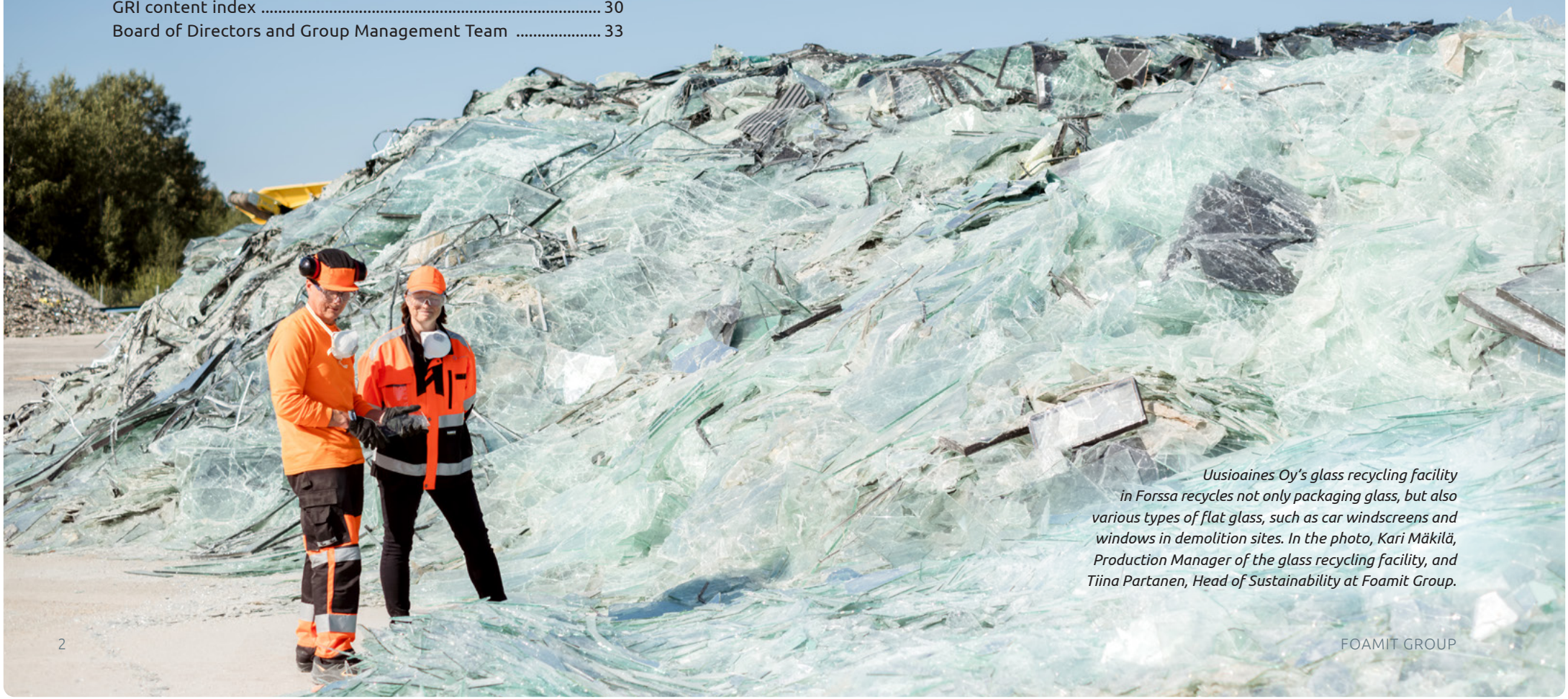

Foamit®
GROUP
2023
Sustainability report 2023
Foamit Group: Uusioaines • Hasopor • Glasopor

Contents



Uusioaines Oy's glass recycling facility in Forssa recycles not only packaging glass, but also various types of flat glass, such as car windscreens and windows in demolition sites. In the photo, Kari Mäkilä, Production Manager of the glass recycling facility, and Tiina Partanen, Head of Sustainability at Foamit Group.

About this report

Foamit Group is a pioneer in the circular economy: we recycle waste glass from businesses and consumers into new products and back into new use. Using recycled glass as a raw material saves natural resources and foam glass produced from glass waste is an excellent lightweight insulating material. Sustainability is at the heart of our operations, and we promote it in all our activities.

This second Foamit Group Corporate Responsibility Report covers all Foamit Group business functions. The report describes the most material themes of our sustainability activities and the commitments we have made, as well as the most significant actions and achievements in 2023. With this report, we aim to inspire all our stakeholders to get involved in the sustainability agenda.

The reporting framework is based on the UN Global Compact commitment and, for the first time, on the GRI (Global Reporting Initiative) standard. The GRI Index Table summarises the most material information in line with the baseline requirements. The materiality assessment is based on expectations of key stakeholders and key business drivers.

Structure of the report

The report starts with a presentation of Foamit Group, the main developments in 2023 and the products and production. It then looks at Foamit Group's sustainability performance, the main sustainability issues and the commitments, targets, achievements and programme to promote sustainability. The presentation of activities and achievements is divided into economic, social and environmental responsibility. Key performance indicators are included at the end of each section.

Verification of the report

The report has not been verified. The financial responsibility results are based on the Board of Directors' annual report and the financial statements, which have been audited by Ernst & Young Oy.

Publication of the report

The annual report is published in Finnish and English as a PDF document. It is not printed but can be printed. The 2024 report is to be published in spring 2025.

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Foamit Group in brief

Foamit Group operates in Finland, Sweden and Norway. Our aim is to ensure that glass waste from businesses and consumers is recycled safely and efficiently. We accept almost all types of glass and the glass we receive is used to make new products. Our main product is foam glass.

Foam glass is used as a lightweight insulating material in infrastructure and building construction, and its life-cycle environmental impact has been verified by Environmental Product Declasation (EPD). It covers all four Foamit Group's production plants. Foamit Group is Europe's leading, growing and internationally expanding foam glass manufacturer.

The largest shareholders of the Group are Partnera Oyj with a 63% and Suomen Teollisuussijoitus Oy with a 32% stake.

The Group includes the Finnish subsidiary Uusioaines Oy, the Swedish subsidiary Hasopor AB, the Norwegian subsidiary Glasopor AS. The company is headquartered in Vantaa.

Our Nordic region

UUSIOAINES OY, FINLAND

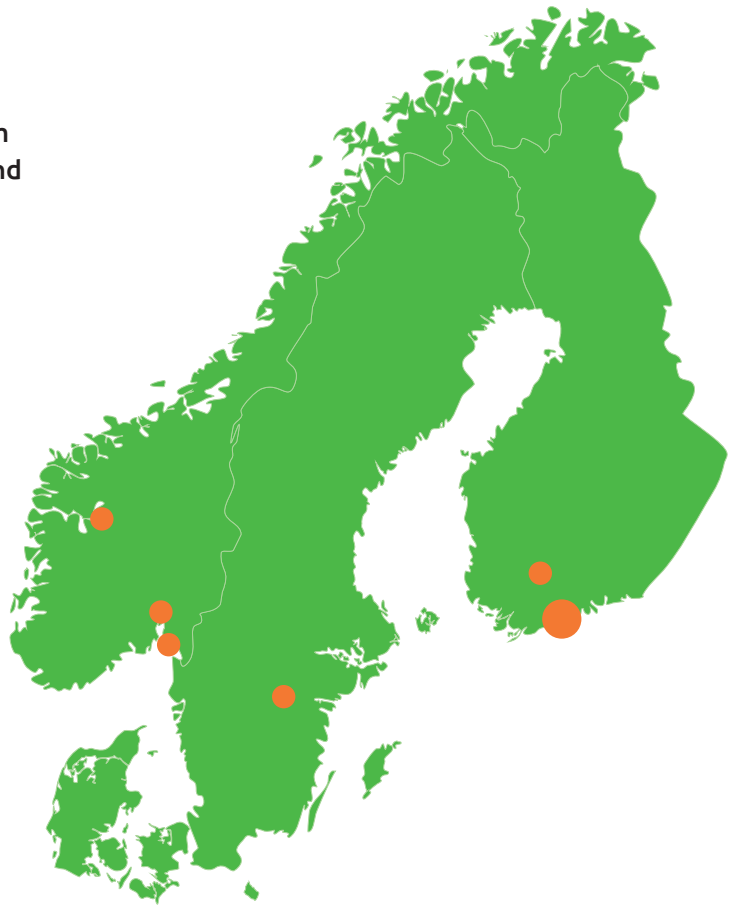
Forssa and Vantaa (headquarters)
Processor of recycled glass and Finland's only foam glass manufacturer.

