



2021  
SUSTAINABILITY  
REPORT

PARTNERA

# Contents

<b>1. CEO'S GREETINGS</b> .....	4
<b>2. INTRODUCING PARTNERA</b> .....	6
2.1. Partnera's story .....	6
2.2. Partnera's highlights .....	7
<b>3. PARTNERA'S APPROACH TO SUSTAINABILITY</b> .....	8
3.1. Company strategy and structure .....	9
3.2. Alignment with the United Nations Sustainable Development Goals and common commitments .....	12
<b>4. CORPORATE RESPONSIBILITY AND GOVERNANCE</b> .....	16
<b>5. ENVIRONMENT—SUSTAINABLE USE OF NATURAL RESOURCES AND A CARBON NEUTRAL SOCIETY</b> .....	19
5.1. Our approach to environmental responsibility .....	19
5.2. Our approach to energy and carbon .....	20
5.3. Our approach to circular economy .....	27
5.4. Our environmental impacts .....	29
5.5. Environmental compliance .....	30
5.6. Waste .....	31
<b>6. SOCIAL—BUILDING HEALTHY AND COMPETENT WORK COMMUNITIES</b> .....	33
6.1. Our approach to social responsibility .....	33
6.2. Our people .....	34
6.3. Employee engagement and well-being .....	36
6.4. Learning and development .....	37
6.5. Health and safety .....	38
6.6. Diversity, equity and inclusion .....	39
<b>7. SUSTAINABLE ECONOMIC GROWTH</b> .....	41
7.1. Our approach to economic responsibility .....	41
7.2. Direct economic value .....	42
7.3. Responsible sourcing .....	42
7.4. Supporting local communities .....	43
<b>APPENDIX</b>	
Appendix 1: Foamit Group sustainability approaches and commitments .....	44
Appendix 2: KPA Unicon Group sustainability approaches and commitments .....	47
Appendix 3: List of tables and graphs presented in the report .....	52



This report was published in March 2022 and is available in digital format only. It covers sustainability at Partnera Oyj (the Corporation) and its companies, Foamit Group and KPA Unicon Group (later referred as companies). The report can be found online at <https://www.partnera.fi>. Financial and operational information in this report should be read in conjunction with the information provided in our half year and annual financial reports.

# 1. CEO's greetings

This is Partnera Corporation's first sustainability report, with which we seek to share the positive outcomes we create through our operations.

In 2021, we saw strong growth for Partnera's operations through two acquisitions. Due to these recent changes, we acknowledge that we are only at the start of our journey with regards to sustainability reporting. When we integrate and create processes to build on our reporting, we at the same time pay increased attention to the different dimensions of sustainability. For us, the meaning of this report is not in the reporting as such, but as a tool in continuously improving our own operations and sustainability culture.

In April, we acquired the majority share of the Finnish company KPA Unicon Group Oy, one of the leading clean energy solution suppliers in the Nordic countries. KPA Unicon Group is a great addition to Partnera as its products have a positive effect on both the environment and society. The energy solutions delivered by KPA Unicon Group reduce emissions and support the transition to new clean energy systems on international scale.

We grew further in September 2021, when

our glass recycling and foam glass manufacturing company Foamit Group expanded its business to Norway through the acquisition of the Norwegian foam glass manufacturer Glasopor AS. With this acquisition, Foamit Group strengthened its position as the most significant glass recycling and foam glass manufacturing company in the Nordic countries with operations in Finland, Sweden, Denmark and Norway.

**"With our solutions we prevent and recycle waste as well as reduce carbon dioxide and particulate emissions. In fact, Partnera's solutions help large, global customers to achieve their sustainability targets."**

In 2021, our sustainability focus was on people and continuing the integration of the acquired businesses.

In our report we have focused on the topics that are material to us and our stakeholders. As our guideline in reporting the facts available to date, we have used GRI Standards: Core. The reporting is not yet in accordance with the GRI, due to recent acquisition, but we are committed to expanding the scope in the future. We are in the process of setting up baselines for KPIs, new

harmonized policies and procedures. Thus, our first report describes our sustainability agenda and efforts in 2021, and covers Partnera, Foamit Group and KPA Unicon Group.

Our business is built on creating value and building a more sustainable future by achieving measurable and positive impacts on the environment and society. To do this, we need to be alert and constantly reflect on how we can be better tomorrow than we are today. To develop our company, we develop ourselves as people and as professionals.

With our solutions we prevent and recycle waste as well as reduce carbon dioxide and particulate emissions. In fact, Partnera's solutions help large, global customers to achieve their sustainability targets. Partnera's sustainability goals and targets are linked to the United Nation's Sustainable Development Goals (SDGs) to ensure our contribution to global sustainable development. Our sustainability targets will be carried out in phases and are set for the coming years.

**Jari Pirkola**  
**CEO**



## Ambitions for the future:

**Environmental responsibility** targets for the near future relate to the climate impact of our products, the climate impact of our operations, pollution prevention with our products, and the circular economy.

**Social responsibility** targets for the near future include safety in all operations, the harmonization of reporting and ensuring the availability of data. We also seek to ensure employee engagement with our sustainability targets. In 2021, our sustainability work focused on people and we invested in both management and training. We believe that building healthy work environments where people can feel safe and develop themselves professionally is of paramount importance. The harmonization of policies and processes continues to be our focus for social responsibility.

**Responsible sourcing** will be one of the short-term focus areas. To ensure we can meet our **customers' expectations** and help them to reach their sustainability targets, we will also harmonize our customer satisfaction surveys in the near future.

**Governance targets** for the near future include the harmonization of supplier codes of conduct.

## 2 Introducing Partnera

### 2.1 Partnera's story

**A**t Partnera, we understand that our actions have an impact on the future. Therefore, we dedicate our resources – our business, investments, expertise and networks – to creating sustainable value and building a better future.

We believe in industries that drive the transition to sustainable use of resources and a carbon neutral society. We also believe that this is where future growth will occur. Consequently, we seize the excellent growth opportunities arising from sustainable industries to create value.

In our upcoming investments and when developing existing businesses, we seek to create company value and generate measurable and positive impact on the environment and society.

### We journey towards sustainable value creation

Partnera's roots go all the way back to 1882, when it was founded as a telephone company in Northern Finland.

Many phases have colored the 140 years of company history. Each of them is connected with courage to reform the business in pace with changes in society. Partnera evolved into its present form during the 2010s, when the Corporation sold its ownership in the Finnish telecommunications company DNA.

Based on the strategy created in 2017, Partnera has started to build a business that supports sustainable development. Our journey has proved to be profitable while simultaneously furthering sustainable industries and creating value.



**“One of this year’s highlights that truly inspires us is the reduction in emissions that KPA Unicon Group’s solutions have brought to its customers. For example, the average heat consumption of one detached house in a Nordic country is some 1,7 kW per year. This would mean that KPA Unicon Group has during 2021 turned close to 20 000 detached houses into users of renewable energy for their heating. And this does not even include the new power plant delivered to Zenica, Bosnia-Herzegovina, that turns the coke and blast furnace gases from a large steelwork into fuel, reducing the carbon dioxide emissions in a city that has been called the most polluted city in the world by some 200,000 tonnes a year. We are looking forward to confirming exact figures in upcoming reports.”**

**Jari Pirkola, CEO** of Partnera Corporation and  
**Jukka-Pekka Kovanen, Managing Director** of KPA Unicon Group.

## 2.3. Partnera's highlights

Partnera's strategy is derived from global megatrends. Our strategy focuses on two key ambitions: moving towards the sustainable use of resources and helping create a carbon neutral society. These goals are reflected in our businesses, which promote sustainable development in the circular economy and energy industry: the glass recycling and foam glass manufacturing company Foamit Group and the clean, renewable energy solution supplier KPA Unicon Group.

### Environmental highlights

**Renewable energy to some 20,000<sup>1)</sup> detached houses**

<sup>1)</sup>KPA Unicon Group delivered 33 MW of renewable energy capacity in 2021. The average heat consumption of one house in the Nordic is 1.7 kW a year.

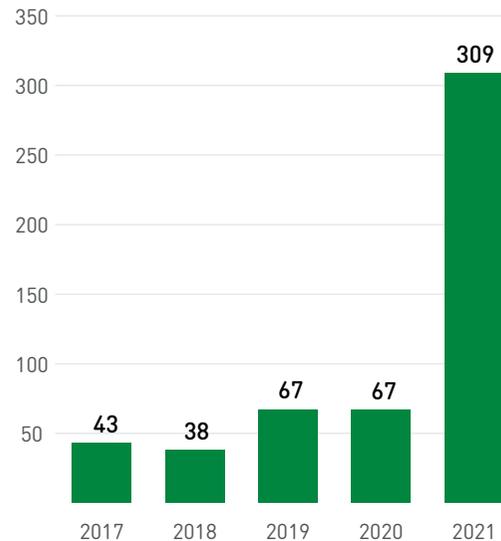
KPA Unicon Group delivered 33 MW of renewable energy capacity in 2021. Since 2017, a total of 396 MW of biomass-based renewable energy solutions has been delivered. 265 MW of these clean energy solutions have replaced fossil fuels.

**100,000 tonnes<sup>2)</sup> of glass recycled**

<sup>2)</sup>Foamit Group's subsidiary Uusioaines Oy in Finland.

Foamit Group manufactures foam glass out of side streams from the purification process of recycled glass. Of all glass waste processed at the glass purification plant in Forssa, Finland in 2021, approximately 65% was recycled as material for the glass industry while the remaining 35% was recycled in the foam glass plant. Similar waste glass fractions were sourced from external suppliers. In total, some 100,000 tonnes of glass that could otherwise have ended at the landfill, was recycled into new products.

TOTAL NUMBER OF EMPLOYEES



### Social responsibility highlights

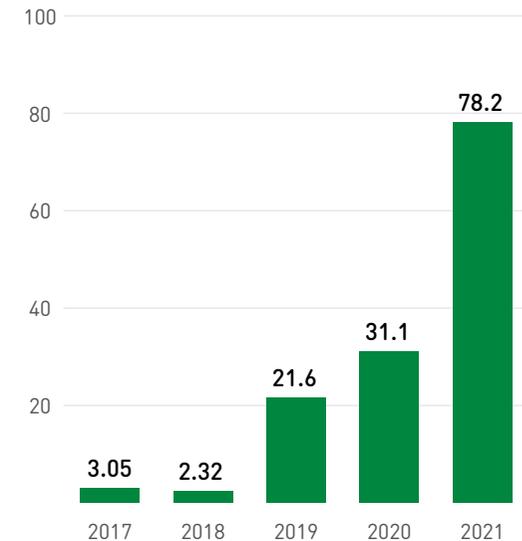
Mainly due to the acquisitions of KPA Unicon Group and Foamit Group's subsidiary Glasopor AS during 2021, the total number of employees has grown from 67 (in 2020) to 309 (in 2021) and the numbers of countries with Partnera employees has increased from two to nine.

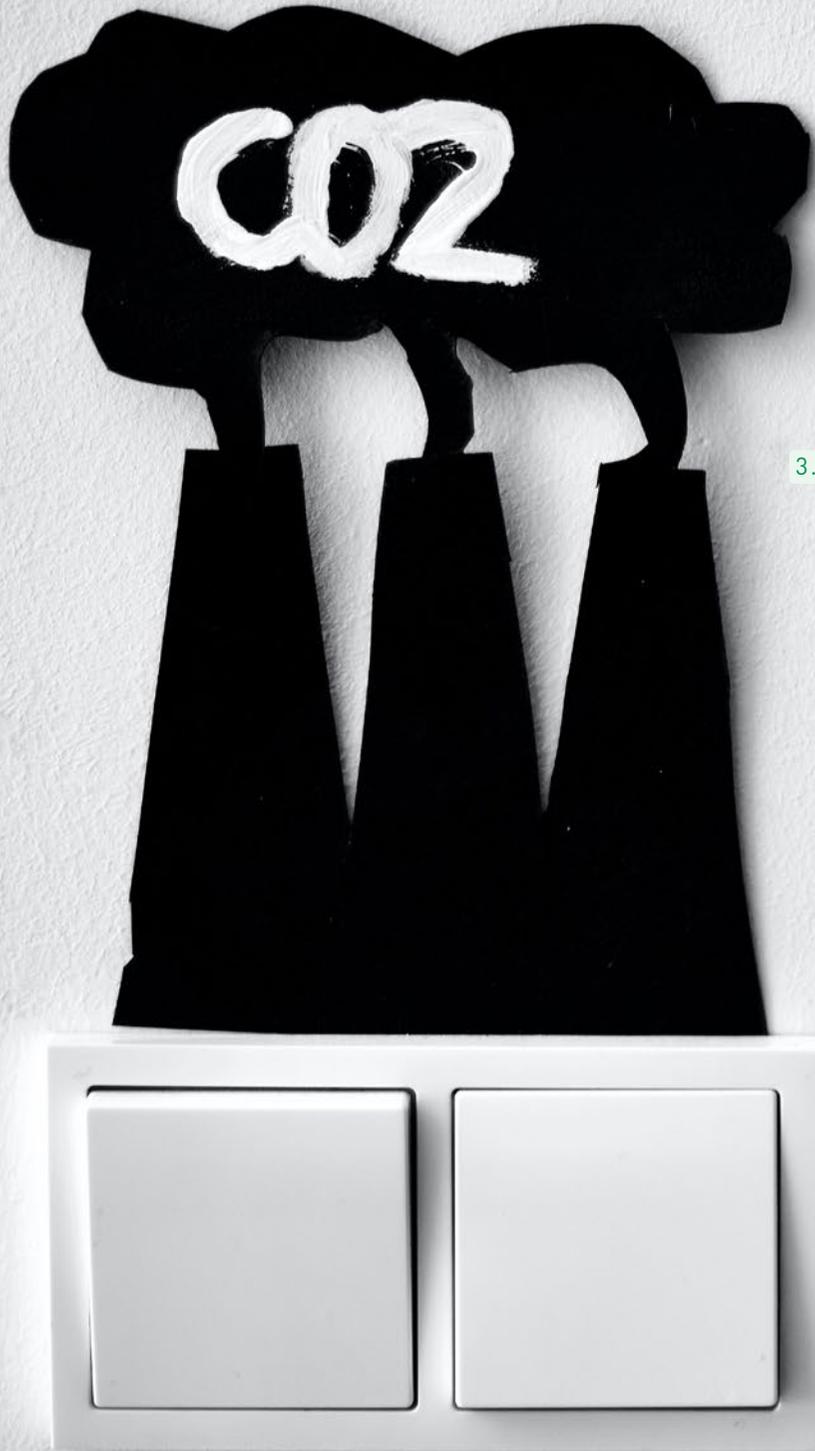
**9 countries<sup>3)</sup> with Partnera Corporation employees**

<sup>3)</sup>Countries include Bosnia-Herzegovina, Chile, Croatia, Finland, France, Norway, Russia, Spain and Sweden.

