

PINJA SUSTAINABILITY REPORT 2025

Sustainable by Design



PINJA

1. Leadership perspective: Navigating change in the age of AI	3	6. People	
		6.1. Our people: expertise behind the solutions	18
2. The year 2025 in brief	4	6.2. New terms of employment introduced in 2025	21
2.1. Building the foundation for the next phase of growth	5	6.3. Continuous learning and capability development	22
2.2. Performance and outlook	6	6.4. How we work together	23
3. About Pinja	7	7. Governance	
4. Reporting framework (VSME) and basis for preparation	8	7.1. Governance at Pinja	24
5. Environment		7.2. Information security and cybersecurity	26
5.1. Environment in a digital company: our biggest impact is through customers	9	7.3. Ethical conduct and reporting channels	26
5.2. Our footprint: environmental impact of our own operations	13	8. EU Taxonomy	27
		9. Disclosure Requirement	28

Leadership perspective: Navigating change in the age of AI

Many industrial companies are still trying to meet tomorrow's requirements with yesterday's ways of working. That is no longer enough.

What is changing most fundamentally is not technology itself, but how decisions are made and executed in everyday operations. Data, automation and artificial intelligence are becoming part of daily work, not separate layers on top of it. Expectations for efficiency, transparency and sustainability are also increasing.

Artificial intelligence is one of the most significant forces behind this shift. It is already reshaping work across our industry and challenging the entire IT sector by redefining roles, skills, and expectations of how companies create value. Companies that succeed will be those that adapt quickly and learn continuously.

For Pinja, this means building a company that connects data, technology and operations to drive better decisions. Our role is not only to develop solutions, but to help our customers translate technology into practical improvements in how their operations run.

During 2025, we made deliberate choices to move in this direction. We clarified our offering, strengthened the role of data and AI in our solutions, and built a more unified and scalable operating model.

In this kind of environment, leadership requires clarity and focus. When change is constant, it becomes even more important to make conscious choices about direction and priorities. For us, this means staying close to our customers, strengthening our data and AI capabilities, and building a culture where people take responsibility, collaborate and grow.

If there is one thing that gives me confidence in Pinja's future, it is our people.

Their ability to combine industry understanding with technological expertise and apply that knowledge in real customer environments is what ultimately drives our impact. Together, we dare to learn and continuously evolve our expertise, turning complex challenges into practical solutions that create real value.

As we move forward, our focus remains clear: to be a company that helps industrial organisations operate with greater clarity, efficiency, and resilience in a rapidly changing world.



Johannes Nikula
People & Sustainability,
CHRO, Pinja

The year 2025 in brief

Business

56.2 M€ (57.2 M€)
Revenue

30+
Countries served

4.4 M€ (3.2 M€)
Direct export revenue

**Pinja Fusion
launched**
Unified platform for
industrial execution

Environment

283 tCO₂e (348)
Total GHG emissions
(Scope 1-3)

714 MWh (851)
Energy consumption

**Digital optimisation
through customer
solutions**

Reducing waste, improving
resource efficiency and
enabling traceability

People

482 (529)
Employees

4.1 / 5 (4.1 / 5)
Work vibe score

**Pinja's own terms
of employment
introduced**

Strengthening clarity
and fairness at work

Governance

0 (0)
Successful
cybersecurity attacks

0 (0)
Data protection
breaches triggering
incident response

ISO/IEC 27001
Certified information
security management
system

Building the foundation for the next phase of growth

The year 2025 marked an important turning point for Pinja.

The broader market environment remained challenging, particularly across the IT sector. Demand uncertainty and slower decision-making cycles affected the industry as a whole, and Pinja was no exception. In response, we took several deliberate steps to strengthen our strategic direction, clarify our offering, and align our organisation around a shared vision for the future. At the same time, we had to adapt our operations to the changing market situation.

This included organisational changes and difficult decisions that had a direct impact on our people and the way we work together. These decisions were necessary to adapt to the changing market situation and to ensure that we can continue building a sustainable and competitive business for the future.

A central milestone during the year was the introduction of Pinja Fusion, a clarified way of structuring and communicating our offering. Over time, Pinja has built a broad portfolio of industry-specific digital solutions. Fusion brings these solutions together under a more unified platform structure, connecting data, security, and operational capabilities across the value chain. By strengthening the connection between our solutions and the data that flows between them, Fusion improves both the scalability of our business and the clarity of our offering for customers.

At the same time, artificial intelligence continued to move closer to everyday use. AI capabilities are increasingly embedded in our customer solutions, enabling more accurate forecasting, improved resource utilisation, and more efficient operational planning. Internally, new AI-supported tools are becoming part of daily workflows, helping our teams automate routine tasks and focus more on complex problem-solving and innovation.

People remain central to Pinja's development and future growth. Our experts combine industry knowledge with digital expertise to support our customers in improving their operations.

We introduced our own terms of employment, replacing the previous collective agreement model and creating a clearer and more unified framework for working life at Pinja. This is part of how we continue to develop Pinja as a company and as a workplace.

2.2. Performance and outlook

While 2025 presented a challenging landscape for the IT sector, Pinja demonstrated resilience by focusing on high-value, long-term growth areas.

Despite broader market caution and longer procurement cycles, our total revenue remained stable at 56.2M€ (a minor adjustment from 57.2M€ in 2024), reflecting the underlying strength of our core business.

4,4M€ (3,2M€) Direct Export Revenue

The year was defined by two major strategic areas:

International Expansion: Direct international revenue surged by 37.5%, rising from 3.2M€ to 4.4M€. This underscores our growing influence in higher-growth global markets.

+ 15 % Annual Recurring Revenue (ARR)

Recurring Growth: Our Annual Recurring Revenue (ARR) climbed 15% YoY, significantly outpacing the overall revenue development and proving the deep value our customers find in our long-term partnerships.

