



**SUSTAINABILITY REPORT 2025
TIKLI GROUP OY AND HONPUMET OY**

The sustainability report is based on the VSME standard.

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FOREWORDS

It is my pleasure to present our group's first sustainability report in accordance with the VSME standard. As a company operating in the technology industry, we have long based our work on the principles of quality, safety, and long-term partnerships. With this report, we aim to make these principles an even more visible part of our responsible business practices.

Our company employs a broad and diverse group of metal industry professionals whose commitment and expertise form the foundation of our operations. The VSME report provides us with an opportunity to openly describe our practices, assess our key impacts, and identify areas for improvement in the future.

This report marks an important step on our journey toward more systematic and transparent sustainability work. We will continue to develop our practices with determination and in close cooperation with both our employees and stakeholders.

Regards

Pasi Arvola

CEO

Tikli Group Oy and Honpumet Oy



Tikli Group Oy's and Honpumet Oy's Sustainability Report 2025 is based on the VSME reporting standard, which provides a clear and comparable structure for evaluating and developing our sustainability work.

The report has been compiled by Tikli Group's own HSQE organisation.

BASIS FOR THE REPORT

This report has been prepared in accordance with the EU Voluntary Sustainability Reporting Standard (VSME). In addition to the basic module of the standard, the report covers the disclosure requirements of the extended module to the extent that they are relevant to the company's operations in accordance with the principle of "if applicable". This is the first sustainability report by Tikli Group Oy and Honpumet Oy in accordance with the VSME standard.

The reporting topics have been selected based on the materiality analysis conducted in 2026. The assessment has been conducted at a high level and will be refined in future reporting periods.

No information has been omitted from the report due to trade secrets or the sensitivity of the information.

TIKLI GROUP OY

- Company type: Limited liability company
- Reporting period (financial year): 1.1.2025 - 31.12.2025
- Standard Industrial Classification: Manufacture of metal structures and parts thereof (25110)
- Balance sheet total: 8,138 M€
- Turnover: 10,287 M€
- Number of employees at the end of the financial year: 44 people
- Main area of operation: Finland
- Locations:
 - head office Yhdystie 40 Vimpeli
 - Yhdystie 40 Vimpeli
 - Puusepäntie 3 62800 Vimpeli
- Sustainability Certifications:
 - ISO 9001:2015, Bureau Veritas Certification
 - ISO 14001:2015, Bureau Veritas Certification
 - Key Flag Certificate

HONPUMET OY

- Company type: Limited liability company
- Reporting period (financial year): 1.1.2025 - 31.12.2025
- Standard Industrial Classification: Metal working (25260)
- Balance sheet total: 5,562 M€
- Turnover: 9,430 M€
- Number of employees at the end of the financial year: 88 people
- Main area of operation: Finland
- Locations:
 - Särkijärventie 157 38460 Sastamala
 - Vimpelintie 661 62830 Luoma-aho
 - Alumiinitie 2 hall J door 61/62 37200 Siuro
 - Yhdystie 40 62800 Vimpeli
- Sustainability Certifications:
 - ISO 9001:2015, Bureau Veritas Certification
 - ISO 14001:2015, Bureau Veritas Certification

BUSINESS MODEL

Tikli Group Oy is a traditional company focusing on aluminium products and further processing of aluminium. The production facilities of our group (**Tikli Group Oy and Honpumet Oy**) are in four locations: Alajärvi, Vimpeli, Sastamala and Nokia.

The roots of our company go back to the early 60s. The story of Tikli in its current form began in 1988, when the industrial manufacture of Tikli roof safety products began in Vimpeli. Over the years, Tikli Group Oy's business has expanded, and its product range has diversified. In 2020, *Tikli made the largest acquisition in its history* and acquired the entire share capital of Honpumet Oy, a Sastamala-based company specializing in the further processing of aluminium. Together, we are now *true* all-rounders in aluminium!

Our growing group currently employs more than 130 people, and our turnover is approximately EUR 20 M€.

Top Finnish products Tikli's aluminium ladders and scaffolding, Tikli Facade's aluminium windows and doors, and high-quality Mitax spirit levels have gained a loyal user base. Our own product development has always been one of the cornerstones of our operations. We are constantly developing new products, such as the TikliPiha products and the soundproof and mobile Silencio workspaces for industrial and office use. Our products have been awarded the Key Flag Symbol as a proof of Finnish origin.

Further processing of aluminium Our subsidiary Honpumet Oy has offices in Luoma-aho in Alajärvi, Sastamala, Siuro in Nokia and Vimpeli. For a long time, Honpumet has been delivering customer-oriented top-level products to market leaders in their respective fields. The top-quality products are manufactured using efficient and modern CNC machining centres and profile machining machines. We manufacture large series with robot cells. The modern Palletech system enables set-up timeless series production.

