

MARTELA SUSTAINABILITY POLICY FOR TRANSPORT

Approved by Martela's Group Management Team on 5th December 2025

The Martela logo consists of the word "Martela" in a white, sans-serif font, positioned on the right side of a solid black rectangular background.

Martela is committed to quality, safety and sustainability in all its operations and its supply chain. It is important that our suppliers are aware of the issues we regard as crucial for our cooperation and act in accordance with our principles. This will ensure customer satisfaction and create a win-win situation for us and our partners. Martela wants to actively engage with stakeholders to continuously improve environmental, social and economic performance. Partners transporting Martela's products play an important role in Martela's efforts towards sustainability.

In this policy, we describe our requirements for reducing climate impact from transport and improving traffic safety. This is a supplementary document to the Martela Sustainability Policy for Supply chain for the partners transporting Martela products.

TRANSPORT AND CLIMATE IMPACT

Martela is committed to reducing climate impact by reducing the climate impact of its transportation in Finland, Sweden and Norway by at least 70 percent by 2030 (compared to 2010) and by striving for climate neutrality by 2035 and expects all partners to commit to achieving at least the same level of reduction targets. Martela has been working systematically to reduce environmental impacts since the 1990s. Martela is reaching these goals by for example increasing the use of alternative energy sources and training drivers in predictive driving at least every five years.

TRANSPORT AND TRAFFIC SAFETY

Martela is committed to improving traffic safety and expects all partners to commit to achieving at least the same level of safety. Martela has systematic job orientation for drivers before starting work including

- zero tolerance for drugs and alcohol
- driving and rest times
- compliance with speed limits
- safe goods handling (overloading, cargo securing, loading and unloading)
- participation in making occupational safety observations

Martela is also providing emergency first aid and initial firefighting training to employees.

SELECTING AND MONITORING OF SUPPLIERS

Before starting a new partnership, we always go through Martela Sustainability Policy for Supply chain and this Martela Sustainability Policy for the Transport. Monitoring of climate impact and traffic safety issues is based on annual reporting.

NON-COMPLIANCE

In a case of non-compliance, a corrective action project will be started by the supplier in order to improve cooperation for mutual benefit. If no improvement is reached within a reasonable timeframe, cooperation with the non-compliant supplier may be terminated.

APPROVAL

Martela's Group Management Team approved these requirements on 5th December 2025.