



# Sustainability report 2025





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## SUSTAINABILITY REPORT 2025

# Foreword

Welcome to Purso's Sustainability Report, which covers key sustainability topics, objectives, and indicators for the year 2025. Sustainability is one of the cornerstones of our business, and its significance continues to grow as an integral part of our operations. This report provides a comprehensive overview of Purso's sustainability efforts in terms of economic, social, and environmental responsibility, as well as governance. The content and structure of the report may evolve from year to year, and we actively follow updates to the EU's Corporate Sustainability Reporting Directive (CSRD) and any new requirements.

Sustainability is a continuous process, and at Purso we are committed to developing our operations toward an increasingly responsible future. We have selected environmental responsibility, social responsibility, and societal responsibility as our main sustainability themes. In terms of environmental responsibility, Purso is a pioneer in the circular economy. We have been recycling aluminium since the early 1980s, and today recycled Greenline aluminium is part of all our business areas. Replacing fossil fuels by electrifying production processes is a key investment priority for us on our journey toward a zero-emission future.

Social responsibility means caring for both our employees and the surrounding community. In 2024, we published our Code of Conduct covering all companies within the Purso Group, and in 2025 we focused on training our employees on ethical business practices and responsible conduct.

Societal responsibility is reflected, for example, in the taxes and wages we pay. We are proud to have been one of the largest corporate taxpayers in Nokia for several consecutive years. Maintaining solid financial stability ensures a foundation for long-term success.

We believe that sustainability is not just an internal effort, it extends throughout our entire value chain. Therefore, we expect our partners to operate responsibly as well.

We hope you enjoy reading Purso's Sustainability Report 2025! At Purso, we will continue our ongoing work toward a sustainable and responsible society.

### **Jussi Aro**

CEO

Purso Oy

This sustainability report covers the operations of Purso Oy, Linjapinta Oy and Purso Group Oy.



# Purso Group Oy

**100 %**

FINNISH FAMILY-  
OWNED BUSINESS

**290**

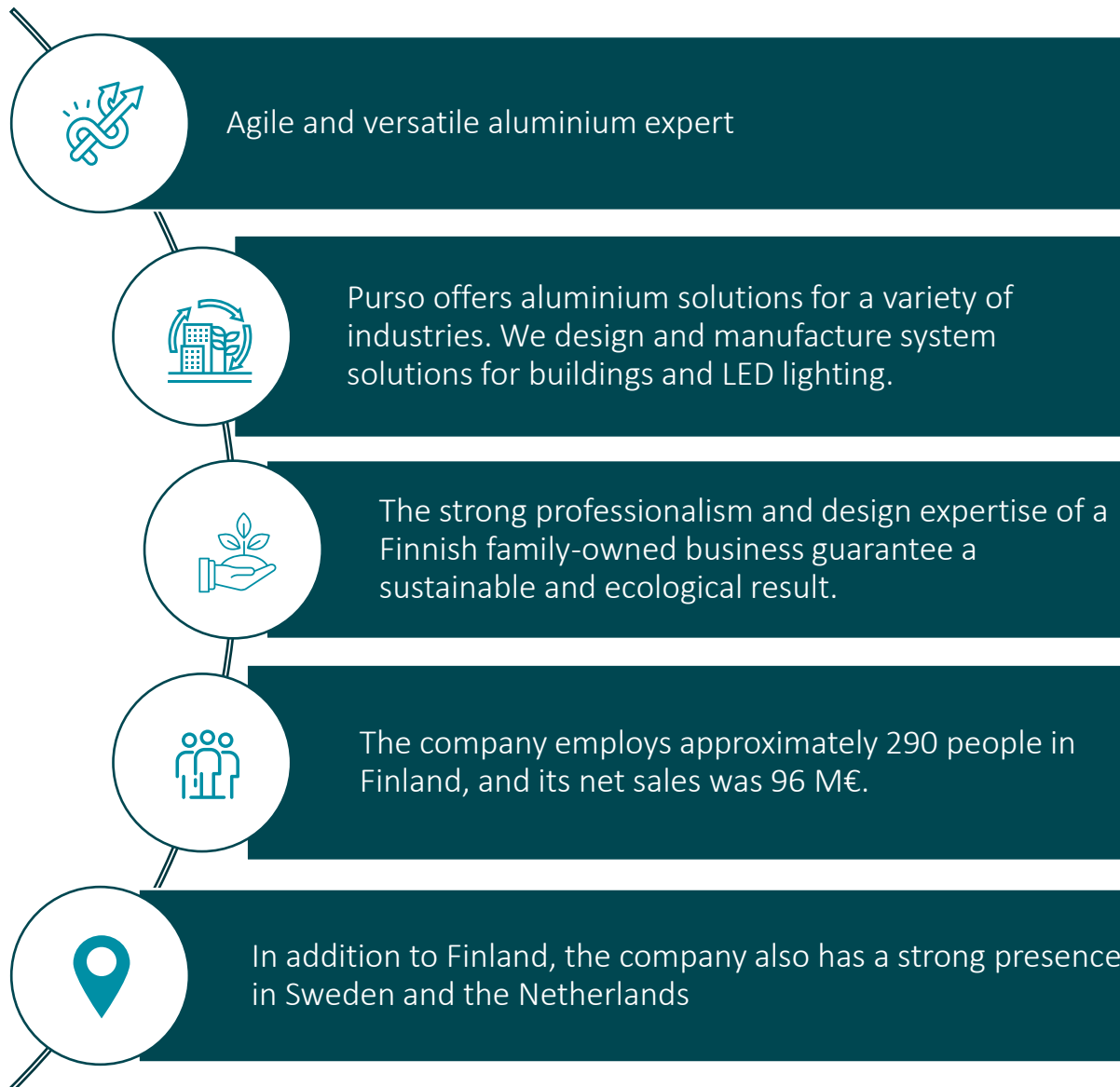
EMPLOYEES IN  
FINLAND

**50 %**

RECYCLED  
ALUMINIUM

**20 M€**

SUSTAINABILITY  
INVESTMENTS IN  
FINLAND BY 2030





# Sustainability



PURSO®

## SUSTAINABILITY

# Sustainability over the decades

### ACTIVITIES IN SIURO

since 1959

### RECYCLED ALUMINIUM

since 1980s

### BIO HEAT POWER PLANT

since 2012

### ENERGY EFFICIENCY AGREEMENT

since 2016

### NEW ENERGY EFFICIENCY AGREEMENT

for the years 2026–2035

### SAFETY BRIEFINGS

since 2021

### SOLAR POWER PLANT

2021

### EMISSION CALCULATION ACCORDING TO THE GHG PROTOCOL

since 2020

### BIOFUELS

in use since 2022

### MEMBER OF ZERO ACCIDENTS FORUM

since 2022

### REDUCING THE USE OF LIQUEFIED PETROLEUM GAS

electrification of the billet  
furnace in 2025

### HALVING CARBON FOOTPRINT

by 2030



## SUSTAINABILITY

# Main themes of sustainability

We are committed to minimizing negative impacts and maximizing our positive impact on the economy, the environment, people and the surrounding society. We have defined the material themes of sustainable by identifying the impacts of our own operations and supply chain, as well as the expectations of our key stakeholders.