Our operating system has been audited in accordance with ISO 9001:2015 and ISO 14001:2015 standards. The quality of Tikli products is also guaranteed by both EN and CE markings. The labelled products have undergone extensive test programs in accordance with test standards.

Continuous innovation and the commitment of our personnel to the development and manufacture of first-class quality products and services is a source of pride for us. Naturally, quality and environmental issues are key parts of our operating strategy.



SUSTAINABLE ACTION

Tikli Group Oy is a Finnish group that is a growing, profitable, and responsible operator in its field.

People, the environment and results are important to us. In all our operations, we consider the principles of safety, continuous improvement and sustainable development, environmental issues, energy efficiency, and current laws and regulations. We are committed to the continuous reduction of the **environmental impacts** of our operations and the prevention of environmental pollution, as well as to the continuous reduction of information security risks and the continuous improvement of the information security management system to meet the requirements set by law and high-quality operations. We expect the same from our stakeholders.

We want to meet the needs of our **customers** now and in the future. We strive to achieve this by continuously maintaining and developing the quality of our operations and products, as well as by taking care of the competence of our personnel and delivering profitability.

Responsibility for our **personnel** is our most important social responsibility. We take care of the working atmosphere, work, product, and information safety and develop these together with our personnel and professionals. We strive for open communication and communication, considering the owners, our own personnel, and stakeholders.

We choose **suppliers** who operate responsibly, with strong environmental practices, ethical sourcing, and fair working conditions. Our partnerships focus on reducing environmental impact and supporting human rights, collaborating only with suppliers committed to continuous improvement and sustainable solutions.

The Group's management and personnel are committed to this **Code of Conduct** and to the continuous improvement of our Group's operations. The policy has been communicated to the staff, and it is always available to them and our other stakeholders. The implementation of the Code of Conduct is continuously monitored and, if necessary, updated in management reviews.

Tikli Group Oy and Honpumet Oy monitor and report their energy consumption and greenhouse gas emissions annually.

Total energy consumption is expressed in megawatt hours (MWh) and broken down into renewable and non-renewable sources.

The origin of the **electricity** purchased by Tikli Group Oy and Honpumet Oy varies from site to site. At the Vimpeli, Luoma-aho and Siuro sites, the company operates in rented premises, and electricity costs are charged by the landlord based on different allocation methods. The electricity production mix is dependent on the electricity contracts held by the landlords.

Sastamala site's **solar energy** plant generated in 2025 40 MWh energy, of which 5,6 MWh was sold externally.

The company's different sites have different forms of **heating**. At the Vimpeli, Luoma-aho and Siuro sites, the company operates in rented premises, and there is no separate metering in the premises. The annual heat consumption of the entire property has been allocated to companies on a square metre basis. The heating of the sites at the Alajärvi and Vimpeli sites is provided by propane.

The Sastamala office operates in premises owned by the company, where the heating method is electricity and fuel oil. About 10% of the electricity consumption in Sastamala site is estimated to be related to heating.

The **fuels** consider petrol and diesel consumption of the vehicles used by the company and propane and oil used for heating in Vimpeli, Luoma-aho and Sastamala.

TIKLI GROUP OY HONPUMET OY

	TIKLI GROUP OY	HONPUMET OY
Electricity		
renewable	185 MWh	644 MWh
non-renewable	155 MWh	914 MWh
total	341 MWh	1 558 MWh
Heating		
renewable	0 MWh	56 MWh
non-renewable	414 MWh	476 MWh
total	414 MWh	532 MWh
Fuels		
renewable	3 MWh	6 MWh
non-renewable	461 MWh	499 MWh
total	464 MWh	504 MWh
Total		
renewable	188 MWh	646 MWh
non-renewable	616 MWh	1 382 MWh
total	804 MWh	2 028 MWh

GREENHOUSE GAS EMISSIONS, AIR, WATER, AND SOIL POLLUTION

Greenhouse gas emissions (tCO₂e) have been calculated in accordance with the GHG Protocol for both companies using the Carbon Footprint Tool Climpactor 2.0 whose emission factors are based on the database updated annually by DEFRA.

The emissions included in the report have been assessed as the most material and relevant. The reported emissions cover:

Scope 1: The most significant emission source in this group is the gas heating used at some of the sites.

Scope 2: The emission source in this group is the electricity.

Scope 3: The most significant emission sources for this group are aluminium raw-material purchases, business and commuting travel, and freight.

The carbon intensity of the year 2025 was 319 tCO₂e/m€. (Tikli Group Oy 312 tCO₂e/M€, Honpumet Oy 327 tCO₂e/m€). The emission intensity has been calculated by dividing the total emissions of the reporting period by the turnover.

