

Statement of non-financial information 2023

MARIMEKKO'S BUSINESS MODEL AND APPROACH TO SUSTAINABILITY

Marimekko is a Finnish lifestyle design company renowned for its original prints and colors. The company designs, produces, sources, markets and sells clothing, bags and accessories, as well as home décor items ranging from textiles to tableware. Marimekko's business model is based on a variety of distribution channels including company-owned 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, e-tailers (wholesale), and licensing as well as various creative retail concepts such as pop-up stores that are constantly increasing in importance. The company's key markets are Northern Europe, the Asia-Pacific region and North America. The design, product development, merchandising, marketing, omnichannel sales, and supply chain-related activities are led globally from the headquarters in Helsinki. A large part of Marimekko's printed fabrics, used across its product lines, is produced in Helsinki in the company's own textile printing factory. The printing factory also acts as an innovation hub for Marimekko's key differentiator, its art of printmaking, and enables active participation in research and development projects related to Marimekko's products and operations. Marimekko products are manufactured by suppliers, for example, in the Baltic countries, Portugal, China and Thailand. Good and competent suppliers play a major role in Marimekko's competitiveness, and the company strives to build long-term partnerships with its suppliers.

Marimekko's core values and Code of Conduct guide the daily work. The requirements for suppliers are included in the Marimekko Supplier Code of Conduct, which is based on the International Labour Organization (ILO) conventions and the amfori BSCI 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. Marimekko's sustainability work is guided by the company's sustainability strategy and related roadmap. In addition, Marimekko has more specific policies and instructions guiding its operations in the areas of environmental matters, social matters, human rights as well as topics related to ethical business including anti-corruption and anti-bribery. The most important guidelines are described in the respective sections of this statement.

Marimekko's operations and design philosophy have always been based on a sustainable approach: Marimekko wants to offer its customers timeless, functional and high-quality products that bring them long-lasting joy and that they will not want to throw away. Determined sustainability efforts support the company's long-term success, and sustainability has been defined as one of the five strategic success factors during the strategy period of 2023–2027.

Sustainability is an increasingly important factor guiding consumers' choices and has an impact on attracting and retaining talent as well as investors. Marimekko continuously develops its products and practices, for instance, by striving to extend the lifespan of the products in different ways, e.g., through use of renewable energy and through material, energy and water efficiency in the in-house printing factory and wider in the company's

value chain, for example, through materials used, transportation mode choices and route optimization. In addition, Marimekko engages with various industry networks (Better Cotton, amfori BSCI, Responsible Sourcing Network, The Ellen MacArthur Foundation, local industry associations, among others), as the company believes that the collaboration between different actors is the most effective way to promote the best practices in the industry.

The focus areas for Marimekko's sustainability strategy and work have been determined based on the Marimekko brand, vision and values, paired with analyses looking at megatrends affecting the fashion and textile industry, consumer trends and insight, studies on sustainability factors in the whole value chain and benchmarking of industry best practices, stakeholder dialogue and input from employees. In 2023, Marimekko conducted a double materiality analysis to comply with the upcoming Corporate Sustainability Reporting Directive. This analysis will further define the focus areas of the sustainability work in the coming years. The material sustainability aspects related to Marimekko's operations are included in the sustainability strategy's three guiding principles and related goals. Marimekko's sustainability actions cover the entire product life cycle from materials to end use.

Marimekko's sustainability strategy for 2021–2025 is founded on three guiding principles with defined goals and initiatives. The three principles deployed throughout Marimekko's value chain are:

- Timeless design brings joy for generations to come.
- The products of tomorrow leave no trace.
- Positive change through fairness and equality.

The sustainability strategy is presented in more detail on page 11 of Marimekko's year 2023 and on the company website at company.marimekko.com/sustainability.

Governance model and business principles

Marimekko has defined a governance model for developing and managing non-financial matters:

- The Board of Directors approves the 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 monitored 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. For more on management remuneration, see pages 96–102 of Marimekko's year 2023.
- The Management Group sets annual targets for the sustainability work and follows the progress on an at least bi-annual basis.
- Risks related to non-financial matters including environmental, social, human rights and anti-bribery and anti-corruption are addressed as part of the consolidated risk management and presented quarterly in the Interim Reports as well as part of the Report of the Board of Directors, on pages 18–21 of Marimekko's year 2023.
- Each business unit and function is responsible for the actions relating to their own areas in order to reach the shared targets.

