

# ANNUAL REPORT 2025





# Contents

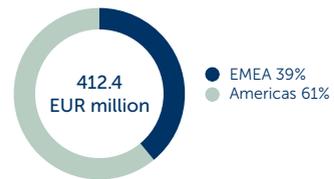
<b>This is Suominen</b> .....	<b>2</b>	<b>Report by the Board of Directors and</b>	
Suominen today .....	2	<b>Financial Information</b> .....	<b>39</b>
President & CEO's review .....	3	Report by the Board of Directors.....	41
Key figures .....	5	Consolidated financial	
How Suominen creates value .....	6	statements (IFRS) .....	109
Operating environment.....	8	Key ratios per share .....	163
Strategy .....	10	Parent company financial	
Sustainability at Suominen .....	12	statement (FAS) .....	166
		Proposal by the Board of Directors	
		for distribution of funds .....	177
<b>Corporate Governance</b> .....	<b>15</b>	Auditor's report .....	178
Corporate Governance		Assurance report on	
Statement .....	15	the sustainability statement.....	183
Remuneration Report .....	25	Independent auditor's report on	
Tax management, tax strategy		ESEF consolidated financial	
and footprint .....	35	statements .....	186
Board of Directors .....	37	Key ratios .....	188
Suominen Leadership Team .....	38	Information for shareholders.....	194

# Suominen today

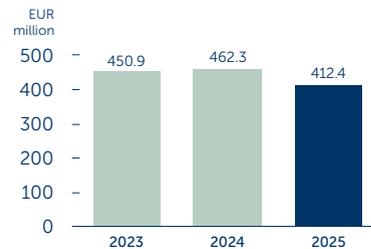
Suominen manufactures nonwovens as roll goods for wipes and other applications. The end products made of Suominen’s nonwovens are present in people’s daily lives worldwide. Suominen’s net sales in 2025 were EUR 412.4 million, and we have almost 700 professionals working in Europe and in the Americas. Suominen’s shares are listed on Nasdaq Helsinki.

Suominen has two business areas, the Americas and EMEA. In 2025, net sales of the Americas business area amounted to EUR 252.6 million and the EMEA business area to EUR 159.9 million.

Net sales by business area



Net sales, EUR million



Employees

# 687

**Suominen has two business areas, the Americas and EMEA.**



# President & CEO's review

At Suominen, we are at a turning point. In 2025, Suominen's financial results and delivery reliability did not meet our expectations. While we faced challenges in our operational reliability and overall performance, the year was also marked by forward-looking investments.

**I**n 2025, the nonwovens market continued its growth trajectory, with the wipes segment benefiting from the rapid expansion of the moist toilet tissue category in the United States. Market dynamics were affected by excess capacity, and changes in global trade flows linked to evolving trade policies. Imports from low-cost producers intensified, creating additional price and supply disruption.

Our net sales reached EUR 412.4 million (EUR 462.3 million in 2024), reflecting lower volumes and negative currency translation. Two significant incidents at our US facilities constrained our supply capabilities, negatively impacting both sales and profitability in the second half of the year. These

supply interruptions prompted some US customers to temporarily seek alternative sources, further increasing import pressures. Our full-year comparable EBITDA was EUR 12.6 million (EUR 17.0 million), with the primary driver of the decline being reduced sales volumes, partially offset by our cost-saving initiatives.

Throughout 2025, we executed our strategic initiatives as planned. Our investment in a new production line in Alicante, Spain, announced in 2024 to enhance our sustainable product capabilities, progressed towards commercial production commencing at the beginning of the second quarter of 2026. Overall, new products accounted for 27% of net sales.

**We are undertaking an ambitious transformation to unlock the company's full potential.**



Comparable EBITDA,  
EUR million

12.6

Share of new products of  
net sales

27%

Net sales, EUR million

412.4

To improve our profitability, we launched a cost-saving program at the end of the second quarter, targeting approximately EUR 10 million in benefits over 24 months. Implementation advanced steadily, delivering results in line with our original plan. Despite these initial productivity gains, Suominen's financial results did not meet expectations. Accordingly, we conducted a comprehensive analysis to identify opportunities for significantly changing the performance trajectory.

We are at a turning point. To restore performance and build a foundation for future success, we have sharpened our strategic focus to what matters most right now.

Only by improving the reliability and efficiency of our production and supply, and by strengthening our commercial capabilities, can we fully meet the expectations of our customers and shareholders. This is the first, and most urgent, phase of our journey. We will upgrade our manufacturing capabilities, embed continuous improvement across all processes, and exemplify a culture of accountability.

This is why, in January 2026, we announced the undertaking of an ambitious transformation to unlock the company's full potential. The first phase focuses on resetting profitability through a comprehensive three-year Full Potential Program that captures improvement opportunities across the organization.

Once we have successfully initiated this short-term plan, we will establish longer-term strategic and financial objectives. These new targets will reflect our renewed ambition and commitment to sustainable profitable growth, innovation, and industry leadership.

### **To restore performance and build a foundation for future success, we have sharpened our strategic focus on what matters most right now.**

Achieving these goals requires more than just new processes or tools. It calls for the right operating model, mirroring the needs of our customers and factories, and enabling expertise and effectiveness at every level.

Most importantly, lasting change depends on our culture. To set ourselves up for success in driving the Full Potential Program, we are deploying a company-wide culture transformation, anchored in our renewed values. Together, we are building a culture that powers our transformation into One Suominen, committed to safety, bold in innovation, accountable in action, and united in success.

By building a culture of accountability and collaboration, we empower everyone at Suominen to contribute to our shared ambition: to become an industry leader, trusted by customers and partners, and united as One Suominen.

Our cultural ambition is bold: Suominen aims to be a zero-accident workplace, a quality and sustainability champion, innovative and profitable, trusted by customers and shareholders.

I want to express my sincere gratitude to everyone who makes Suominen. To our employees, thank you for your dedication, resilience, and commitment. To our customers and partners, thank you for your trust and collaboration. To our shareholders, thank you for your continued confidence and support as we invest for long-term, sustainable growth.

Together, we will turn this moment into momentum and build the Suominen we know we can be.

**Charles Héaulmé**  
President & CEO

# Key figures

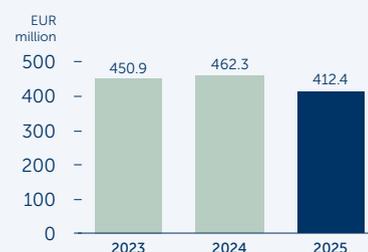
FINANCIAL	2025	2024
Net sales, EUR million	412.4	462.3
Comparable EBITDA, EUR million	12.6	17.0
EBITDA, EUR million	11.3	17.2
Comparable operating profit / loss, EUR million	-4.2	-1.4
Profit / loss for the period, EUR million	-12.1	-5.3
Earnings per share, EUR	-0.21	-0.09
Dividend, EUR	0,00*	0.00
Cash flow from operations, EUR million	12.2	3.9
Cash flow from operations per share, EUR	0.21	0.07
Capital expenditure, EUR million	26.3	16.0
Equity ratio, %	35.3	37.9
Equity per share, EUR	1.66	2.04
Gearing, %	80.7	51.7
Return on invested capital (ROI), %	-3.3	-0.7
EMPLOYEES	2025	2024
Number of employees	687	736
SUSTAINABILITY	2025	2024
Number of lost time accidents	2	4
Nonwoven manufacturing waste to landfill, tons	6604	N/A
Used plant-based raw materials, %**	62	62
New sustainable product R&D initiatives, %***	50	N/A

\* Proposal by the Board of Directors to the Annual General Meeting

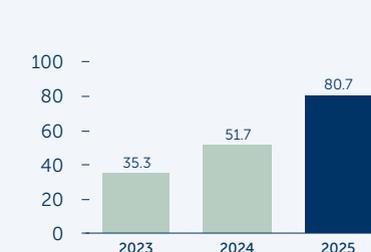
\*\* Out of total raw material use

\*\*\* Out of total number of new R&D initiatives

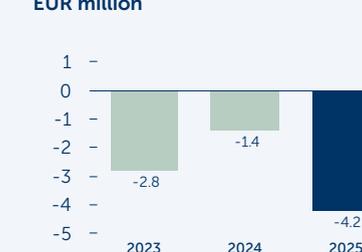
Net sales, EUR million



Gearing, %



Comparable operating profit / loss, EUR million



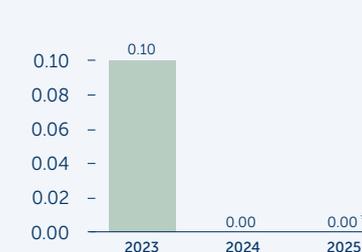
Profit / loss for the period, EUR million and earnings per share, EUR



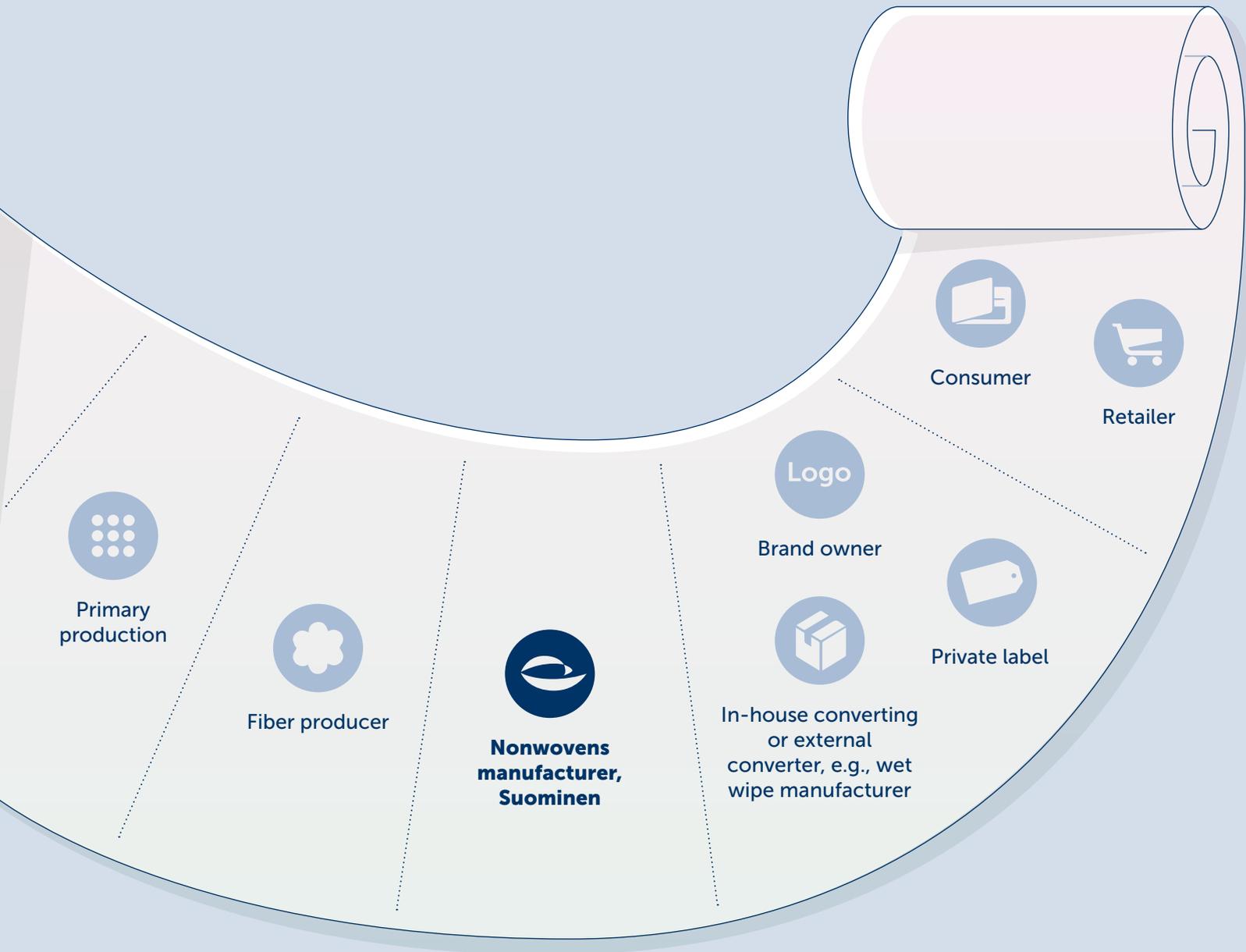
Cash flow from operations, EUR million and cash flow from operations per share, EUR



Dividend per share, EUR



\* Proposal by the Board of Directors to the Annual General Meeting



# How Suominen creates value

Suominen is a nonwovens manufacturer operating in global markets. Suominen creates value by taking fiber raw materials and turning them into nonwovens that our customers convert into both consumer and professional end products.

# Value creation model

## Inputs

### FINANCIAL RESOURCES

- Total equity: EUR 96.1 million
- Total liabilities: EUR 176.3 million

### NATURAL RESOURCES

- Water consumption 788,588 m<sup>3</sup>
- Raw materials
  - Plant-based 62%
  - Fossil-based 37%
  - Reused/recycled 1%
- Total energy consumption 492,658 MWh
  - Renewable sources 19%
  - Fossil sources 74%
  - Nuclear sources 7%

### INTELLECTUAL CAPABILITIES

- Suominen brand and our way of operating
- R&D expenses EUR 2.8 million
- 13 R&D professionals
- 33 granted and 14 pending patents
- 60 trademarks and design patents
- Piloting facilities
- Technical know-how
- IT systems

### SOCIAL RELATIONSHIPS

- Customer and supplier relations
- R&D cooperation with stakeholders
- Manufacturing partners
- Professional networks
- Start-up network
- Memberships in associations
- Local communities

### MANUFACTURING RESOURCES

- Geographically and technically broad manufacturing base

## Suominen



**687 employees**



**7 production plants on three continents**



**Net sales EUR 412.4 million**

### SUOMINEN'S STRATEGY:

We focus on three dimensions that will enable us to build One Suominen to win: the right culture (behaviors), the right focus on priorities (strategy) and the right operating model (organization). The first phase of our turnaround focuses on resetting profitability through a comprehensive three-year program that captures improvement opportunities across the organization. While restoring short-term profitability is the immediate priority, Suominen will also develop its long-term strategy and financial targets in parallel.



## Outputs

### PRODUCTS AND SOLUTIONS

- Nonwovens for wipes and other applications

### WASTE

- Waste to landfill 9,794 tons
- Nonwoven manufacturing waste to landfill 6,604 tons (43%)

### EMISSIONS

- Scope 1 and 2 total greenhouse gas emissions (market-based) 84,568 tCO<sub>2</sub>eq
- Scope 3 total greenhouse gas emissions 534,980 tCO<sub>2</sub>eq

### WATER

- Treated water from operations

## Impacts

### CUSTOMERS

- Innovations and new products
- Improved product performance
- Suominen brand value
- Customer satisfaction

### EMPLOYEES

- Wages and salaries EUR 45.5 million
- Professional development
- Fair employment practices and equal opportunities
- Safe workplace

### PARTNERS

- Spend on materials and services EUR 301.5 million
- Business growth
- Ethical business
- Interest to creditors

### SHAREHOLDERS

- Board of Directors proposes that no dividend shall be distributed for the financial year 2025

### ENVIRONMENT

- Waste and emission load from operations and end products
- Sustainable product portfolio includes compostable and dispersible end products
- No untreated water discharge

### SOCIETY

- Corporate income tax EUR +1.3 million
- Employment

### How does the model work?

The value creation model describes Suominen's value creation process: the resources we utilize in executing our strategy, the outputs and, ultimately, the impacts of our business activities.

The model describes Suominen's business on a high level, meaning that only the most essential matters are presented. Still, not all matters bear equal importance, nor is their respective relevance presented in the model.

In the value creation model, inputs are what we utilize in our business activities. The Suominen section describes Suominen's business operations and strategy. Outputs are the outcomes of our business activities, and impacts describe how our business activities affect the world around us.

# Operating environment

Suominen is a global market leader in nonwovens for wipes and ranks among the largest producers of spunlace nonwovens worldwide. Suominen's main market areas are Europe and North America. Suominen also maintains a strong presence in the South American market.

## Market characteristics

### Europe

In Europe, all consumer wipe categories are highly fragmented and competitive. Private labels are gaining share in the European market.

The EU's Single-Use Plastics Directive and the proposed Directive on Green Claims are important drivers towards sustainability for the nonwovens industry.

The leading trends in Europe are sustainability (e.g., carbon reduction targets, circular economy, plastic-free materials) and ethical living (e.g., cruelty-free, vegan).

Net sales of the EMEA business area were EUR 159.9 million, corresponding to 39% of Suominen's net sales in 2025. Suominen has one site each in Italy, Spain and Finland. Suominen's headquarters are in Finland. In 2025, Suominen had 332 employees in Europe.

### North America

North America is the largest consumer market for wipes. All categories are growing, with moist toilet tissue demonstrating strong growth, disinfecting wipes continuing growth, and baby wipes marginal growth. Growth is particularly strong in private labels and new challenger brands. Consumer products have a higher share than industrial products in the wipes market.

### South America

The South American market is dominated by the baby wipes category and branded players, but other segments are growing. Rising consumer awareness, high focus on sustainability, and reducing single-use plastic products are emerging trends.

Net sales of the Americas business area were EUR 252.6 million, corresponding to 61% of Suominen's net sales in 2025. Suominen has three sites in the USA and one in Brazil. In 2025, Suominen had 355 employees in the Americas.

In 2025, Suominen operated in an environment characterized by continued macroeconomic uncertainty and geopolitical tensions. The general economic situation, inflationary pressures, and shifts in global trade policies influenced market sentiment and purchasing behavior across regions. Ongoing geopolitical tensions, including the war in Ukraine and instabilities in the Middle East, continued to create uncertainty globally.

In addition, developments related to US trade tariffs contributed to volatility in global supply chains and temporarily disrupted demand patterns, particularly during the first half of the year.

Despite these uncertainties, the nonwovens and wipes markets continued to demonstrate resilience and long-term growth potential. Demand for daily consumer goods is not highly cyclical in nature, and the wipes market has historically demonstrated stability even in challenging economic conditions.

### Trade policy-driven market volatility

Market dynamics during the year were influenced by excess capacity in certain nonwoven categories, particularly spunlace, combined with changes in global trade flows due to trade policies.

Turkish and Chinese producers increased their focus on European markets during periods of tariff instability, intensifying competition and contributing to

price pressure, while subsequent clarifications shifted pressure back toward North America. At the same time, protectionist measures, including anti-dumping investigations in Brazil, highlighted the growing role of trade regulation in shaping market dynamics.

Oversupply and intensified competition placed pressure on pricing, especially in Europe, with raw material prices declining to record low levels. At the same time, customers increasingly focused on optimizing inventories and diversifying sourcing to mitigate supply chain risks.

While short-term fluctuations in demand occurred due to supply chain disruptions and inventory adjustments, the underlying long-term demand drivers for wipes and hygiene products remain intact.

### Resilient demand despite consumer uncertainty

Consumer confidence remained subdued in many markets due to the prolonged cost-of-living crisis and tighter household budgets. As a result, consumers continued to prioritize value, leading to further growth in private label products across several wipes categories.

The nonwovens market continued to grow in 2025, although growth rates varied between markets and product categories. North America remained on a solid growth track, while growth in Europe was

more moderate. South America continued to show strong growth, supported by demographic trends and increasing penetration of wipes and hygiene products.

The wipes category as a whole continues to be a structurally growing product segment. Growth varies by application, with adult and general-purpose products showing steady demand, supported by hygiene awareness, convenience and changing lifestyles.

Moist toilet tissue continues to be one of the fastest-growing product categories globally. The category is well established in North America, where consumer adoption has been strong for several years, and growth remained healthy in 2025. In Europe, moist toilet tissue is increasingly gaining traction, following a similar adoption path.

### Continued transition toward plastic-free solutions

The interest in and transition toward plastic-free solutions continued to be strong in 2025. The trend is driven by a combination of regulatory developments, evolving consumer expectations, and the sustainability ambitions of brand owners and private label manufacturers.

Regulation related to single-use plastics, chemicals, product claims and product labeling is tightening across several markets, particularly in Europe.

Differences in regulatory approaches between regions add complexity for the industry, requiring close monitoring and active engagement with regulators and industry bodies.

At the same time, consumers are increasingly aware of the potential impacts of everyday products and expect more sustainable choices without compromising performance. This has further accelerated the shift toward plastic-free and fiber-based nonwoven materials in wipes and hygiene applications.

In addition to regulatory and consumer-driven factors, large end-product manufacturers play a central role in driving the transition. Many of Suominen's customers have set ambitious climate and sustainability targets, including commitments to reduce greenhouse gas emissions and the use of fossil-based materials across their value chains. For these customers, substituting conventional materials with plant-based alternatives with a lower carbon footprint is a key enabler in achieving their long-term climate objectives.

As a result, material choices, product design and supply chain transparency have become increasingly important in customer decision-making. The continued transition toward plastic-free solutions is expected to remain a key structural driver shaping the nonwovens and wipes markets in the coming years.

# Strategy

Suominen is undertaking an ambitious transformation to unlock the company's full potential. In the second half of 2025, Suominen conducted a comprehensive analysis across its operations to identify the greatest opportunities for restoring performance and strengthening the foundation for long-term success.

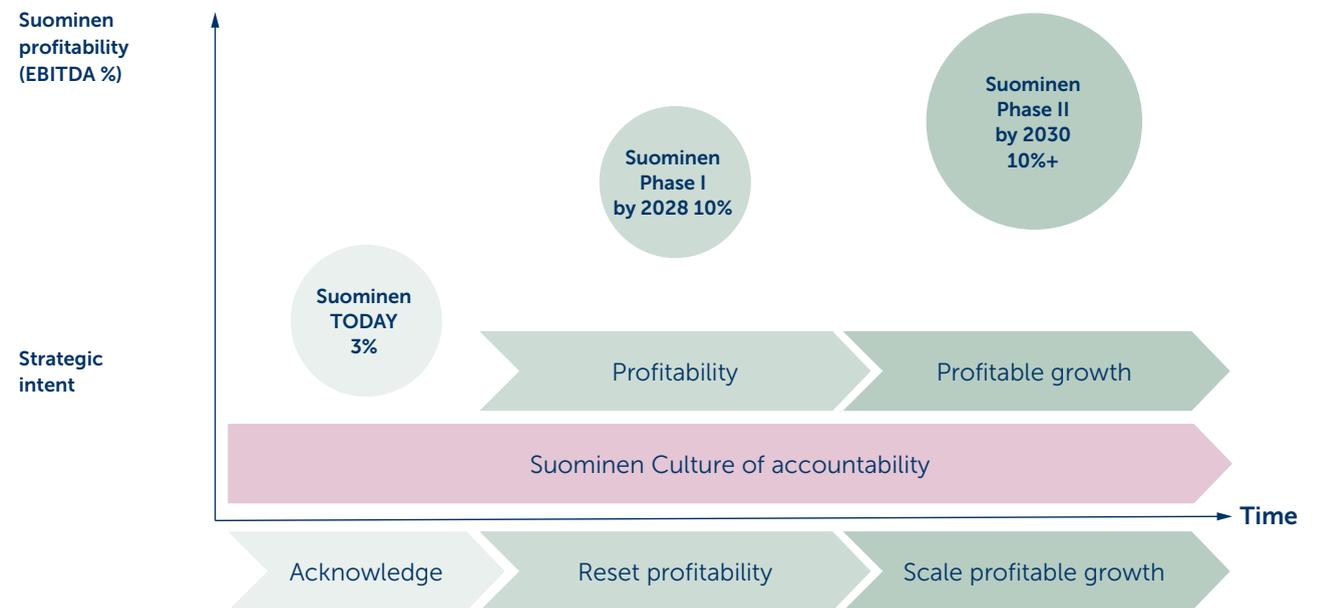
**B**uilding on these insights, we focus on three dimensions that will enable us to build One Suominen to win: the right culture (behaviors), the right focus on priorities (strategy) and the right operating model (organization). The first phase of our turnaround focuses on resetting profitability through a comprehensive three-year program that captures improvement opportunities across the organization. While restoring short-term profitability is the immediate priority, Suominen will also develop its long-term strategy and financial targets in parallel.

## Culture and values at the heart of the transformation

At Suominen, our journey to industry leadership is powered by our people and our commitment to a renewed culture. Our One Suominen culture of accountability is anchored around caring for each other, our customers, and the environment; bold thinking and courageous action; and working as one team to consistently deliver results.

Our renewed culture vision and values are not just top-down declarations, but are shaped by the voices of people across Suominen. Through surveys, workshops, and panel discussions, employees have shared their experiences and ideas for a better workplace. This collective input has been instrumental

## Our transformation focuses first on resetting profitability, after which we will scale the business



### How success will look like for Suominen by 2030...

- Zero-accident
- Quality leader and reliable for customers
- Profitable and growing
- Investing and innovating
- Sustainability leader
- Offering return to shareholders

## Building the right Suominen to win requires three dimensions

### The right culture: Suominen culture of accountability

#### VALUES

- Care
- Dare
- Win

### The right focus on priorities

- Operations' full potential
- Cost competitiveness
- Profitable growth

### The right operating model

- Driving expertise and effectiveness
- Driving Full Potential with operations and customers

in defining the cultural shift we need and ensuring that our values truly reflect who we are and what we strive to become together as One Suominen.

### Resetting profitability

Suominen is embarking on an ambitious turnaround. The first phase focuses on resetting profitability through a comprehensive three-year Full Potential Program that captures improvement opportunities across all processes. The program, launched in early 2026, aims to unlock the full potential of our operations and to enhance competitiveness by systematically improving production efficiency, optimizing raw-material usage as well as strengthening commercial excellence and procurement.

The Full Potential Program targets delivering a 10% EBITDA and a 2x–3x leverage ratio (net debt/EBITDA) by 2028.

The transformation program will require focused execution and investing in capabilities. It will involve an estimated investment of approximately EUR 30 million over the three years, of which transformation costs are estimated at EUR 10 million and capital expenditures to upgrade manufacturing capabilities at around EUR 20 million. The Full Potential Program does not consider investment in capacity expansion.

### Adapting the operating model to support Suominen's turnaround effectively

In early 2026, Suominen introduced a new, functional operating model designed to reinforce strategic focus, sharpen accountability, and create a more seamless connection between customer needs, technology development, and operational performance.

The new functional operating model brings commercial activities together to strengthen growth execution and business development. By aligning R&D and customer management more tightly, Suominen ensures that innovation is directly guided by customer expectations and market developments. While the sales organization will build strong global expertise, we continue to maintain a solid local presence across key markets close to the customers.

At the same time, the role of the Operations function has been expanded to encompass all factories, safety, manufacturing engineering, procurement, and supply chain. This consolidation is designed to reinforce operational reliability and output by driving systematic deployment of best practices, continuous improvement, and harmonized processes across the network.

Together, these changes increase profit and loss accountability across the organization, enhance execution discipline, and improve decision-making both in operations and commercial functions.

## Strategic highlights of the year 2025

Our investment in a new production line in Alicante, Spain, announced in 2024 to enhance our sustainable product capabilities, progressed towards commercial production.

New products accounted for 27% of net sales.

During the second quarter, we launched a cost-saving program, targeting approximately EUR 10 million in benefits over 24 months. Implementation advanced steadily, delivering results in line with our original plan.

# Sustainability as a strategic foundation

Sustainability is a core element of Suominen's business model, guiding how we design products, operate our manufacturing and create long-term value. Our vision is to be the frontrunner in nonwovens innovation and sustainability.

**S**ustainability at Suominen begins with the recognition that our business model places us at the heart of several global environmental and social challenges. As a developer and manufacturer of nonwovens used largely in single-use applications, we operate in a value chain where raw material choices, manufacturing efficiency and product end-of-life all shape our impact.

## Understanding our material impacts

Our double materiality assessment highlights the areas where our operations connect most significantly to

the environment and to people. We have identified material actual or potential impacts related to greenhouse gas emissions, water consumption, resource intensity, the single-use nature of many end-products, contributions to drivers of biodiversity loss, and potential microplastic pollution from the improper disposal of plastic-based products. These insights have sharpened our understanding of sustainable business development: they show clearly where we must improve, innovate and transform.

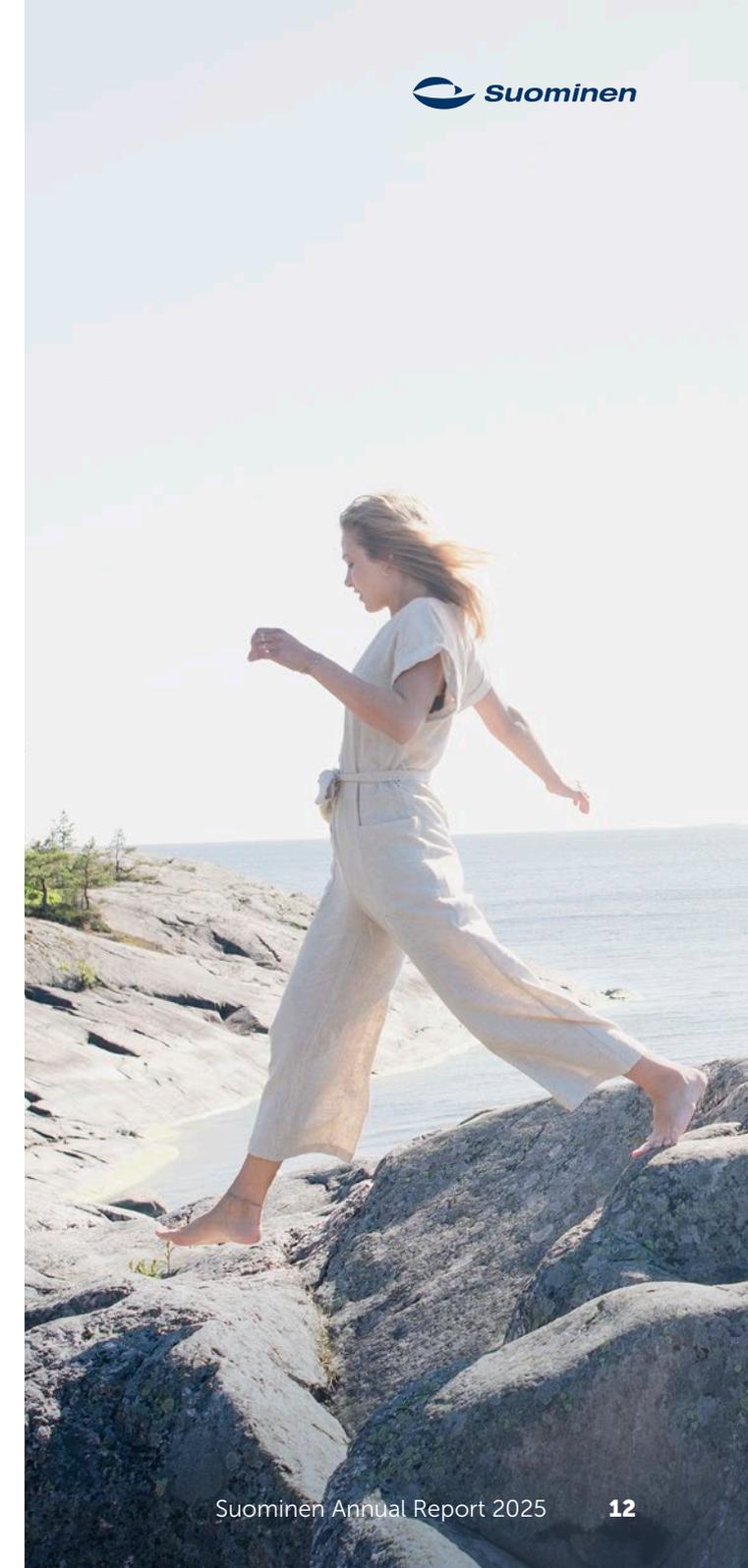
At the same time, we recognize the positive impacts Suominen can deliver. Much of our potential

to influence the environment and society lies in the sustainability of our product portfolio and the robustness of our policies, processes and long-term commitments. This is why our refreshed Sustainability Agenda 2025–2030 focuses on steering our innovation, our operations and our people practices toward a more resilient and lower-impact future.

## Shifting to plant-based raw materials

One of the clearest examples of our sustainability efforts is our commitment to increasing the share of plant-based raw materials. Because raw materials account for the majority of our products' environmental footprint, shifting from fossil-based to renewable, bio-based alternatives is one of the most effective ways to reduce impacts across the value chain – from emissions to microplastic generation. It is also where our ability to create positive change is strongest: by designing products with lower environmental impact, we support customers and end-users in transitioning to more sustainable everyday solutions.

In 2025, the share of raw materials from plant-based sources was 62%, with most of them being cellulosic fibers such as viscose and pulp. We support responsible forest management practices, and we offer nonwovens produced from FSC® (FSC-N002523), PEFC, and SFI® certified raw materials.



### Driving waste reduction and circularity

Reducing waste across the value chain is another central part of improving our resource efficiency and minimizing negative environmental impacts. Waste is not only a cost; it is a symptom of resource inefficiency and creates unnecessary environmental impact. By minimizing material losses, improving recycling and advancing circular solutions, we directly address one of our key negative impact areas while strengthening operational performance. Waste reduction is therefore both a responsibility and a strategic opportunity.

Our target is zero nonwoven manufacturing waste to landfill by 2030. Suominen aims to ensure that all nonwoven waste generated during the manufacturing process is completely diverted from landfills through methods and levels of the waste hierarchy laid down in the EU Waste Framework Directive, such as improving production efficiency, recycling, reusing, or utilizing waste in energy production.

### Climate action across the value chain

Our climate work follows the same logic. With emissions among our most material impacts, we are acting across Scopes 1, 2 and 3 to reduce our corporate carbon footprint – improving energy efficiency, increasing the use of renewable energy, and developing products with lower-carbon profiles.

Our climate change mitigation target is set to reduce our Scope 1, 2 and 3 greenhouse gas emissions in line with the Paris Agreement, targeting to limit global warming to 1.5°C above pre-industrial levels. The reduction target will be a 42% reduction in absolute values across Scopes 1–3. The target period is 2025–2030, with 2024 as the base year.

In 2025, Suominen began developing its Climate Change Roadmap and Transition Plan, identifying key hotspots across its operations. For Scope 1 and 2, the main focus will be on enhancing energy efficiency and transitioning to fossil-free electricity. For Scope 3, the main emission source is purchased raw materials. Therefore, Suominen will focus on improving raw material efficiency, evaluating its product portfolio and potential investments, and strengthening supplier engagement activities. Suominen’s Climate Transition Plan will be integrated with the company strategy. A more detailed Climate Transition Plan as well as absolute GHG reduction targets, will be disclosed once the new strategy has been adopted by the company.



Suominen took part in the EcoVadis assessment in 2025 for the fourth time and received a Gold Medal for the second consecutive year. The result places Suominen in the top 2% of companies in the manufacture of other textiles industry and in the top 2% of all companies across all industries rated by EcoVadis.

This result is a reflection of the continuous improvement of our sustainability work and shows that sustainability really is at the core of both our strategy and all our daily operations.

### People and safety as enablers of progress

None of this can be achieved without our people. A safe and healthy working environment is the foundation of responsible operations, and we are committed to fostering a culture where zero accidents is the expectation and where every employee can contribute to our sustainability progress.

In 2025, two lost time accidents (LTA) occurred at Suominen sites (four in 2024), and five out of our seven sites were able to reach the zero LTA target in 2025. There were zero (zero in 2024) work-related fatal accidents among either employees or contractors at our sites. Safety monitoring is part of our daily activities, and we keep records of all work-related accidents and near misses and identify their causes.

## Suominen’s sustainability report for 2025

Suominen has been reporting on sustainability for over ten years. The 2025 report is made in accordance with the EU’s Corporate Sustainability Reporting Directive (CSRD) and its European Sustainability Reporting Standards (ESRS). Please find Suominen’s sustainability statement as part of the Report by the Board of Directors, [from page 51 onwards](#).

# Sustainability Agenda 2025–2030

## People and safety

### TARGET 2030

0 lost time accidents (LTA)  
80% Diversity, equity & inclusion (DEI) index



### RESULT 2025

2 lost time accidents (LTA)  
69% Diversity, equity & inclusion (DEI) index



**People and safety**

We continue to strengthen our safety culture.  
We promote human rights, equal opportunities for all employees, and building a high-performance culture.

## Sustainable nonwovens

### TARGET 2030

>2/3 of consumed raw materials are from plant-based resources  
>50% of our new R&D initiatives focus on advancing the development of sustainable products



### RESULT 2025

62% of consumed raw materials are from plant-based resources  
50% of our new R&D initiatives focus on advancing the development of sustainable products



**Sustainable nonwovens**

We innovate new sustainable nonwovens and support our customers in their commitment to sustainability.

## Low impact manufacturing

### TARGET 2030

42% reduction in Scope 1 and 2, and  
42% reduction in Scope 3 greenhouse gas emissions in line with the Paris Agreement 1.5°C goal  
0 tons of nonwoven manufacturing waste to landfill



### RESULT 2025

-11% Scope 1 and 2 total emissions (market-based)  
The Scope 3 target will be specified and emission reductions will be reported in 2026  
6,604 tons (43%) of nonwoven manufacturing waste to landfill



**Low impact manufacturing**

We commit to decreasing the environmental impacts of our operations and supply chain.

## Corporate citizenship

### TARGET 2030

100% qualified raw material suppliers assessed against Suominen's sustainability criteria  
100% of employees have completed Suominen's sustainability training program



### RESULT 2025

68% of qualified raw material suppliers have a valid EcoVadis scorecard or are assessed with Suominen Sustainability Questionnaire  
N/A We will create a sustainability training program in 2026



**Corporate citizenship**

We promote responsible business practices and communicate transparently about our operations.  
Sustainability is the core principle of all our functions.

# CORPORATE GOVERNANCE

Corporate Governance Statement .....	16
Remuneration Report .....	25
Tax management, tax strategy and footprint.....	35
Board of Directors .....	37
Suominen Leadership Team .....	38



# Corporate Governance Statement of Suominen Corporation for 2025

Suominen Corporation (“Suominen” or the “Company”) complies with the Finnish Corporate Governance Code 2025 (the “Code”) issued by the Securities Market Association. The Code is available on the internet at [www.cgfinland.fi](http://www.cgfinland.fi).

This Corporate Governance Statement (the “Statement”) is published separately from the report by the Board of Directors. This Statement has been published simultaneously with the financial statements and Report by the Board of Directors as a stock exchange release, and it is also available on Suominen’s website at [www.suominen.fi](http://www.suominen.fi).

The Audit Committee and the Board of Directors of Suominen (the “Board”) have reviewed this Statement. The Statement will not be updated during the financial year, but up-to-date information on its various topics is available on Suominen’s website at [www.suominen.fi](http://www.suominen.fi).

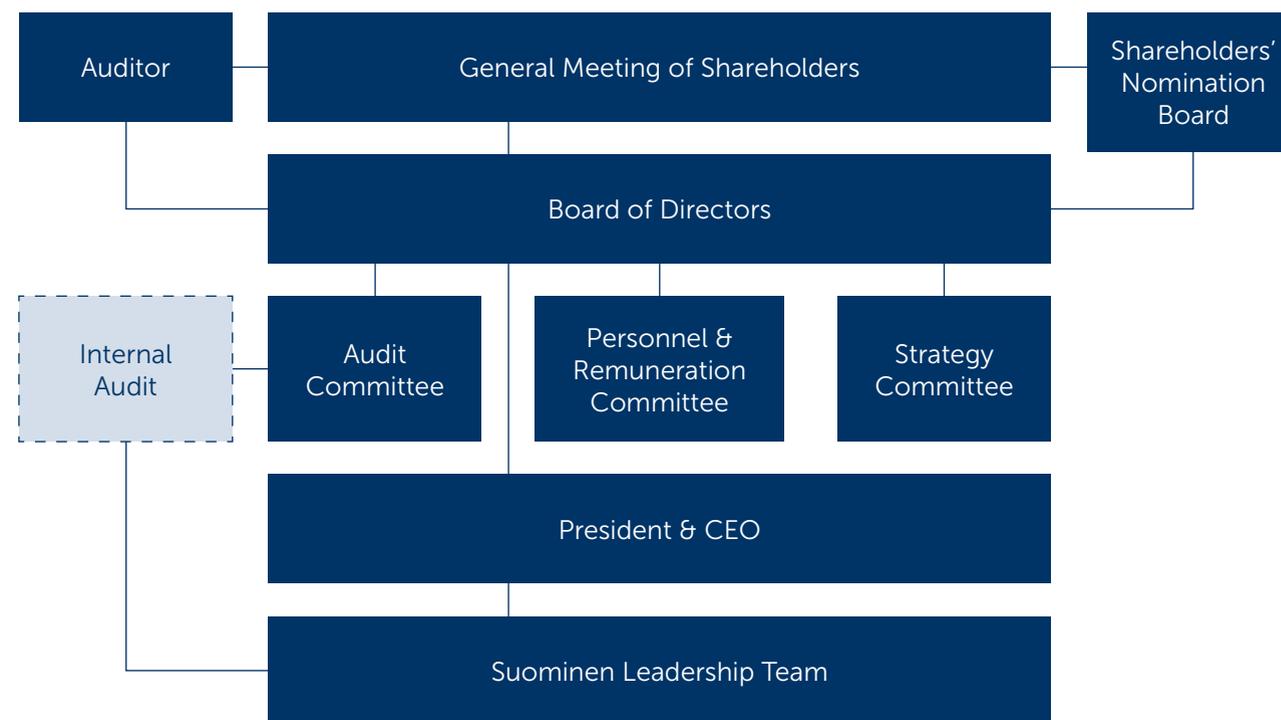
## Suominen’s governing bodies

Suominen’s decision-making bodies are the General Meeting of Shareholders, the Board with its two permanent Committees and one temporary Committee, and the President & CEO (the “CEO”), supported by the Suominen Leadership Team. Suominen’s decision-making bodies and their duties and responsibilities are governed by applicable Finnish laws and regulations, the Code, the Company’s Articles of Association, and the Charters of the Board and its Committees.

### General Meeting of Shareholders

Suominen’s highest decision-making body is the General Meeting of Shareholders, where shareholders exercise their decision-making power.

The Annual General Meeting is held annually by the end of April, on a date determined by the Board. It decides on the matters stipulated in the Finnish Limited Liability Companies Act and Suominen’s Articles of Association. Such matters include:



- adoption of the financial statements,
- use of the profit shown on the balance sheet,
- election of the Chair and members of the Board and decision on their remuneration,
- discharging the members of the Board and the CEO from liability, and
- election of the auditor and decision on the auditor's compensation.

Suominen publishes a notice of the General Meeting on the Company's website no earlier than two months and no later than three weeks prior to the meeting, however, at least nine days prior to the record date of the meeting. In order to participate in the General Meeting, a shareholder must inform the Company of the participation at the latest on the date mentioned in the notice of the General Meeting. The date may not be earlier than ten days before the meeting.

### Annual General Meeting in 2025

The Annual General Meeting was held in Helsinki on April 25, 2025. A total of 31 shareholders representing 52% of the Company's shares and votes were represented at the meeting. The Annual General Meeting documents are available on Suominen's website at [www.suominen.fi](http://www.suominen.fi).

### Shareholders' Nomination Board

Suominen has a permanent Shareholders' Nomination Board established by the 2013 Annual General Meeting. The Nomination Board is responsible for preparing and presenting to the Annual General Meeting and, if necessary, to an Extraordinary General Meeting, proposals on the remuneration of the Board, the number of members of the Board and on the members and the Chair of the Board. In addition, the Nomination Board is responsible for seeking potential successors for the Board members.

The Nomination Board submits its proposals on the number of members, composition and remuneration of the Board to Suominen's Board of Directors annually no later than on February 1, prior to the Annual General Meeting.

The Nomination Board consists of four members, three of whom are appointed annually by the Company's three largest shareholders, who appoint one member each. The largest shareholders are determined annually on the basis of the registered holdings in the Company's shareholders' register held by Euroclear Finland Ltd on the first working day in September. The Chair of Suominen's Board of Directors serves as the fourth member of the Nomination Board. The Nomination Board elects the Chair of the Nomination Board from among its members.

### Nomination Board in 2025

Shareholders' representatives on the Nomination Board were determined based on share ownership on September 1, 2025, by the following three largest registered shareholders of the Company:

Shareholder	Representative	Member since	Born	Gender	Education	Main occupation
Ahlstrom Capital B.V.	Jyrki Vainionpää	2024, Chair since 2024	1976	Male	M.Sc. (Econ.)	President & CEO, A. Ahlström Oy
Etola Group Oy	Mikael Etola	2021	1977	Male	M.Sc. (Econ.)	CEO, Etola Group Oy
Oy Etra Invest Ab	Ville Vuori	2025	1973	Male	B.Sc. (Eng.), eMBA	Board professional

Charles Héaulmé, Chair of Suominen's Board of Directors, acted as the fourth member of the Nomination Board.

In 2025, the Nomination Board convened three times. The attendance rate at the meetings was 100%.

### Board of Directors

The main objective of the Board is to direct Suominen's strategy in a way that, in the long run, it enables the delivery of the financial targets set for Suominen and maximizes shareholder value while simultaneously taking into account the expectations of key stakeholders.

The Board is responsible for the administration and proper organization of Suominen's operations and for making decisions on matters that are likely to have a

major impact on the Company. The Board convenes according to an annual meeting plan.

The Chair and members of the Board are elected by the General Meeting of Shareholders. Pursuant to the Articles of Association of the Company, the Board shall have at least three and no more than seven members.

### Main duties

The duties of the Board are defined in Finnish laws and regulations, Suominen's Articles of Association, the Finnish Corporate Governance Code and the Charter of Suominen's Board of Directors. The main duties are the following:

- to approve the Company's strategy and oversee its implementation,

- to approve the Company's long-term targets and monitor their implementation,
- to approve the Company's annual business plan,
- to approve the Company's sustainability agenda,
- to approve the Code of Conduct and key corporate policies,
- to approve major business acquisitions, divestments, investments and expenditures,
- to approve major external funding (both debt and equity), capitalization of subsidiaries, and guarantees and mortgages,
- to decide on the appointment and dismissal of the CEO and other members of the Suominen Leadership Team and to decide on their terms of employment and remuneration,
- to approve the Company's organizational structure,
- to monitor and supervise the Company's performance and to ensure the effectiveness of its management,
- to ensure continuity of business operations by overseeing the succession planning of the Suominen Leadership Team,
- to decide on the main principles of Suominen's short-term and long-term incentive plans,
- to evaluate and approve the remuneration of the CEO and other members of the Suominen Leadership Team and their incentive plans,
- to approve the Remuneration Policy and the Remuneration Report,
- to approve the Company's financial reports, including annual accounts, interim reports, the Report by the Board of Directors and financial statement releases,
- to ensure that the Company has adequate planning, information and control systems and resources for monitoring results and managing risks,
- to monitor the evaluation and management of significant risks relating to Suominen's strategy and business operations,
- to approve the Company's Corporate Governance Statement,
- to convene General Meetings of Shareholders,
- to establish a dividend policy and make a proposal on the distribution of dividends,
- to make a proposal concerning the election of the auditor and the sustainability auditor, and the auditing fees, and
- to make other proposals to General Meetings of Shareholders.

### Board of Directors in 2025

The 2025 Annual General Meeting elected seven members to the Board.

The term of office of the members of the Board ends at the close of the Annual General Meeting 2026.

Board member	Member since	Born	Gender	Nationality	Education	Main occupation	Share ownership on December 31, 2025
Charles Héaulmé	2024, Chair since 2024	1966	Male	French	B.Sc. (Business Adm.)	President & CEO, Suominen Corporation	44,750
Andreas Ahlström	2015, Deputy Chair since 2020	1976	Male	Finnish	M.Sc. (Econ. and Business Adm.)	CEO, Ahlström Invest B.V.	36,320
Björn Borgman	2020	1975	Male	Swedish	M.Sc. (Industrial Engineering)	CEO, HL Display AB	32,312
Gail Ciccione	2025	1960	Female	U.S.	BBA	Business owner, Trinity Operations Partner	4,146
Majja Joutsenkoski	2025	1981	Female	Finnish	M.Sc. (Tech.)	Investment Director, A. Ahlström Oy	4,146
Nina Linander	2020	1959	Female	Swedish	B.Sc. (Econ.), MBA	Board Professional	37,159
Laura Remes	2023	1980	Female	Finnish	M.Sc. (Tech.)	SVP, Business Transformation, Metsä Board	10,366
Until April 25, 2025							
Aaron Barsness	2022	1973	Male	U.S. and Swedish	BA (Biology and Environmental Studies)	CMO, Fazer Group	

### Independence of the Board members

The Board has evaluated the independence of its members. All members are independent of the Company, with the exception of Charles Héaulmé, who has served as the Company's President & CEO since August 11, 2025. All members are independent of

the significant shareholders of the Company, with the exception of Andreas Ahlström and Majja Joutsenkoski. The largest shareholder of Suominen Corporation, Ahlstrom Capital B.V., is part of the A. Ahlström Group. Andreas Ahlström currently acts as the CEO of Ahlström Invest B.V., which is an associated company

of A. Ahlström Group. Maija Joutsenkoski acts as the Investment Director at A. Ahlström Corporation, which is the parent company of Ahlstrom Capital B.V.

### Meeting practice

The Board convenes under the direction of the Chair of the Board or, if the Chair is unable to attend, the Deputy Chair of the Board. Principally, the matters are presented by the CEO of the Company.

In 2025, the Board convened 20 times, of which six times were per capsulam. One of the meetings was convened without inviting the Chair of the Board, Charles Héaulmé, due to considerations regarding his potential appointment as the Company’s CEO. The attendance rate at the meetings was 100%. The participation of each individual member is presented in the following table.

Name		Participation
Charles Héaulmé	Chair	19/19
Andreas Ahlström	Deputy Chair	20/20
Björn Borgman	Member	20/20
Gail Ciccione	Member	17/17
Maija Joutsenkoski	Member	17/17
Nina Linander	Member	20/20
Laura Remes	Member	20/20
Until April 25, 2025		
Aaron Barsness	Member	3/3

### Board evaluation

The Board conducted an annual self-assessment of its operations and working methods during the year 2025. The assessment was conducted internally. The results of the assessment were reviewed and discussed within the Board. The results were also presented to the Shareholders’ Nomination Board.

Additionally, at the end of most of its meetings, the Board assesses the preparations for the meeting, the course of the meeting, and its own operations in line with the principle of continuous development.

### Board diversity principles

At Suominen, diversity has been recognized as an essential success factor. Diversity in the Board’s competencies, experience and opinions promotes openness to new ideas and helps the Board support and challenge the Company’s management. Furthermore, diversity promotes open discussion and variety in perspectives, integrity in decision-making, good corporate governance, and effective supervision of both the Board and the management, and it also supports effective succession planning.

The Shareholders’ Nomination Board evaluates the number of members on the Board, its composition and the competence requirements of the Board in the light of the present and future needs of the Company. When assessing the composition of the Board, the

Nomination Board considers, among other things, whether the Board is sufficiently diverse in terms of educational and professional backgrounds, gender, age and nationality, and whether it possesses an appropriate mix of relevant knowledge and experience and different perspectives, as well as relevant industry knowledge, to address the needs of the company.

The most important nomination criteria for Board candidates are competency, knowledge and experience, personal qualities and integrity. The Board shall have a balanced gender representation in line with the targets set out in the Finnish Limited Liability Companies Act for the under-represented gender. In addition, candidates must also have the possibility to devote a sufficient amount of time to Board work.

The objectives concerning the diversity of the Board as set out in the Board diversity principles have been achieved well. With regard to diversity in terms of gender, the Board has a balanced gender representation in line with the targets set out in the Finnish Limited Liability Companies Act. The composition of the Board represents a broad range of relevant knowledge, competencies and experiences to address the needs of the Company.

### Board committees

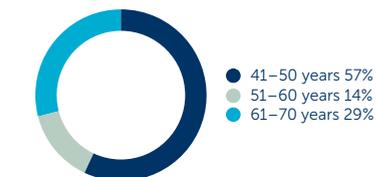
The Board has two permanent committees: the Audit Committee and the Personnel and Remuneration

### Board Diversity (December 31, 2025)

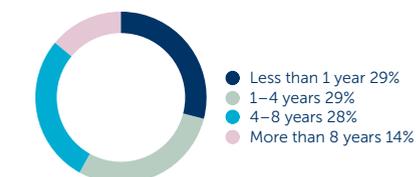
#### Gender



#### Age



#### Tenure



Committee. In its meeting on December 13, 2023, the Board established a temporary Strategy Committee, which shall remain in place until otherwise decided by the Board. All three Committees report to the Board on their activities after each Committee meeting.

### Audit Committee

The Audit Committee assists the Board in supervising the Company's governance, accounting, financial reporting and internal control systems and in monitoring the activities of the internal and external audit. The Audit Committee prepares for the Board matters that fall under its areas of responsibility, but it does not have autonomous decision-making power unless the Board resolves otherwise on certain individual matters.

The Chair and members of the Audit Committee are elected annually by the Board from among its members. The Committee comprises at least three members. The majority of the members of the Audit Committee must be independent of the Company, and at least one member must also be independent of the Company's significant shareholders.

### Audit Committee in 2025

The Audit Committee in 2025 consisted of Nina Linander (Chair), Andreas Ahlström, Laura Remes and Maija Joutsenkoski (member from April 25, 2025).

In 2025, the Audit Committee convened six times. The attendance rate at the meetings was 91.7%. The participation of each individual member is presented in the table below.

Name		Participation
Nina Linander	Chair	6/6
Andreas Ahlström	Member	4/6
Laura Remes	Member	6/6
Maija Joutsenkoski	Member	5/5

### Personnel and Remuneration Committee

The Personnel and Remuneration Committee assists the Board by reviewing remuneration and appointment matters concerning the Company's CEO and other members of the Suominen Leadership Team. The Committee prepares for the Board matters that fall under its areas of responsibility, but it does not have independent decision-making power unless the Board resolves otherwise on certain individual matters.

The Chair and members of the Personnel and Remuneration Committee are elected annually by the Board from among its members. The Committee comprises at least three members. The majority of the members of the Personnel and Remuneration Committee must be independent of the Company.

### Personnel and Remuneration Committee in 2025

The Personnel and Remuneration Committee in 2025 consisted of Björn Borgman (Chair, from June 30, 2025 onwards), Gail Ciccione (member from April 25, 2025 onwards) and Andreas Ahlström (member from June 30, 2025 onwards). Aaron Barsness acted as a member of the Personnel and Remuneration Committee until April 25, 2025 and Charles Héaulmé acted as the Chair of the Personnel and Remuneration Committee until June 29, 2025.

In 2025, the Personnel and Remuneration Committee convened five times. The attendance rate at the meetings was 93.3%. The participation of each individual member is presented in the table below.

Name		Participation
Björn Borgman	Chair	5/5
Gail Ciccione	Member	4/4
Andreas Ahlström	Member	2/3
Until April 25, 2025		
Aaron Barsness	Member	1/1
Until June 29, 2025		
Charles Héaulmé	Chair	2/2

### Strategy Committee

The Strategy Committee supports and advises the Board and the Company's management in strategic decisions and initiatives and in other matters pertaining

to the Company's strategy. The Committee's role is advisory, and it has no decision-making power with respect to strategic decisions.

The Chair and members of the Strategy Committee are elected annually by the Board from among its members. The Committee comprises at least three members.

### Strategy Committee in 2025

The Strategy Committee in 2025 consisted of Laura Remes (Chair), Andreas Ahlström and Maija Joutsenkoski (member from April 25, 2025 onwards). Aaron Barsness acted as a member of the Committee until April 25, 2025.

In 2025, the Strategy Committee convened twice. The attendance rate at the meetings was 100%. The participation of each individual member is presented in the table below.

Name		Participation
Laura Remes	Chair	2/2
Andreas Ahlström	Member	2/2
Maija Joutsenkoski	Member	0/0
Until April 25, 2025		
Aaron Barsness	Member	2/2

## President & CEO

The CEO (Managing Director) of Suominen is appointed by the Board. The CEO is responsible for the day-to-day operations of the Company in accordance with the Finnish Limited Liability Companies Act and the guidelines and instructions provided by the Board, and for ensuring that the Company's accounting practices comply with the law and that its assets are reliably managed pursuant to the Limited Liability Companies Act. Furthermore, the CEO is in charge of the day-to-day management of the entire Suominen Group.

Charles Héaulmé serves as Suominen's President & CEO. Tommi Björnman acted as the President & CEO of Suominen until June 30, 2025. Janne Silonsaari acted as the interim President & CEO from June 30, 2025, until August 10, 2025.

The CEO is supported by the Suominen Leadership Team. The CEO acts as the Chair of the Suominen Leadership Team and as the immediate supervisor of the Suominen Leadership Team members.

## Suominen Leadership Team

In 2025 the Suominen Leadership Team consisted of:

Suominen Leadership Team member	Team member since	Born	Gender	Nationality	Education	Position	Share ownership on December 31, 2025
Charles Héaulmé	2025 (joined Suominen August 11, 2025)	1966	Male	French	B.Sc. (Business Administration)	President & CEO	44,750
Janne Silonsaari	2023	1980	Male	Finnish	M.Sc. (Econ. and Business Adm.)	CFO (interim President & CEO June 30, 2025–August 10, 2025)	-
Francois Guetat	2025 (joined Suominen November 3, 2025)	1974	Male	French	M.Sc. (Mechanical Engineering)	COO	-
Markku Koivisto	2017	1971	Male	Finnish	M.Sc. (Tech.)	EVP, EMEA & CTO	53,172
Minna Rouru	2025 (joined Suominen January 20, 2025)	1972	Female	Finnish	M.Sc. (Social Sciences)	Chief People & Communications Officer	1,300
Mark Ushpol	2025 (joined Suominen January 6, 2025)	1963	Male	U.S.	Bachelor of Commerce	EVP, Americas	-
Until July 31, 2025							
Jonni Friman	2023	1971	Male	Finnish and Swedish	M.Sc. (Industrial Engineering and Management)	EVP, Transformation Management Office	-
Until June 30, 2025							
Tommi Björnman	2023	1966	Male	Finnish	M.Sc. (Industrial Engineering)	President & CEO	-
Until October 29, 2025							
Darryl Fournier	2025 (joined Suominen February 10, 2025)	1965	Male	U.S.	MBA, B.S. (Chemical Engineering)	COO	-

## Suominen's operative organization

Suominen's operative organization consists of two business areas, EMEA and the Americas, and global functions supporting the business. The Company only has one operating segment.

## Main features of internal control procedures and risk management systems

### Internal control

The main objective of internal controls at Suominen is to ensure reliable financial reporting and compliance with applicable laws, regulations, and internal policies and principles. Moreover, internal controls aim to ensure the efficiency of the Company's processes and that its assets are appropriately safeguarded.

### Control environment

Internal controls are embedded in the activities of Suominen's organization. Controlling is executed in connection with the steering of business processes, supported by comprehensive reporting.

The foundation of the internal control processes is based on the Company's Code of Conduct, corporate culture and values, policies, guidelines and instructions, and the ways of working adopted

by the Company's management and employees. The responsibility structure of the Company is based on authority inherent in the positions and work descriptions, segregation of duties and the "four-eyes" and "one-over" decision-making principles. Effective internal control requires that duties are properly allocated to employees and potential conflicts of interest are identified and eliminated. In cascading the principles within the organization, honesty, transparency and working in teams are integral elements of establishing high ethical standards throughout the Company. A satisfactory control environment is ensured through internal analyses and evaluations of key processes.

Nominated process owners are responsible for ensuring that efficient internal process controls are defined and implemented across the organization.

The ICT function ensures that the security checks of ICT systems throughout the Suominen Group are functioning and conducted at a sufficient level.

### Control activities

Internal control activities are in place, among other things, to verify that the Company's financial reports provide a true and fair view of the Company's financial position. It is the duty of the Board and the CEO to organize the internal control activities.

In practice, control activities are conducted in the meetings of the Board and management teams, where results of the Company's operations and activities are reviewed. The Company's Finance function and the Group's controller network support and coordinate the financial management and control of the activities of the entire Suominen Group.

Internal control at Suominen has been decentralized across global functions that monitor compliance with the operating guidelines concerning their areas of responsibility approved by the Board. In addition to the Group-level guidance, control measures are also taken at the business area and plant level. Control measures include both general and more detailed control procedures aimed at preventing, revealing and correcting errors and deviations.

In day-to-day business operations, several control activities are exercised in order to prevent potential errors and deviations in financial reporting and to help reveal and correct any identified deviations or errors. Suominen categorizes its control activities into three categories. Documented instructions help the organization standardize the monitoring of tasks. Continuous and regular reporting provides feedback on the performance of the global functions, and each Group company ensures that instructions and defined processes are followed. In critical processes, specific

authorizations are implemented in the workflow for security and verification purposes.

The need for separate evaluations, as well as their scope and frequency, is determined by assessing the risks and effectiveness of ongoing control and monitoring processes. Information security and related control activities play a key role when features of ICT systems are being defined and applied.

### Information and communication

The Company's Financial Manual, policies approved by the Board and other guidelines and instructions relating to financial reporting are updated and communicated on a regular basis by the management to all relevant employees, and these are also available on the Company's intranet. In addition, a standard reporting package is used by the business areas and Group companies.

Group management and business area management conduct monthly reviews that include an analysis of the defined performance metrics and indicators, which enable the management to better understand the underlying performance of the Company. The Board members receive a monthly report on the Company's result and financial position.

## Monitoring

The Audit Committee is responsible for monitoring the efficiency of the Company’s internal controls.

Global function and business area management and controller functions are responsible for the ongoing monitoring of control activities. The Company’s Finance function monitors the operations and processes of the Group companies and the accuracy of external and internal financial reporting.

Regular inspections by quality auditors and customer audit personnel also cover the internal controls of key business processes.

## Risk management

Risk management is an integral part of running the business of Suominen, and the identification and assessment of risks are an essential element of internal control. The aim is to focus on material risks that are significant from a business perspective.

The risk management process is based on Suominen’s Risk Management Policy, which is approved and regularly reviewed by the Board. The process consists of steps to identify, assess, respond, monitor and report risks. Identification and assessment of risks involves a dynamic and iterative process to identify and evaluate risks, and it provides the foundation for defining and monitoring mitigative actions for each identified risk. A risk owner is assigned

to each identified risk. The most significant risks are reported annually to the Audit Committee and additionally to the Board as needed.

Risks relating to financial reporting are managed in accordance with the risk management process outlined in the Risk Management Policy. Risks pertaining to financial reporting are identified and evaluated by addressing the risks in the most relevant parts of the financial reporting process. Based on this evaluation, appropriate mitigation measures are defined and their effectiveness is continuously monitored.

The responsibilities relating to risk management are outlined in the Risk Management Policy. The Board is responsible for monitoring the evaluation and management of significant risks relating to Suominen’s strategy and business operations. The Audit Committee assists the Board in its duties relating to risk management and is responsible for monitoring the risk management processes and practices. The CEO has the overall responsibility for risk management at Suominen and is supported by the Suominen Leadership Team members, who are responsible for identifying and assessing risks within their own area of responsibility.

## Audit

### Internal audit

Internal audit within the Company is conducted on an ad hoc basis and executed by an external party. The audit topics are determined by the Audit Committee based on recommendations by the management. Any material findings are reported to the Audit Committee, the CEO, the Suominen Leadership Team and other relevant management.

### External audit

According to its Articles of Association, Suominen has one auditor, which must be an entity of Certified Public Accountants approved by the Finnish Patent and Registration Office. The term of the auditor shall expire at the end of the first Annual General Meeting of Shareholders following the election. The auditors and the Audit Committee agree annually on an audit plan.

### Audit in 2025

The Annual General Meeting held on April 25, 2025, elected KPMG Oy Ab, an Authorized Public Accountant firm, as the auditor of the Company. KPMG Oy Ab appointed Anders Lundin, Authorized Public Accountant, as the principal responsible auditor of the Company. During the financial years 2015–2024, the Company’s auditor was the Authorized Public

Accountant firm Ernst & Young Oy and the auditor representing it.

### Audit fees in 2025

Auditor’s fees and services, Suominen Group	EUR thousand
Auditing	474
Other statutory services*	102
Non-audit related fees (tax and other consulting fees)	6
<b>TOTAL</b>	<b>583</b>

\* Other statutory services included fees paid for assurance of the sustainability reporting.

## Insider management

Suominen complies with the EU Market Abuse Regulation (“MAR”), the Finnish Securities Markets Act, and the regulations and guidelines issued by the Finnish Financial Supervisory Authority and Nasdaq Helsinki Ltd. In addition, the Board has approved and regularly reviews Suominen’s Insider Policy, which informs the governing bodies and employees of Suominen and its Group companies of the regulations in force pertaining to insider trading.

## Management transactions

Suominen has, in accordance with MAR, determined that members of the Board, the CEO and other

members of the Suominen Leadership Team (collectively "Directors") and their closely associated persons have the duty to notify Suominen and the Finnish Financial Supervisory Authority of transactions made by them or on their behalf on Suominen's financial instruments. Suominen maintains a list of the Company's Directors and their closely associated persons and publishes the transactions notified to it as stock exchange releases.

