

MYRSKY

Sustainability Report 2025



MESSAGE FROM THE CEO

This is our company's first sustainability report. The report is an important milestone for us, as it brings together the policies and principles on which we have built our operations from the very beginning. Sustainability is part of the design and implementation of projects as well as how we interact with our partners.

Our business is driven by our values: locality, cooperation and respect for nature. For us, locality means engaging with local communities and acknowledging the distinctive features of project areas. Cooperation is a prerequisite for successful projects. As part of our operations, we regularly meet with stakeholders face-to-face and take part in local events. Respect for nature is reflected in our principle of minimizing our impact on nature and acknowledging biodiversity issues.

For our sustainability work, we have conducted a double materiality assessment, which helps us identify the sustainability issues that are relevant to us. Our sustainability program is based on these issues and defines the key targets and actions that the company board approved in December 2024. We have systematically implemented the sustainability program throughout 2025, and the work continues.

Our operations can have wide-ranging impacts. Therefore, we focus on the areas where our influence is greatest and continuously strive to improve our performance. The importance of renewable energy is increasing, and so too is our responsibility to act sustainably.

This report is the starting point for our sustainability work. We continue to develop our procedures and track our progress towards achieving our objectives as part of our continuous development. I thank our employees for their commitment to sustainable and meaningful work.

Heidi Laurila, CEO

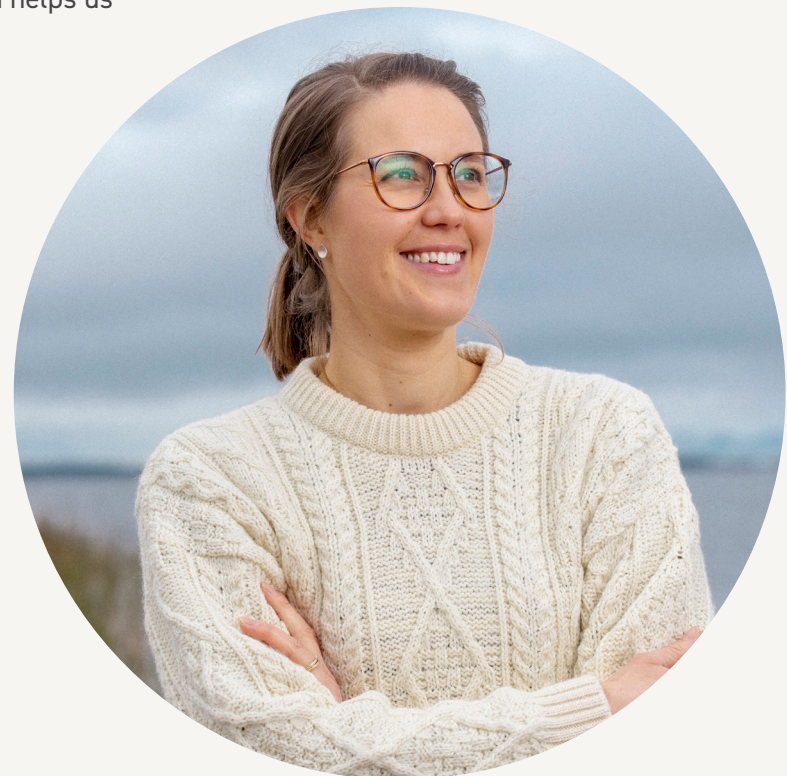


TABLE OF CONTENTS

Introduction to Myrsky	4
Company	5
Strategy – business model and sustainability	6
Sustainability management	6
Sustainability approach and program	7
Transitioning towards a more sustainable economy	8
Sustainability program	9
Environment	10
Environmental impact	11
Resource efficiency	11
Joint Conservation and Ecological Restoration Initiative	12
Environmental metrics	13
Social	14
Our people	15
Community engagement	15
Workforce social metrics	16
Governance	17
Sustainable procurement	18
Risk management	18
Climate risks	19
Code of Conduct	20



This sustainability report is conducted on an individual basis using the voluntary VSME standard for non-listed micro-, small- and medium-sized undertakings, following the basic and comprehensive module.



INTRODUCTION TO MYRSKY

| Myrsky aims to be a major enabler of
renewable energy in Finland.