HASOPOR AB, SWEDEN

Hammar
Sweden's only foam glass manufacturer.

GLASOPOR AS, NORWAY

Oslo, Skjåk and Fredrikstad
Norway's only foam glass manufacturer.



REVENUE
43.7
MILLION EUR

EBIT
7.6
MILLION EUR

EMPLOYEES
100

PRODUCTION PLANTS
4 FOAM GLASS PLANTS
1 GLASS RECYCLING FACILITY

Uusioaines Oy's foam glass sales team, Mirva Paavola, Samuli Lamppu and Teemu Myyrä, know the product and are ready to serve customers with all their foam glass solutions.

Year 2023

Foamit Group is divided into the foam glass business and the glass business. Foam glass aggregate is used in infrastructure and building construction as a lightweight insulating material. By receiving and recycling glass waste for reuse in its glass business, the Group is deeply involved in the circular economy.

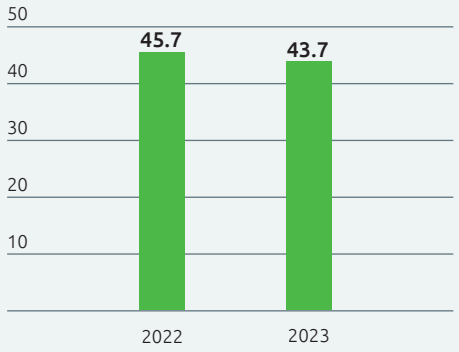
The infrastructure construction market remained strong throughout the year, but the downturn in building construction impacted the order book, especially in the second half of the year.

The glass business continued to develop well. The volume of recycled packaging glass received increased in 2023, while the volume of flat glass received decreased due to the slowdown in construction in the second half of the year. Demand for high-quality cleaned recycled glass remained high and sales was at the previous year's level.

- Revenue decreased by 4.3% to EUR 43.7 (45.7) milllion.
- EBIT was EUR 7.6 (6.5) million.
- The number of employees at the end of year 2023: 100.
- The Finnish order book was boosted by a large foam glass order for a construction project in Vihti which will be delivered during 2024.
- Market conditions were particularly good in Norway, where Glasopor AS delivered a record volume of foam glass.
- The amount of recycled glass received increased by 3% from the previous year.
- Hasopor AB introduced new ISO 9001 Quality, ISO 14001 Environment and ISO 45001 Occupational Health and Safety Management Systems.
- Introduction of the Group wide Suppliers and Internal Code of Conduct guidelines.

REVENUE

Million EUR



EBIT

Million EUR

7.6 MILLION EUR

EBIT 2023

6.5 MILLION EUR

EBIT 2022

EMPLOYEES

100

EMPLOYEES 2023

98

EMPLOYEES 2022

Highlights of 2023

FEBRUARY

Occupational Health and Safety of Uusioaines Oy received ISO 45001 certification.

MAY

Uusioaines Oy received EcoVadis Silver Rating for its sustainability.

JUNE

Foamit Group's first Sustainability Report was published.

SEPTEMBER

A new supply contract was signed with Suomen Pakkaustuottajat Oy for the processing of non-pledged packaging glass.

NOVEMBER

Packaging producers Sumi Oy and Uusioaines Oy launched a partnership to increase the collection and recycling rate of glass packaging and to provide recycled raw materials to the Finnish industry.

NOVEMBER

Hasopor AB was awarded The Sustainable Company of the Year title (Årets Hållbara Företag 2023).

MARCH 2024

Hasopor AB was granted ISO 9001 Quality Management System, ISO 14001 Environmental Management System and ISO 45001 Occupational Health and Safety Management certifications.

Towards an integrated operational model

For Foamit Group, 2023 was in many ways a year of twofoldness. Rising financing costs and weak economic development in our markets slowed down growth of our business. The foam glass business suffered from the downturn in the construction sector whereas the glass business continued to reach a good level of turnover. We made good progress in developing our operations and in strengthening internal collaboration. We took big steps in improving our sales operations and customer service, we implemented tangible efficiency measures and we achieved our sustainability targets.

In Finland and Sweden, demand for foam glass declined as building construction slowed down, but the more important infrastructure construction for us continued at a good level. This allowed us to adapt well to the market situation. In Norway we delivered record volumes of foam glass to our customers, thanks to major construction projects at Middelalderparken and Drammen Hospital. Good demand for glass cullet products provided a positive boost to our Finnish business.

Foamit Group's turnover was EUR 43.7 million, a decrease of 4.3 per cent year-on-year. The EBIT amounted to EUR 7.6 million, up 17% on the previous year. Financially, we missed our targets, but achieved a fair result thanks to our small but highly efficient team.

A circular economy pioneer

Foamit Group is a pioneer in the circular economy: we recycle waste glass from businesses and consumers into new products and back into reuse. Sustainability is therefore at the heart of our business, and we promote it in everything we do. Customers are also asking for and demanding environmentally sustainable solutions and we are able to meet that need.

Towards an integrated Group

Foamit Group has been formed through acquisitions of three subsidiaries, Uusioaines Oy, Hasopor AB and Glasopor AS. During 2023, we moved towards a unified Nordic Group. The cooperation between the three countries resulted in concrete actions in the business, as customer deliveries to Sweden and Norway were supported with capacity from Finland. The quality of our operations also supported our customer satisfaction. Our customers continue to recommend our services and at the end of 2023, the NPS for our Group level business customers was an excellent 71.

Another significant achievement was the expansion of our certified management systems to all our subsidiaries, with the external certification audit of Hasopor AB also completed in late 2023. ISO 9001 Quality Management System, ISO 14001 Environmental Management System and ISO 45001 Occupational Health and Safety Management System and the certifications were granted in March 2024. These management systems will ensure that we develop our operations in a spirit of continuous improvement, use our resources wisely and learn from each other.

I am particularly proud of the EcoVadis Silver level recognition awarded to Uusioaines Oy. EcoVadis is an internationally renowned sustainability rating that is acknowledged by our customers and a great recognition of our sustainability work.

A good start for 2024

The year 2024 started off well, as we at the end of December signed a contract with Kreate, an infrastructure construction company, for a large foam glass delivery for a new business park to be built in Vihti in Finland. Deliveries from the Forssa production plant started early in 2024 and will continue throughout the year. This is a significant contract for Foamit Group. The order is proof of both our reputation as a reliable supplier and the excellent quality and environmental features of our products.

One of our most significant near-term investments is the expansion of our Norwegian production plant which has already progressed from planning stage to preparations required for the existing plant. The expansion will double the capacity of foam glass production at the plant. In addition, production at the new plant will be almost emission-free.

Strong market position and order book

As our operating environment is expected to remain challenging in 2024 our expectations are moderate. However, we are confident in our market position as customers' awareness of environmental issues is growing and as products' environmental impact is expected to continue to be an important criterion in purchasing decisions. Product quality and availability are essential for our customers, something which we have successfully managed to secure. Our production plants in different countries are operating efficiently and availability of raw materials has also stayed at a good level.

I thank all our customers, employees and partners for 2023 and I look forward to continuing our close cooperation in the current year and in the years to come.

Kalle Härkönen
CEO

Foam glass reduces weight of structures, costs and the environmental impact

Foamit Group processes and recycles waste glass into raw material for industrial glass cullet products at its Finnish unit. Foam glass is produced for infrastructure and building construction at Foamit Group's four production plants in the Nordic countries.

Recycling activities

Glass collection

The aim of Uusioaines Oy is to help every company find the most appropriate method to recycle glass. Uusioaines Oy accepts almost all types of glass waste, such as packaging and flat glass, and also offers companies glass transport and pallet rental services.

Glass processing

Contaminants and other materials are separated from the glass waste. The glass is sorted and separated by colour. The processed and sorted glass materials are delivered to the glass industry as raw material. Recycling by-products and unsorted glass waste are used for production of foam glass.

