

Sustainability Report 2025

Reporting period: 1 January 2025 – 31 December 2025

fluo

We make recycling mainstream.

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Message from the CEO

In 2025, the Fluo Group continued its strategic growth through both acquisitions and the strengthening of its ownership structure. The Group expanded its circular economy solutions offering and reinforced its position as a domestic player in the processing of recycled materials.

In January 2025, Fluo Group completed an acquisition in which Forestoil Oy joined the Group, bringing the total number of companies to seven. Forestoil is a manufacturer of recycled-based lubricants, and the combination expanded Fluo's product portfolio from plastic products to include lubricants as well, strengthening the Group's position as a producer of products based on recycled raw materials. So Fluo Group continued its controlled growth and operations with seven operating companies: Ekokuljetus JNH Oy, Finells Transport Oy, Itä-Suomen Murskauskeskus Oy, Ekoman Oy, Keskinen Recycling Oy, FL Pipe Oy and Forestoil Oy. We are a responsible actor in all parts of the circular economy value chain, from on-site waste management services to the manufacture of recycled products.

In August 2025, a significant change occurred in the Group's ownership structure when H.I.G. Capital acquired a majority stake in Fluo Group Oy. Sponsor Capital and key personnel of the company remained minority shareholders. The purpose of the ownership arrangement is to support the next phase of Fluo Group's growth, including the expansion of its service offering, better leveraging of its strong regional position, and accelerating investments in sustainable waste management infrastructure.

Our mission is to make the circular economy mainstream. More than 200 000 tonnes of materials destined for reuse passed through our Group in 2025.

We replace the use of virgin materials by collecting end-of-life materials from their points of origin and processing them into reusable materials and new products. In 2024, we introduced a new sheet processing line and expanded our range of recycled plastic products with a dimple sheet. We will continue to bring new recycled plastic products to market in the coming years. In line with its strategy, the company introduced a new recycled product, a drainage mat, to the market in 2025.

Transportation related to material collection remains the largest source of emissions in our operations. In 2025, we continued to invest in biogas-powered waste collection vehicles and added two new biogas vehicles to our fleet. We will continue to invest in biogas vehicles going forward. Currently, 13 out of our Group's 80 own vehicles run on biogas. We have also focused on driving efficiency through route planning and increasing vehicle utilisation rates.



We are proud to contribute, as a circular economy company, to the mitigation of climate change and biodiversity loss.


About
Fluo

B1

General Information

This is Fluo Group's third sustainability report.
This year, Fluo Group has voluntarily chosen to follow the European Sustainability Reporting Standard for non-listed SMEs (VSME) and has selected Option B: Basic Module and Comprehensive Module.
It marks an important milestone in the Group's sustainability journey.

The sustainability report has been prepared on a consolidated basis and covers the following subsidiaries:

- **Ekokuljetus Oy,** Indolantie 25, 67600 Kokkola*
- **Oy Ympäristöhuolto Ekoman Miljöservice Ab,** Lastaajantie 5–7, 65610 Mustasaari *
- **Finells Transport,** Företagargatan 3, 68800 Kållby *
- **FL Pipe Oy,** Putkitie 3, 69600 Kaustinen **
- **Itä-Suomen Murskauskeskus Oy,** Ivontie 5, 80260 Joensuu*
- **Keskinen Recycling,** Leppäläntie 426, 63120 Leppälänkylä**
- **Forestoil Oy,** Etelätie 5, 66600 Vöyri, Finland

* "The companies were merged on 31 December 2025, following which the combined entity continued as Fluo Oy"

** "The companies were merged on 31 December 2025, following which the combined entity continued as Fluo Plastics Oy"

Fluo Group's basic information.

Legal form
Limited liability company

NACE sector classification code(s)
38.11 (Collection of non-hazardous waste), 38.32 (Recovery of sorted materials), 22.21 (Manufacture of plastic plates, sheets, tubes and profiles), 19.20 (Manufacture of refined petroleum products)

