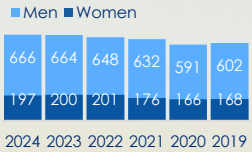
Sustainability Report 2024

ETRA

Employee Satisfaction

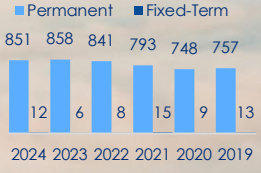
"How satisfied are you today to be working at Etra?"

Gender Distribution

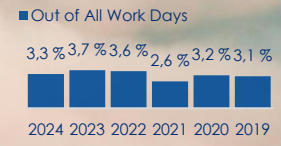


Average Age

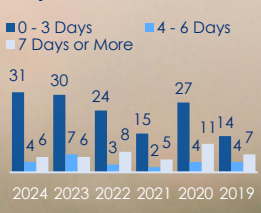
Employment Type



Absences due to Sickness

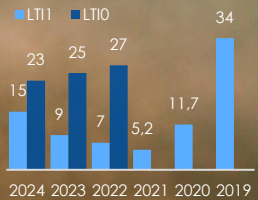


Number of Incidents & Days of Absence



Incidents during commuting or business trips are exluded

Incident Rate



/ 1 000 000 Working Hours

LTI1 = Incidents that caused one or more days of absence
LTI0 = Incidents that did not cause any days of absence

Logistics Center

Waste

2024	2023	2022	2021	2020	2019	
48,6%	43,9%	42,3%	35,5%	30,8%	30,1%	Recycling Rate
100%	100%	100%	100%	100%	-	Utilization Rate
398	410	366	388	340	342	Total Amount (t)
4,5	3,8	5,6	2,5	3,0	3,5	Carbon Footprint (t CO^2e)

Packaging Materials

2024	2023	2022	2021	2020	2019	
84 -3%	87 -5%	92 +5%	88 +13%	78 +11%	70 -7%	Cardboard (t)
31 -12%	35 +2%	34 +9%	31 +41%	22 -34%	34 +7%	Plastic (t)
4 +3%	4 -35%	6 -10%	7 +3%	7 +60%	4 -15%	Paper (t)
6 +10%	5 -16%	6 +22%	5 +9%	5 -33%	7 +16%	Tape & Stickers (t)
68 -5%	74 -7%	80 +0%	80 +10%	73 -5%	77 -4%	Tonnes / 1 Million Delivery Lines

Figures have been rounded up to even numbers

District Heat

2024	2023	2022	2021	2020	2019	
1101	1103	990	1044	808	940	Total Consumption (MWh)
2,65	2,66	2,39	2,52	1,95	2,27	Total Consumption (kWh/m^3)

Electricity

2024	2023	2022	2021	2020	2019	
2042*	1685	1579	1568	1515	1536	Total Consumption (MWh)
4,92	4,06	3,80	3,78	3,65	3,70	Total Consumption (kWh/m^3)
509	541	332	303	361	345	Generated With Solar Panels (MWh)
25%	32%	21%	19%	24%	22%	Generated With Solar Panels (%)

*Spike in consumption due to Logistics Center construction work

Company

Domestic Freight

2024	2023	2022	2021	2020	2019	
975*	617	690	534	536	518	Carbon Footprint (t CO^2e WtW)

*Spike in carbon footprint due to main freight partner updating their calculation method. Figure is not comparable to previous years

Waste

2024		
53,6%	Recycling Rate	
97,7%	Utilization Rate	
1086	Total Amount (t)	
63,7	Carbon Footprint (t CO^2e)	

District Heat

2024	2023	2022	2021	
8739	8761	7579	7893*	Total Consumption (MWh)

*Figure contains approximations

Electricity

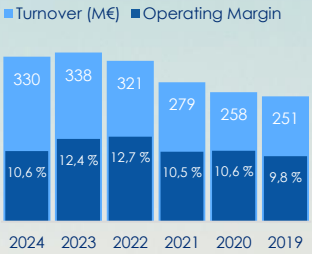
2024	2023	2022	2021	
6753	6541*	5835	6117	Total Consumption** (MWh)
95,7%	94,7%	90,4%	90,3%	From Renewable Sources***
1330	1050	910	610	Generated with Solar Panels (MWh)
19,7%	16,1%	15,6%	10,0%	Generated with Solar Panels (%)
+27%	+15%	+49%	-	Change in Solar Panels Production Capacity

*2023 consumption figure modified retrospectively
**Etra OnSite shops located inside customer premises are excluded
***Electricity has been generated with solar panels or renewable source is certified

