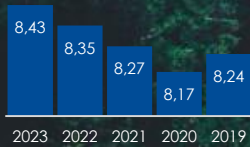


Employee Satisfaction

Grade /10



"How satisfied are you today to be working at Etra?"

Gender Distribution

Men Women



Average Age



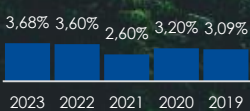
Employment Type

Permanent Fixed-term



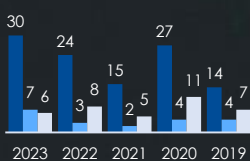
Sickness Absences

% out of all working days



Number of Accidents & Days of Absence

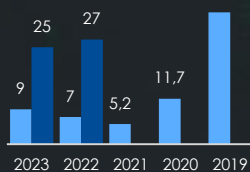
0 - 3 days 4 - 6 days 7 days or more



Accidents during commuting or business trips are excluded

Accident Frequency

LT11 LT10



/ 1 000 000 working hours

LT11 = Accidents that caused 1 or more days of absence
LT10 = Accidents that caused 0 days of absence

Logistics Center

Waste

43,9%	42,3%	35,5%	30,8%	30,1%	Recycling rate
100%	100%	100%	100%	-	Reuse rate
410	366	388	340	342	Total amount (t)
3,8	5,6	2,5	3,0	3,5	Carbon footprint (t CO ₂ e)
2023	2022	2021	2020	2019	

Packaging Materials

-6%	87	+5%	92	+13%	88	+11%	78	-7%	70	Cardboard (t)
+2%	35	+9%	34	+41%	31	-34%	22	+7%	34	Plastic (t)
-35%	4	10%	6	-3%	7	+40%	7	-15%	4	Paper (t)
16%	5	+22%	6	+8%	5	-33%	5	+16%	7	Tape & stickers (t)
-7%	74	+0%	80	+10%	80	-3%	73	-4%	77	/1M delivery lines (t)
2023	2022	2021	2020	2019*						

Weights and change-% rounded out to even numbers

*Year 2018 comparison values not in chart

District Heating

1103	990	1044	808	940	Total consumption (MWh)
2,66	2,39	2,52	1,95	2,27	Total consumption (kWh/m ³)
2023	2022	2021	2020	2019	

Electricity

1685	1579	1568	1515	1536	Total consumption (MWh)
4,06	3,80	3,78	3,65	3,70	Total consumption (kWh/m ³)
541	332	303	361	345	Produced w/ solar panels (MWh)
32%	21%	19%	24%	22%	% out of total consumption produced w/ solar panels
2023	2022	2021	2020	2019	

Company

Transport in Finland

617	690	534	536	518	Carbon footprint (t CO ₂ e)
2023	2022	2021	2020	2019	

Electricity

6201	5835	6117	-	-	Total consumption (MWh)*
94,4%	90,4%	90,3%	-	-	% of electricity produced using renewable production methods
1050	910	610	-	-	Produced w/ solar panels (MWh)
16,9%	15,6%	10,0%	-	-	% out of total consumption produced w/ solar panels
+15%	+49%	-	-	-	New investments into solar power: Change in production capacity
2023	2022	2021	2020	2019	

*Etra OnSite shops located within customer premises are excluded

**Electricity produced w/ solar panels or certified renewable origin

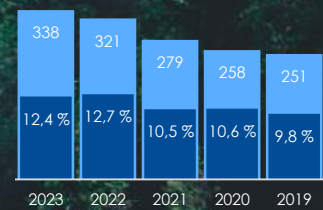
New investments into solar panels in 2023 were done in Porvoo and Vantaa, Finland. Yearly production capacity of 280 MWh is expected (not included in this report)

At the end of 2023 Etra Oy has solar power in 10 facilities covering a significant portion of total electricity consumption

1 MWh = Approximately 5 000 km of driving with an electric car or 5 months of electricity consumption in a 2 person apartment

Turnover & Profit

Turnover (M€) Profit



Tax Footprint

Collected taxes (M€) Payable direct taxes (M€)



