SUSTAINABILITY REPORT 2025

FINNFOAM

CONTENTS

CEO'S GREETINGS

Sustainability is at the core of Finnfoam's business and strategy. The keywords of Finnfoam's development operations are resource and energy efficiency and environmental friendliness.

Finnfoam has been highlighting the benefits of structurally energy-efficient buildings for the past twenty years. Well-insulated zero-energy buildings now form the basis for both renovations and new construction under the EU's EPBD requirements for zero-emission buildings.

ZEB houses utilising Finnfoam's high-performance, mould-free thermal insulation in roofs, walls, and floors reduce energy consumption and conserve natural resources throughout a building's entire lifetime.

Resource efficiency is a central principle guiding Finnfoam's development work. It covers energy efficiency, material efficiency, and circular economy aspects across our operations and products. We actively develop circular solutions and have established key systems such as internal recycling loops, the FF-Recycling Bag, and recycling partnerships. In 2025, our focus was on strengthening these foundations and improving measurement.

Resource efficiency also relates to long-lasting products and solutions. When considering resource efficiency, the entire life cycle and the environment must be taken into account, not only the construction phase in the beginning. Our development work aims to support sustainable, safe, recyclable, and energy-efficient solutions.

As a family-owned business, we consider our ownership structure an asset, and social responsibility forms the basis for our decision-making. For example, during the past year's challenging economic conditions, we retained all employees without layoffs by reorganising work.

Asso Erävuoma
Chief Executive Officer

FINNFOAM – FINNISH PIONEER IN INSULATION

Finnfoam is a Finnish family-owned business founded in 1982, specialized in the production of building insulation materials.

Over the course of over forty-year-long history, Finnfoam has become one of the leading manufacturers of plastics-based thermal insulation solutions in Nordic countries and in the Baltic region. The roots of Finnfoam's thermal insulation competence are embedded into the frozen Finnish soil. Today, Finnfoam has insulation-related business operations in Finland, Sweden, Estonia, Lithuania, Spain and Poland.

Finnfoam is known for quality, product development, and reliability. Our products are designed to meet the needs of our customers in the best possible way. Our strengths in designing and manufacturing thermal insulation products are crystallized as robust experience and novel thinking. In addition to thermal insulation capacity, particular focuses of our product development and manufacturing include reliability, durability, easy installation, and material efficiency. Our insulation solutions are mainly sold under the Finnfoam brand but also as other brands such as Estplast and Styroplast.

BASIS FOR PREPARATION

This report covers all subsidiaries of the Finnfoam Group related to the insulation business in Finland, Sweden, Estonia, Lithuania, Poland, and Spain.

The specific locations of the subsidiaries are listed in Appendix 1. In this report, the term "Finnfoam" refers to the Finnfoam Group's insulation business. When referring to a specific company within the group, such as Finnfoam Oy, the name is explicitly stated. Finnfoam Group also includes Easy LED Oy, Grundmäklarna AB and UAB Warmotech, but those companies are excluded from this report.

This report has been prepared on a consolidated bases in accordance with the VSME standard, adopting both the Basic and Comprehensive modules to provide a holistic and transparent view of our sustainability efforts. VSME (Voluntary Sustainability Reporting Standard) is a voluntary framework designed to help small and medium-sized enterprises (SMEs) report sustainability information in a proportional and manageable way. Requests for information have been answered on the basis of their materiality. No requests for information were left unanswered owing to the sensitivity of the information or non-disclosure obligations. Appendix 2 contains references to the VSME disclosures.

Finnfoam is preparing to report according to the requirements of the European Sustainability Reporting Standards (ESRS) in the future. References to ESRS related concepts, such as double materiality, are included solely to describe preparatory work and internal strategic development. The scope, structure and content of this report are assessed only against the VSME standard.

This report is intended for employees and owners, customers, partners, and other stakeholders who are interested in our sustainability efforts. This report is Finnfoam's second sustainability report following VSME framework and has been approved by Finnfoam Group's Management Team and Board of Directors. The reporting period for sustainability reporting covers the same reporting period as financial reporting, which is calendar year 2025. The reporting will be annual.

FINNFOAM'S YEAR 2025 IN NUMBERS

FOUNDED 1982

TURNOVER (M€) 189,4 (+7%)

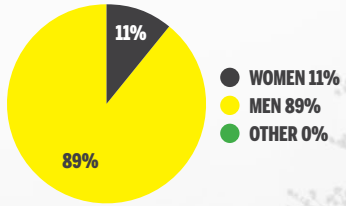
SIZE OF BALANCE SHEET (M€) 163,5 (+20%)

NPS 56 (INCLUDES ONLY FINNFOAM OY)

EMPLOYEES (HEADCOUNT)

289 (+1)

EMPLOYEE GENDER DISTRIBUTION



ISO 9001 100 % OF OUR FACTORIES ARE CERTIFIED (25 % IN YEAR 2024)

ISO 14001 100 % OF OUR FACTORIES ARE CERTIFIED (37.5 % IN YEAR 2024)

NACE CODE: 22.21

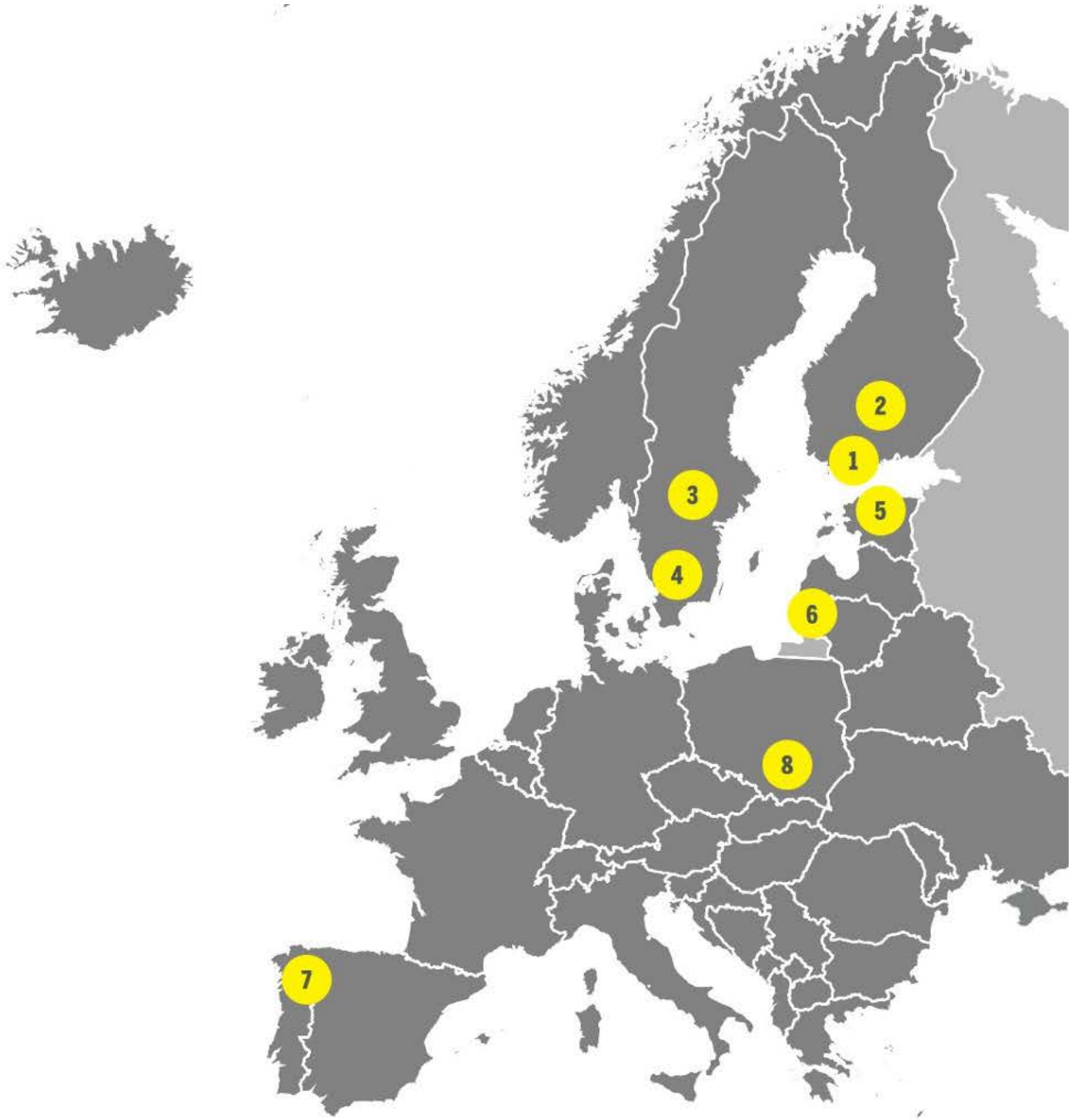
LEGAL FORM: PRIVITED LIMITED COMPANY (LTD.)

