

CASEMET

Strong as steel.

Sustainability report 2025





Content

Towards sustainable development	3
Reporting	4
Sustainability	5
Management of sustainability work	6
Sustainable development practices	7
Environmental Responsibility	8
Carbon footprint calculation	9
Circular economy	10
Social Responsibility	11
Summary of Caseway development	12
Occupational safety	12
Governance and Economic Responsibility	13
Conclusion	14
VSME Reporting Framework	15



Towards sustainable development

“Our biggest challenge in this new century is to take an idea that seems abstract – sustainable development – and turn it into a reality for all the world’s people.”

- Kofi Annan, former Secretary-General of the United Nations

At Casemet, we want to leave a mark on the world that promotes a safe, sustainable, and thriving future. We have set this goal together with our entire personnel, and we are committed to concrete actions that support environmental responsibility, social responsibility, and good governance.

We published our first sustainability report for 2024. The 2025 report describes how we have progressed in our sustainability efforts and what new practices and operating models we have introduced. The report provides stakeholders with a clear picture of how we are developing our operations toward long-term sustainability goals.

During 2025, we took significant steps forward: we committed to the SBTi initiative and set science-based emission reduction targets, continued and further developed our carbon footprint calculations, prepared and implemented a supplier code of conduct, and obtained ISO 45001 certifications for both the Mikkeli and Pärnu factories.

Casemet Group Oy is a Finnish family-owned company that manufactures high-quality steel enclosures and sheet metal solutions. The Group consists of Casemet Oy and Casemet OÜ. Our production facilities in Finland and Estonia serve customers worldwide. We invest in automation, robotics, and continuous improvement, guided by our values: partnership, excellence, and growth. We aim to continue developing together with our stakeholders—toward an even more responsible and sustainable future.



Reporting

Casemet published its first sustainability report for 2024. In the 2025 report, we have expanded our reporting and supplemented the content in line with the core and comprehensive modules of the European VSME (Voluntary Sustainability Reporting Standard for non-listed SMEs). In this way, we ensure that our report better meets current sustainability reporting requirements and the expectations of our stakeholders. The reporting is carried out at the Group level.