Procurement

Purchases from Finnish suppliers

64,0	59,8	61,1	59,9	58,4	Logistics Center (%)
95,6	95,6	95,6	96,3	96,7	Megacenters (%)
46,7	41,0	41,9	44,4	45,7	Productions (%)
74,8	71,2	74,5	72,5	74,0	Company total (%)
2023	2022	2021	2020	2019	

Longevity of supplier relationships

92,9	92,7	94,5	90,4	87	Over 5 years (%)
7,1	7,3	5,5	9,6	13	Under 5 years (%)
2460	2516	2411	2452	2430	Active suppliers
2023	2022	2021	2020	2019	

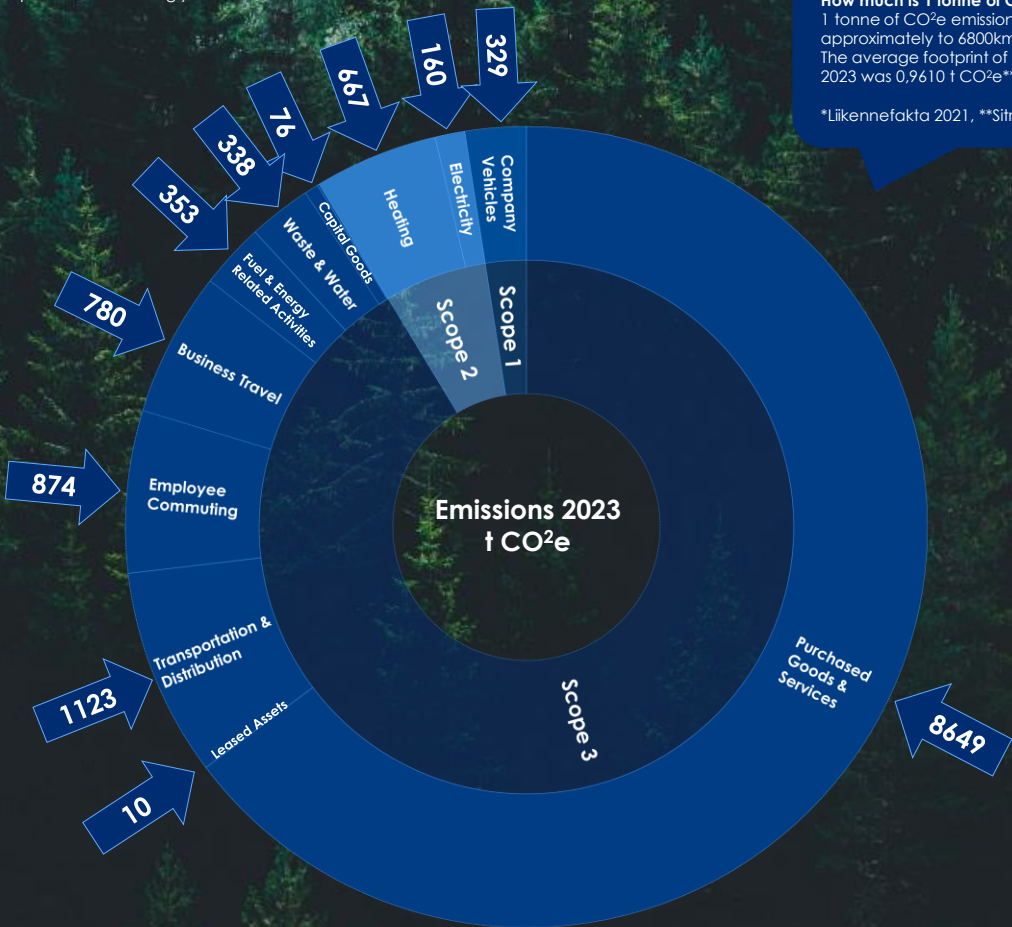
Carbon Footprint 2023

2023	2022*	2021**	
13360	13900	9490	Total emissions (t CO ₂ e)
39,5	43,3	34,2	Intensity (t CO ₂ e / M€)
15,7	16,4	11,9	Intensity (t CO ₂ e / hlö)

