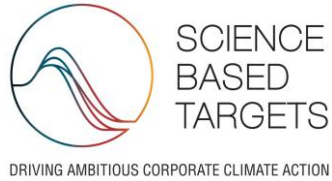


A close-up, high-resolution portrait of a woman's face, focusing on her eyes and nose. She has light blue eyes and is looking slightly upwards and to the right. The background is a soft, out-of-focus bokeh of warm, golden-brown tones.

SUSTAINABILITY REPORT 2025

Transmeri

HIGHLIGHTS OF 2025



SBTi

In 2025, we initiated a science-based emission reduction pathway and, as a first step, submitted a commitment letter to the Science Based Targets initiative (SBTi).



EcoVadis

We participated in the EcoVadis assessment for the first time in 2025 and achieved a Silver rating.



As part of the Transmeri Group, we are a member of the **UN Global Compact Network Finland**. As a member of the UN Global Compact, we are committed to promoting the ten principles of corporate responsibility and the UN Sustainable Development Goals (SDGs) in our operations.



As part of social and civic responsibility, Transmeri Oy supports the mental health work of young people. We directed the donations we made in 2025 to MIELI Mental Health Finland.



Our Scope 1 & 2 emissions decreased by 32% compared to the previous year.*



85% of the product packaging of Transmeri's cosmetics and personal care brands are recyclable.



100% of all purchases from high-risk countries were made from audited factories.



100% of Transmeri's brand product suppliers have committed to ethical business principles.



Our personnel have completed internal sustainability training.



Our selection includes several Key Flag products.



We support local youth work. In the autumn of 2025, we visited the youth evenings of the Espoo Girls' House to guide visitors in the skin care of young people. The Espoo Girls' House is part of the activities of Loisto Settlementti ry.

* The emissions calculation includes scope 1 and 2 emissions, as well as scope 3 emissions from commuting, business travel and upstream freight traffic.

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TRANSMERI – THE BEST HOME FOR BRANDS



BETTER CHOICES, EVERY DAY.

Transmeri Ab is a Finnish family-owned company founded in 1928, which sells and markets fast-moving consumer goods and cosmetics, as well as develops its own brands. We represent well-known international brands and our own brands in the Nordic countries and the Baltic region, offering consumers responsible solutions to simplify daily life.

Sustainability and responsible business practices are a strategic choice for us, guiding all our operations – from brand selection and procurement to production and distribution. We continuously develop our product range to be more sustainable, enabling us to offer responsible alternatives that support sustainable development.

NET SALES
43,08
EUR MILLION

WE EMPLOY
80
EMPLOYEES

PRODUCTS SOLD
10,42
MILLION

BRANDS
50

CONSUMER SERVICE
8471
CONTACT US

STORE VISITS
5 405

46% OF OWN-BRAND PRODUCTS ARE MADE IN FINLAND

TOGETHER TOWARDS A SUSTAINABLE FUTURE

Our Sustainability Report 2025 shows how our commitment to sustainable business is reflected in our daily operations and the achievement of our targets.

Sustainability is more than an obligation for us – it is part of our identity as a family-owned company and a clear commitment from our owners. Our goal is to run a profitable business, while always taking a long-term perspective in our decisions. Our values guide our everyday choices, and in 2025 we further strengthened our sustainability work to make it more systematic, goal-oriented, and committed.

In 2025, we participated in the international EcoVadis assessment for the first time and achieved a Silver rating. The assessment provided us with valuable external insights and helped us identify areas where we can further increase our impact. We also submitted a commitment letter to the Science Based Targets initiative (SBTi) and are committed to setting science-based climate targets by the end of 2027. This concretises our ambition to reduce emissions and to take responsibility as part of the value chains of our customers and partners.

In the daily operations of our own brands, we have taken concrete steps towards greater sustainability. Our classic brand Lemon Juice & Glycerine renewed its packaging to be fully recyclable and partly made from recycled plastic.

Furthermore, in 2025, our brands Mossa and TAIKA participated in the Mielinauha campaign, contributing to mental health initiatives with the support of our consumers.

Our personnel are the foundation of our success. The 2025 Signi survey highlighted areas for improvement in daily operations, and we are taking this feedback into account in our development efforts. Enhancing the employee experience will remain a key focus in the coming years. We invested in internal sustainability training and mapped out development needs for 2026 to provide more structured and impactful opportunities for professional growth.

We are committed to sustainability with a long-term perspective and a principle of continuous improvement. Despite the changing global environment, we are progressing purposefully towards our targets and building a sustainable, responsible future together with our employees, customers, and partners.

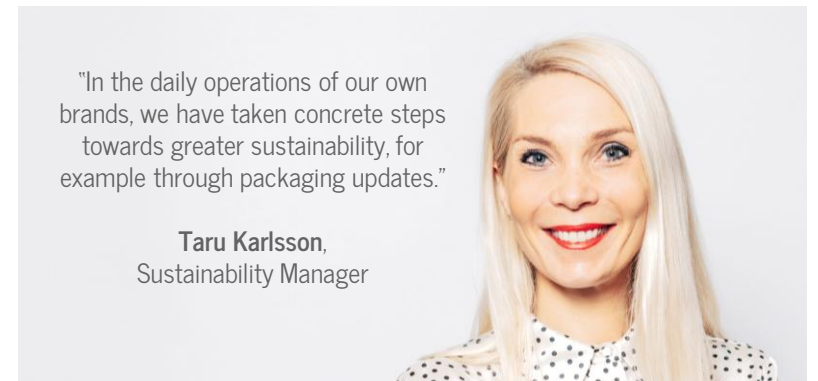
Jori Manninen
Managing Director

Taru Karlsson
Sustainability Manager



"Sustainability is more than an obligation for us – it is part of our identity as a family-owned company and a clear commitment from our owners."

Jori Manninen,
Managing Director



"In the daily operations of our own brands, we have taken concrete steps towards greater sustainability, for example through packaging updates."

Taru Karlsson,
Sustainability Manager

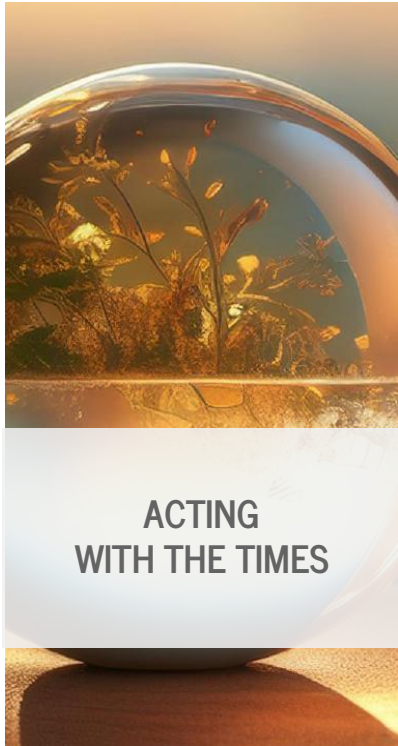
SUSTAINABILITY REPORT 2025

TRANSMERI'S VALUES

transmeri

CONTINUITY THROUGH SHARED VALUES

Our shared values – **Acting with the Time, Acting Together, Acting with Success** – guide our daily activities. By acting in accordance with our values, we ensure continuity and continuous development.