COMPANY

Legal form	NACE sector classification code	Country of registration	Sites
LIMITED LIABILITY COMPANY	35.11 PRODUCTION OF ELECTRICITY AND 35.14 TRADE OF ELECTRICITY	FINLAND	EERIKINKATU 27, 00180 HELSINKI ISOKATU 28, 90100 OULU TIETOKATU 6, 94600 KEMI

	2025	2024
BALANCE SHEET TOTAL	14.8 million euros	13.4 million euros
TURNOVER	2.7 million euros	3.4 million euros
PERSONNEL (EOY)	19	48
LOCATION OF PRIMARY OPERATIONS	Finland	

STRATEGY – BUSINESS MODEL AND SUSTAINABILITY

Myrsky aims to be a major enabler of renewable energy in Finland. The company's main activities are the development of onshore wind and solar power. Myrsky incorporates sustainability issues into its management and strategy, and its aim to increase renewable energy production in Finland supports the transition to a clean economy. Increasing local renewable energy production also improves Finland's energy self-sufficiency.

Key business relationships include landowners and local communities, officials at the municipal and national levels, consultants, grid operators and financial partners.

SUSTAINABILITY MANAGEMENT

At Myrsky, sustainability management is an integral part of business management. Sustainability is incorporated into the strategy and reflected in key metrics. Sustainability-related risk management is part of overall risk management, which aims to support decision-making, protect employees, nature and company property, support the achievement of targets, and secure financial stability.

The Board of Directors approves the long-term sustainability targets and company-level policies and monitors sustainability progress annually.

The management group approves the sustainability program, sets targets and metrics, supports employees responsible for different areas, monitors the progress of the program biannually, and ensures reporting to the Board of Directors.

The sustainability team, comprising specialists responsible for different areas of sustainable development, is responsible for implementing the sustainability program and reporting to the management group. The sustainability team is committed to following best practices in sustainability and monitoring changes in legislation and requirements. To ensure sustainable operations, Myrsky has established policies and trained employees to operate sustainably.



A close-up photograph of several golden-brown grass stalks, likely from a coastal or marshy area, reaching upwards against a clear, pale blue sky. The stalks are in sharp focus in the foreground, with some blurred in the background, creating a sense of depth. The lighting is bright, suggesting a sunny day.

SUSTAINABILITY APPROACH AND PROGRAM

TRANSITIONING TOWARDS A MORE SUSTAINABLE ECONOMY

The following table presents the practices and policies in Myrsky that address different sustainability issues, whether they are publicly available or contain specific targets.

