Sustainability Review 2022

marimekko

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Marimekko in brief

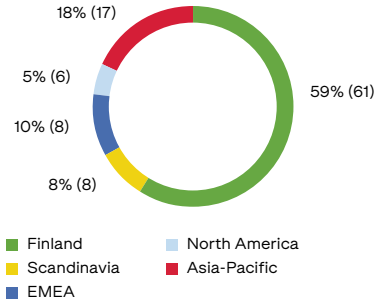
Marimekko is a Finnish lifestyle design company whose original prints and colors have brought joy to people's everyday lives for over 70 years already. Our product portfolio includes high-quality clothing, bags, and accessories as well as home décor items ranging from textiles to tableware.

Since the very beginning, our operations and design philosophy have been based on longevity: we want to offer our customers timeless, functional, and durable products that give them long-lasting joy.

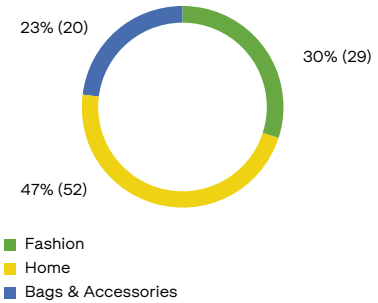
When Marimekko was founded in 1951, its unparalleled printed fabrics gave it a strong and unique identity. Today, our own printing factory in Helsinki produces around a million meters of fabric a year. Serving also as a test laboratory for our creative community, the modern factory enables us to participate in various sustainability development projects and thus move the entire industry forward toward a more sustainable future.

Globally, there are roughly 150 Marimekko stores, and the Marimekko online store serves customers in 35 countries. Our key markets are Northern Europe, the Asia-Pacific region, and North America. In 2022, our net sales were 167 million euros and our comparable operating profit amounted to 30.4 million euros.

Net sales by market area, 2022
(2021)



Net sales by product line, 2022
(2021)



Our value “fairness to everyone and everything” crystallizes Marimekko’s sustainability thinking. We treat people fairly and we strive to create products that bring joy for a long time while we minimize the environmental impacts.

Purpose

Empower people to be happy as they are and bring joy to their everyday lives through bold prints and colors.

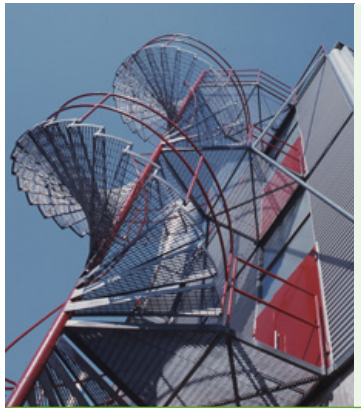
Vision

To be the world’s most inspiring lifestyle design brand renowned for bold prints.

Our values

Living, not pretending
Fairness to everyone and everything
Common sense
Getting things done – together
Courage, even at the risk of failure
Joy

Highlights in 2022



Marimekko's headquarters and printing factory, located in Helsinki, transitioned to renewable district heating, and we achieved ahead of time our target to reduce emissions from own operations by 40 percent by 2025. Our Scope 1 and 2 emissions were 72 percent lower compared to year 2019, which is the base year of the target.

We updated the Marimekko Supplier Code of Conduct and Product Policy and trained our partner suppliers on the most important changes.

Our community-driven marketplace for Marimekko vintage and second-hand goods, Marimekko Pre-loved, was launched in our home market Finland.

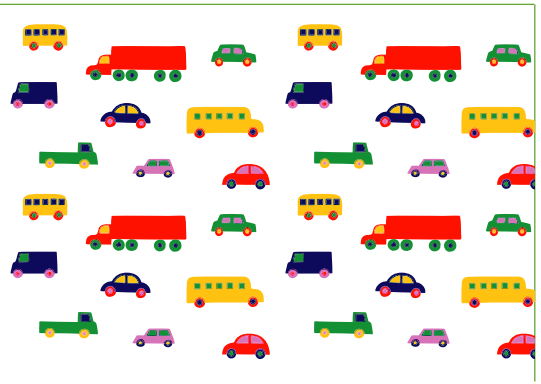
We continued our official partnership, this time as one of the main partners, with Helsinki Pride, as well as supported the LGBTQIA+ community by working with a wide range of models, influencers, and creatives to foster diversity.

We launched the Marimekko Marimade home concept, our creative laboratory where we innovate, experiment, and collaborate to create everyday objects, all of which feature recycled, upcycled, or bio-based materials.

We launched a capsule collection in collaboration with Spinnova. The capsule contained the first ever commercially available printed products made using a blend containing 22 percent wood-based SPINNOVA® fiber, a more sustainable alternative to conventional wood-based fibers.

We committed to the Science Based Targets initiative (SBTi) to align our greenhouse gas emissions related targets with those of the UN Paris Climate Agreement.

We continued the work to reduce the greenhouse gas emissions of logistics in our value chain. In 2022, we achieved a 40% reduction in the greenhouse gas emissions of logistics per kilogram of transported product[1] compared to 2018.



PROFESSIONAL
Most Attractive
EMPLOYERS
FINLAND
universum
2022

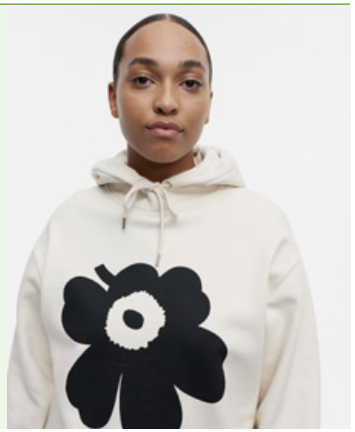
#1

MARIMEKKO

by **Professionals in Business**

Marimekko was ranked 1st for the second time on Finland's Most Attractive Employers list among business professionals in Universum's research. Among business students in Finland, in 2022 Marimekko gained a 2nd place.

We announced a closed-loop pilot project, where the cutting waste and other leftover materials generated in the manufacturing of Marimekko's jersey products will be used partly as raw material for new Marimekko products.



[1] The greenhouse gas emissions of logistics are calculated as the Scope 3 Category 4 emissions divided by the total amount (kg) of ordered products that have a delivery date in the reporting year.

From the President and CEO

Marimekko's design philosophy and operations have always been based on a sustainable approach: we want to provide our customers with timeless, functional, and durable products that bring them long-lasting joy and that they will not want to throw away. We believe that determined sustainability efforts support our long-term success, which is why sustainability has been defined as one of the five strategic success factors in our new business strategy for 2023–2027. During 2022, we worked, for example, to further increase the share of more sustainable materials in our products and to promote innovations and business models, which are in line with the principles of the circular economy.

Long-lasting products play a key role in the development of the fashion and design industry's sustainability. Sustainability considerations are part of the everyday work of all Marimekko employees, starting from design and product development. We continuously strive to prolong the life cycle of our products, and in August 2022 we took an important step in this area as we launched Marimekko Pre-loved, an online marketplace for Marimekko vintage and second-hand goods in the company's home market Finland. In September, we introduced Marimekko Marimade, a home concept in which all products feature upcycled, recycled, or bio-based materials such as surplus fabrics from our own printing factory.

Our ambitious work to reduce emissions across our value chain progressed. We decreased our Scope 1 and 2 emissions by 72 percent compared to 2019 and through this, achieved three years ahead of time our target to reduce emissions from our own operations by 40 percent by the end of 2025. In addition, we reduced emissions from logistics and textile materials we purchase[1]. Material choices play an important role in minimizing a products' environmental impact. The results of our new material strategy started to be visible in the 2022 collections where, for example, the share of recycled and organic materials increased. Material choices also have a direct impact on the use of water and increasing the share of organic and recycled materials helped us to reduce the use of water in our value chain. During the year, we committed to the Science Based Targets initiative (SBTi) to set even more ambitious, science-based targets for reducing emissions throughout our value chain, in line with the UN Paris Climate Agreement.

Our own printing factory in Helsinki provides us unique possibilities to participate in various development projects. In 2022, we expanded the use of plant-based dyes in our production and tested other more sustainable ingredients and constituents in our printing process, among other things. During 2022, we also started two collaborations, where the cutting waste and other leftover materials generated in the manufacturing of Marimekko's products will be recycled to new textile fibers. The first products made partly (25 percent) using regenerated fibers from the first closed-loop collaboration will launch in 2023. As a result of several years of cooperation, we also launched a capsule collection made using a blend containing 22 percent wood-based SPINNOVA® fiber.

We have strong values that guide our operations and one of them – fairness to everyone and everything – crystallizes our sustainability thinking and extends to our personnel, customers, partners, and other collaboration parties around the world. We promote equality and fairness in our entire supply chain through cooperation with our partner suppliers and other industry actors. In 2022, we updated our Product Policy and Marimekko Supplier Code of Conduct and organized trainings for our partner suppliers about the most important changes. A continuous dialogue with our suppliers is important for us, and after the travel restrictions were eased, the visits by Marimekko personnel to partner suppliers' factories continued. Despite the coronavirus pandemic, we have been able to continue to carry out third-party audits in factories in high-risk countries without interruptions, and as a result, 100 percent of our purchases from non-EU countries were subject to social audits also in 2022. We are committed to respecting human rights in all our operations, and audits are one of the many tools that help us monitor adherence to human rights as well as our values and responsible sourcing principles throughout our supply chain. Marimekko is a participant of the UN Global Compact. We are committed to promoting its ten principles in our own operations as well as in the value chain and we report our progress annually.

We want to continuously improve the transparency of our operations. As part of our material strategy, we increase every year the sourcing of more traceable materials, including organic cotton and responsibly produced wool. In 2022, the share of certified, responsibly produced wool of all wool used amounted to 57 percent. In addition, we improved transparency, for example, by adding information on the sustainability of products and materials to the product descriptions in e-commerce.

We believe that, in the future, timeless and sustainable products will be made in balance with the environment, in line with the principles of the circular economy and with a transparent supply chain. Achieving this ambitious vision requires multidisciplinary and long-term development work from one year to another but also continuously driving innovation in technologies, materials, and business models in collaboration with our various partners. At Marimekko, we want to lead by example and move, step by step, the entire industry toward a more sustainable future.

Tiina Alahuhta-Kasko

We believe that determined sustainability efforts support our long-term success, which is why sustainability has been defined as one of the five strategic success factors in our new business strategy for 2023–2027.

[1] Greenhouse gas emissions of textile materials per kilogram of sourced textiles is calculated as the cradle-to-gate greenhouse gas emissions of purchased textiles (based on Higg MSI 3.5 data at Higg.org and supplier specific data) divided by the total amount of purchased textiles. The greenhouse gas emissions associated with logistics are calculated as the Scope 3, Category 4 emissions divided by the total amount (kg) of ordered products that have delivery date in the reporting year.

Sustainability at Marimekko

Marimekko's design philosophy and operations have always been based on a sustainable approach: we want to provide our customers with timeless, functional, and durable products that bring them long-lasting joy and that they will not want to throw away.

Sustainability is one of the most significant drivers of change in the fashion and textile industry.

Sustainability is one of the most significant drivers of change in the fashion and textile industry. Globally, the production of textile fibers and sales of clothing have nearly doubled over the past two decades[1], while the average lifespan of clothes has decreased by more than a third[2]. Long-lasting products play a key role in the development of the fashion industry's sustainability. Doubling the lifespan of clothes can reduce the industry's emissions by as much as 44 percent[2].

At Marimekko, we want to be at the forefront of developing more sustainable products and practices. In our current sustainability strategy, therefore, we have raised our sustainability targets to a new, markedly more ambitious level. In September 2022, we also committed to the Science Based Targets initiative (SBTi). This means that we will set even more determined targets for emissions reductions throughout our value chain, in line with the UN Paris Climate Agreement.

The focus areas for our sustainability strategy and work have been determined based on Marimekko's brand and the company's vision and values, paired with analyses of the megatrends affecting the fashion and textile industry, consumer trends and insight, studies on sustainability factors in the whole value chain and benchmarking of industry practices, stakeholder dialogue, and input from employees.

Sustainability is a strategic success factor

Determined sustainability efforts support our long-term success, which is why sustainability has been defined as one of Marimekko's five strategic success factors during the strategy period of 2023–2027.

Sustainability is an increasingly important factor in consumer choices, and a growing number of consumers are prepared to pay more for sustainably produced products. Our ambitious sustainability efforts are also essential for attracting and retaining talent as well as investors. There are currently also several initiatives to increase regulation regarding different sustainability aspects.

More sustainable operating practices throughout the value chain

Improving sustainability is a journey where each milestone is followed by a new goal. Our current sustainability strategy extends to the end of 2025. The targets and focus areas we have determined for this period take place in different stages of the product's life cycle, from materials to end use, and apply not only to our own operations but also to our value chain.

Our industry is characterized by long and complex supply chains. The development of transparency and sustainability in supply chains requires long-term efforts, both within our organization and in cooperation with our partner suppliers, for example. At the same time, a significant proportion of the environmental impacts of our value chain arise from the use and care of the products, so customer communication and education also play an important role.

In addition to seeking continuous improvement in our day-to-day operations, we are involved in many cooperation projects and networks in the textile and fashion industry. We believe that collaboration is the most effective way to promote sustainable business practices. We also work together with several different companies on material innovation to support the renewal of the entire industry by, for example, enabling the testing of more sustainable textile materials, dyes, and coatings at our textile printing factory in Helsinki, Finland.

Innovations related to technology, materials, and business models help us move gradually toward our long-term objective: a value chain that is based on the principles of circular economy, where timeless products bring long-lasting joy, while we continue to promote fairness and equality.

[1] Textile Exchange: Preferred fiber and materials market report (2021).

[2] Ellen MacArthur Foundation: A new textiles economy: Redesigning fashion's future (2017).

Sustainability management at Marimekko

One of our values, “fairness to everyone and everything”, crystallizes our approach to sustainability: we treat people fairly and strive to create products that provide long-lasting joy while we minimize the environmental impacts. For us, sustainability is part of our day-to-day work and the development of our operations.

Each team and business unit at Marimekko is responsible for sustainability actions in their respective area. The Business Development & Transformation function, and its sustainability experts, is responsible for ensuring the execution of Marimekko’s Sustainability Transformation Program both for the company’s own operations and its value chain. Marimekko Innovation Works – a cross-functional, in-house innovation function – is responsible for together with our partners the development, promotion, and piloting of innovative, more sustainable materials, dyes, and technologies, as well as new business models and services related to sustainability and the circular economy.

The Board of Directors approves Marimekko Code of Conduct and the sustainability strategy, including related key targets, and monitors annual sustainability reporting. Marimekko’s ethics and compliance program is also approved and followed by the Board of Directors. The Board of Directors sets the annual targets for the President & CEO and the members of the Management Group. For all members of the top management, these also include sustainability-related metrics. These targets are then further expanded on and rolled out to all Marimekko teams and business units and followed up by the Management Group on at least bi-annual basis.

Timeless design brings joy for generations to come

The products of tomorrow leave no trace

Positive change through fairness & equality

Our sustainability strategy is built on three main guiding principles that guide us on our journey toward a more sustainable future:

TIMELESS DESIGN BRINGS JOY FOR GENERATIONS TO COME

We aim to continue creating new classics – high-quality products that stand the test of time. Our ambition is that, during their lifetime, Marimekko items bring joy to many different consumers, even generations, after which they are finally recycled into new products. To help consumers prolong the life of our products, we will be expanding our service offering related to lengthening our products' life cycle, such as second cycle and product care.

THE PRODUCTS OF TOMORROW LEAVE NO TRACE

We have launched several projects to significantly reduce emissions in our entire value chain. We are committed, for example, to reducing the greenhouse gas emissions and water use from the textile materials that we purchase as well as the greenhouse gas emissions from our own operations and logistics. We are committed to the Science Based Targets initiative (SBTi) to align our greenhouse gas emissions-related targets with those of the UN Paris Climate Agreement.

POSITIVE CHANGE THROUGH FAIRNESS AND EQUALITY

We want to promote the implementation of fairness and equality in our value chain and to provide an inspiring, responsible, and caring workplace. We will continuously provide more information about the origin of our products, ultimately aiming at full transparency of our supply chain. By actively collaborating with other players in the industry, we can promote sustainable practices and drive positive change across the whole sector.

Day-to-day sustainability work across Marimekko teams

At Marimekko, each team and employee plays an important role in achieving our sustainability goals. Marimekko's sustainability team leads the implementation of the sustainability strategy, supports other teams in their daily work and also identifies and evaluates new sustainability opportunities.

At Marimekko, the sustainability team is part of the Business Development & Transformation function. Why have you chosen this approach, Chief Business Development Officer Riika Wikberg?

