



Sustainability report

2024

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Martela in brief

Martela is a Nordic leader specialising in user-centric working and learning environments. We create the best places to work and support our customers' business with Martela Lifecycle solutions, which enable furniture and their related services to be integrated into a seamless whole. Martela is a family company founded in 1945, and its shares are quoted on the OMX Nordic Exchange Helsinki. Our main market areas are Finland, Sweden and Norway, and our solutions are also sold globally through our network of dealers. Our production facilities are located in Finland and Poland. In 2024, the Martela Group's revenue was EUR 86.7 million and it employed an average of 372 employees.



Contents and scope of the report

This, Martela's fifteenth sustainability report, has been prepared in accordance with the GRI (Global Reporting Initiative) standards core option. The report covers all Martela's operations. Martela's Sustainability Steering Group has reviewed and selected the performance indicators for the GRI standard index based on the materiality assessment. We base the assessment on the expectations of Martela's key stakeholders and the significance of the most essential factors for business. It was mainly the company's internal specialists who carried out the assessment. The Sustainability Steering Group has updated it annually based on stakeholder interviews and discussions.

The disclosed results include monitoring data for a period of at least three years. Compared to the previous report published on April 4, 2024, some items have been moved from the text section to the GRI table at the end. There are no significant changes to the content of the report. Possible deviations and limitations are explained in connection with the indicators in question and in the GRI standard index.

Global Compact reporting

Martela joined the United Nations' Global Compact Initiative in 2011 and has been committed to the Sustainable Development Agenda 2030 goals already since 2016. This sustainability reporting has previously served also as Martela's Global Compact

report. At the beginning of 2025, Martela withdrew from its membership in the Global Compact, but will continue to monitor the implementation of human rights, labor rights, environmental principles, and anti-corruption principles as part of its responsibility work. Martela's measures to achieve Agenda 2030 goals are described at a general level in this report.

Taxonomy and CSRD reporting

Martela does not meet criteria for taxonomy reporting obligations defined by the Non-Financial Reporting Directive (NFRD), and thus is not eligible for taxonomy reporting. The first phase of the Corporate Sustainability Reporting Directive (CSRD) was targeted to large, listed companies and did not yet apply to Martela in terms of 2024 reporting. In early 2025, the EU adopted a proposal to simplify reporting. Martela will take into account the CSRD requirements in its reporting in accordance with the updated schedule and requirements.

Reporting structure

At the beginning of the report, you can find a brief introduction of Martela as a company, and information on its values, strategy and governance. After that, you can find the stakeholder analysis prepared by the Sustainability Steering Group and descriptions of the core risks and opportunities regarding corporate responsibility. The related management principles and the nature of the

commitments are summarised. You can find the full texts of our principles on Martela's website. The Martela Annual Report presents the governance and risk management principles. The section titled 'Management of Sustainability', you can find the roles and duties of the Board of Directors (Board), the Group Management Team (GMT) and the Sustainability Steering Group in developing corporate responsibility. The Economic, Social and Environmental sections of this report contain information on the performance in said areas of operation. At the beginning of each section, there is a relevant materiality assessment of indicators used and a list of the main targets. The sustainability report presents the progress of the sustainability programme for 2024–2035 and the programme for 2025–2035.

Assurance of the report

There is no external assurance of the sustainability indicators. We compile our economic responsibility metrics from information used in the Board of Directors' Report and the consolidated financial statements that Ernst & Young Oy have audited.

Publication of the report

We publish the annual sustainability report in PDF format in Finnish and English. We do not print copies of the report. We will publish the 2025 report in spring 2026.



Towards a Better Future with Shared Values

The year 2024 began with continued unfavourable market situation. Economic uncertainty caused caution in organisational procurement decisions, postponing several Martela customer projects to the following year. In addition, customers' increased inventory levels burdened our export trade. The occupancy rates in the office property market remained relatively low. Besides the economic gloom, climate change continues inexorably. January of the new year was already the 18th month in the last 19 months during which the global average temperature exceeded the 1.5°C climate threshold. Even in economically challenging times, we must identify the most significant impacts of our operations. Only with knowledge can we take actions to slow down climate change. This has undoubtedly been the ultimate purpose of the CSRD directive, and during the year, Martela began its own DMA process. Our fourteen GRI reports have provided our stakeholders with comprehensive information about our operations, which has been well received, so we decided to continue with the proven reporting method.

Promoting the circular economy

The most significant climate impacts of Martela, like many other manufacturing companies, are related to the material use of products made for customers,

and our most significant measures are also related to this. The circular economy has long been one of our strategic goals. We have implemented circular economy thinking not only by producing furniture designed to be durable and carefully manufactured but also by continuously developing our services aimed at extending the lifecycle of products. Only by listening to the customer's wishes can we find the best means to meet their needs. As difficult times persist, Martela's strong values – **Together, Boldly, Listening, and Caring** – have had an even greater impact on creating a sense of community and providing energy for operational development.

During 2024, Martela boldly participated in creating the collaboration chains required by the circular economy, enabling the industrial-scale trial of a new innovation by our long-term and reliable supplier in response to the ambitious goals of an important customer. The debonding glue used in upholstering furniture aims to facilitate the creation of a new look for the furniture quickly while maintaining the quality of the materials. Reupholstering has a significant impact on the climate effects of refurbishing furniture, and it is precisely this part of refurbishment that most increases the desirability of used furniture. We are proud to be able to develop new opportunities together to promote the circular economy.

Gold from EcoVadis

The responsibility of our operations and the social responsibility of supply chains remain important to us, and many of our customers consider it a significant selection criterion. The third consecutive gold medal from EcoVadis, the world's most trusted provider of business sustainability ratings, was just one indication of the appreciation for our long-standing work. During the year, we conducted over 30 EPD calculations for our products, enabling our customers to assess the climate impacts of over a hundred product variants. Nearly 300 of our product variants also have the first-class environmental label Möbelfakta, which guarantees not only high technical quality but also the management of environmental impacts and the verification of social responsibility in the supply chain.

Signs of recovery

Towards the end of 2024, market demand picked up after a quiet start to the year. For the coming year, we expect a slight strengthening of demand as office spaces continue to be adapted to meet the needs of multi-location hybrid work. The nascent economic recovery in the main market areas fundamentally strengthens organisations' willingness to invest in office spaces, as the importance of on-site work for organisational



competitiveness has been recognised again. We are also jointly creating opportunities for Finnish design by bringing new products from Finnish designers to the market. The coming year will be Martela's 80th anniversary. At the same time, our Hubbe chair, launched last year, proudly bears the Key Flag symbol awarded by the Association for Finnish Work, celebrating its 60-year history as a mark of domestic work. The uplift of the Finnish economy can only happen by caring for and listening to each other. The work for the best working environments continues.

Ville Taipale
CEO

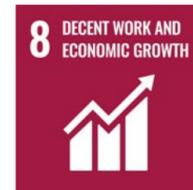


Sustainability at Martela

Agenda 2030 goals in Martela's operations



Martela has the biggest impact on the health and well-being of its own and its supply chain personnel by setting goals with the [Sustainability Policy for the Supply Chain](#) and with the [People Policy](#), and through evaluating the fulfilment of requirements.



Martela helps its customers to create new office environments that better supports their business and provides a cosier atmosphere to their employees, for example [CGI Stockholm](#). Martela promotes the working conditions of its own and its supply chain personnel by setting goals with the [Sustainability Policy for the Supply Chain](#) and with the [People Policy](#), and through evaluating the fulfilment of requirements. Martela works to improve the work and economic growth of the entire value chain.



Martela improves material efficiency by developing its [circular economy-based business](#). Its product and service design takes circular economy aspects into account. Martela ensures the durability and ergonomics of its products in [its test laboratory](#) before introducing the products to the market.



Martela's impacts on life on land and use of natural resources are managed by choosing responsible materials, by emphasising the importance of environmental impact management in the [Environmental Policy](#), as well as evaluating the fulfilment of its requirements.



Martela offers its customers user-centric learning environments. These learning environments support innovative educational ideas and activities, for example in the [Etelä-Nummela school centre](#). Martela also participates in scientific activities with research organisations, such as the [Carbon neutrality by Handprint](#) project.



Martela affects the realisation of its own and its supply chain's environmental responsibility by setting goals with the [Sustainability Policy for the Supply Chain](#) and with the [Environmental Policy](#), and through evaluating the fulfilment of requirements.



Martela is aiming for [carbon neutrality by 2035](#) by setting function-specific sustainability goals and by monitoring their implementation. It offers a [Workplace as a Service](#) model solutions that reduce climate impact for its customers, for example [Orkla Finland](#).



Martela promotes collaboration and partnership in the entire value chain through [transparent reporting](#) and open discussion. Joint development drives the implementation of circular economy solutions.



Martela influences the equal treatment of its own and its supply chain personnel by setting goals with the [Sustainability Policy for the Supply Chain](#) and with the [People Policy](#), and through evaluating the fulfilment of requirements. Martela achieved second place among the Small Cap companies listed in Helsinki in the diversity of senior leadership in Impaktly's [Nordic Business Diversity Index 2024](#).



Martela reduces the inequality of its own and its supply chain personnel by setting goals with the [Sustainability Policy for the Supply Chain](#) and with the [People Policy](#), and through evaluating the fulfilment of requirements.



In Martela's value chain, water use is only significant in the supply chain for some materials. The management of this environmental impact is guided by the [Environmental Policy](#), and by evaluating the fulfilment of its requirements.

Value creation

Resources and capabilities

COMPONENT AND SUBASSEMBLIES

- 5.3 million kg (wood based 54%, metal based 28%)

PRODUCTION FACILITIES

- Laminate and melamine component production in Kitee, Finland
- Final assembly of new and re-manufacturing of used furniture in Nummela
- Upholstered furniture component manufacturing in Piaseczno, Poland

PERSONNEL

- 360 employees, including 180 blue collars and 180 white collars in the end of the year
- 118 external resources in person-years
- Investments in staff development EUR 51,000 per year

PARTNER NETWORK

- 100 core suppliers
- 50 dealers
- 7 freelancer designers
- Trading partners
- Logistics partners
- Other suppliers

OWNERS

- 2,867 owners, of which 95.9% households, 3.2% companies, 0.4% foreign investors
- 78.1% owns 500 shares of less, 3.9% over 5,000 shares

INCOMPATIBLE CAPITAL

- Martela brand
- Martela Lifecycle -strategy
- 6 utility models, registered design, patent application

FINANCE

- EUR 55 million equity and liabilities

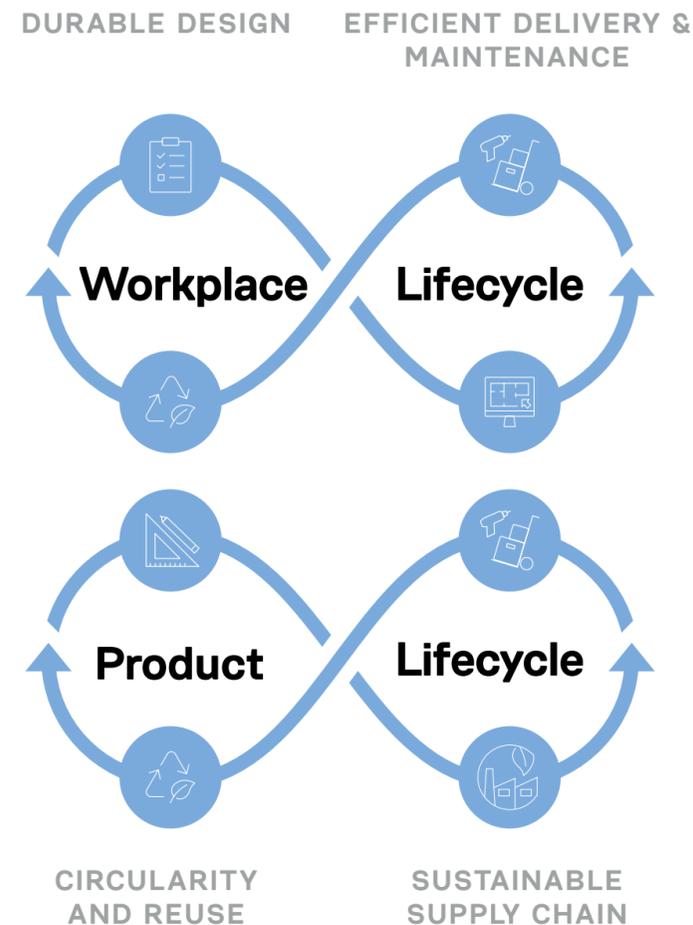
INVESTMENTS AND PRODUCT DEVELOPMENT

- EUR 0.4 million investments
- EUR 1.3 million research and product development

NATURAL RESOURCES

- Electricity 3,330 MWh
- District heating 4,247 MWh
- Heating by gas 155 MWh
- 88% renewable energy and 12% fossil energy

