the location-based

carbon footprint was 211,494 tCO₂e (2024: 316,338 tCO₂e). The difference between the market-based and location-based figures arises from the calculation of greenhouse gas emissions in Scope 2. Greenhouse gas emissions from own operations (Scopes 1 and 2) under the market-based approach totalled 22,040 tCO₂e (2024: 26,702 tCO₂e). Greenhouse gas emissions from the value chain (Scope 3) calculated within the defined scope amounted to 197,894 tCO₂e (2024: 302,087 tCO₂e).

The market-based greenhouse gas emissions intensity was 2.1 kgCO₂e/EUR (2024: 2.7 kgCO₂e/EUR) of revenue.

The Seinäjoen Energia Group's carbon footprint decreased compared with 2024. The primary reason for this reduction is the ongoing transition in electricity generation towards renewable energy sources, which has lowered the emission factors associated with electricity consumption. Emissions from electricity consumption have been calculated using residual mix emission factors for 2023 and 2024. Annual fluctuations in the residual mix emission factor have a significant impact on both the Group's

CLIMATE CHANGE WATER AND MARINE RESOURCES AIR QUALITY AND WASTE

Scope 2 emissions and part of its Scope 3 emissions. In addition to the significant decrease in the residual mix emission factor, a mild winter reduced the need for fuels used in district heating production. The use of fossil fuels in Scope 3 production also decreased, reducing the Group's total emissions.

EMISSIONS	2025	2024
Scope 1 gross greenhouse gas emissions		
Scope 1 gross greenhouse gas emissions (tCO ₂ eq)	12,566	12,901
Percentage of Scope 1 greenhouse gas emissions covered by regulated emissions trading systems (%)	0	0
Scope 2 greenhouse gas emissions		
Location-based Scope 2 gross greenhouse gas emissions (tCO ₂ eq)	1,034	1,351
Market-based Scope 2 gross greenhouse gas emissions (tCO ₂ eq)	9,474	13,801

EMISSIONS	2025	2024
Scope 3 greenhouse gas emissions		
Scope 3 greenhouse gases - gross emissions (tCO ₂ eq)	197,894	302,087
1 Purchased goods and services	1,295	1,161
2 Fixed assets	*	*
3 Fuel production and transmission losses	196,598	300,925
4 Inbound transportation and distribution paid for by the reporting organisation	*	*
5 Waste management emissions	0,2	0,2
6 Business travel	*	*
7 Employee commuting	*	*
8 Leased assets used for own operations	*	*
9 Outbound transportation and distribution	*	*
10 Processing of sold products	*	*
11 Use of sold products	*	*
12 Decommissioning of sold products	*	*
13 Assets leased out	*	*

EMISSIONS	2025	2024
14 Emissions arising from franchising operations	*	*
15 Investments	*	*
Total greenhouse gas emissions		
Total location-based greenhouse gas emissions (tCO ₂ eq)	211,494	316,338
Total market-based greenhouse gas emissions (tCO ₂ eq)	219,934	328,788

CALCULATION PRINCIPLES

The calculation is based on the best and most accurate data, data sources and assumptions available at the time of the assessment.

SCOPE 1 – DIRECT EMISSIONS FROM OWN OPERATIONS

Seinäjoen Energia Group's Scope 1 emissions include emissions from heat and steam production at our own plants, direct emissions from clean water production, and direct emissions from wastewater treatment and distribution, as well as emissions from the electricity network resulting from potential leaks of sulphur hexafluoride (SF₆ gas), which is used as an

* Not included in the calculation.

CLIMATE CHANGE WATER AND MARINE RESOURCES AIR QUALITY AND WASTE

insulating gas emissions. The following have also been calculated for Scope 1 emissions arising from fuel consumption of vehicles owned by the Group.

Employee commuting using private vehicles and the associated fuel consumption, as well as emissions resulting from potential leaks of refrigerants from air conditioning systems, have not been included in this calculation.

The Seinäjoen Energia Group does not have any Scope 1 emissions subject to emissions trading, as the Peräseinäjoki district heating network is not within the scope of the EU Emissions Trading System.

SCOPE 2 – INDIRECT EMISSIONS FROM PURCHASED ENERGY

Scope 2 emissions include emissions from energy purchased for the Group’s own use. Electricity transmission losses in Seiverkot’s electricity network have been included in the Group’s Scope 2 emissions. Scope 2 emissions have been calculated using both the market-based and the location-based method. Under the market-based method, the emission factor used for electricity is based on the 2024 residual electricity mix, and for district heat-

ing, the 2025 emission factor for the Seinäjoki district heating network has been used. Under the location-based method, national average emission factors for electricity and district heating have been applied.

SCOPE 3 – INDIRECT EMISSIONS IN THE VALUE CHAIN

Scope 3 emissions were voluntarily included in the calculation already in 2024, as a significant share of the emissions associated with the energy supplied by the Group arises within its value chain. The 2025 emissions have been calculated using the same boundaries. The following emission sources are included in Scope 3:

- direct emissions from the production of purchased clean water
- direct emissions from wastewater sent for external treatment
- direct emissions from the production of purchased district heating
- emissions from the extraction and processing of fuels used in heat production
- direct emissions from electricity generation
- emissions from the extraction and processing of fuels used in the Group’s own heating

plants and vehicles

- electricity transmission losses occurring outside Seiverkot’s electricity network
- emissions from the treatment of waste generated by the Group’s operations

Development of climate work (E1-2, E1-4)

In 2024, the Group carried out, for the first time, a carbon footprint calculation in accordance with the GHG Protocol, covering greenhouse gas emissions for that year. The same calculation methodology was also applied to the calculation of the carbon footprint for 2025. The results are presented on page 22.

The calculation provides an important basis for the development of our operations. The Seinäjoen Energia Group does not yet have a dedicated climate adaptation plan or a more detailed programme for advancing its climate work, and this has been identified as a key development area for the future. Electricity and heat procurement are carried out in close cooperation with EPV Energy. Through its shareholding, the Group is also committed to supporting EPV Energy’s emission reduction targets as part of its own climate efforts.

E3 WATER AND MARINE RESOURCES

Active monitoring of groundwater and operational impacts

Our objective is the sustainable use of water resources, and we actively monitor the impacts of our operations on local surface water and groundwater.

