



Sustainability report 2025

CH
CHEMEC

CH
POLYMERS

CH
BIOFORCE

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Introduction

Sustainability measures are playing an increasingly important role in society. Both corporate stakeholders and legislators are demanding that companies provide more transparent sustainability information and take action on climate change. Sustainability measures play a key role in Chemec Group companies. The companies are committed to developing their sustainability work and striving to reduce their carbon dioxide emissions.

Chemec Group is reporting on sustainability issues in a joint report for the first time. This report has been prepared in accordance with the EU's voluntary sustainability reporting standard for unlisted SMEs (VSME).

The consolidated report covers the companies belonging to the Chemec Group: Oy Chemec AB, CH Gruppen AB, CH-Polymers Oy, and CH-Bioforce Oy. The information in the report covers the same period as the financial statements of the Group's companies, June 1, 2024, to May 31, 2025. The purpose of the report is to compile information on the responsibility and sustainability of the companies belonging to the Chemec Group in a simple format. The report is intended for internal use by the Group companies as well as communication to stakeholders and provides an overview of the companies' impacts on various aspects of responsibility.

The report uses both the basic module and the comprehensive module, as applicable to each company. The information has been collected and presented on a company-specific basis, unless otherwise stated. The VSME standard's threshold for the number of employees has therefore been complied with for each company separately. Those sections of the VSME standard that are not relevant to any of the companies in the group have been omitted.

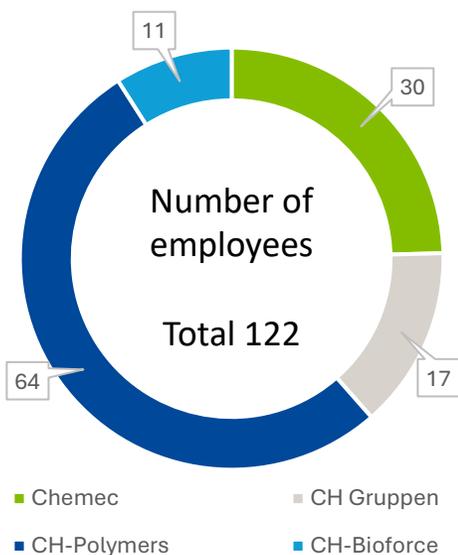
Oy Chemec AB (hereinafter Chemec) is a parent company of the Chemec Group. Chemec is a Nordic based company that provides comprehensive chemical solutions for the pulp, paper, and board industries as well as for the chemical industry. Chemec's production plants manufacture pigment slurries for both the wood-processing industry and pigment producers. In addition, Chemec supplies silicone products to the electronics and shipbuilding industries. A key element of Chemec's strategy is profitable growth while taking into account various environmental factors and requirements.

CH Gruppen AB (hereinafter CH Gruppen, also Chemec Sweden) focuses on the corporate marketing of functional chemicals. Its main products include biocides, defoamers, and cleaning agents for the pulp and paper industry in the Nordic region, especially Sweden. CH Gruppen's strategy is in line with Chemec's strategy.

CH-Polymers Oy's (hereinafter CH-Polymers) products include various binders for the paint and board industry and nonwovens. B2B marketing is mainly focused on the Nordic countries, but the company has also expanded its operations to other parts of Europe. The key elements of the company's strategy are maintaining several strong business units, manufacturing products according to customer requirements, and maximizing plant utilisation.

CH-Bioforce Oy (hereinafter CH-Bioforce) strives for a cleaner world. The produced sustainable biopolymers can replace non-renewable ingredients and chemicals in everyday products. The patented BIOFORSENSE® technology enables cost-efficient production using almost any biomass, from wood to oat husks. CH-Bioforce provides a new raw material option for chemical, cosmetic, food, and packaging applications, for example. CH-Bioforce's strategic goal is to scale up its operations.

