

# Sustainability report 2025



**Martela**

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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 2025, the Martela Group's revenue was EUR 93.7 million and it employed an average of 330 employees.



# Contents and scope of the report

This, Martela's sixteenth 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 and has updated it annually based on stakeholder discussions.

This report presents a more detailed Sustainability programme. The disclosed results include monitoring data for a period of at least three years. Compared to the previous report published on April 29, 2025, the climate impacts of transport and materials for 2023 and 2024 have been recalculated using Defra2025 factors to assess the impacts of changes in operations. There are no other 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 and Martela's measures to achieve Agenda 2030 goals are described at a general level

in this report. This sustainability reporting has previously served also as Martela's Global Compact report. At the end of 2025, Martela renewed its membership in the Global Compact and will monitor the implementation of human rights, labour rights, environmental principles, and anti-corruption principles with also a Communication on Progress (CoP) -reporting according to the UN Global Compact rules as part of its responsibility work.

## 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 Corporate Sustainability Reporting Directive (CSRD) reform implemented in 2025 significantly eased the regulatory burden on small and medium-sized listed companies. Martela is no longer subject to the mandatory reporting requirements as a company with fewer than 500 employees. However, reporting obligations may affect Martela indirectly through stakeholders and supply chains, and regulatory developments therefore is further monitored and ensured that this Martela's voluntary and strategy-driven sustainability reporting serves the needs of stakeholders and supports the company's long-term value.

## Reporting structure

A brief introduction of Martela as a company is in the beginning of the report, and information on its values, strategy and governance in the

CEO review. 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 2025–2035 and the programme for 2026–2036.

## 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 2026 report in spring 2027.

# CEO's review

In 2025, we clearly improved our operating profit compared to the previous year, but the operating result remained slightly negative. The improvement in the operating profit in 2025 compared to the previous year was due to higher net sales and a decrease in administrative and other fixed expenses as a result of the efficiency measures taken. In the medium term, we will improve our profitability by focusing on the priority issues defined by the strategy. In general, 2025 was challenging, as in previous years, due to the continued unfavourable market situation in the industry. In the Nordic countries, weak economic development continued to cause caution in organisations' procurement decisions. Employment development was weak in Finland and Sweden in particular and the operating environment was demanding. Economic uncertainty, cautious investment decisions by customers and low occupancy rates challenged the market.

## The best places to work

Our 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 to work. Our strategy "We support our customers' business with Martela Lifecycle solutions" combines commercial furniture and related services into a seamless whole. Our strategy is based on expertise in developing work environments and aims to create a better work culture. Our strong understanding of

the needs of organisations and users guides our support for hybrid work in different places of work.

## Sustainable solutions for changing needs

During 2025, we continued our development and strengthening our position as a pioneer in sustainable and responsible workplace solutions. The increased understanding of the value of encounters that has arisen since hybrid work became more common and the subsequent changes in space needs open up new opportunities for us, which we consistently respond to with a service model based on a circular economy and high-quality products. The circular economy is one of the strongest cornerstones of our strategy. Lifecycle services, furniture re-upholsterability, maintainability, and product modularity help our customers reduce their environmental impact and extend the lifespan of their furniture. We continue to focus on improving longevity and material efficiency, as well as reducing the need for virgin material — the goal is to offer truly sustainable workplace solutions that adapt to customers' changing needs.

The transformation of work environments continues, and the Workplace as a Service (WaaS) model has become an increasingly important solution for organisations that need flexibility and cost-efficiency. The model enables agile maintenance and furnishing of spaces without additional material costs, and it supports

customers' goals towards more responsible and efficient workspaces. At the same time, our focus on customer experience is reflected in close cooperation and the development of solutions genuinely based on customer needs.

## Reliability to ensure longevity

Ensuring product safety and technical quality is a key part of our promise. Martela has the only accredited testing laboratory in Finland focused on office and public furniture, where products are tested according to EN standards. This independent and impartial testing ensures product safety, durability and longevity and supports transparent quality management. Several of our products have been awarded the Möbelfakta label, which requires accredited verified test results and strict quality, environmental and sustainability requirements.

Sustainability covers the entire value chain. We are committed to the principles of the UN Global Compact and are consistently developing the sustainability of our supply chain. The sustainability requirements set for suppliers and knowledge of the origin of materials combined with the production of our own product range strengthen our overall responsibility. Optimising transportation and improving material efficiency are also key factors in reducing environmental impact. We are also increasingly offering life cycle evaluations, which give customers more accurate information about the environmental impacts of our products.



In 2026, we look forward even more strongly guided by our values — together, boldly, listening and caring. Based on these values, we build operations that meet both customer expectations and society's growing responsibility demands. Martela continues its work to ensure that every workspace is functional, sustainable and safe — the best places to work today and in the future.

**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 [Nokia Smart Campus in Oulu](#). 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 [accredited 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. We create flexible, inspiring, and ergonomic learning environment, for example in the [Seitsemän veljeksen school](#).



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 [Share Spaces](#).



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 third place among the small cap companies listed in Helsinki in the diversity of senior leadership in [Impaktly's Nordic Business Diversity Index 2025](#).



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 significant only in the supply chain of 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

### COMPONENTS AND SUBASSEMBLIES

- 5.4 million kg (wood based 57%, metal based 25%)

### 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

- 307 employees, including 143 blue collars and 164 white collars in the end of the year
- Investments in staff development EUR 38,800 per year
- 132 external resources in person-years

### PARTNER NETWORK

- 80 core suppliers
- 50 dealers
- 6 freelancer designers
- Trading partners
- Logistics partners
- Other suppliers

### OWNERS

- 2,811 owners, of which 95.9% households, 3.2% companies, 0.4% foreign investors
- 78.1% owns 500 shares of less, 4.1% over 5,000 shares

### INTANGIBLE ASSETS

- Martela brand
- Martela Lifecycle -strategy
- 4 utility models, registered design, patent
- Versatile expertise

### FINANCE

- EUR 46 million equity and liabilities

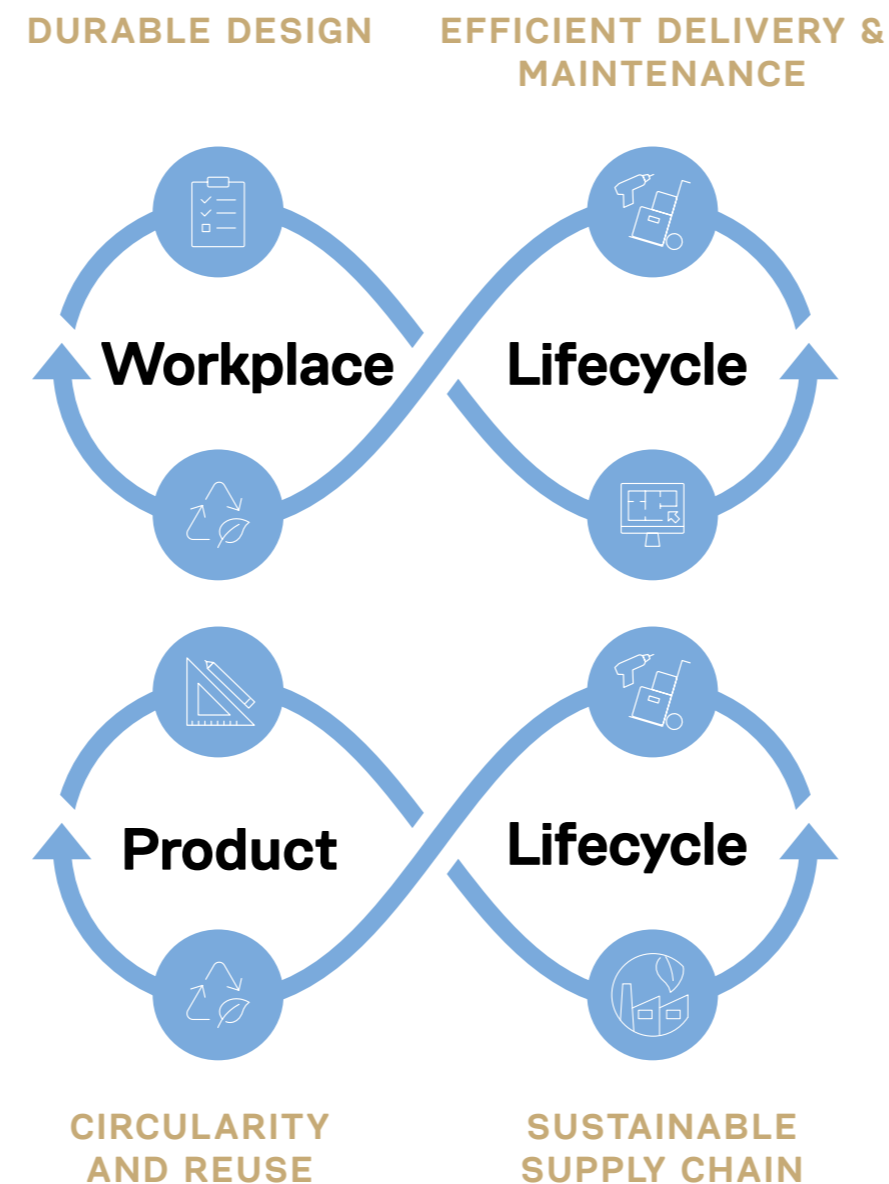
### INVESTMENTS AND PRODUCT DEVELOPMENT

- EUR 0.5 million investments
- EUR 1.1 million research and product development

### NATURAL RESOURCES

- Electricity 3,244 MWh
- District heating 4,008 MWh
- Heating by gas 156 MWh
- 51% renewable energy, 36% fossil energy and 13% nuclear

## Martela's activities



## Output and its distribution

### CUSTOMERS

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

### SUPPLIERS OF GOODS AND SERVICES

- Purchases total EUR 676 million incl. materials, components, energy costs, fuels, waste management, property rentals, rental of vehicles, services and IT licenses

### PERSONNEL

- EUR 16.2 million salaries paid including share-paid contributions
- EUR 3.6 million employee social security and pension