Stock exchange releases on the transaction notifications of Directors and their closely associated persons can be found on Suominen's website at [www.suominen.fi](http://www.suominen.fi).

## Closed period

Suominen observes a closed period, which begins 30 calendar days before the publication of an interim report, half-year report or financial statements release and ends at the end of the day of publication of such report or release. During the closed period, Directors and certain other Suominen employees that are involved in the preparation of financial reports or otherwise have access to sensitive financial information of Suominen ("Core Persons") may not trade or conduct transactions on their account or for the account of another, directly or indirectly, relating to a financial instrument of the Company. The timing

of closed periods can be found on Suominen's website at [www.suominen.fi](http://www.suominen.fi).

During a closed period, trading with Suominen's financial instruments by Directors and Core Persons is allowed only in certain exceptional situations. An exception can only be applied where the Director or Core Person can show that the transaction cannot be conducted at some other point in time than during the closed period, and the Director or Core Person is not in possession of inside information. Any exception to the trading restriction during the closed period requires prior approval by the Company for the transaction in question.

## Trading by Directors and Core Persons

Directors and Core Persons must, in addition to abiding by the trading restriction during the closed period, time their trading so that it does not weaken the general trust in the securities market. Suominen recommends that Directors and Core Persons make long-term investments in the Company's shares and other financial instruments. It is also recommended to time the trading to a point in time when the market has as complete knowledge as possible on the factors affecting the value of the share or the financial instrument.

## Monitoring and control

The Insider Officer of Suominen is the Company's Chief Financial Officer. The Insider Officer is responsible for the administration of the Company's insider matters.

Without limiting the obligations arising from MAR, the Securities Markets Act or other applicable regulations, the Company's insider administration is responsible for internal communications and training concerning insider issues, preparing and maintaining lists of Directors and their closely associated persons and Core Persons, receiving notifications concerning the transactions of Directors and their closely associated persons and publishing the related stock exchange releases, preparing and maintaining project-specific insider lists, and monitoring insider matters.

## Principles for related party transactions

Suominen complies with applicable laws, regulations and standards regarding related party transactions and follows the requirements set for monitoring, assessment, decision-making and reporting of related party transactions. The Board has approved and regularly reviews Suominen's Related Party Policy, which defines the principles for monitoring and assessing related party transactions.

Suominen has defined the members of the Board, the CEO and other members of the Suominen Leadership Team and their closely associated persons and entities as related parties of the Company and maintains a list of such persons and entities.

The Company can carry out transactions with its related parties provided that such transactions are made within the Company's ordinary course of business and on customary, arm's-length terms. The Board approves related party transactions that are made either outside the Company's ordinary course of business or on other than customary, arm's-length terms.

Related party transactions are monitored regularly by the Company's Finance function as part of the Company's normal reporting and monitoring procedures. Members of the Board and the Suominen Leadership Team are obligated to report any planned or executed related party transactions to the Company's Chief Financial Officer without undue delay.

# Remuneration Report of Suominen Corporation

## Remuneration Policy at a glance

According to the Remuneration Policy (the “Remuneration Policy” or “Policy”) for Governing Bodies of Suominen Corporation (“Suominen” or the “Company”) approved by the Annual General Meeting (the “AGM”) on April 25, 2025, Suominen’s aim is to offer a framework for remuneration that incentivizes the pursuit of the Company’s long-term financial performance and shareholder value creation.

The General Meeting determines the remuneration of the Board of Directors (the “Board”). The Shareholders’ Nomination Board prepares the proposal for the General Meeting.

The President & CEO’s (the “CEO”) remuneration consists of a fixed base salary (including fringe benefits) and variable incentives. Variable incentives can be short-term, such as cash bonuses, or long-term, such as share-based incentive plans. Share-based incentive plans can be used for rewarding performance and/or for retention purposes.

The aim of the Board is that variable remuneration shall form a significant portion of the annual remuneration opportunity at the target level granted to the CEO. On average, variable incentives shall at target level be equal to the CEO’s fixed annual salary. If performance exceeds the Board’s expectations, the variable incentives shall exceed the fixed annual salary.

The Board may deviate from the Policy in certain exceptional situations. To read the full Policy, please visit our website: [www.suominen.fi](http://www.suominen.fi).

## 2025 CEO remuneration at a glance

**Tommi Björnman** served as the Company’s CEO until June 30, 2025. **Janne Silonsaari** was first nominated as interim CEO from June 30 and served until August 10, 2025. **Charles Héaulmé** was appointed as President & CEO on August 11, 2025.

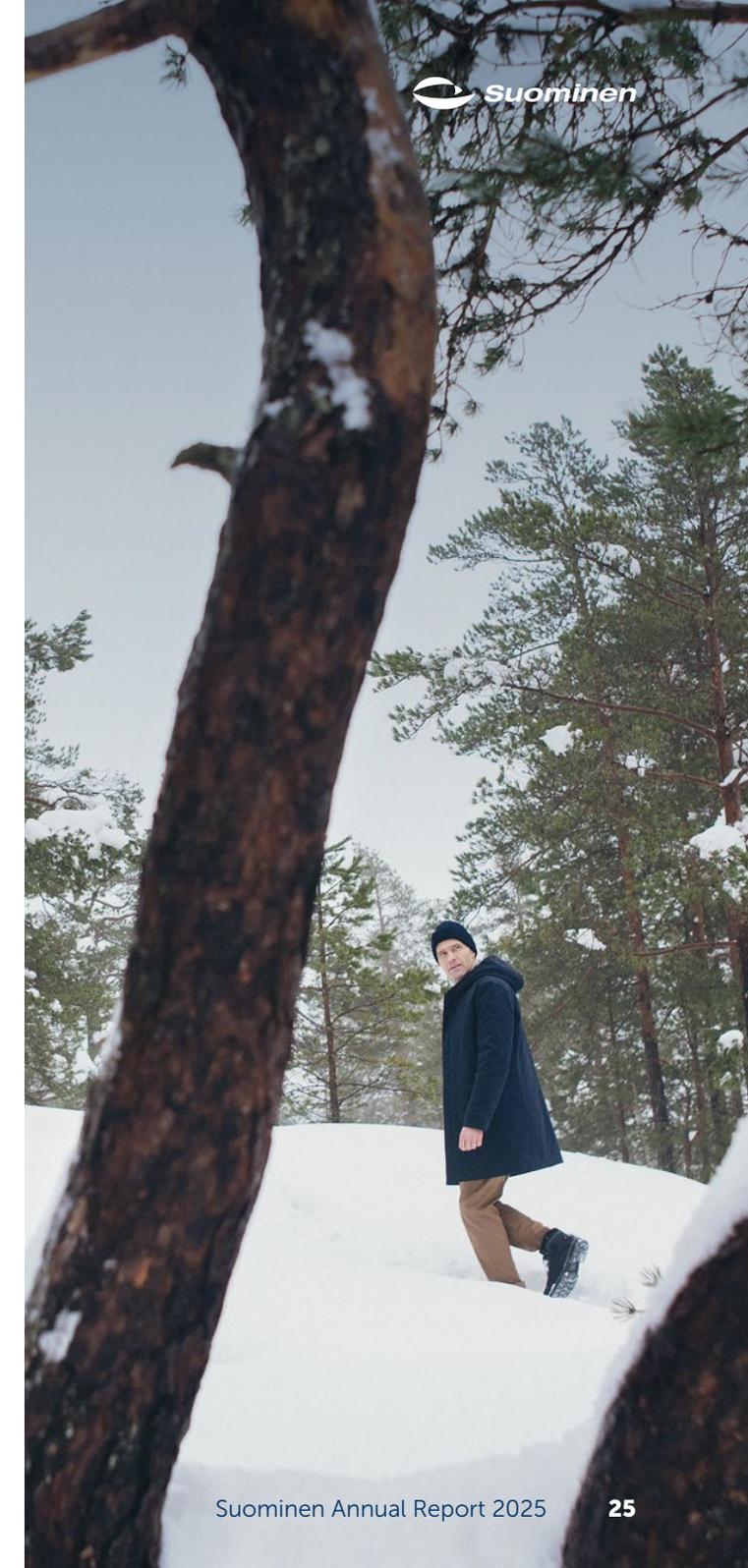
Total remuneration paid to the CEO may include base salary, benefits, supplementary pension

contributions, and incentives according to the applicable plans. Each CEO’s remuneration reflects their position and the period in the CEO role.

In 2025, the remuneration paid to Tommi Björnman included fixed base salary and benefits, supplementary pension contributions, the outcome of the Global STI Plan for 2024 payable in 2025, and a reward from the Matching Restricted Share Plan (“MRSP”). No other long-term incentive (LTI) payments were made in 2025.

The remuneration earned by Janne Silonsaari during his interim CEO assignment consisted of fixed salary and benefits only. Potential payments for short-term incentives during 2025 were based on his primary position as CFO.

The remuneration paid to Charles Héaulmé for the period from August 11 onwards consisted of fixed base salary, benefits, and supplementary voluntary pension contributions. Going forward, he is eligible to participate in the Company’s ongoing short- and long-term incentive plans in accordance with the plan terms, with any potential payments made on a pro-rated basis. As of 2026, the CEO is also entitled to participate in the Annual Shares Contribution plan.



# 1. Introduction

This Remuneration Report (the “Report”) is based on the Finnish Corporate Governance Code 2020 of the Securities Market Association and provides the details of the remuneration paid to members of the Board and the CEO. The Board’s Personnel and Remuneration Committee (the “PRC”) has reviewed the Report, and it has been approved by the Board on January 28, 2026. This Report provides information on the remuneration paid during the financial year 2025. For updated information on the Board and executive remuneration, please visit our website: [www.suominen.fi](http://www.suominen.fi).

## 1.1 Remuneration at Suominen

The aim of Suominen’s Remuneration Policy is to offer a framework for remuneration that incentivizes the pursuit of the Company’s long-term financial performance and shareholder value creation. The Policy provides the Company with the principles for offering remuneration that attracts, motivates, and retains the best possible management and Board members who drive Suominen’s performance and strategy in alignment with essential stakeholder interests. The Policy’s goal is to ensure that the philosophy of paying for performance is applied to Suominen’s remuneration.

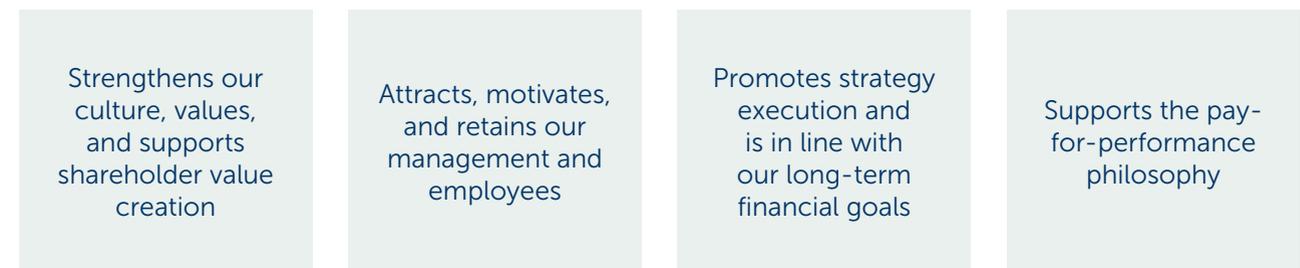
The Policy has the following guiding principles:

- Total remuneration opportunity shall be competitive enough in relation to the market.
- Performance-based incentives form a significant part of the CEO’s total target remuneration in order to emphasize a strong pay-for-performance alignment.
- The majority of the performance-based incentives emphasize long-term, rather than short-term, performance and have a direct link to shareholder value.
- A share ownership requirement is set for the CEO in order to ensure balanced risk taking.

According to the Policy, Suominen aims to offer the CEO a remuneration structure that incentivizes the achievement of Suominen’s strategic targets and long-term shareholder value creation. Suominen utilizes both short-term and long-term performance-based incentives for which the Board annually selects appropriate performance metrics that steer the implementation of Suominen’s strategy and the achievement of sustainable financial results in a competitive market.

The Policy is aligned with the remuneration principles applied to all Suominen employees. The remuneration shall be fair and reflect the competencies required to fulfill the requirements

## SUOMINEN REMUNERATION



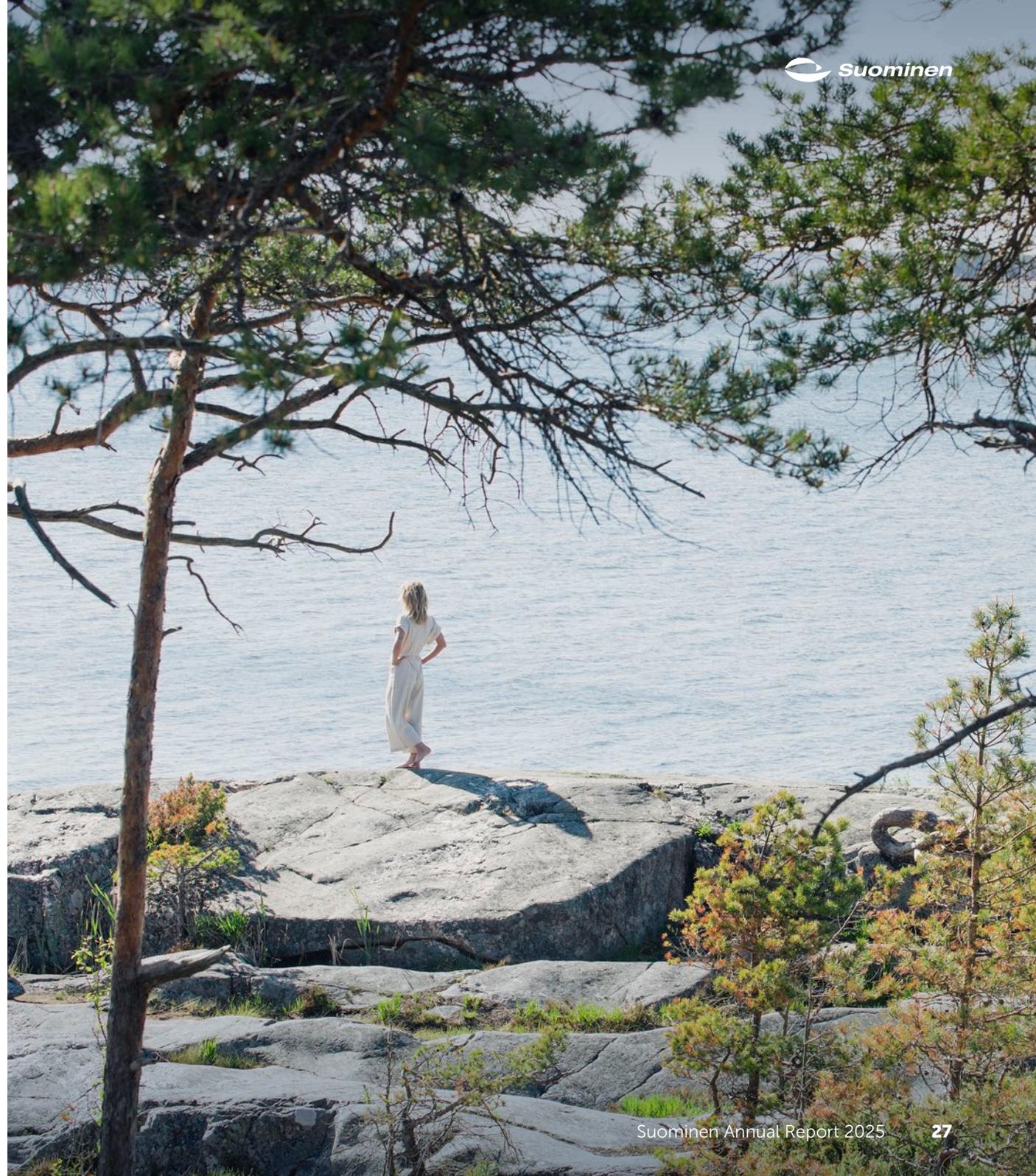
of each position. Pay-for-performance philosophy is widely followed in Suominen, and many of the performance metrics in the CEO’s incentive plans are concurrently used in employees’ incentive plans. However, a more significant portion of the CEO’s total compensation is tied to performance-based incentives, as the Company aims to ensure a strong link between executive remuneration and the Company’s performance.

## 1.2 Pay-for-performance during the preceding five years

This section presents a comparison between the remuneration of the CEO and the Board, the average employee remuneration and the Company performance for the financial years 2021 to 2025.

During the last five years, remuneration for the CEO and our employees (on average) has been partly well aligned with the Company's performance. When interpreting the figures in the table below, it is good to note the following:

1. For the CEO, the figures represent remuneration paid during that financial year, and a portion of such remuneration may have been earned during the previous year or years.
2. Employee pay figures, however, are accrual-based figures from financial statements, meaning that some of the wages and salaries (for example bonuses) have been earned, but not paid during that year.
3. The average employee pay fluctuates in accordance with the Company's performance, but to a lesser degree than executive pay, as a smaller portion of total remuneration consists of variable remuneration.
4. The Board members do not participate in any incentive schemes, and correspondingly the Board remuneration has remained rather stable with occasional increases to annual and meeting fees. Variation mainly occurs due to a different number of Board and Committee meetings during the year.



## Remuneration development and company performance 2021–2025

	2021	2022	2023	2024	2025
CEO (Charles Héaulmé, as of August 11, 2025) total remuneration <sup>1</sup> (EUR thousand)					258.2
Interim CEO (Janne Silonsaari, from June 30 to August 10, 2025) fixed remuneration <sup>2</sup> (EUR thousand)**					26.0
CEO (Tommi Björnman, until June 30, 2025) total remuneration <sup>1</sup> (EUR thousand)			385.2	604.2	610.3
Interim CEO (Klaus Korhonen, from November 30, 2022 to March 31, 2023) fixed remuneration <sup>2</sup> (EUR thousand)		20.4	62.4		
Previous CEO (Petri Helsky) total remuneration <sup>3</sup> (EUR thousand)	957.9	1,118.9			
Index <sup>4</sup>	100%	119%	47%	63%	93%
Employee pay (average) <sup>5</sup> (EUR thousand)	53.4	58.9	63.9	66.9	64.6
Index <sup>4</sup>	100%	110%	120%	125%	108%
Total Board remuneration <sup>6</sup> (EUR thousand)	258.4	285.0	289.0	332.0	387.5
Index <sup>4</sup>	100%	110%	112%	128%	150%
Charles Héaulmé				81.0	84.5
Jaakko Eskola	69.9	75.0	76.0	0.5	
Andreas Ahlström	35.7	39.0	38.5	56.0	58.5
Björn Borgman	35.4	39.5	41.5	44.0	47.0
Gail Ciccione					45.0
Majja Joutsenkoski					43.5
Nina Linander	46.8	52.5	52.5	56.6	59.0
Aaron Barsness		40.0	42.0	49.5	3.5
Laura Remes			37.0	44.5	46.5
Laura Raitio	35.7	39.0	1.5		
Sari Pajari-Sederholm	34.9				

	2021	2022	2023	2024	2025
3-year TSR <sup>7</sup> (%)	126%	41%	-35%	-45%	-31%
Share price development <sup>8</sup> (EUR)	4.82	2.86	2.70	2.38	1.72
Index <sup>4</sup>	98%	58%	55%	49%	35%
Comparable EBITDA (EUR million)	47.0	15.3	15.8*	17.0	12.6
Index <sup>4</sup>	77%	25%	26%	28%	21%

<sup>1</sup> CEO total remuneration includes all payments made to the CEO during the stated period (excluding voluntary pension contributions).

<sup>2</sup> Interim CEO remuneration refers to payments made to individuals serving as interim CEO during the stated period.

<sup>3</sup> Previous CEO Petri Helsky's remuneration in 2019–2022 includes all payments made to the CEO during the period he acted as the CEO.

<sup>4</sup> First year (2021) in the time-series set at 100%.

<sup>5</sup> Employee pay is the wages and salaries of our personnel from the financial statements divided by the average number of employees.

<sup>6</sup> Total Board remuneration includes all payments made to the Board during the financial year.

<sup>7</sup> Total Shareholder Return (share price increase plus dividend yield) is calculated based on the 3-month closing average prior to the end of the financial year. For example, the 3-year TSR for 2025 is calculated as (Q4/2025 average share price - Q4/2022 average share price) ÷ Q4/2022 average share price + (paid dividends in 2023, 2024 and 2025) ÷ Q4/2022 average share price.

<sup>8</sup> Share price development is calculated based on 3-month closing average prior to the end of the financial year.

\* In the Remuneration Report in year 2023, the Comparable EBITDA has been reported as 15.9. The correct amount is 15.8.

\*\* Based on Tommi Björnman's termination agreement, he will receive additional compensation in January 2026 corresponding to 12 months' salary, totaling 462,000 euros.

### 1.3 Information on the previous vote for the Remuneration Report and any deviations or clawbacks made

At the AGM on April 25, 2025, 94.4% of the votes cast were in favor of the Remuneration Report 2024. The PRC and the Board have considered the feedback provided by the shareholders at the AGM.

During 2025, Suominen did not exercise any rights to reclaim (clawback) or cancel (malus) any paid or unpaid incentives. Also, there was no need to deviate from the Remuneration Policy during 2025.

## 2. Remuneration of the Board of Directors for the preceding financial year

As stated in the Remuneration Policy, the General Meeting determines the remuneration paid to the members of the Board in advance, for one year at a time. Shareholders' Nomination Board prepares

independently a proposal on the remuneration of the Board to be presented for the General Meeting.

The basis for determination of the Board remuneration is to ensure that the remuneration is competitive in relation to the market and that the remuneration reflects the competencies and efforts required from the members of the Board to fulfill their duties.

Suominen's AGM held on April 25, 2025, resolved that the annual remuneration payable to the members of the Board remains unchanged. The current remuneration is as follows:

- The Chair is paid an annual fee of EUR 74,000.
- The Deputy Chair is paid an annual fee of EUR 45,000.
- Other Board members are paid an annual fee of EUR 35,000.
- The Chair of the Audit Committee is paid an additional fee of EUR 10,000.
- Further, the members of the Board receive a fee for each Board and Committee meeting as follows:
  - EUR 500 for each meeting held in the home country of the respective member
  - EUR 1,000 for each meeting held elsewhere than in the home country of the respective member
  - EUR 500 for each meeting attended by telephone or other electronic means.

75% of the annual fee was paid in cash and 25% in Suominen's shares. The shares were transferred out of the own shares held by the Company by the decision of the Board on May 12, 2025.

Members of the Board are not employees of Suominen and do not participate in any Suominen incentive scheme or pension arrangement, except

for Charles Héaulmé, who became the CEO as of August 11, 2025. In accordance with the pension laws in Sweden, the fees paid to the Swedish members of the Board are subject to employment pension contributions. All payments to the members of the Board during 2025 have been in compliance with the Remuneration Policy. In 2025, the following fees were paid to the members of the Board:

#### Remuneration of the Board of Directors in 2025

		Annual remuneration paid in cash (EUR)	Value of the annual remuneration paid in shares (EUR)	Annual remuneration paid in shares (no. of shares)	Meeting fees (EUR)	Total (EUR)
Charles Héaulmé	Chair	55,501.63	18,498.37	8,767	10,500	84,500
Andreas Ahlström	Deputy Chair	33,751.59	11,248.41	5,331	13,500	58,500
Aaron Barsness (until April 25, 2025)	Member				3,500	3,500
Björn Borgman	Member	26,251.94	8,748.06	4,146	12,000	47,000
Maija Joutsenkoski (as of April 25, 2025)	Member	26,251.94	8,748.06	4,146	8,500	43,500
Gail Ciccione (as of April 25, 2025)	Member	26,251.94	8,748.06	4,146	10,000	45,000
Nina Linander*	Member	33,751.59	11,248.41	5,331	14,000	59,000
Laura Remes	Member	26,251.94	8,748.06	4,146	11,500	46,500

\* Chair of the Audit Committee; including an additional fee of EUR 10,000.

Remuneration of the members of the Board of Directors, including the value of the remuneration paid in Suominen shares, totaled EUR 387,500 in 2025.

Additionally, compensation for expenses has been paid in accordance with the Company's travel policy.

### 3. Remuneration of the President & CEO for the preceding financial year

In 2025, the Company’s CEO position was held by three individuals. Tommi Björnman served as the Company’s CEO until June 30, 2025. Janne Silonsaari acted as interim CEO from June 30 to August 10, 2025. Charles Héaulmé was appointed President & CEO as of August 11, 2025. The remuneration presented below reflects payments made or due for the period each individual served as CEO.

#### Tommi Björnman until June 30, 2025

Tommi Björnman acted as the Company’s CEO until June 30, 2025. In 2025, CEO Tommi Björnman’s total remuneration was EUR 665,297, consisting of fixed base salary and benefits of EUR 501,858, a cash bonus from the Global STI Plan 2024 of EUR 67,870, and a reward from the Matching Restricted Share Plan (“MRSP”) (earning period 1 June 2024–1 June 2025) of EUR 40,604. Apart from the Matching Restricted Share Plan (“MRSP”), no other LTI payments were received in 2025. Supplementary voluntary pension contributions amounted to EUR 54,965.

#### Janne Silonsaari June 30 to August 10, 2025

Janne Silonsaari acted as interim CEO from June 30 to August 10, 2025. During the interim CEO period, he received a fixed base salary and benefits of EUR 26,032.

#### Charles Héaulmé as of 11 August 2025

Charles Héaulmé was appointed President & CEO as of August 11, 2025. His total remuneration for 2025 in the CEO role amounted to EUR 300,298. The total remuneration consisted of a fixed base salary (including car and housing allowance) and benefits (phone, life and health insurance) of EUR 258,182. Supplementary voluntary pension contributions amounted to EUR 42,116.

The President & CEO Charles Héaulmé is eligible to participate in Suominen’s short-term incentive plan and ongoing long-term incentive plans for the periods 2023–2025, 2024–2026 and 2025–2027, with any potential rewards paid on a pro-rated basis. He is also entitled to an Annual Shares Contribution as of 2026. In addition, he is eligible for a sign-in bonus of 200,000 company shares, to be delivered during Q3/2026, provided that the CEO service agreement remains in force at that time.

In 2025, Charles Héaulmé’s Global STI Plan 2025 was based on Group EBIT (earnings before interest and taxes, 50% weight), Operative Cash Flow (20% weight),

Raw Material Efficiency (10% weight), and personal targets (20% weight). The Board decided at its meeting on January 28, 2026 that no Global STI 2025 bonuses will be paid.

#### Short-term Incentive KPIs and level of achievement for the CEO

##### STI 2024 KPIs and achievement for the CEO<sup>1</sup>

KPI	Weight	Achievement
Group EBITDA	50%	Between threshold and target
Group Contribution Margin (CM)	20%	Between threshold and target
Group Raw Material Efficiency (RME)	10%	Below threshold
Personal targets	20%	Between target and maximum
<b>Total</b>	<b>100%</b>	<b>Between Threshold and Target</b>

##### STI 2025 KPIs and achievement for the CEO

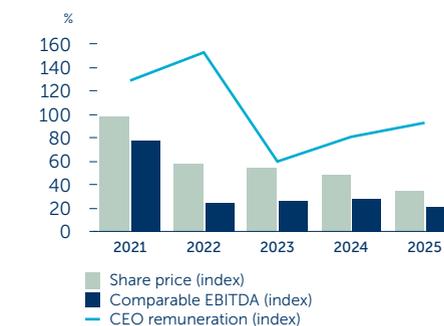
KPI	Weight	Achievement
Group EBIT	50%	Below threshold
Group Operative Cash Flow	20%	Between threshold and target
Group Raw Material Efficiency (RME)	10%	Below threshold
Personal targets	20%	Between threshold and target
<b>Total</b>	<b>100%</b>	<b>Below threshold</b>

<sup>1</sup> Paid in 2025.

Total CEO pay in 2025 in proportions



Company performance and CEO remuneration 2021–2025



CEO Tommi Björnman’s remuneration in 2025 is further described in the table below.

Element	Quantum	Purpose, link to strategy and description from the remuneration policy	Comment on compliance
<b>Base salary + benefits</b>	Paid in 2025:  Base salary (including holiday pay): EUR 485,898  Benefits: EUR 15,960	The purpose is to provide fixed remuneration that is competitive with the external market and reflects the scale and complexity of the Company’s business. Base salary includes taxable fringe benefits, such as company car, lunch, and telephone. Base salary is determined based on a variety of factors, such as market level and the individual’s skills and experience. Base salary is typically reviewed annually.	Complies with the Policy: The CEO was eligible for benefits such as company car, health insurance, lunch, and telephone.
<b>Supplementary pension arrangement</b>	Paid in 2025: EUR 54,965	The purpose is to provide a competitive level of retirement income. The supplementary pension plan is a defined-contribution pension scheme. The pension allowance is determined based on the CEO’s annual base salary.	Complies with the Policy: The CEO participated in a non-statutory defined-contribution pension plan. The Company’s contribution was 11.5% of the annual base salary in 2025. Pension starts at the age of 63.
<b>Cash bonus (short-term remuneration)</b>	Earned from financial year 2024 (Global STI 2024, paid in 2025): EUR 67,870	The purpose is to steer towards and reward for the achievement of short-term financial and operational performance and to support the delivery of the business strategy. Performance is measured over one year and the cash bonus is paid after the year end. The cash bonus is paid in cash based on achieved one-year performance.	Complies with the Policy: Maximum STI percentage in 2025 was 60% of the annual base salary (excluding holiday pay).

Element	Quantum	Purpose, link to strategy and description from the remuneration policy	Comment on compliance
<p><b>Share-based incentive plans (long-term remuneration)</b></p>	<p>Earned from Matching Restricted Share Plan ("MRSP") June 1, 2024–June 1, 2025, paid in 2025: EUR 40,604</p> <p>With the exception of the Matching Restricted Share Plan ("MRSP"), no LTI was paid in 2025.</p>	<p>The purpose is to reward for the delivery of long-term shareholder value, to align the CEO's interests with those of the shareholders, and to increase the value of the Company by offering a share ownership-based reward structure. The CEO may have share-based incentive plans, which reward for the Company's performance, or which are used for retention purposes.</p> <p>Currently, Suominen's performance-based long-term incentive mechanism is a share-based plan, which offers the CEO the opportunity to earn a predetermined number of Suominen shares as a reward. Payment of the reward is dependent on the achievement of performance targets set by the Board and continued employment.</p> <p>The Board resolves the maximum number of shares that can be earned from the plan. Long-term incentive awards are denominated in a number of Suominen shares but paid in shares and cash intended to cover the taxes that incur from the receipt of shares.</p>	<p>Complies with the Policy: The CEO is eligible to participate in a Matching Restricted Share Plan ("MRSP"), the aim of which is to align the objectives of the shareholders and the CEO in order to increase the value of Suominen in the long-term, to retain the CEO at the Company, and to offer a competitive reward plan that is based on acquiring, receiving and accumulating the Company's shares.</p> <p>Under the plan, the CEO was expected to own or acquire up to 30,000 shares of the Company. The Company was to match the share investment by way of the CEO receiving, without consideration, up to 60,000 matching shares (gross, including also the proportion to be paid in cash).</p> <p>The plan included three vesting periods, June 1, 2023–June 1, 2024, June 1, 2024–June 1, 2025, and June 1, 2025–June 1, 2026. The potential reward was to be paid partly in shares and partly in cash in three equal installments after each vesting period, provided that the CEO's service in the Company was in force at the time of the reward payment. The second vesting period ended in June 2025, and in total 9,359 shares were transferred to the CEO. The plan was terminated at the end of June as Tommi Björnman's service in the Company ended.</p> <p>The CEO is eligible to participate in the Company's Performance Share Plan, which currently includes three 3-year performance periods, calendar years 2023–2025, 2024–2026, and 2025–2027. The CEO was a participant in the Company's Performance Share Plan, Performance Period 2023–2025. The potential reward of the plan is based on the Relative Total Shareholder Return (TSR). The potential reward for the CEO to be paid corresponds to the value of an approximate maximum total of 168,500 shares (gross) of the Company. The maximum total of shares includes also the proportion to be paid in cash. As a rule, no reward will be paid if a participant's employment or service ends before the reward payment.</p>
<p><b>Share ownership prerequisite</b></p>		<p>The CEO must hold 50% of the net number of shares granted under the long-term performance-based plan, until his or her shareholding in total corresponds to the value of his or her annual gross salary for the calendar year preceding the payment of the reward. Such number of shares must be held as long as his or her service in the Company continues.</p>	<p>Complies with the Policy: The CEO has neither received nor sold any shares from any LTI plan.</p>

**CEO Charles Héaulmé’s remuneration in 2025 is further described in the table below.**

Element	Quantum	Purpose, link to strategy and description from the remuneration policy	Comment on compliance
<b>Base salary + benefits</b>	Paid in 2025:  Base salary (including holiday pay, car and housing allowances): EUR 254,429  Other benefits (phone, life insurance, health insurance for the CEO and spouse): EUR 3,753	The purpose is to provide fixed remuneration that is competitive with the external market and reflects the scale and complexity of the Company’s business. Base salary includes taxable fringe benefits, such as company car, lunch, and telephone. Base salary is determined based on a variety of factors, such as market level and the individual’s skills and experience. Base salary is typically reviewed annually.	Complies with the Policy: The CEO is eligible for benefits such as company car, health insurance, lunch, and telephone.
<b>Supplementary pension arrangement</b>	Paid in 2025: EUR 42,116	The purpose is to provide a competitive level of retirement income. The supplementary pension plan is a defined-contribution pension scheme. The pension allowance is determined based on the CEO’s annual base salary.	Complies with the Policy: The CEO is entitled to a supplementary pension insurance paid by the Company. The annual supplementary pension payment shall be 20% of the CEO’s annual fixed base salary.
<b>Cash bonus (short-term remuneration)</b>	No short-term remuneration (STI 2024) paid in 2025.  No short-term remuneration (STI 2025) to be paid in 2026.	The purpose is to steer towards and reward for the achievement of short-term financial and operational performance and to support the delivery of the business strategy. Performance is measured over one year and the cash bonus is paid after the year end. The cash bonus is paid in cash based on achieved one-year performance.	Complies with the Policy: The CEO is eligible to participate in the Company’s short-term incentive plans according to the terms and conditions of the plan. The maximum STI opportunity is 150% of the annual base salary.
<b>Sign-in bonus</b>	The sign-in bonus will be paid during Q3/2026, provided that the agreement is still in force.	The purpose of the sign-in bonus is to ensure successful recruitment and provide a competitive, market-aligned remuneration package for the CEO. The bonus is designed to align the CEO’s interests with those of shareholders from the beginning of the assignment and to support the CEO’s long-term commitment to Suominen. Under the terms of the CEO service agreement, the sign-in bonus is delivered in the form of Company shares and is conditional upon continued employment until the delivery date.	Complies with the Policy: The CEO is eligible for a sign-in bonus of 200,000 company shares, to be paid during Q3/2026, provided that the Agreement is still in force. Possible taxes shall be paid by the recipient.

Element	Quantum	Purpose, link to strategy and description from the remuneration policy	Comment on compliance
<p><b>Share-based incentive plans (long-term remuneration)</b></p>	<p>No long-term remuneration (LTI) in 2025.</p>	<p>The purpose is to reward for the delivery of long-term shareholder value, to align the CEO's interests with those of the shareholders, and to increase the value of the Company by offering a share ownership-based reward structure. The CEO may have share-based incentive plans, which reward for the Company's performance, or which are used for retention purposes.</p> <p>Currently, Suominen's performance-based long-term incentive mechanism is a share-based plan, which offers the CEO the opportunity to earn a predetermined number of Suominen shares as a reward. Payment of the reward is dependent on the achievement of performance targets set by the Board and continued employment.</p> <p>The Board resolves the maximum number of shares that can be earned from the plan. Long-term incentive awards are denominated in a number of Suominen shares but paid in shares and cash intended to cover the taxes that incur from the receipt of shares.</p>	<p>Complies with the Policy: The CEO is eligible to participate in the company's ongoing long-term incentive plans for the periods 2023–2025, 2024–2026 and 2025–2027. The potential payment under incentive plans shall be pro-rated.</p> <ul style="list-style-type: none"> <li>- The maximum earning opportunity for the LTI Performance Period 2023–2025 equals 51,872 shares (gross) of the Company. The performance metric in the plan is relative Total Shareholder Return (TSR).</li> <li>- The maximum earning opportunity for the LTI Performance Period 2024–2026 equals 185,205 shares (gross) of the Company. The performance metrics in the plan are Absolute Total Shareholder Return (40%), Relative Total Shareholder Return (40%) and raw material efficiency for the first year (20%). The possible reward under the plan will be paid partly in Suominen shares and partly in cash in spring 2027.</li> <li>- The maximum earning opportunity for the LTI Performance Period 2025–2027 equals 318,830 shares (gross) of the Company. The performance metrics in the plan are Absolute Total Shareholder Return (40%), Relative Total Shareholder Return (40%) and raw material efficiency for the first year (20%). The possible reward under the plan will be paid partly in Suominen shares and partly in cash in spring 2028.</li> </ul> <p>The CEO is also entitled to an Annual Shares Contribution plan as of 2026. Under the plan, the CEO is expected to acquire up to 100,000 Company shares. The Company will match the share investment by way of the CEO receiving Company shares, without consideration, as follows: 100,000 shares at minimum performance (MEUR 20 comparable EBITDA); 300,000 shares at target (MEUR 25 comparable EBITDA); 500,000 shares at maximum (MEUR 30 comparable EBITDA). The Company shall transfer the shares within Q1 of the following year subject to a Board decision. As of 2027, the first half of the plan shall be unconditional and the second half based on performance targets set by the Board, provided that the CEO's service in the Company is in force at the time of the reward payments. A proportion of the incentives is to be paid in cash, intended to cover taxes and tax-related costs arising from the rewards to the CEO.</p>
<p><b>Share ownership prerequisite</b></p>		<p>The CEO must hold 50% of the net number of shares granted under the long-term performance-based plan, until his or her shareholding in total corresponds to the value of his or her annual gross salary for the calendar year preceding the payment of the reward. Such number of shares must be held as long as his or her service in the Company continues.</p>	<p>Complies with the Policy: The CEO has neither received nor sold any shares from any LTI plan.</p>

# Tax management, tax strategy and footprint

## Tax management and tax strategy

Suominen Group (Suominen) has a tax policy as well as tax guidelines approved by the Board of Directors of Suominen. All Suominen Group companies must comply with the policy and guidelines. The Chief Financial Officer (CFO) of Suominen as well as the Group finance organization are responsible for the overall tax management and planning. Day-to-day local tax management is decentralized within the finance organizations of the subsidiaries in the countries where Suominen operates.

In line with its Code of Conduct, Suominen is committed to operating in a responsible way and to complying with ethically acceptable principles in all its activities. This includes fulfilling all reporting requirements and paying all legally imposed direct, indirect, and other taxes. Suominen aims to fully comply with all statutory requirements and compliance deadlines in the countries where it operates.

Suominen seeks to carry out reasonable and fair tax planning and tax compliance in a manner that enables it to maintain a stable and supportable tax position.

When it comes to the Group's tax obligations, the main target is to identify and acknowledge the fiscal status and obligations of the Group in advance. No artificial tax-driven arrangements are carried out and all transactions are business-driven.

Suominen's objective in tax risk management is to avoid retroactive changes to the tax positions it has taken in any of its filings in all the jurisdictions it operates in, as well as to avoid retroactive tax payments, interest payments and any tax payment-related penalties. Therefore, Suominen's objective is that it will not take or enter into tax positions which are not considered supportable. However, as Suominen's objective is also to optimize its tax charge in all jurisdictions it operates, it can be possible that in certain situations Suominen takes or enters into a tax position which is not fully certain. In that case, the uncertain positions are evaluated by considering the risks and rewards related to the tax position. The decision of whether to enter into the uncertain tax position is made based on a risk analysis.

## Tax footprint

Suominen's tax footprint represents the economic impact on society arising from Suominen's operations in the countries where it operates. Suominen's business operations result in liabilities to pay taxes and similar payments, as well as a liability to collect and

remit taxes and similar payments that arise purely from the business activities of the Group companies.

Suominen's tax footprint arises purely from the business operations in the countries where it operates, and Suominen has not entered into any arrangements aiming to change or rearrange its tax burden from what arises from normal business operations. The trading of goods between Suominen Group companies is extremely limited, and basically the Group companies sell the products they manufacture directly to the end customer. Due to the business model, Suominen pays corporate income taxes in the countries where the value from its production is created.

The Group companies receiving intra-Group services are charged a service fee. The pricing of the service fee is in line with the arm's length principle.

Suominen has companies only in those five countries – Brazil, Finland, Italy, Spain and the United States – where it has both production and sales operations. In respect of taxes and similar payments, Suominen applies the laws and regulations of each country.

The main markets of the Finnish Group companies of Suominen are abroad. Due to this, the export sales of these companies significantly exceed their domestic sales. No value added tax is levied on export sales, which leads to a situation where the Finnish

Group companies' deductible value added tax on their purchases subject to value added tax is considerably higher than the value added tax they remit based on their taxable sales. As a result, Suominen receives a refund of value added tax in Finland.

Suominen's tax footprint includes not only the taxes and similar payments that are Group companies' costs but also the taxes and similar payments that the Group companies collect and remit, such as indirect taxes. Deferred taxes, which arise from timing differences between taxation and accounting and are recognized in the financial statements, are not included in the tax footprint.

In 2025, Suominen employed on average 695 people (FTEs) in its operations. As a result, Suominen generated a positive economic contribution to the surrounding society in the form of employees' income taxes, as well as social security contributions by both the company and the employees. Thus, Suominen's tax footprint includes also the collected and remitted employees' income taxes as well as social security contributions, but the employer's taxes are clearly separated from the employees' taxes and payments in the report.

Suominen's corporate income taxes are significantly affected by tax losses generated in certain countries where Suominen operates. Based on local tax laws and regulations, tax losses are normally carried forward

and deducted from the taxable profits generated in the future. Suominen is subject to group tax consolidation methods in several countries based on each country's tax laws and regulations, which effectively means that Suominen's local companies are taxed on the local consolidated taxable income.

Suominen's corporate income tax paid in Finland is also affected by withholding taxes collected in the country of origin on the taxable income. As the income received is from countries with which Finland has tax treaties to avoid double taxation, these withholding taxes are credited in the Finnish corporate taxation.

The Group companies also pay property and real estate taxes based on the land and buildings they own, environmental and energy taxes, as well as different fiscal payments levied, for example, on manufacturing operations. Suominen does not consider these as indirect taxes to be collected and remitted but as taxes that are costs for the Group companies.

Certain countries where Suominen operates grant eligible companies tax credits, for example, in the form of additional depreciation and amortization of assets. The granted tax credits can in some countries be used to offset different tax or similar payments.

### Taxes and similar payments borne

EUR thousand	2025		2024	
	Finland	Other countries	Finland	Other countries
Corporate income tax, tax on profit	28	-1,576	-1,387	-1,211
Property taxes	-83	-1,100	-84	-1,255
Employer contributions and taxes	-1,881	-11,430	-1,920	-11,079
VAT as expense	-25	-4	-22	-10
Customs duties on import*	-481	-1,595	-259	-1,461
Excise duties	-20	-325	-83	-526
Other taxes and similar payments	-52	-226	-49	-258
Received tax credits	-	264	-	257
<b>TOTAL</b>	<b>-2,515</b>	<b>-15,992</b>	<b>-3,805</b>	<b>-15,545</b>

### Taxes and similar payments collected and paid

EUR thousand	2025		2024	
	Finland	Other countries	Finland	Other countries
Net VAT	2,921	-16,492	3,444	-11,858
Payroll taxes and similar payments collected and paid	-3,473	-9,491	-3,502	-9,857
Withholding taxes on various payments	-	-134	-178	-131
<b>TOTAL</b>	<b>-552</b>	<b>-26,117</b>	<b>-237</b>	<b>-21,846</b>

\* Customs duties are borne by the company importing or exporting goods. Customs duties are not collected and/or paid by some other taxpayer. For these reasons, customs duties are reported as taxes borne.

# Board of Directors

DECEMBER 31, 2025



**CHARLES HÉAULMÉ**

b. 1966  
 B.Sc. (Business Administration)  
 President & CEO,  
 Suominen Oyj since 2025  
 Member of the Board  
 since 2024  
 Chair of the Board since 2024  
 Non-independent member  
 Shareholding\*:  
 44,750 Suominen shares



**ANDREAS AHLSTRÖM**

b. 1976  
 M.Sc. (Economics and Business  
 Administration)  
 CEO, Ahlström Invest B.V.  
 Member of the Board  
 since 2015  
 Deputy Chair of the Board  
 since 2020  
 Non-independent member  
 Shareholding\*:  
 36,320 Suominen shares



**BJÖRN BORGMAN**

b. 1975  
 M.Sc. (Industrial Engineering)  
 CEO, HL Display AB  
 Member of the Board  
 since 2020  
 Independent member  
 Shareholding\*:  
 32,312 Suominen shares



**GAIL CICCIONE**

b. 1960  
 BBA  
 Business owner, Trinity  
 Operations Partner, LLC  
 Member of the Board  
 since 2025  
 Independent member  
 Shareholding\*:  
 4,146 Suominen shares



**MAIJA JOUTSENKOSKI**

b. 1981  
 M.Sc. (Technology)  
 Investment Director,  
 A. Ahlström Oy  
 Member of the Board  
 since 2025  
 Non-independent member  
 Shareholding\*:  
 4,146 Suominen shares



**NINA LINANDER**

b. 1959  
 B.Sc. (Economics) and MBA  
 Member of the Board  
 since 2020  
 Independent member  
 Shareholding\*:  
 37,159 Suominen shares



**LAURA REMES**

b. 1980  
 M.Sc. (Technology)  
 SVP, Business Transformation,  
 Metsä Board  
 Member of the Board  
 since 2023  
 Independent member  
 Shareholding\*:  
 10,366 Suominen shares

.....  
 Aaron Barsness acted as a member of the Board until April 25, 2025.  
 More detailed, up-to-date information on the principal working  
 experience and positions of trust of the members of the Board  
 is available at [www.suominen.fi](http://www.suominen.fi). Information on the Board's  
 remuneration is included in Suominen's Remuneration Report.

\* Shareholding refers to shares and share-based rights of each director and the corporations over which he/she exercises control on December 31, 2025.

# Suominen Leadership Team

DECEMBER 31, 2025



**CHARLES HÉAULMÉ**  
President & CEO  
b. 1966  
B.Sc. (Business Administration)  
Joined Suominen in 2025  
Shareholding\*:  
44,750 Suominen shares



**JANNE SILONSAARI**  
CFO  
b. 1980  
M.Sc. (Economics and Business Administration)  
Joined Suominen in 2023  
Shareholding\*:-



**FRANCOIS GUETAT**  
Chief Operating Officer  
b. 1974  
M. Eng. (Mechanical Engineering)  
Joined Suominen in 2025  
Shareholding\*:-



**MARKKU KOIVISTO**  
Chief Commercial & Technology Officer (as of February 1, 2026)  
EVP, EMEA & CTO (until January 31, 2026)  
b. 1971  
M.Sc. (Technology)  
Joined Suominen in 2017  
Shareholding\*:  
53,172 Suominen shares



**MINNA ROURU**  
Chief People & Communications Officer  
b. 1972  
M.Sc. (Social Sciences)  
Joined Suominen in 2025  
Shareholding\*:  
1,300 Suominen shares



**MARK USHPOL**  
EVP, Americas (until January 31, 2026)  
b. 1963  
Bachelor of Commerce  
Joined Suominen in 2025  
Shareholding\*:-

Jonni Friman acted as EVP, Transformation Management Office and a member of the Suominen Leadership Team until July 31, 2025.

Tommi Björnman acted as the President & CEO until June 30, 2025. Janne Silonsaari acted as interim President & CEO from June 30, 2025 to August 10, 2025.

Darryl Fournier acted as Chief Operating Officer and a member of the Suominen Leadership Team from February 10, 2025 until October 29, 2025.

Marika Väkiparta was appointed as the Chief Strategy and Transformation Officer and a member of the Suominen Leadership Team as of February 1, 2026.

Kimmo Raunio was appointed as CFO and a member of the Suominen Leadership Team at the latest as of June 1, 2026. Until then, Suominen's CFO Janne Silonsaari will continue in his current role.

On February 26, 2026, Suominen announced that Minna Rouru, Chief People & Communications Officer, and a member of the Suominen Leadership Team leaves the company at the latest on August 26, 2026.

More detailed, up-to-date information on the principal working experience, positions of trust and remuneration of the members of Suominen Leadership Team is available at [www.suominen.fi](http://www.suominen.fi).

\* Shareholding refers to the shares and share-based rights of each executive and the corporations over which he/she exercises control on December 31, 2025.

# REPORT BY THE BOARD OF DIRECTORS AND FINANCIAL INFORMATION

Report by the Board of Directors .....	41
Consolidated financial statements (IFRS) .....	109
Parent company financial statements (FAS) .....	166
Auditor's report .....	178
Assurance report on the sustainability statement .....	183
Independent auditor's report on ESEF consolidated financial statements .....	186
Key ratios .....	188



## Report by the Board of Directors and Financial Information

### January 1–December 31, 2025

<b>REPORT BY THE BOARD OF DIRECTORS</b> .....	<b>41</b>	<b>Information on the separate financial statements of the parent company</b> .....	<b>106</b>	2. Accounting estimates and judgements .....	117	29. Adjustments to statement of cash flows .....	157
<b>Highlights of Suominen’s financial year 2025</b> .....	<b>41</b>	<b>Outlook</b> .....	<b>106</b>	3. Financial risk management .....	117	30. Information about key management personnel .....	157
<b>Shares and governance</b> .....	<b>44</b>	<b>Proposal by the Board of Directors for the use of the profit</b> .....	<b>106</b>	4. Management of capital .....	122	31. Contingent liabilities .....	160
Composition of the Nomination Board .....	47	<b>Events after the reporting period</b> .....	<b>106</b>	5. Goodwill .....	122	32. Events after the reporting period .....	160
Changes in the Suominen Leadership Team .....	47	<b>CONSOLIDATED FINANCIAL STATEMENTS (IFRS)</b> ...	<b>109</b>	6. Intangible assets .....	124	<b>Key ratios per share</b> .....	<b>163</b>
Annual General Meeting .....	48	Consolidated statement of financial position .....	109	7. Property, plant and equipment .....	126	Calculation of key ratios per share .....	164
Corporate Governance Statement and Remuneration Report .....	48	Consolidated statement of profit or loss .....	111	8. Group companies .....	128	<b>PARENT COMPANY FINANCIAL STATEMENTS (FAS)</b> .....	<b>166</b>
<b>Business risks and uncertainties</b> .....	<b>48</b>	Consolidated statement of other comprehensive income .....	111	9. Equity instruments .....	128	Income statement .....	166
Business environment .....	50	Consolidated statement of changes in equity .....	112	10. Inventories .....	129	Balance sheet .....	167
<b>Sustainability statement</b> .....	<b>51</b>	Consolidated statement of cash flows .....	113	11. Trade and other receivables .....	130	Cash flow statement .....	169
Basis for preparation .....	52	<b>Notes to the consolidated financial statements</b> .....	<b>114</b>	12. Financial instruments .....	132	Notes .....	170
Governance .....	53	1. Material accounting policy information .....	114	13. Equity and information on Suominen share .....	134	<b>AUDITOR’S REPORT</b> .....	<b>178</b>
Strategy .....	56	– consolidated financial statements .....	114	14. Interest-bearing liabilities .....	137	<b>ASSURANCE REPORT ON THE SUSTAINABILITY STATEMENT</b> .....	<b>183</b>
Impacts, risks and opportunities .....	59			15. Provisions .....	139	<b>INDEPENDENT AUDITOR’S REPORT ON ESEF CONSOLIDATED FINANCIAL STATEMENTS</b> .....	<b>186</b>
Suominen’s EU Taxonomy report .....	63			16. Trade payables and other liabilities .....	140	<b>KEY RATIOS</b> .....	<b>188</b>
Climate change .....	67			17. Fair value hierarchy .....	140	Calculation of key ratios .....	189
				18. Revenue from contracts with customers .....	141		
				19. Segment reporting and entity-wide disclosures .....	142		
				20. Other operating income and expenses .....	143		
				21. Leases and right-of-use assets .....	143		
				22. Fees paid to auditors .....	146		
				23. Employee benefits .....	147		
				24. Depreciation, amortization and impairment of assets .....	149		
				25. Financial income and expenses .....	150		
				26. Income taxes .....	151		
				27. Share-based payments .....	154		
				28. Earnings per share .....	157		

# Report by the Board of Directors 2025

## Highlights of Suominen's financial year 2025

- Net sales decreased by 10.8% and were EUR 412.4 million (462.3)
- Comparable EBITDA decreased to EUR 12.6 million (17.0)
- Cash flow from operations totaled EUR 12.2 million (3.9)
- The Board of Directors proposes to the Annual General Meeting that no dividend shall be distributed for the financial year 2025

Key figures	2025	2024	2023
Net sales, EUR million	412.4	462.3	450.9
Comparable EBITDA, EUR million	12.6	17.0	15.8
EBITDA, EUR million	11.3	17.2	11.2
Comparable operating profit or loss, EUR million	-4.2	-1.4	-2.8
Operating profit or loss, EUR million	-5.9	-1.3	-7.5
Profit or loss for the period, EUR million	-12.1	-5.3	-12.8
Earnings per share, basic, EUR	-0.21	-0.09	-0.22
Earnings per share, diluted, EUR	-0.21	-0.09	-0.22
Cash flow from operations per share, EUR	0.21	0.07	0.53
Return on invested capital, rolling 12 months, %	-3.3	-0.7	-4.1
Gearing, %	80.7	51.7	35.3
Dividend per share, EUR*	0.00	0.00	0.10

\* 2025 The proposal of the Board of Directors to the Annual General Meeting

The figures shown in brackets refer to the performance in 2024, unless otherwise stated.

## Net sales

In 2025, Suominen's net sales decreased by 10.8% from the comparison period to EUR 412.4 million (462.3). The decrease in sales was driven by lower sales volumes, but we were able to offset the lower volumes partly with better sales prices and sales mix. Currencies impacted on net sales negatively by EUR 12.0 million.

Two significant incidents at our US facilities constrained our supply capabilities, negatively impacting both sales and profitability during the third and fourth quarters.

Net sales of the Americas business area were EUR 252.6 million (287.9) and net sales of the EMEA business area were EUR 159.9 million (174.4).

## EBITDA, operating profit / loss and result

To improve our profitability, we launched a cost-saving program at the end of the second quarter, targeting approximately EUR 10 million in benefits over 24 months. Implementation advanced steadily in the second half of 2025, delivering results in line with our original plan.

Comparable EBITDA (earnings before interest, taxes, depreciation and amortization) was EUR 12.6 million (17.0). EBITDA was EUR 11.3 million (17.2). The main contributor to the decrease was lower sales volumes. However, higher sales prices partly offset the effect of

the lower sales volumes. Currencies impacted EBITDA negatively by EUR 0.3 million.

Comparable operating profit / loss amounted to EUR -4.2 million (-1.4). Operating profit / loss amounted to EUR -5.9 million (-1.3).

Items affecting comparability of EBITDA were EUR -1.3 million (+0.2), related mainly to restructuring programs. Items affecting comparability of operating profit / loss were EUR -1.7 million (+0.2), arising mainly from expenses related to restructuring programs and impairment losses arising from the closure of one production line.

In 2025, the loss before income taxes was EUR -13.4 million (-5.3). Income taxes for the financial year were EUR +1.3 million (+0.1).

The result for the period was EUR -12.1 million (-5.3).

### Net sales, EBITDA and operating profit / loss

EUR thousand	2025	2024	2023
Net sales	412,433	462,318	450,851
Comparable EBITDA	12,594	17,001	15,813
EBITDA	11,298	17,174	11,163
Comparable operating profit or loss	-4,182	-1,426	-2,750
Operating profit or loss	-5,904	-1,257	-7,517

## Financing

The Group's net interest-bearing liabilities, calculated with the nominal value of the interest-bearing liabilities at the end of the review period, December 31, 2025, amounted to EUR 77.6 million (60.8). Gearing was 80.7% (51.7%) and the equity ratio 35.3% (37.9%).

In 2025, net financial expenses were EUR -7.5 million (-4.1), or -1.8% (-0.9%) of net sales. The net effect of changes in foreign exchange rates in financial items was EUR -2.1 million (+1.0).

Cash flow from operations in 2025 was EUR 12.2 million (3.9). Cash flow from operations per share in 2025 was EUR 0.21 (0.07). The financial items in the cash flow from operations, totaling EUR -6.1 million (-5.0), were principally impacted by interest paid during the reporting period. The change in the net working capital in 2025 was EUR 8.3 million positive (EUR 5.9 million negative), mainly due to the release of cash from receivables and inventories.

At the end of June 2025, Suominen entered into a single-currency syndicated credit facility agreement which consists of a EUR 50 million term loan and a EUR 50 million revolving credit facility with a maturity of three years with a one-year extension option. The lenders for the facility are Danske Bank A/S and Nordea Bank Abp. The new credit facility includes leverage ratio and gearing as financial covenants, and it replaces the previous EUR 100 million syndicated revolving

credit facility agreement of Suominen provided by Danske Bank A/S and Nordea Abp.

The financial covenants of the syndicated credit facility have to be fulfilled quarterly.

The financial covenants of these loans are regularly monitored. In order to ensure that the covenant conditions are met, Suominen has agreed with the lenders about amendment of the covenant thresholds. Management has prepared cash flow forecasts and based on the current projection, including profitability improvement actions, the company expects to meet all covenant conditions and maintain sufficient liquidity for the 12 months following the reporting date.

## Capital expenditure

Throughout 2025, we executed our strategic initiatives as planned. Our investment in a new production line in Alicante, Spain, announced in 2024 to enhance our sustainable product capabilities, progressed towards commercial production commencing at the beginning of the second quarter of 2026, supporting our sustainability strategy and our commitment to innovation in sustainable solutions.

In 2025, the gross capital expenditure totaled EUR 26.3 million (16.0) and the largest items were related to the growth investment initiatives in Alicante, Spain, and Bethune, USA. Other investments were mainly for maintenance.

Depreciations and amortizations were EUR -16.8 million (-18.4) and impairment losses EUR -0.4 million (-0.0).

### Capital expenditure and depreciation, amortization and impairment losses

EUR thousand	2025	2024	2023
Gross capital expenditure	26,289	16,004	11,223
% of net sales	6.4	3.5	2.5
Depreciation, amortization and impairment losses	-17,201	-18,428	-18,680

### Key ratios

	2025	2024	2023
Return on equity (ROE), %	-11.4	-4.4	-9.6
Return on invested capital (ROI), %	-3.3	-0.7	-4.1
Equity ratio, %	35.3	37.9	39.5
Interest-bearing net debt, EUR million*	77.6	60.8	44.1
Capital employed, EUR million	173.3	178.0	168.4
Gearing, %	80.7	51.7	35.3

\* At nominal value

### Key ratios per share

	2025	2024	2023
Earnings per share, EUR, basic	-0.21	-0.09	-0.22
Earnings per share, EUR, diluted	-0.21	-0.09	-0.22
Cash flow from operations per share, EUR	0.21	0.07	0.53
Equity per share, EUR	1.66	2.04	2.17
Price per earnings per share (P/E) ratio	-8.6	-24.9	-12.9
Dividend, EUR*	0.00	0.00	0.10
Dividend payout ratio, %	N/A	N/A	-45.1
Dividend yield, %	N/A	N/A	3.51

\* 2025 The proposal of the Board of Directors to the Annual General Meeting

Additional key ratios per share and the calculation of the key ratios are presented in the consolidated financial statements.

Key ratios per share are share issue-adjusted. Definitions of key ratios per share are presented in the consolidated financial statements. Key ratios are alternative performance measures and they are defined in the Annual Report.

### Quarterly development 2025

EUR thousand	2025				Jan –Dec 2025
	10–12	7–9	4–6	1–3	
Net sales	95,338	99,767	99,827	117,501	412,433
Comparable EBITDA	1,890	3,428	3,217	4,060	12,594
as % of net sales	2.0	3.4	3.2	3.5	3.1
Items affecting comparability	-558	-102	-636	0	-1,296
EBITDA	1,331	3,326	2,581	4,060	11,298
as % of net sales	1.4	3.3	2.6	3.5	2.7
Comparable operating profit / loss	-2,249	-675	-966	-292	-4,182
as % of net sales	-2.4	-0.7	-1.0	-0.2	-1.0
Items affecting comparability	-984	-102	-636	0	-1,722
Operating profit / loss	-3,233	-777	-1,602	-292	-5,904
as % of net sales	-3.4	-0.8	-1.6	-0.2	-1.4
Net financial items	-1,365	-1,341	-2,888	-1,874	-7,467
Profit / loss before income taxes	-4,598	-2,117	-4,489	-2,166	-13,370
as % of net sales	-4.8	-2.1	-4.5	-1.8	-3.2

### Research and development

At Suominen, research and development activities are organized into the R&D function. At the end of 2025, the R&D function had 13 (14) employees. Research and development expenses amounted to EUR 2.8 million (4.0), corresponding to 0.7% (0.9%) of net sales.

Suominen's vision is to be the frontrunner for nonwovens innovation and sustainability. In addition,

one of the five focus areas of the company's strategy is to differentiate with innovation and commercial excellence. Legislation and consumer behavior drive demand for more sustainable products, and we continuously develop new products made of renewable, recycled, compostable or plastic-free materials to meet the market needs.

Suominen Corporation, the parent company of the Group, owns all business-related patents and related technologies, know-how, processes, recipes, and all other solutions developed by Suominen Corporation. The company aims to have extensive industrial rights to nonwoven-based solutions and technologies as well as the test and pilot equipment needed. In this way it can offer the best possible support to the Group companies to satisfy current and future customer needs.

## Personnel

During 2025, Suominen employed 695 FTEs (689) on average, and 672 (722) FTEs at the end of 2025. The decrease is mainly in the Operations function.

### Personnel-related key ratios

	2025	2024	2023
Average number of personnel (FTEs – full time equivalent)	695	689	682
Wages and salaries, EUR thousand	-45,457	-46,621	-43,598

## Shares and governance

### Share capital

The number of Suominen’s registered shares was 58,259,219 on December 31, 2025, equaling a share capital of EUR 11,860,056.00. Suominen has one series of shares. Each share carries one vote in the Shareholders’ Meeting and the right to an equally sized dividend. Suominen’s shares are affiliated in a book-entry system.

### Share trading and price

The number of Suominen Corporation shares (SUY1V) traded on Nasdaq Helsinki from January 1 to December 31, 2025, was 1,096,086 shares, accounting for 1.9% of the average number of shares (excluding treasury shares). The highest price was EUR 2.73, the lowest was EUR 1.56, and the volume-weighted average price was EUR 1.89. The closing price on the first trading date of the review period, January 2, 2025, was EUR 2.34 and on the last trading date, December 30, 2025, EUR 1.79.

The market capitalization (excluding treasury shares) was EUR 103.4 million on December 31, 2025.

### Authorizations of the Board of Directors

The Board of Directors was authorized to decide on the repurchase of a maximum of 1,000,000 of the company’s own shares. The company’s own shares shall be repurchased otherwise than in proportion to the holdings of the shareholders through trading on the regulated market organized by Nasdaq Helsinki Ltd at the market price prevailing at the time of acquisition using the company’s unrestricted equity. The shares shall be repurchased to be used in the company’s share-based incentive programs, in order to disburse the remuneration of the members of the Board of Directors, to be used as consideration in acquisitions related to the company’s business, or to be held by the company, to be conveyed by other means or to be cancelled. The Board of Directors shall decide on other terms and conditions related to the repurchase of the company’s own shares. The repurchase authorization is valid until June 30, 2026, and it revokes all earlier authorizations to repurchase the company’s own shares.

The Board of Directors was authorized to decide on the issuance of new shares, conveyance of the company’s own shares held by the company and/or granting of option rights and other special rights entitling to shares referred to in Chapter 10, Section 1 of the Finnish Companies Act. By virtue of

the authorization, the Board of Directors may, by one or several resolutions, issue a maximum of 5,000,000 shares. The shares granted by virtue of option rights and other special rights are included in the aforementioned maximum number. Option rights and other special rights may not be granted as part of the company’s remuneration system.

The authorization revokes all earlier authorizations regarding the issuance of shares and the issuance of option rights and other special rights entitling to shares. The Board of Directors shall decide on all other terms and conditions related to the authorization. The authorization is valid until June 30, 2026.

The share issue can be made either against payment or without payment, and can also be directed to the company itself. The authorization entitles the Board of Directors to decide that shares are issued otherwise than in proportion to the shareholdings of the shareholders (directed share issue). The authorization can be used to carry out acquisitions or other arrangements related to the company’s business, to finance investments, to improve the company’s financial structure, as part of the company’s remuneration system, or to pay the share proportion of the remuneration of the members of the Board of Directors, or for other purposes decided by the Board of Directors.

In accordance with the resolution of the Annual General Meeting, in total 36,013 shares were transferred in May to the members of the Board of Directors as their remuneration payable in shares.