"At Marimekko, sustainability belongs to every one of us. By having the sustainability team as part of our Business Development & Transformation function, we are able to drive sustainability work across all functions in a natural way. In addition, by working closely with our traditional Business Development & Transformation team, we can ensure that our sustainability strategy stays fully integrated with our overall company strategy."

How is Marimekko's sustainability work visible in your day-to-day work, Product Developer Johanna Salovaara?

"For me, sustainability work means, for example, thorough conversations with suppliers, checking sustainability statements and certificates, learning about new material qualities and process developments, testing samples with our quality team, and brainstorming with the design team on what are the more sustainable design elements. We constantly learn more about the sustainability impacts of different materials and the best ways to reduce those without jeopardizing our key sustainability principle of timeless and long-lasting design."

Suvi-Elina Enqvist, Head of Innovation Works, why do we need a dedicated team to develop sustainability innovations?

"Sustainability is one of the main drivers changing the whole fashion and lifestyle industry. The Marimekko Innovation Works function is responsible for making sure that we continue to innovate and listen to the silent signals in the industry. In 2022, Innovation Works led cross-functional projects to launch, for example, the Marimekko Pre-loved resale marketplace, a closed-loop pilot project, and a capsule collection together with Spinnova."

Timeless design brings joy for generations to come

Marimekko's design philosophy is based on timeless, functional, and durable products that give people long-lasting joy. Throughout our more than 70 years of history, our aim has been to create timeless design and future classics. In the coming years, we want to offer even more comprehensive services to lengthen our product lifetime and contribute to the circular economy.

Timeless design brings joy for generations to come

Goal	Criteria for achievement	Progress in 2022	UN SDGs
We make designs that stand the test of time.	Improving consistency in fit and size and enhancing modularity and combinability in our collections	We implemented the new archetype silhouettes and block fits to our ready-to-wear collection. We introduced the 'Collection classics' segment to our ready-to-wear collections.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
We offer durable, high-quality, and functional products.	Share of products subject to claims, target not more than 0.5 percent of products sold	We introduced a new digital tool for production quality assurance. The share of products subject to claims was 0.5 (0.3). The increase is due to a high number of new suppliers onboarded in 2022.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
We actively work to prolong product lifetime.	Improving adjustability and enhancing the careability and repairability of our products	We actively inform consumers about the proper care for products through the care guide on Marimekko's website, care booklet on products, and social media.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
We contribute to the circular economy through new processes and services.	Ensuring recyclability and encouraging the resale of our products	We launched a marketplace for Marimekko second-hand and vintage goods to further extend the lifespan of our products.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION

We ensure both the quality of our materials and the durability of products with rigorous quality management processes.

WE MAKE DESIGNS THAT STAND THE TEST OF TIME

We strive to offer aesthetically lasting designs, use materials that stand the test of time, and craft future classics. To create long-lasting products, we ensure that sustainability considerations are part of the everyday work of all Marimekko teams; from the design and product development stages to material choices and designing for combinability within and across seasons. Long-lasting products are key in improving sustainability in the fashion industry. For example, wearing items for twice as long can reduce the industry's emissions by up to 44 percent.[1]

One example of Marimekko's approach to timelessness is our continuous collection, which consists of classic products from ready-to-wear, bags and accessories, and home. The products in the continuous collection are available often for years or even decades, such as the Tasaraita (even stripes) shirt. In 2022, we also introduced a 'Collection classics' segment to our ready-to-wear collections, with classic products available for multiple seasons.

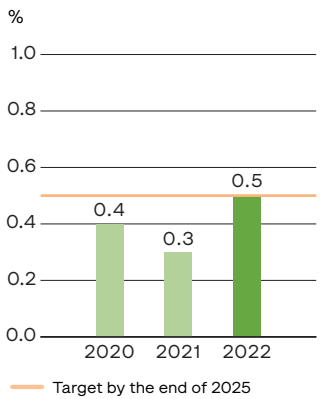
2022 marks the first full year of implementing the new archetype silhouettes and block fits for the dresses, skirts, and blouses featured in our ready-to-wear collection. The archetypes and block fits help our customers in finding the right silhouette and size, support in building a long-lasting, sustainable style, and aim to decrease returns especially when buying online and season after season. Marimekko main block fits are slim, relaxed, and oversized. Each of these fits have different ease and sit differently on the body to create variety in collection. In addition, the structural system presents three different archetype silhouettes: A-Line, Straight, and Fit & Flare. The three archetype silhouettes are modernized versions of the iconic Marimekko shapes used in our designs through the decades.

WE OFFER DURABLE, HIGH-QUALITY, AND FUNCTIONAL PRODUCTS

At Marimekko, we want to create items that truly last. This means quality and longevity are key considerations for us when choosing materials. We ensure the quality of our materials and the durability of our products with rigorous quality management processes for both our own printing factory and our partner suppliers.

We control the quality of our products through in-house processes, testing in third-party laboratories, and by carrying out third-party production checks at our suppliers' factories. In 2022, more than 4,000 individual tests were carried out in our own textile laboratory. In addition, tests were carried out in external quality laboratories. Pandemic-related travel restrictions accelerated the digitalization of the quality process, and Marimekko introduced a digital tool for production quality assurance.

Share of products subject to claims, target not more than 0.5% of products sold



The share of products subject to claims of all products sold was 0.5 percent (0.3). Due to higher production volumes, an elevated product offering following the sharpened creative vision, as well as introducing new, more sustainable material qualities, Marimekko has onboarded 19 new suppliers during 2022. The large number of new suppliers has led to a temporary increase in the share of products subject to claims, yet, staying within the set target of 0.5 percent by the end of 2025.

[1] Ellen MacArthur Foundation: A new textiles economy: Redesigning fashion's future (2017).

WE ACTIVELY WORK TO PROLONG PRODUCT LIFETIME

In addition to timeless aesthetics, we aim to extend the product lifetime, for example by enhancing the careability and repairability of our products.

By providing a comprehensive care guide, we encourage our customers to take good care of their products. In 2022, customers were regularly educated about product care methods and the importance of product care on social media channels, and the care guide on Marimekko's website was available to all consumers. In addition, a care booklet, which informs the consumer about the proper care for the material, is provided together with a large part of the products. In the coming years, we aim to expand our offering in life cycle services, including care and repair.

WE CONTRIBUTE TO THE CIRCULAR ECONOMY THROUGH NEW PROCESSES AND SERVICES

Ensuring circularity of the value chain is one of the most important priorities for the fashion industry. At Marimekko, we aim to enable circularity through various measures implemented across our value chain. As we shift toward a more sustainable material portfolio, we also aim, as part of our design and product development, to choose materials and fabric qualities that are recyclable. These include mono materials, which only consist of one fiber or raw material. Through new material innovations, we aim to move toward fully circular materials that can be recycled several times without a decline in the quality or durability of the fiber. Read more about our work toward circularity.

We seek to support our customers in recycling well-worn Marimekko items. Following the successful pilot from 2021, we launched in 2022 in Marimekko's home market Finland a marketplace for Marimekko second-hand and vintage goods to further extend the lifespan of our products.

2022 marks the first full year of the in-house, cross-functional innovation team, Innovation Works. In 2022, the team focused especially on innovations related to circularity.

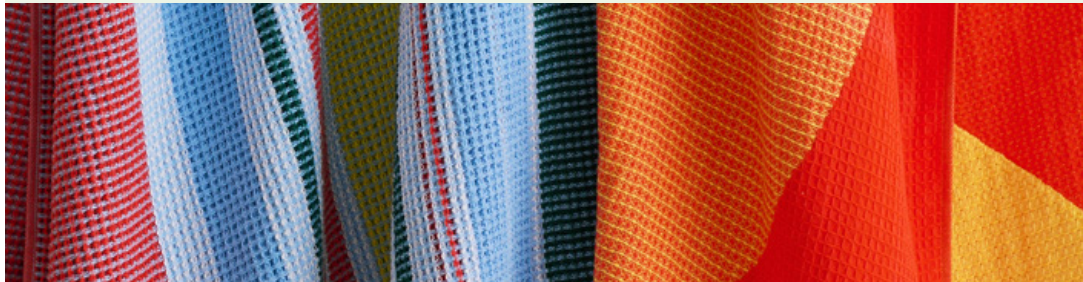
Marimekko textile laboratory a key component in ensuring the high quality of the products

For us, longevity means the combination of timeless designs and high quality. The work to ensure high quality starts with Marimekko's own textile laboratory, where over 4,000 tests are performed each year on different materials. In practice, this means numerous tests for each material and product. Materials can be tested for shrinkage, color fastness, abrasion resistance, and pilling, among other things.

Our textile laboratory works in close collaboration with our own printing factory. All base fabrics are tested before being introduced into production and accepted into collections. In addition to material testing, we also test new products in everyday use, before they are added to the collections. This is to ensure that the products can bring joy from one consumer to the next.

"The goal of our material strategy is to ensure the transition toward more sustainable materials while maintaining timeless design and longevity, which always has been in Marimekko's DNA. High quality is at the heart of this. New, more sustainable materials need to meet the same high quality standards as all Marimekko materials and products," says **Quality Manager Hanna Raatikka**.

"The fact that we have a textile laboratory right here at our headquarters in Herttoniemi, Helsinki, ensures close collaboration with all functions. Many sustainability innovations, such as the SPINNOVA® capsule collection launched during 2022, require a close collaboration with our own printing factory, product development, design, sustainability team, quality team, and textile laboratory", Raatikka continues.



A marketplace for Marimekko second-hand and vintage goods – Marimekko Pre-loved

In August 2022, we launched a community-driven marketplace for Marimekko vintage and second-hand goods, Marimekko Pre-loved, in the company's home market Finland. The goal of the marketplace is to increase the lifespan of Marimekko products, which is an important component in our ambitious sustainability strategy. In addition to peer-to-peer sales, Marimekko Pre-loved invites independent B2C-vendors to sell their Marimekko second-hand goods in one marketplace. The custom platform is built in collaboration with Archive, a resale technology company.

Marimekko Pre-loved follows a pilot concept launched in August 2021, when we sold 60 unique vintage pieces online in celebration of Marimekko's 70th anniversary. The dresses sold out in minutes, and we decided to continue to the launch.

Marimekko Pre-loved honors our timeless design philosophy – Marimekko lovers can now discover pieces from the past decades whilst giving their pre-owned goods a second life. Marimekko is one of the most sought-after second-hand brands in Finland. In celebration of the launch, Marimekko released a special selection of vintage dresses spanning from the 1960s to the 2000s from the brand's archive to be sold on the platform. During the launch, the platform was only available for bags, accessories, and ready-to-wear products, but expanded to home products already during the fall of 2022.

"Marimekko Pre-loved is a concrete example of our timeless design as it will enable our community to find pre-owned treasures, offering a new conscious and convenient alternative to bring joy to people's everyday life through colors and prints," says **Suvi-Elina Enqvist, Head of Innovation Works at Marimekko**.

"The launch of Marimekko Pre-loved marks an important step in our ambitious sustainability journey to further lengthen our product lifetime and contribute to the circular economy. We are truly excited to introduce this inspiring, community-driven marketplace to people who love secondhand and vintage treasures and share a passion for bold prints and colors," Enqvist continues.

"The platform has also offered us a way to deepen our understanding about the preferences of our community. We've learned that demand is especially high for some modern classics, like Mansikkavuoret and Kaksoset – and of course Karla and Gratha bags," says Enqvist.

The products of tomorrow leave no trace

Our ambition is to leave no burden for the coming generations. We believe that, in the future, timeless and sustainable products will be made in balance with the environment, in line with the principles of the circular economy. We are committed to collaboratively driving innovation in technologies, materials, and business models to push the industry forward and reach our ambitious vision of leaving no trace.

The products of tomorrow leave no trace

Goal	Criteria for achievement	Progress in 2022	UN SDGs
We work to reduce our carbon footprint significantly throughout the value chain.	GHG emissions of our own operations (Scope 1 and 2), target to reduce by 40 percent by the end of 2025[1] GHG emissions of logistics, per kg of transported product, target to reduce by 50 percent by the end of 2025[2] GHG emissions of textile materials per kg of sourced textiles, target to reduce by 20 percent by the end of 2025[1]	Our own printing factory and headquarters in Helsinki transitioned to renewable district heating. Thanks to this and earlier initiatives, we achieved our target for Scope 1 and 2 emissions ahead of time as these emissions decreased by 72 percent compared to 2019. We continued direct deliveries from suppliers to customers in Asia and introduced a new short-sea route from Turkey to Finland. Our greenhouse gas emissions of logistics per kg of transported product decreased by 40 percent compared to 2018. We continued increasing the share of organic and recycled materials in line with our material strategy. The greenhouse gas emissions of textile materials per kg of sourced textiles decreased by 7 percent compared to 2019. An update in the emission factors of textile materials and the increased share of recycled and organic textiles contributed to the decreased emission intensity.	7 AFFORDABLE AND CLEAN ENERGY 13 CLIMATE ACTION
We reduce the amount of chemicals used in our supply chain.	Share of OEKO-TEX certified and unbleached fabrics at our own printing factory	The share of unbleached materials increased to 29 percent (22). The share of OEKO-TEX certified materials decreased to 70 percent (73) due to introduction of new fabric qualities containing recycled fibers, which are not yet covered by certification. We continued printing with natural colors, among others.	6 CLEAN WATER AND SANITATION 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
We reduce water consumption in our supply chain.	Water scarcity score of sourced textiles, target to reduce by 50 percent by the end of 2025[1] Water consumption per meter of fabric printed at our own printing factory	The water scarcity score of sourced textile materials decreased by 9 percent compared to 2019 mainly as a result of increasing the share of organic and recycled cotton in our material base. Our first capsule collection made using a blend containing 22 percent wood-based SPINNOVA® fiber launched. According to a study by Spinnova, the production of SPINNOVA® fiber consumes over 99 percent less water in comparison to conventional cotton. Water consumption at our printing factory and headquarters was 23.8 liters per meter of fabric printed (23.6).	6 CLEAN WATER AND SANITATION
We minimize the waste and maximize recycling and upcycling of materials in our operations.	Total amount of waste from our own printing factory and headquarters The share of waste recycled as material or utilized as energy	Total amount of waste generated at the printing factory and headquarters was 84.7 tonnes (78.7). 100 percent of the waste was reused either as material or energy. We started separate collection and recycling of end-of-life textiles of our own production and plastic waste at our printing factory. Thanks to this, the share of waste generated at Marimekko's headquarters and printing factory that was recycled as material increased to 48 percent (33). We continued using upcycled materials in some of our products, such as Marimekko Marimade bags. We studied and developed ways of using regenerated fibers from closed-loop production in the manufacturing of our products.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION

[1] 2019 used as the baseline year.
[2] 2018 used as the baseline year.

WE WORK TO REDUCE OUR CARBON FOOTPRINT SIGNIFICANTLY THROUGHOUT THE VALUE CHAIN

Climate change continues to be one of the greatest challenges of our time. As the fashion and textile industry is estimated to account for 8–10 percent of global annual greenhouse gas emissions[3], our industry's efforts to reduce emissions play a significant role in climate change mitigation. In order to mitigate our impact on the environment and contribute to tackling climate change, we have set ambitious targets to significantly reduce our greenhouse gas emissions by the end of 2025.

By the end of 2025, we are committed to:

- 40% absolute reduction in greenhouse gas emissions in our own operations (Scopes 1 and 2)
- 50% reduction in greenhouse gas emissions in logistics (per kg of transported product)
- 20% reduction in greenhouse gas emissions in textile materials (per kg of sourced textile)

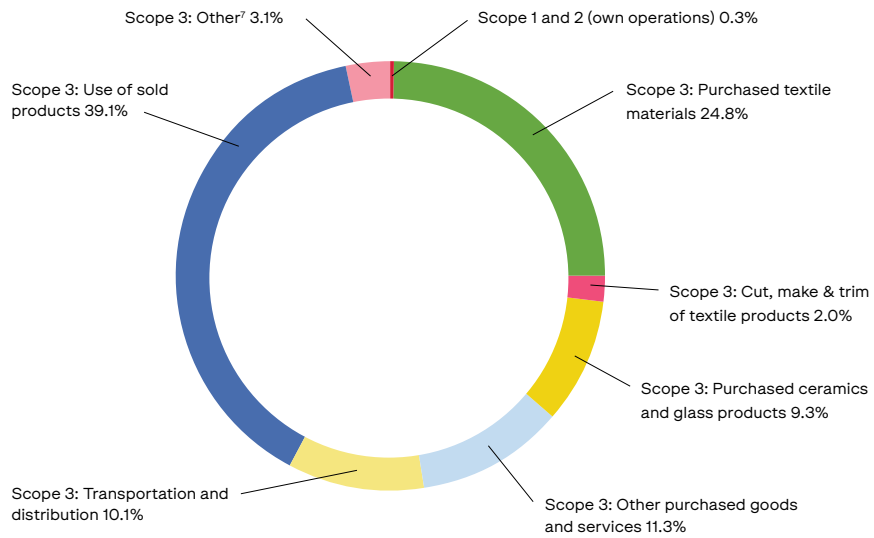
2019 figures used as a baseline, except for logistics, which uses 2018 figures.

