



Saimaa
GROUP

Sustainability report 01/01/2025-31/12/2025

This report was drawn up in accordance with the EU's Voluntary Sustainability Reporting Standard for non-listed Micro-, Small-and Medium-sized Enterprises.

Greetings from the CEO

At Saimaa Group, sustainability is built around how we work each day. We operate in a demanding industrial environment where safety, expertise and reliability are non-negotiable operational requirements. For that reason, sustainability is part of our professional pride and the foundation of our business.

Every Saimaa Group employee is involved in sustainability work. Safe operating methods, consideration for others, and thorough work are visible in everyday operations at our work sites and in our customer-facing work. These actions create trust, which is the basis for our long-term customer relationships.

In 2025, we've taken an even more methodical approach to developing our sustainability. A double materiality analysis has helped us to identify our key impacts and areas of development. We have initiated greenhouse gas emissions calculations and continued our work to strengthen safety, personnel wellbeing, and sustainable operating methods throughout the entire value chain.

Above all, we see sustainability as good business practice and risk management. It supports our competitive ability, improves quality, and strengthens the longevity of our operations. We want to be a reliable partner to our customers, a secure and fair employer to our personnel, and a responsible actor for society.

We take a practical, step-by-step approach to developing our sustainability. The most important thing is for us to continue working in the right direction.

Keijo Pylkkänen

CEO

Saimaa Group



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General information

B1 – Basis for preparation

Basis for preparation of the report: Basic module and comprehensive module.
Basis for preparation of the report: consolidated. This report outlines the current state of Saimaa Group's sustainability work, key development measures, and identified risks and opportunities. For the first time, reporting is based on the VSME reference framework and forms the foundation for the systematic development of sustainability work and target-setting in the coming years.

As the Saimaa Group is conducting sustainability reporting in compliance with the VSME standard for the first time in 2025, this report will not contain information from previous reporting periods nor any amendments to them. Type of business entity: Private limited company. NACE codes: F-43.23 Installation of insulation.

Total assets: **69,542,495.67 €.**

Turnover: **106,994,674.61 €.**

Number of employees: **588**. Method of reporting the number of employees: *Average number of employees during the reporting period. Employee calculation method: Number of personnel.*

Primary country of business operations and location of significant assets: Finland.

The sustainability and responsibility of Saimaa Group companies are supported by the following certificates:

ISO 14001 – An environmental management system standard that supports environmental risk management, compliance with legislation, and continuous development.

ISO 45001 – An occupational health and safety management system standard that supports the development of a safe and healthy work environment.

ISO 9001 – A quality management system standard that supports customer orientation, effective processes, and continuous quality improvement. Responsibility is managed as part of the Group's management system based on the principle of continuous improvement.



B2 – Practices, policies and future initiatives for transitioning towards a more sustainable economy

ESG areas where the company responds to identified challenges through practices, principles, or action plans: *Climate change, Natural diversity and ecosystems, Circular economy, Own workforce, Value chain employees, Affected communities, Consumers and end-users, Business.*

Saimaa Group has policies and principles related to ESG topics, such as an operating policy, a procurement policy, and an HR policy. These guide the Group's sustainability work and operational activities. The operating principles and policies include targets and commitments relating to topics such as the promotion of environmental responsibility, social responsibility, and good governance; the development of a safe work environment; responsible procurement practices; the promotion of personnel expertise and wellbeing; and compliance with legislation and ethical principles.

The achievement of targets is monitored as part of the management system. The Group considers stakeholder perspectives as part of business management and development.

Personnel participate in operational development through site meetings, feedback and development discussions, safety observations, and personnel surveys.

The views of customers and partners are utilised via project feedback and collaborative meetings. These aid in the development of services, safety, and operating methods.

Stakeholder dialogue supports decision-making and continuous improvement of the Group's activities.

The Group's operations are not subject to restrictions on profit distribution or SGEI service obligations.