Foam glass

Foam glass aggregate is a versatile lightweight insulating material in infrastructure and building construction. It has the advantages of excellent lightness, stackability and load-bearing capacity. Foam glass is easy and efficient to handle in storage, transport and installation.

Foam glass is an environmentally preferable option as it is made from 99.8% recycled glass. Foam glass does not release harmful substances into the environment and is reusable.

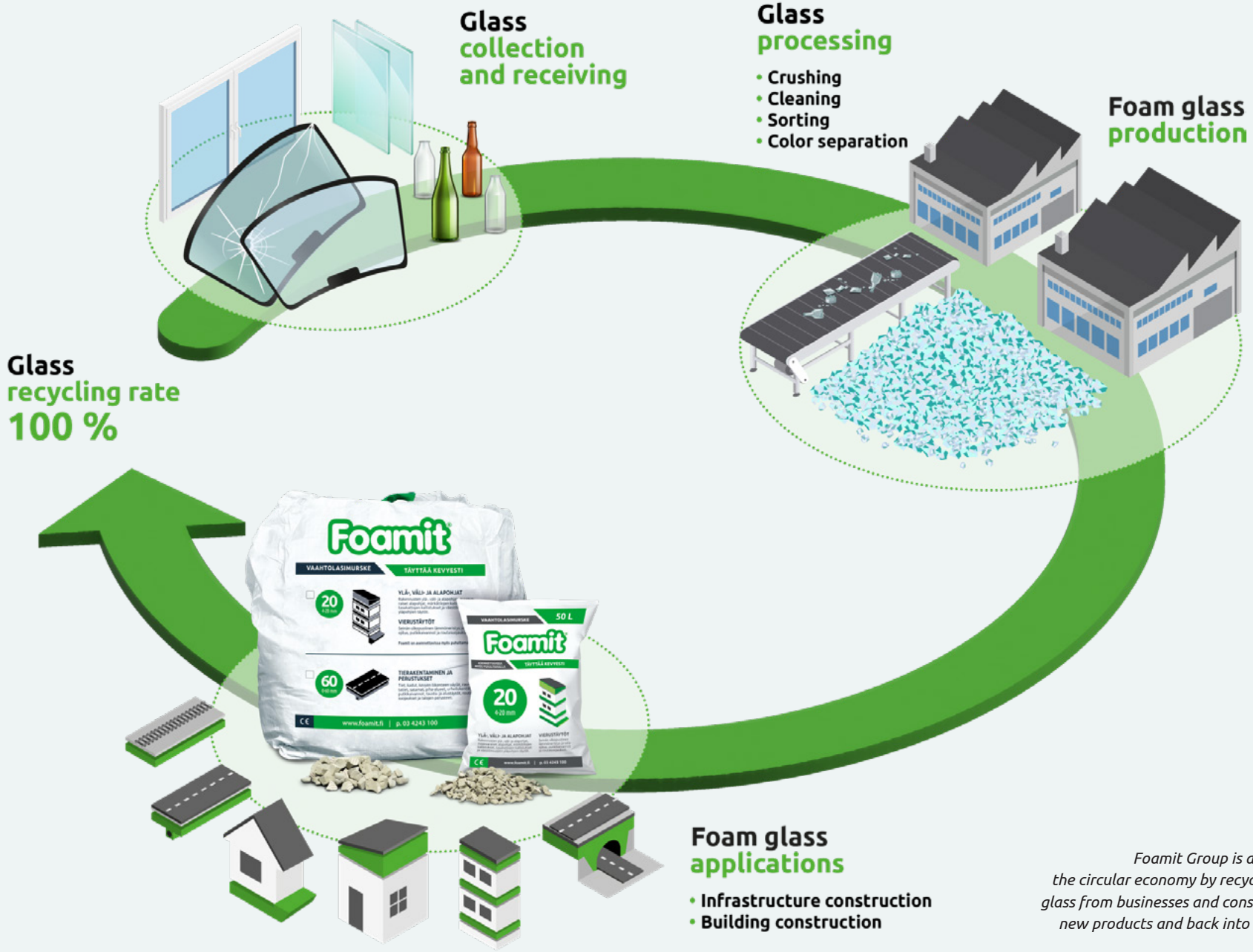
FOAM GLASS APPLICATIONS

Infrastructure construction

- Roads, streets and lanes
- Yards, parks and parking areas
- Municipal services, pipes and sewers
- Bridges, tunnels, underground structures
- Retaining walls and embankments
- Airports, railways
- Ports, piers

Building construction

- Industrial sites
- Residential buildings
- Commercial and office buildings
- Public buildings
- Hotels and restaurants
- Sports and leisure buildings
- Energy and waste management facilities



Foamit Group is a pioneer in the circular economy by recycling waste glass from businesses and consumers into new products and back into useful use.

Customer projects

Fossil-free renovation of the Karl IX road in Gothenburg

Skanska, a construction and project development company, had been commissioned to renovate the Färjenes Park section of the Karl IX road in the old part of Färjenäs. In the 19th and 20th centuries, Färjenäs was a village community that was rather isolated from Gothenburg. However, the ferry dock in the area has played an important role in connecting Färjenäs and Gothenburg.

The City of Gothenburg commissioned Skanska to reduce the share of fossil fuels in the project to 40%. Skanska accepted the challenge but decided instead to aim for 100% fossil-free operations. This target was achieved thanks to good cooperation and machine selection between all the transport companies involved in the project.

All diesel cars and vehicles were refuelled with biofuel on site, and electric vehicles were also used.

The challenging foundation work for the construction project was solved with foam glass aggregate, thanks to its light weight and good condensation properties. The project was large and challenging due to its close proximity to the shore and the difficulty of avoiding water intrusion into the shafts. Careful planning in cooperation with Skanska, even considering tides and wind direction, made the project rewarding despite of the challenges. Reducing carbon dioxide emissions was an overall priority for the project, so foam glass was an obvious choice of material compared to other alternatives that cannot compete with the CO_2 savings of foam glass.

Time was short and the project had to be completed before the Göteborgsvarvet half-marathon on 13 May 2023. Through a collaborative effort the project was completed, and the runners were able to run on freshly paved asphalt.

The groundwork for an extensive and challenging construction project was solved with foam glass.

Pieksämäki station platforms filled with foam glass

In 2023, an extensive repair project project was completed, giving the train station and tunnel in the centre of Pieksämäki a long overdue reform. The project improved the service level and accessibility of the passenger station yard, and increased the comfort and safety of the station area. As part of the project, the low passenger platforms were raised by almost 30 centimetres using Uusioaines-supplied Foamit foam glass as a filling material.

Foam glass aggregate was chosen primarily for its lightness, as it weighs only about a fifth of what traditional aggregate weights. “Using conventional construction materials would have increased the weight of the platform structure and created a risk of compression. Foam glass is slightly more compactible than other lightweight materials and it also does not absorb water. At the same time, it prevents the underlying layers from frosting in the same way as XPS insulation boards”, says Juha-Pekka Martikainen, Project Manager at Ramboll CM Oy, explaining the decision.

The Finnish Transport Infrastructure Agency’s policy of promoting recycled materials in its projects also supported the use of foam glass. The Agency is exploring the possibility of using recycled materials in all its road and railway projects. The environmental impact of materials, such as reusability and recyclability, is considered as one of the quality criteria for material procurement. The aim is to reduce the use of virgin natural materials, prevent the generation of waste and promote waste recovery. Emissions from the production, transport and handling of materials also play a role. As a recycled product, foam glass has a low carbon footprint, and its use reduces the need for virgin aggregates.

Pieksämäki is a major railroad intersection, with more than 300 000 passengers passing through every year, or an average of about 800 people a day.
Photo: The Finnish Transport Infrastructure Agency.

Customer projects

Foam glass foundation at the Medieval Park in Oslo

In the summer of 2023, the construction company NCC started to renovate and renew the landscape of the Medieval Park (Middelalderparken) in Oslo. This is a historic area that has long been under construction for the extension of the Follobanen railway tunnel. It will now be transformed into a green urban space for the enjoyment of Oslo's residents and visitors.

