

# HION

ESG report 2025

**We give a  
damn.**

And here's how we do it.

**HION**

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# Contents



1. [Strategic vision of ESG at Hion](#)
2. [The UN's Sustainable Development Goals](#)
3. [The Business & Governance](#)
4. [The People](#)
5. [The Planet](#)

# Hion's path towards carbon neutrality

Over the years, Hion has significantly matured in its pursuit of carbon neutrality, becoming more informed and strategic in its approach. This journey has been marked by a notable increase in sustainability-related work with our clients, reflecting a surprising yet welcome trend in the demand for ESG-conscious services.

In this evolving landscape, Artificial Intelligence has presented both opportunities and challenges. Recognizing this, Hion has proactively developed and implemented its own manuals for the ethical use of AI, ensuring that our technological advancements align with our sustainability goals.

Our internal ESG calculations have also become more sophisticated and granular, a development that has been greatly supported by our active participation and collaboration with the Central Chamber of Commerce. This partnership is part of a broader trend of increased cooperation with various entities, including the "Koodia Suomesta" (Code from Finland) association and the Data Sovereignty network.

Furthermore, we are seeing a significant increase in sustainability-focused work at the customer interface, encompassing both operational and substantive aspects. This reflects our commitment to integrating sustainability into every facet of our business, from internal processes to client-facing solutions.

These developments mean that in 2026, Hion will be able to measure and offset our carbon emissions, achieving our goal of carbon neutrality. We will continue to further reduce our footprint by reinforcing our Code of Conduct and serving exclusively pescatarian food at our internal events and gatherings. Lowering our environmental impact remains a core strategic priority — today and going forward.

**HION**

# Strategic vision of ESG at Hion

# Everything starts from our purpose



We seek to create a measurable positive impact on our **employees' life**, our clients' business, the **society and the environment around us**.

We do this by operating in sustainable and ethical manner, continuously evaluating and improving our actions and take care of our people.

# Vision for transparent, carbon neutral, and socially just Hion

At Hion, our vision is to pioneer a future where technology and sustainability converge, creating a world that thrives both environmentally and socially. This vision comes from the heart of our strategy and our purpose.

As we embark on our journey towards carbon neutrality during 2025, we are committed to reshaping the landscape of design, data and software development through Green Sustainable Web (GSW) practices. Not only do we want to reduce our carbon footprint; we want to redefine the very essence of how technology impacts our planet.

We envision a Hion that operates with utmost respect for the environment. This means diligently applying GSW guidelines in all customer deliveries. Our commitment extends beyond the digital realm, as we actively reduce emissions from our office spaces and transform commuting practices. We aim to set a new standard in the industry, proving that technological advancement can go hand-in-hand with environmental stewardship.



# Vision for transparent, carbon neutral, and socially just Hion

In parallel, our vision for a socially just Hion is rooted in the principles of Diversity, Equity, and Inclusion (DEI). We believe that a diverse workforce is a necessity in today's globalized world. Our strategies encompass recruiting talent from various backgrounds, fostering an equitable workplace where every voice is heard and valued, and nurturing an inclusive culture that celebrates differences as strengths.

Integral to our vision is our unwavering commitment to exemplary governance. At Hion, governance is the bedrock of our operational excellence. We are implementing state-of-the-art governance frameworks that emphasize transparency, democratic decision-making, and cooperative leadership. Our governance model is designed to be a beacon of best practices in the industry, ensuring accountability, integrity, and ethical conduct at every level of our organization.

In conclusion, our vision for Hion is to be a leader in innovation, not only in technology but in our dedication to a sustainable, equitable, and transparent future. We are more than a software development company; we are a pioneer in creating a sustainable, equitable, and responsibly governed world.



**HION**

# The UN's Sustainable Development Goals

# Selected targets to ensure Hion's sustainable future by the UN's sustainable development goals



*"The Sustainable Development Goals (SDGs), also known as the Global Goals, were adopted by the United Nations in 2015 as a universal call to action to end poverty, protect the planet, and ensure that by 2030 all people enjoy peace and prosperity.*

*The 17 SDGs are integrated—they recognize that action in one area will affect outcomes in others, and that development must balance social, economic and environmental sustainability.*

*Countries have committed to prioritize progress for those who're furthest behind. The SDGs are designed to end poverty, hunger, AIDS, and discrimination against women and girls.*

*The creativity, knowhow, technology and financial resources from all of society is necessary to achieve the SDGs in every context."*

### 3 GOOD HEALTH AND WELL-BEING



## Good health and well-being

*UN: Ensure healthy lives and promote wellbeing for at all ages*

Hion: Takes care of our people by creating a safe and healthy workplace and work culture for all of us.