### SOCIETY

- EUR 0.1 million taxes

### OWNERS AND INVESTORS

- EUR 0.0 million dividends
- EUR 2.3 million interest expenses

### WASTE

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

### RECYCLING SERVICE FOR CUSTOMERS

- 2.1 million kg of which 94% wood, metal and energy fractions

# Stakeholders and their expectations

	CUSTOMERS	SPECIFIERS	PERSONNEL	DEALERS	SUPPLIERS	OWNERS AND INVESTORS	OTHER INTEREST GROUPS
<b>QUANTITY AND DESCRIPTION</b>	<ul style="list-style-type: none"> <li>Companies and public purchasers. Private customers only through the Martela Outlet channel</li> <li>78.1% of turnover from Finland, 9.1% from Sweden, 5.0% from Norway and 7.8% from other countries</li> </ul>	<ul style="list-style-type: none"> <li>People responsible for customer definitions</li> <li>Architects</li> <li>Interior architects</li> </ul>	<ul style="list-style-type: none"> <li>307 employees in the end of the year</li> <li>47% blue collars, and 53% white collars</li> <li>132 person-years of external resources</li> </ul>	<ul style="list-style-type: none"> <li>About 50 dealers with 100 service locations, mainly in Martela home market and Central Europe</li> <li>Some operate under Martela brand and others offer Martela products as part of their other offering</li> </ul>	<ul style="list-style-type: none"> <li>About 80 suppliers of materials and components for Martela products, of more than half in Martela's home market</li> <li>Trading partners</li> <li>Other suppliers</li> <li>Logistics partners</li> </ul>	<ul style="list-style-type: none"> <li>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)</li> <li>Funding by the well-known Nordic banks</li> </ul>	<ul style="list-style-type: none"> <li>Media</li> <li>Operating locations</li> <li>Industry organisations</li> <li>Schools and educational institutions</li> </ul>
<b>THEIR EXPECTATIONS</b>	<ul style="list-style-type: none"> <li>High quality products and services</li> <li>Information about products, supply chain and materials</li> <li>Compliance with legislation, principles of responsible business practices and agreements both internally and in the supply chain</li> <li>Information about product durability and materials, e.g. compliance with EN standards, carbon footprint, EPD calculation</li> <li>Third-party verification of products' environmental impact, sustainability and compliance</li> </ul>	<ul style="list-style-type: none"> <li>Information on products, materials, environmental trends and brand value</li> <li>Possibility to realise new ideas with respect to Finnish design traditions</li> </ul>	<ul style="list-style-type: none"> <li>Continuity of employment</li> <li>Career development opportunities</li> <li>Competence development for new working skills and best practices in occupational safety</li> </ul>	<ul style="list-style-type: none"> <li>High quality products and services</li> <li>Information about product durability and materials, e.g. compliance with EN standards, carbon footprint, EPD calculation</li> <li>Compliance with legislation, principles of responsible business practices and agreements both internally and in the supply chain</li> <li>Reliable business relationship and quick response</li> <li>Third-party verification of products' environmental impact, sustainability and compliance</li> </ul>	<ul style="list-style-type: none"> <li>Stable development and trust</li> <li>Clear communication of instructions and expectations</li> <li>Clarification of changing market expectations</li> </ul>	<ul style="list-style-type: none"> <li>Stable development</li> <li>Successful risk management</li> <li>Profitable business and ability to pay dividends</li> </ul>	<ul style="list-style-type: none"> <li>Promotion of local social wellbeing by, among others, employment</li> <li>Open communication</li> </ul>
<b>OUR ACTIONS</b>	<ul style="list-style-type: none"> <li>Ensuring availability of product information</li> <li>Ensuring compliance with Code of Conduct</li> <li>Open communication focusing on materiality</li> <li>Third party eco-labelling and marking for origins to facilitate the selection</li> </ul>	<ul style="list-style-type: none"> <li>Material and brand studies</li> <li>Design events to enable interaction</li> <li>Designers' ideas and influence to offering</li> </ul>	<ul style="list-style-type: none"> <li>Employee satisfaction and wellbeing studies</li> <li>Training</li> <li>Appraisals</li> <li>Open internal communication</li> </ul>	<ul style="list-style-type: none"> <li>Reliability of deliveries</li> <li>Exceeding the performance of other suppliers</li> <li>Open discussion on operational development</li> <li>Collaboration and models for ensuring supply chain sustainability and climate impact calculation</li> </ul>	<ul style="list-style-type: none"> <li>Investments in long-term cooperation</li> <li>Communication, tracking and discussion of sustainable procurement principles</li> </ul>	<ul style="list-style-type: none"> <li>Close monitoring of competitiveness and performance and open communication</li> <li>Development of sustainability and its reporting</li> <li>Constant development of sustainability indicators</li> </ul>	<ul style="list-style-type: none"> <li>Co-operation with representatives of other stakeholders</li> </ul>



## 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 24, 2026, the Board confirmed the Code of Conduct in the form in which it was updated in February 12, 2025. 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 corporate responsibility policies that support the Code in 2011. At its meeting on January 23, 2026, the Management Team confirmed the CR policies to support the Code in the form in which they were: the Environmental Policy, the Quality Policy, the People Policy and the Sustainability Policy for the Supply chain updated in February 12, 2025 and the new Sustainability Policy for transport published December 5, 2025. 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](http://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. Function-specific risks are internally assessed annually and action plans are prepared based on them and monitored quarterly.

**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 circular economy. 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 policy for transport**

The new Sustainability Policy for transport, created during 2025 and approved by the management team, complements the previous sustainability policy for companies that transport Martela products. The policy includes requirements to

reduce the climate impact of transportation and improve traffic safety.

**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

	2023	2024	2025
Revenue (EUR million)	94.4	86.7	93.7
Profit before taxes (EUR million)	-3.3	-8.2	-3.2
Income taxes (EUR million)	-0.2	-0.5	-0.3
Return on investment (%)	-31.3	-25.4	-5.1
Equity to assets ratio (%)	20.0	2.5	-5.1
Dividends paid (EUR million)	0.4	0.0	0.0
Wages and salaries (EUR million)	18.9	18.4	16.2
Number of employees (average in person-years)	403.0	372.0	330.0
External resources (average in person-years)	95.0	118.0	132.0
Purchases (EUR million)	67.0	63.8	67.6
Gross investments (EUR million)	2.3	0.4	0.5

## Social responsibility indicators

	2023	2024	2025
Amount of personnel (at year end)	386	360	307
Average age of employees (years)	48	48	49
Number of employees with more than 10 years' service (%)	51.0	55.0	59.0
Employee turnover (%)	17.1	18.2	23.4
New employee rate (%)	14.3	9.8	5.4
Reasons for leaving (incidents)			
• terminated by employer	4	26	40
• terminated by employee	59	31	27
• retirement	5	10	6
Absences due to illness (% of work time)	3.0	3.0	2.9
Total recordable incident frequency (TRIF) <sup>1)</sup>	6.88	8.76	19.05
Lost time incident frequency (LTIF) <sup>2)</sup>	6.88	8.76	6.93
Injury Rate (IR)	1.38	1.75	1.39
Lost Day Rate (LDR)	742.38	814.05	745.35
Investment in training (EUR/person)	202	142	127
Development discussions (% of staff)	51	79	71

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

	2023	2024	2025
Material use (1,000 kg)	6,122	5,300	5,383
Direct energy (GJ)	0	0	0
Indirect energy (GJ)			
• district heating	14,952	15,289	14,429
• electricity	13,191	11,988	11,678
• gas	436	557	562
Carbon dioxide emissions (tCO <sub>2</sub> )	17,291	13,998	14,274
Scope 1	818	862	1,076
• direct energy	0	0	0
• delivery and installation	818	862	1,076
Scope 2	441	386	963
• indirect energy	441	386	963
Scope 3	16,032	12,750	12,235
• material use	13,596	10,153	9,660
• company cars	29	22	13
• business flights	53	32	16
• waste	236	212	213
• freight delivery	512	668	490
• services and other purchases	1,606	1,663	1,843
Waste			
• total (1,000 kg)	1,383	1,120	1,240
• hazardous waste (%)	0.5	1.1	1.1
• recovery (%)	99.5	98.9	98.9

# Sustainability programme 2026–2036

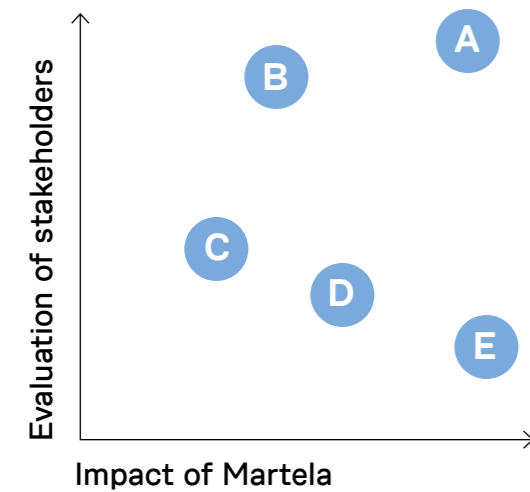
In the beginning of 2026, the Sustainability Steering Group approved Martela's new CR action plan for 2026–2036. The plan includes overall goals including economic, social and environmental aspects of sustainability.

Goal	Schedule
<b>Achieving carbon neutrality</b>	
<b>Scope 1</b>	
Continuous reduction of the climate impacts of our own distribution fleet	
· 100% of the fleet can utilize biofuels or runs emission-free	2026
· Emissions from the distribution of Martela products have been reduced by 70% compared to 2010	2030
· Delivery of Martela products is as low-emission as possible and the remaining emissions are compensated for	2035
<b>Scope 2</b>	
Function-specific energy audits and corresponding savings programs	
· Group energy audit updated	2027
· Electricity use in our own production facilities is at least 50% renewable	2030
· Electricity use in our own production facilities is 100% renewable	2035
<b>Scope 3</b>	
Reducing the climate impact of material use	
· The share of recycled materials in upholstery materials is at least 25% (%-lm)	2026
· The amount of refurbished products used is at least 10% of the total production volume (%-pcs)	2026
· The share of plastic packaging material is less than 5% (%-kg) of the total amount of packaging materials, preferring plastic made from recycled materials	2030
· 70% of the products in the Martela collection have a Möbelfakta certificate to demonstrate sustainability and a responsible supply chain	2030

Goal	Schedule
<b>To increase the share of the service business</b>	2036
<b>EBIT at 8% level excluding non-recurring items</b>	2036
<b>Improving occupational safety towards accident-free work</b>	2026
- At least 70% of our own production employees trained in occupational safety cards	
- At least one occupational safety observation recorded in the system per production employee	
<b>Demonstrating supply chain social responsibility and measures against bribery and corruption</b>	2028
· Collecting written commitments, no more than three years old, from all companies supplying materials or components for Martela products on respecting human rights and fighting bribery and extortion	
<b>Enhancing employee wellbeing in client companies, knowledge workers</b>	2026
· Providing user studies on the effects of our work environment solutions on well-being and work efficiency compared to the average results of our customer base and utilizing the results in space planning services and product design	
<b>Enhancing employee wellbeing at Martela</b>	2026
· Monitoring plans based on research results for measures needed to increase the well-being of personnel	
<b>Improving work and learning environments and reducing environmental impacts with the Martela Lifecycle model</b>	2029
· Identifying the real need for developing supportive and efficient working environments to ensure the best customer experience	
· Continuously improving value creation by optimising material and energy use	
· 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
- Continuously improving value creation by optimising material and energy use to ensure the best customer experience
- Written commitment on respect for human rights and the fight against corruption and bribery

Economic value by stakeholder group

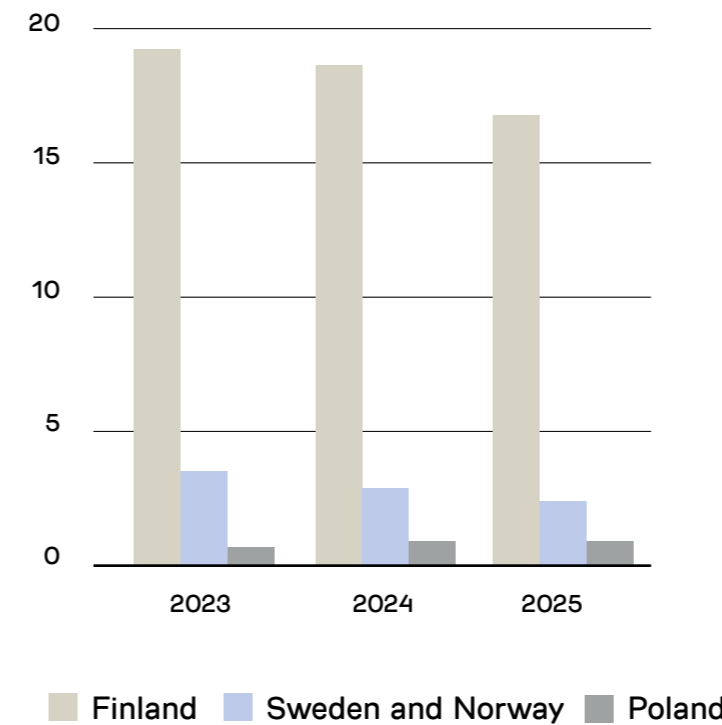
Martela seeks to create economic value for its customers, shareholders, employees, partners and the surrounding society. User-centric working and learning environments are designed and implemented to increase customers' wellbeing at work and, consequently, customers' productivity and operational capacity. Around 75% of Martela's economic value is distributed to providers of products and services, and around 22% is distributed as salaries and social security contributions to employees. Out of every 100 euros spent by customers on products and services, 22 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.