As we move into 2026, Pinja stands on a robust foundation. Our ability to grow international footprint and recurring revenue streams ensures we are well positioned for next steps despite of the continued uncertainty in the market environment.

About Pinja

Pinja is a software company specialising in digital solutions for complex industrial operations. Our mission is to help industrial organisations connect strategy with daily execution by turning operational data into clear, actionable insights. By combining deep industry expertise with advanced digital technologies, we support our customers in improving efficiency, transparency, and decision-making across their operations.

Vertical SaaS solutions for selected industries

Pinja focuses on selected industrial sectors where operational complexity, data intensity, and regulatory requirements create strong demand for digital optimisation. Within these sectors, our solutions support critical functions such as production planning, supply chain management, maintenance, traceability, compliance, and operational monitoring.

Our vertical SaaS approach combines deep industry expertise with scalable software, enabling customers to run complex operations more efficiently and make better decisions with connected data.

Business model: long-term customer partnerships

Customers typically adopt our solutions as part of long-term partnerships where the solutions and ways of working evolve together with the customer's needs. This model enables ongoing value creation for customers while supporting sustainable and scalable growth for Pinja.

Serving industrial customers globally

Pinja's roots are in Finland, but our solutions serve customers in more than 30 countries.

While Northern Europe remains an important market, our customer base and operations are increasingly international.



Reporting framework (VSME) and basis for preparation

This sustainability report has been prepared in accordance with the Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME) developed by EFRAG.

During 2025, Pinja continued developing its sustainability reporting practices in line with evolving European reporting requirements.

Earlier work related to the Corporate Sustainability Reporting Directive (CSRD) provided a strong foundation for building internal processes, data collection, and governance structures.

Note! This report focuses on sustainability topics that have been identified as relevant to Pinja's operations and business model. These are based on a double materiality assessment conducted in 2024 as part of our CSRD preparation. The assessment considered both our impacts on the environment and society, as well as sustainability-related risks and opportunities affecting our business, and was informed by stakeholder input, internal workshops, and value chain analysis. Topics that are not considered material for our activities are therefore not covered in detail in this report.

Sustainability data has been collected through internal reporting processes involving functions such as finance, IT, HR, operations, and sustainability management. Where possible, recognised methodologies and frameworks have been applied, including the Greenhouse Gas Protocol for greenhouse gas emissions.

This report provides an overview of Pinja's environmental, social, and governance (ESG) practices and their development during 2025.



Environment

5.1. Environment in a digital company: our biggest impact is through customers

As a software and digital solutions provider, Pinja's direct environmental footprint is relatively limited compared to many industrial sectors. Our operations are primarily office-based, and our direct environmental footprint mainly arises from energy consumption in offices and digital infrastructure, as well as business travel.

However, the most significant environmental impact of our work is created through the solutions we provide to our customers. By helping industrial companies optimize production, manage resources more efficiently, and improve transparency across their value chains, digital solutions can reduce material waste, energy use and operational inefficiencies.

Many of the industries we serve, including manufacturing, forestry, food and beverage, and bioenergy, face increasing regulatory and sustainability requirements. Our solutions support these industries by enabling better data visibility, traceability and compliance while improving operational planning and resource utilisation through advanced analytics and AI.

In this way, Pinja's role is not only to develop software, but to enable more sustainable industrial operations through better data, smarter decision-making, and more efficient processes.



SUCCESS STORY

James Jones & Sons Ltd – expanding digital operations in the UK

UK-based timber company James Jones & Sons Ltd is working with Pinja to digitalise and streamline its operations across the entire value chain, from forest operations to sawmill production.

Pinja's role is to support the transition towards more data-driven and transparent operations. By connecting planning, production and supply chain data, the aim is to improve operational efficiency while enabling more consistent and measurable sustainability practices.

The collaboration covers multiple operational areas and is being implemented gradually across sites. In practice, this means better visibility into material flows, more accurate planning, and reduced inefficiencies across the production process.

The partnership also reflects a broader shift in the industry: digitalisation is increasingly used not only to improve efficiency, but to embed sustainability into everyday operations in a measurable way.

[READ MORE](#)



SUCCESS STORY

Purso – data-driven production improves resource efficiency

Purso, a leading aluminium manufacturer, has developed its production operations together with Pinja through a long-term partnership spanning more than 15 years. What started as machine monitoring has evolved into a connected production environment where planning, monitoring and maintenance are supported by shared operational data.

Pinja's solution helps Purso to:

- improve visibility into production performance
- enable more accurate production planning
- support proactive maintenance based on production data
- reduce material waste and optimise energy use in production

[READ MORE](#)



EXPERT INSIGHTS

Sharing knowledge on sustainable industrial operations

Pinja experts regularly share insights on sustainability topics affecting industrial companies through expert articles on the Pinja blog, including:

- EU Deforestation Regulation (EUDR) and supply chain traceability
- Renewable energy and energy efficiency regulation
- Digital tools supporting sustainability reporting and compliance
- Improving resource efficiency through data and analytics

[READ MORE](#)

5.2. Our footprint: environmental impact of our own operations

The main sources of Pinja's direct emissions are energy use in offices and cloud services, employee business travel, and the IT equipment used in daily work. Although the overall impact of our own operations remains relatively limited compared to many industrial sectors, we monitor these emission sources and continuously work to reduce them.

Total greenhouse gas emissions decreased in 2025 compared to previous years.

After remaining relatively stable between 2023 and 2024, total emissions declined to 282.96 tCO₂e, representing a reduction of approximately 19% compared to 2024.

The decrease is primarily driven by changes in Scope 3 emissions. Emissions from business travel, particularly air travel, decreased, with flight kilometres down by approximately 10%. The related emissions declined more significantly due to lower emission factors applied in the calculation. Emissions from employee commuting also decreased, supported by changes in commuting patterns and updated emission factors.

Scope 2 emissions decreased as a result of lower energy consumption for heating. A milder winter, particularly during the early months of the year, reduced heating demand compared to 2024, resulting in a 6 tCO₂e reduction (-22%).