Emission Source	2023	2022*	2021**
Company vehicles (fuel)	329 2,5 %	388 2,8 %	347 3,7 %
Oil (heating)	0 0,0 %	0 0,0 %	20 0,2 %
Scope 1	329 2,5 %	388 2,8 %	367 3,9 %
Purchased energy (Electricity)	160 1,2 %	265 1,9 %	56 0,5 %
Purchased energy (Heating)	667 5,0 %	787 5,7 %	701 7,4 %
Scope 2	827 6,2 %	1052 7,6 %	757 7,9 %
Purchased goods & services	8649 64,7 %	9362 67,4 %	6450 68,0 %
Capital goods	76 0,6 %	- 0,0 %	- 0,0 %
Fuel & energy related activities	353 2,6 %	337 2,4 %	95 1,0 %
Transportation & distribution	1123 8,4 %	1158 8,3 %	665 7,0 %
Waste generated in operations & Water	338 2,5 %	311 2,2 %	169 1,8 %
Business travel	780 5,8 %	485 3,5 %	989 10,4 %
Employee commuting	874 6,5 %	808 5,8 %	Incl.b.tr. 0,0 %
Leased assets	10 0,1 %	- 0,0 %	- 0,0 %
Scope 3	12203 91,2 %	12461 89,6 %	8368 88,2 %

*Calculation method improved retroactively

**Calculation not comparable to following years



How much is 1 tonne of CO₂e emissions?
1 tonne of CO₂e emissions corresponds approximately to 6800km of car driving
The average footprint of a Finnish person in 2023 was 0,9610 t CO₂e**

*Liikenne fakta 2021, **Sitra 2023

Inventory Analysis

Primary Data Collection & Validation

Inventory data was collected via data collection table and questionnaires. Collected data was carefully reviewed and clarifications requested from Etra Oy as needed. Data quality requirements were set according to GHG-Protocol Standards. Time period for data is the calendar year 2023.

Scope 2 emissions from purchased electricity include market specific emission sources for 40 company locations. 38 company locations have a certification for the origin of purchased electricity (80% nuclear power, 20% hydropower). 1 location uses green electricity, 1 location uses electricity consisting from the following production origin: 66% fossil fuel, 17% renewable, 17% nuclear power. Etra OnSite shops located within customer premises are excluded.

Scope 2 emissions from purchased heating include market specific emission sources for 40 company locations. 6 locations use electric heating. Etra OnSite shops located within customer premises are excluded.

Scope 3 Category 1: Purchased Goods include only raw materials used in Etra Production, packaging materials and employee PPE. Data was mostly in kilograms. Data for PPE and purchased services was in EUR.

Scope 3 Category 2: Capital Goods data was accounting data in EUR. Production equipment, furniture and fittings, forklifts, warehouse automation, cars and other large purchases were excluded.

Scope 3 Category 4: Transportation & Distribution emission data was obtained from transport companies. UPS compensates all their emissions (11,1 t CO₂e accounted for Etra Oy)

Scope 3 Category 5: Waste amounts were collected from waste management companies in tonnes for each company location.

Scope 3 Category 6 & 7: Business Travel and Employee Commuting data was collected via employee questionnaire

Scope 3 Category 8: Leased Assets data for leased mobile phones was obtained from accounting

Emission Factor Data & Validation Method

Emission factor for each data input was chosen carefully. Technology, geographical representation and date of publication were central criteria. Missing data points were filled as needed by making cautious and relevant assumptions. Data quality requirements were set according to GHG-Protocol Standards. Emissions from Purchased Services were calculated using monetary emission factors, because service specific emission factors were not available from these companies.

Uncertainty Factors & Excluded Processes or Data

Resold products, which have not been manufactured by Etra Oy, are excluded from the calculation. Emissions from production and end-use of resold products form a significant portion of Etra Oy carbon footprint. Business travel data has been collected via employee questionnaire which creates uncertainty due to its retrospective nature. Not all employees answered the questionnaire and data accuracy may be weak.