Sustainability Report 2024

Foamit Group: Uusioaines • Hasopor • Glasopor

Foamit GROUP

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About this report

Foamit Group stands at the forefront of the circular economy, transforming waste glass into valuable resources. As pioneers in glass recycling, we convert commercial and consumer waste glass into new products, giving materials a second life while reducing environmental impact. Our foam glass products serve as lightweight insulating materials, exemplifying how innovation can drive both sustainability and performance.

This Corporate Responsibility Report provides a comprehensive overview of our sustainability initiatives throughout 2024. It covers:

- Our key sustainability achievements and milestones
- Progress on environmental, social, and economic commitments
- Significant actions taken across all business functions
- Future targets and development areas

Our reporting framework adheres to GRI (Global Reporting Initiative) standards, ensuring transparent and standardized disclosure of our sustainability performance. The materiality assessment that guides our reporting priorities reflects both key stakeholder expectations and critical business drivers.

Report Structure

The report follows this structure:

1. Company Overview: Introduction to Foamit Group and key developments in 2024
2. Operations: Detailed look at products, production processes, and customer projects
3. Sustainability Performance: Analysis of our environmental, social, and economic impact
4. Performance Indicators: Comprehensive metrics for each section
5. Future Outlook
6. Background Information

Report Verification

While this report has not undergone external verification, our financial responsibility data is based on the Board of Directors' annual report and financial statements, which have been audited by auditing company Ernst & Young Oy.

Publication Information

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Contact Information

For questions or additional information about this report, please contact:

Tiina Partanen
Head of Sustainability and PMO
tiina.partanen@uusioaines.com

Foamit Group in Brief

Europe's Leading Foam Glass Innovator

Foamit Group is the leading foam glass manufacturer in Europe, with operations across Finland, Sweden, and Norway. At the heart of our business is a commitment to the circular economy – we ensure efficient and safe recycling of glass waste from both businesses and consumers. Our expertise lies in accepting nearly all types of glass and transforming them into new, sustainable products, with foam glass being our flagship offering.

Our foam glass products serve as lightweight load reduction and insulating materials in infrastructure and building construction. Their environmental impact has been verified through Environmental Product Declaration (EPD), covering all four of our production plants. Our commitment to quality and sustainability drives our continuous expansion in international markets.

Corporate Structure

The Group operates through three key subsidiaries:

UUSIOAINES OY IN FINLAND: Uusioaines Oy

Forssa and Vantaa (office)

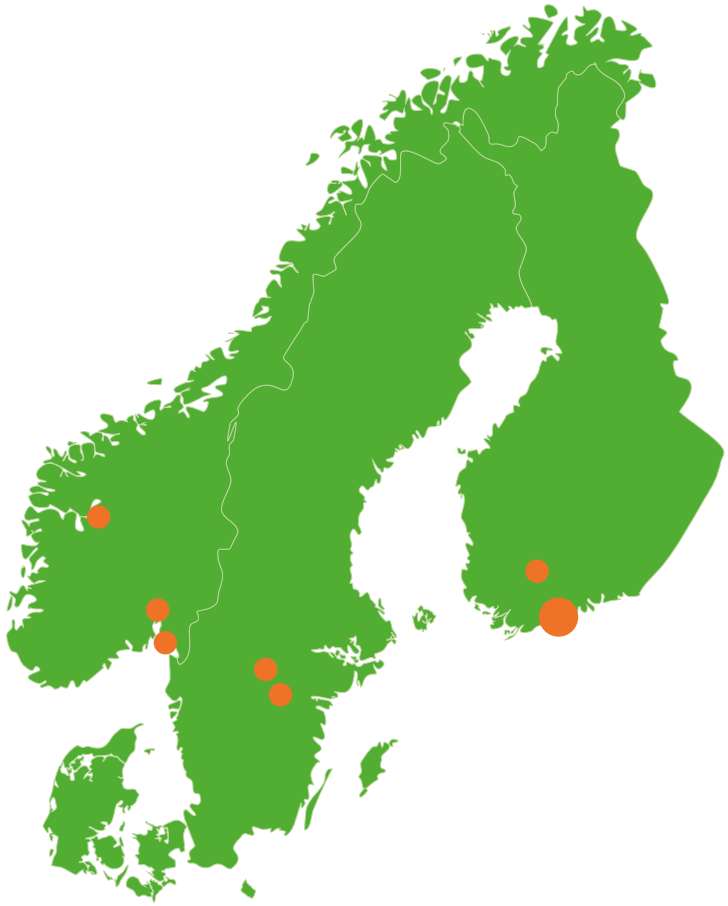
HASOPOR AB IN SWEDEN: HASOPOR

Hammar and Linköping (office)

GLASOPOR AS IN NORWAY: Glasopor

Fredrikstad, Skjåk and Oslo (office)

Our headquarters is located in Vantaa. Our major shareholders are Partnera Oyj (66 %) and Tesi (Finnish Industry Investment Ltd) (32 %).



Key Figures

REVENUE: 41,4 MEUR

EBITDA: 6,0 MEUR

EMPLOYEES: 94

PRODUCTION FACILITIES: 4 FOAM GLASS PLANTS, 1 GLASS RECYCLING FACILITY

Year 2024

Building Resilience in Changing Markets

Foamit Group operates through two complementary business streams: foam glass operations and glass recycling business. Our foam glass aggregate serves the infrastructure and construction sectors as a lightweight load reduction and insulating material, while our glass business exemplifies circular economy principles by recycling waste glass for reuse.

Market Performance

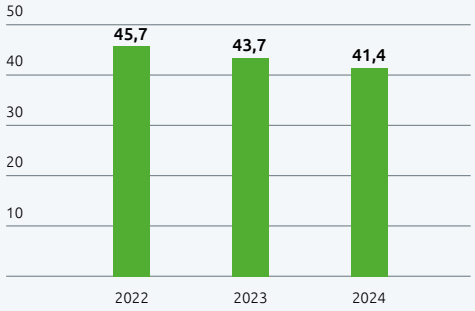
The year presented a mixed picture across our markets:

- Infrastructure construction remained robust throughout 2024
- Construction experienced headwinds, particularly affecting order volumes in the first half
- Glass recycling business showed continued strength in development
- Recycled glass packaging and flat glass volumes decreased slightly from previous year, since packaging glass reception volumes decreased
- Demand for high-quality cleaned recycled glass remained strong, with sales maintaining previous year's levels

Key Financial and Operational Metrics

- Revenue decreased by 5,3 % to 41,4 MEUR (43,7 MEUR in 2023)
- EBITDA was 6,0 MEUR (7,6 MEUR in 2023)
- Workforce: 94 employees at year-end
- Glass Recycling: 2 % decrease in recycled glass volume compared to previous year

REVENUE
MEUR



EBITDA
MEUR

2024	2023	2022
6,0	7,6	6,5

EMPLOYEES

2024	2023	2022
94	100	98

Milestone Timeline

MARCH

Hasopor achieved triple ISO certification (9001 Quality Management System, 14001 Environmental Management System, 45001 Occupational Health and Safety Management System)

APRIL

Glasopor launched Onsøy investment project to enhance production capacity and electrify foam glass production

MAY

Uusioaines Oy received EcoVadis Gold Rating, recognizing excellence in sustainability

JULY

The biggest project in Hasopor, E6 highway connecting Sweden and Norway. Project ahead of schedule, demonstrating operational efficiency. See also paragraph Customer Projects for further details.

