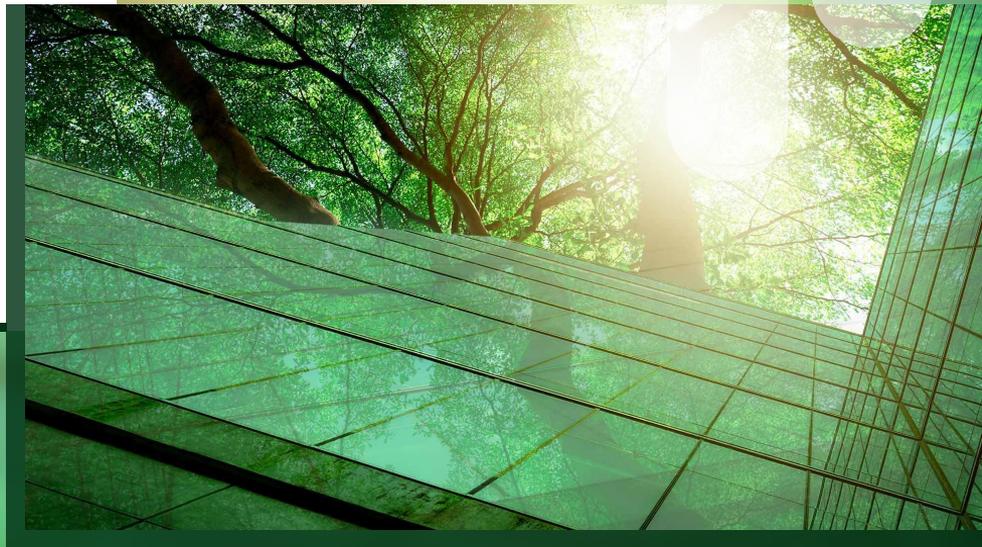




PINJA

# SUSTAINABILITY REPORT 2024



PINJA

# REPORT CONTENTS



- 01** Executive Summary
- 02** Pinja in brief
- 03** Our sustainability year 2024 in a nutshell
- 04** CSRD: Building a sustainable reporting model
- 05** Sustainability handprint
- 06** Goals and frameworks
- 07** Planet positive decisions
- 08** Sustainability built-in
- 09** Promoting transparency and security
- 10** Growth and international expansion strengthen our business
- 11** 2024 EU Taxonomy assessment
- 12** Reporting principles

# EXECUTIVE SUMMARY

At Pinja, we believe that sustainability is not just a responsibility — it's a competitive advantage. It's at the center of how we grow, innovate, and create long-term value for our customers, employees, and society. In a world shaped by environmental urgency, technological disruption, and rising stakeholder expectations, sustainability must be built in, not bolted on.

2024 was a transformative year for Pinja. As our international presence grew, we renewed our internal culture, adopted English as our company language, strengthened our values, and clarified our strategic direction. Change was visible in every part of our business, from how we work and lead to how we measure our impact and engage with the world around us.

One of the most defining shifts was the rise of artificial intelligence. AI is reshaping our work, our services, and our customers' industries, and we see it as a powerful enabler of smarter, more sustainable operations. In 2024, we accelerated the adoption of AI tools internally and delivered AI-powered solutions that helped our customers reduce emissions and waste, improve precision and traceability, and make more informed and effective decisions.



We took another step forward in our commitment to sustainable growth as we aligned more of our business with the EU Taxonomy for environmentally sustainable economic activities. Currently, nearly half of our operations align with the Taxonomy's criteria, and we're just getting started. Through this alignment, we're building a business that will thrive in the future, one that balances performance and purpose.

This would not be possible without Pinja's incredible people and the customers, partners, and communities who work with us. I would like to extend a heartfelt thank you to everyone who has contributed to our journey.

As we look ahead, our focus remains clear: enabling sustainable success for our customers while continuously improving our own impact.

Together, let's keep building a smarter, more sustainable future — one decision at a time.

**Matti Heikkonen**  
Chief Executive Officer  
Pinja



# PINJA IN BRIEF

Pinja is a software company that provides AI-driven SaaS platforms for supply chain management, industrial production, and sustainability to leading industrial clients in over 30 countries.

Our business model is based on customer focus and deep industry expertise. Understanding our customers' businesses is essential, because we focus on solving challenges across their entire value chain.

We leverage advanced technologies such as industrial cloud solutions, AI-powered data analytics, and digital twin models, enabling our customers to optimize production, reduce waste, and enhance forecasting accuracy. These solutions empower our customers to make faster, smarter, and more data-driven decisions.

Artificial intelligence is an integral part of our offerings and is embedded in all of our solutions. We don't view AI as merely a technology, but as a practical tool that delivers measurable business benefits. Our goal is to integrate AI into our customers' daily operations in a concrete and impactful way.



Revenue: **57M€**

---

Recurring revenue growth: **7.4%**

---

Number of employees: **529**

---

Overall Employee Experience: **4.1/5**

# One Pinja – a shared direction and strong values

As a growth company, our goal is to continue expanding and strengthening our market position. A shared direction and unified culture emerge when we have clear purpose and values to guide our daily work and decision-making.

In the fall of 2024, we started developing our new shared purpose and values. Every Pinja employee had the opportunity to contribute to defining our purpose and refining our values. Through discussions and feedback, we established guidelines that reflect our strategy and how we want to work together.

We can now proudly say that our purpose is to enable industrialized execution with insights and intelligence beyond human capabilities.