Casemet Group

Business ID: 3489498-9

Company form: Limited company

Location: Insinöörinkatu 1, 50100 Mikkeli, Suomi

Casemet Oy

Business ID: 2737608-3

Company form: Limited company

Location: Insinöörinkatu 1, 50100 Mikkeli, Suomi

Casemet Oü

Business ID: EE102059357

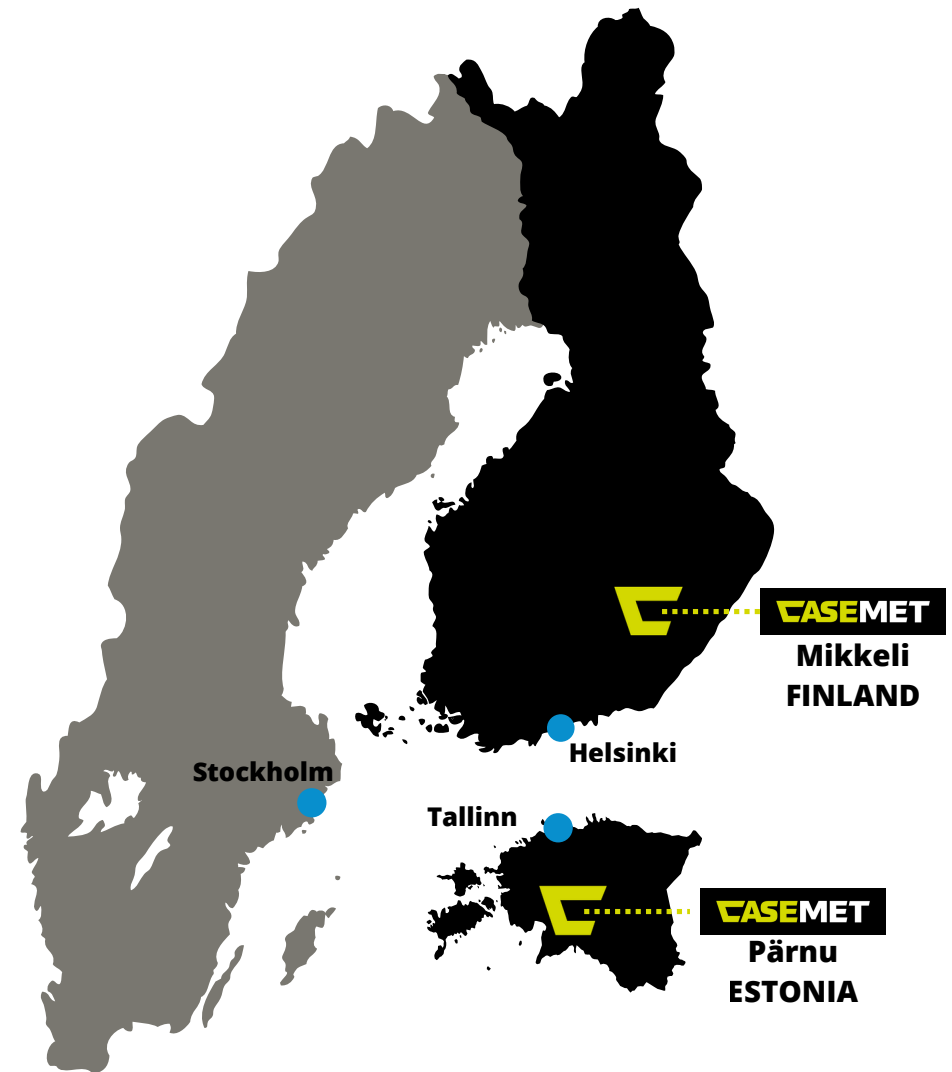
Company form: Limited company

Location: Turba tn 19, 80010 Pärnu, Viro

2 Factories

>200 People

57 NPS



Certificates, issuing body SGS Fimko Oy

Sustainability

Casemet's sustainability work is based on a holistic approach in which environmental responsibility, social responsibility, and good governance are integrated into daily operations and strategic management. We have selected five UN Sustainable Development Goals to guide our actions toward a more sustainable future.



Goal 3 (Health and Wellbeing) reflects our commitment to the safety of our products and the health and well-being of our employees, both in the workplace and during free time.



Goal 5 (Gender Equality) reflects our commitment to promoting equality in the workplace and in decision-making.



Goal 8 (Decent work and economic growth) describes our commitment to creating decent jobs and promoting sustainable economic growth.



Goal 9 (Industry, innovation and infrastructure) guides our investments in innovation and sustainable solutions in our products and production processes.



Goal 12 (Responsible Consumption and Production) guides us towards sustainable production by reducing waste and increasing resource efficiency.

These choices demonstrate our commitment to sustainable development and implementing the UN Agenda 2030 goals in our business.

[UN Sustainable Development Goals: https://www.un.org/sustainabledevelopment/](https://www.un.org/sustainabledevelopment/)

The content of this publication has not been approved by the United Nations and does not reflect the views of the United Nations or its officials or Member States.

Management of sustainability work

The management of sustainability is integrated into the strategy approved by the Board of Directors, and ESG aspects are taken into account in all decision-making. We monitor the achievement of sustainability targets within the management team and ensure that sustainability efforts progress alongside business development. Our values—partnership, excellence, and growth—guide our operations and strengthen both customer collaboration and employee well-being.

The advancement of sustainability goals is supported by certified management systems, including ISO 9001, ISO 14001, and, newly obtained in 2025, ISO 45001, as well as annual carbon footprint calculations. In addition, we implement systematic risk management to identify and prevent risks related to operations, personnel, the environment, and the supply chain.

The company has implemented the EcoVadis sustainability assessment to ensure transparency and continuous improvement of its sustainability practices. The independent third-party assessment supports the company's sustainability work by providing comparable data and concrete development recommendations. EcoVadis results are utilized in setting sustainability targets and prioritizing actions.