Calculating emissions of our entire value chain

We have calculated the carbon footprint of our entire value chain (Scopes 1-3[4]) in accordance with the Greenhouse Gas Protocol standards[5], starting from the year 2019. In 2022, we made some minor improvements to the calculation methodology, including collection of specific energy and emissions data directly from the warehouses we use, using specific data obtained from our suppliers to estimate the emissions from the manufacture of our textile and ceramic products, and refining the calculation of our purchased textile materials so that we consider the specific dyeing and printing practices of different product types.

In 2022, the total annual carbon footprint of our entire value chain was 66,579 tCO_2e (65,642), 1 percent higher compared to 2021. As our net sales increased by 9 percent, the increase in carbon footprint was relatively slower. The main emission sources in the carbon footprint were purchased goods and services (47 percent), in particular purchased textiles (25 percent), use of sold products (39 percent), and transportation and distribution (10 percent). All other emission sources, including emissions from our own operations (Scopes 1 and 2), totaled 3 percent of the carbon footprint. As the majority of emissions originate from indirect sources, the results emphasize the need to address greenhouse gas emissions throughout our value chain, from the cotton field all the way to the use and eventual disposal of a product.

Carbon footprint of Marimekko's entire value chain[6]



[3] Niinimäki, K., Peters, G., Dahlbo, H. et al.: The environmental price of fast fashion (Nature Reviews Earth & Environment, 1/2020).

[4] Scope 1 emissions are direct greenhouse gas emissions from own or controlled sources. Scope 2 emissions are indirect greenhouse gas emissions from the generation of purchased energy. Scope 3 emissions are all other indirect greenhouse gas emissions from our value chain.

[5] We use two standards in our greenhouse gas calculation: the GHG Protocol Corporate Accounting and Reporting Standard and the Corporate Value Chain (Scope 3) Accounting and Reporting Standard.

[6] Based on emissions calculation in 2022.

[7] Includes capital goods, fuel and energy related activities, waste generated in operations, business travel, employee commuting, leased assets, end-of-life treatment of sold products and downstream leased assets, and franchising.

Target: GHG emissions from sourced textiles -20%

The goods and services that we purchase, in particular textiles, are one of the main sources of greenhouse gas emissions in our value chain. Therefore, our goal is to reduce the emissions of textile materials per kg of sourced textiles[8] by 20 percent by the end of 2025 compared to baseline year 2019. We will do this by transitioning to more sustainable materials, such as organic or recycled alternatives.

Transitioning toward more sustainable textile materials

Currently, 25 percent of our total emissions comes from purchased textiles materials. A key measure in reducing our carbon footprint is the execution of our material strategy, which guides our transition toward using more sustainable textiles. With our material strategy, we aim to increase the use of more sustainable and less emission-intensive materials and reduce the use of conventional materials. The production of recycled and organic materials generally generates less greenhouse gas emissions than conventional alternatives and uses less water, chemicals, and fossil resources per kilogram of textile. The rollout of this material strategy began in the beginning of 2021 and the results started to be visible in the 2022 collections.

In 2022, we increased the share of recycled materials to 10 percent (4) and organic materials to 6 percent (2). The share of conventional materials decreased to 18 percent (20) and conventional enhanced materials[9] to 66 percent (74) of all purchased textile materials.

In 2022, the greenhouse gas emissions of our textile materials per kilogram of sourced textiles decreased by 7 percent from 2019. An update in the emission factors of textile materials and the increased share of recycled and organic textiles contributed to the decreased emission intensity. Emission factors were updated to better consider actual dyeing and printing practices of different product types. Before the update, our calculation assumed that most materials are both dyed and printed, while in reality most of our products are either dyed or printed. The update resulted in decreased emissions of sourced textile materials. On the other hand, increased share of emission intensive wool in collections slowed the positive development in emission intensity of textile materials.

During 2022, Marimekko started to use certified and responsibly produced wool. The share of certified, responsibly produced wool in 2022 was 57 percent of all wool used. This, however, did not have an impact on the calculated emissions of our purchased textile materials, as the certification does not affect the emission factor of wool used in the calculation.

The fiber and textile industry is estimated to be one of the sectors that have the largest terrestrial biodiversity impact[10]. In the mitigation of this impact, the transition to more sustainable materials, especially to recycled materials, has an important role. The transition reduces land use change caused by raw material production, which is one of the main drivers of the global biodiversity loss. Climate change mitigation actions also have an impact on biodiversity, as climate change and biodiversity loss are deeply interconnected issues.

In addition, material choices play a role in protecting biodiversity. In Marimekko Product Policy, certain materials are ruled out due to biodiversity reasons. Examples of these materials are any materials from species defined endangered or vulnerable in the International Union for Conservation of Nature's (IUCN) Red List, included in the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES) or leather from cattle farms in deforested Amazon Biome or other regions where the farmland has been acquired through deforestation of ancient or endangered forests or forests with high conservation values. In the future, Marimekko will identify its biodiversity impacts and map mitigation actions.

Encouraging sustainable consumer behavior

At 39 percent, the use of sold products is one of the main sources of emissions in our value chain. These emissions result mainly from the washing of sold products. Each wash consumes energy, which in turn generates emissions indirectly. These emissions can be reduced by washing products less frequently, fully loading machines, and by choosing renewable electricity. To support sustainable consumer behavior that reduces emissions within our value chain, we strive to enhance the careability and repairability of our products, provide customers material-specific care instructions as part of our care guide, and increase our offering of lifecycle services. However, our calculation of the emissions from the use of our products relies on assumptions of average product care practices and energy usage; hence our customers' actual product care practices are not reflected in the calculated emissions at the moment.

[8] Calculated based on Higg MSI 3.5 Data at Higg.org.

[9] Conventional enhanced materials include Better Cotton, EUROPEAN FLAX® linen, LENZING™ ECOVERO™ viscose, LENZING™ TENCEL™ lyocell, conventional lyocell and certified, responsible wool and down.

[10] Forslund, T., Gorst, A., Briggs, C. et al.: Tackling root causes – Halting biodiversity loss through the circular economy (Sitra studies 205, 2022). Tackling root causes – Halting biodiversity loss through the circular economy (sitra.fi).

Our preferred materials

Banned	Accepted		Preferred		
Conventional	**Conventional**	**Conventional enhanced**	**Organic**	**Recycled**	
Cotton from highest risk areas as specified in our Product Policy	Cotton	Better Cotton In-conversion cotton Other traceable cotton	Organic cotton	Recycled cotton	Ambition: new material innovations
	Viscose Modal Acetate Cupro	LENZING™ TENCEL™ lyocell Lyocell LENZING™ ECOVERO™ viscose		Recycled cellulose-based fibers	
	Linen	EUROPEAN FLAX® linen	Organic linen	Recycled linen	
	Hemp		Organic hemp	Recycled hemp	
	Silk				
Leather of exotic animals or from deforested Amazon area	Leather (only from animals that have been bred for food production)	Certified leather Traceable leather		Recycled leather	
Fur Mulesed merino wool Angora Non-certified mohair/ alpaca	Mulesing-free merino Sheep wool Yak wool Cashmere	Certified wool Certified mohair Certified alpaca	Organic wool	Recycled wool	
Conventional down		Certified down		Recycled down	
	Polyester	Bio-based polyester		Recycled polyester	
	Polyamide	Bio-based polyamide		Recycled polyamide	
	Elastane	Bio-based elastane		Recycled elastane	

More sustainable materials

Target: GHG emissions from logistics -50%

Logistics is a significant source of greenhouse gas emissions in our value chain. By the end of 2025, our goal is to reduce the emissions from our logistics per kg of transported product by 50% compared to baseline year 2018. We can reach this ambitious goal by e.g. choosing less emission intensive transportation modes and optimizing routes.

Reducing emissions from logistics

One of the main sources of emissions in our value chain is the transportation, distribution, and storage of our raw materials and products, which generate 10 percent of our carbon footprint. To reduce these emissions, we strive to optimize and find shorter transportation routes and choose lower-emission modes of transport. In 2022, we continued direct deliveries from suppliers to wholesale customers, especially in Asia, and introduced a new short sea-route from Turkey to Finland to partly replace more emission-intensive truck deliveries.

The coronavirus pandemic and the related restrictions as well as Russia's war against Ukraine caused disruptions in production and logistic chains, resulting in delivery delays. The mitigation actions somewhat increased use of air freight. Despite that, the greenhouse gas emissions of logistics per kilogram of transported product[11] continued to decrease in 2022 and were 40 percent lower compared to 2018, which is the base year for the target. To reach the target of cutting our greenhouse gas emissions in half by the end of 2025, we will continue to shift to lower-emission transportation modes as well as work on developing our processes to further increase direct shipping.

We finance climate protection projects based on the remaining emissions of our e-commerce deliveries to Finland, and our logistics partner DHL Express finances climate protection projects based on the remaining emissions of our e-commerce deliveries to the rest of Europe.

[11] The greenhouse gas emissions of logistics are calculated as the Scope 3 Category 4 emissions divided by the total amount (kg) of ordered products that have a delivery date in the reporting year.

Marimekko committed to the Science Based Targets initiative (SBTi) to reduce greenhouse gas emissions

Decreasing the climate impact of our value-chain is one of the most important focus areas of Marimekko's sustainability work. In September 2022, we were able to take the next step in this work, when Marimekko committed to the Science Based Targets initiative (SBTi) to reduce greenhouse gas emissions.

Marimekko published determined targets for reductions in greenhouse gas emissions already in 2020. With the commitment to the Science Based Targets initiative, we will set even more ambitious targets for emissions reductions throughout our value chain, in line with the UN Paris Climate Agreement. The Paris Climate Agreement aims to limit global warming to well below 2 degrees Celsius relative to pre-industrial levels and pursue efforts to limit warming below 1.5 degrees Celsius.

"In 2021, we conducted a thorough carbon footprint calculation to target our emission reduction actions as efficiently as possible. Science-based emission reduction targets are an important tool in reaching our ambitious long-term vision of our operations leaving no trace on the environment in the future. To reach the vision, we will also need innovations in technologies, materials, and business models, which we will advance together with various partners. With the power of our own example, we want to move our industry toward a more sustainable future," says **Tiina Alahuhta-Kasko, President and CEO of Marimekko**.

Marimekko will set the science-based emissions reduction targets in line with the Paris Climate Agreement, in accordance with the schedule of the SBTi within two years from the commitment. The Science Based Targets initiative is a collaboration between WWF (the World Wide Fund for Nature), CDP (Carbon Disclosure Project), WRI (World Resources Institute), and the United Nations Global Compact. The aim of the initiative is for science-based emissions reductions to become a guiding principle for business activities.

Target: GHG emissions from own operations -40%

While our Scope 1 and 2 emissions represent a minor part of our total carbon footprint, they are fully in our own hands, which is why we have continuously worked to reach the target of reducing them by 40 percent by the end of 2025. In 2022, we achieved the target ahead of time, and reduced the emissions of our own operations by 72 percent compared to baseline year 2019.

Emission reduction target for our own operations achieved

In 2022, we achieved ahead of time our target to reduce emissions from our own operations by 40 percent by the end of 2025. Our Scope 1 and 2 emissions were 72 percent lower compared to year 2019, which is the base year of the target. Scope 1 and 2 emissions contributed to less than 1 percent of our entire carbon footprint.

The most significant action contributing to the achievement of the target was that Marimekko's headquarters and printing factory, located in Helsinki, transitioned to renewable district heating in 2022. At our printing factory and headquarters, 100 percent of energy purchased is renewable, and the gas used at our printing factory is renewable biogas made of various types of organic waste. Total energy consumption within our organization was 7,005 MWh (8,335), and the share of renewable energy of all energy purchased and produced by Marimekko increased to 91 percent (74) in 2022. The main reasons for the decrease in energy consumption were reduced biogas consumption at our own printing factory and reduced district heating consumption due to a milder winter. The work to transition to renewable energy in all our own electricity contracts outside Finland also continues. Marimekko's headquarters has the WWF Green Office certificate and a related environmental program, which focuses especially on emission reductions and increasing employee awareness on environmental matters.

In addition to reducing greenhouse gas emissions from our entire value chain, we finance climate protection projects based on the remaining emissions from certain emission sources. These emission sources include energy used at our printing factory, offices, and the company's own retail stores globally, as well as emissions from business travel, employee commuting, certain purchases (such as leased IT), waste generated in Marimekko's own operations, and our e-commerce deliveries to Finland. In 2022 these emissions totaled to 1,284 tCO_2e (1,570), equivalent to 2% of the carbon footprint of our entire value chain. Hence, we purchased an equivalent amount of carbon credits from myclimate, which maintains a portfolio of climate protection projects. Furthermore, our logistics partner DHL Express finances climate protection projects based on the emissions of our e-commerce deliveries to the rest of Europe (374 tCO_2e in 2022). More information of the DHL climate protection projects can be found here.

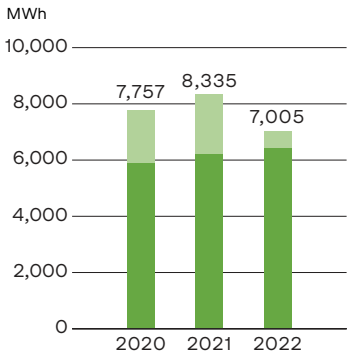
Income from our purchased carbon credits (1,284 tCO_2e) was used to finance a Gold Standard verified water purification project in Uganda. The project provides local communities with solar powered UV measurement devices (WADI), which use solar power to inactivate harmful pathogens in the water and thereby provide access to clean and affordable water. As a result, the project reduces the need to use firewood for water boiling. Consequently, there is less deforestation and the habitats of many animal and plant species are protected. The devices also save people's, especially women's, time that would otherwise be spent on the collection of firewood and gives them a better opportunity to carry out work activities. You can read more about the project at myclimate.org.

Our criteria for selecting the climate protection project included global and recognized certification and additional benefits in addition to the climate impact, e.g. women empowerment, biodiversity protection, and access to safe water.

Future steps to reduce our carbon footprint

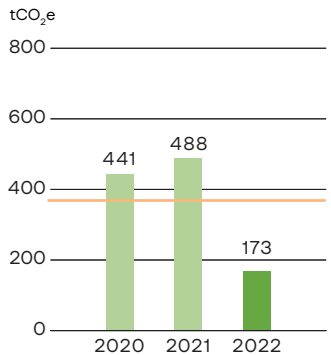
In collaboration with our partners, we continuously drive innovation in technologies, materials, and business models to help us reach our ambitious sustainability targets. We are already progressing toward our emission reduction targets, but more work is needed to reach the goals. We will continue implementing our material strategy, optimizing logistics routes, and choosing less emission-intensive transportation modes, among other things. In addition, we are in the process of setting even more comprehensive and ambitious science-based emission reduction targets, which will then guide our climate work beyond year 2025. We are confident that our sustainability strategy and roadmap will guide us toward achieving these targets.

Total energy consumption[12]



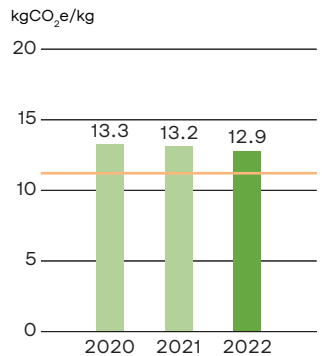
Renewable energy
Non-renewable energy

Greenhouse gas emissions
Scope 1 and 2
Target to reduce by 40% from the 2019 baseline of 617 tCO_2e



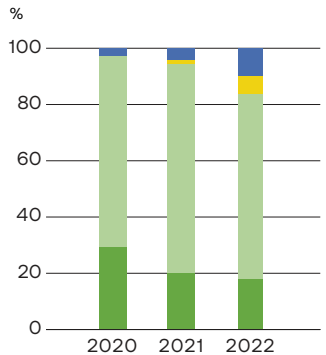
Target by the end of 2025

Greenhouse gas emissions of textile materials per kg of sourced textiles[13]
Target to reduce by 20% from the 2019 baseline of 13.9 $kgCO_2e/kg$



Target by the end of 2025

Textile material composition
shares



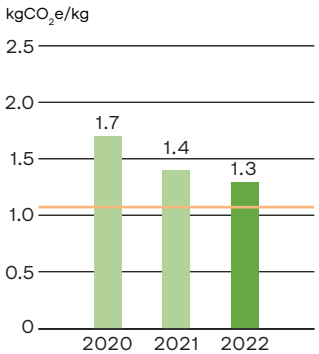
Conventional
Includes conventional cotton, linen, hemp, viscose, cupro, acetate, modal, silk, leather, wool, down, polyester, polyamide, elastane, and polyurethane

Conventional enhanced
Includes Better Cotton, EUROPEAN FLAX® linen, LENZING™ ECOVERO™ viscose, LENZING™ TENCEL™ lyocell, conventional lyocell, and certified, responsible wool and down

Organic

Recycled

Greenhouse gas emissions of logistics per kg of transported product[14]
Target to reduce by 50% from the 2018 baseline of 2.2 $kgCO_2e/kg$



Target by the end of 2025

[12] Includes consumption of fuels, electricity, and heating purchased by Marimekko and solar electricity produced by Marimekko.