Basic information about the Chemec Group



Oy Chemec AB

Legal form	NACE	Turnover (M€)	Balance sheet (M€)	Country of primary operations
Private limited company	46750	13,7	30,8	Finland

CH-Polymers Oy

Legal form	NACE	Turnover (M€)	Balance sheet (M€)	Country of primary operations
Private limited company	20170	52,7	30,4	Finland

CH Gruppen AB

Legal form	NACE	Turnover (M€)	Balance sheet (M€)	Country of primary operations
Private limited company	46750	10,2	5,0	Sweden

CH-Bioforce Oy

Legal form	NACE	Turnover (M€)	Balance sheet (M€)	Country of primary operations
Private limited company	20140	0,03	3,1	Finland

	Site	Address	Postal code	City	Country	Coordinates
Group's registered office		Ahventie 4 A 21-22	21700	Espoo	Finland	60.166805, 24.774727
Oy Chemec AB	Office	Ahventie 4 A 21-22	21700	Espoo	Finland	60.166805, 24.774727
	Slurry plant 1	Ajoksentie 752	94900	Kemi	Finland	65.664949, 24.523796
	Slurry plant 2	Jauhetie 50	48310	Kotka	Finland	60.426096, 26.916136
	Slurry plant 3	Hakunintie 50d	26100	Rauma	Finland	61.131824, 21.435483
	Slurry plant 4	Hakunintie 50e	26100	Rauma	Finland	61.131824, 21.435483
	R&D laboratory	Raisionkaari 55	21200	Raisio	Finland	60.482707, 22.134197
	CH Gruppen AB	Office	Oskarsparken 1	70212	Örebro	Sweden
CH-Polymers Oy	Office, R&D laboratory	Raisionkaari 55	21200	Raisio	Finland	60.482707, 22.134197
	Plant	Siilotie 7	46400	Kaipiainen	Finland	60.895427, 27.098934
CH-Bioforce Oy	R&D Laboratory	Raisionkaari 55	21200	Raisio	Finland	60.482707, 22.134197
	Pilot plant	Raisionkaari 55	21200	Raisio	Finland	60.482707, 22.134197

Sustainability measures

All the Group's companies, Chemec, CH Gruppen, CH-Polymers and CH-Bioforce have sustainability-related policies, practices, or targets. Although CH-Bioforce is still in its early stage before large-scale production, sustainability remains central to the company's operations. Their technology is designed to use waste and by-products from other manufacturing processes, highlighting a strong dedication to sustainability right from the start.

Policies and practices

Chemec and CH Gruppen's sustainable economy policies include codes of conduct for their own workforce and suppliers, as well as an EHS policy. These policies cover, for example, the procurement of raw materials from responsible suppliers and long-term profitability.

CH-Polymers' sustainability policies include codes of conduct for its own workforce and suppliers, sustainable procurement guidelines, and an environmental policy. CH-Polymers' sustainable practices include cooperation with environmentally conscious suppliers and the development of new environmentally friendly technologies.

Goals

Chemec's goal is to improve energy efficiency and use fossil-free energy. CH-Polymers' sustainability goals include reducing energy consumption in polymer production, increasing the recycling of polymer waste, and reducing water consumption.

Certificates

The Group's companies have certificates that attest to their sustainability.

Chemec, CH Gruppen, and CH-Polymers have Ecovadis sustainability certificates. Chemec and CH Gruppen have bronze medals, and CH-Polymers has a gold medal. The companies also have DNV-certified ISO 14001 Environmental Management System certification. CH-Polymers also reports annually in the Chemical Industry Federation in Finland's Responsible Care program and has ISCC Plus certification.

CH-Polymers' sustainability policies, practices and targets are publicly available and can be viewed in more detail on the company's website.



Responsible Care
Our commitment to sustainability

Energy and greenhouse gas emissions (Scope 1 and 2)

This section discusses the energy consumption of the Group's companies as well as Scope 1 and 2 emissions. Scope 1 emissions are direct emissions from the company's operations. Scope 2 emissions are indirect emissions from the production of energy purchased by the company.

Of the Group's companies, only Chemec has Scope 1 emissions, which consist of fuel used by wheel loaders and forklifts.

All Group companies, except CH Gruppen, have certificates for purchased renewable or green energy. Based on these certificates, their market-based Scope 2 emissions are calculated as zero. According to the VSME standard, companies must also report location-based Scope 2 emissions. Country-specific emission factors for each energy type have been used to calculate location-based Scope 2 emissions.

Emissions from the fuel consumption of leased cars have not been calculated under the Scope 2, as their use is not directly related to the companies' production, but is mainly used for commuting. For this reason, emissions from leased cars have been calculated in the Scope 3 emissions category 7. Employee commuting.