Open communication and secure reporting channels, including a whistleblowing channel, help ensure ethical practices throughout the organization. Our sustainability work is built on active employee participation, continuous improvement, and collaboration with our stakeholders.



Sustainable development practices

Sustainability topic	Does the organization have any sustainability practices, actions or initiatives that address any of the following sustainability topics? (Yes/No)	Are they publicly available? (Yes ✓ / No)	Do they include objectives? (Yes ✓ / No)
Climate change	We are committed to the SBTi goals and have set long-term goals for 2031.	✓ Yes, on the SBTi site	✓ Yes, Scope 1 and 2 -50% -<2031
Circular economy	We aim to minimize material waste and improve the efficient use of raw materials throughout our entire production chain. We design our products and production processes so that materials are utilized as efficiently as possible, and any remaining waste material is properly recycled for reuse. With new production machinery, we enhance the use of raw materials and thereby reduce the amount of waste generated.	No	✓ Yes, targets for material waste are included in the KPI framework.
Own workforce	The Code of Conduct covers issues related to our own workforce and operations, including ethical principles, ESG goals, and product safety. The Code of Conduct is trained for all Casemet employees.	✓ Yes	No
Value chain workers	The Supplier Code of Conduct covers the following topics: Value Chain Workers, Compliance with Laws and Regulations, Fair Competition, Open Communication, Human Rights, Climate Responsibility. We mandate all new suppliers to sign the SCoC and currently this covers 80% of the purchase volume and the target for 2026 is to cover 90%.	No	No
Business practices	We invest in responsible operations, sustainable growth and operate in accordance with ethical principles.	✓ Yes, Sustainability reporting	No



Casemet manufactures high-quality products responsibly, taking into account the environment, communities, and ethical principles. As part of our environmental targets, we monitor electricity and district heating consumption and take action based on the results. In recent years, we have improved our energy efficiency by investing in modern production machinery, and energy efficiency has been a key factor in our investment decisions.

In 2025, we invested in modernizing the building automation system at our Mikkeli facility. The new building automation system enables optimization of energy consumption and energy-efficient temperature control. Thanks to these improvements, we can monitor district heating and water consumption more accurately and respond immediately to any abnormal usage.

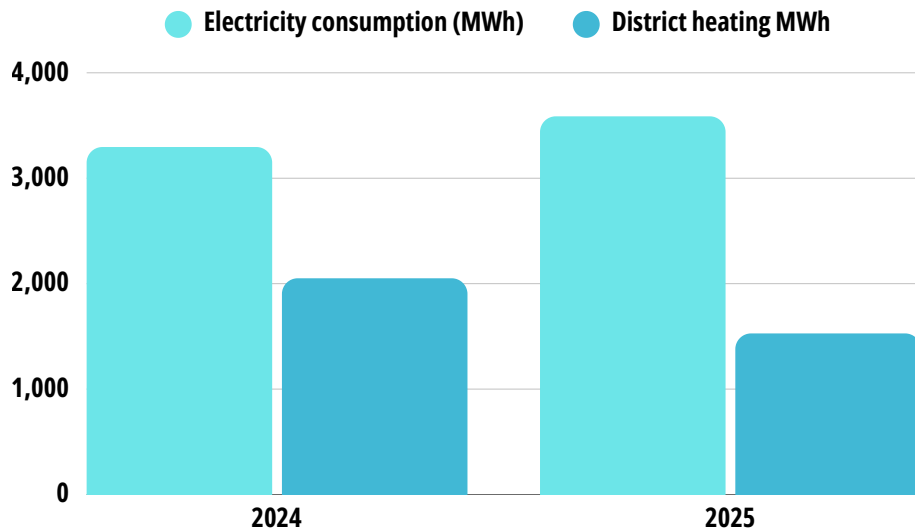


Figure 1: Change in Casemet Group’s energy consumption compared to 2024. The increase in electricity consumption is explained by growth in revenue, which has expanded the scale of production and operational activities, thereby increasing energy demand. Base value = 1.

