



transmeri

# Sustainability Report

2022

# Sustainability Report 2022

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# Transmeri – better choices, every day

**We are a 95-years-old family-owned business that has always been guided by our interest toward new ideas and a desire to offer products that are interesting to consumers.**

Responsibility has always been at the core of our operations. Our product range consists of approximately 80 brands, many of which are known to consumers throughout the world. As a distributor we are able to participate in the sustainability programs of the brands we represent.

In 2022, we sold 13 million products to our customers in Finland, the Baltic region, and Sweden. This means that we make numerous decisions regarding our assortment throughout the year. Responsibility of the procurement chain is an absolute requirement for responsible consumption. We systematically reduce the amount of plastic used by transitioning to alternative packaging solutions. Whenever possible, the products of our own brands are produced in Finland. For example, Lemon Juice & Glycerine, Medisoft, and TAIKA are manufactured in our group's factory in Vantaa. Most recently, we "domesticated" the production of our Biozell aerosol hair-styling products by switching to our own factory in Finland.

Transmeri's purpose is "Better choices – every day".

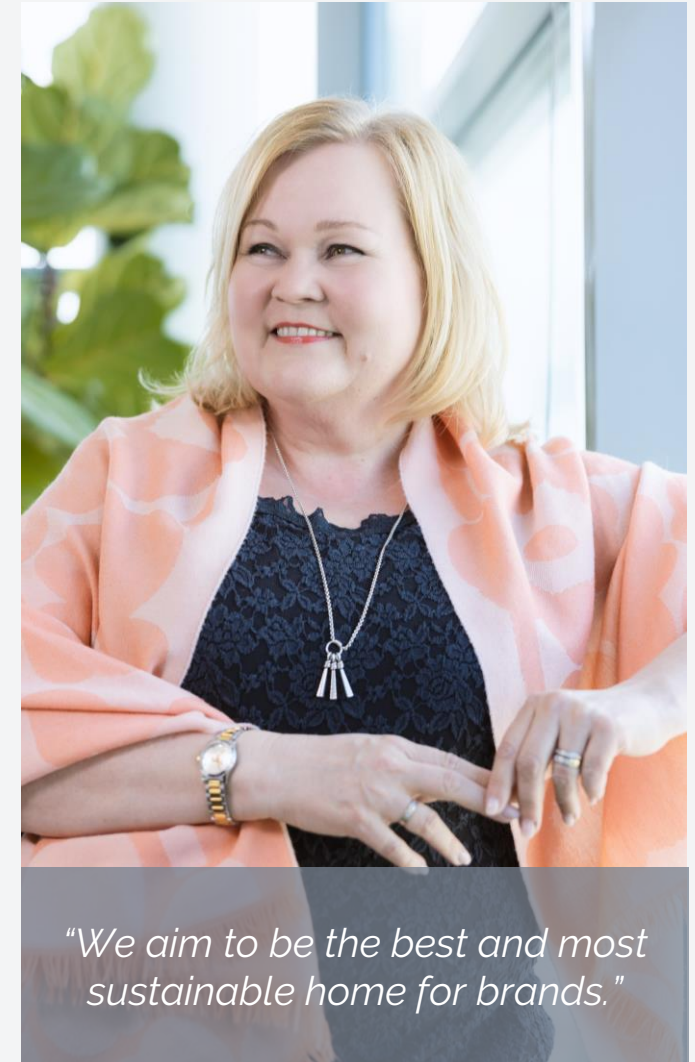
We improve the daily lives of people by bringing them joy and happiness through our products and services. We grow and develop profitably together with our customers by listening to consumers and understanding new trends and opportunities. This allows us to make sustainable choices in all our operations.

Transmeri's strategic sustainability themes are based on the UN Sustainable Development Goals, which provide us with a globally recognized long-term framework for working on corporate responsibility, allowing us to communicate on our sustainability goals within our supply chains as well. Transmeri has recognized **12 – Responsible consumption and production** and **13 – Climate action** as key responsibility themes regarding its business operations.

There are no shortcuts or tricks in achieving our sustainability goals. Instead, Long-term objectives and concrete and sustainable acts is a must. It is also important to ensure that all of us at Transmeri take part in the sustainability work in an enthusiastic and persistent manner. We aim to be **the best and most sustainable home for brands**.

**Sari Rosin**

Managing Director



*"We aim to be the best and most sustainable home for brands."*



A photograph of a Zen garden featuring concentric sand ripples and two smooth, dark grey stones. The ripples are drawn in the sand, creating a sense of movement and balance. The stones are placed at different points along the ripples, adding to the minimalist aesthetic.

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Transmeri's strategy

# Better choices, every day

Oy Transmeri Ab is a Finnish family-owned company founded in 1928 that imports and markets daily goods and cosmetics. We are a sales and marketing organisation, and we represent numerous world-famous brands in the Nordics and Baltics. Furthermore, we aim to increase the domestic production of our own brands.

TURNOVER

**45,4**

MILLION EUROS

WE EMPLOY

**91**

EMPLOYEES

PRODUCTS  
SOLD

**13,1**

MILLION

BRANDS

**80**

**50,9 %**

OF THE PRODUCTS OF OUR OWN  
BRANDS ARE MADE IN FINLAND

STORE VISITS

**6 350**

CONSUMER SERVICE RECIEVED

**8 409**

CONTACTS

# Our strategy supports sustainability

In our strategy, sustainability means focusing on business opportunities that are more sustainable for the environment, enabling a better life for humans. We believe this to be a necessity both today and in the future.



SUSTAINABILITY



PROFIT IN THE LONG-  
TERM



OWN BRANDS



"RAPID PROTOTYPING"  
COMPANY CULTURE



DIGITALIZATION



B2C



GEOGRAPHICAL  
EXPANSION



GROUP SYNERGIES



LOCAL PRODUCTION



The background of the slide is a close-up photograph of water ripples. The ripples are concentric circles of varying sizes, creating a textured, wavy pattern. The color is a warm, light beige or cream, with highlights and shadows that give the ripples a three-dimensional appearance. The text is overlaid on the left side of the image.

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Transmeri's values

# Continuity through shared values

Our shared values – **ahead of time, together, prosperously** – steer our daily operations. By acting in accordance with our values we focus on continuity and profitability.



AHEAD OF  
TIME

KEEPING UP WITH THE WORLD

TOGETHER

LEARNING AND HEADING IN  
THE SAME DIRECTION

PROSPEROUSLY

SUCCEEDING SUSTAINABLY  
AND PROFESSIONALLY



# Fair business operations

Operating ethically is of primary importance to us in both business operations and society at large. Our shared rules and ethical principles steer all of our work and decision-making. Our staff is 100% committed to our ethical principles. We also aim to continue to commit our partners to ethical operations.