We maintain the employees' work ability & well-being through comprehensive occupational health services, employment benefits and reviewing the ways we work as well as keeping a close eye on the workload of our employees through effective people leadership work.

## 5 GENDER EQUALITY



# Gender equality

*UN: Achieve gender equality and empower all women and girls*

Hion: Hion's objective is to actively promote and improve gender diversity, aiming to eliminate any inequality based on assumed gender. Our goal is to visibly incorporate gender diversity throughout Hion.

In Finland, Technology Industries of Finland reported that in 2023, 29% of IT sector employees were female.\* At Hion, in 2025 28% of employees identified themselves as female.

## 8 DECENT WORK AND ECONOMIC GROWTH

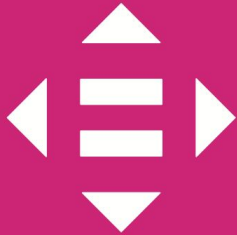


# Decent work and economic growth

*UN: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.*

Hion: Does business respecting resources of people's individual, social and planetary boundaries and expects fairness also from our partners in order to achieve sustainable economic growth.

# 10 REDUCED INEQUALITIES



## Reduced inequalities

*UN: Reduce inequality within and among countries.*

Hion: Promotes diversity, equality and inclusivity in our work culture and condemns any discrimination.

In 2023, we embarked on a systematic journey to integrate DEI (Diversity, Equity, and Inclusion) matters not only into our strategy but also into our day-to-day activities. This included Hion-wide information session and workshop, along with the establishment of a DEI task force. Since then we have taken DEI goals as part of our employee surveys and OKR –setting.

# 13 CLIMATE ACTION



## Climate action

*UN: Take urgent action to combat climate change and its impacts.*

Hion: Takes proactive measures to mitigate emissions caused by creating, providing and maintaining our services. We aim to create digital services and products that are energy efficient, but also to share our knowledge and learnings with our clients and within the industry.

Hion targets to hit and retain carbon neutrality from 2024 emissions by end of the year 2025.

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# The Business & Governance

# Our clients

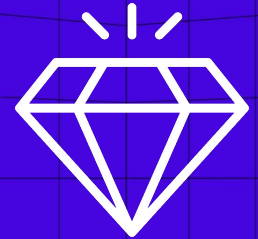
Hion's client base is strategically diversified to cater to a range of sectors, with a focus on the following key client pillars:

- **Mid-Cap Private Companies:** Our main client target group. These companies are typically in the midst of digital transformation and require complex services. Hion meets their needs with integrated solutions in design, technology and data solutions
- **Public Sector:** Hion continues to maintain a strong presence in the public sector, leveraging its expertise to provide tailored technological solutions that meet the unique needs of public organizations
- **Large Enterprises:** Hion also serves large enterprises, offering sophisticated and scalable solutions that cater to the complex and diverse requirements of these organizations

Hion offering is predominantly focused on design, data, AI and technology, and the shift in strategy is geared towards providing solutions that are closely aligned with the unique business challenges and goals of each client segment.

By adhering strictly to our Green Sustainable Web (GSW) principles – including green coding, sustainable design practices, and carbon-conscious hosting – Hion actively supports its clients in significantly lowering their digital carbon footprints. In doing so, Hion is not only driving digital efficiency but also advancing environmental responsibility and sustainable growth across our client ecosystems.

We take pride in the fact that all new Hion client projects follow our Green Sustainable Web procedures from 2025 onwards.



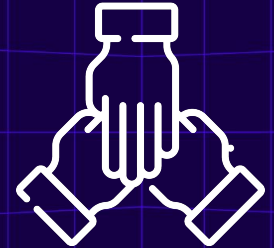
# Our partners

Hion believes in long lasting partnerships with vendors. We aim to choose our vendors carefully and when choosing partners, we emphasize responsible operations and sustainable development.

Our office spaces both in Tampere and Helsinki are located in office buildings that operate in accordance with the principles of sustainable development (see premises section).

Our subcontracting partner People Cloud is committed to sustainability in all its operations, and the company wishes to actively engage with stakeholders in continuously improving its environmental, social and economic performance.

As part of our ongoing culture redefinition and development, Hion created a sustainable partnership policy and code of conduct during 2025.



