

Sustainability Report 2024



SUSTAINABILITY REPORT 2024

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In this report, we present our activities from the perspective of the entire group. You can find more detailed information about the activities of individual group companies on their websites and in their own reports.

Read more about the story of Transmeri in Finnish:

transmerigroup.fi/tarina

Transmeri GROUP

Gunnar Didrichsen founded Transmeri in 1928, a company with a long tradition of successful product launches and creating significant market positions. Transmeri Group has grown from a Finnish family business into an international multi-industry group of small and medium-sized enterprises.

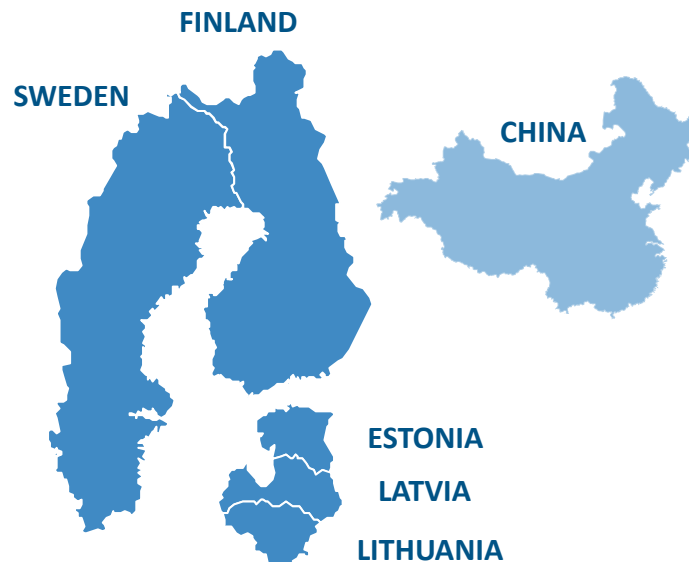
International reach

Transmeri has been an international company since its founding, and the core business of the company has always been the import of various products.

Sales outside of Finland have increased over the years, and today the net sales of Transmeri Group consists of both Finnish and international business. Last year, 67.5 percent of the total net sales came outside of Finland.

Our headquarters is located in Finland, where our direct subsidiaries Oy Transmeri Ab, Oy Transmeri Logistics Ab, Miraculos Oy, and Banmark Oy Ab operate. Our direct subsidiary AS Kaupmees Grupp operates in the Baltics. Our group also has companies in Sweden and China. Additionally, we have customers in Central Europe and the United States, among other places.

Countries we operate in:



*Includes the entire group's scope 1 and 2 (market-based) emissions, as well as scope 3 emissions from commuting, business travel, and upstream transportation.

Transmeri Group's year 2024 briefly

OPERATING PROFIT

3.3

MILLION EUROS

NET SALES

301.8

MILLION EUROS

WE EMPLOYED NEARLY

820

PEOPLE

CO2e EMISSIONS*

5950

TONS

Growth of a multi-industry group

We are a Finnish family-owned company that has grown over the years into an international multi-industry group composed of small and medium-sized enterprises. Today, Transmeri Group, along with its sub-groups, consists of over twenty companies.






Product portfolio development

Importing principal products is the core business of the group, in addition to which the product portfolio includes several own brands. We offer products to meet the needs of both consumers and industrial customers.

In our sustainability work, we strive to consider the entire value chain of our operations. The tools used to develop sustainability vary depending on the business model. Naturally, we have full decision-making power over the production and characteristics of our own brands, and we develop their sustainability in many ways. For principal products, we focus on active collaboration with principals and support customers in the safe and sustainable use of products.

Group structure

The group's parent company and internal service center: Oy Transmeri Group Ab

Oy Transmeri Ab sub-group	Oy Transmeri Logistics Ab	Banmark Oy Ab sub-group	Miraculos Oy	AS Kaupmees Grupp sub-group
 <p>Daily consumer goods and cosmetics</p> <p>Importer, distributor and marketer of daily consumer goods, cosmetics, and natural cosmetics in Finland, Sweden, and the Baltics. The selection of own brands includes, among others, hair care products and cosmetics.</p> <p>www.transmeri.fi</p>	 <p>Manufacturing of chemical products</p> <p>Product development, procurement, and manufacturing services, as well as comprehensive logistics services for hygiene, cosmetics, and hair products, household cleaning agents, and industrial detergents.</p> <p>www.transmerilogistics.fi</p>	 <p>Industrial products and equipment</p> <p>An international and versatile partner in process industry, one of Finland's leading chemical suppliers for the paper and cardboard industry. Represents leading equipment suppliers in Finland and Sweden.</p> <p>www.banmark.fi</p>	 <p>Hair products and services</p> <p>Sustainable hair cosmetics for hair salon sector's professionals and consumers, out of love for people's individual beauty.</p> <p>www.fourreasons.fi</p>	 <p>Food product wholesaler</p> <p>Wholesaler and service provider for the HoReCa and retail sectors in Estonia and other Baltic countries.</p> <p>www.kaupmees.ee</p>

More information about sustainability work on the companies' own websites.

Owners' greeting

Sustainability is a journey, not a destination

As a family-owned company with a long heritage, we recognize the importance of making conscious choices that benefit our people, our partners, and the environment. We acknowledge that sustainable practices are a fundamental expectation—a hygiene factor—for any company that wants to remain relevant and responsible in today's world.

We firmly believe in the opportunities that AI brings and that utilizing it will help us stay at the forefront of development. By embracing innovation and leveraging AI, we can enhance efficiency, optimize resource use, and make data-driven decisions that support our sustainability goals.

Sustainability is a journey, not a destination. Every step we take, from reducing our environmental footprint to promoting ethical business practices, is part of an ongoing commitment to do better. While we take pride in what we have achieved so far, we remain committed to continuous improvement, collaboration, and transparency in all that we do.

We extend our gratitude to our employees, partners, and customers who share our vision and help us shape a more responsible and resilient future. Together, we can make a meaningful impact.

From left in the picture: owners Jenny Didrichsen, Niclas Didrichsen, Maria Enlund, Christian Didrichsen, Jannica Björkqvist and Stefan Didrichsen



CEO review

"Despite the challenges in the surrounding world, the year 2024 was a success for Transmeri Group in many ways"



The year 2024 was challenging in many ways, both in business generally and from the perspective of sustainability work. The stagnation or even decline in GDP growth, the decrease in real incomes, and the rise in unemployment made the business environment uncertain and caused companies and consumers to be cautious. Uncertainty and concern have also been increased by the unrest that has been going on in Europe for three years and its reflection in the political environment.

In terms of sustainability work, the competitiveness of Europe has been a particular concern. The anticipated election results in the USA may shift the focus of sustainability work in the USA. In Asia, sustainability themes have been prioritized at a lower level than in Europe. Europe's ambitious role as a role model striving for stricter regulation and reporting has rightly raised concerns about our competitiveness.

Despite the challenges in the surrounding world, the year 2024 was a success for Transmeri Group in many ways. Our net sales reached new record levels (301.8 M€), exceeding the 300 M€ mark for the first time. We strengthened our portfolio of own brands by acquiring the Mossa natural cosmetics brand, which we previously imported. The acquisition of Mossa by the group opens up new export opportunities. In our other companies, the expansion of the distributor network and the acquisition of the new Kapotek business in Banmark Group also improve the group's opportunities to develop export trade.

During 2024, the group's employee survey was expanded to include our Baltic sub-group. The results of the survey are utilized annually by each company to improve employee well-being.

Additional investments in artificial intelligence aim at employee development and more efficient business operations. The group organized extensive training on the subject for all employees in the fall of 2024.

In 2024, the group's most significant charitable donations continued to support our long-term partner, the Didrichsen Art Museum. Additionally, we supported various sports clubs and associations with several smaller donations.

After the end of the financial year, the European Commission published its proposal aimed at easing corporate sustainability obligations. This is a welcome development for European competitiveness. In sustainability work, resources must be primarily directed towards developing more responsible operations rather than reporting, which is important in itself. Despite the level of reporting requirements, Transmeri Group will continue its determined sustainability work in the future. I would like to once again thank our knowledgeable and dedicated employees for their excellent sustainability work in 2024.

Kari Leimola

CEO

Transmeri
GROUP

SUSTAINABILITY REPORT 2024

Sustainability in Transmeri Group



Governance and sustainability management

Close collaboration between the parent company and subsidiaries

The highest governing bodies in Transmeri Group are the board of directors of the group's parent company and the supervisory board, which consists of members of the owning family. The tasks of the board of directors of the parent company include statutory duties for the parent company and the coordination of the most significant investments and strategic projects at the group level. The supervisory board, on the other hand, decides on the selection and remuneration of the chairpersons and members of the boards of directors and the CEOs of the group companies.

At the group level, Transmeri Group acts as a link between the group companies and the owners in administrative and reporting matters. The subsidiaries are independent entities, with each subsidiary's board of directors being the highest governing body responsible for administration. The CEO of the parent company, Transmeri Group, sits on the board of each subsidiary, which facilitates communication and governance between the parent company and the subsidiaries. In each subsidiary, operational activities are led by the company's own management team, which reports to the company's board of directors. A similar procedure is in place for sub-group companies, which report on their activities to their own parent companies, which then relay the information to the group level.