5 COUNTRIES WITH MANUFACTURING FACILITIES*

*SEE LOCATION OF THE PRIMARY OPERATIONS ON NEXT PAGE

PART OF FINNFOAM GROUP

1. Finnfoam Oy
2. Styroplast Oy
3. Finnfoam AB
4. Cellterm AB
5. Estplast Oü
6. UAB Finnfoam
7. Finnfoam S.L
8. Finnfoam SP z.o.o



SUSTAINABILITY IN THE CORE OF STRATEGY

Our goal has always been to provide cost-effective thermal insulation solutions for our customers while ensuring the longevity of our products. We integrate circular economy principles and environmental performance considerations systematically into our product development and manufacturing processes. Our approach in product development is built on the understanding that insulation materials enable long-term reductions in resource use and climate impacts by significantly improving the energy efficiency of buildings.

We invest in research and development aimed at reducing environmental impacts through innovative materials and technological solutions. Current R&D work includes for example exploring the substitution of fossil based inputs with bio-based plastics. Beyond materials innovation, we are developing functional product enhancements such as insulation surfaces with reflective properties designed to increase solar panel output by up to 30%. These innovations demonstrate a forward-looking approach that connects product performance, renewable energy efficiency and climate mitigation objectives. Our focus on innovation has led to several patented solutions and successful products, contributing to the company's international growth. Through our products and development work, we aim to contribute to more sustainable construction practices, promote circular economy principles and support healthier built environments.

SUSTAINABILITY MANAGEMENT

Finnfoam's sustainability work is governed through a clear and structured model that ensures effective oversight, strategic alignment and consistent local implementation across the Group.

The Board of Directors oversees and approves the overall sustainability direction, key policies and significant commitments, ensuring that sustainability considerations are integrated into the company's long-term governance and decision-making.

The Parent company Management Team is responsible for embedding sustainability into business strategy, setting Group level targets and reviewing progress on a quarterly basis as part of regular management processes. In addition, local management teams at country company level ensure that sustainability actions, policies and targets are implemented in line with local operations, regulatory requirements and business realities.

The Sustainability Group, consisting of representatives from different sites, coordinates the implementation of sustainability actions across the Group, supports data collection and monitoring, and facilitates practical execution of the sustainability programme in cooperation with both Group and local management teams.

Where needed, external experts are engaged to support selected focus areas such as double materiality assessment and greenhouse gas accounting, ensuring methodological quality and alignment with evolving regulatory and reporting requirements.

TABLE 1. SUSTAINABILITY GOVERNANCE AT FINNFOAM

Board of Directors	Oversight and approval
Parent company management team	Strategy, targets, quarterly review
Local management teams	Local implementation and compliance
Sustainability Group	Coordination, monitoring, and support
External experts	Selected topics (e.g. GHG accounting)

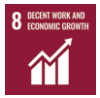
SUSTAINABILITY PROGRAM

Our sustainability programme covers three themes, each of which has defined targets and actions. The targets are presented separately in their designated sections.

- Climate and nature - Reducing our climate and nature footprint
- People first - Investing in well-being, safety and trust
- Responsible value chain - Advancing sustainable cooperation

These three themes, with their goals and measures, also support the following UN Sustainable Development Goals (SDGs):

SDG 7 – AFFORDABLE AND CLEAN ENERGY



SDG 8 – DECENT WORK AND ECONOMIC GROWTH

SDG 9 – INDUSTRY, INNOVATION AND INFRASTRUCTURE

SDG 11 – SUSTAINABLE CITIES & COMMUNITIES

SDG 12 – RESPONSIBLE CONSUMPTION AND PRODUCTION

SDG 13 – CLIMATE ACTION

CERTIFIED MANAGEMENT SYSTEMS

In 2025 we extended our ISO 9001 and ISO 14001 certification to include all our manufacturing sites. ISO 9001 specifies requirements for a quality management system – it requires that the company provides products that meet customer and regulatory requirements and continuously aims to enhance customer satisfaction. ISO 14001, on the other hand, sets out criteria for an environmental management system, specifying resources, processes and procedures needed for the company to meet its environmental targets and improve environmental performance. Our aim is to certificate ISO 45001 occupational health and safety management system during 2027.

OUR MISSION

To offer and develop market-leading structural energy efficiency solutions to reduce the carbon footprint of construction and building operation.

OUR VISION

To be a leading provider of sustainable and energy-efficient insulation solutions, promoting a carbon-neutral future – through innovation, quality and responsible business.

VALUES GUIDING OUR OPERATIONS

WARMTH

Warmth emphasizes a human approach, caring, and creating a warm atmosphere.

STRENGTH

Strength emphasizes reliability, durability, and a solid foundation.

RESISTANCE TO MOLD

Resistance to mold reflects openness to new things, continuous learning, and the ability to adapt to changes.

SUSTAINABILITY HIGHLIGHTS IN 2025

- We developed a new sustainability programme
- We extended ISO 9001 and ISO 14001 certification to include all our manufacturing sites
- We conducted our greenhouse gas (scope 1 & 2) emissions assessment for the first time, covering emissions from the year 2024
- Finnfoam Oy was the first building product manufacturer to join the Circular Economy Green Deal
- We assessed the nature footprint of our product for the first time
- We achieved 70% reduction in light fuel oil usage in own energy production compared to 2024
- We achieved 62% reduction in our Scope 1 & 2 emissions (market-based) compared to 2024
- We expanded the employee survey to cover the entire Finnfoam Group's insulation business
- In 2025 we had 47% less recordable work-related accidents compared to 2024.
- We established a Supplier Code of Conduct
- Finnfoam Oy and Styroplast Oy were among the first companies to join the new Energy Efficiency Agreement period (2026–2035) in 2025

MATERIAL SUSTAINABILITY TOPICS FOR FINNFOAM

We have conducted Double Materiality Assessment (DMA) to identify the sustainability topics that are most relevant to our business, our value chain, and our stakeholders.

The analysis was carried out together with external experts and is fully aligned with the requirements of the European Sustainability Reporting Standards (ESRS). It assessed both impact materiality – the effects of our operations on the environment and society – and financial materiality – the sustainability related financial risks and opportunities for our business.

The assessment followed a structured process:

- Identification of value chain impacts and relevant ESRS sustainability topics.
- Stakeholder analysis and collection of stakeholder insights.
- Evaluation of impacts, risks, and opportunities across environmental, social and governance themes.
- Prioritisation of themes according to their impact magnitude and financial significance.

The DMA identified seven material sustainability topics and three non material topics for our company. Material topics were categorised as material due to their significant environmental and societal impacts (inside out) and/or their potential to affect the company's financial performance (outside in). For example, climate change (E1) emerged as material both because our products influence building life cycle emissions and because climate related regulation and market expectations shape the competitive landscape.

Although three topics did not surpass the materiality threshold in this assessment, we acknowledge their importance and will continue to monitor them closely. Biodiversity in particular is expected to increase in relevance across the construction value chain, and therefore this report also includes a dedicated chapter on biodiversity and ecosystems.

INSIDE OUT: IMPACTS ON SOCIETY AND THE ENVIRONMENT

The assessment highlighted significant impacts related to:

- greenhouse gas emissions and energy efficiency
- waste generation and material flows
- water use in production
- employee wellbeing, safety and equal treatment

OUTSIDE IN: FINANCIAL RISKS AND OPPORTUNITIES

The analysis also identified sustainability related financial risks and opportunities, such as:

- regulatory and market risks related to climate change and circularity
- exposure to raw material availability and price fluctuations
- opportunities in growing demand for low carbon and energy efficient products

HOW DMA RESULTS GUIDE OUR STRATEGY

The DMA provides a foundation for our sustainability work and directly informs:

- the priorities in our sustainability programme
- the selection of targets and KPIs
- risk and opportunity management within our value chain
- future development of our products, operations and reporting practices

The DMA is reviewed at least every two years and updated as necessary to reflect regulatory changes, stakeholder expectations and developments in our operations. Last update was done in the end of 2024 and will be reviewed and updated next time in the end of 2026.