OUR CODE OF CONDUCT

-  1. Respect for basic human rights and dignity
-  2. Compliance with applicable laws and regulations
-  3. Abolition of child labour
-  4. Elimination of forced labour and compulsory labor
-  5. Decent working conditions and compensation
-  6. Elimination of discrimination
-  7. Recognition of freedom of association and the right to collective bargaining
-  8. Ensuring safety and health
-  9. Protection of the environment
-  10. Ensuring data privacy and protection and ethical use of AI
-  11. Compliance with ethical business conduct



FAIR BUSINESS ACTIVITIES

Ethical operation is of primary importance to us in terms of both business activities and the society at large. Our work and decision-making are guided by our shared rules and ethical principles. Our staff is 100% committed to our ethical principles. We also aim to continue to engage with our partners to ensure their commitment to ethical operation.

EQUALITY & NON-DISCRIMINATION

Fair treatment of individuals and the promotion of equality in working life form the starting point of Transmeri's work for equality and parity. The implementation of parity is assessed as part of our annual working atmosphere survey, and by interviewing both supervisors and representatives of the personnel. Detailed guidance for responding to discrimination and harassment has been drawn up and supervisors have received training for such situations. Our early support model and recruitment practices were also updated taking into account the requirements of the Finnish Non-discrimination Act.

BSCI MEMBERSHIP

Transmeri Oy is a member of amfori and has made a commitment to amfori Business Social Compliance Initiative (amfori BSCI). With the BSCI system, we aim to manage our supply chain and ensure that internationally recognized employment regulations are adhered to. With regard to our own-brand products manufactured in risk countries, 100% of the factories used are BSCI audited.

YK GLOBAL COMPACT

In 2024, Transmeri Oy, as part of the Transmeri Group, joined the UN Global Compact initiative. The initiative's ten core principles on human rights, labor, the environment, and anti-corruption have guided our sustainability efforts and strengthened our commitment to sustainable and transparent business practices.

CODE OF CONDUCT

Our entire personnel has made a commitment to our ethical principles, and each new Transmeri employee receives an introduction to these principles. Commitment to ethical principles is monitored on an annual basis. For our suppliers, we have implemented a **Code of Conduct for Business Partners**, which forms part of all agreements concluded with suppliers. In the future, we will continue to engage with our partners to further increase their commitment to our Code of Conduct and ethical principles.

WHISTLEBLOWING

Relating to the implementation of EU Directive 2019/1937 on the protection of persons who report breaches of Union law (Whistleblowing Directive), Transmeri Group as established an anonymous **whistleblowing channel**. This channel can be used by both employees of Transmeri Group and external parties to report suspected misconduct. A link to the channel can be found on our website at www.transmeri.fi.

SUSTAINABILITY REPORT 2025

FACTORS OF TRANSMERI'S SUCCESS

transmeri

TOP BRANDS AS CREATORS OF SUCCESS

Well-known and successful brands create excellent conditions for success. Included is a list of the brands we represented in 2025.

COSMETICS AND HYGIENE

CHANEL	Jeanne Arthes
Guerlain	Trind
Kenzo	Wella
Oscar de la Renta	OGX
Issey Miyake	Maui
Narciso Rodriguez	The Humble Co
Givenchy	Furla
CLEAN	DKNY
Hollister	Bioeffect
Guess	Louis Widmer
Police	



NATURAL COSMETICS

Mádara
Whamisa
Esse
Nurme
Patyka
Novexpert
lavera
Egyptian Magic
Khadi Caramel
Color



WELL-BEING

Scholl
Weetabix
Alps



HOME & GARDEN

Duck
Glade
Mr Muscle
Ecover
Pledge
OFF!
Raid
Baygon
Roundup
Substral

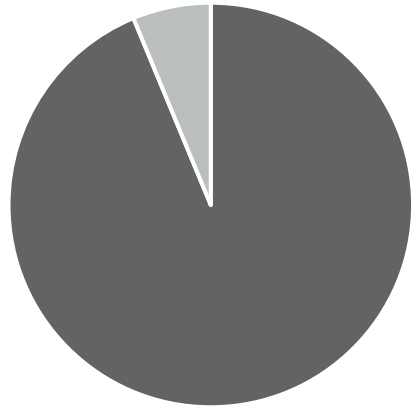


OWN BRANDS

Biozell
Ibero
Mossa
TAIKA
Lemon Juice & Glycerine
Medisoft



PERSONNEL IN NUMBERS IN 2025*



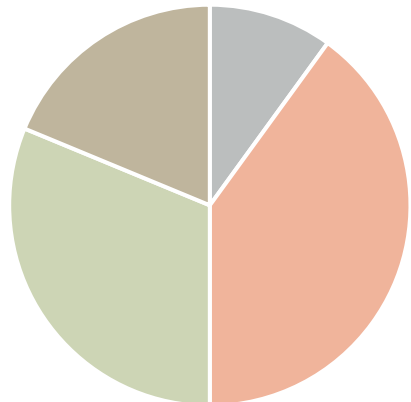
GENDER RATIO*

- Women 94%
- Men 6%



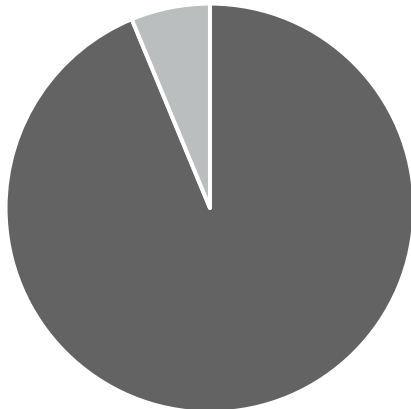
DURATION OF EMPLOYMENT*

- All 2 v 16%
- 2-5 v 31%
- 5-10 v 24%
- 10-20 v 18%
- Over 20 years 11%



AGE*

- All 25 v 0%
- 25-35 v 10%
- 35-45 v 40%
- 45-55 v 31%
- Over 55 years 19%



TYPE OF EMPLOYMENT*

- Permanent 95%
- Fixed-term 5%

80

NUMBER OF PERSONNEL

100%

ANNUAL PERFORMANCE
REVIEWS %

2

OCCUPATIONAL ACCIDENTS
IN 2025

1,85%

ABSENCE DUE TO ILLNESS %
IN 2025

*The figures include personnel in Finland and Sweden.

SUSTAINABILITY REPORT 2025

TRANSMERI'S SUSTAINABILITY PROGRAM

transmeri

SUSTAINABILITY PROGRAM 2024-2030

In selecting strategic sustainability themes, we considered prevailing megatrends, societal expectations, industry-specific changes, as well as the views and wishes of our stakeholders. We have chosen the internationally recognized UN Sustainable Development Goals as the framework for our corporate responsibility work, identifying Goals 8, 12, and 13 as the most relevant for our business.