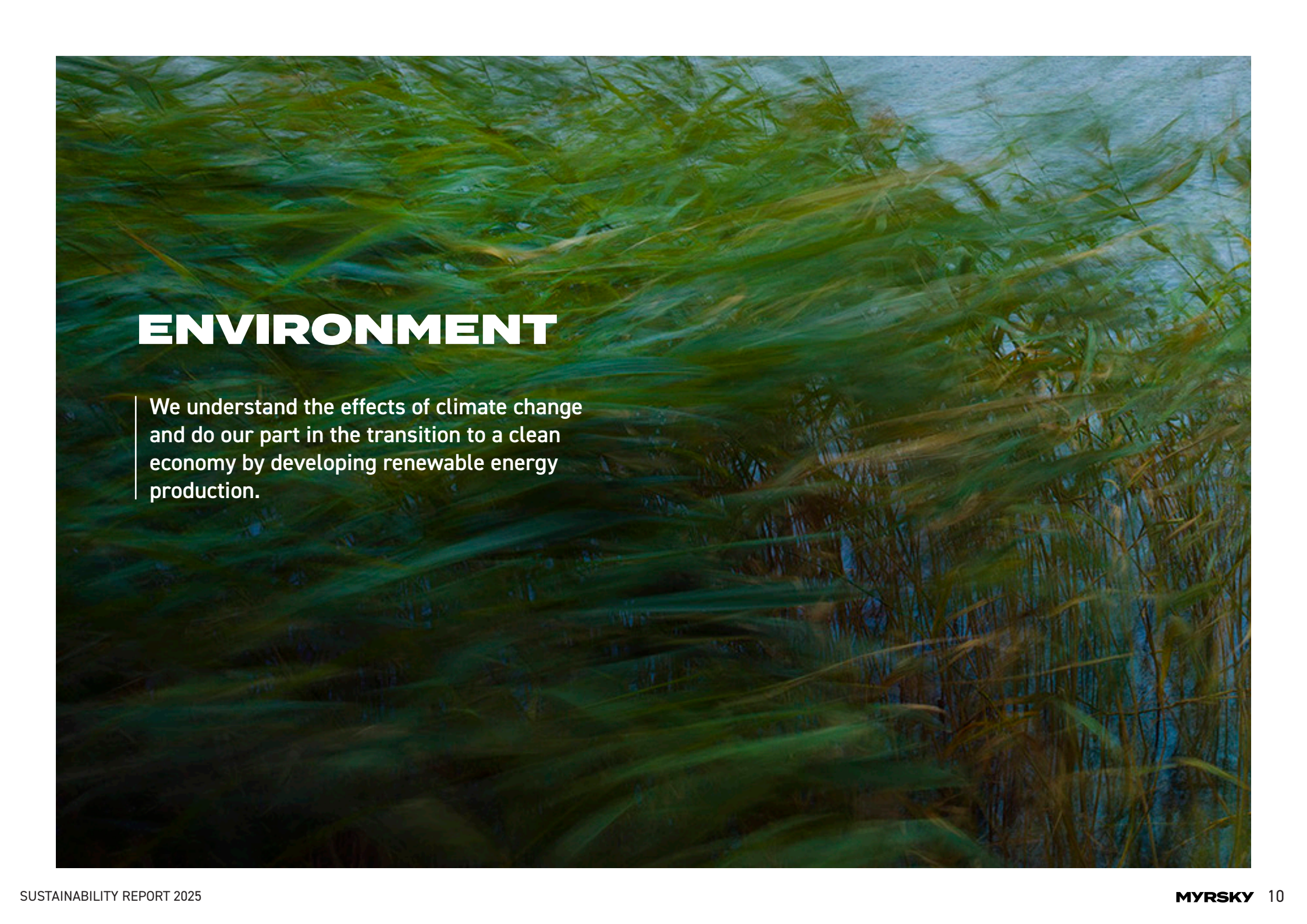
PRACTICES AND POLICIES IN MYRSKY	PUBLICLY AVAILABLE	INCLUDE TARGET
CLIMATE CHANGE		
Sustainability Program	YES	YES
BIODIVERSITY AND ECOSYSTEMS		
Biodiversity Policy	NO	YES
AFFECTED COMMUNITIES		
Policy for Engaging Local Stakeholders	NO	NO
BUSINESS CONDUCT		
Supplier Code of Conduct	NO	NO
OWN WORKFORCE		
Work Community Development Plan	NO	NO
Equality Plan	NO	NO
Policy on Promoting Work Ability	NO	NO
Code of Conduct	NO	NO

SUSTAINABILITY PROGRAM

Our aim is to operate with minimal emissions, minimize the negative impacts of our operations on nature, and enhance biodiversity across our projects. Therefore, we have identified the sustainability issues most critical to us and created a pathway to achieve our sustainability goals.

Our sustainability program is conducted in accordance with the European Union's Corporate Sustainability Reporting Directive (CSRD) and follows the European Sustainability Reporting Standards (ESRS). We have identified the essential parts of the ESRS within the environmental, social and governance (ESG) aspects. The ESRS require us to identify risks and opportunities related to ESG topics and to consider double materiality, meaning assessing both the internal and external impacts of our activities and the effects of changes in society and sustainability requirements on us.





ENVIRONMENT

We understand the effects of climate change and do our part in the transition to a clean economy by developing renewable energy production.

ENVIRONMENTAL IMPACT

Environmental values are considered in all decision-making. We recognize the effects of emissions across the entire value chain and minimize them in our own operations.

While the environmental impact of renewable energy projects is significantly smaller than that of fossil fuels, the projects still have negative effects. Most of the environmental impacts of wind and solar energy projects are related to production and material use, construction, and transportation. However, these impacts can be partly offset by the production of emission-free energy. Locally, the largest environmental impacts are changes in land use and the resulting changes in habitats. The best way to prevent negative effects is to avoid areas with valuable and sensitive natural environments. Every project is evaluated to ensure that biodiversity is restored and, where possible, enhanced. We aim to minimize the negative impacts of our operations on nature and enhance biodiversity across our projects.