### Economic highlights

PARTNERA CORPORATION'S OPERATIONAL REVENUE INCREASE 2017-2021 (EUR MILLION)





3. Partnera's approach  
to sustainability

## 3.1 Company strategy and structure



**P**artnera Corporation is an international business group comprising of companies focused on promoting sustainable development.

### Purpose and vision

Our purpose is to create value and build a more sustainable future by achieving measurable and positive impacts on the environment and society.

Our Sustainable Development Goal targets are closely linked to our vision to be a partner and impact investor\* that uses its capital to develop business that has a positive impact on society.

\*As an impact investor, we aim to generate specific beneficial and measurable social or environmental effects in addition to financial gains.

## Our strategy

We are a novel corporation that advances sustainable development internationally. We focus on our core themes: promoting the transition towards a sustainable use of resources and a carbon neutral society. Our focus that is derived from global megatrends also brings excellent business growth opportunities.

We allocate our business, investments, expertise, and networks to develop businesses within these themes. At the same time, we provide our owners the opportunity to act as impact investors and own unlisted companies that achieve measurable and positive impacts on the environment and society.

## Responding to changing megatrends

Partnera acts as a partner for its companies, and seeks to develop their businesses and long-term value. Partnera's companies provide services and products that meet the needs of society and respond to megatrends that are transforming the operating environment.

## Partnera is the majority owner of Foamit Group and KPA Unicon Group.

Foamit Group supports sustainable development through the circular economy and operates in three Nordic countries. Its subsidiaries, Uusioaines Oy, Hasopor AB and Glasopor AS, manufacture foam glass using the finest glass fractions from the purification process of recycled glass. Foam glass is an environmentally-friendly lightening and insulating material used in infrastructure and building construction businesses. Uusioaines Oy is also the largest recycled glass processor in Finland, taking receipt of approximately 70% of Finland's recycled glass. Hasopor AB works in close collaboration with Sweden's largest glass recycling company Svensk Glasåtervinning AB, while Glasopor AS works with the largest glass recycler in Norway, Sirkel Materialgjenvinning AS.

Partnera's other subsidiary, KPA Unicon Group, has operations in Finland, Bosnia-Herzegovina, Chile, Croatia, France,

Russia and Spain. In addition to these, it had ongoing projects in Denmark, New Zealand, Poland and Sweden at the end of 2021. KPA Unicon Group is one of the leading manufacturers of clean energy solutions in the Nordics. Its energy production solutions reduce emissions and decrease the reliance on fossil fuels through the utilization of biomass and by-product streams. KPA Unicon Group's growth is supported by the global energy system's transition to decentralized, low-emission energy production and the universal need to promote the circular economy.

Partnera Corporation is also a co-owner of venture capital fund Nordic Option Oy, which invests in growth companies in Northern Finland. Nordic Option is excluded from the reporting scope due to it being an associate company. There is no sustainability information available for Nordic Option companies. In addition, Partnera has only a minority ownership in Nordic Option.

	FOAMIT GROUP OY	KPA UNICON GROUP OY	NORDIC OPTION OY <sup>1)</sup>
Established	Established in 2018 (as Partnera Glass Recycling Oy).	Established in 1990.	Established in 1994 (as Teknoventure).
Investment year(s) and ownership	2018, 2019 and 2021. 63% ownership.	2021. 70% ownership.	2014. 34% ownership.
Operations	Glass recycling and foam glass manufacturing.	Solutions provider for clean energy.	Investments in SMEs in Northern Finland.
Company structure	Subsidiaries include: Uusioaines Oy (founded in 1994), Hasopor AB (founded in 2006), Reiling Green Tech Aps and Glasopor AS (founded in 2002).	Subsidiaries include: KPA Unicon Oy, OOO KPA Unicon, KPA Unicon Bosnia D.O.O, KPA Unicon Chile SPA, KPA Unicon d.o.o, KPA Unicon France SAS, Leighton Services Spain SL, Kiinteistö Oy Lapuan Honkimetsäntie 27, KPA Unicon Infra Oy.	Operations in Finland.
Countries of operation	Operations in Finland, Sweden, Denmark and Norway.	Operations in Finland, Bosnia-Herzegovina, Chile, Croatia, France, Russia and Spain.	Operations in Finland (13 investments).
Personnel in 2021 (vs 2020)	100 (65)	205 <sup>2)</sup> (202 <sup>3)</sup> )	2
Revenue MEUR in 2021 (vs 2020)	30.6 (30.9)	47.6 <sup>4)</sup> (0.0)	N/A

<sup>1)</sup>Excluded from the reporting scope.

<sup>2)</sup>Including parent company Due2Energy Oy.

<sup>3)</sup>Including Prounicon Oy.

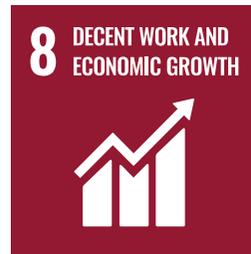
<sup>4)</sup>Revenue for the time period 1.5.-31.12.2021, when KPA Unicon Group has been part of Partnera Corporation.

## 3.2 Alignment with the United Nations Sustainable Development Goals

We have adopted the United Nations Sustainable Development Goals (SDGs) and their targets as our primary framework. Partnera's priorities and focus areas are aligned with the SDGs 7, 8, 9 and 13 as follows:



Access to affordable and sustainable energy by 2030 requires investments in clean and renewable energy including for example solar and wind power and fossil-free heating. Partnera's objectives are to provide energy solutions that increase the share of renewables, waste and industrial side streams in energy generation and to increase energy efficiency for example by the means of heat recovery and energy storage.



Partnera is committed to sustainable economic growth by increasing productivity and with the help of technological innovations. With sustainable growth, Partnera is able to improve the health, safety and well-being of the employees of its companies and to support professional development of the personnel. The Corporation targets return on equity (ROE) that exceeds 10% per year and a stable dividend for shareholders.



Sustainable investments in infrastructure and innovations are crucial for economic growth and for developing new, sustainable technologies. Technological development is the key to finding sustainable solutions for economic and environmental challenges, such as the creation of new jobs and improving energy efficiency. Partnera's objective is to develop industrial activity, provide sustainable solutions such as foam glass aggregate for the construction sector, and to invest in the development of clean energy solutions and innovations.



Global warming will cause irreversible detrimental damage. With political will and the help of various technical solutions, it is still possible to limit the global temperature rise to a maximum of 1.5°C. Partnera's objective is to develop its own business operations to reduce its carbon footprint and provide solutions that reduce carbon emissions.

## Our commitments

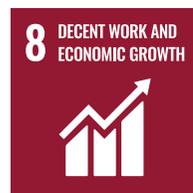
In 2021, our sustainability work focused on people and social aspects, as the data relating to the environment and climate change was not available for

all factors affecting greenhouse gas (GHG) calculations. Consequently, our target setting will be carried out in phases. For the near future, our targets are as follows:



MATERIAL TOPIC	TARGET	ACHIEVEMENTS IN 2021	PROGRESS
Climate impact of our products	2022: Set a key performance indicator (KPI) and a target demonstrating progress in an annual GHG reduction achieved with clean energy solutions.	The commissioning of KPA Unicon Group's joint venture power plant in Zenica, Bosnia-Herzegovina began in Fall 2021, and will have a positive climate impact. Additionally, 33 MW of biomass-based renewables capacity was delivered by KPA Unicon Group in 2021.	In progress
Climate impact from our operations	100% of the total purchased electricity at the production plants and workshops came from renewable sources by the end of 2021.	In 2021, all purchased electricity at the Foamit Group production plants came from renewable sources. All purchased electricity at KPA Unicon Group's workshops came from renewable sources as of June 2021.	Achieved
	2022: Calculate Scope 1, 2 and 3 GHG emissions and define a medium- (2030) and long-term climate strategy (2050) with the targets and the related actions.	Scope 1 and 2 GHG emissions were calculated for 2021.	In progress
	2030: Become carbon neutral.	Baseline for Scope 1 and 2 carbon emissions defined in 2021.	In progress
Pollution prevention with our products	2022: Define annual sales and/or pollution prevention KPIs and targets for the clean energy solutions.	The commissioning of KPA Unicon Group's joint venture power plant in Zenica, Bosnia-Herzegovina began in Fall 2021, and will have a significant positive impact on local air quality. Air emission measurements planned for the joint venture heating plant in Kälviä, Finland, in 2022. During the last five years, 396 MW capacity of clean energy solutions have been sold by KPA Unicon Group. From this, 265 MW has replaced fossil fuels.	In progress
Circular economy	2022: Set a target demonstrating the increase in the amount of glass recycled and thus diverted from landfills.	Data collection started to obtain comparable data for Foamit Group's production plants in all countries (Finland, Norway, Sweden).	In progress

Attracting new and retaining existing employees is necessary for our success and therefore employee well-being, health and safety and training were and continue to be our social focus areas. Our targets for 2022 relate to the harmonization of systems that enable common KPI and target setting for 2023. For 2022, we are committed to the following:



MATERIAL TOPIC	TARGET	ACHIEVEMENTS IN 2021	PROGRESS
Health and safety	Zero accidents at our own production plants/ workshops and in projects for the rolling 12 months.	The target was achieved at Foamit Group's Uusioaines in Finland and Glasopor in Norway. Extensive programs were launched and continue to be implemented at KPA Unicon Group, where seven (7) lost time injuries (LTIs) were recorded in 2021, to improve the safety culture.	Not achieved
	2022 The harmonization of accident and incident reporting in the Corporation.	Accident and incident reporting has varied throughout the Corporation. Gaps and differences were identified in 2021 and major efforts were made in 2021 to ensure systematic reliable comprehensive data collection, analysis and reporting in a harmonized manner throughout the corporate structure.	In progress
	2023 Lost Time Incident (LTI) and Lost Time Incident Frequency (LTIF) data available for all used contractors and key suppliers.	KPA Unicon Group began to include requirements to report lost time incidents frequency (LTIF) data in contractor and subcontractor agreements in 2021. Furthermore, methods and tools for reporting LTIs, near misses and safety observations were renewed and training on reporting, responsibilities and roles was arranged. Foamit Group is in the process of harmonizing the data collection and reporting system within the Group.	In progress
Employee engagement and well-being	2021 Employee engagement surveys carried out, systems for implementing and monitoring improvement actions established and targets set.	In 2021, employee engagement surveys were performed in both Foamit Group and KPA Unicon Group and both have programs in place for improvement actions.	Achieved
	2025 Employee Net Promoter Score, eNPS, in both Groups exceeds 30.	Employee engagement surveys were performed in 2021 and action plans prepared to meet the target.	Not achieved

Responsible sourcing will be one of our short-term focus areas. Our targets for 2022 relate to the harmonization of the sourcing procedures and their implementation, as well as carrying out customer satisfaction surveys in a coordinated way in both Groups. For 2022, we are committed to the following:



MATERIAL TOPIC	TARGET	ACHIEVEMENTS IN 2021	PROGRESS
Responsible sourcing	2022 One supplier Code of Conduct for the Corporation and signed by all our suppliers.	There are currently several supplier Codes of Conduct within the corporate structure.	In progress
Customer satisfaction	2022 Customer satisfaction surveys carried out for both Groups and if possible, using the same methodology throughout the Corporation. KPIs set.	Customer satisfaction surveys have been carried out to date for KPA Unicon Group. Short survey is also sent after every order of foam glass in Finland.	In progress

# 4. Corporate responsibility and governance



**P**artnera Corporation is a limited liability company with headquarters in Oulu, Finland. Partnera's administration is divided between the Annual General Meeting, the Board of Directors and the CEO, in accordance with the Companies Act and the provisions of the company's Articles of Association. In all its operations, Partnera Corporation complies with laws and regulations issued pursuant to them.