# Governance & gender diversity

## Gender distribution (assumed)

### Board

Male Chair of board & 3 male members of board

Chairperson of board: Ben Wrede

Members of Board: Joonas Ojala, Janne Tuominiemi & Ville Särmälä

Share of females in the board: 2022: 25%, 2023: 25%, 2024: 25%, 2025 0%

### Management team

2022: 1 female, 5 male (EOY situation), share of females: 20%

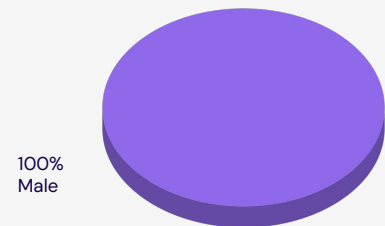
2023: 2 female + 2 male, share of females: 50%

2024: 2 female + 2 male, share of females: 50%

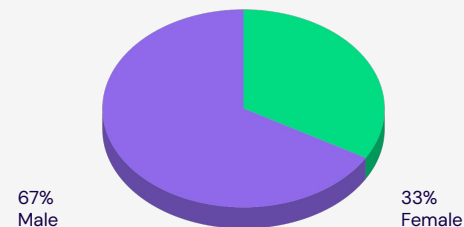
2025: 1 female + 2 male, share of females 33%

Hion's management is on all levels committed to promoting equality, equal and fair treatment and acting responsibly. We acknowledge that as the gender of the people has been assumed instead of surveyed, these stats may not represent the full diversity of genders at Hion.

Board  
gender distribution 2025



Management team  
gender distribution 2025



# Risk management, Cyber security & Data protection

## Risk management

In terms of risk management, the company will implement a risk matrix during 2025, which both identifies and defines key operational and financial risks and also takes a stand on how the company responds to these risks.

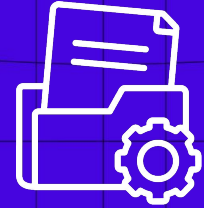
## Whistleblowing channel

We introduced our own, anonymous whistleblowing channel during 2023.

## Cyber security & Data protection

The importance of robust cyber security has continually increased due to the growing complexity of systems and global developments. At Hion, this has been recognized by selecting platforms and partners that have an excellent ability to meet these increasing needs. We utilize Google Cloud's strong cyber security capabilities to protect both our own and our clients' data. We implement documented security practices and continuously develop our operating methods and staff guidelines to ensure the secure use of systems.

The aforementioned security solutions create a foundation for data privacy and the proper management and processing of data. Our experts are versed in legislation related to the processing and protection of personal data (GDPR) and we actively update our knowledge to be able to consult our clients on handling data privacy matters.



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# The People

# It all starts from our values

Our shared values – committed, inspirational, sustainable – are the backbone of that mindset and our culture. You can see them everywhere, from daily routines to big decisions, from the way we celebrate wins to the way we learn from setbacks. Together, they connect our daily work back to Hion's purpose.

## Committed

We are professional and proud

– and not afraid to have fun

## Inspirational

We are courageous, curious leaders


– and we always keep an open mind

## Sustainable


We make a difference on the world around us

– and help others to do the same

## At Hion, we want to:



Foster a proactive, supportive and  
inclusive work environment.



Nurture a culture that gives a damn  
– about each other, our business  
and our future.

# Our culture is built upon...



**Trust builds commitment.** Trust grows when we show up, keep promises, stay transparent, share openly and give credit. It deepens our commitment and makes Hion a place where people want to stay and thrive.

**Hierarchy stays low, respect high.** We treat each other with equity and empathy, which builds psychological safety. Diversity and inclusion fuel our growth, and employee surveys confirm that most Hionians feel safe, included, and free to be themselves. Leadership isn't tied to titles. Here, everyone leads by example.



**One team.** Slack keeps information flowing across teams, roles and locations, whether we work remotely or at the office. English in shared channels keeps everyone included. Here, "we" always means us Hionians.



**Sustainable worklife.** We want to create a positive impact on our people's lives. Everyone should be able to do great work and still have energy to live an inspiring life. Balance is part of how we plan, lead, and collaborate. We talk openly about workloads, recovery, and boundaries to keep work sustainable.



**Beyond work.** Giving a damn about each other shows in how we spend time together. Afterworks, shared events, and free-time activities let us connect, recharge and enjoy each other's company beyond projects and deadlines.