SEPTEMBER

Commenced construction of new foam glass small fraction warehouse at Uusioaines

NOVEMBER

Board approval of new strategy for 2025-2028, setting course for future growth

CEO'S REVIEW

Year of Action – Eyes on the Future

We build a better future by utilizing glass that would otherwise end up as waste – this is not just an empty slogan for us but the core of our operations. The year 2024 has been a time of significant investments and renewal for us.

We initiated major investments in our production facilities. The expansion and electrification project of the Onsøy factory in Norway and the development of the Forssa factory in Finland are concrete examples of our commitment to more environmentally friendly production. These investments not only increase our production capacity but also significantly reduce our carbon footprint. Beyond investments, we strive for energy efficiency in all our operations, and our goal is to certify ISO 50001 Energy Management system at all our manufacturing sites next year. Circular economy is at the heart of our business. We refine recycled glass into high-quality products and services that help the construction industry achieve its own sustainability goals. We are proud to say that every cubic meter of foam glass aggregate we deliver is part of a solution that enables the construction sector to reduce its carbon dioxide emissions and promote circular economy.

Our eyes are firmly set on the future. In our growth strategy for 2025–2028, we are targeting the European market more strongly in addition to the Nordic countries. This journey is not just a growth story – it's a commitment to innovate and develop even more sustainable solutions. Our planned investments in personnel, product development, production optimization, and new markets support this goal. Read more about our future thoughts in the Building Our Future section of the report.

I want to thank our staff, customers, and partners for their commitment to our shared goal. Together, we don't just hope for a more sustainable future – we make it happen, one innovation at a time.

Valtteri Raunio, Acting CEO Foamit Group

Foam Glass: Building a Sustainable Future

Foamit Group processes and recycles waste glass into valuable materials that serve two key markets: industrial glass cullet products and foam glass for construction. Our four Nordic production plants exemplify our commitment to sustainable manufacturing and circular economy principles.

In Forssa, Finland, Uusioaines Oy produces cleaned and color-sorted glass cullets from glass waste. This is sold to industry for the production of new glass products. Around half of raw materials are exported – primarily to container glass factories around Europe.

Foam glass aggregate stands as a versatile lightweight load reduction and insulating material in sustainable construction. Made from 99 % recycled glass, it delivers both exceptional performance and environmental benefits. This dual advantage positions foam glass as a key solution for modern construction challenges.

Recycling Activities

Glass Collection: Maximizing Glass Recycling

Uusioaines Oy partners with companies to develop optimal glass recycling solutions. We accept nearly all types of glass waste, including packaging and flat glass, while offering comprehensive transport and pallet rental services to facilitate efficient collection.

Glass Processing

Our sophisticated processing system separates contaminants and other materials from glass waste. The glass undergoes precise color sorting, with processed materials supplied to the glass industry as high-quality raw material. Any recycling by-products and unsorted glass waste are redirected into our foam glass production, ensuring maximum resource utilization.

Foam Glass

Engineering Sustainability

Foam glass aggregate excels in both infrastructure and construction applications through its unique combination of properties:

- Exceptional lightness and load-bearing capacity
- Superior stability and handling efficiency
- Streamlined storage, transport and installation characteristics

Environmental Excellence:

- 99 % recycled glass content
- Foam glass is inert, and does not harm the environment
- Reusability at end of life

Foam Glass Benefits and Applications

Foam glass aggregates represent a breakthrough in sustainable construction materials.

Primary Benefits:

- Reduces landfill waste through glass recycling
- Lowers construction project carbon footprints
- Supports eco-friendly infrastructure development

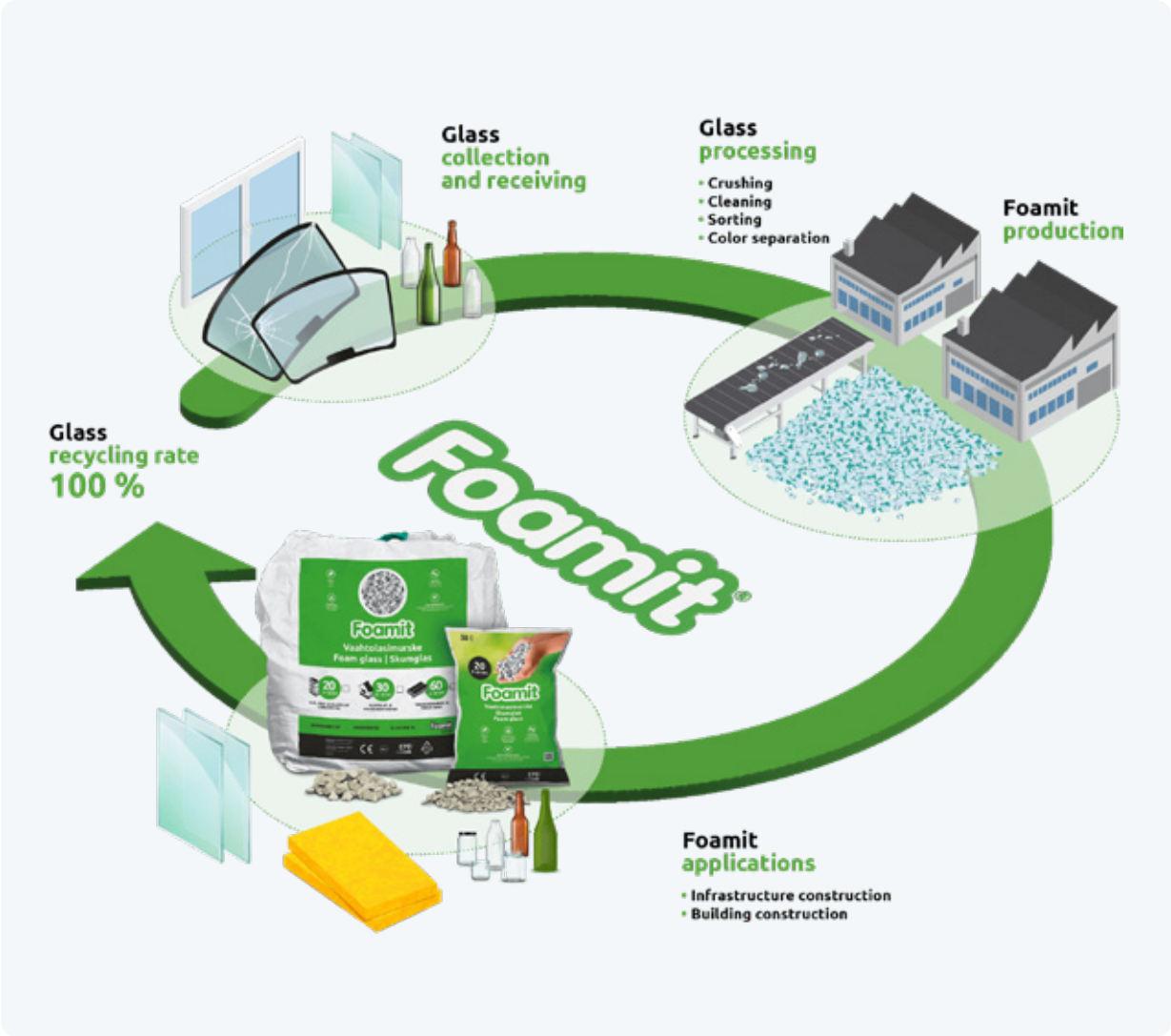
Climate Adaptation Features:

- Prevents frost heave through insulating properties
- Maintains structural integrity in extreme weather
- Provides effective drainage through high permeability

Construction Advantages:

- Stability that minimizes sideloads and simplifies project implementation
- Lightweight properties that reduce excavation and transportation needs
- Exceptional load-bearing capacity relative to weight – unique among soil stabilization materials

These characteristics make foam glass an ideal solution for diverse applications, from road embankments and landslide rehabilitation to frost protection layers and green roofs. By addressing current sustainability needs while anticipating future challenges, foam glass continues to advance modern construction practices.