TABLE 2. MATERIAL	DETAILED DESCRIPTION, PAGE
E1 Climate change	14
E2 Pollution	17
E3 Water and marine resources	19
E5 Circular economy	20
S1 Own workforce	24
S4 Consumers and end-users	27
G1 Business conduct	30
NON-MATERIAL	**DETAILED DESCRIPTION, PAGE**
E4 Biodiversity and ecosystems	18
S2 Workers in the value chain	28
S3 Affected communities	N/A

STAKEHOLDER COOPERATION

The main group of our customers consists of construction companies and contractors across Nordic countries and the Baltic region. Our insulation products are sold to our customers directly and through retailers; hardware stores and construction supply stores.

With customers, pricing, deliveries, contracts, and product development are commonly discussed in e.g. contract negotiations, during construction visits and other meetings. Additionally, some of our units already conduct annual customer satisfaction surveys, and our aim is to implement these surveys in all units by 2030. Customer views provide us with insights into how we are performing in the market and what customers value, which in turn can guide our operations, for example product development. A summary of the previous customer satisfaction survey can be found on page 27.

With suppliers, regular topics of communication include raw material demand, availability, and status as well as supplier performance. The purpose is to keep up to date and gain insights into the market and maintain supplier relationships. Finnfoam works with dozens of suppliers, primarily from the European chemical industry.

We are committed to continuously enhancing our quality management processes to ensure our products not only meet but surpass customer expectations and industry standards. Additionally, we focus on strengthening the security and reliability of our supply chain to guarantee the availability of raw materials and consistent product delivery. You can read more about our targets related to the value chain on page 30. Employee engagement and dialogue are described in more detail in the Own Workforce section on page 24.

COLLABORATION WITH RESEARCH INSTITUTIONS, AUTHORITIES AND INDUSTRY ASSOCIATIONS

We continuously invest in development through active collaboration with universities, research institutions, and industry stakeholders to create innovative insulation solutions that meet future legislative and environmental requirements. Our engagement with authorities includes providing necessary information for environmental and chemical permits and proactively addressing regulatory topics. In Finland, Finnfoam Oy is a member of several industry and trade associations, such as the Chemical Industry Federation of Finland, the Confederation of Finnish Construction Industries, and Green Building Council Finland. We also participate in organizations including the Finnish Association for Manufacturers of Prefabricated Houses, the Finnish Roofing Association, and the Association of Concrete Industry in Finland. These collaborations support regulatory preparedness, industry-wide sustainability initiatives and responsible sectoral development.

PRACTICES, POLICIES AND FUTURE INITIATIVES FOR TRANSITIONING TOWARDS A MORE SUSTAINABLE ECONOMY

The following table lists the themes for which we have practices, policies, and future initiatives aimed at reducing our negative impacts and enhancing our positive impacts. Detailed descriptions of these practices are provided in the dedicated paragraphs.

3. Practices, policies and future initiatives for transitioning towards a more sustainable economy				
	Existing sustainability practices, policies or future initiatives [YES/NO]	Publicly available [YES/NO]	Policies have targets [YES/NO]	Detailed description of practices, policies and future initiatives, page number
Climate Change	YES	YES	YES	14
Pollution	YES	YES	YES	17
Water and Marine Resources	YES	YES	YES	19
Biodiversity and Ecosystems	YES	YES	YES	18
Circular Economy	YES	YES	YES	20
Own Workforce	YES	YES	YES	24
Workers in the Value Chain	YES	YES	YES	28
Affected Communities	NO	N/A	N/A	N/A
Consumers and end-users	YES	YES	YES	27
Business Conduct	YES	YES	YES	30

CLIMATE AND NATURE

REDUCING OUR CLIMATE AND NATURE FOOTPRINT

CLIMATE AND NATURE

Energy efficiency, resource efficiency and environmental performance have long guided our product development. Updated EU regulation — such as the EPBD — further emphasises the importance of well insulated, energy-efficient and low emission building solutions. High performance, durable and mould resistant insulation products help reduce emissions and save natural resources throughout a building's lifetime. We want to be part of enabling the transition towards a climate neutral building stock by offering solutions that support long term energy performance and durability and sustainable construction.

TABLE 4. TARGET	TARGET VALUE	TARGET YEAR	CURRENT STATUS
Increasing the proportion of recycled raw materials	**10% (share of recycled raw materials)**	2030	**4.6%**
Reducing our climate imapacts	**Climate targets validated by the Science Based Targets initiative (SBTi)**	2027	**Targets not yet established**

ENERGY AND GREENHOUSE GAS EMISSIONS

Our damp-proof insulation products support climate change adaptation, promote material efficiency in buildings and improve energy-efficiency, thereby helping to reduce greenhouse gas emissions over the building lifecycle. We also see opportunities to create added value for our customers. By offering products that enhance energy-efficiency and sustainability, we can support our customers' efforts to meet sustainability criteria, for example those related to green financing. At the same time, there are also negative impacts to consider. Our own manufacturing processes consume energy and generate emissions, and emissions also arise from the upstream extraction and processing of raw materials.

We measure our energy efficiency and intensity through the ratio of purchased electricity and fuel use to produced volumes, and we are continuously looking for new ways to improve it. Examples of these efforts include using excess heat from production to heat and cool our premises at all sites, as well as improving the insulation of our production facilities.

ENERGY USE

In 2025, total energy consumption amounted to 64,784 MWh, representing an increase of 5.5% compared to 2024. The share of renewable energy was approximately 54%, an increase of around 8 percentage points from 2024 (46%). Total energy consumption includes purchased electricity, fuels used in own energy production, and purchased heat and steam.

We purchased a total of 34,700 MWh of electricity. Of this, 95% was covered by renewable and/or fossil-free Guarantees of Origin (GOs) under the market-based method. The share of renewable electricity (based on production methods) increased from 53.8% to 54.4%, while the share of renewable and fossil-free electricity increased by approximately 40 percentage points compared to 2024. The increase in the market-based share is mainly explained by a higher proportion of electricity covered by GOs. Fossil-free electricity includes both renewable energy sources and nuclear power.

We also generated electricity with solar panels at some of our plants, and all self-generated solar electricity is used directly in our own operations.

District heating is used only at Finnfoam SP Z.o.o., which operates solely as a sales office. All other facilities are heated using internally recovered waste heat, which is not accounted for as external energy input. District cooling is not used in any unit. Purchased steam is used only at Styroplast Oy.

In other units, on-site energy production is mainly based on wood pellets, natural gas, propane, and light fuel oil. Total fuel consumption in 2025 was 21,690 MWh. Compared to 2024, non-renewable fuel use decreased by a total of 27%, and light fuel oil consumption in own energy production decreased by 70%.

This reduction is primarily due to the replacement of fossil fuels with bioenergy, for example at Finnfoam AB in Kristinehamn.

Finnfoam Oy and Styroplast Oy were among the first companies to join Finland's new Energy Efficiency Agreement period (2026–2035) in 2025. The agreement strengthens our commitment to energy savings and to the targets set out in the EU Energy Efficiency Directive.

GREENHOUSE GAS EMISSIONS

In 2025, we calculated Scope 1 and Scope 2 emissions from our own operations for the entire group. At the same time, we also corrected and expanded the 2024 emissions calculation. The calculation is based on the GHG Protocol Corporate Accounting and Reporting Standard and the Scope 2 and Scope 3 Guidance.

The significant difference between market-based and location-based results is due to the increased purchase of electricity with Guarantees of Origin. Biogenic CO_2 emissions increased as a result of switching from oil to pellets in steam production.

Scope 3 emissions were calculated only for Finnfoam Oy, and the assessment did not yet cover all relevant categories. Of the potentially relevant categories, categories 2, 6, 8, 13 and 15 were excluded. Scope 3 Category 7 (Employee commuting) was assessed in 2024 through a personnel questionnaire. Based on the results, the related emissions were determined to be immaterial in relation to the company's total greenhouse gas emissions and are therefore not reported. Scope 3 Categories 10 (Processing of sold products) and 11 (Use of sold products) were also identified as non-material. The company's insulation boards are delivered ready for installation, do not require significant further processing by customers, and do not consume energy or natural resources during the use phase. The products remain in situ throughout their lifetime without the need for maintenance. In addition, Scope 3 Category 14 (Franchising) is excluded from the calculation, as it is not applicable to the company's operations. Our goal is to extend the calculation and reporting to cover the entire Finnfoam Group, as well as all material Scope 3 categories, by 2027.

The company's Scope 3 emissions mainly arise from Category 1 (Purchased goods and services) and Category 12 (End-of-Life treatment of sold products), which together represent the majority of total Scope 3

PRODUCTS THAT IMPROVE ENERGY EFFICIENCY

Finnfoam develops and provides energy efficient building solutions, which help reduce both the energy use and carbon emissions during the lifecycle of a building.