Scope 1 emissions increased slightly compared to the previous year. This change is mainly explained by the company car being in use for a full year in 2025, whereas in 2024 it was only in use for part of the year. Despite this increase, Scope 1 continues to represent a small share of Pinja's total emissions.

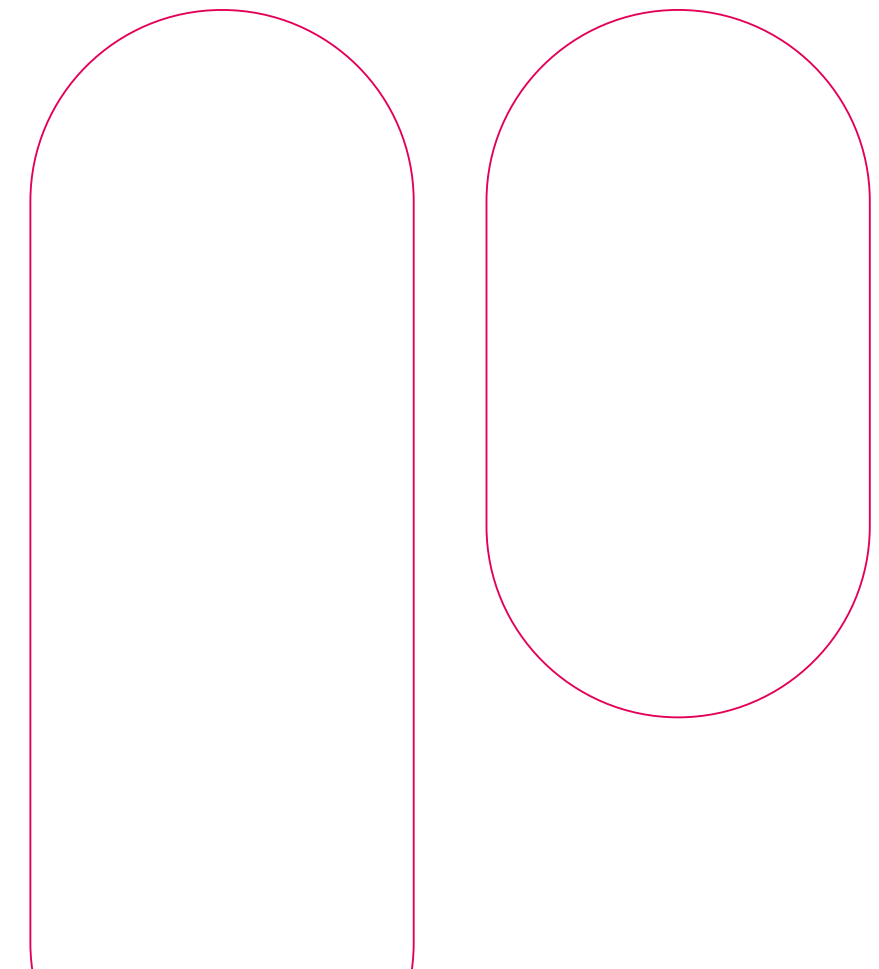
Energy and heating

Energy consumption in Pinja's own operations is primarily related to electricity use in offices and heating of office premises. In 2025, Pinja's total energy consumption amounted to 714 MWh, including 319 MWh of electricity and 394 MWh of heating energy.

A significant share of the energy used in our operations is sourced from renewable energy.

In 2025, approximately 72% of total energy consumption was based on renewable energy sources.

Increasing the share of renewable energy and improving energy efficiency remain important elements of reducing the environmental footprint of our own operations.



Total GHG emissions

Year	2025 (tCO ₂ e)	2024 (tCO ₂ e)
Total emissions	282.96	348.43

GHG emissions by scope

Category	2025 (tCO ₂ e)	2024 (tCO ₂ e)
Scope 1	6.49	1.04
Scope 2	21.05	27.27
Scope 3	255.42	320.12

Scope 3 GHG emissions breakdown

Category	2025 (tCO ₂ e)	2024 (tCO ₂ e)
Scope 3 – purchased goods and services	41.38	57.10
Scope 3 – business travel	175.06	207.25
Scope 3 – employee commuting	38.98	55.77
Total	255.42	320.12

Energy consumption

Category	2025 (MWh)	2024 (MWh)
Electricity	319.5	354.4
Heating	394.1	496.2
Total	713.6	850.6

Energy mix

Renewable:	72 % (2024: 77%)
Other:	28 % (2024: 23%)