Bane NOR is responsible for the operation, maintenance and construction of Norway's railways. In recent years, Bane NOR has carried out extensive railway development work under Middelalderparken. The Klypen construction site restoration contract will restore the parkland to what archaeological excavations have shown it probably looked like in the Middle Ages.

But first the necessary infrastructure, concrete structures and earthworks had to be put in place underground. The work began with concrete works, water and sewer trenches and the construction of underground cable routes. In addition, 30,000 cubic metres of Glasopor-supplied foam glass aggregate was installed to prepare and level the ground in the park area.

The Glasopor foam glass was well suited for the project because the new Follobanen railway line runs under the park, and few materials can be delivered as efficiently in such a large volume. A layer of sand is put on top of the fill and then mulch. Last summer, NCC's landscape gardeners began surface work, including tree pruning, landscaping, seeding and planting.

The project will work in the vicinity of heritage sites. The park will be built near the ruins of Kongsgården, a royal residence in the Middle Ages. The site is close to the ruins of St Mary's Church and St Clement's Church. As of August 2021, the Norwegian Institute for Cultural Heritage Research (NIKU) has been conducting archaeological research on the site.

The new Middelalderparken is planned as a historic educational centre in Oslo and a neighbourhood park for residents. The project is a collaboration between the City of Oslo, Norwegian Directorate for Cultural Heritage, Bane NOR and the main contractor NCC.

30 000 cubic metres of Glasopor foam glass aggregate were installed to prepare and level the ground in the park area.

Photo: NCC.

Foamit Group's approach to sustainability

Foamit Group manufactures foam glass aggregate and glass cullet products from recycled glass. Its products and services reduce the need for virgin raw materials. At the same time, the company is making its own operations more sustainable every year. Foamit Group is also committed to contributing to the UN Sustainable Development Goals.

The quality assurance ensures a consistent and specification-compliant product for the customer. In the photo Jani Suvinen, Quality Assurance Officer at the Forssa plant.

Material topics

Foamit Group's sustainability development is based on the needs of both the business and its stakeholders. The most relevant sustainability themes have been identified through a materiality analysis. The most recent materiality analysis was carried out in 2021 and consulted Foamit Group's internal and external stakeholders in order to identify the real and potential sustainability impacts on the business. Stakeholders included employees, suppliers, customers, financiers, neighbours of Foamit Group's production plants in Finland, other supply chain representatives and other energy industry representatives. Foamit Group will update its materiality assessment to be in line with the CSRD double materiality assessment in the coming years.

The material topics of Foamit Group are:

- Minimising of carbon footprint.
- Focus on environmental factors that affect the immediate surroundings, such as dust and noise.
- Developing employee skills and ensuring appropriate information and training for all.
- Developing new solutions to ensure a circular economy in both our own and our stakeholders' activities.

UN Sustainable Development Goals

Foamit Group supports all seventeen SDGs, and the goals 8, 9, 13 and 17 have been identified as the ones where Foamit Group has the largest impact through their operations and products. For these goals and the company's approach for the near future has been defined:

SDG 8 • DECENT WORK AND ECONOMIC GROWTH

Foamit Group: Employee training and well-being. Safe place to work.

- Active dialogue with all employees regarding well-being at work and occupational health and safety.
- Active mapping of best-practices to identify and reduce or eliminate risk factors at our plants.

SDG 17 • PARTNERSHIPS FOR THE GOALS

Foamit Group: Cooperation with institutions to promote the circular economy.

- Actively searching for partners with whom we can find new circular economy products, services and production methods, as well as digital solutions to promote the circular economy.
- Exploring new opportunities to obtain sustainability certifications and commitments.
- Raising the profile of the circular economy. We work with educational institutions and schools and clusters promoting the circular economy. In Sweden, we will continue to work with the Research Institutes of Sweden (RISE). Foamit Group is a member of the Recycling Industry Association and participates actively in its working committees and is represented on its Board. In addition, Uusioaines Oy is a member of the European association of glass recycling companies called FERVER.

SDG 9 • INDUSTRY, INNOVATION AND INFRASTRUCTURE

Foamit Group: Development of new circular economy solutions.

- Innovations promoting circular economy are a significant part of our business. We measure and report projects that are completed with a significant sustainable innovation outcome.
- Exploring new opportunities for utilizing glass, including e.g. new foam glass products for industrial projects.

SDG 13 • CLIMATE ACTION

Foamit Group: Minimizing our carbon footprint.

- Updating our carbon footprint calculations and the verification of the EPD reports.
- Creating a roadmap to reduce emissions. The roadmap will help us to monitor and reduce our carbon footprint and increase our carbon handprint.
- Analysis of emissions from our supply chain. Establishing and monitoring Responsible Procurement Principles for the whole supply chain.

Commitments, targets and achievements 2023

Short- and medium-term ESG commitments

MATERIAL TOPIC	TARGET	ACHIEVEMENTS IN 2023	PROGRESS
Employee training and well-being	Employee engagement surveys are conducted, and their results develop positively. A digital survey isin use. • eNPS > 15 • Winningtemp Participation Rate >70%	Employee engagement surveys are conducted on a weekly basis. A digital survey by Winningtemp is in use in all countries. Results are not yet developing positively but they are monitored frequently, and action plans exist. • eNPS 31.12.2023: -10 • Winningtemp Participation Rate 31.12.2023: 67%	Not achieved
Employee training and well-being	Each employee is entitled to 3 days of training of their choice annually.	Average 2.1 days of training / employee	In progress
Safe place to work	Zero accidents Safety observations are reported in all countries and their amount develop positively.	Harmonizing the accident, incident and observation reporting and implementation of new software within Foamit Group subsidiaries was done. Two lost time accidents in Foamit Group.	In progress
Management system certifications	All Foamit Group sites are ISO 9001, 14001 and 45001 certified.	HSEQ processes were created and/or harmonized within Foamit Group. All subsidiaries were audited against ISO 9001, 14001 and 45001 standards, for Hasopor AB this being first time ever.	On target
Minimizing our carbon footprint and becoming carbon neutral	**Target 2023:** Update of our carbon footprint calculations (Scope 1 and 2) and verification of the Environmental Product Declaration (EPD) at Group level. **Target 2023:** Define business goals for Scope 3, review reporting principles, identify Scope 3 activities and set the Scope 3 boundary.	Scope 1 and 2 calculations were calculated for 2023 as part of this reporting project. Scope 3 is not yet in focus for Foamit Group.	Not achieved
Minimizing our carbon footprint and becoming carbon neutral	Reduce total energy consumption per NET m^3 produced (kWh/m^3) by 5% (year-on-year vs. 2022 as base line) as a Group.	The result of 2023 was -1.1%. In order to continue reducing energy (electricity and gas) consumption per m^3 in the production we are to 1. map the energy consumption per main production component in each production plant, then 2. prioritize areas of improvement and finally to 3. perform action to reduce energy consumption per NET m^3 produced. This work started in 2022 and is on track.	In progress

MATERIAL TOPIC	TARGET	ACHIEVEMENTS IN 2023	PROGRESS
Minimizing our carbon footprint and becoming carbon neutral	ZERO waste (glass waste, powder waste and foam glass waste) in foam glass production plants.	The result of 2023 defined 3 ways of eliminating the storage and potential deposits of glass waste, powder waste and foam glass waste; by limiting the creation of waste, reusing it and/or manufacturing products from it. The three ways will be tested during 2024 for verification.	In progress
Minimizing our carbon footprint and becoming carbon neutral	The preparation of responsible sourcing principles for our entire supply chain and monitoring their implementation. **Target 2025:** 95% of our key suppliers have signed Code of Conduct (CoC).	We continued the implementation of the corporate level Supplier Code of Conduct in all countries. Currently 77% of suppliers have signed CoC.	In progress
Minimizing our carbon footprint and becoming carbon neutral	**Target 2035:** Foam glass kilns run on renewable electricity or biogas, or both.	All electricity used in group has been renewable since 2021. In 2023 investment decision regarding factory expansion and electric conversion of kilns in Onsøy, Norway was made. Investment includes two new, efficient and environmentally friendly electric production lines, as well as modernization of existing production lines to be electrically driven.	In progress
Development of new circular economy solutions and cooperation with suppliers, customers, institutions and policy makers to promote circular economy	We are playing an active role in finding new circular economy solutions. **Target 2023:** We can demonstrate the effectiveness of our operations by measuring the share of new business in net sales.	We continued to define new waste raw materials for our production and have developed new recipes and products using these new raw material streams. Glasopor AS has agreed with its main supplier Sirkel to utilize additional qualities from their sorting process, resulting in an increase of more than 10% in the amount of recycled local material in our process.	On target
Circular economy	Total amount of recycled glass in our operations increases by 3% starting 2023 compared to 2022 baseline.	In 2023 we continued to increase amount of glass treated in our factories and at the same time decreased the need of landfill of lower grade glass products. Totally we recycled 3% more glass 2023 than baseline year 2022.	On target

Circular economy products

The main environmental impacts of Foamit Group's operations come from the raw materials used and the energy required for production. Recycled glass is used as raw material for foam glass and glass cullet products, so Foamit Group's business supports the circular economy. Glass is a 100% recyclable product and Foamit Group can recycle everything made from glass. Using recycled glass as a raw material for glass cullet reduces the need for virgin raw materials and energy consumption. The production of foam glass from the by-product of this production reduces the amount of waste going to landfill.

