

SUSTAINABILITY 2025



CEO'S REVIEW



Sustainability is not a separate project for us, but our way of building sustainable growth.

Sustainability is a core part of MELTEX's strategy, business operations, and daily activities. With our third sustainability report, we can demonstrate that our sustainability work has become increasingly systematic and impactful – for us, it is not a separate project, but the way we build sustainable growth.

A key element of MELTEX's sustainability is our production model, where we manufacture products close to our customers and end-use locations. Logistics play a significant role in the life cycle of our products. By locating production near markets, we aim to reduce transportation needs, improve delivery reliability, and lower the carbon footprint of our products.

This operating model is a cornerstone of MELTEX's strategy, and we continue to strengthen it in Finland and Sweden. For example, through new production investments, we have brought manufacturing closer to our customers, reduced dependence on long supply chains, and increased local self-sufficiency.

During the reporting period, we have also made progress in other areas of sustainability. We have improved resource efficiency, increased recycling, enhanced energy efficiency in our production, and strengthened the competence and safety culture of our personnel.

In the plastics industry, the operating environment places a particular responsibility on us. We see this as an opportunity to develop solutions that are long-lasting, withstand demanding conditions, and reduce environmental impact. Circular economy, material efficiency, and optimizing product life cycles are key tools in this work.

Our sustainability work is based on measurable targets, continuous improvement, and transparency. We are developing our reporting to meet increasing requirements, communicating our progress honestly, and identifying areas for development.

Our focus is on the future, and we continue determined work towards more sustainable solutions, stronger competitiveness, and long-term value creation for all our stakeholders.

I would like to thank our personnel, customers, and partners for their commitment to our shared goals. Sustainability is built through everyday actions and cooperation.

REIJO AREVA

CEO
MELTEX



MELTEX IN BRIEF

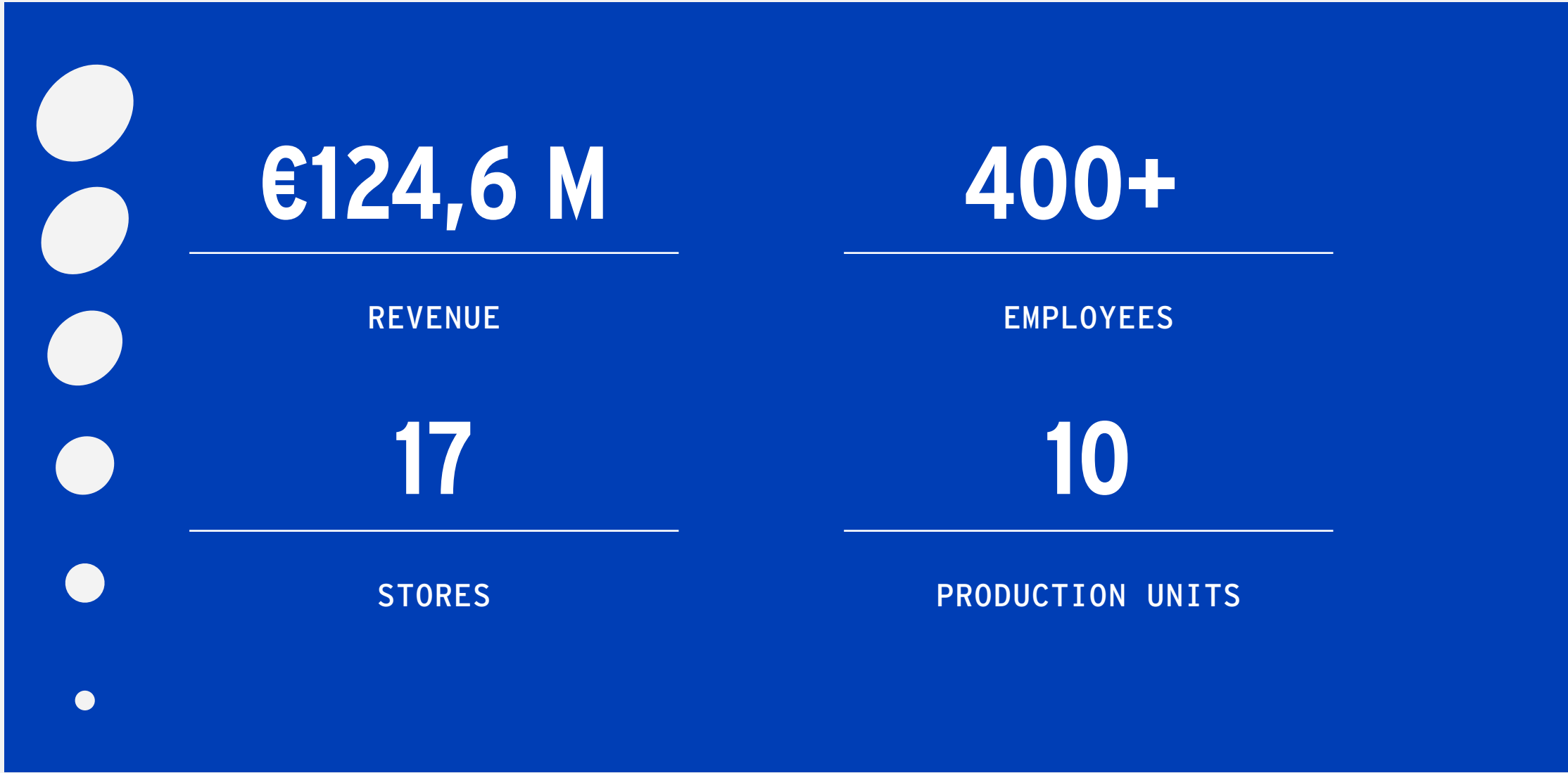
MELTEX is a Finnish manufacturer specializing in plastic products for infrastructure and construction, as well as a wholesaler of HVAC products, complementing its offering with selected building materials and tools.