Company	Type	Renewable energy (MWh)	Non-renewable energy (MWh)	Total (MWh)
Oy Chemec AB	Electricity	733,6	1711,7	2445,2
CH Gruppen AB	Electricity	0	2,6	2,6
CH-Polymers Oy	Electricity	2913,2	0	11997,3
	Steam	0	9085,0	
CH-Bioforce Oy	Electricity	293,1	0	293,1

Company	Scope	Greenhouse gas emissions (tn CO ₂ e)
Oy Chemec AB	Scope 1	48,18
	Scope 2 (market-based)	0
	Scope 2 (location-based)	78,25
CH Gruppen AB	Scope 1	0
	Scope 2 (market-based)	0,37
	Scope 2 (location-based)	0,22
CH-Polymers Oy	Scope 1	0
	Scope 2 (market-based)	2286,64
	Scope 2 (location-based)	1918,55
CH-Bioforce Oy	Scope 1	0
	Scope 2 (market-based)	0
	Scope 2 (location-based)	9,38

Greenhouse gas emissions (Scope 3)

Scope 3 emissions are indirect emissions caused by a company's operations (other than Scope 2 emissions). The categories selected for Scope 3 calculation are those that comply with the GHG standard, are relevant to each company, and for which companies have obtained data.

The categories reported by **Chemec** are 3. Fuel and energy-related activities, 5. Waste generated in operations, and 6. Business travel.

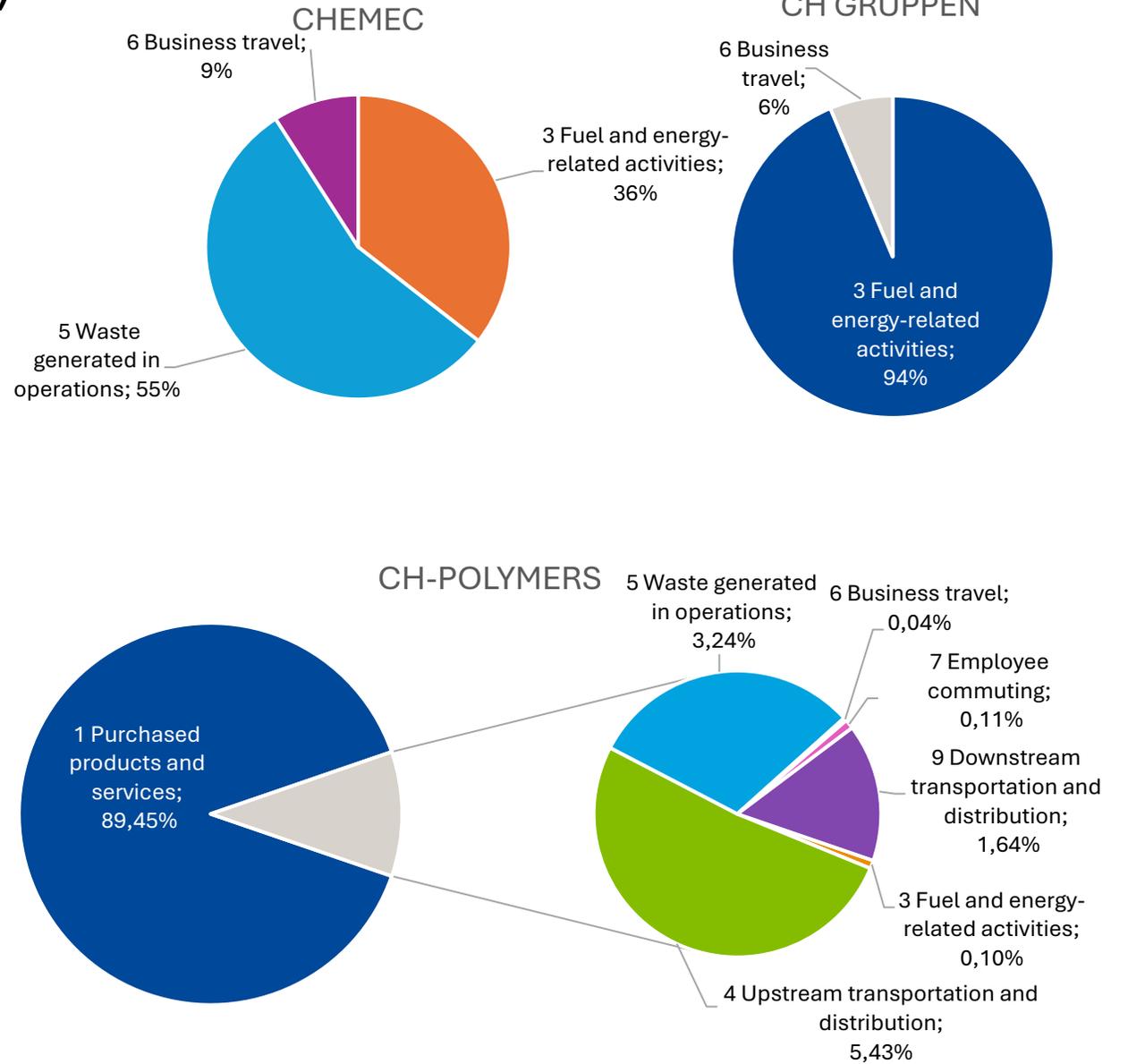
The categories reported by **CH Gruppen** are 3. Fuel and energy-related activities and 6. Business travel (air travel only).

