

RESPONSIBILITY REPORT 2022

Personnel satisfaction

How satisfied you are for working at Etra:

2022: 8.35/10

(2021: 8.27/10)



Gender distribution



Men 648
(2021: 632)



Women 201
(2021: 176)

Age distribution

Average age 2022: 43

(2021: 43)

Employment type



Permanent 841
(2021: 793)



Fixed-term 8
(2021: 15)

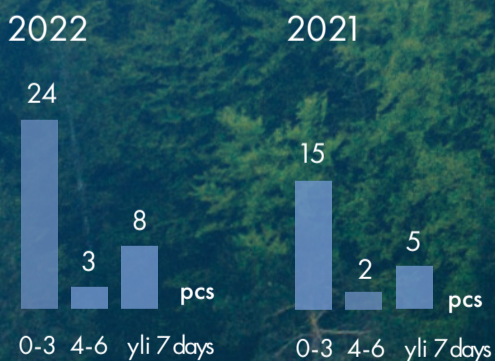
Occupational Safety

Sickness absence percentage



Accidents at Etra:

Days of absence



Accident frequency

2022: 7 (2021: 5,2)

/1M working hours

LTI1= all work-related accidents that incurred at least one day of absence, excluding accidents on business trips

Packaging materials (Logistic Center)

	Consumption 2022	Change vs 2021
Cardboard	91975 kg	+ 4,5 %
Plastic	34261 kg	+ 9,1 %
Paper	6122,5 kg	- 10,1 %
Tapes and stickers	6152 kg	+ 21,5 %

Total packaging material consumption:

2022: 79991 kg/1M fulfillment lines

Change vs. 2021: -0.003 %

(2021: 79778 kg/1M fulfillment lines change +10,0 %)



Waste (Logistic Center)

	2022	2021
Recycling rate	36 %	35,5 %
Reuse rate	100 %	100 %
Total amount	366 t	388 t
Total expenses	40 460 €	31 246 €
Carbon footprint	5,6 t CO_{2e}	2,5 t CO _{2e}



Heating (Logistic Center)

District heating used for heating

2022: 990 MWh

(2021: 1044 MWh)

Electric consumption (Logistic Center)

Electricity used

2022: 1579 MWh

(2021: 1568 MWh)



Electricity produced with solar panels

2022: 332 MWh

(2021: 303 MWh)

Solar power production (Logistic Center and Megacenters)

2022: 910 MWh

(2021: 610 MWh)

In 2022 we invested in solar power plants in Hämeenlinna, Pirkkala and Jyväskylä, resulting in a total number of 8 solar power plants in Etra locations.

The largest investment was made in the Logistic Center in Hämeenlinna where the capacity was increased by 200 MWh, with 500 MWh as the objective for production in 2023.

1 MWh = 5 000 km with an electric car / 5 month of electricity consumption in a two-person residential apartment.

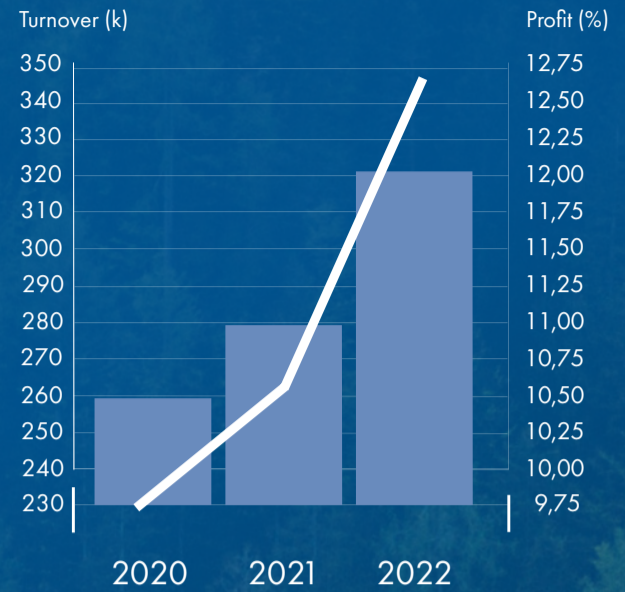
Carbon footprint of transport in Finland (Logistic Center and Megacenters)

2022: 685 t CO_{2e}

(2021: 534 t CO_{2e})

Etra favors transport companies that have a certified environmental management system, and that have defined their sustainability objectives.