In short: we help our customers leverage these technologies across their entire value chain, enabling them to make better decisions and drive sustainable business growth.



*We enable industrialized execution with insights and intelligence beyond human capabilities.*



We are genuine



We work together

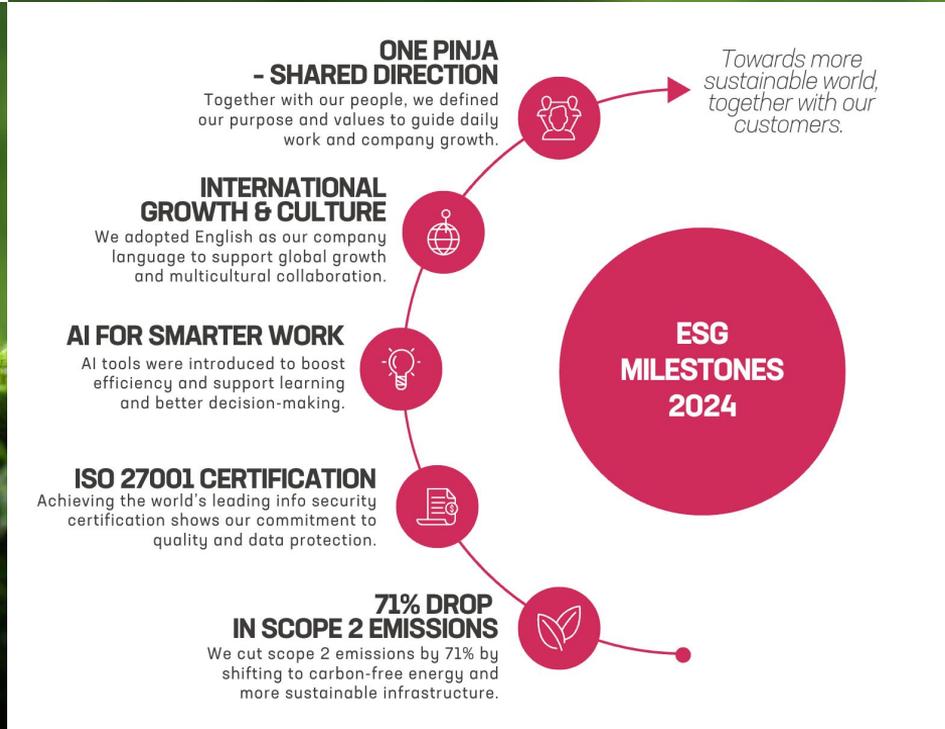


We innovate



We care

# OUR SUSTAINABILITY YEAR 2024 IN A NUTSHELL



## ONE PINJA - SHARED DIRECTION

Together with our people, we defined our purpose and values to guide daily work and company growth.



*Towards more sustainable world, together with our customers.*

## INTERNATIONAL GROWTH & CULTURE

We adopted English as our company language to support global growth and multicultural collaboration.



## AI FOR SMARTER WORK

AI tools were introduced to boost efficiency and support learning and better decision-making.



## ISO 27001 CERTIFICATION

Achieving the world's leading info security certification shows our commitment to quality and data protection.



## 71% DROP IN SCOPE 2 EMISSIONS

We cut scope 2 emissions by 71% by shifting to carbon-free energy and more sustainable infrastructure.



# CSRD: BUILDING A SUSTAINABLE REPORTING MODEL

The Corporate Sustainability Reporting Directive (CSRD) establishes more comprehensive sustainability reporting requirements for corporations based on the European Sustainability Reporting Standards (ESRS). From 2024 to 2025, we will enhance our capabilities to meet these reporting requirements and further integrate sustainability into our business operations.

**Important!** Despite potential changes to the CSRD requirements, we remain committed to achieving high sustainability reporting standards.



## Stakeholder survey: Key insights guiding our work

To gain a clearer understanding of the most important sustainability themes for our business, we conducted a stakeholder survey. The participants included employees, management, customers, suppliers, and other partners.

The survey provided valuable direction for our sustainability strategy. Social responsibility was identified as the most critical theme by 49% of respondents. The highest priorities were working conditions, equal opportunities and fair treatment. Stakeholders also emphasized the need for more concrete actions and clearer communication around sustainability.



## Value chain analysis: Extending our impact

Based on these insights, we conducted a value chain analysis to better understand where we can have the greatest sustainability impact. Through interviews with key personnel, we mapped out our sustainability influence across the entire value chain.

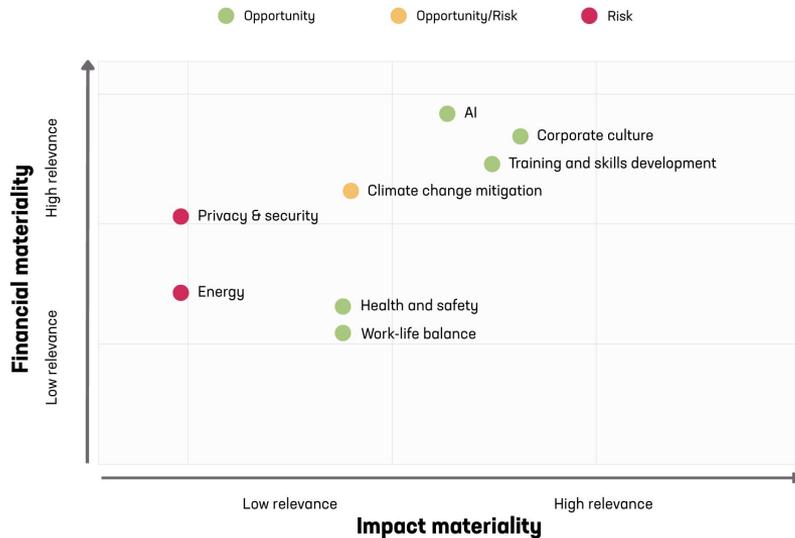
Pinja's value chain encompasses a wide array of activities that support the development and delivery of our products and services. With technology and skilled personnel at our core, our influence extends far beyond our own operations. By collaborating closely with our customers and partners, we can improve sustainability throughout the industry.