CUSTOMER PROJECTS

From Crisis to Success – Rapid E6 Highway Restoration

A Critical Infrastructure Recovery Success Story

When a devastating landslide severed the vital E6 highway connecting Sweden and Norway, few expected its restoration to be completed six months ahead of schedule and under budget. Yet in July 2024, just 10 months after the incident, the highway reopened – thanks in large part to Foamit Group's innovative solutions and swift response.

Project Scale and Impact:

- Over 44 000 cubic meters of circular foam glass delivered
- 8 800 tons of glass diverted from landfills
- Estimated 2 000 to 6 000 tons of CO_2 emissions saved compared to traditional materials
- Delivery period: April–May 2024

The project demanded unprecedented coordination between Foamit Group subsidiaries. Hasopor (Sweden) and Glasopor (Norway) joined forces, with production sites in Hammar, Onsøy and Skjåk operating around the clock to ensure continuous material flow to the disaster site.

This rapid infrastructure recovery demonstrated more than just engineering excellence – it showcased how circular economy solutions can deliver both environmental and practical benefits. The project's success in using 100 % recycled glass to create a stable foundation for this critical roadway exemplifies our commitment to building resilient, sustainable infrastructure.

Photo: Trafikverket

CUSTOMER PROJECTS

Drammen Station – Pioneering Sustainable Rail Infrastructure with Smart Material Solutions

The redevelopment of Drammen Station, a train station providing train services to major parts of Eastern and Western Norway, marks a vital milestone in Bane NOR's InterCity project, strategically enhancing train capacity and reducing travel times in the Oslo region. This ambitious project demonstrates how innovative material choices can address both infrastructure and sustainability challenges simultaneously.

Sustainable Engineering Solutions

Foamit Group's Glasopor foam glass serves as the project's cornerstone, being extensively used as lightweight fill material along retaining walls and under the new platforms. This strategic choice addresses multiple engineering challenges - from mitigating challenging ground conditions to improving drainage and providing thermal insulation.

Environmental and Community Benefits

The project showcases exemplary environmental considerations in large-scale infrastructure development. Selecting foam glass aligns perfectly with the project's sustainability goals, with Bane NOR actively tracking environmental performance through EPD (Environmental Product Declaration) statement numbers. A notable advantage in this urban setting has been the reduced noise pollution during installation compared to traditional materials like gravel and crushed stone - a crucial benefit given the project's 24/7 operational requirements and central location.

Future Impact

With completion scheduled for 2025, this project represents more than just a station upgrade - it stands as a model for sustainable urban development in Norway's rail infrastructure. The project demonstrates how thoughtful material selection can support both immediate construction needs and long-term environmental goals.

Photo: Bane NOR - Aleksandar Kesonja

CUSTOMER PROJECTS

Vihti Business District – Sustainable Infrastructure through Smart Material Choice

Uusioaines Oy's Forssa facility began delivering foam glass in July 2024 for Vihti's new business district development project. The project, demanding high quality standards across large product batches, utilized almost 18 000 m^3 of foam glass aggregate.

The infrastructure development in Vihti's Nummela area showcases main contractor Kreate's commitment to environmental responsibility. The project demonstrates how recycled materials can effectively serve major infrastructure needs – foam glass aggregate, produced from recycled glass, provides both technical performance as a lightweight material and environmental benefits through low carbon dioxide emissions. The short transport distance between Forssa and Vihti further enhanced the project's sustainability profile by minimizing logistics-related emissions.

This project exemplifies how strategic material choices in infrastructure development can deliver both environmental and performance benefits, setting a benchmark for future construction projects.

Foam glass aggregate stands as a versatile lightweight lightening and insulating material in sustainable construction. Made from 99 % recycled glass, it delivers both exceptional performance and environmental benefits. This positions foam glass as a key solution for modern construction challenges.

Our Approach to Sustainability

Foamit Group manufactures foam glass aggregate and glass cullet products from recycled glass, reducing the need for virgin raw materials. We continuously improve the sustainability of our operations while supporting UN Sustainable Development Goals.

Material Topics

Our sustainability development addresses both business needs and stakeholder expectations. Through materiality analysis conducted in 2021, we identified key sustainability themes by consulting internal and external stakeholders - including employees, suppliers, customers, financiers, local community members near our Finnish production plants, and industry representatives. We will update this assessment in 2025 to align with CSRD double materiality requirements.

Our Material Topics Are:

- Minimizing 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

We support all seventeen SDGs, and the goals 8, 9, 13 and 17 have been identified as the ones where we have the largest impact through operations and products. For these goals and the company's approach for the near future has been identified as follows:

SDG 8: DECENT WORK AND ECONOMIC GROWTH

Focus: Employee Training, Well-being, and Workplace Safety

- Maintaining active dialogue on workplace well-being and occupational safety
- Identifying and mitigating risk factors through best-practice implementation

SDG 17: PARTNERSHIPS FOR THE GOALS

Focus: Promoting Circular Economy Through Cooperation

- Actively seeking partners to develop new circular economy products, services, production methods, and digital solutions
- Pursuing new sustainability certifications and commitments
- Advancing circular economy awareness through collaboration with educational institutions and industry clusters. Our partnerships include ongoing work with the Research Institutes of Sweden (RISE), active participation in the Recycling Industry Association's committees and board, and Uusioaines Oy's membership in FERVER (European association of glass recycling companies)

SDG 9: INDUSTRY, INNOVATION AND INFRASTRUCTURE

Focus: Development of New Circular Economy Solutions

- Making circular economy innovations a core part of our business, with measured and reported sustainable innovation outcomes
- Exploring new opportunities for utilizing glass, including innovative foam glass products for industrial projects
- Developing climate-resilient infrastructure solutions that enhance adaptation capacity and withstand extreme weather conditions

SDG 13: CLIMATE ACTION

Focus: Minimizing Carbon Footprint

- Maintaining updated carbon footprint calculations and EPD report verifications
- Implementing an emissions reduction roadmap to monitor and reduce our carbon footprint while increasing our carbon handprint
- Analyzing supply chain emissions and establishing Responsible Procurement Principles throughout our operations