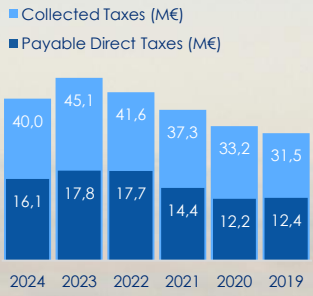
Most recent investments into solar power stations have been done in Porvoo and Vantaa, Finland. With these new stations we were able to generate an additional 280 MWh of electricity in 2024

At the end of 2024 Etra had solar power stations in 10 company locations, generating near 20% of total electricity consumption

Turnover & Profit



Tax Footprint



Purchases from domestic Suppliers

2024	2023	2022	2021	2020	2019	
63,9	64,0	59,8	61,1	59,9	58,4	Logistics Center (%)
94,8	95,6	95,6	95,6	96,3	96,7	Megacenters (%)
44,8	46,7	41,0	41,9	44,4	45,7	Production (%)
74,3	74,8	71,2	74,5	72,5	74,0	Company Total (%)

Length of Supplier Relationships

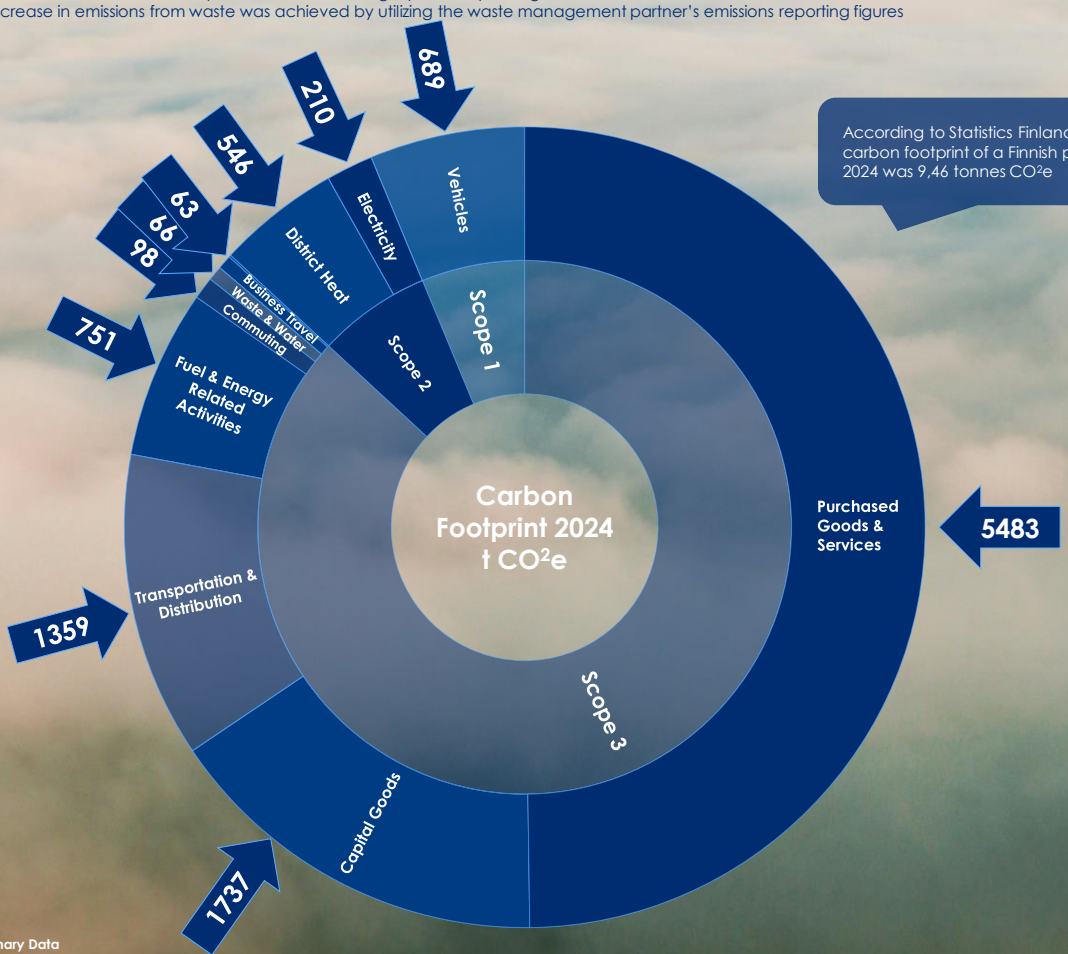
2024	2023	2022	2021	2020	2019	
93,3	92,9	92,7	94,5	90,4	87	Over 6 Years (%)
6,7	7,1	7,3	5,5	9,6	13	Below 6 Years (%)
2514	2460	2516	2411	2452	2430	Number of Active Suppliers