Size of balance sheet (€)
€115.3 million

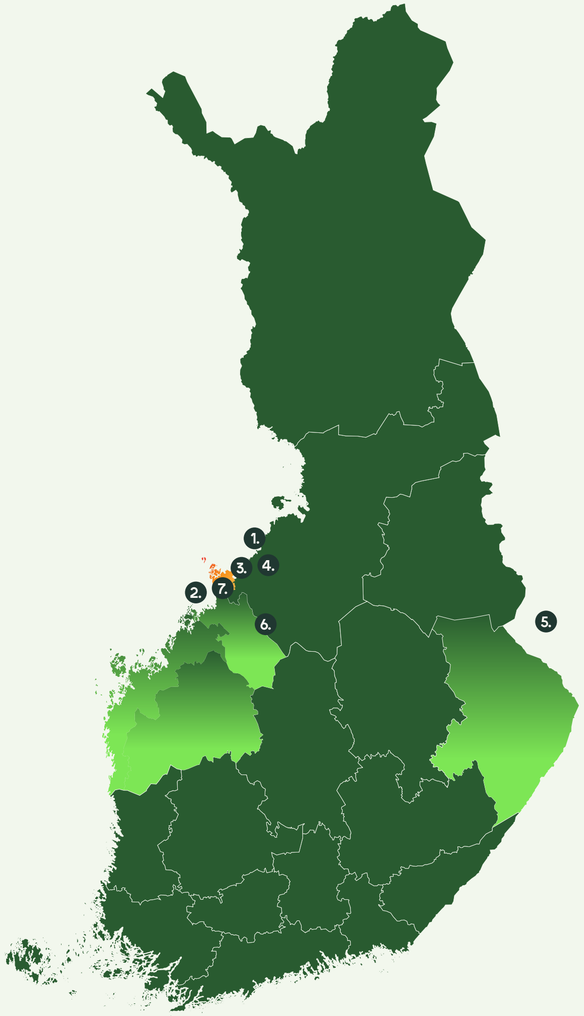
Net turnover (€)
€35.1 million

Number of employees
144 FTE (145 average headcount)

Country of primary operations
Finland

Headquarters
Indolantie 25, 67600 Kokkola, Finland

Locations
1. Kokkola: Ekokuljetus
2. Vaasa: Ekoman
3. Kållby: Finells Transport
4. Kaustinen: FL Pipe
5. Joensuu: Itä-Suomen Murskauskeskus
6. Leppälänkylä: Keskinen Recycling
7. Vöyri: Forestoil



€35.1M
Revenue in 2024: €31.4M

200 000 t
We process 200.000 tonnes of waste-based raw materials

35 000
We serve 35.000 households

+140
We employ over 140 Fluo professionals

4 700
4.700 business customers

60
Over 60 years of experience in the circular economy

Our mission:

Fluo Group's mission is to make the circular economy mainstream by increasing the recycling rate of domestic raw material streams and manufacturing recycled products.

Fluo Plastics Oy (unit FL Pipe) holds ISO 9001 (quality management) and ISO 14001 (environmental management) certifications.
Fluo Oy is in the process of implementing three management systems (ISO 9001, ISO 14001 and ISO 45001), with certification expected during 2026 or 2027.

Our values

Values guide both our top-level decision-making and our day-to-day work.



Sustainability

Responsibility is the basis of our operations. It is at the heart of our business and our operating models.



Customer focus

Because we are local and entrepre-neur-driven, we are also customer-driven. We are close to our customers and always serve them locally.



Innovation

We are constantly striving to improve and make our operations more efficient. We are true pioneers when it comes to renewable products and recycled plastics.



Reliability

Our most important promise is our promise to our customers. The key to our success is meeting and exceeding our customers' expectations.

C1

Strategy

Fluo Group's business model is based on providing waste management, material handling and recycled plastics solutions across Finland. Through our operations, we improve the recycling rate of domestic waste streams and create new products from recycled plastics and waste oils.

The strategy focuses on circular economy, operational efficiency and sustainable growth. The Group was established through a series of acquisitions of local recycling companies. All companies have practiced circular economy for a long time, some dating back to the 1960s and 1970s. In 2025, the Group continued to grow when Forestoil Oy joined the Group in January 2025. Forestoil serves customers nationwide, offering a recycling service for waste oils, and selling environmentally friendly lubricants made from them.

Fluo Group's services are organised into three main categories:

1.

On-site waste management services
Fluo provides customers with waste container and skip emptying, waste collection, rental of waste containers, skips and portable toilets, as well as septic tank and sewer emptying and other on-site waste management services. Advising customers on waste management and recycling, and providing them with relevant material and recycling information, is a central part of what we do. Going forward, we will continue to expand our low-emission biogas-powered vehicle fleet in delivering waste collection services.