Improving efficiency in digital infrastructure and service production

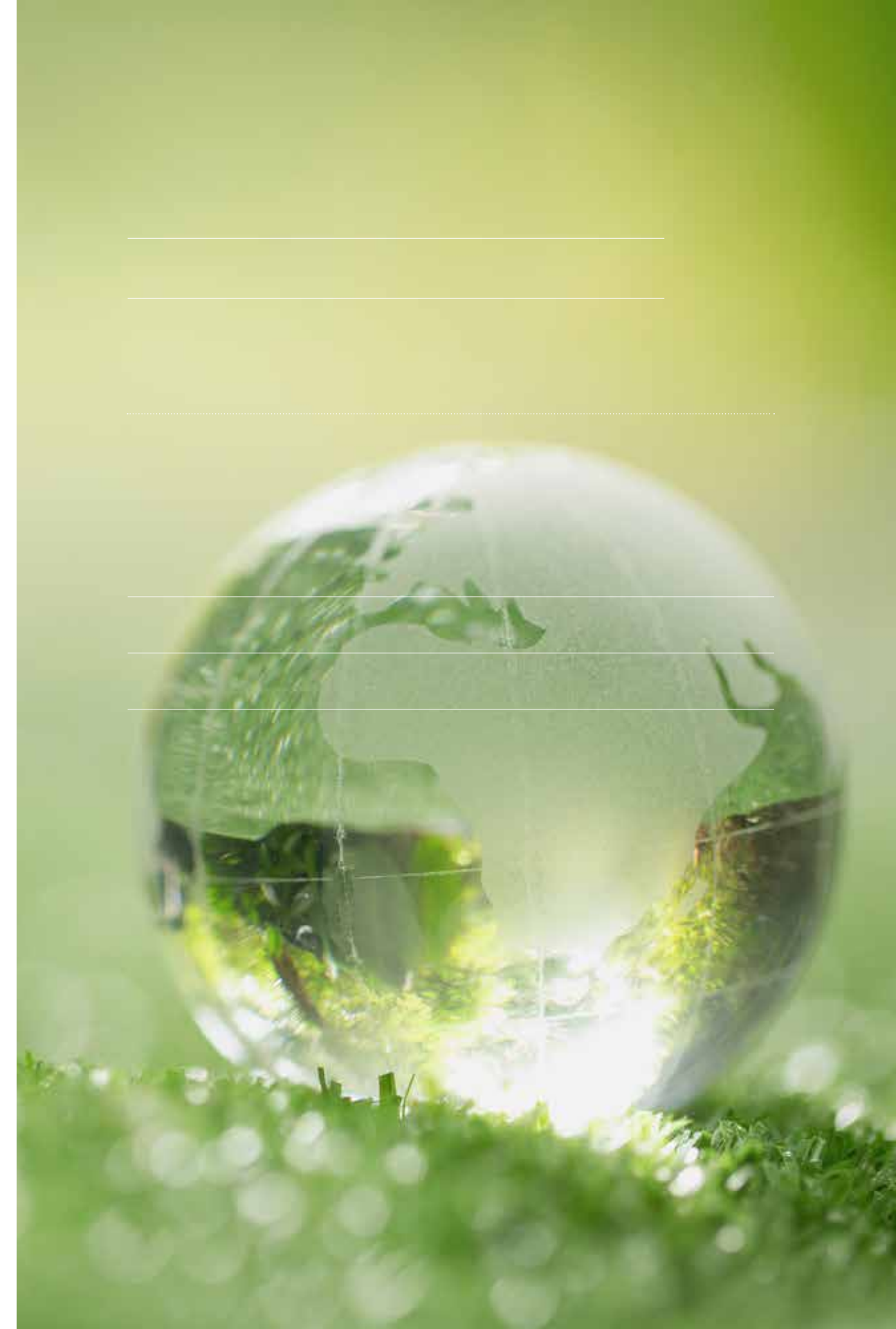
In addition to monitoring energy use and emissions, we also develop how our digital infrastructure is operated in practice.

By streamlining service production and reducing manual work, we improve the efficiency of our digital infrastructure and support more efficient use of computing resources over time.

In 2025, we further developed the way our services are produced, with a focus on improving efficiency, quality and scalability.

In practice this development was made visible by establishing a new unit focusing purely on building and maintaining an efficient production platform for Pinja's own software products. The focus area includes a shift from manual work towards a more standardised and platform-based approach, where services are built and maintained in a more systematic way driving the unit costs of software production down.

A key part of this development is the continuous development towards Infrastructure as Code (IaC) approach for enabling infrastructure to be defined and deployed automatically rather than configured manually. This reduces errors, eliminates repetitive work and improves consistency across environments.



Circular economy and waste management

In Pinja's own operations, circular economy principles are primarily applied through the lifecycle management of IT equipment. As a software company, the most significant material resources used in our operations are laptops, mobile devices, and other digital equipment.

Pinja aims to maximise the lifetime of devices by maintaining and using them for as long as possible. Functional equipment is repurposed internally whenever feasible, while devices that reach the end of their usable life are recycled through certified partners. All devices undergo secure data removal before recycling.

Pinja's offices generate mainly household and packaging waste, which is separated and recycled by type whenever possible. Electronic waste is also generated when devices reach the end of their lifecycle. In 2025, a total of 0.212 tonnes of electronic waste was recycled, and 0.02 tonnes of server batteries were handled separately as hazardous waste through appropriate recycling channels.

Through these practices, Pinja aims to minimise electronic waste and ensure responsible handling of materials used in its operations.

Waste management

Category	Amount
Electronic waste recycled	0.21 t
Batteries recycled (hazardous waste)	0.02 t
Office waste	Majority separated and recycled



Artificial intelligence and environmental impact

Artificial intelligence is an increasingly important component of Pinja's software solutions and digital platform. In our context, AI is used both in developing customer solutions and in supporting our own work.

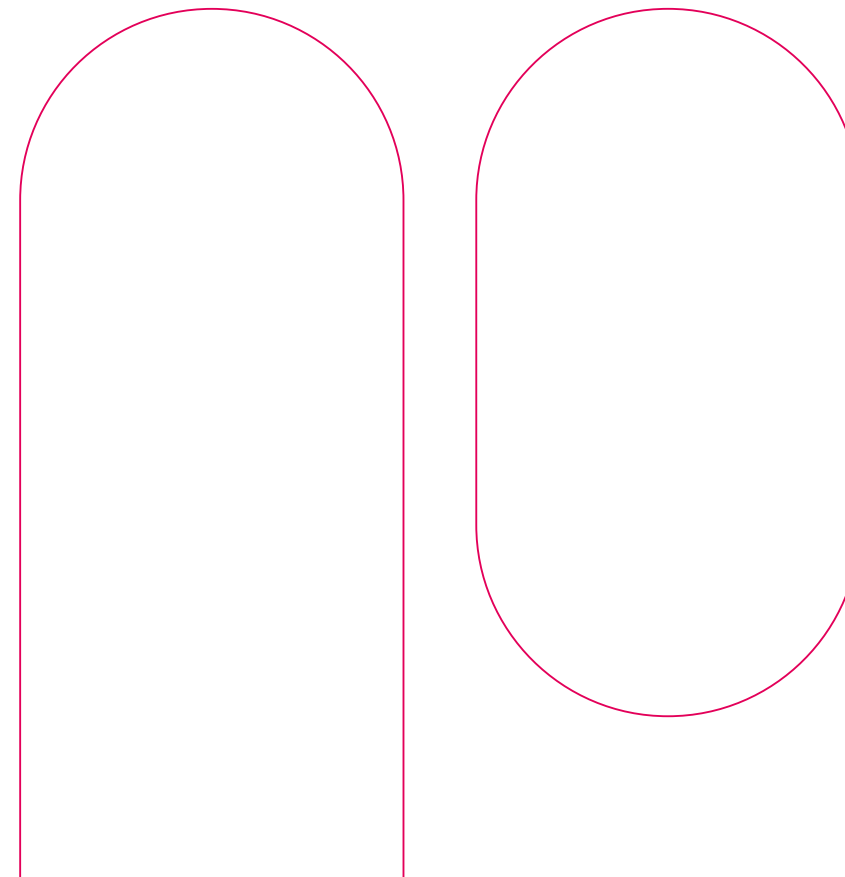
In practice, this means using data-driven models to optimise production planning, resource utilisation and supply chain operations in industrial environments.