13 ILMASTOTEKOJA

TOWARD A LOW-EMISSION FUTURE
Active reduction of emissions



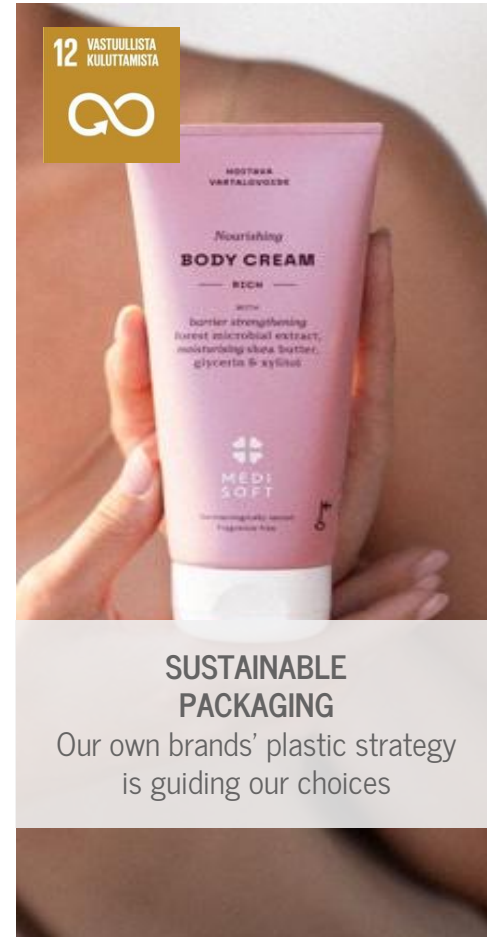
12 VASTUULLISTA KULUTTAMISTA

SUSTAINABLE PROCUREMENT
Ethical business is at the core of our business



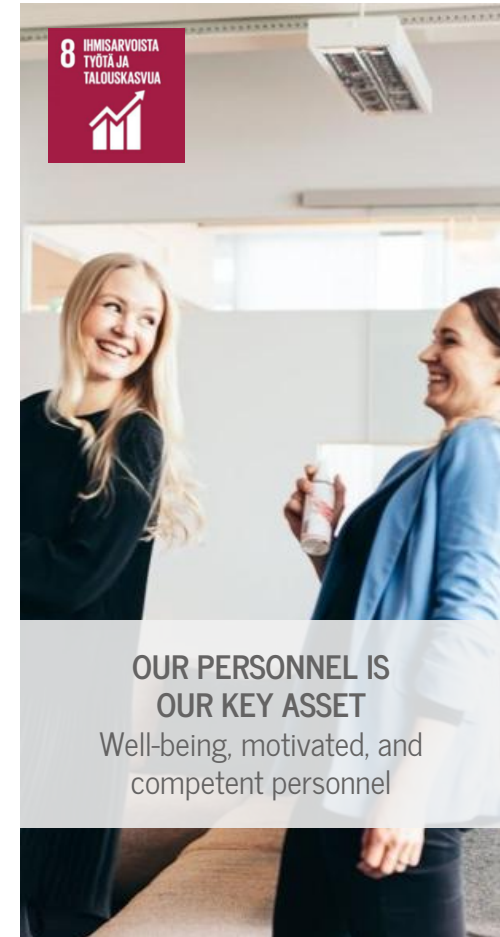
12 VASTUULLISTA KULUTTAMISTA

SUSTAINABLE AND SAFE PRODUCTS
Product safety and assortment supporting sustainable development



12 VASTUULLISTA KULUTTAMISTA

SUSTAINABLE PACKAGING
Our own brands' plastic strategy is guiding our choices



8 IHMISARVOISTA TYÖTÄ JA TALOUSKASVUA

OUR PERSONNEL IS OUR KEY ASSET
Well-being, motivated, and competent personnel

SUSTAINABILITY REPORT 2025

TRANSMERI'S SUSTAINABILITY TARGETS


transmeri


TURNING TARGETS INTO ACTION



Sustainability work is part of our daily operations, and its continuous development is a key aspect of our work. Background work related to the development of the program is carried out regularly each year.


The update of the goals is influenced by factors such as societal expectations, industry changes, and the views and wishes of our stakeholders. In the table, we present the achievement of the 2024 goals, the progress of the program, and the goals set for the upcoming years.



THEME	SUSTAINABILITY TARGET	YEAR	METRIC	PROGRESS IN 2025 AND ACTIONS FOR THE FUTURE
 <p>TOWARDS A LOW-EMISSION FUTURE</p>	<p>Active reduction of emissions from buildings, transport and mobility and the elimination of residual emissions by 2035</p>			
	<p>1. Reducing emissions from buildings, private vehicles and purchased energy to zero by 2030 (Scope 1 & 2)</p>	2030	Reduced % of emissions (and tCO ₂ e) in line with emission reduction targets	<p>In 2025, our calculated emissions were 401.2 tCO₂e. Our calculated emissions increased by 7.8% in total compared to 2024.</p> <p>Our current goal is to reduce the emissions of our own operations (Scope 1 & 2) to zero by 2030 and the emissions of the Scope 3 categories we calculate (upstream freight traffic, commuting, business travel) by 40% by 2035 compared to the emissions of 2022.</p>
	<p>2. Reduce absolute emissions from business travel, commuting and freight transport by 40% by 2035 compared to 2022 emissions (Scope 3).</p>	2035		<p>We submitted our commitment letter to the SBTi initiative at the end of 2025. This means that we will set science-based climate targets by the end of 2027. These targets will be more ambitious than our current targets.</p>

THEME	SUSTAINABILITY TARGET	YEAR	METRIC	PROGRESS IN 2025 AND ACTIONS FOR THE FUTURE
 <p>SUSTAINABLE PROCUREMENT</p>	100% of Transmeri suppliers have made a commitment to our Supplier Code of Conduct or a similar set of operating principles.	Continuous	% of all	In 2025, 100% of Transmeri's brand product suppliers were committed to our Code of Conduct for Business Partners or similar Ethical Business Principles.
	100% of cooperating partners (purchases in excess of 15 thousand euros) have made a commitment to our Ethical Principles.	2025	% of all	Our target was not fully achieved in 2025: - Based on the number of partners, 72% are committed - Based on the partners' purchasing spend, 93% are committed In 2026, we will continue to commit our partners to our Code of Conduct.
	100% of own brands are covered by BSCI auditing for factories in risk countries, and the audited factories have received a general rating of C or higher.	Continuous	% of all suppliers from risk countries	In 2025, we also met our target: all factories within the scope of the BSCI audit underwent auditing. When making purchases from so-called risk countries, we only use suppliers covered by the BSCI audit.
	Our goal is to join BEPI (Business Environmental Performance Initiative) during 2024 and increase the number of suppliers operating in so-called high-risk countries who are committed to BEPI in the future.	Continuous	% of all supplier from risk countries	We joined BEPI in 2024. We encourage and support the so-called our suppliers in high-risk countries to commit to BEPI's principles, which aim to understand and reduce the environmental impact of suppliers. In 2025, about a third of our suppliers operating in high-risk countries had joined BEPI, but may not be actively involved in the initiative. We will continue our commitment work.
	We will also review the procurement chains of our own brands in order to increase transparency.	Continuous	Number of reviewed products per year	In 2025, we started mapping the supply chains of nine products under our own brands. The work is still ongoing, and our goal is to expand the mapping to additional products in 2026.