As part of the CEO's share-based payment plan vested, in total 9,359 shares were transferred to the President & CEO Tommi Björnman in June.

After these transactions, the maximum amount of the authorization is 4,954,628 shares in aggregate.

## Remuneration of the Board payable in shares

The Annual General Meeting held on April 25, 2025, decided that 75% of the annual remuneration of the

members of the Board of Directors is paid in cash and 25% in Suominen Corporation's shares.

The number of shares forming the remuneration portion payable in shares was determined based on the share value in stock exchange trading maintained by Nasdaq Helsinki Ltd, calculated as the trade volume-weighted average quotation of the share during the two-week period immediately following the date on which the Interim Report of January–March 2025 of the company was published. The shares were issued from the treasury shares held by the company by the decision of the Board of Directors on May 16, 2025.

## Share-based incentive plans for the management and key employees valid in 2025

The Group management and key employees participate in the company's share-based long-term incentive plans. The plans are described in more detail in the financial statements and in the Remuneration Report, available on the company's website [www.suominen.fi](http://www.suominen.fi).

The company's Performance Share Plan currently includes three three-year performance periods, calendar years 2023–2025, 2024–2026 and 2025–2027. The aim of the Performance Share Plan is to combine the objectives of the shareholders and the persons participating in the plan in order to increase

the value of the company in the long term, to build loyalty to the company and to offer them competitive reward plans based on earning and accumulating the company's shares.

The President & CEO of the company must hold 50% of the net number of shares given on the basis of the plan, as long as his or her shareholding in total corresponds to the value of his or her annual gross salary. A member of the Executive Team must hold 50% of the net number of shares given on the basis of the plan, as long as his or her shareholding in total corresponds to the value of half of his or her annual gross salary. Such a number of shares must be held as long as the participant's employment or service in a Group company continues.

### Performance Share Plan: Ongoing performance periods

Performance period	2023–2025	2024–2026	2025–2027
Incentive based on	Total Shareholder Return (TSR)	Absolute Total Shareholder Return (40%), Relative Total Shareholder Return (40%) and operative performance and sustainability goal (20%)	Absolute Total Shareholder Return (40%), Relative Total Shareholder Return (40%) and operative performance and sustainability goal (20%)
Potential reward payment	Vesting conditions were not fulfilled, no payment	Will be paid partly in Suominen shares and partly in cash in spring 2027	Will be paid partly in Suominen shares and partly in cash in spring 2028
Participants	–	16 persons	20 persons
Maximum number of shares	–	621,337	1,097,804

Performance Period	2025–2026; signing bonus	Annual Shares Contribution 2026	Annual Shares Contribution 2027 - unconditional
Incentive based on	Employment precondition until reward payment	Shareholding requirement, comparable EBITDA	Shareholding requirement
Potential reward payment	In Suominen shares in September 2026	In Suominen shares in spring 2027	In Suominen shares in spring 2028
Participants	President & CEO	President & CEO	President & CEO
Maximum number of shares	200,000	500,000	250,000

### The President & CEO Charles Héaulmé's share-based incentive plan

The President & CEO is eligible to participate in the company's ongoing long-term share-based incentive plans for the periods 2023–2025, 2024–2026 and 2025–2027. The potential payment under the incentive plans shall be pro-rated. His participation in these plans is presented in the following table.

The President & CEO is eligible for a signing bonus of 200,000 shares in Suominen, to be paid during Q3/2026, provided that his employment agreement is still in force. Possible taxes shall be paid by the recipient.

Under the Annual Shares Contribution plan as of 2026, the President & CEO is expected to acquire up to 100,000 shares of Suominen Corporation at a price formed in public trading on Nasdaq Helsinki. Suominen will match the share investment by way of the President & CEO receiving, without consideration:

- 100,000 matching shares at minimum EUR 20 million comparable EBITDA
- 300,000 shares at target EUR 25 million comparable EBITDA
- 500,000 shares at maximum EUR 30 million comparable EBITDA.

The company shall transfer the shares within Q1 of the following year, subject to a Board decision.

As of the Annual Shares Contribution plan 2027, the first half of the plan shall be unconditional and the second half based on performance targets set by the Board, provided that the President & CEO's service in the company is in force at the time of the reward payments. A proportion of the incentives is to be paid in cash, intended to cover taxes and tax-related costs arising from the rewards to the President & CEO.

### The President & CEO Tommi Björnman's share-based incentive plan

Under the plan, the President & CEO was expected to own or acquire up to 30,000 shares of Suominen Corporation at a price formed in public trading on Nasdaq Helsinki. Suominen was to match the share investment by way of the President & CEO receiving, without consideration, up to 60,000 matching shares (gross, including also the proportion to be paid in cash).

The plan included three vesting periods, June 1, 2023–June 1, 2024, June 1, 2023–June 1, 2025, and June 1, 2023–June 1, 2026. The potential reward was to be paid partly in shares and partly in cash in three equal installments after each vesting period, provided that the President & CEO's service in the company is in force at the time of the reward payment. The cash proportion was intended to cover taxes and tax-related costs arising from the rewards to the President & CEO.

The second vesting period ended in June 2025, and in total 9,359 shares were transferred to the CEO. The plan was terminated at the end of June, as Tommi Björnman's service in the company ended.

### Restricted share unit plan for key employees

The Board of Directors of Suominen Corporation resolved in December 2025 to establish a new share-based incentive plan for selected key employees of the Group. The purpose of the plan is to align the interests of the company's shareholders and key employees to increase the company's value in the long term, to commit key employees to the company and to offer them a competitive incentive plan based on receiving the company's shares.

The plan is intended to be used as a tool in situations deemed necessary by the Board of Directors, for example ensuring retention of key talents in the company, attracting new talent or in other specific situations determined by the Board of Directors.

The Board of Directors may allocate rewards from the Restricted Share Unit Plan 2026–2028 during financial years 2026–2028. The value of the rewards to be paid on the basis of the plan corresponds to a maximum total of 200,000 shares of Suominen, including also the proportion to be paid in cash. The target group of the plan consists of key employees

selected by the Board, including members of the Leadership Team and the CEO.

The rewards will be paid by the end of May 2029, but in any event by a minimum of twelve (12) months after the determination of the reward opportunity. The reward is based on a valid employment or director contract and on the continuity of the employment or service.

The reward will be paid partly in Suominen's shares and partly in cash. The cash proportion of the reward is intended to cover taxes and statutory social security contributions arising from the reward to the key employee. As a rule, no reward will be paid if the key employee's employment or director contract terminates before the reward payment. The Board may impose a shareholding obligation on the shares delivered as a reward.

### Shareholders

At the end of the review period, on December 31, 2025, Suominen Corporation had in total 4,365 shareholders. Suominen is not aware of any shareholder agreements related to the shareholding or use of voting rights. Share ownership is presented in the consolidated financial statements in Note 13. Related parties' share ownership is presented in Note 30 of the consolidated financial statements.

### Treasury shares

On December 31, 2025, Suominen Corporation held 486,744 treasury shares.

In accordance with the resolution of the Annual General Meeting, in total 36,013 shares were transferred in May to the members of the Board of Directors as their remuneration payable in shares.

As part of the CEO's share-based payment plan vested, in total 9,359 shares were transferred to the President & CEO Tommi Björnman in June.

### Notifications under Chapter 9, Section 5 of the Securities Market Act

During the review period, Suominen received no notifications under Chapter 9, Section 5 of the Securities Market Act.

### Information pursuant to Decree 1020/2012 by the Ministry of Finance, not presented in the consolidated financial statements

There are neither restrictions on transfer nor redemption or approval clauses related to the shares of Suominen Corporation or securities entitling to shares.

Suominen Corporation is not participating in any arrangements where the financial rights related to a share or a security entitling to hold a share would have been separated.

In accordance with the Articles of Association of Suominen Corporation and the Companies Act, the Shareholders' Meeting elects the Board of Directors. In accordance with the Articles of Association, the Board of Directors decides on the nomination of the President & CEO. The Articles of Association include no specific stipulation on altering the Articles of Association. The Shareholders' Meeting decides on share issues and the acquisition of own shares, in accordance with the Limited Liability Companies Act.

The members of the Board of Directors have no specific contracts with the company regarding compensation in case a member resigns, is dismissed, or his/her task ceases to exist due to a public tender offer. The President & CEO had no separate contract to be applied if his contract were terminated due to a public tender offer. The principal terms and conditions of the service contract of the President & CEO are presented in Note 30 of the consolidated financial statements and in the Remuneration Report 2025 of Suominen Corporation.

### Composition of the Nomination Board

Suominen's three largest registered shareholders, Ahlstrom Capital B.V., Etola Group Oy and Oy Etra

Invest Ab, have nominated the following members to the Shareholders' Nomination Board:

- Jyrki Vainionpää, President & CEO of A. Ahlström Oy, as a member appointed by Ahlstrom Capital B.V.
- Mikael Etola, CEO of Etola Group Oy, as a member appointed by Etola Group Oy
- Ville Vuori, Board Professional, as a member appointed by Oy Etra Invest.

Charles Héaulmé, Chair of Suominen's Board of Directors, serves as the fourth member of the Nomination Board. The shareholders entitled to appoint members to the Nomination Board were determined on the basis of the registered holdings in the company's shareholders' register on September 1, 2025.

In its organizing meeting on October 21, 2025, the Nomination Board elected Jyrki Vainionpää as the Chair of the Nomination Board.

### Changes in the Suominen Leadership Team

Minna Rouru started in January 2025 as Chief People & Communications Officer at Suominen.

Mark Ushpol started in January 2025 as EVP, Americas business area at Suominen.

Darryl Fournier started in February 2025 as Chief Operating Officer at Suominen.

Jonni Friman, EVP, Transformation Management Office, and a member of the Suominen Leadership Team left the company at the end of July.

On June 30, Suominen announced that the President & CEO Tommi Björnman would leave the company and that the Board of Directors of Suominen had appointed Charles Héaulmé, the Chair of the Board, as the company's new President & CEO. Mr. Héaulmé started on August 11, 2025. Janne Silonsaari, CFO, acted as interim President & CEO for the period June 30–August 10, 2025.

Mr. Héaulmé continues to serve as Chair of the Board until the next Annual General Meeting of Suominen in 2026. He stepped down from his position as Chair and member of the Personnel and Remuneration Committee of the Board of Directors as of June 30.

Suominen announced in October the appointment of Francois Guetat as Chief Operating Officer and member of the Suominen Leadership Team as of November 2025. Suominen also announced that its Chief Operating Officer Darryl Fournier would step down from his role as Chief Operating Officer and member of the Suominen Leadership Team.

On February 26, 2026, Suominen announced that Minna Rouru, Chief People & Communications Officer,

and a member of the Suominen Leadership Team leaves the company at the latest on August 26, 2026, to take on a role in another company.

## Annual General Meeting

The Annual General Meeting (AGM) of Suominen Corporation was held on April 25, 2025.

The AGM adopted the financial statements for 2024 and discharged the members of the Board of Directors and the President & CEO from liability for the financial year 2024.

The AGM resolved to adopt the Remuneration Report for the company's governing bodies for 2024. The resolution made by the AGM is advisory.

The AGM decided, in accordance with the proposal of the Board of Directors, that no dividend be paid based on the adopted balance sheet regarding the financial year 2024 and that the distributable funds be left in the company's unrestricted equity.

The AGM decided, in accordance with the proposal of the Shareholders' Nomination Board, that the remuneration of the Board of Directors remains unchanged and is as follows: the Chair is paid an annual fee of EUR 74,000, the Deputy Chair an annual fee of EUR 45,000 and other Board members an annual fee of EUR 35,000. The Chair of the Audit Committee is paid an additional fee of EUR 10,000.

Further, the members of the Board will receive a fee for each Board and Committee meeting as follows: EUR 500 for each meeting held in the home country of the respective member, EUR 1,000 for each meeting held elsewhere than in the home country of the respective member, and EUR 500 for each meeting attended by telephone or other electronic means. 75% of the annual fee is paid in cash and 25% in Suominen Corporation's shares. Compensation for expenses is paid in accordance with the company's valid travel policy.

The AGM decided that the number of Board members will be seven (7). Andreas Ahlström, Björn Borgman, Charles Héaulmé, Nina Linander and Laura Remes were re-elected as members of the Board by the AGM. Gail Ciccione and Majja Joutsenkoski were elected as new members of the Board.

Charles Héaulmé was re-elected as the Chair of the Board of Directors.

Authorised Public Accountants KPMG Oy Ab was elected as the auditor of the company for the next term of office in accordance with the Articles of Association. KPMG Oy Ab informed that Anders Lundin, APA, ASA, will act as the principally responsible auditor of the company. The auditor's fee was resolved to be paid according to the invoice approved by the company.

Sustainability audit firm KPMG Oy Ab was elected as the company's authorized sustainability auditor

for a term that lasts until the end of the company's next Annual General Meeting. KPMG Oy Ab has informed that Anders Lundin, APA, ASA, will act as the responsible authorized sustainability auditor of the company. The authorized sustainability auditor's fee was resolved to be paid according to the invoice approved by the company.

Suominen published a stock exchange release on April 25, 2025, concerning the resolutions of the Annual General Meeting and the organizing meeting of the Board of Directors. The stock exchange release and introductions of the new Board members can be viewed on Suominen's website at [www.suominen.fi](http://www.suominen.fi).

## Organizing meeting and permanent committees of the Board of Directors

In its organizing meeting held after the AGM, the Board of Directors elected Andreas Ahlström as the Deputy Chair of the Board.

The Board elected from among its members the members for the Audit Committee, the Personnel and Remuneration Committee, and the Strategy Committee. Nina Linander was re-elected as the Chair of the Audit Committee, and Andreas Ahlström and Laura Remes were re-elected as members. Majja Joutsenkoski was elected as a new member. Charles Héaulmé was re-elected as the Chair of the Personnel and Remuneration Committee, and Björn

Borgman was re-elected as a member. Gail Ciccione was elected as a new member. Laura Remes was re-elected as the Chair of the Strategy Committee, and Andreas Ahlström was re-elected as a member. Majja Joutsenkoski was elected as a new member.

## Corporate Governance Statement and Remuneration Report

The Corporate Governance Statement 2025 and Remuneration Report 2025 have been disclosed separately from this Report by the Board of Directors at [www.suominen.fi](http://www.suominen.fi). Both are included also in the company's Annual Report 2025.

## Business risks and uncertainties

### Manufacturing risks

Suominen has production plants in several European countries, the United States and Brazil. Interruptions at the plants caused, for example, by machinery breakdown can cause production losses and delivery problems. Ongoing maintenance and investments aiming to extend the lifetime of the assets are an

essential part of ensuring the operational efficiency of the existing production lines.

Suominen's operations could be disrupted due to abrupt and unforeseen events beyond the company's control, such as power outages or fire and water damage. Suominen may not be able to control such events through predictive actions, which could lead to interruptions in business. Risks of this type are insured against in order to guarantee the continuity of operations. As Suominen has valid property damage and business interruption insurances, it is expected that the damage would be compensated, and the direct financial losses caused by the interruption of business would be covered.

Suominen uses certain technologies in its production. In the management's view, the chosen technologies are competitive and there is no need to make major investments in new technologies. However, it cannot be excluded that the company's technology choices could prove to be wrong, and the development of new or substitute technologies would then require investments.

## Competition

Suominen has numerous regional, national and global competitors in its different product groups. Products based on new technologies and imports from countries with lower production costs may reduce Suominen's

competitive edge. If Suominen is not able to compete with an attractive product offering, it may lose some of its market share. Competition may lead to increased pricing pressure on the company's products.

## Price and availability of raw materials

Suominen purchases significant amounts of pulp- and oil-based raw materials. Raw materials are the largest cost item for operations. Changes in the global market prices of raw materials can have an impact on the company's profitability. Suominen's stocks equal two to four weeks' consumption, and it generally takes two to five months for raw material price changes to be reflected in Suominen's customer pricing, either through automatic pricing mechanisms or negotiated price changes.

Extended interruptions in the supply of Suominen's main raw materials could disrupt production and have a negative impact on the Group's overall business operations. As Suominen sources most of its raw materials from a number of major international suppliers, significant interruptions in the production of the majority of Suominen's products are unlikely.

## Price and availability of energy

Energy costs represent a significant portion of Suominen's production costs. Suominen consumes mainly electricity and gas. Higher prices as well as

reduced availability of energy, could have an impact on Suominen's profitability through increased production costs.

## Market and customer risks

Suominen's customer base is fairly concentrated, which increases the potential impact of changes in customer-specific sales volumes. In 2025, the Group's ten largest customers accounted for 69.5% (69.4%) of the Group's net sales. Long-term contracts are preferred with the largest customers. In practice, the customer relationships are long-term and last for several years. Customer-related credit risks are managed in accordance with a credit policy approved by the Board of Directors. Credit limits are confirmed for customers on the basis of credit ratings and customer history.

The demand for Suominen's products depends on possible changes in consumer preferences. Historically, such changes have had mainly a positive impact on Suominen, as they have resulted in growing demand for products made of nonwovens. However, certain factors, including consumers' attitude towards the use of products made even partially of oil-based raw materials, or their perception of the sustainability of disposable products in general, might change consumers' buying habits. Suominen monitors the consumer trends proactively and develops its

product offering accordingly. The company has had biodegradable, 100% plant-based nonwovens in its portfolio for over 15 years and hence is well positioned to respond to changes in customer preferences related to sustainability and climate change.

Generally, the demand for nonwovens for wipes has been resilient to changing economic conditions. However, it is conceivable that high consumer price inflation could lead to a decline in end consumer demand for wiping products as the consumers' available income effectively decreases.

Regarding the war in Ukraine, the direct impact on Suominen's business is minor as the company has no customers or suppliers in Russia, Belarus or Ukraine. Suominen is mostly affected by the indirect economic impacts of the war.

Instability in different parts of the world continues to cause general uncertainty.

## Changes in legislation, political environment, or economic conditions

Suominen's business and products can be affected directly or indirectly by political decisions and changes in government regulations, for example, in areas such as environmental policy or waste legislation. An example of such legislation is the EU's Single-Use Plastics Directive, which focuses on reducing marine litter. The potential exists for similar regulations to

expand worldwide. This creates demand for more sustainable products, and Suominen is well placed to respond to this increasing demand.

Global political developments could have an adverse effect on Suominen. For instance, a political decision that constrains global free trade may significantly impact the availability and price of certain raw materials, which would in turn affect Suominen's business and profitability. Suominen's geographical and customer-industry diversity provide partial protection against this risk. The relevance of the United States in Suominen's business operations increases the significance of the exchange rate risk related to the USD in the Group's total foreign exchange position. Suominen manages its foreign exchange position in accordance with its hedging policy.

The risks that are characteristic to the South American region, including significant changes in the political environment or exchange rates, could have an impact on Suominen's operations in Brazil.

## Investments

Suominen continuously invests in its manufacturing facilities. The deployment of the investments may be delayed from what was planned, the costs of the investments may increase from what was expected or the investments may create fewer business benefits than anticipated. The deployment phase of

investments may cause temporary interruptions in operations.

## Cyber and information security

Suominen's operations are dependent on the integrity, security and stable operation of its information and communication systems and software as well as on the successful management of cyber-attack risks. If Suominen's information and communication systems and software were to become unusable or significantly impaired for an extended period of time, or the cyber-attack risks were realized, Suominen's reputation as well as its ability to deliver products at the appointed time, order raw materials, and handle inventory could be adversely impacted.

## Financial risks

The Group is exposed to several financial risks, such as foreign exchange, interest rate, counterparty, liquidity and credit risks. The Group's financial risks are managed in line with a policy confirmed by the Board of Directors. The financial risks are described in Note 3 of the consolidated financial statements.

Suominen is subject to corporate income taxes in numerous jurisdictions. Significant judgment is required to determine the total amount of corporate income tax at Group level. There are many transactions and calculations that leave room for uncertainty as

to the final amount of the income taxes. Tax risks relate also to changes in tax rates or tax legislation or misinterpretations, and the materialization of the risks could result in increased payments or sanctions by the tax authorities, which in turn could lead to financial loss. Deferred tax assets included in the statement of financial position require that the deferred tax assets can be recovered against future taxable income.

Suominen performs goodwill impairment testing annually. In impairment testing, the recoverable amounts are determined as the value in use, which comprises the discounted projected future cash flows. Actual cash flows can differ from the discounted projected future cash flows. Uncertainties related to the projected future cash flows include, among others, the long economic useful life of the assets and changes in the forecasted sales prices of Suominen's products, production costs, as well as the discount rates used in testing. Due to the uncertainty inherent in the future, it is possible that Suominen's recoverable amounts will be insufficient to cover the carrying amounts of assets, particularly goodwill. If this happens, it will be necessary to recognize an impairment loss, which, when implemented, will weaken the result and equity. Goodwill impairment testing has been described in the consolidated financial statements.

## Business environment

In 2025, Suominen operated in an environment characterized by continued macroeconomic uncertainty and geopolitical tensions. The general economic situation, inflationary pressures, and shifts in global trade policies influenced market sentiment and purchasing behavior across regions.

Ongoing geopolitical tensions, including the war in Ukraine and instabilities in the Middle East, continued to create uncertainty globally. In addition, developments related to US trade tariffs contributed to volatility in global supply chains and temporarily disrupted demand patterns, particularly during the first half of the year.

Market dynamics during the year were influenced by excess capacity and changes in global trade flows due to trade policies.

Oversupply and intensified competition placed pressure on pricing, especially in Europe, with raw material prices declining to record low levels. At the same time, customers increasingly focused on optimizing inventories and diversifying sourcing to mitigate supply chain risks.

Despite these uncertainties, the nonwovens and wipes markets continued to demonstrate resilience and long-term growth potential. Demand for daily consumer goods is not highly cyclical in nature, and the wipes market has historically demonstrated stability even in challenging economic conditions.

# Sustainability statement

ESRS 2 General disclosures .....	52
Suominen's EU Taxonomy report.....	63
E1 Climate change.....	67
E2 Pollution.....	75
E3 Water .....	77
E5 Resource use and circular economy .....	79
S1 Own workforce.....	84
G1 Business conduct .....	90
Appendix.....	95



# ESRS 2 General Disclosures

## Basis for preparation

### General basis for preparation

Suominen publishes its sustainability statement as part of its Report by the Board of Directors. This sustainability statement is prepared in accordance with the Finnish Accounting Act, European Sustainability Reporting Standards (ESRS) and the EU Taxonomy regulation.

The reporting period for all presented data is one calendar year (January 1–December 31, 2025) as with financial reporting. The statement is compiled for the whole Suominen Group as with financial reporting.

Suominen's sustainability reporting is based on our double materiality assessment (DMA). Suominen renewed its materiality assessment during 2023–2024 to comply with the requirements of ESRS, and reviewed the DMA together with subject matter experts and Suominen Leadership Team members in 2025, resulting in no changes to the double materiality assessment conducted in 2024. No changes were made in the existing material impacts, risks, or opportunities. Further information on the double

materiality process can be found in the *Description of the processes to identify and assess material impacts, risks and opportunities*.

The sustainability statement is extended to include information on the material impacts, risks and opportunities connected with Suominen's direct and indirect business relationships in the upstream and/or downstream value chain.

Upstream and downstream value chain information related to policies, actions and targets has been limited to information available in-house. Apart from Scope 3 emissions, upstream and downstream value chain information related to metrics has been omitted.

No classified or sensitive information or information on intellectual property, know-how or results of innovation has been omitted from this report.

### Specific circumstances

Disclosure requirements with a reference to the financial statements include the following: E1-5, E1-6 and S1-6. Scope 3 emissions data from the upstream and downstream value chain includes estimated data using indirect sources, such as sector averages. The assumptions made are described in detail under *E1 Climate change*. The source of uncertainty is the availability of data from our upstream and downstream value chain. Possible changes and corrections to errors made in the previous reporting period are disclosed

under each topic-specific chapter. No parties other than the appointed assurance provider have reviewed or verified the data presented in this report.

Information subject to phase-in under standards E4 (Biodiversity and ecosystems), S1 (Own workforce), S2 (Workers in the value chain) and S4 (Consumers and end-users) has been omitted in this statement on the basis of Suominen Corporation not exceeding the average number of 750 employees, and the ESRS phase-in reliefs continuing to apply until fiscal year 2027.

For the topic *Own workforce*, we have identified the following material sub-topics for Suominen: working conditions and equal treatment and opportunities for all. Despite the phased-in implementation, we have partially disclosed S1 information under *S1 Own workforce*. Brief descriptions of policies, actions, targets and metrics are reported under *S1 Own workforce*. The following metrics are phased in and have not been disclosed in this report: adequate wages, non-employees, training hours, work-related ill health, work-life balance and the gender pay gap.

Material impacts, risks and opportunities related to Biodiversity and ecosystems, Workers in the value chain and Consumers and end-users are disclosed in the *Statement of material impacts, risks and opportunities*. A brief description of the relevant targets, policies, actions and metrics related to

Biodiversity and ecosystems, Workers in the value chain as well as Consumers and end-users can be found below.

For the topic *Biodiversity and ecosystems*, we have identified the following material sub-topics for Suominen: direct impact drivers of biodiversity loss and impacts and dependencies on ecosystems services. Biodiversity and ecosystems are heavily connected to our business model, since we are dependent on wood-based materials. Direct impact drivers of biodiversity loss are partially included in our Health & Safety, Environment and Quality (HSEQ) Policy in relation to climate change, resource use and pollution. We have not yet defined any biodiversity and ecosystems related targets, actions or metrics.

For the topic *Workers in the value chain*, we have identified the following material sub-topics for Suominen: working conditions, equal treatment and opportunities for all and other work-related rights. We promote responsible business practices in our supply chain and have a Supplier Code of Conduct in place. Actions taken to identify, monitor and prevent potential adverse impacts in our supply chain include the establishment of a process to assess our raw material suppliers, which is included as a target in our Sustainability Agenda for 2025–2030.

For the topic *Consumers and end-users*, we have identified the following material sub-topic

for Suominen: personal safety of consumers and end-users. Product quality and safety are the key aspect of our business model and strategy, and they are included in our HSEQ Policy. In line with our HSEQ Policy, we take responsibility for the quality and continuous improvement of our work and our products, and we strive to achieve our goal of zero defects. Actions taken to identify, monitor and prevent potential adverse impacts on consumers and end-users include the promotion of our Quality Culture, ensuring compliance with laws and regulations, continuous improvement and engagement with suppliers and customers.

Due to the cost-saving measures initiated in the company, we had to prioritize our activities and limit planned development efforts. As a result, we were unable to carry out all planned investments in sustainability actions and did not progress towards our sustainability targets as originally intended. It was not possible to calculate all reference-year figures, as the Sustainability Agenda covers the period 2025–2030 and several of the related targets and metrics are newly introduced. Reference-year data is currently not available for the metrics related to raw-material supplier assessments, nonwoven waste, the DEI index, the sustainability training program, and R&D project indicators. In addition, the following reference-year data are missing: other disposal

operations for non-hazardous waste, as well as other recovery operations and other disposal operations for hazardous waste.

## Governance

### Governance roles and responsibilities

Suominen's administrative, management and supervisory bodies include our Board of Directors and the Suominen Leadership Team (SLT). Both the Board and the SLT have members with long-term experience and expertise in the nonwoven or fiber-based product industry and of operating in Suominen's target markets. The extensive experience of our Board and SLT members also offers insight into many sustainability-related topics, such as the identified material impacts, risks and opportunities. The Board's sustainability competence is supported by members with senior experience in industries where sustainability, operational excellence and responsible business practices are integral to the business model. One member has also held an executive sustainability role — Vice President, Continuous Improvement and Sustainability — in a global consumer goods and personal care company, providing dedicated expertise in environmental stewardship and sustainability-driven value creation.

The Nomination Board ensures the Board has the right mix of knowledge, experience and perspectives to meet the company's current and future needs. Where additional expertise is needed for Board decision-making, internal or external specialists are consulted. These practices strengthen the Board's ability to oversee Suominen's sustainability strategy, targets and long-term transition planning.

The management of impacts, risks and opportunities is integrated with our internal processes related to strategy, compliance, reporting and data management. Our strategy is under the responsibility of the Board and the SLT, and it is closely connected with our ambition of minimizing our environmental impacts, mitigating financial risks and pursuing the financial opportunities related to sustainable nonwovens and business practices. Topics related to our material impacts, risks and opportunities, strategy and target progression are presented to the Board or the SLT regularly. The Board and the SLT both have responsibility related to the oversight of impacts, risks and opportunities and related issues.

### Board of Directors

The highest decision-making body in sustainability and climate-related matters, covering also risks and opportunities, is the Board of Directors. The Board is responsible for the administration and proper

organization of Suominen's operations and for making decisions on matters that are likely to have a major impact on the company. The Board had seven members at the end of 2025, 57% of which are independent from Suominen. There are no executive members or representation of employees and other workers in the Board, except for Charles Héaulmé, who serves concurrently as Chair of the Board and as the company's President & CEO as of August 11, 2025. The Board's gender diversity ratio, female to male, was 4:3, 133% in 2025. The Board approves Suominen's Sustainability Agenda, including sustainability-related targets and policies. Progress in sustainability targets is reported to the Board regularly. Progress reports are presented by the President & CEO or the Chief Financial Officer (CFO). The Board regularly reviews and approves the key company policies related to Business Conduct.

In addition, sustainability is discussed in the Audit Committee quarterly and the Audit Committee receives progress reports on sustainability reporting. The Chair and members of the Audit Committee are elected annually by the Board from among its members. The Committee comprises at least three members. The majority of the members of the Audit Committee must be independent of the company, and at least one member must also be independent of the company's significant shareholders. The Audit

Committee reports on its actions to the Board of Directors.

The Audit Committee reviewed Suominen's double materiality assessment and the list of material impacts, risks and opportunities in May 2024. The approved impacts, risks and opportunities cover all the material impacts, risks and opportunities identified in the double materiality assessment and presented in this report, as there were no changes identified in the review in 2025. The Audit Committee also assists the Board in supervising the company's corporate governance and legal and compliance-related matters. All reports made through the SpeakUp Line are reported to the Audit Committee.

The expertise of the Board of Directors is ensured in the recruitment process. When assessing the composition of the Board, the Shareholders' Nomination Board considers, among other things, whether the Board possesses a broad range of business knowledge. If additional expertise is required, internal or external experts are brought in.

To ensure sufficient sustainability-related expertise, the Audit Committee monitors the company's reporting capabilities, competence and resources, and reports to the Board of Directors. Subject matter specialists are invited to participate in discussions if required. The Board of Directors may then instruct the

CEO to take necessary actions to improve reporting capabilities.

### Suominen Leadership Team

The Suominen Leadership Team (SLT) consisted of six members at the end of 2025, chaired by the CEO. The SLT member diversity metrics are disclosed in *S1 Own workforce*. The Sustainability Agenda, related targets and supporting policies and processes, are owned by the SLT. The SLT is responsible for the Sustainability Agenda. The Sustainability function, which in 2025 operated under the CFO, has responsibility for implementing and reporting the Sustainability Agenda. Suominen's operations and support functions are responsible for implementing the Group-level sustainability initiatives to meet the targets. The CFO is responsible for sustainability reporting as well as the Group's Enterprise Risk Management process, which includes sustainability-related risks.

The Group's Enterprise Risk Management process is conducted on an annual basis. The work is led by the CFO, however, involving all SLT members as well as key business units and functions. In addition, key members of the SLT were involved in the double materiality process to identify and rate impacts, risks, and opportunities in 2024. The overall results were validated by the whole SLT in 2024 and reviewed by some of the SLT members in 2025. Sustainability is

on the agenda of the SLT on a regular basis, which enables effective management of sustainability. Subject matter experts are invited to participate in discussions if required. The President & CEO has ultimate responsibility for sustainability and the reporting of it to the Board.

The General Counsel is responsible for Legal & Compliance. The General Counsel reports to the CEO and updates the CEO and the SLT on legal and compliance-related topics on a regular basis as well as brings issues to light when necessary. The General Counsel gives updates to the Audit Committee quarterly and to the Board of Directors as needed on legal and compliance-related matters. The SLT participates in internal trainings on legal and compliance-related topics.

### Information provided to and sustainability matters addressed by Suominen's administrative, management and supervisory bodies

During 2025, the Board of Directors, Audit Committee and Suominen Leadership Team received regular updates on key sustainability developments and oversight topics. These included progress updates on the Sustainability Agenda 2025–2030, including the climate roadmap for reducing Scope 1, 2 and 3 greenhouse gas emissions in line with the 1.5°C target

of the Paris Agreement. Climate change, along with the other focus areas in our Sustainability Agenda, are related to Suominen's material impacts, risks and opportunities.

Safety, identified as a material impact, risk and opportunity for the company, was subject to regular monitoring by the Board and frequent review in the CEO calls. In addition, the company's material impacts, risks and opportunities were reviewed together with the Legal function, and plans were initiated to further develop and integrate corporate risk management and the double materiality assessment (DMA). As part of these processes, a climate risk assessment conducted by an external partner was also reviewed jointly with Legal and the CFO, ensuring appropriate governance and alignment with internal control and risk management frameworks.

The Board also monitored resource use and circular economy-related topics as raw material efficiency (RME) was included in both the short- and long-term incentive plans of managerial positions. During the year, the Board and the Audit Committee were also briefed on the status of CSRD reporting as well as upcoming changes in ESG-related regulation and their impacts on Suominen.

## Integration of sustainability-related performance in incentive schemes

Suominen has both short- and long-term performance-based incentives, for which the Board annually selects appropriate performance metrics that steer towards the implementation of Suominen’s strategy and the achievement of sustainability and financial results. Members of the Board are not employees of Suominen and do not participate in any Suominen incentive scheme or pension arrangement. Pay-for-performance philosophy is widely followed at Suominen, and many of the performance metrics in the CEO’s incentive plans are concurrently used in employees’ incentive plans. However, a more significant portion of the CEO’s total compensation is tied to performance-based incentives, as the company aims to ensure a strong link between executive remuneration and the financial performance of the company.

Raw material efficiency is considered as a performance benchmark and is included in Suominen’s remuneration policies. Raw material efficiency (RME) was included in both the short- and long-term incentive plans of managerial positions in 2025. The proportion of variable remuneration dependent on the RME was 10% for the short-term and 20% for the long-term incentive plans in 2025.

Suominen has not integrated climate change-related performance, such as GHG emission reductions, into its incentive schemes.

## Statement on due diligence

We have partially adopted due diligence processes in our operations. The main aspects are related to a number of cross-cutting and topical disclosures. Below is presented a mapping of the core elements of due diligence in this sustainability statement.

## Risk management and internal controls over sustainability reporting

Suominen does not have a separate risk management process for sustainability reporting. However, Suominen identifies and mitigates risks throughout the year to ensure completeness and conformity of data and the efficiency of the reporting process. Identified risks related to sustainability reporting are incorporated into relevant internal functions and processes where appropriate, such as policies, principles, risk management and internal controls. Significant findings are reported to the CFO and General Counsel, who then reports the findings to the SLT if necessary.

Increasing reporting requirements from legislation have been recognized as a risk, which is regularly followed, and the requirements are being implemented in various functions at Suominen. Conformity

Core elements of due diligence	Sections
Embedding due diligence in governance, strategy and business model	Strategy; Own workforce and Business conduct: Interaction with strategy and business model
Engaging with affected stakeholders in all key steps of due diligence	Stakeholder engagement; Employee engagement; SpeakUp Policy; Management of relationships with suppliers
Identifying and assessing adverse impacts	Stakeholder engagement; Policies related to own workforce; Health and safety; SpeakUp Policy; Management of relationships with suppliers; Prevention and detection of corruption and bribery
Taking actions to address those adverse impacts	Employee engagement; Actions and Targets related to own workforce; Health and safety; Policies and Targets related to business conduct; Management of relationships with suppliers; Prevention and detection of corruption and bribery; SpeakUp Policy
Tracking the effectiveness of these efforts and communicating	Employee engagement; Targets related to own workforce; Health and safety; Incidents, complaints and severe human rights impacts; Targets related to business conduct; Incidents of corruption or bribery

of data has also been recognized as a risk, since data is collected at site level. To mitigate this risk, site-specific data needed for sustainability reporting is collected at site level and consolidated by Suominen Group Sustainability function. The conformity and completeness of the data is reviewed by the Group Sustainability function. The data collection process is designed to be uniform to ensure all data from different sites is collected in the same format and level of detail. Sustainability data management will be improved by introducing new software in 2026 to support data collection.

## Strategy

### General strategy

The cornerstones of our strategy are sustainability and innovation, and we continuously develop our offerings and operations accordingly. Suominen's overall sustainability-related goal and vision is to be the frontrunner in nonwovens innovation and sustainability and to grow and improve profitability through sustainability, customer focus and efficiency. We pursue growth by creating innovative and more sustainable nonwovens for our customers and improve our profitability through more efficient operations and a high-performance culture. Our focus is on wiping materials. We implement our Sustainability Agenda as an integral part of our strategy. We leverage our innovation and piloting capabilities, pioneering fiber-based nonwovens know-how and our unique asset base to achieve a leading position in the sustainable nonwovens market. Our target is to use all resources efficiently and to operate with the smallest possible impacts on the environment.

Suominen is undertaking an ambitious transformation to unlock the company's full potential. In the second half of 2025, Suominen conducted a comprehensive analysis across its operations to identify the greatest opportunities for restoring performance and strengthening the foundation for

long-term success. We focus on three dimensions: the right culture (behaviors), the right focus on priorities (strategy) and the right operating model (organization). While restoring short-term profitability is the immediate priority, Suominen will in parallel develop its long-term strategy and financial targets.

Suominen's Sustainability Agenda defines and highlights our sustainability themes and targets. The Agenda is approved by the Board of Directors, and its progress in different areas is regularly monitored. The Board approved the Sustainability Agenda 2025–2030 in 2025. Metrics for the new Agenda have been defined and the implementation plan will be created in 2026.

The Sustainability Agenda for 2025–2030 has the same four themes as in the previous agenda which are people and safety, sustainable nonwovens, low impact manufacturing and corporate citizenship. We have set outcome-oriented targets related to these sustainability themes. The targets are described in detail respectively under the topic-specific ESRS disclosures.

### Business model and value chain

Suominen manufactures nonwovens as roll goods for wipes and other applications. Our vision is to be the frontrunner in nonwovens innovation and sustainability. Suominen creates value by taking fiber raw materials and turning them into nonwovens

that our customers convert into both consumer and professional end products. The end products made of Suominen's nonwovens are present in people's daily lives worldwide. There have been no significant changes in our product offering since the last reporting period.

In accordance with our value creation model, our inputs can be divided into financial resources, natural resources, intellectual capabilities, social relationships and manufacturing resources. Our approach to gathering, developing and securing these inputs relates to our vision to be the frontrunner in nonwovens innovation and sustainability and a trustworthy partner. We also aim to minimize availability issues by being close to our key customers and by sourcing most of our raw materials from a number of major international suppliers. Our outputs include products and solutions, waste, emissions and water. Suominen's nonwovens create value for our customers and end-users by offering safe and high-quality wiping, medical and hygiene products and diverse sustainable alternatives, including biodegradable, compostable and plastic-free products and products manufactured using recycled materials.

Our position in our value chain is in between raw material suppliers and our customers, who convert our products into their end-products. Our main actors in our upstream value chain include our suppliers. The

majority of our raw material suppliers provide fossil- and/or plant-based raw materials for production. Our main actors in our downstream value chain include transportation companies, our customers, product end-users and waste operators.

Suominen has two main market areas, EMEA and the Americas, and a total of over 650 employees. The number of employees by geographical area is reported under *S1 Own workforce*.

### Stakeholder engagement

Suominen's stakeholders are entities or individuals that have an impact on or are impacted by our business. Our stakeholder groups differ greatly, and thus the focus areas and the channels of communication vary according to each groups' interests and needs. The purpose of our stakeholder engagement is to provide important insights into the expectations and concerns our stakeholders have and help us to identify the opportunities and risks in our operating environment. We want to engage in open and continuous dialogue with our stakeholders and strive for transparent communication through various channels. Continuous interaction with our stakeholders is also a key aspect in Suominen's approach to sustainability. The views and interests of stakeholders regarding material sustainability-related impacts are presented to

management and the Board of Directors to serve as a basis for decision-making.

Stakeholder groups and their expectations, along with the engagement channels in use and their effect on Suominen’s strategy and business models are presented in the following table.

Stakeholder group	Expectations and interests	Meeting stakeholder expectations / Outcome of engagement	Engagement types/channels
Employees	<ul style="list-style-type: none"> <li>- Safe working environment</li> <li>- Compensation and benefits</li> <li>- Development opportunities</li> <li>- Equal treatment</li> <li>- Well-being and positive workplace culture</li> </ul>	<ul style="list-style-type: none"> <li>- Strong safety culture, including Behavior Based Safety program, Life Saving Rules, and the ISO 45001 standard certifications</li> <li>- Fair and equal compensation and benefits</li> <li>- Performance Development Process including individual competence development plans</li> <li>- Recruitment policy, HR principles</li> <li>- Open communication</li> <li>- Code of Conduct</li> </ul>	<ul style="list-style-type: none"> <li>- Daily interaction</li> <li>- Global intranet and internal newsletter</li> <li>- Global employee engagement survey and local pulse surveys</li> <li>- Performance development discussions</li> <li>- Stakeholder survey</li> <li>- Trainings and e-Learning platform</li> </ul>
Suppliers	<ul style="list-style-type: none"> <li>- Long-term partnership</li> <li>- Open communication and cooperation</li> <li>- Payment for materials and services</li> </ul>	<ul style="list-style-type: none"> <li>- Continuous cooperation</li> <li>- Smooth and efficient raw material quality assurance process</li> <li>- Supplier Code of Conduct</li> <li>- General Terms and Conditions of Purchase</li> </ul>	<ul style="list-style-type: none"> <li>- Meetings and other direct contacts</li> <li>- Requests for tender and contracts</li> <li>- Stakeholder survey</li> </ul>
Customers	<ul style="list-style-type: none"> <li>- Product quality and safety</li> <li>- Innovation and product development</li> <li>- Reducing environmental impact</li> <li>- Responsible fiber sourcing</li> <li>- Value for the customer</li> <li>- Long-term partnership</li> <li>- Cost-competitiveness</li> </ul>	<ul style="list-style-type: none"> <li>- Quality and safety assurance through audits and certifications</li> <li>- Sustainable product portfolio and product development with customers</li> <li>- Low impact manufacturing including resource efficiency targets</li> <li>- Development of expertise</li> <li>- Continuous cooperation and on-site visits</li> <li>- Participation in exhibitions and trade fairs</li> <li>- Code of Conduct</li> </ul>	<ul style="list-style-type: none"> <li>- Meetings and other direct contacts</li> <li>- Exhibitions and other industry events and industry media</li> <li>- External communication, e.g., customer newsletter</li> <li>- Audits and certificates</li> <li>- Customer and stakeholder surveys</li> <li>- Customer service</li> <li>- Requests for tender and contracts</li> </ul>
Investors, shareholders, analysts	<ul style="list-style-type: none"> <li>- Market value and dividends</li> <li>- Sustainable growth</li> <li>- Accurate, consistent, and reliable information</li> <li>- Risk assessment and management</li> <li>- Innovation and product development</li> <li>- Sustainability</li> </ul>	<ul style="list-style-type: none"> <li>- Communication in accordance with Finnish legislation, EU directives, stock exchange rules and other regulations</li> <li>- Implementation of our strategy aiming for growth and profitability</li> <li>- Implementation of our Sustainability Agenda</li> <li>- Transparent reporting, sustainability reporting in accordance with CSRD</li> <li>- Code of Conduct</li> </ul>	<ul style="list-style-type: none"> <li>- General Meetings of shareholders</li> <li>- Quarterly and annual reporting</li> <li>- Stock exchange and press releases</li> <li>- Shareholder and analyst events</li> <li>- Website and other digital channels</li> <li>- Stakeholder survey</li> </ul>
Political decision-makers, public authorities, NGOs	<ul style="list-style-type: none"> <li>- Regulatory compliance</li> <li>- Responsible supply chain</li> <li>- Responsible operations</li> </ul>	<ul style="list-style-type: none"> <li>- Compliance with laws and regulations</li> <li>- Whistleblowing channel</li> <li>- Sustainability reporting in accordance with CSRD</li> <li>- Code of Conduct</li> </ul>	<ul style="list-style-type: none"> <li>- Reporting and other external communication</li> <li>- Direct contacts</li> <li>- Stakeholder survey</li> </ul>
Society and local communities	<ul style="list-style-type: none"> <li>- Jobs and fair employment practices</li> <li>- Responsible and sustainable production</li> <li>- Regulatory compliance</li> <li>- Tax contribution</li> </ul>	<ul style="list-style-type: none"> <li>- Employment and fair compensation</li> <li>- Recruitment policy and HR principles</li> <li>- Low impact manufacturing including resource efficiency targets</li> <li>- Good corporate citizenship</li> <li>- Tax contribution</li> <li>- Code of Conduct</li> </ul>	<ul style="list-style-type: none"> <li>- Media</li> <li>- Reporting and other external communication</li> <li>- Stakeholder survey</li> </ul>

## Statement of material impacts, risks and opportunities

Suominen has identified material impacts, risks and opportunities related to the following sustainability topics: climate change, pollution, water, biodiversity and ecosystems, resource use and circular economy, own workforce, workers in the value chain, consumers and end-users and business conduct. All identified material impacts, risks and opportunities are covered by ESRS Disclosure Requirements, and no additional entity-specific sustainability matters were identified to be material. As an entity-specific disclosure, we have disclosed our Business conduct-related targets.

Suominen has identified material negative actual or potential impacts related to the environment and people. Our most severe negative impacts are related to our emissions, water consumption, resource use intensity, the single-use nature of the end-products made from our products, our contribution to drivers of biodiversity loss, and potential microplastic pollution from disposal of our plastic-based products. We also identified significant positive impacts that our operations have on the environment and people. Most of these positive impacts are related to the sustainability of our product portfolio and our existing policies and processes.

Our most significant financial risks related to sustainability issues originate from the changing

regulatory landscape and the increasing expectations of our customers and investors. Since sustainability is a cornerstone of Suominen’s strategy, we also identified significant opportunities that the sustainability transition can offer us.

No material risks or opportunities were identified for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements.

The impacts, risks and opportunities assessed to be material for Suominen are presented under the topic-specific ESRS disclosures. Impacts, risks and opportunities related to Biodiversity and ecosystems, Workers in the value chain and Consumers and end-users, which are subject to phase-in and do not have topic-specific chapters, are presented in the following table.

### Phased-in impacts, risks and opportunities

SUSTAINABILITY MATTER	NEGATIVE IMPACTS	POSITIVE IMPACTS	RISKS	OPPORTUNITIES
Biodiversity and ecosystems	<ul style="list-style-type: none"> <li>- Dependency on plant-based raw materials</li> <li>- Some materials sourced from high-risk countries</li> <li>- Contribution to climate change, natural resource use, and indirectly to land-use change and deforestation</li> <li>- Moving away from fossil-based raw materials to plant-based raw materials</li> </ul>	<ul style="list-style-type: none"> <li>- Products made of responsibly sourced raw materials in portfolio</li> <li>- Use of FSC®, PEFC- and SFI® certified materials</li> </ul>	<ul style="list-style-type: none"> <li>- Reputational risks</li> <li>- Increasing expectations in the value chain</li> <li>- Dependency on plant-based raw materials</li> <li>- Future legislation related to plant-based raw materials</li> </ul>	
Workers in the value chain	<ul style="list-style-type: none"> <li>- Possible violations of legislation and Supplier Code of Conduct in the supply chain</li> </ul>	<ul style="list-style-type: none"> <li>- Mandatory Supplier Code of Conduct in place promoting good practices</li> <li>- EcoVadis rating system in place</li> </ul>		<ul style="list-style-type: none"> <li>- Employee and contractor safety increasing profitability and good reputation</li> </ul>
Consumers and end-users	<ul style="list-style-type: none"> <li>- Possible safety shortcomings of medical and hygiene products</li> </ul>	<ul style="list-style-type: none"> <li>- Safety of medical and hygiene product</li> </ul>	<ul style="list-style-type: none"> <li>- Product quality and safety problems</li> <li>- Reputational risks</li> </ul>	<ul style="list-style-type: none"> <li>- Product quality and safety as a selling point</li> </ul>

## Changes to material impacts, risks and opportunities

Suominen conducted its double materiality assessment (DMA) in 2024. The DMA was reviewed in 2025. No major changes were identified during the reporting period that would justify updating the DMA. No changes were identified to the existing DMA. No changes were identified to the existing impacts, risks and opportunities (IROs) and no new IROs were identified. In addition, no new stakeholders that should be engaged with were identified. A new double materiality assessment will be conducted in 2026.

## Statement of interaction with strategy and business model

We expect the sustainability transition and our material impacts, risks and opportunities to have a significant effect on our business model, value chain, strategy and decision making. Our strategy is closely connected with our ambition of minimizing our environmental impacts, mitigating financial risks and pursuing the financial opportunities related to sustainable nonwovens and business practices. As a response to the effect that these material impacts, risks and opportunities can have on Suominen and our value chain, we began the work to update our Sustainability

Agenda in 2024. The Sustainability Agenda will be incorporated into our corporate strategy work in 2026.

Value chain mapping was carried out in 2024, and we will continue analyzing the results and utilizing them in our raw material sourcing practices and renewing the sustainability due diligence process further in 2026.

More detailed information regarding the interaction of material impacts, risks and opportunities with our strategy and business model, and where in our value chain they are concentrated, is presented under the topic-specific ESRS disclosures. A brief description of the interaction of material impacts, risks and opportunities with our strategy and business related to Biodiversity and ecosystems, Workers in the value chain and Consumers and end-users, which are subject to phase-in and do not have topic-specific chapters, is disclosed under *Basis for preparation*.

## Resilience analysis

The resilience of Suominen's strategy and business model in relation to climate change was assessed through a resilience analysis conducted in 2025. The analysis covered all Suominen production sites and included the entire value chain, comprising upstream activities, own operations, and downstream activities. The resilience analysis was based on Suominen's double materiality assessment and incorporated a

more detailed climate risk assessment as well as a scenario analysis. The risk likelihood and vulnerability, and our resilience were assessed for the years 2025, 2030 and 2050.

The climate risk assessment revealed seven physical and six transition risks relevant to Suominen. For the assessment of physical risks, a worst-case climate scenario (SSP5-8.5) was applied to ensure preparedness for the most severe potential impacts. Transition risks were assessed using a best-case scenario (SSP1-2.6) to evaluate the implications of more ambitious sustainability policies and evolving consumer preferences. Suominen's resilience to the risks and opportunities was then analyzed. More detailed information on the results of the analysis is presented under section *E1 Climate Change*. We will define concrete actions to strengthen resilience later, together with the new company strategy, including the adoption of potential new technologies and their role in achieving our greenhouse gas emission reduction targets. The results of the climate risk assessment will be incorporated into the new double materiality assessment in 2026.

## Impacts, risks and opportunities

### Description of the processes to identify and assess material impacts, risks and opportunities

#### General process

The process of identifying and assessing material impacts, risks and opportunities through a double materiality assessment followed the requirements of the European Sustainability Reporting Standards. The double materiality assessment was carried out at the beginning of 2024 with an external partner. The scope of the double materiality assessment included all Suominen's operations and geographies and our key business relationships within our value chain. The double materiality assessment was internally reviewed together with subject matter experts and Suominen Leadership Team members in 2025, resulting in no changes in the double materiality assessment conducted in 2024. No changes were made in the existing material impacts, risks, or opportunities. Below is a detailed description of how material impacts, risks and opportunities for Suominen were identified and assessed.

## Stakeholder engagement

In 2024, the key first step of the double materiality assessment process was to identify our affected stakeholders and users of Suominen’s sustainability statements to gain understanding of their views on Suominen’s impacts, risks and opportunities. The identification process included mapping of our value chain, which provided valuable information on our key stakeholders both upstream and downstream of our value chain. The following stakeholder groups were identified as key stakeholders to be engaged during the process: our own employees and management team, our customers, end-users of our products, shareholders and suppliers.

The engagement methods included an online survey sent to our own employees and selected customers and suppliers, a management team workshop, and interviews with a customer, a shareholder and two suppliers. End-users of our products could not be directly reached during the engagement, but the impacts affecting them were discussed internally and with our customers.

## Impact, risk and opportunity identification

In 2024, Suominen conducted a double materiality assessment together with an external partner. Background materials covered internal documentation, such as HR and health and safety data, Scope 3

information, risk assessment materials, governance documents including the Code of Conduct, Supplier Code of Conduct and Speak Up Policy, as well as raw material supplier information and earlier stakeholder survey results. External data sources were also used. Water scarcity at Suominen’s sites was assessed using the WRI Water Risk Atlas, which identified one facility in a high-risk area, and biodiversity sensitivity was screened using the Integrated Biodiversity Assessment Tool (IBAT), and in 2025 using the World Wildlife Fund (WWF) Biodiversity Risk Filter. Insights from internal subject-matter experts and key stakeholders were used to compile a list of potentially material impacts, risks and opportunities. The identification of impacts, risks and opportunities was carried out based on the sustainability matters listed in ESRS 1 AR 16.

No sector-specific sustainability matters were identified. The list included actual and potential positive and negative impacts in which we are involved through our own activities or because of our business relationships. Financial risks and opportunities were identified in connection with impacts, dependencies and other external drivers.

## Impact, risk and opportunity prioritization and materiality scoring

After potentially material impacts, risks and opportunities were identified, they were prioritized

to assess the preliminary materiality of different sustainability matters. The prioritization was based on the stakeholder engagement and our own views on materiality. The final materiality was assessed by carrying out materiality scoring. The materiality of negative impacts was assessed based on their severity (considering scope, scale and irremediability) and of positive impacts based on their scope and scale. For potential impacts, the likelihood was also assessed. The materiality of risks and opportunities was assessed based on their magnitude and likelihood.

The scale, scope, irremediability, likelihood and magnitude were assessed on a 1 to 5 qualitative scale, which were then used to calculate the overall materiality score for each impact, risk and opportunity. The magnitude and likelihood criteria were based on our existing Enterprise Risk Management processes and thresholds. The scale, scope and irremediability criteria were developed for the purpose of the double materiality assessment. The materiality of sustainability topics and sub-topics were determined by the highest score within that topic or sub-topic. This approach was chosen to ensure that no topics or sub-topics with material impacts, risks or opportunities were considered as immaterial. The important, significant and critical materiality levels were deemed as material, while the informative and minimal materiality levels were considered as immaterial. The double materiality

assessment results were reviewed by the Audit Committee and validated by the entire Suominen Leadership Team.

Only sustainability-related risks were evaluated in the double materiality assessment. Sustainability risks will be taken into account as part of Suominen’s overall Enterprise Risk Management processes. The process to identify, assess and manage opportunities is directly linked to our strategy development and decision-making.

## Topic-specific processes

### Identifying and assessing material impacts, risks, and opportunities related to climate change

To identify all impacts, risks and opportunities related to climate change, Suominen’s business activities and upstream and downstream value chains were analyzed. Suominen’s climate-related impacts were assessed on the basis of the results of the 2022 greenhouse gas emissions calculations. Climate-related physical and transition risks in Suominen’s value chain were preliminarily screened and analyzed during the double materiality assessment based on our expertise and the knowledge of our stakeholders.

In 2025, Suominen began developing its climate change roadmap and transition plan, identifying key

hot spots across its operations. For Scope 1 and 2, the main focus will be on enhancing energy efficiency and transitioning to fossil-free electricity. For Scope 3, the main emission source is purchased raw materials. Therefore, Suominen will focus on improving raw material efficiency, evaluating its product portfolio and potential investments, and strengthening supplier engagement activities.

Suominen's climate transition plan will be aligned with the new company strategy. A more detailed climate transition plan will be disclosed once the new strategy has been adopted by the company. Current climate-related actions focus on adaptation and risk management measures to enhance resilience and mitigate identified physical and transition risks. The resilience analysis is described in more detail in the ESRS 2 section on *Resilience analysis*. The results of the climate risk assessment will be integrated into the double materiality assessment in 2026.

### **Identifying and assessing material impacts, risks, and opportunities related to pollution**

To identify all impacts, risks and opportunities related to pollution, Suominen's business activities and upstream and downstream value chains were screened and analyzed. Impacts, risks and opportunities were identified based on our expertise and the knowledge

of our stakeholders. No consultations with affected communities were carried out.

### **Identifying and assessing material impacts, risks, and opportunities related to water and marine resources**

To identify all impacts, risks and opportunities related to water and marine resources, Suominen's business activities and upstream and downstream value chains were analyzed. Impacts, risks and opportunities were identified based on our expertise and the knowledge of our stakeholders.

Suominen has evaluated the scarcity of water at our sites by using the World Resources Institute's (WRI) Water Risk Atlas. One of our production sites, Alicante, is in a high-risk area where water can be considered a scarce resource. No consultations with affected communities were carried out.

### **Identifying and assessing material impacts, risks, and opportunities related to biodiversity and ecosystems**

To identify all impacts, risks and opportunities related to biodiversity and ecosystems, Suominen's business activities and upstream and downstream value chains were analyzed. While fossil-based fiber supply chains were also identified to have biodiversity impacts, due to the nature of wood-based raw materials, a special

focus was given to our wood-based fiber supply chains when assessing biodiversity-related impacts. We assessed the origin of our wood-based materials and identified high-risk countries. Impacts, risks and opportunities were identified on the basis of our expertise and the knowledge of our stakeholders. Risk identification included assessment of our dependencies on biodiversity and ecosystems and their services. The double materiality assessment did not include a separate assessment of transition, physical or systemic risks. No consultations with affected communities were carried out.

We screened our sites for biodiversity-sensitive areas using the Integrated Biodiversity Assessment Tool (IBAT) data map in 2024, and concluded that none of our sites are located in or near a biodiversity-sensitive area. Therefore, we concluded that it is not necessary to implement biodiversity mitigation measures at our sites. In 2025, we used the World Wildlife Fund (WWF) Biodiversity Risk Filter due to access issues with IBAT. The WWF Risk Filter is not as precise in terms of locations and therefore could not display the exact locations of our sites. The screening indicated that one of the sites, Alicante, may be located within a broader biodiversity-sensitive area.

### **Identifying and assessing material impacts, risks, and opportunities related to resource use and circular economy**

To identify all impacts, risks and opportunities related to resource use and circular economy, Suominen's business activities and upstream and downstream value chains were screened and analyzed. The screening was conducted qualitatively using information on our inputs and outputs, including the geographical source of procured raw materials, and the views of our stakeholders. Impacts, risks and opportunities were identified based on the screening and Suominen's expertise. No consultations with affected communities were carried out.

### **Identifying and assessing material impacts, risks, and opportunities related to business conduct**

To identify all impacts, risks and opportunities related to business conduct, Suominen's business activities and upstream and downstream value chains were screened and analyzed. Impacts, risks and opportunities were identified on the basis of our expertise and the views of our stakeholders. The scope of the analysis included all our geographical locations and activities, including our relationships with our key stakeholders, such as suppliers, customers and shareholders.

### Results of the double materiality assessment

ESRS	Sustainability topics	Impact materiality level	Financial materiality level
<b>Material topics</b>			
E1	Climate change	Critical	Critical
E2	Pollution	Critical	Important
E3	Water and marine resources	Critical	Important
E4	Biodiversity and ecosystems	Critical	Significant
E5	Resource use and circular economy	Critical	Critical
S1	Own workforce	Significant	Critical
S2	Workers in the value chain	Significant	Important
S4	Consumers and end-users	Critical	Critical
G1	Business conduct	Significant	Significant
<b>Immaterial topic</b>			
S3	Affected communities	Informative	Minimal

The material topics will be reviewed annually to assess their topicality and validity. The double materiality assessment will be conducted according to the significance of changes in the organization or in the value chain (such as changes in geographies, operations, resources, products and/or any other changes affecting our material impacts, risks or opportunities).

#### Immaterial sustainability topics

The sustainability topic *Affected communities* was assessed to be immaterial for us. Potential negative and positive impacts and financial risks related to raw material sourcing and its effects on local communities in our value chain were identified during the double materiality assessment. However, since we have sustainable supply chain practices (described in *G1 Business conduct*) in place, these impacts and risks were not assessed to be material, and the likelihood of the potential negative impacts and related financial risks were assessed to be very unlikely. We continue to monitor our impacts on affected communities by including the topic in future revisions of the double materiality assessment.

#### Determining disclosures

The material information to be disclosed was determined based on the material impacts, risks and opportunities identified and assessed during the double materiality assessment. When determining the disclosure of information on metrics, the materiality of related impacts, risks and opportunities was reviewed. Based on this review, the materiality of Disclosure Requirements (DR) and further Data Points (DP) were assessed. If the DR and DP were assessed to be material, the information was disclosed. The disclosure determination process followed the workflow presented in ESRS 1 Appendix E. *Content index of disclosure requirements* as well as *Table of all the datapoints deriving from other EU legislation* can be found at the end of this Sustainability statement.

## Suominen's EU Taxonomy report

### Introduction

The EU Taxonomy for sustainable activities is a classification system that provides a common understanding of economic activities that make a substantial contribution to the EU's environmental goals by providing consistent and objective criteria. In the first phase, criteria have been set for the sectors that are the most relevant for achieving climate neutrality and delivering climate change adaptation. This includes sectors such as energy, forestry, manufacturing, transportation, and construction.

In 2025, non-financial companies were required to disclose the proportion of Taxonomy-aligned, Taxonomy-eligible and Taxonomy-non-eligible economic activities of their total net sales, capital expenditure (CapEx) and operational expenditure (OpEx) for all six environmental objectives. In addition, EU Taxonomy reporting is subject to mandatory limited assurance.

At the beginning of 2026, the European Commission approved new Delegated Regulation (EU) 2026/73 which introduces certain simplification and changes to EU Taxonomy reporting, including updated reporting tables and 10% materiality thresholds for financial KPIs. Non-financial companies could choose to continue using the earlier reporting rules or apply the new

changes for their FY2025 EU Taxonomy reporting. Suominen has chosen to report according to the new rules introduced in Delegated Regulation 2026/73.

### Eligible economic activities

Suominen's business consists solely of manufacturing and selling nonwovens, for which no technical screening criteria currently exist in the EU Taxonomy. As a result, 100% of Suominen's net sales and the majority of its CapEx (90 %) are non-eligible.

The OpEx denominator was 29 M€, representing 7% of the company's total OpEx. Suominen assessed its Taxonomy-eligible operating expenditure in accordance with the Article 8 Delegated Act and concluded that the share of OpEx related to Taxonomy-eligible or aligned activities is immaterial relative to the total operating expenditure and Suominen's core business. Therefore, Suominen applies the OpEx exemption and reports a zero OpEx numerator. Further justification is provided in the *Contextual Information section*.

Suominen's EU Taxonomy-eligible activities in 2025 were mainly capital expenditure related to the renovation of existing buildings (7.2) which relates to the Climate Change Mitigation objective. Other CapEx costs (total 2% of eligible CapEx) were allocated in the "Not assessed activities considered non-material" category. This portion includes smaller investments

in energy efficiency improvements, close to market R&D activities, upgrades to wastewater and freshwater systems, lease or investment costs related to company vehicles and acquisition and ownership of buildings.

Suominen has reassessed the Taxonomy eligibility of the costs related to electric forklifts. After a detailed evaluation, the company has decided to report the associated capital and operating expenses as non-eligible, contrary to previous years. This clarification was made because electric forklifts are not explicitly included in the economic activities defined in the EU Taxonomy Regulation and its related delegated acts, even though they support the climate objectives set out in the regulation. In addition, it was also decided to report wastewater treatment-related operational and capital expenditures as non-eligible. This change was done for clarity as the inclusion of industrial waste water treatment-related costs under 5.3 activity is not unambiguous.

Suominen annually reviews its operations and identifies eligible activities for each site based on the activity descriptions on Climate Delegated Act 2021/2139 and its Annexes as well as the later amendments.

### Aligned economic activities

The alignment of the eligible activities with the technical screening criteria for substantial contribution,

DNSH and minimum safeguards was evaluated. In 2025, none of the identified eligible activities fully met all the criteria and therefore no activities were reported as Taxonomy-aligned. During 2025, Suominen also conducted a climate risk assessment for all its operating sites.

Each Suominen site is responsible for assessing the alignment of its eligible activities. A web-based tool supports the assessment process, while Group functions provide common working guidelines and definitions. All site-level valuations and the resulting Taxonomy figures are reviewed and validated at Group level.

The assessment of alignment was conducted in accordance with the technical screening criteria set out in Delegated Regulation (EU) 2021/2139 on climate mitigation and adaptation, including its amendments introduced by Delegated Regulation (EU) 2023/2485. Compliance with Article 3 of Regulation (EU) 2020/852 and the relevant DNSH and Minimum Safeguards requirements was also evaluated. KPI reporting follows the requirements of Delegated Regulation (EU) 2021/2178 (Article 8) as amended, and the updated reporting framework introduced by Delegated Regulation (EU) 2026/73.