- The Business Development & Transformation team is responsible for ensuring the execution of Marimekko’s Sustainability Transformation Program both for the company’s own operations and its value chain.
- The internal innovation team Marimekko Innovation Works is responsible for the development, promotion and piloting of innovative materials, dyes and technologies, as well as new business models and services related to sustainability and the circular economy.

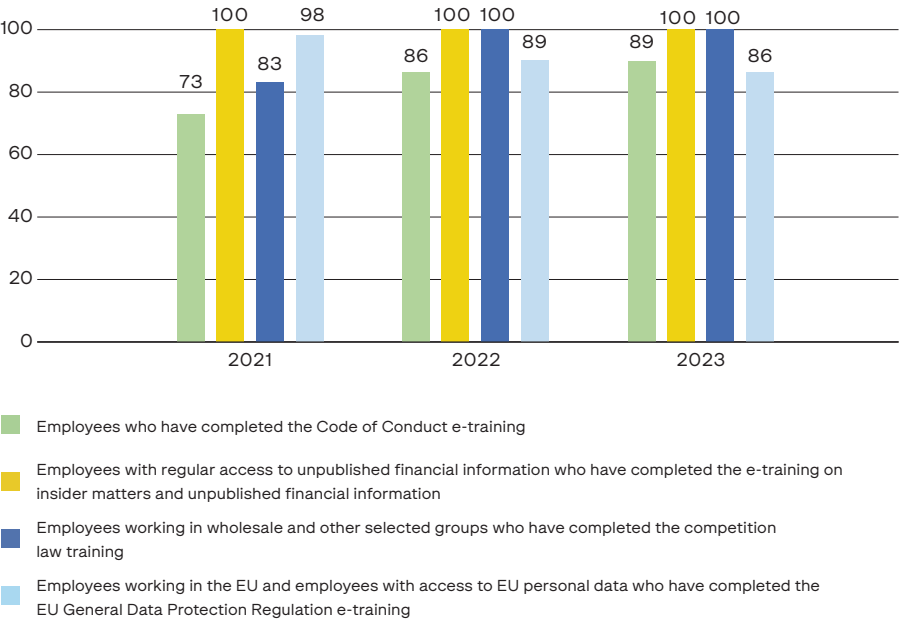
Marimekko is committed to operating according to the same principles around the world, complying with international and local laws and regulations, the Marimekko values and following ethical business practices. The key principles for ethical business practices are included in the Marimekko Code of Conduct and the Supplier Code of Conduct. The Marimekko Code of Conduct details, e.g., the company’s commitment to sustainable development and sustainability in Marimekko’s operations, including environmental and social aspects, respect for human rights as well as Marimekko’s anti-corruption and anti-bribery stance. The Marimekko Code of Conduct was revised in 2022. More specific instructions are given in, for example, HR guidelines and the policies on competition law, industry associations, insider regulations and data protection. In 2023, Marimekko also launched new guidelines for gifts and hospitality. Anti-corruption and anti-bribery matters are further addressed in contracts with partners, such as suppliers and distributors. Audits at partner suppliers also cover ethical business practices, in accordance with the amfori BSCI Code of Conduct. Marimekko has not been involved in any

legal cases or rulings related to corruption, bribery, or any other unethical business in the reporting period.

Marimekko has instructions and pre-determined processes in place to address suspicions of violations of laws or the company’s Code of Conduct or other policies. Possible misconduct can be reported personally or anonymously via a whistleblowing channel maintained by an independent third-party service provider. The channel is also available to external parties. In 2023, a total of nine incidents were reported, and they were all handled according to the pre-determined processes.

To ensure that Marimekko employees are familiar with the Code of Conduct and follow it in their daily work, all employees are required to complete an e-training. The Marimekko Code of Conduct e-training was renewed in 2022. At the end of 2023, 89 percent of all employees (86) had completed the training. 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. The e-training was updated in 2023. In addition, Marimekko regularly organizes customized trainings and communication about insider regulations, competition law as well as anti-corruption and anti-bribery, among others.