Carbon Footprint 2024

2024	2023	2022	2021*	
11009	13360	13900	9490	Total Emissions (t CO^2e)
33,4	39,5	43,3	34,2	Emission Intensity (t CO^2e / M€ Turnover)
12,8	15,7	16,4	11,9	Emission Intensity (t CO^2e / Employee)

Emission Source	2024		2023		2022		2021*	
Vehicles	689	6,3 %	329	2,5 %	388	2,8 %	347	3,7%
Oil (Heating)	0	0,0 %	0	0,0%	0	0,0%	20	0,2%
Scope 1: Total Emissions	**689**	6,3 %	**329**	**2,5%**	**388**	**2,8%**	**367**	**3,9%**
Electricity	210	1,9 %	160	1,2 %	265	1,9 %	56	0,5%
District Heat	546	5,0 %	667	5,0 %	787	5,7 %	701	7,4%
Scope 2: Total Emissions	**756**	6,9 %	**827**	**6,2%**	**1052**	**7,6%**	**757**	**7,9%**
Category 1: Purchased Goods & Services	5483	49,8 %	8649	64,7 %	9362	67,4 %	6450	68,0%
Category 2: Capital Goods	1737	15,8 %	76	0,6 %	-	0,0 %	-	0,0%
Category 3: Fuel & Energy Related Activities	751	6,8 %	353	2,6 %	337	2,4 %	95	1,0%
Category 4. Transportation & Distribution	1359	12,3 %	1123	8,4 %	1158	8,3 %	665	7,0%
Category 5. Waste & Water	66	0,6 %	338	2,5 %	311	2,2 %	169	1,8%
Category 6. Business Travel	63	0,6 %	780	5,8 %	485	3,5 %	989	10,4%
Category 7. Commuting	98	0,9 %	874	6,5 %	808	5,8 %	sis.liikem.	0,0%
Category 8. Leased Assets	9	0,1 %	10	0,1 %	-	0,0 %	-	0,0%
Scope 3 Upstream: Total Emissions	**9564**	86,9 %	**12203**	**91,2%**	**12461**	**89,6%**	**8368**	**88,2%**
Scope 1-3: Total Emissions	**11009**	100%	**13360**	100%	**13900**	100%	**9490**	100%

Notes:
- *2021 GHG-calculation method is not comparable with subsequent years
- Scope 1 & Scope 3 Cat. 6 & 7: Company car emissions were moved from Scope 3 Cat. 6 - 7 to Scope 1 Vehicles
- Scope 2: Changes in emissions from electricity consumption depend mostly on the coverage of the renewable origin certificate (zero emissions). For the remaining consumption, residual mix of electricity which consists mostly of fossil fuel energy sources, is used to calculate emissions
- Scope 2: Decrease in emissions from distric heating is affected by district heating companies' emission reduction programs
- Scope 3 Cat. 1: Purchased tons of raw steel materials decreased significantly. Changes in service purchase volume have a significant effect as well
- Scope 3 Cat. 2: Purchases of capital goods were accounted comprehensively
- Scope 4 Cat 4: Increased emissions from transport is due to main freight partner updating their emissions calculation method
- Scope 3 Cat. 5: Decrease in emissions from waste was achieved by utilizing the waste management partner's emissions reporting figures



Inventory Analysis

Collection & Validation of Primary Data

Data quality requirements were set according to GHG Protocol Standards. Time period for the data is the calendar year 2024.
Scope 2 emissions from purchased electricity include market specific emission sources for 50 company locations. Etra OnSite shops located inside customer premises are excluded.
Scope 3 Category 1: Purchased Goods include only raw materials used in Etra Production, packaging materials and employee PPE. For raw materials and packaging materials 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.
Scope 3 Category 4: Transportation & Distribution emission data was obtained from transport companies.
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. Data for the use of company cars was also collected in this questionnaire but their emissions are presented in Scope 1.
Scope 3 Category 8: Leased Assets data for leased mobile phones was obtained from accounting

Emission Factors & 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

Products which have not been manufactured by Etra Oy are excluded from the Scope 3 Category 1. Downstream and Upstream Emissions from these 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.