Commitments, Targets and Achievements 2024

Short- and Medium-Term ESG Commitments

MATERIAL TOPIC	TARGET	ACHIEVEMENTS IN 2024	PROGRESS
Employee training and well-being	Employee engagement surveys are conducted regularly, and the results show positive development. A digital survey system is currently in use. • eNPS > 15 • Winningtemp Participation Rate > 70 %	Employee engagement surveys are conducted on a bi-weekly basis. A digital survey by Winningtemp is in use in all of our countries. The results show positive development. • eNPS 31.12.2024: -1 (2023: -10) • Winningtemp Participation Rate 31.12.2024: 67 %	In progress
Employee training and well-being	Each employee is entitled to 3 days of training of their choice annually.	Average 1,6 days of training per employee	In progress
Safe place to work	• Zero accidents • Safety observations are reported in all countries, and the number of reports continues to show positive development. • New target 2025: 100 HSEQ observations reported monthly (1200 annually).	• The harmonization of accident, incident and observation reporting, along with the implementation of new software across Foamit Group subsidiaries, has been completed. • 2 lost time accidents in Foamit Group. • 960 HSEQ observations reported 2024	In progress
Management system certifications	• All Foamit Group sites are ISO 9001, 14001 and 45001 certified. • New target 2025: ISO 50001 Energy Management system certified for all subsidiaries	• HSEQ processes were created and/or harmonized within Foamit Group. All subsidiaries were audited against ISO 9001, 14001 and 45001 standards. • ISO 50001 project started in 2024. Target is to certify in Finland and Sweden in 2025. Norway already has the certificate.	On target In progress
Minimizing our carbon footprint and becoming carbon neutral	• Update of our carbon footprint calculations annually (Scope 1 & 2). • Updating verified Environmental Product Declaration (EPD) at Group level.	• Scope 1 and 2 calculations were calculated for 2024 as part of this reporting project. Scope 3 is not yet in focus for Foamit Group. • Year 2025 we'll update our EPD's for all products in-house using a sophisticated online calculation tool.	In progress
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 baseline) as a Group.	This KPI will be re-evaluated as part of our materiality assessment in 2025. There are limitations in how accurate our data is, and our calculation method needs to be more specific than it has been so far. Therefore, we will not publish our results for 2024, even though the target of becoming more energy efficient will remain. Certifying ISO 50001 will be our new target for 2025.	Under re-evaluation

Commitments, Targets and Achievements 2024

Short- and Medium-Term ESG Commitments

MATERIAL TOPIC	TARGET	ACHIEVEMENTS IN 2024	PROGRESS
Minimizing our carbon footprint and becoming carbon neutral	ZERO waste (glass waste, powder waste and foam glass waste) in foam glass production plants.	Two methods were tested in Sweden during 2024, which verified that: 1) Glass and foam glass waste generated by our processes can be used to manufacture concrete building blocks for our own use, 2) Glass and foam glass waste is approved for use as landfill in Sweden. The third method of feeding glass waste into the foam glass process has not yet been tested in Sweden. This test will be conducted in 2025. Methods 1 and 2 are now in full use, and Sweden has achieved Zero Waste status (meaning no waste to deposits).	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 our countries. Currently 86 % (2023: 77 %) of the 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 the group has been fossil free since 2021. The project of factory expansion and electric conversion of kilns in Onsøy, Norway, started in 2024. The investment includes two new, efficient, and environmentally friendly electric production lines, as well as the modernization of existing production lines to be electrically driven. Manufacturing with the new kilns will start in 2025.	In progress
Development of new circular economy solutions and cooperation with suppliers, customers, institutions and policy makers to promote circular economy.	We play an active role in developing new circular economy solutions. We demonstrate the effectiveness of our operations by measuring the share of new business to our net sales	We continued to identify new waste raw materials for our production and have developed new recipes and products utilizing these new material streams. Our strategy for 2025–2028 supports this initiative, and several new projects will begin in 2025.	On target
Circular economy	The total amount of recycled glass in our operations increases annually by 3 % compared to the 2022 baseline.	In 2024, we recycled slightly less glass in our operations due to lower volumes of incoming glass and foam glass production. In total, we recycled 2% less glass in 2024 compared to the baseline year of 2022.	Not achieved

Circular Economy Products and Environmental Impact

Circularity forms the foundation of Foamit Group's operations. Our Finnish glass recycling plant accepts nearly all types of glass, processing it into glass cullet products and raw material for foam glass. Glass, being 100 % recyclable, is either recycled back to glass cullet or used in foam glass production. This circular approach significantly reduces both virgin raw material needs and energy consumption, while minimizing landfill waste.

Energy Usage and Environmental Impact

The primary environmental impact of our operations stems from production-related energy consumption. Our energy use mainly consists of fuel and electricity for production processes and fuel usage in logistics operations.

Production Process

Foam glass production primarily uses recycled glass and silicon carbide as a foaming agent as raw materials. While production is energy-intensive, we focus strongly on energy efficiency and energy sourcing to minimize environmental impact. Notably, our production uses a dry process that requires no water.

Environmental Benefits of Our Products

We transform recycled glass into two main product streams:

1. Cleaned and color-sorted glass for manufacturers of packaging, glass wool, and flat glass
2. Fine waste glass (unsuitable for direct reuse in packaging) for foam glass production

Our foam glass serves as a lightweight load reduction and insulating material in infrastructure and construction, often replacing more environmentally harmful alternatives. With a technical lifetime exceeding 50 years and its lightweight properties, it ensures both efficient resource use and reduced transport-related emissions.

Recognition and Certifications

EcoVadis Gold Recognition

In 2024, Uusioaines Oy received Gold-level recognition in EcoVadis's international sustainability assessment, placing us among the top 5 % of assessed companies. We scored 73 out of 100 across environmental, labor rights, business ethics, and sustainable procurement criteria.

Management Systems

- All Foamit Group subsidiaries maintain:
- ISO 9001 Quality Management System
- ISO 14001 Environmental Management System
- ISO 45001 Health and Safety Management System
- Additionally, Glasopor AS holds ISO 50001 Energy Management System certification, with Uusioaines Oy and Hasopor AB pursuing certification in 2025.

Environmental Performance

Life Cycle Assessment

We continuously assess our environmental impact through comprehensive Life Cycle Assessment (LCA). Our foam glass products carry Environmental Product Declarations (EPD), with our latest certified EPD published in November 2022. We're transitioning to in-house EPD development for greater flexibility in updates, particularly important as we electrify our Onsoy plant to significantly reduce emissions. All EPDs undergo external verification.

Energy Efficiency Program

Our environmental impact varies with production volumes, energy efficiency, and energy sources. To optimize consumption, we recover waste heat from the foaming process for raw material drying and facility heating.

Target: Zero-Emission Production

Since 2021, we've tracked our emissions.
Our 2024 emissions:

- Scope 1 emissions: 14 279 tCO_2
- Scope 2 market-based emissions: zero tCO_2 (using 100 % fossile-free electricity)

Our foam glass currently has an average life-cycle carbon footprint of 37,89 kg CO_2 eq./m^3. Factory-specific foam glass life-cycle carbon footprints can be found from Foamit Group's verified EPD: https://www.environdec.com/library/epd7075.

To reduce this further, we're investing in Onsøy, our Norwegian facility, transitioning from LPG-fired to electric kilns. This will make it the world's most emission-free and energy-efficient foam glass production plant. 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.

Environmental Management

In addition to energy management, our environmental management encompasses three key areas: dust emissions, waste management, and raw material sourcing.

Dust emissions from fine glass and foam glass particles occur mainly during storage, transport, and loading at production plants. We have implemented dust minimization measures across all facilities and continue to follow authority-approved improvement plans.