C1 – Strategy: Business Model and Sustainability-Related Initiatives

Saimaa Group offers industrial insulation and scaffolding services, plus scaffolding and weather protection services for the construction industry. The availability of professionally trained personnel and flexible resource allocation supports the Group's own recruitment and staffing Saimaan Työpalvelu Oy, which is a key part of the Group's service structure.

The Group comprises five subsidiary companies, employing more than 500 industry professionals in total. In 2025, the Group's turnover was 107 million euros. The Group operates in Finland and Sweden. It has offices in more than 10 locations from Vantaa in the south to Keminmaa in the north. In Sweden it has offices in Piteå, Skellefteå, and Umeå. Project-related activities are also conducted internationally

The Group's key business relationships are with material suppliers, subcontractors, logistics and staffing partners, and clients in the industrial and construction industries.

In the *upstream value chain*, material suppliers, logistics services and subcontracting are utilised. Supplier relationships are identified as essential, particularly from perspectives relating to the climate, working conditions, and ethical principles. Supplier selection considers reliability, sustainable operating methods, locality, and compliance with legislation.

Downstream value chain customers are mostly companies in the industrial and construction industries. Services are provided for ongoing maintenance and as one-off industrial and construction projects. The Group's services may improve customers' energy efficiency, operational reliability, and emissions management, aligning their business with their sustainability objectives.

The Group's activities are guided by ethical principles and supplier evaluation practices. Responsible value chain operations are supported by a misconduct reporting channel. Sustainability is integrated into the Group's normal management and risk management processes.



C2 – Description of practices, policies and/or future initiatives for transitioning towards a more sustainable economy

Saimaa Group has conducted a double materiality analysis in accordance with the CSRD reference framework. The analysis guides the areas of emphasis in the Group's sustainability work and supports the definition of reporting content in line with the VSME standard. Sustainability work is steered by Group-level operating policy, procurement policy, HR policy and ethical operating principles, which create a foundation for safe, sustainable, and legal operations.

On a practical level, sustainability is implemented as safety management, development of personnel expertise and wellbeing, as sustainable supplier selection, as risk management, and as project management. Additionally, greenhouse gas emission (Scope1-3) calculations were adopted in early 2025 to identify and monitor climate impacts.

Sustainability is part of the Group's regular management. The Board is responsible for the strategic direction and supervision of sustainability, with the CEO leading the overall framework and the Group's management team responsible for operational implementation. Development is guided by the principle of continuous improvement, with a focus on key areas such as occupational safety, risk management, value chain management, and reducing environmental and climate impacts.

Development is monitored as part of the Group's management system and reporting, utilising the Group's existing operative indicators, such as key figures relating to occupational safety, procurement, personnel, and emissions. Targets are further specified as emissions calculation data and other sustainability data develop.

Key development measures in 2026 include the development and utilisation of emissions calculation, strengthening sustainability perspectives as part of the Group's existing indicators and management, further development of safety management, and a more systematic approach to considering sustainability requirements in supplier selection.



List of subsidiaries

Subsidiary ID	Subsidiary name	Registered address of subsidiary
2398130-7	Saimaa Group Oy	Eteläkatu 16, 53500 Lappeenranta
2203862-4	Arme Oy	Nybyntie 5, 6850 Kullo
2292941-9	Kymsol Oy	Takojantie 5, 90410 Oulu
0888907-8	PEPT Oy Ab	Emetin teollisuusalue, Putkitie 4 69600 Kaustinen
559004-4441	PEPT Service Ab	Borggatan 39 93233 Skelleftehamn
516411-4505	PEPT Filial Oy Ab	Borggatan 39 93233 Skelleftehamn
2520736-6	Saimaan Eristys Oy	Eteläkatu 16, 53500 Lappeenranta
2589012-6	Saimaan Työpalvelu Oy	Eteläkatu 16, 53500 Lappeenranta

