

VTT Group

Corporate social responsibility reporting 2017

This material references partly to Global Reporting Initiative GRI Standard 2016, disclosures included are listed in this table, see 102-47

12th of April 2018

1 (4)

| No. | Point | Included in report | Link or explanation |
|------------|--|--------------------|--|
| 102 | Organisational profile | | AR = Annual Report 2017 , CoC = Code of Conduct , MA = Management approach -annex |
| 102-1 | Name of the organisation | yes | http://www.vtt.fi/tietoa-meistä |
| 102-2 | Activities, brands, products and services | yes | Research results, AR 33-43 Descriptions of subsidiaries, AR 13-14 |
| 102-3 | Location of headquarters | yes | http://www.vttresearch.com/contact-info |
| 102-4 | Location of operations | yes | http://www.vttresearch.com/contact-info |
| 102-5 | Ownership and legal form | yes | CoC 6 |
| 102-6 | Markets served | yes | AR 15 |
| 102-7 | Scale of the organisation | yes | AR 15-19 |
| 102-8 | Information of employees and other workers | yes | http://www.vtt.fi/files/gri/Total_number_of_employees_by_employment_contract.pdf |
| 102-9 | Supply chain | yes, partly | MA https://annualreport2016.hansel.fi/gri/structure-of-the-corporate-responsibility-report/ |
| 102-10 | Significant changes to the organization and its supply chain | yes | No major changes. |
| 102-11 | Precautionary Principle or approach | yes | The State owned bodies are following the precautionary approach although it is not any more mentioned. |
| 102-12 | External initiatives | yes | CoC 6 |
| 102-13 | Membership of associations | yes | Because of corporatization VTT Oy has joined to Palta ry. |
| 102-14 | Statement from senior decision-maker | yes | AR 8 |
| 102-16 | Values, principles, standards, and norms of behavior | yes | CoC 3-6 |
| 102-18 | Governance structure | yes | AR 53-55 The administration code of Finnish listed companies http://cgfinland.fi/files/2015/10/hallinnointikoodi2015finweb1.pdf VTT's Board has audit and remuneration committees. |
| 102-40 | List of stakeholder groups | yes | http://www.vtt.fi/files/gri/Stakeholders_en.pdf |
| 102-41 | Collective bargaining agreements | yes | Essentially 100%, only top management is outside collective bargaining agreements. |
| 102-42 | Identifying and selecting stakeholders | non-conformity | http://www.vtt.fi/files/gri/Stakeholders_en.pdf |

| | | | |
|--------|--|----------------|---|
| 102-43 | Approach to stakeholder engagement | non-conformity | http://www.vtt.fi/files/gri/Stakeholders_en.pdf |
| 102-44 | Key topics and concerns raised | non-conformity | http://www.vtt.fi/files/gri/Stakeholders_en.pdf |
| 102-45 | Entities included in the consolidated financial statements | yes | http://www.vtt.fi/Documents/vtt_tietoa_meista/esittelymateriaalit/vtt_katsaus/VTT_Vuosikertomus_2017.pdf (in Finnish) |
| 102-46 | Defining report content and topic Boundaries | yes | MA Government ownership steering requires government-owned companies to submit reports in a specific format http://vnk.fi/omistajaohjaus/omistajapolitiikka |
| 102-47 | List of material topics | yes | 201-1, 201-4, 203-1, 301-1, 302-1, 303-1, 305-2, 305-3, 305-5, 306-1, 306-2, 306-3, 306-4, 307-1, 401-1. 403-1, 403-2, 404-1, 405-1, 406-1, 409-1, 415-1, 416-1 |
| 102-48 | Restatements of information | yes | No major changes. |
| 102-49 | Changes in reporting | no | |
| 102-50 | Reporting period | yes | Calendar year 2017 |
| 102-51 | Date of most recent report | yes | 28 th April 2017 |
| 102-52 | Reporting cycle | yes | Annually, typically on March/April |
| 102-53 | Contact point for questions regarding the report | yes | info@vtt.fi |
| 102-54 | Claims of reporting in accordance with the GRI Standards | non-conformity | This material references partly to Global Reporting Initiative GRI Standard 2016. The scope is 'Core'-option, however not all criteria are met. Those have been marked in this table as 'non-conformity'. |
| 102-55 | GRI content index | yes | This table |
| 102-56 | External assurance | no | There are identified non-conformities, no external assurance is used. Situation will be reconsidered each year. |
| 200 | Management approach | | MA 1, 2 |
| 201-1 | Direct economic value generated and distributed | yes | AR 18-19 |
| 201-4 | Financial assistance received from government | yes | AR 19 |
| 203-1 | Infrastructure investments and services supported | yes | http://www.vtt.fi/Documents/vtt_tietoa_meista/esittelymateriaalit/vtt_katsaus/VTT_Vuosikertomus_2017.pdf (in Finnish) |
| 300 | Management approach | | MA 1, 2-3 |
| 301-1 | Materials used by weight or volume | | http://www.vtt.fi/files/gri/amount_of_printings.pdf http://www.vtt.fi/files/gri/consumption_of_paper_reams.pdf http://www.vtt.fi/files/gri/destruction_of_white_paper.pdf |
| 302-1 | Energy consumption within the organization | yes partly | http://www.vtt.fi/files/gri/consumption_of_electricity.pdf http://www.vtt.fi/files/gri/consumption_of_heat.pdf |
| 303-1 | Water withdrawal by source | yes | http://www.vtt.fi/files/gri/consumption_of_water.pdf |
| 305-2 | Energy indirect (Scope 2) GHG emissions | yes, partly | http://www.vtt.fi/files/gri/amount_of_CO2.pdf |
| 305-3 | Other indirect (Scope 3) GHG emissions | yes, partly | http://www.vtt.fi/files/gri/amount_of_CO2.pdf |