Tikli Group Oy and Honpumet Oy have set **targets** for reducing greenhouse gas emissions for year 2026. The target is to reduce business' emission intensity 5 % yearly according to year 2025.

The target will be pursued by

- enhancing production efficiency
- minimizing material waste.

Due to the nature of the company's production operations, emissions to air, water, and soil are not considered to pose significant environmental risks and are therefore not reported.

	TIKLI GROUP OY	HONPUMET OY
Scope 1	112 tCO ₂ e	120 tCO ₂ e
Scope 2, location-based	11 tCO ₂ e	50 tCO ₂ e
Scope 2, market-based	20 tCO ₂ e	421 tCO ₂ e
Scope 1 and Scope 2, location-based	123 tCO ₂ e	170 tCO ₂ e
Scope 1 and Scope 2, market-based	132 tCO ₂ e	541 tCO ₂ e
Scope 3, relevant categories	3 080 tCO ₂ e	2 545 tCO ₂ e
Scope 3.1 Purchased products and services	2 907 tCO ₂ e	2 309 tCO ₂ e
Scope 3.4 Upstream logistics	3 tCO ₂ e	7 tCO ₂ e
Scope 3.5 Waste and wastewater	2 tCO ₂ e	0 tCO ₂ e
Scope 3.6 Business travel	1 tCO ₂ e	0 tCO ₂ e
Scope 3.7 Commuting to work	43 tCO ₂ e	158 tCO ₂ e
Total Scope 3	3 080 tCO ₂ e	2 545 tCO ₂ e
Scope 1, 2, 3 location-based	3 203 tCO ₂ e	2 715 tCO ₂ e
Scope 1, 2, 3, market-based	3 211 tCO ₂ e	3 086 tCO ₂ e

CLIMATE RISKS

Tikli Group Oy and Honpumet Oy are committed to reducing their total greenhouse gas emissions by lowering their **emission intensity**. Their transition pathway includes setting medium-term emission-intensity reduction milestones and assessing the feasibility of long-term, science-based targets as industry technologies continue to evolve.

Tikli Group Oy and Honpumet Oy recognize that increasing weather variability in Finland—such as storms, heavy rainfall, and disruptions caused by winter conditions—may affect production continuity through **power outages and transport delays**. To mitigate these risks, Tikli Group Oy and Honpumet Oy plan to **invest in infrastructure** capable of withstanding extreme conditions.

Climate-related disruptions in the global aluminium supply chain remain a significant risk. Extreme weather in regions where aluminium is mined and refined can reduce **availability** or increase costs. Their strategy to increase the use of low-carbon and recycled aluminium directly reduces this exposure.

Tikli Group Oy and Honpumet Oy closely monitor EU-level climate policy, including emissions trading, energy-system decarbonization measures, and sustainability-reporting obligations. Growing requirements for low-carbon materials may affect their cost structure if Tikli Group Oy and Honpumet Oy fail to reduce their own process emissions. For this reason, Tikli Group Oy and Honpumet Oy prioritize **material efficiency** to maintain their competitiveness.

Their transition toward circularity and low-carbon production strengthens their market position, as customers increasingly prefer traceable, verified, and climate-smart materials. Improvements in **energy and material efficiency** not only reduce emissions but also lower long-term production costs, offering a dual benefit—greater resilience and improved profitability.

WATER USE

Water consumption in the processes of Tikli Group Oy and Honpumet Oy is very minimal. The origin of the water used by Tikli Group Oy and Honpumet Oy varies from site to site.

At the Vimpeli, Luoma-aho and Siuro offices, the company operates in rented premises, and there is no separate metering in the premises. The annual water consumption of the entire property has been allocated to companies on a square metre basis. In 2025, Tikli Group has been charged a total of 360 m³ of water and Honpumet Oy in Vimpeli, Alajärvi and Siuro in a total of 163 m³.

The Sastamala office operates in premises owned by the company. The source of the site's raw water is a groundwater well located on the company's property. There is no consumption measuring in the well.

WASTE MANAGEMENT

The most significant waste fractions generated by the operations of Tikli Group Oy and Honpumet Oy are **the side streams** of metal from the machining of metals and the fabrication of metal products. All the side streams metals are supplied for material re-use.

The amount of waste and side stream metals have been determined based on the invoicing of waste companies. The amount of waste has been estimated based on the number of container emptying cycles.

Tikli Group Oy and Honpumet Oy have set **targets** for reducing side streams and waste fractions for year 2026. The target is to reduce 10 %.

- oil emulsion waste.
- the painted Al particles in Tikli Group.

The target will be pursued by

- improving the recycling of cutting fluids
- optimizing the profile length of project-specific painted profiles.