Finnfoam has an important role to play in supporting Europe's real estate sector to reach the EU Energy performance of buildings directive (EPBD). Through improved insulation the energy demand for heating and cooling can be lowered in both old and new buildings. According to Finnfoam's estimation, the energy savings potential of new buildings through ensuring structurally energy efficient buildings is up to 30% and in renovated buildings up to 50% of heating energy.

The construction of a zero-energy house, a house that produces as much energy as it uses, is already feasible with Finnfoam's current insulations solutions. Enabling zero-energy houses further improves Finnfoam's position in helping the real estate sector reduce its climate impact.

TABLE 5. Energy use in production	Renewable (MWh)		Non-renewable (MWh)		Total (MWh)	
	2024	2025	2024	2025	2024	2025
Purchased electricity	17,515	**18,882**	15,071	**15,814**	32,586	**34,697 (+6.5%)**
Electricity generated with solar panels	851	**728**	N/A	**N/A**	851	**728 (-14.4%)**
Fuels (own combustion)	4,618	**10,151**	15,811	**11,536**	20,429	**21,687 (+6.2%)**
Purchased district heating	0	**0**	9	**9**	9	**9 (+/- 0.0%)**
Purchased steam	5,056	**5,135**	2,491	**2,529**	7,547	**7,664 (+1.5%)**
Total	28,040	**34,896 (+24.40%)**	33,381	**29,889 (-10.5%)**	61,421	**64,784 (+5,5%)**

TABLE 6. Scope 1 emissions	GHG emissions tCO_2e	
	2024	2025
Scope 1	3,799*	**2,676 (-30%)**

**) 2024 emission calculations have been corrected and expanded.*

TABLE 7. Scope 2 emissions	GHG emissions tCO_2e	
	2024	2025
Scope 2, location-based	12,274	**13,256 (+8%)**
Scope 2, market-based	6,034	**1,193 (-80%)**

TABLE 8. Biogenic emissions from biomass combustion	2024	2025
Biogenic CO_2 emissions (tCO_2)	1,625.16	**3,546.73 (+118%)**

TABLE 9. Scope 3 emissions (Includes only Finnfoam Oy)	Scope 3 emissions (tCO_2e)	Share of the total Scope 3 emissions (%)
Upstream emissions		
Cat 1 Purchased Goods & Services	43,836	55.8
Cat 2 Capital Goods	Excluded	N/A
Cat 3 Fuel- & Energy-Related Activities	611	0.8
Cat 4 Upstream Transportation & Distribution	5,819	7.4
Cat 5 Waste Generated in Operations	313	0.4
Cat 6 Business Travel	Excluded	N/A
Cat 7 Employee Commuting	Excluded (non-material)	N/A
Cat 8 Upstream Leased Assets	Excluded	N/A
Upstream emissions	**50,579**	**64.4**
Downstream emissions		
Cat 9 Downstream Transportation & Distribution	356	0.4
Cat 10 Processing of Sold Products	Excluded (non-material)	N/A
Cat 11 Use of Sold Products	Excluded (non-material)	N/A
Cat 12 End-of-Life Treatment of Sold Products	27,683	35.2
Cat 13 Downstream Leased Assets	Excluded	N/A
Cat 14 Franchises	Excluded (non-material)	N/A
Cat 15 Investments	Excluded	N/A
Downstream emissions	**28,039**	**35.6**
TOTAL	78,618	

TABLE 10. Key figures	Unit	2024	2025
GHG intensity (Scope 1 & 2, location-based) per turnover	tCO_2e/M€	91	**84**
GHG intensity (Scope 1 & 2, market-based) per turnover	tCO_2e/M€	56	**20**
GHG intensity (Scope 1 & 2, location-based) per headcount	tCO_2e/ headcount	56	**55**
GHG intensity (Scope 1 & 2, market-based) per headcount	tCO_2e/ headcount	34	**13**
Calculation validation	Yes/No	No	**No**

emissions. Emissions from Category 1 have been calculated primarily based on purchased material volumes and/or expenditure data, applying appropriate average or supplier specific emission factors where available.

As Scope 3 calculation is still under development, the results should be interpreted as indicative. The results are presented in Tables 6-9. Key figures are shown in Table 10.

GHG REDUCTION TARGETS AND CLIMATE TRANSITION

At this stage, Finnfoam has not yet set formal greenhouse gas (GHG) reduction targets nor developed a climate transition plan. However, the company intends to initiate this work during 2026, including the development of emission reduction targets in alignment with the Science Based Targets initiative (SBTi). Target setting and transition planning are considered key development areas and will be advanced as data quality and scope coverage improve.

CLIMATE RISKS

Work on identifying and assessing climate-related physical and transition risks is currently in progress, and the results will be reported once the analysis is completed.

POLLUTION OF AIR, WATER AND SOIL

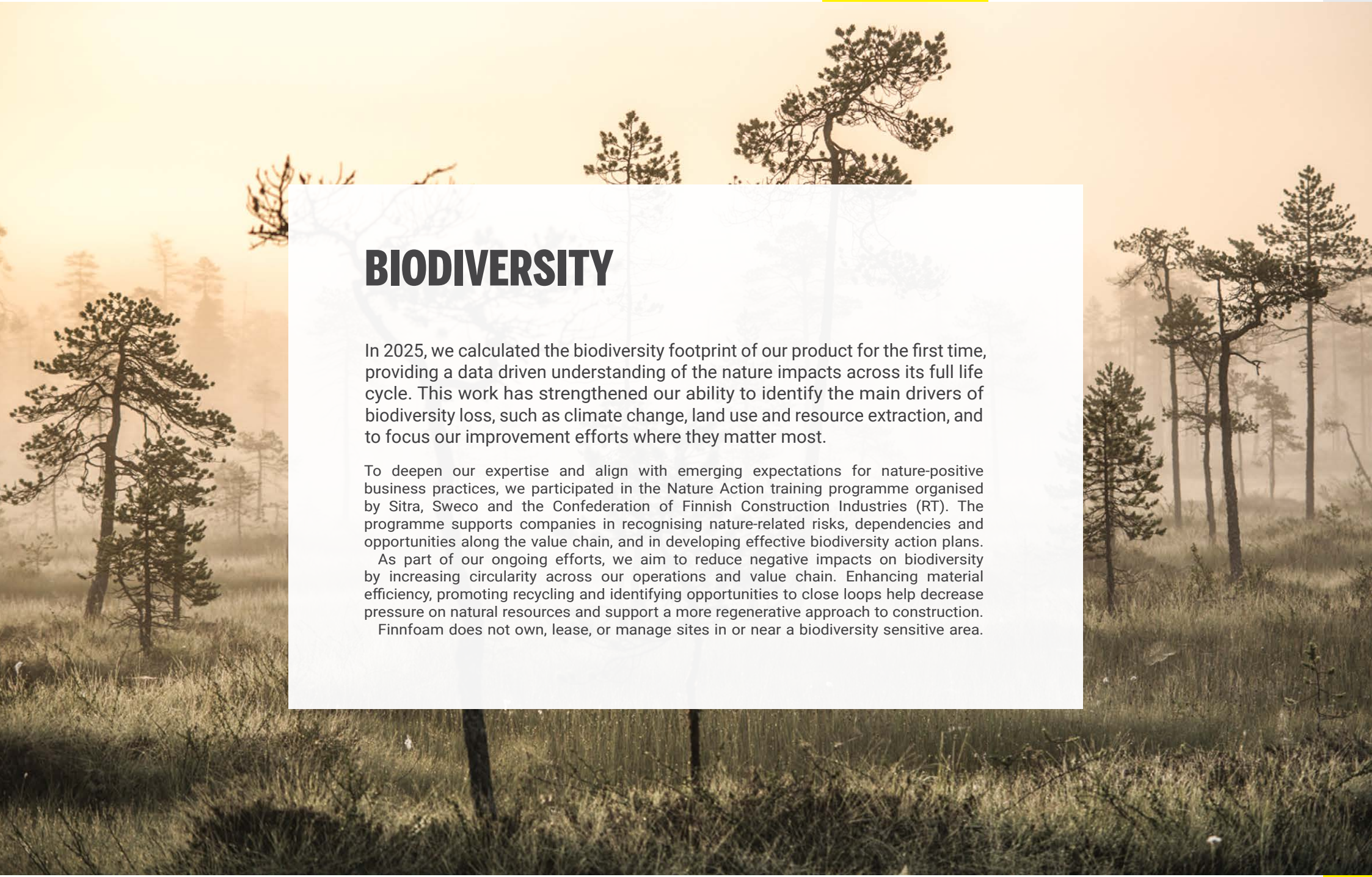
Our operations generate non-methane volatile organic compounds (NMVOC), primarily as a result of insulation board manufacturing. In addition, flue gases containing nitrogen oxides (NOx) and sulphur oxides (SOx) are generated from the combustion of fuel oil. These emissions are monitored on a regular basis in accordance with the environmental permit. The Group does not emit any ozone depleting substances (ODS).