2.

Waste reception and processing
Fluo receives waste-based material streams at five processing facilities. The materials are sorted and processed for use as industrial raw materials and fuel for energy production, reducing the need for virgin raw materials and fossil fuels. Part of the material received at our facilities is further refined into recycled products.

3.

Manufacture of recycled products
Fluo's facility in Kuortane receives industrial plastic waste, which is pre-shredded, washed, fine-shredded and granulated on site. Part of the output is sold to the plastics industry as recycled granulate, while the majority is used to manufacture our own recycled plastic products. Fluo's domestic recycled plastic products replace thousands of tonnes of virgin plastic materials each year.

In addition, Forestoil complements the Group's circular business model through the production of lubricants from recycled waste oils. The company collects used lubricating oils from industrial customers and re-refines them into high-quality lubricants, replacing products made from virgin fossil-based raw materials. This activity strengthens Fluo Group's position in circular material flows and expands the Group's offering from waste handling into the manufacture of secondary raw materials and end products.

Fluo Group operates across seven locations with around 140 circular economy professionals. Our headquarters are located in Kokkola, with additional sites in Kållby, Vaasa, Kuortane, Kaustinen, Vöyri, and Joensuu, as well as office facilities in Helsinki. The Group's service and product portfolio spans from on-site waste management to the processing of material streams and the manufacture of recycled products. We serve around 35.000 households and 4.700 businesses annually.

Fluo Group manages approximately 200.000 tonnes of material annually. A significant share of these volumes is handled through our six material recovery facilities, while part of the material is transported directly to external treatment and recovery partners

Fluo Group operates through a network of customers, suppliers and partners across the value chain.
The Group serves municipalities, households and a broad range of industrial and commercial customers. Key suppliers include equipment providers, fuel suppliers and subcontracted transport services.

Waste-based material streams are sourced from customers and either processed at Fluo's facilities or directed to external recycling and recovery partners. Recycled materials and products are sold to industrial customers, including plastics manufacturers, construction companies and energy producers. Forestoil's operations complement this by supplying recycled lubricants to industrial customers based on collected waste oils.

Sustainability is at the core of Fluo Group's strategy: as a recycling and circular-economy company, Fluo's services directly contribute to waste reduction and resource recovery.

Material sustainability topics for Fluo's operations

E

Environmental responsibility

- Recycling of materials and increasing our carbon handprint
- Developing and promoting circular economy solutions in society
- Reducing our carbon footprint to mitigate climate change
- Compliance with environmental legislation across all operations

S

Social responsibility

- Employee wellbeing
- Employee health and safety
- Equal treatment and non-discrimination
- Employee skills development and professional expertise

G

Governance and management

- Responsible and innovative services and their continuous development
- Transparency in administration and management
- Ethical business conduct, including a code of conduct and its implementation
- Transparent and responsible communications and marketing



Defining material topics

In 2023, Fluo conducted a comprehensive double materiality assessment (DMA) to identify the sustainability topics most material to its operations. The assessment was carried out with reference to the European Sustainability Reporting Standards (ESRS).

The DMA was completed in four stages, with the participation of Fluo's management team and selected key personnel, facilitated by an external consultant.

In the first stage, we gathered baseline information through a survey covering Fluo's existing sustainability work and stakeholder needs. The survey findings served as the basis for two sustainability workshops, in which we identified the sustainability topics most material to Fluo's operations.

The DMA assessed both the impacts of Fluo's operations on people and the environment (impact materiality) and the sustainability-related risks and opportunities with financial implications for the business (financial materiality). The assessment drew on a range of background material, including a megatrend review, stakeholder data gathered through an employee survey and customer collaboration, industry-level materiality assessments, and various workshops and discussions. The identified material topics were approved by the management team.

Based on the DMA findings, we developed Fluo's first sustainability programme, setting out the targets and key performance indicators (KPIs) for our sustainability work. Fluo is planning to update the DMA to reflect the development of Fluo's operations and evolving sustainability reporting requirements.

As part of the DMA, we identified Fluo's key stakeholder groups:



Megatrends Shaping Our Strategy

1.

New waste legislation requiring separate collection at source is driving growth in demand for on-site waste management services.

2.

The need for waste processing is growing as corporate recycling targets rise, separate collection of waste streams increases, and EU-level recycling regulation tightens.