Partnera's shares are listed on the Nasdaq First North Growth Market Finland. As a listed company, Partnera complies with the Finnish Securities Markets Act and follows the rules of Nasdaq First North Growth Market Finland.

Partnera's operations are also guided by Corporate policies, a code of ethics and other rules. Partnera's policies set the minimum levels to which the Corporate companies must comply. Additionally, the Corporate companies may follow additional and more specific policies.

## Corporate sustainability management

Partnera's goal is to do profitable business while building a more sustainable future by creating measurable and positive impacts on the environment and society. Sustainable development plays an important role in Partnera's strategic decision-making, which is supported by a Corporate Sustainability Strategy and Targets.

Partnera's Board of Directors approves the Corporate Sustainability Strategy and Targets.

The Corporate Sustainability Strategy and Targets are reviewed regularly and updated as necessary. The same approval procedure applies to Foamit Group and KPA Unicon Group. However, given the limited time elapsed since the acquisitions of KPA Unicon Group and Glasopor AS in 2021, the harmonization of governing policies and procedures continues as part of the integration.

When investing in new and when developing businesses, Partnera's goal is to create company value and generate measurable and positive impact on the environment and society. With every investment and acquisition made, the company follows a detailed due diligence process covering environmental, social and governance (ESG) aspects in addition to financial and legal aspects. Action plans prepared in different due diligence streams are taken into use following the closing of a transaction, and the actions are prioritized for implementation during the integration phase. Progress is discussed and monitored in the Board of Directors' meetings.

## Sustainability management at the Corporate companies

Both of Partnera's companies have nominated a responsible person or team for sustainability management and communication. At Foamit Group, sustainability is discussed in all Executive Management team meetings. Foamit Group's sustainability targets were generated in

a designated sustainability workshop. The targets were pre-approved by the Group's Executive Management team prior to them being presented to the Foamit Group's Board of Directors for final approval.

KPA Unicon Group's business is based on providing clean energy solutions. Hence, positive environmental impacts form the basis for the business. Certified quality (ISO 9001:2015) and environmental (ISO 14001:2015) management systems as well as occupational health and safety (ISO 45001:2018) management system that will be certified during the beginning of 2022 support the daily sustainability management. Occupational health and safety (H&S) and human resources (HR) related issues are discussed and monitored in all Board of Directors' meetings.

KPA Unicon Group is a recently added member of Partnera Corporation. Comprehensive sustainability work started in Fall 2021 with a materiality assessment, initial KPI and target setting along with data collection. Prior to this, KPA Unicon Group has monitored health and safety indicators and in 2020 the Group set separate environmental targets for the first time. The work continues. In the beginning of 2022, company's action plans and programs will be defined in sustainability workshops. Different aspects of sustainability are discussed in the meetings of the Executive Management Team.

## Certifications

**C**ertified management systems help our businesses to identify and meet customer requirements and to systematically improve product quality, environmental and occupational health & safety management.

Foamit Group's Glasopor and Uusioaines have certified ISO 14001 and ISO 9001 management systems in place. Glasopor has also obtained certificates for its ISO 45001 and ISO 50001 management systems.

KPA Unicon Group has certified ISO 9001 and ISO 14001 management systems in place. ISO 14001 management system was certified in 2020 and the ISO 45001 certification will be obtained in 2022.



### Code of Ethics

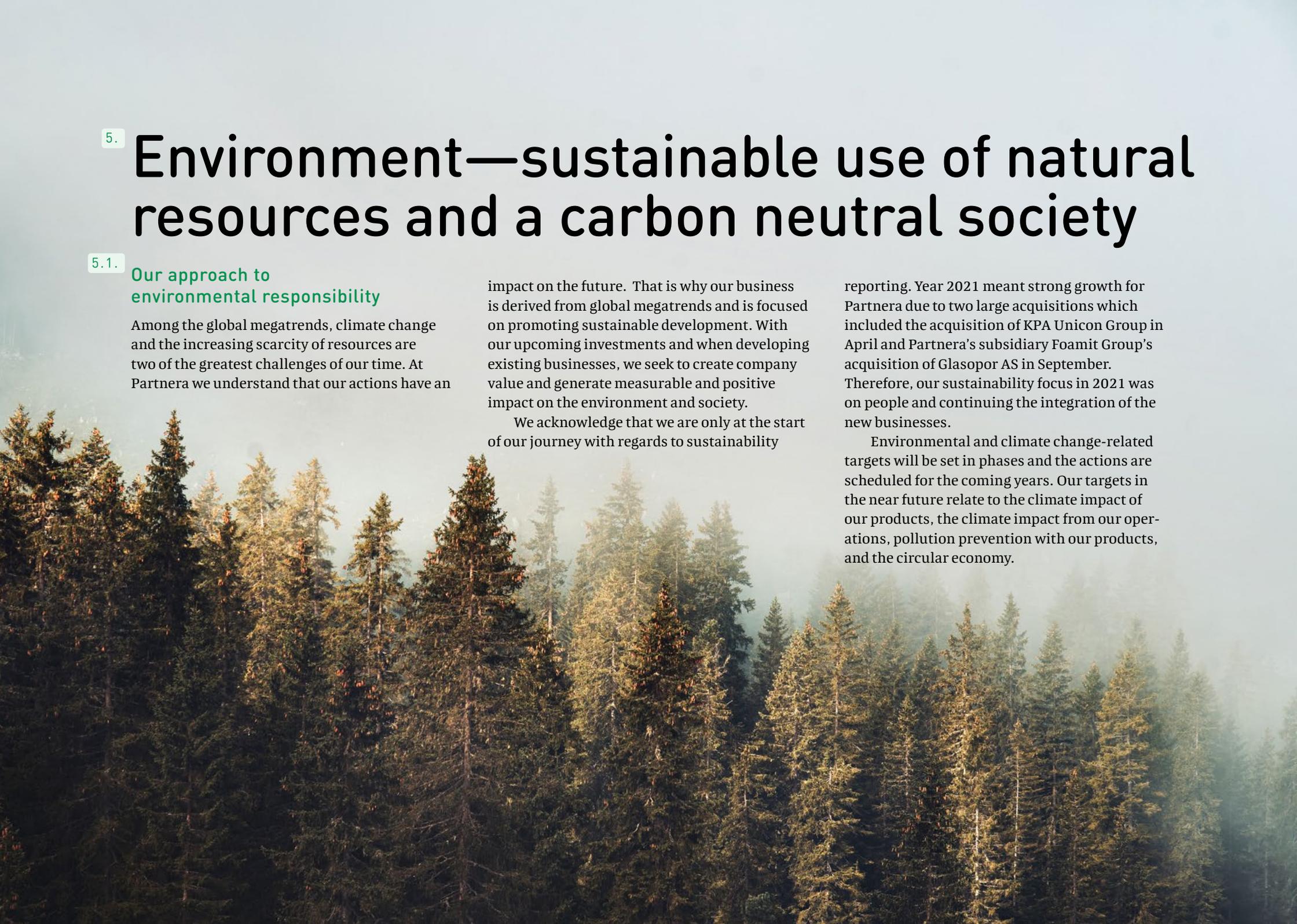
Partnera Corporation and its employees are committed to acting responsibly and ethically towards colleagues, customers, partners and other stakeholders. Partnera is committed to the principles of the International Declaration of Human Rights and do not condone acts that violate human rights. Partnera does not accept bribery or corruption in any form, and do not give or receive direct or indirect gifts or benefits that may be considered bribes.

**T**hese key principles and other guidelines for good business practice are brought together in the Partnera Code of Ethics that is followed in its day-to-day operations and decision-making. The Code of Ethics applies to all the employees of the Corporations companies', regardless of their job description and position, and actions that violate the Code of Ethics may result in sanctions. We also expect our partners to comply with our Code of Ethics.

### Mechanisms for advice and concerns about ethics

Partnera has implemented a communication channel for reporting concerns about unethical behavior or violations against the Finnish Securities Markets Act. Through the whistleblowing channel, employees in Partnera Corporation can report an incident if a person employed by Partnera or its companies has, with reasonable suspicion, violated the Finnish Securities Markets Act.

The concern can be reported by e-mailing an authorized person outside the company at [whistleblowing@partnera.fi](mailto:whistleblowing@partnera.fi). If there is a suspected or proven violation, the matter shall be brought to the attention of competent authorities.



# 5. Environment—sustainable use of natural resources and a carbon neutral society

## 5.1. Our approach to environmental responsibility

Among the global megatrends, climate change and the increasing scarcity of resources are two of the greatest challenges of our time. At Partnera we understand that our actions have an

impact on the future. That is why our business is derived from global megatrends and is focused on promoting sustainable development. With our upcoming investments and when developing existing businesses, we seek to create company value and generate measurable and positive impact on the environment and society.

We acknowledge that we are only at the start of our journey with regards to sustainability

reporting. Year 2021 meant strong growth for Partnera due to two large acquisitions which included the acquisition of KPA Unicon Group in April and Partnera's subsidiary Foamit Group's acquisition of Glasopor AS in September. Therefore, our sustainability focus in 2021 was on people and continuing the integration of the new businesses.

Environmental and climate change-related targets will be set in phases and the actions are scheduled for the coming years. Our targets in the near future relate to the climate impact of our products, the climate impact from our operations, pollution prevention with our products, and the circular economy.

## 5.2. Our approach to energy and carbon

The business of our companies is based on climate change mitigation. With our carbon handprint, we contribute to the reduction of greenhouse gas (GHG) emissions and the drive to cap global warming at 1.5°C. Our stakeholders also expect us to commit to the same targets with regards to our own emissions.

**Foamit Group and KPA Unicon Group are at different stages of their paths to reduce their carbon footprints. Both are committed to Partnera's sustainability targets.**

### **CASE FOAMIT GROUP: ENERGY RECOVERY PROJECT FOR KILNS IN NORWAY**

Glasopor AS, part of Foamit Group, started an energy recovery project at its glass foam aggregate production plant in Skjåk, Norway. The production process of glass foam aggregate requires heat and thus releases hot air. The hot air, or excess energy, that is released in the end of the process, where the glass foam aggregate moves from the kiln to the cooling zone, will be collected and recycled for use at the start of the process. Reuse of the heat will bring savings in energy use. The project commenced in November 2021.

### **CASE KPA UNICON GROUP: FOSSIL FREE HEAT IN DENMARK**

The Danish company DIN Forsyning was looking to replace the existing coal-fired power plant in Esbjerg, Denmark, with an environmentally friendly solution. DIN Forsyning's goal is to utilize only fossil-free fuels by year 2030, and the new district heating plant was an important step toward reaching the set target.

DIN Forsyning found KPA Unicon's Renefluid heating plant to be the best available technology in terms of efficiency, emissions and availability. Stable and secure remote operation of the plant is enabled on KPA Unicon's digital service platform PlantSys. Delivered as a turnkey project, the new district heating plant will start producing fossil-free heating for some 100,000 inhabitants in Esbjerg during 2023.

### **Baseline**

Due to recent changes in Partnera Corporation the systematic collection of information on energy consumption and Scope 1 and 2<sup>1)</sup> GHG emissions started in 2021 and will form the baseline for future calculations. In 2020, Foamit Group undertook initial carbon footprint calculations that covered Scope 1, 2 and 3 emissions in 2019 for Uusioaines in Finland and Hasopor in Sweden. In 2022, the plan is to extend the GHG emissions calculations to also cover later defined Scope 3<sup>1)</sup> emissions for the entire Partnera Corporation.

<sup>1)</sup> Scope 1 includes direct emissions from our operations, Scope 2 includes emissions from purchased energy consumed in our operations and Scope 3 includes emissions from other sources along our value chain.

ENERGY CONSUMPTION WITHIN THE ORGANIZATION IN 2021. ALL FIGURES ARE REPORTED AS MWH.

COMPANY	CORPORATE TOTAL	KPA UNICON <sup>1)</sup>	UUSIOAINES	HASOPOR	GLASOPOR <sup>5)</sup>
<b>DIRECT ENERGY CONSUMPTION: NON-RENEWABLE</b>					
Natural gas (LNG)	<b>1,232.33</b>	-	-	1,232.33	-
Propane (LPG)	<b>52,533.44</b>	-	34,680.66	-	17,852.78
Diesel	<b>2,877.24</b>	320.54 <sup>2)</sup>	2,074.24	83.65	398.81
Gasoline	<b>24.30</b>	24.30 <sup>2)</sup>			
Light fuel	<b>2,072.20</b>	668.02 <sup>2)3)</sup>	1,404.18	-	-
<b>DIRECT ENERGY CONSUMPTION: RENEWABLE</b>					
Renewable electricity	<b>44,911.38</b>	555.78 <sup>4)</sup>	7,118.78	22,371.47	14,865.35
Non-renewable electricity	<b>639.25</b>	639.25 <sup>4)</sup>	-	-	-
<b>Indirect energy consumption:</b>					
District heat	<b>1,671.97</b>	1,671.97	-	-	-
<b>TOTAL ENERGY CONSUMPTION</b>	<b>105,962.10</b>	<b>3,862.27</b>	<b>45,277.86</b>	<b>23,687.45</b>	<b>33,116.94</b>

<sup>1)</sup> Unless otherwise stated, the given consumption comprises only the Lapua and Kiuruvesi workshops in Finland.

<sup>2)</sup> Includes the backup boiler in Kiuruvesi, Finland (assumes all fuel purchased in 2021 was consumed in 2021). Consumption data of the ancillary boiler of the Lapua, Finland workshops is not included.