Martela's activities



Output and it's distribution

CUSTOMERS

- Workplace specifications, layout planning, implementation, maintenance, wellbeing, cost savings, new and re-manufactured furniture

SUPPLIERS OF GOODS AND SERVICES

- Purchases total EUR 63.8 million incl. materials, components, energy costs, fuels, waste management, property rentals, rental of vehicles, services and IT licenses

PERSONNEL

- EUR 18.4 million salaries paid including share-paid contributions
- EUR 3.9 million employee social security and pension

SOCIETY

- EUR 0.5 million taxes

OWNERS AND INVESTORS

- EUR 0.0 million dividends
- EUR 1.8 million interest expenses

WASTE

- 1.1 million kg, recovered 98.9%, 1.1% hazardous waste

RECYCLING SERVICE FOR CUSTOMERS

- 1.9 million kg of which 96% wood, metal and energy fractions

Stakeholders and their expectations

	CUSTOMERS	SPECIFIERS	PERSONNEL	DEALERS	SUPPLIERS	OWNERS AND INVESTORS	OTHER INTEREST GROUPS
QUANTITY AND DESCRIPTION	<ul style="list-style-type: none"> Companies and public purchasers. Private customers only through the Martela Outlet channel. 76.3% of turnover from Finland, 9.9% from Sweden, 5.6% from Norway and 8.2% from other countries 	<ul style="list-style-type: none"> People responsible for customer definitions, Architects, Interior architects 	<ul style="list-style-type: none"> 360 employees in the end of the year: 50% blue collars, and 50% white collars 118 person-years of external resources 	<ul style="list-style-type: none"> About 50 dealers with 100 service locations, mainly in Martela home market and Central Europe Some operate under Martela brand and others offer Martela products as part of their other offering 	<ul style="list-style-type: none"> About 100 suppliers of materials and components for Martela products, of more than half in Martela's home market Trading partners Other suppliers Logistics partners 	<ul style="list-style-type: none"> Major owners are the Martela family (all K shares (13% of share capital and 75% of votes) and a significant share of A shares) and Isku Inspira Oy (10.4% of A shares and 3.0% of votes) Funding by the well-known Nordic banks 	<ul style="list-style-type: none"> Media, operating locations, industry organisations, schools and educational institutions
THEIR EXPECTATIONS	<ul style="list-style-type: none"> High quality products and services Information about products, supply chain and materials Compliance with legislation, principles of responsible business practices and agreements both internally and in the supply chain Information about product durability and materials, e.g. compliance with EN standards, carbon footprint, EPD calculation Third-party verification of products' environmental impact, sustainability and compliance 	<ul style="list-style-type: none"> Information on products, materials, environmental trends and brand value Possibility to realise new ideas with respect to Finnish design traditions 	<ul style="list-style-type: none"> Continuity of employment Career development opportunities Competence development for new working skills and best practices in occupational safety 	<ul style="list-style-type: none"> High quality products and services Information about product durability and materials, e.g. compliance with EN standards, carbon footprint, EPD calculation Compliance with legislation, principles of responsible business practices and agreements both internally and in the supply chain Reliable business relationship and quick response Third-party verification of products' environmental impact, sustainability and compliance 	<ul style="list-style-type: none"> Stable development and trust Clear communication of instructions and expectations Clarification of changing market expectations 	<ul style="list-style-type: none"> Stable development Successful risk management Profitable business and ability to pay dividends 	<ul style="list-style-type: none"> Promotion of local social wellbeing by, among others, employment Open communication
OUR ACTIONS	<ul style="list-style-type: none"> Ensuring availability of product information Ensuring compliance with Code of Conduct Open communication focusing on materiality Third party eco-labelling and marking for origins to facilitate the selection 	<ul style="list-style-type: none"> Material and brand studies Design events to enable interaction Designers' ideas and influence to offering 	<ul style="list-style-type: none"> Employee satisfaction and wellbeing studies Training Appraisals Open internal communication 	<ul style="list-style-type: none"> Reliability of deliveries Exceeding the performance of other suppliers Open discussion on operational development Collaboration and models for ensuring supply chain sustainability and climate impact calculation 	<ul style="list-style-type: none"> Investments in long-term cooperation Communication, tracking and discussion of sustainable procurement principles 	<ul style="list-style-type: none"> Close monitoring of competitiveness and performance and open communication Development of sustainability and its reporting Constant development of sustainability indicators 	<ul style="list-style-type: none"> Co-operation with representatives of other stakeholders



Management of sustainability

Managing sustainability is normal everyday work at Martela. Sustainability is an integral part of Martela's values, operating principles and strategy. In addition, the company has defined specific management principles for guiding corporate responsibility work. Martela reviews annually and, if necessary, revises the management principles originally drawn up in 2011. You can find the latest versions of the policies on the company's website. Martela Corporation's Board, together with the CEO, leads the sustainability work. The Sustainability Steering Group prepares and coordinates practical development measures. The company's functional organisation controls the implementation of these. The sustainability programme summarises annual sustainability objectives and gives them a longer time perspective. Operations implement the sustainability programme in the annual planning and monitor implementation at the management level. In Martela's management team the Vice President, People and Sustainability is responsible for sustainability issues.

Martela's goal is to provide responsible solutions for its customers' workplaces and learning environments through the Martela Lifecycle model.

With the Lifecycle model, Martela can implement the changes in the workplace required by the transformation of work, while also fulfilling the requirements for space efficiency, wellbeing at work and work efficiency. Sustainability in the whole value chain of the production also plays an important role in corporate responsibility. To manage this aspect, Martela continues to communicate its principles for sustainability to its supply chain.

Annual training sessions on management principles are organised to increase awareness and to engage the whole organisation. The goal is to ensure the correct and sufficient level of knowledge of each employee regarding the sustainability aspects of their duties and to involve them in the development of the company.

Management principles

Martela Corporation's Board approved the Martela Corporate Code of Conduct for the first time in 2011. At its meeting on February 12, 2025, the Board approved the Code of Conduct updated with the withdrawal from the Global Compact membership and reference to the Global Reporting Initiative in sustainability reporting. The Code contains

operating instructions and requirements both for those working at Martela and for Martela's partners. The Code states a position on good financial management, responsibility in personnel issues, environmental responsibility, cooperation with suppliers of goods and services, customer relations, communications and stakeholder relations, among other things. The Code also records Martela's international commitments.

The Martela Management Team defined the set of CR policies that support the Code in 2011. At its meeting on February 12, 2025, the Management Team approved an updated Sustainability Policy for the Supply Chain with the obligations of wood material suppliers related to the Deforestation Regulation, an updated People Policy with reference to the ISO 45001 system, an updated Quality Policy with reference to the ISO 9001 system and EN standards for product safety, and an updated Environmental Policy regarding the content of the environmental objectives. You can find the complete text of the Corporate Code of Conduct and the Policies that support it on Martela's web page: www.martela.com/about-us/sustainability/corporate-responsibility.

Corporate governance principles

Martela's Annual Report, the Board of Directors' Report, stock exchange releases and the resolutions passed by the organisational meeting of Martela's Board and by the Annual General Meeting explain the corporate governance principles and issues, thus they are not treated separately in this report.

Risk management

The Annual Report and the Board of Directors' Report describe risk management in more detail, so it has not been included in this report.

Human resources policy

Martela's People Policy, approved by the GMT, outlines the principles on which responsible HR management is founded. These principles clarify and harmonise the HR management process and describe how to maintain and develop a good corporate and employer image. Martela's success is dependent on skilled and motivated personnel who enjoy their work. The company ensures the maintenance of these personnel qualities with responsible HR management in both the short and long run. Occupational safety is constantly developed with a management system in accordance with the ISO 45001 standard.

Environmental policy

The Environmental Policy, approved by the GMT, aims to decrease the company's environmental impacts and promote recycling. Martela manages and constantly develops its environmental activities in accordance with the ISO 14001 management

system, which is presented in more detail in the environmental section of this report. The policy gives guidance on how to apply an environmental approach in developing Martela's offering, with which the company indirectly affects the environmental impact of its customers. These indirect effects are the best way that Martela can fight global warming.

Sustainability policy for the supply chain

Martela's Sustainability Policy for the Supply Chain, approved by the GMT, presents Martela's core requirements for suppliers of goods and services. The principles deal with suppliers' compliance with laws, regulations and the Martela Corporate Code of Conduct, as well as delivery reliability, environmental issues and other issues. In addition to the general procurement principles, suppliers and their supply chain are subject to social responsibility obligations. Suppliers are required to comply with national labour laws and ILO conventions. The areas that we monitor include working time, pay, child labour, forced labour, discrimination, the right to organise and collective bargaining, as well as health and safety at work. The policy describes supplier selection and control models. The Sustainability Policy for the Supply Chain applies to suppliers of products with the Martela label and contract suppliers whose products are included in Martela's product programme.

Sustainability organisation

Martela manages sustainability as part of the normal planning process and everyday work.

The company has set up a Sustainability Steering Group to prepare development measures, coordinate these in the operations and make all the necessary proposals to the GMT. The Sustainability Steering Group also acts as the management review group for quality, environmental and occupational safety management systems.

Once a year, the Sustainability Steering Group reviews the results of the sustainability work undertaken, the plans for further work and the reporting. The Sustainability Steering Group approves the report before publishing. The Sustainability Steering Group consists of the Sustainability Team representatives of the GMT. Martela's Director, Sustainability & Quality acts as a secretary for the Sustainability Steering Group and prepares the necessary material. The chair of the Steering Group is the VP, People and Sustainability.

The GMT follows the progress of the sustainability programme and considers proposals put forward by the Sustainability Steering Group. The GMT approves the principles guiding sustainability, except those that require approval by the Board.

Of the principles guiding sustainability, the Board approves the Corporate Code of Conduct, the governance policy and the risk management policy. The GMT will submit other sustainability proposals to the Board as necessary. The Board has not nominated any of its members to specialise in sustainability issues.

Contact persons related to reporting



Chair of the Sustainability Steering Group and Sustainability representative in GMT

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Secretary of the Sustainability Steering Group

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Key responsibility indicators

Economic responsibility indicators

	2022	2023	2024
Revenue (EUR million)	106.7	94.4	86.7
Profit before taxes (EUR million)	2.5	-3.3	-8.2
Income taxes (EUR million)	1.2	-0.2	-0.4
Return on investment (%)	9.1	-31.3	-362.6
Equity to assets ratio (%)	24.7	20.0	2.5
Dividends paid (EUR million)	0.0	0.4	0.0
Wages and salaries (EUR million)	18.7	18.9	18.4
Number of employees (average in person-years)	406.0	403.0	372.0
External resources (average in person-years)	108.0	95.0	118.0
Purchases (EUR million)	66.0	55.0	52.0
Gross investments (EUR million)	0.9	2.3	0.4

Social responsibility indicators

	2022	2023	2024
Amount of personnel (at year end)	401	386	360
Average age of employees (years)	47	48	48
Number of employees with more than 10 years' service (%)	51.3	51.0	55.0
Employee turnover (%)	13.8	17.1	18.2
New employee rate (%)	13.6	14.3	9.8
Reasons for leaving (incidents)			
· terminated by employer	9	4	26
· terminated by employee	38	59	31
· retirement	10	5	10
Absences due to illness (% of work time)	3.3	3.0	3.0
Total recordable incident frequency (TRIF) ¹⁾	14.61	6.88	8.76
Lost time incident frequency (LTIF) ²⁾	13.28	6.88	8.76
Injury Rate (IR)	2.66	1.38	1.75
Lost Day Rate (LDR)	831.76	742.38	814.05
Investment in training (EUR/person)	378	202	142
Development discussions (% of staff)	53	51	79

1) Accidents that do not result in absence are also included.

2) Accidents requiring more than a day's absence from work.