[13] Greenhouse gas emissions of textile materials per kilogram of sourced textiles is calculated as the cradle-to-gate greenhouse gas emissions of purchased textiles (based on Higg MSI 3.5 data at Higg.org) divided by the total amount (kg) of purchased textiles. The figures for 2019–2021 are not fully comparable with the 2022 figures, as emission factors of textile materials have been updated for the 2022 calculation.

[14] The greenhouse gas emissions of logistics are calculated as the Scope 3 Category 4 emissions divided by the total amount (kg) of ordered products that have a delivery date in the reporting year.

WE REDUCE THE AMOUNT OF CHEMICALS USED IN OUR SUPPLY CHAIN

We aim to continuously decrease our chemical footprint, as it is estimated that a significant share of global chemical output and industrial water pollution originates from the textile industry[15]. In textile manufacturing processes such as bleaching, dyeing, printing, and finishing, various chemicals are used to ensure the appearance and properties of the textiles. The use of these chemicals and substances is strictly regulated in the EU and in other markets. To ensure compliance with both legal and our own, stricter requirements, we have environmental and chemical management principles in place both for our in-house printing factory and our partner suppliers. For our suppliers, we have implemented chemical management principles, which are detailed in our contracts and in Marimekko's Restricted Substances List (RSL), which was last updated in 2021. We monitor compliance with these requirements through risk-based material tests or product-specific analytical tests performed in external laboratories.

We seek to further reduce the use of chemicals and replace them with alternatives that are better for the environment and for people. To do that, Marimekko's own printing factory offers unique possibilities for testing new, more sustainable dyestuffs and other chemicals in the printing process. In 2022, Marimekko continued to print garments, bags, and home items with a blue dye obtained from the woad plant. A dye obtained from willow was also introduced at the printing factory. We continued to use a bio-based dirt-repellant in fabrics printed at our own printing factory. In addition, Origin by Ocean's algae-based thickener in printing paste was tested at our printing factory during the year.

Most of the fabrics printed in Marimekko's textile printing factory in Helsinki are certified according to the STANDARD 100 by OEKO-TEX®. The certificate guarantees that the materials contain no substances harmful to people or the environment, as detailed in the standard criteria. In 2022, 70 percent (73) of the fabrics printed by our factory were covered by the certification. The share of certified fabrics decreased slightly, as new fabric qualities containing recycled fibers were not yet included in the scope of certification. The certification of these qualities continues in 2023. Currently, labeling in accordance with the STANDARD 100 by OEKO-TEX® can also be found, for example, on the towels and bed linen manufactured for us by our partner suppliers.

To further reduce the use of chemicals, we increased the share of unbleached materials used in our printing factory in 2022 to 29 percent (22). Using unbleached fabrics makes the natural characteristics of the material more visible and removes one chemical-intensive phase in the production process.

[15] Niinimäki, K., Peters, G., Dahlbo, H. et al.: The environmental price of fast fashion (Nature Reviews Earth & Environment, 1/2020).

Target: Water scarcity score of sourced textiles -50%

Climate change increases water scarcity and uneven distribution of water resources. We want to do our best to decrease the water consumption in our value chain and cut the water scarcity score[16] of our textile materials per kilogram of sourced textiles to half by the end of 2025 compared to baseline year 2019. We can decrease our water scarcity score e.g. by using more organic and recycled cotton.

WE REDUCE WATER CONSUMPTION IN OUR SUPPLY CHAIN

Material choices have a direct impact on the use of water. It is estimated that the fashion industry consumes 79 trillion liters of water per year and accounts for 20 percent of industrial water pollution caused by textile treatment and dyeing[17]. As climate change is likely to further increase the scarcity and uneven distribution of water, it is crucial that we reduce the use of water in our value chain. Increasing the share of organic and recycled materials and new material innovations will help us to reduce the amount of water that is used in our supply chain. Water use can also be reduced in our own operations by improving water efficiency at our printing factory, and in the downstream of our value chain by washing our products less often at home.

In 2022, the water scarcity score[16] of our sourced textiles decreased by 9 percent compared to 2019, which is the baseline year of our target. The decrease is due to the increased share of recycled and organic cotton as well as the decreased overall share of cotton in Marimekko's material base. We expect to see further positive development toward the target, as the transition to organic and recycled cotton continues. In addition, new innovative materials are expected to reduce our water scarcity score. In 2022, Marimekko launched its first capsule collection in collaboration with Spinnova. The capsule was made using a blend containing 22 percent wood-based SPINNOVA® fiber, a more sustainable alternative to conventional wood-based fibers. According to a study by Spinnova, the production of SPINNOVA® fiber consumes over 99 percent less water in comparison to conventional cotton.

As conventional cotton has a high water footprint and is often grown in water scarce areas, we have carried out systematic work for several years to transition to more sustainable cotton options, such as Better Cotton[18]. We are committed to sourcing 100 percent of our cotton as more sustainable cotton by the end of 2023. More sustainable cotton includes Better Cotton, organic or in-conversion cotton[19], recycled cotton, and traceable cotton. Presently, 81 percent of the cotton we source is Better Cotton[20] (88), 8 percent is organic cotton (2), and 4 percent is recycled cotton (1), while the share of conventional cotton is 7 (9). By gradually increasing the share of organic and recycled cotton, which have significantly lower water footprints, we will be able to reduce the amount of water used in our value chain.

We also strive to improve water efficiency and reduce wastewater emissions in our own printing operations. In 2022, the water consumption relative to a meter of fabric printed was 23.8 (23.6) liters per meter. Our water consumption includes water consumed at our printing factory and headquarters. The most water-consuming production phase at our own printing factory is the fabric washing. Some colors require a second wash to enhance color fastness, which increases durability of the product while increasing the water consumption.

Our own printing factory holds an environmental permit which sets conditions e.g. for the quality of our wastewaters. We monitor wastewater emissions from the printing factory regularly, and in 2022 there were no exceedances of the limit values. Compliance with our environmental permit is also monitored through annual reporting and inspections.

[16] Water scarcity score takes into account the blue water consumption in the cradle-to-gate production of textiles and the water scarcity of the region where water is consumed. The score is based on Higg MSI 3.5 data at Higg.org.

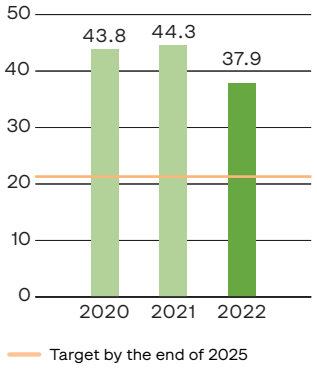
[17] Niinimäki, K., Peters, G., Dahlbo, H. et al.: The environmental price of fast fashion (Nature Reviews Earth & Environment, 1/2020).

[18] Marimekko is a member of Better Cotton. Better Cotton's mission is to help cotton communities survive and thrive while protecting and restoring the environment.

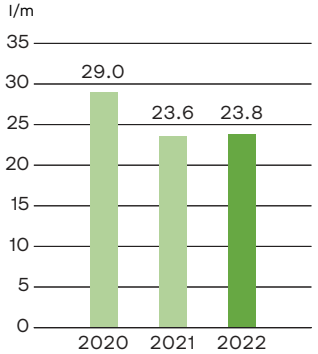
[19] In-conversion cotton is the cotton grown during the transition period from conventional to certified organic cotton farming.

[20] The shares of conventional and Better Cotton have been calculated based on the shares of these materials in final products in weight, taking into account the loss of materials in sewing. When using the Better Cotton Initiative's guidance for calculation, the share of Better Cotton of our total cotton consumption was 80 percent.

Water scarcity score of textile materials per kg of sourced textiles [21]
Target to reduce by 50% from the 2019 baseline of 41.4



Water consumption per meter of fabric printed
Helsinki printing factory and headquarters



[21] Water scarcity score takes into account the blue water consumption in the cradle-to-gate production of textiles and the water scarcity of the region where water is consumed. The score is based on Higg MSI 3.5 data at Higg.org.

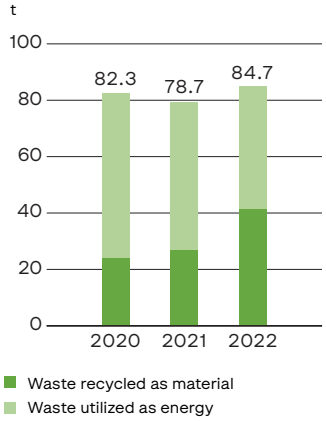
WE MINIMIZE THE WASTE AND MAXIMIZE RECYCLING AND UPCYCLING OF MATERIALS IN OUR OPERATIONS

Marimekko aims to continue reducing fabric, plastic, and other waste and increasing the recycling of materials in line with the waste hierarchy. We strive to continuously improve the material efficiency of our production to ensure that valuable materials are not thrown away.

Since the beginning of 2022, end-of-life textiles from our printing factory and sewing shop in Helsinki have been recycled at Rester's mechanical recycling plant in Paimio, Finland. During the year, we also started the separate collection and recycling of plastic waste at the Helsinki printing factory. With these changes, the share of waste generated at Marimekko's headquarters and printing factory that was recycled as material increased to 48 percent (33). The rest of the waste collected from the headquarters and printing mill was utilized in energy production.

Decisions made in the design phase affect material consumption. For example, we reduce cutting waste through considering the size and positioning of prints and by designing products of different sizes from the same fabric. In 2022, we launched a new home concept called Marimekko Marimade. All Marimade products feature upcycled, recycled or bio-based materials. Upcycled materials were used e.g. in bags, notebooks, and scented candles. In addition, Marimekko announced a closed-loop pilot during 2022.

Total amount of waste
Helsinki printing factory and headquarters



All our packaging materials are already recyclable. Cardboard and paper purchased by Marimekko for packaging are either made of recycled materials or materials that have a certificate from the FSC or the Programme for the Endorsement of Forest Certification (PEFC). In the future, we intend to reduce the use of plastic and increase the use of recycled materials in packaging.

Steps toward a value chain in line with circular economy

In collaboration with our partners, we are committed to driving innovation in technologies, materials, and business models to push the industry forward. Our goals are to continuously reduce the amount of waste we generate and eventually build a value chain in line with circular economy.

One example of this work is our collaboration with Rester. From the beginning of 2022, Rester's recycling facility in Paimio, Finland has been making new textile fibers from the end-of-life textiles of Marimekko's printing factory and sewing studio in Helsinki. Rester offers textile recycling solutions that enable the recycling of business textiles into new textile fibers and high-quality raw materials.

"We work to optimize the recycling of the waste resulting from our own production, and this collaboration with Rester is a great step in that," says **Riika Wikberg, Chief Business Development Officer at Marimekko**.

During 2022, we delivered 10.0 tons of raw material to Rester. According to Rester, the processing of Marimekko's end-of-life textiles into new fibers saved approximately 14,800 cubic meters of water and 19.8 tonnes of carbon dioxide emissions compared to the production of virgin fiber.

Later during 2022, we announced a pilot of a closed-loop clothing production using cotton fiber regenerated from the production waste of Marimekko's jersey products. In the project, the cutting waste and other leftover materials generated in the manufacturing of Marimekko's jersey products will be used as raw material for new Marimekko products. To ensure the quality and longevity of the garments, minimum of 20 percent of the material, depending on the product, will be regenerated cotton fiber, and the rest will be virgin cotton.

The pilot project is made in collaboration with Portuguese textile manufacturer Pedrosa & Rodrigues which has focused on the development of closed-loop innovations for several years. The aim of the pilot project is to explore ways to reduce the environmental impact of textile production. The first capsule collection of three products made partly using regenerated fibers from closed-loop production will launch in the summer of 2023.

Positive change through fairness and equality

We want to promote equality and fairness and foster diversity and inclusivity in our own operations, throughout our value chain, and in society at large. We strive to continuously improve transparency and are committed to driving positive change through active supplier engagement and diverse industry partnerships. We are committed to offering our employees an inspiring, responsible, and caring workplace.

Positive change through fairness and equality

Goal	Criteria for achievement	Progress in 2022	UN SDGs
We promote human rights, living wages, worker empowerment, and safe working conditions in our supply chain.	Share of purchases from audited suppliers in non-EU countries	We covered 100 percent of purchases from outside the EU by social audits. We updated our Supplier Code of Conduct and Product Policy and offered training for our partner suppliers regarding the content and most significant changes.	8 DECENT WORK AND ECONOMIC GROWTH
We aim at full product transparency.	Increase the share of traceable materials and provide customers with more sustainability information	We increased sourcing of certified, more traceable textile materials. The share of organic materials was 6 percent (2) and recycled materials 10 percent (4) of all sourced textiles. We started to use certified, responsibly produced wool; the share was 57 percent of all wool used. We added information on the sustainability of products and materials to the product descriptions in e-commerce.	8 DECENT WORK AND ECONOMIC GROWTH 12 RESPONSIBLE CONSUMPTION AND PRODUCTION
We provide an inspiring, responsible, and caring workplace.	Employee Net Promoter Score (eNPS) Marimeter Pulse employee survey: Wellbeing Index Sick leave absences, % Number of occupational accidents	As part of our continuous efforts to build Marimekko into an even better place to work, we focus on and measure employee engagement; the eNPS (Employee Net Promoter Score) increased to 41 (31). We provided tools and enhanced proactivity regarding employee well-being by developing managerial work; Wellbeing Index was 7.9 (7.6; scale of 0–10, strongly disagree-strongly agree). Sick leave absences increased to 3.5 percent (3.1). Number of occupational accidents was 19 (8). The increase is partly explained by the more accurate recording of accidents. Over half of the occupational accidents in 2022 did not lead to absence from work.	8 DECENT WORK AND ECONOMIC GROWTH
Our culture is founded on equality, diversity, and inclusivity and we promote and foster these values in our entire value chain.	Marimeter Pulse employee survey: Diversity Share of women/men in the total personnel, Management Group and Board of Directors	We trained managers and all personnel on DEI (diversity, equity, and inclusion) perspectives; Marimeter Pulse employee survey's diversity statement was rated at 8.1 (7.6, scale of 0–10, strongly disagree-strongly agree). The share of women/men out of all Marimekko employees was 91/9 percent (91/9). In the Management Group, the share of women/men was 90/10 percent (78/22), and in the Board of Directors, 33/67 percent (50/50). We partnered with Helsinki Pride and supported the LGBTQIA+ community by working with a wide range of models, influencers, and creatives to foster diversity.	5 GENDER EQUALITY

WE PROMOTE HUMAN RIGHTS, LIVING WAGES, WORKER EMPOWERMENT, AND SAFE WORKING CONDITIONS IN OUR SUPPLY CHAIN

Marimekko has a wide and varied product range, and manufacturing of our products requires a skillful and diverse partner supplier network. Our objective is to always find the best manufacturers for each product category. Regardless of where our products are made, we want to ensure that they are manufactured in accordance with our values and responsible sourcing principles.

One of our core values – fairness to everyone and everything – crystallizes our sustainability thinking and encompasses our personnel, customers, and partners around the world. We are committed to promoting human rights, living wages, worker empowerment, and safe working conditions in our supply chain and throughout all our operations, and we require the same from our suppliers. Our approach to human rights is based on the United Nations Guiding Principles on Business and Human Rights (UNGPs).

Marimekko's commitment to respecting human rights is included in the Marimekko Code of Conduct which also includes Marimekko's zero tolerance for any discrimination as well as covers other aspects of managing social matters. The Marimekko Code of Conduct was revised in 2022. All personnel is required to complete an e-training module addressing the content of the Code.

All our partner suppliers are required to sign our Supplier Code of Conduct, which details, among other things, strict principles against child labor and forced labor, as well as respect for workers' freedom of association, the right to collective bargaining, and the right to equal treatment.