## Contextual information

Total CapEx has been calculated as defined in Annex I of Commission Delegated Regulation (EU) 2021/2178 (KPIs of Non-financial Undertakings), and it includes additions to property, plant and equipment (as defined in IAS 16), intangible assets (as defined in IAS 38) and in right-of-use assets (as defined in IFRS 16).

Total CapEx, EUR thousand	2025	2024
Increases in property, plant and equipment	26,130	15,895
Increases in intangible assets	160	109
		Not internally generated
Increases in right-of use assets	1,195	2,580
<b>Total</b>	<b>27,483</b>	<b>18,584</b>

The numerator used in calculation of the proportion of Taxonomy-aligned CapEx is defined as CapEx related to assets or processes that are associated with Taxonomy-aligned economic activities or related to the purchase of output from Taxonomy-aligned economic activities as well as to individual measures enabling the activities to become low-carbon or to lead to greenhouse gas reductions.

Under Article 8 of the EU Taxonomy Disclosures Delegated Act (section 1.1.3.2), companies may exempt the OpEx KPI from disclosure when operating

expenditure is not material to the business model. In 2025, the OpEx KPI denominator (total OpEx in scope for the EU Taxonomy) is 29 M€, representing 7% of Suominen's total operating costs of 421 M€. Given this immateriality and because Suominen's core business, the manufacturing and sale of nonwovens, is not an EU Taxonomy-eligible activity, the company will apply the OpEx exemption for the 2025 KPI calculation. Accordingly, the eligible OpEx (numerator) for the EU Taxonomy OpEx KPI is zero, and the OpEx KPI is reported as 0% for 2025.

Total OpEx has been calculated as defined in Annex I of Commission Delegated Regulation (EU) 2021/2178 (KPIs of Non-financial Undertakings), and it includes direct non-capitalized costs, that relate to research and development activities, building renovation measures, short-term lease, maintenance and repair, and any other direct expenditures relating to the day-to-day servicing of assets of property, plant and equipment by Suominen or a third party to whom activities are outsourced that are necessary to ensure the continued and effective functioning of our assets.

To ensure that CapEx and OpEx are included only in one economic activity (to avoid double counting), the total allocated expenditure is reconciled with the total unallocated expenditure.

Financial year (2025)

Breakdown by environmental objectives of Taxonomy-aligned activities

KPI	Total	Proportion of Taxonomy-eligible activities	Taxonomy-aligned activities	Proportion of Taxonomy-aligned activities	Climate Change Mitigation	Climate Change Adaptation	Water	Circular Economy	Pollution	Biodiversity	Proportion of enabling activities	Proportion of transitional activities	Not assessed activities considered non-material	Taxonomy-aligned activities in previous financial year (N-1)	Proportion of Taxonomy-aligned activities in previous financial year (N-1)
														€	%
	1,000 €	%	1,000 €	%	%	%	%	%	%	%	%	%	%	€	%
Turnover	412,433	0%	0	0%	0%	0%					0%	0%	0%	0	0%
CapEx	27,483	8%	0	0%	0%	0%					0%	0%	2%	0	0%
OpEx	29,189													0	0%

Reported KPI (CapEx)  
Financial year (2025)

Economic Activities	Code	Taxonomy-eligible KPI (Proportion of Taxonomy eligible CapEx)	Taxonomy-aligned KPI (monetary value of CapEx)	Taxonomy-aligned KPI (Proportion of Taxonomy-aligned CapEx)	Environmental objective of Taxonomy-aligned activities							Enabling activity (E where applicable)	Transitional activity (T where applicable)	Proportion of Taxonomy-aligned in Taxonomy-eligible
					Climate Change Mitigation	Climate Change Adaptation	Water	Circular Economy	Pollution	Biodiversity				
		%	1,000 €	%	%	%	%	%	%	%	%			%
Renovation of existing buildings	CCM7.2.	8%	0	0%	0%	0%								0%
<b>Sum of alignment per objective</b>					<b>0%</b>	<b>0%</b>								
<b>Total KPI (CapEx)</b>		<b>8%</b>	<b>0</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>						<b>0%</b>	<b>0%</b>	<b>0%</b>

## E1 Climate change

### Our material impacts, risks and opportunities related to climate change

SUSTAINABILITY MATTER	NEGATIVE IMPACTS	POSITIVE IMPACTS	RISKS	OPPORTUNITIES
Climate change	<ul style="list-style-type: none"> <li>- Scope 1, 2 &amp; 3 greenhouse gas emissions</li> <li>- High energy and fuel consumption in operations</li> <li>- Majority of purchased electricity from non-renewable sources</li> </ul>	<ul style="list-style-type: none"> <li>- Sustainable products in portfolio</li> <li>- Raising awareness in our value chain</li> <li>- Solar panels at Alicante site generating renewable energy</li> </ul>	<ul style="list-style-type: none"> <li>- Increasing regulatory requirements</li> <li>- Increasing expectations in value chain</li> <li>- Investments in production lines and supply chains</li> <li>- Supply chain disruptions due to extreme weather events</li> <li>- Sites impacted by extreme weather events</li> <li>- Increasing energy prices</li> </ul>	<ul style="list-style-type: none"> <li>- Increasing demand in products with low carbon footprint</li> <li>- Increasing funding and support for sustainable products</li> <li>- Access to inexpensive fossil-free energy</li> <li>- Increasing energy efficiency</li> <li>- Nearshoring and reshoring as an adaptation measure</li> </ul>

### Interaction with strategy and business model

The cornerstones of our strategy are sustainability and innovation, and we continuously develop our offerings and operations accordingly. Sustainability is important also to our customers and other stakeholders, as the markets are rapidly shifting towards more sustainable alternatives. Suominen is committed to reducing the greenhouse gases emitted due to our operations by improving energy efficiency and finding alternative low-carbon energy sources. We are promoting the development of sustainable products by calculating the carbon footprint of our products and developing solutions with a smaller climate impact.

Material climate-related negative impacts from Suominen’s own activities include Scope 1 and 2 emissions, energy and fuel consumption and the current energy mix. Comparably, material positive impacts include sustainable products in Suominen’s portfolio and solar panels at our Alicante site in Spain. Material impacts Suominen is involved with through business relationships include the negative impact of Scope 3 emissions from our upstream and downstream value chain and the positive impact of raising climate awareness.

Greenhouse gas emissions contribute to global warming, which negatively affects people and the environment in a variety of ways. Our energy use

contributes to our greenhouse gas emissions. Our positive impacts, such as sustainable products and solar panels mitigate these negative impacts and climate change. We also strive to influence our stakeholders and support climate change mitigation by raising awareness throughout our value chain. All our material impacts can materialize within a short time horizon.

Material climate-related risks for Suominen’s own activities include sustainability-related investment needs, increasing energy prices, increases in water stress and drought conditions, and impacts of extreme weather events on our sites. Risks Suominen is involved with through business relationships in the value chain include increasing regulatory requirements, climate-related supply chain disruptions, and reputational risks linked to societal concerns regarding single-use products.

Our efforts towards a more sustainable portfolio and climate change mitigation can offer financial opportunities for Suominen. Opportunities arise in our upstream value chain, through increasing funding and access to clean energy, or in our downstream value chain, through increasing demand for low carbon footprint products from our customers. We can create opportunities also through our own activities by increasing the energy efficiency of our operations.

One of the four themes of our Sustainability Agenda for 2025–2030, low impact manufacturing, considers the impact we have on climate. We are committed to reducing Scope 1, 2 and 3 greenhouse gas emissions with the goal of limiting global warming to 1.5°C in line with the Paris Agreement. We continuously strive to decrease environmental impacts of our operations through energy efficiency, sustainable practices, and innovation.

### Climate-related risks and resilience

Climate-related risks identified in the double materiality assessment include both transition and physical risks. Transition risks include increasing regulatory requirements, increasing customer expectations, new investment needs and increasing energy prices. Physical climate risks include supply chain disruptions and site damage due to extreme weather events.

The resilience of Suominen’s strategy and business model in relation to climate change was assessed through a resilience analysis conducted in 2025. The analysis covered all Suominen production sites and included the entire value chain, comprising upstream activities, own operations, and downstream activities. The resilience analysis was based on Suominen’s double materiality assessment and incorporated a

more detailed climate risk assessment as well as a scenario analysis.

During the climate risk assessment, out of 30 potential risks, seven physical and six transition risks were prioritized for further assessment. The excluded risks included certain physical risks related to extreme weather events and gradual climate changes, such as flooding, sea level rise, soil degradation, landslides, and changes in temperature and humidity, as well as transition risks related to changes in the availability and pricing of certain polymers, reputational considerations, technological developments, waste regulation, transportation decarbonization, and evolving procurement criteria. The risks were assessed as having a lower potential impact on Suominen’s operations, value chain, and the resilience of our strategy and business model compared to the material risks selected for further analysis.

The risk likelihood and vulnerability, and our resilience, were assessed for the years 2025, 2030 and 2050. The vulnerability for each risk was assessed qualitatively on a scale of 1 to 5, from ‘trivial’ to ‘catastrophic’. For the assessment of physical risks, a worst-case climate scenario (SSP5-8.5) was applied to ensure preparedness for the most severe potential impacts. Transition risks were assessed using a best-case scenario (SSP1-2.6) to evaluate the implications of more ambitious sustainability policies

and evolving consumer preferences. The likelihood of the risk scenarios was assessed on a scale of 1 to 5, from ‘improbable’ to ‘actual’. A resilience assessment was then conducted based on the scenarios and Suominen’s existing actions to identify the current level of resilience.

The most impactful physical risks relate to heatwaves and their impact on operational cooling, increasing water stress, and the potential impact on the supply chain from wildfires. While the analysis revealed that Suominen’s operations are resilient to many physical risks in the short term, the impact of all seven risks is estimated to increase across all sites by 2050. For transition risks, the most impactful risks relate to stricter due diligence for the supply chain, the development of regulations around single-use plastics, and the market evolution for bio-based fibers. The scenario assessment revealed that the most widespread impacts are expected toward and after the year 2030, whereas some risk levels decrease toward mid-century. We will define concrete actions to strengthen resilience later, together with the new company strategy. Additionally, two opportunities were identified. Stricter climate regulation and changes in customer preferences favoring Suominen’s product lines were considered significant opportunities for Suominen, due to our already ongoing low-carbon transition and investments in more sustainable

products. While changes in customer preferences were considered a risk during the double materiality analysis, the resilience analysis concluded that it can also be an opportunity.

### Transition plan for climate change mitigation

At present, the company does not have a formal transition plan aligned with ESRS E1-1 requirements. In 2025, Suominen began developing its climate change roadmap and transition plan, identifying key hot spots across its operations. For Scope 1 and 2, the focus will be on enhancing energy efficiency and transitioning to fossil-free electricity. For Scope 3, the main emission source is purchased raw materials. Therefore, Suominen will focus on improving raw material efficiency, evaluating its product portfolio and potential investments, and strengthening supplier engagement activities. Suominen’s climate transition plan will be aligned with the new company strategy. More detailed reporting on the climate transition plan will be provided after the new strategy has been adopted by the company.

## Policies related to climate change

### Health, Safety, Environment and Quality (HSEQ) Policy

Climate change is included under Suominen Group HSEQ Policy. The purpose of the Policy is to further define Suominen's commitment to Health & Safety, Environment and Quality (HSEQ) and to establish harmonized HSEQ principles for all Suominen sites. The Policy is applicable to all Suominen Group companies, sites and employees. We also commit to respecting the International Chamber of Commerce's (ICC) principles of sustainable development in our HSEQ Policy.

All our sites' environmental management systems are certified according to the ISO 14001 standard. Our production sites in Alicante (Spain), Cressa (Italy), Green Bay (USA), and Nakkila (Finland) have energy management systems certified according to the ISO 50001 standard. In addition to the listed standards, local environmental policies are in place at all our production sites. The Director of HSEQ & Continuous Improvement of Suominen is accountable for the implementation of the HSEQ Policy.

Suominen is committed to continuously improving our production efficiency and the efficient utilization of natural resources, and we strive to reduce the climate impacts caused by our operations. The HSEQ Policy

addresses climate change mitigation, energy efficiency and renewable energy deployment.

Suominen has no specific climate change adaptation policy in place, but it will be developed based on the outcomes of its resilience analysis. Climate change adaptation is supported through our HSEQ Policy (health & safety) and risk management processes. Suominen manages climate-related risks with appropriate precautions, business continuity plans and insurances. As an example, risks relating to the continuity of raw material supply are managed by working with multiple international suppliers, and risks relating to the company's own manufacturing facilities are reduced, for example, by Suominen's geographical diversity.

### Actions and resources related to climate change

#### Use of renewable energy

As part of our actions to reduce greenhouse gas emissions, all our European sites have shifted entirely to fossil-free electricity since 2021. Our Paulinia site in Brazil shifted to fossil-free electricity in 2023 and our Bethune site in the United States partially shifted in 2024. This shift has had a remarkable impact on the reduction of our Scope 2 emissions. Suominen is examining similar opportunities for its other sites in

North America. We also have solar panels in Alicante, Spain, producing renewable electricity for the site. With the electricity produced by the solar panels, we are able to cover 10% of the production plant's total energy consumption. Suominen is evaluating opportunities for additional solar panel investments.

Suominen has also signed a long-term contract for an electric boiler for steam generation at our Nakkila site in Finland in 2024, which was implemented in fall 2025. The electric boiler is expected to reduce the use of wood chips at the Nakkila site. The impact of the electric boiler on the Nakkila site's biogenic Scope 2 greenhouse gas emissions will be evaluated in more detail as the project proceeds. These investments do not qualify as financially significant.

#### Energy efficiency

No significant energy efficiency-related actions to prevent, mitigate, or remediate impacts or to address risks have been taken in 2025 due to our focus on higher-priority initiatives. Suominen continues to monitor our energy consumption and assess the need for any energy-related actions.

Suominen has identified one potential medium-term investment that would significantly improve the energy efficiency of production in our value chain. No specific capital expenditures or other financial resources have yet been allocated in relation to the investment.

## Targets related to climate change

Our climate change mitigation target is set to reduce our GHG emissions in line with the Paris Agreement, with the aim of limiting global warming to 1.5°C above pre-industrial levels. Decreasing GHG emissions is crucial for minimizing the risks and impacts of climate change, such as extreme weather events, rising sea levels, and the loss of biodiversity. By committing to 1.5°C science-based GHG reduction targets, Suominen strengthens its position to lead in sustainable nonwovens and to meet customer expectations.

Our emission reduction target is set at the Group level. For Scope 1–2 emissions, our reduction target is 42%, and a separate 42% reduction target has been set for Scope 3 emissions, which will be further specified during 2026. Our emission reduction targets are aligned with the 1.5°C scenario. The target period is 2025–2030 for all scopes, with 2024 as the base year. 2024 represents a normal operational year where no major changes or investments were made, and since the newest Sustainability Agenda covers the years 2025–2030, we compare the actions taken during that period with a comparable base year that meets the requirement of not preceding the first reporting year of the new target by more than three years.

In setting our emission reduction target, we have utilized recognized climate frameworks such as the Science Based Targets initiative (SBTi),

**Progress of climate-related targets**

Target 2030	KPI	Progress in	
		2025	2024
Reducing Scope 1, 2 and 3 greenhouse gas emissions with the goal of limiting global warming to 1.5°C in line with the Paris Agreement by 2030.	Scope 1 and 2 total emissions (market-based) (tCO <sub>2</sub> e)	84,568	94,800
	% change in total Scope 1 and 2 GHG emissions (market-based)	-11%	N/A
	Scope 3 total emissions (tCO <sub>2</sub> e) The scope of the target will be specified in 2026.	534,980	598,369

as well as 1.5°C scenarios developed by the Intergovernmental Panel on Climate Change (IPCC) as a benchmark, to ensure that our target is aligned with a 1.5°C-compatible emissions pathway. We have engaged internal stakeholders across business units to ensure alignment with strategic objectives, operational performance, risk management, and investment considerations, as well as external stakeholders, including suppliers, customers, and investors, to understand their climate initiatives and expectations, and to take these into account in setting our climate targets.

In setting our GHG emission reduction targets, Suominen has considered expected future developments that may affect both its emissions profile and the achievement of emissions reduction targets. These include assumptions related to anticipated shifts in customer preferences and demand towards more

sustainable and circular products, evolving regulatory requirements related to climate and environmental performance, and the availability and deployment of new technologies supporting emissions reductions. These assumptions have been incorporated at a high level in the target-setting process to ensure that the targets remain achievable under plausible future scenarios, while supporting the long-term resilience of the strategy and business model.

In 2025, Suominen began developing its climate change roadmap and transition plan, identifying key hot spots across its operations. For Scope 1 and 2, the main focus will be on enhancing energy efficiency and transitioning to fossil-free electricity. For Scope 3, the main emission source is purchased raw materials. Therefore, Suominen will focus on improving raw material efficiency, evaluating its product portfolio and potential investments, and strengthening supplier

engagement activities. Suominen’s climate transition plan will be aligned with the new company strategy. A more detailed climate transition plan as well as absolute GHG reduction targets will be disclosed once the new strategy has been adopted by the company.

Suominen’s Sustainability Agenda 2025–2030 does not include measurable time-bound outcome-oriented targets for energy or climate adaptation. One of the objectives of target setting for Suominen’s Sustainability Agenda 2025–2030 was to focus our targets on the environmental matters seen as most material. In addition to our GHG reduction target, a target was set for reducing nonwoven landfill waste. No targets were set for energy consumption and climate change adaptation because those were not seen as equally significant matters to reducing GHG emissions or landfill waste. Thus, no measurable time-bound outcome-oriented targets were seen as necessary for these topics specifically. Nevertheless, alternative fossil-free energy sources and improving energy efficiency are an important part of reducing our GHG emissions and achieving our emission reduction target. We also continuously track the effectiveness of our HSEQ Policy by monitoring our energy consumption and assessing climate change-related risks in our Enterprise Risk Management processes.

**Energy consumption and mix**

Our energy consumption consists of the usage of gas for heat and steam generation, and the use of purchased electricity and steam. We also produce electricity using solar panels at one site. Suominen is evaluating opportunities for additional solar panel investments.

Consolidated energy data covers all our production units. The headquarters in Espoo, Finland, and the Gallarate office in Italy are excluded from this data, since their energy use is insignificant compared to the energy use at our production sites. Consolidated energy data is collected monthly from Suominen’s production units, based on energy meters and invoices. For the Windsor Locks site in the United States, only the consumption data of Suominen’s production lines is taken into account in the energy consumption figures.

Energy consumption and mix	2025	2024
1. Fuel consumption from coal and coal products (MWh)	0	0
2. Fuel consumption from crude oil and petroleum products (MWh)	1,717*	545
3. Fuel consumption from natural gas (MWh)	245,130	252,327
4. Fuel consumption from other fossil sources (MWh)	0	3,044
5. Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources (MWh)	116,366**	111,486
6. Total fossil energy consumption (MWh) (calculated as the sum of lines 1 to 5)	363,213	365,395
Share of fossil sources in total energy consumption (%)	74%	70%
7. Consumption from nuclear sources (MWh)	35,134	44,406
Share of consumption from nuclear sources in total energy consumption (%)	7%	8%
8. Fuel consumption from renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.) (MWh)	0	0
9. Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh)	92,920	111,348
10. The consumption of self-generated non-fuel renewable energy (MWh)	1,390	1,579
11. Total renewable energy consumption (MWh) (calculated as the sum of lines 8 to 10)	94,310	112,927
Share of renewable sources in total energy consumption	19%	22%
Total energy consumption (MWh) (calculated as the sum of lines 6, 7 & 11)	492,658	524,735

\* Propane has been included in this category in 2025. In 2024, it was included in "Fuel consumption from other fossil sources".

\*\* Includes renewables in electricity mix for two sites; no guarantees of origin, therefore reported as electricity from fossil sources.

Energy production	2025	2024
Non-renewable energy production (MWh)	0	0
Renewable energy production (MWh)	1,390	1,579

Energy intensity based on net revenue	2025	2024
Total energy consumption from activities in high climate impact sectors per net revenue from activities in high climate impact sectors (MWh/EUR)	0.00119	0.00114

## Energy intensity based on net sales

Suominen operates in the following high climate impact sector: Manufacture of nonwovens and articles made from nonwovens, except apparel (NACE Code 13.95). Sectors with a high climate impact are listed in NACE sections A–H and L (as defined in Commission Delegated Regulation (EU) 2022/1288). All of Suominen's revenue is connected to this high climate impact sector. The energy intensity has been calculated by dividing the total energy consumption from activities in the high climate impact sector by our total net sales (in the consolidated statement of profit or loss in the consolidated financial statements).

## Greenhouse gas emissions

Suominen reports its direct greenhouse gas emissions (Scope 1), its indirect greenhouse gas emissions from purchased energy production (Scope 2) and other indirect greenhouse gas emissions (Scope 3) according to the Greenhouse Gas Protocol. Direct Scope 1 greenhouse gases originate from the consumption of fossil fuels used mainly for the generation of process heat. Indirect Scope 2 emissions related to energy production are caused by the production of purchased electricity and steam. Other indirect Scope 3 emissions are caused by those activities we are indirectly responsible for across the whole value chain. The calculation includes all greenhouse gases covered

by the GHG Protocol (CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, and NF<sub>3</sub>), and emissions are reported in carbon dioxide equivalents (CO<sub>2</sub>e).

In 2025, Suominen's total GHG emissions (market-based) decreased by 11% compared to the previous year. Total GHG emissions from Scope 1 and 2 (market-based) decreased by 11% in 2025. The decrease was mainly caused by reduced production volumes and updated emission factors. The GHG emissions from Scope 3 decreased by 11% compared to 2024. In 2025, no significant actions related to Scope 3 emissions were carried out to prevent, mitigate or remedy impacts, nor to address the associated risks, as we focused on higher priority measures within the company. The decrease in Scope 3 emissions was mainly driven by lower production volumes and the use of new supplier-specific emission factors in the calculation. For 2024, the Scope 3.3 data has been reconciled due to an error identified in the calculations, resulting in a change to the overall Scope 3 figure for 2024.

## Greenhouse gas emissions, milestones and targets

	Retrospective				Milestones and target years			
	Base year 2024*	2024	2025	Change % 2025 / 2024	2025	2030	(2050)	Annual % target / Base year
<b>Scope 1 GHG emissions</b>								
Gross Scope 1 GHG emissions (tCO <sub>2</sub> eq)	48,926	48,926	45,596	-7%	N/A	N/A	N/A	N/A
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)	N/A	0%	0%	0%	N/A	N/A	N/A	N/A
<b>Scope 2 GHG emissions</b>								
Gross location-based Scope 2 GHG emissions (tCO <sub>2</sub> eq)	N/A	67,195	58,035	-14%	N/A	N/A	N/A	N/A
Gross market-based Scope 2 GHG emissions (tCO <sub>2</sub> eq)	45,874	45,874	38,972	-15%	N/A	N/A	N/A	N/A
<b>Significant Scope 3 GHG emissions</b>								
Total Gross indirect (Scope 3) GHG emissions (tCO <sub>2</sub> eq)	N/A	598,369	534,980	-11%	N/A	N/A	N/A	N/A
1. Purchased goods and services	N/A	455,117	390,423	-14%	N/A	N/A	N/A	N/A
2. Capital goods	N/A	4,025	7,488	86%	N/A	N/A	N/A	N/A
3. Fuel and energy-related activities (not included in Scope 1 or Scope 2)	N/A	25,952**	25,414	-2%	N/A	N/A	N/A	N/A
4. Upstream transportation and distribution	N/A	38,250	41,235	8%	N/A	N/A	N/A	N/A
5. Waste generated in operations	N/A	4,010	6,217	55%	N/A	N/A	N/A	N/A
6. Business travelling	N/A	1,133	1,186	5%	N/A	N/A	N/A	N/A
7. Employee commuting	N/A	1,451	1,318	-9%	N/A	N/A	N/A	N/A
9. Downstream transportation	N/A	8,837	7,463	-16%	N/A	N/A	N/A	N/A
10. Processing of sold products	N/A	25,620	22,438	-12%	N/A	N/A	N/A	N/A
12. End-of-life treatment of sold products	N/A	32,493	30,333	-7%	N/A	N/A	N/A	N/A
13. Downstream leased assets	N/A	1,480	1,465	-1%	N/A	N/A	N/A	N/A
<b>Total GHG emissions</b>								
Total GHG emissions (location-based) (tCO <sub>2</sub> eq)	N/A	714,490	638,612	-11%	N/A	N/A	N/A	N/A
Total GHG emissions (market-based) (tCO <sub>2</sub> eq)	N/A	693,169	619,548	-11%	N/A	N/A	N/A	N/A

\* The Scope 3 target will be specified in 2026.

\*\* The 2024 scope 3.3 value (19,899) has been revised.

## Greenhouse gas emission calculation methodology and assumptions

Suominen calculates its Scope 1, 2 and 3 greenhouse gas emissions according to the Greenhouse Gas Protocol "A Corporate Accounting and Reporting Standard" and "Corporate Value Chain (Scope 3) Accounting and Reporting Standard". Suominen reports using an Operational control approach. Scope 1 and 2 emission calculations are based on the energy consumption data of the sites, whereas Scope 3 data is based on consumption and spend information as well as estimations.

Suominen's direct (Scope 1) greenhouse gas emissions are from the sources controlled by Suominen. No Scope 1 biogenic emissions are generated from our operations as only fossil fuels are used.

Suominen's indirect (Scope 2) greenhouse gas emissions cover emissions from purchased electricity and steam. Biogenic emissions (Scope 2) are generated at one site, in Nakkila, where the purchased steam is produced by burning wood chips. For now, Suominen does not calculate Scope 2 biogenic emissions due to the limited availability of data. Market-based emissions are used for target setting and for following our progress. The Greenhouse Gas Protocol's calculation hierarchy and related emission factors are used for

the calculation of both market- and location-based methods.

Market-based emission factors are mainly derived from the local suppliers, or, when appropriate, residual mixes (RE-DISS project) are used. Our sites using fossil-free electricity have certificates from local suppliers confirming the origin of the energy. Emission factors used for location-based emissions are derived from the US national statistics (such as the eGRID database), and for all other production sites country-based databases are used.

Suominen calculated its Scope 3 emissions for the third time in 2025. The calculations were based on the Greenhouse Gas Protocol. The Scope 3 calculation includes 15 different emissions categories in total, and all of these were evaluated for relevance to Suominen. 11 categories were deemed material and included in the calculations. Excluded categories were from the upstream side: leased assets, and from the downstream side: use of sold goods, franchising, and investments, as Suominen does not have activities or emission sources within these emission categories. The relevance of emission sources was determined together with an external consultant. 32% of Scope 3 greenhouse gas emissions are based on primary data collected from suppliers and other value chain partners. Due to the limited availability

of data, Suominen does not calculate Scope 3 biogenic emissions.

The greenhouse gas emission category 1 is called Purchased goods and services. Purchased goods are calculated based on material amounts (mass) from an internal spend report, which is based on invoices. Raw material emissions are calculated by using supplier-specific emission factors or emission factors from the ecoinvent database, which represent the average country-specific or global production-related emissions for the raw material. The emissions arising from other production-related materials are calculated with Defra or ecoinvent emission factors. Purchased services are based on spend data, and emission factors are applied from the Exiobase database.

Emission calculation for capital goods (category 2) is based on spend data on investments. Emission factors are from Exiobase.

For purchased energy, under fuel- and energy-related activities (category 3), the emissions are calculated based on the energy amounts reported in Scope 1 and 2 as well as fuel usage for company vehicles. Defra emission factors are mainly used. For electricity, transmission losses and residual mixes are included.

Data for upstream and downstream transportation and distribution (categories 4 and 9) is from an internal reporting system (SAP), and the calculation

methodology is based on ton-kilometers. Upstream and downstream categorization is done based on the Incoterms of each shipment. Calculations are based on Defra factors.

Emissions from waste (category 5) are primarily calculated using Defra emission factors, supplemented by factors provided by local institutes and studies. For business travel (category 6), the data is based on reports provided by several travel agencies. Calculations are based on Defra conversion factors.

Well-to-tank (WTT) emissions are included, and air travel includes RF emissions.

Employee commuting (category 7) is based on personnel data from Suominen's internal HR system. The calculations take into account partial remote work for white-collar employees and on-site work for blue-collar employees. Calculations include round-trip commuting between employees' homes and work facilities. Defra factors are used, and WTT emissions are included.

Processing of sold goods (category 10) is based on the volume of sold products to customers. Accurate emissions were calculated for those products sold for which customer-specific primary data were available. If customer-specific primary data was not available, an average value calculated from customer emission factors was used.

End-of-life treatment of sold goods (category 12) is based on volumes sold to customers, categorized into estimated end-use applications and disposal methods for each use case. Emission factors used are the same as in category 5.

Downstream leased assets (category 13) include Suominen's rental properties leased to two parties in Bethune. Calculations are based on consumption data, energy sources are asset-specific, and the emission factors used are obtained from the Defra database.

The uncertainties related to GHG calculations are mainly associated with indirect Scope 3 emissions. In all Scope 3 categories, the activity data used in the calculations is based on Suominen's primary data. However, certain assumptions have been necessary regarding transportation routes as well as the further processing and end-of-life treatment of sold products. These assumptions are based on primary data whenever available. In the calculation, we have also estimated the weights of purchased materials that are based on quantity or other non-mass units (excluding fiber purchases). We continuously strive to improve the quality of our Scope 3 emissions assessment by increasing the share of primary data in our calculations, for example by using supplier- and customer-specific emission factors when available.

<b>GHG intensity based on net revenue</b>	<b>2025</b>	<b>2024</b>
Total GHG emissions (location-based) per net revenue (tCO <sub>2</sub> eq/EUR)	0.00155	0.00153
Total GHG emissions (market-based) per net revenue (tCO <sub>2</sub> eq/EUR)	0.00150	0.00149

### **Greenhouse gas intensity based on net sales**

The GHG intensity has been calculated by dividing the total GHG emissions (both location- and market-based) by the total net sales (in the consolidated statement of profit or loss in the consolidated financial statements).

## E2 Pollution

### Our material impacts, risks and opportunities related to pollution

SUSTAINABILITY MATTER	NEGATIVE IMPACTS	POSITIVE IMPACTS	RISKS	OPPORTUNITIES
Pollution	- Possible microplastics from products	- Plastic-free products in portfolio - Continuous R&D of plastic-free products - Monitoring of discharge waters	- Ban of plastics and increasing regulation on microplastics	- Innovations regarding microplastics

#### Interaction with strategy and business model

Suominen does not produce any significant pollution in our own operations. As water is an essential resource for Suominen, we regularly monitor our water discharges at all sites to minimize our environmental impacts related to water pollution. Plastic pollution in water has become a major environmental concern, causing governments to introduce regulations on plastic usage and waste.

Disposability is a feature that is essential for the end use of many of our products, for example hygiene products, and for this reason Suominen is continuously developing plastic-free products, resulting in the

avoidance of potential microplastic pollution happening in our downstream value chain.

Material pollution-related positive impacts from Suominen’s own activities include the plastic-free products in Suominen’s portfolio, our continuous research and development of plastic-free products, and discharge water monitoring. Material impacts Suominen is involved with through business relationships include the possible microplastic pollution caused by improper disposal of our products by end-users. Possible microplastic pollution from our products can negatively affect people and the environment, as microplastics can accumulate in organisms. Our plastic-free products and the continuous research and development in this area can

reduce the pollution of microplastics from nonwovens globally. All our material impacts can materialize within a short time horizon.

Material financial risks Suominen is involved with through business relationships in the upstream value chain include bans of plastics and increasing regulation by regulatory bodies.

Opportunities related to innovations regarding microplastics arise from our own development activities, as well as from the operational environment in which we operate.

One of the four themes of our Sustainability Agenda for 2025–2030 is low impact manufacturing, as we continuously strive to decrease negative environmental impacts of our operations and supply chain. We have not set pollution-specific targets, since pollution has not been identified as a focus point for our actions. Our other targets related to low impact manufacturing also contribute to the minimization of pollution.

#### Policies related to pollution

Pollution is included under Suominen Group HSEQ Policy. The purpose and general information of the HSEQ Policy is disclosed under *E1 Climate change*.

In the HSEQ Policy, it is stated that Suominen strives to ensure that proper initiatives are taken at all organizational levels to prevent pollution, reduce environmental impact and adopt a continuous

improvement model to successfully manage environmental matters at all locations.

#### Actions and resources related to pollution

Two significant investments are currently underway contributing to the mitigation of negative impacts and financial risks related to microplastics. We are strengthening our sustainable, non-plastic production at our Bethune site by having developed and upgraded one of our production lines. This investment project has been completed. Our investment project in a new production line in Alicante, Spain, announced in 2024 to strengthen our capabilities in sustainable products, progressed as planned in 2025. The new production line is planned to start producing at the end of the first quarter of 2026.

#### Targets related to pollution

Suominen’s Sustainability Agenda 2025–2030 does not include pollution-related targets. One of the objectives of the target resetting carried out during the development of Suominen’s Sustainability Agenda 2025–2030 was to focus our targets on the environmental matters seen as most material. Pollution is not seen as equally significant to other environmental matters, and thus no measurable,

time-bound outcome-oriented targets were seen as necessary.

Targets were set for reducing nonwoven landfill waste and GHG emissions. Landfill waste is closely linked to pollution, and it is disclosed under *E5 Resource use and circular economy*.

Nevertheless, water pollution of our outflow water is monitored at site level to make sure our operations are aligned with our HSEQ Policy and local environmental policies and legislation. Processes and indicators related to water monitoring are described in *Pollution of water*.

## Pollution

### Pollution of water

We regularly monitor our water discharges at each site to minimize our environmental impacts related to water pollution. The pollutants monitored at our sites vary depending on the requirements set by environmental permits, local policies or legislation. All our water monitoring is carried out by an independent third party and the monitoring frequency varies between sites. The pollution data is collected at site level from water monitoring reports and consolidated at Group level. The Windsor Locks site is excluded from water pollution data, since the site is operated jointly with Ahlstrom, there is no line-specific water

monitoring in place, and the operational control of water treatment is with Ahlstrom.

In 2025, no exceedance of the applicable threshold values of water pollutants listed in Annex II of Regulation (EC) No 166/2006 of the European Parliament and of the Council (European Pollutant Release and Transfer Register "EPRTTR Regulation") was monitored.

### Microplastics

Suominen manufactures nonwovens, part of which are made from oil-based raw materials and therefore contain plastic. The nonwovens produced by Suominen are further processed into single-use products, such as wipes. Eventually, the nonwoven end product will end up as waste. If the product is disposed of improperly, microplastics may unintentionally be released into the environment. The potential microplastic pollution and disposal of end products occur in our downstream value chain in the hands of product end-users, such as consumers. For this reason, estimating the amount of microplastics released from our nonwovens robustly is not possible. We aim to minimize the possible microplastic pollution occurring in our value chain by developing our plastic-free offering and engaging in other research and development activities.

## E3 Water

### Our material impacts, risks and opportunities related to water

SUSTAINABILITY MATTER	NEGATIVE IMPACTS	POSITIVE IMPACTS	RISKS	OPPORTUNITIES
Water	- High water consumption in operations	- 90% of water returned to water bodies or sanitary sewer systems - Water reuse processes	- Increasing water price in Spain - Increasing water scarcity in Spain	

#### Interaction with strategy and business model

Water is an essential resource for Suominen, as it is used in nonwovens production processes to bind fibers together into nonwoven fabrics. Approximately 89% of the water taken into our processes is discharged back to water bodies or sanitary sewer systems, which means that only 11% of our water intake is consumed in our production processes, mainly through evaporation. The wetlaid production technology that is used at two Suominen production sites requires significantly more water than other production technologies. Wetlaid production accounts for 83% of Suominen’s total water intake.

Material water-related impacts from Suominen’s own activities include the negative impact of water

consumption and the positive impacts of the 89% water return rate and water reuse processes. Production of wood-based fibers is often also water intensive; thus, water consumption is also significant in our upstream value chain. High water consumption can affect water availability negatively, especially in areas with water scarcity. Our high water return rate and reuse processes can affect water availability positively and increase the resilience of water systems against water shortages. All our material impacts can materialize within a short time horizon.

All our material water-related financial risks are related to Suominen’s own activities, as they concern our Alicante site, which is located within a high-risk area where water can be considered a scarce resource.

No water-related material opportunities were identified during the double materiality assessment.

One of the four themes of our Sustainability Agenda for 2025–2030, low impact manufacturing, considers the impact we have on water. We continuously strive to decrease the negative environmental impacts of our operations.

#### Policies related to water

Water is included under Suominen Group HSEQ Policy. The purpose and general information of the HSEQ Policy is disclosed under *E1 Climate change*.

Resource efficiency is a key part of the Policy, and in compliance with it, Suominen is committed to reducing water usage, using water efficiently, and minimizing water pollution by continuously developing its production processes and employing the best available methods and technologies. Suominen is dedicated to full compliance with local and international laws and regulations related to the protection of the environment. Our water use and discharges are regulated by national or regional authorities, and we constantly monitor the quality of discharged water. All water is treated either in our own or municipal water treatment sites before being discharged.

Suominen has evaluated the scarcity of water at our sites by using the World Resources Institute’s Water

Risk Atlas. One of our production sites, Alicante, is in a high-risk area where water can be considered a scarce resource. The water intake of this site accounts for approximately 1% of Suominen’s total water intake (2025). The site is covered by the Suominen Group HSEQ Policy.

#### Actions and resources related to water

No significant water-related actions to prevent, mitigate, or remediate impacts or to address risks have been taken in 2025 due to a focus on higher-priority initiatives. Suominen continues to monitor its water consumption and assess the need for any water-related actions.

Suominen re-evaluates the scarcity of water at our sites by using the World Resources Institute’s Water Risk Atlas regularly, most recently in 2025. No specific actions have been taken at our site located in a high-risk area in 2025 due to a focus on higher-priority initiatives.

Suominen has identified one potential medium-term investment that would significantly improve the water efficiency of production in our value chain. No specific capital expenditures or other financial resources have yet been allocated in relation to the investment.

## Targets related to water

Suominen's Sustainability Agenda 2025–2030 does not include water-related targets. One of the objectives of the target resetting carried out during the development of Suominen's Sustainability Agenda 2025–2030 was to focus our targets on the environmental matters seen as most material. Water was not seen as equally significant to greenhouse gas emissions or waste, and thus no measurable time-bound outcome-oriented targets were seen necessary. Nevertheless, we continuously track the effectiveness of our HSEQ Policy in relation to our water consumption. Processes and indicators related to water consumption monitoring are described in *Water consumption*.

### Water consumption

Consolidated water data covers all our production units. The headquarters and the Gallarate office are excluded from this data, since the water used is insignificant compared to the water used at our production sites. We measure our water inflows (water withdrawals and municipal water supply), water consumption, and water outflows (water discharges) separately for each site. The measurement methods vary between sites from inflow and outflow meters to estimations based on purchases. Water consumption is calculated at site level based on the difference between inflow water and outflow water.

Water metrics	2025	2024
Water consumption (m <sup>3</sup> )	788,588	1,030,391
Water consumption in areas of water stress (m <sup>3</sup> )	62,766	66,293
Water recycled and reused (m <sup>3</sup> )	800,813	3,041,949
Water intensity (m <sup>3</sup> /M EUR net revenue)	1,912	2,229
Water withdrawals from surface water (m <sup>3</sup> )	4,346,266	4,483,344
Water withdrawals from ground water (m <sup>3</sup> )	2,311,082	2,348,271
Water discharges (m <sup>3</sup> )	6,403,936	6,459,387
	<b>2025</b>	<b>2024</b>
Net sales, EUR million	412.43	462.32

We cannot measure our recycled or reused water in operations in all our production units, but we have estimated the amount separately for each site. The water recycled and reused has been estimated based on the share of total water intake that can be reused or recycled in our processes. We report the share of reused or recycled water, and not the actual amount of water circulated in our processes repeatedly before it is discharged it as wastewater. The estimations have been carried out based on calculations of, for example, water balance, reclaimed water, and process water demand. The estimation methodology varies between sites since their water flow processes are different. We continue to further analyze our water balance in 2026 in order to increase the estimation accuracy of recycled or reused water.

## E5 Resource use and circular economy

### Our material impacts, risks and opportunities related to resource use and circular economy

SUSTAINABILITY MATTER	NEGATIVE IMPACTS	POSITIVE IMPACTS	RISKS	OPPORTUNITIES
Resource use and circular economy	<ul style="list-style-type: none"> <li>- Resource-use-intensive operations</li> <li>- Use of fossil-based materials</li> <li>- Single-use and non-reusable products</li> <li>- Challenging product circularity</li> <li>- Landfill waste generated in operations</li> <li>- Possible overuse of materials through unoptimized manufacturing processes in the future</li> </ul>	<ul style="list-style-type: none"> <li>- Use of recycled materials</li> <li>- Resource-efficient products in portfolio</li> <li>- Continuous R&amp;D supporting material efficiency</li> <li>- Collaboration within value chain</li> <li>- Possibility to contribute to circular economy by increasing recyclability of products</li> <li>- Biodegradable and compostable products in portfolio</li> <li>- Possibility to contribute to circular economy by selling nonwovens generated in manufacturing, which do not fulfill our own quality requirements, for reuse</li> </ul>	<ul style="list-style-type: none"> <li>- Rapid market changes away from plastic-based materials</li> <li>- Changing consumer preferences</li> <li>- Increasing raw material prices</li> <li>- Increasing environmental concerns from stakeholders towards plastic-based and single-use products</li> </ul>	<ul style="list-style-type: none"> <li>- Raw materials from recycled sources or new innovative sources</li> <li>- Raw materials from renewable sources</li> <li>- Increasing production efficiency</li> <li>- Increasing demand in plastic-free products</li> <li>- Circular business models and products creating new business opportunities</li> <li>- Increasing demand in biodegradable and compostable products</li> </ul>

### Interaction with strategy and business model

Raw materials play a vital role in our business since they account for around 70% of our expenses. Suominen uses different fiber materials, such as cellulose-based fibers including lyocell, viscose and pulp, and fossil-based fibers such as polypropylene, and polyester, in the production of nonwovens. Suominen is constantly looking for solutions to decrease the environmental impact of nonwoven products throughout the value chain. We actively evaluate new, innovative, and sustainable fibers for our products. We have a strong focus on the efficient utilization of raw materials, and we continuously work to improve our material efficiency even further.

Most of our resource use and circular economy-related material impacts are associated with our own activities. Material impacts related to Suominen’s business relationships include the negative impact of waste generated from our single-use products by the end-users, and the positive impacts from collaboration and the possibility to sell nonwovens generated in manufacturing, which do not fulfill our own product quality requirements, to our business partners for reuse, increasing circularity and decreasing landfill waste.

Our resource use intensity affects the environment negatively by consuming natural resources and

causing emissions. This is also impacted by our use of non-renewable materials, circularity challenges, and potentially less efficient production processes. Landfill waste from our production can cause local pollution and soil contamination, and the disposal of our single-use end products made from Suominen’s nonwovens can cause littering if not disposed of correctly or properly.

Our positive impacts, such as the use of renewable and recycled materials and continuous research and development, mitigate these negative impacts. We are reducing the waste load of nonwovens with our biodegradable and compostable products and through our own operations by actively reducing landfill waste. Our actual material impacts can materialize within a short time horizon, while our potential impacts can materialize within a medium time horizon.

Risks that arise in the context of our business relationships in the upstream value chain include increasing raw material prices from our suppliers. Risks that arise in the context of our business relationships in the downstream value chain include changes in the market environment, changes in consumer preferences, and increasing environmental concerns from stakeholders towards plastic-based and single-use products. Resource use and circular economy-related material opportunities Suominen is involved with through our own activities include our

efforts towards more sustainable products and material efficiency. Increasing demand for sustainable products from our customers in our downstream value chain creates opportunities and supports the mitigation of financial risks.

One of the four themes of our Sustainability Agenda for 2025–2030, low impact manufacturing, considers the impact we have on the circular economy and waste. We continuously strive to decrease the environmental impacts of our operations, and we have set targets related to our raw material use, landfill waste, and sustainable product sales and development.

### Policies related to resource use and circular economy

Resource use and waste are included under Suominen Group HSEQ Policy. The purpose and general information of the HSEQ Policy is disclosed under *E1 Climate change*.

Resource efficiency is a key part of the Policy, and in compliance with it, Suominen is committed to continuously improving our production efficiency and the efficient utilization of natural resources. Raw material suppliers are required to sign and comply with Suominen’s Supplier Code of Conduct. More information on supplier engagement is reported under *G1 Business conduct*. We support responsible

forest management practices, and offer nonwovens produced from FSC®, PEFC, and SFI® certified raw materials.

The HSEQ Policy addresses most of our material impacts, risks and opportunities connected with our operations and our upstream and downstream value chain. The HSEQ Policy does not currently address the impacts, risks and opportunities related to transitioning away from the use of virgin resources or to relative increases in the use of secondary (recycled) resources.

### Actions and resources related to resource use and circular economy

In 2025, no significant resource use and circular economy-related actions to prevent, mitigate or remediate impacts or to address risks or opportunities have been taken due to a focus on higher-priority initiatives. Suominen continues to monitor our resource efficiency and circularity and develop recycling solutions to achieve greater raw material efficiency in the future.

### Targets related to resource use and circular economy

In line with our strategy and HSEQ Policy, our Sustainability Agenda for 2025–2030 set targets and key performance indicators related to our products, raw material use and manufacturing waste.

#### Progress of resource use and circular economy-related targets

Target 2030	KPI	Progress in	
		2025	2024
More than two thirds of consumed raw materials are from plant-based resources by 2030 (%)	Share of consumed raw materials made of plant-based raw materials out of all consumed raw materials (%)	62%	62%

Target 2030	KPI	2025
		Progress in
Zero nonwoven manufacturing waste to landfill by 2030	Nonwoven waste to landfill (tons)	6,604
	Share of nonwoven manufacturing waste to landfill out of all nonwoven manufacturing waste (%)	43%
More than half of our new R&D initiatives focus on advancing the development of sustainable products by 2030 (%)	Share of new R&D initiatives focused on sustainable products out of all new R&D initiatives (%)	50%

The targets relate to our material negative impact of resource use and landfill waste and our material positive impact and opportunity of sustainable products. The targets cover all our production sites. The targets are set by us voluntarily and are not required by legislation. The Sustainability Agenda was formulated based on materiality assessments, which included input from our stakeholders. The targets have been set based on the environmental data gathered from our sites and are not based on scientific publications.

Developing sustainable products is at the core of our research and development (R&D) activities. Suominen’s

sustainable products have to fulfil at least one of the following criteria: products are made of plastic-free or partially recycled raw materials, or are compostable or dispersible nonwovens. Sustainable product launches include new sustainable product launches, re-launches and concepts related to sustainable products. We direct more than half of our new R&D initiatives to support testing new raw materials and the development of new sustainable products (e.g. Green Lab compostability center), services and processes. Target progression is followed as a relative target: new R&D initiatives focusing on advancing the development of sustainable products, compared to the total number

of new R&D initiatives. In 2025, 50% of new R&D initiatives focused on advancing the development of sustainable products.

Regarding our material use, we aim that more than two thirds of the consumed raw materials will be from plant-based resources by 2030. Raw materials play a vital role in the manufacturing of nonwovens. By prioritizing sustainable virgin and recycled plant-based raw materials, Suominen strengthens its offering of sustainable and high-performing products to reduce dependence on non-renewable raw materials. Target progression is followed as a relative target, plant-based raw material use compared to total raw material use. The percentage is absolute volume based and the measuring unit for raw material use is tons. In 2025, 62% (62%) of consumed raw materials were from plant-based resources.

Regarding manufacturing waste, our target is zero nonwoven manufacturing waste to landfill by 2030. Suominen aims to ensure that all nonwoven waste generated during the manufacturing process is completely diverted from landfills through methods and levels of the waste hierarchy laid down in the EU Waste Framework Directive such as improving production efficiency, recycling, reusing, or utilizing waste in energy production. By diverting nonwoven manufacturing waste to landfill, Suominen reduces its emissions and overall environmental impact.

Along with process improvements, this commitment also enhances the efficient use of raw materials and energy. The target progression is absolute volume based and the measuring unit for landfill waste is tons. In 2025, the share of nonwoven manufacturing waste to landfill out of all nonwoven manufacturing waste was 43%.

The Sustainability Agenda 2025–2030 does not directly include separate targets related to the increase of circular material use rate or the minimization of raw material use, but the Sustainability Agenda targets indirectly support these goals as well. Circulating hygiene and medical products is often challenging, which limits our possibilities to set measurable, outcome-oriented targets related to these topics. However, we are constantly researching, piloting and developing new sustainable material solutions.

## Resource inflows

The main resources used in our operations include different fiber materials, such as cellulose-based fibers, polypropylene, and polyester. We have categorized our resource inflows into plant-based raw materials, fossil-based raw materials, secondary reused or recycled raw materials and other raw materials. Plant-based raw materials include raw materials manufactured using biological materials, such as wood, and fossil-based raw materials respectively include materials

manufactured using fossil materials, such as oil. Secondary reused or recycled raw materials are raw materials purchased from external sources which are mostly or entirely manufactured using secondary sources which would otherwise end up as waste. Other raw materials include materials such as colorants and pigments.

In 2025, the share of plant-based raw materials was 62% (62%), with most of them being cellulosic fibers such as viscose and pulp. Certified plant-based materials include FSC®, PEFC, and SFI® -certified raw materials. In addition to renewable fibers, we also provide nonwovens made from other sustainable sources such as PLA or recycled PET. A great example of a frontrunner product in terms of sustainability is HYDRASPUN® Circula, our first nonwoven made from recycled paper.

Water is an essential resource for Suominen, as it is used in our nonwovens production processes to bind fibers together into nonwoven fabrics. Our water consumption is disclosed under *E3 Water*. Packaging materials were not assessed to be material for Suominen, since their share in our material use is minimal.

Consolidated resource inflow data covers all our production units. The headquarters and the Gallarate office are excluded from this data, since the resources used are insignificant compared to the resources used at our production sites. Consolidated inflow data is collected on a monthly basis from Suominen’s production sites, based on invoices and consumption information, while some information is based on separately collected statistics or estimations. For the Windsor Locks site, only inflow data with regard to

<b>Inflows of key material streams</b>	<b>2025</b>	<b>2024</b>
Plant-based raw materials (tons)	76,589	86,935
Of which certified plant-based raw materials (%)	78%	54%
Fossil-based raw materials (tons)	46,002	52,114
Other raw materials (tons)	2.5	150
Secondary reused or recycled plant-based materials (tons)	0.0	0.0
Secondary reused or recycled fossil-based materials (tons)	1,649	1,836
Secondary reused or recycled materials (%)	1%	1%
Raw materials in total (tons)	124,242	141,036

Suominen's production lines is taken into account in the environmental figures. Inflow material streams are only calculated into one category, i.e. secondary reused or recycled materials are only included in the secondary reused or recycled material metrics regardless of whether they are plant-based or fossil-based. Suominen also has internal cycles for raw material reuse, which are not included in the metrics.

## Resource outflows

### Products

Suominen manufactures nonwovens as roll goods for wipes and other applications. After Suominen's production site, nonwovens will be converted into end products by our customers. Suominen's nonwovens are, for the most part, used in daily consumer goods such as wet wipes as well as in hygiene and medical products. Suominen has a particular portfolio of sustainable products manufactured by a variety of technologies. Our key products that are designed according to circular principles (including recycling and recirculation in the biological cycle), are biodegradable, compostable, dispersible or made from recycled materials.

The BIOLACE® and HYDRASPUN® product families of nonwovens are produced solely from renewable raw materials, such as plant-based fibers. Suominen has evaluated that the BIOLACE® and HYDRASPUN® products will biodegrade and compost like the fibers from which they are made, since their manufacturing does not require any binders or chemicals that could potentially interfere with the process. If additional chemicals are added to these raw materials, the final product needs to be re-evaluated according to certification criteria.

Suominen's products made from 100% plant-based fibers are 100% recyclable by recirculation in the biological cycle. Nonwovens manufactured by Suominen are not available for consumers as end products. Suominen's products will be converted into end products by our customers, which will affect the recyclability of the end products.

### Waste

The waste fractions generated in Suominen's own operations originate from the nonwoven production process (e.g. trim waste) and the packaging of nonwoven roll goods. Suominen's waste fractions are mainly classified as non-hazardous waste. Small amounts of hazardous waste are generated from our production, mainly from the use of certain colorants and binders. In waste management, Suominen's priority is to prevent waste generation in the first place by improving material efficiency. We actively work with different partners to increase the reuse and recycling opportunities for our waste.

We contribute to the circular economy by selling nonwovens generated in manufacturing, which do not fulfill our own product quality requirements, to our business partners for reuse. These outflows are reported under *Other recovery operations*.

Consolidated waste data covers all our production sites. The headquarters and the Gallarate office are

excluded from this data, since the amount of waste is insignificant compared to the waste produced at our production sites. Consolidated waste data is collected on a monthly basis from Suominen's production sites, based on invoices and estimations. For the Windsor Locks site, only waste data with regard to Suominen's production lines is taken into account in the environmental figures. We have categorized our manufacturing waste composition into plant-based fiber waste (waste from plant-based fibers, such as viscose, pulp, etc.), fossil-based fiber waste (waste from fossil-based fibers, such as polyester, etc.) and other waste (waste from other sources that do not fit in the previous two categories), since the majority of our manufacturing waste is fiber waste.

<b>Non-hazardous manufacturing waste</b>	<b>2025</b>	<b>2024</b>
Preparation for reuse (tons)	9	9
Recycling (tons)	5,139	3,450
Other recovery operations (tons)	3,807	1,713
Energy recovery (tons)	1,640	1,391
Incineration (tons)	2.3	0.0
Other disposal operations (tons)	44.2	N/A
Landfill (tons)	9,794	5,337
<b>Total non-hazardous manufacturing waste (tons)</b>	<b>20,436</b>	<b>11,900</b>

<b>Hazardous manufacturing waste</b>	<b>2025</b>	<b>2024</b>
Preparation for reuse (tons)	0	0.181
Recycling (tons)	1.0	3.176
Other recovery operations (tons)	0	N/A
Energy recovery (tons)	1.1	1.001
Incineration (tons)	0.2	0
Other disposal operations (tons)	0.00	N/A
Landfill (tons)	0.3	0.40
<b>Total hazardous manufacturing waste (tons)</b>	<b>2.6</b>	<b>4.758</b>

<b>Total manufacturing waste</b>	<b>2025</b>	<b>2024</b>
Total nonwoven manufacturing waste (tons)	15,338*	N/A
Total nonwoven manufacturing waste to landfill (tons)	6,604*	N/A
Share of nonwoven manufacturing waste to landfill (%)	43%	N/A
Total manufacturing waste (tons)	20,438	11,904
Total non-recycled manufacturing waste (tons)	15,254	8,452
Total non-recycled manufacturing waste (%)	75%	71%

\* This number includes mixed waste that also contains nonwoven manufacturing waste.

<b>Waste by composition</b>	<b>2025</b>	<b>2024</b>
Plant-based fiber waste (tons)	12,807	7,606
Fossil-based fiber waste (tons)	7,428	4,250
Other waste (tons)	203	48
<b>Total</b>	<b>20,438</b>	<b>11,904</b>

## S1 Own workforce

### Our material impacts, risks and opportunities related to own workforce

SUSTAINABILITY MATTER	NEGATIVE IMPACTS	POSITIVE IMPACTS	RISKS	OPPORTUNITIES
Own workforce	<ul style="list-style-type: none"> <li>- Possible work-related accidents</li> </ul>	<ul style="list-style-type: none"> <li>- Investments in health and safety</li> <li>- All employees covered by occupational health care</li> <li>- Promotion of employee well-being</li> <li>- Trainings and skill development</li> </ul>	<ul style="list-style-type: none"> <li>- Possible work-related accidents</li> <li>- Poor employee well-being affecting productivity</li> <li>- Poor employer reputation decreasing access to workforce</li> </ul>	<ul style="list-style-type: none"> <li>- Employee and contractor safety increasing profitability</li> <li>- Employee well-being increasing productivity</li> <li>- Good employer reputation increasing access to workforce</li> <li>- Trainings and skill development creating new business opportunities</li> </ul>

### Interaction with strategy and business model

Suominen has over 650 employees representing more than a dozen nationalities, working either at one of our seven sites across three continents or at our head office in Finland. Occupational safety and the overall well-being of employees are a priority for Suominen. We invest in increasing employee engagement, continue to build a high-performance culture, and continue to strengthen our safety culture. We have

not identified any significant risk of incidents of forced labor or child labor in Suominen’s operations.

Suominen is involved with all of our material impacts through our own activities. Our impacts can affect the physical and mental well-being of all our own employees and non-employees, including blue-collar and white-collar employees. Suominen does not have a significant number of non-employees working at our sites. Regarding the definition and disclosure of information on non-employees, we are continuing to apply ESRS phase-in reliefs until FY2027.

Our blue-collar employees are more susceptible to possible work-related accidents. Our material negative impact of possible work-related accidents is related to individual incidents that can occur at our production sites. Our material positive impacts are a result of our corporate culture and affect all our employees and non-employees. All our material impacts can materialize within a short time horizon.

All our material own workforce-related financial risks and opportunities are related to Suominen’s own activities, as they concern our own processes and employee management. All of our material financial risks and opportunities are related to our material impacts and emphasize our dependency on our own employees’ safety and well-being.

None of our material risks and opportunities arising from impacts and dependencies on people in our own workforce relate to specific groups of people.

One of the four themes of our Sustainability Agenda for 2025–2030, people and safety, considers the impact we have on our own workforce. We continuously invest in increasing employee engagement, continue to build a high-performance culture, and to strengthen our safety culture. We have set targets related to health and safety, as well as diversity.

In 2025, Suominen developed a new People Strategy to strengthen people management practices

and reinforce our commitment to a safe, engaging, and innovative work environment. With safety as a cross-cutting foundation, the strategy is built around three priorities: attracting and retaining talent, supporting personal growth and career development, and increasing employee engagement through a collaborative One Suominen mindset. The strategy establishes a clear pathway toward these goals, with a defined roadmap for 2025 and 2026 that includes targeted trainings, workshops, and surveys designed to actively involve employees in our culture change journey.

### Policies related to own workforce

Suominen has multiple policies related to our own workforce in place to mitigate any negative impacts and to promote our positive impacts related to topics such as occupational safety and employee engagement. We invest in increasing employee engagement and our safety culture, which are the key people-related targets in our Sustainability Agenda. More information on employee engagement is disclosed under *Employee engagement*.

### Code of Conduct

Own workforce is included under Suominen Code of Conduct. The purpose and general information of the Code of Conduct is disclosed

under *G1 Business conduct*. We have specific commitments related to our own workforce in our Code of Conduct, including “A fair and respectful workplace” and “Health, safety, and wellbeing”. Our Code of Conduct is also in place to eliminate discrimination, including harassment, and to promote equal opportunities and other ways to advance diversity and inclusion. The Code of Conduct covers the following grounds for discrimination: age, gender, religion, ethnic or national origin, sexual orientation, political opinion, disability, or any other characteristic protected under applicable law. Our Code of Conduct training is mandatory for all employees, and employees must retake the course every other year. Code of Conduct training is part of our onboarding process. We also have human rights commitments in both the Code of Conduct and our Human Rights Policy.

### **HSEQ Policy**

Health and safety is included under Suominen Group HSEQ Policy. The purpose and general information of the HSEQ Policy is disclosed under *E1 Climate change*.

In the HSEQ Policy, Suominen is committed to providing a safe and healthy working environment for all employees, contractors, and others working for us. All Suominen Group companies and employees are expected to respect and comply with all applicable laws and regulations, either local or international,

and to contribute to a safe working environment every day. Suominen is committed to achieving zero accidents at all of its sites. To achieve this target, Suominen commits to implementing programs to engage employees, contractors, suppliers and visitors to guarantee safe and healthy working conditions and behavior models.

It is required that all Suominen employees fully respect the established Life Saving Rules as well as all good practices existing at the different locations. Safety culture is continuously promoted among all employees in order to ensure proper safety behavior. Suominen also promotes the continuous improvement model to successfully manage safety and to encourage participation and consultation from all employees.

### **Human Rights Policy**

The purpose of the Human Rights Policy is to reaffirm Suominen’s commitment to respecting human rights. The Policy complements our Code of Conduct and related policies. The Human Rights Policy applies globally to all Suominen Group companies. The Policy focuses on human rights topics that are most relevant to our business and operations: safe and healthy workplace, diversity, equity and inclusion (DEI), freedom of association and fair employment practices, forced labor and child labor, and human rights in our supply chain. The Policy states that

Suominen is committed to taking appropriate action to remediate situations where our activities have caused or contributed to an adverse human rights impact. The Chief People & Communications Officer of Suominen is accountable for the implementation of the Human Rights Policy.

Suominen respects and supports the protection of internationally proclaimed human rights, such as those described in the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, and the International Labour Organization’s (ILO) Declaration on the Fundamental Principles and Rights at Work. Suominen is committed to the OECD Guidelines for Multinational Enterprises, the UN Global Compact, and the UN Guiding Principles on Business and Human Rights.

### **Recruitment Policy**

The purpose of the Recruitment Policy is to outline our preferred hiring practices and principles for attracting and selecting internal and external job candidates, to promote consistency in our recruiting process across all countries, and to define the approval rights related to recruitment at Suominen. All in all, the purpose is to ensure that our recruitment activities are performed in an effective, efficient, fair, and compliant way, which promotes our employer brand. The Recruitment

Policy is followed globally by every Suominen Group company and every employee involved in recruitment. The Chief People & Communications Officer of Suominen is accountable for the implementation of the Recruitment Policy.

### **Employee engagement**

We engage with our employees through several channels, including daily interactions, our global intranet, and local intranets and the internal newsletter, global employee engagement surveys and local pulse surveys, performance development discussions, and trainings. The Chief People & Communications Officer of Suominen has operational responsibility for ensuring that employee engagement is carried out and appropriate actions are planned accordingly.

We conducted a global employee engagement survey for a sixth consecutive year in 2025. The response rate for the survey remained at a strong level and was 91% (79%). Team-specific results are shared with the team leaders, who will then review and discuss them within their teams.

Based on the results, in addition to the Group-level action plan, each site and function leader will create a targeted, actionable development plan for their respective organizations and will follow up on its progress. Based on the global results, our employee engagement index was 62%, which is five percentage

points lower than in the previous survey. The index is a combination of questions concerning our people’s likelihood of recommending and staying in the company, organizational pride, and commitment. The result means that 62% of the survey participants responded favorably to those questions.

Suominen has various channels for our employees for raising concerns, including a SpeakUp Line hosted by an independent third party. The SpeakUp Line and SpeakUp Policy are described in more detail in *G1 Business conduct*.

### Actions related to own workforce

Suominen has policies and management systems in place to prevent health and safety incidents, which can have a negative impact on our own workforce. The

implementation of these policies and management systems includes actions, such as implementing programs, increasing competence and anticipating accidents before they happen.

### Targets related to own workforce

In line with our strategy and policies, our Sustainability Agenda for 2025–2030 has set targets and key performance indicators related to our own workforce. The targets relate to our material potential negative impact of work-related accidents as well as our positive impacts of investments in health and safety and employee well-being, and are related to managing our material risks and pursuing our material opportunities. The scope of the targets covers all our employees and production sites globally. The targets

are set by us voluntarily and are not required by legislation. The Sustainability Agenda was formulated based on materiality assessments, which included input from our stakeholders, including our own workforce. The targets have been set based on the data gathered from our sites and are not based on any scientific publications.

Our health and safety target is zero lost time accidents (LTA) annually. Ensuring the safety and well-being of Suominen’s employees is our top priority and main goal. We are dedicated to preventing accidents and fostering a robust safety culture. LTA target progression is followed as an absolute number of lost time accidents. We had two lost time accidents in 2025.

We are also pursuing a diversity, equity and inclusion (DEI) index of 80% by 2030. Suominen’s way of working is to promote human rights and equal opportunities for all employees. We aim to improve our DEI index by improving open and honest two-way communication and making sure employees are rewarded equally and fairly. We are building a culture of diversity, where ideas and opinions can be shared without fear of negative consequences.

DEI index progression is followed as a relative target. The DEI index is based on the share of positive responses to selected DEI-related questions in Suominen’s Annual Engagement survey, open for all

employees. In autumn 2024, we conducted a separate DEI survey for our personnel. Based on the survey results, we set the DEI metric target at 80%. In 2025, the DEI index was 69%.

#### Progress of own workforce-related targets

Target 2030	KPI	Progress in	
		2025	2024
Diversity, equity and inclusion (DEI) index of 80% by 2030	a) DEI INDEX % result for blue collars	61%	
	b) DEI INDEX % result for white collars	78%	
	c) DEI INDEX % result for corporate total	69%	
Target 2030	KPI	2025	2024
Zero lost time accidents (LTA) annually by 2030	Lost time accidents	2	4

## Our employees

Suominen has over 650 employees representing more than a dozen nationalities, working either at one of our seven sites across three continents or at our headquarters in Finland. Metrics related to our employees are reported by headcount and represent the situation at the end of 2025.