In waste management, operations generate primarily non-hazardous waste from packaging materials and maintenance work. In Finland, the glass recycling process separates contaminants like bottle caps, frames and potentially hazardous materials such as lead glass. We work with appropriately licensed waste management companies selected for their recycling capabilities and compliance programs to maximize beneficial recycling of waste streams from operations. Furthermore, we work to minimize and utilize production related waste including glass, powder, and foam glass waste.
Regarding raw materials, waste glass availability is crucial for production capacity. Compared to the previous year, recycling volumes of packaging glass in our glass recycling plant remained steady while recycling volumes of flat glass decreased.

Considering packaging producer responsibility, Uusioaines Oy renewed its producer responsibility contract with Finnish Packaging Producers (Suomen Pakkaustuottajat Oy) in 2024.

We are exploring new applications for previously landfilled glass waste, aligned with circular economy principles. Production improvements include implementing a new foaming agent at Uusioaines Oy in 2022 to reduce additive consumption.

Energy Consumption in 2024

	2024	2023	2022
DIRECT ENERGY CONSUMPTION: NON-RENEWABLE			
Natural gas (LNG)	0	0	1 082
Propane (LPG)	51 155	54 045	52 727
Diesel	2 810	3 007	3 184
Light fuel oil (LFO)	1 033	1 344	1 483
DIRECT ENERGY CONSUMPTION			
Fossil free electricity	39 857	42 469	42 889
TOTAL ENERGY CONSUMPTION	**94 855**	**100 865**	**101 364**

Greenhouse Gas Emissions (GHG)

EMISSION TYPE	2024	2023	2022
DIRECT EMISSIONS (SCOPE 1), METRIC TONS CO_2			
Fuel consumption and refrigerants	12 834	14 262	13 597
Other production emissions (SiC)	1 445	1 434	1 558
SCOPE 1 TOTAL	**14 279**	**15 696**	**15 155**
INDIRECT EMISSIONS (SCOPE 2), METRIC TONS CO_2			
Electricity – Location-based	12 896	11 988	9 710
SCOPE 2 TOTAL (MARKET-BASED)	**0**	**0**	**0**

Non-Hazardous Waste Generated

WASTE FRACTION, TONS	2024	2023	2022
Mixed waste	5	165	181
Combustible	466	1 314	462
Metal / scrap metal	335	1 327	453
Other recyclable	24	12	0
Paper and cardboard	6	1	4
Wood	657	611	389
Food waste	5	6	6
Off-spec foam glass	0	0	146
Mineral wool waste	5	0	2
WEEE	1	1	1
Other non-recyclable	47	-	-
Batteries	9	-	-
TOTAL	**1 560**	**3 435**	**1 644**

Hazardous Waste Generated

HAZARDOUS WASTE FRACTION, KG	EWC CODE	2024	2023	2022
Paint residues	080111	81	12	12
Wax and grease	120112	59	38	31
Printing ink waste, hazardous	080312	0	14	0
Lubricants and gear oils	130208/200101	171	0	890
Waste oil, black	130206	1 725	1 076	0
Oil-water mixtures and emulsions	130507	0	7 080	0
Other oil containing hazardous waste	130899	829	642	370
Packaging with non-halogenated solvents	150110	17	6	4
Solid oil waste	150202	115	95	82
Aerosol waste	151011	15	10	120
Aerosol waste	140605	0	300	0
WEEE, hazardous	160209/160213	0	0	735
Discarded electrical and electronic equipment	160211	979	0	48
Gases in pressure vessels	160504	8	0	2
Chemical wastes	160508/200115	12	21	47
Batteries	160601	73	5	155
Chemical concentrate	161003	0	0	3
Brake fluids	160113	0	990	0
Solvent waste	200113	0	0	22
Fluorescent tubes	200121	901	1 206	1204
Waste oil	200126	0	0	525
Resin waste / Glue waste, solid	200127	0	836	0
Alkaline detergent / Detergent wastes, hazardous	060205	0	187	0
Non-organic salts, solid	060313	0	2 022	0
Asbestos	170601	0	2 500	0
TOTAL		**4 985**	**14 540**	**4 250**

Environmental Permits Drive Sustainable Operations

Our every site operates under carefully regulated environmental permits issued by local authorities. These permits are more than just bureaucratic documents – they are important tools that ensure comprehensive environmental stewardship and sustainable industrial practices.

The environmental permits establish rigorous standards that cover multiple aspects of operations. They set precise requirements for critical environmental parameters, including:

- Run-off water quality monitoring
- Energy consumption and emissions tracking
- Production volume limitations
- Waste and product storage protocols
- Noise emission control
- Operational timing to minimize environmental disruption
- Air quality monitoring

Beyond these core requirements, the permits also mandate dust emission reduction and comprehensive site cleanliness monitoring. This holistic approach ensures that each of our locations maintains high environmental standards.

Local environmental authorities play a crucial role in this process, conducting regular monitoring and providing guidance. Their ongoing oversight helps drive continuous improvement in environmental performance, transforming regulatory compliance into a dynamic process of environmental protection and sustainability.

By embracing these stringent environmental permits, Foamit Group demonstrates its commitment to responsible industrial operations that respect both local ecosystems and global environmental challenges.

Hasopor Waste Reduction – Project Zero Waste

Production of foam glass creates dust and other residues, for instance small glass slag from the kiln belts. A few years ago this waste was sent to landfill. However, in Hasopor two separate projects have been running this year:

- Using the production waste as a ballast for making concrete building blocks for walls used to limit bulk storage areas.
- Using the production waste for ground improvement, replacing crushed rock for building a storage area for agricultural products. It has been a joint operation with Massoptimering AB (a wholly-owned subsidiary of Ragn-Sells), and Enköping municipality.

A Low-Emission Transportation for Infrastructure Project in Norway

In the city-centre of Ski in Norway, Braathen Landskapsentreprenør is implementing an ambitious project that is reshaping urban space in a truly innovative way. The project encompasses the construction of a new square, pedestrian streets, and a parkour facility for Ski municipality.

At the heart of the project is a strong commitment to environmental sustainability. All construction machinery on the site is electric, and all goods entering the area are transported exclusively by gas or electric trucks. Glasopor has supported this green approach by delivering foam glass using gas-powered trucks.

This project stands as a prime example of how infrastructure construction can be both innovative and environmentally conscious.

Photo: Glasopor / Trond Falao

Green Roof – Foam Glass Enables Biodiversity at The Plus Factory

Foam glass plays a vital role in promoting biodiversity through its innovative applications in construction and landscaping. At The Plus, the world's most sustainable furniture factory by Vestre, this versatile material has been used to integrate sustainable practices with nature-friendly solutions. Manufactured from 100 % recycled glass, foam glass minimizes environmental impact while supporting biodiversity.

The Plus project presented unique challenges with its innovative roof structure. The design features four sloping plus-formed wings creating a dynamic ceiling expression indoors. This complex architecture required solutions for several critical issues: preventing excessive water accumulation, managing weight distribution where the roof flattens out, and achieving a unique exterior curve different from the structural form. Additionally, the design needed to accommodate both solar panels and native plant growth between them.

The installation of approximately 400 m^3 of foam glass proved to be the essential solution. Its lightweight and water-draining properties ensured the roof's structural integrity while supporting vegetation. By carefully tailoring the material's application across different roof sections, the project team successfully combined architectural ambition with ecological functionality.

Happy Together: Industrial Development and Enhanced Biodiversity

At The Plus, foam glass creates ideal support for biodiversity by providing a substrate that excels in three key areas: fostering plant growth, enhancing water retention, and ensuring proper drainage. This balanced environment supports native flora and fauna, promoting ecological restoration.