# Double Materiality Assessment: Defining our key sustainability themes

A Double Materiality Assessment helped us identify the most significant sustainability themes for our business. This process ensures that we focus on both how sustainability factors impact our company and how our operations affect the environment and society.

## PRELIMINARY FINDINGS: OUR FOCUS AREAS FOR THE FUTURE



### IDENTIFIED OPPORTUNITIES

#### Corporate culture:

A strong corporate culture positively impacts our employees and business by driving employee retention and future growth. Ongoing initiatives address leadership changes, a collaborative mindset, and operational unification.

#### Training and skills development:

Developing our employees' skills is a significant opportunity for both them and our business, enhancing our services and maintaining a competitive edge in the evolving IT landscape.

#### Work-life balance and health & safety:

Employee safety and well-being are top priorities at Pinja, supported by established processes and continuous improvements.

#### Climate change mitigation:

Offering sustainable solutions to our customers provides financial benefits to Pinja and enables our customers to increase energy efficiency and minimize waste, thus amplifying our positive environmental impact.

#### Artificial intelligence:

We view AI as an opportunity to make an impact by assisting employees and enhancing products with optimized operations and accurate data.

### IDENTIFIED RISKS

#### Climate change mitigation:

We must further reduce emissions from Pinja's operations, especially those from business travel. Progress has been made with renewable energy and carbon-neutral data centers, but we acknowledge that ongoing efforts are necessary.

#### Energy consumption and emissions:

Energy use in offices and by upstream cloud providers poses a material risk in terms of impact. We are making efforts to optimize energy consumption and prioritize data storage in renewable-powered locations.

#### Privacy and security:

We prioritize the privacy and security of both Pinja's and our customers' data. To mitigate the risk of data breaches or leaks, we follow Information Security Management System (ISMS), ensure GDPR compliance, and provide annual cybersecurity training.

## From assessment to action: advancing sustainability through CSRD

Next, we will strengthen our sustainability data collection and reporting processes through gap analysis to ensure compliance with CSRD requirements.

Throughout 2025, we will refine our internal frameworks, enhance transparency, and integrate sustainability more deeply into business decision-making processes.



*Although economic turbulence and social conflicts in Europe are understandably taking precedence, we cannot afford to neglect climate change. If left unaddressed, its negative effects will persist and intensify. Therefore, we remain committed to prioritizing climate change mitigation and contributing to a greener, safer tomorrow.*

**ANNE JERONEN**, Project lead, CSRD Reporting, Pinja



# OUR SUSTAINABILITY HANDPRINT

Together with our customers, we are building a more sustainable world. We help organizations enhance operational efficiency and optimize resource utilization by leveraging digitalization and data-driven insights. Smart technologies are transforming industrial processes and supply chains, ensuring that sustainability is a key enabler of business success, not just an additional benefit. Supporting our customers in achieving their sustainability goals also strengthens their long-term competitiveness in an evolving market.

## GREEN TRANSITION

The EU Green Deal is an ambitious package of policy initiatives that aims to make Europe climate-neutral by 2050. It challenges countries and companies to promote the green transition in practice.

For us, this means taking many new regulations into account in our operations and customer solutions. To support our customers, we develop products that comply with these requirements. Significant themes in 2024 have included regulatory frameworks such as the EU Deforestation Regulation (EUDR) and the Renewable Energy Directive (RED), which are examples of the growing sustainability requirements affecting various industries. We have built solutions around these frameworks to help our customers meet their sustainability obligations while improving their competitiveness.

## EUDR – THE DEFORESTATION REGULATION REQUIRES NEW LEVELS OF TRACEABILITY

The EU Deforestation Regulation (EUDR) aims to combat global deforestation and protect biodiversity by imposing stricter traceability requirements on the wood industry. The regulation requires companies to verify and report the origin of wood raw materials more diligently.

We offer practical solutions to help our customers meet these requirements. Our systems enable companies to efficiently manage and update the necessary data and facilitate integration with the EU's TRACES system. We also provide support and guidance during the transition phase to ensure businesses can smoothly adopt the new standards and continue operating responsibly and sustainably in the future.

[Read more →](#)

## RED – RENEWABLE ENERGY DIRECTIVE

The Renewable Energy Directive (RED) aims to increase the share of renewable energy in the EU and reduce the use of fossil fuels. This requires companies to invest in renewable energy sources and optimize their energy consumption.

Our solutions help customers manage their energy usage and efficiently and economically achieve their sustainability goals.

[Read more →](#)

## CUSTOMER SUCCESS STORY

# Helen – The bioenergy pioneer automates sustainability reporting with Pinja's solution

Helen Oy is a significant player in the Nordic countries, a pioneer in the green energy transition, and the world's most efficient energy producer. The cooperation with Pinja helps Helen to monitor the achievement of its sustainability targets, meet the obligations of regulatory reporting and optimize the use of time.