Heat and energy consumption management

New indicators have been introduced for monitoring district heating consumption, improving the overall visibility of the factories’ energy use. Thanks to enhancements in building automation, we have observed that ventilation can be reduced during weekends and nights without compromising production or indoor air quality, resulting in significant energy savings.

Water consumption monitoring

New water metering points have been installed at the factories, providing more accurate and reliable data on water consumption. More precise monitoring enables improved efficiency in water use in the painting process and allows for rapid response to any deviations.

Water consumption 2024, 4339 m³



Water consumption 2025, 2763 m³



Figure 2: Casemet Group’s water consumption in years 2024 and 2025.

With these measures, we are able to monitor consumption more precisely, quickly identify areas for improvement, and implement targeted actions to reduce environmental impact.

Carbon footprint calculation

We have been measuring the carbon footprint of our operations and products annually since 2022. The calculation is based on the GHG Protocol and covers all emission scopes (Scope 1 through Scope 3). This provides a comprehensive overview of the emissions generated by our operations and supports targeted measures to reduce them. Carbon footprint data is used in decision-making and in customer projects, for example when designing material and structural solutions.

As part of Scope 3 emissions, we also take into account emissions from business travel. Our operations in Finland and Estonia, as well as our customer base in Scandinavia and the Baltics, require some travel, but we reduce this by prioritizing remote meetings whenever possible. In addition, we encourage our employees to adopt sustainable mobility solutions. For example, our annual “cycle to work” campaign day has increased cycling to work and supported the reduction of commuting emissions.

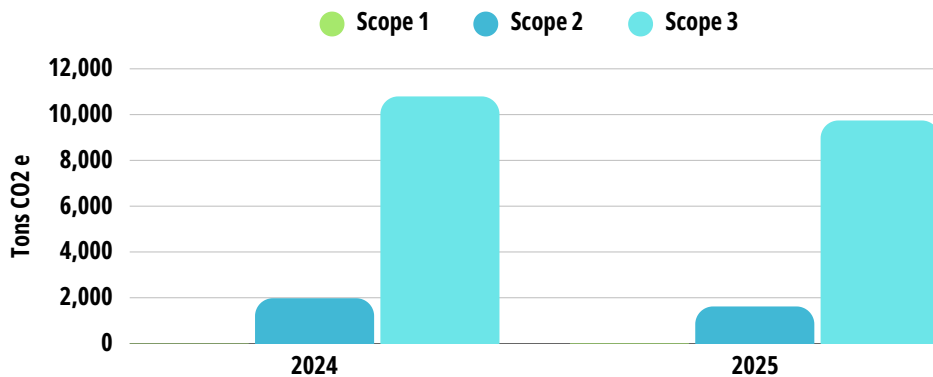


Figure 3: Annual CO2 emissions, Casemet Group..

In 2025, we set Science Based Targets initiative (SBTi) targets, with 2024 as the base year and 2031 as the target year, committing to a 50% reduction in Scope 1 and Scope 2 emissions. These targets will be pursued through measures such as increasing the use of renewable energy, improving the energy efficiency of our facilities, and investing in modern, energy-efficient production technologies. We continuously refine our carbon footprint calculations and will increasingly focus on providing more detailed product-level emissions data to our customers in the future.