SHARE OF EMPLOYEES WHO HAVE COMPLETED TRAINING IN ETHICAL BUSINESS PRACTICES





Timeless design brings joy for generations to come

Marimekko's design philosophy is based on timeless, functional and high-quality products that give people long-lasting joy. Marimekko wants to create timeless design and future classics and, in the coming years, to offer even more comprehensive services to lengthen the product lifetime and support its community to resell and recycle used Marimekko products. A long-lasting product is a key component in improving sustainability in the fashion industry, as, for example, wearing items twice as long can reduce the industry's emissions by up to 44 percent.¹

To ensure timeless design, Marimekko teams, starting from design and product development, are considering in their daily work the quality and environmental impacts of materials, the ability to care for and recycle products, as well as designing for combinability within and across seasons. In 2023, Marimekko became a member of the Ellen MacArthur Foundation, the world's leading network on circularity, documented its own Framework for Circular Design to support the Marimekko teams, and launched,

¹ Ellen MacArthur Foundation, A new textiles economy: Redesigning fashion's future (2017, <http://www.ellenmacarthurfoundation.org/publications>).

for example, products made of monomaterial where already in the product design the recyclability at the end of the life cycle is better considered. In summer 2023, the first products were launched from a closed-loop pilot project, where the cutting waste and other leftover materials generated in the manufacturing of Marimekko's jersey products in Portugal were partly used as raw material for new Marimekko products. Towards the end of the year, similar products utilizing textile waste collected from our own printing factory, in cooperation with a Finnish Rester Oy, were launched. The new circular design principles will be more visible in collections from 2024 onward.

Rigorous quality management processes – such as anticipatory quality assurance through material and product testing, both for Marimekko's own printing factory and partner suppliers – ensure the durability and high-quality of Marimekko products and materials. In line with its material strategy, Marimekko continued in 2023 to increase the share of, for instance, organic and recycled materials in its products. To ensure the longevity of its products, Marimekko implemented to newly adopted materials the same high quality and durability criteria used for conventional materials. During the year, over 5,000 tests were carried out by Marimekko's own quality laboratory to ensure compliance with the company's quality criteria. In addition, a small share of the tests was carried out in external quality laboratories. Due to higher production volumes, an elevated product offering following the sharpened creative vision, as well as introducing new material qualities, Marimekko onboarded 19 new suppliers during 2022 and an additional 11 in 2023. Despite the large number of new suppliers, the share of products subject to claims in

2023 was 0.4 percent of the products sold (0.5), i.e. below the set target of a maximum of 0.5 percent by the end of 2025.

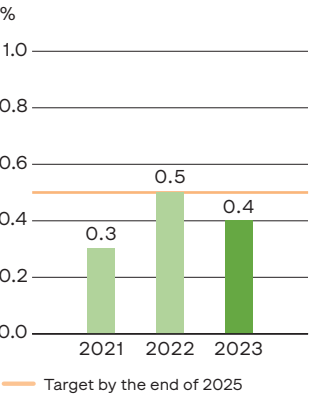
Marimekko's long-term objective is that, during their lifetime, Marimekko items will bring joy to many different consumers, even generations, after which they are finally recycled into new products. To lengthen the product life cycle, Marimekko introduced care products for clothing and increased its product care communication in 2023. Marimekko Pre-loved, the marketplace for second-hand and vintage products in Finland, extended the drop-off and pick-up of products to selected stores in Finland, and in addition to the online market place, several pop-up stores in Finland and Sweden sold pre-loved products.

OUR GOALS FOR TIMELESS DESIGN BY THE END OF 2025

- We make designs that stand the test of time.
- We offer durable, high quality and functional products.
- We actively work to prolong product lifetime.
- We contribute to the circular economy through new processes and services.

KEY FIGURES AND ACTIONS

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



Key actions in 2023

- Documenting Marimekko's Framework for Circular Design
- Marimekko's in-house quality laboratory conducting over 5,000 tests to ensure compliance with the company's quality standards
- Omnichannel development of Marimekko Pre-loved marketplace for second-hand and vintage goods in Finland
- Launching of Marimekko products from raw material partly made of textile waste generated in the manufacturing of Marimekko's products.