The sustainability criteria of the Renewable Energy Directive require Helen to demonstrate the origin of the biomass fuel used in the heating plant and the reduction of greenhouse gas emissions. Due to the high volumes, manually collecting and reporting all the necessary data reliably would be nearly impossible or very time-consuming.



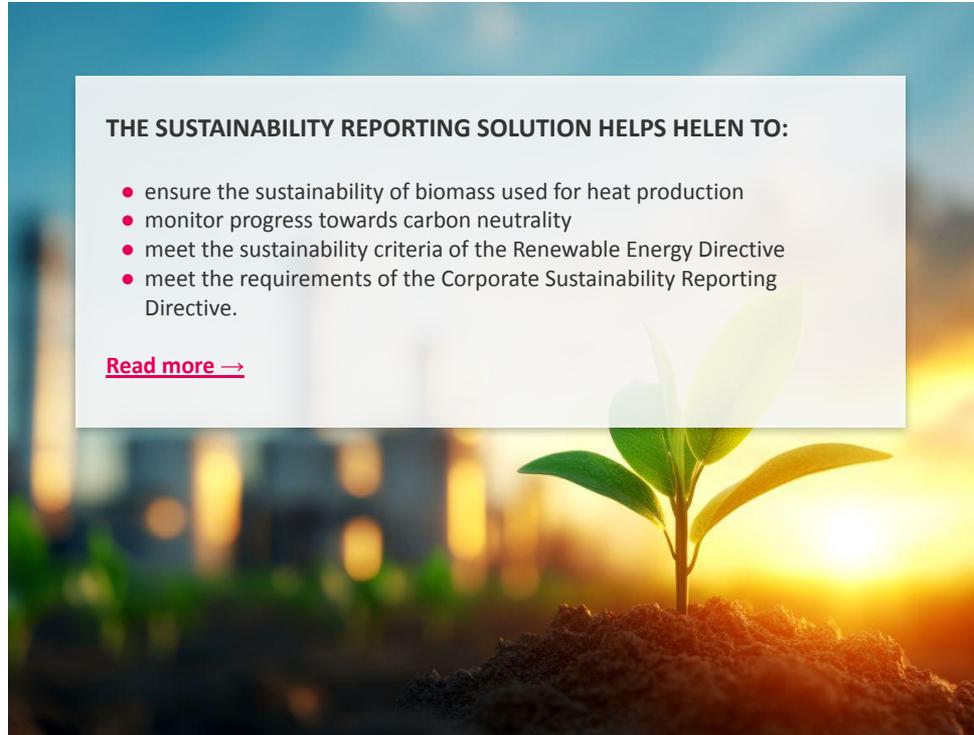
*Reducing carbon emissions and demonstrating the sustainability of biomass are our top priorities. With Pinja, we can now demonstrate sustainability and calculate emissions in the production chain.*

**ANNA HÄYRINEN**, Team Manager, Environment, Helen Oy

### THE SUSTAINABILITY REPORTING SOLUTION HELPS HELEN TO:

- ensure the sustainability of biomass used for heat production
- monitor progress towards carbon neutrality
- meet the sustainability criteria of the Renewable Energy Directive
- meet the requirements of the Corporate Sustainability Reporting Directive.

[Read more →](#)



## AI accelerating sustainability in the industrial sector

In many of the key sectors we serve, including manufacturing, forestry, food and beverages, and the circular economy AI opens up new opportunities to improve business performance while supporting sustainability goals.

Our solutions help customers streamline processes, reduce waste, and optimize energy and material use, just to name a few examples. Depending on the context, the benefits can take many forms: better forecasting, smarter resource planning, or improved quality and traceability.

As discussions around the environmental impacts, ethical considerations, and regulatory frameworks of AI evolve, we remain committed to developing and applying these technologies responsibly. Our goal is to ensure that AI supports long-term sustainability and aligns with the values we share with our customers and communities.



*Through data and AI, we are helping our core customer industries transform into more sustainable, future-proof operations.*

**TOMMI RINNEA**, VP, Product and Technology, Pinja

## CUSTOMER SUCCESS STORY

# AI-powered pricing solution for Carspect

Carspect is a Sweden-based company that specializes in vehicle inspections. With over 120 inspection stations and a wide variety of vehicle types and services, manual pricing management was complex and time-consuming. To streamline the process, Carspect partnered with Pinja to implement an AI-based, dynamic pricing solution.

This new solution enables Carspect to automate and optimize pricing based on factors such as location, service type, and demand while ensuring consistency, fairness, and transparency across the board. Decisions that previously took days can now be made in minutes with a solid foundation of data.



*We wanted a pricing model that was fair and transparent to customers but also smart and scalable to our operations. Pinja helped us turn that vision into reality.*

LINDA TAUBE, Marketing Manager, Carspect AB

### THE AI-SOLUTION HELPS CARSPECT TO:

- automate pricing across markets and service types
- improve fairness and transparency for customers
- make data-driven decisions faster and more consistently
- reduce manual work and increase operational efficiency.

[Read more →](#)



# GOALS AND FRAMEWORKS

We are fully committed to promoting sound environmental, social, and governance (ESG) principles to all our stakeholders and to the societies in which we operate. Our ESG policy reflects this commitment, and its purpose is to ensure proper ESG management and decision-making processes. We believe that high standards benefit businesses, improve returns, and support the development of the communities in which we operate.