## EQUALITY & PARITY

Transmeri prepared a parity plan in 2012, which was complemented by an equality plan in 2019. Fair treatment of the individual and promotion of equality in working life form the starting points. A person may not be placed in an unequal position because of their personal characteristics. The realisation of equality is monitored with staff survey every 1-2 years. Equality is also evaluated annually in meetings of occupational safety and shop steward organisations.

## CODE OF CONDUCT

Our employees are all committed to our ethical principles and every new employee at Transmeri gets an orientation of these principles. We follow the realisation of these principles through our HR system on an annual basis. 90% of our suppliers have currently committed to our **Supplier Code of Conduct**.

## BSCI PARTNER COMPANY

Transmeri has been a member of Amfori's Business Social Compliance Initiative (BSCI) since 2017, and one of our brands, Ibero, has been a member since 2015. With the BSCI system we strive to manage our supply chain and ensure that internationally recognised employment regulations are adhered to. In the case of our own products manufactured in high-risk countries the rate of BSCI audited factories is 100%. Partnership with a supplier without a BSCI-certificate will be terminated in 2023.

## WHISTLEBLOWING

Relating to the national implementation of the EU Whistleblower Directive on the protection of persons who report illegal activities, Transmeri Group introduced a new anonymous ethical reporting channel. This channel allows Transmeri employees and outsiders to report suspected misconduct. A link to the channel can be found on our website at [www.transmeri.fi](http://www.transmeri.fi).

# Our ethical principles



1. RESPECT FOR HUMAN RIGHTS AND DIGNITY



2. ADHERENCE TO LAWS AND REGULATIONS



3. PROHIBITION OF THE USE OF CHILD LABOR



4. PROHIBITION OF FORCED LABOUR AND DISCIPLINARY ACTION



5. DECENT WORKING CONDITIONS AND WAGES



6. PREVENTION OF DISCRIMINATION



7. THE RIGHT TO ORGANIZE AND UNIONIZE



8. ENSURING OCCUPATIONAL HEALTH AND SAFETY



9. PROTECTION OF THE ENVIRONMENT



10. ENSURING DATA PRIVACY AND PROTECTION



11. ETHICAL BUSINESS PRACTICES

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A close-up photograph of a person's hand drawing a star shape in the sand. The hand is positioned in the upper right corner, with the index finger touching the sand. The sand is light-colored and shows various ripples and patterns. The text 'transmeri' is overlaid on the left side of the image.

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Transmeri's  
success factors



# Top brands as creators of success

Well-known and successful brands create great conditions for success. Here is a list of the brands we represented in 2022.

## COSMETICS AND HYGIENE

CHANEL	OGX
Guerlain	Maui
Kenzo	Humble Brush
Oscar de la Renta	Illodin
Issey Miyake	Eau de cologne
Narciso Rodriguez	Replay
Givenchy	So..?
Clean	Elie Saab
Hollister	Zadig&Voltaire
Guess	Playboy
Police	Furla
Jeanne Arthes	Couleur Caramel
Ultrasun	
Trind	
Wella	



## NATURAL COSMETICS

Madara	Kjaer Weis
Mossa	Urang
Whamisa	True Organic of Sweden
Esse	Cosnature
Biosolis	lavera
Khadi	benecos
Novexpert	Egyptian Magic
Nurme	Tash Sisterhood
Cattier Paris	Aimée de Mars
Patyka	
Haut-Ségala	
Absolution	
Alima Pure	



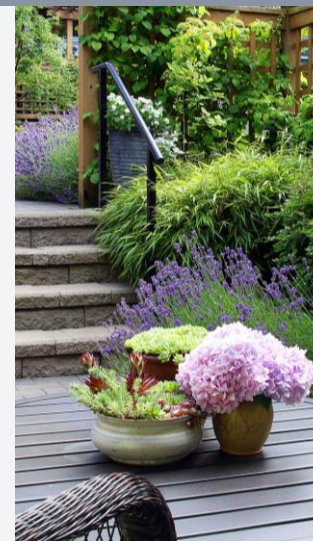
## FOOD

Weetabix  
Alpen  
Weetos  
Soyappétit  
Little's  
Tony's Chocolonely  
Wellibites  
Fru Crew  
Scholl



## HOME AND GARDEN

OFF!  
Raid  
Baygon  
Roundup  
Substral  
Silvalure  
Green Protect  
Duck  
Glade  
Mr Muscle  
Pledge  
SC Johnson Metallien  
kiillotus  
Ecover  
Kiwi



## OWN BRANDS

Taika  
Biozell  
Ibero  
Medisoft  
Jalo  
Lemon Juice & Glycerine  
Suomalainen tehopesut



# Year of changes 2022

2022 was a year full of change. While the outlook became much more positive during the year regarding the coronavirus pandemic, our personnel had to face numerous surprising changes, the most significant of which was the impact of the war in Ukraine in terms of both their work and personal lives.

But the year had many good things to offer as well. Four supervisors completed the specialist vocational qualification program for leadership and management designed in cooperation with Taitotalo. Feedback was good, and the participants considered the various discussions with colleagues from other group companies to be the best part of the program. The extensive competence and diverse expertise in various areas of our multi-sector group was presented in a concrete manner in the study group.

To correspond to changes in working life, we introduced a new personnel survey tool. We wanted to find out what issues are the most significant to our personnel in order to focus on developing the right areas. The response rate was very good (86%), and the responses showed that meaningful work tasks were by far the most significant factor to our personnel. The survey also showed that this is achieved to an excellent degree. Before the next comprehensive annual study, we will conduct a more limited survey to verify that the agreed upon measures are working as intended.

The numerous changes also motivated us to consider our capabilities. What are our capabilities and competences, and what will the future demand from us? We launched a survey of capabilities that support our strategy and were able to identify them. I believe that this is more important than ever in terms of strategy work, and the identification of capabilities will help us develop our personnel further in a more systematic manner.

During the year, we spoke a lot about our capacity for renewal and its importance. This has, and will continue to be, the most important single theme. I am sure that we will encounter surprising changes in the future as well. But the better our capacity for renewal as individuals, the more competitive our business can be. A strong capacity for renewal is also personally helpful to us all. I believe that challenges encourage us to grow, and I am looking toward a bright future in 2023.