3.

Demand for recycled products is growing strongly, driven in particular by the plastics industry and manufacturing sector accelerating their transition to circular economy practices.


Sustainability
Management

B2

Practices, Policies and Future Initiatives

Fluo Group has put in place a sustainability programme that defines its key practices, policies, future initiatives and targets for the transition towards a more sustainable economy. The programme is based on the double materiality assessment conducted in 2023. Following the Group's recent growth, Fluo Group will update its double materiality assessment and revise its sustainability targets accordingly.

Overview of practices, policies and objectives for transitioning towards a sustainable economy.

Topic	Existing practices / policies / initiatives?	Publicly available?	Targets set?
Climate change	Yes	Partly	Yes
Pollution	No	n/a	n/a
Water and marine resources	No	n/a	n/a
Biodiversity and ecosystems	No	n/a	n/a
Circular economy	Yes	Partly	Yes
Own workforce	Yes	Partly	Yes
Workers in the value chain	Yes	Partly	Yes
Affected communities	No	n/a	n/a
Consumers and end-users	No	n/a	n/a
Business conduct	Yes	Partly	Yes

C2

Description of Practices, Policies and Future Initiatives

Description of practices, policies and forward-looking initiatives.

Topic	Description of practices / policies	Targets
Climate change	We seek to minimise the environmental impact of our own operations and maximise the positive environmental outcomes of our circular economy solutions.	We seek to reduce our greenhouse gas emissions over time and increase the emissions avoided through our products and services. Given recent changes in the business, we are revisiting our baseline to set quantitative targets aligned with industry standards.
Circular economy	We increase the use of recycled raw materials in manufacturing and maximise the recycling rate of materials used. We develop new circular economy concepts and new products made from recycled plastics.	70% of waste recycled 99% of waste diverted from landfill Recycled plastics replace 12,000 tonnes of virgin plastic annually*
Own workforce	We provide a safe and pleasant working environment and invest in employee wellbeing and safety. Our goal is zero accidents.	Lost time accident frequency rate LTA3 <5 Employee Net Promoter Score eNPS >30 Sickness absence rate <3%
Workers in the value chain	We ensure responsible practices throughout the entire value chain. Our goal is zero accidents.	Lost time accident frequency rate in supply chain LTIF <5 Supplier Code of Conduct implemented >75%
Business conduct	We operate in accordance with our ethical principles and commit to complying with legislation and regulatory requirements applicable to our operations.	Code of Conduct implemented for 100% of own personnel. No serious violations.

*The virgin plastic replacement figure is estimated based on the volume of recycled plastic supplied, assuming that one tonne of recycled plastic displaces one tonne of virgin plastic.

Environmental Performance

B3

Energy and Greenhouse Gas Emissions

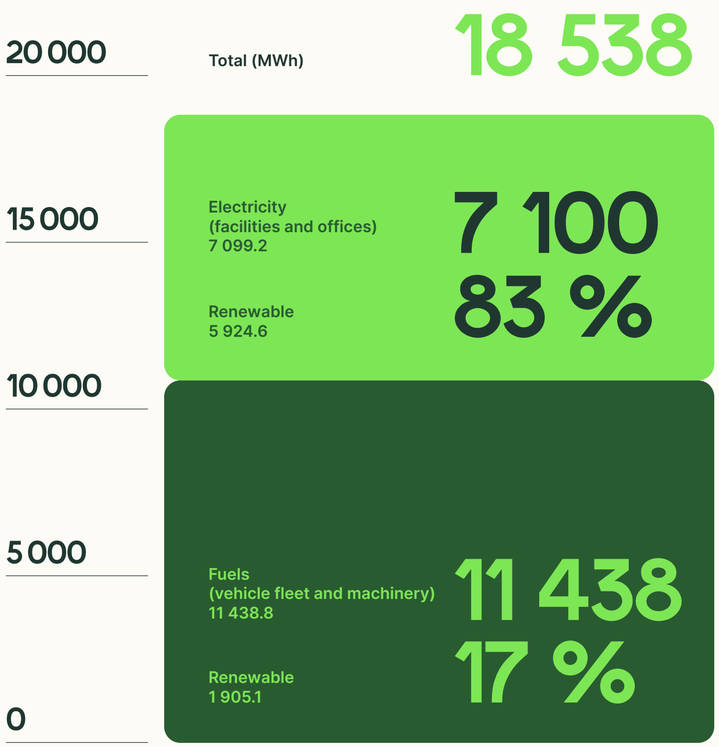
Fluo calculates its GHG emissions annually. The calculations are made in accordance with the GHG Protocol Corporate Accounting and Reporting Standard (2004) and the GHG Protocol Corporate Value Chain (Scope 3) Standard. The 2025 assessment was performed by Nordic Impact Oy.