Employee headcount by gender	2025	2024
Male	504	545
Female	183	191
Other	0	0
Not reported	0	0
<b>Total employees</b>	<b>687</b>	<b>736</b>

Employee headcount by country	2025	2024
Finland	146	155
USA	292	345
Italy	106	103
Spain	80	71
Brazil	63	62

Employees who have left	2025	2024
Number of employees who have left Suominen	198	191

Employee turnover	2025	2024
Rate of employee turnover	27.9%	26.0%

### Employee headcount by contract type, broken down by gender 2025

	Male	Female	Other	Not reported	Total
Number of employees	504	183	0	0	687
Number of permanent employees	488	173	0	0	661
Number of temporary employees	16	10	0	0	26
Number of non-guaranteed hours employees	5	3	0	0	8
Number of full-time employees	493	169	0	0	662
Number of part-time employees	6	11	0	0	17

### Employee headcount by contract type, broken down by gender 2024

	Male	Female	Other	Not reported	Total
Number of employees	545	191	0	0	736
Number of permanent employees	517	180	0	0	697
Number of temporary employees	28	11	0	0	39
Number of non-guaranteed hours employees	6	5	0	0	11
Number of full-time employees	532	178	0	0	710
Number of part-time employees	7	8	0	0	15

### Employee headcount by contract type, broken down by region

	2025		2024	
	Europe	Americas	Europe	Americas
Number of employees	332	355	329	407
Number of permanent employees	309	352	300	397
Number of temporary employees	23	3	29	10
Number of non-guaranteed hours employees	8	0	11	0
Number of full-time employees	313	349	312	398
Number of part-time employees	11	6	6	9

The employee turnover rate has been calculated by dividing the number of employees who have left Suominen (regardless of reason) by the total headcount. Information regarding the total number of personnel is reported as full-time equivalent (FTE) in our consolidated financial statements, and more detailed human resources data is derived from separately collected statistics. Information can be found in Note 23 on page 146 of the consolidated financial statements.

## Our non-employees

Suominen does not have a significant number of non-employees working at our sites. The Windsor Locks site in Connecticut, USA, is operated jointly with Ahlstrom Oyj (former Ahlstrom-Munksjö Oyj). Ahlstrom is responsible for the H&S management systems at the site and all the blue-collar employees are employed by Ahlstrom. Thus, the blue-collar employees are not considered as Suominen's employees or non-employees and are excluded from metrics. We will define our non-employees later, continuing to apply ESRS phase-in reliefs until FY2027.

## Diversity

We recognize the business benefits of having a diverse workforce and are committed to offering a fair workplace with equal opportunities for everyone. We do not tolerate any kind of discrimination, including discrimination based on age, gender, religion, or ethnic origin. When making employee-related decisions, for example when recruiting, promoting, rewarding, or developing our personnel, we pay special attention to equality and inclusion.

## Training and skills development

Career development and identifying and developing the competencies that are essential to reaching our strategic objectives have been identified as areas for improvement in our previous global employee engagement surveys. In 2025, we continued to execute Suominen’s competency framework to systematically support our employees in their professional development. The framework also strengthens our processes for recruitment and succession planning and enables the mapping of competencies. We offered trainings to support high-quality development and career aspiration discussions to all our white-collar employees. In addition, we enhanced our competence and leadership capabilities by increasing human resources

### Leadership Team by age group

	2025				2024			
	Male	Male (%)	Female	Female (%)	Male	Male (%)	Female	Female (%)
Under 30	0	0%	0	0%	0	0%	0	0%
30–50	1	17%	0	0%	1	25%	0	0%
Over 50	4	67%	1	17%	3	75%	0	0%

### Employees by age group

	2025				2024			
	Male	Male (%)	Female	Female (%)	Male	Male (%)	Female	Female (%)
Under 30	59	9%	16	2%	61	8%	23	3%
30–50	238	35%	112	16%	269	37%	111	15%
Over 50	207	30%	55	8%	215	29%	57	8%

### Performance and career development

	2025		2024	
	Male	Female	Male	Female
Percentage of employees that participated in regular performance and career development reviews (white-collar)	72%	81%	86%	90%
Percentage of employees that participated in regular performance and career development reviews (blue-collar)	85%	93%	57%	22%

to build and support both individual and organizational development.

We continued to support the development of our personnel with various development and training programs that the manager and the employee have identified together in their development discussions. Trainings during the year included management trainings and various quality, safety and process trainings for targeted roles. In 2025, managers continued on the compulsory training path for all white-collar managers, which includes topics such as psychological safety, giving and receiving feedback, and coaching essentials. DEI training was incorporated into the onboarding process for new employees. Additionally, in 2025, we launched a compulsory AI Awareness and Cybersecurity trainings for all white-collar employees.

## Health and safety

The health and safety of Suominen’s employees is our key priority. We focus on accident prevention and building a strong safety culture. Safety is one of our key people-related targets, and our aim is to have zero lost time accidents.

The main types of injuries for employees are strains, cuts and bruising, and the majority are related to the hands. Work-related incidents are entered into an internal safety system. Incidents are reviewed in

safety and production meetings, depending on the site, where corrective actions are discussed, including root causes and corrective actions. Information about incidents is shared across plants to foster pre-emptive actions. Hazards posing a risk of injury are identified as a part of safety walks and safety assessments, which take into consideration severity and likelihood. Our health and safety management systems are audited at every site on a regular basis. Cressa and Nakkila were the only sites audited in 2025 due to cost-saving measures implemented at Suominen.

All of our employees are covered by our health and safety management system. The safety management systems are certified according to the ISO 45001 standard at all of our seven sites (the production area

of the Windsor Locks site is certified according to ISO 45001 by Ahlstrom).

This data represents the situation at the end of 2025. Incident data is collected continuously, using the Group-wide accident reporting system covering all Suominen employees.

### Compensation

Suominen strives to establish fair and competitive employee compensation in each local market within our global operations to effectively attract, retain, and motivate our talented workforce. The annual total remuneration ratio of our highest paid individual, the President & CEO, to the annual total compensation

of our median employee (excluding the highest paid individual) was 13.4% (13.9%) in 2025.

Our median employee was identified using Suominen's globally employed personnel (full-time, part-time, temporary, and seasonal employees) employed on December 31, 2025. To identify our median employee compensation, we used Suominen's entire employee population on December 31, 2025, and measured compensation based on base pay, short and long-term incentive bonus payments, taxable benefits, extras, overtime, and possible one-time bonuses. Payments paid in foreign currency were converted to EUR based on the exchange rates on December 31, 2025.

### Incidents, complaints and severe human rights impacts

According to our Code of Conduct, we do not tolerate any kind of discrimination, including discrimination due to age, gender, religion, ethnic or national origin, sexual orientation, political opinion, disability, or any other characteristic protected under applicable law. Two incidents of discrimination were reported during the reporting period. No severe human rights incidents connected to Suominen's workforce occurred in the reporting period.

Own employees	2025	2024
Number of fatalities as a result of work-related injuries	0	0
Rate of fatalities as a result of work-related injuries	0.0	0.0
Number of high-consequence injuries	0	0
Rate of high-consequence injuries	0.0	0.0
Number of recordable work-related injuries	11	25
Rate of recordable work-related injuries	8.4	19.2
Lost time accidents (LTA)	2	4
Rate of lost time accidents (LTA)	1.5	3.1
Number of days lost to work-related injuries and fatalities	182	32

Incidents and complaints	2025	2024
Number of incidents of discrimination	2	1
Number of complaints filed through channels for own workers to raise concerns	4	1
Number of complaints filed to National Contact Points for OECD Multinational Enterprises	0	0
Amount of material fines, penalties, and compensation for damages as result of violations regarding social and human rights factors	0	0
Number of severe human rights issues and incidents connected to own workforce	0	0
Number of severe human rights issues and incidents connected to own workforce that are violations of UN Global Compact Principles and OECD Guidelines for Multinational Enterprises	0	0
Amount of material fines, penalties, and compensation for severe human rights issues and incidents connected to own workforce	0	0
Number of severe human rights cases where undertaking played role securing remedy for those affected	0	0

## G1 Business conduct

### Our material impacts, risks and opportunities related to business conduct

SUSTAINABILITY MATTER	NEGATIVE IMPACTS	POSITIVE IMPACTS	RISKS	OPPORTUNITIES
Business conduct		<ul style="list-style-type: none"> <li>- Promoting sustainability in our corporate culture with Code of Conduct and Sustainability Agenda</li> <li>- Anti-bribery and anti-corruption trainings held regularly</li> <li>- Supplier Code of Conduct and EcoVadis in place</li> <li>- Payment practices negotiated with suppliers</li> <li>- Internal and external whistleblowing channels in place</li> </ul>		<ul style="list-style-type: none"> <li>- Good corporate culture improves reputation</li> <li>- Our sustainability vision attracts more investors</li> </ul>

#### Interaction with strategy and business model

Suominen operates responsibly and consistently throughout the world. We promote responsible operations in our supply chain and in society at large by respecting human rights, minimizing the environmental impact of our own operations and being a good corporate citizen. We adhere to high ethical standards in all our activities. We collaborate

with a significant number of stakeholders in multicultural environments every day. We develop our business relationships in a fair and responsible way and strive for transparency in our communication.

We are committed to full compliance with all applicable national and international laws, regulations, and generally accepted practices, and refrain from all unfair business practices, such as fraud, corruption, and bribery. Suominen is committed to the UN

Global Compact corporate responsibility initiative and its principles in the areas of human rights, labor, environment, and anti-corruption. We have supported the initiative since 2020.

Suominen is involved with all our material business conduct-related impacts through our own activities. These positive impacts are created by following our policies and principles, such as the Code of Conduct, Gift, Entertainment and Anti-bribery Policy, SpeakUp Policy, Purchasing Policy and the related internal trainings. Our sustainable sourcing practices, fair payment practices, the use of EcoVadis and our Supplier Code of Conduct promote sustainable business conduct in our value chain, creating a positive impact on society.

We did not identify any material negative impacts related to the G1 standard (*Business conduct*). All our material impacts can materialize within a short time horizon.

All our material business conduct-related financial opportunities are related to our business relationships. Good corporate culture and sustainability vision can improve our reputation and increase our attractiveness to employees, customers and investors. We did not identify any material financial risks related to business conduct.

One of the four themes defined in our Sustainability Agenda for 2025–2030 is corporate citizenship.

We promote responsible business practices in our operations and supply chain and communicate openly and transparently about our operations. We have set targets related to raw material supplier assessments and promoting sustainability in our own operations.

#### Policies related to business conduct

Our daily operations are guided by Suominen’s Code of Conduct and other policies described below, which are the cornerstones of our fair and sustainable business practices. We promote our corporate culture in our operations and supply chain by respecting human rights and by adhering to high ethical standards in all our activities. We also communicate openly and transparently about our operations and frequently train our employees on our Code of Conduct.

We continue to evaluate and develop our corporate citizenship by reviewing our policies and bringing the key policies to the Board for review and approval every two years. We also monitor our performance in business conduct via the Sustainability Agenda and quarterly compliance reviews.

#### Code of Conduct

The Code of Conduct sets out Suominen’s expectations for doing business responsibly, ethically, and consistently according to our values, our policies, and the law. Among the key issues addressed by the

Code of Conduct are fair business practices, financial regulations, human rights, and the environment. The Code has been adopted by Suominen Corporation and its subsidiaries, and it applies to all employees, globally. Our Code of Conduct training is mandatory for all employees, and employees need to retake the course every other year. The CEO of Suominen is accountable for the implementation of the Code of Conduct.

### **Supplier Code of Conduct**

Requirements for Suominen's suppliers are described in the Supplier Code of Conduct, which addresses issues such as human rights, wages and working hours, child labor and forced labor, corruption and bribery, and the environment. As stated in our Supplier Code of Conduct, we expect our suppliers and business partners to understand and comply with all applicable laws and regulations and to apply the same social, legal, and ethical standards as Suominen.

Suominen's Supplier Code of Conduct outlines that suppliers are expected to continuously monitor their compliance with the Code. Suominen may request the supplier to verify its compliance with the Supplier Code through a self-assessment questionnaire, third-party assessment, and/or on-site audit. The supplier shall cooperate with any such requests and audits. The Code also sets out how suppliers and their representatives can report actual or potential

misconduct. The reports can be made via the reporting channels set out in the Supplier Code. The VP, Sourcing & Supply Chain Management of Suominen is accountable for the implementation of the Supplier Code of Conduct.

### **Gift, Entertainment and Anti-bribery Policy**

The purpose of the Gift, Entertainment and Anti-bribery Policy is to further specify the requirements of our Code of Conduct and provide guidance for compliance with all applicable anti-bribery and anti-corruption laws, and to outline what gifts and entertainment are allowed. The Policy serves as a minimum standard, and compliance with it by all Suominen employees is mandatory at all times. In jurisdictions where local anti-bribery or anti-corruption laws set stricter rules than those set out in the Policy, the stricter rules must prevail. Our Gift, Entertainment and Anti-bribery Policy is in line with the United Nations Convention against Corruption. The General Counsel of Suominen is accountable for the implementation of the Gift, Entertainment and Anti-bribery Policy. We have identified our white-collar employees as at-risk in respect of corruption and bribery. Due to this, the Anti-Bribery and Corruption e-Learning is mandatory for all white-collar employees.

### **SpeakUp Policy**

The SpeakUp Policy explains how concerns about suspected misconduct regarding any violation of the law or a severe violation of the Code of Conduct or any supplementing Group policies can be raised in confidence and without fear of retaliation. It outlines the channels for raising concerns about suspected misconduct and the roles and responsibilities within the Group for handling reports of suspected misconduct. The SpeakUp Policy applies to all Suominen employees and is offered in all Suominen local languages. The Chief People & Communications Officer (CPCO) and the General Counsel are accountable for the implementation of the SpeakUp Policy.

The Code of Conduct training, which is mandatory for all employees, includes information on how to raise concerns about suspected misconduct. Our Code of Conduct and the SpeakUp Policy allow employees to raise concerns about suspected misconduct through a variety of channels. The channels include the employees' supervisor, HR or another specialist department, and the SpeakUp Line. The SpeakUp Line is hosted by an independent third party and is available at all times for raising concerns confidentially and in the employees' own language. The SpeakUp Line enables misconduct and concerns to be reported anonymously.

Review and investigation of concerns are conducted in an independent, fair and unbiased manner with respect to all parties involved, in accordance with relevant laws and principles. Where the identity of the reporting person is known, this will be protected to the extent possible. This means that information about concerns will only be shared with a limited number of people on a strict need-to-know basis. Information will only be disclosed outside this small group if Suominen is required to do so by law, or if an important public interest is at stake.

All reports coming in through the SpeakUp Line are reviewed by the General Counsel and the CPCO (the "Compliance Officers"). The Compliance Officers present a summary of the reports to the Audit Committee quarterly in their regular meetings and report all severe cases immediately to the Chair of the Audit Committee. The Compliance Officers take part in the anti-corruption and bribery training mandatory for all white-collar employees, and additional training material is offered by the SpeakUp Line provider.

Suominen has a strict policy of non-retaliation against anyone who raises a compliance concern in good faith. The right of non-retaliation is guaranteed under the Code of Conduct and may also be guaranteed by applicable national laws.

## Purchasing Policy

The purpose of the Purchasing Policy is to describe Suominen’s principles and roles and responsibilities for sourcing and purchasing goods and services from third-party suppliers. Following generally accepted and consistent purchasing practices and principles ensures that all purchases are made in an ethical manner and align with Suominen’s values and objectives. The Policy applies to all Suominen employees and all sourcing and purchasing at Suominen regardless of the type of goods or services. The VP, Sourcing & Supply Chain Management at Suominen is accountable for the implementation of the Purchasing Policy.

## Targets related to business conduct

As an entity-specific disclosure, Suominen discloses its targets and progress related to business conduct. In line with our strategy and business conduct-related policies, our Sustainability Agenda for 2025–2030 has set targets and key performance indicators related to our corporate citizenship. The targets relate to our positive impacts of promoting sustainability through our Code of Conduct and the management of our supplier relationships. The Sustainability Agenda was formulated based on materiality assessments, which included input from our stakeholders. The targets are set by us voluntarily and are not required by legislation.

Our target is that all employees have completed Suominen’s sustainability training program by 2030. In addition, our target is that all qualified raw material suppliers have been assessed against Suominen’s sustainability criteria by 2030.

Sustainability is the core principle of all our functions. Our goal is to ensure that every employee, regardless of their role or function, understands and contributes to our sustainability objectives. Sustainability is not just a corporate responsibility but a collective effort that requires the active participation of everyone. To achieve this goal, we will provide comprehensive trainings to all our employees to increase sustainability awareness in our company. The target includes all existing and new employees who have started working for Suominen between Q1 and Q3 of the year reported. Target progression is followed as a relative target: employees who have completed the sustainability training program, compared to the total number employees. We will develop the sustainability training in 2026.

By assessing raw material suppliers on their environmental, social, and governance (ESG) practices, Suominen can identify and mitigate potential risks such as harmful environmental practices, unethical labor conditions, or regulatory breaches. Sustainability due diligence is a proactive approach and helps to avoid supply chain disruptions and safeguard the

## Progress of business conduct-related targets

Target 2030	KPI	Progress in	
		2025	2024
100% of our employees have completed renewed Code of Conduct training	Training coverage of renewed Code of Conduct (%)	89%	92% (not yet renewed Code of Conduct training)

Target 2030	KPI	Progress in	
		2025	2024
100 % of our employees have completed Suominen’s sustainability training program by 2030	Training coverage of Suominen’s sustainability training program (%)	Not available, we will create a sustainability training program in 2026.	
100% of qualified raw material suppliers assessed against Suominen’s sustainability criteria by 2030	Share of raw material suppliers that have a valid EcoVadis scorecard or are assessed with Suominen Sustainability Questionnaire out of all raw material suppliers (%)	68% of qualified raw material suppliers have a valid EcoVadis scorecard or are assessed with Suominen Sustainability Questionnaire	

Group’s reputation. Moreover, investors, customers, legislators, employees, and other stakeholders are increasingly demanding accountability for social and environmental impacts.

Target progression is followed as a relative target: qualified raw material suppliers who have been assessed against sustainability criteria, compared to the total number of qualified raw material suppliers. In 2025, 68% of qualified raw material suppliers were assessed against sustainability criteria.

In order to assess our qualified raw material suppliers against our sustainability criteria, we have started

renewing our sustainability due diligence process in 2025. The existing supplier management process is described in the *Raw Material Suppliers* section.

## Management of relationships with suppliers

The Sourcing function is responsible for raw material procurement. The goal is to select business partners carefully and collaborate only with those who conduct business ethically and responsibly and share Suominen’s values. Sourcing is guided by Suominen’s

Purchasing Policy, which covers the sourcing and purchasing of goods and services.

Raw material suppliers are required to sign and comply with Suominen’s Supplier Code of Conduct. The purpose of the Supplier Code of Conduct is to explain Suominen’s expectations for doing business responsibly and ethically and to set the standards for conducting business with Suominen.

### Raw material suppliers

Suominen’s current due diligence process for managing sustainable raw material sourcing consists of two elements: a country risk assessment and a sustainability questionnaire.

We assess our potential new raw material suppliers with a country risk assessment. The assessment is designed to outline a standardized method for assessing the likelihood that a potential supplier may have insufficient sustainable practices in place to minimize potential risks to Suominen and its stakeholders and so that precautions can be taken to reduce risks. We identify and consider potential hazards and impacts concerning the environment, labor and human rights, and ethics, based on the geographic location and geopolitical and governmental practices.

Every raw material supplier is required to complete trial runs for quality and performance to ensure

their raw materials meet or exceed our standards to become a qualified raw material supplier.

All qualified raw material suppliers will be invited and encouraged to participate in an annual sustainability questionnaire with EcoVadis. The resulting scorecard disclosing an overall score is published internally.

Twice a year, Suominen monitors supplier scorecards, taking the opportunity to engage with suppliers who score less than the average industry score. In such a case, Suominen will initiate a corrective action plan (CAP) to address unacceptable scores and encourage the supplier to make improvements.

We are going to revisit this sustainability due diligence process for raw material sourcing and develop it further as part of our 2025–2030 Sustainability Agenda.

### Prevention of late payments

Suominen has established internal processes related to the handling and approval of payments, which are used and updated continuously.

### Prevention and detection of corruption and bribery

Suominen is committed to complying with all applicable laws and responsible business practices. Suominen’s operations are ethical and transparent, and we also expect our suppliers and business partners

to comply with the law and apply the same ethical standards as Suominen.

Suominen’s Code of Conduct and Gift, Entertainment and Anti-bribery Policy guide our principles and processes regarding the prevention of corruption and bribery. All employees are expected to be aware of and comply with applicable laws and regulations and are instructed to seek legal advice if in doubt. Any employee who becomes aware of an actual or potential violation of the Code of Conduct has the responsibility to report the matter via the available channels, such as the SpeakUp Line. Every reported suspected misconduct is investigated. Our policies are described in more detail in *Policies related to business conduct*.

Our Code of Conduct training is mandatory for all employees and an e-Learning course on anti-bribery and corruption is mandatory for all white-collar employees. 100% of functions-at-risk are covered by these training programs and the training extends to all members of the Suominen Leadership Team. At the end of 2025, 89% of all employees had completed the renewed Code of Conduct training.

We select our business partners carefully and collaborate only with those who conduct business ethically and responsibly. We expect our suppliers and the business partners that act on our behalf to understand and comply with all applicable laws and

regulations and to apply the same ethical standards that Suominen practices. Misconduct can be reported by our business partners via the reporting channels set out in the Supplier Code.

### Incidents of corruption or bribery

Corruption and bribery risks are assessed at Suominen as part of our enterprise risk management process, which covers all Suominen locations globally. Accordingly, 100% of our operations are assessed for risks related to corruption. No significant risk has been identified. In 2025, there were no identified corruption or bribery cases. There were no convictions or fines for violations of anti-corruption and anti-bribery laws, and no actions were taken to address breaches in procedures and standards related to anti-corruption and anti-bribery. The numbers include incidents involving actors in our value chain where Suominen or its employees are directly involved.

Incidents of corruption or bribery	2025	2024
Number of incidents of corruption or bribery	0	0
Number of convictions for violation of anti-corruption and anti-bribery laws	0	0
Amount of fines issued for violation of anti-corruption and anti-bribery laws (EUR)	0	0

## Payment practices with suppliers

Suominen follows established and consistent market practices when agreeing on payment terms with its suppliers. Payment terms are determined based on the company's working capital requirements, local market practices, and applicable legislation. The type of contract, delivery terms, and delivery method also influence the determination of payment terms. Suominen strives to comply with the agreed payment terms with suppliers in accordance with its internal payment processes. The average time it takes for Suominen to pay an invoice from the date on which the contractual or statutory term of payment calculation begins was 46 days (47 days) in 2025.

Suominen is not a party to any legal proceedings currently outstanding for late payments.

## Appendix

Content index of disclosure requirements		Section
<b>ESRS 2 General disclosures</b>		
BP-1	General basis for preparation of the sustainability statements	General basis for preparation
BP-2	Disclosures in relation to specific circumstances	Specific circumstances
GOV-1	The role of the administrative, management and supervisory bodies	Governance roles and responsibilities
GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	Governance roles and responsibilities
GOV-3	Integration of sustainability-related performance in incentive schemes	Integration of sustainability-related performance in incentive schemes
GOV-4	Due diligence	Statement on due diligence
GOV-5	Risk management and internal controls over sustainability reporting	Risk management and internal controls over sustainability reporting
SBM-1	Market position, strategy, business model(s) and value chain	Strategy
SBM-2	Interests and views of stakeholders	Stakeholder engagement
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model(s)	Stakeholder engagement; Interaction with strategy and business model: E1 Climate change; E2 Pollution; E3 Water; E5 Resource use and circular economy; S1 Own workforce; G1 Business conduct
IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	Description of the processes to identify and assess material impacts, risks and opportunities
IRO-2	Disclosure Requirements in ESRS covered by the undertaking's sustainability statements	Determining disclosures, Appendix

Content index of disclosure requirements		Section
<b>E1 Climate change</b>		
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Our material impacts, risks and opportunities related to climate change
E1-1	Transition plan for climate change mitigation	Transition plan for climate change mitigation
E1-2	Policies related to climate change mitigation and adaptation	Policies related to climate change
E1-3	Actions and resources in relation to climate change policies	Actions and resources related to climate change
E1-4	Targets related to climate change mitigation and adaptation	Targets related to climate change
E1-5	Energy consumption and mix	Energy consumption and mix
E1-6	Gross Scopes 1, 2, 3 and Total GHG emissions	Greenhouse gas emissions
<b>E2 Pollution</b>		
E2-1	Policies related to pollution	Policies related to pollution
E2-2	Actions and resources related to pollution	Actions and resources related to pollution
E2-3	Targets related to pollution	Targets related to pollution
E2-4	Pollution of air, water and soil	Pollution of water; Microplastics
<b>E3 Water and marine resources</b>		
E3-1	Policies related to water and marine resources	Policies related to water
E3-2	Actions and resources related to water and marine resources	Actions and resources related to water
E3-3	Targets related to water and marine resources	Targets related to water
E3-4	Water consumption	Water consumption

Content index of disclosure requirements		Section
<b>E5 Resource use and circular economy</b>		
E5-1	Policies related to resource use and circular economy	Policies related to resource use and circular economy
E5-2	Actions and resources related to resource use and circular economy	Actions and resources related to resource use and circular economy
E5-3	Targets related to resource use and circular economy	Targets related to resource use and circular economy
E5-4	Resource inflows	Resource inflows
E5-5	Resource outflows	Resource outflows
<b>S1 Own workforce</b>		
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	Our material impacts, risks and opportunities related to own workforce
S1-1	Policies related to own workforce	Policies related to own workforce
S1-2	Processes for engaging with own workforce and workers' representatives about impacts	Employee engagement
S1-3	Processes to remediate negative impacts and channels for own workforce to raise concerns	Employee engagement; SpeakUp Policy
S1-4	Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	Actions related to own workforce
S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	Targets related to own workforce
S1-6	Characteristics of the undertaking's employees	Our employees
S1-7	Characteristics of non-employees in the undertaking's own workforce	Our non-employees
S1-9	Diversity metrics	Diversity
S1-13	Training and skills development metrics	Training and skills development
S1-14	Health and safety metrics	Health and safety
S1-16	Remuneration metrics (pay gap and total remuneration)	Compensation
S1-17	Incidents, complaints and severe human rights impacts	Incidents, complaints and severe human rights impacts

Content index of disclosure requirements		Section
<b>G1 Business conduct</b>		
G1-1	Business conduct policies and corporate culture	Policies related to business conduct
G1-2	Management of relationships with suppliers	Management of relationships with suppliers
G1-3	Prevention and detection of corruption and bribery	Prevention and detection of corruption and bribery
G1-4	Confirmed incidents of corruption or bribery	Incidents of corruption or bribery
G1-6	Payment practices	Payment practices with suppliers

Table of all the datapoints deriving from other EU legislation:

Disclosure Requirement and related data point	Sustainability statement section	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference
<b>ESRS 2 GOV-1</b>					
Board's gender diversity <i>Paragraph 21 (d)</i>	Board of Directors	Indicator number 13 Table #1 of Annex 1		Commission Delegated Regulation (EU) 2020/1816, Annex II	
Percentage of board members who are independent <i>Paragraph 21 (e)</i>	Board of Directors			Commission Delegated Regulation (EU) 2020/1816, Annex II	
<b>ESRS 2 GOV-4</b>					
Statement on due diligence <i>Paragraph 30</i>	Statement on due diligence	Indicator number 10 Table #3 of Annex 1			
<b>ESRS 2 SBM-1</b>					
Involvement in activities related to fossil fuel activities <i>Paragraph 40 (d) i</i>	Not material	Indicator number 4 Table #1 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Table 1: Qualitative information on Environmental risk and Table 2: Qualitative information on Social risk	Delegated Regulation (EU) 2020/1816, Annex II	
Involvement in activities related to chemical production <i>Paragraph 40 (d) ii</i>	Not material	Indicator number 9 Table #2 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II	
Involvement in activities related to controversial weapons <i>Paragraph 40 (d) iii</i>	Not material	Indicator number 14 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1818, Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II	
Involvement in activities related to cultivation and production of tobacco <i>Paragraph 40 (d) iv</i>	Not material			Delegated Regulation (EU) 2020/1818, Article 12(1) Delegated Regulation (EU) 2020/1816, Annex II	

Disclosure Requirement and related data point	Sustainability statement section	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference
<b>ESRS E1-1</b>					
Transition plan to reach climate neutrality by 2050 <i>Paragraph 14</i>	Targets related to climate change				Regulation (EU) 2021/1119, Article 2(1)
Undertakings excluded from Paris-aligned Benchmarks <i>Paragraph 16 (g)</i>	Targets related to climate change		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book - Climate Change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 12.1 (d) to (g), and Article 12.2	
<b>ESRS E1-4</b>					
GHG emission reduction targets <i>Paragraph 34</i>	Targets related to climate change	Indicator number 4 Table #2 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book – Climate change transition risk: Alignment metrics	Delegated Regulation (EU) 2020/1818, Article 6	
<b>ESRS E1-5</b>					
Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors) <i>Paragraph 38</i>	Energy consumption and mix	Indicator number 5 Table #1 and Indicator number 5 Table #2 of Annex 1			
Energy consumption and mix <i>Paragraph 37</i>	Energy consumption and mix	Indicator number 5 Table #1 of Annex 1			
Energy intensity associated with activities in high climate impact sectors <i>Paragraph 40 to 43</i>	Energy intensity based on net sales	Indicator number 6 Table #1 of Annex 1			
<b>ESRS E1-6</b>					
Gross Scopes 1, 2, 3 and Total GHG emissions <i>Paragraph 44</i>	Greenhouse gas emissions	Indicators number 1 and 2 Table #1 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 1: Banking book – Climate change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 5(1), 6 and 8(1)	
Gross GHG emissions intensity <i>Paragraphs 53 to 55</i>	Greenhouse gas intensity based on net sales	Indicators number 3 Table #1 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 Template 3: Banking book – Climate change transition risk: Alignment metrics	Delegated Regulation (EU) 2020/1818, Article 8(1)	

Disclosure Requirement and related data point	Sustainability statement section	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference
<b>ESRS E1-7</b>					
GHG removals and carbon credits <i>Paragraph 56</i>	Not material				Regulation (EU) 2021/1119, Article 2(1)
<b>ESRS E1-9</b>					
Exposure of the benchmark portfolio to climate-related physical risks <i>Paragraph 66</i>	Phased-in disclosure			Delegated Regulation (EU) 2020/1818, Annex II Delegated Regulation (EU) 2020/1816, Annex II	
Disaggregation of monetary amounts by acute and chronic physical risk <i>Paragraph 66 (a)</i> Location of significant assets at material physical risk <i>Paragraph 66 (c)</i>	Phased-in disclosure		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraphs 46 and 47; Template 5: Banking book - Climate change physical risk: Exposures subject to physical risk		
Breakdown of the carrying value of its real estate assets by energy-efficiency classes <i>Paragraph 67 (c)</i>	Phased-in disclosure		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraph 34; Template 2: Banking book - Climate change transition risk: Loans collateralized by immovable property - Energy efficiency of the collateral		
Degree of exposure of the portfolio to climate-related opportunities <i>Paragraph 69</i>	Phased-in disclosure			Delegated Regulation (EU) 2020/1818, Annex II	
<b>ESRS E2-4</b>					
Amount of each pollutant listed in Annex II of the EPRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil <i>Paragraph 28</i>	Pollution of water	Indicator number 8 Table #1 of Annex 1, Indicator number 2 Table #2 of Annex 1, Indicator number 1 Table #2 of Annex 1, and Indicator number 3 Table #2 of Annex 1			

Disclosure Requirement and related data point	Sustainability statement section	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference
<b>ESRS E3-1</b>					
Water and marine resources <i>Paragraph 9</i>	Our material impacts, risks and opportunities related to water; Actions and resources related to water	Indicator number 7 Table #2 of Annex 1			
Dedicated policy <i>Paragraph 13</i>	Policies related to water	Indicator number 8 Table #2 of Annex 1			
Sustainable oceans and seas <i>Paragraph 14</i>	Not material	Indicator number 12 Table #2 of Annex 1			
<b>ESRS E3-4</b>					
Total water recycled and reused <i>Paragraph 28 (c)</i>	Water consumption	Indicator number 6.2 Table #2 of Annex 1			
Total water consumption in m <sup>3</sup> per net sales on own operations <i>Paragraph 29</i>	Water consumption	Indicator number 6.1 Table #2 of Annex 1			
<b>ESRS 2 IRO-1 E4</b>					
<i>Paragraph 16 (a) i</i>	Identifying and assessing material impacts, risks, and opportunities related to biodiversity and ecosystems	Indicator number 7 Table #1 of Annex 1			
<i>Paragraph 16 (b)</i>	Identifying and assessing material impacts, risks, and opportunities related to biodiversity and ecosystems	Indicator number 10 Table #2 of Annex 1			

Disclosure Requirement and related data point	Sustainability statement section	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference
Paragraph 16 (c)	Identifying and assessing material impacts, risks, and opportunities related to biodiversity and ecosystems	Indicator number 14 Table #2 of Annex 1			
<b>ESRS E4-2</b>					
Sustainable land / agriculture practices or policies Paragraph 24 (b)	Phased-in disclosure	Indicator number 11 Table #2 of Annex 1			
Sustainable oceans / seas practices or policies Paragraph 24 (c)	Not material	Indicator number 12 Table #2 of Annex 1			
Policies to address deforestation Paragraph 24 (d)	Phased-in disclosure	Indicator number 15 Table #2 of Annex 1			
<b>ESRS E5-5</b>					
Non-recycled waste Paragraph 37 (d)	Waste	Indicator number 13 Table #2 of Annex 1			
Hazardous waste and radioactive waste Paragraph 39	Waste	Indicator number 9 Table #1 of Annex 1			
<b>ESRS 2 SBM-3 S1</b>					
Risk of incidents of forced labour Paragraph 14 (f)	S1 Own workforce, Interaction with strategy and business model	Indicator number 13 Table #3 of Annex I			
Risk of incidents of child labour Paragraph 14 (g)	S1 Own workforce, Interaction with strategy and business model	Indicator number 12 Table #3 of Annex I			

Disclosure Requirement and related data point	Sustainability statement section	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference
<b>ESRS S1-1</b>					
Human rights policy commitments <i>Paragraph 20</i>	Human Rights Policy	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex I			
Due diligence policies on issues addressed by the fundamental International Labour Organization Conventions 1 to 8 <i>Paragraph 21</i>	Human Rights Policy			Delegated Regulation (EU) 2020/1816, Annex II	
Processes and measures for preventing trafficking in human beings <i>Paragraph 22</i>	Human Rights Policy	Indicator number 11 Table #3 of Annex I			
Workplace accident prevention policy or management system <i>Paragraph 23</i>	Health and safety	Indicator number 1 Table #3 of Annex I			
<b>ESRS S1-3</b>					
Grievance / complaints handling mechanisms <i>Paragraph 32 (c)</i>	SpeakUp Policy	Indicator number 5 Table #3 of Annex I			
<b>ESRS S1-14</b>					
Number of fatalities and number and rate of work-related accidents <i>Paragraph 88 (b) and (c)</i>	Health and safety	Indicator number 2 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II	
Number of days lost to injuries, accidents, fatalities or illness <i>Paragraph 88 (e)</i>	Health and safety	Indicator number 3 Table #3 of Annex I			
<b>ESRS S1-16</b>					
Unadjusted gender pay gap <i>Paragraph 97 (a)</i>	Phased-in disclosure	Indicator number 12 Table #1 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II	
Excessive CEO pay ratio <i>Paragraph 97 (b)</i>	Compensation	Indicator number 8 Table #3 of Annex I			

Disclosure Requirement and related data point	Sustainability statement section	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference
<b>ESRS S1-17</b>					
Incidents of discrimination <i>Paragraph 103 (a)</i>	Incidents, complaints and severe human rights impacts	Indicator number 7 Table #3 of Annex I			
Non-respect of UNGPs on Business and Human Rights and OECD guidelines <i>Paragraph 104 (a)</i>	Incidents, complaints and severe human rights impacts	Indicator number 10 Table #1 and Indicator number 14 Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818 Art 12 (1)	
<b>ESRS 2 SBM-3 S2</b>					
Significant risk of child labour or forced labour in the value chain <i>Paragraph 11 (b)</i>	Phased-in disclosure	Indicators number 12 and number 13 Table #3 of Annex I			
<b>ESRS S2-1</b>					
Human rights policy commitments <i>Paragraph 17</i>	Phased-in disclosure	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex 1			
Policies related to value chain workers <i>Paragraph 18</i>	Phased-in disclosure	Indicator number 11 and number 4 Table #3 of Annex 1			
Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines <i>Paragraph 19</i>	Phased-in disclosure	Indicator number 10 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)	
Due diligence policies on issues addressed by the fundamental International Labour Organization Conventions 1 to 8 <i>Paragraph 19</i>	Phased-in disclosure			Delegated Regulation (EU) 2020/1816, Annex II	
<b>ESRS S2-4</b>					
Human rights issues and incidents connected to its upstream and downstream value chain <i>Paragraph 36</i>	Phased-in disclosure	Indicator number 14 Table #3 of Annex 1			

Disclosure Requirement and related data point	Sustainability statement section	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference
<b>ESRS S3-1</b>					
Human rights policy commitments <i>Paragraph 16</i>	Not material	Indicator number 9 Table #3 of Annex 1 and Indicator number 11 Table #1 of Annex 1			
Non-respect of UNGPs on Business and Human Rights, ILO principles and/or OECD guidelines <i>Paragraph 17</i>	Not material	Indicator number 10 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)	
<b>ESRS S3-4</b>					
Human rights issues and incidents <i>Paragraph 36</i>	Not material	Indicator number 14 Table #3 of Annex 1			
<b>ESRS S4-1</b>					
Policies related to consumers and end-users <i>Paragraph 16</i>	Phased-in disclosure	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex 1			
Non-respect of UNGPs on Business and Human Rights and OECD guidelines <i>Paragraph 17</i>	Phased-in disclosure	Indicator number 10 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (1)	
<b>ESRS S4-4</b>					
Human rights issues and incidents <i>Paragraph 35</i>	Phased-in disclosure	Indicator number 14 Table #3 of Annex 1			
<b>ESRS G1-1</b>					
United Nations Convention against Corruption <i>Paragraph 10 (b)</i>	Gift, Entertainment and Anti-bribery Policy	Indicator number 15 Table #3 of Annex 1			
Protection of whistleblowers <i>Paragraph 10 (d)</i>	SpeakUp Policy	Indicator number 6 Table #3 of Annex 1			

Disclosure Requirement and related data point	Sustainability statement section	SFDR reference	Pillar 3 reference	Benchmark Regulation reference	EU Climate Law reference
<b>ESRS G1-4</b>					
Fines for violation of anti-corruption and anti-bribery laws <i>Paragraph 24 (a)</i>	Incidents of corruption or bribery	Indicator number 17 Table #3 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II)	
Standards of anticorruption and anti-bribery <i>Paragraph 24 (b)</i>	Prevention and detection of corruption and bribery	Indicator number 16 Table #3 of Annex 1			

## Information on the separate financial statements of the parent company

### Key ratios of the parent company

EUR thousand	2025	2024	2023
Net sales	24,128	28,363	23,264
Operating profit / loss	-345	2,357	384
% of net sales	-1.4	8.3	1.7
Net financial expenses	-3,992	10,967	6,712
Profit / loss before appropriations and income taxes	-4,337	13,325	7,096
Profit / loss for the period	-3,673	8,226	6,017
Return on invested capital, %	2.9	4.3	3.5
Salaries	-4,800	-4,382	-4,021
Average number of personnel	36	35	35

The separate financial statements of Suominen Corporation have been prepared according to the Finnish Accounting Act, the Accounting Decree and other laws and regulations relating to financial statements (FAS). The consolidated financial statements of Suominen group have been prepared

in compliance with the International Financial Reporting Standards (IFRS).

Net sales of Suominen Corporation were EUR 24.1 million (28.4) and operating profit / loss EUR -0.3 million (2.4). Net financial expenses were EUR -4.0 million (+11.0). Profit / loss for the period was EUR -3.7 million (8.2). There are no related party loans except loans to other Suominen group companies.

In the financial year 2025, the parent company had on average 36 (35) employees and at the end of the year 36 (33) employees.

The parent company manages financing on behalf of the Group companies. Receivables from Group companies are presented in Note 13 of the parent company's financial statements.

## Outlook

Suominen expects that its comparable EBITDA (earnings before interest, taxes, depreciation and amortization) in 2026 will improve from 2025. In 2025, Suominen's comparable EBITDA was EUR 12.6 million.

## Proposal by the Board of Directors for the use of the profit

The loss of the financial year 2025 of Suominen Corporation, the parent company of Suominen Group, was EUR -3,673,120.27. The funds distributable as dividends, including the loss for the period, were EUR 15,122,312.95 and total distributable funds were EUR 90,814,648.85.

The Board of Directors proposes that no dividend shall be distributed for the financial year 2025 and that the profit shall be transferred to retained earnings.

## Events after the reporting period

### Proposals of the Shareholders' Nomination Board to the Annual General Meeting 2026

The Shareholders' Nomination Board of Suominen Corporation published on January 26, 2026 its proposal on the number of the members, on the composition, and on the Chair of the Board of Directors to the Annual General Meeting.

The Nomination Board proposes to the Annual General Meeting 2026 that the number of Board members will be decreased from seven to six.

The Nomination Board proposes to the Annual General Meeting that Andreas Ahlström, Gail Ciccione, Nina Linander, Maija Joutsenkoski and Laura Remes would be re-elected as members of the Board of Directors and that Ville Vuori would be elected as a new member of the Board of Directors.

Out of the current Board members, Björn Borgman, is not available as a candidate for the Board of Directors. Additionally, the current Chairman of the Board, Charles Héaulmé, has decided to step out from the Board of Directors due to his role as the President & CEO of the Company.

Ville Vuori (b. 1973, B.Sc. (Mech. Eng.), eMBA, Finnish citizen) currently acts as the Chairman of the Boards of Incap Oyj and Aspocomp Oyj. Prior to that, he served as the CEO of Kemppi Oy and Incap Oyj.

All candidates have given their consent to the election. All candidates are independent of the company. The candidates are also independent of Suominen's significant shareholders, with the exceptions of Andreas Ahlström who acts currently as the CEO of Ahlström Invest B.V. and Maija Joutsenkoski, who acts as the Investment Director at A. Ahlström Corporation. The largest shareholder of Suominen Corporation, Ahlstrom Capital B.V., belongs

to the same group of companies as Ahlström Invest B.V. and A. Ahlström Corporation. The Nomination Board proposes to the Annual General Meeting that Ville Vuori be elected as the Chair of the Board of Directors.

With regard to the election procedure for the members of the Board of Directors, the Nomination Board recommends that the shareholders take a position on the proposal as a whole at the Annual General Meeting. In preparing its proposals the Nomination Board, in addition to ensuring that individual board member candidates possess the required competences, has determined that the proposed Board of Directors as a whole has the best possible expertise for the company and that the composition of the Board of Directors meets the other requirements of the Finnish Corporate Governance Code for listed companies.

### **Proposal on the Board remuneration**

The Nomination Board proposes that the remuneration of the Board of Directors remains unchanged and would be as follows: the Chair would be paid an annual fee of EUR 74,000, the Deputy Chair an annual fee of EUR 45,000 and other Board members an annual fee of EUR 35,000. The Nomination Board also proposes that the additional fee paid to the Chair of the Audit Committee remain unchanged and be EUR 10,000.

Further, the Nomination Board proposes that the fees payable for each Board and Committee meeting would remain unchanged and be as follows: EUR 500 for each meeting held in the home country of the respective member, EUR 1,000 for each meeting held elsewhere than in the home country of the respective member and EUR 500 for each meeting attended by telephone or other electronic means. No fee is paid for decisions made without convening a meeting.

75% of the annual fees are paid in cash and 25% in Suominen Corporation's shares. The shares will be transferred out of the own shares held by the company by the decision of the Board of Directors within two weeks from the date on which the interim report of January–March 2026 of the company is published. Compensation for expenses will be paid in accordance with the company's valid travel policy.

### **The composition of the Nomination Board**

The members of the Nomination Board, as of September 2, 2025, are Jyrki Vainionpää (President & CEO of A. Ahlström Corporation) as a member appointed by Ahlstrom Capital B.V., Mikael Etola (CEO of Etola-Yhtiöt) as a member appointed by Etola Group Oy and Ville Vuori (Board Professional) as a member appointed by Oy Etra Invest Ab. Charles Héaulmé, Chair of Suominen's Board of Directors, serves as the fourth member of the Nomination Board.

Jyrki Vainionpää acts as the Chair of the Nomination Board.

All of the proposals made by the Nomination Board were unanimous, except that Charles Héaulmé and Ville Vuori abstained from participating in the decision making relating to the Nomination Board's proposal for the Chair of the Board.

The Board of Directors of Suominen Corporation will include the proposals submitted by the Nomination Board to the Notice of the Annual General Meeting of Suominen which will be published at a later date. The Annual General Meeting of Suominen Corporation is scheduled to be held on April 15, 2026.

### **Commencement of a new plan period in the share-based Long-Term Incentive Plan for management and key employees**

Based on the existing share-based Long Term Incentive Plan for management and key employees, communicated as a stock exchange release on February 6, 2024, Suominen disclosed on January 29, 2026, that the Board of Directors of Suominen Corporation has decided on the commencement of a new plan period covering the years 2026–2028.

The purpose of the plan is to align the interests of the company's shareholders and key employees to increase the company's value in the long term, to commit key employees to implement the company's

strategy, objectives and long-term interest, and to reward them for high performance.

The performance criteria of the performance period 2026–2028 are tied to Absolute Total Shareholder Return during the years 2026–2028 (weight 40%), Earnings Before Interests and Taxes (EBIT) in fiscal year 2028 (weight 40%), and the company's target to improve its raw material efficiency (weight 20%), measured for fiscal year 2028. The potential rewards from the plan will be paid after the end of the performance period.

The value of the rewards to be paid on the basis of the plan corresponds to a maximum total of 1,500,000 shares of Suominen, including also the proportion to be paid in cash. The target group in the performance period 2026–2028 consists of 28 key employees, including the President & CEO and other members of the Suominen Leadership Team.

The potential reward will be paid partly in Suominen's shares and partly in cash. The cash proportion of the reward is intended to cover taxes and statutory social security contributions arising from the reward to the key employee. As a rule, no reward will be paid if the key employee's employment or director contract terminates before the reward payment.

The Suominen Leadership Team member must hold 50% of the received shares until the value of the Suominen Leadership Team member's total

shareholding in Suominen equals to 50% of the member's annual gross salary for the calendar year preceding the payment of the reward. Respectively, the President & CEO must hold 50% of the received shares until the value of the President & CEO's total shareholding in Suominen equals to the value of the President & CEO's annual gross salary for the calendar year preceding the payment of the reward. Such number of Suominen shares must be held as long as the membership in the Suominen Leadership Team or the position as the President & CEO continues.

### **Amendments to the ongoing performance periods**

The Board of Directors has also resolved on amendments to the performance criteria for the ongoing performance periods 2024–2026 and 2025–2027. The Board has resolved that for both the performance periods, raw material efficiency will be measured based on the final year of the respective performance period (previously based on the first year of the performance period).

### **Three-year profitability improvement program and new operating model**

Suominen announced on January 29, 2026 that it was launching a three-year program to improve the company's profitability. The Full Potential Program

targets delivering 10% EBITDA and a 2x–3x leverage ratio (net debt/EBITDA) by 2028. The program will involve an estimated investment of approximately EUR 30 million over the three years, of which transformation costs are estimated at EUR 10 million and capital expenditures to upgrade manufacturing capabilities around EUR 20 million. The Full Potential Program does not include investment in capacity expansion.

Suominen also introduced a new functional operating model, Effective February 1, 2026, to strengthen focus on strategic priorities, sharpen accountability across the organization, and create a tighter connection between customer needs, technology development, and operational performance.

In the new model, commercial functions are brought together to reinforce focus on growth and business development and ensuring strong strategic alignment between R&D and customer management. The sales organization will build deep global expertise while maintaining a strong local presence to serve customers effectively across all markets, under the leadership of the Chief Commercial & Technology Officer (CCTO).

The role of Chief Operating Officer (COO) is being broadened to command all factories, safety, manufacturing engineering, procurement, and supply chain. With this change, Suominen aims to strengthen

operational reliability and output by sharpening its focus on manufacturing performance and ensuring systematic deployment of best practices, continuous improvement, and harmonized processes.

The changes aim to strengthen profit and loss accountability, enhance execution discipline, and improve decision-making across both operations and commercial functions.

### **Changes in the Suominen Leadership Team**

To facilitate Suominen's transformation and transition into the new operating model, Suominen has appointed **Kimmo Raunio** (M. Sc. (Tech), Industrial Engineering and Management) as the CFO and member of the Suominen Leadership Team latest as of June 1, 2026.

Until then, Suominen's CFO **Janne Silonsaari** will continue in his current role. Janne Silonsaari has decided to leave the company and will support the transition until mid-June 2026.

Kimmo Raunio is an experienced finance executive with a strong track record in the industrial manufacturing sector and brings with him executive level experience of driving turnaround and performance improvement initiatives at both group and site levels. Kimmo Raunio joins Suominen from Fortaco Group, where he has worked for 13 years in various finance roles, latest as CFO and Deputy CEO.

**Markku Koivisto**, currently EVP, EMEA and CTO, has been appointed Chief Commercial & Technology Officer.

**Mark Ushpol**, EVP, Americas, will step down from the Suominen Leadership Team and serve for six months as EVP, Strategic projects.

**Marika Väkiparta**, LL.M., currently Suominen VP, Business Transformation, has been appointed Chief Strategy & Transformation Officer and interim General Counsel.

On February 26, 2026, Suominen announced that **Minna Rouru**, Chief People & Communications Officer, and a member of the Suominen Leadership Team leaves the company at the latest on August 26, 2026, to take on a role in another company.

### **Suominen Leadership Team as of February 1, 2026:**

- Charles Héaulmé, President & CEO
- Janne Silonsaari, CFO (until latest May 31, 2026)
- Kimmo Raunio, CFO (latest as of June 1, 2026)
- Markku Koivisto, Chief Commercial and Technology Officer
- Francois Guetat, Chief Operating Officer
- Minna Rouru, Chief People & Communications Officer
- Marika Väkiparta, Chief Strategy & Transformation Officer and interim General Counsel

Translation, non-official version

# Consolidated financial statements (IFRS) 2025

## Consolidated statement of financial position

EUR thousand

	Note	December 31, 2025	December 31, 2024
<b>ASSETS</b>			
<b>Non-current assets</b>			
Goodwill	5	15,496	15,496
Intangible assets	6	1,150	2,754
Property, plant and equipment	7	124,844	120,356
Right-of-use assets	21	8,617	11,003
Equity instruments	9	421	421
Other non-current receivables	11	155	158
Deferred tax assets	26	3,595	2,269
<b>Total non-current assets</b>		<b>154,278</b>	<b>152,457</b>
<b>Current assets</b>			
Inventories	10	40,443	47,470
Trade receivables	11	38,077	62,477
Other current receivables	11	6,869	6,119
Assets for current tax	26	660	514
Cash and cash equivalents		32,064	41,340
<b>Total current assets</b>		<b>118,112</b>	<b>157,919</b>
<b>TOTAL ASSETS</b>		<b>272,391</b>	<b>310,376</b>

	Note	December 31, 2025	December 31, 2024
<b>EQUITY AND LIABILITIES</b>			
<b>Equity</b>			
Share capital	13	11,860	11,860
Share premium account		24,681	24,681
Reserve for invested unrestricted equity		75,692	75,692
Fair value and other reserves		553	436
Exchange differences		-6,751	3,312
Retained earnings		-9,933	1,626
<b>Total equity attributable to owners of the parent</b>		<b>96,102</b>	<b>117,608</b>
<b>Liabilities</b>			
<b>Non-current liabilities</b>			
Deferred tax liabilities	26	4,278	7,990
Liabilities from defined benefit plans	23	173	189
Non-current provisions	15	579	588
Non-current lease liabilities	14	6,829	9,277
Other non-current interest-bearing liabilities	14	49,825	–
Debenture bonds	14	49,765	49,606
<b>Total non-current liabilities</b>		<b>111,448</b>	<b>67,650</b>

	Note	December 31, 2025	December 31, 2024
<b>Current liabilities</b>			
Current provisions	15	–	178
Current lease liabilities	14	2,837	2,877
Other current interest-bearing liabilities	14	0	40,000
Liabilities for current tax	26	5	214
Trade payables and other current liabilities	16	61,998	81,849
<b>Total current liabilities</b>		<b>64,840</b>	<b>125,118</b>
<b>Total liabilities</b>		<b>176,289</b>	<b>192,768</b>
<b>TOTAL EQUITY AND LIABILITIES</b>		<b>272,391</b>	<b>310,376</b>

## Consolidated statement of profit or loss

EUR thousand

	Note	January 1 – December 31, 2025	January 1 – December 31, 2024
<b>Net sales</b>	18	<b>412,433</b>	<b>462,318</b>
Cost of goods sold		-386,153	-432,589
<b>Gross profit</b>		<b>26,280</b>	<b>29,729</b>
Other operating income	20	2,619	4,952
Sales, marketing and administration expenses		-31,503	-32,068
Research and development expenses		-2,811	-4,023
Other operating expenses	20	-489	152
<b>Operating profit / loss</b>		<b>-5,904</b>	<b>-1,257</b>
Financial income	25	723	1,386
Financial expenses	25	-6,116	-6,432
Exchange rate and fair value gains and losses	25	-2,074	960
<b>Net financial expenses</b>		<b>-7,467</b>	<b>-4,086</b>
<b>Profit / loss before income taxes</b>		<b>-13,370</b>	<b>-5,343</b>
Income taxes	26	1,300	53
<b>Profit / loss for the period</b>		<b>-12,070</b>	<b>-5,290</b>
<b>Earnings per share, EUR</b>	28		
Basic		-0.21	-0.09
Diluted		-0.21	-0.09

## Consolidated statement of comprehensive income

EUR thousand

	Note	January 1 – December 31, 2025	January 1 – December 31, 2024
<b>Profit / loss for the period</b>		<b>-12,070</b>	<b>-5,290</b>
<b>Other comprehensive income:</b>			
<b>Other comprehensive income that will be subsequently reclassified to profit or loss:</b>			
Exchange differences		-11,513	3,949
Income taxes related to other comprehensive income		1,449	-749
<b>Total</b>		<b>-10,064</b>	<b>3,201</b>
<b>Other comprehensive income that will not be subsequently reclassified to profit or loss:</b>			
Remeasurements of defined benefit plans	23	5	-11
<b>Total</b>		<b>5</b>	<b>-11</b>
<b>Total other comprehensive income</b>		<b>-10,059</b>	<b>3,190</b>
<b>Total comprehensive income for the period</b>		<b>-22,129</b>	<b>-2,100</b>

## Consolidated statement of changes in equity

EUR thousand

	Share capital	Share premium account	Reserve for invested unrestricted equity	Exchange differences	Fair value and other reserves	Retained earnings	Total equity attributable to owners of the parent
<b>Equity January 1, 2025</b>	<b>11,860</b>	<b>24,681</b>	<b>75,692</b>	<b>3,312</b>	<b>436</b>	<b>1,626</b>	<b>117,608</b>
Profit / loss for the period	–	–	–	–	–	-12,070	-12,070
Other comprehensive income	–	–	–	-10,064	–	5	-10,059
<b>Total comprehensive income</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>-10,064</b>	<b>–</b>	<b>-12,065</b>	<b>-22,129</b>
Share-based payments	–	–	–	–	–	562	562
Conveyance of treasury shares	–	–	–	–	–	61	61
Transfers	–	–	–	–	117	-117	–
<b>Equity December 31, 2025</b>	<b>11,860</b>	<b>24,681</b>	<b>75,692</b>	<b>-6,751</b>	<b>553</b>	<b>-9,933</b>	<b>96,102</b>

	Share capital	Share premium account	Reserve for invested unrestricted equity	Exchange differences	Fair value and other reserves	Retained earnings	Total equity attributable to owners of the parent
<b>Equity January 1, 2024</b>	<b>11,860</b>	<b>24,681</b>	<b>75,692</b>	<b>111</b>	<b>316</b>	<b>12,251</b>	<b>124,912</b>
Profit for the period	–	–	–	–	–	-5,290	-5,290
Other comprehensive income	–	–	–	3,201	–	-11	3,190
<b>Total comprehensive income</b>	<b>–</b>	<b>–</b>	<b>–</b>	<b>3,201</b>	<b>–</b>	<b>-5,301</b>	<b>-2,100</b>
Distribution of dividend	–	–	–	–	–	-5,769	-5,769
Share-based payments	–	–	–	–	–	511	511
Conveyance of treasury shares	–	–	–	–	–	54	54
Transfers	–	–	–	–	120	-120	–
<b>Equity December 31, 2024</b>	<b>11,860</b>	<b>24,681</b>	<b>75,692</b>	<b>3,312</b>	<b>436</b>	<b>1,626</b>	<b>117,608</b>

Equity is disclosed in Note 13.

## Consolidated statement of cash flows

EUR thousand

	Note	January 1–December 31, 2025	January 1–December 31, 2024
<b>Cash flow from operations</b>			
Profit / loss for the period		-12,070	-5,290
Total adjustments to profit for the period	29	23,977	21,244
<b>Cash flow before changes in net working capital</b>		<b>11,906</b>	<b>15,954</b>
Change in net working capital		8,348	-5,931
Financial items		-6,123	-4,975
Income taxes		-1,913	-1,191
<b>Cash flow from operations</b>		<b>12,218</b>	<b>3,857</b>
<b>Cash flow from investments</b>			
Investments in property, plant and equipment and intangible assets	6, 7	-25,588	-14,391
Sales proceeds from property, plant and equipment and intangible assets		120	114
<b>Cash flow from investments</b>		<b>-25,468</b>	<b>-14,277</b>

	Note	January 1–December 31, 2025	January 1–December 31, 2024
<b>Cash flow from financing</b>			
Drawdown of non-current interest-bearing liabilities		50,000	–
Drawdown of current interest-bearing liabilities	14	88,000	160,000
Repayment of current interest-bearing liabilities	14	-128,000	-160,000
Repayment of lease liabilities	21	-2,848	-3,312
Distribution of dividends	13	–	-5,769
<b>Cash flow from financing</b>		<b>7,152</b>	<b>-9,081</b>
<b>Change in cash and cash equivalents</b>		<b>-6,098</b>	<b>-19,501</b>
Cash and cash equivalents at the beginning of the period		41,340	58,755
Effect of changes in exchange rates		-3,177	2,086
Change in cash and cash equivalents		-6,098	-19,501
<b>Cash and cash equivalents at the end of the period</b>		<b>32,064</b>	<b>41,340</b>

Net working capital declined in the financial year 2025, driven by the reduced scale of the Group's operations and targeted efficiency measures applied to selected working capital items.

# Notes to the consolidated financial statements

## NOTE 1 Material accounting policy information – consolidated financial statements

### Basic information

Suominen Corporation is a public limited liability company organized under the laws of the Republic of Finland and domiciled in Helsinki, Finland with registered address Keilaranta 13 A, 02150 Espoo, Finland. Suominen's shares are publicly traded in the Nasdaq Helsinki Ltd. (Mid Cap). Suominen Corporation is the parent company of the Group. The Group manufactures nonwovens mainly for consumer goods companies.

The Board of Directors of Suominen Corporation has in its meeting on 10 March, 2026, approved these financial statements to be published. According to the Finnish Limited Liability Companies Act, the shareholders have a possibility to approve or reject or make a decision on altering the financial statements in

a General Meeting to be held after the publication of the financial statements.

### Basis for presentation

The consolidated financial statements of Suominen Group are prepared in accordance with IFRS Accounting Standards, including International Accounting Standards (IAS) and Interpretations issued by the International Financial Reporting Interpretations Committee (SIC and IFRIC). IFRS Accounting Standards are standards and their interpretations adopted in accordance with the procedure laid down in regulation (EC) No 1606/2002 of the European Parliament and of the Council. The Notes to the Financial Statements are also in accordance with the Finnish Accounting Act and Ordinance and the Finnish Limited Liability Companies Act.

The consolidated financial statements include the financial statements of Suominen Corporation and its subsidiaries. The functional and reporting currency of the parent is euro, which is also the reporting currency of the consolidated financial statements. Functional

currencies of subsidiaries are determined by the primary economic environment in which they operate.

The financial year of Suominen Group as well as of the parent and subsidiaries is the calendar year ending December 31.

The financial statements have been prepared under the historical cost convention except as disclosed in the accounting policies.

The figures in Suominen's consolidated financial statements are mainly presented in EUR thousands. Due to rounding differences the figures presented in tables do not necessarily add up to the totals of the tables.

### New accounting standards

#### ***New or amended accounting standards, annual improvements or interpretations applicable from January 1, 2025:***

- Lack of Exchangeability, Amendments to IAS 21 The Effects of Changes in Foreign Exchange Rates, applicable from January 1, 2025. The amendments specify how an entity should assess whether a

currency is exchangeable to another currency and how it should determine a spot exchange rate when exchangeability is lacking. As Suominen conducts business only in currencies which are exchangeable, the amendments have no effect on Suominen.

Other new or amended accounting standards, improvements or annual improvements applicable from January 1, 2025, were not material for Suominen Group.

#### ***New and amended IFRS accounting standards and IFRIC interpretations published but mandatory from January 1, 2026, or later:***

- Classification and Measurement of Financial Instruments, Amendments to IFRS 9 Financial Instruments and IFRS 7 Financial Instruments: Disclosures, applicable from January 1, 2026. The new requirements will be applied retrospectively with an adjustment to opening retained earnings.

The amendments clarify the derecognition of financial liabilities, how to assess the contractual cash flow characteristics of financial assets that include ESG-linked or similar contingent features and the

treatment of non-recourse assets and contractually linked instruments. The amendments also introduce an accounting policy option to derecognize financial liabilities that are settled through an electronic payment system before settlement date if certain conditions are met.

The amendments require additional disclosures for financial assets and liabilities with contractual terms that reference a contingent event, including those that are ESG-linked, and equity instruments classified as fair value through other comprehensive income.

The amendments have no material effect on the notes of equity instruments classified as fair value through other comprehensive income.

Otherwise, the amendments have no material effect on Suominen.

- IFRS 18 Presentation and Disclosure in Financial Statements, applicable from January 1, 2027. Also, the consequential amendments to other IFRS Accounting Standards due to application of IFRS 18 are effective from January 1, 2027. The standard will be applied retrospectively.

The standard will introduce new categories and subtotals in the statement of profit or loss. It also requires disclosure of management-defined performance measures (MPM) in the financial statements and includes new requirements for the location, aggregation and disaggregation of financial

information. IFRS 18 will replace IAS 1 Presentation in Financial Statements.

In accordance with the new standard, an entity is required to classify all income and expenses in the statement of profit or loss into one of five categories: operating, investing, financing, income taxes and discontinued operations. IFRS 18 also requires an entity to present in its statement of profit or loss subtotals and totals for operating profit or loss, profit or loss before financing and income taxes and profit or loss.

IFRS 18 introduces the concept of management-defined performance measures (MPM) which it defines as a subtotal of income and expenses that an entity uses in public communications outside financial statements in order to communicate the management's view of the financial performance of the entity. IFRS 18 requires disclosure of information about all the entity's MPMs in a single note to the financial statements and requires several disclosures to be made of each MPM, including the calculation of the MPM as well as reconciliation to the most comparable subtotal specified by IFRS accounting standards.

IFRS 18 also differentiates between presenting information in the primary financial statements and disclosing it in the notes and introduces a principle for determining the location of information based on identified roles of the primary financial statements and the notes. The standard requires aggregation and

disaggregation of information to be performed with reference to similar and dissimilar characteristics. There is also new guidance for determining meaningful descriptions or labels for items that are aggregated in the financial statements.

The application of IFRS 18 will also amend IAS 7 Statement of Cash Flows. The standard amends the starting point of determining cash flows from operations under the indirect method to operating profit or loss. The optionality around classification of cash flows from dividends and interests in the statement of cash flows has also largely been removed.

There are also some consequential changes to other IFRS Accounting Standards, of which the most material to Suominen is the amendment of IAS 34 Interim Financial Reporting, which will require disclosure of MPMs also in the interim reports.

The new standard will change the definition of operating profit (EBIT). The Operating profit or loss of Suominen as defined in IFRS 18 will be lower than the operating profit or loss calculated before the application of the standard, as certain expenses currently included in financial items will be included in the operating category before operating profit or loss. In addition, some income items included currently in financial items will be, in accordance with the new standard, included in the investing category. After the

application of IFRS 18 standard, the financing category will include mainly interest and other expenses related to interest-bearing liabilities.

Also, the profit or loss before income taxes will change slightly, as interest income and expenses related to income taxes will be included in the income tax category.