The categories reported by **CH-Polymers** are 1. Purchased products and services, 3. Fuel and energy-related activities, 4. Upstream transportation and distribution, 5. Waste generated in operations, 6. Business travel, 7. Employee commuting, and 9. Downstream transportation and distribution.

As **CH-Bioforce** has not yet continuous production, it has not calculated its Scope 3 emissions at this stage.

Scope 3 emissions clearly account for the majority of companies' greenhouse gas emissions. More than 90% of all company emissions may be related to Scope 3 emissions. CH-Polymers reports comprehensively on those categories for which emission data can be obtained with reasonable effort. Chemec and CH Gruppen intend to expand their emissions calculations to cover more categories in the future.

Scope 3 (tnCO2e)	
Chemec	99,63
CH Gruppen	121,93
CH-Polymers	46794,73



Emission intensity and targets

Emissions intensity

Emissions intensity refers to a company's carbon dioxide emissions in relation to its turnover. It can be used to monitor emissions on an annual basis or to compare companies. The industry and the company's operations have a major impact on the number of emissions and, consequently, on emissions intensity. In this report, market-based Scope 2 emissions have been used to calculate the emission intensity of companies.

The emission intensities of Chemec Group companies are not comparable with each other. The scope of the companies' operations varies greatly. In addition, there are significant differences in the scope of the companies' Scope 3 carbon dioxide emissions calculations. As CH-Bioforce does not report on emissions other than Scope 2 emissions, its emission intensity is zero.

Emissions targets

The Group companies aim to reduce greenhouse gas emissions in relation to production. So far, only CH-Polymers has set targets for Scope emissions. As the company's Scope 1 emissions are zero, no separate reduction target has been set for them, but the company aims to keep its Scope 1 emissions at zero. A reduction target has been set for Scope 2 and 3 emissions by 2030. The procurement of lower-emission raw materials and the reduction of transport emissions play a significant role in reducing emissions.

Emission intensity: Scope 1 and 2 (tCO₂e/M€ turnover)

Oy Chemec AB 3,52	CH Gruppen AB 0,04	CH-Polymers Oy 43,39	CH-Bioforce Oy 0
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Emission intensity: Scope 1, 2 and 3 (tCO₂e/M€ turnover)

Oy Chemec AB 10,79	CH Gruppen AB 12,00	CH-Polymers Oy 979,08	CH-Bioforce Oy 0
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Emissions targets (CH-Polymers)

Scope 1: 0

Scope 2: -15 % by 2030*

Scope 3: -15 % by 2030 **

*Baseline 2022

**Baseline 2023

Water consumption, biodiversity and pollution

Water consumption

According to the VSME report, a company's water consumption is calculated as the difference between its water withdrawal and water discharge. In this context, water consumption has been calculated as the difference between companies' water intake and wastewater.

There is no information available on the amount of wastewater produced by **Chemec** or where the wastewater is directed. Only information on water withdrawal is reported for Chemec.

CH-Polymers uses water from the water supply network and groundwater in its production processes. Data on the amount of water taken from both the water supply network and groundwater is only available for the calendar year, rather than monthly water volumes. The total amount of water intake has been estimated for the financial year.

All water used by **CH-Bioforce** is transferred to a wastewater treatment plant, and water consumption in accordance with VSME is therefore zero.