POLLUTANTS EMITTED TO AIR, WATER AND SOIL

Pollutants emitted to air have been described in the table below. Year 2024 is missing Styroplast Oy's and UAB Finnfoam's data, and year 2025 is missing UAB Finnfoam's data. Finnfoam SP Z.o.o does not manufacture anything (only sales office), thus there are no pollutants released from manufacturing of fuel oil use. Emissions to water and soil have not been studied.

TABLE 11. Emissions to air	Unit	2024	2025
NOx/NO2	tons	2.25*	**2.59 (+15%)****
SOx/SO2	tons	0.32*	**0.37 (+16%)****
NMVOC	tons	599.65*	**636.55 (+6%)****

**) Styroplast Oy and UAB Finnfoam are excluded, **) UAB Finnfoam is excluded*



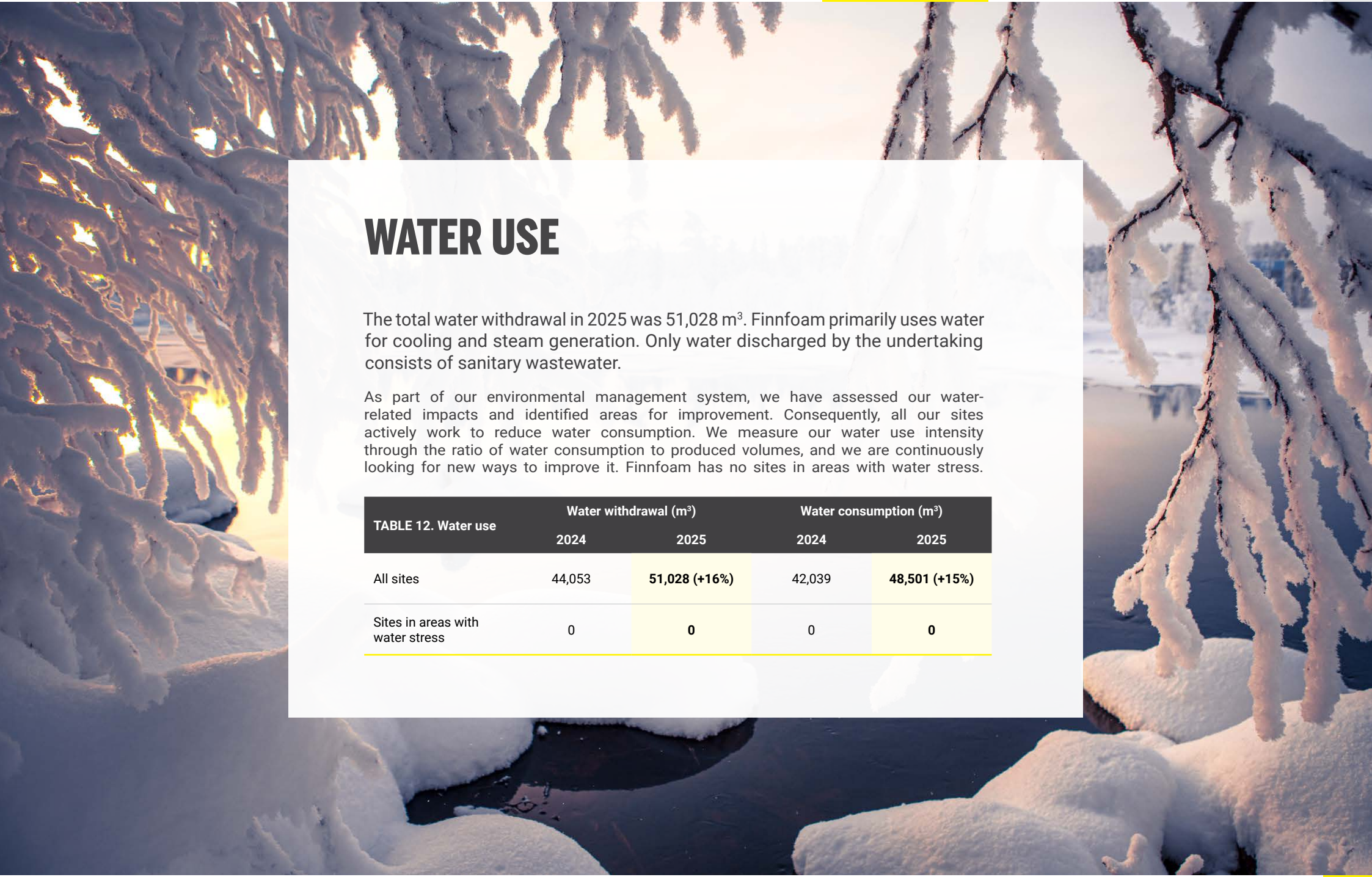
BIODIVERSITY

In 2025, we calculated the biodiversity footprint of our product for the first time, providing a data driven understanding of the nature impacts across its full life cycle. This work has strengthened our ability to identify the main drivers of biodiversity loss, such as climate change, land use and resource extraction, and to focus our improvement efforts where they matter most.

To deepen our expertise and align with emerging expectations for nature-positive business practices, we participated in the Nature Action training programme organised by Sitra, Sweco and the Confederation of Finnish Construction Industries (RT). The programme supports companies in recognising nature-related risks, dependencies and opportunities along the value chain, and in developing effective biodiversity action plans.

As part of our ongoing efforts, we aim to reduce negative impacts on biodiversity by increasing circularity across our operations and value chain. Enhancing material efficiency, promoting recycling and identifying opportunities to close loops help decrease pressure on natural resources and support a more regenerative approach to construction.

Finnfoam does not own, lease, or manage sites in or near a biodiversity sensitive area.



WATER USE

The total water withdrawal in 2025 was 51,028 m^3. Finnfoam primarily uses water for cooling and steam generation. Only water discharged by the undertaking consists of sanitary wastewater.

As part of our environmental management system, we have assessed our water-related impacts and identified areas for improvement. Consequently, all our sites actively work to reduce water consumption. We measure our water use intensity through the ratio of water consumption to produced volumes, and we are continuously looking for new ways to improve it. Finnfoam has no sites in areas with water stress.

TABLE 12. Water use	Water withdrawal (m^3)		Water consumption (m^3)	
	2024	2025	2024	2025
All sites	44,053	**51,028 (+16%)**	42,039	**48,501 (+15%)**
Sites in areas with water stress	0	**0**	0	**0**

RESOURCE USE, CIRCULAR ECONOMY AND WASTE MANAGEMENT

MATERIAL EFFICIENCY AND PRODUCT DESIGN

Material efficiency is at the core of our business and embedded in our product development. We design insulation solutions that use raw materials efficiently, incorporate recycled content where feasible and maintain high durability and technical performance. By optimising material use and product formulations, we reduce raw material consumption, support long service life and minimise the overall environmental footprint throughout the product life cycle.

Circular practices are applied throughout our manufacturing processes. All plastic insulation waste generated internally—such as edge trims, offcuts and secondary-quality pieces—is fully recycled and returned to production whenever possible. FF-PIR insulation cuttings are collected and processed for reuse at our sister company Warmotech's production facility in Lithuania. Continuous process optimisation focuses on reducing raw material losses, improving energy efficiency and ensuring that internal waste streams remain in closed-loop circulation.

FF-RECYCLING BAG

One of the core components of our circular economy strategy is the FF-Recycling Bag system. This collection system enables insulation offcuts and surplus materials from construction sites and hardware stores to be returned to us for reprocessing, ensuring that high value materials do not end up as waste or in incineration. Through this system, a growing share of production feedstock can be sourced from recovered material. The system is further supported by our dissolution-based recycling facility in Salo, Finland, which is in testing/commissioning phase. These two systems together underpin our long-term goals to increase the share of recycled raw material used in production.

green deal for circular economy

THE CIRCULAR ECONOMY GREEN DEAL

In 2025, Finnfoam Oy joined the Circular Economy Green Deal, a voluntary commitment under which organisations work to reduce natural resource use and advance a low-carbon circular economy by setting targets and taking actions. Finnfoam Oy is committed to actively developing circular economy products and systems that reduce the amount of material ending up as waste across the entire construction industry.