Our Biodiversity Policy guides our projects and sets the standards for preventing and addressing biodiversity loss. The policy is based on the mitigation hierarchy, which is a framework aimed at mitigating the impacts of projects on biodiversity. Avoidance is the most important part of the mitigation hierarchy and includes measures to prevent negative effects on biodiversity, mainly by planning projects in a way that avoids biodiversity loss. Reduction is the second level of the mitigation hierarchy and aims to minimize negative effects on biodiversity. Restoration aims to reduce negative effects by restoring or rehabilitating areas. The final level of the mitigation hierarchy is the compensation of remaining biodiversity losses that cannot be avoided. Compensation is carried out by improving natural areas outside project areas.

When required, our projects undergo the statutory Environmental Impact Assessment (EIA), which evaluates the effects of the projects on the local environment and residents and allows us to make necessary changes to the

projects to ensure minimal impact. For some of our projects, we have prepared Biodiversity Plans in addition to the Environmental Impact Assessment. These plans identify measures to enhance biodiversity within the project area and improve its ecological condition. These studies have provided us with valuable insights into ways to support biodiversity within our project areas. We plan to continue this work in 2026.

Solar energy projects may require significant land areas, which is considered in the design phase. Utilizing land areas of low ecological value can reduce negative impacts. We have adopted a policy not to develop solar power projects on forested land due to their environmental impacts.

RESOURCE EFFICIENCY

Circular economy principles are adopted in design and procurement processes, and the goal of resource efficiency helps minimize waste during the construction phase. Wind turbines are currently about 90% recyclable. To reduce emissions and facilitate compliance with recycling requirements, we monitor technological advancements in the field of renewable energy.



JOINT CONSERVATION AND ECOLOGICAL RESTORATION INITIATIVE

Myrsky Energia is participating in the Nature Gift to Finland (Luontolahja Suomelle) joint initiative, which aims to restore and permanently protect a total of 108 hectares of valuable natural habitats.

The project focuses on restoring drained peatlands, which will subsequently be placed under permanent protection. These measures improve habitats for threatened species, including brown trout and declining bird populations, while also reducing greenhouse gas emissions from drained peatlands. In forested areas, valuable habitats protected under the Finnish Forest Act—such as riparian forests, spring habitats, and rocky outcrops with cliffs—as well as near-natural forests over 100 years old, are permanently protected. The conservation and restoration sites are located in the municipalities of Simo, Pudasjärvi and Puolanka.

The Nature Gift to Finland initiative is a tribute by nine participating companies to Finland's nature in the country's 108th year of independence. It also serves as a pilot initiative demonstrating the practical actions businesses can take to strengthen biodiversity in Finland.

Although our current renewable energy projects do not have direct negative impacts on biodiversity, we want to contribute to the development of practical conservation measures and nature-positive approaches that support the long-term resilience of Finnish nature.