62% of the Martela Group's consolidated purchases of products and services come from countries in which Martela operates (Finland, Sweden, Poland and Norway) and 34% is sourced from other European countries. The share of purchases from our operating countries has increased due to the expansion and growing

Economic value by stakeholder group (%)

	2023	2024	2025
Payments to material, product and service providers	70.9	71.8	75.0
Employee wages	19.9	20.7	17.9
Employee social security & pension	4.4	4.4	4.0
Dividends paid to shareholders	0.5	0.0	0.0
Other (taxes, paid interest, investments)	4.3	3.1	2.9

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



popularity of the Sono product family, which is manufactured at our Kidex factory.

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 2025 survey was conducted in an internet panel from 1 to 24 October. Office furniture suppliers were evaluated by 511 people. Among the 14 companies in the comparison of office furniture suppliers, Martela was number one in the overall rating for the

eleventh time in a row, with Martela Outlet in third place this time. Martela was rated the best in the categories that form the foundation of a high-quality working environment: product quality, functionality and combinability, ergonomics, customer service, delivery reliability, trustworthiness and overall service offering. In addition, Martela shared the top position in product appearance and design impact, delivery speed, environmental responsibility, and the overall industry rating together with Martela Outlet. In the NPS (Net Promoter Score) comparison, Martela was ranked first and Martela Outlet third.

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 2025. Overall customer satisfaction decreased slightly during 2025 from the previous year's from a very high level to an average of 9.2 on a scale of 1-10, according to ongoing feedback. The customers' evaluations remained at an excellent level 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 1.1%. Due to the lower inventory levels and longer lead times for trading and subcontracting products, delivery accuracy decreased from the previous year being 82%.

Changing customer needs and circular economy

Organisations are now re-evaluating 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. In 2025, Martela introduced several new products to the collection and developed existing products to better meet customer needs. The Oona product family, designed by Antti Kotilainen, grew with stools of various heights, enabling natural work postures and versatile interactions around standing-height tables. The expansion of the Oona series brought more flexibility and ergonomic options to customer spaces. The PoGo and PreGo tables designed by Iiro Viljanen were introduced to learning environments, and they are designed to support the requirements of a new type of teamwork. The tables' versatility and clear design language provide learners and teachers with an inspiring and efficient working platform. The popular Sono telephone booth,

manufactured in Kitee, was joined by a series of new Sono Work pods at the end of the year. The modules, available in three sizes, are designed specifically for work that requires concentration and they provide excellent support for organizations' spatial efficiency, without compromising on quality. All 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 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 51% of Martela's total purchases, with the share of other products and services being 49% during 2025. A network of around 80 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 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



**SPACES THAT SERVE THE RHYTHM OF WORK**

*"The furnishings in the new premises support exactly the kind of everyday life that Valmet wanted. The collaboration went very well – the end result combines practicality, design, and responsibility."*

— **Seppo Kaukiainen, Project Manager at Valmet**

Martela took care of the installation of furniture and changes to the premises precisely according to schedule. Existing furniture that was suitable for the new premises was moved along. The rest of the furniture was either sold through Martela Outlet or recycled responsibly. Martela's own collection was used extensively in the new premises and the look of the spaces was completed with selected products from Martela's partner brands. The end result was a working environment where everything was ready from the very first day of work.

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**Material spend distribution (%)**

	2023	2024	2025
Wood	9.6	7.7	10.3
Plastics	4.7	6	5.1
Metal	22.2	21.9	22.7
Upholstery materials	4.3	4.6	4.2
Contract manufacturing	21.2	21.8	21.2
Trading	19.8	21.5	18.9
Supplies	15.1	12.3	13.7
Other	3.1	4.2	3.9

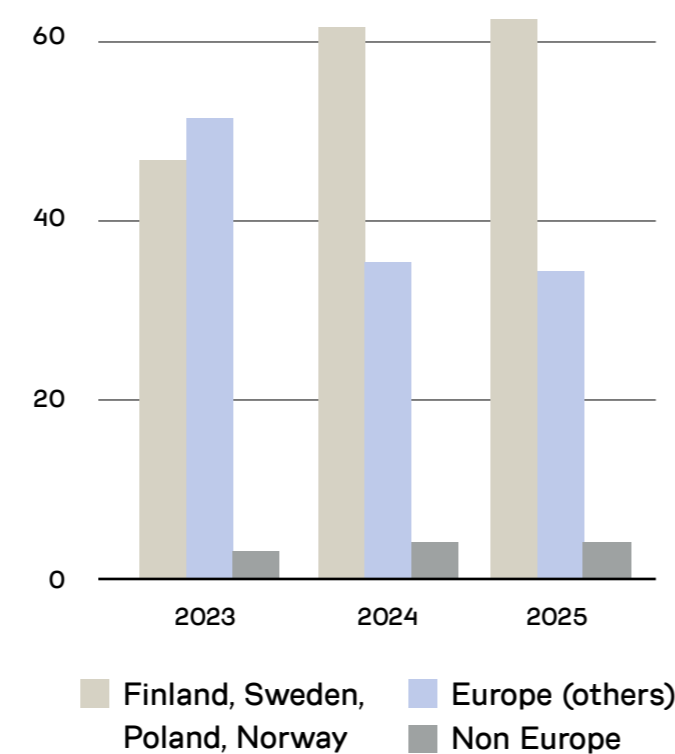
TOTAL PURCHASES (%)



reduced the resulting environmental load. Martela own production focuses on sub and final assembly; the manufacture of wood-based panel components is at Kidex Oy's factory in Finland, the manufacture of upholstered components is at the Martela's unit in Poland and the final assembly of products at the Martela's unit in Nummela, Finland or at the customer's premises.

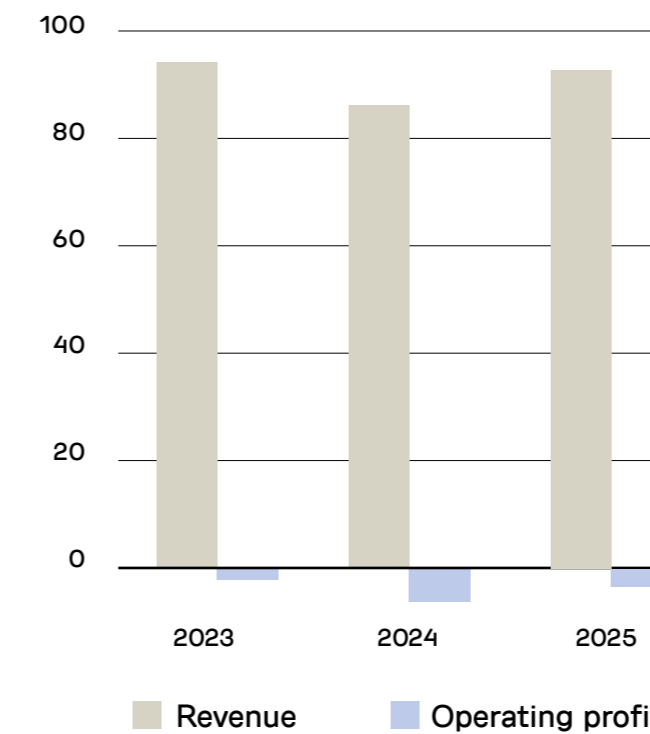
Martela has strict purchasing criteria, and selects its suppliers carefully. When selecting new suppliers, their ability to deliver products and produce high quality is always assessed, along with their financial background. A social responsibility risk assessment is done for each supplier as the supplier 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

MATERIAL PURCHASES BY AREAS (%)



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

REVENUE AND OPERATING PROFIT (EUR MILLION)



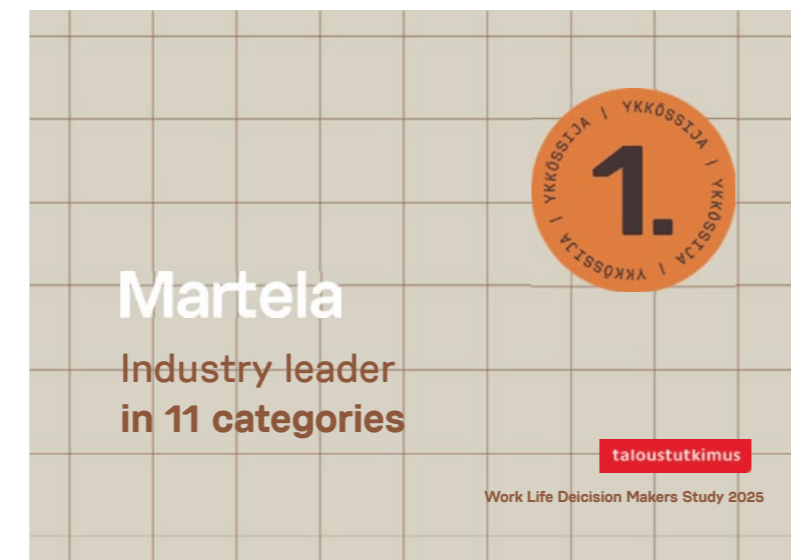
with the jointly agreed rules by conducting planned assessments of its suppliers based on annual evaluation. Through supervision, Martela can ensure that laws, operating principles and joint agreements are followed under all circumstances.

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, 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



**RANKED #1**

The Work Life Decision Makers 2025 study by Taloustutkimus once again shows that long-term work and genuine customer focus make a measurable difference. This year, Martela was ranked at the top of our industry both in customer recommendation (NPS) and across 11 evaluation categories – more than any other company in the sector.

[READ MORE](#)

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.