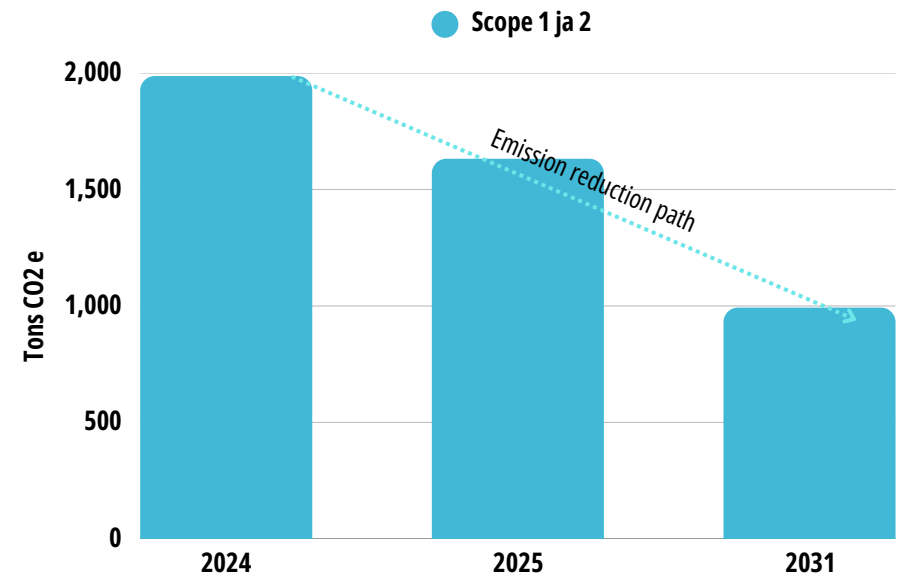


Figure 4: CO2 emissions Scope 1 and Scope 2 combined, Casemet Group.

GHG-protokolla: <https://ghgprotocol.org/sites/default/files/standards/ghg-protocol-revised.pdf>

Circular economy

Circular economy and material efficiency are a key part of Casemet's environmental responsibility and a way to reduce the climate and environmental impacts of our operations. We monitor material efficiency at both of our factories, as Scope 3 emissions account for the largest share of our total emissions. We aim to minimize material waste and optimize the use of raw materials by designing products and processes so that materials are used as efficiently as possible. The majority of our waste consists of steel, which is primarily recycled back into the material cycle.

To improve material efficiency, we have invested in AI-based software that optimizes sheet metal usage. In addition, we actively monitor waste volumes, energy consumption, and emissions, and continuously develop our processes to reduce environmental impact.

In 2025, we strengthened our circular economy practices through concrete actions: we organized recycling training for all employees, refined our waste sorting guidelines, and increased the number of recycling points, including new plastic recycling stations.

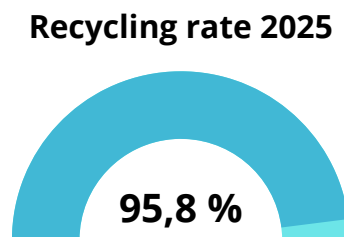


Figure 5: Recycling rate 2025, Casemet Group.



WASTE	TOTAL WASTE AMOUNT IN TONNES
Biowaste	3,20
Energy waste	14,90
Glass	0,45
Metal	985,89
Plastic	0,40
Cardboard	13,82
Paper	0,43
Wood waste	2,96
Electrical and electronic waste	0,17
Mixed waste	1,03
Hazardous waste	10,41

Chart 1: Waste amounts 2025, Casemet Group.

Goals 3 and 5 Social Responsibility

Casemet takes responsibility for its employees, customers, and society. Our operations are based on a safe, fair, and respectful workplace, where employee well-being and competence development are key priorities. We invest in a safe working environment, comply with occupational safety and health regulations, and continuously develop our operations together with our personnel.

The expertise and commitment of our employees are the cornerstones of our operations. We offer training, career development opportunities, and channels for participating in the company's development. We respect equality, fairness, and diversity in all our activities.

We also operate responsibly towards our customers and stakeholders. Trust-based cooperation, safe product development, and open communication guide our operations. In addition, we support local employment and communities by providing stable jobs and collaborating with regional stakeholders.

As part of our social responsibility, we actively participate in charitable activities and support local communities. In 2025, we supported athletes and sports clubs in the Mikkeli and Pärnu regions. During the Christmas season, funds allocated for customer Christmas gifts were again directed to charity, and employees were given the opportunity to allocate their own Christmas gift allowance to charity. The selected charity beneficiaries for 2025 were the local Mikkeli chapter of Hope ry and the "Gift of Life" cancer foundation in Pärnu.