CIRCULARITY ACROSS THE INDUSTRY BOUNDARIES

Circularity is advanced beyond our own industry boundaries through strategic partnerships. Together with UPM Raflatac Oy and Inosence Polyol, we collect difficult to recycle PET process waste from UPM Raflatac's customers and convert it into polyol, which is then used as a raw material in our FF PIR insulation products. Collaboration with our sister company Warmotech enables full reuse of PIR cutting waste from our production.

Moreover, we believe that the circular economy can and should be developed across industry boundaries. We are participating in a project exploring the use of high value bio-based plastics, derived from non-food side streams, in building insulation products. These partnerships help expand circular material flows across sectors and support the transition to a more resource efficient construction industry.

RESOURCE AND MATERIAL USE

In 2025, we used in total 63,841 tons of materials. Our insulations are produced primarily from plastic-based materials, and the main raw materials include polystyrene, polyol and MDI isocyanate. This disclosure covers only our main materials acquired from external suppliers. Internally sourced materials — such as production cutoffs that are directly reintegrated into the manufacturing process — are excluded from the reported figures.

In 2025, approximately 5% of used raw materials were of recycled origin, which is on the same level as the year before. One of our environmental targets is to increase the use of recycled materials in our production.

WARMOTECH

Lithuanian company UAB Warmotech has been recycling rigid polyurethane foam since 2018. In 2020, it became part of the Finnfoam Group and has been steadily growing ever since. The company specialises in processing recycled rigid polyurethane foam into new board based materials and products for various applications, including construction related uses as well as industrial and furniture solutions. Warmotech utilises production and construction waste as raw material, focusing on material reuse and recycling rather than the manufacture of conventional thermal insulation products. Warmotech is not included in the scope of this sustainability report, but its operations illustrate the Group's broader engagement in circular material flows and recycling based solutions.

WASTE

During 2025, we generated approximately 1042 tons of waste, consisting mainly of FF-PIR insulation cuttings and energy waste. Most of the FF-PIR insulation cutting waste is collected and processed for recycle at our sister company Warmotech's production facility.

The amount of waste increased by 7% mainly because also Finnfoam SP Z.o.o. and UAB Finnfoam reported their waste management first time this year. Of the total waste, 65% was recycled. Hazardous waste amounted to 0.65% of total waste. The shares of waste treatment methods are partly based on the quantities of different waste fractions and on average European recovery rates. Therefore, the reported amounts of waste directed for example to recycling or energy recovery do not necessarily fully reflect the actual treatment of our waste. We aim to refine our reporting practices in the coming years.

TABLE 13. Material flows	Material flows (tonnes)	
	2024	**2025**
Raw materials	62,333*	**63,130 (+1%)**
Packaging materials	479**	**711 (+48%)**
TOTAL	62,812	**63,841**

**) 2024 amount have been corrected, **) Styroplast Oy is excluded*

TABLE 14. Secondary material use	Material use (share %)	
	2024	**2025**
Virgin material use	94.5	**95.4**
Secondary material use	5.5	**4.6**

**) 2024 values have been corrected*

TABLE 15. Generated waste	Generated waste (kg)	
	2024	**2025**
Non-hazardous waste	16,086*	**6,626 (-59%)**
Hazardous waste	954,716*	**1035,236 (+8%)**
TOTAL	970,802*	**1041,862 (+7%)**

**) 2024 amount have been corrected, **) Styroplast Oy is excluded*

TABLE 16. Waste treatment	Waste treatment (tons)	
	2024	**2025**
Waste diverted to reuse or recycle	720,000*	**677,814**
Waste recovered as energy	89,000*	**256,114**
Waste diverted to landfill	161,802*	**107,934**
TOTAL	970,802*	**1041,862**

**)Finnfoam SP Z.o.o and UAB Finnfoam are excluded*

THIRD PARTY VERIFIED PRODUCT INFORMATION AND SUPPORT FOR GREEN BUILDING RATING SYSTEMS

Our products support builders in achieving different environmental classification systems for buildings e.g., BREEAM and Leed. Finnfoam specifically provides support in the sub-areas of energy efficiency, health and circular economy. In addition, our products have been evaluated and listed in most databases related to sustainable construction used in Nordic countries.

NORDIC SWAN ECOLABEL

The Nordic Swan Ecolabel is the official environmental certification of the Nordic countries. For buildings, it serves as a trusted mark of sustainability and health-conscious construction. Our XPS, EPS and PIR insulation boards as well as Tulppa® wet room panels are listed in the Nordic Swan Ecolabel database, which means they are suitable for use in Nordic Swan Ecolabelled buildings.

BYGGVARUBEDÖMINGEN

The Byggvarubedömningen system is a Swedish environmental assessment tool for construction products. It was established in 2006 to help the building and real estate sector make informed, sustainable choices and avoid harmful substances like asbestos and PCB. Our XPS and EPS insulation products have received "Recommended (green)" or "Accepted (yellow)" classifications in the system.

SUNDAHUS

SundaHus offers property owners security, now and in the future, through a wide range of services for environmentally conscious material choices. Our insulation products have received "B or "C+" classifications in the system.

MILJÖBYGGNAD

The Miljöbyggnad system is a Swedish environmental certification developed by the Sweden Green Building Council (SGBC). It is tailored specifically for Swedish conditions and regulations, aiming to ensure that buildings are healthy, sustainable, and environmentally sound. Our products can be used in buildings that are classified by Miljöbyggnad and in most cases receive a GOLD rating.

THE BASTA SYSTEM

The BASTA system is a Swedish initiative designed to promote the use of safer and more sustainable building and construction products. It is a scientifically based system that helps phase out substances with hazardous chemical properties by setting clear criteria for product content and encouraging transparency in material choices. Finnfoam's XPS and EPS products have achieved the BASTA grade. The BASTA grade is the highest level in the system.

ENVIRONMENTAL PRODUCT DECLARATIONS AND NATURE FOOTPRINT ASSESSMENTS

Life cycle assessments (LCA) and Environmental Product Declarations (EPDs) form the foundation of our evaluating and improving product level environmental performance. In 2025, we expanded this analytical framework by completing our first product specific nature footprint assessment. These combined assessment practices ensure that decisions concerning raw material sourcing and process optimisation are based on transparent, comparable and verifiable data.

Concurrently, lifecycle thinking is becoming an essential part of decision-making across the construction sector more broadly. Stakeholders such as designers, developers and contractors now assess building materials through a lifecycle lens, considering the environmental impacts arising from manufacturing, use and end-of-life. EPDs and nature footprint assessments therefore serve as an important decision support tool by enabling consistent comparison of carbon footprints and broader environmental impacts between material alternatives throughout the entire lifespan of a construction project.

PEOPLE FIRST

INVESTING IN WELL-BEING, SAFETY AND TRUST

PEOPLE FIRST

The wellbeing and safety of our employees form the foundation of everything we do. We are committed to maintaining a healthy, safe and inclusive work environment, where people are supported and encouraged to grow. As a family-owned company, responsibility for our people is deeply embedded in our decision-making. Even in uncertain economic conditions, we aim to safeguard employment and stability within our organisation.

TABLE 17. TARGET	TARGET YEAR	CURRENT STATUS	PROGRESS FROM PREVIOUS YEAR
Improving employee well-being and work ability	**eNPS≥40**	2030	**29**
Improving occupational safety and preventing accidents	**Accident frequency=0***	2030	**3.95***
	Certificated ISO 45001 management system	2027	**Certification process initiated**
Improving customer satisfaction	**Delivery reliability: 98%**	2030	**Measurement system under development.**
	NPS≥60	2030	**56 (measured only in 1 unit, Finnfoam Oy)**

*)Accident frequency defined as recordable accidents per 200,000 hours worked in accordance with the VSME standard

OWN WORKFORCE

GENERAL CHARACTERISTICS

In 2025 we had 289 employees in total across all units. The number increased by 0.35% compared to 2024 (288). 98% of the employees are on permanent contract. Most of the employees (48%) are working in Finland.

The largest employee group was males aged 35–44. They accounted for 25% of the entire workforce. In total, 89% of the employees were male.

In 2025, the employee turnover was 8.13% (6.25% in 2024). Turnover happens mainly in production and is due to normal fluctuation and there is no clear reason for changes.