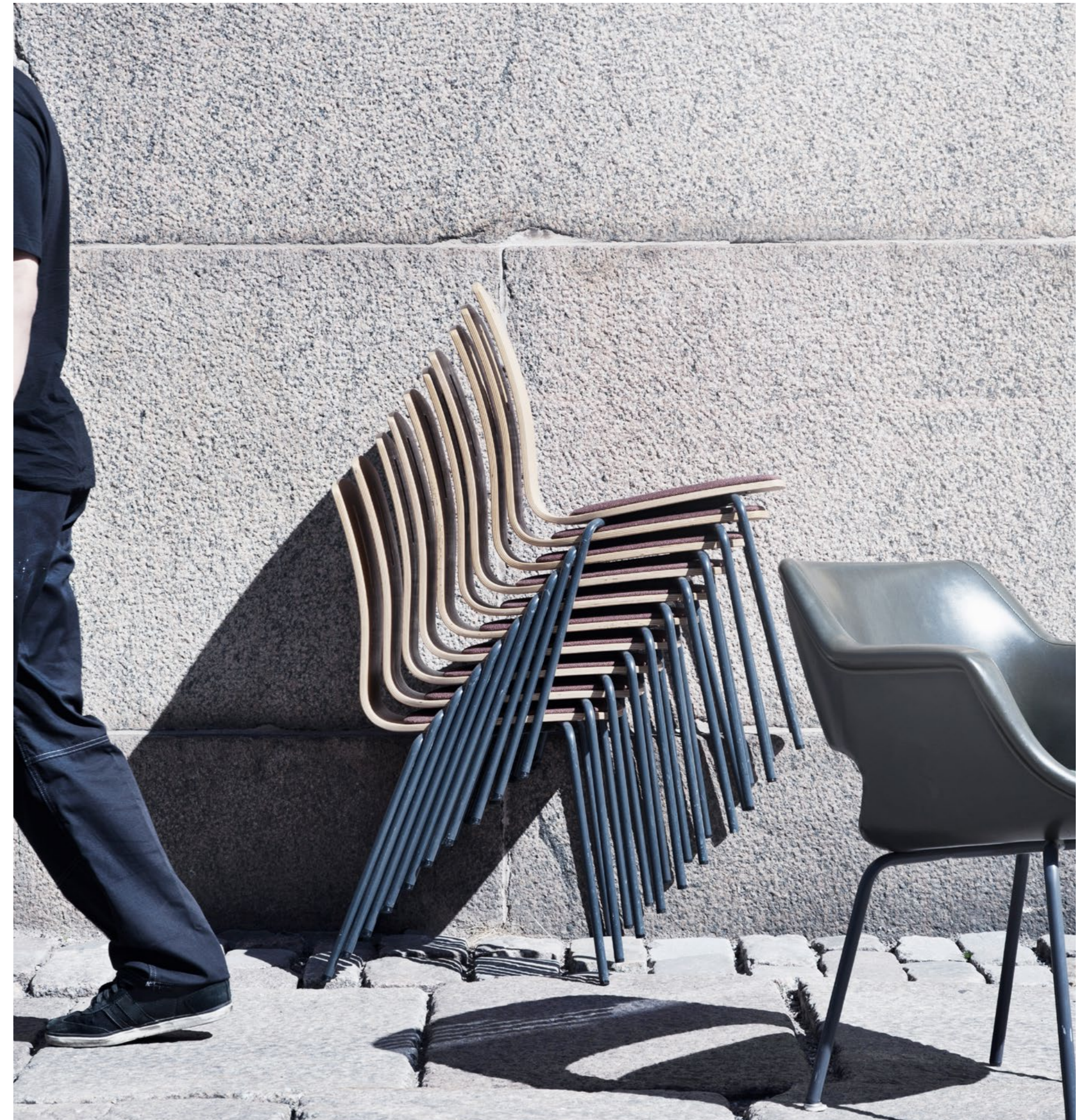
Martela does not accept bribery in any form in its business in any market. Anti-corruption principles of responsible business conduct are reviewed internally in the annual sustainability training and in supplier surveys and in supplier discussions.

### Development of EU legislation

Under the CSRD criteria, Martela was not 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. On 26.2.2025, the European Commission approved the Omnibus proposal, which included changes to the extend

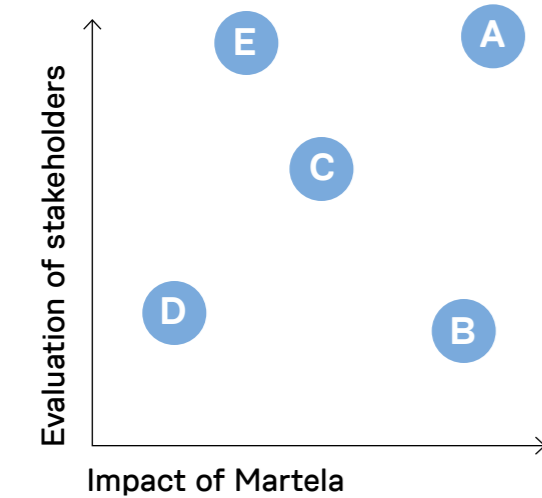
of the CSRD reporting obligation. Under the new limits of the proposal, the requirements no longer apply to Martela. According to the Non-Financial Reporting Directive (NFRD) criteria, taxonomy obligations apply only to large, listed companies, and thus Martela is not eligible for taxonomy. However, Martela has evaluated its environmental impacts and taken measures to curb environmental impacts for years and has already reported on them in 15 annual sustainability reports before this report.

The EU Forest Deforestation Regulation (EUDR) will set requirements for the traceability of wood material and restrictions on wood material imported into the EU. During 2025, Martela has collected information from its own supply chain and from industry organizations in Finland and Sweden about what the regulation means in practice for Martela. According to the latest information, the preparation of EUDR declarations and monitoring of traceability will not extend to the manufacture and sale of furniture, but the regulation will focus on primary production. Furniture and wood-based products placed on the EU market must meet a formaldehyde emission limit of 0.062 mg/m<sup>3</sup> under the specified EN 717-1 test conditions. The REACH restriction (Annex XVII, point 77) will enter into force on 6 August 2026. Until now, Martela has ensured compliance with the requirement by assessing the compliance of raw materials and components. Testing according to the method will be very expensive for different combinations of materials selected by the customer per order.



**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: Providing our clients with the possibility to measure the impact of our solutions on end-user well-being and work efficiency**
- **Martela employee wellbeing: regular monitoring and plans for necessary actions based on research results**
- **Improving occupational safety towards accident-free work**

**A valued employer**

Martela's Lifecycle strategy, which is unique in the world, has changed 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 23.4% (18.2%) in 2025. The turnover rate was not dependent on the gender. In 2025 majority of the people leaving the company were 30 to 50 years old and that is due to increased number of layoffs. Most of the new employees during the year were also 30 to 50 years old.

At the end of 2025, Martela had 307 employees (360), of whom 248 were based in Finland, 28 in Sweden and Norway, and 31 in Poland. Martela hired 12 new employees in Finland, four in total in Sweden and Norway and one in Poland. Personnel expenses totalled EUR 19.7 million (22.3).

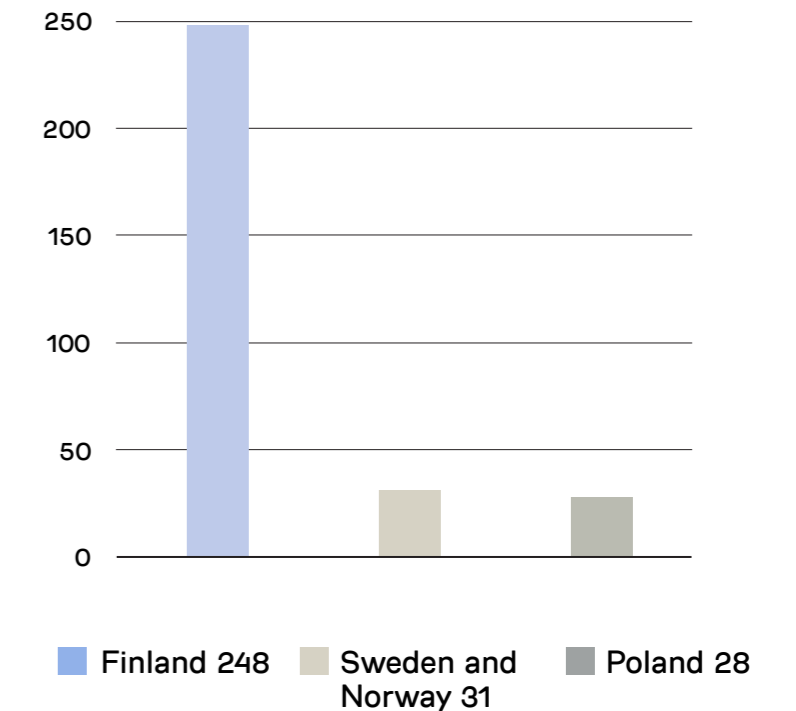
**Satisfied employees**

The latest People Spirit employee survey for all employees was conducted during spring of 2024. The results of the personnel survey in 2024 showed a slight decrease in all indices. The PeoplePower® index decreased slightly from the previous survey but was still above the general Finnish norm in class A+. Martela's strengths were perceived as receiving feedback, cooperation between departments,

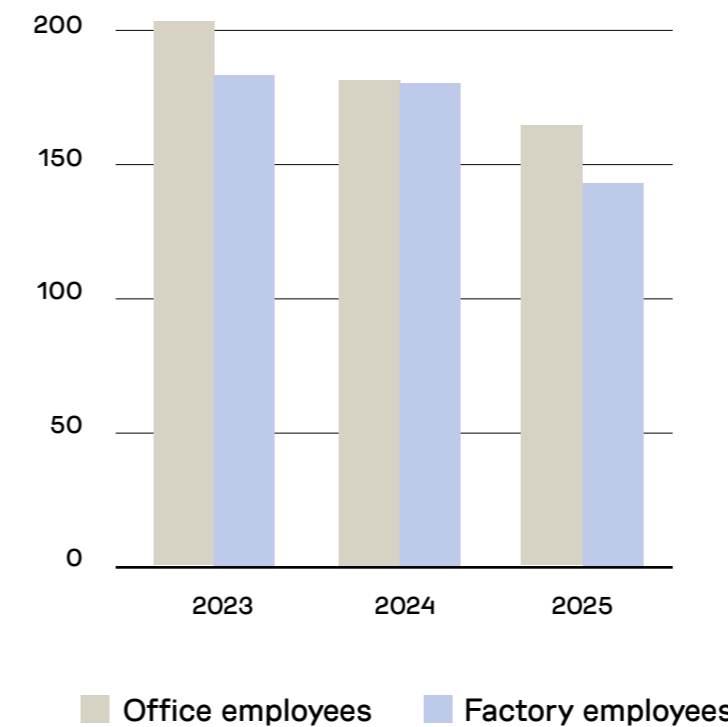
the quality of products and services produced for customers, sharing own expertise, clarity of department goals and readiness to do more than expected if necessary. Sustainability issues were perceived positively and there was a mainly positive development in their appreciation. The survey was not carried out in 2025 due to cost reasons, but plans are in place to carry out the personnel survey in its revised form in 2026.