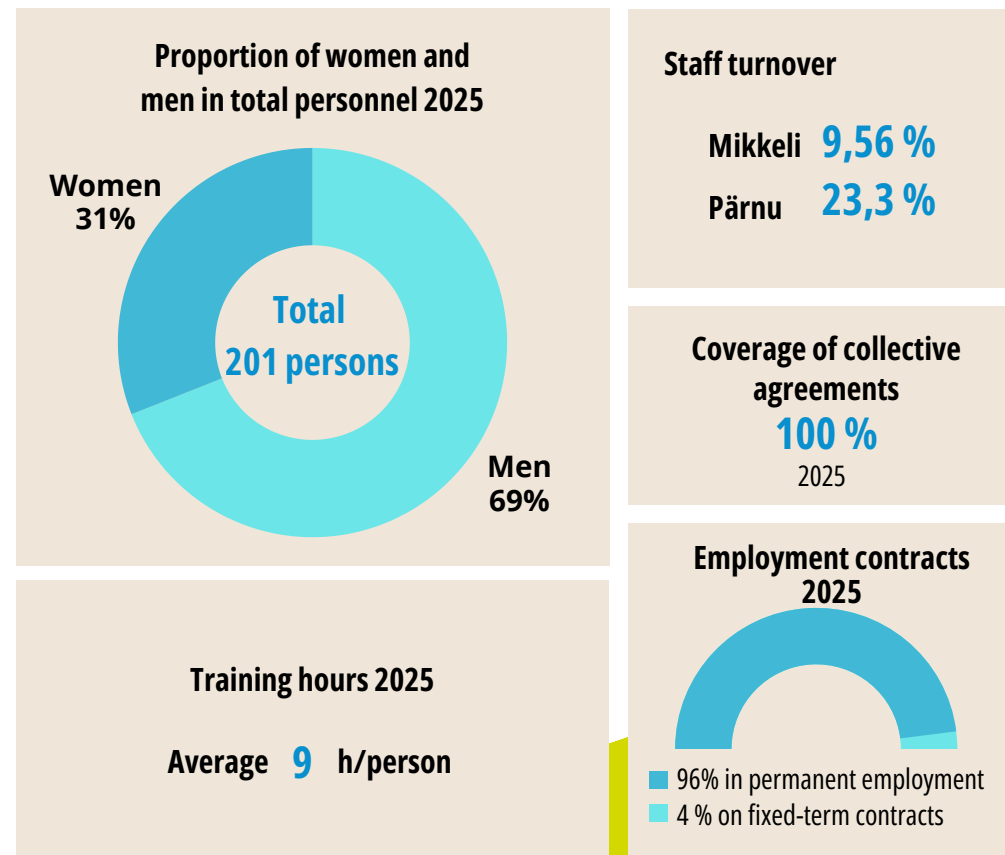


Figure 6: Social responsibility indicators 2025, Casemet Group.



Summary of Caseway development

In 2024, Casemet developed the CaseWay concept, which defines a common way of working and leading. The concept provides a clear framework for leadership and workplace culture. One measure of success is an annual employee survey, the results of which are used to develop well-being at work and leadership together with employees.

In 2025, CaseWay was implemented through concrete actions. During the year, we organized a well-being day, where workshops were held to identify areas for improvement and find ways to enhance our operations. The event strengthened employee participation and commitment to continuous development.

Other actions in 2025 included:

- We introduced an early support model, which was communicated and trained to employees
- We organized safety days at both factories, including first aid and protective equipment training as well as environmental topics

The impact of the CaseWay concept was clearly visible in the annual employee survey, where we achieved significant improvements in nearly all categories. The results show that developing shared ways of working and leadership has a positive impact on workplace well-being and performance. We will continue working with CaseWay in the long term to further strengthen continuous improvement.