THEME	SUSTAINABILITY TARGET	YEAR	METRIC	PROGRESS IN 2025 AND ACTIONS FOR THE FUTURE
 <p>SUSTAINABLE AND SAFE PRODUCT</p>	Zero product recalls.	Continuous	Number of product recalls	In 2025, there were six recalls.
	Annual target for wastage is max. 0.1% of products sold.	Continuous	% of wastage / year vs. total products sold over the year	The waste rate in 2025 was 2.48% of the products sold. We will continue to minimise waste, e.g. through assortment management.
	We will introduce consumer product options that support sustainable development as part of our ongoing operation and support sustainable consumption.	Continuous	No. of products supporting sustainable development and no. of actions supporting sustainable consumption	12 products that promote sustainable development were added to Transmeri's range in 2025. We will continue to make products that support sustainable development available to consumers. We support consumers' sustainable consumption by communicating the correct use of our products.
 <p>SUSTAINABLE PACKAGING</p>	Wherever reasonable and possible, we will increase the share of recycled materials . We prefer alternatives to plastic packaging materials in a material efficient manner, but in such a way that the quality, freshness, or safety of our products is not compromised.	Continuous	The share of recycled material used for product packaging of own brands.	The goal guides the choice of product packaging whenever possible. The share of recycled and alternative materials is constantly increasing.
	<p>We have developed a plastics strategy for the coming years and set goals for plastic packaging:</p> <p>1. 100% of plastic packaging to be recyclable by 2026.</p> <p>2. 50% of virgin plastics to be replaced by 2028.</p>	2026 2028	Own brands: 1. % of recycled packages 2. % of substitute for virgin plastics used for product packaging	<p>1. In 2025, 83% (of the number of pieces) of plastic product packaging from our own brands (Biozell, TAIKA, Mossa, Lemon Juice & Glycerine, Medisoft) were recyclable.</p> <p>2. 31% of recyclable packaging is made of recycled plastic or bio-based material.</p> <p>As part of our packaging reforms, we are transitioning materials to support our targets.</p>
	All the products we sell have recycling instructions on the packaging, on our website or in our online stores by 2025.	2025	No. of recycling instructions produced per year vs. total number of products	In 2025, all packaging for our own cosmetics and hygiene brands (Biozell, TAIKA, Mossa, Lemon Juice & Glycerine, Medisoft) included recycling instructions. Nearly 70% of our principal brand packaging featured recycling instructions or symbols. In 2026, we will continue reviewing recycling guidelines for imported packaging.

THEME	SUSTAINABILITY TARGET	YEAR	METRIC	PROGRESS IN 2025 AND ACTIONS FOR THE FUTURE
 <p>OUR PERSONNEL IS OUR KEY ASSET</p>	Our goal is to ensure a wellbeing, motivated, and competent personnel. We monitor the wellbeing and job satisfaction of our personnel annually.	Continuous	eNPS, min. target 40	<p>We monitor employee well-being and satisfaction annually using eNPS. In 2025, our eNPS was -48.</p> <p>Actions for 2026 include an action plan based on the results (including a comprehensive risk assessment related to occupational safety), systematic follow-up, and training for supervisors and leadership teams, including onboarding for new supervisors. Implementing these measures is one of our key priorities for the year.</p>
	The development of the competence and renewal ability of our personnel through suitable training programs.	Continuous	We track the hours spent on skills development.	We mapped role-specific training needs with the support of performance discussions and supervisors. During 2025, we identified skill and development requirements for different roles. To support this, from the beginning of 2026 we will implement a practice allowing each employee to use two hours for developing their skills.
	Implementing the sustainability strategy for employees and ensuring employee competence in sustainability.	Continuous	% of employees who have completed sustainability training.	In 2024, we developed a sustainability training program, which has been available to all Transmeri employees since the beginning of 2025. Nearly all Transmeri employees completed the sustainability training in 2025.



TOWARDS A LOW-EMISSION FUTURE

Our target is to actively reduce emissions caused by our business operations in the long term and to develop our climate work systematically. In addition to favoring emission-free energy, we strive to minimize emissions from our business together with our value chain.

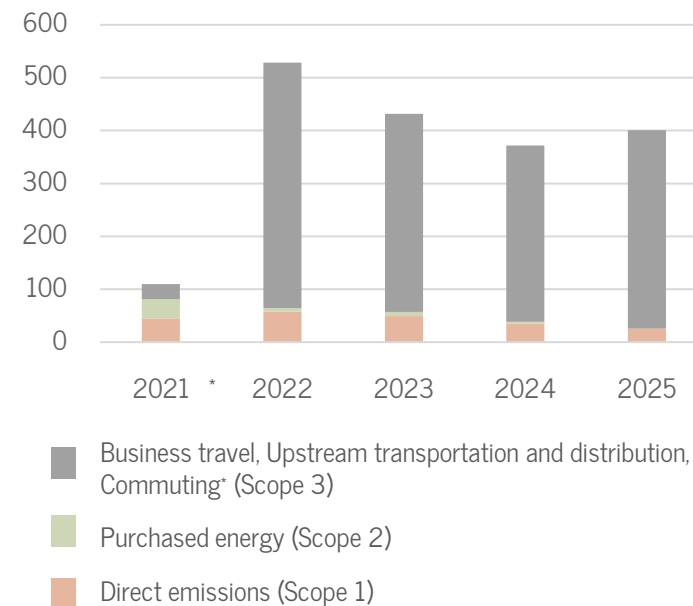
Our emissions mapping began in 2019 and in 2022 we expanded our emissions calculation to its current scope (Scope 3 categories: commuting, business travel, upstream transportation and distribution). From the beginning of 2026, the calculation will be expanded to cover all emission categories that are essential to business operations. We calculate greenhouse gas emissions in accordance with the GHG Protocol standard.

At the end of 2025, Transmeri Oy submitted a commitment letter to the Science Based Targets initiative (SBTi) and is preparing science-based near-term emission reduction targets along with a supporting roadmap by the end of 2027. Our goal is to achieve net-zero emissions in our own operations (Scope 1–2) by 2030 and to update our value chain emissions (Scope 3) target through the SBTi process to a more ambitious level than our current target. As over 90% of our emissions occur in the value chain, we are focusing particularly on avoiding and reducing Scope 3 emissions through close collaboration with our partners.

OUR CALCULATED
EMISSIONS INCREASED
BY
7.8%
IN 2025

Our total emissions in 2025 were 401.2 tCO₂e, an increase of 7.8% compared to the previous year (calculation includes Scope 1 and 2 as well as Scope 3 categories: business travel, commuting, upstream transportation and distribution). The largest increase occurred in Scope 3 upstream transportation and distribution emissions. Regarding purchased energy (Scope 2), we prioritize zero-emission energy. Our current company car policy, which primarily promotes the acquisition of electric vehicles, also enables the elimination of Scope 1 direct emissions by the target year.

TRANSMERI'S CALCULATED EMISSIONS (tCO₂e)



* For Scope 3, the 2021 figures only include employee commuting.

** Scope 3 calculations are based on emission coefficients that account for the life-cycle emissions of fuel and electricity (Well-to-Wheels or WtW). The corresponding life-cycle coefficients have also been updated for 2022, which explains the slight difference from the previously reported figures. The updated coefficients impact all calculated Scope 3 categories.