The Marimekko Supplier Code of Conduct was updated in 2022. The changes are mainly based on the renewed amfori BSCI Code of Conduct, which was published in January 2022. The updated Marimekko Supplier Code of Conduct strengthened requirements regarding areas including human rights due diligence, gender responsiveness, and the living wage. The Supplier Code of Conduct also further specified the requirements concerning environmental protection. Marimekko offered five online training sessions and published four videos for its partner suppliers regarding the content and most significant changes in the updated Supplier Code of Conduct.

Marimekko is a participant of the UN Global Compact and is committed to promoting its ten principles in its own operations as well as in the value chain.

Continuously developing our due diligence approach

We respect the human rights laid down in the International Bill of Human Rights in all our operations and we require the same of our suppliers. Marimekko's due diligence approach to human rights is based on the careful assessment and selection of suppliers, as well as the contractual obligations imposed on partner suppliers. We monitor compliance with human rights in our supply chain through various means, including third-party audits and site visits by our own personnel.

Our due diligence process is continuously assessed and developed. We evaluate and, when needed, also complement our policies based on the monitoring work and the risks identified. We have excluded sourcing from certain very high-risk countries. This applies, for example, to the sourcing of cotton from Uzbekistan, Turkmenistan, and the Xinjiang Uyghur Autonomous Region in China. To further improve sustainability within our value chain, we offer training for our sourcing experts and other relevant employees on responsible sourcing practices and human rights topics.

In 2022, Marimekko carried out a human rights impact assessment, which focused especially on the company's own personnel. The analysis complemented the previously implemented impact assessment concerning partner suppliers. Read more about the assessment.

External audits are an important tool for monitoring factories

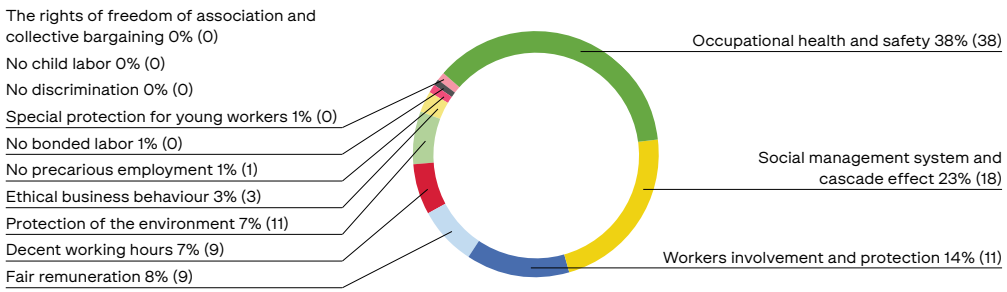
To ensure compliance with our sustainability requirements, our suppliers' factories are monitored regularly with audits by external specialists, factory visits by Marimekko staff, and via questionnaires to suppliers regarding the origin of materials used, for example. We are a member of the European amfori BSCI (Business Social Compliance Initiative), which provides tools for monitoring and improving working conditions in global supply chains.

Third-party audits are a mandatory requirement for our partner suppliers operating outside the EU, in countries that are considered higher risk[1].

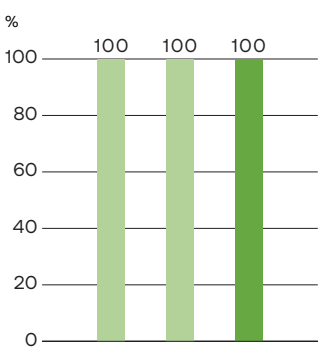
Regardless of where our products are made, we want to ensure that they are manufactured in accordance with our values and responsible sourcing principles.

[1] For country risk assessment, Marimekko follows the amfori BSCI risk country classification as a minimum.

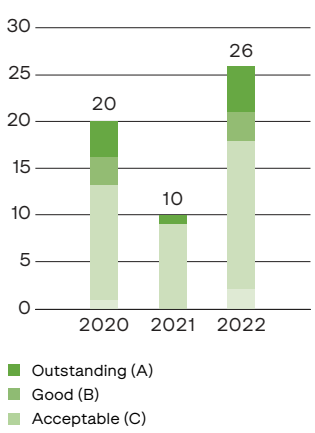
amfori BSCI audit findings by area in 2022 (2021)[2], %



Share of purchases from audited suppliers in non-EU countries



Number of audits and audit results[3]



In 2022, 75 percent (78) of our non-EU product purchases were covered by amfori BSCI audits and 100 percent (100) were covered by amfori BSCI audits or other, similar social compliance audits, such as SA8000 or Sedex. After the travel restrictions related to the coronavirus pandemic were eased, the visits by Marimekko staff to partner suppliers' factories were continued.

In 2022, a total of 26 (10) amfori BSCI audits were conducted at our partner suppliers' facilities. In the audits carried out during the year, a zero-tolerance finding related to the recruitment costs paid by migrant workers was identified. As a corrective action, the partner supplier immediately changed its practices to reimburse any recruitment costs paid by employees. Recruitment costs previously paid by employees were also reimbursed retroactively. In the follow-up audit conducted seven weeks later to verify the actions, the factory achieved the best A rating.

There were no findings related to freedom of association and collective bargaining, discrimination, or child labor. Most of the findings in the audits concerned occupational health and safety (2022: 38 percent; 2021: 38 percent), management systems (23 percent; 18), and worker involvement and protection (14 percent; 2021; 11).

Corrective actions identified through monitoring are followed-up regularly with suppliers, either in connection with factory visits or in separate meetings with suppliers. Based on the follow-up audits conducted in 2022, corrective actions were completed for 23 percent of findings. However, the findings and required corrective actions are not fully comparable: some findings may take a lot of time and resources to correct, whereas others are smaller and easier to close. The implementation of remaining actions will be monitored by Marimekko and in future audits in accordance with the amfori BSCI audit cycle.

In 2022, we continued to extend audits beyond tier 1 suppliers, when an amfori BSCI audit was conducted at one of our knitwear supplier's yarn supplier in China. The yarn supplier received overall rating "C" and is in the process of implementing corrective actions.

[2] The finding in the area of "No bonded labor" in 2022 concerned a situation where migrant workers covered part of the costs of country entry and recruitment themselves. These situations have been treated as Zero Tolerance findings in the amfori system since 2022. The partner supplier took immediate corrective action and received a top A rating in a follow-up audit seven weeks later. The finding in the area of "Special protection for young workers" at another partner supplier's factory was related to not identifying potential risks in the production process from the perspective of young workers. No forced labor or inappropriate treatment of young workers was found in the partner suppliers' factories.

[3] The number of audits varies year by year, based on the frequency of audits (the audit cycle is 1 or 2 years depending on the result) and changes in the supplier base (for example, a new factory may have another audit than amfori BSCI).

Ensuring sustainability in our supply chain

CAREFUL SUPPLIER SELECTION	• We conduct an evaluation in which sustainability aspects, such as working conditions, occupational safety, and other human rights aspects, as well as possible social and environmental certifications and audit results, are carefully considered in addition to commercial terms. • When selecting suppliers operating in non-EU countries, we require such suppliers to have already been subject to an amfori BSCI audit or SA8000 certification or to start an audit or certification process. We also accept other social compliance audits on a case-by-case basis.
SUPPLIER CODE OF CONDUCT	• Our suppliers are committed to the sustainability requirements embodied in our Supplier Code of Conduct, which include, e.g., respect for human rights and the strict prohibition of child and forced labor. • Our purchasing agreements bind our suppliers to comply with the International Labour Organization (ILO) conventions, as well as our Supplier Code of Conduct and Product Policy, which defines our sustainability requirements for the materials used in our products.
MONITORING AND EVALUATION	• Third-party experts regularly carry out amfori BSCI or similar social audits at our partner suppliers' facilities, particularly in high-risk countries. Our own personnel also visit the factories where our products and materials are manufactured. • We use Marimekko's supplier evaluation tool to annually evaluate our suppliers against the same criteria. The tool covers all key aspects of our cooperation with suppliers, including sustainability. • Where corrective actions are needed, we monitor the completion of these actions in close dialogue with our suppliers. And, when needed, we complement our policies based on monitoring work and the risks identified.
SYSTEMATIC TRAINING	• We offer training for our sourcing experts and other relevant employees on responsible sourcing practices and human rights topics to further improve sustainability within our value chain. We also train our suppliers on these topics.
INDUSTRY COLLABORATION INITIATIVES	We are members of the following international collaborative networks, among others: **amfori BSCI** – an initiative promoting the monitoring and improvement of working conditions in global supply chains; **Better Cotton** – aiming to help cotton communities survive and thrive while protecting and restoring the environment; and **Responsible Sourcing Network (RSN)** – an initiative dedicated to ending human rights abuses and forced labor associated with the raw materials found in everyday products.

WE AIM AT FULL PRODUCT TRANSPARENCY

Supply chains in the textile industry are complex and involve many actors. Consequently, enhancing transparency in the supply chain – from raw materials to the stores – demands patient work, both within our company and in cooperation with other actors in the sector. We aim to continuously increase transparency in our supply chain and provide our customers with more information on the players involved in manufacturing our products.

To improve transparency, we currently map our supply chain and gather data about at least two tiers upstream. Depending on the value chain complexity, this can mean that we know both the raw material provider and the manufacturing location, or the sewing location and the printing factory. Furthermore, we require our suppliers to report, at least annually, the origin of different raw materials, including cotton, leather, wood, and wood-based cellulose fibers, such as viscose.

As a small actor on a global scale, Marimekko is partly reliant on the progress of the whole industry in the matters related to transparency. We recognize that there is still significant work to be done to reach our ultimate goal of full transparency and we are committed to constantly take steps toward this. In the coming years, we will develop our systems for managing supply chain data and plan to publish more information on the supply chains to our customers in various channels. We are also participating in a Swedish research and development project Trace4Value, which focuses on increasing traceability

for sustainable value chains. The project will run until the second half of 2024.

When sourcing materials for the production of Marimekko items, our suppliers are bound by our Product Policy, which defines the sustainability requirements for the materials and their origin. Our Product Policy was updated in 2022, and new or more detailed requirements were introduced for, e.g., cotton, wool, leather, and recycled materials. Suppliers received training on the new requirements in connection with our Supplier Code of Conduct trainings.

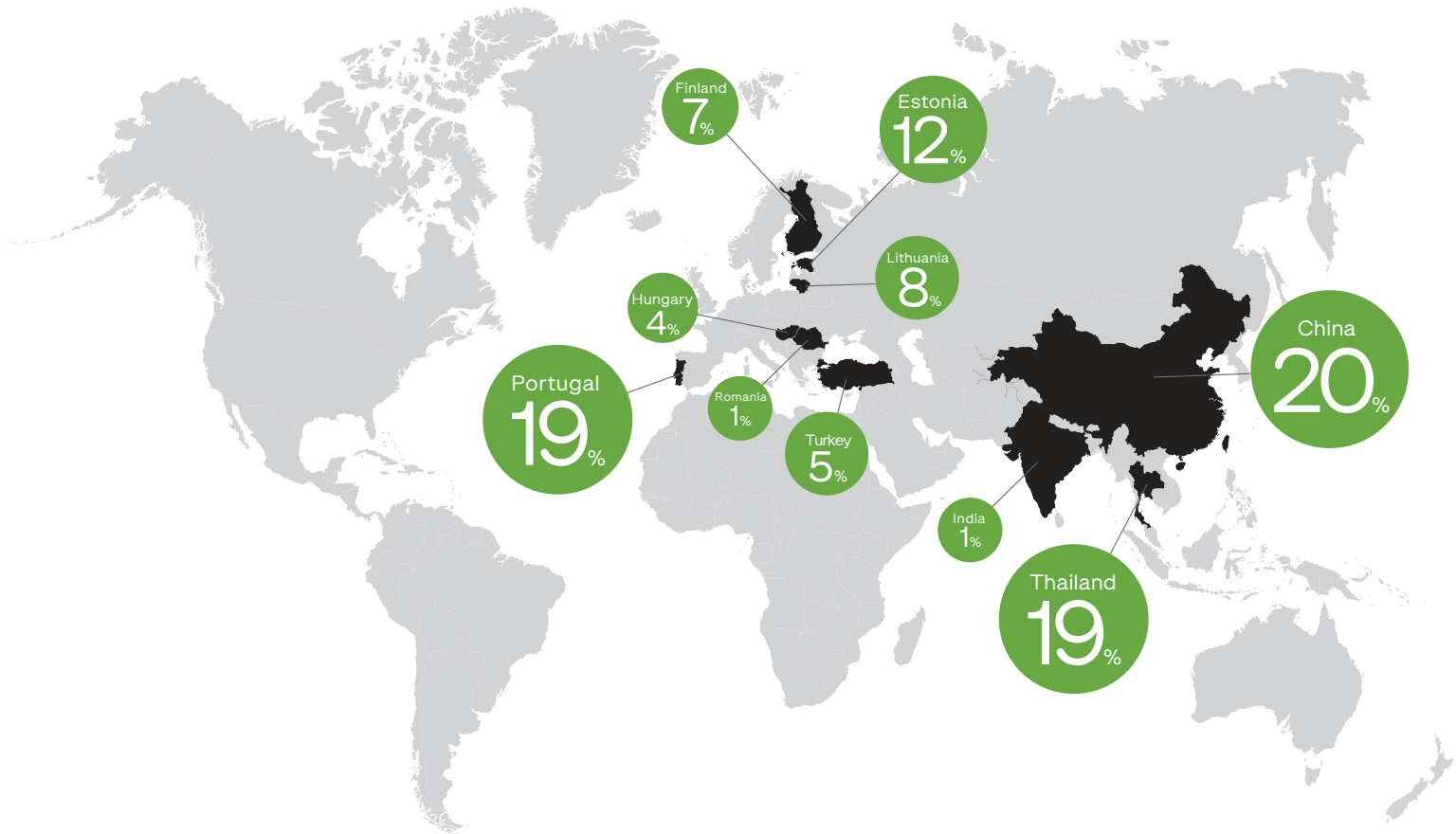
In line with our Product Policy, we give preference to certified materials, which also improves supply chain transparency by enhancing chain of custody. In 2022, we increased sourcing of certified materials, such as organic and recycled materials and responsibly produced wool. We are committed to improving cotton farming practices globally with Better Cotton. Better Cotton is sourced via a chain of custody model called mass balance. This means that Better Cotton is not physically traceable to end products, however, Better Cotton Farmers benefit from the demand for Better Cotton in equivalent volumes to those we source.

In 2022, our products were manufactured by a global network of around 150 partner suppliers. Our direct suppliers include factories making the final product, as well as material suppliers for our Helsinki-based printing factory. In 2022, 52 percent of Marimekko's products were manufactured in EU countries, with the rest mostly coming from other European countries and Asia.

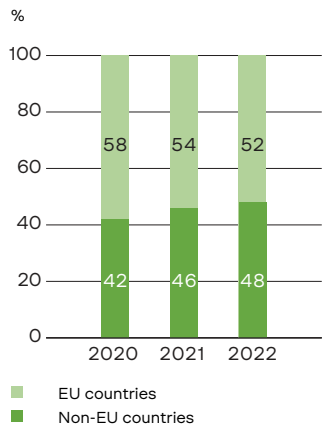
We value long-term relationships with our suppliers, and we have been cooperating with many of them for decades. For transparency, we publish an annually updated list of our main partner suppliers. The content of the list is aligned with the requirements of The Apparel and Footwear Supply Chain Transparency Pledge. You can find the updated list on our website, and our partner suppliers' data is also published on Open Supply Hub platform. The purpose of the platform is to improve human rights and environmental conditions in factories by opening supply chain data as a free, public good.

We strive to continuously provide customers with more sustainability information on our products. In 2022, we added information on the sustainability of the materials and the products to product descriptions in the company's e-commerce platform and increased sustainability related topics in social media, including Q&A sessions on sustainability themes.

Main countries of origin of products, share of sales 2022



Origin of products, share of sales



We believe in fairness, courage, and cooperation, and foster an open, low-hierarchy corporate culture that is based on creativity and entrepreneurship. We put strong focus on the continuous improvement of our processes, leadership culture and other areas impacting employee experience.

WE PROVIDE AN INSPIRING, RESPONSIBLE, AND CARING WORKPLACE

We believe in fairness, courage, and cooperation, and we foster an open, low-hierarchy corporate culture that is based on creativity and entrepreneurship. In addition to supporting our employees to reach their full potential in terms of e.g. the utilization of their skills and creativity, we put strong focus on the continuous improvement of our practices, processes, leadership culture and other areas impacting employee experience. Everything is done in alignment with our values, the Marimekko Spirit, and Marimekko Code of Conduct, which provide a framework for our way of working at Marimekko. To support providing an inspiring, responsible, and caring workplace, we have specific guidelines and processes in place for, e.g., occupational health and safety, well-being at work, onboarding as well as employee engagement, performance, and development.

