

The background of the entire page is a close-up photograph of industrial machinery, likely a steel mill, showing various metal components, bolts, and a textured surface. A large, bright yellow geometric shape, resembling a stylized 'V' or a large bracket, is overlaid on the right side of the image. Within this yellow shape, there is a rectangular inset photograph of a serene natural landscape. This landscape features a calm body of water, possibly a lake or a wide river, which perfectly reflects the surrounding dense forest of tall, thin evergreen trees. The sky above the trees is a clear, vibrant blue, dotted with soft, white cumulus clouds. The overall composition juxtaposes industrial strength with natural beauty.

**CASEMET**

Strong as steel.

Sustainability Report 2024



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# Towards sustainable development

What kind of legacy do we want to leave on this world as a company and an organization? We have been thinking about this together with our entire organization and we agree that we want to take concrete actions for a safe, sustainable and prosperous future. Our company's responsibility and sustainable development measures are all aimed at creating a better, sustainable future.

Our Sustainability Report provides stakeholders with an overview of Casemet's commitment to responsible business and sustainable development. The report presents our actions and achievements in environmental and social responsibility and good governance. Our goal is to develop our operations in these areas to ensure that our business contributes to the well-being and sustainable development of both current and future generations. Our sustainability work and report will evolve in line with the development of our operations.

Casemet Group Oy is a manufacturer of steel enclosures and sheet metal solutions, known for its high-quality products and customer-oriented service. The group includes the companies Casemet Oy and Casemet Oü. We are a Finnish family business with strong experience in the industry for over 50 years. The company's head office is located in Mikkeli, and our production facilities in Finland and Estonia serve customers all over the world. We employ approximately 150 people in Mikkeli and 50 people in Pärnu.

We specialize in the design and manufacture of demanding enclosure solutions, sheet metal structures and electromechanical assemblies. Cubo steel enclosure solutions are our own product, for which we offer customized and tailored solutions in addition to standard models. We invest in automation and robotics, which enable the reduction of manual steps and thus increase production efficiency.

Our operations are guided by continuous improvement and our core values: partnership, excellence and growth. Our strategy serves as a tool in our decision-making and we are a reliable partner for both large international players and smaller local companies, offering competitive and responsible solutions. We are proud of our skilled personnel and modern production methods, which enable efficient and environmentally friendly operations.

We want to continue to grow and develop, while adhering to our values and our goal of creating a more sustainable future together with our stakeholders.

Sanna Vihersalo  
**CEO, Casemet Group**



# Sustainability

Casemet has chosen five UN Sustainable Development Goals to guide our operations towards a more sustainable future.

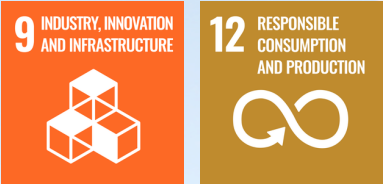
- Goal 3 (Health and Wellbeing) reflects our commitment to the safety of our products and the health and well-being of our employees, both in the workplace and during free time.
- Goal 5 (Gender Equality) reflects our commitment to promoting equality in the workplace and in decision-making.
- Goal 8 (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/>



# Environmental responsibility



Casemet manufactures high-quality products responsibly, taking into account the environment, communities and ethical principles.

As part of our environmental goals, we monitor the consumption of electrical energy and district heating and take measures based on the results. In recent years, we have made our energy use more efficient through investments. We have invested in modern production machines that are significantly more energy efficient. During 2024, we completed the extension of the Mikkeli factory, including almost 1,000 m<sup>2</sup> of new production space. In connection with the expansion, we invested in a heat recovery ventilation system, which produces savings in district heating. The new system brings energy efficiency; although the square footage has increased, the need for energy has not increased (table 1).

	2024	2023	2022
Electricity consumption, MWh	0,804	0,867	1
District heating, MWh	1,064	1,064	1

Table 1: Change in Casemet Group's energy use compared to 2022. Reference figure = 1.

We measure the carbon footprint of our operations and products annually, starting in 2022. **Our carbon footprint calculation** is based on the GHG protocol and includes all areas from Scope1 to Scope3 (Figure 1). With the help of carbon footprint measurement, we have obtained an overall picture of the emissions caused by our operations. Based on the results, we are able to react and take measures to reduce emissions. The results are utilized in daily management. We analyze our results and train further on the subject so that we can implement measures that will reduce emissions and later set a target for our carbon emissions in accordance with SBTi. With the help of carbon footprint calculation, we can also help our customers develop their products to be more environmentally friendly, for example by choosing more sustainable materials.

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

# Environmental responsibility

We monitor **material efficiency** at both our factories. Scope 3 (purchased services and products) is our largest source of emissions in our operations (Figure 1). Therefore, we strive to optimize the use of materials in all our production stages. Our goal is to reduce waste and minimize waste by improving production processes and utilizing recycling solutions effectively.

We focus particularly on material-efficient product design and sheet metal machine programming. We have invested in software that optimizes the sheet metal usage of production machines using artificial intelligence, and we train our employees in the use of the software.