Environmental responsibility indicators

	2022	2023	2024
Material use (1,000 kg)	6,086	6,122	5,300
Direct energy (GJ)	0	0	0
Indirect energy (GJ)			
· district heating	14,694	14,952	15,289
· electricity	16,305	13,191	11,988
· gas	480	436	557
Carbon dioxide emissions (tCO ₂)	15,683	16,508	14,341
Scope 1	781	797	832
· direct energy	0	0	0
· delivery and installation	781	797	832
Scope 2	294	441	386
· indirect energy	294	441	386
Scope 3	16,423	16,876	13,123
· material use	13,526	14,440	10,526
· company cars	55	29	22
· business flights	31	53	32
· waste	308	236	212
· freight delivery	689	512	668
· services and other purchases	1,814	1,606	1,663
Waste			
· total (1,000 kg)	1,784	1,383	1,120
· hazardous waste (%)	0.9	0.5	1.1
· recovery (%)	99.1	99.5	98.9

Sustainability programme 2025–2035

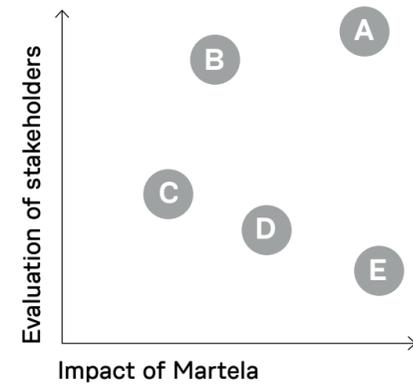
In the beginning of 2025, the Sustainability Steering Group approved Martela's new CR action plan for 2025–2035. The plan includes overall goals including economic, social and environmental aspects of sustainability.

Goal	Schedule
Achieving carbon neutrality	
• Function-specific energy audits and corresponding savings programs	Short term
• Continuous reduction of the climate impacts of our own distribution fleet	Long term
• Finding a comparable measurement method for the climate impacts of Martela Lifecycle services	Mid term
• Determining the value of circular economy solutions in reducing product climate impacts	Long term
Improving occupational safety towards accident-free work	Mid term
Demonstrating supply chain social responsibility and measures against bribery and corruption	Short term
• Written commitments for human rights and oppose corruption and bribery	
• Clear discount terms and decision models in the sales process	
• Training and increasing knowledge throughout the value chain	
Enhancing employee wellbeing in client companies, knowledge workers	Mid term
• Providing our clients with the possibility to measure the impact of our solutions on end-user well-being and work efficiency, and to compare the results to the average result of our client base if necessary	
• Utilising user research results to further improve our spatial design services and product development	

Goal	Schedule
Enhancing employee wellbeing at Martela	Mid term
• Regular monitoring of personnel wellbeing	
• Plans for necessary actions based on research results	
• Monitoring the achievement of action goals	
EBIT at 8% level excluding non-recurring items	Long term
To increase the share of the service business	Long term
Improving work and learning environments and reducing environmental impacts with the Martela Lifecycle model to ensure the best customer experience	Mid term
• Identifying the real need for developing supportive and efficient working environments	
• Promoting the space efficiency with sustainable, multifunctional solutions by utilising existing and avoiding unnecessary products	
• Continuously improving value creation by optimising material and energy use to ensure the best customer experience	
• Optimising, continuously developing, and maintaining work environments with a focus on the circular economy	

Materiality assessment

- A Customers' space efficiency and user satisfaction
- B Delivery reliability and professional customer service
- C Analyses of corruption risks
- D Purchases from local suppliers
- E Financial results



Economic responsibility

GOALS

- **EBIT at 8% level excluding non-recurring items**
- **To increase the share of the Service business**
- **Continuous improvement of the value chain to ensure the best customer experience optimising the use of materials and energy**
- **Written commitment on respect for human rights and the fight against corruption and bribery**

Economic value by stakeholder group

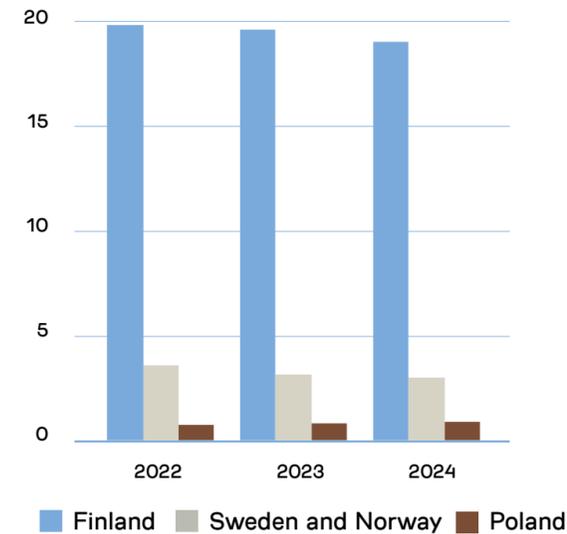
Martela seeks to create economic value for its customers, shareholders, employees, partners and the surrounding society. User-centric working and learning environments are designed and implemented to increase customers' wellbeing at work and, consequently, customers' productivity and operational capacity. Over 70% of Martela's economic value is distributed to providers of products and services, and around a quarter is distributed as salaries and social security contributions to employees. Out of every 100 euros spent by customers on products and services, 25 euros went towards the current or future income of Martela's direct employees. A similar contribution to the indirect work in Martela's supply chain has not been calculated, as it fluctuates depending on the degree and method of processing of each product and service.

61% of the Martela Group's consolidated purchases of products and services come from countries in which Martela operates (Finland, Sweden, Poland and Norway) and 37% is sourced from other European countries. The increase in the purchases from our operating countries is due to the increase in the share of trading products. The country of purchase is recorded according

Economic value by stakeholder group (%)

	2022	2023	2024
Payments to material, product and service providers	75.3	70.9	71.8
Employee wages	19.5	19.9	20.7
Employee social security & pension	4.2	4.4	4.4
Dividends paid to shareholders	0.0	0.5	0.0
Other (taxes, paid interest, investments)	1.0	4.3	3.1

SALARIES, EMPLOYEE COSTS AND TAXES BY COUNTRIES (EUR MILLION)



to importers for the products belonging to this group. Martela wants to be a reliable partner for its suppliers, service providers and financiers, a fair and encouraging employer for its employees, and a profitable investment for its shareholders. The distribution of financial benefits is presented in more detail in the Value creation diagram in this report.

A high level of customer satisfaction

Taloustutkimus Oy conducts annually an independent workplace decision-makers survey (TEP), in which people in key positions in companies from various industries are interviewed. The 2024 survey was conducted in an internet panel from 1 to 25 October. Office furniture suppliers were evaluated by 515 people. Among the 11 companies in the comparison of office furniture suppliers, Martela was number one in the overall rating for the tenth time in a row, with Martela Outlet in third place this time. Martela performed excellently in the 11

areas of the study, achieving six first places: product quality, broadness of offering, reliability, ergonomics, delivery accuracy and professional customer service were rated the best. Martela Outlet achieved second place in environmental responsibility. In the NPS (Net Promoter Score) comparison, Martela was ranked first and Martela Outlet second.

Martela also monitors its customers' satisfaction with surveys sent after deliveries and periodical customer experience measurements. Periodical customer satisfaction survey was not carried out during 2024. Overall customer satisfaction improved during 2024 from the previous year's high level to an average level of 9.28 on a scale of 1-10, according to ongoing feedback. The customers' evaluations increased in all the asked areas: the professionalism of the personnel, the quality of the deliveries and installation work, and the implementation of the installation schedules. The number of customer claims decreased compared to delivered products from previous year being 1.2% (1.4%). Due to the lower inventory levels and longer lead times for trading and subcontracting products, delivery accuracy decreased slightly from the previous year, being 93% in the beginning of the year and 86% at the end of the year.

Changing customer needs and circular economy

Organisations are now reevaluating the ways of working, their working environment, and its lifecycle. Adapting to the post-pandemic transition to hybrid work, which combines remote working and office working, has varied significantly between industries and companies. The change in the way of working increases the demand for flexible workplace services. This demand is met by Martela's Workplace as a Service (WaaS) model, which is based on the circular economy. In the service model, the customer's

workspaces adapt to changing business and employee needs, while the customer avoids the risk associated with owning the furniture and releases the capital tied up in the furniture. Martela's circular economy model covers the specification, planning, furniture, remote workstations and relocation services for the work environment as well as continuous optimisation and maintenance. Martela is responsible for the needs assessment in the workplace, the selection, manufacturing, installation and maintenance of durable, flexible and long-lasting products and, after the furniture is no longer needed, for finding a new life for the furniture with another customer or through the responsible utilisation of the materials it contains. The service is suitable for developing ergonomic home offices and flexible shared spaces in addition to corporate premises.

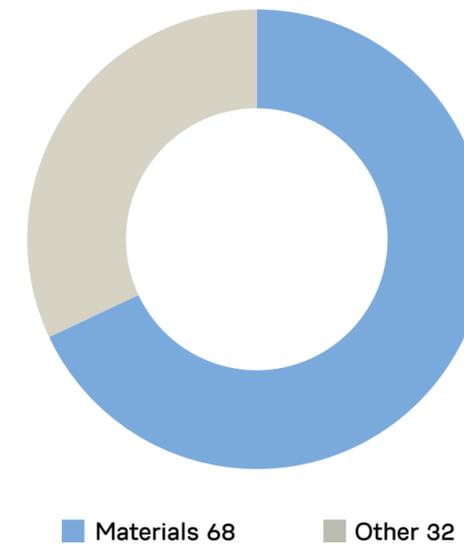
Martela's collection is constantly being developed, and sustainability is incorporated into designing a new product. The design of the products is timeless and the products are tested and safe, ensuring a long service life. The widely available spare parts and Martela Outlet sales network give the products more years of use. During 2024, Martela introduced several new products to the collection and developed existing products to better meet customer needs.

The popular Sola product family, designed by Antti Kotilainen, expanded with the Sola Meet & Work hybrid chair, suitable for both workstation and conference room use, and the modular Sola sofa, which follows the design language of the Sola lounge chairs. The introduction of the charming Hubbe lobby chair to Martela's standard collection brought new young designers to Martela's design team: Timo Hoisko and Matti Korpela from KO-HO Industrial Design. The seat of the Hubbe chair is made of thermoplastic felt containing at least 60% recycled PET plastic. All of these new products have been awarded the Möbelfakta label as a third-party guarantee of meeting strict quality, environmental and supply chain social responsibility standards. As part of the responsible maintenance of the collection, several products, product variants and materials with low customer demand have been also actively removed from the offering.

Controlled supply chain

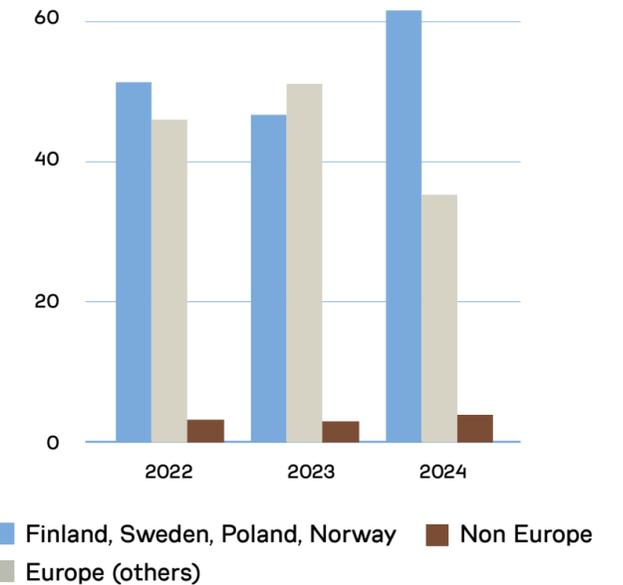
An efficient, high-quality supply chain is one of the key factors in Martela's success. Purchases of materials related to products and services sold by Martela represented around 68% of Martela's total purchases, with the share of other products

TOTAL PURCHASES (%)



and services being 32% during 2024. A network of around a hundred reliable suppliers delivers materials and components for Martela labelled products. To a significant degree, the supply chain is based on partnerships with a history of several decades. In terms of sustainability, Martela's key suppliers produce custom components based on materials and product structures chosen

MATERIAL PURCHASES BY AREAS (%)



by Martela's designers. This means that the cooperation begins as early as the product development phase.