List of offices

Office ID	Office address	Office postcode	Town/City	Country	Office GPS coordinates
Saimaa Group Oy, Office	Uutistie 3c	01770	Vantaa	Finland	60.28902648236481, 24.857875384198515
Arme Oy, Pirkkala	Sorkkalantie 401 A1	33960	Pirkkala	Finland	61.431975570251005, 23.623006355425108
Arme Oy, Naantali	Palttinkatu 2	21100	Naantali	Finland	60.469154010022784, 22.073247158024568
Arme Oy, Satakunta	Tuunajärventie 1212	38650	Yli-putto	Finland	61.697641959370316, 22.353206040100044
Kymsol Oy, Northern Finland office	Kallijärventie 2	94450	Keminmaa	Finland	65.79630936058345, 24.526529526831986
Kymsol Oy, Southern Finland office	Nybyntie 5	06850	Kullo	Finland	60.326653082120124, 25.481450840026085
PEPT Oy Ab, Kokkola Office	Ahertajantie 7	67900	Kokkola	Finland	63.08332578686211, 27.660999455515277
Saimaan Eristys Oy	Räisäläntie 7	71800	Siilinjärvi	Finland	63.08332578686211, 27.660999455515277

Environment metrics

B7 – Resource use, circular economy and waste management

The company applies circular economy principles in its operations.

Saimaa Group applies circular economy principles in its operations, particularly via material efficiency and the sustainable use of resources.

Project operations aim to minimise material waste and to utilise materials effectively. Good management of equipment and materials ensures that equipment enjoys long service life and is utilised effectively in projects.

Work sites pay attention to sorting and appropriately disposing of waste. Material selection and procurement considers sustainability and a long service life where applicable.

Practices that promote the circular economy support resource efficiency and a reduction in environmental impacts. Total quantity of hazardous waste (mass): **0 t**.

Total quantity of regular waste (mass): **169 t**.

B3 - Total energy consumption

Total energy consumption: **5650 MWh**.

Total quantity of waste (mass): **169 t**.

Recycling rate: **89 %**.

The Group considers environmental perspectives as part of regular business, project activities, and management systems. Efforts to reduce environmental impacts include material efficiency, the long-term use of equipment, and the development of operating methods. The Group uses the ISO14001-environmental management system, which supports the systematic management and continuous improvement of environmental issues.

B6 – Water

The total quantity of water withdrawal across all company locations is: **807,85 m³**.

The company's total water consumption is: **807,85 m³**.



C3 - Baseline year and target year for the GHG reduction target

In early 2025, Saimaa Group initiated greenhouse gas emission (Scope1-3) calculation to identify emissions impacts and to assess the possibility of GHG reduction. 2025 serves as the baseline year for the Group's emissions calculation.

GHG reduction is supported by e.g. optimising the use of equipment and logistics. Digital solutions are used to improve operational planning and the efficient use of resources. Material efficiency and a long service life of equipment support the management of emission impacts, and sustainable procurement practices guide supplier selection.

The information produced by emissions calculation is used in operational development, risk management, and decision-making. Measures are developed in accordance with the principle of continuous improvement, and climate impacts are considered as part of the Group's regular management.

The Group does not yet have a transition plan for mitigating climate change. The objective is to determine Group-level emissions reduction targets in 2026 based on information provided by emissions calculation. Emissions calculation will provide a Group-level overview of the structure of emissions for the first time, plus support the targeting of development measures.

C4 - Climate risks

Saimaa Group acknowledges that climate change may pose physical risks to business. These include extreme weather phenomena such as heat waves, heavy rain, and frequent storms, which may affect site conditions, schedules, and occupational safety.

Climate risks and opportunities are assessed as part of the double materiality analysis and risk management. Assessment examines the sensitivity of operations, assets, and the value chain to climate risks and to regulatory and market changes.

The Group evaluates climate risks on different time horizons. Physical risks are anticipated to materialise particularly in the short and medium term, and impacts relate mainly to site conditions, schedules, and costs. Overall, these risks are assessed as ranging from low to moderate.