<sup>3)</sup> Includes the light fuel oil consumed in the Kälviä, Finland joint venture heating plant for which KPA Unicon Group has operational control.

<sup>4)</sup> Includes only the Lapua and Kiuruvesi workshops in Finland. Both premises have used renewable electricity since June 2021.

<sup>5)</sup> Combined consumption of the Onsøy and Skjåk plants in Norway.

## Energy efficiency

Our companies' products, services and solutions are designed to promote sustainable development. Large scale boiler and power plants manufactured by KPA Unicon Group comply with the Best Available Techniques (BAT) conclusions set for Large Combustion Plants and energy efficiency is a Key Performance Indicator (KPI). Modernization solutions for the customers' existing boiler plants result in increased efficiency and cleaner air.

Foamit Group's energy efficiency calculations have been made but are not yet comparable for the entire Foamit Group. In 2021, KPA Unicon Group converted its two workshops' lighting to energy saving LEDs.

### **CASE KPA UNICON GROUP: MODERNIZATION COMBINES CLEANER ENERGY WITH INCREASED PRODUCTION CAPACITY**

One of Finland's largest mechanical wood processing companies, Keitele Group, decided to modernize its boiler plant at Keitele Timber sawmill in Finland. The target was to find a cleaner energy solution for drying timber produced by the sawmill and heating the production spaces. The modernization also included renewing the plant's automation and other systems.

A new Unicon Renefluid fluidized bed boiler technology was chosen to replace the old boiler. Unicon Renefluid will utilize the byproducts of the sawmill as fuel.

"With the investment, we are able to increase the production capacity of the Keitele sawmill in 2022. We want to invest in efficient and modern technology that enables energy-efficient operations and reduces the environmental impact of our operations", says Ilkka Kylävainio, Managing Director, Keitele Energy Oy.

### **CASE KPA UNICON GROUP: ARTIFICIAL INTELLIGENCE ENSURES SECURE OPERATIONS AND ENHANCES PLANT EFFICIENCY**

The district heating company Hyvinkään Lämpövoima in Finland provides heating for more than 12,000 homes in the city of Hyvinkää. In the upcoming heating season, the artificial intelligence of KPA Unicon's PlantSys digital service platform will be monitoring Hyvinkään Lämpövoima's bioheat plant in Veikkari, Hyvinkää without interruption.

"It is important to keep the availability of the Veikkari bioenergy plant at the highest possible level in order to reach our target for the share of bioenergy in district heat production", says Otto Kingelin, Production Manager, Hyvinkään Lämpövoima Oy.

In addition to cleaner energy, the aim is to prevent unnecessary downtime. The newly installed digital service platform is designed to remotely operate and support an automated boiler plant environment through predictive condition monitoring and guidance.

## Reducing GHG emissions from our own operations

The production of foam glass is energy intensive and hence one of our main focus areas is to seek alternatives for fossil fuel use in foam glass production. Drying, milling and foaming of raw materials requires energy. Liquefied natural gas (LNG), diesel, liquefied petroleum gas (LPG) and light fuel oil are still sources of heating and/or process energy in Sweden and Finland, respectively, and LPG is needed for drying in Norway at the Onsøy plant. Production at the Skjåk plant in Norway is free of fossil fuels, as the plant operates electric kilns and uses feedstock that has been pre-dried at the Onsøy plant.

Based on the initial carbon footprint calculations for Hasopor in Sweden, most of the GHG emissions associated with Hasopor are produced by the raw materials and their transportation (Scope 3). For Uusioaines in Finland, production is the main source of GHG emissions (Scope 1). Emissions from the transporting of finished products are marginal in both countries. Carbon footprint calculation covering Scopes 1 to 3 is not available for Glasopor in Norway yet, but Scope 1 and 2 GHG emissions were separately calculated for this project. It is worth noting that Uusioaines in Finland operates its own

glass purification plant and uses the reject glass stream as its main feedstock in the foam glass plant, which reduces transportation-related emissions. The other three plants, Hammar in Sweden and Skjåk and Onsøy in Norway, rely on reject glass streams generated at third party-operated glass purification plants and result in emissions from the transportation of raw materials.

Foamit Group has set the following short-term targets with regards to GHG emissions:

1. **Revising the carbon footprint calculations and verification of the Environmental Product Declarations (EPD) and**
2. **Preparing a GHG emissions reduction plan and setting up short term GHG reduction targets.**

Foamit Group's long-term targets are to become carbon neutral and energy self-sufficient.

Fossil GHG emissions from KPA Unicon Group's operations are significantly lower than Foamit

Group's and mainly derive from business traveling (Scope 1 and 3). The installation, operation and maintenance of the energy solutions require visits to the customer sites. Emissions from own production and energy consumption at the workshops is limited to the infrequent use of light fuel oil fired backup boilers mainly supporting the paint shops in Kiuruvesi and the machine shop in Lapua, both in Finland.

It is also worth noting that KPA Unicon Group produces renewable energy as a service through its minority ownership in three new renewables boiler and power plants in Finland. The first one, Kälviä district heating plant, was taken into commercial use in 2021 and emission data is enclosed. Emission data for the Lapua and Kiuruvesi backup boilers was not available.

The following summarizes KPA Unicon Group's joint venture boiler and power plants in use in 2021:

#### KPA UNICON GROUP'S OPERATIONAL JOINT VENTURE BOILER AND POWER PLANTS IN 2021

PLANT	OWNERSHIP %	OPERATIONAL CONTROL	IN USE SINCE	NOMINAL CAPACITY MW	ENERGY GENERATION MWH	FUEL	BASIS FOR GHG CALCULATIONS
Kälviä	40	Yes	2020	6.5	9,748	Biomass (light fuel oil as support fuel)	100 (Scope 1)

In order to minimize GHG emissions, Foamit Group's plants made the transition to green electricity prior to 2021. The transportation of raw materials is a notable source of Foamit Group's GHG emissions and there are currently limited ways in which the emissions of heavy traffic can be affected.

KPA Unicon Group's workshops have used green electricity since the summer of 2021. The workshops in Kiuruvesi and Lapua, Finland are mainly run by purchased green electricity. The purchase agree-

ment was renewed in 2021 to guarantee the supply of green electricity. Oil-fired boilers at the two workshops are occasionally used as a backup, mainly to support the paint shops in Kiuruvesi and the machine shop in Lapua. Modernization of the boilers is one of the future targets.

Partnera acquired KPA Unicon Group in April 2021 and Partnera's subsidiary Foamit Group acquired Glasopor AS in September the same year. The plan is to report later defined Scope 3 emissions

for the year 2022. Available data for 2021 did not enable complete Scope 3 GHG calculations. For 2021, Scope 1 and 2 GHG emissions are presented. It should be noted that the emissions are reported as tons of carbon dioxide instead of CO<sub>2</sub> equivalents as most source data does not explicitly state which unit is given and because emissions of other relevant greenhouse gases depend on e.g. combustion technology.

## Partnera Corporate's GHG emissions in 2021

### DIRECT (SCOPE 1) GHG EMISSIONS

EMISSIONS (SCOPE 1), METRIC TONS CO <sub>2</sub>	CORPORATE TOTAL	FOAMIT GROUP			KPA UNICON GROUP
		Uusioaines	Hasopor	Glasopor	
2021					
Refrigerants, and heating and production related fuel consumption	13,345.08	8,957.68	132.01	4,255.40	250.97 <sup>1)</sup>

<sup>1)</sup> Includes the backup boiler in Kiuruvesi, Finland (assumes all fuel purchased in 2021 was consumed that year) and light fuel oil consumed at the Kälviä district heating plant in Finland operated by KPA Unicon Group. The Kälviä district heating plant was taken into use in 2021. The amounts of

renewable fuels were not tracked during commissioning and early operational phases. Consequently, it is not possible to calculate non-fossil CO<sub>2</sub> emissions for the Kälviä plant for 2021. Consumption data of the ancillary boiler of the Lapua workshop in Finland is not included.

## INDIRECT (SCOPE 2) GHG EMISSIONS

INDIRECT EMISSIONS (SCOPE 2), METRIC TONS CO <sub>2</sub>	CORPORATE TOTAL	FOAMIT GROUP			KPA UNICON GROUP
		Uusioaines	Hasopor	Glasopor	
2021					
District heating	204.36	0	0	0	204.36 <sup>1)</sup>
Electricity – Market based	125.77	0	0	0	125.77
Electricity – Location based <sup>2)</sup>	7,219.97	1,902.12	517.68	4,479.69	320.48
<b>TOTAL (MARKET BASED)</b>	<b>330.13</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>330.13</b>

<sup>1)</sup>The Lapua workshop in Finland is connected to the Lapuan Energia district heating system. Lapuan Energia does not disclose their emissions factors on their webpage and did not respond to inquiries. Consequently, the calculated three years' average emissions factor for heating in Finland (148 g/kWh, [https://www.motiva.fi/ratkaisut/energiankaytto\\_suomessa/co2-paastokertoimet](https://www.motiva.fi/ratkaisut/energiankaytto_suomessa/co2-paastokertoimet)) was used.

<sup>2)</sup>Data source: AIB residual mix for 2020 (<https://www.aib-net.org/facts/european-residual-mix>)

## Renewable energy

KPA Unicon Group's combustion technology solutions, Unicon Renefluid, Unicon Biograte, Unicon Pellet, Unicon Renegrade and Unicon Bioliquid all use renewable fuels. Unicon Renefluid is a bubbling fluidized bed (BFB) combustion technology developed for solid fuels including milled peat, wood-based biomass and clean recycled wood; Unicon Biograte is a combustion technology for steam and hot water production with biomass; Unicon Pellet is a pellet-fired boiler plant that acts as a backup plant or to generate process heat; Unicon Renegrade is a hot water boiler plant most commonly used for district heating and Unicon Bioliquid is a boiler plant generating superheated steam that is used both as a base or a backup plant.

Since its establishment, KPA Unicon Group has

delivered more than 2000 boiler and power plants primarily focusing on renewable solutions. During the last five years, 396 MW capacity of biomass-based renewable fuel energy solutions have been delivered, with 265 MW of these replacing fossil fuels. The company has successfully navigated the transition from fossil fuels to renewably-sourced energy generation. The change has been significant.

Partnera is committed to developing clean energy solutions throughout its owned companies. Commitments include investing in the research of emerging alternative future solutions.

## Climate risks and opportunities

KPA Unicon Group's business is focusing on providing clean energy solutions and reducing GHG

emissions to reduce adverse climate impacts. KPA Unicon Group strives to be a forerunner and an innovator in its solutions.

KPA Unicon Group's clean energy solutions are based on the evaluation and use of the following: renewable fuels, recycled fuels, heat recovery, energy storage and future solutions. Biofuels used mainly comprise of side streams from the pulp & paper industry.

Although KPA Unicon Group's current energy solutions are primarily combustion-based, the group is also evaluating other means of providing energy so as to meet the future needs reflected by the change of megatrends. Business risks and opportunities for KPA Unicon Group are summarized in the table below.

## SUMMARIZED BUSINESS RISKS AND OPPORTUNITIES FOR KPA UNICON GROUP

DESCRIPTION OF THE MATTER:	RISK	OPPORTUNITY
Energy recovery is at the low level in the waste hierarchy.	The amount of combustible waste fractions available as fuels will decrease. Waste legislation is based on hierarchy, where waste recycling and reuse are considered better options than energy recovery. Although the intention of for example the EU regulatory framework is to promote a national implementation of the circular economy, interpretation does not necessarily support the use of industrial side streams or waste as a fuel among others.	A significant portion of the waste still cannot be reused, recycled or used for material recovery. Legislation throughout the world supports the replacement of fossil fuel-based boiler and power plants with modern and clean energy solutions. The enforcement of EU legislation continues to control recycling and material recovery and ensures renewable fuels continue to be available.
Biofuels mainly comprise of side streams from the pulp & paper industry. Fuels that are easy to process are rare and expensive.	Solutions require significant investment.	Current boiler and power plants require upgrading or replacement. The company can support its customers by obtaining (green) funding.
Steel and food production emit waste gases.	Steel production will be partially changing to use more electricity. On the other hand, new renewable energy sources are then needed and waste gases might not be utilized.	The waste gases can be collected and utilized for energy generation (as in for example Zenica in Bosnia-Herzegovina), especially in countries where they have not yet been efficiently utilized.
Heat recovery in industry and current power generation.	-	The recovery of flue gases from current boiler and power plants combined with recovered heat from the return water of the district heating system.
Heat recovery to increase efficiency of the industrial processes and generate energy without installing new power plants.	-	Particularly applicable for the chemical and steel industry where there are still unrecovered heat gases and liquids.
Energy storage in industry	The focus is currently on electric batteries and their development.	Growing interest on types of energy storage beyond batteries. Heat and steam storage in industry helps to balance the production and conventional storage can be used.
Energy storage in media	-	Research on storage of energy in for example sand, metals and bedrock continues. Most feasible energy storage locations are close to the energy generation units.
"Power to X" expands the energy storage but is currently connected to centralized energy generation units.	-	In the future, the solution will also be applicable to decentralized energy generation units. Clean water production is based on electrolysis, generating a significant heat loss that can be utilized in energy generation. Heat should be utilized in energy generation when hydrogen is used as a fuel.
CO <sub>2</sub> recovery		These systems are based on conventional technology enabling the use of CO <sub>2</sub> as a raw material in fuel production.