Other new or amended accounting standards, improvements or annual improvements applicable from January 1, 2026, or later are not material for Suominen Group.

### Consolidation principles

The consolidated financial statements include the parent and its subsidiaries. Subsidiaries are companies in which the parent has, based on its holding, more than half of the voting rights directly or via its subsidiaries or over which it otherwise has control. The Group has control over an entity when it has a participation in the entity and is exposed to or has the right to its variable revenues and can influence those revenues by using its control over the entity.

Divested subsidiaries are included in the consolidated financial statements until the control is lost, and companies acquired during the reporting period are included from the date upon which control was transferred to Suominen. Acquisitions of subsidiaries are accounted for under the acquisition

method under which the purchase consideration is allocated to the acquired identifiable assets and liabilities assumed, which are measured at fair value upon the acquisition, and the residual is recognized as goodwill. The transaction costs related to a business combination are recognized in profit or loss.

All intra-Group transactions are eliminated as part of the consolidation process. Unrealized losses are eliminated only to the extent that there is no evidence of impairment.

### Foreign subsidiaries

In the consolidated financial statements, the statements of profit or loss, statements of comprehensive income and statements of cash flows of foreign subsidiaries have been translated into euros using the average exchange rates of the reporting period and the statements of financial positions have been translated using the closing exchange rates at the end of the reporting period.

On the disposal of all or part of a foreign subsidiary, the cumulative amount or proportionate share of the exchange difference is reclassified from equity to profit or loss as a reclassification item in the same period in which the gain or loss on disposal is recognized.

### Transactions in foreign currencies and currency differences

In their own day-to-day accounting the Group companies translate transactions in foreign currencies into their own reporting currency at the exchange rates prevailing on the dates of the transactions. At the end of the reporting period, the unsettled balances of foreign currency transactions are measured at the exchange rates prevailing at the end of the reporting period. In Suominen, foreign exchange gains and losses arising from trade receivables are entered as adjustments of net sales and foreign exchange gains and losses related to trade payables are recorded as adjustments of costs of goods sold. Suominen recognizes foreign exchange gains and losses arising from financial items as financial income and expenses.

The exchange differences arising from translating the statements of profit or loss, statements of comprehensive income and statements of financial position into euro using the different exchange rates are recognized as other comprehensive income and included in equity in cumulative exchange difference. Exchange differences arising from the translation of the net investments in foreign subsidiaries in non-euro area are also recognized in other comprehensive income and included in equity in cumulative exchange differences.

Some loans granted to the subsidiaries are in substance part of a net investment in the subsidiary, as settlement of the loan is not likely to occur in the foreseeable future. Suominen recognizes the exchange differences arising from those loans in other comprehensive income and in exchange differences in equity.

### Research and Development

Expenditure on development is recognized in profit or loss. Expenditure on product and process development is not capitalized as no separate assets are developed in the development activities or future economic benefits arising from the assets cannot be reliably assessed.

### Software-as-a-Service agreements

Suominen recognizes the expenses arising from software-as-a-service (SaaS) arrangements mainly in profit or loss as expenses arising from service contracts. However, if the contract contains a lease, either the whole arrangement or the lease component of the arrangement are recognized in accordance with IFRS 16. If the arrangement provides a resource that Suominen can control, an intangible asset in accordance with IAS 38 will be recognized.

### Government grants

When government or other grants are received to compensate for expenses, they are recognized in profit or loss in other operating income in the same periods in which the corresponding expenses are incurred. When the grants are related to assets, the grants are recognized as deferred income and recognized as other operating income during the useful life of the asset.

### Related parties

Suominen Group's related parties include the parent of the Group (Suominen Corporation) and subsidiaries. In addition, the related parties of Suominen include the members of the Board of Directors, President & CEO and the members of the Executive Team as well as their family members and their controlled companies. In addition, shareholders who have a significant influence in Suominen through share ownership are included in related parties. Suominen has no associated companies or joint ventures.

In its transactions with related parties Suominen follows the same commercial terms as in transactions with third parties.

No loans, guarantees or other collaterals have been given on behalf of related parties, with the exception of the subsidiaries.

### **Dividends and other distribution of funds**

Dividends or other distribution of funds proposed by the Board of Directors are not recognized in the financial statements until they have been approved by the shareholders at the Annual General Meeting.

### **Audit**

Quarterly information as well as interim reports are not audited.

### **Other accounting principles**

Accounting principles related to assets, liabilities and line items in the statement of profit or loss are presented in the disclosure information related to each item.

## **NOTE 2 Accounting estimates and judgements**

The preparation of financial statements in conformity with IFRS requires management to make accounting estimates. Accounting estimates are monetary amounts in financial statements that are subject to measurement uncertainty. In developing accounting estimates the management uses judgements or assumptions. Measurement techniques are used in developing an accounting estimate. The techniques can include estimation and valuation techniques.

An accounting estimate may have to be changed if changes occur in the circumstances on which the accounting estimate was based or as a result of new information, new developments or more experience.

The estimates and assumptions affect the reported amounts of assets and liabilities, the amounts of contingent assets and liabilities at the end of the reporting period and the recognized amounts of revenues and expenses during the reporting period. Actual results may differ from these estimates.

The following items include accounting estimates: impairment testing of assets, especially of goodwill; useful lives of intangible assets and property, plant and equipment; measurement of inventories and trade receivables; estimation of expected credit losses of trade receivables; recognition and measurement of deferred taxes and estimates of the amount and probability of provisions.

The carrying amounts of the lease liabilities and right-of-use assets are affected, among other things, by the management's estimates made of the lease terms and possible renewals of the lease agreements.

Estimates and judgements are continuously evaluated and are based on historical experience and other factors, including expectations of future events, that are believed to be reasonable under the circumstances.

The direct impact of the war in Ukraine to Suominen's business is minor as Suominen has no customers nor suppliers in Russia, Belarus or Ukraine. Suominen as a company continues to be mostly affected by the indirect economic impacts of the war.

The risks related to climate change are included in Note 5 (Goodwill), Note 7 (Property, plant and equipment) as well as in Note 18 (Revenue from contracts with customers).

Critical accounting estimates and judgements are presented in the disclosure information related to each item.

## **NOTE 3 Financial risk management**

Suominen is exposed to customary financial risks relating to its global businesses such as foreign exchange and interest rate risks, counterparty risks, funding and liquidity risks and refinancing and credit risks. The treasury policy approved by Suominen Corporation's Board of Directors defines the authorities, responsibilities and principles to be followed in the Group. Financial risk management is centralized within Suominen Group Treasury which acts as an in-house bank providing financial services for subsidiaries within the Group. Financial risk management is governed by the treasury policy. The

policy includes principles and risk limits relating to debt structure, liquidity, counterparties, bank relations and interest rate and foreign exchange risk management.

In accordance with the treasury policy, the President & CEO approves all major funding operations and the main principles to be followed when hedging financial risks. The CFO is responsible for ensuring that the policy is complied with throughout the Group, and for individual financial operations concerning funding, managing liquidity and financial risks.

### **Foreign exchange risk**

Suominen Group operates internationally and is therefore exposed to transaction and translation risks arising from fluctuations in foreign exchange rates which may have an effect on profit or loss and the financial position of the Group. Transaction risks mainly arise from cash flows generated by the sale of products and the purchase of materials used in production. Translation risks arise from converting the statements of profit or loss and the statements of financial position of non-euro subsidiaries as well as other currency-denominated assets and liabilities into the Group's functional currency euro. The aim of the Group's foreign exchange risk management is to hedge earnings from operations and to avoid exchange rate volatility in cash flows, profit or loss and in financial position. The development of the

USD/EUR exchange rate throughout the financial year 2025 had a direct impact on the change in translation differences recognized in the Statement of Changes in Equity.

In addition to the US dollar, which generates the most significant currency impact on Suominen, the Brazilian real also affects the Group's foreign exchange risk.

The foreign exchange transaction exposure comprises committed and estimated currency cash flows for the next 12 months. The transaction risk arises mainly from the USD transactions in the euro area and in Brazil as well as from euro transactions in the USA and Brazil. The transaction risk related to USD arises both from operational and financial transactions. The exchange rate risks are hedged case by case using both derivatives and terms of sales and purchasing contracts.

Common derivative contracts can be used in hedging to some extent, as their pricing can be verified on the markets. Suominen does not apply hedge accounting in currency hedging for the transaction risks. Changes in fair values of currency hedging instruments are recognized in profit or loss.

The consolidated transaction exposure at the end of the reporting period is presented in the table below:

EUR thousand	Transaction exposure 2025		Transaction exposure 2024	
	12 months' cash flow	Hedged with currency forwards	12 months' cash flow	Hedged with currency forwards
USD/EUR	-16,981	–	2,349	–
EUR/BRL	-84	–	-732	–
USD/BRL	-8,936	–	-11,909	–

Correspondingly, the translation exposure at the end of the reporting period was as follows:

#### Translation exposure 2025 against EUR

EUR thousand	Internal loan receivables	Cash and cash equivalents and internal interest-bearing liabilities	Equity of foreign subsidiaries	Open currency exposure
BRL	–	2,092	11,208	13,305
USD	55,319	25,608	44,997	125,924

#### Translation exposure 2024 against EUR

EUR thousand	Internal loan receivables	Cash and cash equivalents and internal interest-bearing liabilities	Equity of foreign subsidiaries	Open currency exposure
BRL	–	2,656	11,339	13,995
USD	62,566	28,310	53,913	144,789

Internal loan receivables consist of loan receivables granted by Suominen Corporation to subsidiaries outside of the euro area. The loan receivables from subsidiaries denominated in USD are in substance equity as the repayment is not anticipated in the foreseeable future. These loan receivables amounted to USD 65.0 million, equaling EUR 55.3 million at the end of the reporting period. The exchange differences from these loan receivables are recognized in exchange differences in other comprehensive income as they are in substance exchange differences arising from equity. Exchange rate differences arising from other internal and external interest-bearing liabilities are recognized in profit or loss.

#### Sensitivity analysis of financial instruments

In the sensitivity analysis in the table below, the financial instruments include intra-Group currency denominated loan receivables. The sensitivities of the currency rates at the end of the reporting period are estimated based on the actual volatility of the currencies over the past 12 months. The exchange rate sensitivity is calculated for the following 12 months by using the rates at the end of the reporting period. The change in the exchange rate is the change of the euro rate against the US dollar rate.

## 2025

EUR thousand	Currency strengthens %	A. Effect on profit or loss after tax	B. Effect on equity after tax (excluding A)	Currency weakens %	A. Effect on profit or loss after tax	B. Effect on equity after tax (excluding A)
USD/EUR	8.1	–	3,603	-8.1	–	-3,603

## 2024

EUR thousand	Currency strengthens %	A. Effect on profit or loss after tax	B. Effect on equity after tax (excluding A)	Currency weakens %	A. Effect on profit or loss after tax	B. Effect on equity after tax (excluding A)
USD/EUR	6.2	–	3,077	-6.2	–	-3,077

## 2025

EUR thousand	Currency strengthens / weakens %	Effect on 12 months' currency cash flow	Effect on hedging instruments	Net effect after tax
USD/EUR	+8 / -8	-1,382 / 1,382	–	-1,106 / 1,106

## 2024

EUR thousand	Currency strengthens / weakens %	Effect on 12 months' currency cash flow	Effect on hedging instruments	Net effect after tax
USD/EUR	+6 / -6	144 / -144	–	115 / -115

**Sensitivity analysis of net currency flows**

The management has assessed the sensitivity of the estimated net currency cash flows for 12 months. If hedging instruments are in use, the compensating effect of the hedging instruments is taken into account. The net effect from the change in the USD exchange rate on profit or loss after taxes in 2025 is estimated to be EUR - / + 1,106 thousand (EUR + / - 115 thousand). Sensitivities of exchange rates at the end of the reporting period are estimated based on the actual volatility of the currencies over the past 12 months. The exchange rate sensitivity is calculated for the following 12 months by using the currency rates at the end of the reporting period.

**Interest rate risk**

Suominen is exposed to interest rate risk when it funds its operations with euro or currency denominated debt. The risk arises from the repricing of floating rate debt and with the raising of new floating rate debt. A fixed rate debt is subject to fair value risk.

The aim of the interest rate risk management is to bring predictability to interest expenses by keeping the duration within the agreed limits with an optimal mix of fixed and floating rate debt. Suominen's loan portfolio can comprise both floating and fixed interest rate loans. The loans drawn from the syndicated credit facility are floating rate loans. Suominen's Board of Directors has determined the interest rate structure of the loan portfolio and the range in which it can vary. The average interest duration can vary between 12 and 48 months. At the end of 2025, the duration excluding the lease liabilities was 23 months (17 months in 2024).

At the end of the reporting period the carrying amount of the Group's loans with fixed interest rates was EUR 49.8 million (EUR 49.6 million) and EUR 49.8 million (EUR 40.0 million) with floating interest rates. Lease liabilities were EUR 9.7 million (EUR 12.2 million).

The sensitivity of interest rate risk is calculated as the effect of a 0.5 percentage point shift in the interest rate curve during one year on floating interest rate loans.

EUR thousand	2025		2024	
	Change in interest rate, percentage points	Effect on profit after tax	Change in interest rate, percentage points	Effect on profit after tax
Floating rate loans	+0.5 / -0.5	-200 / +200	+0.5 / -0.5	-160 / +160

At the end of the reporting period the cash and cash equivalents of the Group were EUR 32.1 million (EUR 41.3 million). Cash and cash equivalents have not been included in the sensitivity analysis.

### Credit risk

The most significant individual credit risks relate to trade receivables from international companies mainly with high credit ratings. The credit policy approved by the Board of Directors governs the principles to be followed when granting credit to customers and the responsibilities of the organization in this area. Credit is granted to customers after a credit approval process has been completed. The credit exposure of customers is reported at least once a month to the persons responsible for sales. Expected credit losses and reversals of credit losses of trade receivables (net) recognized in profit or loss totaled EUR +128 thousand in 2025 (EUR +285 thousand). The ageing structure of the trade receivables is disclosed in Note 11 to the consolidated financial statements.

The maximum credit risk arising from trade receivables equals the carrying amount of the trade receivables. The determination of the credit risk related to trade receivables is disclosed in Note 11.

The direct impact of the war in Ukraine to Suominen's business is minor as Suominen has no customers in Russia, Belarus or Ukraine.

The Group has agreed on a supply chain financing program which covers approx. 15% of the sales at the end of the reporting period. In addition, the Group has other non-recourse factoring programs. In accordance with the supply chain financing agreement and the terms of the factoring programs, the Group has transferred the rights and responsibilities of these receivables to the counterparty of the agreement.

The Board of Directors of Suominen has approved a counterpart list of companies and financial institutions with good credit ratings. These companies are allowed counterparts in investment activities and derivative contracts. The amount which can be invested in a single counterpart is capped. Liquid funds can be

invested with reputable banks with sufficient credit ratings or in commercial papers offering high liquidity and credit ratings. The Group's maximum exposure to credit risk is equal to the carrying amount of financial assets at the end of the reporting period.

### Liquidity and refinancing risk

Suominen aims to use different sources of funding. With its house banks Suominen has long and trustworthy relations and acquires advisory and other services from them. Refinancing risk is managed by diversifying loan maturities.

Suominen entered in June 2025 into a single-currency syndicated credit facility agreement which consists of a EUR 50 million term loan and a EUR 50 million revolving credit facility with a maturity of three years with a one-year extension option. The lenders for the facility are Danske Bank A/S and Nordea Bank Abp. The new credit facility includes leverage ratio and gearing as financial covenants.

The new credit facility replaced the EUR 100 million syndicated revolving credit facility agreement of Suominen provided by Danske Bank A/S and Nordea Abp.

The financial covenants of these loans are regularly monitored. In order to ensure that the covenant conditions are met, Suominen has agreed with the lenders about amendment of the covenant thresholds.

Management has prepared cash flow forecasts and based on the current projection, including profitability improvement actions, the company expects to meet all covenant conditions and maintain sufficient liquidity for the 12 months following the reporting date.

In June 2021, Suominen issued a senior unsecured bond of EUR 50 million. The six-year bond matures on June 11, 2027, and it carries a coupon interest of 1.50%. The bond is listed on the official list of Nasdaq Helsinki Ltd.

The average maturity of the committed facility agreements was 2.5 years (1.5 years) at the end of the reporting period. At the end of the reporting period the unused revolving credit facility was EUR 47 million.

Suominen Group Treasury has established several cash pooling structures with Group's house banks in order to manage the liquidity of the Group.

The maturity of financial liabilities is presented as undiscounted cash flows in the following table. The table includes both interest payments and repayments of capital.

## Maturity analysis of financial liabilities 2025

Financial liabilities	Carrying amount	Contractual cash flows	Falling due				
			Less than 6 months	6–12 months	1–2 years	2–5 years	After 5 years
Debentures	49,765	51,500	750	–	50,750	–	–
Lease liabilities	9,666	10,821	1,693	1,602	2,881	3,807	837
Other interest-bearing liabilities	49,825	57,606	1,521	1,521	3,042	51,521	–
Other financial liabilities	312	312	312	–	–	–	–
Trade payables	49,192	49,298	49,298	–	–	–	–
<b>Total</b>	<b>158,761</b>	<b>169,537</b>	<b>53,575</b>	<b>3,123</b>	<b>56,674</b>	<b>55,329</b>	<b>837</b>

Maturity analysis of leasing obligations arising from operative leasing contracts is disclosed in Note 21.

Contingent liabilities	Total	Falling due			
		Less than 6 months	6–12 months	1–2 years	2–5 years
Guarantees	1,088	–	–	–	1,088
Commitments to leases not yet commenced	458	458	–	–	–
Contractual commitments to acquire property, plant and equipment	3,669	3,669	–	–	–
<b>Total</b>	<b>5,215</b>	<b>4,127</b>	<b>–</b>	<b>–</b>	<b>1,088</b>

## Maturity analysis of financial liabilities 2024

Financial liabilities	Carrying amount	Contractual cash flows	Falling due				
			Less than 6 months	6–12 months	1–2 years	2–5 years	After 5 years
Debentures	49,606	52,250	750	–	750	50,750	–
Lease liabilities	12,154	13,844	1,766	1,727	3,252	5,297	1,802
Other interest-bearing liabilities	40,000	40,556	40,556	–	–	–	–
Other financial liabilities	120	120	120	–	–	–	–
Trade payables	67,654	67,654	67,654	–	–	–	–
<b>Total</b>	<b>169,534</b>	<b>174,424</b>	<b>110,847</b>	<b>1,727</b>	<b>4,002</b>	<b>56,047</b>	<b>1,802</b>

Maturity analysis of leasing obligations arising from operative leasing contracts is disclosed in Note 21.

Contingent liabilities	Total	Falling due			
		Less than 6 months	6–12 months	1–2 years	2–5 years
Guarantees	1,921	–	–	114	1,807
Commitments to leases not yet commenced	274	23	23	91	137
Contractual commitments to acquire property, plant and equipment	11,267	6,370	4,898	–	–
<b>Total</b>	<b>13,462</b>	<b>6,393</b>	<b>4,920</b>	<b>205</b>	<b>1,944</b>

## NOTE 4 Management of capital

Suominen's management of capital aims to support business activities by ensuring the conditions to operate by means of the Group's financial position and capital structure. In addition, the aim is to increase shareholder value by targeting a competitive return on invested capital. The capital structure must ensure the debt financing of the Group. In the capital management planning process both current and future needs of the business are taken into consideration together with securing the competitive pricing of financing.

With respect to the capital structure the Board of Directors of Suominen monitors equity ratio, gearing,

and leverage ratio. Equity ratio is calculated as the ratio of equity to the total assets adjusted with advance payments received. Gearing is calculated as the ratio of interest-bearing net debt to equity. Leverage ratio is calculated as the ratio of interest-bearing net debt to EBITDA.

The capital structure can be influenced by distributing dividends or other funds and share issues. If there is a need, the Group can buy back own shares or issue new shares as authorized by the general meetings, or decide to sell assets or businesses to reduce liabilities.

At the end of 2025, the Group's equity ratio was 35.3% (37.9%) and gearing was 80.7% (51.7%).

### Equity ratio and gearing at the end of the reporting period

EUR million	2025	2024
Nominal value of interest-bearing liabilities	109.7	102.2
Cash and cash equivalents	-32.1	-41.3
<b>Interest-bearing net debt</b>	<b>77.6</b>	<b>60.8</b>
Total equity attributable to owners of the parent	96.1	117.6
Assets total - advances received	272.2	310.3
Gearing, %	80.7	51.7
Equity ratio, %	35.3	37.9

\* Reference: Note 14 Interest-bearing liabilities

Suominen participates in Supply Chain Financing programs of certain customers. Under the programs the trade receivables from these customers are sold on a non-recourse basis. In addition, the Group has other non-recourse factoring programs. The programs release capital employed.

The funding is managed by maintaining good relations with the financial institutions.

Suominen plans to cover the loan amortization needs with its cash flow from operations.

The Group's loan agreements include covenant terms which are linked to consolidated key figures. The term loan and revolving credit facility includes leverage ratio and gearing as financial covenants. If the covenant terms are not fulfilled, negotiations with the lenders will be initiated.

The interest-bearing liabilities of Suominen are presented in Note 14 of the consolidated financial statements.

## NOTE 5 Goodwill

EUR thousand

### Impairment testing of goodwill

The carrying amount of goodwill is tested at least annually for impairment. If the impairment testing indicates that the recoverable amount of the cash generating unit which includes goodwill is lower than

its carrying amount, an impairment loss of goodwill and of other assets, if applicable, is recognized in the statement of profit or loss. The impairment loss of goodwill will not be reversed during subsequent reporting periods.

In impairment testing the recoverable amount for the cash generating unit is determined as the value in use. Value in use comprises the discounted projected future cash flows. Projected cash flows are based on actual performance, annual plans as well as five-year forecasts based on the Group's strategy. The main assumptions of forecasts are always reviewed during the impairment testing. Cash flows in the period beyond the five-year forecasted period are extrapolated using the growth rates for Suominen's business. The key assumptions used in the value in use are sales trend of the cash-generating unit, the profitability of the business, expense levels and the discount rate used.

The replacement investments needed for maintaining the existing production capacity have been estimated based on the planned depreciation during the useful lives of each asset in the cash-generating unit. Replacement investments also include renewals of lease contracts. In addition, growth investments, which are already on-going, are included as investments in the impairment testing.

In accordance with its strategy, Suominen aims to grow by creating innovative and more sustainable

nonwovens for its customers and aims to improve profitability through more efficient operations and a high performance culture. The main focus is on wipes.

The comparable financial performance of Suominen in 2025 has decreased from 2024 mainly related to certain incidents in production plants during the third quarter of 2025 in the USA. However, sales margin has continued to improve. Suominen has launched a program to speed up profit improvement initiatives. The program is focusing on cost savings in both fixed and variable expenses, operational and commercial excellence, on specific projects and cash flow optimization. The program started during the second half of 2025 and is expected to add significant improvement on Suominen’s profitability within the next 18 months. Due to the precautionary principle, the estimated positive effects of the initiated program on the result have not been included in full in the impairment calculation.

In fixed costs the effect of inflation has been taken into account. Headcount increases are mainly related to the new production line in Alicante.

The annual growth rate for Suominen’s net sales during the period covered by the forecast (2026–2030) has been estimated at 3.7%. The estimated growth rate has slightly decreased from the previous year.

Annual terminal growth rate (2.0%) is assumed to equal overall inflation development.

The discount rate has been determined by using a capital structure, which is considered to reflect the long-term capital structure at the time of the impairment test. In this determination Suominen has used a peer group, whose capital structure has an average debt to equity ratio of 37.7%. The lease liabilities in the statement of financial position have been taken into account in the calculation of the discount rate. Cost of capital has been calculated as a weighted average pre-tax rate for equity and debt and taking into the consideration the risk-free rate and risk margins of equity and debt respectively. The components of the cost of capital are revised annually. The discount rate used in the calculation is the weighted average of the risk-free 30-year government bond rates in the countries where Suominen operates, or if these rates have not been available, the average of 10-year government bonds has been used. The used discount rate has increased from the previous year.

Impairment testing is based on present estimates of future development at the time of the impairment testing. The uncertainty in measuring the values in use is captured by analyzing variations in the amount or timing of cash flows. The element of uncertainty and risk has been accounted for in the discount rates.

Based on the impairment testing, the goodwill of Suominen is not impaired.

When performing impairment testing, not only the carrying amount of goodwill is included in the tested carrying amount but also the carrying amount of property, plant and equipment and right-of-use assets as well as net working capital.

If the pre-tax discount rate would increase by 1.268 percentage points, or the annual terminal operating profit percentage would decrease by 0.87 percentage points, or the terminal year growth rate would decrease 2.0 percentage points, or the growth in net sales decreased 1.835 percentage points, other assumptions unchanged, the recoverable amount would equal the carrying amount.

**The critical assumptions in impairment testing**

	2025	2024
Pre-tax discount rate	11.6%	10.5%
Growth in net sales 2026–2030 (2025–2029)	3.7%	3.8%
Annual terminal growth rate	2.0%	2.0%
Annual terminal operating profit percentage	5.2%	5.1%

**Accounting principles**

Goodwill represents the excess of the purchase consideration over the fair value of acquired net assets. Goodwill is allocated to those cash generating units

which benefit from the acquired net assets as well as from synergies arising from the acquisition.

At the end of the reporting period, the carrying amount of goodwill was EUR 15,496 thousand (EUR 15,496 thousand in 2024). The Group has one operating segment (Nonwovens), which is also a cash generating unit to which goodwill has been allocated in its entirety.

**Critical accounting estimates and judgements**

Goodwill is tested annually for possible impairment. The recoverable amounts have been determined based on the assets’ value in use which require the use of estimates. The actual cash flows can differ from estimated discounted future cash flows. Uncertainties related to the projected future cash flows include, among others, the long economic useful lives of the assets, the estimated sales prices, production costs and changes in discount rate used in testing.

Potential adverse extreme effects from the climate change (such as water shortages, heat waves, increased rainfall, flooding, storms) on Suominen have been considered in the testing, but so far these are seen to have only a temporary effect upon Suominen’s business performance and hence no material impacts have been included in the cash flow estimates used in testing. The management follows these risks and their development.

## NOTE 6 Intangible assets

EUR thousand

	Intangible rights	Other intangible assets	Advance payments and assets under construction	Intangible assets total 2025	Goodwill 2025
<b>Acquisition cost January 1</b>	<b>19,886</b>	<b>80</b>	<b>62</b>	<b>20,028</b>	<b>15,496</b>
Exchange difference	-17	-	-	-17	-
Additions	55	-	104	160	-
Decreases and disposals	-805	249	-	-557	-
Reclassifications	44	-	-44	-	-
<b>Acquisition cost December 31</b>	<b>19,163</b>	<b>329</b>	<b>122</b>	<b>19,614</b>	<b>15,496</b>
<b>Accumulated amortization and impairment losses January 1</b>	<b>-17,274</b>	<b>-</b>	<b>-</b>	<b>-17,274</b>	<b>-</b>
Exchange difference	13	-	-	13	-
Amortization for the reporting period	-1,731	-30	-	-1,761	-
Decreases and disposals	805	-249	-	557	-
<b>Accumulated amortization and impairment losses December 31</b>	<b>-18,186</b>	<b>-278</b>	<b>-</b>	<b>-18,465</b>	<b>-</b>
<b>Carrying amount December 31</b>	<b>977</b>	<b>51</b>	<b>122</b>	<b>1,150</b>	<b>15,496</b>

	Intangible rights	Other intangible assets	Advance payments and assets under construction	Intangible assets total 2024	Goodwill 2024
<b>Acquisition cost January 1</b>	<b>22,640</b>	<b>6,757</b>	<b>36</b>	<b>29,433</b>	<b>15,496</b>
Exchange difference	-3	62	-	59	-
Additions	78	-	32	109	-
Decreases and disposals	-2,835	-6,739	-	-9,574	-
Reclassifications	6	-	-6	0	-
<b>Acquisition cost December 31</b>	<b>19,886</b>	<b>80</b>	<b>62</b>	<b>20,028</b>	<b>15,496</b>
<b>Accumulated amortization and impairment losses January 1</b>	<b>-17,103</b>	<b>-6,247</b>	<b>-</b>	<b>-23,349</b>	<b>-</b>
Exchange difference	2	-61	-	-59	-
Amortization for the reporting period	-3,008	-431	-	-3,439	-
Decreases and disposals	2,835	6,739	-	9,574	-
<b>Accumulated amortization and impairment losses December 31</b>	<b>-17,274</b>	<b>-</b>	<b>-</b>	<b>-17,274</b>	<b>-</b>
<b>Carrying amount December 31</b>	<b>2,612</b>	<b>80</b>	<b>62</b>	<b>2,754</b>	<b>15,496</b>

## Accounting principles

Intangible rights include patents, trademarks and software licences. Other intangible assets are development and other costs which are directly attributable to the design and testing of identifiable and unique software or similar intangible assets. If an intangible asset is a qualifying asset as defined in IAS 23, i.e. an asset that necessarily takes a substantial period of time to get ready, the borrowing costs are capitalized into the initial acquisition cost of the asset.

Subsequent expenditure on intangible assets is capitalized only if the future economic benefits from the asset exceed the initially planned level. Otherwise the expenditure is recognized as an expense in the statement of profit or loss.

Intangible rights and other intangible assets are recognized in the statement of financial position at their initial acquisition cost less cumulative amortization and impairment losses, if any. They are amortized using planned straight-line amortization during of their estimated useful lives. Intangible assets from acquisition of a subsidiary are stated at their fair values at the date of the acquisition.

Suominen has no other material intangible assets than goodwill which have indefinite useful life. Goodwill and intangible assets not yet available for use are tested annually for impairment. Disclosure

information of goodwill is presented in Note 5 of the consolidated financial statements.

Other intangible assets are tested for impairment if there are indications that the asset may be impaired. Impairment testing is described in Note 24 of the consolidated financial statements.

### Amortization periods for intangible assets

Goodwill	no amortization
Intangible rights	3–13 years
Other intangible assets	5–10 years
Advance payments and assets under construction	no amortization

### Critical accounting estimates and judgements

If there is indication of impairment, the carrying amounts of intangible assets are compared with their recoverable amounts. The recoverable amount is the higher of fair value and value in use. Value in use is calculated by discounting the future cash flows arising from the the asset. If the recoverable amount of an asset is lower than the carrying amount, an impairment loss is recognized. Both the amounts and timing of the cash flows are based on management estimates.

The useful lives of intangible assets are based on management's best estimate of the period the asset is expected to be available for use by Suominen.

The actual useful life can, however, differ from the expected useful life resulting in adjustment of annual amortization of the asset or in recognizing of an impairment loss.

## NOTE 7 Property, plant and equipment

EUR thousand

	Land	Buildings and constructions	Machinery and equipment	Other tangible assets	Advance payments and assets under construction	Total 2025
<b>Acquisition cost January 1</b>	<b>2,930</b>	<b>67,028</b>	<b>255,091</b>	<b>2,430</b>	<b>17,506</b>	<b>344,986</b>
Exchange difference	-150	-4,028	-20,369	-7	-829	-25,383
Additions	-	323	2,363	4	22,881	25,571
Capitalized borrowing costs	-	-	-	-	559	559
Decreases and disposals	-	-36	-594	-	-	-630
Reclassifications	-	1,031	10,318	39	-11,388	-
<b>Acquisition cost December 31</b>	<b>2,780</b>	<b>64,319</b>	<b>246,808</b>	<b>2,467</b>	<b>28,729</b>	<b>345,103</b>
<b>Accumulated depreciation and impairment losses January 1</b>	<b>-</b>	<b>-47,000</b>	<b>-176,684</b>	<b>-947</b>	<b>-</b>	<b>-224,630</b>
Exchange difference	-	2,193	14,162	1	-	16,355
Decreases and disposals	-	36	548	0	-	584
Depreciation for the reporting period	-	-2,269	-9,630	-243	-	-12,142
Impairment losses for the reporting period	-	-	-426	-	-	-426
<b>Accumulated depreciation and impairment losses December 31</b>	<b>-</b>	<b>-47,040</b>	<b>-172,031</b>	<b>-1,190</b>	<b>-</b>	<b>-220,259</b>
<b>Carrying amount December 31</b>	<b>2,780</b>	<b>17,279</b>	<b>74,778</b>	<b>1,277</b>	<b>28,729</b>	<b>124,844</b>

The largest individual investments in 2025 were the ongoing growth investments at the Alicante plant in Spain and the Bethune plant in the United States.

Impairment losses relate to the closure of one production line.

	2025	2024
Carrying amount of production machinery and equipment	73,913	77,645

	Land	Buildings and constructions	Machinery and equipment	Other tangible assets	Advance payments and assets under construction	Total 2024
<b>Acquisition cost January 1</b>	<b>3,097</b>	<b>64,143</b>	<b>241,895</b>	<b>2,077</b>	<b>9,138</b>	<b>320,350</b>
Exchange difference	-167	1,551	8,765	-	102	10,250
Additions	-	101	1,145	1	14,360	15,607
Capitalized borrowing costs	-	-	-	-	287	287
Decreases and disposals	-	-99	-1,398	-13	-	-1,509
Reclassifications	-	1,331	4,685	365	-6,382	-
<b>Acquisition cost December 31</b>	<b>2,930</b>	<b>67,028</b>	<b>255,091</b>	<b>2,430</b>	<b>17,506</b>	<b>344,986</b>
<b>Accumulated depreciation and impairment losses January 1</b>	<b>-</b>	<b>-44,136</b>	<b>-162,730</b>	<b>-759</b>	<b>-</b>	<b>-207,623</b>
Exchange difference	-	-704	-5,727	0	-	-6,431
Decreases and disposals	-	99	1,396	13	-	1,507
Depreciation for the reporting period	-	-2,258	-9,623	-201	-	-12,083
<b>Accumulated depreciation and impairment losses December 31</b>	<b>-</b>	<b>-47,000</b>	<b>-176,684</b>	<b>-947</b>	<b>-</b>	<b>-224,630</b>
<b>Carrying amount December 31</b>	<b>2,930</b>	<b>20,029</b>	<b>78,408</b>	<b>1,483</b>	<b>17,506</b>	<b>120,356</b>

Contractual commitments to acquire property, plant and equipment are presented in Note 31.

Right-of-use assets are presented in Note 21.

Depreciation and impairment losses are disclosed in Note 5.

### Accounting principles

Property, plant and equipment consist mainly of land, buildings and structures as well as of machinery and equipment. They are recognized in the statement of financial position at their acquisition cost less cumulative depreciation and impairment losses, if any. When an asset consists of major components with different useful lives, they are accounted for as separate items. Assets from acquisition of a subsidiary are stated at their fair values at the date of the acquisition.

When part of an asset in property, plant and equipment is replaced, the cost of the replacement is capitalized and the eventual remaining carrying amount of the replaced asset is derecognized. Other subsequent expenditure is capitalized only if the future economic benefits to the company from the asset are enhanced. Ordinary maintenance and repair charges are expensed as incurred.

Borrowing costs are capitalized as part of the acquisition cost of property, plant and equipment if

the assets are qualifying assets as defined in IAS 23 Borrowing Costs.

Depreciation is recognized on a straight-line basis over expected useful lives. Depreciation begins when the asset is available for its intended use. Land is not depreciated since it is deemed to have indefinite useful life.

Property, plant and equipment are tested for impairment if there are indications that the asset may be impaired. Impairment testing is described in Note 24 of the consolidated financial statements.

Gains and losses from the sales and disposals of property, plant and equipment are determined as a difference between the sales price and the carrying amount of the asset and they are recognized as other operating income or expenses.

### Depreciation periods for property, plant and equipment

Land	no depreciation
Buildings and constructions	10–40 years
Machinery and equipment	4–20 years
Other tangible assets	3–5 years
Advance payments and assets under construction	no depreciation

### Critical accounting estimates and judgements

If there is indication of impairment, the carrying amounts of property, plant and equipment are compared with their recoverable amounts. The recoverable amount is the higher of fair value and value in use. Value in use is calculated by discounting the future cash flows arising from the asset. If the recoverable amount of an asset is lower than the carrying amount, an impairment loss is recognized. Both the amounts and timing of the cash flows are based on management estimates.

The useful lives of property, plant and equipment are based on management’s best estimate of the period the asset is expected to be available for use by Suominen. The actual useful life can, however, differ from the expected useful life resulting in adjustment of annual depreciation of the asset or in recognizing of an impairment loss.

The customer demand for nonwovens has shifted more and more to sustainable nonwovens not containing plastic and which are made of plant-based fibers. In addition, legislation also directs the transition into plastic-free and sustainable nonwovens. Suominen has for some years already put effort in the R&D on developing sustainable nonwovens by researching the use of new, potential raw materials as well as the biodegradability of raw materials.

Suominen follows the technical capabilities of its production lines and aims to ensure the ability of the lines to produce these sustainable nonwovens by continuously investing in its production lines, and is thus improving its ability to meet customer demand and the requirements set by legislation. With these investments Suominen aims to prevent the production lines from becoming technologically obsolete due to customer demand and the useful lives of the lines from shortening from the initial estimates.

Potential adverse extreme effects from climate change (such as water shortages, heat waves, increased rainfall, flooding, storms) on Suominen have been considered for example in estimating the carrying amounts of property, plant and equipment as well as their useful lives, but so far these are seen to have only a temporary effect upon Suominen’s business performance and hence there are no material impacts on the carrying amounts or depreciation periods of property, plant and equipment. The management follows these risks and their development.

## NOTE 8 Group companies

Company	Domicile	Ownership, %	Owned by parent company
Suominen Corporation	Helsinki, Finland		
Suominen Nonwovens Ltd.	Nakkila, Finland	100%	x
Mozzate Nonwovens S.r.l.	Gallarate, Italy	100%	x
Cressa Nonwovens S.r.l.	Gallarate, Italy	100%	
Alicante Nonwovens S.A.U.	Alicante, Spain	100%	x
Suominen US Holding, Inc.	Delaware, USA	100%	x
Bethune Nonwovens, Inc.	Bethune, South Carolina, USA	100%	
Green Bay Nonwovens, Inc.	Green Bay, Wisconsin, USA	100%	
Windsor Locks Nonwovens, Inc.	Windsor Locks, Connecticut, USA	100%	
Suominen Brasil Indústria e Comércio de Não-Tecidos Ltda.	Paulínia, Brazil	100%	x

## NOTE 9 Equity instruments

EUR thousand

	Designated at fair value through other comprehensive income	Total 2025
<b>Carrying amount January 1</b>	<b>421</b>	<b>421</b>
<b>Carrying amount December 31</b>	<b>421</b>	<b>421</b>
	Designated at fair value through other comprehensive income	Total 2024
<b>Carrying amount January 1</b>	<b>421</b>	<b>421</b>
<b>Carrying amount December 31</b>	<b>421</b>	<b>421</b>

### Accounting principles

For investments in equity instruments, ie. shares, IFRS 9 enables the entity to make an irrevocable election of classification and measurement by equity instrument.

The equity instruments consist of unlisted shares and they are classified at fair value through other comprehensive income, and both the fair value changes and the possible gains and losses on disposal are recognized in other comprehensive income without subsequent recycling to profit or loss. Other equity instruments are not material items in the consolidated financial statements of Suominen.

If there is no active market for the equity instrument or if the securities are not listed, the Group measures fair value with valuation techniques. If there is no asset-specific data available from transactions between independent parties, the fair values used for the asset are for example the present value of discounted cash flows arising from the asset or fair values of other instruments which are substantially identical to the asset.

## NOTE 10 Inventories

EUR thousand

	2025	2024
<b>Inventories</b>		
Raw materials and consumables	28,060	28,960
Work in progress	1,944	3,526
Finished goods	10,218	14,832
Advance payments for inventory	221	152
<b>Total inventories</b>	<b>40,443</b>	<b>47,470</b>
Write-down of inventory and reversals of write downs, net	-49	1,430
Write-downs included the inventories at the end of the period were EUR 4,665 thousand (EUR 4,780 thousand). During the financial year, reversals of write downs amounting to EUR 4,616 thousand (EUR 6,209 thousand) were made.		
Inventories recognized as expense during the period	-310,692	-355,127

### Accounting principles

Cost of inventories is measured using the FIFO (first-in-first-out) principle or weighted average cost. The value of inventory includes all direct and indirect costs associated with purchase. The cost of manufactured products includes the cost of materials, direct labour and other direct costs, including general manufacturing overheads. The cost of inventories excludes sales, administration and financing costs. Borrowing costs are not capitalized in inventory.

Inventories are valued at the lower of cost and the probable net realizable value. Net realizable value is the estimated selling price in the ordinary course of business less the estimated costs of completion and estimated costs necessary to make the sale.

Obsolete items in inventories are written down. Suominen applies the standard ageing-based rule when evaluating obsolete items: items with no sales for more than six months are written down by 50%, and items with no sales for more than twelve months are written down by 95%. Goods that cannot be sold are written down 100% and removed from inventory. Any later proceeds are recorded as other operating income.

Inventories recognized as expense during the period are included in cost of goods sold in the statement of profit or loss.

### Critical accounting estimates and judgements

Measurement of inventories includes some management estimates. Inventories are measured at the lower of cost and net realizable value. Net realizable value is used in testing the recoverable amount of inventories in order to avoid the inventories being carried in excess of the amount expected to be realized from their sale or use.

## NOTE 11 Trade and other receivables

EUR thousand

	2025	2024
<b>Non-current receivables</b>		
Other non-current receivables	155	158
<b>Total non-current receivables</b>	<b>155</b>	<b>158</b>
<b>Current receivables</b>		
Trade receivables	38,077	62,477
Other current receivables	4,152	3,181
Prepaid expenses and accrued income	2,716	2,937
<b>Total current receivables</b>	<b>44,946</b>	<b>68,595</b>

### Ageing analysis of trade receivables and credit risk exposure

Trade receivables December 31, 2025

	Current	Past due					Total past due	Total
		< 5 days	5–30 days	31–120 days	> 120 days			
Trade receivables	33,445	1,999	2,523	88	1,035	5,644	<b>39,090</b>	
Allowance for expected credit losses	–	–	–	-32	-981	-1,013	<b>-1,013</b>	
<b>Carrying amount of trade receivables</b>	<b>33,445</b>	<b>1,999</b>	<b>2,523</b>	<b>55</b>	<b>54</b>	<b>4,631</b>	<b>38,077</b>	

Trade receivables December 31, 2024

	Current	Past due					Total past due	Total
		< 5 days	5–30 days	31–120 days	> 120 days			
Trade receivables	58,305	1,558	2,335	306	1,525	5,724	<b>64,029</b>	
Allowance for expected credit losses	–	–	-1	-84	-1,468	-1,552	<b>-1,552</b>	
<b>Carrying amount of trade receivables</b>	<b>58,305</b>	<b>1,558</b>	<b>2,335</b>	<b>223</b>	<b>57</b>	<b>4,172</b>	<b>62,477</b>	

Expected credit losses of trade receivables and changes in the allowance for expected credit losses of trade receivables

	2025	2024
<b>Allowance for expected credit losses January 1</b>	<b>-1,552</b>	<b>-1,798</b>
Exchange difference	70	-55
Realized	344	–
Reversed	180	880
Charge for the year	-56	-579
<b>Allowance for expected credit losses December 31</b>	<b>-1,013</b>	<b>-1,552</b>
Expected credit losses of trade receivables recognized during the period, net	128	285

Currency analysis of trade receivables

	2025	2024
EUR	19,675	27,150
USD	13,621	30,421
BRL	4,781	4,906
<b>Total</b>	<b>38,077</b>	<b>62,477</b>

Prepaid expenses and accrued income consist mainly of accruals of financial items and other accruals related to expenses. Other receivables, both non-current and current, include, among others, receivables related to indirect taxes.

The credit quality of other receivables is based on the debtors' payment history. Other receivables are not past due nor impaired. The carrying amount of other receivables equals the maximum exposure to credit risk.

Suominen has a Supply Chain Financing Program with a "selected supplier" status with certain customers. In addition, the Group has factoring programs. In accordance with the supply chain financing agreement and the terms of the factoring programs, the Group has transferred the rights and responsibilities of these receivables to the counterparty of the agreement.

### **Accounting principles**

Trade receivables are measured at amortized cost. The value of trade receivables depends on the transaction price of sold goods. Transaction price is measured in accordance with IFRS 15 Revenue from Contracts with Customers. In defining the transaction price, for example the variable considerations included in the contracts, such as volume rebates, are taken into account. This means that the transaction price can be lower than the sales amount invoiced from the customer.

Suominen applies the practical expedient for credit losses arising from trade receivables and uses a provision matrix in estimating the credit losses based

on historical experience on realized credit losses. In accordance with the provision matrix, the credit losses of trade receivables are based on lifetime expected credit losses. Trade receivables are categorized based on days past due as well as on the risk characteristics of the customers, taking into account the customers' capability to pay all contractual amounts as agreed in the contracts. Risk characteristics include, among others, the geographical risk related to the customer, the payment behavior and the financial position of the customer.

The expected credit losses on trade receivables are a probability-weighted estimate of credit losses over their expected life. Suominen's realized credit losses have historically been immaterial. There is, however, a risk that some bad debt provisions made in 2025 and 2024 will be realized as credit losses due to customers' financial difficulties.

A large part of the trade receivables were at the end of the reporting period from international customers with a high credit rating. These customers are capable to pay their overdue receivables and the credit risk is not considered to be significantly increased even if the receivables were overdue for more than 30 days.

If it has been estimated that the credit risk of other overdue trade receivables has significantly increased, the expected credit losses have been recognized. In addition, the overdue trade receivables are under

collection procedures or payment plans with the customers have been made. Suominen also monitors continuously that payment plans are followed.

Suominen monitors constantly the open balances of its customers and takes action if payments are delayed.

The direct impact of the war in Ukraine to Suominen's business is minor as Suominen has no customers in Russia, Belarus or Ukraine.

### **Critical accounting estimates and judgements**

Measurement of trade receivables includes some management estimates. If the management estimates that the carrying amount of a trade receivable exceeds its fair value, an estimate of the expected credit loss is recognized.

## NOTE 12 Financial instruments

EUR thousand

### Classification of financial assets

	At amortized cost	Designated at fair value through other comprehensive income	Carrying amount	Fair value
Equity instruments	–	421	421	421
Trade receivables	38,077	–	38,077	38,077
Other financial receivables	239	–	239	239
Cash and cash equivalents	32,064	–	32,064	32,064
<b>Total December 31, 2025</b>	<b>70,380</b>	<b>421</b>	<b>70,801</b>	<b>70,801</b>

	At amortized cost	Designated at fair value through other comprehensive income	Carrying amount	Fair value
Equity instruments	–	421	421	421
Trade receivables	62,477	–	62,477	62,477
Other financial receivables	246	–	246	246
Cash and cash equivalents	41,340	–	41,340	41,340
<b>Total December 31, 2024</b>	<b>104,063</b>	<b>421</b>	<b>104,484</b>	<b>104,484</b>

### Accounting principles – financial assets

Suominen has defined its business model for managing financial assets and based on the model as well as the characteristics of the financial assets, determined the classification of the financial assets.

Trade day accounting is applied to regular purchases and sales of financial assets. Financial assets are derecognized when the rights to receive cash flows from the assets have expired or have been transferred to an external party and the Group has transferred substantially all the risks and rewards related to the ownership of the assets to an external party.

been a significant increase in the credit risk related to the receivable, based on the lifetime expected credit losses. Based on the situation at the end of the reporting period and taking into account the counterparty credit risk related to deposits in banks, there are no credit losses from cash and cash equivalents.

Cash and cash equivalents comprise cash and bank account balances. If bank overdrafts are in use, they are included in current interest-bearing liabilities.

### Financial assets at fair value through other comprehensive income

Financial assets at fair value through other comprehensive income include equity instruments. More information is presented in Note 9.

### Financial assets at amortized cost

Trade receivables at amortized cost are described in Note 11.

Cash and cash equivalents are measured at amortized cost. Under IFRS 9 cash and cash equivalents are also subject to credit loss assessment, and credit losses are recognized based on either 12-month expected credit losses, or if there has

**Classification of financial liabilities**

	At amortized cost	Carrying amount	Fair value	Nominal value
Debentures	49,765	49,765	46,530	50,000
Other non-current interest-bearing liabilities	49,825	49,825	50,000	50,000
Lease liabilities	9,666	9,666	9,666	9,666
Interest accruals	426	426	426	426
Other current liabilities	312	312	312	312
Trade payables	49,192	49,192	49,192	49,192
<b>Total December 31, 2025</b>	<b>159,187</b>	<b>159,187</b>	<b>156,127</b>	<b>159,597</b>

	At amortized cost	Carrying amount	Fair value	Nominal value
Debentures	49,606	49,606	45,255	50,000
Other current interest-bearing liabilities	40,000	40,000	40,000	40,000
Lease liabilities	12,154	12,154	12,154	12,154
Interest accruals	582	582	582	582
Other current liabilities	269	269	269	269
Trade payables	67,654	67,654	67,654	67,654
<b>Total December 31, 2024</b>	<b>170,265</b>	<b>170,265</b>	<b>165,914</b>	<b>170,659</b>

**Accounting principles – financial liabilities**

Financial liabilities are classified as current liabilities if they mature within 12 months from the end of the reporting period.

A financial liability or a part of a financial liability is removed from the statement of financial position when the liability is extinguished, i.e. when the obligation specified in the contract is discharged or cancelled or expired.

Interest-bearing liabilities, including lease liabilities, are described in Note 14 of the consolidated financial statements.

**Trade payables**

Trade payables are measured at amortized cost. The carrying amount of trade payables is equal to fair value based on their short maturity.

## NOTE 13 Equity and information of Suominen share

### Share capital and number of shares

The registered share capital of Suominen Corporation totals EUR 11,860,056. The number of Suominen's registered shares on December 31, 2025, was 58,259,219 shares.

Suominen has one series of shares. Each share has one vote in the General Meeting of the shareholders and all the shares have equal rights to dividend or other distribution of equity. Suominen share has no nominal value. Suominen Corporation shares are listed on Nasdaq Helsinki Ltd.

### Treasury shares

The treasury shares acquired by Suominen and the related costs are presented as deductions of distributable equity. In accordance with the Limited Liability Companies Act, treasury shares do not carry entitlement to shareholder rights, such as the right to receive dividend or other distribution of funds, or the right to attend a General Meeting.

At the end of the reporting period Suominen held 486,744 treasury shares. In accordance with the resolution by the Annual General Meeting, 36,013 shares were transferred on May 16, 2025,

to the members of the Board of Directors as their remuneration payable in shares. As a vesting period of the President & CEO's share-based payment plan ended, in total 9,359 shares were transferred to the President & CEO in June.

### Other equity reserves

The share premium account is restricted equity and the reserve can no longer increase. The share premium account can be used to increase share capital.

Reserve for invested unrestricted equity is an unrestricted equity reserve, which can be used in returning capital to the shareholders. The reserve arises or increases in share issues by recognizing in the reserve that part of the emission price which is not recognized in share capital. It can also increase in connection of other equity increases. The investments in the reserve can be made by shareholders or external parties.

Fair value reserve includes the fair value changes of derivatives when hedge accounting is applied. Also the fair value changes of equity instruments classified at fair value through other comprehensive income are recognized in the fair value reserve.

Other reserves include legal reserve, which consists of the part of the profit which by local legislation has to moved to a restricted equity reserve.

The exchange differences arising from translating the statements of profit or loss, statements of comprehensive income and statements of financial position into euro using the different exchange rates are recognized as other comprehensive income and included in equity in cumulative exchange difference.

Exchange differences arising from the translation of the net investments in foreign subsidiaries in the non-euro area are also recognized in other comprehensive income and included in equity in cumulative exchange differences.

Some loans granted to the subsidiaries are in substance a part of a net investment in the subsidiary, as settlement of the loan is not likely to occur in the foreseeable future. The exchange differences arising from those loans are recognized in other comprehensive income and in exchange differences in equity.

### Share-based plans

The share-based incentive plans are described in Note 27 of the consolidated financial statements.

Suominen has no option plans.

The share ownership of related parties in Suominen is disclosed in Note 30 of the consolidated financial statements.

### Authorizations of the Board of Directors

The 2025 Annual General Meeting of Suominen authorized the Board of Directors to decide on the repurchase of a maximum of 1,000,000 of the company's own shares. The company's own shares shall be repurchased otherwise than in proportion to the holdings of the shareholders through trading on the regulated market organized by Nasdaq Helsinki Ltd at the market price prevailing at the time of acquisition using the company's unrestricted equity. The shares shall be repurchased to be used in the company's share-based incentive programs, in order to disburse the remuneration of the members of the Board of Directors, to be used as consideration in acquisitions related to the company's business, or to be held by the company, to be conveyed by other means or to be cancelled.

The Board of Directors shall decide on other terms and conditions related to the repurchase of the company's own shares. The repurchase authorization is valid until June 30, 2026, and it revokes all earlier authorizations to repurchase the company's own shares.

The Board of Directors was authorized to decide on the issuance of new shares, conveyance of the treasury shares held by the company and/or granting of option rights and other special rights entitling to

shares referred to in Chapter 10, Section 1 of the Finnish Companies Act. By virtue of the authorization, the Board of Directors may, by one or several resolutions, issue a maximum of 5,000,000 shares. The shares granted by virtue of option rights and other special rights are included in the aforementioned maximum number. Option rights and other special rights may not be granted as a part of the company's remuneration system.

The authorization revoked all earlier authorizations regarding the issuance of shares and issuance of option rights and other special rights entitling to shares. The Board of Directors will decide on all other terms and conditions related to the authorization. The authorization is valid until June 30, 2026.

The share issue can be made either against payment or without payment and can also be directed to the company itself. The authorization entitles the Board of Directors to also decide that shares are issued otherwise than in proportion to the shareholdings of the shareholders (directed share issue). The authorization can be used to carry out acquisitions or other arrangements related to the company's business, to finance investments, to improve the company's financial structure, as part of the company's remuneration system or to pay the share proportion of the remuneration of the members of the Board of Directors or for other purposes decided by the Board of Directors.

Dividend and return of capital	2025	2024
Proposed dividend and/or return of capital per share for the financial year, euro*	0.00	0.00
Paid dividend and/or return of capital per share for the previous financial year, euro	0.00	0.10

\* The proposal of the Board of Directors to the Annual General Meeting.

### Share trading and price

The number of Suominen Corporation shares traded on Nasdaq Helsinki January 1–December 31, 2025, was 1,096,086 shares (951,426 shares), accounting for 1.9% (1.7%) of the average number of shares (excluding treasury shares). The highest price was EUR 2.73 (EUR 2.93), the lowest EUR 1.56 (EUR 1.96) and the volume-weighted average price EUR 1.89 (EUR 2.53). The closing price at the end of reporting period was EUR 1.79 (EUR 2.28). The market capitalization (excluding treasury shares) was EUR 103.4 million on December 31, 2025 (EUR 131.6 million).

### Number of shares

#### Changes in number of shares

Number of shares January 1, 2024	58,259,219
Number of shares December 31, 2024	58,259,219
Number of shares December 31, 2025	58,259,219

#### Changes in treasury shares

Number of shares January 1, 2024	566,760
Conveyance of treasury shares, reward for the Board of Directors	-25,088
Conveyance of treasury shares, share-based plans	-9,556
Number of shares December 31, 2024	532,116
Conveyance of treasury shares, reward for the Board of Directors	-36,013
Conveyance of treasury shares, share-based plans	-9,359
Number of shares December 31, 2025	486,744

Number of shares	December 31, 2025	December 31, 2024
Number of shares excluding treasury shares	57,772,475	57,727,103
Share-issue adjusted number of shares excluding treasury shares	57,772,475	57,727,103
Average number of shares excluding treasury shares	57,760,108	57,713,587
Average share-issue adjusted number of shares excluding treasury shares	57,760,108	57,713,587
Average diluted share-issue adjusted number of shares excluding treasury shares	57,949,178	57,878,570

### Notifications in 2025 under Chapter 9, Sections 5 and 6 of the Securities Market Act

There were no notifications in 2025.

## Largest shareholders December 31, 2025

Shareholder	Number of shares	% of shares and votes
1. Ahlström Capital B.V.	14,127,449	24.2%
2. Etola Group Oy	7,434,000	12.8%
3. Oy Etra Invest Ab	7,000,000	12.0%
4. OP Life Assurance Company Ltd.	4,771,850	8.2%
5. Nordea Nordic Small Cap Fund	3,600,371	6.2%
6. Mandatum Life Insurance Company	2,884,864	5.0%
7. Ilmarinen Mutual Pension Insurance Company	1,912,000	3.3%
8. Nordea Life Assurance Finland Ltd.	1,747,927	3.0%
9. Varma Mutual Pension Insurance Company	1,689,751	2.9%
10. Oy H. Kuningas & Co. AB	1,327,317	2.3%
11. Majjala Investment Oy	1,176,232	2.0%
12. Skandinaviska Enskilda Banken AB (publ.)	1,031,314	1.8%
13. Laakkosen Arvopaperi Oy	900,000	1.5%
14. Juhani Majjala	794,026	1.4%
15. Pension Insurance Company Elo	689,430	1.2%
<b>15 largest total</b>	<b>51,086,531</b>	<b>87.7%</b>
Other shareholders	5,382,793	9.2%
Nominee registered	1,303,151	2.2%
Treasury shares	486,744	0.8%
<b>Total</b>	<b>58,259,219</b>	<b>100.0%</b>

## Ownership distribution December 31, 2025

	Number of shareholders	% of total	Number of shares	% of shares and votes
Corporations	127	2.9 %	11,348,566	19.5 %
Financial and insurance corporations	11	0.3 %	21,051,997	36.1 %
General government	4	0.1 %	4,291,781	7.4 %
Non-profit institutions	8	0.2 %	239,320	0.4 %
Households	4,180	96.0 %	5,328,355	9.1 %
Foreign countries	26	0.6 %	14,209,305	24.4 %
<b>Total</b>	<b>4,356</b>	<b>100.0 %</b>	<b>56,469,324</b>	<b>96.9 %</b>
Nominee registered	9		1,303,151	2.2 %
Treasury shares	1		486,744	0.8 %
<b>Total</b>	<b>4,366</b>		<b>58,259,219</b>	<b>100.0 %</b>

## Shareholders by share ownership December 31, 2025

Number of shares	Number of shareholders	% of total	Number of shares	% of shares and votes
1–100	1,715	39.3 %	73,811	0.1 %
101–500	1,440	33.0 %	375,307	0.6 %
501–1,000	515	11.8 %	399,944	0.7 %
1,001–5,000	531	12.2 %	1,165,639	2.0 %
5,001–10,000	71	1.6 %	515,132	0.9 %
10,001–50,000	56	1.3 %	1,084,898	1.9 %
50,001–100,000	12	0.3 %	795,715	1.4 %
100,001–500,000	10	0.2 %	2,203,063	3.8 %
more than 500,000	15	0.3 %	51,158,966	87.8 %
<b>Total</b>	<b>4,365</b>	<b>100.0 %</b>	<b>57,772,475</b>	<b>99.2 %</b>
Treasury shares	1		486,744	0.8 %
<b>Total</b>	<b>4,366</b>		<b>58,259,219</b>	<b>100.0 %</b>

## NOTE 14 Interest-bearing liabilities

EUR thousand

Suominen entered in June 2025 into a single-currency syndicated credit facility agreement which consists of a EUR 50 million term loan and a EUR 50 million revolving credit facility with a maturity of three years with a one-year extension option. The lenders for the facility are Danske Bank A/S and Nordea Bank Abp. The new credit facility includes leverage ratio and gearing as financial covenants.

The new credit facility replaced the EUR 100 million syndicated revolving credit facility agreement of Suominen provided by Danske Bank A/S and Nordea Abp.

The financial covenants of the syndicated credit facility have to be fulfilled quarterly.

The financial covenants of these loans are regularly monitored. In order to ensure that the covenant conditions are met, Suominen has agreed with the lenders about amendment of the covenant thresholds. Management has prepared cash flow forecasts and based on the current projection, including profitability improvement actions, the company expects to meet all covenant conditions and maintain sufficient liquidity for the 12 months following the reporting date.

	2025			2024		
	Carrying amount	Fair value	Nominal value	Carrying amount	Fair value	Nominal value
<b>Non-current interest-bearing liabilities</b>						
Debentures	49,765	46,530	50,000	49,606	45,255	50,000
Other non-current interest-bearing liabilities	49,825	50,000	50,000	–	–	–
Lease liabilities	6,829	6,829	6,829	9,277	9,277	9,277
<b>Total</b>	<b>106,419</b>	<b>103,359</b>	<b>106,829</b>	<b>58,883</b>	<b>54,532</b>	<b>59,277</b>
<b>Current interest-bearing liabilities</b>						
Other interest-bearing liabilities	–	–	–	40,000	40,000	40,000
Lease liabilities	2,837	2,837	2,837	2,877	2,877	2,877
<b>Total</b>	<b>2,837</b>	<b>2,837</b>	<b>2,837</b>	<b>42,877</b>	<b>42,877</b>	<b>42,877</b>
<b>Total</b>	<b>109,256</b>	<b>106,196</b>	<b>109,666</b>	<b>101,760</b>	<b>97,409</b>	<b>102,154</b>

In June 2021, Suominen issued a senior unsecured bond of EUR 50 million. The six-year bond matures on June 11, 2027, and it carries a coupon interest of 1.50%. The bond is listed on the official list of Nasdaq Helsinki Ltd.

The bond constitutes a direct and unsecured obligation of Suominen and it is guaranteed as for own debt by certain subsidiaries of Suominen Corporation.

It is the opinion of Suominen that presenting interest-bearing liabilities not only at amortized cost but also at nominal value gives relevant additional information to investors.

## Change in interest-bearing liabilities

	2025	2024
<b>Total interest-bearing liabilities at the beginning of the period</b>	<b>101,760</b>	<b>102,278</b>
<b>Current liabilities at the beginning of the period</b>	<b>42,877</b>	<b>43,117</b>
Repayment of lease liabilities, cash flow items	-2,848	-3,312
Repayment of other current liabilities, cash flow items	-128,000	-160,000
Drawdown of current liabilities, cash flow items	88,000	160,000
Increases in current liabilities, non-cash flow items	376	630
Decreases of current liabilities, non-cash flow items	-108	-284
Reclassification from non-current liabilities	2,735	2,643
Exchange rate difference, non-cash flow item	-194	81
<b>Current liabilities at the end of the period</b>	<b>2,837</b>	<b>42,877</b>
<b>Non-current liabilities at the beginning of the period</b>	<b>9,277</b>	<b>9,711</b>
Drawdown of non-current liabilities, cash flow items	50,000	-
Increases in non-current liabilities, non-cash flow items	819	1,949
Decreases of non-current liabilities, non-cash flow items	-91	-11
Reclassification to current liabilities	-2,735	-2,643
Periodization of interest-bearing non-current liabilities to amortized cost, non-cash flow items	-175	-
Exchange rate difference, non-cash flow item	-442	272
<b>Non-current liabilities at the end of the period</b>	<b>56,654</b>	<b>9,277</b>
<b>Non-current debentures at the beginning of the period</b>	<b>49,606</b>	<b>49,449</b>
Periodization of debenture to amortized cost, non-cash flow items	159	157
<b>Non-current debentures at the end of the period</b>	<b>49,765</b>	<b>49,606</b>
<b>Total interest-bearing liabilities at the end of the period</b>	<b>109,256</b>	<b>101,760</b>

Maturity of interest-bearing liabilities	2025	2024
2026 (2025)	2,837	42,877
2027 (2026)	52,348	2,814
2028 (2027)	1,322	52,240
2029 (2028)	50,899	1,215
2030– (2029–)	1,850	2,614
<b>Total</b>	<b>109,256</b>	<b>101,760</b>

## Interest-bearing liabilities by currency

EUR	105,644	96,096
USD	3,492	5,486
BRL	120	178
<b>Total</b>	<b>109,256</b>	<b>101,760</b>

## Accounting principles

Listed debentures are recognized at amortized cost using the effective interest method. The fair value of a listed debenture is measured using the market price at the end of the reporting period.

Non-current interest-bearing liabilities are recognized at amortized cost using the effective interest method.

Fees paid on loan facilities are recognized as transaction costs of the loan to the extent that it is

probable that the facility will be drawn down. In this case, the fee is recognized in the statement of financial position until the draw-down of the loan occurs, and it is recognized in profit or loss over the loan period. If it is not probable that the loan facility will be utilized, the fee will be immediately recognized in profit or loss.

Accounting principles related to lease liabilities are disclosed in Note 21.