Martela has less visibility in the supply chain of the companies that supply the standard components which Martela chooses from the companies' product catalogue. The upholstery materials, and their suppliers, are chosen by the customers themselves for each order, while Martela facilitates the sustainable choice with a comprehensive fabric collection. To ensure efficiency and sustainability, Martela develops its supply chain in cooperation with its suppliers. The continuous goals for purchasing operations are cost savings and high delivery reliability. To achieve these goals, the company consolidated its supplier base to gain improvements in logistics, which simultaneously reduced the resulting environmental load. The manufacture of wood-based panel components is centralised in Finland to the own Kidex Oy factory



VERSATILE FURNITURE FOR FLEXIBLE SPACE

A new school and daycare centre was completed in spring 2024 for the growing area of South Nummela. Flexible facilities will provide a learning environment for 450 pupils and 200 daycare children. Martela's extensive range and products from its partners met designers' requirements, which emphasised functionality, flexibility, and high quality. Versatile furniture was used to create layering in the heart of the building, dining hall. The space features groups of furniture of different shapes and sizes, and a playful, inviting atmosphere is created by harmonious combinations of materials and colours.

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Material spend distribution (%)

	2022	2023	2024
Wood	9.0	9.6	7.7
Plastics	5.1	4.7	6
Metal	23.8	22.2	26.8
Upholstery materials	4.3	4.3	3.2
Contract manufacturing	18.0	21.2	15.1
Trading	20.3	19.8	36.3
Supplies	13.9	15.1	3.3
Other	5.6	3.1	1.5

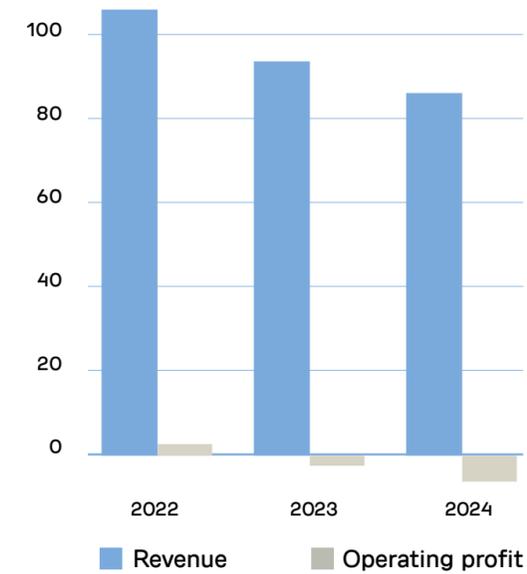
to shorten the supply chain of storage and desktop components and to improve delivery reliability. In its other own operations, Martela focuses on sub and final assembly and the service business.

Martela has strict purchasing criteria, and selects its suppliers carefully. When selecting new suppliers, their ability to deliver products and produce high quality is always assessed, along with their financial background. A social responsibility risk assessment is done for each supplier as the supplier is not necessarily based in the same country as the one where its materials, components, sub-assemblies and products are manufactured. The key suppliers related to Martela's supply chain are required to actively commit to Martela's Sustainability policy for the supply chain. Based

on self-assessments carried out by suppliers, the most significant environmental aspects in Martela's supply chain are usually related to the sorting of waste, energy consumption, safety at work and employment relationships. Martela monitors supply chain operations and compliance with the jointly agreed rules by conducting planned assessments of its suppliers based on annual evaluation. Through supervision, Martela can ensure that laws, operating principles and joint agreements are followed under all circumstances.

Analysis of sustainability aspects is an important part of continuous interaction with suppliers. In Martela's Sustainability policy for the supply chain, the importance of social responsibility in the suppliers' own supply chains is also emphasised. The policy is communicated with each purchase order regardless of the supplier. Additionally, the key suppliers are periodically sent a sustainability survey. Through this, Martela has received commitments from the suppliers of materials, components and products of their compliance with the requirements of the sustainability policy for the supply chain which cover 80% of the value of material purchases. Martela annually assesses the risks of social responsibility in its supply chain by using country-specific sustainability indicators and,

REVENUE AND OPERATING PROFIT (EUR MILLION)



on the basis of this, plans the necessary measures for verifying social responsibility on a supplier-by-supplier basis. These measures and cooperation further strengthen the suppliers' commitment to compliance with Martela's sustainability requirements.

Laws and rules guide operations

Martela's decision-making and governance comply with the legislation in Finland and the Limited Liability Companies Act in particular and with other regulations concerning public listed companies, as well as its Articles of Association. In addition, Martela has a Code of Conduct, which includes sound financial management policies. As a listed company, Martela complies with Nasdaq Helsinki's guidelines for insiders and the Finnish Corporate Governance Code published by the Securities Market Association in 2025. Most indicators of economic sustainability are derived

from the consolidated financial statements, which are prepared and presented in accordance with the International Financial Reporting Standards (IFRS). Martela's auditor, Ernst & Young Oy, annually inspects the accounts and transactions of its subsidiaries. An auditor's report is presented at Martela's Annual General Meeting.

Martela does not accept bribery in any form in its business in any market. Anti-corruption principles of responsible business conduct are reviewed internally in the annual sustainability training and in supplier surveys and in supplier discussions.

CSRD and Taxonomy

Under the CSRD criteria, Martela was not yet included in the scope of reporting obligations in 2024. The reporting obligations were planned to be extended to medium-sized companies for fiscal year 2025, so Martela began its Double Materiality Assessment (DMA) process in 2024. The assessment did not raise any specific new topics. Based on the preliminary assessment, Martela should take into account around 400 data points in its reporting, a quarter of which quantitative. On 26.2.2025, the European Commission approved the Omnibus proposal, which includes changes to the extend of the CSRD reporting obligation. Under the new limits of the proposal, the requirements would no longer apply to Martela. The updated requirements will be taken into account in future sustainability reporting. According to the Non-Financial Reporting Directive (NFRD) criteria, taxonomy obligations apply only to large, listed companies, and thus Martela is not eligible for taxonomy. However, Martela has evaluated its environmental impacts and taken measures to curb environmental impacts for years and has already reported on them in fourteen annual sustainability reports before this report.

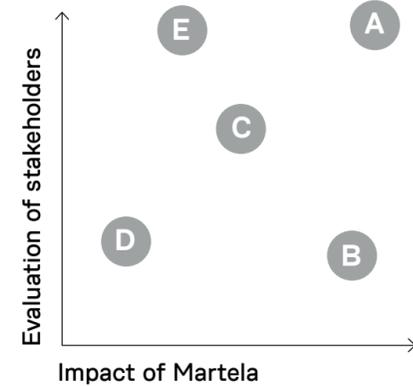
BEST CORPORATE IMAGE

Martela received the best overall rating in its sector and Martela's recommendation index (NPS) was also the highest of all the companies in the sector surveyed. In the Työelämän päättäjät (TEP) survey commissioned by Taloustutkimus Oy Martela achieved first place in the overall rating* for the 10th time in a row! Martela was rated the best in no less than six out of eleven areas assessed. Martela was in the top three in all areas, making it the clear number one overall.

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Materiality assessment

- A** Improved employee wellbeing
- B** Health & safety at work
- C** Equal opportunities
- D** Freedom of association and collective bargaining
- E** Product safety



Social responsibility

GOALS

- **Customer employee wellbeing: workplace changes lead to increase in wellbeing and working efficiency**
- **Martela employee wellbeing: annual personnel survey, action plans and implementation**
- **Developing occupational safety towards accident-free working**

A valued employer

Martela's Lifecycle strategy, which is unique in the world, has change the company from a manufacturer of furniture into a designer and implementor of working and learning environments. This change offers new opportunities for its employees to develop their knowledge and skills, and Martela works to provide everyone with equal opportunities for professional and career development. As a workplace community, Martela seeks to offer an encouraging and inspiring environment that makes use of everyone's knowledge, skills, and ideas.

Martela has a strong employer brand, and the availability of new employees is at a good level. Martela is highly valued, especially within its industry. Its employee turnover rate increased to 18.2% (17.1%) in 2024. The turnover rate was not dependent on the gender. In 2024 majority of the people leaving the company were over 50 years old and that is due to increased number of retirements. Most of the new employees during the year were under 30 years old. This is because fixed-term workers, such as summer workers, are included in the calculation. However, summer workers are not included in the total number of employees at the end of the year.

At the end of 2024, Martela had 360 employees (386), of whom 294 were based in Finland, 36 in

Sweden and Norway, and 30 in Poland. Martela hired 36 new employees in Finland, one in total in Sweden and Norway and two in Poland. Personnel expenses totalled EUR 22.3 million (23.0).

Strategy was sharpened

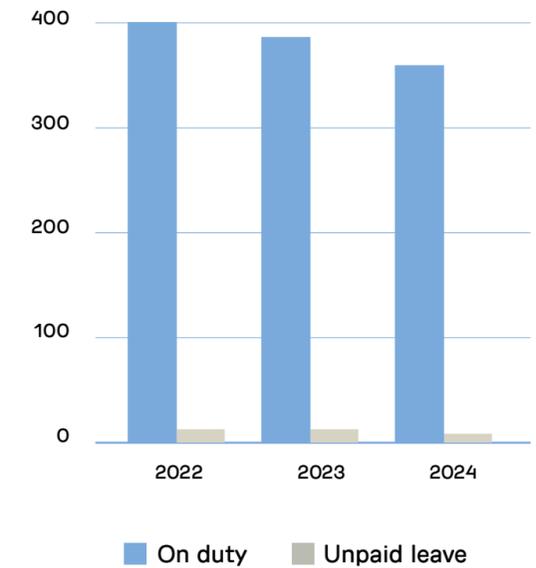
Martela believes in the growing importance of work environments as a strategic management tool. The pandemic accelerated the change in work culture and working habits and the transition to multi-location work. After the pandemic had subsided, concerns were raised in organisations regarding the commitment of personnel and work productivity. In order to respond to the change in the operating environment, Martela sharpened its Lifecycle strategy and the vision that guides it. The strategy is still based on expertise in developing work environments and aims to create a better work culture. A strong understanding of the needs of organisations and users guides the supporting of hybrid work in different places of work. The updated vision 'We create the best places to work' emphasises the constantly changing ways of working and the diversity of work environments, from offices to home offices and other places where work is done.

The strategy 'We support our customers'

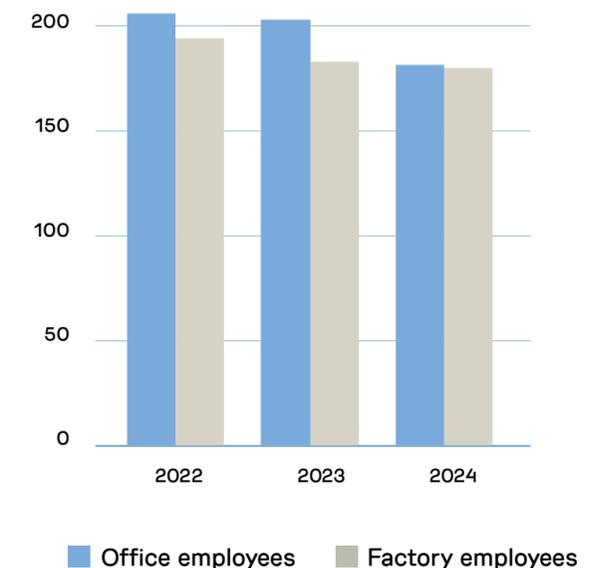
Total workforce by region and employment contract

		2022	2023	2024
Finland	fixed-term	6	7	8
	regular	318	305	286
Poland	fixed-term	0	1	1
	regular	34	30	29
Sweden & Norway	fixed-term	1	1	0
	regular	41	42	36
Group	fixed-term	7	9	9
	regular	393	377	351

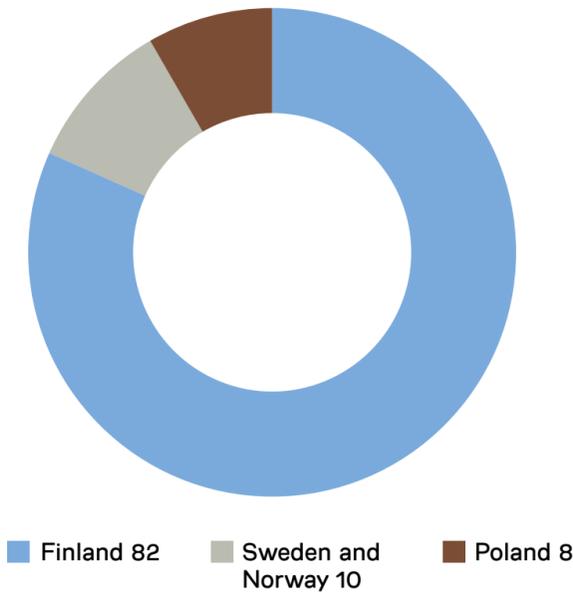
NUMBER OF PERSONNEL AT YEAR END



PERSONNEL GROUPS AT YEAR END



PERSONNEL BY COUNTRIES AT YEAR END (%)



business with Martela Lifecycle solutions' combines furniture intended for commercial use and related services into a seamless whole. The strategy is based on expertise in developing work environments and aims to create a better work culture. A strong understanding of the needs of organisations and users guides the support of hybrid work in different workplaces. To respond to this change, Martela has selected the circular economy model, the flexible Workplace as a Service model and the development of digital sales channels as its strategic focus areas. With these focus areas Martela will continue to improve its mid-term profitability.