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

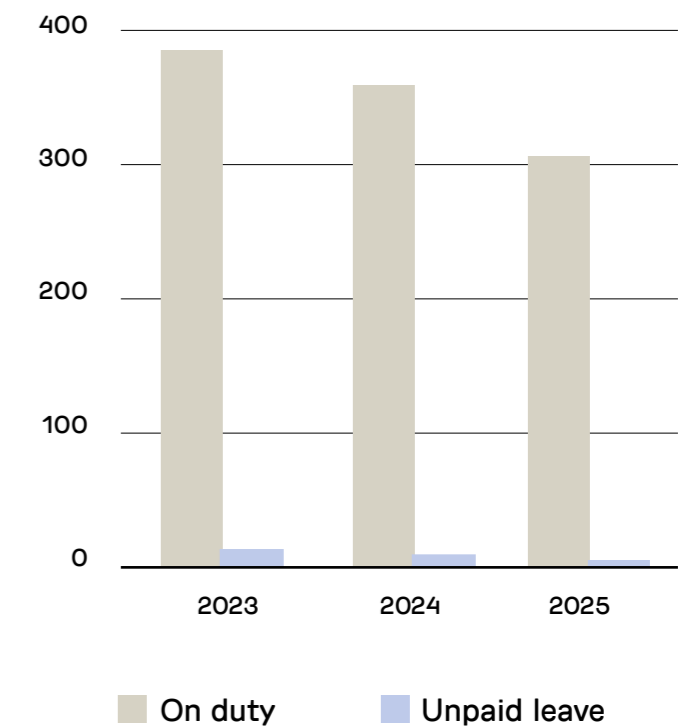
PERSONNEL BY COUNTRIES AT YEAR END



PERSONNEL GROUPS AT YEAR END



NUMBER OF PERSONNEL AT YEAR END



**Total workforce by region and employment contract**

		2023	2024	2025
Finland	fixed-term	7	8	7
	regular	305	286	241
Poland	fixed-term	1	1	1
	regular	30	29	30
Sweden & Norway	fixed-term	1	0	0
	regular	42	36	28
<b>Group</b>	<b>fixed-term</b>	<b>9</b>	<b>9</b>	<b>8</b>
	<b>regular</b>	<b>377</b>	<b>351</b>	<b>299</b>

**Total workforce by region and gender**

		2023	2024	2025
Finland	male	218	205	165
	female	94	89	83
Poland	male	18	16	16
	female	13	14	15
Sweden & Norway	male	16	14	10
	female	27	22	18
<b>Group</b>	<b>male</b>	<b>252</b>	<b>235</b>	<b>191</b>
	<b>female</b>	<b>134</b>	<b>125</b>	<b>116</b>

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 2025, little over 127 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 6.4 hours of training per person-year in the HR system.

There was slightly less development discussions held than in the previous year, but there were also other discussions between individuals and with the entire team. Approximately 71% 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**

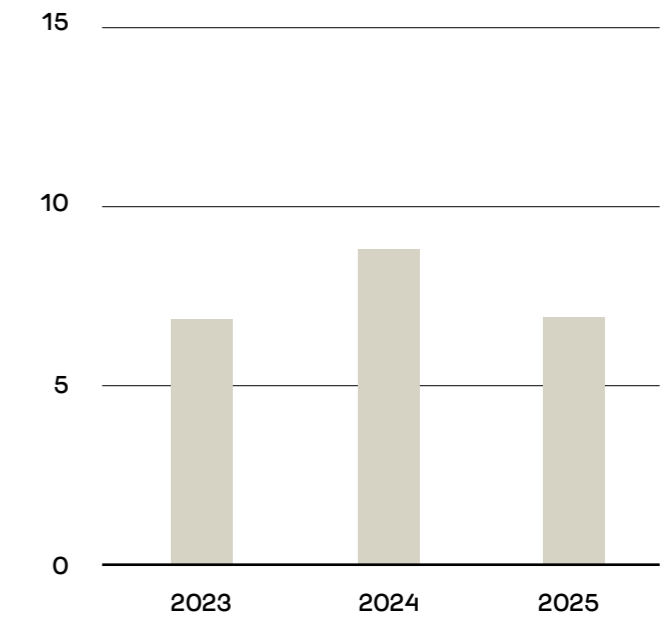
At Martela, the stressors at work vary depending on the work tasks. Production work is repetitive, and removal services involve moving furniture in varied customer premises. In office work, the stress factors are often related to the mental aspects of work and its demands. Due to the varied working environments, 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 will be re-evaluated for the second time in the end of 2026. 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 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. 157 new employees of partners and external staffing underwent four-hour induction according to the plan during 2025.

Martela is a Traficom approved training centre. Martela's own internal trainer has been conducting occupational safety card education for operations in Finland for six 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 2025, a total of 77 people received their occupational safety cards of which 22 of own staff. Through internal training, 54 people achieved EFR Secondary Care while also receiving AED training, of which 36 of own staff. The internal trainer is also qualified to train truck and lorry drivers in accordance with the professional qualification directive. 30 members of own staff and 36 members of partners and leased staff completed professional qualification courses in 14 training sessions. Internal first aid firefighting training courses started in summer 2022 in accordance with the course content of the Finnish National Rescue Association (SPEK). During 2025, 57 people, including 55 of our own staff, received their official first aid firefighting card.

**LOST TIME INCIDENT FREQUENCY (LTIF)**



**OCCUPATIONAL ACCIDENTS AND RESULTING SICK LEAVE DAYS**



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 2025, there were no occupational accidents requiring more than 30 days of recovery. Four accidents requiring recovery during 2025 resulted 17 days of absences, due to mainly sprains, bruises or wounds. Martela's LTIF (Lost time injury frequency) rate in Finland was 8.74 and in the Group 6.93. Correspondingly, LTI (Lost time injury) was 0.029. 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 2025 was implemented in the autumn and was attended by 92% 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.

A separate equality survey was conducted in spring 2025. The response rate of the voluntary survey was 59 percent with 187 responses. The majority have not experienced or observed discrimination and the work community atmosphere is generally perceived as accepting. The greatest experiences of inequality are related to pay, career advancement and the division of work tasks. Equality related to age and minorities, anti-discrimination practices and transparency of pay and advancement

emerged as areas for development.

During 2025, Martela's Whistleblowing reporting portal was opened 76 times. Of these, eight contained actual reports of suspected wrongdoing, leading the company to take the necessary internal actions. During the year, only marketing communications were received at the Whistleblowing email address. No Whistleblowing notifications have been received in writing.

The pay gap review was carried out only in Finland in 2025. 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 88% of the average earnings of men during 2025.

In the end of 2025 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 six members, two women and four men. Of Martela's entire personnel, 62% are men and 38% are women. Age groups 30–50 and over 50 year olds were as big, both representing 47% of all employees, with the average age being 49. The oldest employee was aged 67.

**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

**The total number and share of newly hired employees by groups**

	2023		2024		2025	
male	39	68%	30	83%	6	35%
female	18	32%	6	17%	11	65%
16-29	32	56%	20	56%	4	24%
30-50	18	32%	9	25%	11	65%
> 50	7	12%	7	19%	2	12%
Finland	49	86%	33	92%	12	79%
Poland	3	5%	2	6%	1	4%
Sweden & Norway	5	9%	1	3%	4	17%

**The total number of leavers and turnover by groups**

	202		2024		2025	
male	47	69%	47	70%	52	71%
female	21	31%	20	30%	21	29%
16-29	33	49%	17	25%	5	7%
30-50	19	28%	21	31%	43	59%
> 50	16	24%	29	43%	25	34%
Finland	59	87%	54	81%	59	81%
Poland	4	6%	3	4%	2	3%
Sweden & Norway	5	7%	10	15%	12	16%

**AN INSPIRING LEARNING ENVIRONMENT BORN OUT OF INGENUITY**

*"Our school should radiate joy, warmth, and a taste of life. I have always wanted the students to feel safe and welcome – and for the furniture to invite them to learn, play, and be together. At Martela Outlet, I found exactly what we needed: high-quality furniture that we otherwise couldn't have afforded."*

— Anna-Mari Jaatinen, Principal, Siltamäki Elementary School

The furnishings at Siltamäki Elementary School combine Martela's durable solutions with the principal's own vision of what constitutes a good learning environment. The spaces are versatile and full of life – every corner has its own story to tell.

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

		2023	2024	2025
<b>GMT</b>				
18-29	male	0	0	0
	female	0	0	0
30-50	male	14	14	17
	female	14	14	17
Over 50	male	57	57	49
	female	14	14	17
<b>Board of Directors</b>				
18-29	male	0	0	0
	female	0	0	0
30-50	male	17	33	17
	female	0	0	0
Over 50	male	50	17	50
	female	33	50	33

**Gender distribution of personnel by groups of employees (%)**

		2023	2024	2025
<b>White collar</b>				
	male	25	24	25
	female	27	26	28
<b>Senior management</b>				
	male	2	2	3
	female	2	2	2
<b>Managerial and specialist</b>				
	male	23	22	22
	female	25	25	27
<b>Blue collar</b>				
	male	40	41	37
	female	8	9	9
<b>All employees</b>				
	male	65	65	62
	female	35	35	38

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. Users can download general use and safety instructions and disassembly instructions for recycling from Martela's website. For the adjustable pieces of furniture, such as task chairs and electrically adjustable desks, there are also product specific instructions for use, maintenance and ergonomics.

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

**Martela's Möbelfakta**  
You can find the products bearing this label on [the website](#) of the organization that awarded the label.



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. 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.



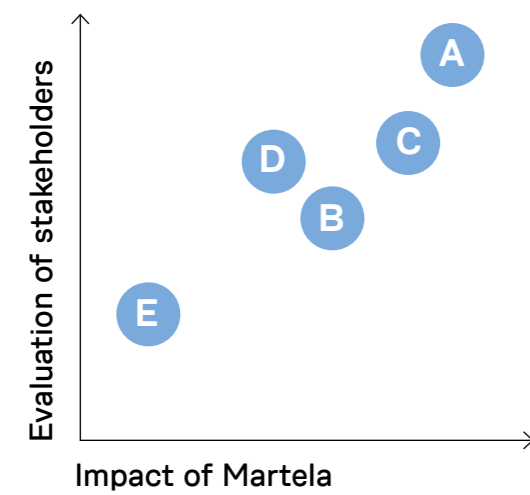
**ECOVADIS SILVER RATING**

The world's most trusted provider of business sustainability ratings, EcoVadis, has awarded Martela a Silver Medal on February 2026. The Silver Medal places Martela in the top 15% of all companies assessed by EcoVadis. EcoVadis validates corporate adherence to 21 recognized CSR criteria which follow verifiable international CSR standards (the Global Compact Principles, the International Labour Organization conventions, the Global Reporting Initiative standard, the ISO 2600).

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### Materiality assessment

- A** Combating 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 use life by developing circular economy services
- E** Reducing direct environmental impacts



# Environmental responsibility

**GOALS**

- **Optimising, continuously developing, and maintaining work environments with a focus on the circular economy**
- **Promoting space efficiency with sustainable, multifunctional 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



**A SUSTAINABLE FURNITURE UPDATE THAT LOOKS LIKE HAVU**

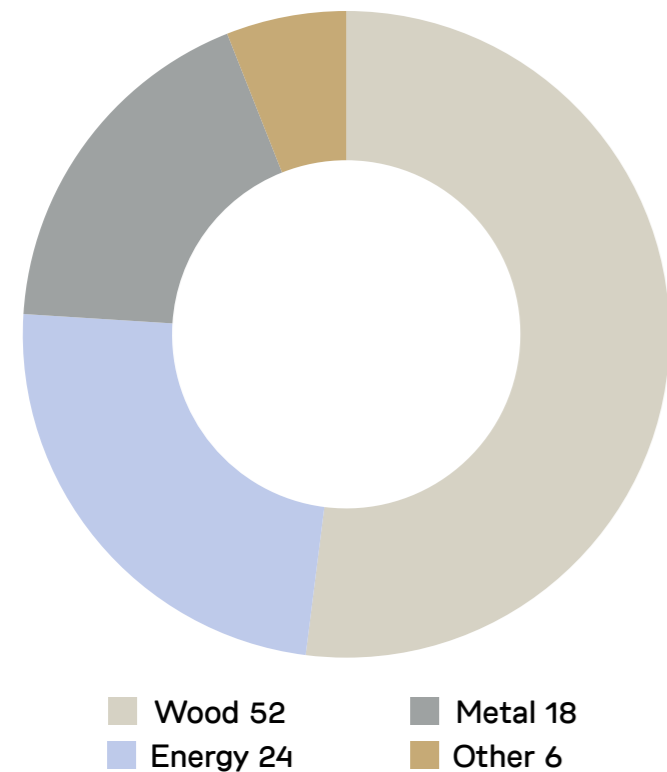
*"We wanted the space to reflect our spirit – not just functionally, but emotionally. Martela got that right away. WaaS fits us perfectly because it adapts to our growth and change. The end result looks like HAVU."*

— **Tuomas Kujansuu, Brand Director & Partner, HAVU Gaming Oy**

Martela's team was on-site during the move to ensure the furniture layout matched the vision. Any unused pieces were taken away immediately to keep the space functional and clean from day one. For HAVU, a fully operational setup from day one was key.