Fluo Group's total GHG emissions in 2025 amounted to 7,627 tCO_2e, compared with 6,221 tCO_2e in 2024. The increase primarily reflects the inclusion of acquired companies, including Forestoil, in the Group's GHG inventory during 2025.

Fluo monitors and reports its energy consumption as part of its environmental management. Figures are based on metered data (electricity) and consumption records (fuel).

Energy consumption

	Renewable (MWh)	Non-renewable (MWh)	Total (MWh)
Electricity (facilities and offices)	5 924.6	1 174.7	7 099.2
Fuels (vehicle fleet and machinery)	1 905.1	9 533.7	11 438.8
Total	7 829.7	10 708.4	18 538.0



GHG emissions (tCO^2e).

	2025	2024
Scope 1	2 584.28	2 024.69
Scope 2	112.45	49.89
Scope 1 and 2 total	2 696.73	2 074.58
Scope 3	4 930.43	4 146.76
Total (Scope 1+2+3)	7 627.16	6 221.34

GHG emissions intensity: 217g CO_2e per euro of net turnover (7.627 tCO_2e / €35.1 million).

C3

GHG Reduction Targets and Climate Transition

To reduce the environmental impact of its operations, Fluo focuses on three priority actions:

- expanding the use of biogas-powered vehicles within its transport fleet,
- improving energy efficiency at processing facilities, and
- optimising logistics and transport routes.

Following recent changes in the business, including acquisitions, the Group is resetting its climate target framework. The 2025 carbon footprint assessment will serve as the baseline for future target setting, with quantitative emission reduction targets to be developed and aligned with the Science Based Targets initiative (SBTi) and relevant industry standards.

Climate transition plan

Fluo has not yet adopted a formal climate transition plan. The Group intends to prepare a transition plan to support the implementation of its long-term climate targets and integrate climate considerations into strategic business planning.

C4

Climate Risks

Climate-related risks and opportunities are managed as part of Fluo Group's overall risk management framework under the supervision of the Board of Directors.

To date, climate considerations have been assessed at a strategic level through the Group's double materiality assessment. However, Fluo has not yet carried out a dedicated assessment of climate-related physical and transition risks.

As part of its ongoing risk management activities, the Group intends to undertake a structured climate risk assessment, covering both physical and transition risks:

- physical climate risks, such as extreme weather events, and
- transition risks arising from regulation, markets and technology.

The results of this assessment will support future strategy development and the preparation of the Group's climate transition plan.

B4

Pollution of Air, Water and Soil

Fluo’s operations are conducted under environmental permits issued in accordance with Finnish environmental legislation. The Group monitors environmental impacts and complies with all reporting obligations arising from applicable legislation and environmental permit conditions. Fluo is not required to report pollutant emissions to competent authorities under applicable legislation and does not voluntarily report such emissions through an Environmental Management System. Accordingly, this disclosure is not applicable.

B5

Biodiversity

Fluo Group does not own, lease or manage sites located in or near areas sensitive in terms of biodiversity, and the Group’s activities do not have a direct impact on biodiversity. This disclosure is therefore not applicable.

B6

Water

In Fluo’s operations, water consumption varies by business area. Keskinen Recycling and Forestoil use process water as part of their operations. For the rest of the Group, water consumption is limited and relates primarily to vehicle and equipment washing, sanitary use at sites, and dust suppression at material handling areas. The Group does not operate in areas of significant water stress. Across the Group, total water consumption amounts to approximately 40.000 m^3 annually, of which only around 2.100 m^3 is discharged as wastewater.

B7

Resource Use, Circular Economy and Waste Management

Application of circular economy principles

Fluo is a circular-economy company by core business.

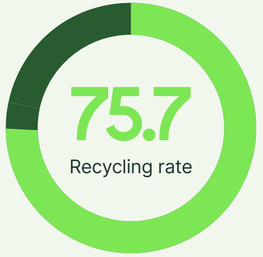
The Group's operations are based on collecting, managing and processing waste-based material streams and returning them to productive use as secondary raw materials, energy, or recycled products.