The products of tomorrow leave no trace

Marimekko's long term ambition is to leave no burden for the coming generations. The company believes that, in the future, timeless and high-quality products will be made in balance with the environment, in line with the principles of the circular economy. Marimekko is committed to continuously driving innovation in technologies, materials and business models through collaborations to lead the entire industry forward by its example and to reach its ambitious vision of leaving no trace. The work is guided by Marimekko's sustainability strategy and roadmap.

Marimekko has launched several initiatives to significantly reduce greenhouse gas emissions intensity throughout its value chain. In 2022, Marimekko committed to the Science Based Targets initiative (SBTi) to set science-based, even more ambitious targets for emissions reductions throughout its value chain in line with the UN Paris Climate Agreement. Marimekko will set the new science-based emissions reduction targets in accordance with the schedule of the SBTi within two years of the commitment i.e. during 2024. The targets will be published as soon as SBTi has validated them. In order to measure progress against its sustainability targets, Marimekko calculates greenhouse gas emissions from the entire value chain (Scopes 1–3) annually. Significant emissions occur both in the upstream and downstream of Marimekko's value chain, such as during the

production of materials, during logistics as well as when the products are used.

Marimekko achieved already in 2022 its target to reduce emissions from its own operations (Scope 1 and 2) by 40 percent by the end of 2025. In 2023, Marimekko's Scope 1 and 2 emissions were 71 percent lower compared to 2019. The most significant action contributing to the achievement of the target has been the transition to renewable district heating at Marimekko's headquarters and printing factory, located in Helsinki in 2022. In 2023, the share of renewable energy of all energy purchased and produced by Marimekko was 92 percent (91). To further reduce emissions from its own operations, Marimekko continues its transition to renewable energy.

In 2023, Marimekko focused especially on reducing emissions from its value chain by increasing more heavily than before the share of organic and recycled materials of all sourced textile materials. These materials are in general less emission-intensive than conventional materials². Respectively, Marimekko reduced its financing for climate protection projects beyond Marimekko's value chain. However, as in previous years, in 2023 Marimekko acquired carbon credits corresponding to the emissions caused by e-commerce deliveries to Finland and Europe, partly directly and partly through its partner DHL Express.

² Based on Higg MSI 3.7 data at Higg.org



In 2023, Marimekko headquarters had the WWF Green Office certificate and a related environmental program, focusing especially on emissions reductions and increasing employee awareness of environmental matters. The actions in 2023 were related mostly to improving the sorting of waste.

Material choices play an important role in decreasing a product's environmental impact. The objective of Marimekko's material strategy is to shift the material portfolio towards, for example, organic, recycled, and bio-based materials as well as new material innovations, by the end of 2025. In 2023, Marimekko increased the share of recycled materials to 21 percent (10) and the share of organic materials to 20 percent (6) of all sourced textiles.

Marimekko's goal is to reduce the emissions of textile materials per kg of sourced textiles by 20 percent by the end of 2025 compared to baseline year 2019. In 2023, the greenhouse gas emissions of textile materials per kilogram of sourced textiles³ were 9 percent lower compared to 2019. Reductions in the emission factors of several materials⁴ and the increased share of recycled and organic textiles in the collections contributed to the decreased emission intensity. On the other hand, increased share of emission-intensive animal derived materials, such as leather and wool, slowed the positive development

in emission intensity of textile materials. The more versatile material selection better corresponds to customer needs but makes it more difficult to reach the target set in 2020.

In 2023, 57 percent of the cotton sourced was Better Cotton (81), 29 percent organic cotton (10) and 9 percent recycled cotton (6), while the share of conventional cotton was 5 percent (18). Marimekko is committed to phasing out the use of conventional cotton and is thus sourcing only organic cotton, Better Cotton⁵, recycled cotton or other traceable cotton as of 2024.

Marimekko strives to increase the share of certified materials of all sourced materials. In 2023, 67 percent of the wool sourced had a responsibility certificate (57) and 14 percent was certified, recycled wool (2). The company is also committed to sourcing cellulose-based fibers made only from FSC or PEFC certified raw materials as of 2024.

Material choices have a direct impact on the use of water and increasing the share of organic and recycled materials and new material innovations help Marimekko to reduce the water use intensity in Marimekko's upstream value chain. In 2023, the water scarcity score⁶ of textile materials per kilogram of sourced textiles decreased by 33 percent compared to 2019, mostly due to the increased share of organic

and recycled cotton as well as the decreased overall share of cotton in Marimekko's material base.