Satisfied employees

The annual People Spirit employee survey for all employees was conducted during spring of 2024. The results of the personnel survey showed a slight decrease in all indices. The PeoplePower® index,

which describes the overall results, decreased slightly from the previous survey but is still above the general Finnish norm in class A+. Martela's strengths are perceived as receiving feedback, cooperation between departments, the quality of products and services produced for customers, sharing own expertise, clarity of department goals and readiness to do more than expected if necessary. Sustainability issues are perceived positively and there has been a mainly positive development in their appreciation.

Martela's personnel consists of professionals from several different industries. Diverse expertise and extensive knowledge make Martela a diverse work community, where different areas of expertise enrich each other. Their job descriptions vary from experts and designers to production and removal service employees. The changes in the operating environment call for the continuous development of knowledge and skills in terms of individual employees and the company. Martela aims to encourage and support the continuous development of its employees. In 2024, more than 140 euros per person-year were invested in the external training of employees in the Group. In Finland, the employees

themselves have recorded an average of about 6.9 hours of training per person-year in the HR system.

There was significantly more development discussions held than in the previous year, and in addition, there were other discussions between individuals and with the entire team. Approximately 79% of the personnel in the entire Group had a documented development discussion. Regular discussions between the supervisor and subordinate as well as team-specific ones play an important role in strengthening each employee's personal commitment to their work. The company has invested in coping at work by creating various flexibility models that serve the needs of both the employer and the employees. Career opportunities, multi-skills and knowledge sharing are promoted through job rotation, for example. Human resources management focused on safe and ergonomic work as one of the important priorities.

Work safety as a common goal

At Martela, the stressors at work vary depending on the work tasks. Production work is repetitive, and removal services involve moving furniture in varied customer premises. In office work, the stress

Total workforce by region and gender

		2022	2023	2024
Finland	male	222	218	205
	female	102	94	89
Poland	male	17	18	16
	female	17	13	14
Sweden & Norway	male	18	16	14
	female	24	27	22
Group	male	257	252	235
	female	143	134	125

factors are often related to the mental aspects of work and its demands. Due to the varied working environments, safety at work is monitored by four different occupational health and safety committees at Martela in Finland and one in Poland covering 89% of all employees. The certified occupational safety management system according to the ISO 45001 standard was re-evaluated first time in the end of 2023. Occupational health and safety are extremely important, and the related guidelines and practices must be updated frequently. Occupational safety and health committees also play an important role in identifying work-related hazards, maintaining risk assessments and investigating

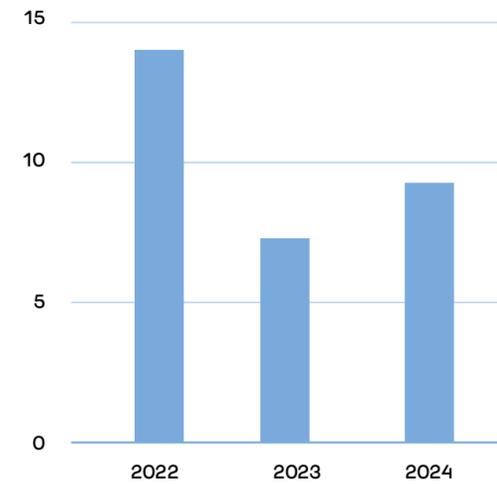


MARTELA'S THIRD GOLD MEDAL IN A ROW

In 2024, Martela was awarded its third consecutive EcoVadis Gold Medal. EcoVadis' sustainability ratings are based on international sustainability commitments, agreements and standards, such as the UN Global Compact, the International Labour Organization (ILO), the Global Reporting Initiative (GRI) and ISO 26000. EcoVadis ranked Martela in the top 5% of all companies it assessed in 2024 and awarded Martela another Gold medal. The ratings provide an evidence-based analysis of a company's performance and a practical roadmap for continuous improvement.

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LOST TIME INCIDENT FREQUENCY (LTIF)



possible accidents. However, each employee's awareness of risks and the right attitudes are the primary means of maintaining occupational safety. Through the web-based program for recording safety observations, everyone has the opportunity to highlight risks. By processing these observations, the likelihood of accidents can be further reduced.

The greatest relative risk of accidents has been identified in the tasks of Martela's removal services, and therefore the entire field personnel receive work guidance according to the work safety programme of the removal services before starting work. The occupational safety readiness of the removal services personnel is maintained at regular morning meetings, where occupational safety issues are viewed and near-miss situations and safety observations are discussed. 141 new employees underwent four-hour induction according to the plan during 2024.

Martela is a Traficom approved training centre. Martela's own internal trainer has been conducting occupational safety card education for operations in Finland for five years, and all of the removal services' own employees have received their

occupational safety cards. Temporary workers are trained for occupational safety cards within six months of starting their work, and training is also offered to partners. During 2024, a total of 75 people received their occupational safety cards. Through internal training, 52 people achieved EFR Primary and Secondary Care while 26 received Primary Care qualifications, and at the same time all received AED training. Internal trainer is also qualified to train truck and lorry drivers in accordance with the professional qualification directive. The course selection includes six different courses for continuing professional qualification. Internal first aid firefighting training courses started last summer in accordance with the course content of the Finnish National Rescue Association (SPEK). During 2024 already 30 people received their official first aid firefighting card.

During Martela's history, there have been no fatal or serious work-related accidents requiring more than 6 months of recovery time as defined in GRI 403-9. In 2024, there were two occupational accidents requiring more than 30 days of recovery, one on an icy walking area and the other as a

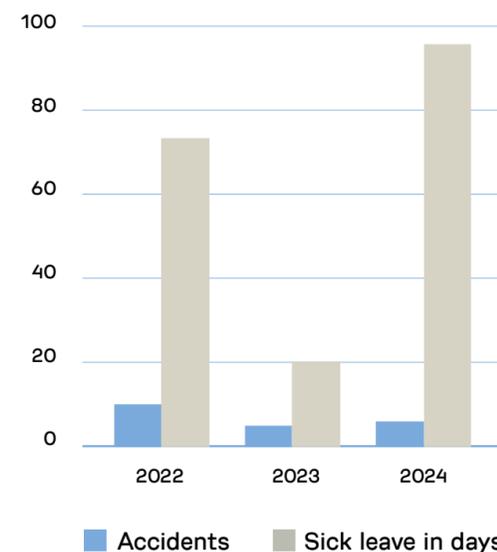
The total number and share of newly hired employees by groups

	2022		2023		2024	
male	31	55%	39	68%	30	83%
female	25	45%	18	32%	6	17%
16-29	30	54%	32	56%	20	56%
30-50	22	39%	18	32%	9	25%
> 50	4	7%	7	12%	7	19%
Finland	40	71%	49	86%	33	92%
Poland	5	9%	3	5%	2	6%
Sweden & Norway	11	20%	5	9%	1	3%

The total number of leavers and turnover by groups

	2022		2023		2024	
male	37	65%	47	69%	47	70%
female	20	35%	21	31%	20	30%
16-29	22	39%	33	49%	17	25%
30-50	19	33%	19	28%	21	31%
> 50	16	28%	16	24%	29	43%
Finland	47	82%	59	87%	54	81%
Poland	5	9%	4	6%	3	4%
Sweden & Norway	5	9%	5	7%	10	15%

OCCUPATIONAL ACCIDENTS AND RESULTING SICK LEAVE DAYS



SAFE FURNITURE IN A COSY ENVIRONMENT

The KYS Laine Hospital, which offers specialised mental health services and was completed in Kuopio, enables modern working methods. Spatial design and furnishings aimed to create a calm and safe environment. The objective was a user-centric, warm atmosphere where staff would have more time for patients, and where patients' special needs would be taken into account. Martela's comprehensive range of products, all in compliance with public space standards, met the criteria and requirements of the hospital environment. Durability, safety and usability were considered to be the most important features of the furniture.

[READ MORE](#)

Age and gender distribution of the Management Team and the Board (%)

		2022	2023	2024
GMT				
18-29	male	0	0	0
	female	0	0	0
30-50	male	50	14	14
	female	17	14	14
Over 50	male	33	57	57
	female	0	14	14
Board of Directors				
18-29	male	0	0	0
	female	0	0	0
30-50	male	33	17	33
	female	0	0	0
Over 50	male	17	50	17
	female	50	33	50

Gender distribution of personnel by groups of employees (%)

		2022	2023	2024
White collar				
	male	24	25	24
	female	27	27	26
Senior management				
	male	3	2	2
	female	2	2	2
Managerial and specialist				
	male	22	23	22
	female	25	25	25
Blue collar				
	male	40	40	41
	female	9	8	9
All employees				
	male	64	65	65
	female	36	35	35

result of a tripping while installing a furniture. Six accidents requiring recovery during 2024 resulted 94 days of absences, due to mainly sprains, bruises or wounds. Martela's LTIF (Lost time injury frequency) rate in Finland was 11.01 and in the Group 8.76. Correspondingly, LTI (Lost time injury) was 0.137. Accident statistics do not take into account travel between home and work.

Equality is a part of sustainability

Martela wants to provide a safe, caring, community-oriented and respectful working environment for its entire personnel. Any kind of discrimination and inappropriate behaviour is prohibited. Corporate responsibility and equality are promoted and monitored through annual training and surveys. The sustainability training for 2024 was implemented in the autumn and was attended by 89% of the personnel. The training examined the commitment of Martela's employees to the principles of the Code of Conduct and their awareness of the necessary practices when they detect actions that violate the principles. The survey showed that all respondents were committed to the principles, 94% of the respondents felt that they were treated equally during the year and 89% of the respondents were aware of how to report anonymously about any misconduct they may have observed.

During 2024, Martela's Whistleblowing reporting portal was opened 82 times. Four of these times were solely for the purpose of reviewing GDPR details. Six reports were initiated, of which only two were sent for processing. One of the reports concerned the rude behaviour of a person wearing Martela clothing in a public place, and the other concerned suspicions of management incompetence and the impact of incorrect procedures on the company's success. Both cases were handled

through an internal process. During the year, only marketing communications were received at the Whistleblowing email address.

The pay gap review was carried out only in Finland in 2024. A decision was made not to conduct it in Poland, Sweden, and Norway due to the small number of employees per country. In Finland, the lowest wages paid by Martela were 19% higher than the minimum wage. For blue collar workers, the average total earnings gap for women to men was non-existent, and in the group of knowledge workers the average earnings of women were about 90% of the average earnings of men during 2024.

In the end of 2024 the Martela Group's Board of Directors comprised six members, four men and two women. At the end of the year, the Group Management Team had seven members, two women and five men. Of Martela's entire personnel, 65% are men and 35% are women. The largest age group is 30-50, representing 52% of all employees, with the average age being 48. The oldest employee was aged 66.

