



# GRI content

Solidium's corporate responsibility reporting aims to describe the significance and implementation of responsible ownership and corporate responsibility in Solidium's operations, the company's achievements during the reporting period, and the goals for the upcoming financial year. The corporate responsibility report is intended for all of Solidium's stakeholders.

Solidium has included corporate responsibility and responsible ownership reporting in its Annual Reports since the 2009–2010 financial year. The first report prepared in accordance with the Global Reporting Initiative (GRI) framework was published for the 2011–2012 financial year. Since then, the Annual Reports have been prepared based on the GRI reporting guidelines. In addition to GRI disclosures, the report highlights responsibility perspectives essential to Solidium, particularly its role as an owner. Solidium also takes into account the expectations of the State of Finland as the owner regarding corporate responsibility reporting.

This GRI 2021 Standards (with reference) Content Index forms part of Solidium's Annual Report for the financial year 2025. The content of the report is based on the identification, prioritisation and validation of material corporate responsibility topics in Solidium's operations and sphere of influence. The material topics have been identified through Solidium's materiality assessment and cover Solidium's operations and its role as an owner.

The following sustainability topics have been identified as material:

- Economic responsibility: economic performance, market presence, indirect economic impacts
- Social responsibility: employment, occupational health and safety, training and education, diversity and equal opportunity
- Solidium's own responsibility areas in its operations: portfolio companies

The financial statements and corporate responsibility reporting share the same reporting boundary. The reporting period is the financial year 1 January–31 December 2025. All of Solidium's holdings are minority holdings, and the report does not include the consolidated figures of portfolio companies.

Regarding carbon footprint calculations, the Scope 1 and Scope 2 emissions of portfolio companies are considered, in accordance with the established methodology, as part of Solidium's Scope 3 emissions.

Disclosure number	Disclosure name	Page number	Additional information
2-1	Organizational details	p. 23–24, 28	A limited liability company owned by the State of Finland. The headquarter is in Helsinki and the country of operations is Finland.
2-2	Entities included in the organization's sustainability reporting	p. 23–28	Solidium Oy. The financial statements and the corporate responsibility report have the same boundary.
2-3	Reporting period, frequency and contact point		<p>The reporting period is from 1.1.2025 to 31.12.2025, and it is the same for financial and corporate responsibility reporting.</p> <p>The financial statements and the corporate responsibility report are published annually.</p> <p>Contact information <a href="http://www.solidium.fi/en/contact-us/">www.solidium.fi/en/contact-us/</a></p> <p>Date of the previous report: Solidium's previous GRI-index was published in February 2025.</p>
2-4	Restatements of information		No changes.
2-5	External assurance		The report has not been assured.
2-6	Activities, value chain, and other business relationships	p. 22–24, 28	<p>Solidium is a holding company.</p> <p>No significant changes in the organization or supply chain.</p> <p>Solidium's purchases mainly consist of service acquisitions. In supplier selections, attention is paid to cost-effectiveness, professionalism, expertise, and the good reputation of suppliers. Solidium emphasizes in its procurement choices that are better for the environment, among other things, through the WWF's Green Office environmental management system.</p>
2-7	Employees	p. 17–21	<p>The average number of permanent employees at Solidium was 13 during the financial year. At the end of the financial year, Solidium had 12 permanent employees.</p> <p>At year end 2025:</p> <ul style="list-style-type: none"> <li>• Permanent employment contracts accounted for 100% of employment relationships.</li> <li>• Full time employment relationships accounted for 100% of employment relationships.</li> <li>• Gender distribution was 50% women and 50% men.</li> </ul>
2-8	Workers who are not employees		None.
2-9	Governance structure and composition	p. 17–21, 23–24	Solidium's Governance and Steering System is available on the webpage: <a href="https://www.solidium.fi/en/other-publications/">https://www.solidium.fi/en/other-publications/</a>
2-10	Nomination and selection of the highest governance body	p. 23	Solidium's Governance and Steering System is available on the webpage: <a href="https://www.solidium.fi/en/other-publications/">https://www.solidium.fi/en/other-publications/</a>
2-11	Chair of the highest governance body	p. 23	Solidium's Governance and Steering System is available on the webpage: <a href="https://www.solidium.fi/en/other-publications/">https://www.solidium.fi/en/other-publications/</a>
2-12	Role of the highest governance body in overseeing the management of impacts	p. 17–18	Solidium's Governance and Steering System is available on the webpage: <a href="https://www.solidium.fi/en/other-publications/">https://www.solidium.fi/en/other-publications/</a>