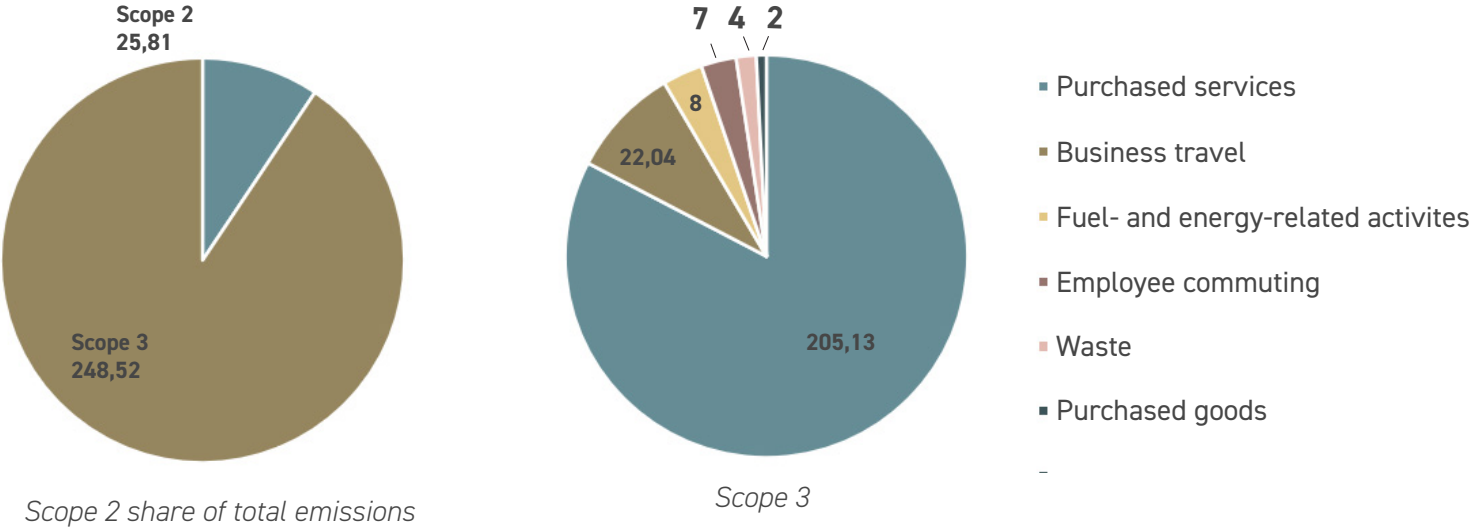
Minister of Climate and the Environment Sari Multala (center), Myrsky Energia's Project Development and Sustainability Manager Annmarie Kallström (left), and CEO Heidi Laurila (right).

ENVIRONMENTAL METRICS

Total greenhouse gas emissions of Myrsky and its project companies in 2025: 274,33 tCO₂e

Scope 2 emissions in 2025: Indirect emissions resulting from the production of electricity, heating, cooling, or steam purchased and consumed by the company: 25,81 tCO₂e

Scope 3 emissions in 2025: Indirect emissions generated throughout the company's value chain, including emissions from purchased goods and services, business travel, employee commuting, transportation, waste, and the use of sold products: 248,52 tCO₂e



The largest category in scope 3, purchased services, includes IT, legal, financial, communication, and consulting services, wind measurements, software licenses, cleaning and moving services.

All waste generated is household waste.

Greenhouse gas emissions from purchased consulting services have been estimated using a supplier-specific emission factor (kg CO₂e per working hour). The emission factor is based on the supplier's Scope 1, 2 and 3 emissions in relation to the total working hours of its workforce. The emissions were calculated by multiplying the emission factor by the number of consulting hours purchased during the reporting period.

A blurred background image showing several people in a meeting or collaborative work environment. The focus is on the text, with the background being out of focus.

SOCIAL

We develop our projects in collaboration with our stakeholders and are committed to providing accurate and timely information to all parties.

OUR PEOPLE

In 2024, we conducted a Great Place to Work survey to track our employees' satisfaction and commitment. Based on the survey results, we received the Great Place to Work certification, which reflects the overall high level of employee satisfaction. Our first year of participating in such a survey gave us a baseline for employee satisfaction and allowed us to identify areas for improvement. Employee satisfaction surveys are conducted annually.

Myrsky conducted an employee satisfaction survey at the end of 2025, achieving a response rate of over 80%. The overall results were positive, with particularly strong scores for collaboration. Internal communication was identified as a key area for development, and management has committed to improving it.

COMMUNITY ENGAGEMENT

We strive to be a trustworthy local partner, and our values reflect the importance of strong relationships with local communities. Equal and ethical treatment of our own employees and partners is at the forefront of our operations.

An Environmental Impact Assessment (EIA) has been conducted for all our wind projects, providing local communities and residents with the opportunity to voice their opinions and concerns about the projects. Through the assessment, we aim to identify and prevent potential negative effects of our projects. The impacts on residents are assessed from noise, landscape and ecological perspectives. Recreational activities and forestry can continue as usual in wind farm areas.

As wind power projects can have a substantial impact on local communities and the surrounding environment, they sometimes generate concerns and opposition among stakeholders. We want to involve local communities and encourage open dialogue about the projects and their progress. The possibility of holding meetings with local residents is incorporated into our engagement plans.