With a **materiality matrix**, we examine Purso's impact on the environment and society as well as the impact of sustainability factors on our operations. Based on the findings of our materiality assessment, we establish sustainability targets and provide annual updates on our progress.



## SUSTAINABILITY

# Materiality matrix of corporate responsibility

Based on the materiality assessment, our most important focus areas are the following:

### Environmental sustainability

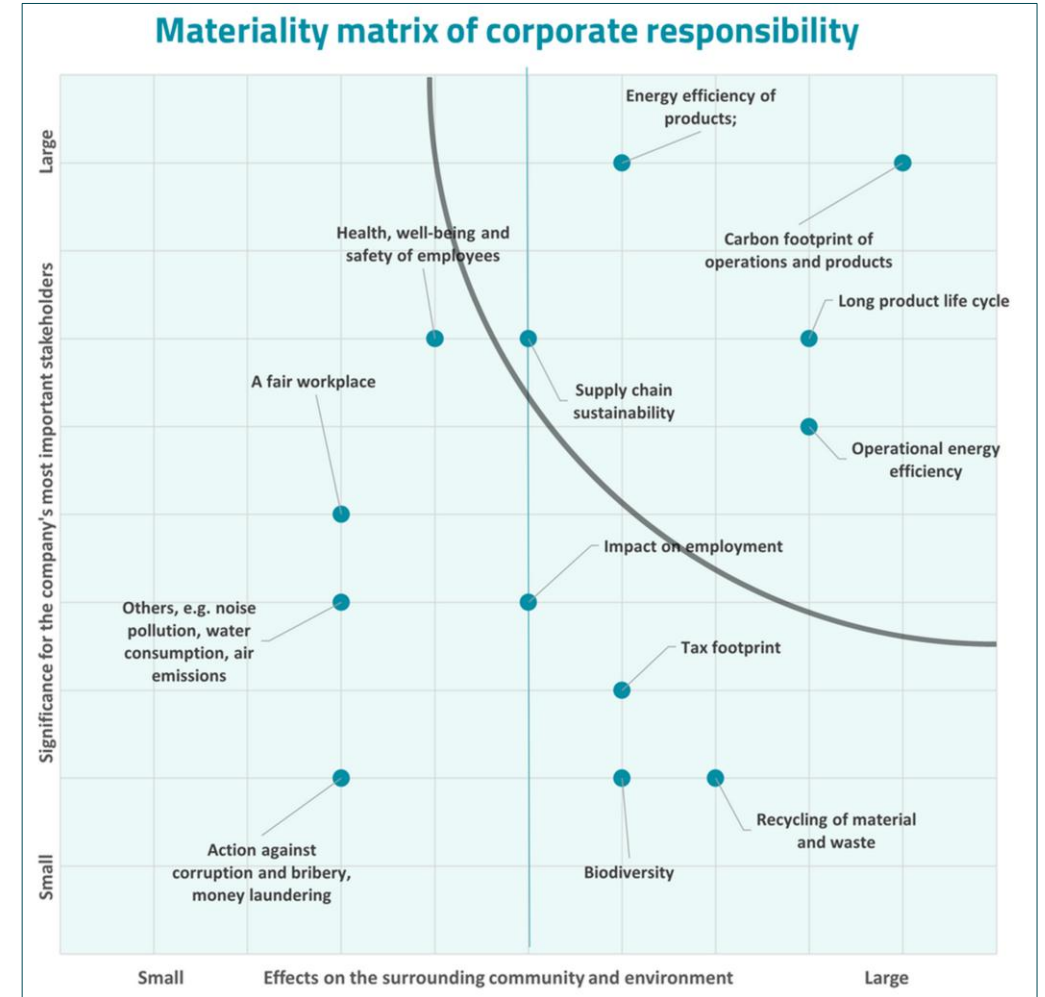
- Carbon footprint of operations and products
- Energy efficiency of operations and products
- Long product life cycle

### Social sustainability

- Employee health, well-being and safety

### Corporate responsibility

- Supply chain sustainability



## SUSTAINABILITY

# Focus areas of Purso' s sustainability 2026-2035

Aspects	Indicators	Targets 2026	Progress 2025
<b>ENERGY EFFICIENCY AND LIFE CYCLE OF OPERATIONS AND PRODUCTS</b>			
<p><b>Energy efficiency of operations</b></p> <p>We have set savings targets for the energy used (cf. Energy efficiency agreement for businesses). As required by the Energy Efficiency Act, we regularly commission an extensive energy audit carried out by an independent party. Based on the targeted inspections related to the energy audit, we select measures to improve energy efficiency. Over the pasta few years, we have already made several investments to improve energy efficiency, such as utilizing waste heat, updating our lighting and commissioning a solar power plant.</p> <p>We have signed a new energy efficiency agreement for the years 2026–2035.</p>	<p>Calculations of energy savings. The savings are calculated separately for each target of the audit</p>	<p>Energy savings &gt;3470 MWh</p>	<p>Energy savings &gt;3470 MWh</p>
<p><b>Energy efficiency and life cycle of products</b></p> <p>Purso builds long-lasting lighting and building systems in a sustainable manner, and we pay special attention to energy efficiency and life cycle in product design. On the lighting side, the energy efficiency of components and the ability to control the lighting are the most important factors for improving energy efficiency.</p>	<p>Energy efficiency of LED components Controllable luminaires as a percentage of sales</p>	<p>&gt;215 lm/W &gt;67 %</p>	<p>214 lm/W 69 %</p>