Transmeri Group's role as the group's internal service center also involves regular one-on-one discussions between representatives of the group's management team and members of the subsidiaries' management teams regarding the services offered by the parent company (HR, finance, IT, sustainability). Additionally, the CEOs of the subsidiaries meet regularly a few times a year with the group's CEO.

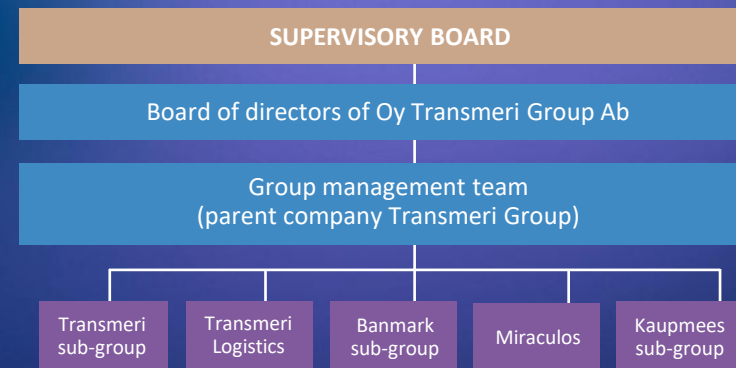
Sustainability is an integral part of everyday activities

Transmeri Group's sustainability program is led by the sustainability director, supported by the group's sustainability manager. The group's sustainability work is guided by the sustainability steering group, which consists of the CEOs of three companies. The steering group meets every three months and approves the annual sustainability report.

In all direct subsidiaries, there is a person responsible for sustainability at the management team level. The group's sustainability manager and director meet with them every two months. In these meetings, the progress of the sustainability program, potential challenges, and current and upcoming issues are reviewed.

The group's CEO and sustainability director regularly provide updates on the status of the sustainability program to the parent company's board of directors. The annual sustainability report is presented to the board before the report is published.

Group-level governance and reporting chain



The management of sustainability work in each subsidiary has been elevated to the management team level

As part of the development of sustainability programs, each subsidiary has designated at least one management team member who is responsible for leading the company's sustainability work and advancing the goals of the sustainability program within the company's operations.

Sustainability work management model in subsidiaries



PARENT COMPANY: Oy Transmeri Group Ab

The group's parent company
and internal service center

Oy Transmeri Group Ab is the parent company of our group. The company centrally provides financial, HR, and IT services to the Finnish subsidiaries within the group and is responsible for the group's investment and financing activities. Sustainability services are provided to all subsidiaries. Together with the owners, the parent company plans and implements the group's potential expansions into new business areas.

In recent years, the group has grown organically and through acquisitions. Although our subsidiaries are relatively independent entities, the group's strategy aims to identify and leverage synergies within the group.

More information about Transmeri Group from its website:

www.transmerigroup.fi



Bottle deposit income supports mental health work

Bottle deposit income from bottles at the Leppävaara office supported the work of MIELI Mental Health Finland

In 2024, the CharityBo service was introduced at Transmeri Group's headquarters in Leppävaara, enabling easy and responsible recycling of deposit bottles. Half of the deposits from bottles returned via CharityBo are directed to charity, and the other half is used for employment and operations of CharityBo. The employees of the parent company Transmeri Group Oy and the subsidiary Transmeri Oy, who use the Leppävaara office, have chosen to support MIELI Mental Health Finland. Collaboration with CharityBo is a concrete action that demonstrates our commitment to environmentally friendly practices and social responsibility.

Oy Transmeri Logistics Ab

The production facility of Transmeri Logistics invested in electric vehicle charging stations. The ability to charge electric cars during the workday helps reduce emissions from mobility.

www.transmerilogistics.fi



AS Kaupmees Grupp

In the autumn of 2024, comprehensive forklift operator training was organized for the employees of Kaupmees & KO, SILRO Logistics, and Jahelogistika. In the training, employees learned about the safe and efficient handling of forklifts. Proper use of forklifts prevents occupational accidents and enhances workplace safety.

www.kaupmees.ee



Sustainability in the subsidiaries Highlights of 2024

More information about sustainability work on the companies' own websites.

Miraculos Oy

Miraculos aims to increase local production and manufacturing of products at ISO 14001 certified factories. In 2024, the company moved the production of nine Four Reasons aerosol products to an ISO 14001 certified factory in Finland.

www.fourreasons.fi

Oy Transmeri Ab

The bottles of Transmeri's Biozell Scalp hair care series are made from 100% recycled Prevented Ocean plastic. Prevented Ocean plastic is collected from coastal areas to prevent it from ending up in the ocean.

www.transmeri.fi



Banmark Oy

Banmark conducted product carbon footprint assessments for its own process chemicals and detergents in collaboration with Transmeri Logistics and an external partner.

www.banmark.fi



Stakeholders and interaction

The most important stakeholders of Transmeri Group are those entities that have the greatest impact on the profitability and continuity of our business and those that are significantly affected by our operations.

Our key stakeholders are customers, principals, employees, and owners. Additionally, we regularly interact with numerous partners, such as suppliers, logistics partners, and service providers, as well as the broader society, including the media, authorities, financiers, and industry organizations.

Our stakeholder collaboration reflects the values of our group – working in time and succeeding together. Most of our interactions with our key stakeholders occur in one-on-one negotiations and meetings between representatives of our group and stakeholder, as well as in written correspondence. Depending on the stakeholder, such interactions can be daily, weekly, monthly, or less frequent. Additionally, we participate in various events and conduct surveys, such as employee and customer satisfaction surveys.

While developing our sustainability program in 2020, we mapped the views of our key stakeholders and incorporated them into our program and goals. Since 2022, we have conducted a comprehensive employee survey every autumn. It was initially conducted in Finnish companies, and we expanded it to the entire group in 2024. In 2024, we also completed our group's first double materiality analysis, where we broadly assessed the group's risks, opportunities, and impacts, involving both internal and external stakeholders in various ways.



Owners

The owners' vision for our group is reflected in our strategic guidelines, the most important of which is the long-term profitability of our operations. With the support of the owners and the board, we develop our group's operations and invest in growth and continuity. Key environmental responsibility topics for the owners include climate change and energy efficiency.

Society

Climate change mitigation and the ecological carrying capacity of the planet are prominent themes in societal discussions on sustainability. In addition to the rights and equality of own employees, companies are increasingly expected to consider the social responsibility of the entire value chain. Our operating environment expects us to conduct legal and reliable business, which we achieve by acting ethically and complying with legislation and other regulations.

Customers

Domesticity, sustainability in the value chain, products and packaging that support sustainable consumption, waste minimization, and climate change mitigation are important topics for our customers. We meet the expectations of our corporate customers and consumers by offering products and services that meet the demand and by developing our processes to better meet customer needs. We collaborate with our customers to enable sustainable development.

Employees

In the 2023 stakeholder survey, the importance of sustainability to our employees was strongly highlighted. Responsible actions by the employer are considered very important, but sustainability was also seen as essential for business success. The staff identified occupational health and safety, responsible procurement decisions, promoting sustainable consumption, and business profitability as the most important themes.

Principals

In our stakeholder research, climate change mitigation and sustainability in the value chain were highlighted as important corporate responsibility topics for our principals. We strive to meet these expectations in our daily business operations and as part of the sustainability programs of our group companies. We engage in active dialogue with our principals about developing the sustainability of the products we represent.

Partners

Our most important partners are suppliers, logistics partners, and service providers, with whom we strive to continuously deepen our collaboration and develop together, especially in terms of social responsibility in the supply chain and reducing emissions. For example, logistics partners are constantly working to reduce emissions caused by logistics. We understand that a significant portion of the impacts of the products we represent occur outside our own operations, which is why the collaboration with partners is key to developing sustainability.

transmeri
GROUP

The most
important themes
highlighted by the
group's
stakeholders

Anchors of the sustainability program

For us, corporate responsibility means taking care of people and the environment together with our partners.

Identifying sustainability themes in Transmeri Group

Transmeri Group's first official sustainability program for 2020-2025 is anchored in the UN's Sustainable Development Goals. We support the advancement of all UN Sustainable Development Goals, but we have identified the most relevant goals for both our group and each subsidiary's business to form the basis of our companies' sustainability work and programs.

The strategic sustainability themes of the parent company, Transmeri Group, differ from those of other group companies in that they apply to the entire group. Each group company has reporting obligations related to these sustainability themes towards the parent company, even if an individual group company has not chosen the same themes as the focus of its own sustainability work.

In defining Transmeri Group's sustainability themes and setting targets, attention has been paid to the very different industries of the subsidiaries, as well as the parent company's own industry as a private equity company and its role as an internal service unit within the group.

The group's sustainability themes, targets, and metrics have been developed based on dialogue between the group's management, experts, and owners, and are based on a shared understanding of prevailing megatrends and societal expectations for companies in our industries. This internal perspective has been supplemented by stakeholder research conducted by the group's experts, an examination of the operating environment, and consumer research results.

Sustainable development is one of the group's strategic guidelines. Additionally, sustainability is reflected in the emphasis on local production. This way, we can better influence the sustainability of the supply chain, production, and products.