Marimekko monitors the water consumption of its printing factory and headquarters as well as the wastewater quality of the printing factory, in line with the environmental permit requirements of the factory. In 2023, water consumption in the printing factory and the headquarters totaled 28.7 liters per meter of fabric printed (23.8). Water consumption in the printing factory varies depending on the types of fabrics printed and the number of dyes used in printing. Some fabrics need to be washed twice after printing, which increases water consumption. The water consumption includes also water used at the headquarters and lunch restaurant. In 2023, there were more visitors at the office and the restaurant compared to previous year, which increased the water consumption.

For partner suppliers' environmental practices, such as management of emissions, effluents, and waste as well as handling of chemicals, the requirements are set in Marimekko's Supplier Code of Conduct, which was updated in 2022. Requirements related to environmental protection were specified in the update of the Supplier Code of Conduct. The company's sourcing teams regularly gather and assess information about environmental impacts in

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 3.7 data at Higg.org) divided by the total amount (kg) of purchased textiles.

⁴ Emission factors obtained from the Higg MSI 3.7 database at Higg.org.

⁵ 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.

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 3.7 data at Higg.org.

OUR GOALS FOR LEAVING NO TRACE BY THE END OF 2025

- We work to reduce our greenhouse gas emissions intensity throughout the value chain.
- We work to reduce the amount of chemicals used in our supply chain.
- We work to reduce the water use intensity in our supply chain.
- We minimize the waste and maximize recycling and upcycling of materials in our operations.

the supply chain in order to plan future actions.

Marimekko's goal is to reduce the emissions from its logistics per kg of transported product by 50 percent by the end of 2025 compared to baseline year 2018. The main means of reducing emissions from logistics are optimizing transportation routes and favoring lower-emission modes of transport. In 2023, Marimekko clearly increased direct deliveries from suppliers to wholesale customers in Asia, which shortened the transport routes and thus contributed to the positive emission development of logistics. On the other hand, emissions increased in 2023 as the share of sea freight, which is less emission intensive compared to air freight, decreased: In the comparison year, Marimekko prepared for the demand of the continuous collection in the event of possible supply chain disruptions, and as a result of good inventory levels, clearly fewer heavy ceramics and glassware, typically transported by sea from Asia, were imported in 2023 than in the comparison

year. Early commitment to product orders from supplier partners is typical of the textile industry. Russia's attack against Ukraine in spring 2022 mostly ended the sea-train transport, which is faster than sea transport. In order to avoid over production, Marimekko aims to continuously optimize its orders, which in 2023 necessitated some increase in faster but more emission-intensive air freight. For these reasons, the greenhouse gas emissions of logistics per kilogram of transported product⁷ increased slightly from the previous year, but were still 33 percent lower compared to 2018, which is the base year for the target.

A significant share of greenhouse gas emissions emitted during the lifetime of a long-lasting garment relate to its care, including machine washing, drying and ironing. Marimekko recommends to care for its products in ways that save energy and provides several practical ways to lower emissions from product care in its comprehensive care guide

available on its website. Customers are also regularly informed about product care methods and the importance of product care on social media channels.

In addition to reducing greenhouse gas emissions and water use intensity, Marimekko aims to continuously reduce the amount of chemicals used in its supply chain, as it is estimated that a significant share of global chemical output originates from the textile industry. Marimekko's printing factory has its own environmental and chemicals management processes in place. 80 percent (70) of the fabrics printed at the factory 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. To further reduce the use of chemicals, Marimekko has increased the share of unbleached materials used in its printing factory to 40 percent (29) of all sourced materials. For its partner suppliers, Marimekko has implemented chemical management principles, detailed in contracts and the company's Restricted Substances List (RSL). Compliance with the RSL is monitored by random testing based on risk assessment.

Marimekko's own printing factory offers unique possibilities for testing new, innovative dyestuffs and other printing chemicals in the printing process. In 2023, Marimekko tested and piloted, together with Origin by Ocean, the use of alginate-based thickener for printing paste and continued the use and testing of plant-based dyestuffs.