The business risks and opportunities listed in the summarized business risks and opportunities for KPA Unicon Group -table demonstrate significant opportunities and growth potential for KPA Unicon Group. Partnera is committed to securing the growth and scaling of KPA Unicon Group's business solutions.

Climate change mitigation is also providing opportunities for Foamit Group. The production of foam glass from fine waste glass fraction that would otherwise end up at the landfill can be utilized to replace other fill materials with a more significant carbon footprint. Although EU legislation has set stipulations that promote the implementation of the circular economy, interpretation varies nationally and locally which complicates business. This is one of the main challenges for Foamit Group.

Partnera Corporation's businesses and the associated plants have not been negatively affected by climate impacts in 2021.

5.3.

## Our approach to circular economy

**G**lass is a 100% recyclable product and therefore Foamit Group's core business is circular economy. Foamit Group can recycle everything that is made of glass and thus effectively minimize both the amount of landfill waste and the potential need for virgin glass material. Using recycled and cleaned glass cullet as a raw material in the glass industry has many advantages. Recycled glass has a lower melting point temperature compared to virgin glass and its usage saves energy and minimizes CO<sub>2</sub> emissions. At the same time, it reduces the need for a virgin raw material.

Purified and color-sorted glass cullet is sold to customers who utilize it in the production of different glass products: glass packages, glass wool and flat glass.

The rest of the recycled glass material, which is typically the fine particles that cannot be re-used in packaging glass production without reprocessing, goes to foam glass production. Foam glass production ensures that nothing is wasted in a glass recycling process. Foam glass is made almost entirely from recycled glass material comprising of shredded household glass, glass powder and silicon carbide (SiC) used as a foaming agent. Foam glass is a pure example of a circular economy product. For example, of all glass waste processed at the Uusioaines glass purification plant in Forssa, Finland in 2021, approximately 65% was recycled as material by the glass industry while the remaining 35% was recycled in

the foam glass plant together with similar reject waste glass fractions sourced from external suppliers. Without foam glass production, these glass waste streams amounting to approximately 100,000 tons would have been landfilled. Our three other foam glass production plants recycle similar waste glass streams and enable glass waste to be diverted from landfills.

KPA Unicon Group biomass and waste solutions Unicon Reneflex, Unicon Waste Gas and Unicon Heat Recovery solutions recycle industrial side and waste streams into energy. Unicon Reneflex is a bubbling fluidized bed (BFB) combustion technology developed for solid fuel and uses locally treated waste streams by converting them into for local heat, steam and power production; Unicon Waste Gas convert industrial waste gas streams and other types of liquid and gaseous waste to energy that can be utilized to produce steam, power or hot water; and Unicon Heat Recovery is a steam generator that captures lost heat and uses it to produce steam energy.

For example KPA Unicon Group's new power plant in Zenica, Bosnia-Herzegovina is leading to the closure of the old coal-fired power plant. The new power plant will not only reduce the GHG emissions by 200,000 tons per year but will have an enormous positive impact on the local air quality and on the health of the local citizens as it replaces coal-based generation and waste gases from steel production will no longer be emitted but will instead be used as fuel for the new power plant.

## **CASE FOAMIT GROUP: MEASURING FOAM GLASS CONTRIBUTION TO CIRCULAR ECONOMY**

Hasopor AB reached out to researchers in the Swedish Sustainable Business Unit (Division Samhällsbyggnad) at Research Institute of Sweden (RISE) to measure the circularity of foam glass. Hasopor's foam glass consists of three ingredients: recycled household glass, recycled flat glass, and the chemical silicon carbide (SiC). The first two ingredients account for a combined 98.6% of the mass and 99.8% of the volume of the finished product. SiC accounts for a relatively miniscule proportion of the mass or volume of the foam glass product but at the same time a relatively high economical value, representing 41.9% of the total product cost per unit.

In summary researchers and Hasopor concluded that their foam glass product is 99.8% circular when measured in terms of volume, 98.6% circular when measured in terms of mass, and 58.1% circular when measured in terms of economic value.

Understanding their product's C-metric allows Hasopor to benchmark their contribution to the Circular Economy transition in Sweden. The score is also important in comparing foam glass aggregate to other fill or insulation material created such as mined clay aggregates (entirely virgin (non-circular) products) or expanded or extruded polystyrene foam products (a petroleum based product made typically from fossil resources).

<https://www.ri.se/en/what-we-do/projects/measuring-circular-economy-in-construction-hasopors-foam-glass-product>

## **CASE FOAMIT GROUP: COOPERATION WITH INSTITUTIONS AND POLICY MAKERS TO PROMOTE CIRCULAR ECONOMY**

Finnish Environmental Industries (YTP) is an organization representing the Finnish Environmental Industries set up by Finnish environmental companies. Foamit Group is a member of YTP and its CEO Kalle Härkönen is a member of the YTP Board. YTP promotes the sustainable use of natural resources and aims to strengthen the stature of the industry. The aim is to ensure a functional operational environment for the industry by working in close co-operation with industry, public authorities and other stakeholders. YTP is a member of the European Waste Management Association (FEAD), the European Demolition Association (EDA), the European Plastics Recycling Branch (EPRB) and the European Recovered Paper Branch (ERPA).

The Finnish Ministry of Environment has set up a working group to address the commercialization of recycled materials (UTU working group) for the term September 2021 – December 2023. The aim of the working group is to promote the smoothness, consistency and predictability of regulations and decision-making regarding the end of waste (EoW) classification and byproducts. Regulations must encourage the commercialization of recycled materials, that is waste and industrial by-products, while maintaining a high level of environmental and health protection. In addition, the working group aims to monitor EoW development work in the EU and promote Finland's participation in it. Foamit Group supports this initiative.

## **CASE KPA UNICON GROUP: WORLD'S LEADING STEEL COMPANY ARCELORMITTAL INVESTS IN CLEAN ENERGY PRODUCTION IN BOSNIA-HERZEGOVINA**

ArcelorMittal's steelwork plant in Zenica, Bosnia-Herzegovina, took a new power plant into use that was designed and delivered by KPA Unicon Group in fall 2021. The new clean energy power plant utilizes the coke and blast furnace gases from the steelworks as fuel. In addition to producing most of the energy needed for the steelwork, the plant will produce all district heating for the city of Zenica.

Owing to the new plant, Zenica's old coal-fired plant, which is one of the largest and most polluting plants in Bosnia-Herzegovina, can be closed. The new power plant will not only reduce the GHG emissions by 200,000 tons per year but will have an enormous positive impact on the local air quality and on the health of the local citizens. Coal-based generation and waste gases from steel production will no longer be emitted to the air but will instead be used as fuel for the new power plant.

The new power plant is owned by joint venture project company, Toplana Zenica, formed by ArcelorMittal, Finnfund, the city of Zenica and KPA Unicon. KPA Unicon is also responsible for the operation and maintenance services of the power plant.

## 5.4. Our environmental impacts

Greenhouse gas (GHG) emissions are the most significant environmental aspect related to Foamit Group's operations as the process is energy intensive. Yet compared to other similar products available at the market, foam glass's carbon footprint is smaller. Furthermore, as foam glass aggregate is manufactured out of fine glass particles and glass dust, operations generate dust during product storage, transport and loading at the plant. Additionally, dust is derived from waste glass processing.

Dust emissions at Uusioaines in Finland, Hasopor in Sweden and Glasopor in Norway plants are generally limited to the plant area. Foamit Group has implemented various dust minimization measures at all plants to date and continues to implement corrective actions in accordance with the authority-approved plans. Dust is frequently measured at the plants and in their immediate surroundings. At Uusioaines, suspended solids are removed from the storm water by sedimentation basins. Stormwater is also frequently monitored for suspended solids at Uusioaines and Hasopor.

Direct GHG emissions from KPA Unicon Group's own production are limited to infrequent CO<sub>2</sub>, NO<sub>x</sub>, and particulate emissions from the backup boilers (less than 100 kW each and no obligation to monitor emissions). Volatile organic compound (VOC) emissions, which are considered minor, result from painting operations. VOC emissions were a total of 1.5 tons in 2021, reduced by 28% when compared to the previous year. The joint venture heating plant in Kälviä was taken into use in 2021 and air emissions will be measured in Kälviä in 2022. Indirect air emissions result from use of district heating and electricity in production.

It is worth noting that, through its clean energy solutions, KPA Unicon Group's energy production solutions have had a significant impact on local air quality, reducing NO<sub>x</sub>, SO<sub>2</sub> and particulate emissions in the surroundings of the customer plants. As an example, the new power plant in Zenica, Bosnia-Herzegovina, has already had an immediate positive impact on the local air quality in terms of SO<sub>2</sub>, particulates emissions and cleaner air overall during the test runs. Now, when the power plant is up and

running, it will eventually have a positive impact on citizens' health.

Despite the major reduction of all emissions achieved by KPA Unicon Group's solutions, combustion of renewable fuels generates NO<sub>x</sub> emission, particulate emissions and in some cases also SO<sub>2</sub> emissions depending on the source of the renewable fuel. However, to ensure applicable limit values are met, air emission minimization technique can be implemented and installed at boiler and power plants delivered by KPA Unicon Group.

In addition to air emissions, energy generation also generates boiler water and ash. Boiler water is collected, treated and circulated back to the boiler, and no effluents are discharged to the sewer. All ash from power plants supplied by KPA Unicon Group can be utilized for fertilizer production (or similar), where it is granulated and enriched with nutrients where needed.

5.5.

## Environmental compliance

In 2021, Foamit Group's Uusioaines plant in Finland operated in compliance with the requirements set in the environmental permit, with two exceptions. In 2021, discussions were held with the supervisory authority as to whether the exterior area at the plant used for storage of foam glass should be paved. Also, minor exceedance in the received waste glass amount was notified to the authorities but required no action as the total amount of waste glass handled at the plant remained within the limit. Hasopor in Sweden was required to measure vibration and dust, and to prepare an action plan for dust minimization measures in 2020. The actions were implemented and there was no need for further actions in 2021. There were no non-compliances or pending authority requests in 2021. In Norway, Glasopor's Onsøy plant operated in compliance with

its existing permit in 2021. During 2021 Glasopor initiated a permit renewal process due to the need for a permit separation at the Onsøy plant as a consequence of the completed acquisition of Glasopor by Foamit Group. Glasopor's Skjåk plant also operated in compliance with the permit requirements in 2021.

KPA Unicon Group's own operations do not require environmental or chemical permits and the environmental compliance assessment carried out in 2020 revealed no environmental compliance issues. The permit requirements were also met at the minority-owned plants.

In 2021, no environmental incidents involving a non-compliance with environmental legislation or a permit, or a significant stakeholder concern related to environmental performance occurred in KPA Unicon Group's or Foamit Group's operations.

## 5.6. Waste

### Generated waste from our own operations

No significant amounts of waste, hazardous or otherwise, is generated in Partnera's companies' own operations. Metal and scrap metal comprise the main waste stream and derive from the companies' operations. Different types of waste oils are the main hazardous waste fraction generated.

88% of the non-hazardous waste generated was recycled and recovered. The highest utilization rate was in Hasopor, Sweden where 95% of non-hazardous waste generated was recycled and reused or utilized for energy recovery. At KPA Unicon Group and Uusioaines in Finland, the utilization rates were approximately 93% and 86%, respectively.

The following table summarizes the amounts of non-hazardous waste generated in the production.

### NON-HAZARDOUS WASTE GENERATED IN 2021

WASTE FRACTION, TONS	PARTNERA TOTAL	KPA UNICON GROUP	FOAMIT GROUP		
			UUSIOAINES	HASOPOR	GLASOPOR
Mixed waste	194 <sup>4)</sup>	49 <sup>3)</sup>	10	9	126
Combustible	393	-	372	21	
Metal/ scrap metal	503	193	269	38	3
Other recyclable	22				22
Cardboard	95	95			
Wood	158	<sup>2)</sup>	20	123	15
<b>TOTAL</b>	<b>1,365</b>	<b>337</b>	<b>671</b>	<b>191</b>	<b>166</b>

<sup>1)</sup> Covers workshops in Lapua and Kiuruvesi, Finland.

<sup>2)</sup> No data available on the amounts.

<sup>3)</sup> No data on the full amount for December 2021; 26.4 tons of mixed waste subjected to energy recovery.

<sup>4)</sup> 26.4 tons of KPA Unicon Group's mixed waste to energy recovery.

## HAZARDOUS WASTE GENERATED IN 2021

HAZARDOUS WASTE FRACTION, KG	EWC CODE	KPA UNICON GROUP	FOAMIT GROUP		
		KPA UNICON OY	UUSIOAINES	HASOPOR <sup>3)</sup>	GLASOPOR
Glycol	160114	14,820 <sup>1)</sup>			
Wax and grease	120112				30
Hydraulic oils	130111			50	
Lubricants and gear oils	130208 / 200101		1,100 <sup>2)</sup>	62	300
Gases in pressure vessels	16504			47	3
Batteries	160601			22	40
Fluorescent tubes	200121		40 <sup>2)</sup>	11	10
Other oil containing hazardous waste	130899		635	613	
Paint residues	080111		555	3	
Discarded electrical and electronic equipment	160211			91	

<sup>1)</sup>Glycol was historically used for pressure testing but was phased out in 2021 and substituted by water. No glycol waste will be generated in the future.