Water consumption in the Group's office premises has not been measured. As **CH Gruppen** does not have any production facilities, the company's water consumption is not reported.

According to data from the WRI (World Resources Institute) Aqueduct Water Risk Atlas, all of the Group's companies are located in areas with low or low-medium baseline water stress, meaning that water availability in these areas is sufficient in relation to demand.

Biodiversity

The Group's companies' offices are not located near biodiversity sensitive areas. Information on the companies' land use can be found in the table attached.

Water consumption

Company	Water withdrawal (m ³)	Water discharge (m ³)	Water consumption (m ³)
Chemec	33894	-	-
CH-Polymers	54352	9074	45278
CH-Bioforce	2080	2080	0

Land-use

Company	Total use of land (hectares)	Total sealed area (hectares)	Total nature-oriented area on- or off-site (hectares)
Chemec	2,03	2,03	0
CH Gruppen	0,01	0,01	0
CH-Polymers	1,56	1,56	0
CH-Bioforce	0,33	0,33	0

Pollution of air, water, and soil

Pollution of air, water, and soil are not significant in the operations of Chemec, CH Gruppen, or CH-Bioforce. CH-Polymers' operations do not cause direct emissions into surface waters, nor does the normal operation of the plant cause emissions into the soil or groundwater.

CH-Polymers' production generate emissions into the air, which are mainly volatile organic compounds (VOCs). VOC emissions relative to the production volume during the financial year were 2235 tons.

Waste, material flows and circular economy

The Group's companies adhere to the principles of the circular economy in their operations. The companies' operations generate different types of waste, which are classified as hazardous and non-hazardous waste. The tables attached show the waste volumes of Chemec and CH-Polymers. CH-Polymers' waste volumes are only available for the calendar year 2024 and are not broken down into more specific categories.

The waste produced by CH Gruppen is mainly office waste, such as paper, the total amount of which has not been calculated. CH-Bioforce's waste volumes are negligible due to its early stage.

For the purpose of calculating material flows, each company has defined the materials that are significant for its operations. As CH Gruppen does not have its own production, the material flows of its operations have not been calculated. The same raw materials as in Scope 3 emissions category 1 have been selected as significant materials for CH-Polymers.

Chemec			
Waste type	Total weight of generated waste (tons)	Waste diverted to recycling or reuse (tons)	Waste directed to disposal (tons)
Non-hazardous waste			
Energy	34	34	0
Plastic	108	108	0
Glass	0,08	0,08	0
Metal	0,03	0,03	0
Wood pellets	70	70	0
Paper	0,53	0	0,53
Hazardous waste			
Chemicals	0,16	0	0,16

CH-Polymers (2024)			
Waste type	Total weight of generated waste (tons)	Waste diverted to recycling or reuse (tons)	Waste directed to disposal (tons)
Non-hazardous waste			
Energy	1491,09	1491,09	0
Hazardous waste			
	64,36	0	64,36

Company	Material	Amount	Unit
Chemec	Products going through slurry plants	93000	tn
CH-Polymers	Raw Materials	23951	tn
CH-Bioforce	Oat Husk	4,5	tn
CH-Bioforce	NaOH	500	L

Personnel and administration in figures

This page provides more detailed information about the companies' personnel and administration.

During the 2024-2025 financial year, the Group employed a total of 125 people, of whom 32% were women. The employees of Chemec, CH-Polymers, and CH-Bioforce work mainly in Finland, while the employees of CH Gruppen work in Sweden. Company-specific information on the type of employment contract, country of employment, and gender of employees is provided in the adjacent tables and graphs.

CH-Gruppen is the only one of the companies, that has women representation on its board. Of the companies in the group, only CH-Polymers exceeds the threshold of 50 employees and therefore reports the gender distribution at management level.