## NOTE 15 Provisions

EUR thousand

### Non-current provisions

	Restoration provisions	Income tax provisions	Other provisions	Total
<b>January 1, 2024</b>	<b>524</b>	<b>26</b>	<b>14</b>	<b>564</b>
Exchange difference	25	–	–	25
Effect of discounting	39	–	–	39
Released during the reporting period	–	-26	-14	-40
<b>December 31, 2024</b>	<b>588</b>	<b>–</b>	<b>–</b>	<b>588</b>
Exchange difference	-50	–	–	-50
Effect of discounting	41	–	–	41
<b>December 31, 2025</b>	<b>579</b>	<b>–</b>	<b>–</b>	<b>579</b>

### Current provisions

	Restoration provisions	Other provisions	Total
<b>January 1, 2024</b>	<b>3,082</b>	<b>788</b>	<b>3,870</b>
Used during the reporting period	-2,055	-835	-2,890
Released during the reporting period	-1,061	–	-1,061
Effect of discounting	212	47	259
<b>December 31, 2024</b>	<b>178</b>	<b>–</b>	<b>178</b>
Used during the reporting period	-93	–	-93
Released during the reporting period	-85	–	-85
<b>December 31, 2025</b>	<b>–</b>	<b>–</b>	<b>–</b>

The provisions of Suominen consist of the obligations to restore the leased premises at the end of the lease contracts (Note 21).

### Accounting principles

A provision is recognized when there is a present legal or constructive obligation arising from past events and it is probable, that the fulfillment of the obligation requires payment and generates outflow of economic benefits from the company, and when the amount of the obligation can be measured reliably. Provisions are recognized as liabilities in the statement of financial position. The amount recognized as a provision is the best estimate of the expenditure required to settle the present obligation at the end of the reporting period. If the time value of money is material, provisions are discounted.

A restructuring provision is recognized only when a detailed and fully compliant plan has been prepared for it and the implementation of the plan has been started or a notification of it has been made known to those whom the arrangement concerns.

## NOTE 16 Trade payables and other liabilities

EUR thousand

	2025	2024
<b>Current liabilities</b>		
Trade payables	49,192	67,654
Advances received	212	31
Other liabilities	809	1,061
Accrued expenses and deferred income	11,784	13,102
<b>Total trade payables and other current liabilities</b>	<b>61,998</b>	<b>81,849</b>
	2025	2024
<b>Accrued expenses and deferred income</b>		
Expenses	6,480	6,702
Personnel related expenses	4,778	5,516
Other	527	885
<b>Total accrued expenses and deferred income</b>	<b>11,784</b>	<b>13,102</b>

Accrued expenses and deferred income include, among others, accrued interest expenses, accrued personnel expenses and other accruals for expenses.

Other liabilities include, among others, liabilities from indirect taxes.

### Currency analysis of trade payables

	2025	2024
EUR	20,873	27,606
USD	27,927	39,558
BRL	387	490
Other currencies	5	–
<b>Total</b>	<b>49,192</b>	<b>67,654</b>

## NOTE 17 Fair value hierarchy

EUR thousand

### Fair value hierarchy in 2025

Financial assets at fair value	Level 1	Level 2	Level 3
Equity instruments	–	–	421
<b>Total in 2025</b>	<b>–</b>	<b>–</b>	<b>421</b>

### Fair value hierarchy in 2024

Financial assets at fair value	Level 1	Level 2	Level 3
Equity instruments	–	–	421
<b>Total in 2024</b>	<b>–</b>	<b>–</b>	<b>421</b>

### Fair value changes in Level 3

Financial assets at fair value	
<b>Total January 1, 2024</b>	<b>421</b>
<b>Total December 31, 2024</b>	<b>421</b>
<b>Total December 31, 2025</b>	<b>421</b>

Items to be recognized in profit or loss are recognized in financial items.

There were no transfers in the fair value measurement hierarchy levels during the reporting periods.

Fair values in Level 1 are based on quoted prices (unadjusted) in active markets for identical assets or liabilities.

The fair value for financial instruments that are not traded in an active market is determined by using valuation techniques. These valuation techniques maximize the use of observable market data where it is applicable and rely as little as possible on entity-specific estimates. If all significant inputs required to measure the fair value of an instrument are observable, the instrument is included in Level 2.

The fair values of financial instruments on Level 3 are based on related inputs, which are not based on observable market information but significantly on management estimates which are used in generally accepted valuation methods.

If there is no active market for the equity instrument or if the securities are not listed, the Group measures fair value with valuation techniques. If there is no asset-specific data available from transactions between independent parties, the fair values used for the asset are for example the present value of discounted cash flows arising from the asset or fair values of other instruments which are substantially identical to the asset.

## NOTE 18 Revenue from contracts with customers

EUR thousand

The net sales of Suominen Group consist entirely of sales of nonwovens. In 2025, sales to three (three) customers each exceeded 10% of total net sales. Net sales to these customers amounted to EUR 56.8 million (80.1), EUR 60.1 million (72.3) and EUR 58.6 million (63.4). Two significant incidents at US facilities constrained the Group's supply capabilities, negatively impacting both sales and profitability during the financial period.

The customer demand for nonwovens has shifted more and more to sustainable nonwovens not containing plastic and which are made of plant-based fibers. In addition, legislation also directs the transition into plastic-free and sustainable nonwovens. Suominen has for years already put effort in conducting R&D on developing sustainable nonwovens by researching the use of new, potential raw materials as well as the biodegradability of raw materials.

Suominen aims to ensure the ability of its production lines to produce sustainable nonwovens by continuously investing in the production lines, and is thus improving its ability to meet the customer demand and requirements set by legislation.

	2025	2024
<b>Net sales by geographical destination</b>		
Finland	3,725	3,619
Rest of Europe	147,322	159,639
Americas	260,942	297,628
Rest of the world	444	1,432
<b>Total</b>	<b>412,433</b>	<b>462,318</b>
<b>Net sales by business area</b>		
EMEA	159,918	174,419
Americas	252,570	287,907
Unallocated exchange differences of sales and internal sales	-54	-8
<b>Total</b>	<b>412,433</b>	<b>462,318</b>

### Accounting principles

Suominen applies IFRS 15 Revenue from Contracts with Customers in revenue recognition. Net sales include the total invoicing value of products less sales tax, discounts and rebates. Foreign exchange differences arising from trade receivables are recognized as sales adjustments.

The goods Suominen sells are nonwoven rolls. The customer can benefit from each nonwoven roll either on its own or together with other resources readily available to the customer. The delivered goods have been identified in the contracts Suominen has made with the customer (for example the quality and

measurements of the product have been defined). The contracts often define the target for quantities to be delivered, but the customer is not committed to the quantities. The supplied quantities are based on the customer's purchase orders and each supplied quantity is invoiced separately.

The performance obligation is satisfied when the goods have been delivered to the customer, i.e. the performance obligation is satisfied at a point of time. In most cases the goods are handed over to the customer when the goods leave the production plant. If, in accordance with the terms of delivery, the risks and rewards of ownership of the goods as well as control over the goods are transferred to the customer only when the goods have been delivered to the customer, revenue is recognized only when the customer has received the goods.

The payment terms and times differ depending on the customer. The applied payment term and the length of the payment time are affected by, among other things, the credit risk and prior payment behavior of the customer. In addition, the geographical location of the invoicing production plant as well as that of the customer have an effect on the payment terms. Suominen has preferred payment terms defined in the credit policy, but for commercial reasons it is possible to deviate from these payment terms. For the most

part trade receivables are due within 30–90 days from the invoicing date.

There are no significant financing components in the sales prices and the considerations are paid in cash.

Some of the customer contracts include a definition of a rebate, which is granted to the customer if the delivered quantities exceed the predefined level, i.e. in these cases the sales price includes a variable consideration. The effect of the variable consideration on the sales price is taken into account in revenue recognition by estimating the probability of the realization of the rebate for each contract. The estimation is based on the most likely amount. When estimating the probability, Suominen takes into account the historical information of the customer (such as whether deliveries in the past have reached the level which entitles the customer to receive the rebate), the current situation at the time of the delivery of the goods as well as forecasts on future deliveries. The uncertainty inherent in estimating the variable consideration is considered to be so immaterial that the variable consideration has not been constrained. The estimated sales prices, including potential discounts and other items which could possibly affect the sales prices, are reassessed latest at the end of each reporting period.

The receivable from the customer is recognized at the amount determined by applying IFRS 15. This means in practice that both the invoiced trade receivable from the customer and recognized revenue are adjusted in accounting with an accrual based on the estimated rebate amount.

In some of the customer contracts the sales price of the goods is tied to the raw material costs of Suominen. The effect of the raw material prices on sales prices is, however, applied only to future sales prices and they do not affect the prices of already delivered goods. As the delivered quantities are distinct performance obligations, raw material clauses are not applied retrospectively.

Sales prices are defined in the customer contracts separately for each product. The price for each customer is based on, among other things, quantities, transaction currency and the geographical location of the customer. Variable considerations as defined in the contract are taken into account in determining the sales prices. Variable considerations (rebates) are allocated to the performance obligations which are included in the contract, unless otherwise agreed in the contract. In these cases the variable considerations are allocated only to those performance obligations they relate to.

Suominen has no material incremental costs of obtaining a contract which would fulfill the capitalization criteria. Any incremental costs are recognized as expense when incurred, as the amortization period of such capitalized incremental costs would be one year or less. Suominen has no such costs to fulfill a contract which would fulfill the capitalization criteria of IFRS 15.95-97.

## NOTE 19 Segment reporting and entity-wide disclosures

EUR thousand

### Reportable segments

Suominen has one operating segment, Nonwovens. The reported segment is comprised of the entire Group, and the segment figures are consistent with the Group figures.

The net sales of Suominen consist entirely of the net sales of the Nonwovens operating segment. All the products Suominen produces and sells are nonwoven products, and the production process and technology of all the products are mainly similar. Other resources of the Group are also common to all products.

The sales organization of Suominen is organized geographically as EMEA and Americas business areas. Account management of major customers ("Global Accounts") is, however, centralized and independent of the business areas.

The production facilities of Suominen are managed centrally, and also the high level supply planning is a centralized function. The centralized supply planning optimizes the use of the Group's production capacity. The manufacturing of the products is allocated, based on the technical parameters of the products and available production capacity, to the production facilities. Also the allocation of marketing and R&D

resources on different products or production technologies is decided centrally.

The chief operating decision maker of Suominen is the President & CEO, who is assisted by the Executive Team. The President & CEO makes decisions on allocating the resources of the Group. However, material items, such as major investments, as well as items which are required by governing law to be decided by the Board of Directors, are presented to the Board for approval.

### Property, plant and equipment, intangible assets and right-of-use assets by geographical location

	2025	2024
Finland	14,432	17,106
Rest of Europe	53,185	37,382
Americas	82,490	95,121
<b>Total</b>	<b>150,107</b>	<b>149,609</b>

Net sales by geographical destination as well as net sales by business area are presented in Note 18.

## NOTE 20 Other operating income and expenses

EUR thousand

Other operating income	2025	2024
Gains from disposal of property, plant and equipment	81	113
Gains from changes in leasing contracts	4	269
Indemnities received and insurance compensations	323	600
Rental income	499	471
Sales of waste	826	1,022
Government and other grants	291	662
Other operating income	595	1,815
<b>Total</b>	<b>2,619</b>	<b>4,952</b>

Sales of waste consists of sales of waste generated in the manufacturing process as well as sales of products which do not fulfill quality requirements.

Other operating expenses	2025	2024
Expected and reversed credit losses of trade receivables during the period, net	128	285
Losses from changes in leases	-6	-6
Losses from disposal of property, plant and equipment	-7	-1
Indemnities and reversals of indemnity accruals	-4	-4
Other operating expenses	-599	-121
<b>Total</b>	<b>-489</b>	<b>152</b>

### Accounting principles

Gains from the disposal of property, plant and equipment and intangible assets, insurance compensations and government and other grants as well as revenues other than from product sales, such as rental income (Note 21), and proceeds from sale of waste, are recognized as other operating income. Also gains arising from changes in leases are recognized as other operating income.

Losses from the sales of assets, expected credit losses of trade receivables as well other expenses not associated with ordinary operations are recognized as other operating expenses. Losses arising from changes in lease contracts are also recognized as other operating expenses.

## NOTE 21 Leases and right-of-use assets

EUR thousand

Suominen owns the majority of its production facilities (ie. buildings and land) as well as all of its production lines. The most significant lease contracts Suominen has consist of the leased production facilities in Italy and Windsor Locks, USA. In addition, part of the production facility in Spain is leased. Other lease contracts are mainly lease contracts of offices, smaller machinery and equipment, such as forklifts and office equipment, as well as leases of vehicles.

Suominen acts also as a lessor to a minor extent in some of its production facilities where it leases parts of the real estate it owns. These lease contracts are classified as operating leases as they do not transfer substantially all the risks and rewards incidental to ownership of the underlying assets to the lessees. The lease payments received from these lease contracts are recognized as other operating income on a straight-line basis in accordance with the terms of the lease contracts (Note 20).

Income and expenses in the statement of profit or loss arising from leases	2025	2024
Depreciation expense of right-of-use assets	-2,872	-2,906
Impairment losses of right-of-use assets	-	-3
Rental expenses relating to short-term leases	-509	-246
Rental expenses relating to leases of low value assets	-114	-83
Expenses arising from non-lease components of the leasing contracts and non-deductible indirect taxes	-31	-35
Gains and losses arising from lease modifications, net	-2	263
Rental income	499	471
<b>Total in operating profit</b>	<b>-3,031</b>	<b>-2,539</b>
Interest expenses on lease liabilities (Note 25)	-615	-728
Interest expenses on provisions related to leasing contracts (Note 25)	-41	-117
<b>Total income and expenses</b>	<b>-3,687</b>	<b>-3,384</b>

Cash outflow for leases	2025	2024
Paid interest expenses on lease liabilities	-616	-724
Repayment of finance lease liabilities	-2,848	-3,312
Rental expenses	-655	-363
<b>Total cash outflow for leases</b>	<b>-4,119</b>	<b>-4,399</b>

**Minimum lease payments under non-cancellable operating leases in future periods**

	2025	2024
Within one year	185	86
Between 1–5 years	260	252
After 5 years	8	56
<b>Total</b>	<b>453</b>	<b>393</b>

Commitments to leases not yet commenced are disclosed in Note 31.

**Minimum non-cancellable lease payments (rental income) in future periods**

	2025	2024
Within one year	473	447
Between 1–2 years	80	268
Between 2–3 years	–	–
Between 3–4 years	–	–
Between 4–5 years	–	–
After 5 years	–	–
<b>Total</b>	<b>554</b>	<b>715</b>

**Right-of-use assets**

	Right-of-use land	Right-of-use buildings	Right-of-use machinery and equipment	Right-of-use office spaces	Other right-of-use assets	Total 2025
<b>Acquisition cost January 1</b>	<b>86</b>	<b>24,038</b>	<b>2,652</b>	<b>1,454</b>	<b>119</b>	<b>28,349</b>
Exchange difference	–	-1,359	-124	-22	0	-1,505
Additions	1	32	1,093	10	58	1,195
Decreases	–	-199	-866	-10	0	-1,075
<b>Acquisition cost December 31</b>	<b>86</b>	<b>22,512</b>	<b>2,756</b>	<b>1,432</b>	<b>177</b>	<b>26,963</b>
<b>Accumulated depreciation and impairment losses January 1</b>	<b>-41</b>	<b>-15,731</b>	<b>-1,331</b>	<b>-139</b>	<b>-105</b>	<b>-17,346</b>
Exchange difference	–	922	74	3	1	999
Decreases	–	154	712	8	–	874
Depreciation for the reporting period	-8	-1,886	-720	-224	-34	-2,872
<b>Accumulated depreciation and impairment losses December 31</b>	<b>-48</b>	<b>-16,542</b>	<b>-1,264</b>	<b>-352</b>	<b>-139</b>	<b>-18,346</b>
<b>Carrying amount December 31</b>	<b>38</b>	<b>5,970</b>	<b>1,491</b>	<b>1,080</b>	<b>38</b>	<b>8,617</b>

	Right-of-use land	Right-of-use buildings	Right-of-use machinery and equipment	Right-of-use office spaces	Other right-of-use assets	Total 2024
<b>Acquisition cost January 1</b>	<b>84</b>	<b>23,100</b>	<b>2,455</b>	<b>1,305</b>	<b>89</b>	<b>27,031</b>
Exchange difference	–	702	-10	49	6	747
Additions	2	236	842	1,475	25	2,580
Decreases	–	–	-634	-1,374	-1	-2,009
<b>Acquisition cost December 31</b>	<b>86</b>	<b>24,038</b>	<b>2,652</b>	<b>1,454</b>	<b>119</b>	<b>28,349</b>
<b>Accumulated depreciation and impairment losses January 1</b>	<b>-33</b>	<b>-13,430</b>	<b>-1,190</b>	<b>-1,201</b>	<b>-70</b>	<b>-15,922</b>
Exchange difference	–	-425	-11	-50	-5	-491
Decreases	–	–	603	1,374	–	1,976
Depreciation for the reporting period	-7	-1,873	-733	-262	-31	-2,906
Impairment losses	–	-3	–	–	–	-3
<b>Accumulated depreciation and impairment losses December 31</b>	<b>-41</b>	<b>-15,731</b>	<b>-1,331</b>	<b>-139</b>	<b>-105</b>	<b>-17,346</b>
<b>Carrying amount December 31</b>	<b>45</b>	<b>8,306</b>	<b>1,322</b>	<b>1,316</b>	<b>14</b>	<b>11,003</b>

Depreciation and impairment losses are disclosed in Note 24.

## Accounting principles

If a contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration, the contract is or contains a lease. Suominen assesses at each contract inception whether a contract is or contains a lease. If the contract is a lease, Suominen, as a lessee, recognizes in accordance with IFRS 16 Leases the right-of-use assets and lease liabilities (Note 14) for the rights and obligations created by leases.

Suominen applies the recognition exemptions allowed by IFRS 16. This means that low value asset leases are recognized as rental expenses on a straight-line basis in the statement of profit or loss. Based on the standard as well as the materiality principle, Suominen has defined that an asset is of low value if its value as new is EUR 5,000 or less. Such assets are, for example, computers and other smaller office equipment.

The recognition exemptions allow also that leases, where the lease term is initially 12 months or less and the leases do not contain purchase options, are recognized as rental expenses on a straight-line basis in the statement of profit or loss. The election for short-term leases has to be made by the class of the underlying asset. In Suominen, for example, leases of temporary warehouses as well as short-term leases

of machinery and equipment and vehicles are included in short-term leases.

In addition, the lease and non-lease components are not separated for all asset classes, such as vehicles and forklifts.

Gains arising from modifications in lease contracts are recognized as other operating income and losses as other operating expenses (Note 20).

### Lease liabilities

At the commencement date of a lease, Suominen recognizes a lease liability measured at the present value of the lease payments to be made over the lease term. The lease payments include fixed payments less any lease incentives receivable, variable lease payments that depend on an index or rate and amounts expected to be paid under residual value guarantees. If the lease contract contains a purchase option and it is reasonably certain that the option will be exercised, the exercise price is included in the lease payments. Also, if it is reasonable certain that the lease will be terminated, the termination penalties are included in the lease payments.

In calculating the present value of the lease liabilities, Suominen uses either the interest rate implicit in the lease or, if that is not easily attainable, the incremental borrowing rate at the commencement date of the lease. The majority of the lease liabilities are calculated with the incremental borrowing rate, defined separately for each

Group company taking into account the geographical location and credit worthiness of each company.

After the commencement date, the carrying amount of lease liabilities is reduced for the lease payments made and increased to reflect interest on the lease liability. In addition, the carrying amount of lease liabilities is remeasured if there is a modification, a change in the lease term, a change in the lease payments, such as a change to future payments resulting from a change in an index or rate used to determine the lease payments or a change in the assessment of an option to purchase the asset.

Part of the Group's lease contracts continue with a new lease term unless the contract is terminated during the termination period defined in the contract. As both the lessee and the lessor have a right to terminate the contract without the other party's consent and without sanctions, the recognized lease terms of these contracts do not include the use of the option to extend the lease. In addition, there are some lease contracts which include options to extend the lease, but it is unlikely that these options are exercised. The lease period taken into account of these lease contract is the initial lease term excluding the use of the option.

The lease contracts of all Suominen's leased production facilities include either an option to extend the lease or they continue automatically, if they are not

terminated during the termination period. If neither of the contract parties has terminated the contract during the termination period, Suominen redefines the remaining lease period.

When the lease contract includes variable lease payments based on an index, the lease liability is initially measured using the index at the commencement date of the lease. The lease liabilities arising from these lease contracts are remeasured when the lease payments change due to the change in the index.

Lease liabilities are disclosed in Note 14.

### Right-of-use assets

Suominen recognizes right-of-use assets at the commencement date of the lease. Right-of-use assets are subsequently measured at cost, less cumulative depreciation and impairment losses, and are adjusted for any remeasurement of lease liabilities. The cost of right-of-use assets includes the amount of lease liabilities initially recognized, initial direct cost incurred, and lease payment made before the commencement date less any lease incentives received.

Some of the lease contracts of the production facilities include an obligation to restore the underlying asset to the condition required by the terms and conditions of the lease. These restoration obligations (Note 15) are recognized as provisions in the statement

of financial position and the initial amount is included in the cost of the right-of-use asset.

Right-of-use assets are depreciated on a straight-line basis over the shorter of the lease term and the estimated useful lives of the assets. If the ownership of the leased asset transfers to Suominen at the end of the lease or the cost reflects the exercise of a purchase option, depreciation is calculated using the estimated useful life of the asset. The right-of-use assets are also subject to impairment.

### Critical accounting estimates and judgements

The carrying amounts of the right-of-use assets and lease liabilities depend on, among other things, the length of the leasing contracts as well as the potential options and possibilities to lengthen or shorten the

lease term. The carrying amounts are especially affected by the estimates made of the lease terms and possible renewals of the lease agreements of the production facilities.

When there is a change in the lease term, the lease liability has to be remeasured by discounting the lease payments with the discount rate at the date of the reassessment. Because of this, the estimate of the lease term also includes an interest rate risk.

## NOTE 22 Fees paid to auditors

EUR thousand

Fees paid to auditors and expenses related to the sustainability reporting assurance are included in administration expenses.

KPMG Oy Ab (KPMG) was elected as the principal auditor of the Group and the parent company in the Annual General Meeting of 2025. KPMG was elected also as the Authorised sustainability auditor.

Ernst & Young Oy (EY) acted as the principal auditor of the Group and the parent company as well as the authorized sustainability auditor from the Annual General Meeting of 2015 until the Annual General Meeting of 2025.

The fees paid by the parent company of the Group, Suominen Corporation, are presented below.

<b>Fees paid to auditors, Suominen Corporation</b>	<b>2025</b>	<b>2024</b>
Fees for statutory audit, KPMG	-90	-
Fees for statutory audit, EY	-64	-195
Sustainability reporting assurance, KPMG	-58	-
Sustainability reporting assurance, EY	-44	-72
Tax consulting, KPMG	-4	-
Other services, EY	0	-20
<b>Total</b>	<b>-261</b>	<b>-287</b>

<b>Fees paid to auditors, Suominen Group</b>	<b>2025</b>	<b>2024</b>
Fees for statutory audit, KPMG	-355	-
Fees for statutory audit, EY	-88	-547
Sustainability reporting assurance, KPMG	-58	-
Sustainability reporting assurance, EY	-44	-72
Tax consulting, KPMG	-4	-
Other services, EY	-2	-24
<b>Total</b>	<b>-552</b>	<b>-642</b>

## NOTE 23 Employee benefits

EUR thousand

	2025	2024
Wages and salaries	-44,867	-46,081
Share-based payments	-589	-540
Pensions, defined contribution plans	-3,254	-3,313
Other personnel expenses	-21,030	-20,560
<b>Total</b>	<b>-69,740</b>	<b>-70,493</b>
<b>Employee benefits by function</b>		
Cost of goods sold	-49,502	-50,212
Sales, marketing and administration expenses	-18,330	-18,270
Research and development	-1,909	-2,011
<b>Total</b>	<b>-69,740</b>	<b>-70,493</b>
Average number of personnel (FTE - full time equivalent)	695	689
Number of personnel, end of the reporting period (FTE - full time equivalent)	672	722
in Finland	136	146

The increase in personnel relates mainly to the operations function.

Management remuneration is disclosed in detail in Note 30 of the consolidated financial statements.

Share-based payments are disclosed in more detail in Note 27 of the consolidated financial statements.

### Accounting principles – pension benefits and defined benefit plans

The Group has several pension plans in accordance with local conditions and practices in the countries where it operates. The plans are generally funded through premium payments to insurance companies or similar entities. The pension schemes are in accordance with local legislation and based on established local practices. Pension schemes may include additional pension benefits, options for early retirement, or compensation for disability.

Pension schemes are classified either as defined contribution pension plans or defined benefit pension plans. A defined contribution pension plan is a plan under which the Group pays fixed contributions into a separate entity and has no obligation to pay further contributions if the separate entity has no sufficient assets to pay all employee benefits. The contributions to defined contribution plans are charged to profit or loss in the period to which the contributions relate.

Suominen has a post-employment defined benefit plan in Italy (TFR, Trattamento di Fine Rapporto). The plan is unfunded and closed for new entrants.

The benefits paid are based, among other things, on service years and final salary of the participants. The obligation is determined based on calculations made by independent actuaries.

In other countries Suominen has defined contribution pension plans.

The defined benefit obligations are measured as the present value of the estimated future cash flows using interest rates of government securities that have maturity terms approximating the terms of related liabilities or similar long-term interests. Plan assets, if any, are recognized at fair value at the end of the reporting period.

For the defined benefit plans, costs are assessed using the projected unit credit method. Under this method the cost is charged to profit or loss so as to spread over the service lives of employees. However, there are normally no other costs than the net interest arising from the defined benefit plan of Suominen in Italy.

Only past service costs due to plan amendments as well as net interest on net defined benefit liability can be recognized in profit or loss. Service costs, if any, are recognized in profit or loss as employee benefits and net interest in financial items. Remeasurements of net defined benefit liability, such as actuarial gains and losses, are recognized in other comprehensive income

in the period in which they occur with no subsequent recycling to profit or loss.

## Defined benefit plans

	2025	2024
<b>Defined benefit liabilities in the statement of financial position</b>		
Present value of unfunded obligations	173	189
Deficit	173	189
<b>Change in defined benefit obligation</b>		
<b>Present value of defined benefit obligation January 1</b>	<b>189</b>	<b>179</b>
Charged to profit or loss:		
Interest expenses	6	6
<b>Total recognized in profit or loss (gain - / loss +)</b>	<b>6</b>	<b>6</b>
Remeasurements:		
Actuarial gain (-) / loss (+) from change in financial assumptions	-5	11
<b>Total remeasurements</b>	<b>-5</b>	<b>11</b>
Benefits paid	-18	-7
<b>Present value of defined benefit obligation December 31</b>	<b>173</b>	<b>189</b>

	2025	2024
<b>Changes in plan assets</b>		
<b>Plan assets January 1</b>	<b>-</b>	<b>-</b>
Employer contributions	18	7
Benefits paid	-18	-7
<b>Plan assets December 31</b>	<b>-</b>	<b>-</b>
<b>Significant actuarial assumptions</b>		
Discount rate (%)	3.70	3.45
Rate of future price inflation (%)	2.00	2.00
<b>Sensitivity analysis of actuarial assumptions</b>		
Decrease in discount rate by 0.50 percentage points (2024: 0.50 percentage points)		
Effect on defined benefit obligation	30	14
Increase in discount rate by 0.50 percentage points (2025: 0.50 percentage points)		
Effect on defined benefit obligation	3	-13
<b>Expected payments to plan participants in the future years from the defined benefit obligation</b>		
2026 (2025)	5	5
2027 (2026)	5	5
2028 (2027)	11	5
2029 (2028)	21	12
2030 (2029)	5	43
2031–2035 (2030–2034)	105	102
<b>Total</b>	<b>152</b>	<b>172</b>

## NOTE 24 Depreciation and amortization and impairment of assets

EUR thousand

	2025	2024
<b>Depreciation and amortization by function</b>		
Cost of goods sold	-14,791	-15,052
Sales, marketing and administration expenses	-1,844	-2,791
Research and development	-140	-584
<b>Total</b>	<b>-16,775</b>	<b>-18,428</b>
<b>Depreciation and amortization by asset category</b>		
Intangible rights	-1,731	-3,008
Other intangible assets	-30	-431
Buildings and constructions	-2,269	-2,258
Machinery and equipment	-9,630	-9,623
Other tangible assets	-243	-201
Right-of-use assets	-2,872	-2,906
<b>Total</b>	<b>-16,775</b>	<b>-18,428</b>
<b>Impairment of assets by function</b>		
Cost of goods sold	-426	-3
<b>Total</b>	<b>-426</b>	<b>-3</b>
<b>Impairment of assets by asset category</b>		
Machinery and equipment	-426	-
Right-of-use assets	-	-3
<b>Total</b>	<b>-426</b>	<b>-3</b>

Impairment losses in 2025 arise from the closure of one production line.

### Accounting principles

The amortization of intangible assets is described in Note 6, the depreciation of property, plant and equipment in Note 7 and the depreciation of right-of-use assets in Note 21.

The carrying amounts of property, plant and equipment as well as of intangible assets are assessed to determine whether there are any indications that the carrying amounts of the assets exceed their recoverable amounts and an impairment loss should be recognized. Indications of the assets' possible impairment can be a significant decline in an asset's market value, adverse changes in the business environment, adverse changes in the extent to which or manner in which an asset is used or expected to be used, or a deterioration in financial performance below what was expected.

If such indications of impairment exist, the recoverable amounts are measured for those assets for which there are indications of impairment. Recoverable amount is the higher of fair value of the asset less costs of disposal and value in use. When measuring an asset's value in use, the future cash flows derived from the asset are discounted by using discount rates which reflect the average cost of capital before taxes of the asset or, if the asset belongs to a cash generating unit, of that cash generating unit. The risk inherent in the value in use is captured

by analyzing variations in the amount or timing of cash flows.

An impairment loss of an asset can be reversed if a positive change in the estimates of the recoverable amount has occurred. The impairment loss made in prior years is reversed no more than up to the value which would have been determined for the asset, net of amortization or depreciation, had no impairment loss been recognized in prior years.

Impairment testing of goodwill is presented in Note 5.

## NOTE 25 Financial income and expenses

EUR thousand

	2025	2024
<b>Financial income</b>		
Interest income from receivables at amortized cost	706	1,370
Other interest income	18	16
<b>Total</b>	<b>723</b>	<b>1,386</b>
<b>Financial expenses</b>		
Interest expenses on liabilities at amortized cost	-3,184	-3,106
Interest expenses on lease liabilities	-615	-728
Interest expenses on defined benefit plans	-6	-6
Interest expenses on discounted provisions	-41	-298
Other interest expenses	-2	-6
Financial expenses on sale of trade receivables	-1,003	-1,123
Other financial expenses	-1,265	-1,165
<b>Total</b>	<b>-6,116</b>	<b>-6,432</b>
<b>Net exchange rate differences</b>	<b>-2,074</b>	<b>960</b>
<b>Total financial income and expenses</b>	<b>-7,467</b>	<b>-4,086</b>
<b>Currency differences in operating profit / loss</b>		
Net sales	-59	-3
Cost of goods sold	725	-514
Other operating income and expenses	9	-39

### Accounting principles

Accounting of transactions in foreign currencies is described in Note 1.

Interest expenses are accrued for and mainly recognized in profit or loss for each period. If an asset is a qualifying asset as defined in IAS 23 Borrowing Costs, the borrowing costs that are directly attributable to the acquisition, construction or production of a qualifying asset are capitalized to the acquisition cost of the asset. The capitalization applies mainly to property, plant and equipment and intangible assets.

Capitalized borrowing costs during the reporting period were EUR 559 thousand (EUR 287 thousand). The average capitalization rate used was 3.80%.

## NOTE 26 Income taxes

EUR thousand

	2025	2024
<b>Income tax charge in statement of profit or loss</b>		
Current income tax charge	-1,557	-2,827
Adjustments in respect of current income tax of previous years	28	31
Change in deferred tax assets	764	2,320
Change in deferred tax liabilities	2,086	577
Other income taxes	-20	-49
<b>Total income tax charge</b>	<b>1,300</b>	<b>53</b>
<b>Income taxes recognized in other comprehensive income</b>		
Exchange differences	1,449	-749
Employee benefits	-15	-13
<b>Total taxes recognized in other comprehensive income</b>	<b>1,434</b>	<b>-762</b>

The Group companies have tax losses, totaling EUR 50.0 million (EUR 39.1 million), which can be applied against future taxable income. Of the tax losses, 7.3 million euros (0.0 million euros) will expire within ten years, and the rest do not have an expiry date. A deferred tax asset has been recognized for tax losses only to the extent that the management has estimated in preparing the 2025 financial statements that Suominen is able to utilize the unused tax losses. Tax losses for which no deferred tax asset has been

recognized amounted to a total of 21.7 million euros (18.3 million euros).

Deferred tax liability has not been recognized in 2025 or 2024 of the undistributed earnings of Finnish or foreign subsidiaries, as such earnings can be transferred to the owner without any tax consequences.

### Reconciliation of income tax expense calculated at statutory tax rates with income tax expense in the statement of profit or loss

	2025	2024
<b>Profit / loss before income taxes</b>	<b>-13,370</b>	<b>-5,343</b>
Income taxes at the tax rate applicable to the parent	2,674	1,069
Difference due to different tax rates of foreign subsidiaries	-264	154
Tax exempt income and non-deductible expenses	-302	643
Deferred taxes recognized during the reporting period in respect of previous years' temporary differences and confirmed tax losses	378	-10
Deferred taxes reversed during the reporting period	-266	-223
Losses, for which no deferred tax asset is recognized	-953	-1,576
Adjustments in respect of current income tax of previous periods and withholding and other income taxes	7	-18
Expenses deducted directly from income taxes	27	13
<b>Income taxes in the statement of profit or loss</b>	<b>1,300</b>	<b>53</b>
Effective tax rate, %	9.7	1.0
<b>Tax assets and liabilities in the statement of financial position</b>		
Deferred tax assets	3,595	2,269
Assets for current tax	660	514
Deferred tax liabilities	4,278	7,990
Liabilities for current tax	5	214

## Accounting principles

The consolidated financial statements include current taxes, which are based on the taxable results of the Group companies for the reporting period together with tax adjustments for previous reporting periods, calculated in accordance with the local tax rules, and the change in deferred tax liabilities and assets.

Income taxes which relate to items recognized in other comprehensive income are also recognized in other comprehensive income.

IAS 12 Income Taxes requires companies to recognize a separate deferred tax asset and deferred tax liability when the temporary differences arising on recognition of an asset and a liability from a single transaction are equal. Examples of such transactions are recognition of leases and decommissioning obligations

Suominen has some uncertain tax positions due to local tax audits as the tax authorities have challenged the tax deductible expenses Suominen has declared in the income tax returns. Suominen has assessed for each tax audit whether the interpretations of the tax authorities are justified and adjusted the recognized amounts, if needed, in order to correspond to the expected future payments. Even though the management estimates that the end results of the tax audits will not result in material additional costs

exceeding the already recognized amounts, the actual results can differ from the estimates.

The Group's deferred tax liabilities and assets have been calculated for temporary differences, which have been obtained by comparing the carrying amount of each asset or liability item with their tax bases. Deferred tax assets are recognized for deductible temporary differences and tax losses to the extent that it is probable that taxable profit will be available, against which tax credits and deductible temporary differences can be utilized. In calculating deferred tax liabilities and assets, the tax rate used is the tax rate in force at the time of preparing the financial statements or which has been enacted by the end of the reporting period. Changes in tax rates have been taken into account when calculating deferred taxes. Corporate income tax rate in Finland is 20% (20%).

Principal temporary differences arise, among others, from depreciation and amortization of property, plant and equipment and intangible assets and confirmed tax losses.

IFRIC 23 Interpretation clarifies the accounting of uncertainty in accounting for income taxes. Under IFRIC 23 the key test is whether it is probable that the tax authority will accept the company's chosen tax treatment. If it is probable that the tax authority accepts the company's chosen tax treatment in the tax return, there is no uncertainty which would

have to be recognized in the financial statements. If it is not probable, then the uncertainty is reflected in the measurement of current or deferred tax. The uncertainty is reflected in the measurement by using either the most likely amount or the expected value, whichever predicts the outcome better.

The judgements and estimates applied in estimating the uncertainty over an income tax treatment are reassessed if facts and circumstances change.

In accordance with the interpretation, the company has to determine whether to consider each tax treatment separately or together with one or more other uncertain tax treatments. The approach that better predicts the resolution of the uncertainty in tax treatments has to be followed.

## Critical accounting estimates and judgements

Recognition and measurement of deferred tax liabilities and assets include management estimates, especially in deferred tax assets arising from confirmed tax losses of the Group companies or from other temporary differences. Deferred tax assets are recognized for deductible temporary differences and tax losses to the extent that it is probable that taxable profit will be available against which tax credits and deductible temporary differences can be utilized. All tax liabilities and assets are reviewed at the end of the reporting

period and changes are recognized in comprehensive income.

Group companies can be subjects of tax audits. In these tax audits the tax authorities can challenge Suominen's view of the taxable income and not fully accept it. In these cases the recognized amounts are adjusted, if needed, in order to correspond to the expected future payments. The possible adjustments as well as the recognized income tax liability are based on estimates of the outcome of the tax audit.

**Reconciliation of deferred tax assets**

	January 1, 2025	Exchange difference	Recognized in profit or loss	Recognized in other comprehensive income or in equity	Offsetting with deferred tax liabilities	December 31, 2025
Employee benefits	165	–	30	-15	–	180
Property, plant and equipment and intangible assets	2,178	1	-147	–	–	2,032
Leases	1,897	-132	-375	–	–	1,390
Tax losses	4,325	-525	2,071	–	–	5,872
Other temporary differences	5,305	-572	-815	1,449	–	5,367
<b>Total</b>	<b>13,871</b>	<b>-1,229</b>	<b>764</b>	<b>1,435</b>	<b>–</b>	<b>14,841</b>
Offsetting with deferred tax liabilities	11,602	898	–	–	-542	-11,246
<b>Total</b>	<b>2,269</b>	<b>-331</b>	<b>764</b>	<b>1,435</b>	<b>-542</b>	<b>3,595</b>

	January 1, 2024	Exchange difference	Recognized in profit or loss	Recognized in other comprehensive income or in equity	Offsetting with deferred tax liabilities	December 31, 2024
Employee benefits	217	–	-38	-13	–	165
Property, plant and equipment and intangible assets	1,948	-30	261	–	–	2,178
Leases	1,878	66	-46	–	–	1,897
Tax losses	3,568	245	513	–	–	4,325
Other temporary differences	4,232	191	1,630	-749	–	5,305
<b>Total</b>	<b>11,842</b>	<b>471</b>	<b>2,320</b>	<b>-762</b>	<b>–</b>	<b>13,871</b>
Offsetting with deferred tax liabilities	-9,794	-415	–	–	-1,393	-11,602
<b>Total</b>	<b>2,048</b>	<b>56</b>	<b>2,320</b>	<b>-762</b>	<b>-1,393</b>	<b>2,269</b>

**Reconciliation of deferred tax liabilities**

	January 1, 2025	Exchange difference	Recognized in profit or loss (- expense)	Recognized in other comprehensive income or in equity	Offsetting with deferred tax assets	December 31, 2025
Property, plant and equipment and intangible assets	14,415	-1,512	1,568	–	–	11,336
Leases	1,596	-108	371	–	–	1,117
Other temporary differences	3,581	-364	146	–	–	3,071
<b>Total</b>	<b>19,592</b>	<b>-1,983</b>	<b>2,086</b>	<b>–</b>	<b>–</b>	<b>15,524</b>
Offsetting with deferred tax assets	-11,602	898	–	–	-542	-11,246
<b>Total</b>	<b>7,990</b>	<b>-1,085</b>	<b>2,086</b>	<b>–</b>	<b>-542</b>	<b>4,278</b>

Restated	January 1, 2024	Exchange difference	Recognized in profit or loss (- expense)	Recognized in other comprehensive income or in equity	Offsetting with deferred tax assets	December 31, 2024
Property, plant and equipment and intangible assets	14,374	780	739	–	–	14,415
Leases	1,616	54	74	–	–	1,596
Other temporary differences	3,166	180	-235	–	–	3,581
<b>Total</b>	<b>19,156</b>	<b>1,013</b>	<b>577</b>	<b>–</b>	<b>–</b>	<b>19,592</b>
Offsetting with deferred tax assets	-9,794	-415	–	–	-1,393	-11,602
<b>Total</b>	<b>9,362</b>	<b>598</b>	<b>577</b>	<b>–</b>	<b>-1,393</b>	<b>7,990</b>

## NOTE 27 Share-based payments

Suominen has share-based incentive plans targeted at the key employees of the Group. In accordance with the terms of the plans, shares in Suominen Corporation are granted to the participants if vesting conditions are met. The rewards are partly settled in cash. The cash portion is intended to cover income taxes and tax-related costs arising from the reward to the participant. In some of the plans, the company also has the right to pay the reward fully in cash under certain circumstances. The Board of Directors of Suominen Corporation is entitled to reduce the rewards as agreed in the plan if the limits set by the Board of Directors for the share price are not reached.

No reward will be paid, if a participant's employment or service ends before the reward payment.

The aim of the plans is to combine the objectives of the shareholders and the persons participating in the plans in order to increase the value of the company in the long-term, to bind the participants to the company, and to offer them competitive reward plans based on earning and accumulating the company's shares.

A member of the Suominen Leadership Team must hold 50% of the net number of shares given on the basis of the plans, as long as his or her shareholding

in total corresponds to the value of half of his or her annual gross salary. The President & CEO must hold 50% of the net number of shares given on the basis of the plans until his or her shareholding in total corresponds to the value of his or her annual gross salary. Such number of shares must be held as long as the participant's employment or service in a Group company continues

### Restricted share unit plan for key employees

The Board of Directors of Suominen Corporation resolved in December 2025, to establish a new share-based incentive plan for selected key employees of the Group.

The plan is intended to be used as a tool in situations seen necessary by the Board of Directors, for example ensuring retention of key talents to the company, attracting a new talent or other specific situations determined by the Board of Directors.

The Board of Directors may allocate rewards from the Restricted Share Unit Plan 2026–2028 during financial years 2026–2028. The value of the rewards to be paid on the basis of the plan corresponds to a maximum total of 200,000 shares of Suominen, including also the proportion to be paid in cash. The target group of the plan consists of key employees selected by the Board, including members of the Leadership Team and the CEO.

The rewards will be paid by the end of May 2029, but in any event by a of minimum twelve months after the determination of the reward opportunity. The reward is based on a valid employment or director contract and on the continuity of the employment or service.

The reward will be paid partly in Suominen's shares and partly in cash. The cash proportion of the reward is intended to cover taxes and statutory social security contributions arising from the reward to the key employee. As a rule, no reward will be paid if the key employee's employment or director contract terminates before the reward payment. The Board may impose a share holding obligation on the shares delivered as reward.

### The President & CEO's share-based incentive plans, Charles Héaulmé

The President & CEO is eligible to participate in the existing share-based incentive plans of Suominen, on a pro rata basis.

The President & CEO is responsible for the transfer tax as well as for the personal income tax arising from the transfer of the shares based on the share-based incentive plans.

The President & CEO is entitled to a signing bonus in the form of 200,000 Suominen shares to be conveyed to him during the third quarter of 2026, if his employment in Suominen continues.

The President & CEO has a separate share-based incentive plan, and the vesting conditions are determined by the Board of Directors of Suominen annually. The shares earned based on the plan are conveyed to the President & CEO during the first quarter of the following year.

Based on this share-based incentive plan, the President & CEO is expected to acquire 100,000 shares in Suominen for the 2026 vesting period. Based on the plan, he will in receive in the first quarter of 2027 a maximum of 500,000 shares in Suominen, if the comparable EBITDA of Suominen reaches the level determined by the Board of Directors of Suominen.

For the 2027 vesting period the President & CEO will receive a minimum of 250,000 shares in Suominen in the first quarter of 2028. The maximum number of shares of this vesting period is 500,000, and the Board of Directors of Suominen will separately determine the vesting conditions for the remaining 250,000 shares.

### The President & CEO's share-based incentive plan, Tommi Björnman

The Board of Directors of Suominen Corporation established on May 19, 2023, a new share-based incentive plan for the company's President & CEO Tommi Björnman. The aim of the plan was to align the objectives of the shareholders and the President & CEO in order to increase the value of Suominen in

the long-term, to retain the President & CEO at the company, and to offer him a competitive reward plan that is based on acquiring, receiving and accumulating the company's shares.

Under the plan the President & CEO was expected to own or acquire up to 30,000 shares of Suominen Corporation at a price formed in public trading on Nasdaq Helsinki. Suominen matched the share investment by way of the President & CEO receiving, without consideration, up to 60,000 matching shares (gross, including also the proportion to be paid in cash).

The plan included three vesting periods, June 1, 2023–June 1, 2024, June 1, 2023–June 1, 2025, and June 1, 2023–June 1, 2026. The potential reward was paid partly in shares and partly in cash in three equal installments after each vesting period, provided that the President & CEO's service in the company was in force at the time of the reward payment. The cash proportion was intended to cover taxes and tax-related costs arising from the rewards to the President & CEO. The second vesting period ended in June 2025, and in total 9,359 shares were transferred to the CEO. The plan was terminated at the end of June as Tommi Björnman's service in the company ended.

### Accounting principles

The fair values of the shares to be potentially settled based on the share-based plans are measured at grant dates based on the market value of the share. If the plan includes market conditions, they are taken into account in the fair value. The fair value is recognized in profit or loss during the vesting period.

When the vesting conditions of a share-based incentive plan include market conditions, such as TSR ("Total Shareholder Return"), the fair value measured at grant date will not be subsequently changed and the cost estimate recognized will not be reversed, if the market condition does not vest. If the other vesting conditions of the plan (such as service condition and result-based conditions) are not fulfilled, the cost estimates based on these conditions are reversed.

Suominen has share-based payment transactions which have net settlement features for withholding tax obligations. At the time of exercise or vesting Suominen withholds a number of shares that is equal to the monetary value of the employee's tax obligation from the total number of shares that would have otherwise been issued to the employee, and transfers the amount in cash to tax authorities on behalf of the employee. In accordance with IFRS 2, in these cases both the portion settled in shares and the portion settled in cash are recognized in equity and the fair

value of the cash portion is also based on the fair value at grant date.

### Measurement of instruments granted during the reporting period

Share price at grant date, EUR	2.08
Volatility assumption, %	35%
Expected dividends, EUR	0
Effect of market condition in fair value, %	-44%
Valuation model	Monte Carlo
Fair value per share, EUR	1.39

### Effect on the profit for the period and on financial position in 2025

#### EUR thousand

Expense (-) for the reporting period	-579
Recognized in equity during 2025, net	562
Liability on December 31, 2025	1
Estimate of the amount for settling the employees' tax obligation on December 31, 2025	98

Information on share-based incentive plans	Share-based incentive plan 2022–2024	Share-based incentive plan 2023–2025	Share-based incentive plan 2024–2026	Share-based incentive plan 2025–2027	CEO's (Tommi Björnman) Matching Share Plan	CEO's (Charles Héaulmé) signing bonus	CEO's (Charles Héaulmé) Annual Shares Contribution 2026, Performance Matching	CEO's (Charles Héaulmé) Annual Shares Contribution 2027, Fixed	Total / weighted average
Maximum number of shares, including the portion to be settled in cash	401,000	793,500	1,090,349	1,375,431	60,000	200,000	500,000	250,000	4,670,280
Initial grant date	February 2, 2022	February 2, 2023	February 6, 2024	January 27, 2025	May 19, 2023	August 11, 2025	August 11, 2025	August 11, 2025	
Vesting date	March 21, 2025	March 21, 2026	March 21, 2027	March 21, 2028	June 1, 2024; June 1, 2025; June 1, 2027	September 16, 2026	March 21, 2027	March 21, 2028	
Vesting conditions	Total shareholder return (TSR)	Total shareholder return (TSR)	Total Shareholder Return (TSR) and raw material efficiency	Total Shareholder Return (TSR) and raw material efficiency	Shareholding requirement		– Shareholding requirement, comparable EBITDA	Shareholding requirement	
	Employment precondition until reward payment	Employment precondition until reward payment	Employment precondition until reward payment	Employment precondition until reward payment	Employment precondition until reward payment	Employment precondition until reward payment	Employment precondition until reward payment	Employment precondition until reward payment	
Maximum contractual life, years	3.1	3.1	3.1	3.1	3.0	1.1	1.6	2.6	
Remaining contractual life, years	0.0	0.0	1.2	2.2	–	0.7	1.2	2.2	1.7
Number or persons at the end of reporting period	–	–	16	20	–	1	1	1	26
Payment method	Shares and cash	Shares and cash	Shares and cash	Shares and cash	Shares and cash	Shares	Shares	Shares	

Changes in 2024	Share-based incentive plan 2022–2024	Share-based incentive plan 2023–2025	Share-based incentive plan 2024–2026	Share-based incentive plan 2025–2027	CEO's (Tommi Björnman) Matching Share Plan	CEO's (Charles Héaulmé) signing bonus	CEO's (Charles Héaulmé) Annual Shares Contribution 2026, Performance Matching	CEO's (Charles Héaulmé) Annual Shares Contribution 2027, Fixed	Total
Outstanding at the beginning of the period	130,500	500,500	845,191	–	40,000	–	–	–	1,516,191
Granted	–	51,872	185,205	1,694,261	–	200,000	500,000	250,000	2,881,338
Forfeited	-128,112	-552,374	-409,059	-596,457	-20,000	–	–	–	-1,706,000
Exercised	-2,388	–	–	–	-20,000	–	–	–	-22,388
<b>Outstanding at the end of the period</b>	<b>–</b>	<b>–</b>	<b>621,337</b>	<b>1,097,804</b>	<b>–</b>	<b>200,000</b>	<b>500,000</b>	<b>250,000</b>	<b>2,669,141</b>

## NOTE 28 Earnings per share

### Profit / loss for the period

EUR thousand	2025	2024
Profit / loss for the period	-12,070	-5,290

### Number of shares

Average share-issue adjusted number of shares	57,760,108	57,713,587
Average diluted share-issue adjusted number of shares excluding treasury shares	57,949,178	57,878,570

### Earnings per share

EUR	2025	2024
Basic	-0.21	-0.09
Diluted	-0.21	-0.09

### Calculation of earnings per share

Basic earnings per share are calculated by dividing the net result attributable to owners of the parent by the weighted share-issue adjusted average number of shares outstanding during the reporting period, excluding shares acquired by the Group and held as treasury shares.

When calculating diluted earnings per share the number of shares is adjusted with the effects of the share-based incentive plans.

## NOTE 29 Adjustments to statement of cash flows

EUR thousand

### Adjustments to cash flow from operations

	2025	2024
Adjustments to profit for the period		
Income taxes	-1,300	-53
Financial income and expenses	7,467	4,086
Depreciation, amortization and impairment losses	17,201	18,431
Gains and losses from disposal of property, plant and equipment and intangible assets	-74	-112
Other non-cash flow items in profit for the period	682	-1,108
<b>Total</b>	<b>23,977</b>	<b>21,244</b>

## NOTE 30 Information about key management personnel

### Management remuneration

#### Remuneration of the Board of Directors

as paid

EUR	2025		2024	
	annual fee	meeting fee	annual fee	meeting fee
Charles Héaulmé, Chair of the Board of Directors from April 4, 2024	74,000	10,500	74,000	7,000
Andreas Ahlström, Deputy Chair of the Board	45,000	13,500	45,000	11,000
Björn Borgman	35,000	12,000	35,000	9,000
Gail Ciccione from April 25, 2025	35,000	10,000	-	-
Majja Joutsenkoski from April 25, 2025	35,000	8,500	-	-
Nina Linander	45,000	14,000	45,000	11,500
Laura Remes	35,000	11,500	35,000	9,500
Aaron Barsness until April 25, 2025	-	3,500	35,000	14,500
Jaakko Eskola, Chair of the Board of Directors until April 4, 2024	-	-	-	500
<b>Total</b>	<b>304,000</b>	<b>83,500</b>	<b>269,000</b>	<b>63,000</b>

The Annual General Meeting held on April 25, 2025, resolved that 25% of the annual remuneration for the Board of Directors is paid in Suominen Corporation's shares. The number of shares transferred to the members of the Board of Directors as their remuneration payable in shares for 2025 was 36,013 shares. The shares were transferred on

May 16, 2025, and the value of the transferred shares totaled EUR 75,987.

The members of the Board of Directors have no pension arrangements with Suominen. In accordance with the pension laws in Sweden, the fees paid to the Swedish members of the Board are subject to employment pension contributions. These pension contributions were EUR 11,837 (in 2024: EUR 16,215)

Suominen has separate consulting agreements with two of the members of the Board of Directors, Laura Remes and Gail Ciccione. The services purchased from them in 2025 based on the consulting agreements were as follows: Laura Remes EUR 19.5 thousand and Gail Ciccione EUR 24.1 thousand.

### Management remuneration

on an accrual basis

EUR thousand	2025		2024	
	CEO's	Other SLT members	CEO's	Other SLT members
Salaries and fringe benefits	786	1,352	492	704
Termination benefits	462	44	0	70
Short-term incentives	68	71	58	66
Long-term incentives	123	231	210	91
Pensions (statutory)	96	162	93	131
Pensions (voluntary)	97	0	53	0
Social security expenses	15	22	15	22
<b>Total</b>	<b>1,647</b>	<b>1,881</b>	<b>922</b>	<b>1,083</b>

The members of the Board of Directors have no specific agreements related to termination of the membership in the Board due to a public tender offer.

### Remuneration of the President & CEO

Charles Héaulmé from August 11, 2025  
as paid

EUR	2025
Salaries	254,429
Paid bonuses	–
Share-based payments	–
Total salaries	254,429
Fringe benefits	3,753
<b>Total</b>	<b>258,182</b>
Supplementary pensions	42,116

A written contract has been made with the President & CEO, Charles Héaulmé. Based on the contract he has a six-month period of notice. Should the company terminate the contract, an additional compensation corresponding to 12 months' salary will also be paid. He would also be entitled to pro-rated payments of bonus and share-based payment plans. The President & CEO has no specific agreement related to termination of contract due to a public tender offer.

Severance payment will not be paid if the President & CEO resumes serving only as the Chair of the Board.

The retirement age of the President & CEO is 68 years, and the pension laws of the Netherlands are applied to his statutory pension. The President & CEO has a supplementary pension plan, with a cost of 20% of his annual base salary. He is entitled to the supplementary pension if his assignment in Suominen ends before his retirement age.

Tommi Björnman until June 30, 2025  
as paid

EUR	2025	2024
Salaries	485,898	480,489
Paid bonuses	67,870	58,242
Share-based payments	40,604	54,422
Total salaries	594,372	593,153
Fringe benefits	15,960	11,017
<b>Total</b>	<b>610,332</b>	<b>604,170</b>
Statutory pensions	91,783	93,457
Supplementary pensions	54,965	53,130

The Board of Directors of Suominen Corporation and Mr. Tommi Björnman, mutually agreed that Mr. Björnman will step down from his position as the President & CEO. A written contract was made with the President & CEO, Tommi Björnman. Based on

the agreement, he had a six-month period of notice and in January 2026 an additional compensation corresponding to 12 months' salary, totaling 462,000 euros, was also paid. He had a supplementary pension plan, with a cost of 11.5% of his annual base salary.

A part of the CEO Tommi Björnman's share-based plan vested, and shares were transferred to him in June 2025. The number of the shares transferred was 9,359 shares. The value of the shares and the portion settled in cash was in total EUR 40,604.

#### Janne Silonsaari June 30-August 10, 2025

as paid

EUR	2025
Salaries	24,504
Total salaries	24,504
Fringe benefits	1,528
<b>Total</b>	<b>26,032</b>

Statutory pensions	4,584
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Janne Silonsaari, EVP, CFO, acted as the interim CEO from June 30, 2025 until August 10, 2025. His post as the interim CEO ended when the new CEO Charles Héaulmé joined Suominen on August 11, 2025. During the time Janne Silonsaari acted as the interim CEO, he received increased base salary without any specific extra benefits.

#### Remuneration of other members of the Suominen Leadership Team

as paid

EUR	2025	2024
Salaries	1,309,078	849,958
Paid bonuses	70,790	65,814
Sevarance payments	43,500	153,495
Share-based payments	1,253	–
Total salaries	1,424,621	1,069,267
Fringe benefits	42,869	41,358
<b>Total</b>	<b>1,467,490</b>	<b>1,110,625</b>
Statutory pensions	154,587	140,223

The members of the Leadership Team normally have no other pension arrangements than statutory pensions. Supplementary pension arrangements in the USA are included in statutory pensions. The retirement age of other members of the Leadership Team is according to the normal local legislation.

A rental agreement of an office was made with a company which is controlled by a member of the Suominen Leadership Team. The paid rents were EUR 2.8 thousand in 2024 (EUR 4.8 thousand in 2024).

#### Management's share ownership

number of shares

	December 31, 2025	December 31, 2024
<b>Board of Directors</b>		
Charles Héaulmé*	–	19,902
Andreas Ahlström, Deputy Chair of the Board	36,320	30,989
Björn Borgman	32,312	28,166
Gail Ciccione from April 25, 2025	4,146	–
Maija Joutsenkoski from April 25, 2025	4,146	–
Nina Linander	37,159	31,828
Laura Remes	10,366	6,220
Aaron Barsness until April 25, 2025	–	8,723
<b>Total</b>	<b>124,449</b>	<b>125,828</b>
Total % of shares and votes	0.21%	0.22%

#### Management's share ownership

number of shares

	December 31, 2025	December 31, 2024
<b>Suominen Leadership Team</b>		
Charles Héaulmé*	44,750	–
François Guetat	–	–
Markku Koivisto	53,172	53,172
Minna Rouru	1,300	–
Janne Silonsaari	–	–
Mark Ushpol	–	–
Tommi Björnman	–	39,556
Jonni Friman	–	–
<b>Total</b>	<b>99,222</b>	<b>92,728</b>
Total % of shares and votes	0.17%	0.16%

\* Charles Héaulmé's share ownership is presented in 2024 in Board of Directors' share ownership and in 2025 in Suominen Leadership Team's share ownership.

\* Charles Héaulmé's share ownership is presented in 2024 in Board of Directors' share ownership and in 2025 in Suominen Leadership Team's share ownership.

Share-based incentives plans are disclosed in Note 27 of the consolidated financial statements. The expense accrual, excluding social costs, based on the non-vested share-based incentive plans in accordance with IFRS standards was EUR 598 thousand for the related parties for the reporting period.

## NOTE 31 Contingent liabilities

EUR thousand

	2025	2024
<b>Guarantees and other commitments</b>		
Guarantees on own commitments	1,088	1,921
Other own commitments	17,174	18,307
<b>Total</b>	<b>18,262</b>	<b>20,228</b>
<b>Other contingencies</b>		
Contractual commitments to acquire property, plant and equipment	3,669	11,267
Commitments to leases not yet commenced	458	274
<b>Total</b>	<b>4,127</b>	<b>11,541</b>

Guarantees on own commitments are guarantees given to suppliers.

Some subsidiaries of Suominen have guaranteed the external loans of Suominen Corporation. The maximum guaranteed amount is the unpaid principal of the loans and unpaid accrued interest expenses at the end of the reporting period.

Minimum lease payments under non-cancellable operating leases in future periods are disclosed in Note 21.

### Accounting principles – contingent liabilities

A contingent liability is a possible obligation which is not recognized as a liability in the statement of financial position as, for example, its existence is not yet confirmed and it is not in control of the company. The management uses estimates to assess the amount of contingent liabilities.

## NOTE 32 Events after the reporting period

### The Shareholders' Nomination Board proposed on January 26, 2026 the number of members, on the composition, and on the Chair of the Board of Directors to the Annual General Meeting 2026 of Suominen

The Shareholders' Nomination Board of Suominen Corporation proposes to the Annual General Meeting 2026 that the number of Board members will be decreased from seven to six.

The Nomination Board proposes to the Annual General Meeting that Andreas Ahlström, Gail Ciccione, Nina Linander, Maija Joutsenkoski and Laura Remes would be re-elected as members of the Board of Directors and that Ville Vuori would be elected as a new member of the Board of Directors.

Out of the current Board members, Björn Borgman is not available as a candidate for the Board of Directors. Additionally, the current Chairman of the Board, Charles Héaulmé, has decided to step out from the Board of Directors due to his role as the President & CEO of the company.

Ville Vuori (b. 1973, B.Sc. (Mech. Eng.), eMBA, Finnish citizen) currently acts as the Chairman of the Boards of Incap Oyj and Aspocomp Oyj. Prior to that, he served as the CEO of Kemppi Oy and Incap Oyj.

All candidates have given their consent to the election. All candidates are independent of the company. The candidates are also independent of Suominen's significant shareholders, with the exceptions of Andreas Ahlström who acts currently as the CEO of Ahlström Invest B.V. and Maija Joutsenkoski who acts as the Investment Director at A. Ahlström Corporation. The largest shareholder of Suominen Corporation, Ahlstrom Capital B.V., belongs to the same group of companies as Ahlström Invest B.V. and A. Ahlström Corporation.

The Nomination Board proposes to the Annual General Meeting that Ville Vuori would be elected as the Chair of the Board of Directors.

With regard to the election procedure for the members of the Board of Directors, the Nomination Board recommends that the shareholders take a position on the proposal as a whole at the Annual General Meeting. In preparing its proposals the Nomination Board, in addition to ensuring that individual board member candidates possess the required competences, has determined that the proposed Board of Directors as a whole has the best possible expertise for the company and that the composition of the Board of Directors meets the other requirements of the Finnish Corporate Governance Code for listed companies.

### Proposal on the Board remuneration

The Nomination Board proposes that the remuneration of the Board of Directors remains unchanged and would be as follows: the Chair would be paid an annual fee of EUR 74,000, the Deputy Chair an annual fee of EUR 45,000 and other Board members an annual fee of EUR 35,000. The Nomination Board also proposes that the additional fee paid to the Chair of the Audit Committee would remain unchanged and be EUR 10,000.

Further, the Nomination Board proposes that the fees payable for each Board and Committee meeting would remain unchanged and be as follows: EUR 500 for each meeting held in the home country of the respective member, EUR 1,000 for each meeting held elsewhere than in the home country of the respective member and EUR 500 for each meeting attended by telephone or other electronic means. No fee is paid for decisions made without convening a meeting.

75% of the annual fees is paid in cash and 25% in Suominen Corporation's shares. The shares will be transferred out of the own shares held by the company by the decision of the Board of Directors within two weeks from the date on which the interim report of January–March 2026 of the company is published.

Compensation for expenses will be paid in accordance with the company's valid travel policy.

### The composition of the Nomination Board

The members of the Nomination Board, as of September 2, 2025, are Jyrki Vainionpää (President & CEO of A. Ahlström Corporation) as a member appointed by Ahlstrom Capital B.V., Mikael Etola (CEO of Etola-Yhtiöt) as a member appointed by Etola Group Oy and Ville Vuori (Board Professional) as a member appointed by Oy Etra Invest Ab. Charles Héaulmé, Chair of Suominen's Board of Directors, serves as the fourth member of the Nomination Board.

Jyrki Vainionpää acts as the Chair of the Nomination Board.

All of the proposals made by the Nomination Board were unanimous, except that Charles Héaulmé and Ville Vuori abstained from participating in the decision-making relating to the Nomination Board's proposal for the Chair of the Board.

The Board of Directors of Suominen Corporation will include the proposals submitted by the Nomination Board to the Notice of the Annual General Meeting of Suominen which will be published at a later date. The Annual General Meeting of Suominen Corporation is scheduled to be held on April 15, 2026.

### Commencement of a new plan period in the share-based Long-Term Incentive Plan for management and key employees

Based on the existing share-based Long Term Incentive Plan for management and key employees, communicated as a stock exchange release on February 6, 2024, Suominen disclosed on January 29, 2026, that the Board of Directors of Suominen Corporation has decided on the commencement of a new plan period covering the years 2026–2028.

The purpose of the plan is to align the interests of the company's shareholders and key employees to increase the company's value in the long term, to commit key employees to implement the company's strategy, objectives and long-term interest, and to reward them for high performance.

The performance criteria of the performance period 2026–2028 are tied to Absolute Total Shareholder Return during the years 2026–2028 (weight 40%), Earnings Before Interests and Taxes (EBIT) in fiscal year 2028 (weight 40%), and the company's target to improve its raw material efficiency (weight 20%), measured for fiscal year 2028. The potential rewards from the plan will be paid after the end of the performance period.

The value of the rewards to be paid on the basis of the plan corresponds to a maximum total of 1,500,000 shares of Suominen, including also the proportion to

be paid in cash. The target group in the performance period 2026–2028 consists of 28 key employees, including the President & CEO and other members of the Suominen Leadership Team.

The potential reward will be paid partly in Suominen's shares and partly in cash. The cash proportion of the reward is intended to cover taxes and statutory social security contributions arising from the reward to the key employee. As a rule, no reward will be paid if the key employee's employment or director contract terminates before the reward payment.

The Suominen Leadership Team member must hold 50% of the received shares until the value of the Suominen Leadership Team member's total shareholding in Suominen equals to 50% of the member's annual gross salary for the calendar year preceding the payment of the reward. Respectively, the President & CEO must hold 50% of the received shares until the value of the President & CEO's total shareholding in Suominen equals to the value of the President & CEO's annual gross salary for the calendar year preceding the payment of the reward. Such number of Suominen shares must be held as long as the membership in the Suominen Leadership Team or the position as the President & CEO continues.