# SUSTAINABILITY

Aspects	Indicators	Targets 2026	Progress 2025
<b>CARBON FOOTPRINT OF OPERATIONS</b>			
<p><b>Carbon footprint of operations</b></p> <p>Purso's operations cause global warming. Amounts of greenhouse gas emissions generated directly and through the supply chain are determined using carbon footprint calculations. The results of the calculation are used to decide on measures to reduce emissions. We carried out the carbon emission calculation of the first factory in 2021 based on the actual figures for 2020. The calculation was carried out according to the GHG protocol.</p> <p><u>Scope of our carbon footprint calculations:</u></p> <p><b>Scope 1</b> Direct emissions from company-owned and managed activities</p> <p><b>Scope 2</b> Indirect emissions from energy production purchased and used by the company</p> <p><b>Scope 3</b> Purchased goods and services, emissions from upstream transportation and distribution, supply chain logistics, waste generated in production, business travel, and employee commuting.</p>	<p>We calculate the carbon footprint of the factory annually. The calculation is carried out immediately at the beginning of the year, when all data for the previous year are available. The result of the calculation is expressed in tons of carbon dioxide, which is adjusted relative to the volume of production.</p>	<p>Halving the carbon footprint from the baseline (0,508 tCO2/ton produced)</p> <p>Target 0,254tCO2e/ton produced by 2030 (scope 1 and 2)</p>	<p>Emission intensity Baseline 0,508 tCO2e/t</p> <p>In 2025 0,313 tCO2/t</p> <p>Total reduction from the first reporting year (2020): 0,195tCO2/t</p>
<p><b>Carbon footprint of products</b></p> <p>The carbon footprint of the product is expressed in units of weight (kg CO2e) of the product per unit of measurement most commonly used or per batch delivered. The calculations include modules A1-A3 from raw material procurement to the company's gate (cradle-to-gate).</p>	<p>The percentage of products delivered for which it is possible to indicate the carbon footprint A1-A3.</p>	<p>90 % of delivered products</p>	<p>70 % of delivered products</p>

## SUSTAINABILITY

Aspects	Indicators	Targets 2026	Progress 2025
<b>ENVIRONMENTAL LOAD</b>			
<p><b>Enviromental load</b></p> <p>We strive to reduce the environmental load caused by waste and find reuse for waste generated by our operations in accordance with the waste hierarchy.</p>	Total waste relative to production	Total waste relative to production <130 kg/ton of production	141 kg/production ton
	Share of landfill waste of total waste	Share of landfill waste of total waste <20 %	14,7 % total waste
	Nickel content of aluminium hydroxide precipitate	<150 mg/kg	68 mg/kg
<b>SUSTAINABLE WORKPLACE</b>			
<p><b>Sustainable workplace</b></p> <p>Our goal is to be a safe and desirable workplace where everyone is treated fairly, and all personnel are professionals in their field</p>	<p>Health and safety of workers.</p> <p>Fair employment relationship and equal treatment.</p> <p>Competence development and career advancement</p>	<p>Safety observations and near miss notifications &gt;1000</p> <p>Number of people who have made safety observations 175</p> <p>Sickness absences &lt;3,5 %</p> <p>Employee turnover &lt;10 %</p>	<p>Safety observations and near miss notifications 909 kpl</p> <p>Number of people who have made safety observations 122 kpl</p> <p>Sickness absences 2,75 %</p> <p>Employee turnover 7,5 %</p>

## SUSTAINABILITY

# Our products have a long service life

Purso has a domestic product development process that ensures high-quality and durable results. Our building system products, designed for demanding northern conditions, are developed to last at least 50 years.

The service life of our **SNEP®** luminaires is up to 100,000 hours. Their lumen maintenance is L80B50 > 100,000 h. Our luminaires meet high photometric requirements. The robust recycled aluminium housing and high-efficiency LEDs ensure a long operating lifetime.

Aluminium is fully recyclable at the end of its lifecycle



# Enviromental sustainability



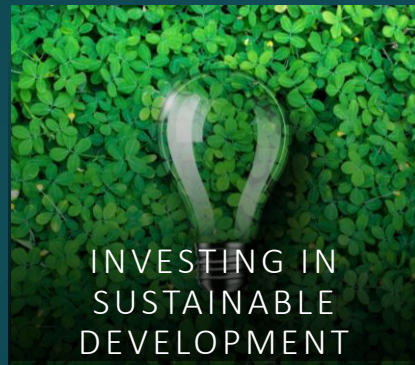
# Environmental sustainability at Purso



BIO HEAT POWER  
PLANT



SOLAR POWER  
PLANT



INVESTING IN  
SUSTAINABLE  
DEVELOPMENT



ENERGY EFFICIENT  
PRODUCTS



RECOVERY OF  
WASTE



HALVING THE  
CARBON EMISSIONS  
OF OPEARTIONS



ENVIROMENTAL  
MANAGMENT  
SYSTEM ISO 141001



ENERGY EFFICIENCY  
AGREEMENT



USE OF RECYLCLD  
ALUMINIUM



INCREASING THE USE  
OF CLEAN ENERGY

## ENVIRONMENTAL SUSTAINABILITY

# Emission-free energy

### **Bioheat**

The output of the bio heat power plant, commissioned in 2012, is 2.5 MW, and it produces approximately 6000 MWh of thermal energy per year. The heat energy it produces is used to heat the properties and processes in the Siuro factory area.

### **Solar power**

Our first solar power plant has a peak output of 150 kWp. It was commissioned in 2021 and produced 110 MWh of energy in 2024.

We will invest more in solar power in the years ahead.



## ENVIRONMENTAL SUSTAINABILITY

# Monitoring of carbon dioxide emissions

The carbon dioxide emissions generated by our operations were calculated for the first time in 2021 based on the figures for 2020. The calculation complies with the GHG protocol.

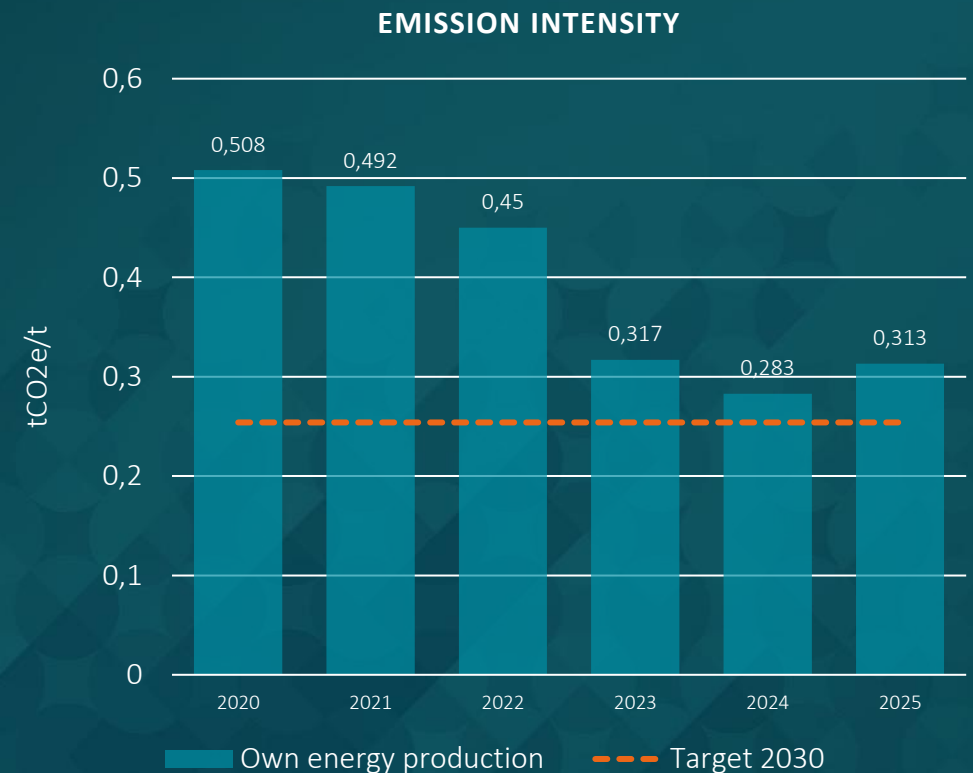
The distribution in 2025 was

**Scope 1** = 78% direct emissions

**Scope 2** = 0% indirect emissions.

Our goal is to halve our carbon dioxide emissions by 2030. In terms of emission intensity, this corresponds to a reduction of 0.254 tCO<sub>2</sub>e per ton.