EMISSION TRENDS IN 2025

SCOPE 1 & 2 EMISSIONS IN 2025

Scope 1 & 2 emissions totaled 25.88 tCO₂e, representing 6.45% of Transmeri's calculated emissions. Scope 1 emissions, originating from company-owned vehicles, decreased by 33.7% compared to the previous year. This change results from our company car policy, which primarily promotes the use of fully electric vehicles and lower-emission fuels. Purchased energy (Scope 2) emissions fell to nearly zero due to the use of zero-emission energy.

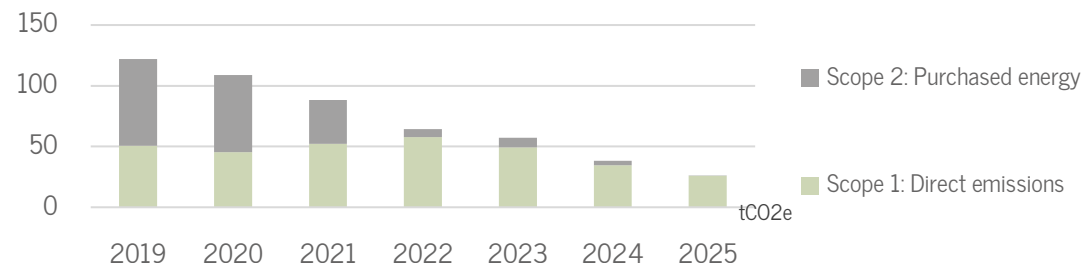
SCOPE 3 EMISSIONS IN 2025

Scope 3 emissions were calculated for business travel, commuting and upstream transportation and distribution. Scope 3 emissions amounted to 375.31 tCO₂e, representing 93.6% of Transmeri's total emissions. Upstream transportation and distribution accounted for 77% of Scope 3 emissions and those emissions increased by 20.1% compared to the previous year, partly due to a slightly higher share of road and air freight in 2025.

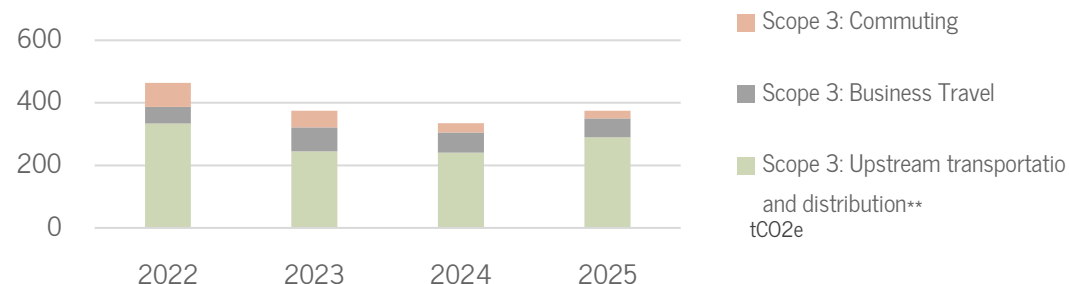
Business travel emissions were 60.37 tCO₂e, nearly 6% lower than in 2024, partly because of organizational changes that reduced travel needs.

Commuting emissions decreased by 16% compared to the previous year, totaling 24.9 tCO₂e. Overall, kilometers traveled for commuting decreased in 2025, with car travel kilometers falling by 20%.

TRANSMERI'S CALCULATED SCOPE 1 & 2 EMISSIONS (tCO₂e)



TRANSMERI'S CALCULATED SCOPE 3 EMISSIONS* (tCO₂e)



*Scope 3 calculations are based on emission coefficients that account for the life-cycle emissions of fuel and electricity (Well-to-Wheels or WtW). The corresponding life-cycle coefficients have also been updated for 2022, which explains the slight difference from the previously reported figures. The updated coefficients impact all Scope 3 categories of transport emissions.

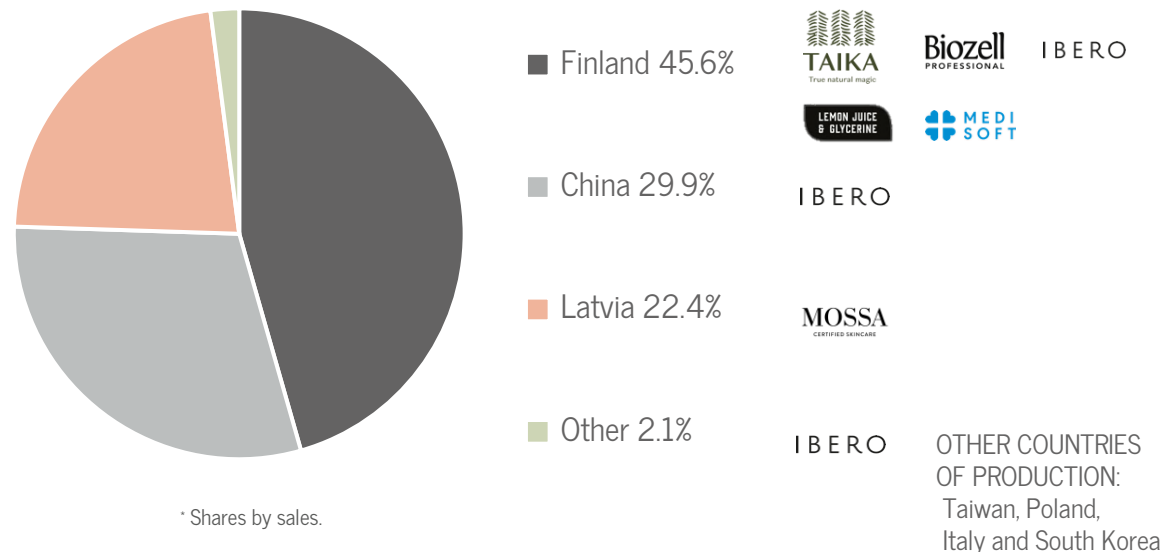
**For transportation and distribution emissions, calculations are based primarily on emission data provided by the transport companies

SUSTAINABLE PROCUREMENT

As a responsible partner, we strive to ensure sustainable manufacturing not only in Finland but also in so-called risk countries. We achieved this target in 2025, and our future targets are:

- In 2025, **100%** of Transmeri’s principal and own-brand suppliers had committed to the **Code of Conduct for Business Partners** or equivalent ethical guidelines. We will continue to engage our suppliers in the future, and the Code of Conduct for Business Partners is included in the signing of new agreements with suppliers.
- We continue to ensure that all our partners are committed to our **Code of Conduct for Business Partners**. In 2025, 72% (by number) and 93% (by spend, purchases over €15,000) of our partners were committed to our Code of Conduct for Business Partners.
- All products of our own brands sourced from risk countries were manufactured in **amfori BSCI-audited** factories with an overall rating of C or higher. Audits of partner factories began in 2015, and since 2022 we have achieved our 100% target.
- Transmeri Oy joined the **amfori BEPI** initiative in 2024, and since then we have aimed to engage suppliers operating in risk countries in the initiative. BEPI’s goal is to improve factories’ environmental performance, but the initiative has not yet been widely adopted among suppliers. Engagement efforts continue gradually, encouraging participation.
- Transmeri Oy systematically seeks to **increase transparency in the supply chains of our own brands**. In 2025, this work progressed concretely as we began a detailed mapping of the supply chains for nine of our own-brand products.

COUNTRY OF ORIGIN OF OWN BRAND PRODUCTS*



* Shares by sales.