Transition risks, such as stricter climate regulations, increasing low-carbon requirements from customers, and growing demand for reporting and transparency are expected to increase in the medium and long term. These risks are assessed as moderate.

Adaptation to climate risks is supported by taking weather conditions into account in site planning, developing risk-management practices, and by using greenhouse gas emission calculations (Scope1-3) to identify and manage climate impacts. Climate risks are assessed and monitored as part of the Group's regular risk management process.



Breakdown of energy consumption

	Total consumption of renewable and non-renewable energy	Renewable energy	Non-renewable energy
Electricity consumption (MWh)	988	36	952
Consumption of self-produced electricity (MWh)	0	0	0
Fuel consumption (MWh)	4982	149	4833

Greenhouse gas emissions

	Current
Gross Scope 1 greenhouse gas emission (tCO ₂ e)	1282
Gross location-based Scope 2 greenhouse gas emissions (tCO ₂ e)	359
Gross market-based Scope 2 greenhouse gas emissions (tCO ₂ e)	406
Total gross location-based Scope 1 and Scope 2 greenhouse gas emission (tCO ₂ e)	1641
Total gross market-based Scope 1 and Scope 2 greenhouse gas emission (tCO ₂ e)	1688
Gross Scope 3 greenhouse gas emissions (tCO ₂ e)	10159
Total gross location-based greenhouse gas emissions (tCO ₂ e)	11800
Total gross market-based greenhouse gas emissions (tCO ₂ e)	11847

Scope 3 emissions constitute the majority of the Group's overall emissions, which highlights the significance of the value chain in emissions management.

Environmental impacts, risks and opportunities

Type of impact, risk or opportunity	Description of sustainability issue	Operating principle	Action	Objective	Indicator
Risk	Site operations produce waste that has environmental impacts.	The Group requires that waste is handled and sorted appropriately at sites.	Waste sorting and appropriate handling	Reduction in waste quantities and more efficient sorting.	Implementation of sorting practices on sites. Monitoring of recycling rate.
Risk	Environmental impacts are associated with the use of materials.	The Group promotes the resource-efficient use of materials and strives to reduce material waste.	Material selections and waste minimisation in projects.	Improvements in resource efficiency.	Monitoring of material waste, if data is available.
Opportunity	Energy efficiency reduces environmental impacts and costs.	The Group strives to consider energy efficiency in its operations and equipment selections.	Energy efficiency is considered in projects and equipment.	Improving energy efficiency.	Monitoring fuel consumption. Monitoring electricity consumption.
Opportunity	Operations and the value chain create greenhouse gas emissions, but services can also improve customers' energy efficiency.	The Group acknowledges climate impacts as part of sustainable business and is developing the monitoring and management of emissions impacts.	Calculation of Scope 1-3 emissions has been initiated.	Better knowledge and management of emissions impacts.	Scope 1-3 emissions.
Positive impact	The Group participates in long-term conservation efforts to protect the Saimaa ringed seal, supporting the preservation of biodiversity. This action supports the Group's sustainability strategy and strengthens its role as a responsible actor.	The Group wishes to act responsibly and to promote the conservation of the endangered Saimaa ringed seal.	The Group develops and builds artificial lairs in collaboration with expert bodies. We also actively participate in volunteer efforts to create artificial snowdrifts during the nesting season.	Supporting the Saimaa ringed seal's natural habitat and promoting biodiversity.	Number of artificial lairs installed. Rate of use of artificial nests. Monitoring the seals' nesting and birth databased on information provided by partner organisations.

Information relating to social sustainability

B8 – Workforce – General characteristics

Number of permanent-contract employees: **429**. Number of temporary-contract employees: **159**. Number of male employees: **539**. Number of female employees: **49**.

The Group's social sustainability places emphasis on occupational safety, being a responsible employer, and personnel expertise. Safe operating methods in a site environment and skilled personnel are essential requirements for operations.