By improving the accuracy of planning and enabling better operational decisions, AI can help reduce material waste, unnecessary production adjustments and inefficiencies in complex industrial processes.

AI tools are also increasingly used internally to support software development, data analysis and other expert work.

At the same time, we recognise that AI and digital infrastructure require computing capacity and energy. Reliable and widely adopted methods for measuring the environmental impact of software and AI workloads are still limited across the technology industry. As a result, the environmental footprint of AI in software services is currently difficult to quantify in a consistent way.

As these methodologies develop, we aim to improve our understanding of the energy use and environmental impact associated with digital infrastructure and AI-driven services.



People

6.1. Our people: expertise behind the solutions

At Pinja, we often describe ourselves as data lovers – people who work with industrial data and digital technologies to solve real operational challenges.

Our ability to help customers turn data into better operational decisions depends on the expertise and collaboration of our people.

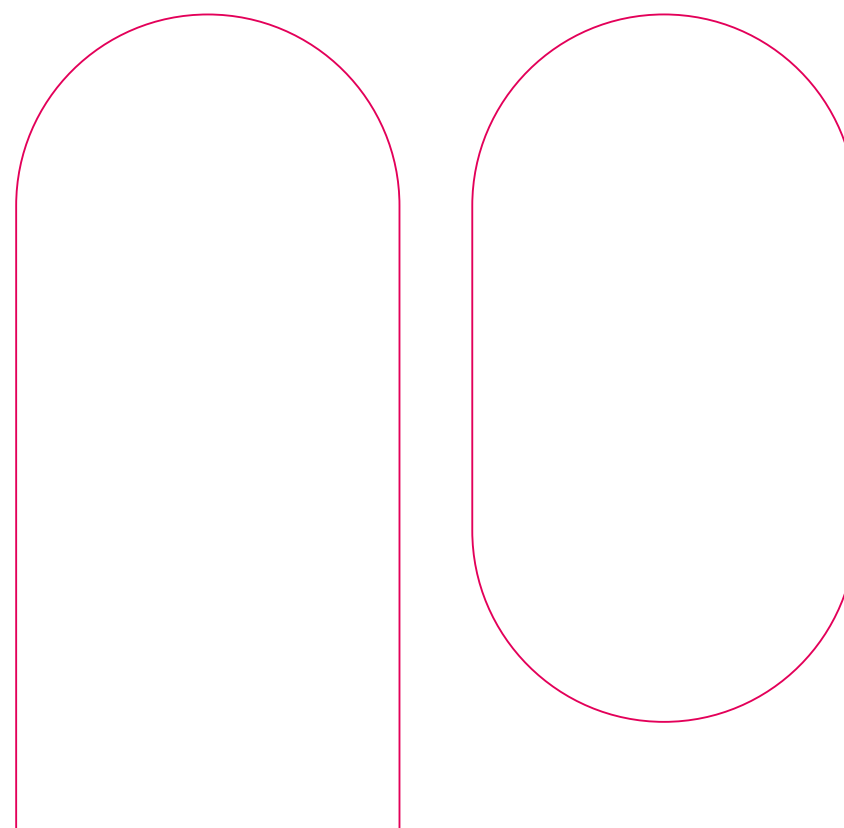
Our people bring together a wide range of skills and backgrounds, from software development and data analytics to deep industry knowledge. This diversity strengthens our ability to develop solutions that work in real industrial environments and deliver tangible value to our customers.

As our company grows and our operations become increasingly international, maintaining a strong and supportive work community remains essential.

At the end of 2025, Pinja employed 482 people.

The total employee turnover for permanent employees was 12.7%, consisting of 5.9% voluntary departures and 6.8% involuntary departures, including redundancies.

While overall turnover increased due to organisational adjustments during the year, voluntary turnover remained at a relatively low level, indicating continued employee engagement and retention.



Compensation principles

Compensation at Pinja is based on clearly defined role responsibilities and required expertise. The terms of employment introduced in 2025 further clarify compensation principles and support consistent pay practices across the organisation.

Regular salary discussions are part of the annual development process. These discussions consider role development, individual contribution and the overall business context. The aim is to support fairness and transparency across different roles and situations.

In 2025, the gender pay gap at Pinja was 9.47%. The difference is primarily related to role distribution and seniority levels within the organisation rather than differences in pay for comparable roles.

Pay equality is monitored as part of our HR processes and compensation structures are reviewed regularly.

Preparing for increased pay transparency

New EU-level regulation will introduce additional requirements related to pay transparency and the monitoring of pay structures. The directive is expected to be implemented in Finland in 2026.

Pinja is preparing for these requirements by developing internal practices for monitoring pay structures and increasing transparency in compensation practices across different roles.