Strong leadership culture supports employee well-being and performance

We support and promote our employees' personal and professional development. The Group-wide Maripeople performance management model, which includes objectives related both to work tasks and to ways of working, is the backbone of individual performance management and evaluation at Marimekko.

The objective of the annual Maripeople performance management model is to ensure clarity of expectations, encourage systematic two-way feedback between employees and line managers, and to increase dialogue about each employee's work, skills, development areas, and career aspirations. With a well-structured process, we can link the contribution of each Marimekko employee to our strategy and mission and this way enhance employee engagement. A well-structured and implemented process also supports employee well-being. In 2022, we continued to provide training on the Maripeople performance management model and process.

We believe that good leadership improves employee well-being, commitment, and performance. During 2022, we continued to further develop leadership and management skills across the organization. These efforts were especially focused on change management, coaching, and self-leadership.

Since 2020, the Maripeople performance management model has also included Leadership KPIs that allow us to measure the quality of leadership and managerial work, as well as to gain valuable input for planning leadership and team-level development activities. In 2021, the Leadership KPI feedback survey was extended – with almost the same statements – to cover our store managers and similar roles in retail, in addition to managers at our offices globally. In 2022, the total result of Leadership KPIs for the latter group of people managers (office) was 4.3 (4.2; scale of 1–5, strongly disagree–strongly agree) and for retail 4.2 (4.0).

As a continuation for a project launched in 2021 to further develop our Art of Selling and Art of Leading Sales concepts, including sustainability content, Art of Selling training was provided to store personnel in different countries in 2022. In 2022, the development work shifted to the renewed Art of Leading Sales concept, which will be introduced to retail during 2023.

Long-term focus on enhancing employee engagement

We continuously put effort into building employee engagement. In 2022, we focused, for example, on the quality of our managerial and leadership skills, on the clarity of performance management practices, and on holistic employee well-being. We believe that these – among our other focus areas – support us in maintaining and improving our level of employee engagement.

The aim of our employee engagement surveys is to gather the views and opinions of our employees regarding their work and teams, leadership, and Marimekko as an organization and as an employer. The surveys provide a secure channel for all employees to express their opinions confidentially and consequently to contribute to our organizational development.

In 2021, Marimekko initiated a pilot scheme with two different types of employee engagement surveys: a shorter Marimeter Pulse employee survey, conducted several times a year, and a longer Marimeter employee engagement survey, conducted approximately once a year. Based on the pilot, Marimekko decided to make further changes to its employee engagement surveys: to sharpen the focus with high-impact questions as well as to implement a model with one longer survey and one follow-up

survey each year. This will enable us to focus on topics that are truly relevant for the employees and, even with fewer annual surveys, provide higher-quality feedback. The first survey with the new model was carried out late 2022. Employee Net Promoter Score (eNPS), which was available in the previous surveys and continues to be in the current ones, measures the commitment of employees and their willingness to recommend the company. In 2022, the eNPS inreased to 41 (31, results between -100 and 100), which is generally considered a good result.

A proactive approach to well-being and safety

At Marimekko, personnel well-being is enhanced by promoting employees' health, work ability and functional capacity, and by ensuring an empowering working atmosphere. This work is done in close cooperation between occupational healthcare, human resources, managers, and the occupational safety organization. We have our own early support model, aimed at improving work ability and workplace well-being. The objective is to increase dialogue between our managers and employees, particularly in matters related to work and work ability, to improve working conditions, and to prevent prolonged absenteeism and early disability retirements.

A safe work environment is a basic right for every Marimekko employee. To achieve this, we focus on continuously developing our working culture. As preemptive measures of occupational safety, we proactively recognize and evaluate hazards and risks involved in the work. This both enhances dialogue about these matters and helps us prevent accidents and near misses. We carry out regular risk assessments in stores, the printing factory, and office environments, and we combine this data with the data obtained from workplace surveys. We also train our employees in occupational safety matters.

In Finland, we use a joint notification system in which employees report their safety observations. The reported observations and occupational accidents are monitored regularly, and the necessary corrective actions are taken on this basis. In 2022, our employees made a total of 199 (344) safety observations. The number of safety observations has been declining for the past two years. The number was exceptionally high in 2020, the first year of the coronavirus pandemic, when special attention was paid to managing safety in the exceptional circumstances. Reported near misses and occupational accidents are also monitored regularly in Finland. In 2022, Marimekko employees had 19 (8) occupational accidents. The increase is partly explained by the more accurate recording of accidents. Over half of the recorded occupational accidents in 2022 did not lead to absence from work. Sick leave absences totaled 3.5 percent (3.1) during the year.

While occupational health and safety has been one of our focus areas for years, the global pandemic has contributed to an even stronger emphasis on the matter at all Marimekko sites. In 2022, trainings to improve managers' ability to proactively support employee well-being were organized and tools for everyday management were provided. In addition, Marimekko provided its employees with different activities and information sessions to support work-life balance.

Empowerment

The average of Marimeter Pulse employee survey statement: "Taking into consideration my role and responsibilities, I am satisfied with the way I am able to participate in decision making regarding my work"

2022

7.8

2021

7.2

Scale of 0–10 (Strongly disagree; Strongly agree)

Leadership KPI

"My manager supported me to succeed in my role"

2022

4.3

2021

4.1

Scale of 1–5 (Strongly disagree; Strongly agree)

eNPS (Employee Net Promoter Score)

eNPS measures the commitment of employees and their willingness to recommend the company

2022

41

2021

31

Results between -100 and 100

Wellbeing Index

The average of these two Marimeter Pulse employee survey statements: "I feel I'm in control of my own work."; "I have a good work-life balance."

2022

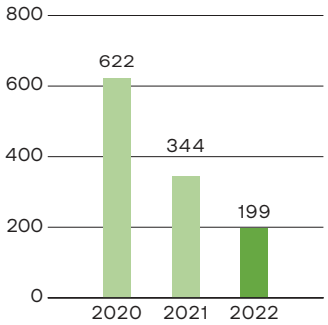
7.9

2021

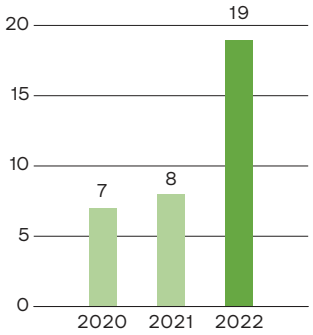
7.6

Scale of 0–10 (Strongly disagree; Strongly agree)

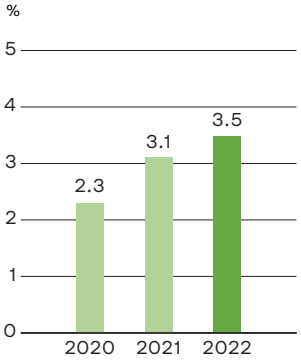
Number of safety observations[4]



Number of accidents[5]



Sick leave absences[6]



[4] Covers Finland.

[5] Covers employees in Finland, where 80 percent of Marimekko personnel is located. The increase in comparison to 2021 is partly explained by the more accurate recording of accidents. Over half of the occupational accidents in 2022 did not lead to absence from work.

[6] Covers employees in Finland, where 80 percent of Marimekko personnel is located.

Identifying most salient human rights impacts – focus on Marimekko personnel

We are committed to promoting human rights, living wages, worker empowerment, and safe working conditions in our supply chain and across all our operations through our own actions as well as industry collaboration and initiatives. Our due diligence process is assessed and developed continuously. In 2022, we carried out a human rights impact assessment, focusing especially on the company's own personnel. The assessment complemented the previously implemented impact assessment concerning our partner suppliers.

The assessment considered all personnel groups – employees working in the printing factory, Marimekko stores and offices, and covered all operating countries. The most salient human rights impacts were identified through management and expert interviews, and by analyzing our current human rights policies, practices, and performance. The topic was also discussed in Marimekko's Personnel Steering Group, where employee representatives provided valuable insights and feedback.

Based on the assessment, the following impacts were identified as the most salient from personnel's perspective:

- Protecting life and health
- Work-life balance
- Equality, non-discrimination, and diversity
- Possibility to show one's identity at work
- Possibility to express one's opinions
- Fair remuneration
- Trade union rights
- Protection of privacy

Our key personnel policies and practices for managing these aspects include, e.g., Marimekko Code of Conduct and DEI (Diversity, Equity and Inclusion) Foundational Principles, guidelines and instructions related to occupational health and safety, well-being, and working time. Our managers regularly receive training on topics such as recruitment, diversity, equity, and inclusion. Risk assessments and workplace surveys provide valuable input for further developing occupational health and safety. Employee feedback is received regularly through employee engagement surveys. In addition, Marimekko has a whistleblowing channel available for internal and external stakeholders on company website, which can be used for reporting of any suspected violations, including human rights incidents.

Based on the assessment, we can further improve our practices by communicating more clearly that above mentioned tools are part of our human rights responsibility. Our work to continuously develop human rights due diligence in line with the UN Guiding Principles will continue, and we will expand this work to cover also other stakeholder groups affected by our operations.

OUR CULTURE IS FOUNDED ON EQUALITY, DIVERSITY, AND INCLUSIVITY AND WE PROMOTE AND FOSTER THESE IN OUR ENTIRE VALUE CHAIN

Marimekko's culture and working environment are founded on equality, valuing diversity, and inclusivity. Discrimination in any form is prohibited at Marimekko. We want to provide a safe, caring, communal, and respectful working environment for all our employees. Any issues relating to potentially inappropriate behavior are taken seriously and investigated properly in accordance with set processes.

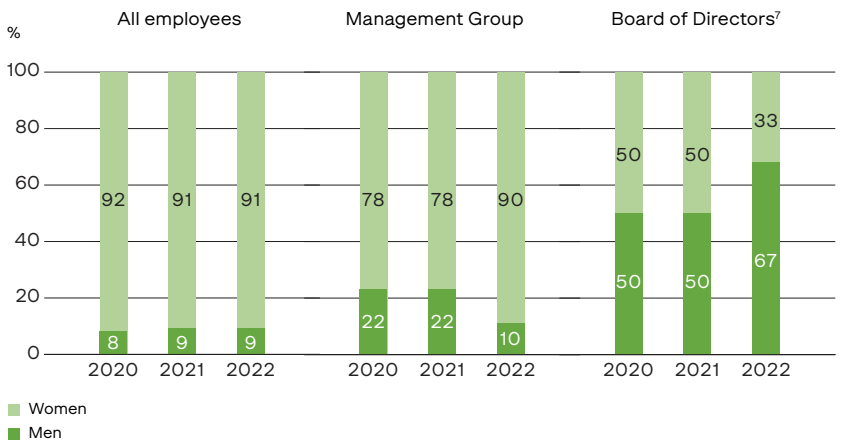
Our aim is to foster equality and inclusivity as part of regular workplace development activities. We promote equality based on our equality plan, provide training for managers, and measure success with the results of employee engagement surveys, among other things. In 2021, we launched internally our DEI Foundational Principles, which form a framework of topics Marimekko finds highly important as an employer and a company: equality, inclusion, empowerment, and well-being. In 2022, we started to utilize these principles as the high-level structure for our annually updated Global DEI Plan that covers both Marimekko's DEI activities and related KPIs.

In 2022, Marimekko managers were trained on DEI perspectives in implementing people processes, such as inclusive recruitment practices as well as fair and objective performance evaluation. DEI training was organized also for other personnel.

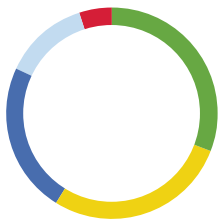
At the year-end 2022, the share of women/men out of all Marimekko employees was 91/9 percent (91/9). In the Management Group, the share of women/men was 90/10 percent (78/22), and in the Board of Directors, 33/67 percent (50/50).

In Marimekko's marketing activities, supporting inclusivity through choices in imagery and representation is a constant and consistent part of the work. In 2022, the activities around DEI matters included, for instance, continuing our official partnership with Helsinki Pride, this time as one of the main partners, supporting the LGBTQIA+ community through omnichannel content as well as working with a wide range of models, influencers, and creatives to make sure that we, as a company, foster diversity for example in age, size, gender, and ethnic background.

Diversity at Marimekko



Employee age distribution



<20 years: 0%
20–29 years: 31%
30–39 years: 28%
40–49 years: 23%
50–59 years: 13%
≥60 years: 5%

Diversity
The average of Marimeter Pulse employee survey statement: "We at Marimekko value diversity (e.g. in skills, experiences and backgrounds)."

2022
8.1

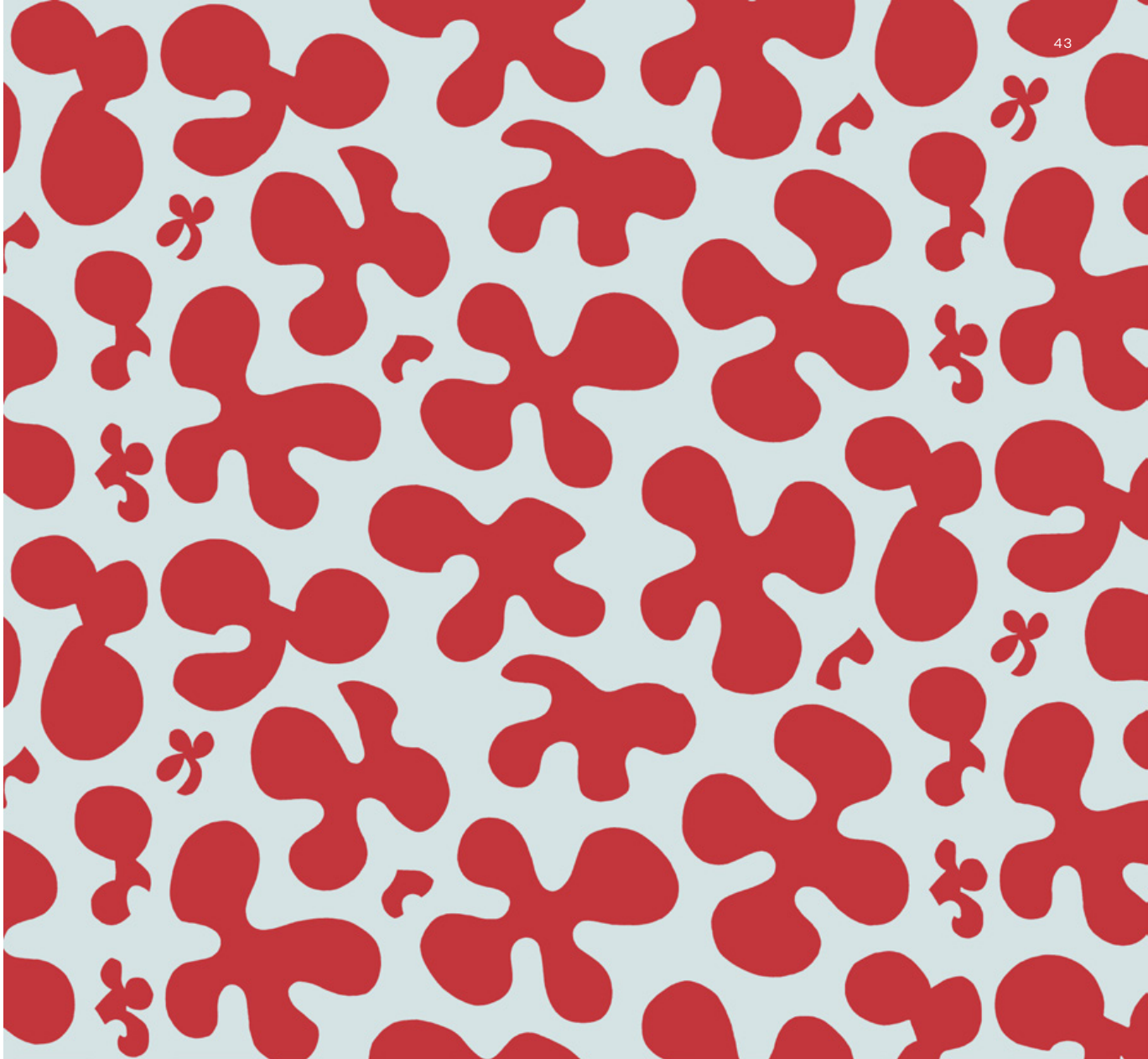
2021
7.6

Scale of 0–10 (Strongly disagree; Strongly agree)

Employee figures are presented as of 31.12.2022.

[7] For more on Board composition and diversity, please see Corporate Governance Statement, which is published on company's website and in Marimekko's year 2022 publication 2022 on p. 83–91.

Business principles



We at Marimekko are committed to following the same operating principles around the world, complying with complying with international and local laws laws and regulations, and following responsible and ethical business practices and the Marimekko values.