The Group promotes personnel wellbeing, skills development, and fair treatment as part of regular HR management. Social perspectives are also considered in the subcontracting chain in the selection and guidance of partners in cooperation.

B9 – Workforce – Health and safety

Number of work-related accidents recorded during the reporting year: **26**. Frequency of work-related accidents: **5.45**.

TRIR (*Total Recordable Incident Rate*)

Number of fatalities caused by work-related accidents and occupational diseases: **0**.

B10 – Workforce – Remuneration, collective bargaining and training

The Group commits to conduct itself as a responsible employer and to comply with legislation and collective bargaining applicable to remuneration. Employees are paid at least the minimum wage as set through collective bargaining agreements. Remuneration is based on how demanding a task is, required expertise, and applicable collective bargaining agreements, and remuneration policies are reviewed as part of regular HR management.

Percentage gap in pay between male and female employees: **14.4%**.

The gender pay gap is primarily explained by the personnel structure and distribution of roles. The Group's operative roles are traditionally male-dominated, while women are proportionally more often employed in clerical and specialist roles.

Percentage of employees covered by collective bargaining agreements: **100%**.



Average annual number of training hours calculated per male employee: **9.5**.

Average annual number of training hours calculated per female employee: **8.7**.

C5 – Additional (general) workforce characteristics

Gender distribution at management level:
Women 20% / Men 80%.

The gender distribution at management level is based on the composition of the Saimaa Group's management team at the close of the reporting period.

Total number of agency workers and employees hired through labour-hire services. **451.**

The number of agency workers and employees hired through staffing services is based on the Group's site workforce monitoring for the reporting period. The figure includes workers who worked under the Group's supervision during the reporting year through staffing companies and subcontractors, including agency workers and agency supervisors. The figure represents the average monthly number of personnel in 2025.

C6 – Additional own workforce information – Human rights policies and processes

Does the company have a Code of Conduct or human rights policy for its own workforce?
Yes.

Topics covered in the company's Code of Conduct or human rights policy for its own workforce: Child labour, Forced labour, Human trafficking, Discrimination, Accident prevention. Guidance also includes principles for integrity, preventing bribery, and avoiding conflicts of interest.

Ethical operating principles guide day-to-day operations and decision-making at all levels of the organisation. In construction site environments, emphasis is placed on safety-conscious behaviour, keeping the workplace free from intoxicants, and respect for others.

Personnel can raise their concerns and complaints via supervisors, the HR function, and through the occupational safety representative and shop steward system. The



Group also has a confidential whistleblowing channel for reporting suspicions of misconduct or breaches of ethical principles can be reported. If necessary, matters can be handled confidentially and in accordance with an appropriate process.

C7 – Severe negative human rights incidents

Have any confirmed human rights incidents affecting the company's own workforce occurred? **No.** Is the company aware of any confirmed human rights incidents that affect its value chain's workers, local communities, or consumers and end-users? **No.**