The glass manufacturing process is highly energy-intensive, with temperatures of over 1,000 degrees Celsius required to melt the raw materials - silica sand, soda ash and lime. Glass recycling ensures the most accurate use of precious raw materials and recycled glass saves energy compared to virgin raw materials in the glass manufacturing process.

The main raw materials used in production of foam glass are the collected glass and silicon carbide used as a foaming agent. Its manufacture, and in particular the foaming process, is also energy-intensive, so the energy-efficiency of production and the energy source are important considerations when assessing the environmental impact of products. The production is a dry process, so no water is used.

Foam glass is an environmentally friendly choice

Foamit Group manufactures foam glass and glass cullet products from recycled glass. The cleaned and colour-sorted glass is sold to customers who use it in production the manufacture of various glass products such as glass packaging, glass wool and flat glass. The remainder of the recycled glass material, which is typically fine waste glass and cannot be reused in the production of packaging glass without reprocessing, is used in the production of foam glass. This ensures that no recycled glass is wasted or landfilled. Foam glass is used as a lightweight insulating material in infrastructure and building construction, where it often replaces more polluting materials. Its technical lifetime of more than 50 years ensures efficient use of virgin raw material and has the added advantage of being lightweight, which keeps fuel consumption low during transport.

EcoVadis recognition for Uusioaines Oy

Foamit Group is committed to improving the quality of its operations and minimising their environmental impact. As proof of its proactive efforts in sustainability, Uusioaines Oy received Silver-level recognition in the international EcoVadis sustainability assessment in 2023. This means that the company is among the top 25% of companies assessed by EcoVadis. The criteria include the environment, labour and human rights, business ethics and sustainable procurement. Uusioaines Oy scored 68 out of 100.

ISO 9001, 14001 and 45001 certifications for all

Uusioaines Oy and Glasopor AS have ISO 9001 Quality Management System, ISO 14001 Environmental Management System and ISO 45001 Health and Safety Management System certification. In addition, Glasopor AS has a certified Energy Efficiency System ISO 50001. During 2023, Hasopor AB completed the audits of the Quality System ISO 9001, the Environmental System ISO 14001 and the Occupational Health and Safety System ISO 45001, and the certifications were granted in March 2024.

Comprehensive life cycle assessment

Foamit Group has addressed the environmental impact of its foam glass products by conducting a comprehensive Life Cycle Assessment (LCA). The assessment enables improvement and development of targeted processes and raw materials where the most significant positive change can be achieved. As all four Foamit Group plants use slightly different production processes and techniques, the LCA assessed foam glass products from each plant separately.

The cleaned and colour-graded glass cullet products are sold for further use in the glass packaging industry and glass wool production.

The Environmental Product Declaration (EPD) is a widely used standardised and transparent way of presenting life cycle environmental impacts of a product in an easily accessible format. Foamit Group published a certified Environmental Product Declaration (EPD) for foam glass aggregate in November 2022, which is used not only in customer communication but also as a basis for Foamit Group's development activities.

The report contains detailed information about key environmental impacts associated with the production of foam glass at each of the four production plants. It also provides information that enable comparison of the environmental impact of a Foamit Group foam glass product during its life cycle with foam glass products from other manufacturers and other similar products.

Energy-saving programme help to meet targets

Foamit Group's energy consumption depends largely on production volumes of its plants, energy-efficiency of its production and, accordingly, the carbon dioxide emissions from the energy source used. Foam glass production is energy-intensive, as the drying, grinding and foaming of raw materials use energy. In order to optimise energy consumption, part of the waste heat generated in the foaming process is recovered and used for drying the raw material and heating of the production site.

Foamit Group is constantly evaluating options to maximise energy-efficiency and replace fossil fuels with renewable energy sources. In 2023, the company set a target to reduce total energy consumption by 5% per cubic metre of foam glass produced, compared to the 2022 consumption level of 151.18 kWh/m^3. In 2023, the Group's foam glass production increased by 3% and energy consumption per cubic metre of foam glass produced decreased to 149.56 kWh/m^3, resulting in an energy saving of -1.1% and a partial achievement of the target.

At the Uusioaines Oy production plant, energy consumption decreased as a result of process optimisation and furnace cleaning. In addition, the energy consumption for glass cleaning was reduced by 10.5% following an increase in production volume and changes in the geometry of the dryer drum in the production plant. The installation of air-to-water heat pumps in the office also reduced the amount of fuel oil used for heating. At Hasopor AB, energy savings were achieved by maximising the use of furnaces, optimising the use of additives, and the internal storage of glass raw material.

Investing in zero-emission production

Foamit Group has reported its direct Scope 1 and Scope 2 emissions since 2021. Scope 1 emissions total 15,696 tCO_2. Scope 2 market-based emissions were zero tCO2, as all installations use renewable electricity and none of the installations use district heating. The main source of CO_2 emissions are the LPG-fired foam furnaces, which will be phased out. The life-cycle carbon footprint of foam glass is a weighted average of 37.89 kg CO_2 eq./m^3.

Foamit Group has launched an investment programme to increase the capacity of its production facilities in Onsøy, Norway, by expanding production and modifying old furnaces to be electrically powered. Upon completion of the investment programme, the Onsøy production plant will be the most emission-free and energy-efficient foam glass production plant in the world. The plant will use the best available technology for energy recovery and energy management systems. The environmental permit process for expansion of the plant's production is already underway and the investment programme progressed as planned in 2023 with modifications to the plant infrastructure.

On-site dust emissions

Foamit Group's production also generates some local emissions to air. As the foam glass aggregate material is produced from fine glass particles and glass dust, dust is generated during storage, transport and loading of the products at the production plant. In addition, dust is generated by the handling of glass waste. Dust emissions from Foamit Group's production plants are confined to the production site. Foamit Group has so far implemented various measures to minimise dust at all production plants and will continue to implement corrective measures in accordance with plans approved by the authorities. Dust is frequently measured at and in the immediate vicinity of the production sites. In addition, the plants monitor the solids content in rainwater.

Waste sorting

Foamit Group's operations generate only a small amount of mainly non-hazardous waste, such as packaging materials for incoming goods and waste from maintenance and repair work. In addition, the collected glass received in Finland contains contaminants such as bottle caps, labels and window frames, which are sorted into waste. The process also separates unwanted glass

streams, some of which may contain hazardous waste contaminants such as lead glass and cathode ray tubes (CRTs). Otherwise, the production process generates waste only during process upsets. In terms of logistics, there is very little waste as the products are mainly transported in bulk to customers.

Foamit Group aims to recycle all waste for beneficial use and to eliminate production-related waste such as glass, powder and foam glass waste. Group companies work with appropriately licensed waste management companies that provide recycling opportunities for as many waste fractions as possible. In addition to emphasizing their recycling solutions, Foamit Group also reviews the compliance programs of waste management companies during the selection process. Almost all of these companies are part of the largest waste management companies in their respective countries.