Impacts, risks and opportunities related to water and marine resources

(E3.SBM-3 & E3.IRO-1)

DESCRIPTION	POSITION IN VALUE CHAIN
Negative impacts	
Water is used extensively in our operations, which has a negative impact on water resources	Company
Water withdrawal from surface water and groundwater sources has a negative impact on water resources	Company, procurement chain
Despite wastewater treatment, pharmaceutical residues may still enter water bodies, which can have a negative impact on the condition of water bodies	Company
Risks	
Contamination of groundwater, for whatever reason, may result in additional costs and reputational damage for the company	Company, procurement chain
Opportunities	
Management of natural water bodies and its impact on flood risks may reduce additional costs arising from flood damage	Company, distribution chain

Policies ^(E3-1)

Seinäjoen Energia's objective is the sustainable use of water resources, and its operations are primarily governed by water withdrawal permits, the environmental permit for the wastewater treatment plant and applicable legislation. These permits and legislation also define the limits and obligations related to the use of water resources, and we are committed to complying with them. In addition, we aim to minimise water consumption in our own operations.

The impacts of water withdrawal on groundwater resources and the operation of the wastewater treatment plant are monitored through dedicated monitoring programmes. Risks relating to groundwater resources, water withdrawal and wastewater treatment plant operations are assessed on a regular basis. The protection of groundwater areas is promoted through protection plans and action programmes based on risk assessments.

More than 90% of the water supplied by Seinäjoen Energia is purchased from wholesale water companies. The impacts of water withdrawal therefore primarily arise from the

upstream activities of these suppliers. Neither our own nor our wholesale suppliers' water withdrawal sites are located in areas of significant water risk or in regions suffering from high water stress. The use of water resources by wholesale water companies is governed by the same principles, including groundwater monitoring, risk assessments, water withdrawal permits and legislation.

Around one quarter of the wastewater received by Seinäjoen Energia is treated at Lapuan Jätevesi Oy's wastewater treatment plant. Its operations are also governed by an environmental permit, a monitoring programme and applicable legislation.

Seinäjoen Energia's own hydropower plants are located at Kyrkösjärvi and Kalajärvi. The artificial reservoirs form part of the Kyrönjoki river basin. In addition to electricity generation, flood control and enabling recreational use of the water system are key targets. Our mission includes managing water levels in accordance with the guidelines issued by the supervisory authority.

In spring, before the flood season, water levels in the reservoirs are lowered through con-

trolled discharge to accommodate meltwater. In particular, the timely use of Kalajärvi's large regulation capacity aims to reduce flooding in the lower reaches of the Seinäjoki and Kyrönjoki rivers.

We are involved in projects that aim to promote fish migration to the Kiikku and Renko dams by building fish passes. The fish passes enable fish to migrate upstream into River Seinäjoki.

Seinäjoen Energia's target is sustainable use of water resources.

Actions and resources ^(E3-2)

Seinäjoki has relatively few groundwater areas and small water withdrawal sites, but they are of great regional importance. Protecting groundwater resources and monitoring their condition are therefore key responsibilities for us. We actively monitor the condition of groundwater areas used for water withdrawal.

Groundwater levels are measured using 23 observation wells. In 2025, a total of 36 groundwater samples were taken, resulting in nearly 400 analyses to assess water quality and detect potential changes.

We have participated in the preparation of the groundwater protection plan coordinated by the City of Seinäjoki. The objective of the plan is to safeguard groundwater resources that are important and suitable for water supply, and to prevent any deterioration in their quality or quantity. The protection plan was completed in August 2025.

In 2025, we updated the Water Safety Plan (WSP) risk management plan. The WSP includes risk assessments and control measures covering the entire water supply chain from the catchment area to the consumer's tap. The update was carried out in close cooperation with environmental and health protection authorities. Data from the groundwater protection plan was utilised in the groundwater-related assessments.

In connection with the WSP update, a Sanitation Safety Plan (SSP) covering municipal waste-

water was also implemented. The assessment covered all stages of wastewater treatment, from the property to the receiving water body.

The environmental impacts of the wastewater treatment plant consist mainly of nutrients, such as phosphorus and nitrogen, organic matter and suspended solids. Discharges into water bodies are reduced through careful control of the treatment process and continuous monitoring of processes. The operation of the wastewater treatment plant and its impact on water bodies are monitored through a monitoring programme in accordance with the environmental permit, as well as through the Kyrönjoki joint water body monitoring scheme.

In 2025, approximately 350 samples were taken for monitoring the load and operation of the treatment plant, and more than 1,700 analyses were carried out on them. The Seinäjoki central wastewater treatment plant complied with all permit conditions for wastewater treatment in 2025.

Water consumption is significantly affected by leakage in the water supply network, which is continuously monitored via network auto-

mation systems. Leakage is reduced through proactive and planned pipeline renovations and rapid response to detected leaks. The volume of non-revenue water has remained at a low level, under 10%, for several years.

In 2025, the leakage rate was 6.48%. Water consumption in the district heating system is also continuously monitored based on the volume of make-up water. Leakage in the district heating network is prevented through timely renovation, and detected leaks are repaired as quickly as possible.

Leakage volumes (E3-4)

VOLUME OF LEAKAGE IN THE WATER SUPPLY NETWORK	2025	2024	2023
Leakage water, %	6.48 %	7.26 %	9.46 %

The annual target for the water supply network is a leakage rate of less than 9.5%.

The water business can influence water consumption through its own operations, particularly via leakage in the water supply network.

Water consumption (E3-4)

WATER PRODUCTION, PURCHASED WATER AND WATER SOLD, M ³ /A	2025	2024	2023
Purchased water (groundwater)	5,194,240	5,174,945	5,224,862
Own water production at groundwater intake plants	88,523	103,722	94,070
Own water production at a surface water treatment plant	467,530	452,117	251,423
Total water purchased and produced	5,750,293	5,730,784	5,570,355
Invoiced water	5,377,656	5,314,768	5,032,051
Non-revenue water	372,636	416,016	526,781

AVERAGE WASTEWATER TREATMENT, M ³ /D	2025	2024	2023
Total water volume	20,043	21,838	21,212
Treated	20,043	21,688	21,208
Bypass	0	150	4

AVERAGE EMISSIONS INTO WATER, KG/D	2025	2024	2023
Total nitrogen (N)	257	633	286
Ammoniacal nitrogen (NH ₃ -N)	36	443	81
Chemical oxygen demand (CODCr)	450	841	534
Biological oxygen demand (BOD7)	57	167	75
Total phosphorus	3.4	8.5	5.8
Solids	99	328	165

Targets ^(E3-3)

For 2025, the water business set two main targets to promote the sustainable use of water resources: updating the Water Safety Plan (WSP) risk management plan and maintaining the leakage rate of the water supply network below 9.5%. Both targets were achieved. Furthermore, in 2025 the Seinäjoki central wastewater treatment plant complied with all permit conditions set for wastewater treatment.