Etra Oy Turnover & Profit



Tax footprint



Payable direct taxes

2022: 17 689 126 eur

(2021: 14 380 060 eur)

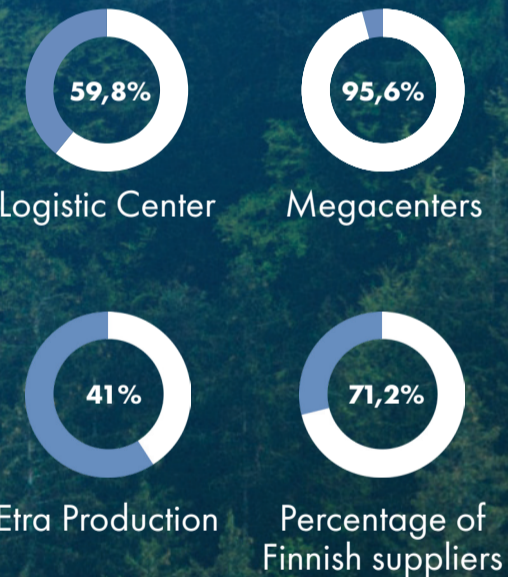
Collected taxes

2022: 41 597 565 eur

(2021: 37 275 089 eur)

Procurement from Finland

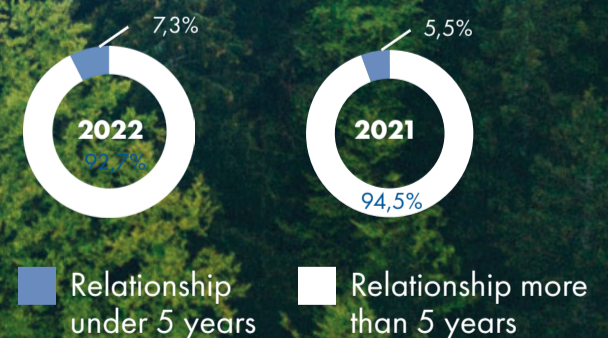
Purchases from Finnish suppliers



Duration of Supplier Relationships

2022: 2516 suppliers

(2021: 2411 suppliers)



ETRA OPERATIONS CARBON FOOTPRINT 2022

Etra Oy has measured our impact on the climate by calculating the carbon footprint of our operations for the year 2022. The calculations were carried out following the GHG protocol.

The objective of the measuring is to be able to see the development of the total emissions over the years and to identify efficient means for cutting the emissions.

Scope of the calculations

All emissions caused by our operations in the entire value chain (Scope 1, 2 & 3) were included in the calculations, including the following emission sources:

- Emissions from the use of own vehicles

Scope 1

- Electricity
- District heating

Scope 2

- Materials in own production
- Packaging materials
- Transport
- Commuting & business travel
- Waste management and water consumption
- Acquired goods and services
- Fuel production

Scope 3

Emissions in numbers

10 805 t CO₂e
(2021: 9490 t CO₂e)
Total annual emissions

33,7 t CO₂e
(2021: 34,2 t CO₂e)
Emissions / M €

12,7 t CO₂e
(2021: 11,9 t CO₂e)
Emissions / person

How much is one ton of CO₂e emissions?

1 ton of CO₂e emissions equals approx. 6798km car travel.*
The average emissions by a Finnish person is approx. 10 tons CO₂e.**
Sources: * Liikenne fakta, 2021 ** Sitra, 2018

Emissions / emission source

Fuels 4%
493 t CO₂e
(2021: 442 t CO₂e)

Waste and water 3%
310 t CO₂e
(2021: 169 t CO₂e)

Commuting & business travel 12%
1293 t CO₂e
(2021: 988 t CO₂e)

Delivered energy 8%
822 t CO₂e
(2021: 756 t CO₂e)

Other purchases 11%
1203 t CO₂e
(2021: 281 t CO₂e)

Transport 11%
1158 t CO₂e
(2021: 665 t CO₂e)

Material purchases 51%
5525 t CO₂e
(2021: 6168 t CO₂e)

Emissions / Scope

Scope 1: 3%
388 t CO₂e
(2021: 367 t CO₂e)

Scope 2: 8%
822 t CO₂e
(2021: 756 t CO₂e)

Scope 3: 89%
9595 t CO₂e
(2021: 8367 t CO₂e)

Measures towards more climate-friendly Etra Oy