OUR SUSTAINABILITY PROGRAM 2020-2025

SUSTAINABILITY THEMES



We promote responsibility in our value chain

Ethical business
Sustainable procurement
Occupational safety
Occupational health
Employee well-being
Profitability & growth
Investments



We help the world achieve carbon neutrality

Climate action



Together with our partners




Stakeholders
Synergies

THE GROUP'S STRATEGIC GUIDELINES

- Profit in the long-term
- Sustainability
- "Rapid prototyping" company culture
- Geographical expansion
- Best partner
- Digital & data driven
- B2C, B2B, P2P
- Local production
- Synergies
- Best place to work

Our sustainability targets

The themes and targets of the sustainability program are presented in more detail in the following sections, which also outline the current state of our sustainability targets, our progress in 2024, and planned actions for the coming years. Our reporting principles, organizational chart, and high-level reporting boundaries are presented at the end of the report on page 34.

SUSTAINABILITY THEME		TARGET	SCOPE	RESULTS IN 2024
 We promote responsibility in our value chain	Ethical business	100% of the personnel have received training on Code of Conduct.	Group-wide	96.6% of the personnel of the parent company Transmeri Group and its Finnish subsidiaries and sub-groups have received training on Code of Conduct.
	Sustainable procurement	90% of vendors and principals are committed to Supplier Code of Conduct by 2030	Group-wide	49% of the suppliers, with an annual expenditure of over 15 000 €, of the parent company, direct Finnish subsidiaries, and Estonian companies have committed to the Supplier Code of Conduct. The calculation of the percentage representing commitment was significantly expanded compared to previous years.
	Occupational safety	Zero occupational accidents in the group companies.	Group-wide	7 occupational accidents
	Occupational health	The group's sick leave percentage is less than 3% annually.	Group-wide	3.10 %
	Employee well-being	In each group company, eNPS is at least 20.	Group-wide	The entire group's eNPS was 6. This figure was measured for the first time across the entire group.
	Profitability & growth	Operating profit target is defined annually.	Group-wide	Operating profit 3.3 M€ and net sales 301.8 M€
	Investments	We continuously assess the structure of our investment portfolio and individual investments.	Parent company	No separate assessment was conducted in 2024. According to the previous assessment (2021), the portfolio's ESG rating is A, and the portfolio is among the best in terms of MSCI's ESG rating.
 We help the world achieve carbon neutrality	Climate action	Active reduction of emissions from facilities, transportation, and mobility, and offsetting remaining emissions by 2035.	Group-wide	<p>The total emissions of the entire group for the year 2024 were 5 950.47 tCO₂e*. The quality of emissions data was significantly improved compared to the previous year, in particular for transportation (scope 3) emissions.</p> <p>*Scope 1, scope 2 market-based method and scope 3 business travel, employee commuting and upstream-transportation.</p>
 Together with our partners	Stakeholders	Aiming for active stakeholder cooperation and participation on industry-specific discussion and collaboration.	Group-wide	We continued stakeholder collaboration and participated in industry discussions on several forums. Transmeri Group became a member of the UN Global Compact Network Finland in the spring of 2024.
	Synergies	Promoting information and knowledge sharing within the group in the field of corporate responsibility and sustainable development.	Parent company	We conducted the first double materiality analysis on sustainability across the entire group. We shared information on the development and impacts of various regulations across company boundaries.

Actions and results in 2024



A profitable company can bear social responsibility

The theme of decent work and economic growth focuses on promoting sustainability in the value chain.

Ethical business practices are the foundation of all our operations, and we expect the same from our partners. By acting ethically and responsibly, we can maintain the trust of our employees and other stakeholders.

The well-being of our employees and profitable growth are at the core of our daily operations. However, a significant portion of the impacts of the products we represent occurs outside our own operations, which is why considering the supply chain, customer, and end-user is essential. Promoting sustainability in the value chain means not only developing our own operations but also involving external stakeholders.

It is of utmost importance for our group to maintain the profitability of our operations and promote the growth of our companies. Long-term returns are the first priority of our owner guidelines, and we continuously strive to improve our operations towards better productivity and develop new product innovations.

The UN Sustainable Development Goal and sub-goals we promote:



Transmeri Group as an employer

In 2024, our 23 group companies employed 817 people in the retail and wholesale trade, as well as in the chemical and process industries.

In 2024, Transmeri Group paid salaries and remuneration totaling 30.2 million euros, which was 2.8 million euros more than in 2023. The pension insurance premiums, social security contributions, statutory insurance premiums, and other employer contributions we paid amounted to 7.5 million euros in 2024.

Of all the group's employees, 98.4% work in permanent positions. Additionally, we annually offer young people opportunities to develop their skills and gain experience through internships and thesis projects. During 2024, we had a total of 12 interns or thesis project workers in our group companies in Finland and the Baltics.

Supporting employee well-being

We piloted several employee events focused on brain health.

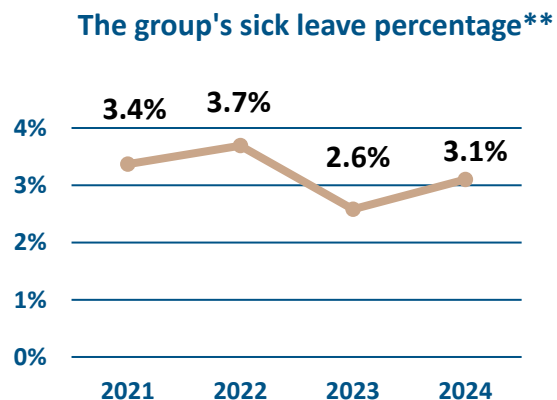
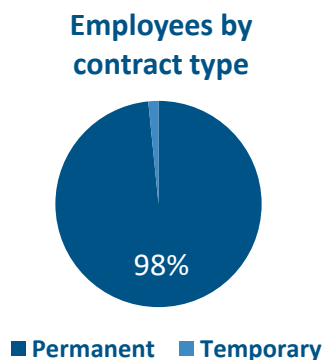
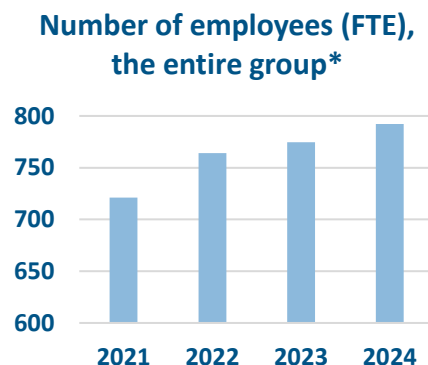
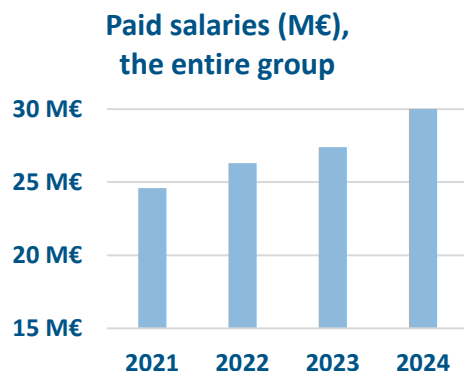
We created a new theme focused on brain health to support the well-being of our employees. The brain is burdened by constant stress and needs breaks, social interaction, and togetherness in everyday life.

Therefore, we have gathered around the theme of brain health to stretch and kickbox, create fir wreaths, hike in nature parks, and learn eye makeup techniques under the guidance of our company's own professionals.

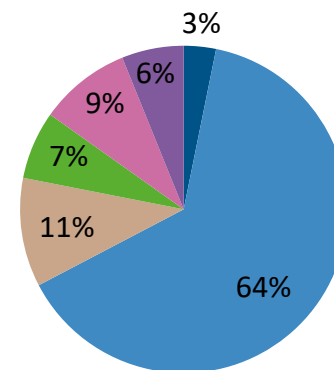
In 2024, employees from several of our Finnish companies participated in these events. A total of 10 events were organized on different themes, with a total of 134 participants. The events were held during the employees' own time, with the employer providing the facilities and covering the costs. The feedback from the events was very positive, and 100% of the employees who participated and provided feedback would recommend the events to their colleagues. We will continue these popular events as a concrete action under our employee well-being theme in 2025 as well.



Personnel key figures

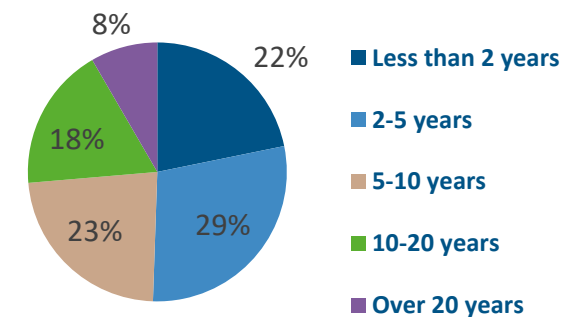


Number of employees by group company

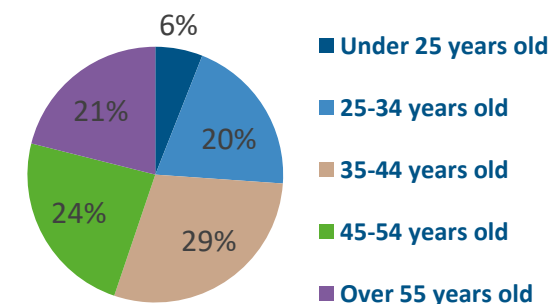


- Parent company
- Kaupmees sub-group
- Transmeri sub-group
- Transmeri Logistics
- Banmark sub-group
- Miraculos

Length of employment



Employee age distribution



The number of employees and personnel key figures are dated to the end of the year, 31.12.