Materials handled by Fluo are either recycled as material, utilised for energy recovery, or, where no recovery options are available, directed to final disposal. In addition, the Group manufactures recycled products, including plastic products and lubricants made from recycled waste oils, thereby extending circular value creation beyond waste handling into the production of secondary raw materials and end-products.

In 2025, the Fluo Group managed approximately **220,000 tonnes of material flows**, majority of which originate from customers. These flows are either processed at Fluo's facilities or directed to external recycling and recovery partners, contributing to improved resource efficiency and reduced use of virgin materials. Plastics and Lubricants operations turned close to 8.000 tonnes into completely new products or reusable material.

The amount of waste generated directly from Fluo Group's own operations is limited, as the majority of materials handled by the Group originate from customers and are processed as part of service delivery.

Waste Management %



210 000 t

handled

Plastics and Lubricants %



9,200 t

materials processed

Waste generated by Fluo's own operations primarily includes:

- sorting residues and non-recyclable fractions
- maintenance-related waste (e.g. oils, packaging, operational waste)
- small amounts of office and facility-related waste

These waste streams are managed through the same processes as customer waste, with a strong focus on maximising recycling and recovery. The majority of operational waste is either recycled or utilised for energy recovery, and only a minor share is sent to final disposal.

Due to the nature of Fluo's business model as a waste management and circular economy service provider, internally generated waste represents only a small proportion of total material flows handled by the Group and is not considered material in the context of overall operations.

Social Metrics



Our People

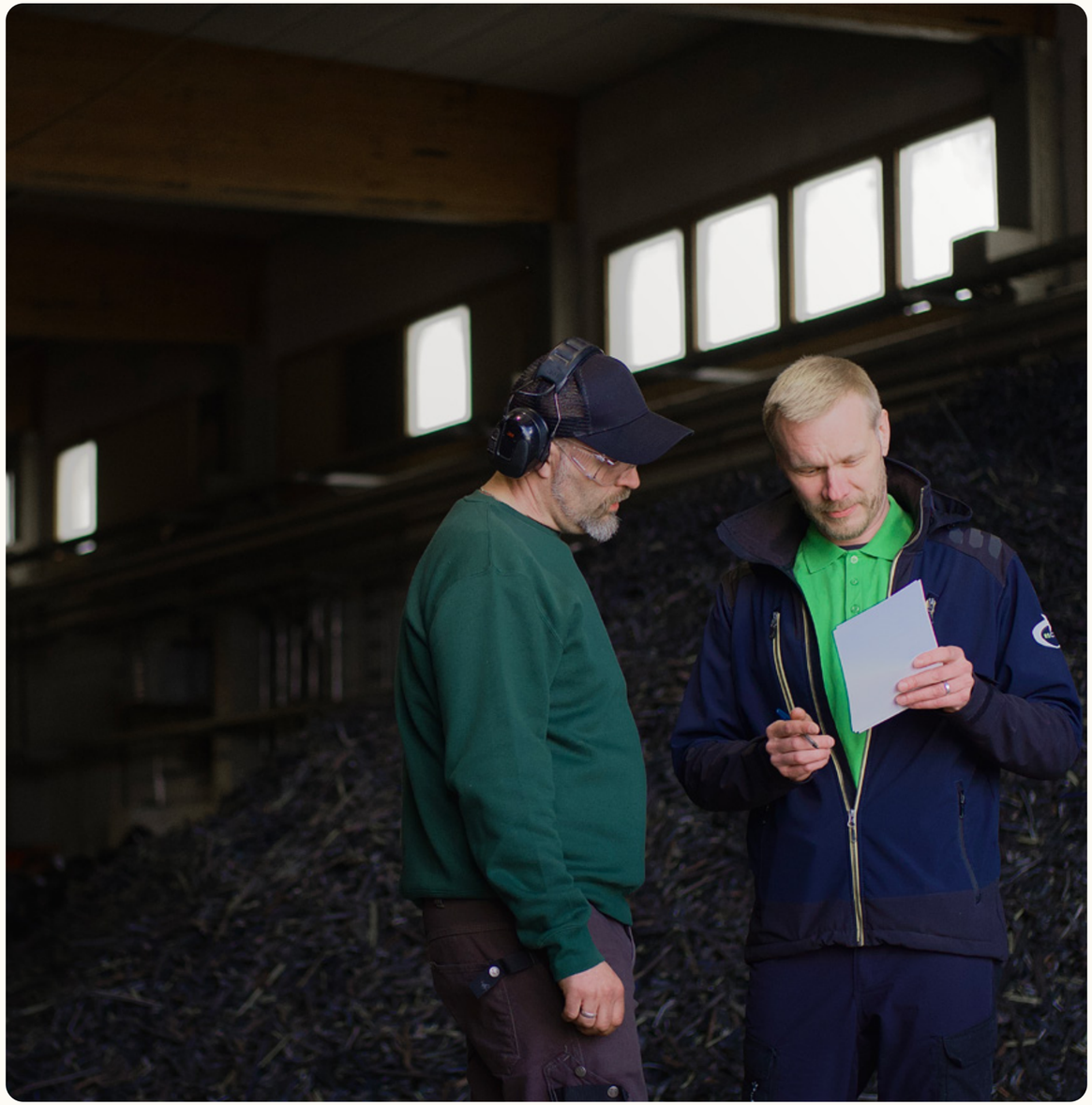
Fluo employs more than 140 skilled and committed circular economy professionals. We invest in our employees' job satisfaction, wellbeing, competence and occupational safety, as we want to ensure that Fluo is a workplace where people want to work and where employees can grow and develop.