The target for 2026 is to update the monitoring programme. The current programme was approved in April 2021. The monitoring programme defines the key principles for monitoring the quality of domestic water, including sampling frequency, sampling locations and the quality parameters to be monitored. Its self-monitoring section also includes descriptions of monitoring raw water, water withdrawal plants, treatment plants and the supply network, as well as monitoring the condition of equipment. The monitoring programme is prepared by the water utility and approved by the health protection authority. The programme is based on legislative requirements and the water utility's WSP risk management plan. The

water business will also continue its efforts to keep leakage levels low with the target for 2026 being that the water supply network leakage rate remains below 9.5%.

The impacts of water withdrawal at groundwater withdrawal sites are monitored in accordance with a monitoring programme approved by the Centre for Economic Development, Transport and the Environment (ELY Centre). Monitoring includes, for example, groundwater quality monitoring and water level measurements. Some of the water withdrawal site monitoring programmes date back to the 1980s, and these will be harmonised and updated to meet current requirements during 2026–2027.

AIR QUALITY AND WASTE

Modernisation of production has reduced air emissions

In this section, we voluntarily report data on emissions from district heating production and their impacts on air quality, as well as on waste generated by our operations. In the double materiality assessment, these areas were not identified as reportable topics; however, as the data are reported annually to the authorities they are also included in the Annual and Sustainability Report.

Air quality

In 2025, our heating plants in Peräseinäjoki were not subject to any environmental permit obligation requiring periodic measurements. The calculation of emissions is therefore based on measurement results obtained in previous years. Periodic measurements monitor particulate emissions as well as sulphur oxide and nitrogen oxide emissions from flue gases.

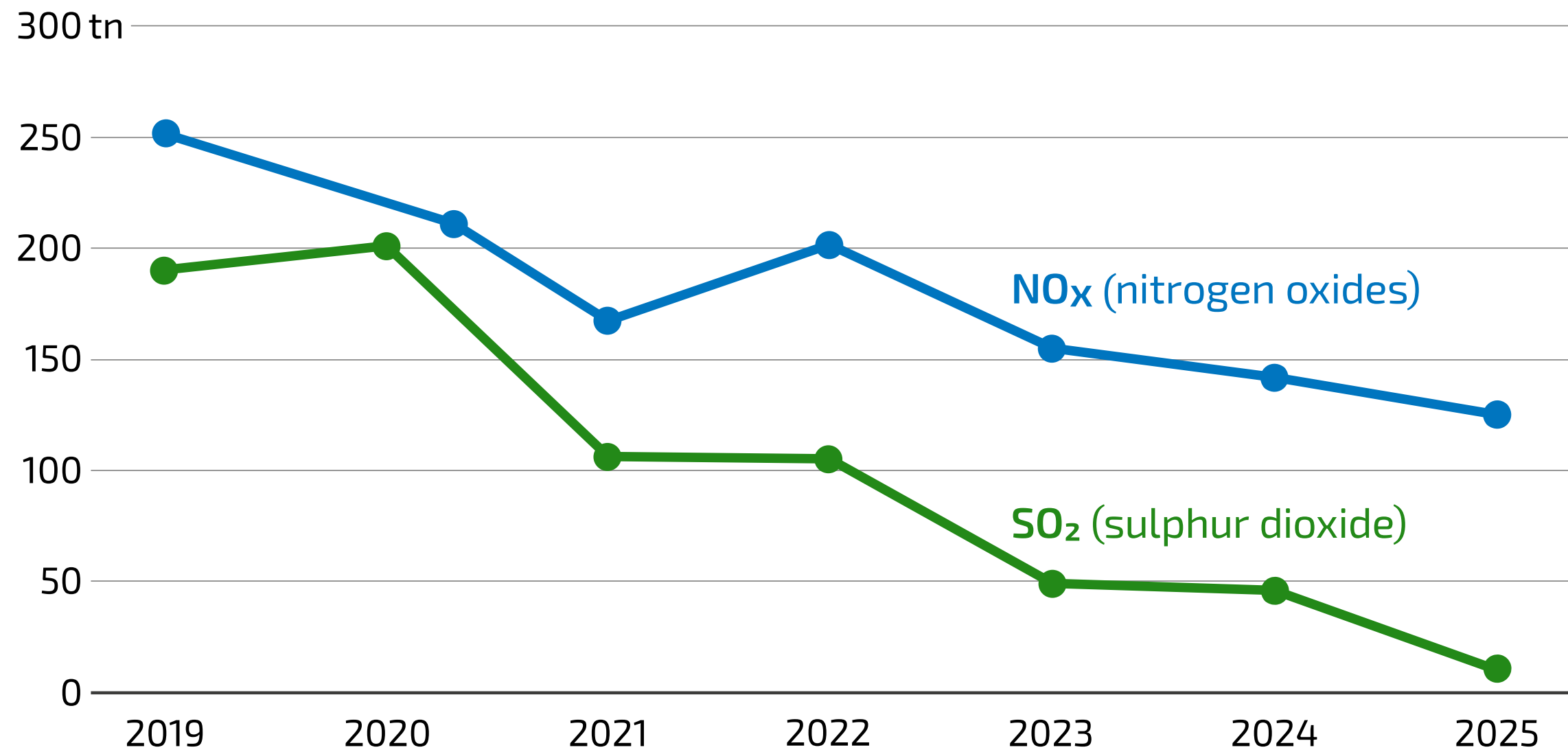
Each year, we report emissions from our heating plants to the environmental authorities and to the annual air quality monitoring report for the Seinäjoki region, which will be published later this year on the City of Seinäjoki’s website. We also participate in the regional air quality monitoring working group, in which air quality is monitored in cooperation with regional operators and municipalities. The working group is coordinated by the City of Seinäjoki.

Flue gas cleaning equipment is used in solid-fuel boilers in Seinäjoki.