Safe products

The physical products offered by Martela are furniture items intended for use in normal office and learning environments. Product safety can be ensured by testing the products according to the criteria in European product standards specified for different product groups and specific purposes of use. Martela's product development phase includes type approval testing to ensure not only the safety of the product, but also the ergonomics and long useful life of a product before the products are launched on the market. Martela has its own testing laboratory concentrating on non-domestic furniture in connection with its Nummela site. In the

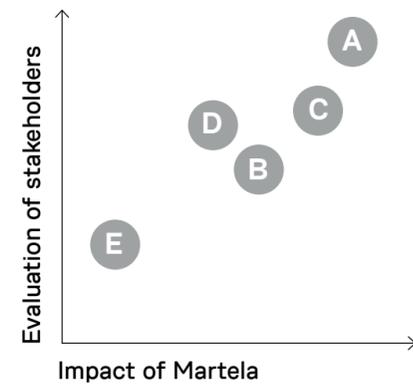
laboratory, the durability and stability of furniture products and their compliance with dimensional requirements can be tested. The accreditation of the laboratory ensures that the laboratory's test results are correct. At this point, no harmonised European standards are yet available for the furniture types in Martela's offering so CE marking is not possible at this stage.

Martela's products are delivered, installed, and adjusted by professional installation personnel so that they are ready for use. The health effects of Martela's products are related to their ergonomic use and adjustment. Instructions for use, maintenance and ergonomics are available on Martela's website for the adjustable pieces of furniture, such as task chairs and electrically adjustable desks.

Many of Martela's products have received the Möbelfakta environmental and responsibility label. Möbelfakta is a label for furniture that meets high quality, environmental and social responsibility requirements, which is managed by Möbelfakta Sverige AB, a non-profit company. The Möbelfakta label is an ISO 14024 type I eco-label based on European quality and environmental standards as well as international requirements for social responsibility. Martela has chosen to use the Möbelfakta label as it emphasises the social responsibility of the supply chain as well as quality and environmental effects. The use of the Möbelfakta label also includes random audits by the entity granting the label. Martela's audit during 2023 focused on verifying the sustainability of the supply chain. As a result of the audit, the requirements for the supply chain of Martela's responsibility policy were further clarified. Social responsibility has been an essential aspect of product design for Martela for years and therefore the company wants to offer its customers a concrete and clear criterion for selection.

Materiality assessment

- A** Combatting climate change by improving space efficiency of customers
- B** Material efficiency with sustainable and environmentally friendly products
- C** Reducing the use of materials by replacing products with services
- D** Extending product lifespan by developing circular economy services
- E** Reducing direct environmental impacts



Environmental responsibility

GOALS

- **Workplace optimisation, continuous improvement and maintenance with attention to the Circular economy**
- **Promoting space efficiency as well as sustainable and versatile solutions using the existing and avoiding the unnecessary**
- **Achieving Carbon neutrality**

Management of environmental impact with lifecycle services

Martela's most significant environmental impacts arise from the material use of the products delivered to customers and indirectly from the environmental impacts of customers' workspaces. Martela's most significant environmental action is to provide lifecycle services to its customers to create work environments that support their work and are adaptable in their changing needs. Maintenance services help customers extend the useful life of their facilities and furniture while also ensuring that they continuously support the changing ways of working. Martela ensures the longest possible lifespan for furniture designed to be durable and refurbishable, independently of who or how many people use it during its life cycle. Interior planning can also aim to improve workplace efficiency to reduce the climate impact of their work environment if the customer wishes so. Efficient use of space in working and learning environments reduces the use of materials, rental costs and maintenance expenses. Savings in heating and electricity consumption also reduce the carbon footprint of workspaces.

The carbon footprint savings achieved by customers through Martela's lifecycle services are estimated to be significantly greater than the carbon footprint of Martela's own operations. Through the carbon footprint of the lifecycle services, Martela aims to achieve carbon neutrality in its overall operations. Since there is no measured information available about the actual service life of the products or the actual development of customers' space efficiency or reduction of energy use, this reporting focuses on the negative environmental impacts of Martela's own operations. No comparable method has been developed to this date for measuring the carbon footprint of the lifecycle services.

Durability versus throwaway culture

The core idea of the circular economy is to minimise the environmental impacts of products and services entire life cycle, before they are brought to the market. When the earth's limited resources are used in the manufacture of a product, it should be used in its original form for as long as possible, it should be easily refurbished and modified, and at the end

of its life cycle, the materials used in it should be utilised efficiently. Martela's products have been designed for long-lasting, heavy-duty use and the achievement of this target has been verified by type approval testing. Classic design at Martela also aims to create products that can be used for decades, regardless of fashion trends.

The durability and timelessness of Martela's furniture is evident in the fact that they are widely used in public spaces, especially in Finland. Traditionally, the furniture that the customer already uses is included in the new interior design, but there isn't always a need for that kind of furniture. The changing needs before the entire life cycle of products has been utilised by a customer has become the biggest challenge. In response to this challenge, Martela developed circular economy services, which allow a product to have a new life with another user.

Some of the products received through the circular economy services are remanufactured by Martela and some are passed on to the partners. Used furniture that is in good condition is cleaned and refurbished at the Nummela production and



FLEXIBLE SPACES SUPPORT BOTH WELL-BEING AND BUSINESS

Turku office of Orkla Finland moved from a logistics centre to the heart of the city. Nearly 600 square meter office space was renovated before the move. The goal was to create a work environment that better meets the needs of the personnel and represents Orkla Finland business. Martela was responsible for the interior design of the space, as well as delivery and installation of furniture. Personnel has enthusiastically embraced the new work environment, describing the spaces as cosy and delightfully beautiful. A functional and pleasant office environment was created through professional design, close collaboration, committed personnel, and Martela's versatile design services.

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then made available for corporate and private customers through the Martela Outlet online and physical. In 2024, around 20,600 pieces of used furniture found new homes through these channels. In addition, about 2,500 pieces of furniture found a new user through partners in Finland and about 4,100 in Sweden. In 2024, the amount of used furniture received from customers for material recovery was 1.9 million kilos. Nearly 51% of this material is wood-based and 34% is other materials suitable for energy recovery. Only 11% was metal, which can be recycled endlessly into new products.

Customer steers the production

Martela's new products are manufactured based on customer orders. As the products are largely modular, they can be unique to each customer. The customer chooses, for example, upholstery materials for each order. The refurbishment of used furniture, in turn, depends on the availability of used furniture. Customer demand trends influence the selection of products to be refurbished. The condition and usability of the material offered for the circular economy service would enable the products to have an even longer life cycle, if they otherwise met the customer needs. But it is not worth refurbishing even good furniture in vain.

Martela's production volumes of new products stayed on the same level as previous year and remanufacturing volumes increased 22%. The manufacturing processes of new products are designed according to delivery time categories. Components for products with short delivery times wait for customer orders in Martela's own production sites and logistics centre, and components for products with longer delivery times wait in their standard supply chain. The aim is to balance the inventory levels of refurbished

products in line with customer demand keeping the environmental impacts of storage reasonable.

Unified managed processes

The Nummela production and logistics centre focuses on the final assembly of new products and remanufacturing of used products. Upholstery components are assembled at Martela's own factory in Poland, and tabletop and storage unit components are manufactured at Kidex Oy in Kitee, Finland. Martela has several sales offices in Finland, Sweden and Norway. Martela's products are also sold through a strong network of dealers.

Martela's groupwide operations have continuously had a third-party auditor's certificate for their environmental and quality systems since the 1990s. The Group's structure and operating models have evolved over the years, and the Group companies' quality and environmental management systems have been integrated into a consistent, comprehensive operating model. Since 2017, Martela has had a third-party environmental and quality management system with multi-site certifications in accordance with the ISO 9001 and ISO 14001 standards. Since the beginning of 2021, Martela has also had multi-site certification for its occupational health and safety system in accordance with the ISO 45001 standard. With these common operating systems Martela ensures that consistent operating models are used at all levels of operations within the Group. The certification covers the Group functions managed at the head office, the operations at the production and logistics centre in Nummela, at Kidex Oy in Kitee and the production in Piaseczno, Poland.

Sustainable and recyclable materials

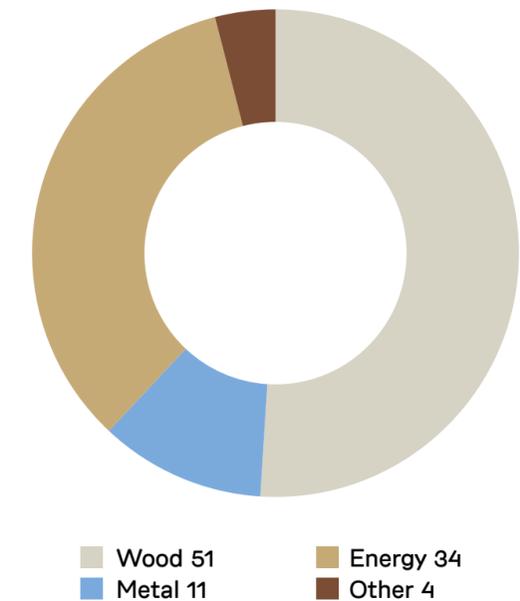
The main materials that Martela uses for its products are wood-based board and components,

metal and plastic components and upholstery materials. The company favours sustainable and recyclable materials that have been produced responsibly. Particle boards Martela uses include increasing amounts of recycled wood packaging material. The acoustic panel in the Face screen is made partly from recycled PET bottles. Customers can also choose from an expanding range of upholstery materials made from recycled fibres. In 2024 almost a quarter of the fabrics chosen by the customer were already made from recycled polyester. Virgin wood materials come from sustainably managed commercial forests. Materials and components are purchased from a well-established chain of reliable suppliers located as close to the production facilities as possible. This ensures high-quality and predictable sourcing with the lower environmental load.

In 2024, the amount of material used for production decreased due to decrease of delivery volumes, reaching around 5.3 million kilograms. Data on purchased items reveals that nearly 54% of the materials used were wood-based and 28% were metal-based. Material or weight information is not comprehensively recorded in the system, but an effort has been made to estimate the material distribution between wood, metal and plastic like in a previous report, in order to calculate the carbon footprint. As the recycled material content of metals is estimated to be at around 33% on average, the recycled materials used by Martela can be calculated to be around 9% of the total material usage. Other materials with recycled content cannot be taken into account in the calculation of the recycled material share, as such information would be unreasonably expensive to manage.

The packaging materials of the new and remanufactured products are optimised so that they

USED MATERIALS FROM CUSTOMERS IN FINLAND (%)



Production waste (1,000 kg)

	2022	2023	2024
Finland total	1,773.1	1,375.9	1,114.7
Recovered	1,757.8	1,369.7	1,102.8
Hazardous	15.3	6.2	12.3
Landfill	0.0	0.0	0.0
Nummela, Finland	706.1	719.3	522.1
Recovered	701.8	718.4	520.2
Hazardous	4.4	0.9	1.8
Landfill	0.0	0.0	0.0
Kitee, Finland	1,020.4	623.3	558.5
Recovered	1,009.7	619.7	548.4
Hazardous	10.8	3.6	10.1
Landfill	0.0	0.0	0.0
Piaseczno, Poland	46.6	33.3	34.2
Recovered	46.4	31.7	34.2
Hazardous	0.2	1.6	0.4
Landfill	0.0	0.0	0.0

guarantee product quality during transportation using as little packaging material as possible. The packaging is made of easily recyclable or reusable materials that are as light weight as possible. Products are mainly packed with wooden pallets and board, cardboard and plastic. The packaging is subsequently recycled or used as an energy source after possible reuse.

In its use of materials, Martela aims for minimal waste and any surplus materials are used in remanufacturing production. In 2024, the production waste generated by the entire group amounted to 1.2 million kilos, of which 98.9% was recovered. Only 1.1% was hazardous waste resulting mainly from the maintenance of equipment and buildings. The amount of waste decreased by 19%, which is in line with the decrease of production volumes.

Climate impacts mainly from material use

Martela calculates its climate impact according to the GHG protocol, taking into account direct emissions (scope 1), emissions from the production of purchased energy (scope 2) and indirect emissions from the value chain (scope 3). Of the greenhouse gas emissions in 2024, 73% came from materials purchased or products delivered to customers (scope 3), 3% from indirect energy use (scope 2) and 6% from the delivery and installation of finished products to customers (scope 1). The GHG Protocol climate impact calculation is based on a calculation method created by an external expert. The calculation portion for services and other purchases is based on euro-based DEFRA 2022 emission factors, while the material portions are based on weight-based DEFRA 2022 emission factors. Martela's most significant climate impact arises from the use of materials related to products and services offered to customers. Greenhouse gas

emissions from materials totalled 10.5 million kilos during 2024. For upholstery materials, only wool coefficients have been used in the calculations. The material allocations of Contract manufacturing, Trading products and group of 'Others' have been evaluated at a general level in order to calculate the climate effects of the materials used in them.