Marimekko's key principles for ethical business practices are included in the Marimekko Code of Conduct and the Supplier Code of Conduct. Marimekko Code of Conduct details Marimekko's commitment to sustainable development and responsibility in all our operations. At the heart of the Code are environmental and social aspects, respect for human rights, as well as our anti-corruption and anti-bribery stance.

> The Code of Conduct details our commitment to sustainable development and responsibility in all our operations.

Marimekko Code of Conduct was revised in 2022. In addition, more specific instructions on ethical business practices are given in, for example, HR guidelines and the policies on competition law, trade organizations, insider regulations, and data privacy. Anti-corruption and anti-bribery matters are also addressed in our contracts with partners, such as suppliers and distributors. Audits at partner suppliers also cover ethical business practices.

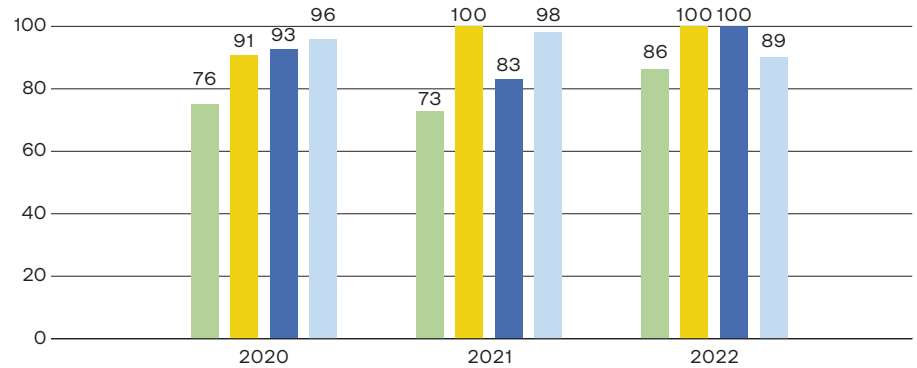
We have pre-determined processes in place to address suspicions of violations of laws or our operating instructions. Possible misconduct can be reported personally or anonymously via a whistleblowing channel maintained by an independent third-party service provider.

To ensure that Marimekko employees are familiar with the Code of Conduct and follow it in their daily work, we are all required to complete an e-training on the Code of Conduct. The e-training was renewed in fall 2022. All employees working in the EU or processing the personal data of persons living in the EU must also complete an e-training on the EU General Data Protection Regulation.

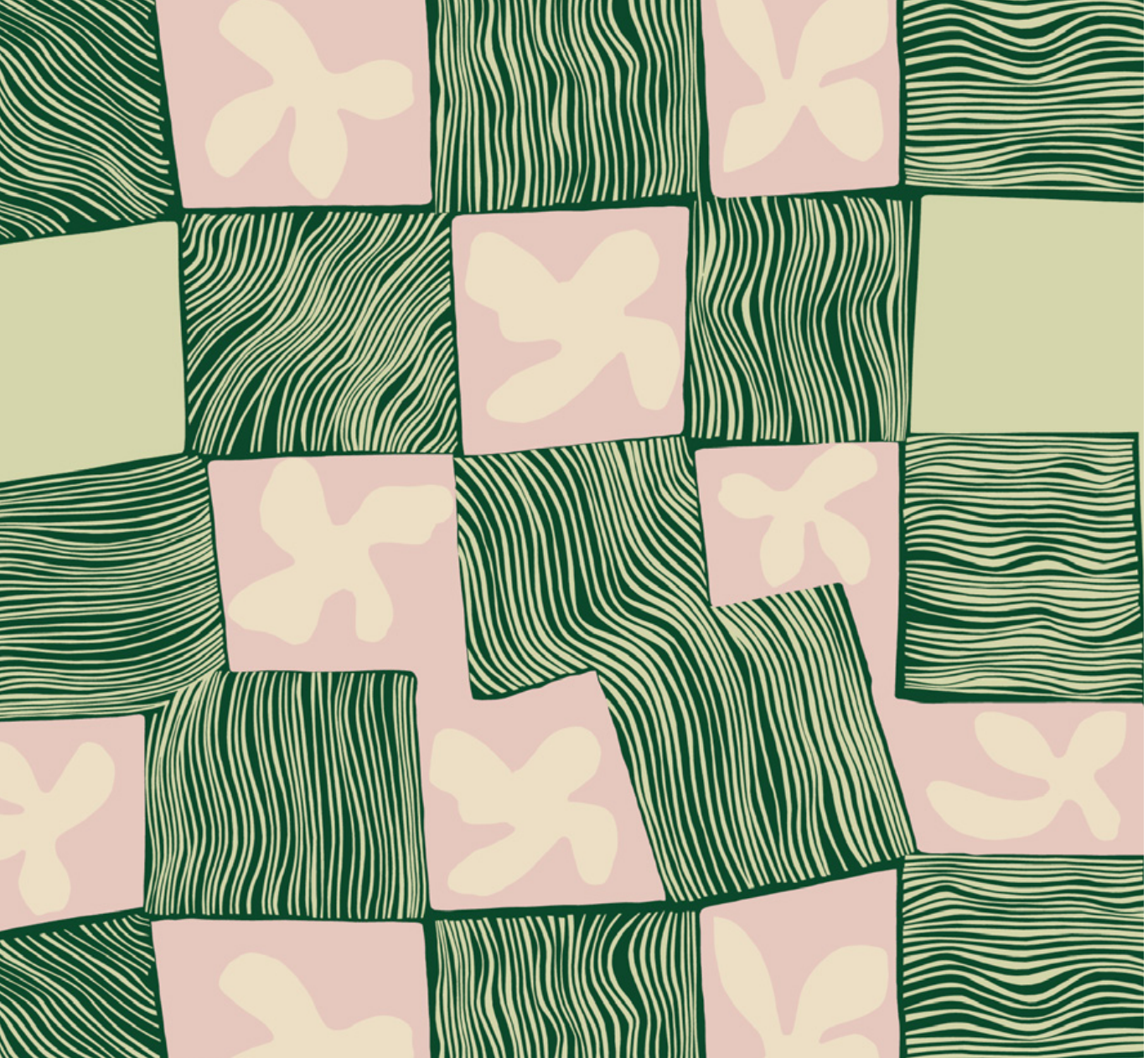
In 2022, new e-trainings on insider regulations and data security were created. In addition, customized trainings and communications about competition law, anti-corruption, anti-bribery, and data privacy were organized.

In 2022, Marimekko was not involved in any legal cases or rulings related to corruption, bribery, or any other unethical business practices.

Share of employees who have completed trainings in responsible and ethical business practices



- Employees who have completed the Code of Conduct e-training
- Employees having regular access to unpublished financial information who have completed an e-training on insider matters and unpublished financial information
- Employees working in wholesale and other selected groups who have completed the competition law training
- Employees working in the EU and employees with access to EU personal data who have completed the EU General Data Protection Regulation e-training



Our value chain

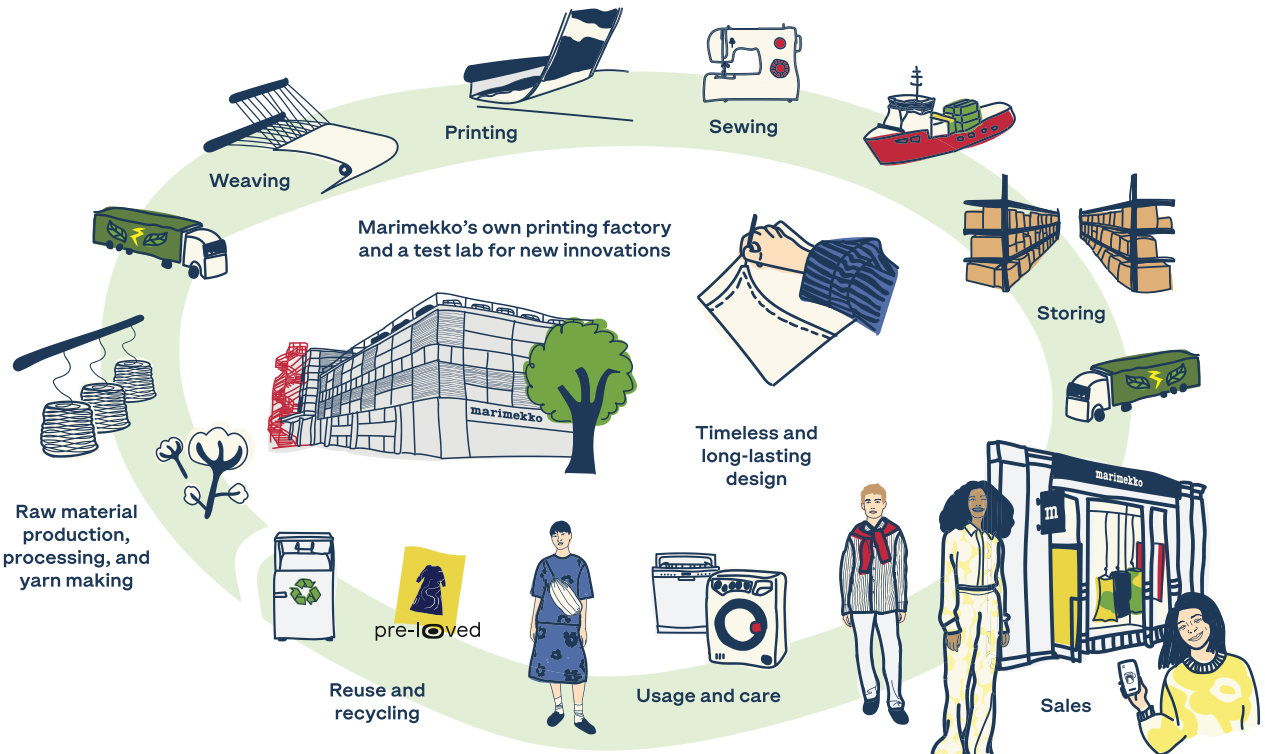
Marimekko is a Finnish lifestyle design company that designs, produces, sources, markets, and sells clothing, bags, accessories, and home décor items ranging from textiles to tableware. Our business model is based on a variety of distribution channels, including our own Marimekko stores, outlet stores and e-commerce (retail), partner-owned Marimekko stores, shop-in-shops and e-commerce, wholesale customers such as department stores and multi-brand stores, as well as e-tailers (wholesale), and licensing as well as various creative retail concepts such as pop-up stores that are constantly increasing in importance.

We have our own printing factory in Helsinki, Finland, which produces printed fabrics used across our various product lines. The factory also serves as an innovation hub for our key differentiator – the art of printmaking – and enables active participation in research and development projects focusing on improving the sustainability of our products and operations.

Value chains are typically long and global in scale in the fashion and textile industry, and improving the transparency and sustainability of operations throughout supply chains demands patient work, both within our company and in cooperation with other actors in the sector. We are currently able to trace our supply chains at least two tiers upstream, and we require our suppliers to report the origin of raw materials such as cotton annually or more frequently, when needed.

We place special emphasis on addressing the environmental impacts of both our upstream operations, such as production and sourcing of textile materials, and our downstream operations, such as distribution and the end use of our products. We promote human rights, living wages, worker empowerment, and safe working conditions in our supply chain.

Our design philosophy is based on timeless, functional, and durable products that give people long-lasting joy. We believe that, in the future, timeless and sustainable products will be made in balance with the environment, in line with the principles of the circular economy, and with full transparency. Achieving this requires new technological, material, and business-model innovations, which we are committed to continuously developing together with our partners. Read more about our efforts to promote transparency and sustainability in the supply chain in the sections The products of tomorrow leave no trace and Positive change through fairness and equality.



Stakeholder engagement

For us, sustainability work is a joint commitment to continuous improvement in collaboration with our personnel, partner suppliers, and other external stakeholders. We want to be transparent about how we work and to have an active dialogue with our community and stakeholders. We are open to feedback and use it to develop our sustainability work.

Marimekko has a diverse range of stakeholders with whom we communicate in a variety of ways. For example, we get feedback on our operations as customer feedback from both consumers and our wholesale customers, as suggestions from our employees, in meetings with and as inquiries from investors, our supply-chain partners, and representatives of various other stakeholder groups, and through both traditional and social media. Sustainability is an increasingly important consideration in the choices consumers make, in investment decisions of investors, and in attracting and retaining talented employees. During 2022, we launched a new way of working, in which a sustainability ambassador is named from each team, to increase sustainability engagement within personnel.

Key topics in 2022

In 2022, the general sustainability related discussion in the global media focused on circular economy solutions, such as textile recycling and services intended to support a sharing economy in clothing, new textile innovations, green claims and greenwashing in fashion, human-rights impacts in fashion's supply chains, and lack of credible and ambitious climate emission reductions in the industry.

During 2022, at Marimekko, we renewed the sustainability section both on our company website as well as on our e-commerce site Marimekko.com, where the focus was on providing more product-specific sustainability information. We continued to actively engage with our community, for example through our "Behind the Patterns" Q&A sessions as well as through posts about sustainability themes in social media. The topics that sparked the most interest among our community were the origin and sustainability of materials, social sustainability in the manufacturing countries, as well as diversity, inclusion, and equity themes. In September, Marimekko published its SCALE strategy for 2023–2027 with sustainability as one of the five strategic success factors and organized its first Capital Markets Day for investors, financial analysts, and media to elaborate on its new strategy and strategic success factors, including sustainability, related key enablers, and long-term financial goals. Sustainability topics were also discussed in other instances with shareholders, investors, and analysts as an important part of investor relations.

Cooperation is the best way to tackle shared challenges

In addition to striving for daily improvements in our own operations, we engage with various industry networks, as we believe that collaboration is the most effective way to promote sustainable practices in the industry and to achieve change on a broader scale. For this reason, we are involved in many collaborative initiatives of the textile and fashion industry.

Since 2011, we have been a member of amfori BSCI, an international initiative which promotes the monitoring and improvement of working conditions in global supply chains. In 2013, we joined Better Cotton. Better Cotton's mission is to help cotton communities survive and thrive while protecting and restoring the environment. We are also part of the Responsible Sourcing Network (RSN), an initiative dedicated to ending human rights abuses and forced labor associated with the raw materials found in everyday products. In 2021, we joined UN Global Compact, the world's largest corporate sustainability initiative, and committed to promoting its ten principles in our own operations and in our value chain. In 2022, we committed to Science Based Targets initiative (SBTi) to set even more determined targets for emissions reductions throughout our value chain in line with the UN Paris Climate Agreement.

We also participate in the activities of textile and fashion industry organizations in Finland, such as the Finnish Textile and Fashion association, Fashion Finland, and the Finnish Fashion and Sports commerce association.

Our most important stakeholders

- Consumers
- Distribution partners and retailers
- Personnel
- Shareholders and investors
- Partner suppliers
- Media
- Collaboration partners
- NGOs and charities
- Universities and research institutes

Key figures

Key figures for financial responsibility

	2022	2021	2020
Net sales, EUR 1,000	166,515	152,227	123,568
Comparable operating profit, EUR 1,000[1]	30,382	31,249	19,600
Result before taxes, EUR 1,000[1]	29,139	30,697	16,989
Return on investment (ROI), %[1]	31.5	33.0	21.8
Dividends paid, EUR 1,000	37,372[2]	7,299	-
Gross investments, EUR 1,000[1]	999	207	1,533
Equity ratio, %[1]	49.2	53.3	46.6
Salaries, wages and bonuses paid, EUR 1,000	24,155	21,273	19,429
Pension and other indirect social expenditure, EUR 1,000	6,593	5,742	4,418
Income taxes, EUR 1,000[1]	6,430	6,289	3,683
Purchases from suppliers of goods and services[3], EUR 1,000	72,202	61,809	48,533

[1] The figures for 2020 have been restated as the accounting principle has changed following the IFRS Interpretations Committee agenda decision. Additional information is presented in the accounting principles of Financial Statements 2021, on p. 33–34.

[2] In 2022, Marimekko paid a dividend of EUR 0.20 per share for the financial year 2020 as well as a regular dividend of EUR 0.32 per share and an extraordinary dividend of EUR 0.40 per share for 2021. The dividend payment for 2020 was originally postponed due to the uncertainties in the operating environment caused by the coronavirus pandemic.

[3] Including materials, supplies, and external services.