IN TOTAL
81
SUPPLIERS

IN RISK COUNTRIES
28
SUPPLIERS

ASSORTMENT DECISIONS AND SUSTAINABLE CONSUMPTION

Our sustainability target is to offer consumers product options that support sustainable development, and we focus on this when choosing our product selection. We also aim to increase consumer awareness of sustainable consumption of our products.

We expand our product range annually with items aligned with sustainability principles. In 2025, we added 12 new more sustainable products, including household cleaning products. In many products, the use of virgin plastic has been reduced and replaced, for example, with recycled plastic. Our sustainability criteria include certifications, responsible packaging and raw materials, and assessing the product's carbon footprint over its lifecycle. For example, the carbon footprints of Esse and Lavera products have been calculated and offset.

In 2025, we implemented several measures to promote sustainable consumption across our own brands. With the packaging redesign of Lemon Juice & Glycerine, tubes and bottle components are made from 50% recycled plastic, and Mossa's hand soap bottles are made entirely from recycled plastic. Additionally, Biozell's new Color Glow products are formulated completely silicone-free, and Ibero products have been free of loose glitter since the beginning of 2025.

We promote sustainable consumption by providing guidance on the proper use of our products, developing refill packaging for cosmetics as well as home and garden products, and instructing on proper recycling of packaging. We regularly update information supporting sustainable consumption on the websites of our own brands.

PRODUCTS SUPPORTING
SUSTAINABLE
DEVELOPMENT

12

ADDED TO THE
SELECTION
2025

BRANDS MANUFACTURED IN
FINLAND* ACCOUNT FOR

17%

OF OUR REVENUE

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

NATURAL COSMETICS**
ACCOUNT FOR

33%

OF COSMETIC BRANDS

** Percentages based on number of brands.

CARBON FOOTPRINTS
CALCULATED AND OFFSET FOR

2

BRANDS



BIOZELL

The Color Glow hair nourishing toning mask launched in 2025 under Transmeri's own brand Biozell are formulated completely silicone-free, helping to reduce microplastic pollution.

The Color Glow tinted shampoo bottles are made from 100% recycled plastic (Prevented Ocean Plastic), supporting the circular economy and responsible material choices.

Read more: biozell.fi

SAFE PRODUCTS FOR CONSUMERS

Transmeri is responsible for the safety and compliance of the products it operates in multiple sectors, each of which is subject to specific legislation, regulations, and standards in addition to common laws. Our consumer service provides support to consumers and provides assistance with any product-related questions.

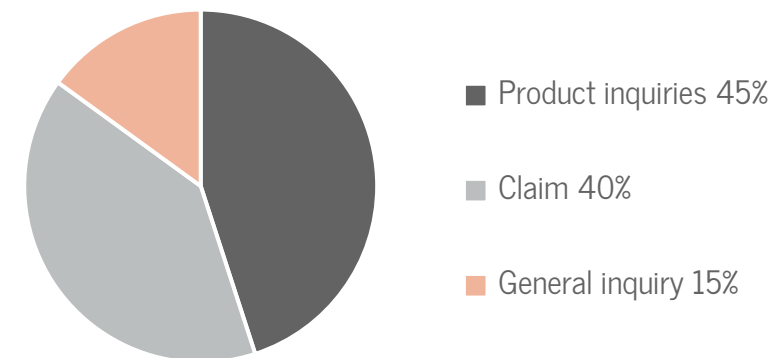
Product safety requires continuous skills development and up-to-date monitoring of legislation, which Transmeri's experts actively carry out, particularly regarding product formulations and packaging labeling. All cosmetics and personal care products, as well as household chemicals brought to market by Transmeri, undergo thorough evaluation by both our in-house experts and authorities before being released. Food product safety is ensured through comprehensive quality control and clear processes in close collaboration with food manufacturers. These practices ensure compliance and safety throughout the entire value chain.

Accordingly, we have chosen the number of product recalls as an indicator of product safety. Our continuous target is zero product recalls. In 2025, Transmeri carried out one recall from resellers before the products reached consumers, and an additional five recalls were carried out proactively to ensure compliance with EU regulations.

RECALLS PER YEAR:



CONSUMER SERVICES CONTACTS:



CUSTOMER SATISFACTION:

- In 2025, our consumer services received a total of 8,471 contacts: Transmeri's consumer service 5,473 and our cosmetics online store's consumer service 2,998.
- In online cosmetics stores, 45% of all contacts were complaints, 5% were related to discount codes, and the rest were mainly inquiries related to online store orders and deliveries

WASTAGE REPORT 2025

Concern about the environmental impact of food waste has been a part of Transmeri's operations for a long time, and we aim to continuously reduce the amount of waste.

We have reduced waste by investing in assortment management and predictability, which prevents waste from occurring in advance. Waste has been successfully reduced with the help of brick-and-mortar and online stores that have entered the market to sell waste. Transmeri's online stores and numerous charities have served as more traditional ways to reduce waste. Ways to reduce food waste are actively sought together throughout the year.

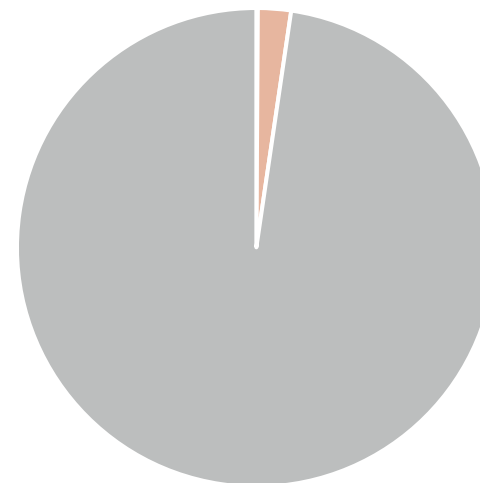
We define waste as all sales products in Transmeri's range that would have been usable without the cause of destruction. The annual target for waste is a maximum of 0.1% of the products sold. In 2025, the share of generated waste was 2.48% of the products sold.

The main cause of destruction is issues related to the safety of the product's use, such as an expiration date, a spoiled batch or damaged packaging, but the legislation that comes into force also sometimes causes the need to destroy the product. As a manufacturer and importer of products, it is part of our responsibility to ensure the safe use of our products for consumers.

SHARE OF
WASTE OF
PRODUCTS SOLD:

2025:
2,48%

ANNUAL TARGET:
0,1%



WASTEGE BY
PRODUCT AREA:

- Cosmetics products 0.1%
- Beauty care products 2.2%
- Home & Garden Products 97.67%

APPROPRATE SORTING OF WASTAGE AND THE RELATED REPORTING ARE INCLUDED IN OUR ANNUAL WASTAGE REPORT.

The waste that ended up as wastege consisted of colour cosmetics, skin care products, beauty accessories and repellents. In 2025, an unusually large number of repellent products had to be safely disposed of as a result of legislative changes. For hazardous waste, we always order appropriate recycling and destruction from our environmental partner Kierto Environmental Services.

OUR OWN BRANDS

Our wide range of brands includes six of Transmeri’s own brands. Our target is to develop high-quality and safe products and to ensure that environmental and social responsibility is taken into account in their design, production and distribution.