The carbon dioxide emission intensity has decreased by 38% compared to the first reporting year, which was 2021. In 2025, the emission intensity was 0.313 tCO<sub>2</sub>e per ton.



- Own energy production
- Purchased energy

## ENVIRONMENTAL SUSTAINABILITY

# Carbon footprint of our operations

### **Minimized carbon footprint of our products**

We want to provide our customers with information that is as accurate as possible about the environmental impact of the products they buy.

An EPD is an environmental declaration that provides information about the product's environmental impact. The calculation of environmental impacts is based on life cycle analysis (LCA). The environmental declarations of our products are based on standards.

Our EPDs are verified by third parties. The information given in them has been verified and found to be reliable sources for environmental declarations.

### **Our carbon handprint – positive climate impacts**

Our positive carbon handprint comes from offering solutions that reduce the carbon footprint of our customers

For example, our energy-efficient and controllable lighting solutions provide significant savings potential in electricity consumption: savings of up to 90% in energy consumption can be achieved in certain situations.



## ENVIRONMENTAL SUSTAINABILITY

# Aluminium is fully and forever recyclable

About half of the raw material we use is recycled material.

Our **Greenline** aluminum consists of waste material from the factory's production process that has not yet been used, as well as discarded aluminum scrap sourced from outside.

Our remelt plant in Ikaalinen melts and refines the material for reuse as raw material for products. It is worth noting that the amount of energy required for remelting is only a fraction (about 5%) of the energy used to produce primary aluminum.

**Greenline aluminium meets all the same requirements as primary aluminium – only the carbon footprint is smaller.**



The carbon footprint of Greenline aluminum is very small compared to the aluminum commonly used in Europe and worldwide. \*) Average carbon footprint.

## ENVIRONMENTAL SUSTAINABILITY

# Waste load and emissions

We follow the waste hierarchy in our operations, and our primary goal is to reduce the amount and harmfulness of waste.

All of the mill's aluminium waste, slag waste from the remelt plant, aluminate and a large part of the alumina waste are reused.

The total amount of waste in 2025 was 2046 tons.

### Discharges into waterways

The Siuro anodizing plant has its own wastewater treatment plant where all wastewater from the anodizing process is treated. We conduct daily water analyses to monitor the discharge load into water bodies. We also monitor the groundwater in the area and commission an annual groundwater survey. We have joined a regional collaborative effort to monitor the area's waterways.

### Emission load to air

The emissions of our thermal power plant are measured regularly to ensure compliance with the requirements set out in the environmental permit. The latest emission measurement carried out by an accredited body was performed in 2025.

The measurement of emissions of the remelt plant is performed regularly to the extent required by the environmental permit. The latest emission measurement carried out by an accredited body was carried out in 2024

### Proactive preparedness

We have prepared for accidents and emergencies by drawing up preparedness plans for our plants in Siuro and Ikaalinen. The purpose of the plans is to prepare in advance to prevent abnormal situations and to limit the consequences that are harmful to health and the environment. The plan includes a regular assessment of environmental risks..

### Producer responsibility

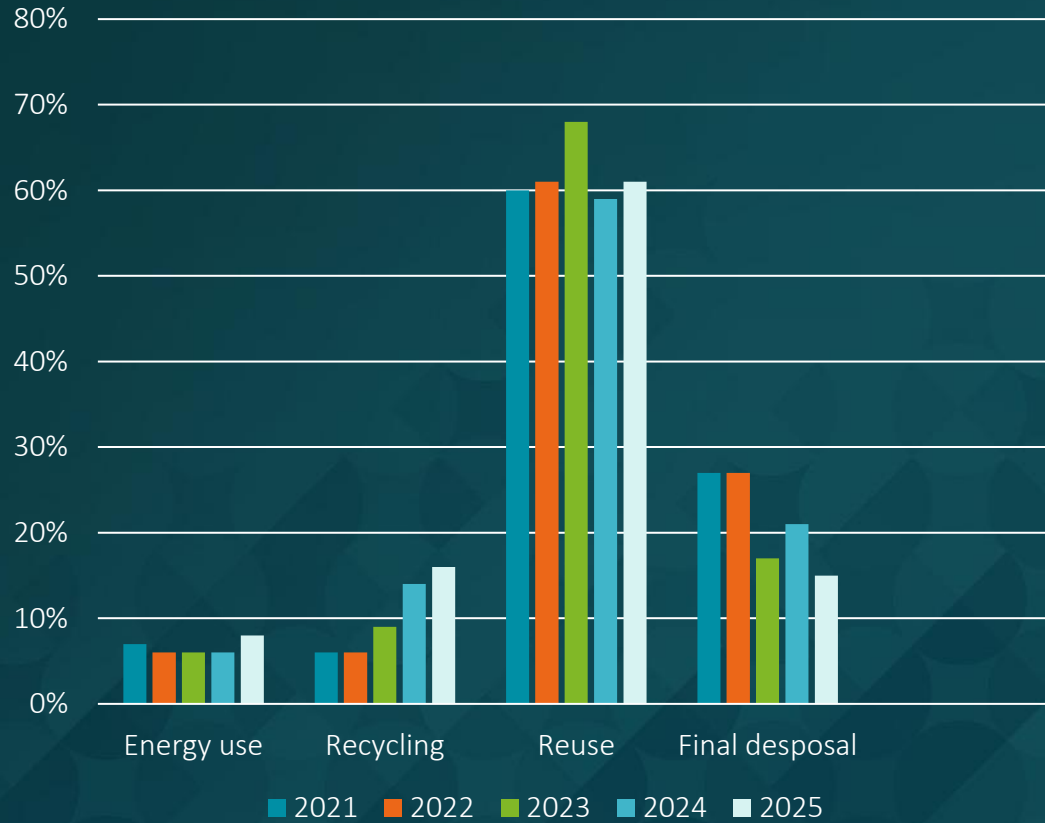
For products we bring to the market, we also take responsibility for their end-of-life management by organizing reuse, recycling, and waste disposal.