TABLE 18. Employees by contract type

Type of contract	Number of employees (headcount) 2024	Number of employees (headcount) 2025
Permanent contract	277	**282 (+2%)**
Temporary contract	11	**7 (-36%)**
TOTAL	288	**289 (+0.35%)**

TABLE 19. Number of self-employed and temporary workers (headcount)

Types of workers	2024	2025
Total self-employed without personnel that are working exclusively for the undertaking	0*	**7**
Total temporary workers provided by undertakings primarily engaged in employment activities	8*	**3**

*) Finnfoam Oy is excluded

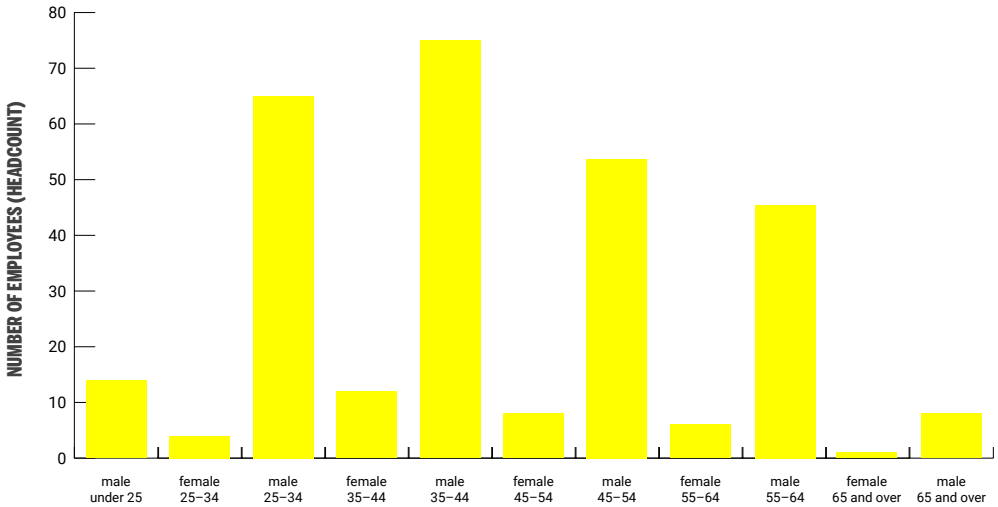
TABLE 20. Employees by gender Gender	Number of employees (headcount) 2024	Number of employees (headcount) 2025
Female	29	**31 (+0.9 pp)**
Male	259	**258 (-0.9 pp)**
Other	0	**0 (-)**
Not reported	0	**0 (-)**
TOTAL	288	**289 (+0.35%)**

TABLE 21. Management gender ratio	2024	2025
Gender ratio in management level (Quantity of females per 1 male)	0.36	**0.29**

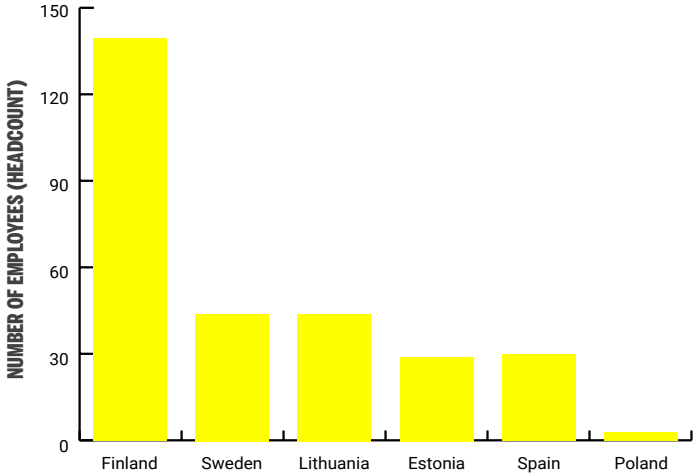
TABLE 22. Health and safety metrics	2024	2025
Number of recordable work-related accidents	19*	**10 (-47%)**
Rate of recordable work-related accidents	6.60*	**3.95 (-40%)**
Number of fatalities as a result of work-related injuries and work-related ill health	0	**0**

**) UAB Finnfoam is excluded*

EMPLOYEES BY GENDER AND AGE



EMPOLYEES BY COUNTRY



HEALTH AND SAFETY

As work in production is organized in two to three shifts throughout the day, involves physical work and working with machinery and chemicals, work safety is highly prioritized. We have identified the main safety risks associated with our operations. The risk assessments are machine/operation specific. The risks mainly relate to emergency situations in production such as fires, flue gas emissions and chemical leaks. We have identified and implemented the appropriate mitigation measures, e.g. automated fire extinguishing systems. We have regulation compliant risk assessment processes, and we evaluate chemical related risks as well. An emergency plan is in place, and it is annually re-assessed. In line with internal safety guidelines, all safety incidents and near-accidents are documented and reported into a system. In 2025 we had 47% less recordable work-related accidents compared to 2024.

EQUAL TREATMENT OF EMPLOYEES

We have an equality policy in place, and equal treatment of employees is embedded in all operations. Equal treatment is an integral part of training and considered in recruitment, management, communications and development reviews. For example, during onboarding, training is conducted considering the employee's background, in the local language. Equality is covered in management training as well.

In line with our equality principles, a process for addressing cases of discrimination is in place in most units. Equality is also addressed in our Code of Conduct. No incidents of discrimination were detected during the reporting period. We have also implemented a whistleblowing channel which is available to all employees as well as suppliers and partners in all markets.

WELL-BEING

Looking after our employees and their well-being at work is central to our business, and we regularly monitor and proactively promote well-being. Prioritizing workplace safety, equality, and diversity ensures motivated and effective employees.

We actively engage with employees through company events and meetings where we share business updates, product information, quality initiatives, future plans, and address topics related to safety and overall well-being. To support employee well-being, Finnfoam offers a range of benefits to permanent employees, tailored to local market practices, and equality and non-discrimination principles are embedded in our Code of Conduct and reinforced through training programs. At the same time, certain roles involve working with hazardous chemicals, which presents occupational health and safety risks, and gender-based discrimination may occur within our operations due to an uneven gender ratio.

We conduct comprehensive well-being surveys annually to evaluate employee satisfaction and identify areas for improvement. The insights gained from these surveys form the basis for targeted action plans aimed at enhancing workplace conditions. Improvements have included ergonomic adjustments to the work environment, active involvement of production teams in development and implementation processes, and initiatives to strengthen internal communication. To support these efforts, we have an intranet platform and organized structured training sessions focused on workplace interaction and collaboration. These measures reflect our commitment to fostering a safe, inclusive, and supportive work environment that promotes employee well-being and engagement. The latest survey was done in December 2025.

REMUNERATION, COLLECTIVE BARGAINING AND TRAINING

We pay all our employees the same or higher salary than the minimum wages specified in the collective agreements. 50% of our employees are covered by collective agreements.

The average percentage gap in pay between female and male employees is 7.66% (2.91% in 2024). The reported pay gap is the overall pay gap between genders and does not consider, for example, the complexity of the tasks, working hours or position in the organization.

Annual development reviews are in use at some of our units and the review processes vary. The reviews may cover, for example, work tasks and responsibilities and are used to identify any potential training requirements. In Finland (Finnfoam Oy) the reviews cover work tasks, responsibilities and are used to identify any potential training requirements.

During the reporting period, employees received an average of approximately 19 hours of training. Training consists of training covering the entire staff as well as department-specific and task-specific trainings. Training programs can include for instance equipment and software-specific programs, safety programs, including first aid and ATEX. Generally, each employee's supervisor is responsible for identifying training requirements as well as organizing required training. A training registry is utilized in documenting and tracking completed training.

TABLE 23. Metrics related to remuneration and collective bargaining	2024	% 2025
Percentage gap in pay between female and male employees	2.91*	**7.66****
Employees covered by bargaining agreements	57.14*	**50.00**

**) Finnfoam SP Z.o.o and UAB Finnfoam are excluded, **) Finnfoam SP Z.o.o is excluded*

TABLE 24. Metrics related to training hours	h/person	
Gender	2024	2025
Female	19*	**7**
Male	13*	**20**
Other	N/A*	**N/A**

**) Finnfoam Oy, Finnfoam SP Z.o.o and UAB Finnfoam are excluded*

CONSUMERS AND END-USERS

Customers are at the centre of Finnfoam's values, and we are committed to providing safe products for our customers. We provide information on our products through product data sheets which are publicly available on our website. Each product data sheet covers product-specific technical information and characteristics, information on packaging as well as instructions for recycling and disposal. All our products are assessed for health and safety impacts. In line with our quality policy, the quality of products is continuously monitored, and improvement areas and targets are re-evaluated annually. For instance, Finnfoam Oy's thermal insulation products are classified as M1 by RTS, meaning the materials do not emit particles or gases that could have negative impacts on human health. Additionally, Finnfoam's products are allergen-free.

Finnfoam provides transparent product information to retailers and customers, supporting informed and responsible purchasing decisions. Our products also contribute to healthy living by ensuring good indoor air quality and thermal comfort. We see clear opportunities to strengthen this further by continuing to provide transparent information and offering safe, high-quality products to customers and end-users.