We have grown from Central Finland into a Nordic operator serving construction and infrastructure professionals close to the customer in Finland and Sweden - through our own production, stores, and logistics. MELTEX is part of the Finnish family-owned Etola Group.



We manufacture and deliver products needed for functional water management, durable infrastructure, and construction. Our operations are based on strong expertise, long-term development, and an understanding of local conditions.

MELTEX builds solutions that can be relied on in everyday life and in society's critical infrastructure.





KEY FIGURES



Scope 1 and Scope 2 emissions relative to revenue

2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032
6,58	11,00	11,83	8,30							

Use of renewable electricity (%)

2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032
98,46	98,24	98,47	100							

Use of renewable energy (%)

2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032
92	91	92	94							

Share of recycled raw materials in production (%)

2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032
2,2	2,4	2,5	3,1							

Waste recycling rate (%)

2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032
16	21	28	31							

Share of mixed waste (%)

2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032
32	20	19	8							

Share of own production products with environmental declaration (%)

2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032
0	0	43,89	49							



KEY FIGURES



Job satisfaction (1-10)

2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032
7,67	7,73	7,83	7,86							

Accident frequency (TRIF)

2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032
46,5	44,3	47,0	32,8							

Number of accidents (pcs)

2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032
50	36	33	27							

Sick leave days due to accidents (days)

2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032
129	130	122	89							



KEY FIGURES



Customer satisfaction index (CSI 1-100)

2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032
-	69	74	83							

Delivery reliability (%)

2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032
79,7	84,1	83,9	85,9							

Suppliers who have signed the sustainability commitment (%)

2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032
-	-	69,9	88,4							



KEY FIGURES



Scope 1 and Scope 2 emissions relative to revenue

2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032
-	-	14,37	12,32							

Use of renewable electricity (%)

2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032
-	-	50,70	57,81							

Use of renewable energy (%)

2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032
-	-	48,51	56,17							

Accident frequency (TRIF)

2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032
-	-	18,4	11,4							

Number of accidents (pcs)

2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032
-	-	1	1							

Sick leave days due to accidents (days)

2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032
-	-	0	18							

REVENUE DEVELOPMENT

MELTEX GROUP

DIRECT TAXES

- Income taxes
- Capital taxes
- Property taxes

COLLECTED TAXES

- Payroll taxes
- Social security contributions
- Value added tax (VAT)
- Excise duties
- Withholding taxes

Year	Revenue (€ million)	Operating profit (€ million)	Direct taxes paid	Taxes collected
2025	124,6	8,8	6,9	19,1
2024	114,0	5,7	6,0	16,5
2023	113,4	6,3	5,2	14,6
2022	133,5	12,0	6,2	13,9
2021	122,6	15,1	6,2	13,6

DOMESTICALLY PRODUCED FOR THE DOMESTIC MARKET