* The FTE figure for 2024 is from the end of the year, 31.12.2024. The FTE figures for 2021-2023 are calculated as the sum of monthly averages.

** The sick leave percentage for 2020-2022 includes only the parent company and four direct Finnish subsidiaries. The figures for 2023 and 2024 include all Finnish companies and the entire Kaupmees sub-group.


Our values and Code of Conduct guide our daily work

Transmeri Group is committed to conducting its business ethically and responsibly. Our goal is to achieve 100% coverage of employees who have received training on our Code of Conduct.

Our Code of Conduct reflects our values and history, outlining the kind of actor we want to be, what ethical business means to us, and the rules we commit to follow. It makes the expectations to our stakeholders transparent. Our Code of Conduct is based on internationally recognized norms, guidelines, and principles established by entities such as the United Nations (UN), the International Labour Organization (ILO), and the Organization for Economic Co-operation and Development (OECD).

Every employee of Transmeri Group and every entity representing the group is expected to know and commit to following the group's Code of Conduct. Group companies may also have their own ethical guidelines that correspond to the content of the group's guidelines.

Transmeri Group's Code of Conduct is available in Finnish, English, Estonian, and Russian. The CEO of the group has the right to make technical changes to the Code of Conduct, but updating the guidelines requires approval from the parent company's board.

SUSTAINABILITY THEME	TARGET	METRIC	PROGRESS 2024	ACTIONS AND MILESTONES 2025
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p> <p>We promote responsibility in our value chain</p>	Ethical business	100% of the personnel have received training on Code of Conduct and the reached coverage is maintained.	Percentage of active employees who have received Code of Conduct training, %	<p>96.6% of the personnel of the parent company Transmeri Group and its Finnish subsidiaries and sub-groups have received training on Code of Conduct</p> <p>The Code of Conduct is part of the onboarding process for new employees across the entire group.</p> <p>We are developing our reporting to be able to follow the coverage of training in the entire group.</p> <p>We will continue to hold annual general training for Finnish companies.</p>

96.6% of the employees of the parent company Transmeri Group and its Finnish subsidiaries and sub-groups have received training on the Code of Conduct. In the parent company, coverage remained at 100% as in the previous year. Our target is to develop the measurement of coverage so that we can report the coverage of the entire group in the future.

Familiarization with the Code of Conduct is part of the onboarding process for every new employee across the group. Additionally, we use various methods to ensure knowledge of the Code of Conduct and strengthen our staff's ability to act according to it. In Kaupmees Group, the Code of Conduct is regularly communicated in the internal newsletter, which is available to all employees. In Finland, we continued the general Code of Conduct training started in 2023, aimed at increasing awareness and discussing practical examples.

Anonymous whistleblowing channel


Everyone has the right and duty to report any observed misconduct primarily to their supervisor or human resources, or anonymously through the whistleblowing channel. Through the channel, our internal or external stakeholders can report any suspicions of actions that violate our Code of Conduct or legislation. In 2024, the whistleblowing channel was also introduced in the Kaupmees Group. During the year, one report was made through the channel. The whistleblowing channel can be found on our website, as well as in this [link](#).

Occupational safety and health are our priorities

Every employee has the right to a safe work environment, and we want everyone to get home safely at the end of each workday. Our main targets are zero occupational accidents in group companies and a group sick leave percentage of less than 3% per year.

In 2024, the number of occupational accidents was 7 (2023: 4) and the sick leave percentage was 3.10% (2023: 2.58%). The reported figures cover Finnish companies and the Kaupmees sub-group, representing over 99% of our employees. We continuously strive to improve occupational safety and promote the well-being of our employees. We prevent new accidents by learning from past incidents. We regularly train our personnel on various occupational safety themes and work closely with occupational health organizations to reduce sick leave.

In the autumn of 2024, we conducted the Signi employee survey for the first time across the entire group, whereas previously the survey and eNPS measurement only applied to our Finnish companies. With a group-wide survey, we can better understand what are the most important matters to our employees and thus improve our operations. The group's overall eNPS was 6 (2023 in Finnish companies: 22). We have reviewed the eNPS figures and survey results by company, and the companies are seeking appropriate actions to improve employee satisfaction.

SUSTAINABILITY THEME	TARGET	METRIC	PROGRESS 2024	ACTIONS AND MILESTONES 2025	
<div><div>8 DECENT WORK AND ECONOMIC GROWTH</div><div></div></div> <div>We promote responsibility in our value chain</div>	Occupational safety	Zero occupational accidents in the group companies.	Number of occupational accidents*	7 occupational accidents	We continue our efforts to improve occupational safety. We aim to learn from past accidents, develop our operations, and ensure our personnel has sufficient expertise in occupational safety.
	Occupational health	The group's sick leave percentage is less than 3% annually.	Sick leave percentage, %*	Sick leave percentage: 3.10 %	We work to reduce sickness-related absences in collaboration with occupational health services.
	Employee well-being	In each group company, eNPS is at least 20.	eNPS score (measures employee engagement with the company and their satisfaction with the organization)	The Signi employee survey and the calculation of the eNPS score were expanded to cover the entire group. The group's overall eNPS was 6.	Based on the eNPS scores and employee survey results, actions to improve employee satisfaction are identified and implemented by each company Events centered around the brain health theme will continue in Finnish companies.

*The presented figures include the group's Finnish companies and the Kaupmees sub-group.

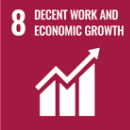
Sustainable supply chain and procurement

Ethical business practices are one of our core values, and ensuring the sustainability of our supply chain is important to us. Our supply chain sustainability target is that 90% of our partners will be committed to our Supplier Code of Conduct or equivalent principles by 2030.

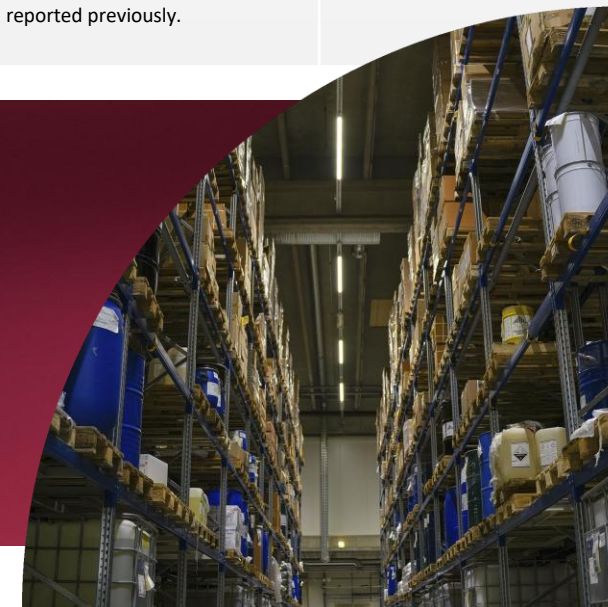
The Supplier Code of Conduct is one way to manage sustainability and sustainable procurement. Decent working conditions and wages, respect for human rights, and the prohibition of child and forced labor are examples of Transmeri Group's Supplier Code of Conduct guidelines that our suppliers commit to, and through which we aim to promote sustainable procurement.

In 2024, **49% of the partners, with annual expenditures exceeding 15 000 €, of the parent company, direct Finnish subsidiaries, and Estonian companies were committed to our Supplier Code of Conduct or had verifiably implemented equivalent principles.** Suppliers in the direct Finnish subsidiaries have been committed to ethical principles for several years, and in 2024, this work also began in the Estonian companies. Expanding coverage monitoring was one of our targets for the year and a significant step in developing supply chain sustainability. The reported figure is significantly broader than before, so it is not comparable to the percentages reported in previous years.

In 2025, we will continue to develop supply chain sustainability at both the group and company levels. This way, we leverage synergies between group companies while considering the specific characteristics of different industries and diverse supply chains. We take into account the direct and indirect impacts of our operations on the value chain, the expectations of our stakeholders, and regulatory requirements.

SUSTAINABILITY THEME	TARGET	METRIC	PROGRESS 2024	ACTIONS AND MILESTONES 2025
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p> <p>We promote responsibility in our value chain</p>	Sustainable procurement	90% of vendors and principals are committed to our Supplier Code of Conduct or equivalent principles by 2030	<p>Percentage of suppliers covered by the Code of Conduct, %</p> <p>49% of the suppliers, with an annual expenditure of over 15 000 €, of the parent company, direct Finnish subsidiaries, and Estonian companies have committed to the Supplier Code of Conduct.</p> <p>We expanded monitoring the coverage to our Estonian companies, thus the scope of the reported figure is broader than before and it is not comparable to the commitment percentages reported previously.</p>	<p>In the subsidiaries of Banmark Group and the Latvian and Lithuanian companies of Kaupmees Group, we have started engaging suppliers with the Supplier Code of Conduct and monitoring coverage.</p> <p>Our goal is to expand coverage monitoring to the entire group during 2025.</p>

100% of the partners who supplied Banmark Oy with over 15 000 € in 2024 have committed to operating in accordance with our Code of Conduct.