# Hion as an employer

*We are a responsible employer who does not want to settle in only following the rules and regulations but is actively engaged in promoting our employees well-being, equality and social good. As stated in our purpose -*

**“We seek to create a measurable positive impact**

on our employees’ lives,  
our clients’ business, the society  
and the environment around us.”

# Hion people

1. Wellbeing
  - 1.1. Mental wellbeing & Psychological safety
  - 1.2. Work-life balance
2. Equality
  - 2.1. Recruitment
  - 2.2. Salary transparency
  - 2.3. DEIB
3. Learning & development
4. Leadership development



# 1. Employee wellbeing

## 1.1. Mental health & Psychological safety

We foster a workplace environment where mental wellbeing and workload management are discussed openly. This dialogue is integrated across different levels of the organization—from peer-to-peer support and regular 1-to-1 sessions with People leaders to formal reviews within eg. our Occupational Health and Safety Committee.

To ensure our commitment is backed by data, we **measure psychological safety twice a year through comprehensive employee surveys**. This allows us to monitor our progress, identify areas for improvement, and ensure that a safe, supportive atmosphere is a reality for every member of our team.

**Normalizing mental health and removing stigma** A core priority of our social responsibility is to normalize mental health challenges. We are committed to dismantling the stigma often associated with these issues, ensuring that mental health is treated with the same importance as physical health. By promoting proactive communication and personal boundary-setting, we aim to build a resilient and inclusive work community.

**Comprehensive support and early intervention** To provide tangible support, we offer extensive mental health services through our occupational healthcare partner. This includes direct access to occupational psychologists and professional short-term therapy. Our healthcare model is designed for early intervention, ensuring that employees receive expert guidance and support whenever the need arises.

# 1. Employee wellbeing

## 1.2. Work-life balance & Flexibility

Hion is committed to fostering a seamless balance between professional responsibilities and personal life. Our approach is built on trust, personalized needs, and a human-centric work culture:

- **Location-independent and flexible work:** We support various ways of working and offer the freedom to work from different locations. Flexible working hours allow our employees to integrate their professional duties with their personal lives in the way that suit them best.
- **Individualized Work Arrangements:** To support the long-term well-being of our staff, we facilitate part-time work arrangements based on the employee's own preferences and specific life situations.
- **Support for parental leave:** We value family time and actively support diverse parental leave practices. Our goal is to ensure that taking parental leave and returning to work is a smooth, supportive, and flexible process for everyone.
- **Family-friendly workplace:** We maintain a child-friendly office environment. We encourage employees to bring their children to the workplace whenever it helps them manage the balance between childcare and work during challenging or transitional days.

# 2. Equality

## 2.1. Recruitment

At Hion, we take pride in our commitment to ethical and inclusive recruitment practices, aligning with our core values. Our recruitment process is designed to ensure fairness, transparency and equal opportunities for all candidates, fostering a diverse and talented workforce.

**Diversity & inclusion:** We actively seek diverse talent to create an inclusive workplace. Our recruitment strategies emphasise reaching a broad candidate pool to reflect a variety of backgrounds, experiences, and perspectives.

**Unbiased selection:** Our recruitment team is trained to recognise and eliminate biases during candidate evaluations. We make sure hiring decisions are based on skills, qualifications & potential rather than personal traits.

**Equal opportunities:** Hion is an equal opportunity employer and our job postings and communications explicitly state this commitment. We welcome applicants from all backgrounds, our hiring decisions are solely based on skills, qualifications and potential.

**Inclusive interviewing:** Our interview process is structured to be inclusive and fair. Interviews include diverse members of Hion employees, and questions aim to assess candidates' skills and potential.

**Accessible application process:** We strive to make our application process accessible to all candidates. Clear communication, straightforward instructions, and user-friendly technology are key components of our approach.

**Continuous improvement:** We regularly review and improve our recruitment processes. Feedback from candidates, hiring managers, and team members is important for identifying areas to enhance, ensuring ongoing excellence.

*Hion aims to build a workforce that not only reflects the richness of diversity but also contributes to a positive and inclusive work environment that is productive & innovative.*

# 2. Equality

## 2.2. Salary transparency & Pay equity

Hion is committed to promoting fairness and transparency in compensation. We believe that open communication regarding salary structures fosters trust and ensures that every employee is rewarded fairly for their expertise and contribution.