Marimekko aims to continue reducing fabric, plastic and other waste and move towards recycled and reusable packaging. Cutting waste is reduced through decisions made in the design phase, e.g. by

considering the size and positioning of prints and designing products of different sizes from the same fabric. In 2023, a capsule collection called Icons Revived was launched consisting of dresses made from surplus fabrics of previous collections using the iconic silhouettes from the 1960s and 1970s. In addition, the home collection included a number of products using repurposed materials.

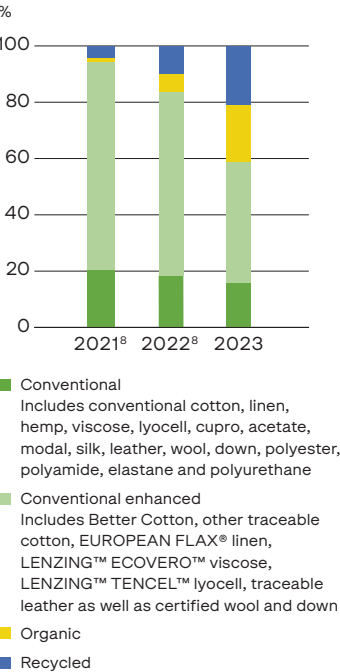
Marimekko aims to reduce the waste from its own operations and to sort the waste as efficiently as possible for further use. In 2023, 57 percent of the waste generated at the headquarters and printing factory was recycled as material (48) and the rest of the waste was utilized in energy production. The recycling rate increased for example thanks to separate sorting of plastic waste, which started in fall 2022. The collaboration with Rester Oy to recycle the textile waste from the printing factory and sewing shop into new fiber continued in 2023.

All packaging materials used by Marimekko are recyclable, and in the future the company intends, for example, to reduce the use of plastic and increase the use of recycled materials in packaging.

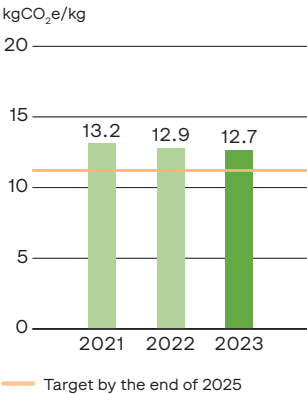
⁷ The greenhouse gas emissions associated with logistics are calculated as Scope 3, Category 4 emissions divided by the total amount (kg) of ordered products with delivery date in the reporting year.

KEY FIGURES AND ACTIONS

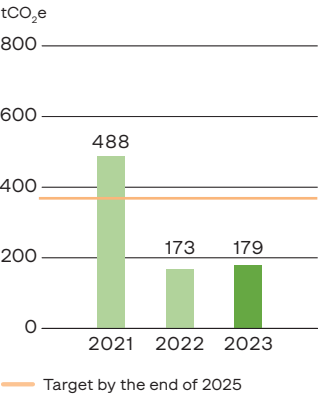
Textile material composition shares



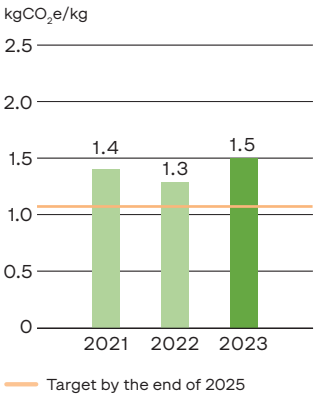
Greenhouse gas emissions of textile materials per kg of sourced textiles⁹
Target to reduce by 20% from the 2019 baseline of 13.9 kgCO₂e/kg



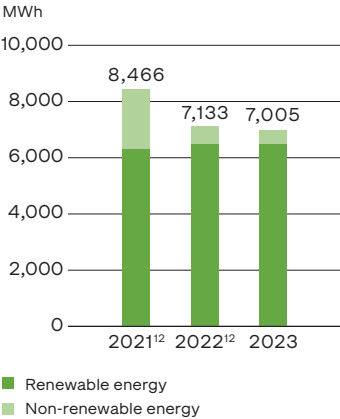
Greenhouse gas emissions Scope 1 and 2
Target to reduce by 40% from the 2019 baseline of 617 tCO₂e



Greenhouse gas emissions of logistics per kg of transported product¹⁰
Target to reduce by 50% from the 2018 baseline of 2.2 kgCO₂e/kg



Total energy consumption¹¹



⁸ The shares of conventional and conventional enhanced materials of years 2021 and 2022 have been corrected so that conventional lyocell is moved from conventional enhanced materials to conventional materials.