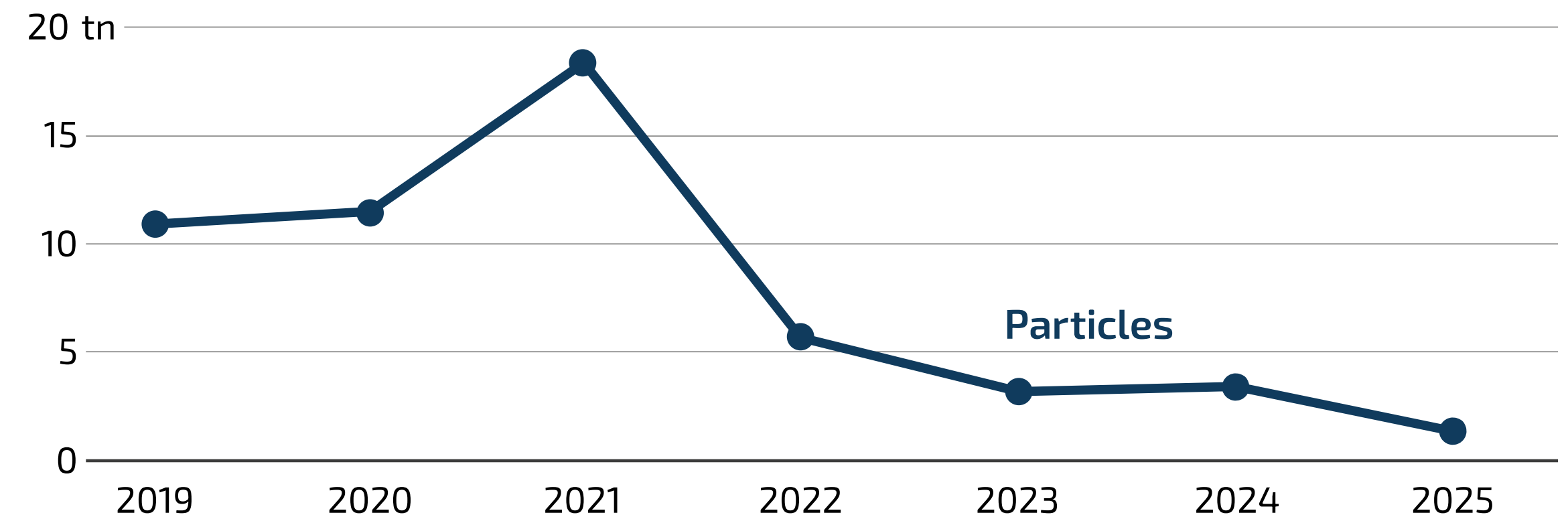
EMISSIONS FROM DISTRICT HEATING PRODUCTION AFFECTING AIR QUALITY

The emissions data for 2023 have been corrected in the chart due to an error identified in the calculations. For this reason, the emissions figures shown in the chart differ slightly from those reported in the 2023 Annual Report.

Trends in SO₂ and NO_x emissions from district heating production, 2019–2025, tonnes



Trends in particulate emissions from district heating production, 2019–2025, tonnes



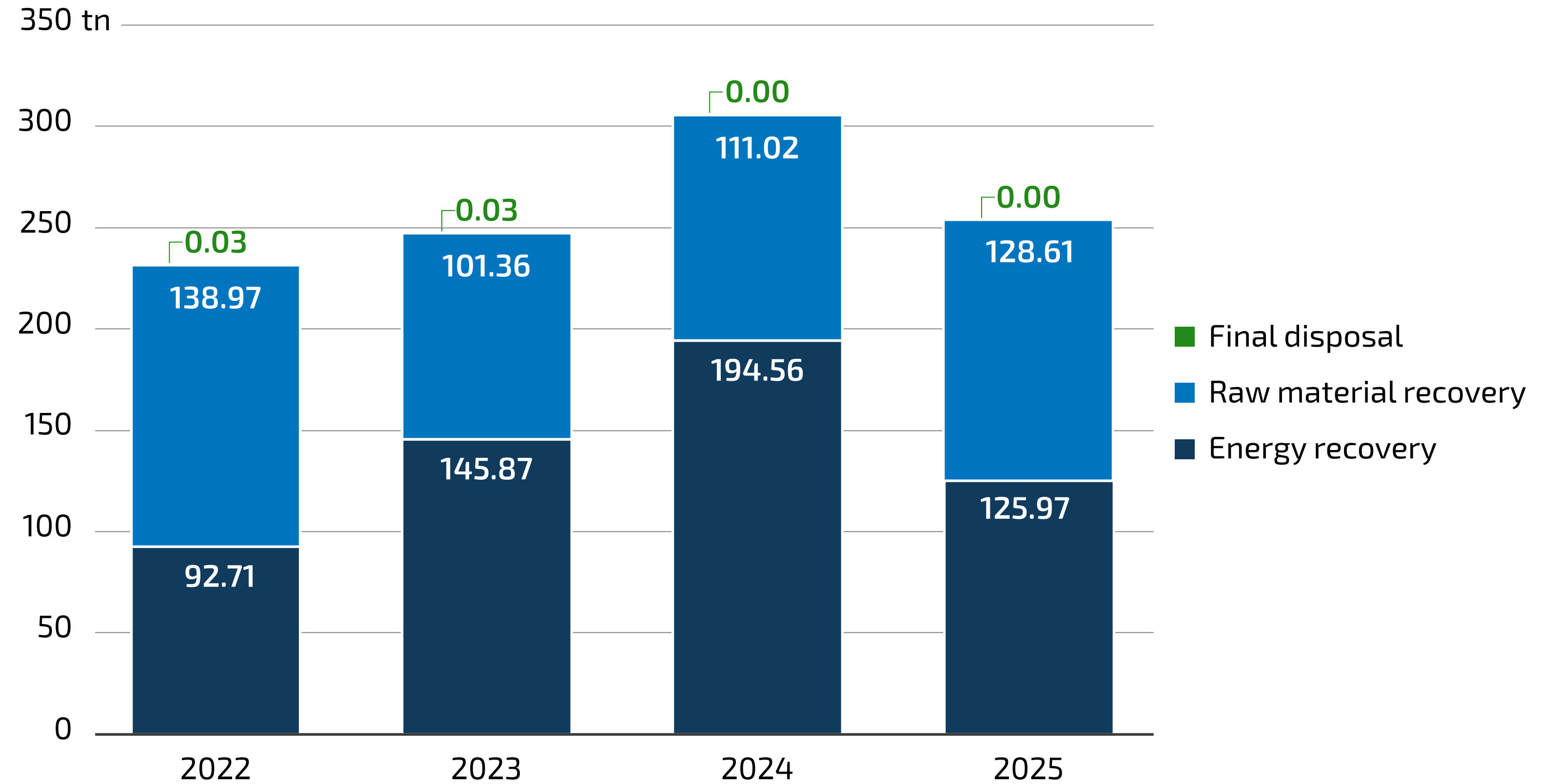
DISTRICT HEATING EMISSIONS, TN	2019	2020	2021	2022	2023	2024	2025
SO ₂	189.96	200.97	106.33	105.31	49.43	45.92	11.75
NO _x	251.76	210.89	167.82	201.90	155.17	142.17	126.20
Particles	11.18	11.96	18.81	5.91	2.92	3.21	1.64

Waste

Our objective is to recycle waste generated in our operations as efficiently as possible in collaboration with waste management companies. In addition to ordinary waste, our operations generate process-related waste streams, such as ash from heating plants and sludge from wastewater treatment plants. Sludge from the wastewater treatment plant is used to produce biogas at a biogas plant. We are currently seeking a distribution or utilisation solution for fly ash and bottom ash generated at our district heating plants.