A thriving workforce is key to successful growth

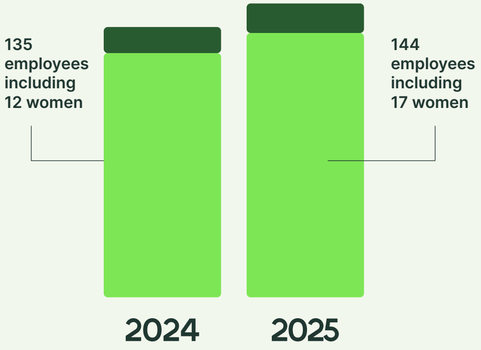
Our skilled and experienced workforce plays a central role in implementing Fluo's growth strategy. As our business grows, we want to safeguard our employees' ability to work in a balanced and manageable way by ensuring adequate staffing levels.

We want to continue ensuring that our employees feel good and enjoy their work. In terms of wellbeing, we take into account the physical, mental and social wellbeing of our staff.

We conduct an annual employee wellbeing survey, inviting our staff to assess how different aspects of wellbeing are realised at Fluo. The survey covers the following areas: working conditions, management, work community, skills development, health and work ability, and the content of work. Promoting wellbeing at work is everyone's responsibility at Fluo. We do not tolerate discrimination or harassment of any kind.



Personnel



Our goal: Zero accidents

A large part of our work is physically demanding. We support and maintain our employees' physical capability through comprehensive occupational healthcare and proactive measures to prevent workplace accidents.

We develop occupational safety through health and safety training and first aid training for our staff. All Fluo employees complete occupational safety training as part of their onboarding. Safety skills are maintained by repeating the training every five years. Every Fluo employee also completes first aid training and keeps their skills up to date.

We monitor our accident frequency rate regularly and our goal is zero workplace accidents. In 2025, our lost time accident frequency rate (LTA 3) was 37.8 and our sickness absence rate was 3.1%. We have set a target that by 2030, our accident frequency rate will be below 5, our eNPS will be higher than 30, and our sickness absence rate will be below 3%.

Lost time accident frequency rate 2025:

37.8

Comparative figure 2024: 49.65

Sickness absence rate 2025:

3.1%

Comparative figure 2024: 4.68 %



B8

Workforce — General Characteristics

The tables below present characteristics of Fluo's workforce at 31 December 2025. The Group employs 144 full-time equivalent (FTE) employees, all in Finland (145 average headcount per financial statements).

Employees by contract type

Type of contract	FTE
Temporary contract	0
Permanent contract	144
Total employees	144

Employees by gender

Gender	FTE
Male	127
Female	17
Other	0
Not reported	0
Total employees	144

Employees by country

Country	FTE
Finland	144
Total employees	144

Employee turnover

Employee turnover	Rate
Turnover rate (%)	13.4

C5

Additional Workforce Characteristics

During the reporting period, the management team of Fluo consisted of 11 members, of whom 2 were women and 9 were men, giving a female-to-male ratio of 0.22.