Our projects support the local economy, and communities benefit from infrastructure investments and tax revenues. We have fair and transparent procurement practices, and whenever possible, we seek to use local contractors.

WORKFORCE SOCIAL METRICS

Figures represent the situation at the end of 2025. We report in accordance with the VSME Standard.

TYPE OF CONTRACT

TEMPORARY CONTRACT	1
PERMANENT CONTRACT	18
TOTAL	19

GENDER DISTRIBUTION OF STAFF BASED ON ASSUMED GENDER

FEMALE	9
MALE	10
TOTAL	19

HEALTH AND SAFETY

WORK-RELATED ACCIDENTS	0
WORK-RELATED FATALITIES	0
TOTAL	0

AVERAGE TRAINING HOURS

FEMALE	16,1
MALE	13,5

REMUNERATION AND COLLECTIVE BARGAINING

PERCENTAGE OF EMPLOYEES RECEIVING PAY EQUAL TO OR ABOVE THE MINIMUM WAGE	100 %
PERCENTAGE OF EMPLOYEES COVERED BY A COLLECTIVE BARGAINING AGREEMENT	100 %

GENDER DISTRIBUTION IN THE GOVERNANCE BODY

FEMALE	0
MALE	3



GOVERNANCE

Our corporate culture is built on collaboration, as well as on ethical and responsible practices that all employees are committed to. We comply with all applicable legislation, policies and regulations.