We comply with internationally recognized standards for responsible business operations, including the UN Global Goals, the Universal Declaration of Human Rights, and the International Labour Organization (ILO) conventions and guidelines outlined by the Organization for Economic Co-Operation and Development (OECD).



# PLANET POSITIVE DECISIONS

At Pinja, we take environmental responsibility and sustainability seriously. We encourage everyone to consider their environmental impact, and we provide sustainable solutions through our products and services.

We're actively reducing our environmental footprint and carefully tracking our carbon emissions. To promote transparency, we define the carbon emissions of our operations using the **Greenhouse Gas Protocol**. We also conducted the EcoVadis Supply Chain Sustainability Assessment and received positive results.



## Emission trends 2024

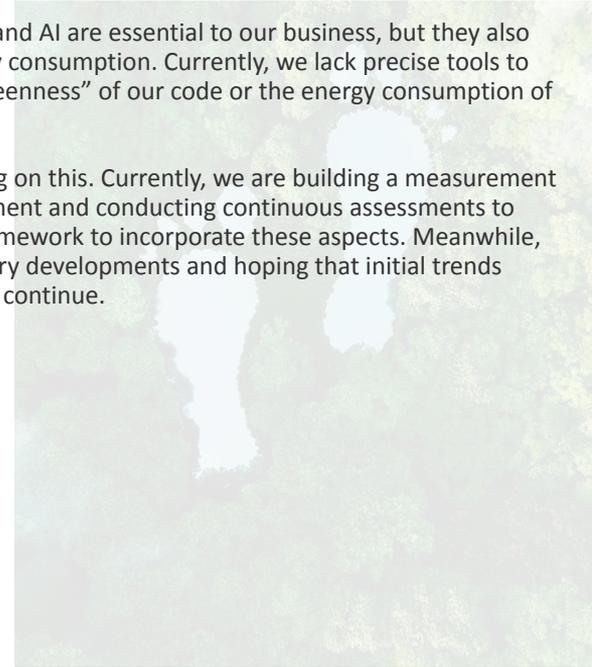
In 2024, our greenhouse gas (GHG) emissions remained nearly the same as the previous year (-0.3%). However, we made significant progress in two key areas: transitioning to zero-emission energy sources (electricity and district heating) and optimizing our IT infrastructure.

We have consistently worked toward using carbon-free energy sources whenever possible. For example, our Kempele office switched to emission-free district heating in 2023, and we are now seeing measurable results reflected in our data. Another major initiative has been to optimize our data center services, where we have phased out our own data centers and transitioned to Equinix's certified carbon-neutral services. These changes have contributed significantly to emission reductions.

More than 90% of our company's total carbon footprint consists of scope 3 emissions. The largest source of our emissions, accounting for nearly 60%, comes from employee business travel. In 2024, travel-related emissions increased significantly, partly due to the emphasis on international business, which increased air travel.

We recognize that digitalization and AI are essential to our business, but they also contribute significantly to energy consumption. Currently, we lack precise tools to measure aspects such as the “greenness” of our code or the energy consumption of AI.

However, we are actively working on this. Currently, we are building a measurement framework for product development and conducting continuous assessments to determine how to evolve the framework to incorporate these aspects. Meanwhile, we are closely monitoring industry developments and hoping that initial trends toward greater energy efficiency continue.



# Sustainability extends beyond emissions

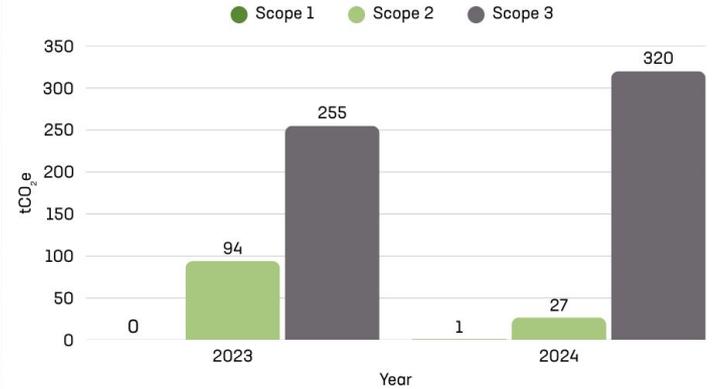
Although greenhouse gas emissions are a primary focus of our sustainability efforts, we are committed to much more than that. Our expertise lies in specialized work where technology plays a crucial role. We prioritize the sustainable maintenance and renewal of our device fleet to ensure responsible lifecycle management. For instance, we extend the lifespan of our laptops and phones as much as possible. When they reach the end of their primary use, they are either properly recycled through our device suppliers or repurposed.

We have also strengthened our internal operations, particularly in data collection and reporting. This has helped us identify operational bottlenecks and focus our efforts on areas with the greatest impact. Beyond data-driven improvements, we continue to enhance our internal processes and ways of working to integrate sustainability more deeply into our operations.

## KEMPELE OFFICE HEATING UPGRADED – WE CHOSE GREEN ENERGY

In 2023, we updated the heating system in our Kempele office to be more environmentally friendly. We replaced the previously used conventional district heating with Oulun Seudun Sähkö's carbon-neutral Meidän Lämpö Luonto product. Meidän Lämpö Luonto is produced entirely from renewable energy sources, such as wood chips, and its emission-free status is guaranteed by certificates.