<sup>2)</sup>Material recovery.

A high-angle, close-up photograph of a child's lower body and feet. The child is wearing a bright red hoodie, blue jeans, and colorful sneakers with blue, red, and white details. They are walking on a wet, gravelly path, and water is splashing around their feet. The background is slightly blurred, showing more of the path and some green grass.

## 6. Social—building healthy and competent work communities

### Our approach to social responsibility

We believe that building healthy work environments where people can feel safe and develop themselves professionally is of paramount importance. In 2021, our sustainability work focused on people.

Employee well-being and health and safety training has been carried out to varying extents in our companies and the harmonization of policies and processes continues to be our social focus. Social responsibility targets for the near future include minimizing accidents in all operations, harmonization of accident reporting and ensuring the availability of data.

# Our people

In 2021, the number of employees within the Partnera Corporation increased from 67 to 309. We now have employees in 9 countries.

## TOTAL AMOUNT OF OWN EMPLOYEES AND SHARE OF FEMALE EMPLOYEES ON 31.12.2021.

	PERSONNEL	SHARE OF WOMEN
KPA Unicon Group total <sup>1)</sup>	205	33
Foamit Group <sup>2)</sup>	4	2
Uusioaines	34	3
Hasopor	27	5
Glasopor	35	2
Partnera	4	1
<b>PARTNERA CORPORATION TOTAL</b>	<b>309</b>	<b>46</b>

## EMPLOYEES BY GROUP ON 31.12.2021.

	MANAGEMENT	OFFICE WORK	MANUFACTURING
KPA Unicon Group <sup>1)</sup>	10	116	79
Foamit Group <sup>2)</sup>	3	1	0
Uusioaines	8	3	23
Hasopor	4	5	18
Glasopor	6	5	24
Partnera	2	2	0
<b>PARTNERA CORPORATION TOTAL</b>	<b>33</b>	<b>132</b>	<b>144</b>

<sup>1)</sup> KPA Unicon Group refers to KPA Unicon Group Oy, KPA Unicon Oy, OOO KPA Unicon, KPA Unicon d.o.o., KPA Unicon France, KPA Unicon Chile SPA, KPA Unicon Bosnia D.O.O, Leighton Services Spain SL, and parent company Due2Energy Oy.

<sup>2)</sup> Foamit group refers exclusively to Foamit Group Oy.

15% of Partnera's employees are currently women. 50% of Foamit Group Oy's employees are women, whereas in the whole Foamit Group women account for 15% of the employees. 68% of KPA Unicon Group Oy's employees are women, whereas in the whole KPA Unicon Group women account for 17% of the employees.

Out of all Foamit Group's employees, 65% work in production and 21% belong to management. In KPA Unicon Group, 57% are office workers while 39% work in production. In the entire Partnera Corporation, 11% of the staff hold managerial positions.

## EMPLOYEES BY AGE ON 31.12.2021.

	18-29	30-39	40-49	50-59	60-
KPA Unicon Group total <sup>1)</sup>	29	58	61	34	23
Foamit Group <sup>2)</sup>	1	0	2	1	0
Uusioaines	2	11	6	12	3
Hasopor	5	5	8	8	1
Glasopor	1	15	9	7	3
Partnera	0	1	1	2	0
<b>PARTNERA CORPORATION TOTAL</b>	<b>38</b>	<b>90</b>	<b>87</b>	<b>64</b>	<b>30</b>

<sup>1)</sup> KPA Unicon Group refers to KPA Unicon Group Oy, KPA Unicon Oy, OOO KPA Unicon, KPA Unicon d.o.o., KPA Unicon France, KPA Unicon Chile SPA, KPA Unicon Bosnia D.O.O, Leighton Services Spain SL, and parent company Due2Energy Oy.

<sup>2)</sup> Foamit group refers exclusively to Foamit Group Oy.

## 6.3. Employee engagement and well-being

It is important for us that our people feel motivated. Engagement surveys were carried out in 2021 in both Foamit Group and KPA Unicon Group.

In Foamit Group's Finnish subsidiary Uusioaines, an employee engagement survey was conducted in 2021 and showed positive results but also some areas for improvement e.g. with regards to leadership and communication. An improvement plan has been brought into use and its progress will be monitored.

Foamit Group's target for 2022 is to conduct employee engagement surveys across all units. Development targets will be set based on the results of the surveys.

At KPA Unicon Group in Finland, several surveys have been carried out in order to assess the working environment and spirit, support engagement of personnel and establish the company's reputation as a great place to work. The latest engagement survey

performed in 2021 revealed that KPA Unicon Group people were proud of the work they and their colleagues did for the company, and were pleased with the company's equal opportunities and fairness.

In 2021, KPA Unicon Group carried out a Great Place to Work survey. The highest scores were achieved by the employees' sense of being given responsibility. Employees also felt that they were important to the company. The greatest need for improvement was shown to in areas of employee benefits, celebrating special occasions, providing customers services that employees deem excellent, and coordination of tasks. In Fall 2021, the steering group for employee well-being began cooperation with a pension fund, the occupational health care service provider and insurance company. The steering group for employee well-being agreed on setting KPIs for employee well-being in order to better monitor progress in employee well-being issues. The

best scores in Elo's 2021 engagement survey were reached regarding the employee-supervisor relationships. The lowest scores were obtained regarding development of new modes of working together and considering the effects of changes to employees' work.

In addition to the above, a survey measuring how employees feel about their work at KPA Unicon Group is run on a weekly basis and the 2021 results were monitored by the management. In 2022, a change on this will be made and a monthly Employee Net Promoter Score (eNPS) survey will be sent to the personnel and the results will again be monitored by the management.

In 2021, Foamit Group's average staff turnover ranged from 5.7% in Glasopor, Norway and 10.2% in Uusioaines, Finland to 17.0% in Hasopor, Sweden. In KPA Unicon Group the average staff turnover was 18.5% in 2021.

### CASE FOAMIT GROUP: COMPANY CULTURE STUDY AND SIQNI EMPLOYEE ENGAGEMENT SURVEY IN FINLAND

Foamit Group's Finnish subsidiary Uusioaines has a clear focus on company culture and on further developing people processes. Company culture has been mapped by surveys, interviews and structural audits to get a better understanding of what the company's employee and people processes entail.

A Siqni survey was used to study employee engagement. In Siqni, the traditional way of asking employees to reply to ready-made questions has been flipped—employees are instead given an open platform to report what is most meaningful to them.

The response rate to the survey was high (95%). Employee satisfaction scored an average of 71 on a scale of 0-100. Siqni also included an Employee Net Promoter Score (eNPS) survey, which gave the result 6 (good).

Based on the study and survey, the company has prepared an improvement plan covering the most critical topics: leadership and communications.

### CASE KPA UNICON GROUP: EMPLOYEE WELL-BEING IN FOCUS

KPA Unicon Group's operations in Finland work closely with the Pension Fund Elo and have jointly prepared an employee well-being improvement plan that aims to support well-being, improve management processes and offer proactive support throughout the company.

Employee development plans are updated annually based on the employee commitment and well-being survey results. KPA Unicon Group has participated in the commitment to become a Great Place to Work and has carried out an annual survey that covers a three-year period up until 2022. As of 2023, an annual personnel well-being survey performed by Elo will continue to be the main engagement survey. Cooperation with Elo also consists of coaching, with a focus on well-being at work.

## 6.4. Learning and development

The newly formed Foamit Group has set a target to provide each employee with three days' annual training of their choice, to be implemented no later than 2023. During 2021, management teams throughout the Group conducted the Be the Best Version of You™ assessment and training.

KPA Unicon Group encourages all employees to develop their own expertise, gives study leaves and pays for trainings according to a development plan. In 2021, an extensive managerial training was arranged with a focus on the responsibilities and coaching leadership skills of both superiors and team leaders. A new Human Resources, Health and Safety (HR&H&S) strategy was put in place that

stresses the importance of professional competence and a commitment to support it. It also outlines the need for, and a commitment towards, further managerial training which will continue in 2022.

In addition to managerial training, KPA Unicon Group also provided managerial employees with training in 2021 that target improvements in feedback culture, leading remote work, early support as well as mental strain.

A special focus was placed on health and safety training. Furthermore, internal training regarding management's and supervisors' health and safety responsibilities was started in 2021 and will continue in 2022.

### **CASE FOAMIT GROUP: BE THE BEST VERSION OF YOU**

Management teams in all Foamit Group countries conducted the Be the Best Version of You™ assessment and training during 2021. The training was provided by the Swedish company Unik.

The purpose of the assessment was to provide all managers with education and reflection on how their particular way of being and acting can be perceived and, in the worst case, misunderstood by others. The training also included group analyses and tools to help understand and interpret group dynamics. The tool gave clear suggestions for activities that explore how managers, as individuals or as a management team, can learn to become stronger in different situations.

## 6.5. Health and safety

To ensure employees' and visitors' health and safety during the COVID-19 pandemic, Foamit Group has followed the national and regional public guidance and emphasized the importance of social distancing, good hygiene and use of masks.

KPA Unicon Group has followed the national and regional public guidance, and communicated guidelines to employees through internal instructions when necessary. These include instructions for workshops and installation sites to prevent infections and identify COVID-19 exposure chains.

In both Foamit Group and KPA Unicon Group, the office personnel has worked remotely for significant periods of time.

### Occupational health and safety, own people (LTIF)

In 2021, reporting systems for accidents and incidents have been significantly improved in both Foamit and KPA Unicon Group. Reporting of lost time injuries (LTIs) and lost time injury frequencies (LTIFs) cover year 2021.

In Foamit Group, the LTIF was 6.16% and in KPA Unicon Group 19.47%. For the entire Corporate structure, the LTIF in 2021 (31 December 2021) was 15%.

In 2021, the focus was on enhancing systematic information gathering regarding near misses

and safety observations in both companies, Foamit Group and KPA Unicon Group. However, as the files are incomplete for 2021, no details can be provided in this first sustainability report.

Available accident and incident statistics are presented in the below table. The number of LTIs is highest in KPA Unicon Group and several major efforts were made to improve the safety culture.

These included for example measuring, recording and processing of safety rounds and toolbox talks, and enhancing the collection of safety observations and health and safety initiatives. Health and safety communication is frequent and personnel are encouraged to report all safety observations. In 2021, 143 safety observations and 19 health and safety initiatives were reported.

### INJURIES, LOST TIME INJURIES AND LOST TIME INJURY FREQUENCY RATE IN 2021

	NUMBER OF RE-CORDABLE INJURIES	NUMBER OF LOST TIME INJURIES	LOST TIME INJURY FREQUENCY RATE <sup>1)</sup> , LTIF, %
KPA Unicon Group	15	7	19.47
Foamit Group (total)			6.16
Uusioaines	1	0	0
Hasopor	3	1	18.58
Glasopor	0	0	0
<b>PARTNERA CORPORATION TOTAL</b>	<b>19</b>	<b>8</b>	<b>15</b>

<sup>1)</sup> Lost time injuries per one million hours worked.

## Occupational health and safety, our contractors

In 2021, all Partnera's companies started to gather information about the occupational health and safety performance of their contractors. However, as information available for 2021 is incomplete and not harmonized, we are not able to provide detailed information for 2021.

Foamit Group has been reporting contractor-related LTIs separately as of 2021. KPA Unicon Group has started the process to require all their contractors to report their LTIs and LTIFs as of 2023.

### CASE FOAMIT GROUP: ZERO LOST TIME ACCIDENTS IN TWO YEARS REWARDED

Foamit Group's Finnish subsidiary Uusioaines celebrated two years without lost time accidents in June 2021. Good and persistent work focusing on occupational health and safety was paying off and the remarkable achievement was celebrated by giving all employees a voucher for a free massage.

Safety at work continues to be a top priority in Uusioaines' strategy.

6.6.

# Diversity, equity and inclusion

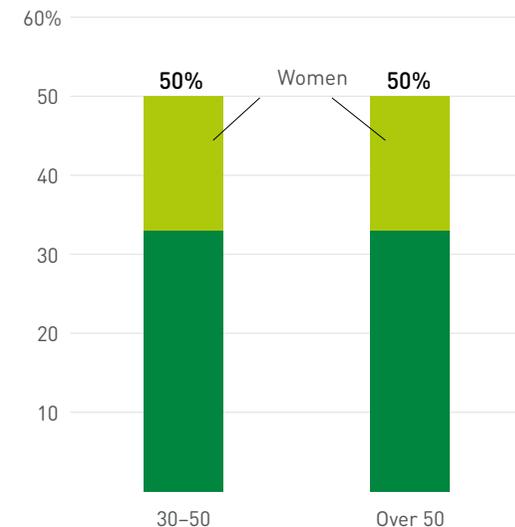
In Finland, the Act on Equality between Women and Men and the Non-Discrimination Act guide our actions. The purpose of the Equality Act is to promote gender equality and to prevent discrimination based on gender, gender identity or expression of gender and the Non-Discrimination Act prohibits all discrimination on the basis of gender, age, origin, nationality, language, religion, belief, opinion, political activity, trade union activity, family relationships, state of health, disability, sexual orientation, or other personal characteristics.