A key part of our operations involves the construction and renovation of the city’s distribution networks. Network construction and renovation generate construction and demolition waste, which is delivered to our cooperation partners for treatment or recycling, depending on the waste fraction. The amount of waste generated by our operations varies from year to year depending on the extent of network and production plant renovation and construction activities.

Waste volumes and distribution, 2022–2025, tonnes



Final disposal: Landfill

Material recovery: Biowaste, wood, paper, cardboard, metal, glass, WEEE, mineral aggregate

Energy recovery: Combustible waste, mixed waste, mixed construction waste, treated wood, hazardous waste

● SOCIAL

S1 OWN WORKFORCE

Employees involved in developing operations

S4 CONSUMERS AND END-USERS

Investments in maintaining security of supply



S1 OWN WORKFORCE

Employees involved in developing operations

A healthy, motivated and skilled workforce is our company’s most important resource. Employees actively participate, for example, in the development of health and safety at work.

Impacts, risks and opportunities related to own workforce (S1.SBM-3)

DESCRIPTION	POSITION IN VALUE CHAIN
Negative impacts	
Hazardous materials, substances and chemicals, such as asbestos, have a negative impact on employees’ health and safety	Company
Demanding working conditions have a negative impact on employee well-being	Company
Serious workplace accidents have a negative impact on employee wellbeing	Company
Equality and non-discrimination require further development, which has a negative impact on wellbeing at work	Company
Positive impacts	
Employee wellbeing is reflected in low sickness absence rates	Company
The Group complies with the collective agreements of the Finnish Energy Industry and operates in accordance with the workplace development plan, which has a positive impact on employees	Company
The use of near-miss reports and safety observations to improve operating practices enhances occupational safety	Company
Statutory remuneration has a positive impact on employees	Company
Collective agreements have been supplemented by local agreements to the benefit of employees, which improves wellbeing at work	Company
The early intervention model and measures such as monitoring absences enhance employee wellbeing	Company
Secure storage of employee data and data protection have a positive impact on employee wellbeing	Company

OWN WORKFORCE CONSUMERS AND END USERS

Key personnel figures (S1-6, S1-7)

The average number of employees in the Group in 2025 was 124 employees. Of the company's personnel, 112 were in permanent employment and 11 in fixed-term employment as of 31 December 2025. The Group only has employees in an employment relationship.

PERSONNEL EXPENSES	2025	2024
Wages and salaries	7,580,148	7,198,315
Pension costs	1,279,490	1,211,286
Other personnel expenses	219,151	151,552
Total	9,078,789	8,561,153

OTHER KEY FIGURES	2025	2024
Sickness absences (%)	2.85 %	2.43 %

NUMBER OF EMPLOYEES	2025	2024
Seiverkot	35	34
Energy	56	54
Water	32	30
Total	123	118
Specialists	50	51
Managerial employees	20	18
Employees	53	49
Total	123	118
Women	36	33
Men	87	85
Total	123	118
Permanent	112	110
Fixed-term	11	10
Students	1	2
Total	124	122

The average number of employees in the Group in 2025 was 123 employees.

OWN WORKFORCE CONSUMERS AND END USERS

Diversity within the Seinäjoen Energia Group (S1-9)

GENDER DIVERSITY	W	M
Gender breakdown of senior executive management as a figure	2	5
Gender breakdown of senior executive management as a percentage	29 %	71 %
Breakdown of employees under 30 years of age (number)	4	13
Breakdown of employees aged 30–50 (number)	22	44
Breakdown of employees aged over 50 (number)	10	30

Family-related leave (S1-15)

FAMILY-RELATED LEAVE	2025
Percentage of employees entitled to take family-related leave	100 %
Percentage of employees on family-related leave	W: 3.3 % M: 5.7 %
Percentage of employees who have taken family-related leave, by gender	W: 36 % M: 64 %
All employees are entitled to family-related leave under social policy and/or collective agreements	100 %

Training hours and performance reviews (S1-13)

TRAINING HOURS AND PERFORMANCE REVIEWS	2025
Average number of training hours broken down by gender	N: 423.5 h M: 1,939 h
Average number of training hours per employee	19.2 h
Percentage of employees who participated in regular performance and career development training	76.3 %

Occupational safety and health

OCCUPATIONAL SAFETY AND HEALTH	2025
Percentage of employees within own workforce covered by an occupational health and safety management system, based on statutory requirements and/or recognised standards or guidelines	100 %
Number of fatalities in the own workforce as a result of work-related injuries and work-related ill health	0
Number of fatalities as a result of work-related injuries and work-related ill health among other workers working on the company's sites	0
Number of recordable workplace accidents in the own workforce	7
LTI1 (one-day absence)	7
Number of recordable cases of recordable work-related ill health	0
Number of identified cases of work-related illness among non-employee workers	0
Percentage of the own employees covered by a health and safety management system based on legal requirements and/or recognised standards or guidelines that has been internally audited and/or audited or certified by an external party	100 %
Reportable cases of work-related ill health notified to the company	0

Employment terms, social security and remuneration (S1-8, S1-10, S1-11)

The Seinäjoen Energia Group complies with the collective agreements of the Finnish energy industry and pays salaries in accordance with those agreements. Efforts have been made to ensure consistent job evaluation and grading in line with the guidelines set out in the collective agreements. In addition, the Group has a local agreement in place between the employer and employees, which sets out terms and conditions of employment that are more favourable than those in the collective agreements. As Seinäjoen Energia operates solely in Finland, the Finnish social security system ensures the social protection of its employees. Employees of Seinäjoen Energia have the statutory right to freedom of organisation.

We comply with Finnish legislation on cooperation within undertakings. In the Group, dialogue meetings are held four times a year in accordance with the Cooperation Act. During these meetings, personnel representatives and company representatives discuss the company's operations and the development of the

working community in matters covered by the legislation.

The Boards of Directors of Seinäjoen Energia and Seiverkot include personnel representatives. The personnel groups – employees, specialists and managerial employees – elect a representative from among themselves to serve on the Board on a rotating basis.