### Amendments to the ongoing performance periods

Board of Directors has also resolved on amendments to the performance criteria for the ongoing performance periods 2024–2026 and 2025–2027. The Board has resolved that for both the performance periods, raw material efficiency will be measured based on the final year of the respective performance period (previously based on the first year of the performance period).

### Three-year profitability improvement program and new operating model

Suominen announced on January 29, 2026 that it was launching a three-year program to improve the company's profitability. The Full Potential Program targets delivering 10% EBITDA and a 2x–3x leverage ratio (net debt/EBITDA) by 2028. The program will involve an estimated investment of approximately EUR 30 million over the three years, of which transformation costs are estimated at EUR 10 million and capital expenditures to upgrade manufacturing capabilities around EUR 20 million. The Full Potential Program does not include investment in capacity expansion.

Suominen also introduced a new functional operating model, Effective February 1, 2026, to strengthen focus on strategic priorities, sharpen

accountability across the organization, and create a tighter connection between customer needs, technology development, and operational performance.

In the new model, commercial functions are brought together to reinforce focus on growth and business development and ensuring strong strategic alignment between R&D and customer management. The sales organization will build deep global expertise while maintaining a strong local presence to serve customers effectively across all markets, under the leadership of the Chief Commercial and Technology Officer (CCTO).

The role of Chief Operating Officer (COO) is being broadened to command all factories, safety, manufacturing engineering, procurement, and supply chain. With this change, Suominen aims to strengthen operational reliability and output by sharpening its focus on manufacturing performance and ensuring systematic deployment of best practices, continuous improvement, and harmonized processes.

The changes aim to strengthen profit and loss accountability, enhance execution discipline, and improve decision-making across both operations and commercial functions.

### Changes in the Suominen Leadership Team

To facilitate Suominen's transformation and transition into the new operating model, Suominen has appointed **Kimmo Raunio** (M. Sc. (Tech), Industrial Engineering and Management) as the CFO and member of Suominen Leadership Team latest as of June 1, 2026.

Until then, Suominen's CFO **Janne Silonsaari** will continue in his current role. Janne Silonsaari has decided to leave the company and will support the transition until mid-June 2026.

Kimmo Raunio is an experienced finance executive with a strong track record in the industrial manufacturing sector and brings with him executive level experience of driving turnaround and performance improvement initiatives at both group and site levels. Kimmo Raunio joins Suominen from Fortaco Group, where he has worked for 13 years in various finance roles, latest as CFO and Deputy CEO.

**Markku Koivisto**, currently EVP, EMEA and CTO, has been appointed Chief Commercial and Technology Officer.

**Mark Ushpol**, EVP, Americas, will step down from the Suominen Leadership Team and serve for six months as EVP, Strategic projects.

**Marika Väkiparta**, LL.M., currently Suominen VP, Business Transformation, has been appointed Chief

Strategy and Transformation Officer and interim General Counsel.

On February 26, 2026, Suominen announced that **Minna Rouru**, Chief People & Communications Officer, and a member of the Suominen Leadership Team leaves the company at the latest on August 26, 2026, to take on a role in another company.

### Suominen Leadership Team as of February 1, 2026:

- Charles Héaulmé, President & CEO
- Janne Silonsaari, CFO (until latest May 31, 2026)
- Kimmo Raunio, CFO (latest as of June 1, 2026)
- Markku Koivisto, Chief Commercial & Technology Officer
- Francois Guetat, Chief Operating Officer
- Minna Rouru, Chief People & Communications Officer
- Marika Väkiparta, Chief Strategy & Transformation Officer and interim General Counsel

# Key ratios per share

## Key ratios per share are share-issue adjusted.

	2025	2024	2023
Earnings per share, EUR	-0.21	-0.09	-0.22
Earnings per share, EUR, diluted	-0.21	-0.09	-0.22
Cash flow from operations per share, EUR	0.21	0.07	0.53
Equity per share, EUR	1.66	2.04	2.17
Price per earnings per share (P/E) ratio	-8.57	-24.87	-12.85
Dividend per share, total, EUR*	0.00	0.00	0.10
Dividend payout ratio, %	N/A	N/A	-45.1
Dividend yield, %	N/A	N/A	3.51
Number of shares, end of period, excluding treasury shares	57,772,475	57,727,103	57,692,459
Average number of shares excluding treasury shares	57,760,108	57,713,587	57,656,044
Average share-issue adjusted number of shares excluding treasury shares	57,760,108	57,713,587	57,656,044
Share price, end of period, EUR	1.79	2.28	2.85
Share price, period low, EUR	1.56	1.96	2.48
Share price, period high, EUR	2.73	2.93	3.48
Volume-weighted average price during the period, EUR	1.89	2.53	2.85
Market capitalization, EUR million	103.4	131.6	164.4
Number of traded shares during the period	1,096,086	951,426	2,743,668
Number of traded shares during the period, % of average number of shares (share turnover)	1.9	1.7	4.8

\* 2025 proposal by the Board of Directors to the Annual General Meeting

## Calculation of key ratios per share

Key ratios per share are either IFRS key ratios (earnings per share) or required by Ordinance of the Ministry of Finance in Finland or alternative performance measures (cash flow from operations per share).

### Earnings per share

$$\text{Basic earnings per share (EPS)} = \frac{\text{Profit / loss for the period}}{\text{Share-issue adjusted average number of shares excluding treasury shares}}$$

$$\text{Diluted earnings per share (EPS)} = \frac{\text{Profit / loss for the period}}{\text{Average diluted share-issue adjusted number of shares excluding treasury shares}}$$

Calculation of earnings per share is disclosed in Note 28.

### Cash flow from operations per share

$$\text{Cash flow from operations per share} = \frac{\text{Cash flow from operations}}{\text{Share-issue adjusted number of shares excluding treasury shares, end of the reporting period}}$$

Reference		2025	2024
Consolidated statement of cash flows Note 13	Cash flow from operations, EUR thousand	12,218	3,857
	Share-issue adjusted number of shares excluding treasury shares, end of the reporting period	57,772,475	57,727,103
	Cash flow from operations per share, EUR	0.21	0.07

### Equity per share

$$\text{Equity per share} = \frac{\text{Total equity attributable to owners of the parent}}{\text{Share-issue adjusted number of shares excluding treasury shares, end of the reporting period}}$$

Reference		2025	2024
Consolidated statement of financial position Note 13	Total equity attributable to owners of the parent, EUR thousand	96,102	117,608
	Share-issue adjusted number of shares excluding treasury shares, end of the reporting period	57,772,475	57,727,103
	Equity per share, EUR	1.66	2.04

### Dividend payout ratio, %

$$\text{Dividend payout ratio, \%} = \frac{\text{Dividend per share} \times 100}{\text{Basic earnings per share}}$$

Reference		2025	2024
The proposal by the Board	Dividend per share x 100	0.00	0.00
Note 28	Basic earnings per share, EUR	-0.21	-0.09
	Dividend payout ratio, %	N/A	N/A

### Dividend yield, %

$$\text{Dividend yield, \%} = \frac{\text{Dividend per share} \times 100}{\text{Share price at end of the period}}$$

Reference		2025	2024
	Dividend per share x 100	0.00	0.00
Note 13	Share price at end of the period, EUR	1.79	2.28
	Dividend yield, %	N/A	N/A

### Price per earnings per share (P/E)

$$\text{Price per earnings per share (P/E)} = \frac{\text{Share price at end of the period}}{\text{Basic earnings per share}}$$

Reference		2025	2024
Note 13	Share price at end of the period, EUR	1.79	2.28
Note 28	Basic earnings per share, EUR	-0.21	-0.09
	Price per earnings per share (P/E)	-8.57	-24.87

### Market capitalization

$$\text{Market capitalization} = \text{Number of shares at the end of reporting period excluding treasury shares} \times \text{share price at the end of period}$$

Reference		2025	2024
Note 13	Number of shares at the end of reporting period excluding treasury shares	57,772,475	57,727,103
Note 13	Share price at end of the period, EUR	1.79	2.28
	Market capitalization, EUR million	103.4	131.6

### Share turnover

$$\text{Share turnover} = \frac{\text{The proportion of number of shares traded during the period to weighted average number of shares excluding treasury shares}}$$

Reference		2025	2024
Note 13	Number of shares traded during the period	1,096,086	951,426
Note 13	Average number of shares excluding treasury shares	57,760,108	57,713,587
	Share turnover, %	1.9	1.7

# Parent company financial statements (FAS)

## Income statement

EUR

	Note	January 1–December 31, 2025	January 1–December 31, 2024
<b>Net sales</b>	2	<b>24,128,193.98</b>	<b>28,362,537.37</b>
Cost of goods sold		-3,282,479.37	-3,786,863.40
<b>Gross profit</b>		<b>20,845,714.61</b>	<b>24,575,673.97</b>
Other operating income	3	25,388.75	382,008.70
Sales and marketing expenses		-1,492,561.76	-1,651,006.71
Research and development		-1,054,256.99	-1,073,766.16
Administration expenses		-11,318,415.61	-10,798,106.62
Other operating expenses	3	-7,350,870.27	-9,077,480.29
<b>Operating profit / loss</b>		<b>-345,001.27</b>	<b>2,357,322.89</b>
Financial income			
Income from group companies	7	9,673,859.54	9,953,216.14
Other income	7	576,232.28	5,932,594.22
Financial expenses			
Expenses to group companies	7	-160,067.91	-454,190.56
Other expenses	7	-14,082,281.22	-4,464,366.36
<b>Total financial income and expenses</b>		<b>-3,992,257.31</b>	<b>10,967,253.44</b>

	Note	January 1–December 31, 2025	January 1–December 31, 2024
<b>Profit / loss before appropriations and income taxes</b>		<b>-4,337,258.58</b>	<b>13,324,576.33</b>
Appropriations			
Change in depreciation difference	8	636,471.78	174,088.55
Group contributions	8	–	-3,635,000.00
<b>Total appropriations</b>		<b>636,471.78</b>	<b>-3,460,911.45</b>
Income taxes	9	27,666.53	-1,637,495.41
<b>Profit/loss for the period</b>		<b>-3,673,120.27</b>	<b>8,226,169.47</b>

## Balance sheet

EUR

	Note	December 31, 2025	December 31, 2024
<b>ASSETS</b>			
<b>Non-current assets</b>			
Intangible assets	6, 10	1,006,608.83	2,576,497.98
Tangible assets	6, 11	1,184,627.58	1,212,515.69
Investments			
Shares in subsidiaries	12	118,363,783.56	113,363,783.56
Other investments	12	192.06	192.06
Loan receivables from group companies	13	64,319,148.94	89,220,975.84
<b>Total non-current assets</b>		<b>184,874,360.97</b>	<b>206,373,965.13</b>
<b>Current assets</b>			
Loan receivables from group companies	13	40,858,214.77	14,403,916.05
Trade receivables from group companies	13	69,890.47	69,346.49
Other current receivables	13	161,612.03	120,799.60
Prepaid expenses and accrued income	13	1,812,593.22	1,581,909.14
Cash and cash equivalents		29,432,379.47	37,799,925.53
<b>Total current assets</b>		<b>72,334,689.96</b>	<b>53,975,896.81</b>
<b>TOTAL ASSETS</b>		<b>257,209,050.93</b>	<b>260,349,861.94</b>

EUR	Note	December 31, 2025	December 31, 2024
<b>EQUITY AND LIABILITIES</b>			
<b>Equity</b>			
Share capital	15	11,860,056.00	11,860,056.00
Share premium account		24,680,587.83	24,680,587.83
Reserve for invested unrestricted equity		75,692,335.90	75,692,335.90
Retained earnings		18,795,433.22	10,569,263.75
Profit/loss for the period		-3,673,120.27	8,226,169.47
<b>Total equity</b>	<b>14</b>	<b>127,355,292.68</b>	<b>131,028,412.95</b>
<b>Untaxed reserves</b>			
Depreciation difference		383,940.25	1,020,412.03
<b>Liabilities</b>			
<b>Non-current liabilities</b>			
Interest-bearing liabilities			
Debentures	16	50,000,000.00	50,000,000.00
Loans from financial institutions	16	50,000,000.00	–
<b>Total non-current liabilities</b>		<b>100,000,000.00</b>	<b>50,000,000.00</b>

EUR	Note	December 31, 2025	December 31, 2024
<b>Current liabilities</b>			
<b>Interest-bearing liabilities</b>			
Loans from financial institutions	16	–	40,000,000.00
Current loans from group companies	16	24,835,936.69	30,676,964.77
<b>Interest-free liabilities</b>			
Trade payables and other current liabilities	17	1,922,635.18	1,978,616.37
Other current liabilities to group companies	17	–	3,635,000.00
Accrued expenses	17	2,711,246.13	2,010,455.82
<b>Total current liabilities</b>		<b>29,469,818.00</b>	<b>78,301,036.96</b>
<b>Total liabilities</b>		<b>129,469,818.00</b>	<b>128,301,036.96</b>
<b>TOTAL EQUITY AND LIABILITIES</b>		<b>257,209,050.93</b>	<b>260,349,861.94</b>

## Cash flow statement

EUR

	Note	January 1–December 31, 2025	January 1–December 31, 2024
<b>Cash flow from operations</b>			
<b>Profit/loss for the period</b>		<b>-3,673,120</b>	<b>8,226,169</b>
Adjustments to profit for the period	18	6,193,999	-3,243,153
Cash flow from operations before change in net working capital		2,520,878	4,983,016
Increase (-) or decrease (+) in trade and other receivables		-93,500	-109,371
Increase (+) or decrease (-) in interest-free current liabilities		-216,687	686,615
<b>Cash flow from operations before payments of financial items and income taxes</b>		<b>2,210,691</b>	<b>5,560,260</b>
Paid and received interests and other financial items		2,598,050	3,977,366
Group contribution paid		-3,635,000	-1,125,000
Paid income taxes		-239,215	-329,274
<b>Cash flow from operations</b>		<b>934,526</b>	<b>8,083,353</b>
<b>Cash flow from investments</b>			
Capital expenditure	10, 11	-163,322	-640,860
Proceeds from sale of fixed assets	10, 11	464	1,956
Dividend income from subsidiaries	7	2,459,129	2,374,321
<b>Cash flow from investments</b>		<b>2,296,272</b>	<b>1,735,418</b>

EUR

	Note	January 1–December 31, 2025	January 1–December 31, 2024
<b>Cash flow from financing</b>			
Drawdown of non-current interest-bearing liabilities	16	50,000,000	-
Drawdown of current interest-bearing liabilities	16	88,000,000	160,000,000
Repayment of current interest-bearing liabilities	16	-128,000,000	-160,000,000
Change in cash pool liabilities/receivables	16	-18,429,966	-22,302,658
Distribution of dividend	14	-	-5,769,246
<b>Cash flow from financing</b>		<b>-8,429,966</b>	<b>-28,071,904</b>
<b>Change in cash and cash equivalents</b>		<b>-5,199,169</b>	<b>-18,253,133</b>
<b>Cash and cash equivalents 1 January</b>		<b>37,799,926</b>	<b>53,688,030</b>
Exchange difference on cash and cash equivalents		-3,168,378	2,365,029
Change in cash and cash equivalents		-5,199,169	-18,253,133
<b>Cash and cash equivalents 31 December</b>		<b>29,432,379</b>	<b>37,799,926</b>

## NOTE 1 Accounting policies

Suominen Corporation is a public limited liability company organized under the laws of the Republic of Finland and domiciled in Helsinki, Finland (address: Keilaranta 13 A, 02150 Espoo, Finland). Suominen's shares are publicly traded in Nasdaq Helsinki Ltd. (Mid Cap). Suominen Corporation is the parent company of the Group.

The financial statements of Suominen Corporation are prepared in accordance with Finnish Accounting Standards (FAS). If the accounting principles applied under the Finnish Accounting Standards are consistent with the International Financial Reporting Standards (IFRS), the principle has not been repeated in the parent company's financial statements. The accounting principles applied under IFRS are presented in notes to the consolidated financial statements. Where the accounting principles under the Finnish Accounting Standard differ from IFRS, they are presented in the notes to the parent company's financial statements.

### Net sales

Net sales consist of sales of services to Group companies and of royalty income.

### Financial assets and liabilities and derivative instruments

Financial assets and liabilities are recognized at cost or at cost less impairment losses.

#### Leases

Lease payments are recognized as lease expenses. Leasing obligations are presented as contingent liabilities.

#### Debentures

Debentures are presented at nominal value in the balance sheet, and periodized transaction costs are recognized in prepayments.

#### Untaxed reserves

Untaxed reserves consist of a depreciation difference. This difference between scheduled depreciation and amortization and the depreciation and amortization deducted in arriving to taxable profit is presented as a separate item in the income statement and in the balance sheet.

#### Group contributions

Group contributions given are presented as appropriations.

## NOTE 2 Net sales

EUR

	January 1– December 31, 2025	January 1– December 31, 2024
<b>Net sales</b>		
Sales of corporate services	18,429,164	21,874,465
Royalty income	5,724,612	6,474,895
Currency exchange differences of sales	-25,582	13,177
<b>Total</b>	<b>24,128,194</b>	<b>28,362,537</b>

## NOTE 3 Other operating income and expenses

EUR

	January 1– December 31, 2025	January 1– December 31, 2024
<b>Other operating income</b>		
Operating subsidies and grants received	–	276,193
Other operating income from Group companies	13,280	97,965
Other operating income	12,109	7,850
<b>Total</b>	<b>25,389</b>	<b>382,009</b>
<b>Other operating expenses</b>		
Services purchased from Group companies	-7,350,870	-9,050,757
Other operating expenses	–	-26,723
<b>Total</b>	<b>-7,350,870</b>	<b>-9,077,480</b>

## NOTE 4 Personnel expenses

EUR

	January 1– December 31, 2025	January 1– December 31, 2024
Salaries	-4,800,479	-4,381,687
Pension expenses	-737,964	-734,612
Other personnel costs	-140,496	-170,144
<b>Total</b>	<b>-5,678,939</b>	<b>-5,286,443</b>
Average number of personnel	36	35
Number of personnel, end of period	36	33

### Management remuneration

Management remuneration is presented in Note 30 of the consolidated financial statements.

## NOTE 5 Audit fees

EUR

	January 1– December 31, 2025	January 1– December 31, 2024
Statutory audit, KPMG	-89,901	–
Statutory audit, EY	-64,434	-195,214
Tax consulting, KPMG	-4,331	–
Sustainability reporting assurance, KPMG	-58,000	–
Sustainability reporting assurance, EY	-44,304	-72,000
Other services	–	-20,036
<b>Total</b>	<b>-260,970</b>	<b>-287,250</b>

KPMG Oy Ab has been acting as the principal auditor of the Group and the parent company since the Annual General Meeting of 2025. Previously, Ernst & Young Oy (EY) acted as the principal auditor until the Annual General Meeting of 2025.

## NOTE 6 Depreciation, amortization and impairment

EUR

	January 1– December 31, 2025	January 1– December 31, 2024
<b>Depreciation, amortization and impairment by function</b>		
Cost of goods sold	-672,681	-959,154
Sales and marketing expenses	-310,582	-441,737
Research and development	-103,806	-104,977
Administration expenses	-666,860	-1,119,802
<b>Total</b>	<b>-1,753,930</b>	<b>-2,625,670</b>
<b>Depreciation, amortization and impairment by asset category</b>		
Machinery and equipment	-68,396	-54,651
Intangible rights	-1,685,534	-2,571,019
<b>Total</b>	<b>-1,753,930</b>	<b>-2,625,670</b>

## NOTE 7 Financial income and expenses

EUR

	January 1–December 31, 2025	January 1–December 31, 2024
Interest income from group companies	7,143,990	7,494,430
Interest income from others	576,232	1,254,699
Dividend income from Group companies	2,459,129	2,374,321
Other financial income from Group companies	70,741	84,465
Net currency exchange differences	-9,204,843	4,677,895
Interest expenses to Group companies	-160,068	-454,191
Interest expenses to others	-3,544,158	-3,225,427
Other financial expenses to others	-1,333,279	-1,238,939
<b>Total</b>	<b>-3,992,257</b>	<b>10,967,253</b>

## NOTE 8 Appropriations

EUR

	January 1–December 31, 2025	January 1–December 31, 2024
Increase (-) or decrease (+) in cumulative depreciation difference	636,472	174,089
Given Group contributions	–	-3,635,000
<b>Total</b>	<b>636,472</b>	<b>-3,460,911</b>

## NOTE 9 Income taxes

EUR

	January 1–December 31, 2025	January 1–December 31, 2024
Income taxes for the financial year	–	-1,665,492
Withholding taxes and other direct taxes	–	-3,000
Income taxes from previous years	27,667	30,996
<b>Total</b>	<b>27,667</b>	<b>-1,637,495</b>

## NOTE 10 Intangible assets

EUR

	Intangible rights	Advance payments and construction in progress	Total 2025	Total 2024
<b>Acquisition cost January 1</b>	<b>19,507,342</b>	<b>62,257</b>	<b>19,569,599</b>	21,294,526
Additions	55,447	60,198	<b>115,645</b>	109,218
Decreases and disposals	-802,609	–	<b>-802,609</b>	-1,834,148
<b>Acquisition cost December 31</b>	<b>18,760,180</b>	<b>122,455</b>	<b>18,882,635</b>	19,569,596
<b>Accumulated amortization January 1</b>	<b>-16,993,101</b>	–	<b>-16,993,101</b>	-16,256,226
Amortization for the period	-1,685,534	–	<b>-1,685,534</b>	-2,571,019
Decreases and disposals	802,609	–	<b>802,609</b>	1,834,148
<b>Accumulated amortization December 31</b>	<b>-17,876,026</b>	–	<b>-17,876,026</b>	-16,993,098
<b>Carrying amount December 31</b>	<b>884,154</b>	<b>122,455</b>	<b>1,006,609</b>	2,576,498

## NOTE 11 Tangible assets

EUR

	Land and water areas	Machinery and equipment	Other tangible assets	Advance payments and construction in progress	Total 2025	Total 2024
<b>Acquisition cost January 1</b>	<b>0</b>	<b>398,046</b>	<b>70,374</b>	<b>964,328</b>	<b>1,432,748</b>	1,006,684
Additions	–	25,331	–	15,590	<b>40,921</b>	518,334
Decreases and disposals	–	-23,842	–	–	<b>-23,842</b>	-92,270
Reclassifications	–	15,495	–	-15,495	–	–
<b>Acquisition cost December 31</b>	<b>0</b>	<b>415,030</b>	<b>70,374</b>	<b>964,423</b>	<b>1,449,827</b>	1,432,748
<b>Accumulated depreciation January 1</b>	<b>–</b>	<b>-215,850</b>	<b>-4,382</b>	<b>–</b>	<b>-220,233</b>	-255,872
Depreciation for the period	–	-60,883	-7,513	–	<b>-68,396</b>	-54,651
Decreases and disposals	–	23,428	–	–	<b>23,428</b>	90,290
<b>Accumulated depreciation December 31</b>	<b>–</b>	<b>-253,305</b>	<b>-11,895</b>	<b>–</b>	<b>-265,200</b>	-220,233
<b>Carrying amount December 31</b>	<b>0</b>	<b>161,725</b>	<b>58,479</b>	<b>964,423</b>	<b>1,184,628</b>	1,212,516

## NOTE 12 Investments

EUR

	Shares in Group companies	Other investments	Total 2025	Total 2024
<b>Carrying amount January 1</b>	<b>113,363,784</b>	<b>192</b>	<b>113,363,976</b>	113,363,976
Investments	5,000,000	–	<b>5,000,000</b>	–
<b>Carrying amount December 31</b>	<b>118,363,784</b>	<b>192</b>	<b>118,363,976</b>	113,363,976

Group companies are presented in Note 8 of the consolidated financial statements.

### Other investments

	Share of shares and votes, %	Number of shares	Nominal value of shares, EUR thousand	Carrying amount of shares, EUR thousand	Equity of the company, EUR thousand	Profit/loss in the latest financial statements, EUR thousand
Kiinteistö Oy Killinpolku, Virrat, Finland	25.0	1	8,409	1	N/A	N/A

## NOTE 13 Receivables

EUR

	December 31, 2025	December 31, 2024
<b>Non-current receivables from Group companies</b>		
Interest bearing receivables	64,319,149	89,220,976
<b>Total</b>	<b>64,319,149</b>	<b>89,220,976</b>
<b>Total non-current receivables</b>	<b>64,319,149</b>	<b>89,220,976</b>
<b>Current receivables</b>		
<b>Other receivables</b>	<b>161,612</b>	<b>120,800</b>
<b>Prepaid expenses and accrued income</b>		
Income taxes	408,058	232,689
Transaction costs of loans	627,484	624,312
Prepaid expenses	777,051	724,907
<b>Total prepaid expenses and accrued income</b>	<b>1,812,593</b>	<b>1,581,909</b>
<b>Current receivables from Group companies</b>		
Trade receivables	69,890	69,346
Interest-bearing loan receivables	40,858,215	14,403,916
<b>Total</b>	<b>40,928,105</b>	<b>14,473,263</b>
<b>Total other current receivables</b>	<b>42,902,310</b>	<b>16,175,971</b>

## NOTE 14 Equity

EUR

	December 31, 2025	December 31, 2024
Share capital January 1 and December 31	11,860,056	11,860,056
Share premium account January 1 and December 31	24,680,588	24,680,588
<b>Restricted equity</b>	<b>36,540,644</b>	<b>36,540,644</b>
Reserve for invested unrestricted equity January 1 and December 31	75,692,336	75,692,336
<b>Retained earnings January 1</b>	<b>18,795,433</b>	<b>16,338,510</b>
Distribution of dividend	–	-5,769,246
<b>Retained earnings December 31</b>	<b>18,795,433</b>	<b>10,569,264</b>
Profit/loss for the period	-3,673,120	8,226,169
<b>Unrestricted equity</b>	<b>90,814,649</b>	<b>94,487,769</b>
<b>Total equity December 31</b>	<b>127,355,293</b>	<b>131,028,413</b>
<b>Distributable funds</b>		
EUR	December 31, 2025	
Retained earnings December 31	18,795,433.22	
Reserve for invested unrestricted equity 31.12.	75,692,335.90	
Profit/loss for the period	-3,673,120.27	
<b>Distributable funds</b>	<b>90,814,648.85</b>	
<b>Funds available for dividend distribution</b>		
EUR		
Retained earnings December 31	18,795,433.22	
Profit/loss for the period	-3,673,120.27	
<b>Funds available for dividend distribution</b>	<b>15,122,312.95</b>	

## NOTE 15 Share capital

Share capital and shares are presented in Note 13 of the consolidated financial statements.

## NOTE 16 Interest-bearing liabilities

EUR

	December 31, 2025	December 31, 2024
<b>Non-current interest-bearing liabilities</b>		
Debentures	50,000,000	50,000,000
Loans from financial institutions	50,000,000	–
<b>Total non-current interest-bearing liabilities</b>	<b>100,000,000</b>	<b>50,000,000</b>
<b>Current interest-bearing liabilities</b>		
Loans from financial institutions	–	40,000,000
Loans from Group companies	24,835,937	30,676,965
<b>Total current interest-bearing liabilities</b>	<b>24,835,937</b>	<b>70,676,965</b>
<b>Total interest-bearing liabilities</b>	<b>124,835,937</b>	<b>120,676,965</b>

The financial covenant information presented in Note 14 of the consolidated financial statements relates to loans taken by the parent company.

Repayments of external non-current interest-bearing liabilities	2026	2027	2028	2029	2030
Debentures	–	50,000,000	–	–	–
Loans from financial institutions	–	–	50,000,000	–	–
<b>Total</b>	<b>–</b>	<b>50,000,000</b>	<b>50,000,000</b>	<b>–</b>	<b>–</b>

## NOTE 17 Interest-free liabilities

EUR

	December 31, 2025	December 31, 2024
<b>Current interest-free liabilities</b>		
Trade payables	1,782,018	1,743,580
Income tax liability	–	91,513
Other current liabilities	140,617	143,523
<b>Total current interest-free liabilities</b>	<b>1,922,635</b>	<b>1,978,616</b>
<b>Accrued expenses</b>		
Accrued interest expenses	425,482	577,717
Accrued personnel expenses	1,248,373	894,497
Other accrued expenses	1,037,392	538,243
<b>Total accrued expenses</b>	<b>2,711,246</b>	<b>2,010,456</b>
<b>Liabilities to Group companies</b>		
Other liabilities to Group companies	–	3,635,000
<b>Total</b>	<b>–</b>	<b>3,635,000</b>
<b>Total current interest-free liabilities</b>	<b>4,633,881</b>	<b>7,624,072</b>

## NOTE 18 Contingent liabilities

EUR

	December 31, 2025	December 31, 2024
<b>Guarantees</b>		
On behalf of Group companies	9,526,877	11,558,468
On own behalf	83,812	83,812
<b>Total</b>	<b>9,610,689</b>	<b>11,642,280</b>

Guarantees on behalf of Group companies are guarantees given to suppliers and lessors.

### Rental and leasing obligations

Falling due within next 12 months	329,753	333,381
Falling due later	938,141	1,211,590
<b>Total</b>	<b>1,267,894</b>	<b>1,544,971</b>

## NOTE 19 Adjustments to cash flow statement

EUR

	January 1–December 31, 2025	January 1–December 31, 2024
Adjustment to profit/loss for the period		
Change in depreciation difference	-636,472	-174,089
Group contributions	–	3,635,000
Financial income and expenses	3,992,257	-10,967,253
Income taxes	-27,667	1,637,495
Depreciation and amortization	1,753,930	2,625,670
Gains and losses from disposal of fixed assets	-50	24
Other non-cash items in profit for the period	1,112,000	–
<b>Total adjustments to profit/loss for the period</b>	<b>6,193,999</b>	<b>-3,243,153</b>

### Company information

Homepage of reporting entity	www.suominen.fi
LEI code of reporting entity	743700Z1BNFYR9PRDF52
Name of reporting entity or other means of identification	Suominen Oyj
Domicile of entity	Finland
Legal form of entity	Public limited liability company
Country of incorporation	Finland
Address of entity's registered office	Keilaranta 13 A, 02150 Espoo, Finland
Principal place of business	Espoo
Description of nature of entity's operations and principal activities	Manufacturing of nonwovens as roll goods for wipes and other applications
Name of parent entity	Suominen Oyj

Translation, non-official version

# Proposal by the board of directors for distribution of funds

The loss of the financial year 2025 of Suominen Corporation, the parent company of Suominen Group, was EUR -3,673,120.27. The funds distributable as dividends, including the loss for the period, were EUR 15,122,312.95 and total distributable funds were EUR 90,814,648.85.

The Board of Directors proposes that no dividend shall be distributed for the financial year 2025 and that the loss shall be transferred to retained earnings.

There have been no significant changes in the company's financial position after the end of the review period.

The financial statements of Suominen Corporation are prepared in accordance with Finnish Accounting Standards (FAS). The consolidated financial statements of Suominen Group are prepared in accordance with IFRS accounting standards. The financial statements of Suominen Corporation as well as the consolidated

financial statements give a true and fair view of both Suominen Corporation's and the group companies' assets, obligations, financial position and profit or loss.

Suominen Corporation's Report by the Board of Directors includes a commentary which gives a true view of the business development and result of Suominen Corporation and its group companies as well as a description of material business risks and uncertainties and of the state of the company.

The sustainability report included in Suominen Corporation's Report by the Board of Directors is prepared in accordance with Chapter 7 of the Finnish Accounting Act and Article 8 of the taxonomy regulation by European Union.

Espoo March 10, 2026

Charles Héaulmé  
Chair of the Board and  
President and CEO

Andreas Ahlström

Björn Borgman

Gail Ciccione

Maija Joutsenkoski

Nina Linander

Laura Remes

*This document is an English translation of the Finnish auditor's report. Only the Finnish version of the report is legally binding.*

# Auditor's Report

To the Annual General Meeting of Suominen Corporation

## Report on the Audit of the Financial Statements

### Opinion

We have audited the financial statements of Suominen Corporation (business identity code 1680141-9) for the year ended 31 December, 2025. The financial statements comprise the consolidated balance sheet, income statement, statement of comprehensive income, statement of changes in equity, statement of cash flows and notes, including material accounting policy information, as well as the parent company's balance sheet, income statement, statement of cash flows and notes.

In our opinion

- the consolidated financial statements give a true and fair view of the group's financial position, financial performance and cash flows in accordance with IFRS Accounting Standards as adopted by the EU
- the financial statements give a true and fair view of the parent company's financial performance and financial position in accordance with the laws and

regulations governing the preparation of financial statements in Finland and comply with statutory requirements.

Our opinion is consistent with the additional report submitted to the Audit Committee.

### Basis for Opinion

We conducted our audit in accordance with good auditing practice in Finland. Our responsibilities under good auditing practice are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report.

We are independent of the parent company and of the group companies in accordance with the ethical requirements that are applicable in Finland and are relevant to our audit, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

In our best knowledge and understanding, the non-audit services that we have provided to the parent company and group companies are in compliance

with laws and regulations applicable in Finland regarding these services, and we have not provided any prohibited non-audit services referred to in Article 5(1) of regulation (EU) 537/2014. The non-audit services that we have provided have been disclosed in note 22 to the consolidated financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Materiality

The scope of our audit was influenced by our application of materiality. The materiality is determined based on our professional judgement and is used to determine the nature, timing and extent of our audit procedures and to evaluate the effect of identified misstatements on the financial statements as a whole. The level of materiality we set is based on our assessment of the magnitude of misstatements that, individually or in aggregate, could reasonably be expected to have influence on the economic decisions of the users of the financial statements. We

have also taken into account misstatements and/or possible misstatements that in our opinion are material for qualitative reasons for the users of the financial statements.

### Key Audit Matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the financial statements of the current period. These matters were addressed in the context of our audit of the financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters. The significant risks of material misstatement referred to in the EU Regulation No 537/2014 point (c) of Article 10(2) are included in the description of key audit matters below.

We have also addressed the risk of management override of internal controls. This includes consideration of whether there was evidence of management bias that represented a risk of material misstatement due to fraud.

THE KEY AUDIT MATTER	HOW THE MATTER WAS ADDRESSED IN THE AUDIT
<p><b>Revenue recognition</b> (Note 18 to the consolidated financial statements)</p>	
<ul style="list-style-type: none"> <li>- Revenues of Suominen Group, amounting to EUR 412.4 million, comprise sales of nonwovens to customers.</li> <li>- Revenues from customer contracts are recognized when the risks and rewards of ownership related to the products delivered have been transferred to the customer.</li> <li>- Net sales is a key performance indicator used within the Group and also has a material impact on the Group's key figures, such as EBITDA.</li> <li>- Due to the risk of incorrect timing of revenue recognition for sales transactions, revenue recognition is considered a key audit matter.</li> </ul>	<ul style="list-style-type: none"> <li>- Our audit procedures included, among others:                             <ul style="list-style-type: none"> <li>- We gained an understanding of the revenue recognition principles and practices and assessed the principles in relation to the applicable IFRS Accounting Standards.</li> <li>- We obtained an understanding of the revenue recognition process, including testing of internal controls, where applicable</li> <li>- We inspected sales transactions on a sample basis, by comparing them with invoices, contracts, delivery documents, and payments received. In addition, sales transactions were examined using substantive analytical procedures.</li> <li>- To test appropriate timing of revenue recognition we compared sales transactions, invoices, and their delivery terms to the revenue recognition date, and inspected credit notes from the beginning of 2026.</li> <li>- In addition, we considered the appropriateness of the disclosures for revenues.</li> </ul> </li> </ul>

THE KEY AUDIT MATTER	HOW THE MATTER WAS ADDRESSED IN THE AUDIT
<p><b>Valuation and depreciation of property, plant and equipment</b> (Notes 7 and 24 to the consolidated financial statements)</p>	
<ul style="list-style-type: none"> <li>- On 31 December 2025, the carrying amount of Group's property, plant and equipment totaled EUR 124.8 million, representing 46% of the consolidated total assets. Of the total, EUR 28.7 million is attributable to assets under construction, including the Group's two significant capital expenditure projects. Depreciation and impairment losses on property, plant and equipment amounted to EUR 12.6 million.</li> <li>- The carrying amount of property, plant, and equipment is significant, and useful lives determined for property, plant, and equipment requires management judgments.</li> <li>- Property, plant, and equipment are tested for impairment if there are indications that that an asset may be impaired. Testing requires management to make estimates of the amount and timing of future cash flows.</li> <li>- For the reasons stated above, the valuation and depreciation of property, plant and equipment are considered a key audit matter.</li> </ul>	<ul style="list-style-type: none"> <li>- Our audit procedures included, among others:                             <ul style="list-style-type: none"> <li>- We gained an understanding of the processes related to capital expenditures, and assessed useful lives of the assets, their measurement, and fulfilment of the capitalization criteria.</li> <li>- We evaluated internal control arrangements and tested controls relating, in particular, to the approval of capital expenditures and purchase invoices.</li> <li>- We performed substantive audit procedures focusing, in particular, on the additions to property, plant and equipment.</li> <li>- We assessed the management process to evaluate the appropriateness of the depreciation periods.</li> <li>- We evaluated the reasonableness of the management estimates underlying the testing calculations for property, plant and equipment.</li> <li>- In addition, we considered the appropriateness of the disclosures for property, plant and equipment.</li> </ul> </li> </ul>

THE KEY AUDIT MATTER	HOW THE MATTER WAS ADDRESSED IN THE AUDIT
<p><b>Financing arrangements and covenants (Notes 3 and 14 to the consolidated financial statements)</b></p>	
<ul style="list-style-type: none"> <li>- In June 2025, Suominen entered into a single-currency syndicated credit facility agreement which consists of a EUR 50 million term loan and a EUR 50 million revolving credit facility with a maturity of three years with a one-year extension option. The new credit facility includes leverage ratio and gearing as financial covenants. The financial covenants of the syndicated credit facility have to be fulfilled quarterly.</li> <li>- Company has agreed with the lenders about amendment of the covenant thresholds. Management has prepared cash flow forecasts and based on current projection, including profitability improvement actions, the company expects to meet covenant conditions and maintain sufficient liquidity for the 12 months following the reporting date.</li> <li>- The assessment of the financing arrangements and covenants is a key audit matter due to negative financial performance and the significant impact of the financing arrangements on the Group's financial position, as well as the view given in the consolidated financial statements.</li> </ul>	<ul style="list-style-type: none"> <li>- We analyzed the forecasts prepared by management and evaluated the key assumptions underlying those forecasts, such as sales volumes and operating margins, including assumptions related to the planned profitability improvement measures.</li> <li>- We familiarized us with the agreements related to the executed financing arrangements. With the involvement of KPMG IFRS specialists, we assessed the terms of the financing arrangements and the classification and recognition in relation to accounting principles and accounting standards applied in the consolidated financial statements.</li> <li>- We have also reconciled the balance sheet values of financial items to external confirmations at the balance sheet date.</li> <li>- In addition, we assessed the disclosures provided on the financing arrangements and covenants.</li> </ul>

We have not identified other key audit matters relating to the parent company's financial statements.

**Responsibilities of the Board of Directors and the Managing Director for the Financial Statements**

The Board of Directors and the Managing Director are responsible for the preparation of consolidated financial statements that give a true and fair view in accordance with IFRS Accounting Standards as adopted by the EU, and of financial statements that give a true and fair view in accordance with the laws and regulations governing the preparation of financial statements in Finland and comply with statutory requirements. The Board of Directors and the Managing Director are also responsible for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Board of Directors and the Managing Director are responsible for assessing the parent company's and the group's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting. The financial statements are prepared using the going concern basis of accounting unless there is an intention to liquidate

the parent company or the group or cease operations, or there is no realistic alternative but to do so.

**Auditor's Responsibilities for the Audit of the Financial Statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with good auditing practice will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

As part of an audit in accordance with good auditing practice, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a

material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the parent company's or the group's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of the Board of Directors' and the Managing Director's use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the parent company's or the group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's

report. However, future events or conditions may cause the parent company or the group to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events so that the financial statements give a true and fair view.
- Plan and perform the group audit to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business units within the group as a basis for forming an opinion on the group financial statements. We are responsible for the direction, supervision and review of the audit work performed for purposes of the group audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and communicate with them all relationships and other matters that may reasonably be thought to bear on

our independence, and where applicable, related safeguards.

From the matters communicated with those charged with governance, we determine those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

## Other Reporting Requirements

### Information on our audit engagement

We were first appointed as auditors by the Annual General Meeting on 25.4.2025, and our appointment represents a total period of uninterrupted engagement of one year.

### Other Information

The Board of Directors and the Managing Director are responsible for the other information. The other information comprises the report of the Board of Directors and the information included in the Annual

Report, but does not include the financial statements or our auditor's report thereon. We have obtained the report of the Board of Directors prior to the date of this auditor's report, and the Annual Report is expected to be made available to us after that date. Our opinion on the financial statements does not cover the other information.

In connection with our audit of the financial statements, our responsibility is to read the other information identified above and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. With respect to the report of the Board of Directors, our responsibility also includes considering whether the report of the Board of Directors has been prepared in compliance with the applicable provisions, excluding the sustainability report information on which there are provisions in Chapter 7 of the Accounting Act and in the sustainability reporting standards.

In our opinion, the information in the report of the Board of Directors is consistent with the information in the financial statements and the report of the Board of Directors has been prepared in compliance with the applicable provisions. Our opinion does not cover the sustainability report information on which there are

provisions in Chapter 7 of the Accounting Act and in the sustainability reporting standards.

If, based on the work we have performed on the other information that we obtained prior to the date of this auditor's report, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Helsinki 12 March 2026

KPMG OY AB  
Audit Firm

**Anders Lundin**

*Authorised Public Accountant, KHT*

*This document is an English translation of the Finnish Assurance Report on the Sustainability Statement. Only the Finnish version of the report is legally binding.*

# Assurance report on the Sustainability Statement

To the Annual General Meeting of Suominen Corporation

We have performed a limited assurance engagement on the group sustainability statement of Suominen Corporation (business identity code 1680141-9) that is referred to in Chapter 7 of the Accounting Act and that is included in the report of the Board of Directors for the financial year 1.1.–31.12.2025.

## Opinion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the group sustainability statement does not comply, in all material respects, with

1) the requirements laid down in Chapter 7 of the Accounting Act and the sustainability reporting standards (ESRS), and

2) the requirements laid down in Article 8 of the Regulation (EU) 2020/852 of the European Parliament and of the Council on the establishment of a framework to facilitate sustainable investment, and amending Regulation (EU) 2019/2088 (EU Taxonomy).

Point 1 above also contains the process in which Suominen Corporation has identified the information for reporting in accordance with the sustainability reporting standards (double materiality assessment).

Our opinion does not cover the tagging of the group sustainability statement with digital XBRL sustainability tags in accordance with Chapter 7, Section 22, Subsection 1(2), of the Accounting Act, because sustainability reporting companies have not had the possibility to comply with that requirement in the absence of requirements for the tagging of sustainability information in the ESEF regulation or other European Union legislation.

## Basis for Opinion

We performed the assurance of the group sustainability statement as a limited assurance engagement in compliance with good assurance practice in Finland and with the International Standard on Assurance Engagements (ISAE) 3000 (Revised) *Assurance Engagements Other than Audits or Reviews of Historical Financial Information*.

Our responsibilities under this standard are further described in the *Responsibilities of the Authorized Group Sustainability Auditor* section of our report.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

## Other Matter

Regarding the comparative information, the group sustainability statement for the financial year 1.1.–31.12.2024 was assured at a limited assurance level by a different authorised sustainability auditor, whose assurance report dated 4.3.2025 expressed

an unmodified opinion on the group sustainability statement. Our opinion is not modified in respect to this matter.

## Authorized Group Sustainability Auditor's Independence and Quality Management

We are independent of the parent company and of the group companies in accordance with the ethical requirements that are applicable in Finland and are relevant to our engagement, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

The authorized group sustainability auditor applies International Standard on Quality Management ISQM 1, which requires the authorized sustainability audit firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

## Responsibilities of the Board of Directors and the Managing Director

The Board of Directors and the Managing Director of Suominen Corporation are responsible for:

- the group sustainability statement and for its preparation and presentation in accordance with the provisions of Chapter 7 of the Accounting Act, including the process that has been defined in the sustainability reporting standards and in which the information for reporting in accordance with the sustainability reporting standards has been identified,
- the compliance of the group sustainability statement with the requirements laid down in Article 8 of the Regulation (EU) 2020/852 of the European Parliament and of the Council on the establishment of a framework to facilitate sustainable investment, and amending Regulation (EU) 2019/2088, and for
- such internal control as the Board of Directors and the Managing Director determine is necessary to enable the preparation of a group sustainability statement that is free from material misstatement, whether due to fraud or error.

## Inherent Limitations in the Preparation of a Sustainability statement

Preparing a group sustainability statement requires a company to make materiality assessment to identify relevant matters to report. This includes significant

management judgement and choices. It is also characteristic to the sustainability reporting that reporting of this kind of information includes estimates and assumptions as well as measurement and estimation uncertainty.

The determination of greenhouse gases is subject to inherent uncertainty due to the incomplete scientific data used to determine the emission factors and the numerical values needed to combine emissions of different gases.

When reporting forward-looking information in accordance with ESRS standards, a company's management is required to make assumptions about possible future events, and to disclose the company's possible future actions in relation to those events, as well as to prepare the forward-looking information based on these assumptions. Actual results are likely to differ because forecasted events often do not occur as expected.

## Responsibilities of the Authorized Group Sustainability Auditor

Our responsibility is to perform an assurance engagement to obtain limited assurance about whether the group sustainability statement is free from material misstatement, whether due to fraud or error, and to issue a limited assurance report that includes our opinion. Misstatements can arise from fraud or

error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the decisions of users taken on the basis of the group sustainability statement.

Compliance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised) requires that we exercise professional judgment and maintain professional scepticism throughout the engagement.

We also:

- Identify and assess the risks of material misstatement of the group sustainability statement, whether due to fraud or error, and obtain an understanding of internal control relevant to the engagement in order to design assurance procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the parent company's or the group's internal control.
- Design and perform assurance procedures responsive to those risks to obtain evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

## Description of the Procedures That Have Been Performed

The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. The nature, timing and extent of assurance procedures selected depend on professional judgment, including the assessment of risks of material misstatement, whether due to fraud or error. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Our procedures included for ex. the following:

- We interviewed the company's management and persons responsible for collecting and preparing the information contained in the group sustainability statement at the group level and in subsidiaries.
- Regarding the double materiality assessment process, we assessed the implementation of the process carried out by the company and the information disclosed on the double materiality assessment process in relation to the requirements of the ESRS standards.
- Through interviews we gained understanding of the group's key processes related to collecting and consolidating the sustainability information.

- We got acquainted with the group's internal guidelines and operating principles relevant to the sustainability information disclosed in the group sustainability statement.
- We got acquainted with the background documentation and documents prepared by the company, as applicable, and assessed whether they support the information included in the group sustainability statement.
- We conducted site visits to selected sites.
- We assessed the information disclosed on material sustainability matters in the group sustainability statement in relation to the requirements of the ESRS standards.
- In relation to the EU taxonomy information, we gained understanding about the process by which the company has defined taxonomy eligible and taxonomy aligned activities, and assessed the regulatory compliance of the information provided.

Helsinki 12 March 2026

KPMG OY AB  
Authorized Sustainability Audit Firm

**Anders Lundin**

*Authorized Sustainability Auditor, KRT*

Translation of the Finnish original

# Independent Auditor's Report on the ESEF Consolidated Financial Statements of Suominen Corporation

To the Board of Directors of Suominen Corporation

We have performed a reasonable assurance engagement on the financial statements 743700Z1BNFYR9PRDF52-2025-12-31-1-fi.zip of Suominen Corporation (Business ID 1680141-9) that have been prepared in accordance with the Commission's regulatory technical standard for the financial year ended 31.12.2025.

## Responsibilities of the Board of Directors and the Managing Director

The Board of Directors and the Managing Director are responsible for the preparation of the company's report of the Board of Directors and financial statements (the ESEF financial statements) in such a way that they comply with the requirements of the Commission's regulatory technical standard. This responsibility includes:

- preparing the ESEF financial statements in XHTML format in accordance with Article 3 of the Commission's regulatory technical standard
- tagging the primary financial statements, notes and company's identification data in the consolidated financial statements that are included in the ESEF financial statements with iXBRL tags in accordance with Article 4 of the Commission's regulatory technical standard and
- ensuring the consistency between the ESEF financial statements and the audited financial statements.

The Board of Directors and the Managing Director are also responsible for such internal control as they determine is necessary to enable the preparation of ESEF financial statements in accordance with the requirements of the Commission's regulatory technical standard.

## Auditor's independence and quality management

We are independent of the company in accordance with the ethical requirements that are applicable in Finland and are relevant to the engagement we have performed, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

The auditor applies International Standard on Quality Management (ISQM) 1, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

## Auditor's Responsibilities

Our responsibility is to, in accordance with Chapter 7, Section 8 of the Securities Markets Act, provide assurance on the financial statements that have been prepared in accordance with the Commission's regulatory technical standard. We express an opinion on whether the consolidated financial statements that are included in the ESEF financial statements have been tagged, in all material respects, in accordance with the requirements of Article 4 of the Commission's regulatory technical standard.

Our responsibility is to indicate in our opinion to what extent the assurance has been provided. We conducted a reasonable assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000.

The engagement includes procedures to obtain evidence on:

- whether the primary financial statements in the consolidated financial statements that are included in the ESEF financial statements have been tagged, in all material respects, with iXBRL tags in accordance with the requirements of Article 4 of the Commission's regulatory technical standard and
- whether the notes and company's identification data in the consolidated financial statements that are included in the ESEF financial statements have been tagged, in all material respects, with iXBRL tags in accordance with the requirements of Article 4 of the Commission's regulatory technical standard and
- whether there is consistency between the ESEF financial statements and the audited financial statements.

The nature, timing and extent of the selected procedures depend on the auditor's judgment. This includes an assessment of the risk of a material deviation due to fraud or error from the requirements of the Commission's regulatory technical standard.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### **Opinion**

Our opinion pursuant to Chapter 7, Section 8 of the Securities Markets Act is that the primary financial statements, notes and company's identification data in the consolidated financial statements that are included in the ESEF financial statements of Suominen Corporation 743700Z1BNFYR9PRDF52-2025-12-31-1-fi.zip for the financial year ended 31.12.2025 have been tagged, in all material respects, in accordance with the requirements of the Commission's regulatory technical standard.

Our opinion on the audit of the consolidated financial statements of Suominen Corporation for the financial year ended 31.12.2025 has been expressed in our auditor's report dated 12.3.2026. With this report we do not express an opinion on the audit of the consolidated financial statements nor express another assurance conclusion.

Helsinki 19 March 2026

KPMG OY AB  
Audit Firm

**Anders Lundin**

*Authorised Public Accountant, KHT*

# Key ratios

	2025	2024	2023
Net sales, EUR million	412.4	462.3	450.9
Comparable operating profit / loss, EUR million	-4.2	-1.4	-2.8
% of net sales	-1.0	-0.3	-0.6
Operating profit / loss, EUR million	-5.9	-1.3	-7.5
% of net sales	-1.4	-0.3	-1.7
Comparable EBITDA, EUR million	12.6	17.0	15.8
% of net sales	3.1	3.7	3.5
EBITDA, EUR million	11.3	17.2	11.2
% of net sales	2.7	3.7	2.5
Profit / loss before income taxes, EUR million	-13.4	-5.3	-13.5
% of net sales	-3.2	-1.2	-3.0
Profit / loss for the period, EUR million	-12.1	-5.3	-12.8
% of net sales	-2.9	-1.1	-2.8
Cash flow from operations, EUR million	12.2	3.9	30.7
Total assets, EUR million	272.4	310.4	316.4
Return on equity (ROE), %	-11.4	-4.4	-9.6
Return on invested capital (ROI), %	-3.3	-0.7	-4.1
Equity ratio, %	35.3	37.9	39.5
Interest-bearing net debt, EUR million	77.6	60.8	44.1
Capital employed, EUR million	173.3	178.0	168.4
Gearing, %	80.7	51.7	35.3
Gross capital expenditure, EUR million	26.3	16.0	11.2
% of net sales	6.4	3.5	2.5
Depreciation, amortization and impairment losses, EUR million	-17.2	-18.4	-18.7
Expenditure on research and development, EUR million	2.8	4.0	3.9
as % of net sales	0.7	0.9	0.9
Average number of personnel (FTE - full time equivalent)	695	689	682

## Calculation of key ratios

Some of Suominen's key ratios are alternative performance measures. An alternative performance measure is a key ratio which has not been defined in IFRS standards. Suominen believes that the use of alternative performance measures provides useful information for example to investors regarding the Group's financial and operating performance and makes it easier to make comparisons between the reporting periods.

### Operating profit and comparable operating profit

Operating profit / loss, or earnings before interest and taxes (EBIT) is an important measure of profitability as by ignoring income taxes and financial items it focuses solely on the company's ability to generate profit from operations. Operating profit / loss is presented as a separate line item in the consolidated statement of profit or loss.

Operating profit / loss (EBIT) = Profit / loss before income taxes + net financial expenses

Comparable operating profit / loss (comparable EBIT) = Profit / loss before income taxes + net financial expenses, adjusted with items affecting comparability

In order to improve the comparability of result between reporting periods, Suominen presents comparable operating profit / loss as an alternative performance measure. Operating profit / loss is adjusted with material items that are considered to affect comparability between reporting periods. These items include, among others, impairment losses or reversals of impairment losses, gains or losses from the sales of property, plant and equipment or intangible assets or other assets and restructuring costs. In 2025, items affecting comparability of result were impairment losses arising from the closure of one production line and restructuring expenses. In 2024, the items affecting comparability consisted mainly of restructuring expenses and expenses and impairment losses of inventory arising from the closure of the production lines in Italy.

Reference	EUR thousand	2025	2024
Consolidated statement of profit or loss	Operating profit / loss	-5,904	-1,257
	+ Dismissal costs affecting comparability	781	1,605
	+ Restoration costs affecting comparability / reversals of restoration provisions	-85	-1,435
	+ Other costs affecting comparability	650	4
	+ Other operating income, affecting comparability	-49	-305
	+ Impairment losses of property, plant and equipment, affecting comparability of result	426	-
	+ Impairment losses of right-of-use assets, affecting comparability of result	-	3
	+ Impairment losses of inventories and reversals of the impairment losses, affecting comparability of result	-	-41
	Comparable operating profit / loss	-4,182	-1,426

**EBITDA and comparable EBITDA**

EBITDA is an important measure that focuses on the operating performance excluding the effect of depreciation and amortization, financial items and income taxes. In other words, what is the margin on net sales after deducting operating expenses.

In order to improve the comparability of result between reporting periods, Suominen presents comparable EBITDA as an alternative performance measure. EBITDA is adjusted with material items that are considered to affect comparability between reporting periods. These items include, among others, gains or losses from the sales of property, plant and equipment or intangible assets or other assets and restructuring costs. In 2025 and 2024, the items affecting comparability of EBITDA were the mainly restructuring expenses. In addition, in 2024 the items affecting comparability included expenses and impairment losses of inventory arising from the closure of the production lines in Italy.

EBITDA	=	EBIT + depreciation, amortization and impairment losses
Comparable EBITDA	=	EBIT + depreciation, amortization and impairment losses, adjusted with items affecting comparability

Reference	EUR thousand	2025	2024
Consolidated statement of profit or loss	Operating profit / loss	-5,904	-1,257
Note 24	+ Depreciation, amortization and impairment losses	17,201	18,431
	<b>EBITDA</b>	<b>11,298</b>	<b>17,174</b>
	<b>EBITDA</b>	<b>11,298</b>	<b>17,174</b>
	+ Dismissal costs affecting comparability	781	1,605
	+ Restoration costs affecting comparability / reversals of restoration provisions	-85	-1,435
	+ Other costs affecting comparability	650	4
	+ Other operating income, affecting comparability	-49	-305
	+ Impairment losses of inventories and reversals of the impairment losses, affecting comparability of result	-	-41
	<b>Comparable EBITDA</b>	<b>12,594</b>	<b>17,001</b>

**Gross capital expenditure**

Suominen considers gross capital expenditure as a relevant measure in order to understand for example how the Group maintains and renews its production machinery and facilities. The gross investments do not include increases in right-of-use assets.

Gross capital expenditure includes also capitalized borrowing costs.

Reference	EUR thousand	2025	2024
Note 6	Increases in intangible assets	160	109
Note 7	Increases in property, plant and equipment	26,130	15,895
	<b>Gross capital expenditure</b>	<b>26,289</b>	<b>16,004</b>

### Cash and cash equivalents

Cash and cash equivalents = Cash + other financial assets

### Interest-bearing net debt

Suominen considers interest-bearing net debt to be an important measure for investors to be able to understand the Group's indebtedness. It is the opinion of Suominen that presenting interest-bearing liabilities not only at amortized cost but also at nominal value gives relevant additional information to the investors.

Interest-bearing net debt = Interest-bearing liabilities at nominal value - interest-bearing receivables - cash and cash equivalents

Reference	EUR thousand	2025	2024
Note 14	Interest-bearing liabilities	109,256	101,760
	Tender and issuance costs of the debentures	410	394
Consolidated statement of financial position	Cash and cash equivalents	-32,064	-41,340
	Interest-bearing net debt	77,602	60,815
Note 14	Interest-bearing liabilities	109,256	101,760
	Tender and issuance costs of the debentures	410	394
Note 14	Nominal value of interest-bearing liabilities	109,666	102,154

### Return on equity (ROE), %

The return on equity is one of the most important profitability ratios used by owners and investors. The ratio measures the ability of a company to generate profits from its shareholders' investments in the company and it defines the yield on the company's equity during the reporting period.

$$\text{Return on equity (ROE), \%} = \frac{\text{Profit / loss for the reporting period (rolling 12 months)} \times 100}{\text{Total equity attributable to owners of the parent (quarterly average)}}$$

Reference	EUR thousand	2025	2024
Consolidated statement of profit or loss	Profit / loss for the reporting period (rolling 12 months)	-12,070	-5,290
	Total equity attributable to owners of the parent December 31, 2024 / 2023	117,608	124,912
	Total equity attributable to owners of the parent March 31, 2025 / 2024	112,466	126,045
	Total equity attributable to owners of the parent June 30, 2025 / 2024	101,577	118,081
	Total equity attributable to owners of the parent September 30, 2025 / 2024	100,153	110,781
Consolidated statement of financial position	Total equity attributable to owners of the parent December 31, 2025 / 2024	96,102	117,608
	Average	105,581	119,485
	Return on equity (ROE), %	-11.4	-4.4

### Invested capital

Invested capital = Total equity + interest-bearing liabilities  
- cash and cash equivalents

Reference	EUR thousand	2025	2024
Consolidated statement of financial position	Total equity attributable to owners of the parent	96,102	117,608
Note 14	Interest-bearing liabilities	109,256	101,760
Consolidated statement of financial position	Cash and cash equivalents	-32,064	-41,340
	Invested capital	173,294	178,028

### Return on invested capital (ROI), %

Return on invested capital is one of the most important key ratios. It measures the relative profitability of the company, ie. the yield on the capital invested in the company.

Return on invested capital (ROI), % =  $\frac{\text{Operating profit / loss (rolling 12 months)} \times 100}{\text{Invested capital, quarterly average}}$

Reference	EUR thousand	2025	2024
Consolidated statement of profit or loss	Operating profit / loss (rolling 12 months)	-5,904	-1,257
	Invested capital December 31, 2024 / 2023	178,028	168,435
	Invested capital March 31, 2025 / 2024	179,559	174,706
	Invested capital June 30, 2025 / 2024	188,099	174,218
	Invested capital September 30, 2025 / 2024	175,792	173,650
	Invested capital December 31, 2025 / 2024	173,294	178,028
	Average	178,954	173,807
	Return on invested capital (ROI), %	-3.3	-0.7

**Equity ratio, %**

Equity ratio is an important key ratio as it measures the solidity of the company, the company's tolerance for losses and ability to cover its long-term commitments. The performance measure shows how much of the company's assets are financed with equity. The equity creates a buffer against potential losses, and equity ratio represents the level of this buffer.

$$\text{Equity ratio, \%} = \frac{\text{Total equity attributable to owners of the parent} \times 100}{\text{Total assets} - \text{advances received}}$$

Reference	EUR thousand	2025	2024
Consolidated statement of financial position	Total equity attributable to owners of the parent	96,102	117,608
Consolidated statement of financial position	Total assets	272,391	310,376
Note 16	Advances received	-212	-31
		272,178	310,345
	Equity ratio, %	35.3	37.9

**Gearing, %**

Gearing represents the ratio between the equity invested by the owners of the company and the interest-bearing liabilities borrowed from financiers. Gearing is an important performance measure in assessing the financial position of a company. A high gearing is a risk factor which might limit the possibilities for growth of a company and narrow its financial freedom.

$$\text{Gearing, \%} = \frac{\text{Interest-bearing net debt} \times 100}{\text{Total equity}}$$

Reference	EUR thousand	2025	2024
	Interest-bearing net debt	77,602	60,815
Consolidated statement of financial position	Total equity attributable to owners of the parent	96,102	117,608
	Gearing, %	80.7	51.7

# Information for shareholders

## Financial calendar

Suominen will publish its Financial Statements Bulletin, Half Year Financial Report and two Interim Reports in 2026 as follows:

January 29, 2026	Financial Statements Release for 2025
May 7, 2026	Interim Report for January–March 2026
August 7, 2026	Half-Year Financial Report for January–June 2026
November 5, 2026	Interim Report for January–September 2026

## The Annual General Meeting

Notice is given to the shareholders of Suominen Corporation to the Annual General Meeting to be held on April 15, 2026, at 1:00 p.m. (EEST). The Annual General Meeting will be held without a meeting venue using remote connection in real time, in accordance with Section 10 of the Articles of Association of the Company and Chapter 5, Section 16 Subsection 3 of the Finnish Limited Liability Companies Act. Notice to the Annual General Meeting has been announced as a stock exchange release on March 4, 2026. All materials to the Annual General Meeting are available on the company’s website [www.suominen.fi/agm](http://www.suominen.fi/agm).

Shareholders who are registered in the shareholders’ register of Euroclear Finland Ltd. on the record date of the General Meeting April 1, 2026 are entitled to participate in the General Meeting. Any shareholder whose company shares are recorded in their personal Finnish book-entry account is automatically included in the company’s shareholders’ register.

Registration for the General Meeting commenced on March 5, 2026 at 10:00 a.m. (EET). A shareholder who is registered in the company’s shareholders’ register

and wishes to participate in the General Meeting must register for the meeting no later than April 7, 2026, by 4:00 p.m. (EEST), by which time the registration must be received.

A shareholder can register for the General Meeting:

- a) Via the company’s website [www.suominen.fi/agm](http://www.suominen.fi/agm). Electronic registration requires strong identification of the shareholder or their legal representative or proxy with a Finnish, Swedish, or Danish bank ID, or a mobile certificate.
- b) By e-mail or mail. A shareholder registering for the General Meeting by e-mail or regular mail shall submit a registration and advance voting form which is available on the company’s website [www.suominen.fi/agm](http://www.suominen.fi/agm), or equivalent information to the address [agm@innovatics.fi](mailto:agm@innovatics.fi), or by regular mail to Innovatics Oy to the address Innovatics Oy, General Meeting / Suominen Corporation, Ratamestarinkatu 13 A, 00520 Helsinki, Finland.

The shareholder and their representative are required to provide necessary information, such as the shareholder’s name, date of birth or business ID, phone number and/or e-mail, address, the name of any assistant or proxy representative and the proxy representative’s date of birth, phone number and/or e-mail. The personal data provided to Suominen Corporation is only used in connection with the General Meeting and the processing of the necessary registrations related thereto.

Further information on registration and advance voting is available to all shareholders on the company’s website [www.suominen.fi/agm](http://www.suominen.fi/agm).

### **Proposal on distribution of funds**

The Board of Directors proposes to the Annual General Meeting that no dividend be paid based on the adopted balance sheet regarding the financial year of 2025 and that the distributable funds be left in the company's unrestricted equity.

### **Investor relations**

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Request for management appointments:

Kati Junnila, Executive Assistant  
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[kati.junnila@suominencorp.com](mailto:kati.junnila@suominencorp.com)

### **Silent period**

Suominen observes a 30-day silent period prior to the publishing of its financial result. During this time Suominen does not comment on the Company's financial performance, markets, its future outlook or business prospects. During this time Suominen's management and other employees do not meet with representatives of capital markets or financial media. Exceptions to this principle are the General Meetings of Shareholders, which may be held during a silent period, and the publication of a stock exchange release required by regulations and the communications relating thereto. In case of an event that requires disclosure during a silent period, Suominen shall publish the information without delay in accordance with the duty of disclosure and applicable regulations and shall determine on a case-by-case basis whether interviews will be given on the matter while limiting any such communication to the event in question. The IR calendar available on the Company's website includes the dates of the silent periods.

## **SUOMINEN CORPORATION**

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