Non-employee workers and temporary workers

9
Number of men in executive management positions

2
Number of women in executive management positions

0.22
Female-to-male ratio

5
Total self-employed persons working exclusively for the undertaking

2
Total temporary workers from employment agencies

B9

Workforce — Health and Safety

Employee wellbeing is a key part of Fluo Group's sustainability strategy. The Group invests in developing the work environment and practices to ensure that its people can thrive, grow and feel well at work.

Work-related accidents and fatalities

11
Work-related accidents during the reporting period

7.64
Accident rate

0
Fatalities resulting from work-related injuries/illnesses

B10

Workforce — Remuneration, Collective Bargaining and Training

Fluo Group monitors gender pay equity on an aggregate basis. The Group's unadjusted gender pay gap for the reporting period was 8.6%.

Gender pay gap

8.6%

Gender pay gap between female and male employees (%)

Fluo Group applies the applicable Finnish collective bargaining agreements. The exact percentage of employees covered by collective bargaining agreements is 100 %

Average training hours per employee by gender are not separately recorded. Therefore the breakdown is not numerically disclosed.

C6

Human Rights Policies and Processes

Fluo Group has a Code of Conduct in place governing its own workforce.

Human rights policies and processes

Topic covered	Covered by Code of Conduct?
Child labour	Yes
Forced labour	Yes
Human trafficking	Yes
Discrimination	Yes
Accident prevention	Yes

Fluo Group maintains a confidential whistleblowing channel for handling complaints and encourages employees to report any potential misconduct they observe. All reports submitted via the channel are investigated in a timely manner and in accordance with applicable legislation.

C7

Severe Negative Human Rights Incidents

Fluo Group has not had any cases of negative human rights incidents within its own workforce during the reporting period.

Fluo Group continues to maintain its Code of Conduct, whistleblowing channel and related policies to prevent future incidents.

Fluo Group is not aware of any confirmed cases of human rights violations involving workers in the value chain, affected communities, consumers, or end-users.


Governance
Metrics

Good governance is at the core of Fluo's sustainability work. We comply with the laws, regulations and permits applicable to our industry and operations. Our operations are guided by Fluo's Code of Conduct, to which all Fluo employees and management are committed. Responsibility for good governance lies with the Group's CEO, and any deviations from the Code of Conduct are monitored at both management team and board level.

Responsible business conduct requires that common rules are also followed throughout the supply chain. Fluo has established a Supplier Code of Conduct setting out the ethical principles applicable to its suppliers. The Code forms an integral part of all subcontracting agreements.

We are committed to operating openly and transparently. Fluo has a whistleblowing channel in compliance with whistleblower protection legislation. We encourage everyone to report suspected misconduct and aim to keep the threshold for doing so as low as possible. Fluo does not tolerate corruption or bribery in any form.



B11

Convictions and Fines for Corruption and Bribery

During the reporting period, Fluo Group was not subject to any convictions or fines for the violation of anti-corruption or anti-bribery laws. The company maintains a Code of Conduct, has policies in place to prevent corruption, and provides related training to its personnel.

C8

Revenues from Certain Sectors and Exclusion from EU Reference Benchmarks

Fluo Group does not operate in any of the following sectors: controversial weapons (anti-personnel mines, cluster munitions, chemical or biological weapons), cultivation and production of tobacco, fossil fuels (coal, oil and gas), or chemicals production (pesticides and other agrochemical products).

Fluo Group has not been excluded from the EU benchmarks aligned with the Paris Agreement.

C9

Gender Diversity Ratio in the Governance Body

The Board of Directors of Fluo Group consists of 5 members, all of whom are men.
The gender diversity ratio is therefore 0.

0	5	0
Number of women	Number of men	Gender diversity ratio (women / total)

VSME Content Index

This report follows the European Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME). The references B1–B11 and C1–C9 correspond to the disclosure requirements defined in the VSME standard and are used throughout the report to help readers navigate the disclosures.

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Contact

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67600 Kokkola

Ekoman
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65300 Vaasa

Finells Transport
Företagargatan 3
68800 Kållby

FL Pipe
Putkitie 3
69600 Kaustinen

Itä-Suomen Murskauskeskus
Ivontie 5
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