Sustainability Director review

Although we have been conducting coordinated sustainability work in our group for over half a decade, 2024 stands out as a significant step forward. During the year, we assessed the impacts of our operations on our operating environment and the impacts of our operating environment on us through a double materiality analysis. For the first time, we evaluated the total greenhouse gas emissions of the entire group, whereas previously we only knew the emissions from our own operations (scope 1 and 2) and part of the value chain emissions (scope 3). The assessment showed that emissions from the production of the products and raw materials we purchase account for over 85% of our total emissions. In our industries, it is typical that most of a company's emissions occur in the value chain, and thus the material choices of our own brands and the portfolio decisions of principal products have a significant impact on our climate footprint. Additionally, we advanced the management of supply chain sustainability and improved the number of partners committed to ethical guidelines. The supply chain's significance to both our environmental and social sustainability is substantial.

We have closely followed the development of sustainability regulations and the political climate around sustainability work in the European Union and globally. Our preparations have been based on current requirements. Amidst the uncertainties of the operating environment, meeting customer demands brings positive achievements to our sustainability efforts.

Although our operating environment is more uncertain in many ways than it has been in decades, it has been inspiring to conduct sustainability work in a nearly 100-year-old family group, where sustainability has been part of the corporate culture and values long before it was even discussed as a term in its current form. Looking back, I can see significant development in the maturity of sustainability work across our entire group and all our subsidiaries today. A big thank you goes not only to the individuals conducting sustainability work in these companies but also to the management teams of the various companies and all our employees. In these times, the long-term perspective of a family company provides just the right kind of support for implementing our sustainability efforts.

Kimmo Koko

Oy Transmeri Group Ab
Chief Information and Sustainability Officer

"Looking back, I can see significant development in the maturity of sustainability work across our entire group."



Transmeri Group's net sales reached an all-time high

During its 97-year history, Transmeri Group has not had a single unprofitable year.

In 2024, the group's revenue grew by 3.6% from the previous year and exceeded the 300-million-euro mark for the first time. The group's revenue rose to 301.8 million euros (2023: 291.2 M€). Of the revenue, 32.5% came from Finland, 63.5% from the Baltics, and 4.0% from other countries. Growth was particularly driven by the laundry equipment business of the Banmark sub-group.

Additionally, in the previous fiscal year, the Kapotek business was acquired by the Banmark sub-group, and Transmeri Oy purchased the Mossa natural cosmetics brand, which it had previously imported. At the end of 2024, the group had a total of 23 companies and one associated company. In recent years, we have actively invested in growth, with around twenty business or company acquisitions in the last ten years. We have made particularly strong investments in natural cosmetics and process industries in Finland, as well as wholesale business in the Baltics. Business acquisitions will continue to play an important role in achieving the group's growth targets in the future.

The group's operating profit in 2024 was 3.3 million euros (2023: 7.1 M€). The decline in operating profit is explained by the weak market situation and uncertain business environment, which made companies and consumers cautious.

SUSTAINABILITY THEME	TARGET	METRIC	PROGRESS 2024	ACTIONS AND MILESTONES 2025	
<div><div>8</div><div>DECENT WORK AND ECONOMIC GROWTH</div><div></div></div> <div>We promote responsibility in our value chain</div>	Profitability & growth	Operating profit target is defined annually.	Operating profit	Operating profit target for 2024 was not achieved.	The target is to significantly improve profitability from 2024.
	Investments	We continuously assess the structure of our investment portfolio and individual investments.	ESG rating	No separate assessment was conducted in 2024. According to the previous assessment (2021), the portfolio's ESG rating is A, and the portfolio is among the best in terms of MSCI's ESG rating.	No separate measures are planned for 2025.

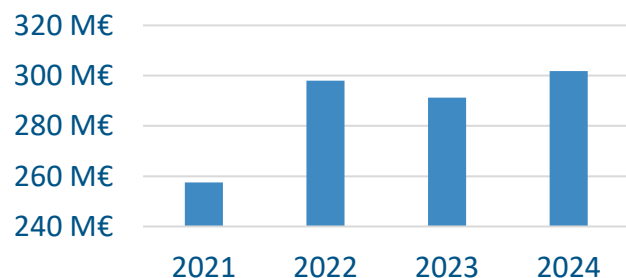
In the parent company's risk assessment, the most significant operational risks identified have been addressed by improving fire, personnel, and environmental safety. In response to the increased cybersecurity risks in the global operating environment, the group significantly increased its cybersecurity investments for 2023 and 2024. One of the most significant financial risks for the group is the loss of major principals. This risk is mitigated by a broad portfolio of principals and investments in independent business operations and own brands both in Finland and in the Baltics. Financial risks are also increased by the consequences of Russia's invasion of Ukraine in February 2022, the heightened risk of escalation, increased inflation, and general economic uncertainty.

The group's income tax for the financial year 2024 was 1.42 M€ (2023: 0.46 M€).

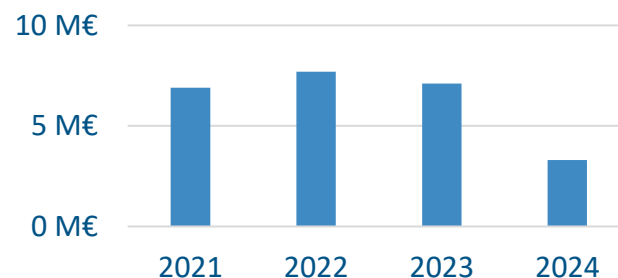
The group's investment assets, approximately 18.7 M€ (as of 31.12.2024), are diversified into two portfolios managed under advisory agreements with external partners. Investment decisions up to two million euros are made by the group's investment committee, which consists of a representative of the owners, an external member of the parent company's board, the group's CEO, and the group's CFO. Decisions exceeding two million euros are approved by the parent company's board.

Key financial figures

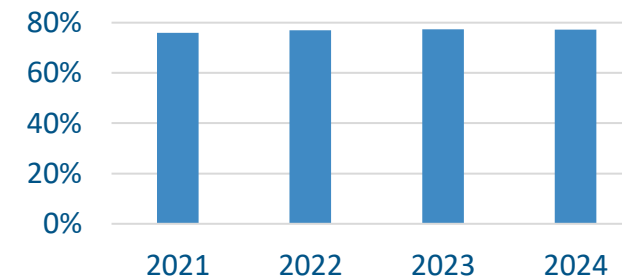
Net sales M€



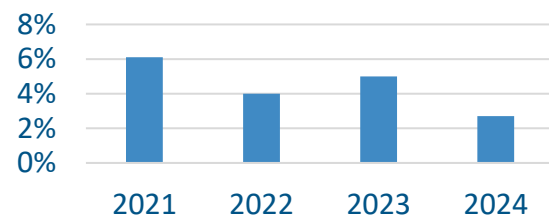
Operating profit M€



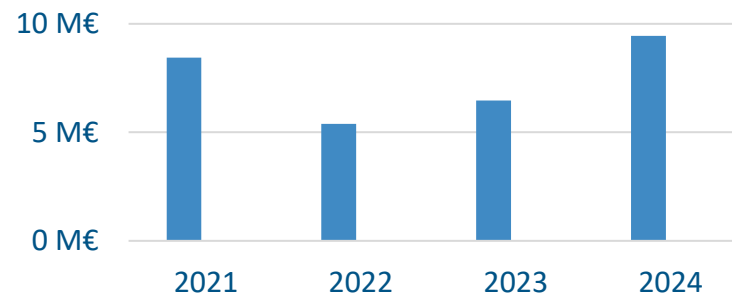
Equity ratio



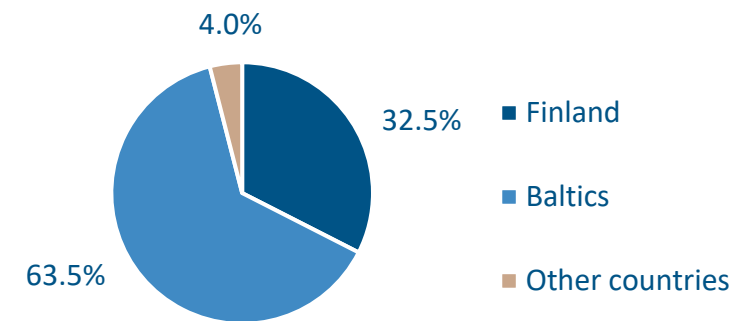
Return on equity % (ROE)



Investments M€
(investment cash flow)



Geographical
distribution of net sales



Climate action

"There is no planet B"

Climate action is the leading theme of our group's sustainability work, where we focus on helping the world achieve carbon neutrality.

As a family business, we understand the importance of continuity over generations. The world is changing and each of us can work to make it better. We see opportunities to mitigate climate change by continuously improving our operations to lower emissions, integrating climate action into our operations planning and decision-making, and sharing information within our value chain.

The UN Sustainable Development Goal and sub-goals we promote:



Long-term climate work

Climate change mitigation is one of the key environmental targets for our internal and external stakeholders.

The group's climate target is active reduction of emissions from facilities, transportation, and mobility, and offsetting remaining emissions by 2035. These emission categories are essential for our group companies, regardless of industry and size.


By reducing fossil energy and improving energy efficiency, we have managed to reduce the emissions from the group's own operations (scope 1 and 2) by 55% compared to the base year 2019. Our climate target follows the Climate Commitment of the Central Chamber of Commerce, where the focus of the calculations is on direct emissions, transportation emissions and employee commuting emissions.

The parent company's climate work 2024

The group's parent company Oy Transmeri Group Ab is committed to continuous climate work. Oy Transmeri Group Ab has offset its 2024 emissions of 12.79 tCO₂e* by purchasing 13 climate units from an afforestation project certified by Gold Standard in Sodo, Ethiopia (GS ID 3007). In addition, Oy Transmeri Group Ab has supported the restoration of peatlands in Finland with the same quantity of emissions through Hiilipörssi.