## Overview of total GHG emissions 2024 (tCO<sub>2</sub>e)

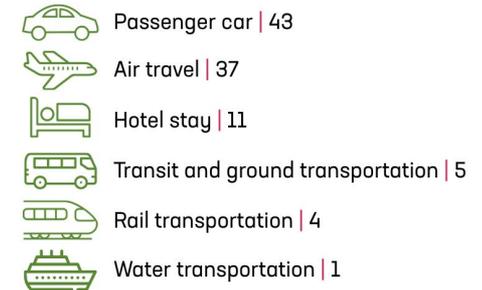


## Scope 3 GHG emissions 2024 (tCO<sub>2</sub>e)

### TOP 3 categories



### Per travel type



# SUSTAINABILITY BUILT IN

We have embedded sustainability into our operations, which is particularly evident in our investment in employee well-being. Our hybrid work model and flexible practices support the well-being of our employees and help them maintain a healthy work-life balance. This ensures work remains flexible and efficient regardless of personal circumstances.

Our Overall Employee Experience rating was 4.1/5, reflecting a high level of satisfaction and engagement.



**P** Sustainability is part of our DNA at Pinja. It's at the heart of how we work and innovate together with our clients to shape a more sustainable tomorrow. For us, sustainability isn't just about ambitious words; it's about everyday actions guided by our values, our people, and our creativity. We believe that being people- and planet-positive is the only way forward, and we're proud to help build that future.

**JOHANNES NIKULA**, People & Sustainability, Pinja

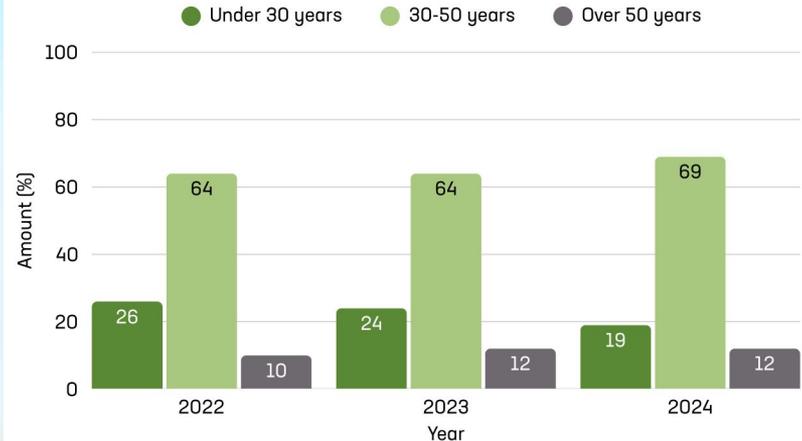
## A diverse group of experts

Our success is based on the expertise and well-being of our employees. At the end of the year, our team consisted of 529 employees, a number that remained relatively stable compared to the previous year. Employee turnover remained low, reflecting strong engagement and retention.

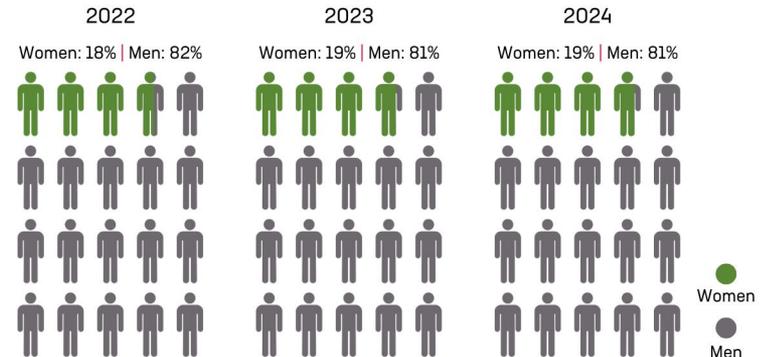
We are committed to ensuring that our staff represents a broad range of backgrounds and experiences. Our goal is to build a workplace where everyone can grow and develop. We are particularly pleased that our employees represent a wide age range, from juniors to seniors. The interplay of diverse perspectives and experience of different generations strengthens our culture and the solutions we deliver.

A typical characteristic of our industry is the high proportion of men. At Pinja, 19% of our employees are women, and 81% are men. However, we are continuously working to improve this balance. For example, 24% of our new hires last year were women, which we consider a positive step forward. We are committed to building a more inclusive tech industry where everyone has equal opportunities.

### Age distribution of employees



### Gender distribution of employees



## AI empowering daily work

In 2024, we continued integrating artificial intelligence tools, particularly generative AI, into our daily work, especially for collaboration and software development. These tools reduce routine tasks, support smarter decision-making, and enable employees to focus more on creative and strategic work.

In software development, for example, generative AI is paving the way for a significant leap in productivity. By assisting with repetitive tasks and streamlining workflows, it enables developers to spend more time solving problems and creating solutions. We are still on this journey, but the direction is clear: AI has the potential to transform how we work by making everyday tasks more meaningful and energizing.

Our goal is to provide employees with the best possible tools and the skills to use them effectively in an ever-evolving IT landscape. We foster knowledge-sharing and invest in continuous learning to ensure that expertise stays within the organization and that employees can leverage new technologies in their work. This strengthens our resilience, boosts motivation, and helps us build a dynamic, future-ready work culture.

