

## Mastermark Oy Environmental Policy

Mastermark Oy is committed to operating in an environmentally responsible manner and promoting sustainable development in all its business activities. Our goal is to minimize environmental impacts, improve resource efficiency, and support the circular economy as part of our strategic sustainability work. Our long-term objective is to achieve carbon neutrality for our own operations (Scope 1 and 2) by 2035. In the short term, we aim to reduce our own emissions (Scope 1 and 2) by 45% by 2030.

We comply with all applicable environmental legislation, regulatory requirements, and international standards. Our operations are certified under **ISO 14001:2015**, which provides the basis for continuous improvement in environmental management. We monitor progress toward our targets and respond to changes in our operations and legislation. We identify environmental risks related to our activities and climate change and work to prevent their harmful effects in our operations, production, logistics, and supply chain.

We reduce energy consumption and transition toward renewable energy sources. Our goal is to reduce energy consumption by 20% by 2030, switch all our sites to renewable energy by 2030, and generate 5% of the electricity for our production facilities through solar panels. We optimize the use of packaging materials, reduce waste, and promote recycling. Our target is to reduce the amount of mixed waste generated at our sites by 90% by 2030. We calculate and report greenhouse gas emissions from our operations and set targets for their reduction. We also consider ecosystem protection and sustainable use of natural resources in our activities.

We train and encourage our employees to act in an environmentally responsible manner. We collaborate with customers, suppliers, and other stakeholders to promote environmental initiatives. We require our suppliers and subcontractors to commit to combating climate change through their own environmental programs.

We use key figures and indicators to monitor environmental targets. We report on our progress as part of our sustainability reporting, which is published on our website and made available to stakeholders.

### Long-Term Goal

Carbon neutrality for our own operations (Scope 1 and 2) by 2035.

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## Short-Term Goals

- Reduce emissions from our own operations (Scope 1 and 2) by 45% by 2030
- Include indirect procurement in Scope 3 emissions reporting by 2027
- Reduce energy consumption by 20% by 2030
- Reduce mixed waste generated at our sites by 90% by 2030
- Provide annual environmental responsibility training for all employees
- Generate 5% of electricity for production facilities through solar panels by 2030

## Mastermark Oy Environmental Strategy

Mastermark Oy aims to be the most environmentally responsible player in its field by reducing the environmental impacts of its operations, supporting the circular economy, and promoting a carbon-neutral future. The strategy strengthens our business, customer value, and sustainability profile.

Our focus areas include material efficiency in production and packaging. We reduce waste and increase recycling rates, applying life-cycle thinking in product design. Our electricity contracts will transition to renewable energy, and investments will prioritize energy efficiency. Carbon footprint calculations are carried out annually and will be expanded to include indirect procurement. We assess the materials used in our products and their impact on ecosystems, avoid harmful chemicals, and favor environmentally friendly alternatives. Supplier environmental practices are evaluated as part of our procurement process, and we promote environmental responsibility in collaboration with our partners.

### Metrics and Monitoring

Goal	Metric	Timeline
Reduce energy consumption	kWh per product unit	-20% by 2030
5% of production facility electricity from solar panels	kWh per product unit	By 2030
Reduce Scope 1 and 2 emissions by 45%	CO <sub>2</sub> e/year	By 2030
Include indirect procurement in Scope 3 calculations	CO <sub>2</sub> e/year	By 2027
Reduce mixed waste at own sites by 90%	t per product unit	By 2030
Environmental responsibility training for staff	Participants per training	Annually

Mastermark’s management is responsible for implementing the strategy and allocating resources. The Administrative Director coordinates the development and reporting of the environmental strategy. Employees actively participate in environmental actions through training and practical measures.

We communicate openly about our environmental goals and achievements to customers, employees, and other stakeholders. The strategy is integrated into our sustainability reporting and EcoVadis assessment.