During 2024, 99% of the value of distribution-related freight transport was purchased from suppliers who share their CO₂ emissions calculations. Based on this information, the CO₂ emissions from freight transport (TTW) were approximately 668 tonnes (scope 3). The carbon dioxide emissions of the long-distance transport sections of the distribution have only been calculated since 2019, when an extensive development project for Martela's freight logistics was launched. The aim is to improve efficiency and reduce climate impact. This share of emissions covered 5% of total emissions in 2024.

The waste emission calculation is made by the waste management partners and it covers 97% of the waste generated from Martela's own operations. The calculation only covers operations located

in Finland. Emissions from waste from Polish production have been calculated using Statistics Finland's 2022 coefficients for incinerated waste and hazardous waste. Carbon dioxide emissions from waste processing totalled approximately 212 t CO₂eq.

Martela's own production generates very low direct emissions into the air and no hazardous substances are used. The emissions of volatile organic compounds (VOC) from Kidex Oy's plant increased slightly from previous year to total VOC emission of only 189 kilos. Other emissions into air through Martela's operations are SOX and NOX emissions from transportation and commuting but amounts of which are insignificant and thus no longer calculated.

Scope 2 emissions decreased

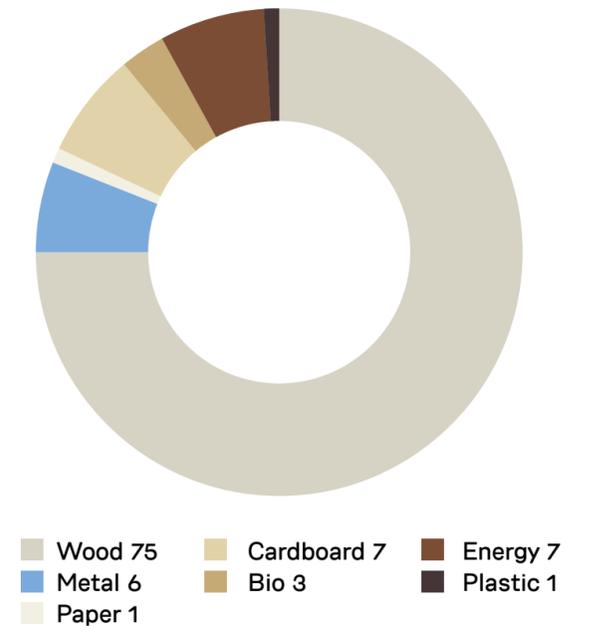
The amount of comparable indirect greenhouse gas emissions under Martela's scope 2 has decreased by 52% in a decade as indirect energy consumption has fallen by 40%. The largest reduction in greenhouse gas emissions has been achieved by purchasing mainly zero-emission electricity for production sites

CIRCULAR ECONOMY AT THE CORE OF BUSINESS

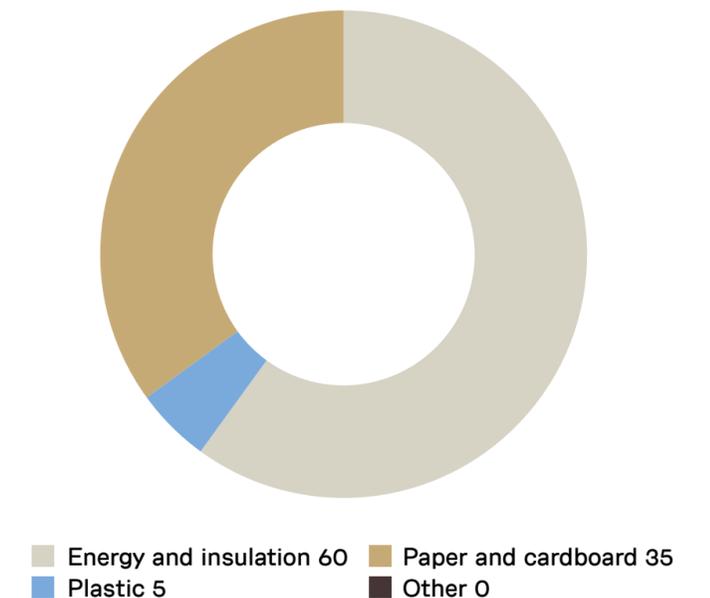
By participating in the Nordic Circular Design program, Martela aims to accelerate and scale sustainable development at the Nordic level. This initiative aims to prepare Nordic businesses for the transition to circular business models and products, aligning them with the upcoming Ecodesign for Sustainable Products Regulation (ESPR). Circular Design is a business development framework that will revolutionise the way we create circular economy-friendly products, build a winning business strategy, and develop the most engaging customer experience.

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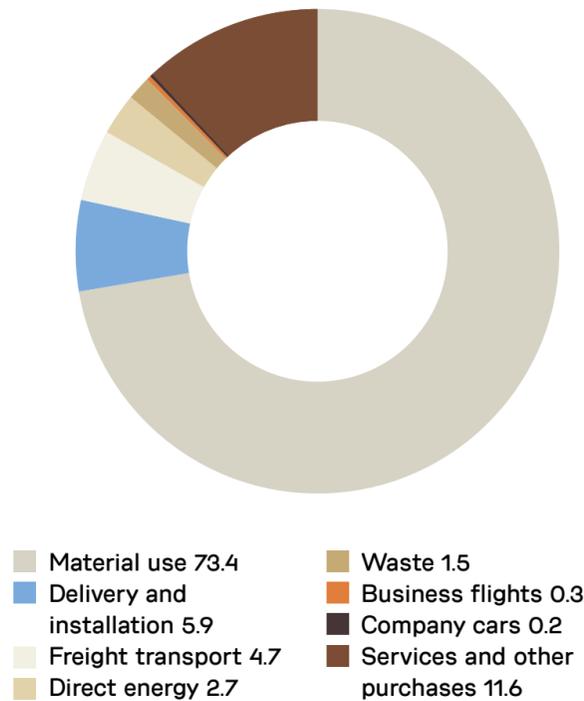
RECOVERED WASTE, FINLAND (%)



RECOVERED WASTE, POLAND (%)



CO₂ EMISSION DIVISION (%)



since 2015. Martela's energy intensity in 2024 in relation to turnover was 321 GJ/M€ and in relation to the production volume of its own products 0.13 GJ/pc. Energy use is mainly related to real estate and is not much dependent on production volumes. In addition to the properties previously included in the calculation, the sales offices in Finland, Sweden and Norway, as well as the warehouses used by the installation teams in Finland were included in 2022 scope 2 calculation. The climate effects of sales and storage properties in Finland have been calculated with the area-based coefficients published by Statistics Finland in 2021. Correspondingly, the emission coefficients of properties in Sweden and Norway are based on their country specific ones.

The share of renewable electricity was 96% of the electricity used in the head office and

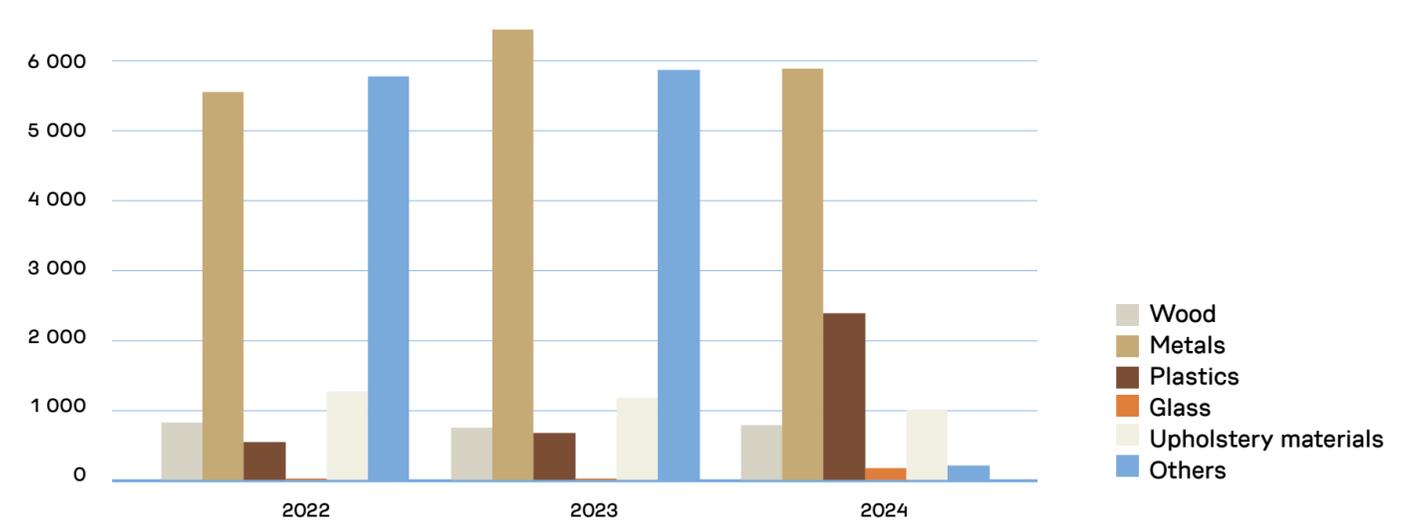
production. The lessor is responsible for the energy procurement of the head office. Martela purchased electricity for the Nummela and Kitee production sites from a single supplier. For the production unit in Poland, the lessor is responsible for the procurement of electricity and Polish average coefficients have been used in the climate impact calculations. The premises in Espoo head office, Nummela and Kitee factories mainly use district heating generated from renewable sources of energy. Production facilities in Poland are heated with gas by the lessor. Greenhouse gas emissions from energy use in Finland have been calculated using actual coefficients provided by the main supplier of electricity. The coefficients for district heating have been provided by district heating suppliers in Helsinki, Kitee and Nummela, and the coefficients for gas are based on the fuel classification published by Statistics Finland. Average coefficients published by Motiva have been used in other respects.

The total amount of indirect energy used for heating, lighting and ventilation in Martela's premises was 27,834 GJ in 2024. Of the total amount of energy used, 88% was from renewable energy sources and 12% was from fossil sources. The consumption of electricity decreased 8.7% and district heating increased by 2%. The use of heating energy produced from gas increased by 28%. Function-specific environmental action groups monitor the implementation of practical measures related to climate and environmental effects in the objectives relevant to each function.

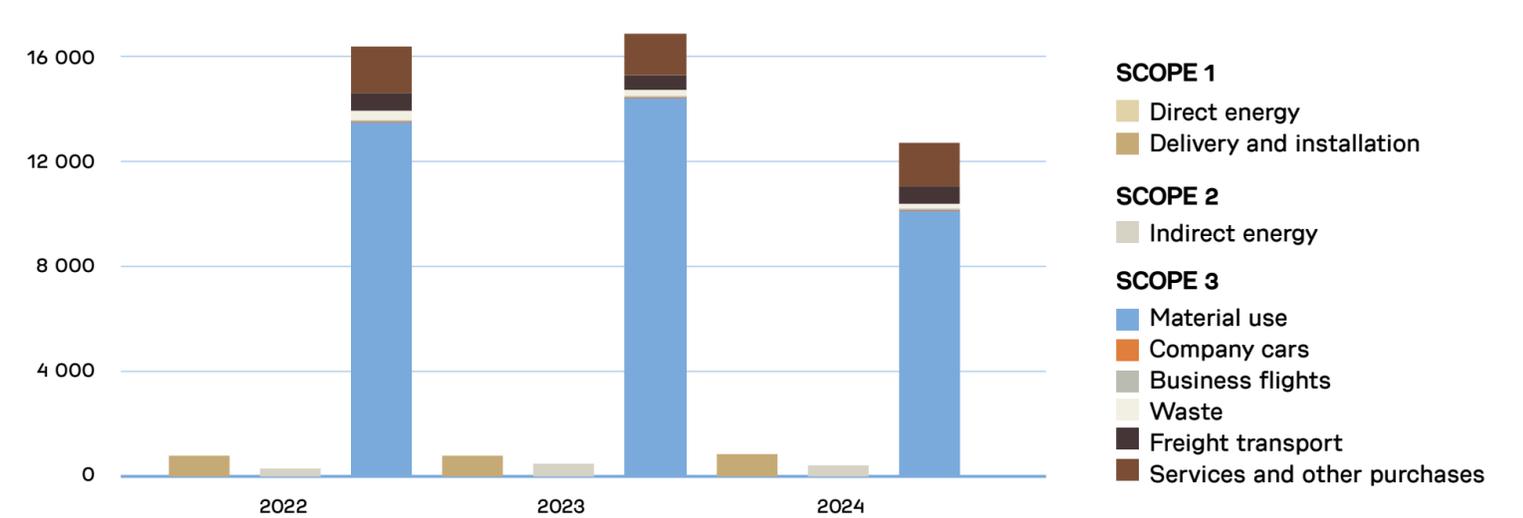
Scope 1 emissions increased slightly

Since 2014 the premises have been heated with purchased energy transferring scope 1 emissions to scope 2 emissions. The purchased energy is

