FINNPROFILES

Governance report 2026

FINNPROFILES

Governance:

At FinnProfiles, we value the rights and interests of our investors and shareholders. We are committed to upholding good governance practices to ensure transparency, accountability, and ethical conduct throughout our organization.

Efforts on Diversifying Board of Directors and Executive Committee: At FinnProfiles, we value the significance of diversity in our leadership team. We have taken intentional steps to foster diversity within our board of directors. We firmly believe that a diverse board brings a wealth of perspectives and insights, leading to more effective decision-making and enhanced overall governance.

Our board of directors comprises individuals with diverse expertise from various aspects of our business. It includes representatives from our stockholders, market experts, legal professionals, and management experts, each providing a broad view of our organizational development.

We strive to seek expertise from various fields as needed to enrich our Executive Committee. Our Executive Committee is composed of diverse professionals with skills in production, quality, development, customer service, management, and finance. Embracing different perspectives enhances our ability to adapt, innovate, and respond to a constantly evolving business environment.

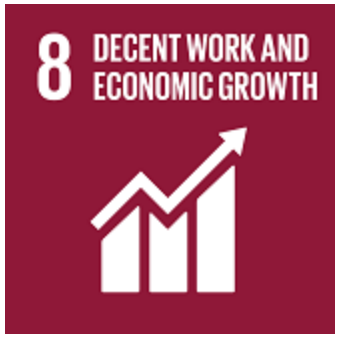
Corporate Behaviour: Ethical considerations are of paramount importance to us. At FinnProfiles, we operate in a transparent, equitable, and ethical manner. We strictly condemn any form of anti-competitive practices, corruption, or unethical lobbying. Our Code of Conduct reinforces our commitment to maintaining the highest ethical standards, ensuring compliance with all relevant laws and regulations.

Whistleblowing Anonymity System: To reinforce our commitment to transparency and ethical conduct, we have had a whistleblowing anonymity system since December 2023. This system allows employees and stakeholders to report any concerns or violations anonymously, without fear of consequences. It provides a safe and secure channel to address any potential issues, further ensuring our commitment to ethical behaviour and responsible governance.

At FinnProfiles, we understand that good governance is fundamental to building trust with our stakeholders and achieving sustainable growth. We continue to strengthen our governance practices to uphold the highest standards of accountability, transparency, and integrity. For further details on our governance principles and practices, please refer to our Code of Conduct.

FINNPROFILES

Sustainability commitment and goals for 2030:



FinnProfiles remains steadfast in our commitment to achieving the 8th goal of the UN Sustainable Development agenda - Responsible Consumption and Production. We have outlined specific areas of focus and initiatives that align with this goal, as follows:

Ensuring Whistleblower Anonymity: As we approach the close of 2023, we are actively working on implementing a robust system that guarantees anonymity for individuals wishing to report wrongdoing, express concerns, or share innovative ideas. This initiative is designed to create a safe space for unbiased opinions and comments, fostering an environment conducive to our ongoing development and progress.

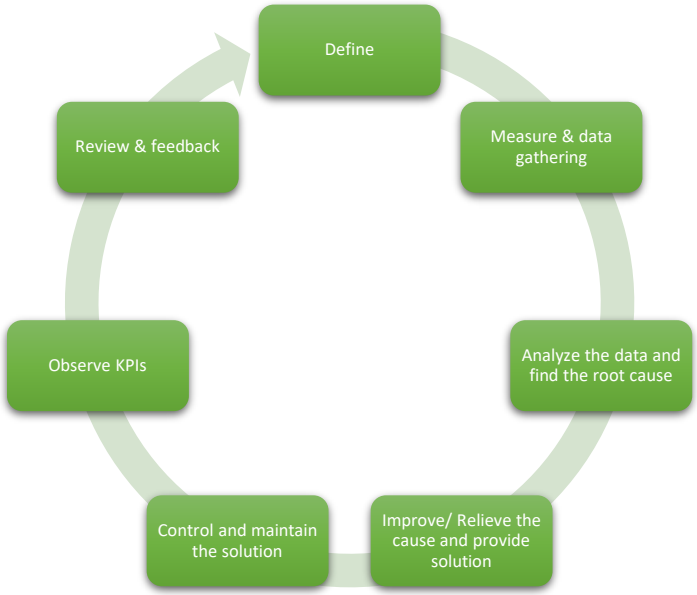
Strengthening International Services: Our commitment to collaboration and service expansion remains resolute until 2030. We are dedicated to providing partners and customers across the globe with comprehensive services that adhere to both Finland and EU regulations, while also championing sustainability initiatives.

Transparency in our Operations: As a small business, we firmly believe in the importance of operational transparency. In addition to our ESG reports, we are taking steps to reinforce our commitment by publicly sharing our Code of Conduct. This approach ensures that our dedication to ethical and responsible practices is not just communicated but solidified in tangible ways.

FinnProfiles' dedication to Sustainable Development is unwavering, and we consider it our top priority. As we progress into 2030, we remain focused on integrating sustainable practices into all aspects of our operations. By continually innovating and fostering responsible consumption and production, we strive to contribute positively to a more sustainable future for our planet and society.

FINNPROFILES

Continuous improvement:



In 2024, FinnProfiles took a significant step towards enhancing our commitment to environmental management by pursuing ISO 14001 certification. This certification strengthens our continuous improvement system, allowing us to proactively address environmental challenges and meet our sustainability goals.

We have a clear vision for the future and have developed specific timelines and expectations for achieving our targets. To measure the effectiveness of our plans, we have established a comprehensive database that tracks key performance indicators. This data-driven approach enables us to make informed decisions and implement necessary changes to drive continuous improvement.

Employee engagement is a crucial aspect of our continuous improvement process. We actively involve our employees through concise and relevant training sessions that feature practical action examples and encourage open feedback. We welcome suggestions from multiple sources and thoroughly analyse opportunities through opportunity and impact assessments. Our goal is to explore every possibility, leaving no stone unturned.

Our structured approach to continuous improvement involves using data and process maps to conduct root cause analysis for every matter. This helps us identify the underlying reasons behind issues, allowing us to prioritize initiatives based on their potential impact.

Furthermore, we are continuously seeking innovative solutions to improve our environmental impact. We actively monitor advancements in both the industry and research field to integrate cutting-edge technologies and methods into our operations.

In terms of key performance factors, we are updating our sustainability index, which will be presented in Table 1 of our forthcoming chapter on sustainability. This index is based on the SASB (Sustainability Accounting Standards Board) index, which provides a robust framework for measuring our sustainability performance.

At FinnProfiles, we are dedicated to creating a sustainable future through proactive environmental management and continuous improvement. Our ISO 14001 certification journey is a testament to our unwavering commitment to environmental stewardship, and we look forward to achieving our sustainability goals in the years ahead.