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USED MATERIALS FROM CUSTOMERS IN FINLAND (%)



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 then made available for corporate and private customers through the Martela Outlet online and physical stores. In 2025, around 27,500 pieces of used furniture found new homes through these channels. In addition, about 3,600 pieces of furniture found a new user through partners in Finland and about 2,200 in Sweden. In 2025, the amount of used furniture received from customers for material recovery was 2.1 million kilos. Nearly 50% of this material is wood-based and 26% is other materials suitable for energy recovery. Only 18% 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 increased 6% from previous year and remanufacturing volumes stayed in same level as previous year. The manufacturing processes of

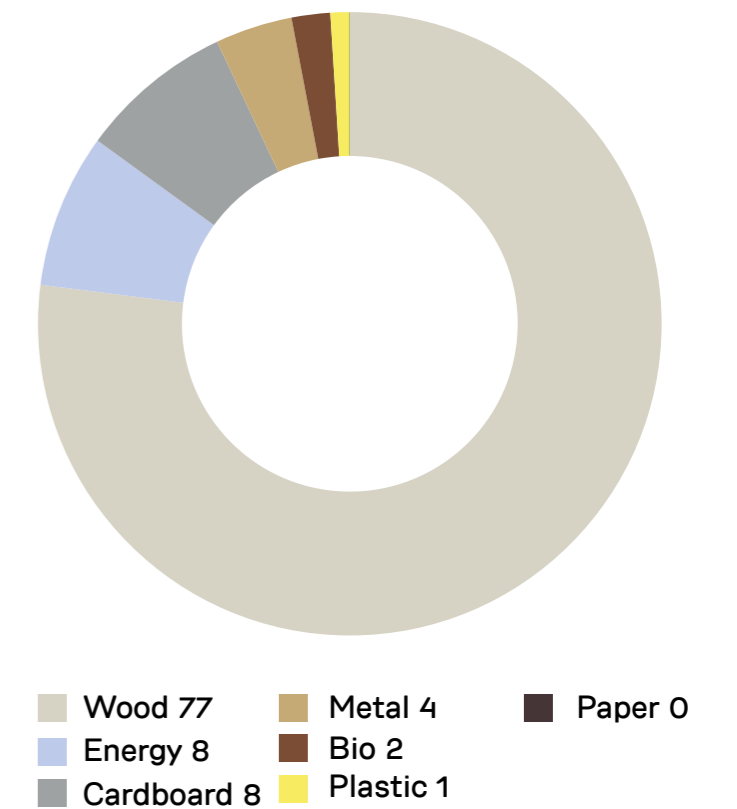
new products are designed according to delivery time categories. Components for products with short delivery times wait for customer orders in Martela's own production sites and logistics centre, and components for products with longer delivery times wait in their standard supply chain. The aim is to balance the inventory levels of refurbished products in line with customer demand keeping the environmental impacts of storage reasonable.

Certified processes

The Nummela factory 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

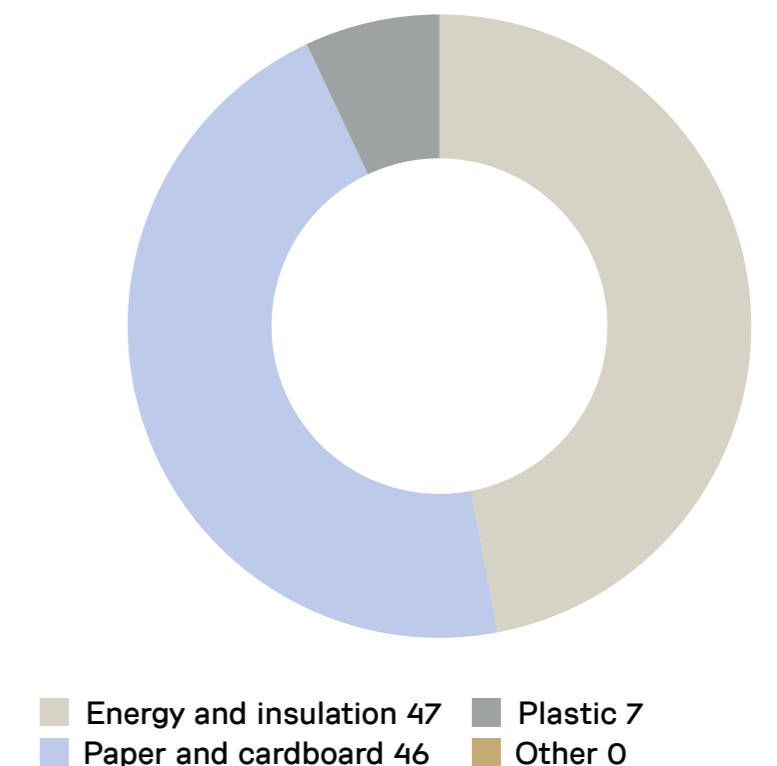
RECOVERED WASTE, FINLAND (%)



Production waste (1 000 kg)

	2023	2024	2025
<b>Finland total</b>	<b>1,375.9</b>	<b>1,114.7</b>	<b>1,210.1</b>
Recovered	1,369.7	1,102.8	1,197.2
Hazardous	6.2	12.3	12.9
Landfill	0.0	0.0	0.0
<b>Nummela, Finland</b>	<b>719.3</b>	<b>522.1</b>	<b>539.6</b>
Recovered	718.4	520.2	532.0
Hazardous	0.9	1.8	7.6
Landfill	0.0	0.0	0.0
<b>Kitee, Finland</b>	<b>623.3</b>	<b>558.5</b>	<b>665.2</b>
Recovered	619.7	548.4	659.9
Hazardous	3.6	10.1	5.3
Landfill	0.0	0.0	0.0
<b>Piasecno, Poland</b>	<b>33.3</b>	<b>34.2</b>	<b>30.2</b>
Recovered	31.7	34.2	30.0
Hazardous	1.6	0.4	0.2
Landfill	0.0	0.0	0.0

RECOVERED WASTE, POLAND (%)



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.

**Impacts on biodiversity**

Martela develops the environmental features of its products and services together with their value chain, taking into account the effects of climate change, protection of the seas, preservation of biodiversity and the effects on use of water, energy and other resources based on materiality. 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 2025 around 30% of the fabrics were 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.

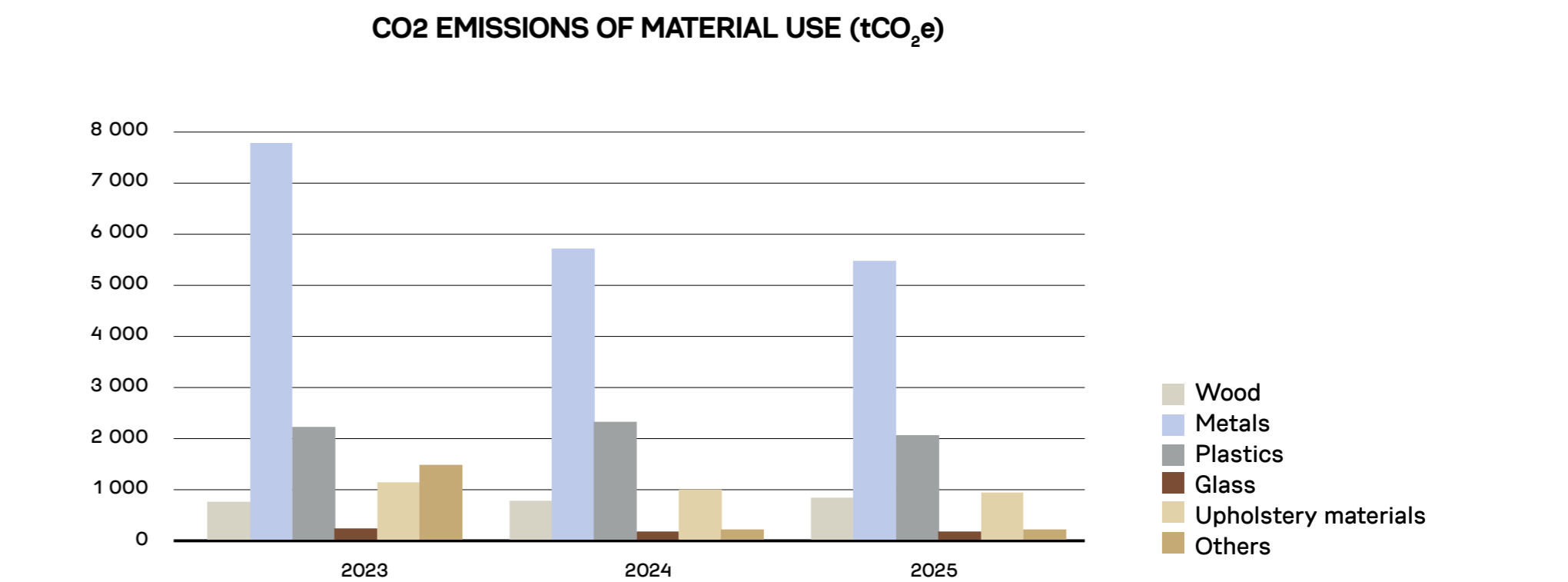
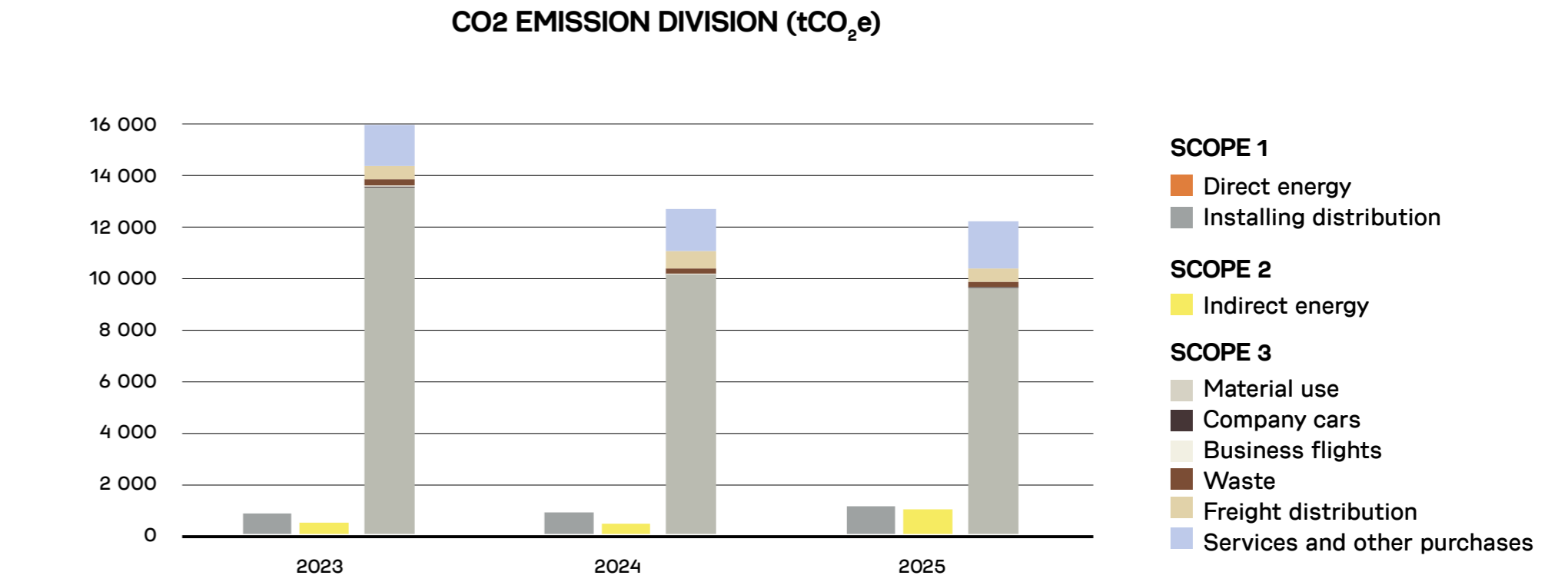
In 2025, the amount of material used for production remained on the same level as previous year being around 5.4 million kilograms. Data on purchased items reveals that nearly 57% of the materials used were wood-based and 27% were metal-based. Material or weight information is not comprehensively recorded 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 of the new and remanufactured products are optimised so that they 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 2025, 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 remained on the same level as previous year.