Impacts, risks and opportunities relating to social responsibility

Type of impact, risk or opportunity of sustainability issue	Description	Operating principle	Action	Objective	Indicator
Risk	The construction site environment and nature of the work is associated with a risk of accidents that may affect employees' health and safety.	In accordance with the HR policy, ensuring occupational safety is the responsibility of every employee. The Group promotes a safe and healthy work environment and encourages safety observations.	We invest in preventive occupational healthcare that aims to support work ability and prevent occupational diseases and injuries. We promote our personnel's physical, mental, and social wellbeing.	Ensuring a safe and healthy work environment and preventing occupational diseases and injuries.	Accident frequency. Workplace surveys. Number of occupational safety training sessions.
Risk	Reduced wellbeing at work can affect work ability, absences, and employee retention.	Support for wellbeing at work, early intervention model, supervisor work.	Wellbeing at work measures, early intervention model, supporting supervisor work.	Supporting work ability and improving the employee experience.	Percentage of absences due to illness. Results of work community survey. Personnel turnover.
Risk	Social responsibility risks are associated with the subcontracting chain.	Supplier selection, guidance, sustainability requirements.	The Group requires suppliers to operate sustainability and to comply with legislation. Supplier selection considers reliability, working conditions, and ethical principles.	Verifying sustainable operating methods and risk prevention in the value chain.	Number of supplier evaluations. Sustainability requirements included in agreements.
Positive impact	Equal treatment promotes a fair and inclusive work environment.	In line with the HR policy, all employees are treated fairly and equally. Discrimination, harassment, and inappropriate behaviour are not tolerated in any form	Non-discrimination principles, fair recruitment, and intervention in harassment.	A fair and non-discriminatory workplace.	Reported and processed cases of discrimination/harassment. Gender distribution.
Positive impact	Commitment supported by open dialogue and a culture based around trust.	In accordance with the HR policy, the Group promotes open communication, dialogue, and an operating culture based on trust. Supervisor workplaces emphasis on listening, inclusion, and respect.	Open communication, meeting practices that foster dialogue, and supervisor work.	Strengthening a trust-based and inclusive corporate culture.	Results of personnel survey. Scope of development reviews.
Opportunity	Skilled personnel support work quality, safety, and customer satisfaction.	Organising comprehensive on boarding, supporting professional training, succession planning, and deputy arrangements.	Continuous professional development and retention of key expertise. Apprenticeship training to ensure a skilled workforce.	Maintenance and development of professional expertise and qualifications.	Completed training hours. On boarding monitoring.

Governance metrics

B11 - Convictions and fines for corruption and bribery

Convictions for the violation of anti-corruption and anti-bribery laws (number): **0**. Total fines incurred for the violation of anti-corruption and anti-bribery laws (€): **0€**.

The Group's governance is based on a clear division of responsibilities, established guidelines, and compliance with legislation. Good governance is supported by risk management, internal monitoring, and practices related to reporting and handling concerns. These ensure responsible and transparent operations. The Group continuously develops its governance practices. The Board monitors key sustainability indicators as part of the Group's management and risk management.

C8 – Revenues from certain sectors

Revenue from controversial weapons (anti-personnel mines, cluster munitions, chemical weapons and biological weapons) **0€**. Revenue from the cultivation and production of tobacco: **0€**. Total revenue from fossil fuels (oil, coal, gas): **0€**. Revenue from coal: **0€**. Revenue from oil: **0€**. Revenue from gas: **0€**. Revenue from chemicals production: **0€**.

C9 - Gender diversity ratio in the governance body

The total gender diversity ratio in the Group companies' boards is: **86% male and 14% female**. *The gender diversity ratio is based on the composition of the Saimaa Group's Boards at the close of the reporting period.*



Governance impacts, risks and opportunities

Type of impact, risk or opportunity	Description of sustainability issue	Operating principle	Action	Objective	Indicator
Risk	Unethical activity or bribery could cause risks to reputation and business.	The Group's ethical operating principles steer activities towards honest, transparent, and legal business.	Code of Conduct, employee on boarding, and management oversight.	Ensuring ethical business	Confirmed violations Cases of corruption/bribery (No.)
Positive impact	The opportunity to report concerns supports responsible and transparent operations.	Personnel have the opportunity to raise concerns confidentially.	The whistleblowing channel is available for use by personnel and stakeholders on the companies' websites	Early identification of concerns	Number of processed reports
Positive impact	Clear division of roles supports efficient decision-making.	Governance is based on legislation and internal guidance.	Specified responsibilities and decision-making structures.	Transparent and responsible governance	No governance-related violations.
Opportunity	Systematic risk management supports business continuity.	Risk management is part of the Group's regular management and decision-making processes.	Regular risk assessment and monitoring.	Risk anticipation and management.	Number or scope of completed risk assessments