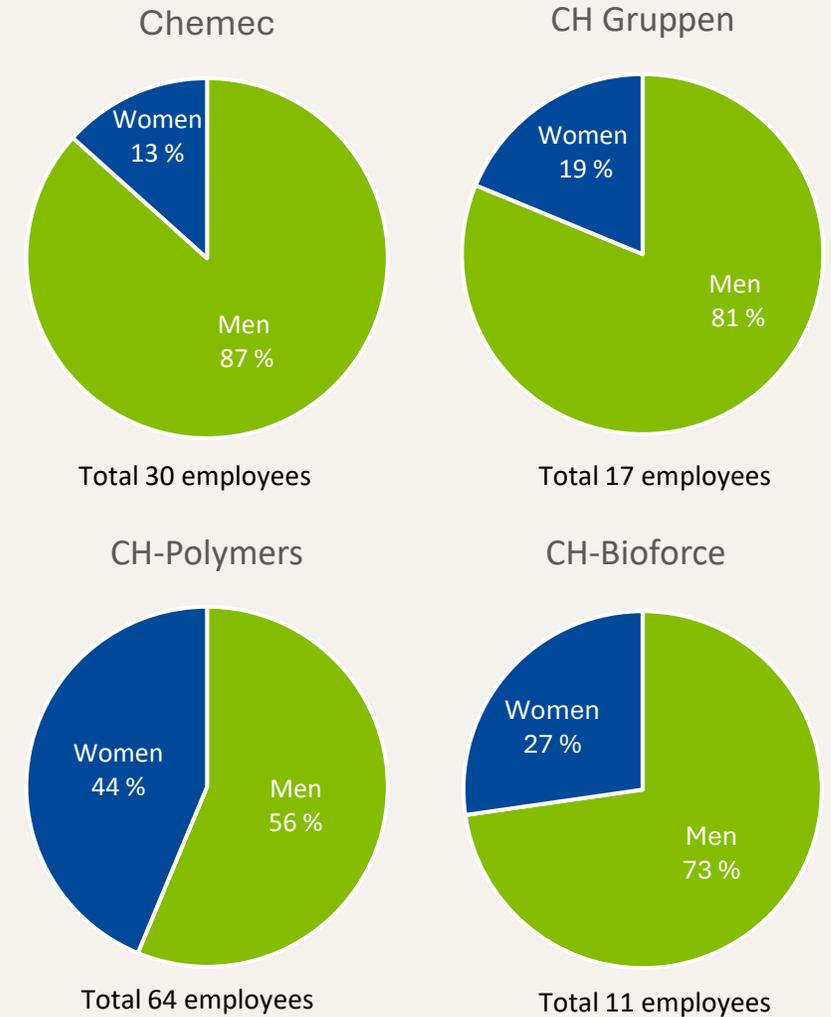
Contract type	Company	Number of employees
Permanent	Chemec	22
	CH Gruppen	17
	CH-Polymers	61
	CH-Bioforce	11
Temporary	Chemec	8
	CH Gruppen	0
	CH-Polymers	3
	CH-Bioforce	0

Company	Country	Number of employees
Chemec	Finland	29
	United Kingdom	1
CH Gruppen	Sweden	17
CH-Polymers	Finland	63
	United Kingdom	1
CH-Bioforce	Finland	11

Gender distribution at management level (CH-Polymers Oy)
 Women 40 %
 Men 60 %

Gender diversity ratio in the governance body
 CH-Gruppen:
 Women 14%, Men 86 %
 Others:
 Men 100 %

Employee gender diversity



Own workforce

Health and safety

The health and safety of employees play a key role in the operations of the Group's companies. The companies' goal is zero accidents. The table shows the number and frequency of work-related accidents and the number of work-related fatalities.

Compensation

Employees of companies operating in Finland (Chemec, CH-Polymers, CH-Bioforce) are covered by applicable collective agreements. Employees of CH-Gruppen, which operates in Sweden, are not covered by collective agreements, but receive a salary that is higher than the minimum wage applicable in Sweden.

Training

The average number of training hours per employee in the companies has been calculated by dividing the total number of training hours by the total number of employees who participated in training. The training hours for Chemec and CH Gruppen have not been specified for each company.