People snapshot 2025

482
(529)
Employees

4.1 / 5
(4.1 / 5)
Work vibe

40
Average age

Gender distribution of employees

Year	Women %	Men %
2024	19	81
2025	21	79

Employee turnover (permanent employees):

Total:	12.7%
Voluntary departures:	5.9%
Involuntary departures (including redundancies):	6.8%

6.2. New terms of employment introduced in 2025

During 2025, Pinja introduced its own terms of employment. The purpose of this change was to create a clearer and more consistent framework for employment practices across the organisation while supporting the company's evolving structure and growth.

The new terms of employment define common principles for working conditions, compensation structures and everyday employment practices. They were developed through a collaborative process involving employees across the organisation, together with employee representatives, the personnel committee and company management, ensuring transparency, fairness and a shared understanding of workplace practices.

The new model also clarifies several aspects of working life at Pinja, including compensation principles, working time practices and leave arrangements. The introduction of the terms of employment was part of a broader organisational renewal aimed at supporting more unified ways of working across the company.

The terms of employment are reviewed regularly to ensure they remain relevant and continue to support fair and transparent working practices.

Examples of how the new terms of employment clarify working practices:

- **Equal paid parental leave** for all parents, regardless of family structure
- **Clearer guidelines for flexible working hours**, supporting balanced and predictable working time practices
- **Clearer definition of minimum salary levels** for different role types
- **More unified annual leave** practices across the organisation



6.3. Continuous learning and capability development

Continuous learning is essential in a technology company operating in rapidly evolving industrial and digital environments. At Pinja, developing expertise is part of everyday work and a shared responsibility across the organisation.

Pinja offers a 10-day training promise for all employees to support continuous professional development. In 2025, employees used a total of 18,537 hours for training, corresponding to an average of 38.4 hours per employee.

During the year, several initiatives supported the development of key competencies across the organisation, including artificial intelligence, leadership capabilities and sustainability awareness.

Developing AI capabilities

Artificial intelligence is becoming an increasingly important capability both in Pinja's customer solutions and in everyday work.

During 2025, we launched several internal initiatives to strengthen AI-related competence across the organisation and to support the practical use of AI tools in daily work.

Key initiatives include:

- AI ambassadors supporting knowledge sharing and experimentation across teams
- AI cafés and internal knowledge-sharing sessions where employees explore practical use cases for AI tools
- Encouraging the use of AI tools in everyday work, supporting productivity and learning across the organisation
- Establishing a new AI Platform team for strengthening the AI capabilities of Pinja's own software products

Strengthening leadership capabilities

Strong leadership is essential in a growing and evolving organisation. During 2025, Pinja continued developing its leadership practices through a structured leadership development programme.

The programme introduced a shared set of Leadership Promises that define the expectations for leaders at Pinja: delivering on commitments, enabling growth, supporting people and leading with courage.

These principles were discussed in leadership workshops and integrated into leadership training and onboarding programmes for team leaders.

Building ESG awareness across the organisation

In 2025, Pinja organised a company-wide ESG and Code of Conduct training to strengthen employees' understanding of responsible business practices and ethical guidelines.

The training included learning materials and an internal survey to assess how sustainability principles are understood in everyday work. 49.6% of employees participated in the survey, and the results indicate a generally strong understanding of ethical guidelines and how to act when noticing potential ethical concerns.

At the same time, the feedback highlighted opportunities to further improve practical sustainability guidance and internal communication around responsible practices. The insights from the training and survey will be used to further develop Pinja's sustainability programmes and internal guidance.

6.4. How we work together

At Pinja, we aim to build a workplace where people can develop their expertise, take responsibility for their work and collaborate openly with colleagues across teams and disciplines. A supportive work community, trust and respect are essential elements of working together.

At the same time, working life is not always straightforward. Change, growth and demanding projects can bring challenges. At Pinja, we believe it is important to address these situations openly and work through them together. Creating space for honest discussion and listening to different perspectives are important parts of how we continue developing our workplace.

During 2025, several initiatives supported open dialogue and employee participation. The Work Vibe employee survey was renewed, with its content reviewed both in smaller groups and together with the wider organisation to better reflect how we measure and understand employee experience. In addition, company-wide town hall meetings and targeted employee surveys on topics such as the new terms of employment and sustainability practices provided opportunities for discussion and feedback.

Leadership and leadership practices were also an active topic of discussion, particularly in the context of organisational changes. Supporting management and team leads was an important focus, with guidance, tools and opportunities for dialogue provided to help navigate these situations.

Supporting meaningful causes together

At the end of 2025, Pinja made a €10,000 donation to the Finnish Cancer Foundation. Instead of traditional Christmas gifts, employees were invited to participate in selecting the donation recipient through a company-wide vote.

The Finnish Cancer Foundation was chosen by employees as a cause that resonates widely and supports work that has a meaningful impact on many people's lives. The foundation funds high-quality cancer research and promotes prevention, diagnosis and treatment of cancer.