We are members of the Finnish Packaging Producers Ltd and the SER-producer association.

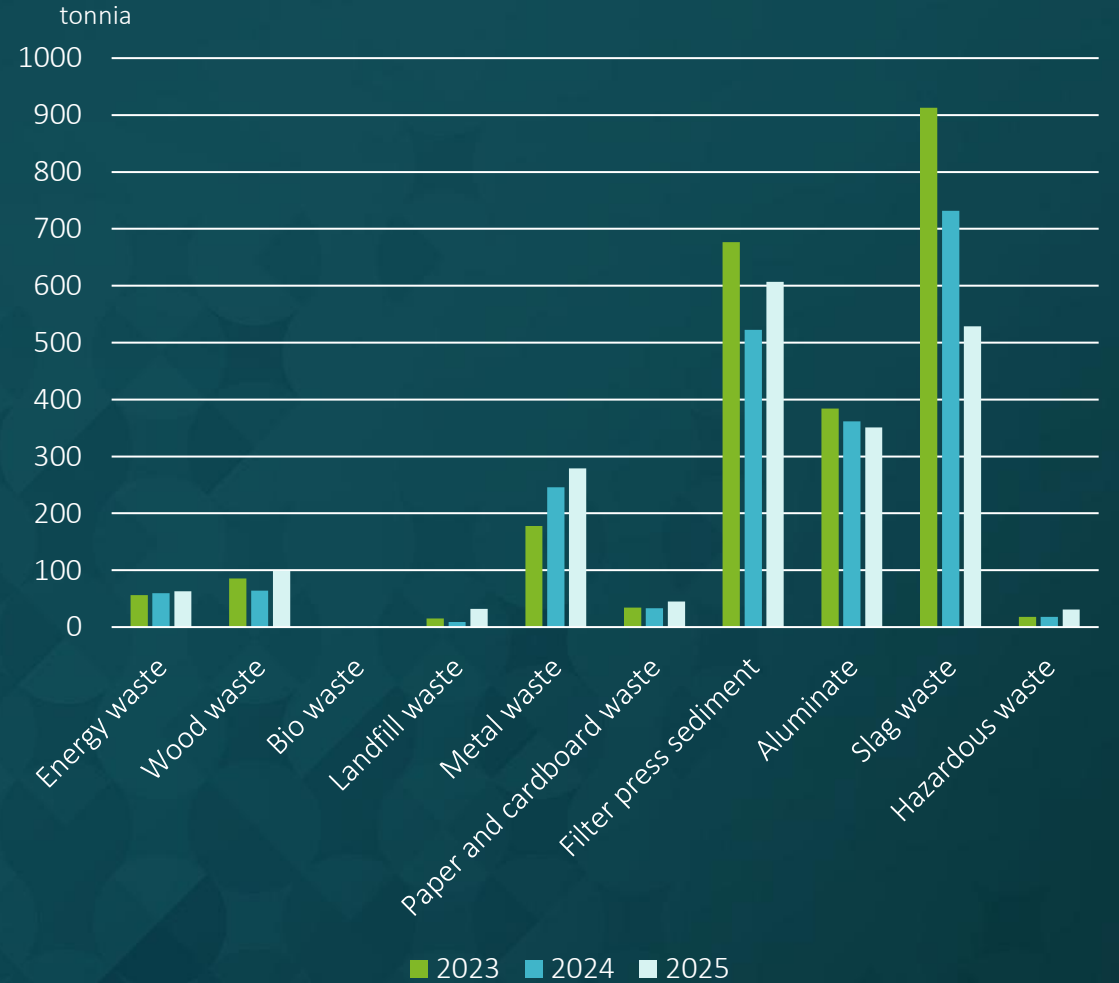


# ENVIROMENTAL SUSTAINABILITY

## WASTE MANAGEMENT



## WASTE GENERATED



## ENVIRONMENTAL SUSTAINABILITY

# Energy efficiency of operations

We have joined the Energy Efficiency Agreement for Industries and set a savings target for the energy we use. Our goal was to save 7.5% (3470 MWh) of energy by 2025. The target was set in 2017.

**The outcome achieved through new measures in 2025 was 3154 MWh.**

**A new Energy Efficiency Agreement has been signed for the years 2026–2035, with an energy-saving target of 4724 MWh**

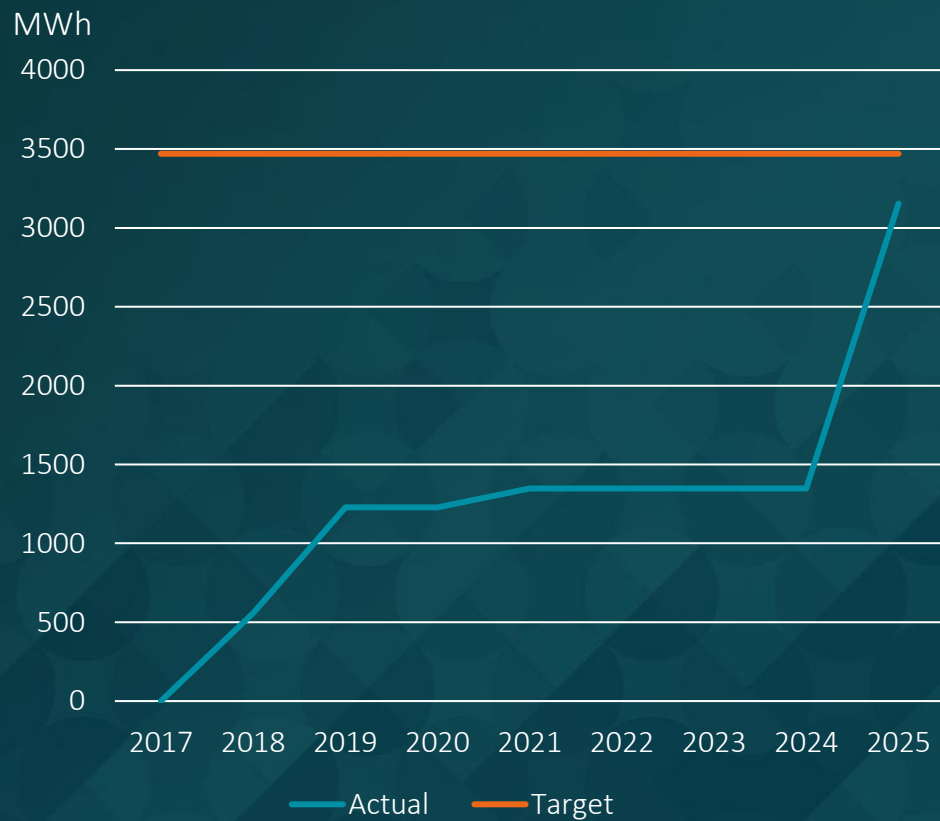
We regularly commission an extensive energy audit of our operations by external professionals. The latest energy audit was carried out in 2021. Through energy audits, we identify opportunities to save energy and harness waste energy, targeting areas for potential improvement.