Targets (S1-5)

Seinäjoen Energia's own workforce is based in Seinäjoki, Finland. In all our operations, we comply with Finnish legislation and employment practices. The most significant risks relating to our own workforce are those concerning occupational safety, occupational health and work ability. Our target is zero accidents.

The Group has an occupational safety working group that includes personnel representatives from each unit. The occupational safety working group reviews safety observations, near-miss incidents, workplace accidents and safety development needs. The Group uses a system for recording and monitoring workplace accidents and near-miss incidents.

Performance-related bonus targets are set both at Group level and at unit level, and employees participate in defining the unit-specific targets. The performance-related bonus criteria are also reviewed in dialogue meetings held in accordance with the Cooperation Act and attended by personnel representatives.

Policies, processes and actions (S1-1, S1-3)

The Seinäjoen Energia Group has Group-wide guidelines and policies describing the key principles relating to working within the Group. In addition, the Group has a workplace development plan describing how the working community and working conditions are developed. The development plan also sets out principles relating to matters such as equality and non-discrimination.

Near-miss incidents and safety observations are reported in a separate EHS (Environment, Health and Safety) system used across the Group. The Group's occupational safety working group reviews the reports and refers tasks requiring action to the responsible persons within the units. Near-miss incidents and safety

OWN WORKFORCE CONSUMERS AND END USERS

observations are reported in a separate EHS (Environment, Health and Safety) system used across the Group.

The Group's occupational safety working group reviews the reports and refers tasks requiring action to the responsible persons within the units.

Every two years, the Group conducts an employee survey that assesses themes such as wellbeing at work, coping at work, management, communication and information flow. The survey is anonymous. The results of the survey are reviewed both at Group level and by individual units, and a development plan is prepared based on the results. The implementation of the plan is then monitored. In addition, the Group regularly monitors sickness absences and trends in absence levels. The Group also has an early support model in place, the aim of which is to identify solutions to support employees at work while potential issues are still minor.

If employees have any grievances regarding their work, they are instructed to discuss them primarily with their immediate supervisor. In addition, the Group has a reporting channel through which employees can report any grievances identified. Reports are handled confidentially.

Development of employer responsibility

Employer responsibility is developed in accordance with current legislation and the needs of the Group. We are monitoring the development of the EU Pay Transparency Directive and its impact on our Group.

The Group does not currently use compensation metrics (S1-16) or collect data on incidents, complaints and impacts related to human rights (S1-17).

S4 CONSUMERS AND END-USERS

Investments in maintaining security of supply

A significant part of maintaining security of supply involves the maintenance and development of district heating, water supply and electricity transmission networks. The importance of preparedness has also increased further in the current uncertain global situation.

Impacts, risks and opportunities related to consumers and end-users

DESCRIPTION	POSITION IN VALUE CHAIN
Positive impacts	
A 24/7 fault reporting service and multichannel customer service online, by telephone and in person have a positive impact on consumers and end-users	Company, distribution chain
Advising customers on energy-efficient and water-efficient consumption has a positive impact on consumers and end-users	Company, distribution chain
Keeping prices competitive has a positive impact on consumers and end-users	Company, distribution chain
Guaranteeing security of supply has a positive impact on consumers and end-users	Company, distribution chain
Enabling everyday life by supplying clean water, electricity and heating to city residents has a positive impact on consumers and end-users	Company, distribution chain
Reliable electricity, heating and water supply (e.g. risk management plans for crisis situations) has a positive impact on consumers and end users	Company, distribution chain
Permit processes and electricity network development plans are participatory, which has a positive impact on consumers and end-users	Company, distribution chain
Equal pricing for all customers, employees and owners has a positive impact on consumers and end-users	Company, distribution chain

Ensuring security of supply

We invest annually in ensuring our security of supply by maintaining, developing and modernising our district heating, electricity transmission and water supply networks. Ensuring security of supply under all conditions is also a matter of security of supply preparedness. If unexpected disruptions occur, we are ready to respond quickly around the clock throughout the year. Seinäjoen Energia operates in a continuously growing city, and we support this growth by developing our operations and expanding our networks.

The security of supply of electricity distribution at Seiverkot remained at a good level in 2025. On average, customers experienced two power outages during the year, lasting a total of 38 minutes. Security of supply is based on keeping Seiverkot's core operations firmly in our own control. Core functions include asset management, ensuring security of supply and on-call operations. Future retirements are anticipated well in advance. Security of supply is also supported by the high degree of underground cabling in the electricity network and our ring-structured network.

Investments are made annually to improve the reliability of the electricity network, and the network's dependable operation is maintained through a maintenance programme. The electricity network is divided into two development zones: the zoned area and the area outside the zoned area. There are two areas, as the areas inside and outside the zoned area include different operating environments.

Seiverkot has systematically developed its electricity network, and by 2028 all of our customers' electricity consumption points will comply with the requirements of the Electricity Market Act. Consequently, electricity distribution inside the zoned area will not be interrupted for more than six hours due to storms or snow loads, while outside the zoned area interruptions will not exceed 36 hours.

In 2025, the reliability of district heating supply was at an excellent level – 99.998%. This corresponds to an average interruption in heat supply of only approximately 11.5 minutes per customer. The high level of security of supply is based on successful and diversified heat production, as well as the systematic renovation and development of the district heating network.

In the water supply network, renovation efforts are focused particularly on older water pipelines identified as being in poor condition, for example on the basis of leak history. In addition, we are involved in building water supply networks for new and developing urban areas. In 2025, there were 44 pipe bursts and the share of non-revenue water (water loss) was 6.48%.

The chemical and microbiological quality of domestic water is monitored in accordance with a monitoring programme based on a decree of the Ministry of Social Affairs and Health. In 2025, a total of 64 regulatory monitoring samples were taken of the network water in the Seinäjoen Vesi supply area. These samples met the quality requirements and targets set out in the domestic water decree. More than 1,000 analyses were carried out on these regulatory monitoring samples. In addition to regulatory monitoring, the quality of network water is monitored through self-monitoring samples taken of the network water and of water supplied to the network from treatment plants.

Preparedness and security of supply have become particularly prominent topics of discussion in recent years due to the uncertain global

OWN WORKFORCE **CONSUMERS AND END-USERS**

situation. Seinäjoen Energia has preparedness and contingency plans in place for various disruption scenarios, and these are updated regularly. An internal crisis communications exercise for the water supply service was organised in spring 2025. All Group units cooperate on preparedness measures with, among others, the City of Seinäjoki.

We also practised operating during a blackout affecting office premises and participated in several preparedness exercises together with our stakeholders.