**Climate impacts mainly from material use**

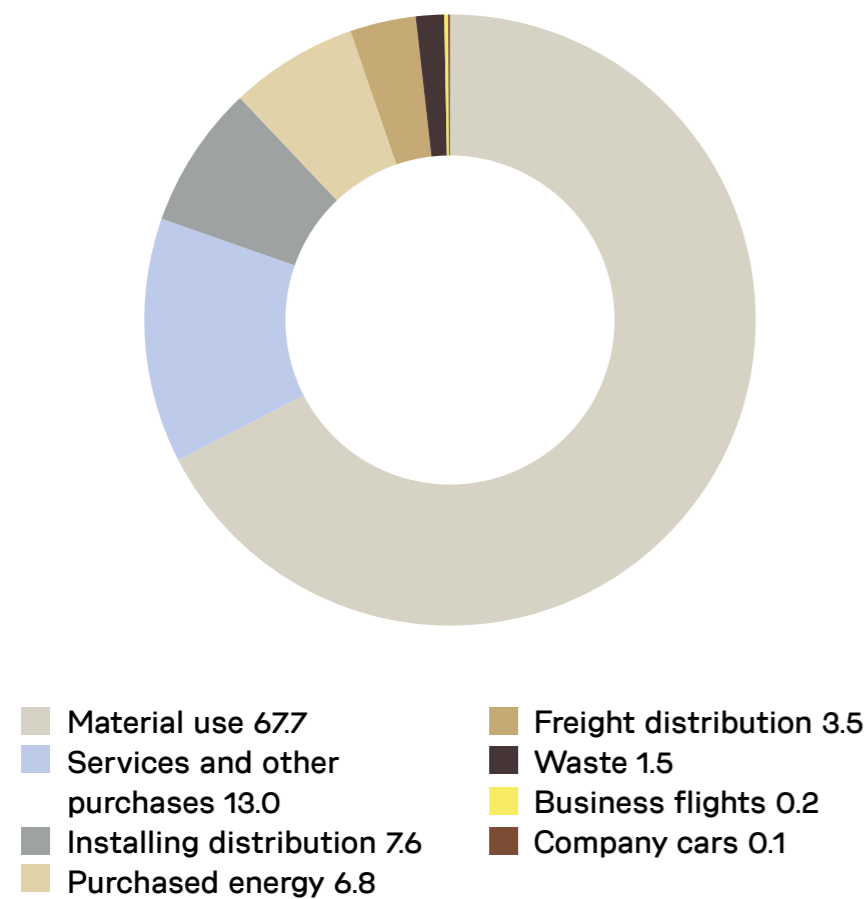
Martela calculates its climate impact according to the GHG protocol, taking into account direct emissions (scope 1), emissions from the production of purchased energy (scope 2) and indirect emissions from the value chain (scope 3). Of the greenhouse gas emissions in 2025, 68% came from materials purchased or products delivered to



customers (scope 3), 7% from indirect energy use (scope 2) and 8% 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, while the material portions are based on weight-based DEFRA 2025 emission factors. Martela's most significant climate impact arises

CO<sub>2</sub> EMISSION DIVISION (%)



from the use of materials related to products and services offered to customers. Greenhouse gas emissions from materials totalled 9.7 thousand tons during 2025. For upholstery materials, only wool coefficients have been used in the calculations. The material allocations of Contract manufacturing and Trading products have been evaluated at a general level in order to calculate the climate effects of the materials used in them. During 2025, 99% of the value of distribution-related freight transport was purchased from suppliers who share their CO<sub>2</sub> emissions calculations. Based on this information, the CO<sub>2</sub> emissions from freight transport (TTW) were approximately 490 tonnes (scope 3). The aim is to improve efficiency and reduce climate impact. This share of emissions covered 3.5% of total emissions in 2025.

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 213 t CO<sub>2</sub>eq. 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 decreased from previous year to total VOC emission of 152 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 come from energy use**

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 42%. The largest reduction in greenhouse gas emissions has been achieved by purchasing mainly zero-emission electricity for production sites during 2015-2024. As no emission-free electricity was purchased during 2025, emissions from purchased energy increased from 2024, even though the amount of energy used decreased. Martela's energy intensity in 2025 in relation to turnover was 285 GJ/M€ and in relation to the production volume of its own products 0.12 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

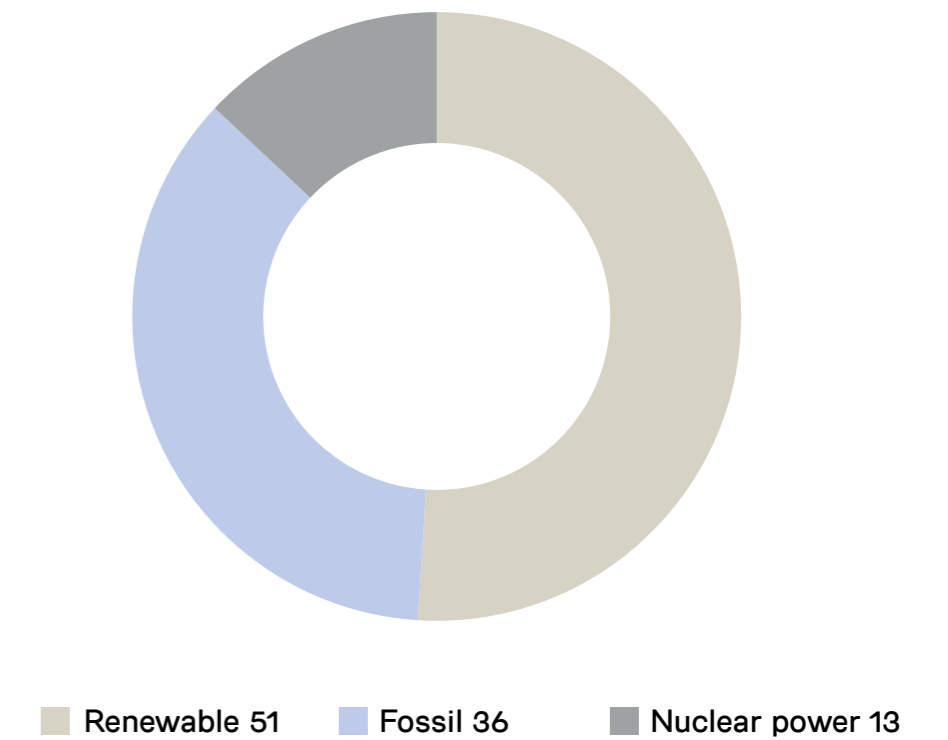
the warehouses used by the installation teams in Finland were included in 2022 scope 2 calculation. The climate effects of sales and storage properties in Finland have been calculated with the area-based coefficients published by Statistics Finland in 2021. Correspondingly, the emission coefficients of properties in Sweden and Norway are based on their country specific ones.

Martela purchased electricity for the Nummela and Kitee production sites from a single supplier. The lessor is responsible for the energy procurement of the head office. 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.

**Use of indirect energy (GJ)**

	2023	2024	2025
Nummela, Finland	14,713	14,685	13,471
Kitee, Finland	12,481	11,660	11,894
Piasecno, Poland	918	1,067	1,040
Others	417	422	264
<b>Total</b>	<b>28,529</b>	<b>27,834</b>	<b>26,669</b>

SOURCES OF INDIRECT ENERGY (%)



The total amount of indirect energy used for heating, lighting and ventilation in Martela's premises was 26,669 GJ in 2025. Of the total amount of energy used, 51% was from renewable energy sources and 36% was from fossil sources and 13% nuclear power. The consumption of electricity decreased 8.8% and district heating increased by 2.2%. The use of heating energy produced from gas increased by 27%. 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 come from transportation to customers**

Since 2014 the premises have been heated with purchased energy transferring scope 1 emissions to scope 2 emissions. 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 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 2025, 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 2025 coefficients, the carbon dioxide emissions of the distribution logistics in all of Finland increased 24% from the previous year and amounted to 1076 tonnes. The increase in emissions was due to an increase in the number of partial deliveries and the resulting increase in transport kilometres and changes in emission factors. 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 emission of business flights in 2025 was 16 tons being half of that of the previous. 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. The share of commercial flights in the total emissions is so small that it is not significant for the entity.

Emissions from the company cars leased for the personnel are monitored based on estimated annual kilometres per car. There is no leased car in use that exceeds the maximum emission limit of 140 g/km under the car policy that came in force in the beginning of 2023. The number of company cars used in Finland continued to decrease during 2025 and at the same time the average carbon dioxide emissions decreased to 69 g/km. In Sweden there were only electric or hybrid cars in use. The calculated carbon dioxide emission of all leased cars used by Martela's personnel was a total of approximately 13 tonnes.

### Transition plan

To achieve the carbon neutrality goal, Martela has defined three key objectives: electrification of transportation, use of renewable energy, and development of a circular economy model. All of these objectives also require actions from Martela's stakeholders. Carbon neutrality of the transport fleet will be implemented gradually, starting with making all delivery vehicles capable to use biofuels. The next goal is to electrify its own transportation fleet and eventually its partners well need to

electrify their fleets of as well. The changes are available when new vehicles are acquired.