- **Alignment with EU Pay Transparency Directive:** In proactive preparation for the EU Pay Transparency Directive, we have categorized all job roles into specific groups based on requirement levels and professional scope. Each category is associated with a clearly defined salary range.
- **Continuous data maintenance:** To maintain accuracy and transparency, our salary data is updated annually following the implementation of salary increases mandated by collective agreements.
- **Internal Accessibility:** Transparency starts within our community. All internal salary-level data and role requirements are fully accessible to every Hion employee via our company Intranet.
- **Transparency in recruitment:** We have committed to external transparency by including salary ranges in our recruitment advertisements. This ensures that potential candidates have a clear understanding of our compensation structure from the very beginning of their journey with us.
- **Monitoring gender pay equality:** We actively monitor the realization of gender pay equality across the entire organization. To ensure accountability at the highest level, progress and data regarding pay equity are reported regularly to our Board of Directors.

# 2. Equality

## 2.3. DEIB

As an employer we are flexible and we support the diversity and equality of our employees. We strongly believe that diversity and inclusion are strengths that increase human capital, well-being and therefore productivity as well as the ability to innovate. Hion aims for genuine equality by recognising the diverse and individual needs of its employees.

- In 2024, we started a journey of systematic DEIB development by creating a DEIB strategy based on the analysis of current state of affairs combined where we want to be in the future.
- In the beginning of 2025 we included Diversity & Inclusion –themed questions to our quarterly employee survey and set the targets to follow for the questions concerned
- In the beginning of 2026 we integrated our DEIB goals, drawn from our DEIB –strategy into our OKRs.

## DEIB goals 2026

**Our employee experience is excellent for everyone regardless of their background**

**We are a preferred partner because of our high performing, diverse teams**

# 3. Learning and development



## Feedback culture

We encourage everyone to share and ask feedback and have integrated collecting feedback as a continuous process within our growth discussions.

Retrospectives are part of our project work and both the feedback as well as the retros are help us learn together and keep improving every day.

**Customer centric.** We are the best partner for our customers because we have the industry's best technology understanding and competences, allowing us to create and be part of many value-added projects for our customers. We have the right competencies as well as the industry's best and most efficient practices. Hand in hand with all that means training and personal skill development are an integral part of our work.

**Always leveling up.** At Hion, development is part of everyday work, not a sidetrack. Our Learning Model helps everyone set goals and find their own way to grow. Lounge & Learn sessions, DevFridays, and competence leads keep curiosity alive and ideas moving. We give shoutouts when someone tries something new and mentor junior teammates by pairing up for tricky tasks. In our culture, learning beats perfection and mastery grows from practice. Feedback and retrospectives are part of how we learn together and keep improving every day.



**Embracing change.** We stay curious, open, and ready to adapt as we build resilience through learning and recovery. Staying on top of change also means acting responsibly today and making choices that have a measurable positive impact on people, clients, society, and the environment. That is how we shape the future instead of waiting for it to happen.

## 4. Leadership support

At Hion, we believe that good leadership is the foundation of a healthy, productive, and sustainable workplace. In 2025, we launched a structured Leadership Journey — a year-long development programme designed to equip our people leaders with the knowledge, skills, and peer support needed to lead with confidence and care.

The programme was built around four quarterly themes, progressing from role expectations and foundational HR practices through to early intervention, wellbeing, difficult conversations, and personal leadership reflection. Each quarter combined focused training sessions with peer discussion, facilitated by HR, our occupational healthcare partner Mehiläinen, and our insurance provider — ensuring that support is both practical and professionally grounded.

Ongoing leadership support is embedded in our day-to-day HR operations. People leaders have direct access to HR guidance on people matters, regular sparring on complex situations, and a shared peer network for knowledge exchange. We see the development of our leaders as a continuous process — not a one-time event — and our investment in this area reflects our commitment to the wellbeing and growth of everyone at Hion.



# Key people figures \*to be updated\*

	Dec 2024	Dec 2025
<b>Hion headcount</b>	54	44
<b>Gender representation*</b>	69% male / 31% female	72% male/ 28% female
<b>Average age</b>	38	38
<b>Nationality</b>	98% Finnish / 2% other	96% / 4% other
<b>Mother tongue</b>	98% Finnish / 2% other	96 Finnish / 4% other

# People Goals for 2026

## Learning & Development

Renew Hion's learning & development framework to better support the future needs

- Re-designed role descriptions & structures
- Re-designed growth discussions

## Wellbeing

Continue to measure and act on data around trust, transparency and psychological safety and ensure the improvement happens in all levels.