**Anne-Mari Huuhtanen**  
HR Director

91

EMPLOYEES

100%

OF OUR EMPLOYEES  
HAVE DEVELOPMENT  
DISCUSSIONS

100%

OF OUR EMPLOYEES  
COMMIT TO OUR  
ETHICAL CODE

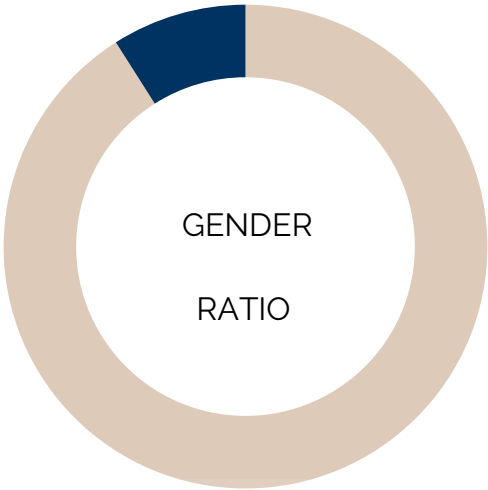
2,55%

SICK DAYS

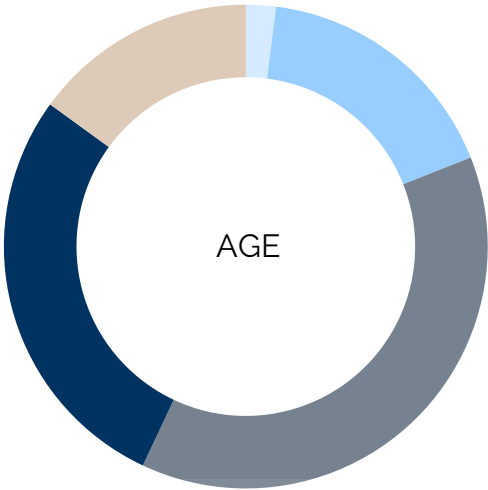
2

OCCUPATIONAL  
ACCIDENTS

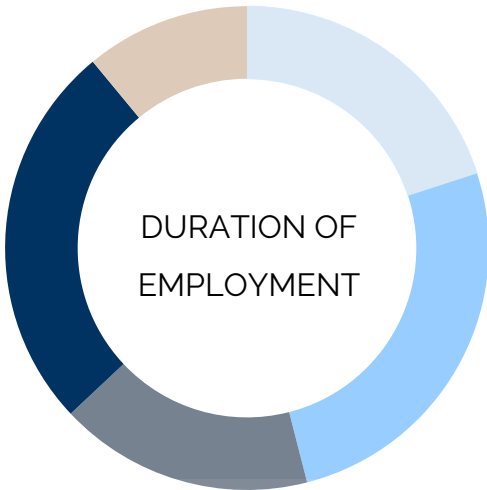
# Personnel in numbers



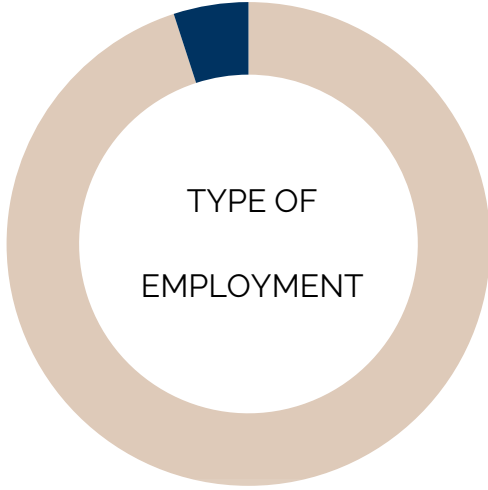
- Women 91%
- Men 9%



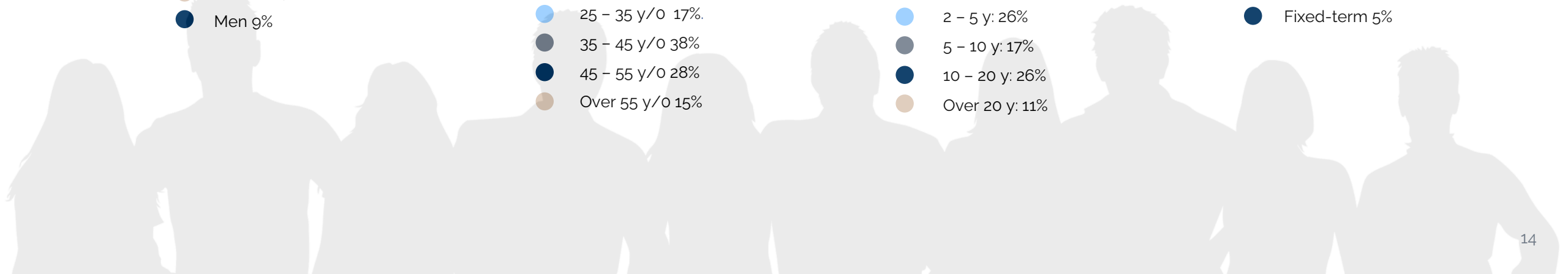
- Under 25 y/o 2%
- 25 - 35 y/o 17%
- 35 - 45 y/o 38%
- 45 - 55 y/o 28%
- Over 55 y/o 15%



- Under 2 y: 20%
- 2 - 5 y: 26%
- 5 - 10 y: 17%
- 10 - 20 y: 26%
- Over 20 y: 11%



- Permanent 95%
- Fixed-term 5%







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# Transmeri's Sustainability Program



# Sustainability program

## 2020-2030

**Transmeri defined its strategic sustainability themes in 2019 as part of the development of corporate responsibility work.**

Our sustainability program was reviewed in late 2022 with Gaia Consulting, a consulting firm for responsible business. As a result of the analysis, procurement and packaging were determined as central themes in our sustainability work. It was also recommended that we further clarify our objectives and specify the actions to be taken in more detail. All this would support the prioritization of Transmeri's sustainability work.

The EU Corporate Sustainability Reporting Directive (CSRD) will apply to Transmeri Oy through Transmeri Group in 2025. We will monitor the development of this legislation and aim to be prepared to provide the necessary reports under the directive in a timely manner.



### **Sustainable procurement and assortment decisions**

Together with our suppliers we offer consumers better choices in accordance with our Supplier Code of Conduct.

### **Product safety and packaging**

We prefer recyclable product packaging and manufacturing that uses recycled materials and plastic alternatives.

We minimize wastage and product recalls.



### **Minimization of emissions**

For properties, transportation and distribution.

### **Carbon neutral Transmeri by 2030**

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# Transmeri's sustainability goals





# From goals into action

**Sustainability is a part of our operations and its continuous development is part of our work. The background work for the development of the program continues on a yearly basis.**

Social expectations and materiality assessments with our key interest groups are taken into account when updating our sustainability objectives. Our achievements of the goals specified for 2022, the progress of the program, and our goals for the coming years are presented in the table.