Kaupmees & KO solar energy

Kaupmees & KO Narvan solar power plant was completed in 2024. The expected annual production of the plant is approximately 50 MWh, and all the solar energy produced is used at Kaupmees's Narva location. In total, the investment has resulted in a production capacity of approximately 600 MWh of solar energy across Kaupmees & KO's locations.

SUSTAINABILITY THEME	TARGET	METRIC	PROGRESS 2024	ACTIONS AND MILESTONES 2025
 <p>13 CLIMATE ACTION</p> <p>We help the world achieve carbon neutrality</p>	Climate action	Actively reducing emissions from properties, transportation, and mobility, and offsetting the remaining emissions by 2035.	<p>Emission calculation according to the GHG protocol for selected boundaries: scope 1, scope 2 ja scope 3 categories upstream-transportation, business travel ja employee commuting.</p> <p>The total emissions of the entire group for the year 2024 were 5 950.47 tCO₂e*</p> <p>Especially the quality of transportation (scope 3) emissions data was successfully improved, which partly explains the change in emissions.</p> <p>The emissions of Oy Transmeri Group Ab in 2024 were 12.79 tCO₂e*. The emissions were offset by an afforestation project certified by Gold Standard.</p> <p>We mapped relevant scope 3 emission categories for our emissions calculation across the group.</p>	<p>We are committed to the emission reduction actions, which we have already implemented.</p> <p>We strive to find new ways to reduce emissions.</p> <p>We will begin with a more extensive calculation of emissions for the scope 3 categories.</p>

Working together towards sustainability targets

In our group companies, we continue emission reduction measures in line with our climate targets by involving stakeholders. In addition, we will continue to improve the quality of emissions calculation.

We will update our climate targets during 2025 and expand our emissions calculation to cover all Scope 3 sources that are relevant to our operations. We aim to identify and respond to customer requirements for climate work.

* Includes categories scope 1, scope 2 market-based method and scope 3 business travel, employee commuting and upstream-transportation.

Emissions calculation supports climate work

High-quality emissions calculation enable data-driven decision-making and the monitoring of impactful climate work. We continuously develop our reporting practices and monitor the development of common emission calculation methods.

The parent company is responsible for the group's emissions calculation and is committed to developing its quality and making updates based on general guidelines. The Group's emissions calculation covers the entire Group globally. We include acquired businesses in our calculations, and the 2024 emissions include the Kapotek business, along its production facility, acquired by Banmark Group at the beginning of the year 2024.

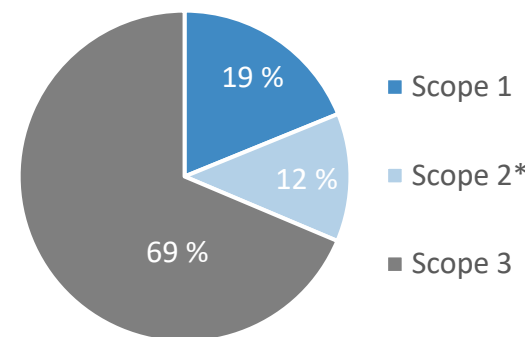
The group's emissions calculation began in 2019, when the group also set its climate targets, and which serve as the baseline for the calculations. The emissions calculation reached its full extent in selected emission categories in 2022, when scope 3 was reported in its entirety for the first time. In 2023, reporting covered the entire group, including the emissions of all companies in the selected emission categories. In 2024, we were able to calculate emissions with more accurate data, which partly explains the change in emissions compared to previous years. In addition, we mapped relevant scope 3 categories within the group as a basis for the planned expansion of emissions calculation in 2025.

Banmark Oy's carbon footprint report

During 2024, Banmark Oy conducted product-based carbon footprint assessments for its self-manufactured process chemicals and detergents in cooperation with sister company Transmeri Logistics Oy and an external partner. Determining carbon footprints helps to understand the climate impacts of products throughout their life cycles. The carbon footprint information supports not only Banmark but also the company's customers in their important climate work.

*Scope 2 market-based method

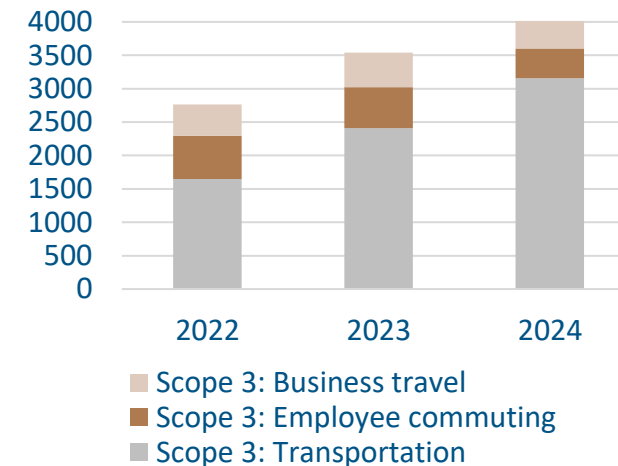
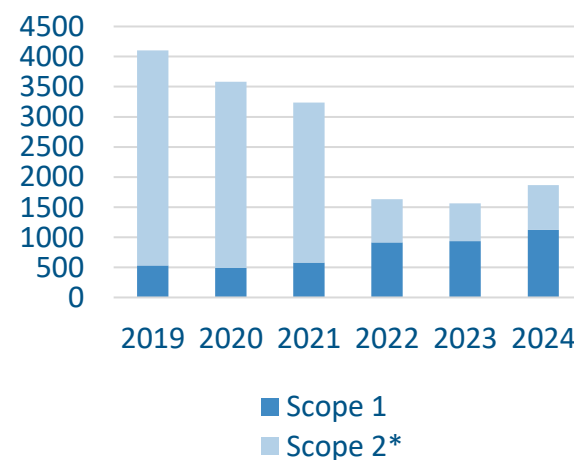
Group-wide emissions in 2024:
5 950 tCO₂e



GHG emissions intensity per
net sales 2024*



Group-wide change in emissions (tCO₂e)



Energy consumption of facilities (MWh)

	2024	2023
Total energy consumption	10 326.03	10 085.34
Electricity	6 931.72	6 872.84
Oy Transmeri Group Ab	45.77	43.56
Other group companies	6 885.95	6 829.29
District heating	3 394.32	3 212.49
Oy Transmeri Group Ab	21.05	14.43
Other group companies	3 373.26	3 198.07

*Scope 3 is calculated using emission factors that consider the lifecycle emissions of fuel and electricity (known as WTW, Well-to-wheels).

**For the calculation of freight emissions, we primarily use emission data reported by freight companies and secondarily consumption-based emission factors, which significantly refine our emissions calculations. We began collecting emission data from freight companies for Finnish companies in 2022 and expanded this to the Kaupmees sub-group in 2023. In 2024, we were able to collect more extensive emissions data from freight companies, making the emission data more accurate, which partly explains the change in freight emissions.

*** The freight emissions for 2023 differ from previous reporting due to refined data. Previously reported emissions were 2 366.71 tCO₂e.

Emissions (tCO₂e)

	2024	2023	Change
Scope 1: Direct emissions from own operations	1 121.33	935.50	+20%
Transmeri Group	1.38	0.48	
Other group companies	1 119.95	935.02	
Scope 2: Emissions from purchased electricity (market-based method)	744.51	631.08	+18%
Transmeri Group	-	-	
Other group companies	744.51	631.08	
Scope 2: Emissions from purchased electricity (location-based method)	3 106.92	4 229.37	-27%
Transmeri Group	4.52	3.65	
Other group companies	3 102.40	4 225.72	
Scope 3: Emissions from value chain*	4 084.64	3 538.00	+15%
Transportation (category 4)**	3 155.16	2 408.82	
Transmeri Group	-	-	
Other group companies***	3 155.16	2 408.82	
Business travel (category 6)	482.66	514.82	
Transmeri Group	6.94	10.75	
Other group companies	475.72	504.07	
Employee commuting (category 7)	446.83	614.36	
Transmeri Group	4.47	1.63	
Other group companies	442.36	612.73	
Total market-based greenhouse gas emissions	5 950.47	5 104.58	+ 17%

Collaboration and partnership

Our aim is to succeed together with our partners

For Transmeri Group, cooperation and partnership particularly mean collaboration and sharing information between the group companies and in the value chain. The aim is to develop our operations to be increasingly sustainable through ever-growing understanding and to enable the development of the industry.

We focus especially on the UN Sustainable Development Goal 17-17 to promote partnerships among different actors. We actively participate in industry discussions and collaborate with various stakeholders to develop sustainability themes in our sectors.

The UN Sustainable Development Goal and sub-goals we promote:



Succeeding together

We work together within our group and with external parties to develop our operations and support our stakeholders in achieving sustainability targets. This includes both industry-specific and cross-sector cooperation.

In the spring of 2024, Transmeri Group became a member of the UN Global Compact Network Finland. As a group, we are committed to promoting the UN's Sustainable Development Goals and adhering to the ten principles of the UN Global Compact. This commitment and membership apply to the entire group and all subsidiaries.