Governance

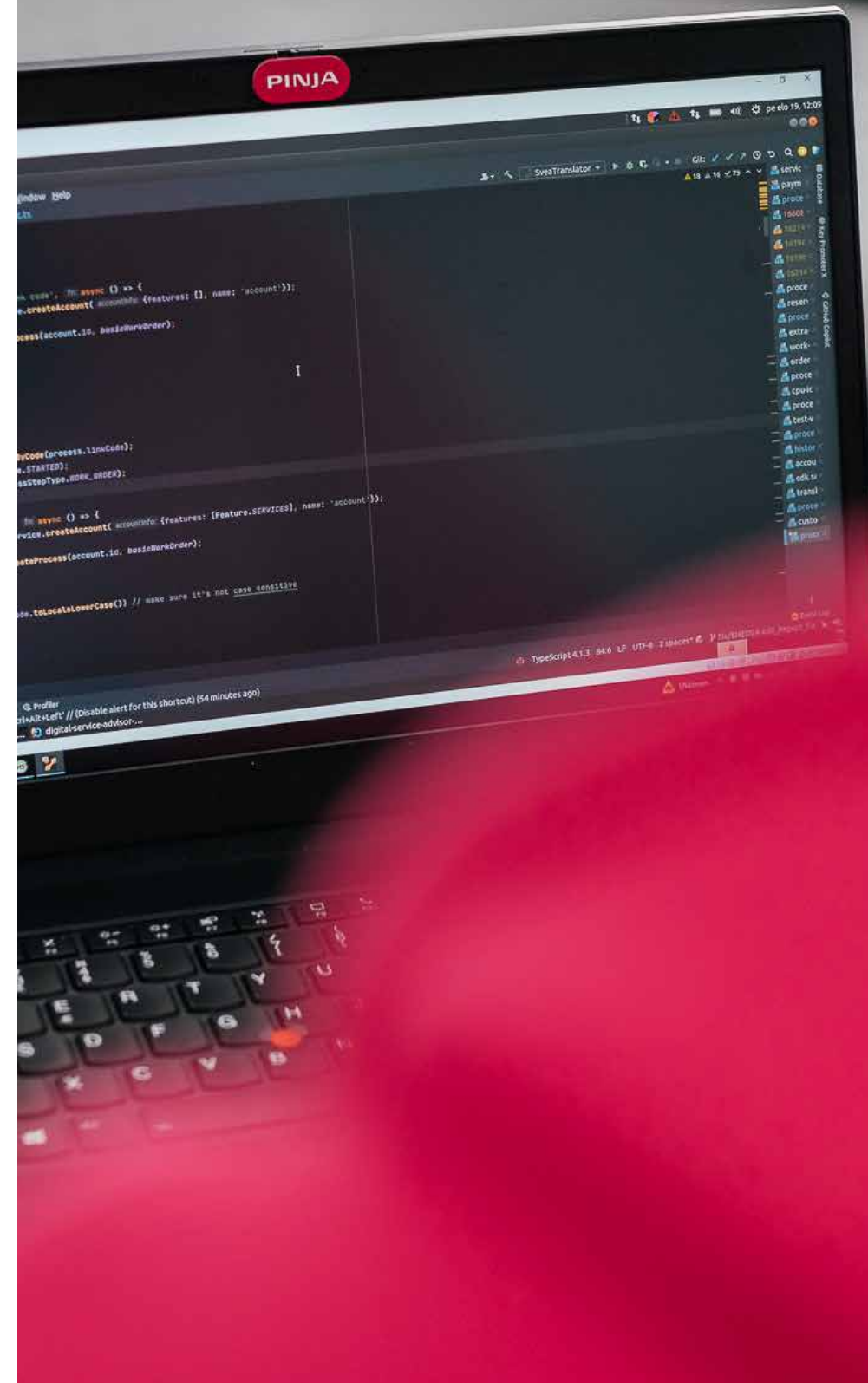
7.1. Governance at Pinja

At Pinja, strong governance provides the foundation for responsible and transparent business operations. As a technology company working closely with industrial customers and their operational data, maintaining clear governance practices is essential for ensuring trust, regulatory compliance and long-term business resilience.

A central element of this framework is Pinja's Compliance Program, which provides the structure for managing legal and ethical risks across our operations. The program is based on a risk-based approach and aims to prevent, detect and appropriately address potential compliance issues.

In practice, this means regularly reviewing policies and operating practices and ensuring that our governance framework evolves alongside regulatory developments and changes in our operating environment. The program also aligns with internationally recognised principles such as the UN Global Compact and the OECD Guidelines for Multinational Enterprises.

The Compliance Program brings together several elements that support responsible operations, including regular risk assessments, internal policies and procedures, third-party risk management, employee training and internal controls. These measures help identify potential compliance concerns early and ensure that they are addressed through established reporting and crisis management processes.



Key policies guiding our operations

Pinja's governance and responsible business practices are guided by a set of internal policies and principles, including:

Responsible Business Conduct

- ESG Policy
- Compliance Program
- Code of Conduct
- Social Media Policy
- Whistleblowing Policy
- Anti-corruption Policy
- Anti-trust Policy

People and leadership

- Values
- Leadership principles & promises
- Training Promise
- Health and Safety Policy
- Human rights Policy
- Diversity & Anti-discrimination Policy

Customers & Supply chain

- Responsible trading instructions
- Supplier Code of Conduct
- Sanctions Procedure
- Crisis Management Policy
- Third-party Risk Management Procedure

Security and Data Privacy

- Information Security Policy
- Data Protection Policy
- Artificial Intelligence (AI) Policy

7.2. Information security and cybersecurity

For a software and digital solutions company, information security is a fundamental part of responsible business operations.

Much of our work involves industrial data and cloud-based services, making the protection of data, systems and service continuity essential for maintaining customer trust.

Pinja maintains an ISO/IEC 27001 certified information security management system, which supports the reliability, security and continuity of our services. The certification demonstrates our commitment to safeguarding data, managing risks and maintaining high standards for information security across our operations.

Cybersecurity risks are actively managed through monitoring, vulnerability scans and patching, security testing, and incident detection and response, among others. During the reporting period, Pinja did not experience any cybersecurity incidents with material impact on operations, customers or data subjects.

7.3. Ethical conduct and reporting channels

In 2025, Pinja renewed its Code of Conduct, which defines the ethical principles guiding our operations. The Code covers environmental, social and governance topics as well as data security, and is aligned with international frameworks such as the OECD Guidelines for Multinational Enterprises and the Universal Declaration of Human Rights.

These principles are further supported by Pinja's ESG Policy, which addresses topics such as child labour, forced labour, human trafficking, discrimination and workplace safety.

To support ethical conduct, Pinja provides a third-party whistleblower channel available to all employees. The channel enables confidential reporting of suspected misconduct, and all reported cases are handled through a defined internal process.

In 2025, no whistleblowing reports were received that would have led to an investigation.