CUSTOMER SATISFACTION

Customer satisfaction is an important part of our social responsibility and customer relations. Customer satisfaction is monitored through regular customer surveys and continuous customer feedback.

The last customer satisfaction survey conducted covered Finnfoam Oy only. The results showed that customers value the high quality of our products, our reliability, and smooth cooperation with the company. The service was perceived as professional, and customers felt they received support even in challenging situations. Product usability was considered easy, and product guidance was regarded as clear and easily accessible.

The most important aspects for customers were high quality, provision of expertise, availability of information and support, ease of use, and economic benefits. The average performance score of these key aspects was 81 on a scale of 0–100. The Net Promoter Score (NPS) on a scale of was 56.

Customer feedback is reviewed by management and used to identify development needs and continuously improve products, services, and customer experience. Our objective is to expand customer satisfaction surveys to cover all group companies by 2030.

HUMAN RIGHTS POLICIES AND PROCESSES

Finnfoam's Code of Conduct forms the foundation and provides guidelines for ethical business practices at Finnfoam. A separate Supplier Code of Conduct is also used by all Finnfoam units. Both Code of Conducts include child labor, forced labor, human trafficking, discrimination and accident prevention.

TABLE 25. Human rights

Topic	Covered in Code of Conducts
Child labour	**YES**
Forced labour	**YES**
Human trafficking	**YES**
Discrimination	**YES**
Accident prevention	**YES**

SEVERE NEGATIVE HUMAN RIGHTS INCIDENTS

We are not aware of any confirmed incidents involving workers in our own workforce, value chain, affected communities, consumers or end-users.

COMMUNITY ENGAGEMENT AND EDUCATIONAL COLLABORATION

We actively promote awareness of sustainability and the construction industry by organizing excursions and visits to educational institutions. Many of our sites support youth sports teams and national sports associations, fostering community engagement through sponsorship programs for activities like cross-country skiing, ice hockey, and basketball.

RESPONSIBLE VALUE CHAIN

ADVANCING SUSTAINABLE COOPERATION

ENSURING A RESPONSIBLE VALUE CHAIN

Responsibility extends beyond our own operations. We work transparently with our suppliers and partners to ensure ethical practices, high quality raw materials and more sustainable solutions across the entire value chain. Long-lasting products, circularity and resource efficient processes are at the heart of our development — from raw material sourcing to the recyclability of our products. Examples of this include our investments in new ways to recycle polystyrene and our efforts to improve traceability and cooperation across supplier networks.

For ensuring ethical and responsible behaviour across value chain we have an employee Code of Conduct, and separate Supplier Code of Conduct in place.

Each employee, supplier and partner is expected to act responsibly and with integrity and honesty, and to comply with applicable legislation, the appropriate Code of Conduct and its underlying policies and instructions. Our management is responsible for ensuring the employees are aware of relevant regulations and principles as well as compliance.

We have a whistleblowing channel. The reporting is anonymous, and the channel is administered by an external party, ensuring neutral, confidential processing of cases. After an initial assessment of the report, the external party collects further information if needed and proposes recommendations for further actions to our Whistle Blowing Group (WB Group). The whistleblowing channel is open to all employees, suppliers and partners. In line with our core values and open and trust-based company culture, each employee is required to inform their supervisor if they observe illegal or unethical practice. The investigation is always confidential and will not lead to any consequences for the employee.

CONVICTIONS AND FINES FOR CORRUPTION AND BRIBERY

During 2025, we have not been subjected to convictions or fines for violations of anti-corruption or anti-bribery laws.

REVENUES FROM CERTAIN SECTORS AND EXCLUSION FROM EU REFERENCE BENCHMARKS

Finnfoam Group is not active in any of the controversial sectors listed in the VSME standard, including:

- The production or trade of controversial weapons
- The cultivation and production of tobacco
- The fossil fuel sector,
- The manufacturing of pesticides and other agrochemical products.

Finnfoam Group is also not excluded from any EU reference benchmarks that are aligned with the Paris Agreement.

GENDER DIVERSITY RATIO IN THE GOVERNANCE BODY

Finnfoam is a family-owned business, and its Board of Directors consists of the owners; Henri Nieminen and Teppo Nieminen. Chief executive officer, Asso Erävuoma, is a deputy member of the board. The governance body currently has no gender diversity due to its small size and family-owned influence. However, we acknowledge the importance of diversity and will seek opportunities to improve it as the company grows.

TABLE 26. TARGET	TARGET VALUE	TARGET YEAR	CURRENT STATUS
Ensuring a Responsible Value Chain	100% of suppliers assessed based on sustainability criteria	**2030**	0%. Sustainability criteria not yet developed; to be established during 2026
	100 % of our personnel have undergone Code of Conduct training	**2030**	0%. Training materials under development; completion planned for 2026.

TABLE 27. Convictions and fines for corruption and bribery	2024	2025
Total number of convictions	0	**0**
Total number of fines	0	**0**

TABLE 28. Gender diversity ratio in the governance body	2024	2025
Gender diversity ratio	0	**0**

APPENDIX 1 GEOLOCATION OF SITES

COMPANY	SITES	ADDRESS	POSTAL CODE	CITY	COUNTRY	COORDINATES (Geolocation)
Finnfoam Oy	Head office & Industrial Plant	Satamakatu 5	24100	Salo	Finland	60°22'56.5"N 23°07'07.7"E
Cellterm AB	Office & Industrial Plant	Hallarydsvägen 60	285 36	Markaryd	Sweden	56°28'07.3"N 13°37'47.9"E
Estplast Tootmine Oü	Office & Industrial Plant	Tiigi 1	74117	Maardu	Estonia	59°28'02.7"N 24°56'09.4"E
Finnfoam AB	Office & Industrial Plant	Hinkebogatan 7	681 91	Kristinehamn	Sweden	59°18'55.4"N 14°09'30.8"E
Finnfoam S.L	Office & Industrial Plant	Carretera nacinal 550 s/n.	36470	Pontevedra	Spain	42°05'15.9"N 8°37'22.8"W
Finnfoam SP Z.o.o	Office	Kamienna 19a	30-001	Cracov	Poland	50°04'33.4"N 19°56'29.7"E
Styroplast Oy	Office & Industrial Plant	Teollisuustie 19	37600	Valkeakoski	Finland	61°15'17.3"N 24°00'19.6"E
UAB Finnfoam	Office & Industrial Plant	Kokybės str. 5	54469	Kaunas	Lithuania	54°56'21.2"N 24°00'24.5"E

APPENDIX 2 VSME DISCLOSURE INDEX

REQUEST FOR INFORMATION	VSME PARAGRAPH	LOCATION (PAGE NUMBER)	OMITTED	REASON FOR OMISSION
GENERAL INFORMATION				
B1 – Basis for preparation	24-25	5	No	N/A
B2 – Practices, policies and future initiatives for transitioning towards a more sustainable economy	26-28	12	No	N/A
C1 – Strategy: Business Model and Sustainability – Related Initiatives	47	7	No	N/A
C2 – Description of practices, policies and future initiatives for transitioning towards a more sustainable economy	48-49	12	No	N/A
ENVIRONMENTAL METRICS				
B3 – Energy and greenhouse gas emissions	29-31	14	No	N/A
B4 – Pollution of air, water and soil	32	17	No	N/A
B5 – Biodiversity	33-34	18	No	N/A
B6 – Water	35-36	19	No	N/A
B7 – Resource use, circular economy and waste management	37-38	20	No	N/A
C3 – GHG reduction targets and climate transition	54-56	16	No	N/A
C4 – Climate risks	57-58	16	No	N/A

REQUEST FOR INFORMATION	VSME PARAGRAPH	LOCATION (PAGE NUMBER)	OMITTED	REASON FOR OMISSION
SOCIAL METRICS				
B8 – Workforce – General characteristics	39-40	24	No	N/A
B9 – Workforce – Health and safety	41	26	No	N/A
B10 – Workforce – Remuneration, collective bargaining and training	42	26	No	N/A
C5 – Additional (general) workforce characteristics	59-60	24-25	No	N/A
C6 – Additional own workforce information - Human rights policies and processes	61	28	No	N/A
C7 – Severe negative human rights incidents	62	28	No	N/A
GOVERNANCE METRICS				
B11 – Convictions and fines for corruption and bribery	43-46	30	No	N/A
C8 – Revenues from certain sectors and exclusion from EU reference benchmarks	63-64	30	No	N/A
C9 – Gender diversity ratio in the governance body	65-67	30	No	N/A

FINNFOAM
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