For Transmeri’s own cosmetics and personal care brands, we can make responsible choices throughout the entire product lifecycle, starting from product development and manufacturing. In product development, we prioritize environmentally friendly and safe raw materials as well as responsibly sourced materials.

We promote the circular economy by using recycled and renewable, recyclable packaging materials wherever possible. During packaging redesigns, we always evaluate more sustainable material options and aim to minimize material use while ensuring product safety. In addition to packaging made from recycled plastic, some Ibero’s hairbands and hair ties also contain recycled fabric or other materials. We support consumers with clear recycling instructions to ensure materials are efficiently returned to the circular economy.

Of our own brands, TAIKA and Mossa have received the Ecocert COSMOS Natural or Organic certification, which ensures the naturalness and responsibility of the products. The certification requires strict criteria for the origin of raw materials, manufacturing processes, and packaging materials, as well as continuous improvement in environmental performance.

A significant portion of our own-brand products is manufactured in Finland and carries the Key Flag symbol. In addition to domestic production, Mossa products are also manufactured in Latvia, and Ibero’s products in countries such as China, where we source only from BSCI-audited suppliers.



BIOZELL



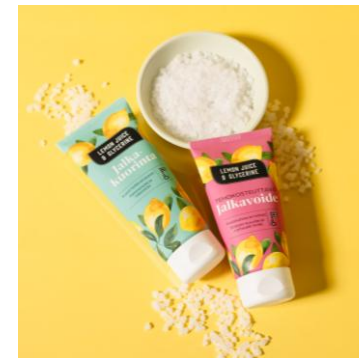
MOSSA



IBERO



TAIKA



LEMON JUICE &
GLYCERINE



MEDISOFT

SUSTAINABLE PACKAGING

Product packaging has a significant environmental impact, which is why we are constantly evaluating more sustainable material options at all levels of packaging. The work is guided by our plastics strategy for the coming years.

Transmeri's plastics strategy is based on the global goal of reducing the use of plastic, and we are also actively monitoring the requirements of the upcoming Packaging and Packaging Waste Directive. Our goal is to replace virgin plastic in the packaging of our own brands with more sustainable alternatives without compromising the quality and safety of the product. For example, bottles for the Biozell Scalp and Biozell Color Glow hair brands are made from 100% recycled Prevented Ocean plastic, collected from coastal areas before reaching the oceans.

RECYCLING PLASTICS AND MATERIALS

The recyclability of plastic is key to ensuring efficient material circulation. We develop our packaging so that it is suitable for plastic packaging and at the same time improve material efficiency at all levels of packaging. An increasing number of our own brand's sales batch boxes are now made entirely of cardboard. We support consumers with clear recycling instructions to get materials back into circulation.



In 2025, the classic brand Lemon Juice & Glycerine and the new Medisoft pharmacy range were redesigned to be recyclable, with their tubes made from 50% recycled material. Last year, recycling instructions were added to all remaining packaging of our own brands, and Iberon packaging will receive instructions whenever it is updated. Clear sorting and recycling instructions are also provided on the packaging of several of our principal brands.

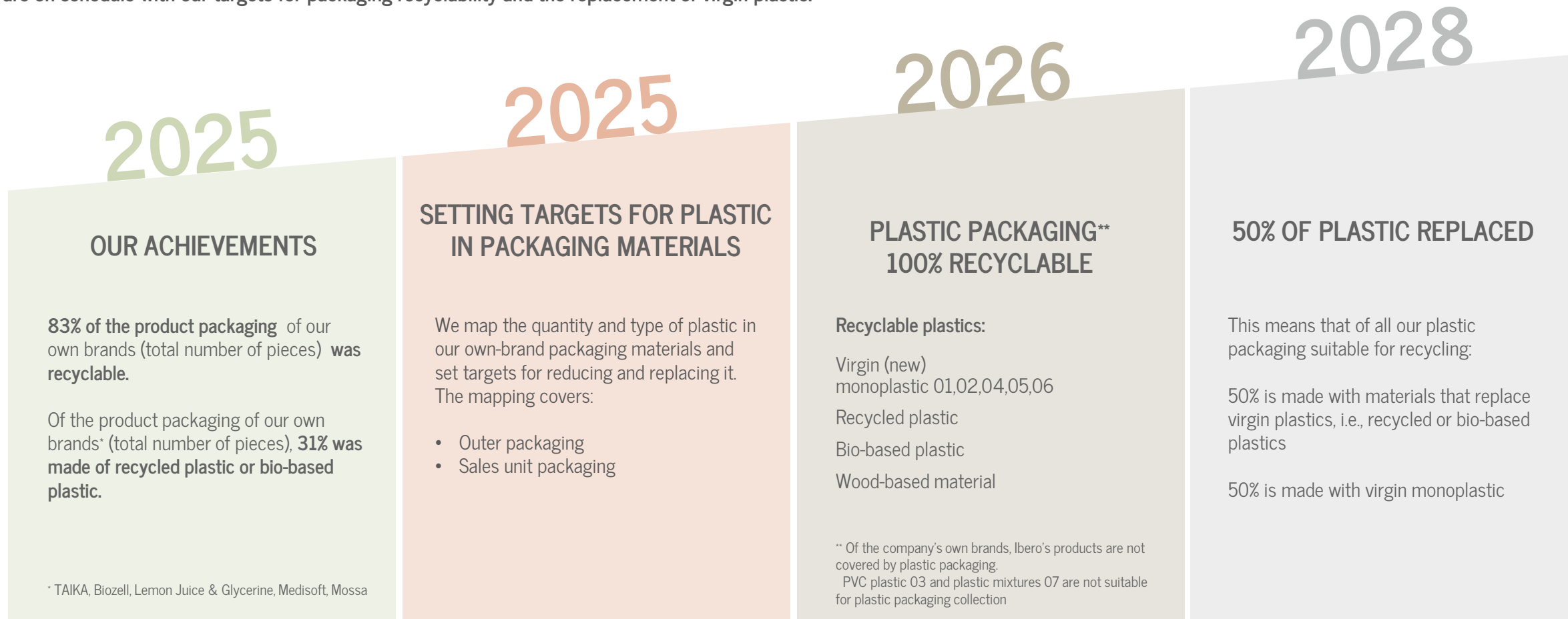


IBERO PRODUCTS USE ALTERNATIVE MATERIALS TO PLASTIC:

- Plant fiber composite:** hair brushes, combs
- Bamboo:** hairbrushes and hair bands and donuts
- Recycled PET bottle material:** hair bands and hairbrushes
- Fibre manufactured from old car tyres:** hair bands
- Bio-based and biodegradable material:** hair clips, makeup sponges
- Recycled fabric:** hair bands

PLASTICS STRATEGY 2028

In 2023, we revised our plastics strategy to include more realistic target years and action plans. Our primary goals are to ensure that the plastic packaging used for our own brands is 100% recyclable and replace 50% of virgin plastic with alternative materials by the target year. We are on schedule with our targets for packaging recyclability and the replacement of virgin plastic.



RESPONSIBLE PRODUCTION AND KEY FLAG PRODUCTS

Domestic production employs Finns, manufacturing is transparent, and working conditions are controlled and responsible. Transmeri's selection includes several products and brands that have been awarded the Key Flag Symbol for Finnish work.