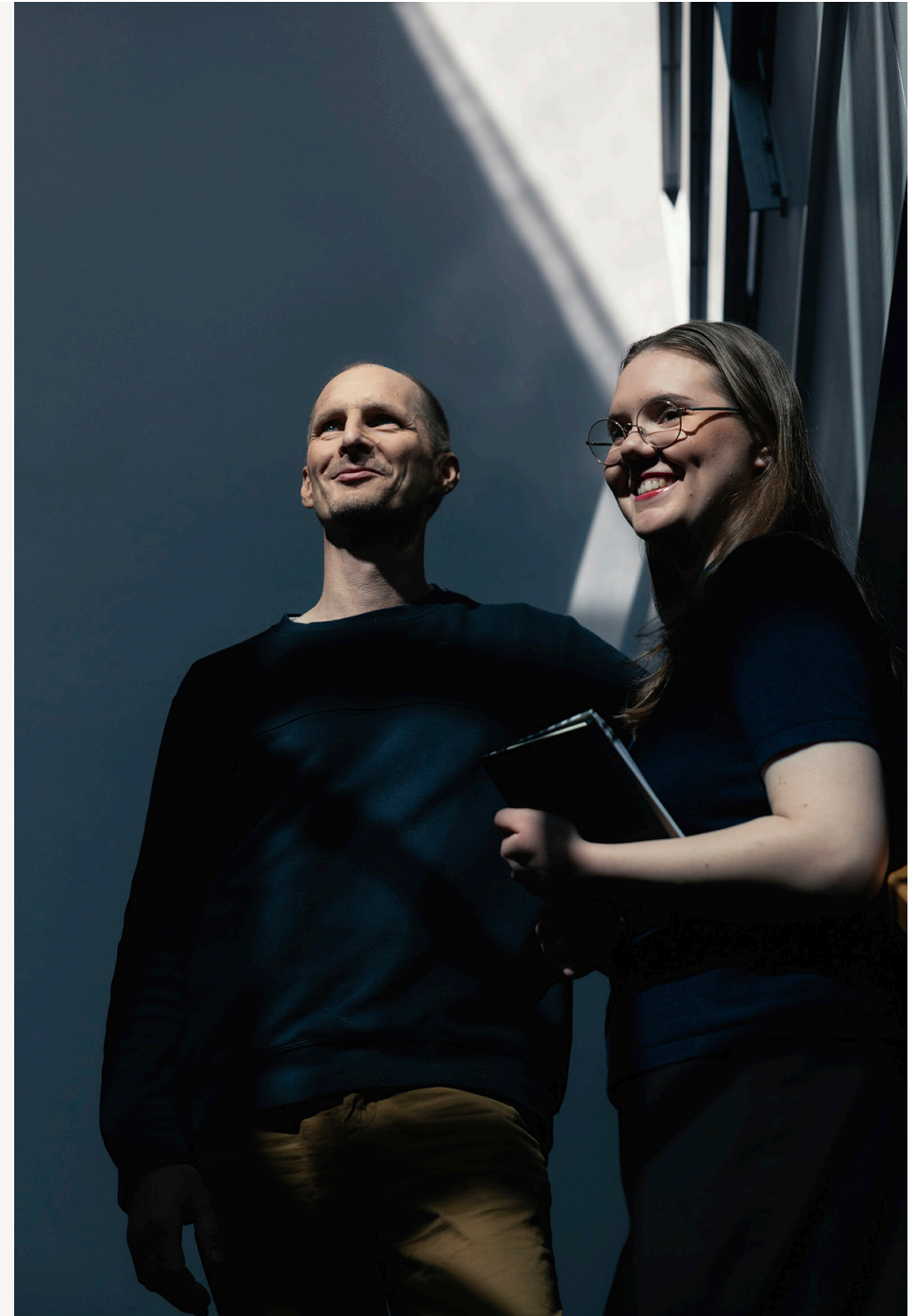
SUSTAINABLE PROCUREMENT

We are committed to complying with the Act on the Contractor's Obligations and Liability and to carrying out a process that ensures our partners comply with legal and ethical requirements and that human and labour rights are respected throughout the value chain. A Code of Conduct is in place for our own workforce as well as for our suppliers to ensure compliance with regulations and legislation as well as with our ethical principles.

RISK MANAGEMENT

Myrsky's risk management process aims to identify, prevent and control risks, support decision-making, and protect employees, partners and company property. We have identified key risks to our operations, and we understand and manage their impacts. Risk management is implemented in accordance with our risk tolerance and willingness to accept risk. All employees are committed to minimizing risks by complying with guidelines and instructions. With a successful risk management system, we can ensure stable and sustainable operations.

In 2024, we introduced a whistleblowing channel for our employees to confidentially report any activity that is deemed unethical, illegal or fraudulent.



CLIMATE RISKS

We recognize the impacts of climate change on our operations and actively prepare for them. Climate-related risks are integrated into our overall risk management.

PHYSICAL RISKS

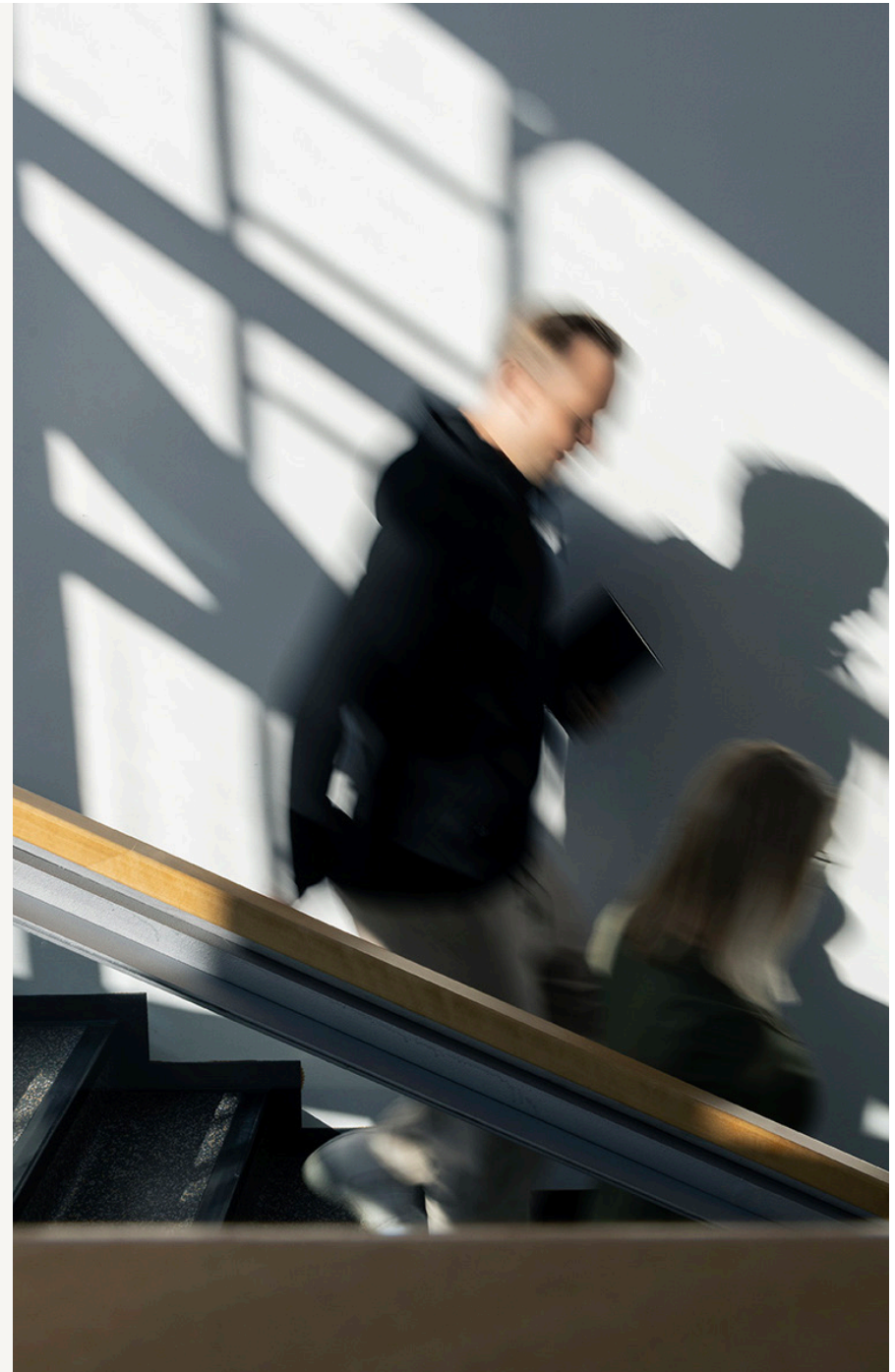
Increasingly frequent extreme weather events due to climate change can cause disruptions in supply chains and damage to property. This can cause delays and increased costs for projects. Accumulation of ice and snow can disrupt the operation of wind turbines.