Our own offices in Mikkeli and Pärnu, as well as customer meetings in Scandinavia and the Baltics, sometimes require business travel. We strive to minimize business travel by favoring meetings and negotiations held **remotely**. This way, we reduce emissions from business travel.

To reduce emissions from **commuting**, we encourage our employees to use sustainable mobility solutions, such as cycling, walking and public transport. For example, on the “Cycle to Work” theme day, we have inspired our employees to cycle to work.

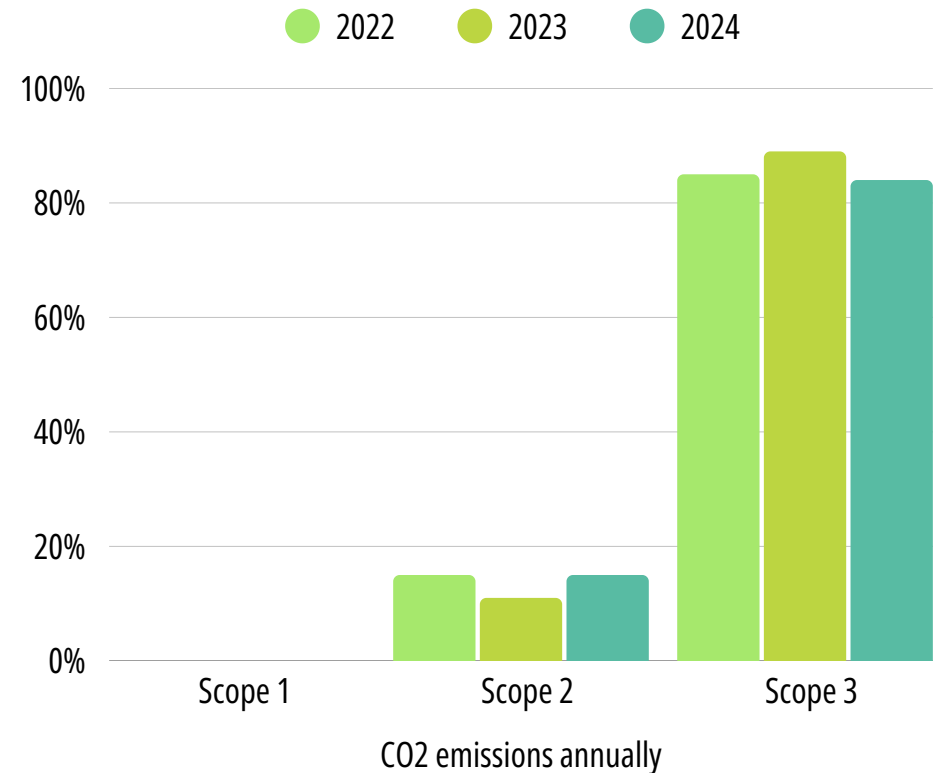


Figure 1: CO2 emissions annually.

# Social responsibility



Social responsibility is part of Casemet's strategy and long-term success. We want to be a safe working environment where diversity is valued and where all employees are treated **equally** and with respect. We see the age distribution of our staff as an asset; we need employees of all ages in our work community (Table 5).

	2024	2023	2022
Under 30	12 %	14 %	20 %
30-39	26 %	29 %	26 %
40-49	29 %	26 %	26 %
50-59	23 %	21 %	20 %
60 or over	10 %	10 %	8 %
In total	100 %	100 %	100 %

Table 5: Age distribution of personnel, Casemet Group.

Our employees have the opportunity to report harassment or bullying either directly to their supervisor or anonymously through the whistleblower channel. We will address all inappropriate behavior.

During 2024, we have created the **CaseWay concept**, which is our common way of working and leading. CaseWay provides a framework for management and working culture as well as tools to support management, according to which operations are guided. We also measure our employees' satisfaction annually with a well-being at work survey. Based on the survey results, we prepare department-specific development measures with the personnel to improve well-being at work, working and leading in a targeted manner.

# Social responsibility

We take care of our employees' **well-being** and **occupational safety**, and low absenteeism and minor accidents at work (table 6) indicate the success of our measures. We enable our employees to have flexible working hours and, depending on the job, to work remotely, which supports our employees' work-life balance. Our social responsibility also covers employment benefits, such as sports and cultural benefits, occupational health care and employee wellbeing days.