YK	SUSTAINABILITY PROGRAM	SUSTAINABILITY GOAL	YEAR	ACHIEVEMENTS IN 2022 AND FUTURE PROGRESS
	Sustainable procurement and assortment decisions	90 % of Transmeri's suppliers are committed to the <b>Supplier Code of Conduct</b> or equivalent ethical principles by the end of 2022.	2022	The 90% goal was reached in 2022.
		100% of our own brands manufactured in high-risk countries are made in factories that are <b>BSCI</b> audited with a general grade of C or higher by the end of 2022.	2022	Each factory within the scope of BSCI auditing has been audited. We will cease working with one supplier without this BSCI certificate.
		We bring ecological product innovations to the market and <b>offer consumers more sustainable choices</b> as part of our everyday operations.	Continuous	22 new products that promote sustainable development were added to Transmeri's range in 2022.
	Product packaging	Whenever it is reasonable and possible, the use of <b>recycled materials</b> must be increased. In product packaging <b>we prefer plastic alternatives</b> without compromising quality, freshness or the safety of the product.	Continuous	This objective will guide our product packaging choices whenever possible. The share of recycled and alternative packaging materials will be increased.
		We created a <b>plastic strategy</b> for the upcoming years and <b>set goals</b> for plastic reduction and the recyclability of plastic packages by 2025.	2025	Material surveys and specification of product-specific objectives will continue in 2023.
		All of the products we sell have <b>recycling instructions</b> either on the packaging, on our website or on our online store by 2025.	2025	Almost all products from our own brands now feature recycling instructions. The progress of this objective will be monitored on an annual basis.

# From goals into action

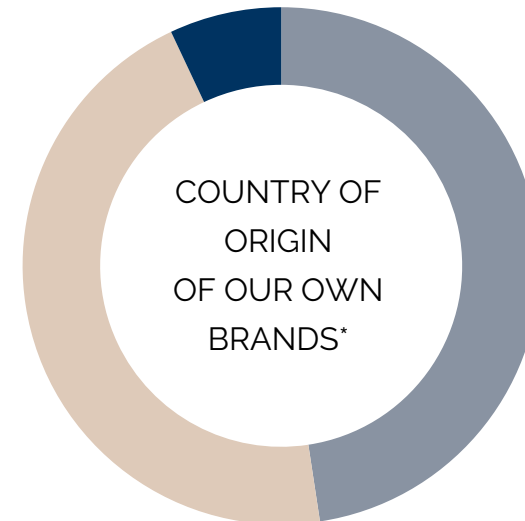
UN	SUSTAINABILITY PROGRAM	SUSTAINABILITY GOAL	YEAR	ACHIEVEMENTS IN 2022 AND FUTURE PROGRESS
<div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>∞</div>	Product safety	Zero product recalls (continuous goal).	Continuous	48 product recalls in 2022 (prohibition of the Lilial-ingredient)
		Our annual maximum threshold for wastage is <b>0.1% of products sold.</b>	Continuous	In 2022 our wastage was 0,4% of products sold.
<div>13 CLIMATE ACTION</div> <div>🌍</div>	Carbon neutrality	Carbon neutrality regarding <b>our properties, transportation and shipping</b> by 2030.	2030	Our calculated emissions in 2022 were 499,97 tCO <sub>2</sub> e (Scope 1 & 2, and Scope 3 categories transportation and distribution, business travel and employee commuting)



# Sustainable procurement

As a sustainable partner we strive to ensure sustainable manufacturing both domestically and in so-called high-risk countries. Here is how we succeeded in 2022:

- 90% of all Transmeri suppliers have committed to the **Supplier Code of Conduct** or a similar set of ethical guidelines in 2022, which was our goal. We will continue to communicate with and engage our suppliers in the coming years to maximize the number of committed suppliers. This process is made part of the procedure for concluding new agreements with suppliers.
- 100% of products from our own brands are manufactured in **BSCI audited factories** with a score of C or higher. We began auditing our producing factories in 2015 and reached our goal of 100% coverage in 2022.



- Finland 47,6 %
- China 45,4 %
- Other 7 %

Other countries of origin:  
Sweden, Taiwan Poland, Italy,  
South Korea

\*Shares based on sales.



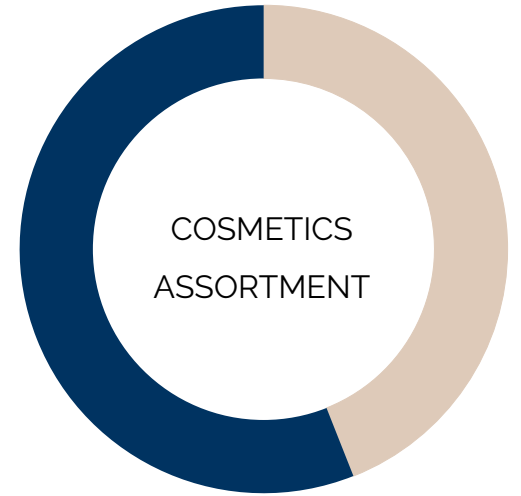
# Product assortment decisions

**Our sustainability goal is to offer consumers more sustainable alternatives. When forming our product assortment, we strive to offer every product an ecological, healthy or sustainable alternative. We also bring ecological product innovations to the market.**

Each year, we introduce new products to our range that promote sustainable development in some way. This could, for example, include more responsible packaging solutions, improved product compositions, or more sustainable manufacturing methods. More than one hundred such products were added to our range the previous year. According to our surveys, we added more than 20 products that support sustainable development to our range in 2022.

Of the brands we represent, Alima Pure, Esse and Lavera are carbon neutral, as is our own brand TAIKA. Sustainable food products included the Fair Trade -certified Tony's Chocolonely chocolate, among others.

Our online stores offer consumers a way to make sustainable choices as the product offering only contains certified natural cosmetics or cosmetics that fulfil the certification criteria for natural cosmetics. Our Jolie -online store has expanded its sustainable selection to include laundry detergents, as well as various everyday items such as drinking bottles and makeup brushes. .



- Natural cosmetics brands 44 %
- Other cosmetics brands 56 %

Percentages calculated from the number of brands.



**80**  
BRANDS

**22**

PRODUCTS PROMOTING  
SUSTAINABLE  
DEVELOPMENT IN 2022



**25%**

OF FOOD BRANDS  
EITHER FAIR TRADE  
OR ORGANIC



**13%**

OF BRANDS  
MADE IN FINLAND\*



**5%**

OF BRANDS CARBON  
NEUTRAL

\*Some or all of the brand's products are made in Finland.