Pinja has also not identified any confirmed severe human rights incidents within its own operations or value chain during the reporting period.

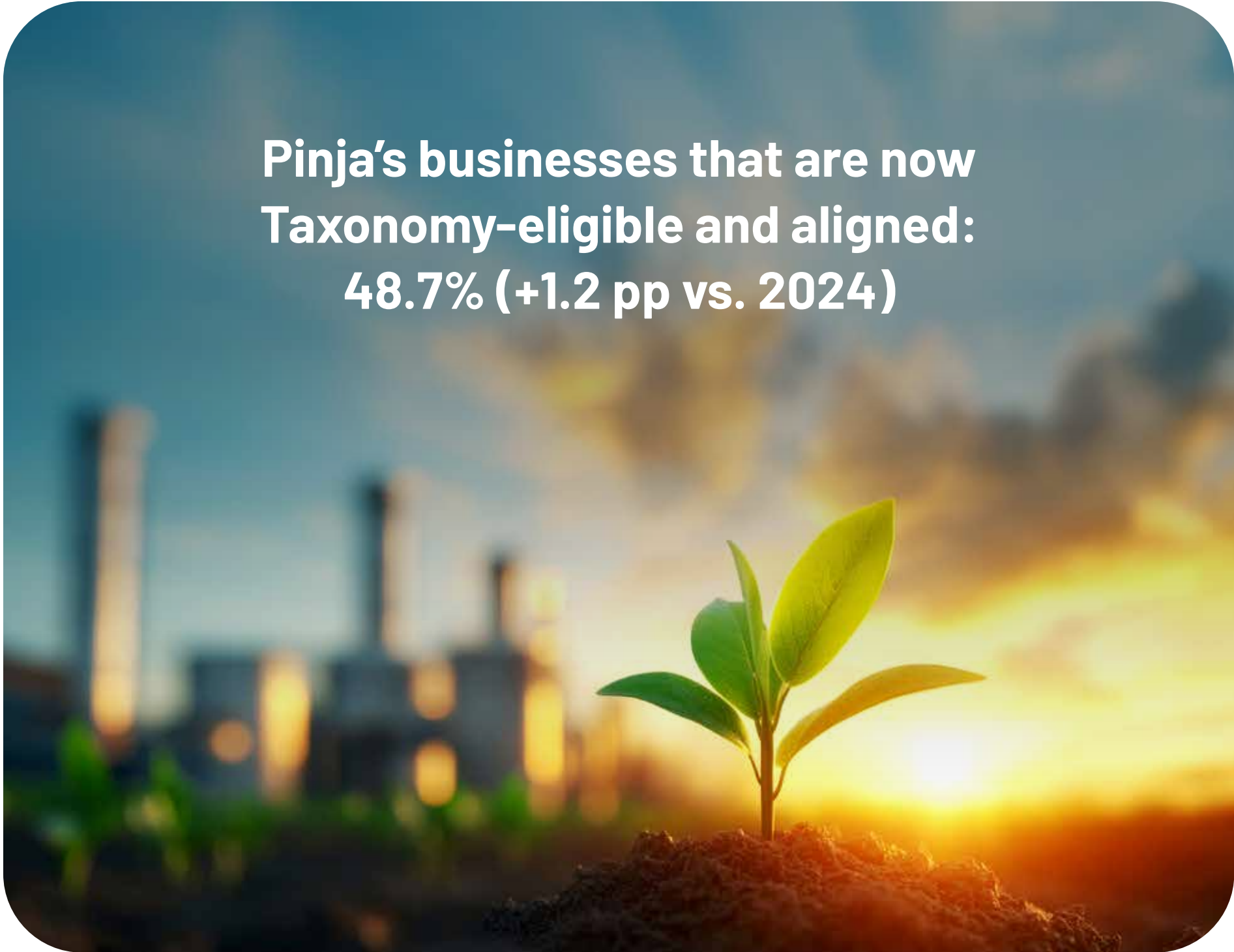
EU Taxonomy

The EU Taxonomy is a classification system established by the European Union to define environmentally sustainable economic activities. It aims to guide investments towards activities that support the transition to a climate-neutral and environmentally sustainable economy.

Pinja has assessed its activities against the EU Taxonomy criteria in accordance with the requirements applicable to non-listed companies.

According to analysis, 48.7% of Pinja's revenue is aligned with the EU Taxonomy, representing a 1.2 percentage point increase compared to the previous year. This continues the positive development seen earlier and reflects our ongoing efforts to align our offering with activities that support the green transition.

Our products and services contribute to sustainability in a practical manner, and our operations fully comply with the minimum social safeguards set by the EU Taxonomy.



**Pinja's businesses that are now
Taxonomy-eligible and aligned:
48.7% (+1.2 pp vs. 2024)**

	Disclosure Requirement	Page
General Information		
B1	Basis for preparation	8
B2	Practices, policies, and initiatives	8, 24-26
C2	Description of practices, policies, and initiatives	24-26
C1	Strategy	3, 5-6
Environment		
B3	Energy and greenhouse gas emissions	13-14
C3	GHG reduction targets and climate transition	Not disclosed
C4	Climate risks	Not material for own operations*
B4	Pollution of air, water and soil	Not material for own operations*
B5	Biodiversity	Not material for own operations*
B6	Water	Not material for own operations*
B7	Resource use, circular economy and waste management	16
Social		
B8	Workforce - General	18, 20
C5	Additional workforce characteristics	20
B9	Workforce - Health and safety	25-26
B10	Workforce - Remuneration, collective bargaining, and training	19, 22
C6	Human rights policies and processes	25-26
C7	Human rights incidents	26
Additional	Cybersecurity	26
Additional	Artificial Intelligence	17, 22
Governance		
B11	Corruption and bribery	24, 26
C8	Revenues from certain sectors, exclusion from benchmarks	27
C9	Gender diversity ratio	20



SUSTAINABILITY AT PINJA

Digital solutions for a more impactful tomorrow