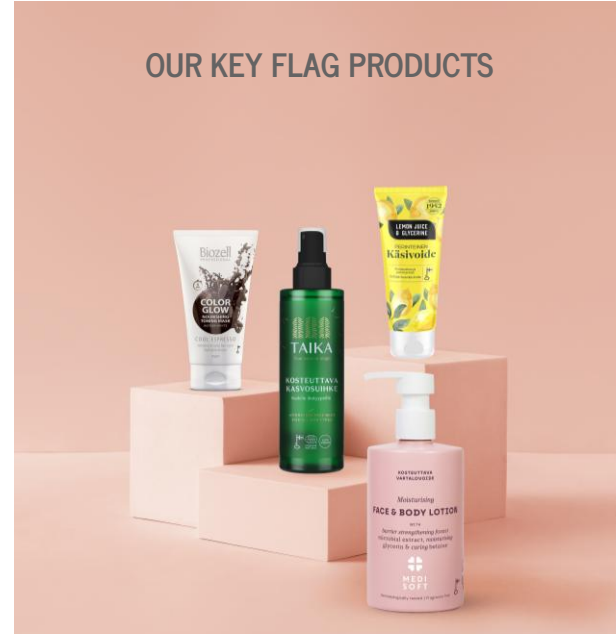
Transmeri's own brands Lemon Juice & Glycerine, Medisoft, some of Mossa's products and most of the TAIKA products are manufactured at Transmeri Logistics' production facility in Vantaa. In addition, some of Biozell's products, such as aerosols and Scalp products, are produced in Vantaa. Biozell's hair tint range is manufactured in Finland by a contract manufacturer.

The production plant in Vantaa also manufactures products from several foreign brands under license, which enables a significant reduction in the carbon footprint of the products and supports domestic employment. The production plant invests in environmental matters in an active and planned manner. The factory conducts annual audits of ISO certificates (ISO 9001 quality management system, ISO 14001 environmental management system and ISO 22716 good manufacturing practices for cosmetics) as well as Ecocert certification of natural cosmetics.

DOMESTIC PRODUCTION POWERED BY ZERO-EMISSION ENERGY

At Transmeri's factory facility, only electricity produced from zero-emission energy sources is used, and the building is heated with environmentally friendly recycled heat with emissions of 0 kg/MWh. Transmeri Logistics is also committed to the Responsible Care sustainability program coordinated by the chemical industry. In addition, the production facility of Biozell's contract manufacturer uses electricity generated entirely from solar energy.

OUR KEY FLAG PRODUCTS



- Lemon Juice & Glycerine – Skin care products for hands, feet and body
- Medisoft - Skin care and hand sanitizer series
- TAIKA: Natural cosmetics series
- Biozell Hair care and styling products



OUR KEY FLAG PRODUCTS



- Mr Muscle Kodin Putkimies and Pledge Household care products
- Raid, OFF! and Baygon insecticide and insect repellents



OUR PEOPLE IS OUR KEY ASSET

Our employees are the foundation and enabler of a healthy work community, successful business and responsible operations, which is why we have made it one of our key strategic sustainability themes.

A changing world requires continuous learning and the ability to adapt. We invest in the development of our employees' skills and well-being to ensure that everyone is equipped to meet future challenges.

We monitor employee satisfaction through the Signi survey, which focuses on topics that are meaningful to employees. The survey provides valuable insights to support the development of our operations. The results are reviewed systematically, and the entire personnel participate in improving job satisfaction through a clearly defined process. Our key indicator is eNPS (employee Net Promoter Score), which reflects employees' willingness to recommend the workplace. Our target is to achieve an eNPS score of 40 each year. In 2025, our eNPS result was -48. In 2026, we will focus on improving employee well-being and the employee experience based on the development areas identified in the survey, while strengthening interaction and leadership.

In 2025, we mapped employees' development needs as part of performance discussions. Based on this assessment, every Transmeri employee has the opportunity to develop their professional skills in an agreed manner, with the aim of supporting individual growth and meeting future competence needs. In 2025, nearly all Transmeri employees also participated in internal sustainability training.

We invest in the well-being of our personnel both at work and during their free time. Last year, we strengthened team spirit by participating in a nationwide kilometer race and organizing shared activities that also extended beyond working hours. We also offer our employees comprehensive and highly valued employee benefits.



SUSTAINABILITY REPORT 2025

TRANSMERI'S SUSTAINABILITY ACTIONS 2025

transmeri

TRANSMERI GIVES BACK EVERY YEAR

At Transmeri, we believe in sharing good and support socially meaningful causes through annual product donations. In 2025, we donated more than 59,000 products to various charitable organizations.

In 2025, our product donations supported, among others, refugee aid, people with limited financial means, young people, and the homeless. The donations included, for example, hygiene and hair care products as well as sunglasses and reading glasses. The organizations we support through product donations carry out valuable work both in Finland and internationally.

In addition to product donations, we supported youth mental health work through the MIELI Mental Health Finland organization and local youth work. During 2025, we participated in youth evenings at Espoo Tyttöjen Talo, where we provided guidance on skincare for young people. Espoo Tyttöjen Talo is part of the activities of the Loisto Settlementti association.

COLLABORATIONS WITH FUTURE TALENT

We are an active partner for future professionals and collaborate with educational institutions.

Cooperation with university of applied sciences students is part of skills development and responsible employer practices at Transmeri. We provide students with a practical learning environment and an opportunity to gain insight into working life, while our organization benefits from up-to-date research and academic knowledge.

In 2025, we employed three university of applied sciences interns and supervised one thesis.



SUSTAINABILITY ACTIONS BY OUR BRANDS IN 2025



BIOZELL

The new Color Glow Nourishing toning mask are silicone-free – a better choice for the environment. Silicones are not biodegradable and burden waterways throughout their life cycle.



BIOZELL

Color Glow bottles are made from 100% recycled plastic (Prevented Ocean Plastic). As a result of changes made to the Color Glow sales cartons, the cardboard tray was removed entirely, reducing the amount of corrugated cardboard by over 500 kg in 2025.



LEMON JUICE & GLYCERINE

The packaging of the Lemon Juice & Glycerine product range was completely redesigned in 2025. The packaging is now fully recyclable, with the tubes and bottles made from 50% recycled plastic.



IBERO

Since the beginning of 2025, products in the Ibero's range no longer contain loose glitter; instead, it has been replaced with integrated, beautifully sparkling decorative elements.



TAIKA AND MOSSA

In 2025, the TAIKA and Mossa brands participated in the Mielinauha campaign, supporting the important mental health work carried out by MIELI Suomen Mielenterveys ry.

SUSTAINABILITY ACTIONS BY OUR BRANDS IN 2025



Lavera

After several packaging redesigns, Lavera uses recycled materials across its packaging: 65–100% for product containers, at least 20% recycled glass for glass bottles, and 100% recycled fiber for outer cartons.



Ecover

In Ecover's Citrus and Zero% dishwasher tablets, the plastic wrap has been replaced with a plant-based coating, and the compact packaging design eliminates unnecessary air.



Substral

Substral's herbicide containing acetic acid is biodegradable.



Raid

Raid Freeze is a chemical-free alternative for controlling indoor insects. The product allows consumers to reduce their chemical exposure.

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THANK YOU!