New raw materials

As Foamit Group's production plants have capacity to process larger volumes of recycled glass, the availability of recycled glass is important to the Group. The volume of recycled packaging glass packaging received by Uusioaines Oy increased in 2023, while the volume of flat glass received decreased due to the slowdown in residential construction in the second half of the year. The volume decreased especially from suppliers manufacturing products for the construction industry.

Due to legislative changes in the producer community, Uusioaines Oy's supply contract with Suomen Pakkauskierrätys RINKI Oy expired at the end of 2023. Two packaging producer associations were established in Finland, Sumi Oy and Suomen Pakkaustuottajat Oy,

Regular quality measurements of foam glass are an integral part of our operations in all our units.

with which new supply contracts were signed for the coming years.

Foamit Group is also exploring new uses for glass waste previously sent to landfill, as circular economy thinking encourages the search for new sources of raw materials for recycling. The choice of additives used in production also has an impact on the environmental impact of products. At the Uusioaines Oy production plant, the introduction of new foaming additives in production to reduce additive consumption started in 2022. During 2023 this technology was also used in other production plants.

Energy saving measures continue

The drive to save energy will continue throughout the Group in 2024. The four foam glass plants in Finland, Sweden and Norway aim to achieve a 5% energy saving per cubic metre of foam glass produced in 2024 compared to 2023. The glass recycling facility in Finland is also targeting a 5% energy saving per tonne of glass cleaned in 2024 compared to 2023. To achieve this target, the foam glass and the glass recycling plants are already working on measures relating to production equipment, optimisation and metering.

Energy consumption in 2023

	2023	2022
DIRECT ENERGY CONSUMPTION: NON-RENEWABLE		
Natural gas (LNG)		1,082
Propane (LPG)	54,045	52,727
Diesel	3,007	3,184
Light fuel oil (LFO)	1,344	1,483
DIRECT ENERGY CONSUMPTION: RENEWABLE		
Renewable electricity	42,469	42,889
TOTAL ENERGY CONSUMPTION	**100,865**	**101,365**

Greenhouse gas emissions (GHG)

EMISSION TYPE	2023	2022
DIRECT EMISSIONS (SCOPE 1), METRIC TONS CO_2		
Fuel consumption and refrigerants	14,262	13,597
Other production emissions (SiC)	1,434	1,558
SCOPE 1 TOTAL	**15,696**	**15,155**
INDIRECT EMISSIONS (SCOPE 2), METRIC TONS CO_2		
Electricity – Location-based	11,988	9,710
SCOPE 2 TOTAL (MARKET-BASED)	**0**	**0**

Non-hazardous waste generated

WASTE FRACTION, TONS	2023	2022
Mixed waste	165	181
Combustible	1,314	462
Metal / scrap metal	1,327	453
Other recyclable	12	
Paper and cardboard	1	4
Wood	611	389
Food waste	6	6
Off-spec foam glass	0	146
Mineral wool waste	0	2
WEEE	1	1
TOTAL	**3,437**	**1,644**

Hazardous waste generated

HAZARDOUS WASTE FRACTION, KG	EWC CODE	2023	2022
Paint residues	080111	12	12
Paint residues	200127	38	
Printing ink waste, hazardous	080312	14	
Wax and grease	120112	0	31
Hydraulic oils	130111	0	
Lubricants and gear oils	130208/200101	0	890
Waste oil, black	130206	1,076	
Oil-water mixtures and emulsions	130507	7,080	
Other oil containing hazardous waste	130899	642	370
Packaging with non-halogenated solvents	150110	6	4
Solid oil waste	150202	95	82
Aerosol waste	151011	10	120
Aerosol waste	140605	300	
WEEE, hazardous	160209/160213	0	735
Discarded electrical and electronic equipment	160211	0	48
Gases in pressure vessels	160504	0	2
Chemical wastes	160508/200115	21	47
Batteries	160601	5	155
Chemical concentrate	161003	0	3
Brake fluids	160113	990	
Solvent waste	200113	0	22
Fluorescent tubes	200121	1,206	1,204
Waste oil	200126	0	525
Resin waste / Glue waste, solid	200127	836	
Alkaline detergent / Detergent wastes, hazardous	060205	187	
Non-organic salts, solid	060313	2,022	
Asbestos	170601	2,500	
TOTAL		**17,040**	**4,250**

Moving forward together

Foamit Group's most important competitive edge is a skilled, healthy and productive workforce. The company is committed to a supportive and fair working community with a strong team spirit and proactive interaction. Foamit Group invests in the health and safety of its employees and wants to engage all employees in its development and progress.

In 2023, the number of Foamit Group employees remained at the previous year's level of 100, of whom 61% worked in production and 17% in management. At the end of the year, there were 37 employees in Finland, 23 in Sweden 36 in Norway. Females accounted for 10% of the workforce.

We record safety observations at all our plants. These observations help us to work continuously to improve safety at work. In the photo Sami Tiepelto, Tiina Partanen and Pasi Mäntynen.

Knowledge development

Foamit Group strives to ensure sufficient skills at company level, but also to provide staff with opportunities to develop and grow. To achieve this, everyone has the opportunity to spend at least three days a year on training. In 2023, 2.1 training days per employee were achieved. Employees themselves can choose the training they want, but Foamit Group also organises joint training events. In 2023, the topics covered included first aid skills, responsibility and information security. Competence development is also addressed in the annual performance reviews.

Common systems in place

The chosen focus for 2023 was the harmonisation of HSEQ (Health, Safety, Environment and Quality) processes and tools, which will support the implementation of certified management systems in all subsidiaries. Already in 2022, harmonised processes and electronic tools were created at Group level. They were first implemented in Finland and in all subsidiaries during 2023. The tools include risk management, compliance, regulatory monitoring, safety and environmental findings, deviations, control methods, reporting and documentation. Software and mobile tools are in use for reporting and access to up-to-date information, thus enabling rapid response to challenges and deviations.

More attention to well-being at work

The employee engagement system introduced in 2022 created a consistent way to engage employees and monitor job satisfaction, including through a monthly employee satisfaction index (eNPS). The target for 2023 was to improve performance in each category and engage employees to make suggestions for improvement. According to the data collected, the response rate remained good at 77%. The target for the eNPS index was set at +15 points or higher. At the end of 2023 the company scored -10, slightly better than the previous year but still below the industry average and the target set. Solutions to problems with well-being at work were sought by investing in collaboration and management development.

Safety at work as a priority

Safety at work has always been a key priority for Foamit Group and is maintained and developed according to the principles of continuous improvement. In production, the most common occupational accidents are slips, cuts and sprains. In office work, the most common manifestation of work strain is neck and shoulder pain. Safety at work is developed in a proactive way. Accidents and

safety observations are reported and addressed to avoid similar situations in the future. During 2023, there were no serious accidents at work, but there were two minor accidents leading to absence. In addition, there were two accidents at the Uusioaines Oy site involving staff from an external contractor. All Group employees are covered by occupational health care and the subsidiaries in Finland, Sweden and Norway have a certified Occupational Health and Safety System ISO 45001.

One example of continuous improvement activities is the improvement of air quality in the hand-picking work area of the glass recycling facility of the Finnish subsidiary.

Equal treatment and pay

Foamit Group wants to provide employees with equal opportunities to succeed and develop in their work. Equal treatment is reflected, for example, in recruitment, job allocation, career progression and remuneration. The majority of Foamit Group's employees are covered by collectively negotiated collective agreements, so their pay is in line with the agreement. Other employees are remunerated based on job requirements and performance.

Diversity, equality and inclusion (DEI)

We believe that a diverse workplace is more prosperous and produces better financial results. While our work in DEI has only started, we are already taking it into account in for instance our recruitment processes. We believe that a modern workplace needs to be capable to accept and prosper from diversity – to be inclusive. Our workplace is expected to become more diverse, and we are committed to being a workplace of equal opportunity regardless of gender, age, ethnicity, disability, sexual orientation or religion. We aim to identify and correct structures, practices and policies that risk putting people at a disadvantage in the workplace. For example, equal conduct enables us to provide career and training opportunities for all our employees, helping them to reach their full professional potential. Our aim is to offer 3 days of training per year to all our employees. In 2023, the average was 2.1 days of training, so we will continue to work on this issue.