# Product packaging

Our goal is to introduce better choices for the consumer. The environmental impact of product packaging is significant. To reduce this impact, we have created a plastics strategy for the coming years.

## Recyclable plastic

In 2021 we set goals regarding the reduction of the use of plastic and the recyclability of plastic packaging used by our own brands. The reduction of plastic has been started at Transmeri even years before this, and we continue these reductions every year.

Not all plastic is bad, however, and sometimes it can even be necessary for safety. So, in accordance with the EU's goals regarding plastic use, recyclability becomes our highest priority. This means switching to using such kinds of plastic that can be recycled. With this switch our goal of including appropriate recycling instructions on all of our products by 2025 becomes an important way of informing consumers.

### Ibero products use plastic alternatives:

**Plant fibre composite:** makeup and hair brushes, combs, sunglasses, reading glasses

**Bamboo:** makeup and hair brushes, combs, hair ties and cleaning accessories

**Recycled PET bottle material:** hair ties, scrunchies and reusable cotton pads

**Bio-based material:** hair clips, make up sponges



### PROGRESS BY OUR OWN BRANDS

The packaging for the TAIKA range of natural cosmetics is made of **bio-based plastic and recycled plastic**.



The **spray bottles** of Suomalainen Tehopesu are made of **100 % recycled plastic**.



The Lemon Juice & Glycerine soap refill package contains refills for two bottles and **contains 80 % less plastic than two regular pump bottles**.



Ibero has continued to reduce the amount of packaging materials used and replaced packaging materials with **more ecological options**. For example, by replacing the plastic packaging boxes used for a product with cardboard packing, the amount of plastic used annually **was reduced by approx. 65 kg**.

# Plastic strategy 2025

**Product packaging causes 2/3 of all plastic waste\*. The European Union has set a goal for the recyclability of plastics for the year 2030, by which all plastic packages should be either reusable or recyclable.**

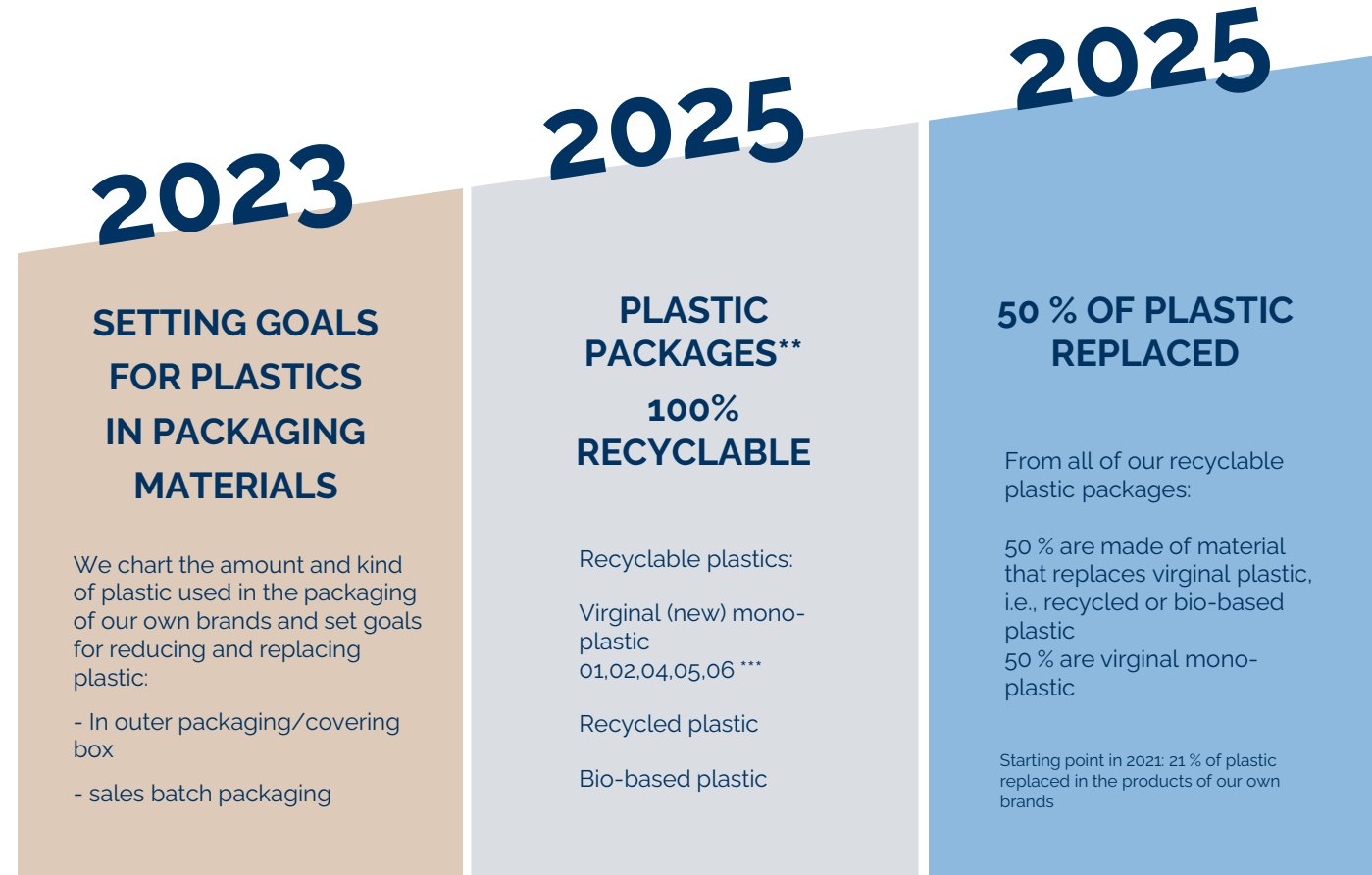
## Transmeri's sustainable packaging solutions

Transmeri's plastic strategy is based on the shared global goal of reducing the amount of plastic. At Transmeri we strive to fulfil our sustainability goals and promote plastic alternatives in the production of our own brands without compromising on product quality, freshness or safety.

We will increase the share of recycled materials used whenever possible. The availability of recycled plastic packaging that is suitable for cosmetic products is increasing all the time, and we have already begun replacing virgin plastic with recycled plastic in many of our products. We will also continue monitoring the development of packaging products manufactured using bio-based plastic.

The goals of our plastic strategy are ambitious and achieving our objective of 100% recyclable plastic packaging may be challenging. However, we will do our best to ensure that all plastic packages used for our products can be recycled with confidence.