Development of customer relationships

POLICIES RELATED TO CONSUMERS AND END-USERS (S4-1)

In electricity sales and electricity network operations, we comply with the Electricity Market Act as well as the Terms of Electricity Sales (SME2024) and Terms of Network Service (VPE2024) recommended by the Finnish Energy industry association. In district heating operations, we apply the General Terms of Contract for District Heat recommended by Finnish Energy (Recommendation T1/2021). In water

supply, we apply the general terms of contract of the Finnish Water Utilities Association (FIWA).

The contract terms and conditions define procedures for resolving disputes relating to contracts. If a dispute concerning a contract cannot be resolved through negotiations between the parties, a consumer may refer the matter to the Consumer Disputes Board for resolution. If the customer is not a consumer, they have the right to bring any disputes arising from the interpretation of an electricity contract before the Energy Market Disputes Board.

The Group conducts customer satisfaction surveys every two years. Customer surveys provide valuable insight into the customer experience and satisfaction as well as areas of success and development needs. Surveys targeting private customers of electricity sales, electricity transmission, district heating and water services were carried out during the autumn of 2025. Seinäjoen Energia achieved excellent results and strengthened its position as a local operator known for high customer satisfaction. In national surveys conducted by EPSI-Rating, district heating ranked at the top of its industry

and achieved first place in overall customer satisfaction across all industries, with an index score of 84.5. Seiverkot, as well as water services and electricity sales ranked among the top three in their respective industry surveys. Customers particularly valued local focus, reliability and quality of service.

Both electricity sales and district heating customers of Seinäjoen Energia can choose a renewable product if they wish. Kyrkkärisähkö is hydroelectric power generated at the Kyrkköjärvi and Kalajärvi hydropower plants in Seinäjoki, certified with Guarantee of Origin certificates. Renewable district heating, in turn, is produced using biomass fuels and waste heat from industry.

PROCESSES RELATED TO ENGAGING WITH CONSUMERS AND END-USERS (S4-2)

Customers of Seinäjoen Energia have access to multiple channels for communication and service. Our customer service team provides multi-channel support: by telephone, email, live chat and at our customer service point. In addition, our website offers customers several digital self-service channels, such as online services

OWN WORKFORCE **CONSUMERS AND END-USERS**

for concluding electricity contracts, electronic forms and fault reports, the Sentti consumption monitoring service, and the Fingrid Datahub customer portal for monitoring consumption.

In fault situations, customers are primarily informed via the website's service disruption notices and maps. For planned works and more extensive disruptions, SMS messages may also be sent to customers. In addition, fault reporting helplines for electricity, district heating and water services are available to customers 24 hours a day.

Consumer customers may choose e-invoicing, the digital mail service Kivra, paper invoices or direct debit as their invoicing method. Corporate customers may choose e-invoicing or paper invoices. Customers may postpone the due date of an unpaid invoice by two weeks, provided earlier invoices have been paid. For longer payment terms and payment plans, customers may agree arrangements with Seinäjoen Energia's payment control services.

POLICIES RELATED TO CONSUMERS AND END-USERS (S4-4)

Seinäjoen Energia processes personal data for various purposes, such as human resources management, customer service, conclusion of contracts, invoicing and service development. We are committed to complying with data protection legislation and good data protection practices in all our operations.

A data protection working group operates within the Group to monitor, promote and develop data protection matters, as well as to train and support personnel in these areas. The data protection working group meets approximately once a month and includes representatives from every business unit and administration. The Group's Data Protection Officer acts as the chair of the group.

Privacy notices are available to customers on our website. They describe how we process the personal data we collect. When new systems are introduced in the Group, a data protection impact assessment is carried out. This makes it easier to identify potential risks relating to data protection.

A significant part of minimising the risks related to consumers and end-users involves ensuring the security of supply of electricity, heating and water under all conditions. We invest annually in maintaining, developing and modernising our district heating, electricity transmission and water supply networks in order to ensure security of supply. If disruptions occur, we respond as quickly as possible.

Security of supply is described in more detail in the section 'Ensuring Security of Supply' (page 40) of this report.

Seinäjoen Energia has preparedness and contingency plans in place for various disruption scenarios, and these are updated regularly.

IV GOVERNANCE

G1 BUSINESS CONDUCT

**Group guidelines and
policies guide operations**



BUSINESS CONDUCT

G1 BUSINESS CONDUCT

Group guidelines and policies guide operations

In addition to legislation, our operations are guided by various policies, Group-level guidelines and corporate governance guidelines.

The impacts, risks and opportunities related to business conduct matters

DESCRIPTION	POSITION IN VALUE CHAIN
Positive impacts	
The existence of an ethical reporting channel has a positive impact on identifying and addressing misconduct	Company
Reports submitted through the ethical reporting channel are handled anonymously, which strengthens whistleblower protection	Company
Membership of the Finnish Energy industry association and other interest organisations has a positive impact on business conduct	Company
Long-term partnerships have a positive impact on business conduct	Company
Changes in regulation and policy may lead to additional costs for the company	

BUSINESS CONDUCT

The role of the administrative, management and supervisory bodies (G1.GOV-1)

The roles of the administrative, management and supervisory bodies are described in more detail in Seinäjoen Energia's internal Corporate Governance guidelines, which were prepared in 2024. It was drafted taking into account the applicable guidelines of the Seinäjoki City Group and the legislation governing operations.

BOARD OF DIRECTORS

The Board of Directors is responsible for the company's administration and its appropriate organisation, and ensures that accounting and financial control are properly arranged. The Board directs and supervises the company's executive management, appoints and dismisses the Chief Executive Officer, approves the company's strategy and monitors its implementation, approves risk management principles, and is responsible for the functioning of the management system. The Board of Directors' duty is to promote the interests of the company and its shareholders. The members of the Board do not represent the entities that have nominated

them.

The General Meeting elects the members of the Board of Directors, unless otherwise provided in the Articles of Association. The City Board of Seinäjoki nominates candidates for Board membership and issues instructions to the representative at the General Meeting in accordance with section 46 of the Local Government Act (410/2015). One Board member and their deputy are nominated by the personnel employed in permanent positions within the company.

The Board of Seinäjoen Energia convened a total of ten times in 2025.

In 2025, the Board's members were as follows:

- Veikko Koivisto
- Paula Sihto
- Olli Isopahkala
- Erkki Valtamäki
- Jaakko Kiiskilä
- Jarkko Panu
- Henna Rantasaari
- Timo Tuokko.