## Leadership development

Strengthen the personalized way of leading our people and making sure the employee experience is equal regardless of the background.

2026 concentrating on understanding and improving the inclusion around different working set ups (hybrid/remote/office)

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# The Planet

# Green, Sustainable Web taskforce

Green Sustainable Web is a way of work where the the limits of planetary carrying capacity are taken into account in the design and implementation of digital services and products.

- Green, Sustainable Web (GSW) taskforce and its core missions are an essential part of Hion's purpose to be a sustainable and environmentally responsible digital partner.
- Our internal taskforce assembles biweekly to drive the sustainability of our actions within our client projects and contains professionals from all company competence areas: CSM, middle management, designers and developers.
- The work is lead by OKRs and the progress is monitored in tertiles
- Team is lead by a dedicated Sustainability Lead



# Green, Sustainable Web taskforce

Concrete actions and results taken by the taskforce during fiscal year 2025



Autoklinikka and Hamina websites received honorary mentions in The Most Ecological Web Service -category in Grand One gala



Sustinaires x Hion x Nitor webinar: Driving sustainability internally – sharing our path



New business cases: Energy efficiency, accessibility and usability audits



University collaboration with Metropolia University of Applied Sciences: Planet Centric Design Thinking course guest lecturing about measuring the impact of digital products



Koodia Suomesta –webinar: Anatomy of ecological web services.



Our own guide of “Tekoälyn ympäristövaikutukset” was launched December 2025

# Hion is the market leader of creating ecological web services in Finland

Hion Digital is the market leader producing ecological web services in Finland. Hion has received the most Grand One honorary mentions (3) in the ecological web service category in Finland.

- 2024 [Energiatehokas hiondigital.com](https://www.hiondigital.com)
- 2025 [Parhaan palvelun Autoklinikka](#)
- 2025 [Haminan kaupungin energiatehokas verkkosivusto](#)



# Hions experts are certified green ICT professionals

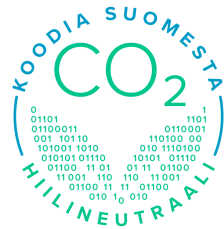
Most of our Green, sustainable web task force experts have taken and passed the Linux Foundation (LFC131) Green Software for Practitioners certification



# Hion is part of Finnish sustainability communities

## SUSTINAİRES

Ilmasto-  
yhteisö



- Hion is taking active part in Finnish digital sustainability communities like Sustinaires, Koodia Suomesta and Keskuskauppakamari's Climate Community
- Our Design & Sustainability Lead Tea Dickman is part of Koodia Suomesta organisation carbon neutrality- label committee.

"Toimittajan kestävien periaatteiden noudattaminen oli meille merkittävä lisäarvo. Halusimme luoda toiminnallisesti jotain uutta ja olla kehityksen eturintamassa. Huomasimme, että Hionilla on kestävyysajattelu vahvasti mukana omassa toiminnassaan, mikä sopi erinomaisesti arvoihimme."

- Luoto art , (luovien alojen digitaalinen kestävyysportaali)  
Jaana Eskola, projektipäällikkö, Uudenmaan liitto

# Hion part of Keskuskauppakamari Climate Community 2025

In 2025 Hion takes part in Keskuskauppakamari climate programme and after successful 2024 GHG calculation and taking leadership in digital sustainability, Hion was approved in Kauppakamari Climate Community.

In addition, Hion has complied with the ESG taxonomy of Saari Partners since 2024.

**Ilmasto-  
yhteisö**



"The climate community attracted a lot of interest and we received many applications from motivated candidates from all over Finland. The selection took into account the company's size, industry, location, previous climate work and motivation to participate in the community."

- Keskuskaupkamari  
Selection criteria for Climate Community

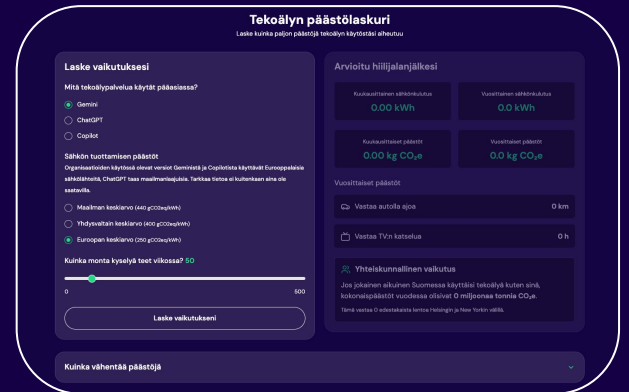
# Hion keeps on inspiring and influencing the ICT- field