CO₂ EMISSIONS OF MATERIAL USE (tCO₂e)



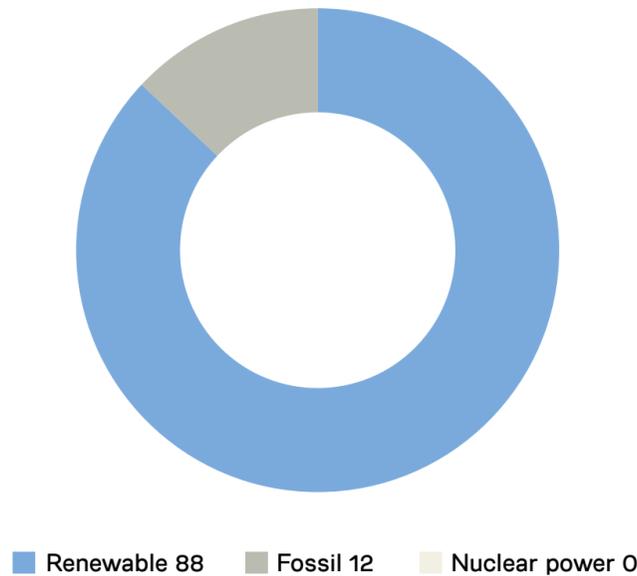
CO₂ EMISSION DIVISION (tCO₂e)



also mainly produced with renewable energy sources instead of the previous fossil fuel oil. The environmental effects of Martela's delivery

installation have been monitored actively since the 1990s, and the company has aimed to mitigate these effects through optimised fleet and distribution

SOURCES OF INDIRECT ENERGY (%)



Use of indirect energy (GJ)

	2022	2023	2024
Nummela, Finland	14,433	14,713	14,685
Kitee, Finland	14,559	12,481	11,660
Piasecno, Poland	1,041	918	1,067
Others	1,446	417	422
Total	31,479	28,529	27,834

plans as well as by designing packaging and planning loading operations carefully. In addition to its own transportation fleet, Martela uses leased vehicles and the services of partners. In 2024, the indicator for emissions from transportation was mainly calculated by using the mileage per vehicle in Martela's own fleet, leased vehicles and service

partners' fleet. When the mileages were multiplied with DEFRA 2024 coefficients, the carbon dioxide emissions of the distribution logistics in all of Finland increased 4% from the previous year and amounted to 832 tonnes. All the emissions from delivery installation have been included in scope 1.

Commuting and business travel still low

Martela seeks to reduce its environmental impacts also by promoting remote working and videoconferencing opportunities, which reduce the need for business travel, and by encouraging employees to commute using public transport. The number of business flights emissions in 2024 were on the same level as in 2023 level being 32 tons. However, the share of commercial flights in the total emissions is so small that it is not significant for the entity. Around 80% of the business trip bookings are estimated to be made by Martela's employees via a centralised reservation system. Data on the climate impact of business operations in Norway and Sweden is not included in the calculation.

Emissions from the company cars leased for the personnel are monitored based on estimated annual kilometres per car. The number of company cars used in Finland decreased during 2024 and at the same time the average carbon dioxide emissions decreased to 72 g/km. The maximum emission limit in Martela's guideline for company cars is 140 g/km and there are no longer cars in use exceeding this limit. In Sweden, during 2024, there was only one leasing agreement for diesel cars and the others were for electric or hybrid cars. The calculated carbon dioxide emission of all leased cars used by Martela's personnel was a total of approximately 22 tonnes.



GRI-index

GRI-standard	Description	Location and comments
GRI 2: General Disclosures 2021		
The organization and its reporting practices		
2-1	Organizational details	Martela in brief p. 3, www.martela.com
2-2	Entities included in the organization's sustainability reporting	Contents and scope of report p. 4
2-3	Reporting period, frequency and contact point	Contents and scope of report p. 4, Management of Sustainability p. 10-11
2-4	Restatements of information	Contents and scope of report p. 4
2-5	External assurance	Contents and scope of report p. 4
Activities and workers		
2-6	Activities, value chain and other business relationships	Environmental responsibility p. 23-28
2-7	Employees	Social responsibility p. 18-22
2-8	Workers who are not employees	Social responsibility p. 18-22
Governance		
2-9	Governance structure and composition	Martela Annual report 2024 p. 61-64
2-10	Nomination and selection of the highest governance body	Martela Annual report 2024 p. 61-64
2-11	Chair of the highest governance body	Martela Annual report 2024 p. 61-64
2-12	Role of the highest governance body in overseeing the management of impacts	Management of Sustainability p. 10-11
2-13	Delegation of responsibility for managing impacts	Management of Sustainability p. 10-11
2-14	Role of the highest governance body in sustainability reporting	Management of Sustainability p. 10-11
2-15	Conflicts of interest	Corporate Code of Conduct
2-16	Communication of critical concerns	Corporate Code of Conduct
2-17	Collective knowledge of the highest governance body	Management of Sustainability p. 10-11
2-18	Evaluation of the performance of the highest governance body	Martela Annual report 2024 p. 61-64
2-19	Remuneration policies	Rewarding
2-20	Process to determine remuneration	Rewarding
2-21	Annual total compensation ratio	4.81 (2023: 6.48, 2022: 6.26)
Strategy, policies and practices		
2-22	Statement on sustainable development strategy	Sustainability programme p. 13
2-23	Policy commitments	Management principles p. 10
2-24	Embedding policy commitments	Management of Sustainability p. 10-11
2-25	Processes to remediate negative impacts	Corporate Code of Conduct
2-26	Mechanisms for seeking advice and raising concerns	Corporate Code of Conduct
2-27	Compliance with laws and regulations	Economic responsibility p. 14-17
2-28	Membership associations	Martela is a member of Association of Finnish Furniture and Joinery Industries (Puusepänteollisuus ry) and Service Sector Employers (Palta ry) in Finland, and Federation of Wood and Furniture Industry (Trä och Möbelföretagen) in Sweden.

GRI-standard	Description	Location and comments
Stakeholder engagement		
2-29	Approach to stakeholder engagement	Contents and scope of report p. 4
2-30	Collective bargaining agreements	92% of all Martela employees, those working in Finland, Sweden and Norway, are covered by jointly negotiated collective agreements. Poland does not yet have an applicable collective agreement.
GRI 3: Disclosures on material topics 2021		
3-1	Process to determine material topics	Contents and scope of report p. 4
3-2	List of material topics	Economic, social and environmental responsibility p. 14-28
3-3	Management of material topics	Management of Sustainability p. 10-11
200 - ECONOMIC IMPACTS		
GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	Economic responsibility p. 14-17
201-3	Defined benefit plan obligations and other retirement plans	Martela Annual report 2024 p. 39
201-4	Financial assistance received from government	Martela did not received any financial assistance during 2024.
GRI 202: Market Presence 2016		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Social responsibility p. 18-22
202-2	Proportion of senior management hired from the local community	100%
GRI 204: Procurement Practices 2016		
204-1	Proportion of spending on local suppliers	Economic responsibility p. 14-17
GRI 205: Anti-corruption 2016		
205-2	Communication and training about anti-corruption policies and procedures	Management of Sustainability p. 10-11, Economic responsibility p. 14-17
205-3	Confirmed incidents of corruption and actions taken	There have been no cases of corruption in Martela's operations during 2024.
300 - ENVIRONMENTAL IMPACTS		
GRI 301: Materials 2016		
301-1	Materials used by weight or volume	Environmental responsibility p. 23-28
301-2	Recycled input materials used	Environmental responsibility p. 23-28
301-3	Reclaimed products and their packaging materials	Environmental responsibility p. 23-28
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	Environmental responsibility p. 23-28
302-2	Energy consumption outside of the organization	Environmental responsibility p. 23-28
302-3	Energy intensity	The energy purchased (district heating, electricity, gas) by Martela in relation to net sales was 321 GJ/EUR million (2023: 302 GJ/ EUR million, 2022: 295 GJ/EUR million)
GRI 303: Water and effluents 2018		
303-5	Water consumption	Martela does not use process water and household water consumption was 3.56 megaliters (2023: 3.52 MI, 2022: 4.51 MI). Martela or its supply chain does not operate in water-stress areas.
GRI 304: Biodiversity 2016		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Martela does not have activities in nature reserves or in areas of high biodiversity value.
304-2	Significant impacts of activities, products, and services on biodiversity	Martela takes biodiversity into account by using only wood species grown in commercial forests for its products.
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	Environmental responsibility p. 23-28
305-2	Energy indirect (Scope 2) GHG emissions	Environmental responsibility p. 23-28

GRI-standard	Description	Location and comments
305-3	Other indirect (Scope 3) GHG emissions	Environmental responsibility p. 23-28
305-4	GHG emissions intensity	Environmental responsibility p. 23-28
305-5	Reduction of GHG emissions	Environmental responsibility p. 23-28
305-6	Emissions of ozone-depleting substances (ODS)	Environmental responsibility p. 23-28
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Environmental responsibility p. 23-28
GRI 306: Waste 2020		
306-3	Waste generated	Environmental responsibility p. 23-28
306-4	Waste diverted from disposal	Environmental responsibility p. 23-28
306-5	Waste directed to disposal	Environmental responsibility p. 23-28
400 - SOCIAL TOPICS		
GRI 401: Employment		
401-1	New employee hires and employee turnover	Social responsibility p. 18-22
GRI 402: Labour/management relations		
402-1	Minimum notice periods regarding operational changes	Martela follows the notice periods defined by its operating countries.
GRI 403: Occupational health and safety		
403-1	Occupational health and safety management system	Martela is ISO 45001 certified .
403-2	Hazard identification, risk assessment, and incident investigation	Social responsibility p. 18-22
403-4	Worker participation, consultation, and communication on occupational health and safety	In 2024 there were occupational safety committees in Finland and Poland, covering 90% of the Group's total personnel.
403-8	Workers covered by an occupational health and safety management system	Martela ISO 45001 certification includes functions in Finland and Poland, covering 90% of the Group's total personnel.
403-9	Work-related injuries	Social responsibility p. 18-22
403-10	Work-related ill health	Social responsibility p. 18-22
GRI 404: Training and education 2016		
404-1	Average hours of training per year per employee	The average training time was 6.8 hours and the external training costs averaged EUR 140 per person-year (2023: 2.5h and EUR 200, 2022: 8.4h and EUR 380)
404-2	Programs for upgrading employee skills and transition assistance programs	Social responsibility p. 18-22
404-3	Percentage of employees receiving regular performance and career development reviews	The development discussion model covers all employees. Key responsibility indicators p. 12, Social responsibility p. 18-22
GRI 405: Diversity and equal opportunity 2016		
405-1	Diversity of governance bodies and employees	Social responsibility p. 18-22
405-2	Ratio of basic salary and remuneration of women to men	Social responsibility p. 18-22
GRI 406: Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	During 2024, no cases of discrimination were reported at Martela.
GRI 414: Supplier social assessment 2016		
414-1	New suppliers that were screened using social criteria	Economic responsibility p. 14-17
GRI 415: Public policy 2016		
415-1	Political contributions	Martela does not support politicians or political parties in any of its countries of operation.
GRI 416: Customer health and safety 2016		
416-1	Assessment of the health and safety impacts of product and service categories	Social responsibility p. 18-22
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	No violations of health and safety requirements have been observed regarding Martela's products and services.
GRI 417: Marketing and labeling 2016		
417-1	Requirements for product and service information and labeling	Social responsibility p. 18-22

Martela

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