The durability and chemical stability of foam glass make it particularly suitable for applications near sensitive natural areas. The Plus demonstrates how industrial development can coexist with and enhance biodiversity, setting a benchmark for sustainable innovation in construction. This approach aligns with global sustainability goals, showing how thoughtful material selection can help balance ecological preservation with modern architecture.

Photo: Vestre / Einar Aslaksen

Circularity forms the foundation of Foamit Group's operations. Our Finnish glass recycling plant accepts nearly all types of glass, processing it into glass cullet products and raw material for foam glass. This circular approach significantly reduces virgin raw material needs and energy consumption, while minimizing landfill waste.

SOCIAL RESPONSIBILITY

Moving Forward Together

Our most important competitive edge is a skilled, healthy and productive workforce. We are committed to a supportive and fair working community with a strong team spirit and proactive interaction. We invest in the health and safety of our employees and want to engage all employees in its development and progress.

In 2024, Foamit Group employed 94 people, remaining almost at the previous year's level. Of the total workforce, 60 % worked in production and 17 % in management. The geographical distribution of employees was 34 in Finland, 33 in Norway, and 23 in Sweden. Women represented 10 % of all employees.

Knowledge Development

We strive to ensure sufficient skills at company level while providing staff with opportunities to develop and grow. Everyone has the opportunity to spend at least three days annually on training. In 2024, the average training days per employee was 1,6. Employees can choose their preferred training, and we also organize joint training events. In 2024, the topics covered included first aid skills, fire drills, and safety awareness regarding glass and foam glass dust. Competence development is also addressed in annual performance reviews.

Training Cooperation with Finland Chamber of Commerce

In 2024, Uusioaines partnered with the Finland Chamber of Commerce to provide online training courses for all employees. The initiative offered various topics including modern sales development, AI, sustainability, and people development. The training program was well-received among employees, with 8 courses completed during the year.

Common HSEQ Systems in Place

In 2024, the focus was on maximizing the potential of the implemented HSEQ software. The software and mobile tools enable reporting and access to up-to-date information, allowing rapid response to challenges and deviations. During the year, 960 safety, quality, and environmental observations were collected. A new target was set to collect a minimum of 100 observations monthly.

More Attention to Well-Being at Work

The employee engagement system, introduced in 2022, created a consistent way to monitor job satisfaction through a bi-weekly employee satisfaction survey and index (eNPS). The response rate remained strong at 67 %. While the eNPS score of -1 showed significant improvement from the previous year's -10, it remained below both the industry average and the target of +15 points. The company addressed well-being challenges by investing in collaboration and management development.

Safety at Work as a Priority

Safety at work remains a key priority for us, maintained and developed through continuous improvement and proactive measures. The most common occupational incidents in production include slips, cuts, and sprains, while office workers typically experience neck and shoulder strain. All accidents and safety observations are reported and processed to prevent future incidents.

In 2024, we recorded two incidents leading to absence and two zero-incidents among our personnel. Incident investigation has been conducted to all incidents that occurred in 2024. All Group employees are covered by occupational healthcare, and the subsidiaries in Finland, Sweden, and Norway maintain certified Occupational Health and Safety System ISO 45001.

In 2024, we reported 960 observations which was our all time record. Observations can be made from all areas where we can see room for improvement, either to safety, environment or quality topics.

- Number of HSEQ observations per country:
  - Uusioaines Oy: 505
  - Hasopor Ab: 290
  - Glasopor AS: 165

Towards Zero Accidents – A Recipe for a Safer Work Environment

Our responsibility extends beyond environmentally friendly solutions and circular economy to strong social responsibility, where occupational safety plays a key role. The "Towards Zero Accidents" goal guides the company's operations in both production and all other processes.

Safety First

During 2024, Foamit Group's companies have updated and renewed various safety measures to ensure the priority of occupational safety:

- Safety orientations were renewed to be more effective
- Weekly safety walks in production were implemented
- Safety observations have been actively encouraged
- In Finland, all employees received training on occupational safety responsibilities and obligations
- Risk assessments were reviewed and measures were enhanced

Operations Manager Pasi Mäntynen from Uusioaines Oy explains: "Keeping occupational safety visible through various training sessions and orientations always shows positive results. In production, people remember to pay attention to safety and cleanliness better when these matters are brought up and actively discussed."

From Observations to Practice

Diverse observations are made during weekly safety rounds. "A large part of the observations relate to tidiness, but observations are also made regarding personal protective equipment, work equipment and environment, and traffic in the factory area," Mäntynen clarifies.

Observations are recorded in the company's internal system and assigned to a responsible person who ensures the implementation of corrective measures. In the Finnish factories, the processing rate of safety and environmental observations has remained well above 80 % throughout the year.

Strengthening Safety Culture

We motivate our employees to make safety observations in many ways. "A monthly safety observation is selected and rewarded. This way, we also highlight a specific safety theme in internal communications monthly," Mäntynen explains.

Through training, the entire personnel has gained an understanding of employer and employee responsibilities and obligations. "This has given the entire staff an understanding that a safe working environment and reporting deficiencies is everyone's duty and benefit," Mäntynen emphasizes.

Successful Example from Norway

At the time of writing this article, the Skjåk factory in Norway has just achieved an impressive 2124 accident-free days. Factory Manager Ørjan Sveine Hov explains the background of this success: "The factory's simple layout, open and clear work environment, and relaxed atmosphere are key. Employees have a lot of freedom and work independently, so it's important to show new people that they are responsible for their own safety."

Hov also emphasizes the importance of leadership style: "I have adapted my management style to achieve our safety goals. People have been with the company for a long time and are incredibly skilled craftsmen and intelligent people whom it's an honor to work with." We are proud of this achievement as it truly demonstrates commitment to the zero-accident goal.

Looking Ahead: Safety as Our Continuing Priority

Future Developments

We continue to develop occupational safety through systematic measures. Key future initiatives include expanding safety orientations for external operators and updating risk assessments in collaboration with employees. Safety observations are our common target for all employees next year and the goal is to get 100 new observations monthly.

Commitment to Certified Safety Standards

We maintain our ISO 45001 certification, ensuring up-to-date safety instructions and properly documented processes. This includes careful monitoring of employee qualifications and thorough processing of all incidents.

Towards Zero Accidents

Our "Towards Zero Accidents" goal, while ambitious, is achievable through genuine commitment and systematic measures. A safe working environment remains central to our social responsibility, with every employee playing a key role in reaching this goal.

Supply Chain Responsibility

Commitment to Responsible Procurement

We extend our social responsibility principles throughout its supply chain. We are committed to:

- Respecting labor and human rights
- Prohibiting child labor, forced labor, and human trafficking
- Implementing responsible procurement practices across all operations

Supplier Requirements and Monitoring

In 2022, we conducted a comprehensive mapping of key suppliers across all subsidiaries. This assessment ensures compliance with:

- Foamit Group's Responsible Procurement Principles
- Group-wide Supplier Code of Conduct, covering:
  - Environmental responsibility
  - Social responsibility
  - Good governance practices

We have set a target for 95 % of our most significant suppliers to sign our Supplier Code of Conduct by 2025.

Diversity, Equality and Inclusion (DEI)

Our Commitment to Diversity

We believe that a diverse workplace is more prosperous and produces better financial results. While our DEI journey is in its early stages, we are actively incorporating these principles into our operations, particularly in recruitment. We recognize that building an inclusive workplace requires both attracting diverse talent and creating an environment where everyone can thrive.