The composition of the Board changed in June 2025, at which time the members of the Board were as follows:

- Johannes Karhu (Chair)
- Veikko Koivisto (Chair of the Board at the start of the year)
- Olli Isopahkala
- Jaakko Kiiskilä
- Jarkko Panu
- Eetu Lehtola
- Mervi Mäenpää
- Juha Korpi.

CEO AND MANAGEMENT TEAM

Vesa Hätilä is the CEO of Seinäjoen Energia Oy. The Seinäjoen Energia Group comprises the subsidiary Seiverkot Oy and five business units. Vesa Hätilä is the CEO of the subsidiary Seiverkot Oy.

The directors of the business units, together with the Network Chief of Seiverkot Oy, form the Group Management Team together with the CEO.

BUSINESS CONDUCT

In 2025, the Group’s Management Team comprised the following:

- Vesa Hätilä, CEO
- Kari Roos, Director of the Electricity Unit
- Mikko Mursula, Director of the Heating Unit
- Juha Santtila, Director of the Water Unit
- Martti Ijäs, Network Chief at Seiverkot Oy
- Leena Paananen, Director of Finance, Administration and Human Resources
- Merja Rintamäki, Director of Group Finance and IT

Women account for 29% of the members of the management team and men for 71%.

OTHER GROUPS

Several expert groups operate within the Seinäjoen Energia Group, each developing the Group’s operations within its respective area of expertise. These groups consist of representatives from different units, and their work also contributes to the sustainability themes discussed in this report and to advancing them in practice.

Examples of internal Group bodies include

the cooperation group, the occupational safety committee, the data protection working group, the sustainability reporting working group, the preparedness team, the crisis communications team, the development team, and the communications and marketing team.

Corporate culture and business conduct policies and corporate culture (G1-1)

Seinäjoen Energia’s values are responsibility, wellbeing and shared success. These values have been in place since the early 2000s, and personnel have participated in defining them.

The Group’s operations are guided by Group-level guidelines and policies relating, for example, to occupational safety, human resources management, information security and data processing.

As Seinäjoen Energia is a Group wholly owned by the City of Seinäjoki, we comply in our operations with the Group Guidelines of the City of Seinäjoki that have been approved by the Seinäjoki City Council, as well as with the Corporate Governance guidelines of the Seinäjoki City Group.

In addition, Corporate Governance guidelines were drawn up for the Seinäjoen Energia Group in 2024. They were drafted taking into account the applicable guidelines of the Seinäjoki City Group and the legislation governing operations.

An important part of building a corporate culture and increasing awareness is open communication. The Group has an intranet accessible to all employees, where information on current topics is posted regularly. In addition, the Group’s CEO holds employee briefings twice a year to review the Group’s financial situation and other current matters. Individual units also have their own unit-specific practices to ensure information flow, such as regular unit and weekly meetings.

Personnel and other stakeholders may report grievances observed through the whistleblower reporting channel. The reporting channel is available to personnel via the Group’s intranet and to other stakeholders via Seinäjoen Energia’s website.

BUSINESS CONDUCT

Management of relationships with suppliers (G1-2)

The Group has procurement guidelines that govern its procurement practices. Tendering and procurement contracts are carried out by the individual units. If a service or system to be procured involves factors affecting data protection, a data protection impact assessment is carried out. In our operations, we comply, among other things, with the Act on Public Procurement in Specific Sectors and the Contractor’s Liability Act.

Seinäjoen Energia does not currently have any policies or criteria in place for assessing suppliers’ impacts on society and the environment.

The Group has procurement guidelines that govern its procurement practices. Tendering and procurement contracts are handled by individual units.

In its operations, the company complies with, among other things, the Act on Public Procurement in Specific Sectors and the Contractor’s Liability Act. The company has not defined any principles or criteria for assessing suppliers’ impacts on society and the environment.

Prevention and detection of corruption and bribery (G1-3)

The Seinäjoen Energia risk management policy states that accepting gifts or other benefits is prohibited within the Group if their purpose is to influence an employee’s actions or decision-making.

The Group’s internal control and auditing activities also serve as means of detecting suspicious conduct. In addition, we operate a reporting channel for both personnel and stakeholders through which anyone may confidentially report grievances observed, including corruption and bribery. Such cases and their consequences are handled on a case-by-case basis.

Political influence and lobbying activities (G1-5)

The Group’s corporate governance and sponsorship principles state that we do not provide donations or support to political parties, candidates or political activities.

Seinäjoen Energia is a member of the Finnish Energy, Urban Energy Finland and Local Power Finland associations. Political influence and

lobbying activities are therefore conducted jointly through these interest groups. The Group does not conduct any independent influence or lobbying activities.

Payment practices (G1-6)

Seinäjoen Energia complies with suppliers’ payment terms and does not separately negotiate any exceptions to them. Our payment policy is to pay invoices on the due date. This applies to all invoices, including invoices payable to SMEs.

We operate a reporting channel available both to our personnel and to stakeholders.

Did you know this about Seinäjoen Energia?

YEAR OF FOUNDATION

1927

In 2027, we will be celebrating our 100th anniversary

CUSTOMER VISITS AT THE SERVICE POINT

1,700 visits
PER YEAR



EMAIL AND ONLINE FORM CONTACTS

33,744 contacts
PER YEAR



CUSTOMER PHONE CALLS AND CHAT CONVERSATIONS

13,266
PER YEAR



DISTRICT HEATING CUSTOMER SATISFACTION INDEX

84.5
EPSI-RATING 2025



AVERAGE NUMBER OF POWER OUTAGES PER CUSTOMER

2
PER YEAR

RELIABILITY OF DISTRICT HEATING SUPPLY

99.99 %

AVERAGE DURATION OF POWER OUTAGES

38

minutes

REVENUE

105.8
MEUR



NUMBER OF EMPLOYEES

124

OPERATING PROFIT

18.6
MEUR

AVERAGE AGE OF EMPLOYEES

44 yrs 5 mths

INVESTMENTS

15.0
MEUR

AVERAGE LENGTH OF SERVICE

14 yrs 11 mths

LENGTH OF ELECTRICITY DISTRIBUTION NETWORKS **1,190 KM**

KM LENGTH OF DISTRICT HEATING NETWORK **385 KM**

LENGTH OF THE DOMESTIC WATER NETWORK **1,253 KM**

LENGTH OF THE WASTEWATER NETWORK **582 KM**

If you add up the lengths of all the networks, the total is almost the same as the distance from Seinäjoki to Naples in Italy – just over 3,400 kilometres.

WATER LOSS **6.48 %**



Seinäjoen Energia

Elämäsi hetkissä