Key figures for environmental responsibility

	2022	2021	2020
Fabric printing factory output, million meters	0.9	1.1	1.0
Total energy consumption[1], MWh	7,005	8,335	7,757
Total non-renewable energy consumption, MWh	624	2,139	1,847
Non-renewable fuel consumption, MWh	395	680	633
Non-renewable electricity consumption, MWh	216	319	350
Non-renewable heat consumption, MWh	13	1,139	864
Total renewable energy consumption, MWh	6,381	6,196	5,910
Renewable fuel consumption, MWh	3,957	4,656	4,495
Renewable electricity consumption, MWh	1,543	1,540	1,415
Renewable heat consumption, MWh	881	0	0
Share of renewable energy of total energy consumption[1], %	91	74	76
Biogas consumption relative to output[2], kWh per meter of fabric printed	4.5	4.3	4.4
Total greenhouse gas emissions, tCO_2e	66,579	65,642	43,918
Direct greenhouse gas emissions (Scope 1), tCO_2e	109	184	172
Indirect greenhouse gas emissions (Scope 2, market-based), tCO_2e	65	304	269
Indirect greenhouse gas emissions (Scope 2, location-based), tCO_2e	267	341	302
Other indirect greenhouse gas emissions (Scope 3), tCO_2e	66,406	65,154	43,477
Greenhouse gas emissions of textile materials per kg of sourced textiles[3], $kgCO_2e$/ kg	12.9	13.2	13.3
Greenhouse gas emissions of logistics per kg of transported product[4], $kgCO_2e$/ kg	1.3	1.4	1.7
Waste generated from operations[5], tonnes	85	79	82
Share of waste recycled as material or utilized as energy[5], %	100	100	100
Waste recycled as material, %	48	33	28
Waste utilized as energy, %	52	67	72

	2022	2021	2020
Water consumption[5], m³	20,962	25,803	29,641
Water consumption relative to output[5], liters per meter of fabric printed	24	24	29
Water scarcity score of textile materials per kg of sourced textiles[6]	38	44	44
Sourced textile materials by type			
Share of recycled materials of all textile materials, %	10	4	3
Share of organic materials of all textile materials, %	6	2	0
Share of conventional enhanced materials of all textile materials[7], %	66	74	68
Share of conventional materials of all textile materials, %	18	20	29
Better Cotton sourced[8], tonnes	1,190	1,132	864
Share of Better Cotton of total cotton sourced[9], %	81	88	85
Share of OEKO-TEX® certified fabrics printed in our own printing factory, %	70	73	83
Share of unbleached fabrics printed in our own printing factory, %	29	22	9

[1] Includes consumption of fuels, electricity, and heating purchased by Marimekko and solar electricity produced by Marimekko.

[2] Applies to the Helsinki printing factory.

[3] Greenhouse gas emissions of textile materials per kilogram of sourced textiles is calculated as the cradle-to-gate greenhouse gas emissions of purchased textiles (based on Higg MSI 3.5 data at Higg.org) divided by the total amount of purchased textiles. The figures for 2020–2021 are not fully comparable with the 2022 figures, as emission factors of textile materials have been updated for the 2022 calculation.

[4] The greenhouse gas emissions of logistics per kg of transported product are calculated as the Scope 3 Category 4 emissions divided by the total amount (kg) of ordered products that have a delivery date in the reporting year.

[5] Applies to the Helsinki printing factory and head office.

[6] Water scarcity score takes into account the blue water consumption in the cradle-to-gate production of textiles and the water scarcity of the region where water is consumed. The score is based on Higg MSI 3.5 data at Higg.org.

[7] Includes Better Cotton, EUROPEAN FLAX® linen, LENZING™ ECOVERO™ viscose, LENZING™ TENCEL™ lyocell, conventional lyocell and certified, responsible wool and down.

[8] Includes Better Cotton Claim Units (BCCUs) declared in the Better Cotton Platform online system. One kilogram of raw cotton lint equals one BCCU.

[9] Calculated based on the share of Better Cotton in final products in weight, taking into account the loss of materials in sewing. When using Better Cotton Initiative's guidance for calculation, the share of Better Cotton of our total cotton consumption in 2022 was 80 percent (85 percent).

Employee key figures

	2022	2021	2020
Average number of employees[1]	434	401	434
Employees at year end[1]	459	409	422
New employees[1]	100	57	58
Leavers[1, 2]	52	49	46
Average turnover[3], %	11.7 / 23.3	13.6 / 20.0	8.5 / 16.0
Average age of employees, years	36	38	39
Employee gender ratio, women/men, %	91/9	91/9	92/8
Share of women in Board of Directors, %	33	50	50
Share of women in Management Group, %	90	78	78
Sick leave absences[4], %	3.5	3.1	2.3
Work and commuting accidents[5]	19	8	7
Healthcare expenses per person[4], EUR	1,367	999	663

Key figures for responsible sourcing

	2022	2021	2020
Manufacturing in the EU, % of sales	52	54	58
amfori BSCI audited suppliers	30	25	19
Share of product purchases from amfori BSCI audited suppliers			
in non-EU countries, %	75	78	79
Share of product purchases from other audited suppliers			
in non-EU countries, %	25	22	21
Share of amfori BSCI audited suppliers with an acceptable result[6]	92	100	95
Violations of Code of Conduct related to use of child labor	0	0	0

[1] Personnel converted to full-time employees (FTE).

[2] Including voluntary leavers and pensions. Not including ended fixed-term employments or layoffs in Finland due to production-related or financial reasons.

[3] The average voluntary turnover of permanent employees was 11.7 percent for office and production staff and 23.3 percent for store personnel. As is typical in the company's sector, the turnover of store personnel is somewhat higher than the average.

[4] Calculated on theoretical regular working hours. Covers employees in Finland, where 80 percent of Marimekko personnel is located.

[5] Covers employees in Finland, where 80 percent of Marimekko personnel is located. The increase in comparison to 2021 is partly explained by the more accurate recording of accidents. Over half of the occupational accidents in 2022 did not lead to absence from work.

[6] According to amfori BSCI's audit rating system, an acceptable result is A (outstanding), B (good) or C (acceptable). The rating C requires, however, a follow-up audit.

Reporting principles and GRI

This is Marimekko's tenth sustainability review. This material references disclosures from the Global Reporting Initiative (GRI) Standard 2021. The GRI Content Index presents the standards or sections of standards referred to and the corresponding content in the report.

Marimekko's statement on non-financial information in accordance with Chapter 3a of the Finnish Accounting Act and the EU Directive 2014/95/EU is included in the Marimekko's year 2022 publication.

Marimekko supports the ten principles of the United Nations Global Compact. As a company, we at Marimekko respect and promote these principles throughout our operations and we report on our progress according to Global Compact's renewed reporting requirements by answering a separate questionnaire during spring 2023.

REPORTING SCOPE AND CALCULATING PRINCIPLES

Data included in this report covers the Marimekko group. Any exceptions to this principle are presented in connection with the data in question. The report also includes information on Marimekko's supply chain.

Data used in the calculation of greenhouse gas emissions and environmental indicators is derived from sources including Marimekko's service providers (such as energy and biogas consumption data and emission factors), from logistics partners (emission reports, shipment data, and warehouse energy consumption), from partner suppliers (e.g. emissions from the production of ceramic products and from the cut, make, and trim of Marimekko products), from Marimekko's own systems (such as amounts of sourced materials and spend data), and from several databases (such as Higg MSI 3.5 at Higg.org and Defra conversion factors[1]).

The total energy consumption reporting boundary is aligned with Scope 1 and 2 emissions reporting boundaries. Total energy consumption includes fuel consumption at Helsinki printing factory, Kitee facility and company leased vehicles, as well as electricity and heating purchased and produced by Marimekko for Helsinki printing factory and headquarters, the Sulkava facility as well as retail stores and offices globally. Biogas consumption per meter of fabric printed applies to the Helsinki printing factory.

Indicators of the amount of waste generated, total water consumption, and water consumption per meter of fabric printed apply to the Helsinki printing factory and headquarters.

Our greenhouse gas emissions accounting and reporting are aligned with the GHG Protocol and cover our entire value chain. GHG emissions have been calculated in line with the GHG Protocol Corporate Accounting and Reporting Standard and the Corporate Value Chain (Scope 3) Accounting and Reporting Standard. All Scope 3 emission categories are included in the scope of calculation, except for categories 10 and 15 (Processing of sold products and Investments), which are not relevant for our operations. We use the market-based approach for reporting Scope 2 emissions.

The calculation of greenhouse gas emissions and water scarcity score of sourced textile materials is based on the Higg Materials Sustainability Index (MSI) 3.5 data at Higg.org. These indicators are expressed as relative to the total amount of sourced textiles. The total amount of sourced textiles is the amount of ordered textile products (kg) that have a delivery date in the reporting year.

Calculation of greenhouse gas emissions of cut, make, and trim of textile materials is based on energy consumption and emissions data collected from Marimekko's Tier 1 suppliers. As data was not received from all suppliers, the result has been extrapolated to represent all suppliers based on the volume of purchased goods sourced from these suppliers.

The greenhouse gas emissions associated with logistics (per kg of transported product) are calculated as the total greenhouse gas emissions of logistics paid by Marimekko (emissions under Scope 3 Category 4, Upstream transportation and distribution) divided by the total amount (kg) of ordered products that have a delivery date in the reporting year.

Information on personnel for Finland is derived from the company's HR data and information system. Personnel data has been collected separately for parts of the organization located outside Finland.

Financial data is derived from Marimekko's audited financial statements, complying with the IFRS standards, and from internal accounting.

The figures related to supply chain and more sustainable materials are based on reports extracted from internal systems, such as sales and purchase reporting, and our supplier management system.

MATERIAL TOPICS AND THEIR BOUNDARIES

The material topics identified by Marimekko and the process of identifying them are described in the section Sustainability at Marimekko, and the tables presenting the progress in each of our sustainability goals is provided on pages 15, 20 and 32. Some of the aspects concern Marimekko's own operations and some have been identified as relevant, for example, at a particular stage of Marimekko's supply chain, or only in relation to certain activities. These boundaries are specified in connection with the material topic and indicator in question.

ASSURANCE PRACTICES

This sustainability review has not been assured by a third party. The information based on the statutory financial statements has been audited by KPMG Oy Ab.

FEEDBACK AND CONTACT INFORMATION

We hope to receive feedback from all our stakeholders regarding our sustainability communications and reporting as part of our commitment to further development in this area. Please contact us at sustainability@marimekko.com.

[1] UK Government GHG Conversion Factors for Company Reporting at Greenhouse gas reporting: conversion factors 2022 - GOV.UK (www.gov.uk).

GRI content index

Disclosure		Included	Section/additional information
GENERAL DISCLOSURES			
2-1	Organizational details	Yes	Marimekko in brief, p. 3–4
2-2	Entities included in the organization's sustainability reporting	Yes	Reporting principles and GRI, p. 52–53
2-3	Reporting period, frequency and contact point	Yes	Reporting principles and GRI, p. 52–53 Reporting period is from 1 January to 31 December 2022. The review is published annually.
2-4	Restatements of information	Yes	Reporting principles and GRI, p. 52–53
2-5	External assurance	Yes	Reporting principles and GRI, p. 52–53
2-6	Activities, value chain and other business relationships	Yes	Marimekko in brief, p. 3–4 Our value chain, p. 45–46 No significant changes compared to the previous reporting period.
2-7a	Employees	Partly	Our culture is founded on equality, diversity, and inclusivity and we promote and foster these in our entire value chain, p. 41–42 Key figures p. 49–51
2-9	Governance structure and composition	Partly	Marimekko's year 2022, p. 84–87
2-10	Nomination and selection of the highest governance body	Yes	Marimekko's year 2022, Corporate governance statement 2022 p. 83–91

Disclosure		Included	Section/additional information
2-11	Chair of the highest governance body	Yes	Marimekko's year 2022, Corporate governance statement 2022 p. 83–91
2-12	Role of the highest governance body in overseeing the management of impacts	Yes	Marimekko's year 2022, Corporate governance statement 2022 p. 67–82
2-14	Role of the highest governance body in sustainability reporting	Yes	Marimekko's year 2022, Statement of non-financial information 2022, p. 67–82
2-19	Remuneration policies	Partly	Marimekko's year 2022, Remuneration report 2022, p. 92–98
2-20	Process to determine remuneration	Partly	Marimekko's year 2022, Remuneration report 2022, p. 92–98
2-22	Statement on sustainable development strategy	Yes	From the President and CEO, p. 7–8
2-27	Compliance with laws and regulations	Yes	Marimekko's year 2022, Statement of non-financial information 2022, p. 67–82
2-28	Membership associations	Yes	Stakeholder engagement, p. 47–48
2-29	Approach to stakeholder engagement	Yes	Stakeholder engagement, p. 47–48
2-30	Collective bargaining agreements	Partly	At the end of 2022, 79 percent (79) of Marimekko employees in Finland were covered by collective bargaining agreements.

Disclosure		Included	Section/additional information
MATERIAL TOPICS			
3-2	List of material topics	Yes	Reporting principles and GRI, p. 52–53 Tables on p. 15, 20, and 32
3-3	Management of material topics	Partly	Sustainability at Marimekko, p. 9–13 Tables on p. 15, 20, and 32 Timeless design brings joy for generations to come, p. 14–18 The products of tomorrow leave no trace, p. 19–30 Positive change through fairness and equality, p. 31–42
ECONOMIC PERFORMANCE			
201-1	Direct economic value generated and distributed	Yes	Marimekko's year 2022, Financial Statements and Report of the Board of Directors 2022, p. 12–62
ANTI-CORRUPTION			
205-2	Communication and training about anti-corruption policies and procedures	Yes	Business principles, p. 43–44
205-3	Confirmed incidents of corruption and actions taken	Yes	Business principles, p. 43–44
ANTI-COMPETITIVE BEHAVIOR			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Yes	Business principles, p. 43–44
MATERIALS			
301-2	Recycled input materials used	Partly	Key figures, p. 49–51

Disclosure		Included	Section/additional information
ENERGY			
302-1	Energy consumption within the organization	Partly	Key figures, p. 49–51
302-3	Energy intensity	Partly	Key figures, p. 49–51
302-4	Reduction of energy consumption	Partly	Key figures, p. 49–51
WATER AND EFFLUENTS			
303-5	Water consumption	Partly	Key figures, p. 49–51
EMISSIONS			
305-1	Direct (Scope 1) GHG emissions	Partly	Key figures, p. 49–51
305-2	Energy indirect (Scope 2) GHG emissions	Partly	Key figures, p. 49–51
305-3	Other indirect (Scope 3) GHG emissions	Partly	Key figures, p. 49–51
305-4	GHG emissions intensity	Partly	Key figures, p. 49–51
WASTE			
306-3	Waste generated	Partly	Key figures, p. 49–51
306-4	Waste diverted from disposal	Partly	Key figures, p. 49–51
306-5	Waste directed to disposal	Partly	Key figures, p. 49–51
OCCUPATIONAL HEALTH AND SAFETY			
403-9	Work-related injuries	No	The total number of occupational accidents is reported. We provide an inspiring, responsible, and caring workplace, p. 38–40

Disclosure		Included	Section/additional information
TRAINING AND EDUCATION			
404-2	Programs for upgrading employee skills and transition assistance programs	Partly	We provide an inspiring, responsible, and caring workplace, p. 38–40
404-3	Percentage of employees receiving regular performance and career development reviews	Partly	Maripeople discussions discussions are held twice a year with each Marimekko employee.
DIVERSITY AND EQUAL OPPORTUNITY			
405-1	Diversity of governance bodies and employees	Partly	Our culture is founded on equality, diversity, and inclusivity and we promote and foster these in our entire value chain, p. 41-42 Marimekko's year 2022, Corporate governance statement 2022, p. 83–91
405-2	Ratio of basic salary and remuneration of women to men	No	Aspect has been identified as material, but the ratio has not been reported due to lack of data.
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Partly	We promote human rights, living wages, worker empowerment, and safe working conditions in our supply chain, p. 33–34 In the amfori BSCI audits in 2022, no findings were made related to freedom of association and collective bargaining.
CHILD LABOR			
408-1	Operations and suppliers at significant risk for incidents of child labor	Partly	We promote human rights, living wages, worker empowerment, and safe working conditions in our supply chain, p. 33–34 In the amfori BSCI audits in 2022, no findings were made related to child labor.

Disclosure		Included	Section/additional information
FORCED OR COMPULSORY LABOR			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Partly	We promote human rights, living wages, worker empowerment, and safe working conditions in our supply chain, p. 33–34
SUPPLIER SOCIAL ASSESSMENT			
414-1	New suppliers that were screened using social criteria	Partly	We promote human rights, living wages, worker empowerment, and safe working conditions in our supply chain, p. 33–34 Social criteria are always part of our supplier selection.
414-2	Negative social impacts in the supply chain and actions taken	Partly	We promote human rights, living wages, worker empowerment, and safe working conditions in our supply chain, p. 33–34
CUSTOMER HEALTH AND SAFETY			
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Yes	No such incidents during the reporting period.
MARKETING AND LABELING			
417-3	Incidents of non-compliance concerning marketing communications	Yes	No such incidents during the reporting period.

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