We share information with authorities, certification bodies, and our partners. Our production at Transmeri Logistics adheres to ISO 9001, ISO 14001, ISO 22716, and Ecocert certifications, for which the production facility is audited annually. **In 2024, the operations and products of our domestic subsidiaries were audited a total of 10 times (2023: 8 times).**

Oy Transmeri Group Ab has made an agreement with Finnish Packaging Recycling RINKI Ltd, through which our direct subsidiaries in Finland and Orat Oy, part of the Banmark Group, handle the statutory obligations related to producer responsibility for packaging. The reporting obligation for packaging materials is constantly expanding and we are developing our reporting capability to meet legal requirements.

Our group companies support those in need in various ways. For example, during the year, Transmeri Oy supported MIELI Mental Health Finland, the Banmark sub-group supported Save the Children Finland and Kaupmees & KO supported the Estonian Food Bank (Eesti Toidupank).

In 2024, our group companies actively collaborated with several organizations and associations such as:

The Responsibility Committee of the Finnish Commerce Federation
UN Global Compact
Responsible Care –Programme
Finnish Business & Society - corporate responsibility network
amfori BSCI

Synergies from shared premises

At the beginning of 2024, new shared office premises were introduced in Tallinn, which are used by the parent company of the Kaupmees Group and its Estonian subsidiaries. The shared premises bring the companies closer together and facilitate collaboration between group companies. Centralizing office premises creates synergies in many areas of business.

SUSTAINABILITY THEME	TARGET	METRIC	PROGRESS 2024	ACTIONS AND MILESTONES 2025	
<div>17 PARTNERSHIPS FOR THE GOALS</div> <div></div> <div>Together with our partners</div>	Stakeholders	We strive for active stakeholder collaboration as well as industry-specific discussion and co-operation.	Number of audits	A total of 10 audits were conducted in the group companies.	We continue active stakeholder collaboration to achieve sustainability targets at both the group and company levels.
			Associations	We continued active stakeholder collaboration, for example, as a member of the Finnish Commerce Federation and the FIBS corporate responsibility network.	
	Synergies		Transmeri Group became a member of the UN Global Compact Network Finland in the spring of 2024.		
		We promote the internal sharing of knowledge and expertise within the group in the areas of corporate responsibility and sustainability	We carried out the first Double Materiality Assessment of sustainability across the entire group.	We strive to share best practices related to the management of various sustainability themes.	
		We shared information about the development and impact of different regulations across company boundaries.	We engage in close internal collaboration in monitoring regulations.		

Development of sustainability reporting

We continuously develop our sustainability work and reporting capabilities. Together with the group companies, we assess the impact of different regulatory requirements and regulations on our operations.

Transmeri Group has actively followed the development of the EU's Corporate Sustainability Reporting Directive (CSRD) over the past couple of years. With the Double Materiality Assessment completed in February 2024, we identified key sustainability themes relevant to our group, which our operations impact, which may pose financial risks to us, or which present business opportunities. Over the past year, we focused on developing sustainability data collection processes, management of key impacts and risks, and competence related to sustainability reporting for our personnel, so that we are able to report according to the requirements of the CSRD in the future.

We have also aimed to understand the relationship of our business to the EU taxonomy and its six environmental objectives. We have reviewed our business and investments against the economic activities and criteria listed in the EU taxonomy in early 2022 and 2024. We will continue to monitor the development of EU taxonomy and improve our own reporting capabilities.

Update of the sustainability program

Transmeri Group's first official sustainability program was created for the years 2020-2025. The program will be updated during 2025 to continue to meet the expectations of internal and external stakeholders. The update will take into account the views of different organizational levels and all group companies. The aim of the program is to guide the sustainability work of the entire group, focusing on themes relevant to all companies.

Our group has already published five sustainability reports, which have been based on our sustainability program and good reporting practices. In due course, we will update our reporting to align with the sustainability program created for the coming years and regulatory requirements.



Reporting principles



Reporting principles

This is Transmeri Group's fifth sustainability report. The report compiles information on the structures, targets, and actions of our sustainability work.

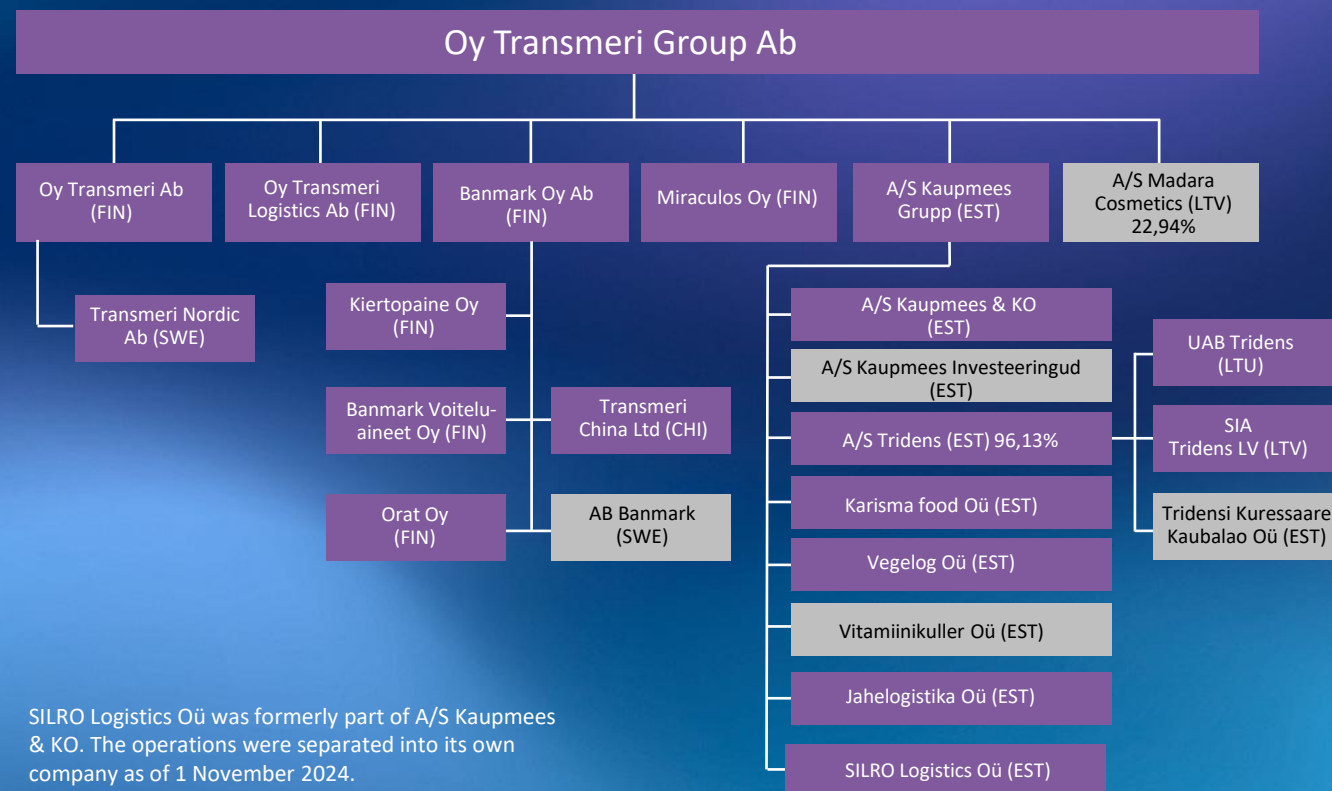
We report with reference to the international GRI reporting standard and publish the report annually. The reporting period is 1.1.–31.12.2024. Transmeri Group's sustainability report is approved by the group's sustainability steering group.

In principle, our reporting and presented figures cover the entire group and all companies. Any exclusions are specified in the report at the relevant data points.

Due to the nature of their operations, A/S Kaupmees Investeeringud, Vitamiinikuller OÜ, Tridensi Kuressaare Kaubalao OÜ, and AB Banmark are included only in the group's financial indicators. The associated company A/S Madara Cosmetics is also included only in the financial figures.

Group structure

Companies marked in purple are included in all sustainability reporting and companies marked in grey are included only in the financial figures.



Calculation principles for sustainability metrics

Ethical business: The coverage rate for the Code of Conduct reflects the percentage of the group's active employees who have received training and committed to following the group's Code of Conduct. Active employees refer to persons who are not, for example, on study, family, or other leave or absent from work for other reasons.

Sustainable procurement: The metric we use to track our progress in this area of sustainability is the coverage of the Supplier Code of Conduct as part of procurement and collaboration agreements. Coverage is represented by the percentage of suppliers who have committed to our Supplier Code of Conduct or to equivalent principles. Equivalent principles can be, for example, the BSCI Code of Conduct or a partner's own verified Code of Conduct that matches the content of the group companies' Supplier Code of Conduct. The Supplier Code of Conduct is generally aimed to be included in all procurements from risk countries or those exceeding the annual expenditure of 15 000 €. A partner exceeding this limit can only be excluded from the target for a well-justified reason.

Occupational safety: The metric of this sustainability aspect is the number of occupational accidents. The calculation includes all accidents reported to the insurance company, regardless of whether the accident resulted in absence or not.

Occupational health: The reported sick leave percentage is calculated by dividing the hours of absence by the number of theoretical working hours.

Employee well-being: The metric for employee well-being is the eNPS (Employee Net Promoter Score), which is obtained from a regular personnel survey conducted in the group. The metric measures employees' commitment to the company and their satisfaction with the organization.