Foamit Group and its subsidiaries are committed to maintaining a work community where differences between people are understood and accepted. Our daily activities are guided by our ethical principles. We have an absolute zero tolerance for all forms of discrimination and harassment, and we have established an anonymous reporting channel for such reports (Winningtemp/Whistleblowing). All reports of discrimination, bullying and harassment are taken seriously and dealt with by the Group Management Team. A total of 15 reports of bullying, harassment or discrimination were received through the Winningtemp reporting tool during 2023. These reports were responded to immediately by requesting additional information and offering an opportunity for discussion. However, the majority of those who reported wanted to remain anonymous. The fairly high number of reports raised concerns and discussions in the Group Management Team and the situation was addressed.

Close cooperation

Foamit Group drives its strategy forward with its entire staff, using the Hoshin Kanri method, familiar from the world of Lean, which provides clear prioritisation of objectives and actions. It is supported by the Amplon tool, which promotes collaboration across the organisation and provides a real-time overview of the status of common projects. Each subsidiary also has its own individual target matrix.

A review of long-term objectives and setting of new objectives is carried out in the context of the annual management calendar through extended management team workshops, in which the management teams of all country offices participate. The country-specific targets are agreed in the Extended Management Groups and the country-specific company workshops respectively.

Specific instructions for the supply chain

Foamit Group aims to ensure that the principles of social responsibility are implemented both in its own operations and in its supply chain. Foamit Group and its subsidiaries respect labour and human rights and do not use child labour, forced labour or human trafficking. In 2022, the company mapped the key suppliers in each subsidiary's supply chain to ensure that they comply with the company's Responsible Procurement Principles and the Group-wide Supplier Code of Conduct, which includes requirements for environmental responsibility, social responsibility and good governance. The target is that 90% of the most significant suppliers will have signed up by 2025.

Case

Hand-picking in clean indoor air

At the last meeting of Uusioaines Oy's Health and Safety Committee in 2023, employee representatives highlighted the improved air quality in the hand-picking work area of the glass recycling facility as one of the most significant projects of the year to improve wellbeing at work. Hand-picking is part of the glass cleaning process, and the glass recycling facility employees work short shifts in the hand-picking area as part of their working day.

The mechanical air purification system installed in the hand-picking workplace filters harmful dust particles from the air they breathe and allows continuous monitoring of the air quality in the room. In cooperation with occupational health, new dust measurements will be carried out in 2024 to provide more information on the functioning of the mechanical air cleaning system.

A respirator-free area in the glass recycling facility has been requested by the workers, as the level of protection for working in the glass recycling facility otherwise requires the use of a respirator. Being able to carry out part of the day's work at the plant safely, but without wearing a face mask, is a contribution to worker comfort.

The glass recycling facility in Forssa cleans glass bottles, packaging glass and flat glass for reuse. In the photo Production Manager Kari Mäkilä.

Total number of own employees and share of female employees on 31.12.2023

* Foamit Group consists of Foamit Group Oy and its subsidiaries Uusioaines Oy, Hasopor AB and Glasopor AS.

	PERSONNEL 2023	WOMEN 2023	PERSONNEL 2022	WOMEN 2022
Foamit Group	100	10	98	9

10% of Foamit Group's and its subsidiaries employees are women.

Employees by group on 31.12.2023

	2023			2022		
	MANAGEMENT	OFFICE WORK	MANUFACTURING	MANAGEMENT	OFFICE WORK	MANUFACTURING
Foamit Group	17	23	61	19	18	61

Employees by age group on 31.12.2023

	2023					2022				
	18–29	30–39	40–49	50–59	60+	18–29	30–39	40–49	50–59	60+
Foamit Group	10	29	19	29	9	7	30	26	28	7

	GROUP MANAGEMENT TEAM	BOARD OF DIRECTORS
Foamit Group	5 members: 4 men, 1 woman. Age groups: 2 men 50–60 yrs, 1 man 30–40 yrs, 1 woman and one man 40–50 yrs.	4 members, all men, 3 members 50–60, one between 30–40 yrs.

Injuries in 2023 (and 2022)

	NUMBER OF RECORDED INJURIES	NUMBER OF LOST TIME INJURIES	LOST TIME INJURY FREQUENCY RATE[1] LTIF, %
Foamit Group	4 (5)	2 (3)	12 (22)

[1] Lost time injuries per one million hours worked.

Customer satisfaction high

Foamit Group strives for continuous development and profitable growth through actions in line with its strategic objectives. It is a reliable partner for its customers and partners. Competitiveness is ensured through high product quality, excellent product availability and a high level of customer service. All stakeholders are treated fairly in the sharing of economic value. High quality management and careful risk management ensure business continuity under all circumstances.

The operating environment in 2023 was challenging for Foamit Group in many ways. Inflation, rising interest rates and the resulting slowdown in building construction in all of the Group's operating countries impacted sales. However, the share of building construction in the Group's total sales is low compared to infrastructure construction. As a result, the Group companies were able to adapt well to the new market situation and the impact of the challenging environment remained limited.

The strong exchange rate fluctuations of the Norwegian and Swedish currencies during 2023 had a negative impact on the Group's results. The effects were mainly deferred and unrealised. Sales and average prices of the subsidiaries operating in these markets developed well despite the exchange rate fluctuations. Group turnover was EUR 43.7 million, a decrease of 4.3% year-on-year. However, the EBIT rose to EUR 7.6 million and relative profitability improved to 17.4% (2022: 14.3%).

Quality and product availability are key factors

Foamit Group is constantly developing its ability to respond to changes in its operating environment. Product quality and security of supply are critical factors for customers, and the company was very successful in ensuring these. Production at the various sites was efficient and the availability of raw materials remained at a good level. Closer cooperation between the subsidiaries also supported capacity sharing. An ongoing NPS customer satisfaction survey, which started at the end of 2023, gave Glasopor AS a recommendation score of 78, Hasopor AB 69 and Uusioaines Oy 68. All subsidiaries received excellent ratings.

Ethical principles for suppliers

Foamit Group operates in an open and transparent manner and there is no perceived significant risk of bribery or other illegal activities in the industry. Nordic legislation requires a high level of corporate responsibility and there are effective control measures. Foamit Group has also established internal control guidelines and a responsibility matrix, which the Group companies follow in their operations.

In total, Foamit Group has more than 200 suppliers of goods and services, of which about one third are classified as significant partners due to the extent of their cooperation. Supply chains are generally short and many suppliers are local companies, such as transport companies or maintenance service providers. The monitoring of suppliers includes a continuous review of quality, reliability and accountability and is guided by the 2022 for Responsible Procurement Principles. Similarly, a Supplier Code of Conduct has been established for Foamit Group suppliers. Their implementation was promoted during 2023 and a significant number of partners signed up to the principles.

Foamit Group's target is to have 90% of major suppliers committed to the principles in 2024. In addition, the aim is to conduct at least one supplier audit in each country during the year to verify the implementation of the Responsible Procurement Principles in practice. In 2023, supplier audits were carried out in Finland and Norway, targeting our transport partners. In 2024, the aim is to start supplier audits in Sweden as well.

Foamit Group has a large and diverse customer base, ranging from large companies to private customers. As a result, customer and credit risks are well managed. Changes in exchange rates have a significant impact on Foamit Group's profitability and opportunities for exchange rate hedging are explored where appropriate.

As regards information security, the company follows general practices and organises training for its personnel on an annual basis.

Increasing capacity

In June 2023, the Group started an investment programme to increase production at Glasopor AS's Onsøy production plant in Norway and the project progressed as planned in 2023 with changes to the factory infrastructure. The investment will double foam glass production capacity at Onsøy production plant. In addition, production at the plant will be almost emission-free.

Foamit Group's most significant impact on society comes from its activities to promote the circular economy. The use of recycled glass reduces the overuse of the earth's resources, while foam glass and cullet are environmentally excellent products for applications such as infrastructure and building construction.

Foamit Group's business activities give rise to tax and parafiscal obligations for the Group companies, as well as the obligation to collect and remit taxes and parafiscal charges arising from the business activities of the Group companies. With regard to taxes and other tax-like charges, Foamit Group complies with the laws and regulations of each country. Foamit Group's production plants are located in small communities where they are significant employers and taxpayers. In 2023, the Group paid a total of EUR 0.5 million in corporate taxes. In addition, the Group companies pay a significant amount of employment-related taxes and levies and collect and remit VAT and withholding taxes in the countries where they operate. Group companies also pay property taxes on land and buildings owned in the countries where they operate.