Measures taken: Incorporating climate risks into risk management.

TRANSITION RISKS

- The increasing importance of preventing biodiversity loss can create additional licensing and permitting requirements and thus delay projects.
- Acceptance of projects can decline if local stakeholders find that projects negatively affect the environment.
- Recycling requirements are becoming more stringent, and finding adequate recycling methods can increase costs for projects at the end of their life cycle.
- Sustainability requirements in supply chain management are increasing.

Measures taken: We integrate environmental values into all aspects of our business operations. To support biodiversity, we develop project-specific assessments and action plans tailored to each project area, with the goal of ensuring sustainable land use. We also promote the circular economy by improving resource efficiency and the responsible use of materials. Throughout the project lifecycle, we maintain active dialogue with local stakeholders and communities to support transparent and sustainable development.



CODE OF CONDUCT

Myrsky has a code of conduct for its own workforce that covers the following topics:

CHILD LABOUR AND FORCED LABOUR	HUMAN TRAFFICKING	DISCRIMINATION	ACCIDENT PREVENTION	FRAUD, BRIBERY, CORRUPTION AND COMPLIANCE WITH COMPETITION LAW
MONEY LAUNDERING PREVENTION	EQUALITY, DIVERSITY, INCLUSION	ENVIRONMENTAL RESPONSIBILITY	HEALTH AND SAFETY	HARASSMENT
TRAVEL AND TRANSPORTATION	POLITICAL ACTIVITY	PERSONAL DATA AND PRIVACY	CONFIDENTIALITY OF INFORMATION	INFORMATION AND CYBERSECURITY

A process for handling complaints from personnel is in place.

There are no confirmed incidents in our own workforce related to child labour, forced labour, human trafficking or discrimination. The company is not aware of any incidents related to the value chain, affected communities, or consumers.

CONTACTS

If you have any questions about this report or would like to learn more about our sustainability work, please feel free to contact us. We are happy to provide further information and continue the conversation.

HEIDI LAURILA

CEO

040 065 3139

heidi@myrsky.fi

ANNMARIE KALLSTRÖM

Project Development and Sustainability Manager

050 360 1983

annmarie@myrsky.fi



MYRSKY