## Our goals for 2026:

As we're writing this report in April of 2026, we've been a part of Grand One competition and sharing our knowledge on digital sustainability and responsibility:

1. Grand One competition 2026 with one entry in "Website to promote the most positive impact"- category with Luoto website
2. Taking part in Keskuskauppakamari's climate community and increasing the GHG calculation granularity
3. Taking environmental responsibility workshop exercises as part of specification kick-offs with customers
4. Winning development procurements with our green coding angle
5. Retaining thought leadership by publishing guides, blogs and webinars
6. Shift to pescovegetarian\* snacks and food at our internal events and gatherings.

\* vegetarian diet including egg, dairy and seafood



## Target 1 for 2026: We'll aim carbon neutrality



2026 will be the first year Hion will be aiming carbon neutrality by increasing the calculation granularity and offsetting 2025 total emissions of 156tCO<sub>2</sub>e.

Carbon Neutrality –label by Koodia Suomesta will be applied this spring on the behalf of 2025.

## Target 2 for 2026: We'll aim carbon neutrality



In 2026 we will adopt international [WSG W3 standard](#) part of our daily leading, designing and coding practices.

# Targets for 2026 in environmental point-of-view

Action plan and goals for 2026

1.

We will word our sustainability purpose, targets, achievements and activities better on our site

2.

We will keep talking about AI and its environmental impact and how organisations can utilize it ethically.

3.

We will maintain sustainability as part of our value proposition in development and design work by adopting W3S WSG standard in part of our internal guidelines

4.

We plan to switch to serving vegetarian and fish-based dishes at company events in order to mitigate our emissions.

5.

We will adopt Afilar tool as part of our daily work to evaluate code efficiency and energy consumption.

6.

Retaining carbon neutrality 2026

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# Carbon footprint calculations

**156 tCO<sub>2</sub>e**

The whole carbon footprint of Hion 2025  
(scope 1-3)

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**3,12 tCO<sup>2</sup>e**

Carbon footprint per hionian 2025

**HION**

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# Scope 1 emissions

Jan 2025–Dec 2025

**Emissions  
totally  
0  
tCO<sup>2</sup>e**

## Scope 1 – Direct emissions:

- We do not have direct emissions, as we are an IT consultancy, and do not produce physical products.