TIKLI GROUP OY HONPUMET OY

Metal side stream	TIKLI GROUP OY	HONPUMET OY
Al briquets	14,8 t	69,4 t
Al particles, painted	39,0 t	-
Al particles, raw	14,7 t	15,8 t
Fe	0,4 t	0,2 t
Bronz	-	7,2 t
Waste fractions		
energy waste	14,5 t	9,3 t
plastic	-	0,4 t
carton board	10,4 t	10,4 t
oil emulsion	-	25,2 t

WORKFORCE

At the end of the year 2025, the Tikli Group Oy and Honpumet employed **131 people**. Of them, 121 had a permanent employment contract. The share of men in the workforce was 79 % and the share of women was 21 %.

During the year 2025, there were four **occupational accidents** in the companies, 19,6 LTIFR (Tikli Group Oy 19,9 LTIFR and Honpumet Oy 19,4 LTIFR). Occupational accidents resulted in a loss of 256 working hours in 2025 (Tikli Group Oy 128 h and Honpumet Oy 128 h). Accident investigations were carried out for the occupational accidents that occurred.

Employee satisfaction is a key responsibility objective for our company, as a well-being workforce forms the foundation for sustainable and successful operations. The level of employee satisfaction was measured in 2025 through our annual staff survey, which resulted in an overall score of 3,6/5. Our **target** is to improve or at least maintain the current level in the coming years. To achieve this goal, we are systematically developing **leadership practices**, strengthening workplace **safety procedures**, and enhancing the openness and clarity of **internal communication**. Through these measures, we aim to ensure a safe, motivating, and well-managed work environment for our personnel.

The employees of Tikli Group Oy and Honpumet Oy are covered by **the collective agreement** (Collective Agreement for employees in Technology industry and Collective Agreement for Salaried employees in Technology industry) and everyone is paid at least the minimum wage in accordance with the collective agreement. The gender pay gap is not reported due to the small number of employees.

The competence of the personnel is continuously developed through training. Records of the personnel's competence are kept. The entire staff is encouraged to develop their skills, and joint training is also organised as needed. The hours spent on training have not yet been separately monitored in the company, which is why Tikli Group Oy and Honpumet Oy are not reported by gender.

GOVERNANCY BODY

In 2025, **the board of directors** of Tikli Group Oy consisted of 5 people, of whom 1 was a woman, and Honpumet Oy's board of directors consisted of 4 people, 1 of whom was a woman.

HUMAN RIGHTS

Tikli Group Oy and Honpumet Oy are committed to respecting **the human rights** of their employees and ensuring that their operations comply with the basic principles of international working life. The company has **a Code of Conduct**, which can also be found publicly on the company's website. All personnel have been trained in the company's Code of Conduct.

The guidelines cover the following areas:

- Prohibition of child labour: yes
- Prohibition of forced labour: yes
- Prohibition of trafficking in human beings: yes
- Prevention of discrimination: yes
- Accident prevention: yes
- Other: Our employees must comply with all laws and regulations of the countries in which they do business. Employees are expected to be familiar with the legal and regulatory requirements that apply to their job and position.

Our company has **a channel for giving anonymous feedback**.

During the reporting period, the company has not had any confirmed cases related to **human rights violations**. Nor have been informed of any confirmed human rights violations related to Tikli group Oy's or Honpumet Oy's value chain.

SOURCES OF REVENUE AND EXCLUSION FROM EU REFERENCE VALUES

Tikli Group Oy and Honpumet Oy have not yet conducted a detailed EU Taxonomy eligibility or alignment assessment. Based on a preliminary high-level evaluation, the majority of the Group's revenue is generated from conventional aluminium product manufacturing, for which no significant Taxonomy-aligned revenue streams have been identified at this stage. The company will further assess the applicability of the EU Taxonomy requirements in future reporting periods as part of the continuous development of its sustainability reporting practices.

BASIC MODULE

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B2: Practices, policies, and future measures for sustainable operations	6
B3: Energy consumption	7
B3: Greenhouse gas emissions	8
B4: Air, water, and soil pollution	8
B5: Biodiversity	
- Tikli Group Oy and Honpumet Oy did not have operations in or near areas that are sensitive in terms of biodiversity.	-
B6: Water use	10
B7: Resource use, circular economy, and waste management	10
B8: Workforce – General characteristics	11
B9: Labour force – Health and safety	11
B10: Labour – Salary, collective agreements, and training	11
B11: Convictions and fines for corruption and bribery	-
- During the reporting period, Tikli Group Oy did not have any convictions or fines related to corruption or bribery.	
- During the reporting period, Honpumet Oy did not have any convictions or fines related to corruption or bribery.	

BROADER MODULE

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C1: Strategy: Business model and sustainability initiatives	5
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