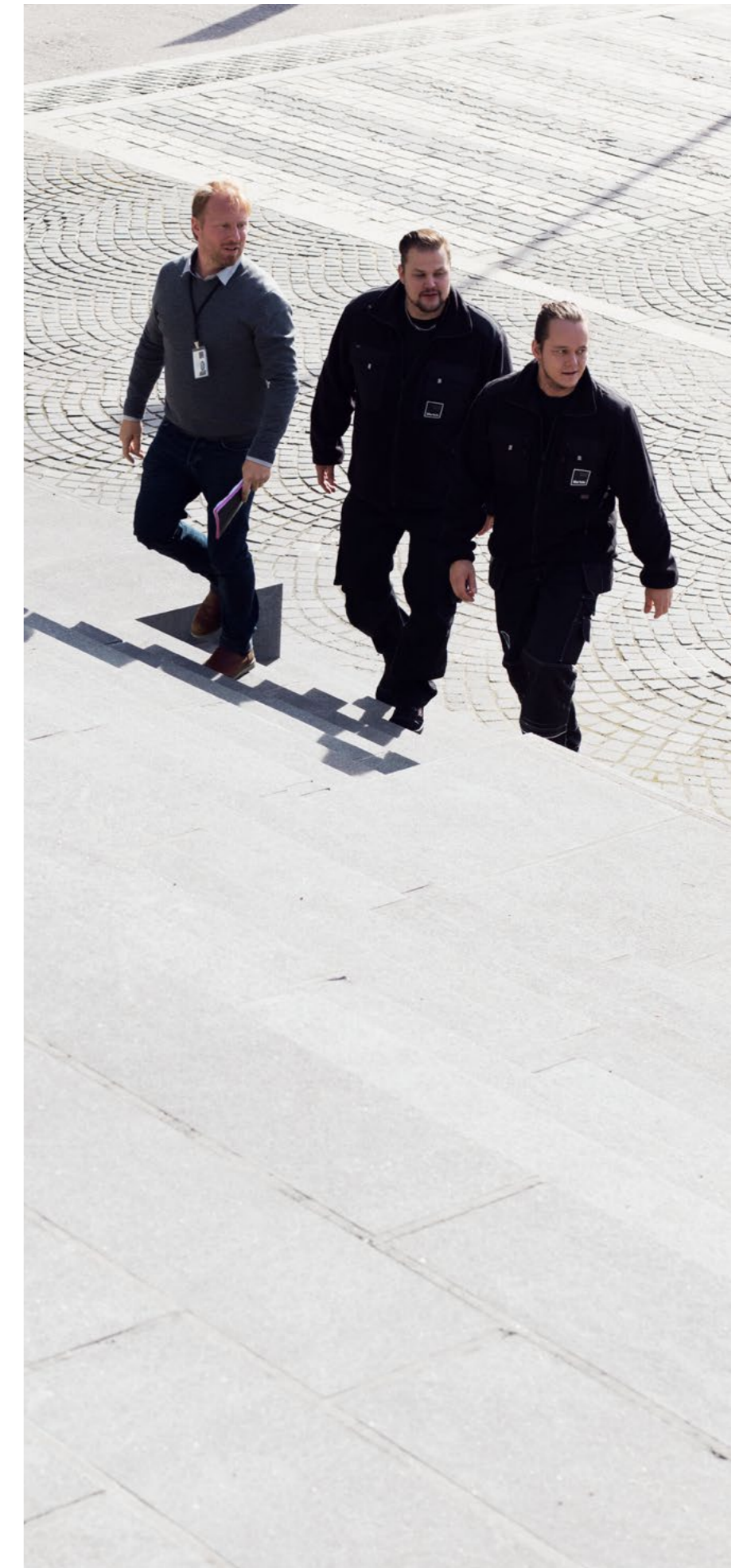
Martela had been purchasing renewable electricity for its production facilities for a long time, but it had to be discontinued from the beginning of 2025 due to cost reasons. The goal is to gradually increase the use of renewable electricity, and currently about 50 percent of the electricity used comes from renewable sources. The goals of electricity companies also support Martela's aim toward carbon-neutral energy use, and Martela itself ensures the continuous improvement of energy efficiency in its production operations. Martela has no plans to invest directly in renewable energy production methods, such as solar energy, as the company operates only in leased properties.

A strategy incorporating the circular economy model has enabled the development of a service business alongside furniture manufacturing. Furniture rental, refurbishment, and maintenance services are already part of Martela's offering, but they have not yet reached broader demand among customers. The challenge in transitioning to the service business is improving profitability.

### UPDATING OF CARBON FOOTPRINTS

Martela has published over 30 EPD documents through the EPD Norge portal during 2024. In order to increase the comparability of the products, the carbon footprint calculations on Martela's website were updated in spring 2025 to better align to the EPD documents verified by a third party.

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# GRI-index

GRI-standard	Description	Location and comments
<b>GRI 2: General Disclosures 2021</b>		
<b>The organization and its reporting practices</b>		
2-1	Organizational details	Martela in brief p. 3, <a href="http://www.martela.com">www.martela.com</a>
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
<b>Activities and workers</b>		
2-6	Activities, value chain and other business relationships	Environmental responsibility p. 24-29
2-7	Employees	Social responsibility p. 19-23
2-8	Workers who are not employees	Social responsibility p. 19-23
<b>Governance</b>		
2-9	Governance structure and composition	Martela Annual report 2025 p. 62-65
2-10	Nomination and selection of the highest governance body	Martela Annual report 2025 p. 62-65
2-11	Chair of the highest governance body	Martela Annual report 2025 p. 62-65
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 2025 p. 62-65
2-19	Remuneration policies	Rewarding
2-20	Process to determine remuneration	Rewarding
2-21	Annual total compensation ratio	4,42 (2024: 4,81, 2023: 6,48)
<b>Strategy, policies and practices</b>		
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. 14-18
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.
<b>Stakeholder engagement</b>		
2-29	Approach to stakeholder engagement	Contents and scope of report p. 4
2-30	Collective bargaining agreements	90% 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-standard	Description	Location and comments
<b>GRI 3: Disclosures on material topics 2021</b>		
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. 14-29
3-3	Management of material topics	Management of Sustainability p. 10-11
<b>GRI 101: Biodiversity 2024</b>		
101-1	Policies to halt and reverse biodiversity loss	Environmental responsibility p. 24-29
101-2	Management of biodiversity impacts	Environmental responsibility p. 24-29
101-3	Access and benefit-sharing	Environmental responsibility p. 24-29
<b>200 - ECONOMIC IMPACTS</b>		
<b>GRI 201: Economic Performance 2016</b>		
201-1	Direct economic value generated and distributed	Economic responsibility p. 14-18
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 2025. The subsidiary Kidex Oy has received a grant of €22,000 from the city of Kitee in 2025.
<b>GRI 202: Market Presence 2016</b>		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Social responsibility p. 19-23
202-2	Proportion of senior management hired from the local community	100%
<b>GRI 204: Procurement Practices 2016</b>		
204-1	Proportion of spending on local suppliers	Economic responsibility p. 14-18
<b>GRI 205: Anti-corruption 2016</b>		
205-2	Communication and training about anti-corruption policies and procedures	Management of Sustainability p. 10-11, Economic responsibility p. 14-18
205-3	Confirmed incidents of corruption and actions taken	There have been no cases of corruption in Martela's operations during 2025.
<b>300 - ENVIRONMENTAL IMPACTS</b>		
<b>GRI 301: Materials 2016</b>		
301-1	Materials used by weight or volume	Environmental responsibility p. 24-29
301-2	Recycled input materials used	Environmental responsibility p. 24-29
301-3	Reclaimed products and their packaging materials	Environmental responsibility p. 24-29
<b>GRI 302: Energy 2016</b>		
302-1	Energy consumption within the organization	Environmental responsibility p. 24-29
302-2	Energy consumption outside of the organization	Environmental responsibility p. 24-29
302-3	Energy intensity	The energy purchased (district heating, electricity, gas) by Martela in relation to net sales was 285 GJ/EUR million (2024: 321 GJ/ EUR million, 2023: 302 GJ/EUR million)
<b>GRI 303: Water and effluents 2018</b>		
303-5	Water consumption	Martela does not use process water and household water consumption was 3.06 megaliters (2024: 3.56 MI, 2023: 3.52 MI). Martela or its supply chain does not operate in water-stress areas.
<b>GRI 304: Biodiversity 2016</b>		
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.
<b>GRI 305: Emissions 2016</b>		
305-1	Direct (Scope 1) GHG emissions	Environmental responsibility p. 24-29
305-2	Energy indirect (Scope 2) GHG emissions	Environmental responsibility p. 24-29
305-3	Other indirect (Scope 3) GHG emissions	Environmental responsibility p. 24-29

GRI-standard	Description	Location and comments
305-4	GHG emissions intensity	Environmental responsibility p. 24-29
305-5	Reduction of GHG emissions	Environmental responsibility p. 24-29
305-6	Emissions of ozone-depleting substances (ODS)	Environmental responsibility p. 24-29
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Environmental responsibility p. 24-29
<b>GRI 306: Waste 2020</b>		
306-3	Waste generated	Environmental responsibility p. 24-29
306-4	Waste diverted from disposal	Environmental responsibility p. 24-29
306-5	Waste directed to disposal	Environmental responsibility p. 24-29
<b>400 - SOCIAL TOPICS</b>		
<b>GRI 401: Employment 2016</b>		
401-1	New employee hires and employee turnover	Social responsibility p. 19-23
<b>GRI 402: Labour/management relations 2016</b>		
402-1	Minimum notice periods regarding operational changes	Martela follows the notice periods defined by its operating countries.
<b>GRI 403: Occupational health and safety 2018</b>		
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. 19-23
403-4	Worker participation, consultation, and communication on occupational health and safety	In 2025 there were occupational safety committees in Finland and Poland, covering 91% 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 91% of the Group's total personnel.
403-9	Work-related injuries	Social responsibility p. 19-23
403-10	Work-related ill health	Social responsibility p. 19-23
<b>GRI 404: Training and education 2016</b>		
404-1	Average hours of training per year per employee	The average training time was 6.4 hours and the external training costs averaged EUR 127 per person-year (2024: 6.8h and EUR 140, 2023: 2.5h and EUR 200)
404-2	Programs for upgrading employee skills and transition assistance programs	Social responsibility p. 19-23
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. 19-23
<b>GRI 405: Diversity and equal opportunity 2016</b>		
405-1	Diversity of governance bodies and employees	Social responsibility p. 19-23
405-2	Ratio of basic salary and remuneration of women to men	Social responsibility p. 19-23
<b>GRI 406: Non-discrimination 2016</b>		
406-1	Incidents of discrimination and corrective actions taken	Social responsibility p. 19-23
<b>GRI 414: Supplier social assessment 2016</b>		
414-1	New suppliers that were screened using social criteria	Economic responsibility p. 14-18
<b>GRI 415: Public policy 2016</b>		
415-1	Political contributions	Martela does not support politicians or political parties in any of its countries of operation.
<b>GRI 416: Customer health and safety 2016</b>		
416-1	Assessment of the health and safety impacts of product and service categories	Social responsibility p. 19-23
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.
<b>GRI 417: Marketing and labeling 2016</b>		
417-1	Requirements for product and service information and labeling	Social responsibility p. 19-23

**Martela**

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