# Scope 2 emissions

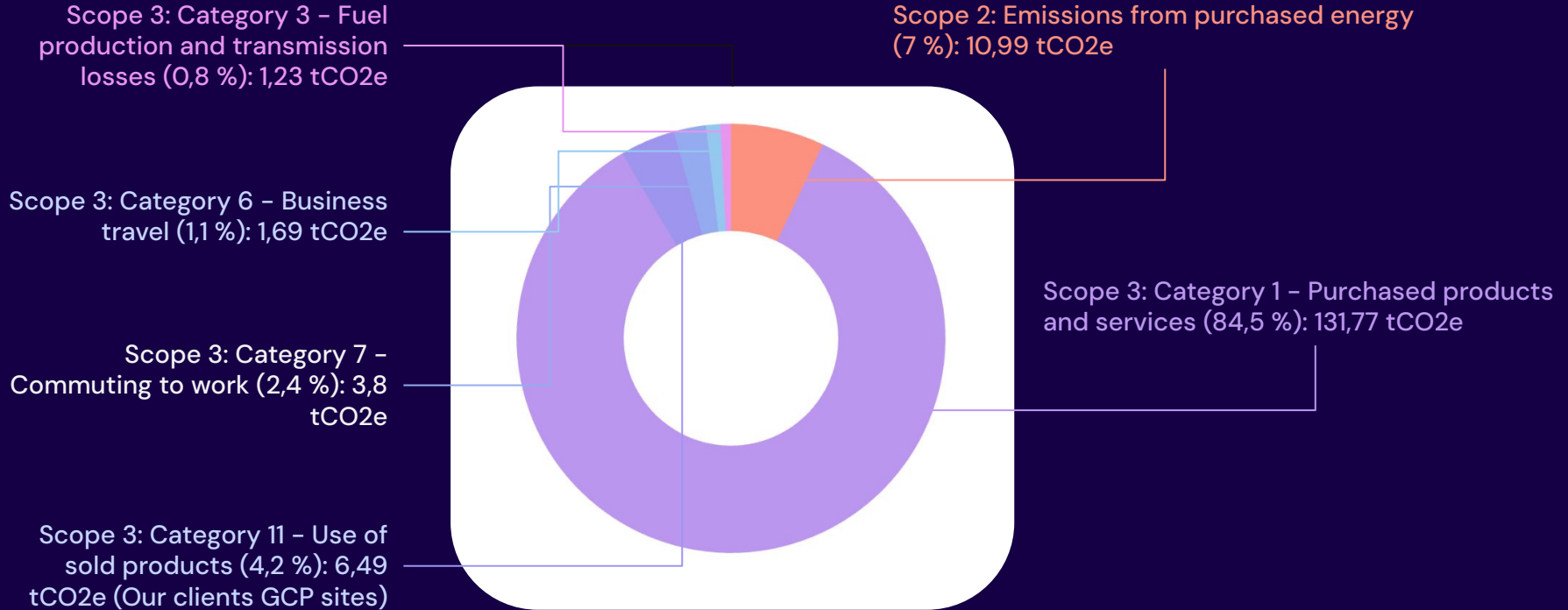
Jan 2025–Dec 2025

Emissions  
totally  
**10,99**  
tCO<sup>2</sup>e

## Scope 2 – Indirect emissions:

- Electricity usage
  - Used electricity in offices and remote workers electricity usage

## Carbon footprint by emission source (tCO<sub>2</sub>e) (Scope 2-3)



>Downstream emissions

# Scope 3 emissions

Jan 2025–Dec 2025

TOP 5

Emissions  
totally  
**145**  
tCO<sup>2</sup>e

Service & product	Emissions (tCO2)
Insurances & pension payments	74,6
Consulting, accounting, law services	32
IT services	8,9
Office snacks, beverages, meals	7,07
Google –workspaces + AI prompts + hosted sites (6,67)	6,67

# Scope 3 emissions

Jan 2025–Dec 2025

## Rest of scope 3

Emissions  
totally  
**145**  
tCO<sup>2</sup>e

- Work commuting (3,8 tCO<sub>2</sub>)
- Personnel events & activities (3,35 tCO<sub>2</sub>)
- Device purchases (2,48tCO<sub>2</sub>)
- Cleaning services (1,76 tCO<sub>2</sub>)
- Business travel (1,69 tCO<sub>2</sub>)
- Hotels & restaurants (0,92 tCO<sub>2</sub>)
- Occupational healthcare (0,37 tCO<sub>2</sub>)
- Printing services (0,04 tCO<sub>2</sub>)
- Office (0)



**HION**

# Premises and office energy consumption

At Hion, our offices are located at the best possible premises in Finland.

With our Tampere headquarters, we partnered with Sponda, which has the shared number one position as the most sustainable real estate company globally in 2023. The Tulli Business Park office is a certified LEED® property on a Gold level and also has WWF's Green Office certification.

Siltasaari10 in Helsinki, is the pride of Antilooppi. In their vast renovation project in 2022 for Siltasaari10, they achieved the highest LEED environmental certification, the renowned Platinum level. We value the accessibility, environmental sustainability, communal facilities and cycling provided by the premises to create a more sustainable working environment for our employees. By partnering up with Antilooppi, we could ensure that these goals were met. Siltasaari10 is also certified with Well certification from their improvements on wellbeing related sustainability.

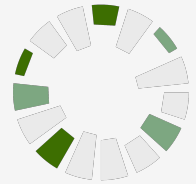
**Both of the premises are carbon neutral.**



WWF

GREEN  
OFFICE

Sponda is Green Office  
certified by WWF



G R E S B  
REAL ESTATE  
sector leader 2023

# Commuting and remote work

We at Hion take into account the sustainability and commitment towards commuting to the office and back. Our company culture is truly hybrid and we offer the possibility to work from anywhere, whether it's at home in Kuopio or at the office in Helsinki or Tampere.

We advise our employees to use the opportunity to work remotely to be more sustainable and reduce excessive pollution caused by commuting. We are a hybrid office and our working methods enable us to work where it feels best for the employee.

We provide our employees with a bike benefit that enables purchasing a bicycle with a low threshold, and our office premise has a central location, good access to public transportation, and bike parking facilities.

We also provide our employees with work travel benefit encourage the usage of public transport, and most of our employees use this as a way of transportation.



# Thank you!

**HION**

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