## Learning for the future

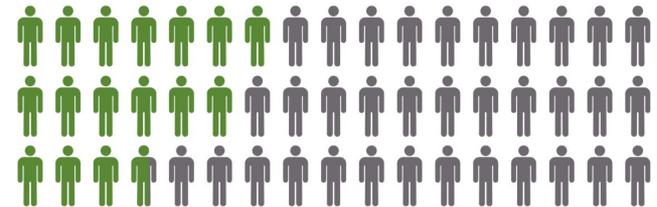
We support learning and professional growth at all career levels, from junior to senior. Through our 10-day training program, we offer diverse learning and career path opportunities, and we encourage everyone to develop professionally.

### Average number of training days per person



5 days / year

### Employees working mainly remotely



● Remote: 33% ● Office: 67%

## International growth shapes company culture

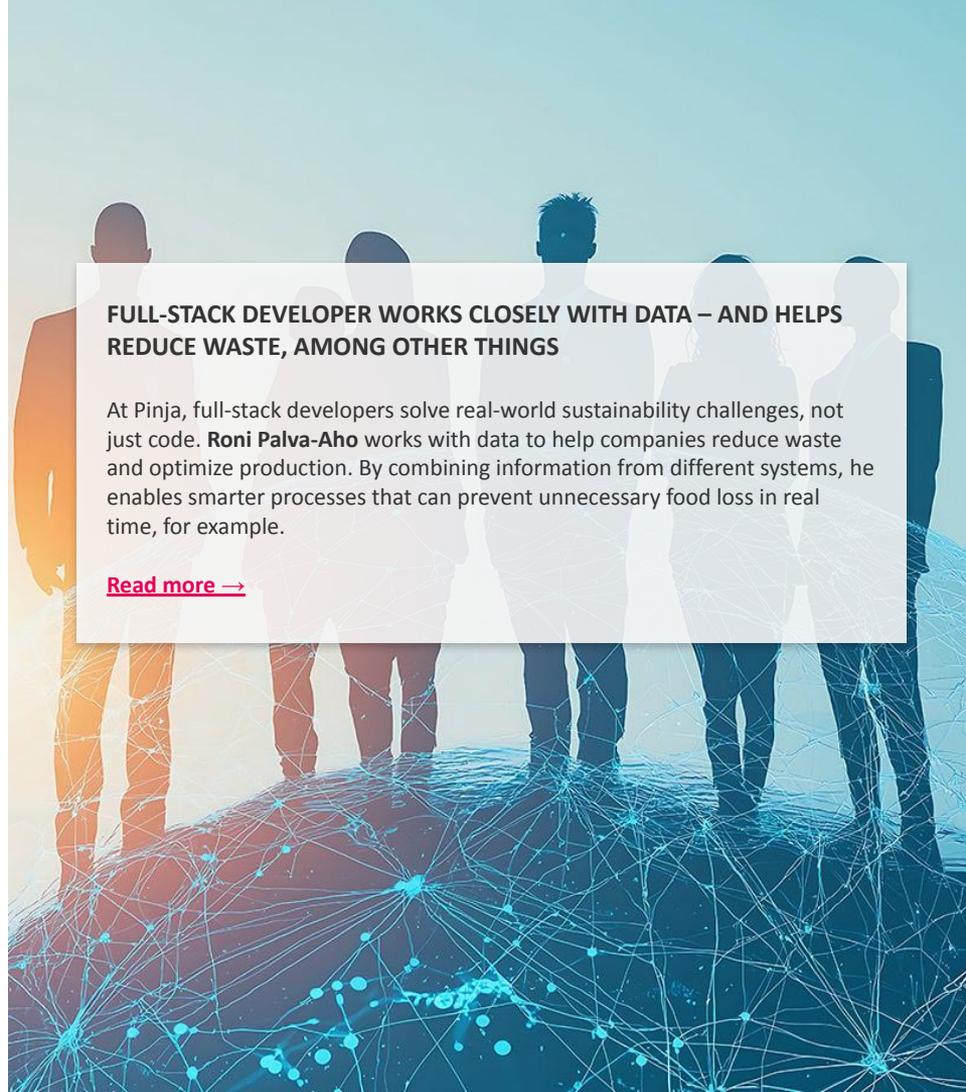
As we expand internationally, our company culture is undergoing a significant transformation. One of the key changes in 2024 was transition to English as the official company language. This shift improves communication in a multicultural environment and supports our global objectives. However, it also requires efforts to ensure that everyone feels included.

Getting used to a new working language takes time and we are committed to supporting our employees throughout this transition. We provide language training and encourage an open communication culture where everyone can participate with confidence.

### FULL-STACK DEVELOPER WORKS CLOSELY WITH DATA – AND HELPS REDUCE WASTE, AMONG OTHER THINGS

At Pinja, full-stack developers solve real-world sustainability challenges, not just code. **Roni Palva-Aho** works with data to help companies reduce waste and optimize production. By combining information from different systems, he enables smarter processes that can prevent unnecessary food loss in real time, for example.

[Read more →](#)



# PROMOTING TRANSPARENCY AND SECURITY

The way we interact with people, society, and customers is an important part of our identity as a company and as employees.

We have a duty to our owners, customers, employees, and all stakeholders to act responsibly, ethically, and in accordance with the law and regulations.

## CODE OF CONDUCT

The Code of Conduct is one of the cornerstones of our operating culture and values. We make small and big decisions every day. These choices help us build a sustainable foundation for Pinja's future. Pinja's Code of Conduct contains our key principles of responsible and ethical operations. We are strongly committed to these principles and adhere to them in our operations.