Aiming for zero accidents

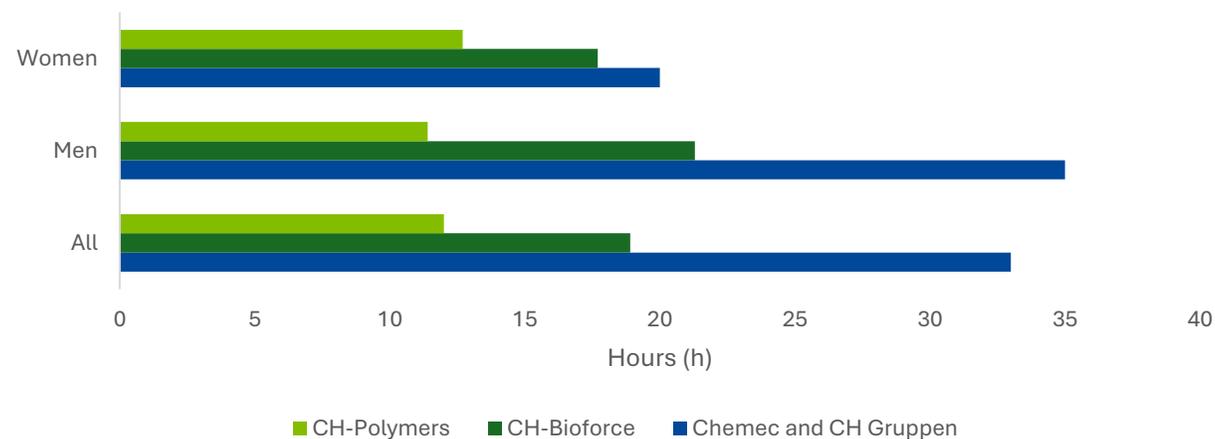
Percentage of employees covered by collective agreements*

100 %

*Of employees in Finland

Company	Number of work-related accidents	Rate of work-related accidents	Number of deaths resulting from work-related accidents
Chemec	1	3,8	0
CH Gruppen	1	6,7	0
CH-Polymers	1	1,8	0
CH-Bioforce	0	0	0

Average training hours per employee



Governance and ethical principles

Code of Conduct

All Group companies have a Code of Conduct (CoC) for their own workforce. Familiarization with the Code of Conduct is part of the orientation process for new employees.

The table below describes the topics covered by the Group companies' codes of conduct.

Complaints management mechanism

The companies have a complaint management mechanism or guidelines for their own workforce. Chemec, CH Gruppen, and CH-Polymers have a separate whistleblowing systems where reports can be submitted anonymously.

Negative human rights cases

None of the Group companies are aware of any violations of the Code of Conduct or other significant negative human rights incidents among their own workforce, value chain employees, affected communities, consumers, or end users.

CoC topic	Is topic covered (YES/NO)
Child labour	Yes
Forced labour	Yes
Human trafficking	Yes
Discrimination	Yes
Accident prevention	Yes
Other?	Yes

Other topics covered by the procedural guidelines include equal working conditions for all, product safety, anti-corruption, and environmental responsibility.

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Reporting requirement	Oy Chemec AB (page number)	CH Gruppen AB (page number)	CH-Polymers Oy (page number)	CH-Bioforce Oy (page number)
B1: Basis for preparation	3, 4	3, 4	3, 4	3, 4
B2: Practices, policies and future initiatives for transitioning towards a more sustainable economy	5	5	5	5
B3: Energy and greenhouse gas emissions	6-8	6-8	6-8	6-8
B4: Pollution of air, water and soil	Not applicable	Not applicable	9	Not applicable
B5: Biodiversity	9	9	9	9
B6: Water	9	9	9	9
B7: Resource use, circular economy and waste management	10	10	10	10
B8: Workforce – General characteristics	11	11	11	11
B9: Workforce – Health and safety	12	12	12	12
B10: Workforce – Remuneration, collective bargaining and training	12	12	12	12
B11: Convictions and fines for corruption and bribery	Not applicable	Not applicable	Not applicable	Not applicable
C1: Strategy: Business Model and Sustainability – Related initiatives	3, 5	3, 5	3, 5	3, 5
C2: Description of practices, policies and future initiatives for transitioning towards a more sustainable economy	5	5	5	5
C3: GHG reduction targets and climate transition	8	8	8	8
C4: Climate risks	Not applicable	Not applicable	Not applicable	Not applicable
C5: Additional (general) workforce characteristics	Not applicable	Not applicable	11	Not applicable
C6: Additional own workforce information – Human rights policies and processes	13	13	13	13
C7: Severe negative human rights incidents	Not applicable	Not applicable	Not applicable	Not applicable
C8: Revenues from certain sectors and exclusion from EU reference benchmarks	Not applicable	Not applicable	Not applicable	Not applicable
C9: Gender diversity ratio in the governance body	11	11	11	11