Building an Inclusive Workplace

We are committed to giving equal opportunities to all employees, regardless of gender, age, ethnicity, disability, sexual orientation, or religion. We actively work to:

- Identify and correct potentially discriminatory structures and practices
- Provide equal career advancement and training opportunities
- Support all employees in reaching their full professional potential
- Maintain an environment where differences are understood and valued

Professional Development

Our goal is to provide three training days annually for each employee. In 2024, we achieved an average of 1,6 training days per employee, indicating an area for continued improvement.

Zero Tolerance for Discrimination

We maintain absolute zero tolerance for all forms of discrimination and harassment. Key measures include:

- An anonymous reporting channel through Winningtemp/Whistleblowing
- Immediate response to all reports by the Group Management Team
- Thorough investigation of all incidents

In 2024, we received 20 reports of bullying, harassment, or discrimination through the Winningtemp reporting tool. All reports were addressed immediately, with additional information requested and discussion opportunities offered. While most reporters chose to remain anonymous, the number of reports led to serious discussions at senior management level and prompted appropriate actions.

Advancing Diversity Through DEI4SME Project

European Collaboration for Diversity

DEI4SME is an Erasmus+ project, co-funded by the European Union, bringing together six partner organizations from Finland, Germany, Austria, and Lithuania. The project aims to enhance Diversity, Equity, and Inclusion (DEI) in business operations and education.

Digital Tools for Social Responsibility

The project focuses on developing:

- A comprehensive digital tool for social responsibility management
- A supporting learning ecosystem
- Educational materials for higher education graduates

These resources will help implement DEI practices, particularly in small and medium-sized enterprises (SMEs) with limited resources. This will lay the foundation for creating the EU's joint standard for monitoring social responsibility and solving a number of social challenges in the union.

Foamit Group's Participation in DEI4SME Hackathon

We actively contributed to the project by participating in the DEI4SME Hackathon. Our challenge, "Resolving DEI conflicts in SMEs," focused on:

- Managing diversity in a geographically dispersed organization
- Addressing DEI challenges specific to smaller companies
- Developing innovative solutions for positive impact

Impact and Learning

The hackathon provided participants valuable insights into:

- Implementing DEI in a circular economy business model
- Understanding social sustainability's role in waste recycling
- Managing DEI in international operations

Foamit

DEI 4 SME
Diversity Equity Inclusion

Co-funded by the European Union

*Total Number of Own Employees and Share of Female Employees on 31.12.2024**

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

	PERSONNEL 2024	WOMEN 2024	PERSONNEL 2023	WOMEN 2023
Foamit Group	94	9	100	10

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

Employees by Group on 31.12.2024

	2024			2023		
	MANAGEMENT	OFFICE WORK	MANUFACTURING	MANAGEMENT	OFFICE WORK	MANUFACTURING
Foamit Group	16	22	56	17	23	61

Employees by age group on 31.12.2024

	2024					2023				
	18–29	30–39	40–49	50–59	60+	18–29	30–39	40–49	50–59	60+
Foamit Group	12	22	23	26	11	10	29	19	29	9

	MANAGEMENT TEAM	BOARD OF DIRECTORS
Foamit Group 31.12.2024	4 members: 3 men, 1 woman. Age groups: 30–40 years 0 %, 40–50 years 75 %, 50–60 years 25 %.	5 members, 4 men, 1 woman. Age groups: 30-40 years 0 %, 40-50 years 60 %, 50-60 years 40 %.

Injuries, Lost Time Injuries and Lost Time Injury Frequency Rate in 2024 (and 2023)

	NUMBER OF RECORDED ZERO-INJURIES	NUMBER OF LOST TIME INJURIES	LOST TIME INJURY FREQUENCY RATE[1] LTIF, %
Foamit Group	2 (2)	2 (2)	12 (12)

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

Strengthening Employee Communication and Engagement

Building Better Organizational Dialogue

Employee communication has been highlighted as a key development area across Foamit Group. In 2024, our subsidiaries focused on improving communication and information flow through:

- Regular personnel information meetings
- Enhanced use of info screens
- Increased internal communications via intranet
- Active employee participation in development projects

Employee Engagement in Finland

At Uusioaines Oy, we implemented several engagement initiatives:

- Quarterly meetings for production employees to discuss health, safety, and employee satisfaction
- Active Initiative Committee with quarterly meetings
- In 2024, employees submitted 21 initiatives. Of these, 10 have been approved for implementation, while 7 are still under investigation at the time of writing this report.
- Implemented initiatives, primarily focusing on production site improvements and safety, were rewarded
- Open forum discussions to address current matters

Photo: TUM Studio / Glasopor

Factory Development through Employee Participation in Norway

At Glasopor's Onsøy factory near Fredrikstad, employee involvement has been crucial in an ambitious expansion project aiming to:

- Double production capacity
- Reduce CO2 emissions from factory operations significantly
- Improve workplace safety

The project success relies on comprehensive employee participation:

- Operators, maintenance managers, and logistics managers provide expertise at different project stages
- Employees receive thorough training on new systems and technology
- The transition from gas to electricity enhances workplace safety
- Staff develop new skills while contributing valuable experience

As Factory Manager Svend Aage Larsen notes: "Including the right personnel at the right time ensures optimal solutions and creates employee ownership of new facilities."

The transition to new technology requires training. Everyone in production must be thoroughly introduced to the new systems. Project Manager Espen Sandsdalen adds: "This development offers employees opportunities to grow while applying their valuable experience to new challenges."

ECONOMIC RESPONSIBILITY

Strong Customer Satisfaction Scores

We strive for continuous development and profitable growth through actions in line with its strategic objectives. We are a reliable partner for our 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.

Our commitment to quality is reflected in our NPS (Net Promoter Score) customer satisfaction survey, initiated in late 2023. All subsidiaries achieved excellent ratings:

- Uusioaines Oy: 64
- Hasopor Ab: 65
- Glasopor AS: 64

Quality and Supply Security

In 2024, we successfully maintained high product quality and supply security through:

- Efficient production across all sites
- Good availability of raw materials
- Enhanced cooperation between subsidiaries for capacity sharing

Responsible Supplier Management

We operate 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. We have also established internal control guidelines and a responsibility matrix, which the subsidiaries follow in their operations.

Foamit Group maintains high ethical standards in its operations:

- Over 200 suppliers of goods and services
- One-third classified as significant partners
- Focus on short supply chains and local partnerships
- Continuous monitoring of quality, reliability, and accountability

Supplier Requirements:

- Implementation of Responsible Procurement Principles (established 2022)
- Adherence to Supplier Code of Conduct
- Target: 95 % of major suppliers committed to principles by 2025. Outcome 2024: 86 %.
- Annual supplier audits conducted 2024 in Finland, Sweden, and Norway, focusing on transport partners

Risk Management

Our risk management approach includes:

- Diverse customer base balancing customer and credit risks
- Regular assessment of exchange rate impacts
- Bi-annual information security training for personnel
- Compliance with general information security practices

Growth and Increasing Capacity

Key developments include:

- Investment program at Glasopor AS's Onsøy plant progressing as planned
- Doubling foam glass production capacity in Norway
- Transitioning to near emission-free production
- Significant contribution to circular economy through recycled glass usage
- Important role as employer and taxpayer in local communities

As part of the Partnera Group, Foamit Group adheres to listed company requirements in governance, risk management, and quality management.