Case

Uusioaines involved in education and youth work

Uusioaines Oy strives to be a good corporate citizen and to support the local communities of its production facilities. During 2023, Uusioaines Oy participated in the Children's Road Safety Challenge, which aims to guide children towards a safe road culture. The company also supported the local Rockets Loimaa U13 hockey team, where Uusioaines Oy has its own godfather player.

GRI content index

Statement of use: Foamit Group has reported the information cited in this GRI content index for the period 1 January to 31 December 2023 with reference to the GRi Standards.
GRI 1 used: GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	PAGE	LOCATION	ADDITONAL INFORMATION
GRI 2: GENERAL DISCLOSURES 2021				
2-1	Organizational details	4	Foamit Group in brief	Foamit Group is headquartered in Vantaa, Finland.
2-2	Entities included in the organization's sustainability reporting	3	About this report	
2-3	Reporting period, frequency and contact point	3	About this report	
2-4	Restatement of information	15–17	Foamit Group's approach to sustainability	
2-5	External assurance	3	About this report	The report has not been externally verified.
2-6	Activities, value chain and other business relationships	4 14 25 28	Foamit Group in brief, Foamit Group's approach to sustainability, Social responsibility: Moving forward together, Economic responsibility: Customer satisfaction high	
2-7	Employees	27	Social responsibility: Moving forward together	
2-9	Governance structure and composition	33	Board of Directors and Group Management Team	
2-10	Nomination and selection of the highest governance body			According to the Companies Act
2-11	Chair of the highest governance body	33	Board of Directors and Group Management Team	
2-13	Delegation of responsibility for managing impacts	24–25	Social responsibility: Moving forward together	
2-15	Conflicts of interest	25	Social responsibility: Moving forward together	
2-16	Communication of critical concerns	25	Social responsibility: Moving forward together	
2-22	Statement on sustainable development strategy	14	Foamit Group's approach to sustainability	
2-23	Policy commitments	15–17	Foamit Group's approach to sustainability	
2-24	Embedding policy commitments	24	Social responsibility: Moving forward together	
2-25	Processes to remediate negative impacts	25	Social responsibility: Moving forward together	
2-26	Mechanisms for seeking advice and raising concerns	25	Social responsibility: Moving forward together	
2-27	Compliance with laws and regulations	28	Economic responsibility: Customer satisfaction high	

GRI STANDARD	DISCLOSURE	PAGE	LOCATION	ADDITONAL INFORMATION
2-28	Membership associations	15	Foamit Group's approach to sustainability	
2-29	Approach to stakeholder engagement	14	Foamit Group's approach to sustainability	
2-30	Collective bargaining agreements	25	Social responsibility: Moving forward together	
GRI 3: MATERIAL TOPICS 2021				
3-1	Process to determine material topics	14	Foamit Group's approach to sustainability	
3-2	List of material topics	14	Foamit Group's approach to sustainability	
3-3	Management of material topics	25	Social responsibility: Moving forward together	
GRI 201: Economic performance 2016				
201-1	Direct economic value generated and distributed	28	Economic responsibility: Customer satisfaction high	
GRI 203: Indirect economic impacts 2016				
203-2	Significant indirect economic impacts	18	Environmental responsibility: Circular economy products	
GRI 205: Anti-Corruption 2016				
205-2	Communication and training about anti-corruption policies and procedures	24	Social responsibility: Moving forward together	
205-3	Confirmed incidents of corruption and actions taken	28	Economic responsibility: Customer satisfaction high	
GRI 207: Tax 2019				
207-1	Approach to tax	29	Economic responsibility: Customer satisfaction high	
GRI 302: Energy 2016				
302-1	Energy consumption within the organization	22	Environmental responsibility: Circular economy products	
302-3	Energy intensity	22	Environmental responsibility: Circular economy products	
302-4	Reduction of energy consumption	22	Environmental responsibility: Circular economy products	
GRI 304: Biodiversity 2016				
304-2	Significant impacts of activities, products, and services on biodiversity	18	Environmental responsibility: Circular economy products	
GRI 305: Emissions 2016				
305-1	Direct (Scope 1) GHG emissions	22	Environmental responsibility: Circular economy products	
305-2	Energy indirect (Scope 2) GHG emissions	22	Environmental responsibility: Circular economy products	
305-3	Other indirect (Scope 3) GHG emissions	16	Foamit Group's approach to sustainability	
305-5	Reduction of GHG emissions	20	Environmental responsibility: Circular economy products	

GRI STANDARD	DISCLOSURE	PAGE	LOCATION	ADDITONAL INFORMATION
GRI 306: Waste 2016				
306-1	Waste generation and significant waste-related impacts	20–21	Environmental responsibility: Circular economy products	
306-2	Management of significant waste-related impacts	20–21	Environmental responsibility: Circular economy products	
306-3	Waste generated	23	Environmental responsibility: Circular economy products	
GRI 308: Supplier Environmental Assessment 2016				
308-2	Negative environmental impacts in the supply chain and actions taken	25 28	Social responsibility: Moving forward together, Economic responsibility: Customer satisfaction high	
GRI 401: Employment 2016				
401-1	New employee hires and employee turnover	24	Social responsibility: Moving forward together	
GRI 403: Occupational Health and Safety 2018				
403-1	Occupational health and safety management system	24	Social responsibility: Moving forward together	
403-2	Hazard identification, risk assessment, and incident investigation	24	Social responsibility: Moving forward together	
403-3	Occupational health services	24	Social responsibility: Moving forward together	
403-5	Worker training on occupational health and safety	24	Social responsibility: Moving forward together	
403-6	Promotion of worker health	24	Social responsibility: Moving forward together	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	24	Social responsibility: Moving forward together	
403-9	Work-related injuries	27	Social responsibility: Moving forward together	
GRI 404: Traning and education 2016				
404-1	Average hours of training per year per employee	24	Social responsibility: Moving forward together	
404-2	Programs for upgrading employee skills and transition assistance programs	24	Social responsibility: Moving forward together	
404-3	Percentage of employees receiving regular performance and career development reviews	24	Social responsibility: Moving forward together	
GRI 405: Diversity and equal opportunity 2016				
405-1	Diversity of governance bodies and employees	27	Social responsibility: Moving forward together	
GRI 406: Non-discrimination 2016				
406-1	Incidents of discrimination and corrective actions taken	25	Social responsibility: Moving forward together	
GRI 414: Supplier Social Assessment 2016				
414-2	Negative social impacts in the supply chain and actions taken	25 28	Social responsibility: Moving forward together, Economic responsibility: Customer satisfaction high	

Board of Directors

31 December 2023

VESA SILASKIVI

Chairman of the Board of Directors since 2020
Principal occupation: Board member and advisor to several companies

PETER VAPAAMIES

Board member since 2023
Principal occupation: CEO of Partnera Corporation

MARKO JÄRVINEN

Board member since 2019
Principal occupation: CEO of Loihde Trust Oy

KALLE SAARIMAA

Board member since 2019
Principal occupation: CEO of Tana Oy

Group Management Team

31 December 2023

KALLE HÄRKÖNEN

CEO of Foamit Group Oy
Management Team member since 2020

TRULS BØRRESEN

CEO of Glasopor AS
Management Team member since 2022

DANIEL ELLISON

CEO of Hasopor AB
Management Team member since 2020

TIINA PARTANEN

Head of Sustainability and PMO of Foamit Group Oy
Management Team member since 2020

VALTTERI RAUNIO

CFO of Foamit Group Oy
Management Team member since 2019

Uusioaines Oy

Uusioaines Oy
Teknobulevardi 3–5
FI-01530 Vantaa

Uusioaines Oy
Edvartintie 3
FI-31600 Jokioinen

HASOPOR

Hasopor AB
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Glasopor

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NO-0663 Oslo

Glasopor AS
Industrivegen 63
NO-2690 Skjåk

Glasopor AS
Onsøy Stasjon 15
NO-1615 Fredrikstad

Foamit®
GROUP

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