We believe diversity, equity and inclusion strengthens our competitiveness and are prerequisites for success. We acknowledge that we are only at the start of our journey with regards to sustainability reporting. Year 2021 meant strong growth for Partnera due to two large acquisitions which included the acquisition of KPA Unicon Group in April and Partnera's subsidiary Foamit Group's acquisition of Glasopor AS in September. Therefore, we continue the integration of the new businesses and developing common norms and rules. KPA Unicon Group has already integrated a diversity and equality plan into day-to-day actions. A dedicated team follows it through according to jointly agreed indicators and updates of the targets and indicators when applicable. The indicators will be updated in 2022.

## Gender diversity

Partnera's board of directors comprises of six (6) persons of whom two (2) are female. The leadership team consists of the CEO and the CFO, both male.

### PARTNERA BOARD OF DIRECTORS, AGE AND SHARE OF FEMALE MEMBERS, 31.12.2021

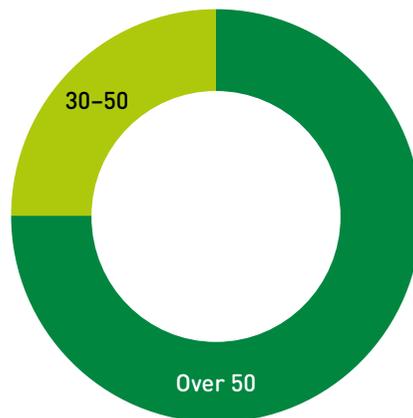


Foamit Group's Board of Directors consist of four (4) members and KPA Unicon Group's of three (3) members, all of which are male.

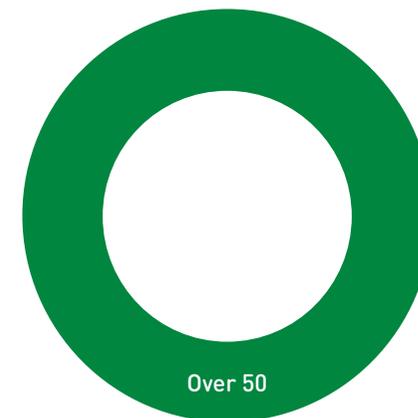
Foamit Group's leadership teams has five (5) members and KPA Unicon Group's six (6) members. Women's share in leadership teams is 20% in Foamit Group and 17% in KPA Unicon Group.

It is worth noting that in KPA Unicon Group's Great Place to Work engagement survey in 2021, diversity, equity and inclusion got the 2nd, 3rd and 4th highest scores (84 to 86%). A diversity, equity and inclusion survey will be arranged and the feedback will be assessed in 2022 to identify development needs.

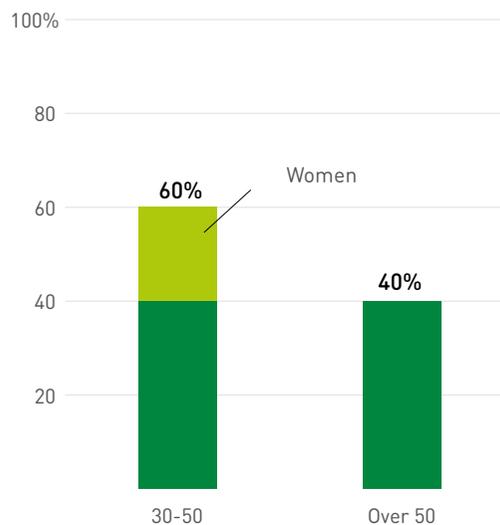
**FOAMIT GROUP BOARD OF DIRECTORS BY AGE IN 2021**



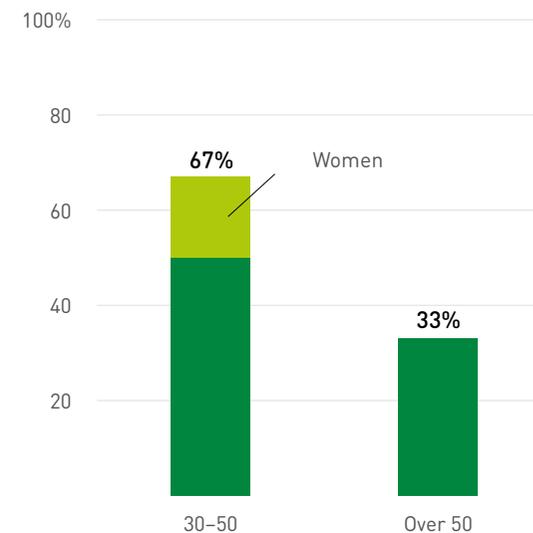
**KPA UNICON GROUP BOARD OF DIRECTORS BY AGE IN 2021**



**FOAMIT GROUP LEADERSHIP TEAM, SHARE OF FEMALE MEMBERS, 2021**



**KPA UNICON GROUP LEADERSHIP TEAM, SHARE OF FEMALE MEMBERS, 2021**



# 7. Sustainable economic growth

## Our approach to economic responsibility

Partnera delivers solutions that are integral to the transition towards the sustainable use of resources and a carbon neutral society. We dedicate our resources—our business, investments, expertise and networks—to creating sustainable value and building a better future.

We also believe that this is where future growth will occur. Consequently, we seize the excellent growth opportunities arising from sustainable industries to create lasting value.

Another key objective is to increase competitiveness so that the ROE exceeds 10% per year.



## 7.2. Direct economic value

Although we are a small company on a global scale, we have a direct and indirect economic impact on our stakeholders. The direct economic impact includes our purchasing of goods from

suppliers, dividends paid to shareholders, wages and benefits paid to our employees, and financial expenses such as tax incomes and community investments.

### ECONOMIC IMPACT.

ALL FIGURES INCLUDE KPA UNICON GROUP AS OF 1.5.2021 AND GLASOPOR AS OF 1.9.2021.

STAKEHOLDER GROUP	IMPACT (EUR MILLION)	2021	2020
<b>DIRECT ECONOMIC VALUE</b>			
Customers	Net sales	78.2	31.1
<b>ECONOMIC VALUE DISTRIBUTED</b>			
Suppliers	Total purchases of goods and services	43.6	15.2
Shareholders <sup>1)</sup>	Dividends paid, euros per share <sup>2)</sup>	0.08	0.11
Employees <sup>3)</sup>	Wages and benefits	13.5	5.0
Creditors	Net financial expenses	-1.2	0.4
Public sector	Income taxes paid	0.7	0.7
Research and development		1.8	0.0

<sup>1)</sup> 26,594 shareholders on 31.12.2021.

<sup>2)</sup> In 2021, dividends suggested by the Board of Directors.

<sup>3)</sup> 309 employees on 31.12.2021.

## 7.3. Responsible sourcing

Partnera's targets for 2022 relate to the harmonization of sourcing procedures, including responsible sourcing principles, and their implementation through a Supplier Code of Conduct. For 2022, we are committed to the following:

- One Supplier Code of Conduct for the Corporation to be signed by all our suppliers.

In Foamit Group, a Procurement Development program was started in 2021. In the first stage, the current state was reviewed and a gap analysis performed. Foamit Group's main product, foam glass aggregate, uses recycled glass as its main raw material.

KPA Unicon Group's main products are based around clean energy solutions and aim to reduce emissions and decrease the reliance on fossil fuels through the utilization of biomass and byproduct streams. KPA Unicon Group's code of ethics states that the company work with responsible companies. The company evaluates subcontractors prior to the start of cooperation and require all the necessary information to conduct an evaluation. KPA Unicon Group avoid working with companies who are seen to be in conflict with the company's code of ethics. KPA Unicon Group only use suppliers they have approved themselves or their customer has approved. Internal guidelines on responsible sourcing highlight following common guidelines of sourcing to ensure fluency and quality.

The main material sourced by KPA Unicon Group is metal used in the manufacturing of for example

## Supporting local communities

pipes, parts, plate sections, pipe beams and plate flanges. In terms of chemical use, manufacturing mainly requires sourcing of welding gases and additives as well as painting products. When goods and services are sourced, it is checked that the supplier or subcontractor in Finland operates in line with the Act on the Contractor's Liability. KPA Unicon Group's new suppliers and subcontractors are required to deliver information considering their HSEQ (health, safety, environment, quality) performance as part of their assessment. There is no official criteria on selection considering HSEQ-performance, but this is one of the targets for the future.

Partner's companies, Foamit Group and KPA Unicon Group, have both supported communities through various activities, donations and participation in events and organizations.

### **CASE FOAMIT GROUP: CHRISTMAS PRESENTS FOR CHILDREN AND YOUTH AT RISK OF SOCIAL EXCLUSION IN FINLAND**

Joulupuu (Christmas Tree) is a traditional Christmas campaign collecting presents for children and youth at risk of social exclusion in Finland. In the Forssa area, where Uusioaines has its production site, the employees have participated in the charity campaign on a voluntarily basis by buying Christmas presents for the Joulupuu collection. All the donated presents are delivered to children or teenagers who might not otherwise receive any Christmas presents. Uusioaines employees have chosen to participate in the campaign for three years in a row.

### **CASE KPA UNICON GROUP: COMPANY CHRISTMAS PRESENT FUNDS DONATED TO CHRISTMAS SPIRIT CAMPAIGN**

KPA Unicon Group has made donations for several years to the Good Christmas Spirit (Hyvä Joululumieli) charity collection. The collection is arranged by the Finnish Red Cross and the Mannerheim League for Child Welfare (Lastensuojeluliitto). Collected funds are shared as grocery vouchers for low-income families in Finland.

### **CASE KPA UNICON GROUP: SPONSORING FOR YOUTH**

KPA Unicon Group sponsors the hobbies of employees' children. Hobbies include sports such as football and Finnish baseball. The company also sponsors local sports clubs in Pieksämäki, Finland.

KPA Unicon Group also sponsors Lämpövoimakerho, i.e. the Energy Engineering Club at Aalto University in Finland. The main purpose of this student association is to bring all energy students together, give them an opportunity to improve their own professional readiness, and provide opportunities for potential employers to get to know future experts in the energy field. In return, the cooperation provides KPA Unicon Group with the opportunities to increase the visibility of KPA Unicon Group's solutions among the students, and ignite their interest in future employment opportunities.

# Foamit Group sustainability approaches and commitments

## Sustainable future is based on circular economy

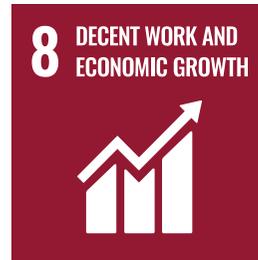
In 2021, Foamit Group carried out a materiality assessment. The Group also adopted the United Nations Sustainable Development Goals (SDG) and their targets. These form the primary framework for the Group's sustainability work.

Foamit Group supports all seventeen SDGs, and the goals 8, 9, 13 and 17 have been identified as the ones where we have the largest impact through our operations and products. For these goals, we have defined short- and medium-term goals and our approach for the near future:

### 8. Decent work and economic growth

#### FOAMIT GROUP: EMPLOYEE TRAINING AND WELL-BEING. SAFE PLACE TO WORK.

- Active dialogue with all employees regarding well-being at work and occupational health and safety
- Active mapping of best practices to identify and reduce/eliminate dust and other risk factors at our plants



### 9. Industry, innovation and infrastructure

#### FOAMIT GROUP: EMPLOYEE DEVELOPMENT OF NEW CIRCULAR ECONOMY SOLUTIONS

- Innovations promoting the circular economy are a significant part of our business. We measure and report projects that are completed with a significant sustainable innovation outcome. Our target is to have three (3) such projects per year
- Exploring new opportunities for utilizing glass, including e.g. new foam glass products for industrial projects

### 13. Climate action

#### FOAMIT GROUP: MINIMIZING OUR CARBON FOOTPRINT AND BECOMING CARBON NEUTRAL

- Updating our carbon footprint calculations and the verification of the EPD reports
- Creating a roadmap to reduce emissions. The roadmap will help us to monitor and reduce our carbon footprint and increase our carbon handprint

- Analyzing emissions of our supply chain. Target set for 2025
- Creating responsible sourcing principles for our entire supply chain and monitoring their implementation

### 17. Partnerships for the goals

#### FOAMIT GROUP: EMPLOYEE COOPERATION WITH INSTITUTIONS AND POLICY MAKERS TO PROMOTE THE CIRCULAR ECONOMY

- Actively searching for partners with whom we can find new circular economy products, services and production methods, as well as digital solutions to promote the circular economy
- Exploring new opportunities to obtain sustainability certifications and commitments
- Raising the profile of the circular economy. For example, we cooperate with schools and educational institutions and with clusters enhancing circularity. In Sweden, we continue the cooperation with the Research Institutes of Sweden (RISE)