Meeting Growing Demand with New Warehouse Capacity at Uusioaines

Expanding Storage for Specialized Products

In 2024, Uusioaines Oy constructed a new warehouse at its foam glass factory site to meet the increasing demand for small fraction foam glass used in house building. The indoor storage facility ensures:

- Dry conditions for small fraction products
- Increased storage capacity
- Ability to fulfill larger delivery volumes
- Better response to customer project demands

Strategic Investment in Production

Following the warehouse expansion, we have committed to doubling the small fraction foam glass production capacity in Forssa. This investment will increase production volume to over 100,000 cubic meters.

Safety-First Approach in Construction

The warehouse construction project exemplified Foamit Group's commitment to safety through:

- Comprehensive health, safety, and environmental plan
- Coordinated contractor scheduling to avoid simultaneous work
- Mandatory safety inductions for all site workers
- Integration into weekly safety walk routines
- Specific safety plans for high-risk operations:
  - Removal of old truck scale
  - Warehouse assembly
  - Lifting operations and fall protection

Building Our Future: New Strategy

New strategy reflects our commitment to sustainable growth

Foamit Group's new strategy for 2025–2028 is both ambitious and actionable, reflecting a commitment to sustainable growth and innovation in the circular economy. The process of defining and implementing this strategy has been carefully designed to align with long-term goals, while addressing immediate opportunities.

Strategic Foundations

The strategy is built on four core programs designed to drive growth and strengthen Foamit Group's position as a leader in the European foam glass industry:

1. **Maximizing the potential of current operations:** Investments in modernizing and expanding production facilities, such as those in Onsøy, Norway, and Forssa, Finland, aim to boost production capacity and operational efficiency.
2. **Geographical expansion:** Through strategic partnerships and acquisitions, Foamit Group is targeting entry into new European markets with high demand for foam glass.
3. **Product portfolio development:** Systematic innovation will expand the range of high-margin products, including new applications for foam glass and value-added products from recycled glass.
4. **Integration of the value chain:** Incorporating new recycling processes will allow the company to explore alternative raw materials and ensure a resilient supply chain.

Step-by-Step Implementation

The strategy implementation process is structured in phases to ensure clarity, accountability, and measurable progress. Key steps include:

- **Initial investments and recruitment:** Resources are being allocated to production upgrades, electrification of facilities, and the development of new products. Recruitment for critical roles in project management, sales, and sustainability is ongoing.
- **Execution of flagship projects:** Projects such as the expansion of small fraction foam glass production in Finland and the electrification of kilns in Norway are prioritized to reduce emissions and increase capacity.
- **Regular reviews and updates:** Progress is monitored through monthly updates at local and group levels, ensuring alignment across teams and timely adjustments.

A Collaborative Approach

Foamit Group emphasizes collaboration and innovation throughout the process. Employees at all levels are encouraged to contribute ideas, participate in investment projects, and support the implementation of new systems. By involving personnel in key decisions and providing training for new technologies, the strategy fosters a sense of ownership and empowerment.

Commitment to Sustainability and Safety

As sustainability remains central to the company's vision, the new strategy integrates carbon footprint reduction goals, adherence to circular economy principles, and investments in renewable energy solutions. Equally, occupational safety and employee development are embedded in the strategy to ensure long-term success.

This stepwise approach to strategy implementation demonstrates Foamit Group's dedication to balancing innovation, growth, and sustainability. By building on its strengths and exploring new frontiers, the company is poised to achieve its goal of doubling revenue by 2028, while making a lasting impact on the circular economy in Europe.

Foamit Group GRI Index 2024

GRI STANDARD	REPORTING CONTENT	PAGE NUMBER	LOCATION	ADDITIONAL DETAILS
MATERIAL TOPICS				
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GRI 2-2	Entities included in the sustainability report	4	Corporate Structure	
GRI 2-3	Reporting period, frequency, and contact point	3	About This Report	
GRI 2-5	External assurance	3	Report Verification	
GRI 2-6	Activities, value chain, and other business relationships	8 33	Products and Services, Economic responsibility	
GRI 2-7	Employees	26	Social Responsibility	
GRI 2-9	Governance structure and composition	39	Board of Directors and Management team	
GRI 2-10	Nomination and selection of the highest governance body		Not covered	According to the Finnish Limited Liability Companies Act
GRI 2-11	Chair of the highest governance body	39	Board of Directors	
GRI 2-13	Delegation of responsibility for managing impacts	39	Management Team	
GRI 2-22	Statement on sustainable development strategy	7	CEO's Review	
GRI 2-23	Policy commitments	14	Sustainability Approach	
GRI 2-24	Embedding policy commitments	14	Sustainability Approach	
GRI 2-25	Processes to remediate negative impacts	34	Risk Management	
GRI 2-26	Mechanisms for seeking advice and raising concerns	26	Social Responsibility	
GRI 2-27	Compliance with laws and regulations	19	Environmental Management	
GRI 2-28	Membership associations	15	UN SDGs	
GRI 2-29	Approach to stakeholder engagement	14	Material Topics	

GRI STANDARD	REPORTING CONTENT	PAGE NUMBER	LOCATION	ADDITIONAL DETAILS
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GRI 3-2	List of material topics	14	Material Topics	
GRI 3-3	Management of material topics	Various	Throughout the report	
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GRI 201-1	Direct economic value generated and distributed	5	Key Financial and Operational Metrics	
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GRI 302-3	Energy intensity	19	Environmental Performance	
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GRI 305-1	Direct (Scope 1) GHG emissions	20	Environmental Performance	
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GRI 305-5	Reduction of GHG emissions	16	Commitments, Targets, and Achievements	
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This GRI index provides an overview of Foamit Group's sustainability disclosures in alignment with the Global Reporting Initiative (GRI) Standards. Further details and specific data points can be found within the referenced sections of the Foamit Group Sustainability Report 2024.

Board of Directors

31 December 2024

JARI SALMINEN

Chairman of the Board of Directors since 2024
Principal Occupation: Board member and Advisor to Several Companies

JENNI HEINO

Board Member since 2024
Principal Occupation: CFO of Printcom Center Oy

JUSSI LAPPALAINEN

Board member since 2024
Principal Occupation: CEO of Partnera Corporation

KALLE SAARIMAA

Board member since 2019
Principal Occupation: COO of NG Group

HANNU TUUKKALA

Board member since 2024
Principal Occupation: CEO of Parma Oy (a Consolis Company)

Management Team

31 December 2024

VALTTERI RAUNIO

CEO of Foamit Group Oy and Uusioaines Oy
Management Team Member since 2019

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

Uusioaines Oy

Uusioaines Oy
Teknobulevardi 3–5
FI-01530 Vantaa

Uusioaines Oy
Edvartintie 3,
FI-31600 Jokioinen

HASOPOR

Hasopor AB
Strandvägen 2
SE-69674 Hammar

Glasopor

Glasopor AS
Lienga 6
NO-1441 Trollåsen

Glasopor AS
Industrivegen 63
NO-2690 Skjåk

Glasopor AS
Onsøy Stasjon 15
NO-1615 Fredrikstad

Foamit® GROUP

Foamit Group Oy – Teknobulevardi 3–5, FI-01530 Vantaa – www.foamit.fi