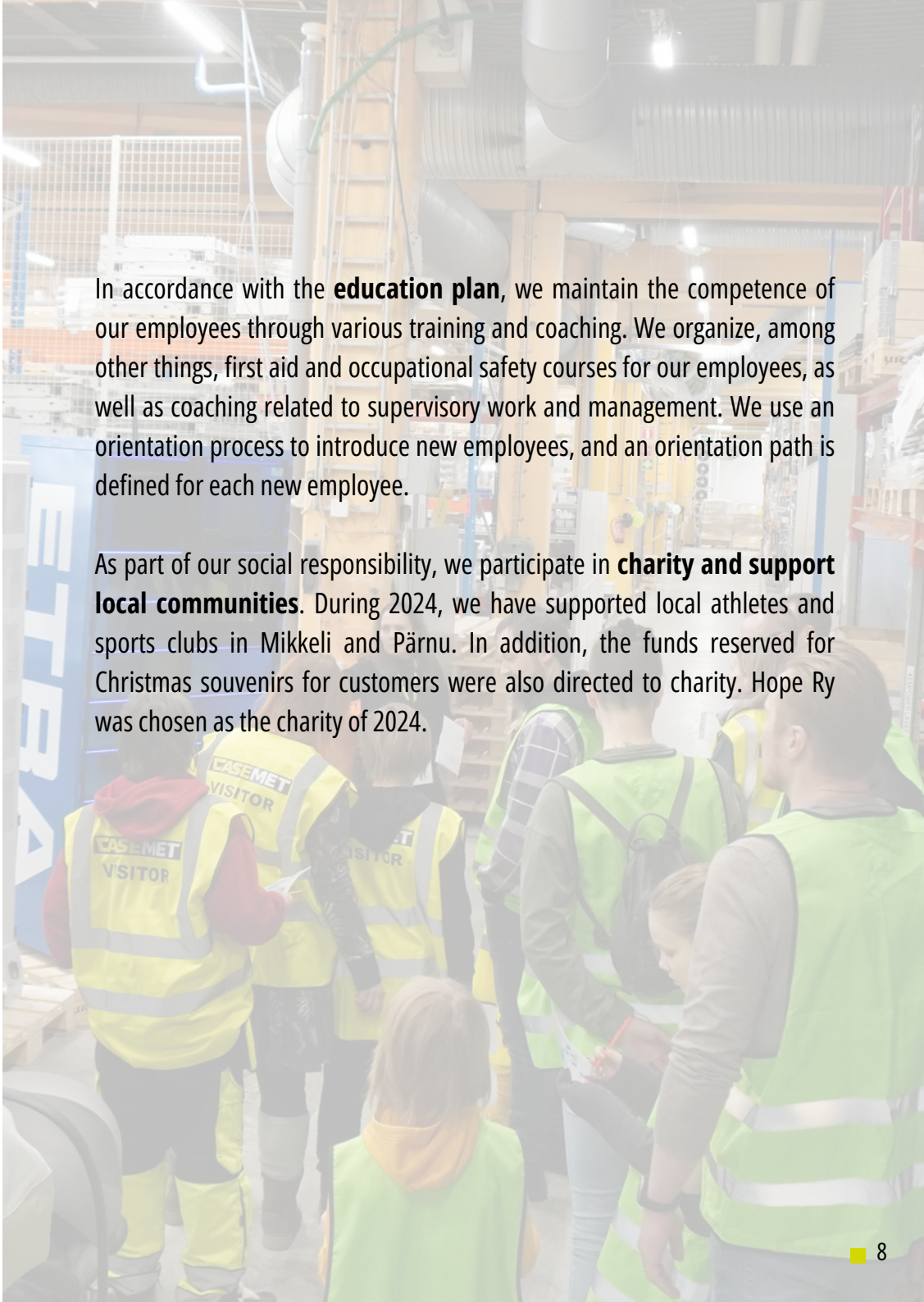
We invest in **occupational safety** through regular safety walks and occupational health and safety meetings, as well as continuous training. Employees report near-miss situations and safety deficiencies, which helps us reduce occupational safety-related risk factors. Our plan for the near future is to certify our occupational health and safety system according to ISO 45001.

	2024	2023
Occupational accidents, number	0,67	1

Table 6: Change in Casemet Group's occupational accidents compared to 2023. Reference figure = 1.

In accordance with the **education plan**, we maintain the competence of our employees through various training and coaching. We organize, among other things, first aid and occupational safety courses for our employees, as well as coaching related to supervisory work and management. We use an orientation process to introduce new employees, and an orientation path is defined for each new employee.

As part of our social responsibility, we participate in **charity and support local communities**. During 2024, we have supported local athletes and sports clubs in Mikkeli and Pärnu. In addition, the funds reserved for Christmas souvenirs for customers were also directed to charity. Hope Ry was chosen as the charity of 2024.



## Good governance



At Casemet, we operate responsibly, transparently and ethically. We follow our own and our partners' **Code of Conduct** to ensure that our operations meet the required ethical guidelines. Casemet is committed to maintaining an absolute zero tolerance towards corruption in all its processes and has implemented clear guidelines to prevent corruption, bribery, fraud and money laundering. We do not participate in political activities or make donations for political purposes.

We respect **human rights** and work to ensure that all workers in our supply chain have safe and fair working conditions. We engage in open dialogue with our suppliers and encourage transparency in their supply chains. We require them to adhere to our ethical principles and environmental standards so that our entire value chain operates responsibly and with respect for human rights.

	2024	2023
Turnover, € million	26,10	30,99
Profit for the financial year, € million	3,10	4,29

Table 9: Casemet Group's revenue in 2023 and 2024.

**Financial success** and responsible business go hand in hand. We report our revenue and results openly (Table 9), and we pay our taxes appropriately in all countries where we operate.

## In conclusion

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

We encourage everyone to build a sustainable future, business and society. Every company, effort and action matters.

Casemet Group's sustainability report is published annually.

25.4.2025

**Sanna Vihersalo**

CEO, Casemet Group