The first goals of our strategy focus on plastic packages. We must first get the plastic to circulate and make it reusable. We also set goals for the use of plastics in packaging materials.



\*Source: Website of the European Commission, EU's plastics strategy \*\* Of our brands, the products of Ibero and Jalo are not included in plastic packaging

\*\*\* PVC plastic 03 and plastic mixtures 07 are not suitable for use in recyclable packaging.



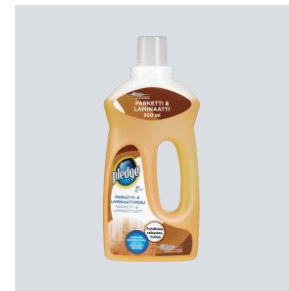
# Sustainable production and Key Flag products

**Domestic production keeps Finns employed, manufacturing transparent and working conditions controlled and sustainable. Transmeri's assortment contains of several products and brands that have been awarded the Finnish Key Flag Symbol for the promotion of Finnish work.**

Transmeri's own brands Lemon Juice & Glycerine, Medisoft, TAIKA and Suomalainen are manufactured in Transmeri Logistics' production facility in Vantaa, Finland. The production of Biozell aerosols was also moved to our facility in 2022 and other Biozell products are also manufactured in Finland by a Finnish manufacturer. Our facility in Vantaa also manufactures licensed products from several of our international brands, which significantly reduces the carbon footprint of the manufactured goods and brings more employment to Finland. The production facility focuses on environmental factors actively and systematically. The facility is audited annually for ISO certificates (ISO 9001 quality standard, ISO 14001 environmental management system, ISO 22716 cosmetics and good manufacturing practices) and the Ecocert certification for natural cosmetics.

## DOMESTIC PRODUCTION USING GREEN ENERGY

Transmeri's production facility only uses electricity produced by using renewable means and the property is heated with environmentally friendly renewable heating with emissions of 0 kg/MWh. Transmeri Logistics is also committed to the Responsible Care sustainability program coordinated by the chemical industry.



## SOME OF OUR KEY FLAG PRODUCTS

- Lemon Juice & Glycerine range of manicure and pedicure products
- Medisoft range of skincare and hand sanitizer products
- Taika range of natural cosmetics
- Biozell range of hair care and shaping products (excl. aerosols)
- Suomalainen cleaning agents
- Raid and Off! insect repellents
- Mr Muscle and other cleaning products
- Several Pledge and Baygon products



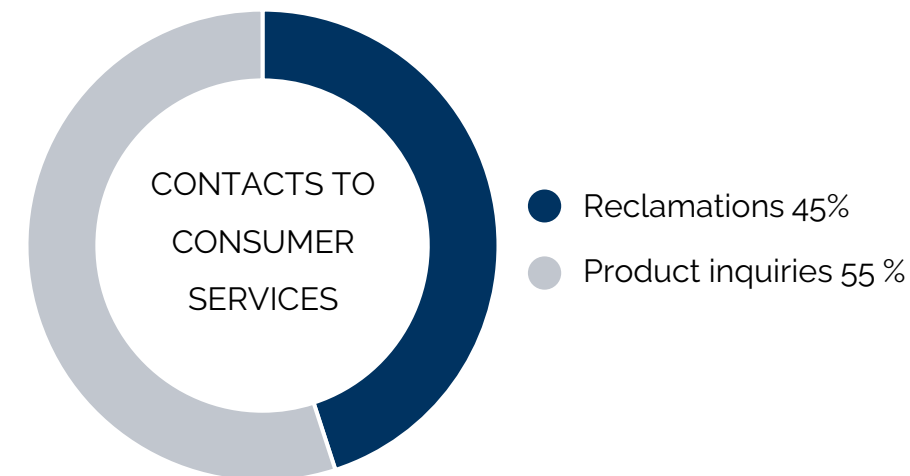
# Safe products for consumers

Transmeri is responsible for the legality and safety of the products it sells. Transmeri operates in several sectors, each of which has its own laws, regulations and standards in addition to general laws. Our consumer service helps consumers with every issue they have with our products.

Product safety requires a continuous focus on employee training and legislative changes, which our specialists must monitor closely with regard to product compositions and package markings, for example. The product safety of Transmeri's food products is ensured with thorough quality control and functional cooperation processes with food manufacturers. All cosmetics, hygiene products and household chemicals sold by Transmeri go through rigorous supervision processes by both the authorities and Transmeri's own specialists before they are allowed to be sold on the market. These practices aim to ensure the legitimacy and safety of the products in all possible ways.

Therefore, we have selected the number of store recalls as our indicator of product safety. Our standing goal is zero product recalls. In 2022 Transmeri faced 48 product recalls. Most of these were due to the prohibition of the Lilial-ingredient.

Annual recalls	2020	2021	2022
	2 pcs	1 pcs	48 pcs



## CUSTOMER SATISFACTION

- In 2022 our customer services were contacted a total of 9 986 times: Transmeri's consumer service was contacted 3 664 times while the consumer services of our online stores were contacted 6 322 times.
- Only a third of all contacts were reclamation situations, while another third consisted of product inquiries and the final third of various inquiries related to online orders and shipping.
- The especially low product return rate of the Jolie and Natural Goods Company online stores is a testament to customer satisfaction.

# Wastage report 2022

**Transmeri has long had concerns about the environmental impacts of wastage and we seek to continuously reduce our wastage.**

We have taken several measures to minimize wastage: we have paid special attention to assortment management and predictability systems, which play a central role in preventing wastage in the first place.

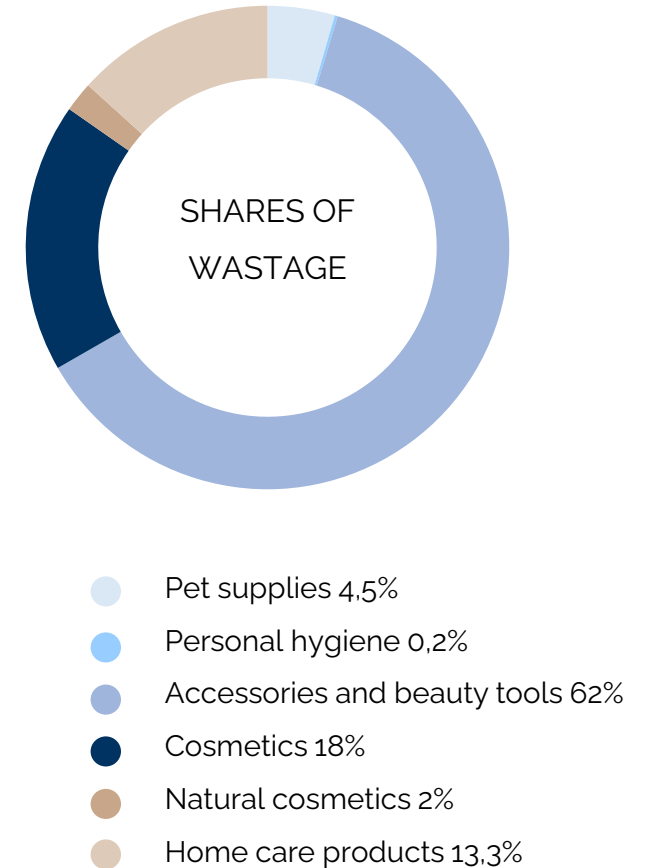
We have succeeded in reducing wastage through the introduction of both physical stores and online stores designed to reduce wastage. More traditional means of reducing wastage have been the friend and outlet sales of Transmeri's online and bulk stores, as well as numerous charity targets.