We have implemented several energy-saving measures in waste heat recovery, lighting and building automation. We closely monitor the energy consumption of our operations. In August 2022, the use of natural gas was replaced by LPG.

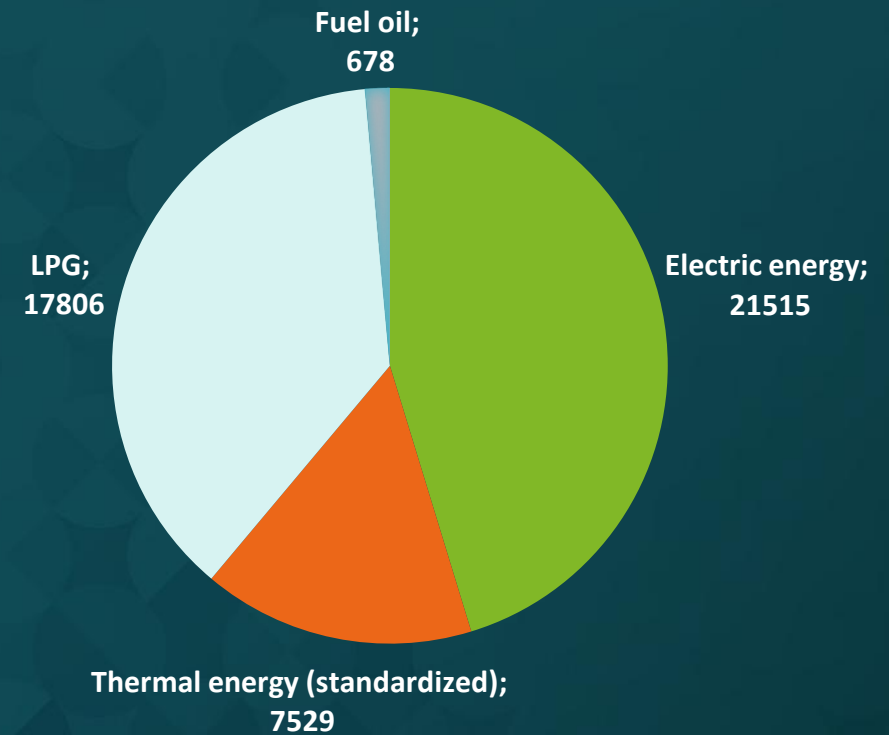


# ENVIROMENTAL SUSTAINABILITY

## TOTAL ENERGY SAVINGS



## ENERGY USE IN 2025





# Social sustainability



# SUSTAINABILITY REPORT 2025

Staff magazine PuSu

Intranet Esko

Work place mediator

Career award

40 summer jobs

Competence development

Career advancement

Co-operations with educational institutions

Dept counseling

Safety briefings

Safety observations

Easy acces mental health support

Sport, culture and massage benefits

Pause of reflection



Social sustainability  
at **Purso**

## SOCIAL SUSTAINABILITY

# Safety first

In recent years we have increased our investments in occupational safety and systematically developed our operating methods. At the core of our operating model are regular risk assessments, safety tours and safety briefings.

We investigate all occupational accidents and near-misses. We conduct workplace surveys at regular intervals in accordance with the occupational health care action plan. We regularly train our personnel on occupational safety and first aid skills.

Occupational safety is discussed in all regular meetings within the company, and the related statistics and accidents are published in the monthly bulletin of the occupational safety manager. We also highlight the topic through various campaigns. In 2025, we encouraged employees to make, among other things, positive safety observations and submit proposals to improve safety in the factory area.

We have been a member of the Zero Accidents Forum since 2022. We encourage our employees to report even minor safety-related observations to the employer using the Toyme system. Since 2022, the number of safety observations has been part of the performance bonus for employees.



# Safety statistics

	TARGET 2026	2025	2024	2023	2022	2021
Report Near misses in Toyme	SUM 1000	55	62	64	64	38
Safety observations		854	841	776	648	219
How many different person have reported safety observations	175	122	123	112	105	46
Safety tours + 5S Safety tours	150	156	146	111	78	86
Management participation in Safety briefings	32	37	34	23	32	13
Accident frequency LTI/ 1 000 000 H - Lost Time Injuries per million hours worked	10	10,7	21,4	23,4	28,8	31,5

# We take care of our employees and provide help with life's many twists and turns

We take care of our employees in many ways. We have divided our services related to well-being into three different entities.

## **Benefits for everyone:**

Comprehensive occupational health care, sport, culture and massage benefits and various weekly group exercise classes. We organize departmental and personal work ergonomics projects which include the opportunity to receive personal guidance on better work ergonomics.

## **Personalized benefits:**

We help our employees navigate various turns and challenges in life. Such services include short-term therapy provided by occupational health care, as well as debt counselling offered by the Guarantee Foundation. We also provide financial support for smoking cessation. White-collar employees have the option to choose between a 37.5-hour or a 40-hour work week. We are also a member company of the Tampere Business Campus. Through TBC, our personnel have extensive opportunities to develop their skills and expertise.

## **Community services:**

We enhance the sense of belonging among Purso employees and maintain a good working atmosphere. The services consist of various free webinars or lectures related to well-being and coping skills, money intended for the team's joint recreation (100 euros per employee) and various joint events. In addition, the occupational safety representative for office and professional employees has received training as a workplace mediator, so any conflicts in work communities or between employees are addressed quickly and with good results.

## SOCIAL SUSTAINABILITY

# We treat all our employees fairly and equally

Purso is known for the long careers of its employees. In 2025, 19% of its entire personnel had been at the company for more than 20 years. Almost every year we retire an employee who has served the company for more than 40 years. Long careers are recognized with rewards at 10, 20, 30, and 40 years of service, and milestone anniversaries are celebrated when employees turn 50 and 60.

Nor do we forget our employees when they retire: at Christmas, we offer all our employees and pensioners a Christmas dinner, give them a Christmas present and remember them with the biannual PuSu magazine.