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2-13	Delegation of responsibility for managing impacts	p. 17–18	Solidium's Governance and Steering System is available on the webpage: <a href="https://www.solidium.fi/en/other-publications/">https://www.solidium.fi/en/other-publications/</a>
2-14	Role of the highest governance body in sustainability reporting		The executive team prepares the annual report and submits it to the board for review.
2-15	Conflicts of interest		Ethical business principles: <a href="https://www.solidium.fi/en/corporate-responsibility/code-of-conduct/">https://www.solidium.fi/en/corporate-responsibility/code-of-conduct/</a>
2-16	Communication of critical concerns		Solidium has a whistleblower channel in use, see: <a href="https://www.solidium.fi/en/corporate-responsibility/code-of-conduct/">https://www.solidium.fi/en/corporate-responsibility/code-of-conduct/</a>
2-17	Collective knowledge of the highest governance body	p. 18–20	
2-18	Evaluation of the performance of the highest governance body		The board's performance is evaluated annually.
2-19	Remuneration policies		Solidium's remuneration statement is available on the webpage: <a href="https://www.solidium.fi/en/other-publications/">https://www.solidium.fi/en/other-publications/</a>
2-20	Process to determine remuneration		Solidium's remuneration statement is available on the webpage: <a href="https://www.solidium.fi/en/other-publications/">https://www.solidium.fi/en/other-publications/</a>
2-21	Annual total compensation ratio		Not reported.
2-22	Statement on sustainable development strategy	p. 10	More information is available on the webpage: <a href="https://www.solidium.fi/en/corporate-responsibility/">https://www.solidium.fi/en/corporate-responsibility/</a>
2-23	Policy commitments	p. 17–18	Solidium's Governance and Steering System and Code of Conduct are available on the webpage: <a href="https://www.solidium.fi/en/other-publications/">https://www.solidium.fi/en/other-publications/</a>
2-24	Embedding policy commitments	p. 17–18	Solidium's Governance and Steering System and Code of Conduct are available on the webpage: <a href="https://www.solidium.fi/en/other-publications/">https://www.solidium.fi/en/other-publications/</a>
2-25	Processes to remediate negative impacts	p. 17–18	Solidium's Governance and Steering System and Code of Conduct are available on the webpage: <a href="https://www.solidium.fi/en/other-publications/">https://www.solidium.fi/en/other-publications/</a>
2-26	Mechanisms for seeking advice and raising concerns		Solidium has a whistleblower channel in use, see: <a href="https://www.solidium.fi/en/corporate-responsibility/code-of-conduct/">https://www.solidium.fi/en/corporate-responsibility/code-of-conduct/</a>
2-27	Compliance with laws and regulations		Solidium complies with the valid Government resolution on State ownership policy.
2-28	Membership associations		FiBS, FINSIF, Directors' Institute Finland, Securities Market Association
2-29	Approach to stakeholder engagement	p. 10	Solidium's key stakeholders are described on the following webpage: <a href="https://www.solidium.fi/en/corporate-responsibility/stakeholders/">https://www.solidium.fi/en/corporate-responsibility/stakeholders/</a>
2-30	Collective bargaining agreements		Solidium complies with the collective labour agreement for the financial sector, as applicable.
<b>GRI 3: MATERIAL TOPICS 2021</b>			
3-1	Process to determine material topics	This GRI-index	Solidium has identified the material corporate responsibility topics related to its operations and sphere of influence. The identification is based on Solidium's materiality assessment.
3-2	List of material topics	This GRI-index	

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<b>GRI 201: ECONOMIC PERFORMANCE 2016</b>			
201-1	Direct economic value generated and distributed	p. 4	
201-2	Financial implications and other risks and opportunities due to climate change	p. 10	The largest climate impacts of Solidium occur through its investment portfolio.  Solidium assesses the climate risks and opportunities of the portfolio companies and monitors their performance and ambition in climate matters compared to peer companies.
<b>GRI 203: INDIRECT ECONOMIC IMPACTS 2016</b>			
203-2	Significant indirect economic impacts	p. 4, 8, 23–24	Solidium's mission is to create shareholder value and strengthen ownership in Finnish nationally important companies. Solidium's vision is to drive growth, transformation, and value creation for the Finnish society.
<b>GRI 305: EMISSIONS 2016</b>			
305-1	Direct (Scope 1) GHG emissions		All of Solidium's emissions are reported as Scope 3 emissions in accordance with the GHG Protocol. As Solidium does not sell goods or services, only certain Scope 3 categories are relevant for the calculation.
305-2	Energy indirect (Scope 2) GHG emissions		All of Solidium's emissions are reported as Scope 3 emissions in accordance with the GHG Protocol. As Solidium does not sell goods or services, only certain Scope 3 categories are relevant for the calculation.
305-3	Other indirect (Scope 3) GHG emissions		Solidium's Scope 3 emissions from its listed holdings were 361,080 tCO <sub>2</sub> e in 2025.
305-4	GHG emissions intensity		Not defined.
<b>GRI 401: EMPLOYMENT 2016</b>			
401-1	New employee hires and employee turnover		Turnover 2025: 23% (3 persons)
<b>GRI 401: OCCUPATIONAL HEALTH AND SAFETY 2016</b>			
403-9	Work-related injuries		There were no lost time accidents during the financial year.
<b>GRI 404: TRAINING AND EDUCATION 2016</b>			
404-3	Percentage of employees receiving regular performance and career development reviews		Percentage of employees who participated in development reviews 2025: 100%
<b>GRI 403: DIVERSITY AND EQUAL OPPORTUNITY 2016</b>			
405-1	Diversity of governance bodies and employees	p. 19–20	Solidium's employees are presented on the following webpage: <a href="https://www.solidium.fi/en/team/">https://www.solidium.fi/en/team/</a>
405-2	Ratio of basic salary and remuneration of women to men		Solidium uses a position- and performance-based remuneration system with uniform principles.
<b>GRI 103: MANAGEMENT APPROACH 2016</b>			
103-1	Solidium's holdings	p. 12–15	Sustainability issues concerning owned companies are addressed as part of the portfolio company work.
103-1	Sustainability analysis	p. 10	
103-1	Interaction with the portfolio companies in corporate responsibility matters	p. 10	