Wastage reporting has been a part of our sustainability program since 2021, when we created our first wastage report.

We define wastage as all sales articles in Transmeri's product selection that would have been usable if the reason they were destroyed did not exist. In 2022 the wastage rate was 0.3 % of all products sold.

The most common reason for why a product was destroyed concerned product safety issues, such as expiration dates, spoiled batches or damaged packaging. As a manufacturer and importer of products, it is our responsibility to ensure that the customer may use our products safely.

We wish to prevent wastage even more efficiently in the future. We monitor our wastage so that we can come together to search for opportunities for waste reduction even more actively throughout the year. Our yearly goal for maximum wastage is 0.1% of all products sold. In 2022 we did not reach this goal mainly due to the prohibition of the Lilial-ingredient which lead to the destruction of many cosmetics products.



WASTAGE RATE OF SOLD PRODUCTS:

2022: 0,3%

Annual goal: 0,1%



# Final destination of wastage



- Hazardous waste 18,71%
- Mixed waste 81,29%

**Reporting the final destination of our wastage is a part of our yearly sustainability reporting.**

Items that ended up as mixed wastage consisted of colour cosmetics, skincare products as well as beauty and pet supplies.

18,71% of all wastage was hazardous waste, and out of this the share of scents was 28,45% in 2022. Other hazardous waste included repellents, home care chemicals and aerosol bottles.

We always secure appropriate recycling and destruction for our biowaste and hazardous waste from Kierto Ympäristöpalvelut, one of our partners in the environmental sector.



# Carbon neutrality

**Our goal is to be carbon neutral regarding our properties, transportation and shipping by the year 2030. Our primary goal is to reach this goal by preferring renewable energy and minimizing emissions in transportation and shipping.**

We began our emission survey in 2019, when our emissions consisted of direct Scope 1 emissions (company cars), indirect Scope 2 emissions (bought energy) and Scope 3 emissions (estimate of commuting emissions). The calculation is based on Greenhouse Gas Protocol standards and guidelines, and an external partner was consulted in the process.

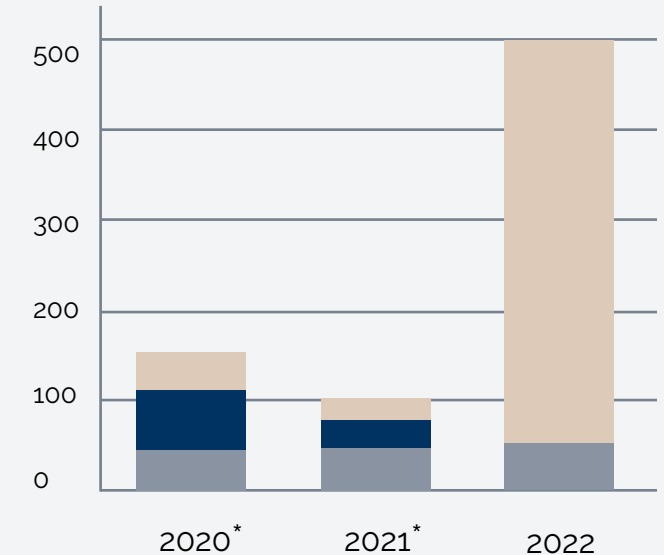
In 2022, we extended our emissions calculations under the GHG protocol to cover the Scope 3 categories of **business travel** and **transportation and distribution** as well. This means that our calculated CO<sub>2</sub>e emissions are higher than in previous years, and that the figure is no longer directly comparable with the previous calculations. It is our goal to ensure that our emissions calculations reach full coverage in 2024.

Transmeri's office building made the transition to green energy at the beginning of 2022

Emissions monitoring also provides us the opportunity to take concrete action and make choices that allow us to reduce our emissions. Transmeri's offices transitioned to green energy at the beginning of 2022. In the future, we aim to reduce our direct Scope 1 emissions by replacing company cars with electric vehicles and using renewable biodiesel when possible.

At Transmeri, transportation and distribution account for 75% of our calculated Scope 3 emissions. Many operators in the sector are already making investments into greener logistics, and we will continue monitoring the developments in the field.

TRANSMERI'S CALCULATED EMISSIONS (tCO<sub>2</sub>e)



- Commuting, Business travel, Transportation and distribution\* (Scope 3)
- Purchased energy (Scope 2)
- Direct emissions (Scope 1)

\*Figures from 2020 & 2021 only include commuting from Scope 3

The background of the slide is a close-up, artistic photograph of several dandelion seed heads. The seeds are fine, golden-brown lines radiating from central points, creating a delicate, web-like pattern. The lighting is soft and warm, giving the image a dreamy, ethereal quality. The text is overlaid on the left side of the image.