CASEWAY

Occupational safety

We invest in employee well-being, occupational safety, and flexible working arrangements. Low absence rates and a low number of workplace accidents demonstrate the effectiveness of our measures. We offer flexible working time arrangements, remote work opportunities, and employee benefits such as cultural and sports benefits, occupational health care, and well-being at work activities.

We continuously develop occupational safety through measures such as safety walks, occupational safety meetings, and an active reporting culture. In 2025, our factories in Mikkeli and Pärnu achieved ISO 45001 occupational health and safety certification, which further strengthens our commitment to a safe and responsible working environment.

Occupational accidents 2025

Number of occupational accidents	3
----------------------------------	---

Accident frequency	0,15
--------------------	------

Chart 2: Casemet Group's number and frequency of occupational accidents*

*The occupational accident frequency describes the number of accidents that occur in relation to the hours worked. It is calculated according to the VSME standard per 200,000 working hours. Minor accidents, absences of less than a week.





Goal 8

Governance and Economic Responsibility

The group ensures financial sustainability by operating in a long-term and responsible manner. Our goal is profitable and controlled growth that enables investments in technology, personnel, and responsible operating practices. A stable financial foundation supports high-quality customer service and reliable deliveries.

We operate transparently and comply with legislation, good governance, and the principles of fair competition. Responsible financial management, along with long-term customer and supplier relationships, supports local employment and creates societal value.

Financial responsibility is also linked to our environmental and social responsibility: investments in energy efficiency, responsible procurement, and employee well-being strengthen the overall sustainability of our business.



Turnover 2025 30 M€
Balance sheet 2025 31 M€

Management 2025

Gender balance in the management team	Gender balance of the Board of Directors
Women 3	Women 0
Men 2	Men 5
Management team diversity 150 %.	Diversity of the Board of Directors 0 %.

Code of Conduct

Our company has written ethical principles that cover, among other things, the prohibition of child labor, forced labor and human trafficking, the prevention of discrimination, as well as occupational safety and accident prevention. We are not aware of any human rights violations concerning our own workforce, other workers in our value chain, communities in our areas of operation, consumers, or end users.

eNPS Group

2025 20
2024 -6

Whistleblow channel

We have an internal **Whistleblowing** channel

Chart 3: Management and financial responsibility indicators 2025, Casemet Group.

Conclusion

Finally, we would like to thank all those who contributed to the preparation of this report, as well as all employees of Casemet Group, for their commitment to responsible and sustainable development. Together with our personnel and stakeholders, we are taking concrete actions towards a better and more sustainable future. Our work for responsible and sustainable development continues, now and in the future.

We encourage everyone to contribute to building a responsible future, business environment, and society. Every company and every action matters.

The Casemet Group sustainability report is published annually.

13.4.2026



Sanna Vihersalo

CEO, Casemet Group

More information on the topic: Aki Hyyryläinen, CTO, Casemet Group
+358 50 535 3796, aki.hyyrylainen@casemet.fi

CASEMET

Strong as steel.



VSME Reporting Framework

VSME reporting framework basic module		Page
B1	Basis for report preparation	4
B2	Policies, practices and future actions to promote a more sustainable economy	6-7
B3	Energy consumption	8
B4	Greenhouse gas emissions	9
B5	Air, water and soil pollution	Does not apply to the company
B6	Biodiversity	Does not apply to the company
B7	Water use	8
B8	Workforce – general characteristics	12
B9	Workforce – health and safety	12
B 10	Workforce – remuneration, collective agreements and training	11
B11	Convictions and fines related to corruption and bribery	Does not apply to the company

VSME reporting framework extended module		Page
C1	Strategy, business model and sustainability objectives	3-5
C2	Policies, practices and future actions	7
C3	Emission reduction targets and climate transition	9
C4	Climate risks	Does not apply to the company
C5	Additional workforce information	11
C6	Human rights policies and processes	13
C7	Severe adverse human rights incidents	13
C8	Sources of revenue and exclusion from EU benchmark criteria	Does not apply to the company
C9	Gender distribution in governing bodies	13