| | | | |
|-------|---|-------------|---|
| 305-5 | Reduction of GHG emissions | yes | VTT purchased CO ₂ -emission allowances from the European emission trading scheme corresponding the amount of VTT's car fleet CO ₂ -emission - 59 tonnes (2016), calculated based on car fleet's specific emission and kilometres driven. This amount has been eliminated from the quota. |
| 306-1 | Water discharge by quality and destination | yes | No direct discharges into water. All waste water is conveyed through the sewer system to the municipal waste water treatment plants. An obligation to monitor the quality of water pursuant to environmental permits is in force for Kivimiehentie 4 site in Espoo. An obligation to monitor the quality of water, pursuant to a permit for conveying waste water to the sewer system, is in force for Kaitoväylä 1, Oulu (21 May 2012) |
| 306-2 | Waste by type and disposal method | yes, partly | www.vtt.fi/files/gri/amount_of_waste.pdf |
| 306-3 | Significant spills | yes | No significant spills. Earlier (2011) spill follow-up control proceeding into the phase where sample frequency is reduced to two times per year and suggested to be reduced to one time per year. |
| 306-4 | Transport of hazardous waste | yes | www.vtt.fi/files/gri/amount_of_waste.pdf Hazardous waste to Ekokem by road (ADR) No hazardous waste exported nor imported. No hazardous waste treated. No hazardous waste shipped internationally. |
| 307-1 | Non-compliance with environmental laws and regulations | yes | No compliance breaches has been identified. |
| 400 | Management approach | | MA 1, 3-4 |
| 401-1 | New employee hires and employee turnover | yes, partly | http://www.vtt.fi/files/gri/GRI_Total_number_of_employee_hires.pdf (no screening by region) |
| 403-1 | Workers representation in formal joint management-worker health and safety committees | yes | 100 % represented formal joint management-worker health and safety committees |
| 403-2 | Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities | yes, partly | http://www.vtt.fi/files/gri/HR_management_risks.pdf http://www.vtt.fi/files/gri/The_frequency_of_accidents_and_the_gravity_of_accidents.pdf (no screening by gender) |
| 404-1 | Average hours of training per year per employee | yes, partly | http://www.vtt.fi/files/gri/GRI_Training_expenses.pdf (Education and training costs) |
| 405-1 | Diversity of governance bodies and employees | yes, partly | http://www.vtt.fi/files/gri/age_structure_and_gender_distribution.pdf In VTT's Board there are three women and four men. |
| 406-1 | Incidents of discrimination and corrective actions taken | yes | No discrimination cases identified. |
| 408-1 | Operations and suppliers at significant risk for incidents of child labor | yes, partly | MA 4 |
| 415-1 | Political contributions | yes | No contributions has been rendered |
| 416-1 | Assessment of the health and safety impacts of product and service categories | yes, partly | Research concerning health technology and foodstuff, AR 36-43 |
| | | | |
| | | | |