## SOCIAL SUSTAINABILITY

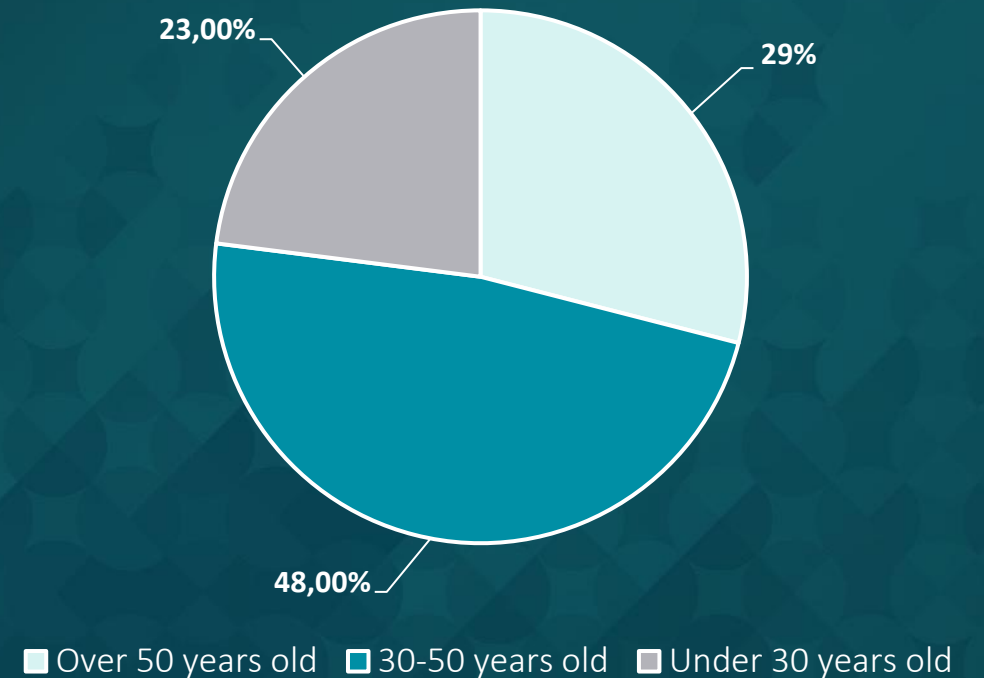
# Our age distribution is balanced

It is also important to try to ensure that experienced employees work alongside young employees who are at the beginning of their careers and bring new knowledge and fresh ideas. Each year, Purso employs approximately 35-45 young summer workers and trainees in both production and office work. Many of them continue in fixed-term employment relationships alongside their studies.

In recent years, almost all of our new young employees have joined us either through summer jobs, internships or the completion of a thesis. About 2–4 university or college theses are completed at Purso every year. The average length of employment in 2025 was 11,1 years.

Purso provides equal pay for equal work. Personal competence and performance are taken into account in the personal pay component for production workers and in the personal annual bonus for salaried employees. We also pay the same amount of profit bonuses, which are dependent on the financial or operational results, to our entire personnel either once or twice a year.

## AGE DISTRIBUTION



## SOCIAL SUSTAINABILITY

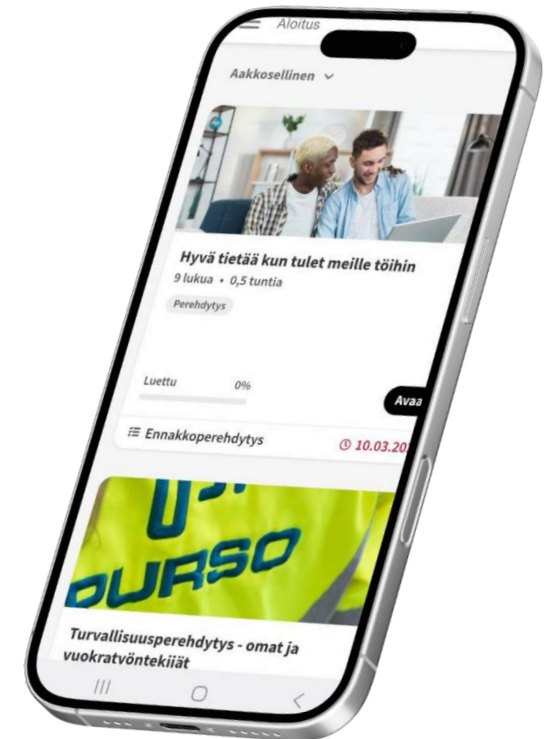
# We offer opportunities to develop skills and support career advancement

We train all production employees in-house. We are not able to get skilled workers for production work directly from school. In 2025, we focused particularly on developing sustainability competencies. We also use an e-learning platform (Vuolearning), which at the end of 2025 had 73 online courses in both Finnish and English. Every new employee at Purso completes general safety orientation as an online course before the start of employment.

Every year, around 10 employees from production complete the professional Workplace Instructor qualification. In 2023, we offered our employees for the first time the opportunity to complete a two-year Vocational Qualification in Process Industry alongside their work through an apprenticeship programme. The training that began in 2023 was completed in 2025, with 15 employees graduating.

For white-collar employees, we provide opportunities for professional development, for example through the Tampere Business Campus. We are also very supportive of voluntary further education pursued by our white-collar staff. In 2024, we invested in developing leadership capabilities, and all supervisors began a two-year leadership training programme, which continued as planned in 2025.

We support the career development of our employees and are happy to provide new challenges and responsibilities when the employee's motivation and attitude are aligned. Each year, several people progress in their careers at Purso, either horizontally or vertically.



## SOCIAL SUSTAINABILITY

# We communicate openly and support our surrounding community

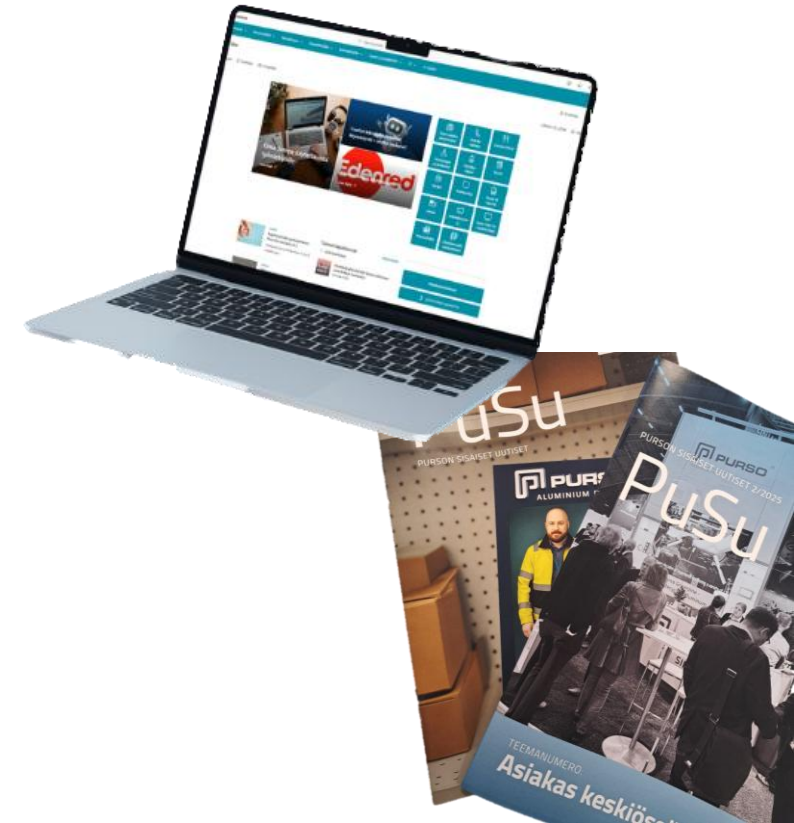
In recent years, we have invested a lot in developing internal and external work community communications.