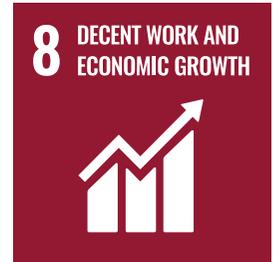
## FOAMIT GROUP SHORT- AND MEDIUM-TERM ESG COMMITMENTS

MATERIAL TOPIC	TARGET	ACHIEVEMENTS IN 2021	PROGRESS
Employee training and well-being. Safe place to work.	2022: Employee engagement surveys are conducted, and their results develop positively. A digital survey is in use.	An employee engagement survey was conducted in 2021 in Foamit Group companies. Action plans are made and followed.	In progress
	2023: Each employee is entitled to 3 days of training of their choice annually.	No action yet.	Not started
	2030: The concentration of dust in the ambient indoor air at the production plants is below the statutory limits.	Dust in the indoor air and at the plant areas is an issue at all Foamit Group plants. Dust concentrations in the indoor air have generally been slightly below or at the level of the statutory limits. Improvements have been planned and implemented at all plants in 2021, and further improvement work continues. As an example, measurements carried out in December 2021 at Hasopor showed that the amount of respirable dust in the factory has been reduced by 80% compared to the previous measurements in 2017. Work will continue to reduce the levels of dust further and measurements will be carried out annually.	In progress
Development of new circular economy solutions	We are a well-known player in our industry, who shares information and expertise regarding the circular economy as well as innovation throughout the supply chain and our stakeholders. We measure and report started and finished innovation projects.	In 2021, we contacted several possible partners with whom we could cooperate regarding innovation and the search for new circular economy solutions. Discussions are ongoing and test-runs will be continued.	
	2022: We will set a measurable target for the development of new circular economy solutions.	No action yet.	Not started
	2025: We can demonstrate the effectiveness of our operations by measuring the share of innovation in net sales (2025).	No action yet.	Not started
Minimizing our carbon footprint and becoming carbon neutral	2022: Short term: Update of our carbon footprint calculations (Scope 1 and 2) and verification of the Environmental Product Declaration (EPD) at Group level.	Scope 1 and 2 calculations were calculated for 2021 as part of this reporting project. The EPDs for the Foamit Group will be reviewed and renewed as needed in 2022.	In progress



MATERIAL TOPIC	TARGET	ACHIEVEMENTS IN 2021	PROGRESS
Cooperation with institutions and policy makers to promote circular economy	2023: The preparation of an emissions reduction road map to monitor and reduce our carbon footprint and increase our carbon handprint.	Actions depend on the completion of the carbon footprint and carbon handprint calculations. The calculations are still ongoing.	Not started
	2022: The preparation of responsible sourcing principles for our entire supply chain and monitoring their implementation.	Foamit Group started a Procurement Development program in 2021. The first step was to review the current state and to carry out a gap analysis. During 2022 we will implement the Corporate level Supplier Code of Conduct.	In progress
	2050: We achieve carbon neutrality.	Carbon footprint and handprint calculations form the basis for GHG emissions reduction roadmap and the work is ongoing.	In progress
	2050: We achieve energy self-sufficiency.	No action taken in 2021.	Not started
	2050: Foam glass kilns run on renewable electricity or biogas, or both.	At Hammar plant in Sweden both mills and all kilns have been run by certified renewable electricity since 2020. This is also the case for the Skjåk plant in Norway. Other plants will follow this progress.	In progress
	2030: We are playing an active role in finding new circular economy solutions that can be proved effective.	Our focus in 2021 was on being an active member in national and international associations promoting the circular economy. In 2021, researchers at RISE Sweden collaborated with Hasopor AB to measure the circularity of foam glass product, project "Circular Economy and foam glass". <a href="https://www.ri.se/en/what-we-do/projects/measuring-circular-economy-in-construction-hasopors-foam-glass-product">https://www.ri.se/en/what-we-do/projects/measuring-circular-economy-in-construction-hasopors-foam-glass-product</a>	In progress
	2030: We are an active player in promoting the circular economy and removing its barriers both nationally and internationally.	A materiality assessment was conducted in 2021 and represented a starting point for this stakeholder dialogue. In following years we'll focus on our brand strategy program with the aim to have a stronger presence in the media and to continue a dialogue with all relevant stakeholders.	In progress
	2050: We are known as one of the key players in the circular economy.	Our main focus in 2021 was on conducting a materiality assessment, establishing our ESG working group, defining our ESG Goals, and starting a Brand Strategy program.	In progress

# KPA Unicon Group sustainability approaches and commitments



## Energy for good

In fall 2021, KPA Unicon Group carried out a materiality assessment and adopted the United Nations Sustainable Development Goals (SDGs) and their targets as the primary framework for the company's sustainability work.

KPA Unicon Group supports all seventeen SDGs, and the goals 7, 8, 9 and 13 have been identified as those where we have the largest impact through our operations and products. For these goals, we have defined short- and medium-term focus areas:

## 8. Decent work and economic Growth

### **KPA UNICON GROUP: PROFESSIONAL DEVELOPMENT. SAFE PLACE TO WORK.**

**Engagement, training and development of our personnel, creating highly skilled personnel, to be the "Best place to work in the energy sector". To achieve this we will, in line with our human resources (HR) and health and safety (H&S), focus our strategy on:**

- Improving employee satisfaction based on the performed employee engagement survey by preparing action plans, setting KPIs and starting to measure and monitor progress
- Implementing a leadership development program with the aim to create the "KPA way to lead" and coaching of supervisory work
- Providing professional training in key areas
- Extending communication of the company strategy, mission, vision and values
- External service providers, for example insurance companies and health care service providers retained to support implementation of personnel development and engagement programs
- Improving the orientation process for new employees as well as developing opportunities for employees to develop their expertise through diverse tasks, through changing tasks, and by build career paths inside the company. We will also focus on developing our mentoring process.

The occupational health and safety target is set at zero accidents. To meet this target, the focus will be on developing the occupational health safety culture through providing specific training, improving communication, identifying risks and hazards, bettering investigation of accidents, and improving implementation of corrective actions related to safety observations and all incidents. Data gathering methods are being improved to better indicate the level of health and safety performance and to produce reliable data. Data gathering methods will be extended to include our contractors.



## 9. Industry, innovation and infrastructure, 7. Affordable and clean energy

### **KPA UNICON GROUP: PROMOTING USE OF RENEWABLE ENERGY SOURCES AND CIRCULAR ECONOMY**

Delivery and development of clean energy solutions and services that promote the circular economy and introduce new energy sources

- Continued evaluation of industries and plants with waste and side streams representing a great potential for heat recovery and/or fuels not currently utilized
- The assessment of opportunities and candidates for heat storage solutions in industry and current power generation
- Research and development (R&D) regarding hydrogen-based systems, especially regarding heat utilization in energy production
- More visible communication regarding KPA Unicon Group's services related to green funding

## 13. Climate action

### **KPA UNICON GROUP: MINIMIZING THE CARBON FOOTPRINT**

- Carbon footprinting to update Scopes 1, 2 and to also cover Scope 3 emissions scheduled for 2022
- Setting carbon reduction targets and defining short- and medium-term actions to reach the targets in 2022

## KPA UNICON GROUP SHORT- AND MEDIUM-TERM ESG COMMITMENTS

MATERIAL TOPIC	TARGET	ACHIEVEMENT IN 2021	PROGRESS
Engagement, training and development of our personnel—Best Place to Work	2022 Survey on equal opportunities.	-	Not started
	Obtaining 100 initiatives annually, from all teams and subsidiaries.	The target of 100 initiatives has been reached for the past two years. In 2020, 124 initiatives were received and in 2021, 111 initiatives were received. Improvements were made in the processing of initiatives; processing time was shortened and initiatives were handled on weekly basis.	Achieved
	2025 Positive eNPS achieved.	Human resources and occupational health and safety strategies were updated.	In progress
Safe place to work	Zero accidents in own operations.	ISO 45001 certification will be obtained in the beginning of 2022. Accident investigation procedures were revised. Active work to improve the safety culture started through increased communication. Personal protective equipment (PPE) procedures were revised, and the compliance assessment of PPE use is ongoing. Risk assessments were performed for all the offices in Finland and the workshop in Lapua, Finland during 2021. The risk assessment for Kiuruvesi, Finland, workshop is in progress. A new tool/system for risk assessments was taken into use and carrying out risk assessments became a continuous process with frequent updates.	Not achieved
	2022 LTIF below 15	-	Not started
	The development of the analysis and reporting of the types and severity of incidents. Improvement of the processing of the reports.	Reporting, analysis and incident tracking systems with the related responsibilities were all revised in 2021.	In progress
	2022 Systematically harmonized reporting and analysis methods taken into use.	Reporting was revised and extended in 2021 and harmonization started.	In progress
	Annual sick leave rate below 3%	A work capacity development program, to maintain and develop the work capacity and well-being of personnel, started in cooperation with the insurance company and pension company. The target was reached in 2020 and 2021.	Achieved



MATERIAL TOPIC	TARGET	ACHIEVEMENT IN 2021	PROGRESS
	2022 At least 500 proactive actions including for example safety observations and initiatives filed and processed annually to improve safety culture.	The measuring and recording of safety rounds, toolbox talks and initiatives related to safety has started but is still workshop-focused. Communication, encouragement and guidance on reporting safety observations has a high priority. Reporting of safety observations has been made easier and in 2021, 143 safety observations and 19 health and safety initiatives were reported. The processing of reports has been improved. In 2022, further attention needs to be paid to communication and implementing corrective actions. Supervisor responsibility training has taken place in 2021 and further training will be provided to deepen the knowledge in 2022.	In progress
	2023 All initiatives and observations processed annually, information from all teams and subsidiaries.	Increased communication: The data on a team/subsidiary level is followed up regularly in personnel info sessions. Reporting procedures and responsibilities have been clarified.	In progress
	2023 Extending the incident reporting and analysis methods to cover (sub)contractors at all production and installation plants.	Guidelines and contract changes have been made so that information on occupational accidents from sub-contractors can be received.	In progress
	2025 Health and safety performance criteria set for (sub)contractors.	Changes to contracts and evaluation forms have been made to obtain health and safety information and to later help create the health and safety performance criteria.	In progress
	Targets will be defined in 2022.		Not started
Development and delivery of clean energy solutions			
Minimizing our carbon footprint	100% of the purchased electricity in our workshops is green by the end of 2021.	Energy agreements for our workshops were renewed in 2021. Green electricity used since June 2021.	Achieved
	2022 Calculate greenhouse gas (GHG) emissions for Scope 1, 2 and 3 GHG emissions and define a medium (2030) and long-term climate strategy (2050) with the targets and the related actions.	Greenhouse gas (GHG) calculations carried out for the Sustainability Report. However, some data gaps still exist, and Scope 3 emissions could only be calculated for Category 6, Business travel.	In progress



◀ MATERIAL TOPIC	TARGET	ACHIEVEMENT IN 2021	PROGRESS
Minimizing our environmental impact	2022 KPIs and targets set and action plans in place.	KPI and target setting scheduled for Q1/2022.	Not started
	2022 Particulate and NO <sub>x</sub> emissions from our joint venture power plants in commercial operation verified.	Emissions measurements scheduled for Finland's Kälviä district heating plant for 2022. Other joint venture power plants have not yet been put into commercial operation.	Not started
	2030 Modernization of the backup boilers at our workshops.	The current backup boilers are light fuel oil fired but small in capacity.	Not started
	2021 90% of the waste originating from the production recycled and recovered.	Our utilization rate was 93%.	Achieved

### APPENDIX 3: LIST OF TABLES AND GRAPHS PRESENTED IN THE REPORT

Total number of employees . . . . .	7
Partnera Corporations operational revenue increase 2017-2021 (EUR million) . . . . .	7
Partnera’s Corporate structure . . . . .	11
Partnera’s Commitments SDG:s 7,9,13 . . . . .	13
Partnera’s Commitments SDG:s 8. . . . .	14
Partnera’s Commitments SDG:s 9. . . . .	15
Energy consumption within the organization in 2021 . . . . .	21
KPA Unicon Group’s operational joint venture boiler and power plants in 2021 . . . . .	23
Direct (Scope 1) GHG emissions . . . . .	24
Indirect (Scope 2) GHG emissions . . . . .	25
Summarized business risks and opportunities for KPA Unicon Group . . . . .	26
Non-hazardous waste generated in 2021 . . . . .	31
Hazardous waste generated in 2021 . . . . .	32
Total amount of own employees and share of female employees on 31.12.2021 . . . . .	34
Employees by group on 31.12.2021 . . . . .	34
Employees by age on 31.12.2021 . . . . .	35
Injuries, lost time injuries and lost time injury frequency rate in 2021 . . . . .	38
Partnera Board of Directors, age and share of female members, 31.12.2021 . . . . .	39
Foamit Group Board of Directors by age in 2021 . . . . .	40
KPA Unicon Group Board of Directors by age in 2021 . . . . .	40
Foamit Group leadership team, share of female members, 2021 . . . . .	40
KPA Unicon Group leadership team, share of female members, 2021 . . . . .	40
Economic impact . . . . .	42
Foamit Group short- and medium-term ESG commitments . . . . .	45
KPA Unicon Group short- and medium-term ESG commitments . . . . .	49

# PARTNERA

## **PARTNERA CORPORATION**

Kauppurienkatu 12 A  
FI-90100 Oulu  
Finland

[partnera.fi](http://partnera.fi)  
[linkedin.com/company/partneraoyj/](https://www.linkedin.com/company/partneraoyj/)

## **FOAMIT GROUP OY, C/O UUSIOAINES OY**

PL 120  
FI-30101 Forssa  
Finland

[foamit.fi](http://foamit.fi)  
[uusioaines.fi](http://uusioaines.fi)  
[hasopor.se](http://hasopor.se)  
[glasopor.no](http://glasopor.no)

## **KPA UNICON GROUP OY**

Myllykatu 12  
FI-76100 Pieksämäki  
Finland

[kpaunicon.com](http://kpaunicon.com)  
[linkedin.com/company/kpa-unicon-oy/](https://www.linkedin.com/company/kpa-unicon-oy/)