The Anti-Corruption Policy provides practical guidance and instructions on how to best deal with situations that may constitute corruption. We oppose corruption in all forms, and any violation within our organization may subject Pinja and its employees to criminal liability, which would pose a risk to our reputation.

## WHISTLEBLOWING

We aim to address any behavior that goes against these principles effectively. It is important that everyone reports any abuse, suspicion, or concern discovered or suspected through our Whistleblowing channel.

All reports will be treated confidentially in accordance with standard processing procedures. To ensure anonymity and transparency, the Whistleblowing channel is managed by WhistleB, an external service partner.

SUCCESS STORY

## ISO/IEC 27001 certification for information security

In 2024, we achieved ISO/IEC 27001 certification for our information security management system. Information security is a fundamental part of our business operations, ensuring the reliability, security, and continuity of our services. This milestone reflects our strong commitment to safeguarding data, managing risks, and maintaining the highest standards in all that we do.

By certifying our information security management system, we assure our clients that our processes align with industry best practices and evolving regulatory requirements. Our clients operate within complex supply chains, and the security, continuity, and efficiency of our services play a crucial role in their daily operations.

ISO/IEC 27001 is the world's most recognized information security certification. Attaining it demonstrates our ongoing dedication to service quality, risk management, and continuous improvement in information security. As the business environment evolves, the risk-based approach of ISO/IEC 27001 ensures the reliability and resilience of our operations.

We achieved the certification following an external audit and certification process completed in June 2024. It covers the design, development, delivery, support, and maintenance of our bioenergy and circular economy SaaS solutions, ICT and Service Desk services, internal IT, HR services and administration.

# GROWTH AND INTERNATIONAL EXPANSION STRENGTHEN OUR BUSINESS

The year 2024 was marked by economic and geopolitical uncertainty, intensified competition, and international market volatility. This uncertainty impacted our operations as well. However, our strong strategy and long-term development efforts have enabled us to maintain stable growth and profitability at a healthy level, demonstrating the resilience of our business.

Annual recurring revenue (ARR) growth continued steadily, reaching 7.4%. This reflects the solid foundation of our business and the trust that our customers have in us. We continuously invest in developing our services to enable our customers to improve efficiency and adopt more sustainable business practices.



*Our strong strategy and long-term development efforts have enabled us to maintain stable growth and profitability, demonstrating the resilience of our business.*

ILKKA TAPOLA, Chief Financial Officer, Pinja

Growth is our strategic goal, with a particular focus on international expansion. In 2024, we achieved significant milestones, such as partnering with James Jones & Sons Ltd., a British wood industry company, to digitize and streamline their operations. These successes strengthen our market position and support our growth expectations for 2025.

We aim to contribute to the development of a responsible Europe by offering business solutions that promote an efficient, transparent, and sustainable economy. Demand for our products and services remains high in the Nordic countries, as well as across Europe.

# 2024 EU TAXONOMY ASSESSMENT

The EU Taxonomy is a key component of Europe's green transition. It is a classification system that defines which economic activities are environmentally sustainable. The taxonomy aims to guide investments and business decisions toward a more sustainable economy, promoting corporate responsibility and transparency.

For the third consecutive year, we are reporting our economic activities in accordance with the EU Taxonomy. Over the past year, we have deepened our understanding of taxonomy criteria and successfully increased our alignment with its requirements.

According to a third-party<sup>(1)</sup> analysis, 47.5% of Pinja's businesses are now Taxonomy-eligible and aligned. This is a significant increase from last year (+3.5%). 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.

<sup>(1)</sup> PwC 2025



Pinja's businesses that are now  
Taxonomy-eligible and aligned:

**47.5%**

# REPORTING PRINCIPLES

This report has been prepared in accordance with relevant GRI, UN, and Norvestor reporting guidelines.

It also covers corporate social responsibility (CSR) reporting in accordance with the Finnish Accounting Act.

KPI	2024	Unit
<b>Economic</b>		
Revenue	57	M€
Annual recurring revenue (ARR) growth	7.4	%
Customer experience (2/2024)	55	Scale -100 - +100
<b>Environmental</b>		
Energy consumption	850.6	mWh
Share of renewable electricity	77	%
Scope 1 - Carbon footprint	1	tCO2e
Scope 2 - Carbon footprint	27	tCO2e
Scope 3 - Carbon footprint	320	tCO2e
Waste	14.6	Tonnes
<b>Social</b>		
Employee satisfaction (experience)	4.1	Scale 0-5
Employees	529	Number of employees
Female employees	99	Number of employees
New employees	59	Number of employees
Employees working remotely	33	%
Accident rate	0	%
<b>Governance</b>		
Breaches of security or customer privacy	0	pcs
Training on anti-bribery and corruption	Yes	Yes/No
Training on security and GDPR	Yes	Yes/No
Training on Code of Conduct	Yes	Yes/No

The logo for PINJA, featuring the word in a bold, white, sans-serif font. The letters are widely spaced, and the 'J' has a distinctive shape with a curved bottom. The logo is centered horizontally in the upper half of the image.

# PINJA

The tagline 'Building a sustainable world byte by byte' is centered below the logo. It is written in a clean, white, sans-serif font. The background of the entire image is a low-angle shot of a modern glass skyscraper with lush green trees reflected in the windows, creating a sense of integration between nature and technology.

Building a sustainable world  
byte by byte