The company's primary internal communication channel is the internal intranet, Esko. Through Esko, we share up-to-date news and information related to the company, personnel and safety almost daily. In addition, Esko contains extensive information on various employment-related and company-related topics. Across the factory premises, information screens are also used to distribute updates. The info-TV system is provided by Valotalive, which enables the distribution of content from multiple applications and channels directly to the factory's information screens.

We produce the PuSu workplace magazine twice a year. The magazine is also mailed to all retired employees of Purso.

Of the social media channels, we use Facebook and LinkedIn. In both, we also communicate the news of our workplace and publish recruitment advertisements, for example.

Through its operations, Purso actively contributes to the surrounding community by creating jobs and paying taxes, among other things. In addition to this, we also participate annually in various charity projects and support local clubs, organizations, schools and daycare centers with donations.



# Financial sustainability



# Financial performance indicators 2025

**96 M€**

NET SALES

**6 M€**

OPERATING  
PROFIT

**16 M€**

PERSONELL  
EXPENSES  
17 % OF  
NET SALES

**79 %**

EQUITY RATIO

**15,6 M€**

TAX FOOTPRINT

**0,9 M€**

CORPORATION  
TAXES PAID

**9 M€**

INVESTMENTS

**6 %**

AVERAGE SHARE  
OF INVESTMENTS  
OF REVENUE OVER  
THE LAST FIVE  
YEAR

# Sustainable management and development of supply chain

In managing our supply chain, we require all suppliers to comply with laws, agreements and terms of employment. Purso has a total of 1,200 suppliers who provide us with products and services worth EUR 71 million in 2025. Critical partners for our business are raw material suppliers, operation and maintenance service providers, subcontractors and engineering and machine supplier partners that support our sustainability goals.

Most of our suppliers are in Finland and geographically close to our offices. Faraway countries like China account for a small share. We do not do business with suppliers linked to Russia. We evaluate new suppliers carefully. For example, we only source raw materials from sustainable suppliers and pay special attention to the utilization of recyclable materials. In monitoring our suppliers, we use audits, HSEQ assessments and Vastuu Group Oy's continuous supplier monitoring.

We want to operate and develop our business in a responsible and ethically sustainable manner.

We use a whistleblowing procedure that guarantees the anonymity of the whistleblower. The Whistleblowing reporting channel is an electronic system utilized by employees of Purso companies and by their partners. Our goal is to mitigate risks, ensure compliance with legal standards and operational principles, promote good business practices, and align our operations with our core values and guidelines.

Purso Group-level Code of Conduct requires our suppliers and partners not only to operate cost-effectively and reliably, but also to act ethically and responsibly.

## FINANCIAL SUSTAINABILITY

# Responsibility for financial solvency

Responsibility for financial solvency is intrinsically linked to sustainable growth. Responsibility for financial solvency is a key element in the long-term planning of our business.

We are continuously enhancing our financial practices to achieve the goal of profitable growth outlined in our strategy. Only a financially profitable company can invest in the long-term and sustainable development of its operations.

As a company known for its financial health, we are also able to maintain strong trust among our financiers and other stakeholders.



# Measures to strengthen financial solvency

1. Profitable growth: the company's goal is to grow profitably, which in turn enables continuous development of operations.
2. Investments: significant investments are made in the long-term development of operations, which promotes sustainable growth and innovations.
3. Risk management: thanks to its strong financial position, the company has a high tolerance for risk, and risk management is continuously enhanced.

Through these measures, we ensure that we are firmly rooted in financial sustainability, which lays the foundation for long-term success.



## FINANCIAL SUSTAINABILITY

# Responsible taxpayer and employer

**We are a responsible taxpayer and employer. At Nokia, our company's hometown, we have been the largest corporate taxpayer for several years.**

We promote a transparent corporate culture and publish our tax footprint, which consists not only of income taxes but also of other taxes and tax-like charges related to the company's operations.

We pay taxes in each country in which we operate in accordance with local legislation. Purso Group has no foreign subsidiaries in countries with unusual tax reliefs.

## TAX FOOTPRINT 2025

Taxes paid	M€
Corporate taxes	0,9
Taxes and fees related to employment	2,8
Property taxes, customs duties and excise duties, net	0,1
<b>Total taxes paid</b>	<b>3,8</b>
Taxes remitted	M€
Value-added tax (VAT), net	7,9
Taxes and fees withheld from salaries etc.	3,9
<b>Total taxes remitted</b>	<b>11,8</b>
<b>Total tax footprint</b>	<b>15,6</b>



# Governance



## GOVERNANCE

# Sustainability as part of management

Sustainability is part of our strategy, which is adopted by the company's Board of Directors. The Management Team is responsible for the planning and implementation of investment proposals related to the achievement of targets, as well as other resources related to sustainability work. The actual practical work of sustainability is carried out by every Purso employee in their everyday work in all our operations. The focus areas of our sustainability efforts are defined in the sustainability program, which is approved by the Management Group and is also closely aligned with the UN's Sustainable Development Goals.

We monitor the achievement of the targets set by our Management Team. In addition, Purso's Board of Directors monitors strategically key sustainability issues.

Our operating systems and environmental guidelines also support sustainability and environmental management. In addition, the following standards are applied in our operations: ISO 9001 Quality Management System and ISO 14001 Environmental Management System.



# We promote the UN's sustainable development goals



# Good health and well-being

Purso is committed to creating a healthy and safe working environment. We improve the working environment based on safety observations made by employees. We monitor the state of the working environment regularly through safety tours. Our goal is to create a strong occupational safety culture



SUSTAINABILITY REPORT 2025

# Decent work and economic growth

We create jobs and ensure a safe working environment for our employees. We develop productivity and create economic growth in a sustainable way



# Sustainable industry, innovation and infrastructure

Purso builds sustainable lighting and building systems responsibly. The basis of our production is safe and durable products. Purso is committed to improving the resource efficiency and energy efficiency of its operations and products through environmentally friendly production processes.



# Sustainable consumption

Purso uses recycled material in its production to ensure the sustainable and efficient use of natural resources. At the same time, we promote sustainable and responsible consumption and production methods, reduce waste and ensure sustainable waste management.



12 VASTUULLISTA KULUTTAMISTA



# Climate action

Purso is committed to reducing its greenhouse gas emissions in order to prevent the effects of climate change.





**PREMIUM PARTNER** IN ALUMINIUM SOLUTIONS

THANK YOU FOR YOUR INTEREST IN OUR SUSTAINABILITY