transmeri

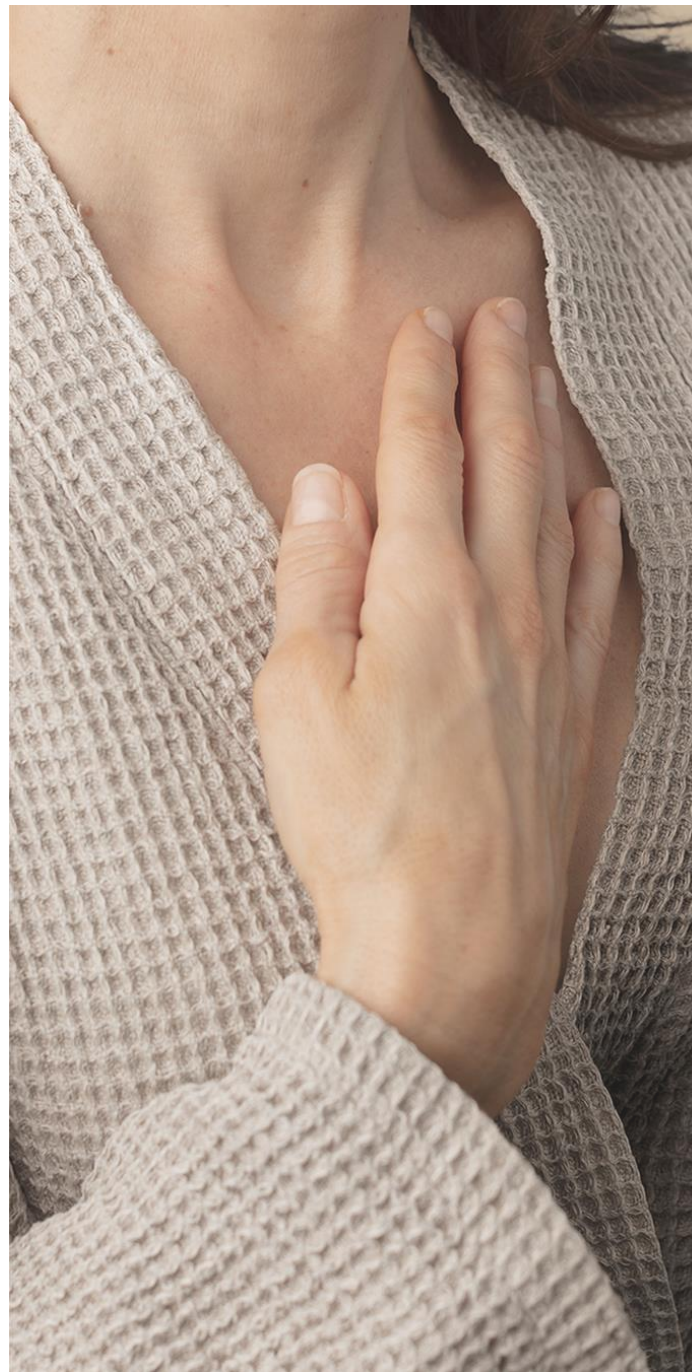
# Sustainable acts in 2022



# Transmeri shares the good forward

**At Transmeri, we want to share our good fortune with others, which is why we donate various products for good causes every year. In 2022, we donated more than 25 000 products.**

Donations were made to help refugees, people of limited means, young people, and unhoused people, as well as abandoned pets in Bulgaria and Greece. The associations we support by donating products carry out valuable work both domestically and internationally.



## Support for Ukraine

**We have also wanted to support Ukraine during this time of crisis. Our donations to associations that work to help Ukraine have comprised of, among other things, hygiene products, washing supplies, sunglasses and reading glasses, as well as hair care products.**

Mádara Cosmetics, which is partially owned by Transmeri Group (~23%), carried out a charity project in Finland together with Ruohonjuuri, the Finnish Red Cross, and Noora Shingler where products were relabeled using Ukraine-related themes. This project yielded more than **€6 000**, which was donated to support Ukraine.

OWN BRANDS

# Sustainable acts from our brands in 2022



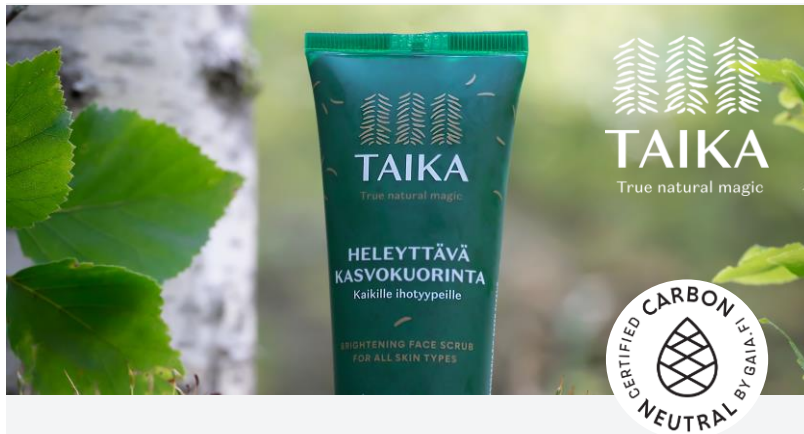
## BIOZELL

The Biozell Blonde Bleaching Cream is packaged in a PEFC cardboard case, and the production of Biozell aerosols was moved to Finland in the autumn of 2022.



## IBERO

New products made from recycled materials (incl. hair ties, jewelry, and hairbrushes) and biodegradable materials (makeup sponges and claw hair clips).



## TAIKA

TAIKA Brightening Face Scrub uses granulated birch bark, which is a byproduct from the Finnish forestry industry, as an exfoliating agent.



## LEMON JUICE & GLYCERINE

The products are manufactured in Finland using 100% renewable energy, and the soaps feature a biodegradable composition.



## SUOMALAINEN

The products are manufactured in Finland using 100% renewable energy and the spray bottles are made from 100% recycled plastic.



BRANDS WE REPRESENT

# Sustainable acts from our brands in 2022



## LAVERA

Lavera's sustainability work was recognized in 2022, as Laverana, the company behind the brand, received the German Sustainability Award 2023.



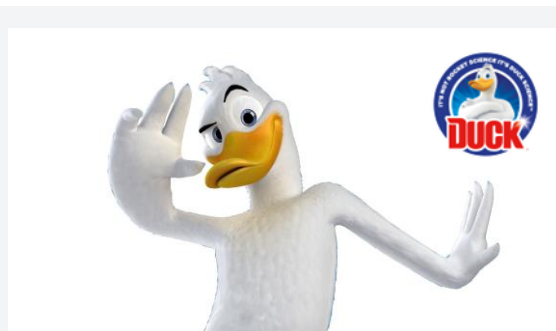
## CHANEL

Environmental friendliness was made a focus in the design of the N°1 de CHANEL product range, and the lid of the face cream jar is made with 90% bio-based materials from renewable sources.



## WHAMISA

Whamisa is a member of the international "1% For The Planet" organization and donates at least 1% of its sales revenue for environmental protection each year.



## DUCK

Duck launched two new toilet cleaning products that come in containers made with 35% plastic collected in cooperation with Plastic Bank. The plastic is collected from coastal areas within 50 km of the ocean to ensure that plastic waste never reaches the ocean.



## SUBSTRAL

In 2022, 50–100% of packaging is made using recycled plastic. The products were made free of ammonium nitrate, and vinasse is no longer used in organic products.



## ECOVER

The environmental impact is taken into account comprehensively in the manufacturing of products, and the factory is 98% waste-free regarding its production processes and operation.





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