Climate change: Transmeri Group follows the calculation principles of the Greenhouse Gas Protocol. In 2023, the calculation was expanded to cover all our companies and entire operations. The operational delimitation of the emissions calculation currently includes the scope 1 and 2 emission categories (scope 2 market-based and location-based) according to the GHG protocol, as well as emissions from scope 3 categories for employee commuting, business travel and upstream transportation and distribution.

We aim to use activity data based on actual consumption in our calculations, which is very well achieved for scope 1 and 2. For scope 3, we use employee travel surveys and financial data to obtain consumption data. Freight emissions data is collected directly from freight companies, which are reasonably well able to provide emissions data allocated to Transmeri Group companies. For the part of the freight costs that cannot be allocated to the emissions data of the freight companies, the emissions are estimated based on freight costs. Emission factors from Defra (scope 1 & 3) and energy companies (scope 2) are mainly used in the emissions calculation. In situations where the energy company is not known or exact emission factors are not available, we use the Energy Authority's factors for Finnish locations and AIB (Association of Issuing Bodies) factors for foreign locations (EE, LV, LT, SE). AIB factors are also used for calculating location-based scope 2 emissions. We update emission factors annually. We apply the precautionary principle in our emissions calculation.



In the picture, the management team of Transmeri Group. From left to right: Chief Information and Sustainability Officer Kimmo Koho, HR Director Taina Suorsa, CEO Kari Leimola, and CFO Petra Teräsaho.

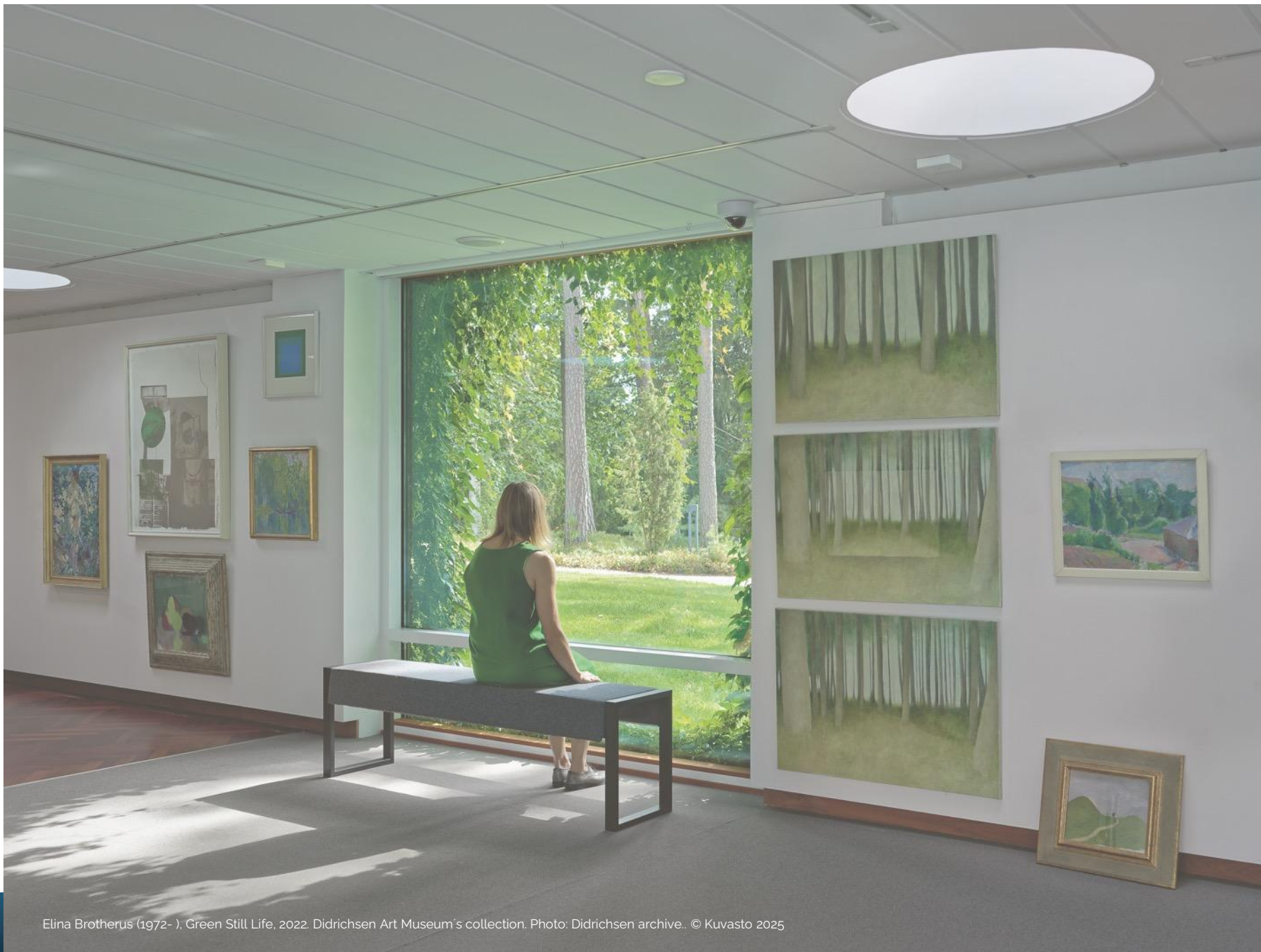
GRI content index

Using the GRI Standard	Oy Transmeri Group Ab has reported the data mentioned in this GRI content index for the period 1.1.-31.12.2024 with reference to GRI standards.
Using GRI 1	GRI 1: Foundation 2021

DISCLOSURE	LOCATION	Comments / additional information
GRI 2: General Disclosures		
The organization and its reporting practices		
2-1 Organizational details	pp. 3-5	
2-2 Entities included in the organization's sustainability reporting	p. 34	The organizational chart is on page 34. The reported data includes information on any possible exclusions.
2-3 Reporting period, frequency and contact point	pp. 34, 39	Partially reported.
2-4 Restatements of information		The changes in emissions calculation are explained on page 29.
2-5 External assurance		The report has not been externally verified.
Activities and workers		
2-6 Activities, value chain and other business relationships	pp. 4, 5, 12, 13, 22	
2-7 Employees	pp. 18-19	Information partially reported.
2-8 Workers who are not employees		The organization's work is mainly carried out by its own employees. Seasonal variations occur at our production facility in Vantaa (Transmeri Logistics)
Governance		
2-9 Governance structure and composition	p. 9	Partially reported.
2-10 Nomination and selection of the highest governance body	p. 9	Partially reported.
2-11 Chair of the highest governance body		The chairman of the group's board is not the CEO or any other executive position within our organization.
2-12 Role of the highest governance body in overseeing the management of impacts	p. 9	Partially reported.
2-14 Role of the highest governance body in sustainability reporting	p. 9, 14	

DISCLOSURE	LOCATION	Comments / additional information
Strategy, policies and practices		
2-22 Statement on sustainable development strategy	pp. 5, 14, 15	
2-23 Policy commitments	pp. 20, 22, 27, 31, 35	Partially reported.
2-24 Embedding policy commitments	pp. 20, 22, 27, 28, 29, 31, 35	Partially reported.
2-25 Processes to remediate negative impacts	pp. 20-22, 27	Partially reported.
2-26 Mechanisms for seeking advice and raising concerns	pp. 20-21	
2-27 Compliance with laws and regulations		The suspected misconduct in the group in 2023 has been investigated and resolved. No new cases in 2024.
2-28 Membership associations	p. 31	Partially reported.
Stakeholder engagement		
2-29 Approach to stakeholder engagement	p. 12	
2-30 Collective bargaining agreements		All employees are covered by a collective agreement in Finland.
GRI 3: Material Topics		
3-1 Process to determine material topics	pp. 12, 14, 32	Partially reported.
3-2 List of material topics	pp. 14-32	
3-3 Management of material topics	pp. 14-32	Partially reported.
GRI 201: Economic Performance		
201-1 Direct economic value generated and distributed	pp. 18, 24-25	
GRI 203: Indirect Economic Impacts		
203-2 Significant indirect economic impacts	p. 31	
GRI 205: Anti-corruption		
205-1 Operations assessed for risks related to corruption		The assessment of corruption risks is part of the group's risk assessment process and covers all operations.
205-2 Communication and training about anti-corruption policies and procedures	pp. 20-21	
205-3 Confirmed incidents of corruption and actions taken		No cases in 2024.
GRI 206: Anti-competitive Behavior		
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		No cases in 2024.

DISCLOSURE	LOCATION	Comments / additional information
GRI 302: Energy		
302-1 Energy consumption within the organization	p. 29	
GRI 305: Emissions		
305-1 Direct (Scope 1) GHG emissions	pp. 28-29	
305-2 Energy indirect (Scope 2) GHG emissions	pp. 28-29	
305-3 Other indirect (Scope 3) GHG emissions	pp. 28-29	
305-4 GHG emissions intensity	p. 28	
305-5 Reduction of GHG emissions	pp. 28-29	
GRI 404: Training and Education		
404-2 Programs for upgrading employee skills and transition assistance programs	pp. 18, 20, 21	
GRI 406: Non-discrimination		
406-1 Incidents of discrimination and corrective actions taken		No cases in 2024.
GRI 416: Customer Health and Safety		
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services		No violations in 2024.
GRI 417: Marketing and Labeling		
417-3 Incidents of non-compliance concerning marketing communications		No violations in 2024.



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