⁹ Greenhouse gas emissions of textile materials per kilogram of sourced textiles are calculated as the cradle-to-gate greenhouse gas emissions of purchased textiles (based on Higg MSI 3.7 data at Higg.org) divided by the total amount (kg) of purchased textiles. The figure for 2021 is not fully comparable with those for 2022 and 2023, as Marimekko updated its method of calculating the emissions of textile materials in 2022 to better take into account the dyeing and printing practices of different product types, which reduced emissions.

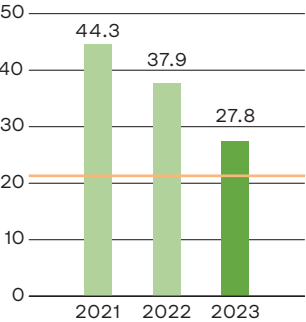
¹⁰ The greenhouse gas emissions associated with logistics are calculated as the Scope 3, Category 4 emissions divided by the total amount (kg) of ordered products with delivery date in the reporting year.

¹¹ Includes consumption of fuels, electricity and heating purchased by Marimekko and solar electricity produced by Marimekko.

¹² The renewable energy consumption and total energy consumption figures for years 2021 and 2022 have been restated because of a correction in the calculation of energy consumptions.

Water scarcity score of textile materials per kg of sourced textiles¹³

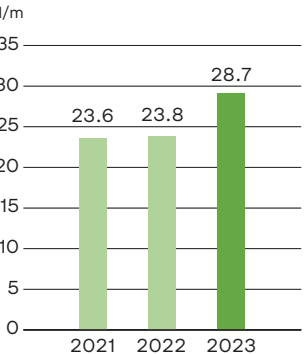
Target to reduce by 50% from the 2019 baseline of 41.4



Target by the end of 2025

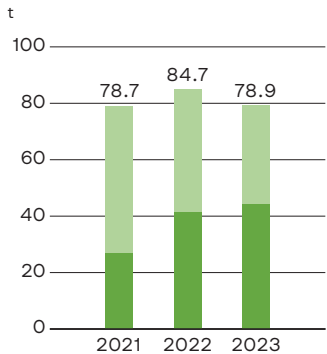
Water consumption per meter of fabric printed

Helsinki printing factory and headquarters



Total amount of waste

Helsinki printing factory and headquarters



Waste recycled as material
Waste utilized in energy production

Key actions in 2023

- Clearly increasing the share of recycled and organic materials in the collections, in line with the material strategy, which decreases the greenhouse gas emissions and water scarcity score per kilogram of sourced textiles
- Icons Revived capsule collection from surplus fabrics and closed-loop pilot projects in Portugal and Finland
- Increasing direct deliveries from suppliers to wholesale customers in Asia to reduce greenhouse gas emissions of logistics
- Piloting alginate-based thickener for printing paste together with Origin by Ocean and testing new plant-based dyes in the printing factory.

¹³ The 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 3.7 data at Higg.org.



Positive change through fairness and equality

Marimekko promotes equality and fairness in its entire value chain and fosters diversity, equality and inclusion both through internal and external initiatives. Marimekko strives to continuously improve the transparency of its value chain and is committed to driving positive change through supplier engagement and industry networks. Marimekko's commitment to respecting human rights, including freedom of association and the right to collective bargaining, is part of the company's Code of Conduct and Supplier Code of Conduct, which also include Marimekko's zero-tolerance for discrimination and other aspects of managing social matters.

Marimekko's wide range of products are manufactured by a global network of around 150 partner suppliers. The company's objective is to always find the best manufacturing place for each product category. Marimekko has strong values. One of those is 'fairness to everyone and everything', which extends to its personnel, customers, and partners around the world. Marimekko is committed to promoting human rights, living wages, worker empowerment and safe working conditions in the company's supply chain and in all its operations. The company's approach to human rights is based on the

United Nations Guiding Principles on Business and Human Rights (UNGPs).

Marimekko's sourcing is guided by principles of responsible sourcing and its Supplier Code of Conduct. The Supplier Code of Conduct is part of the contracts between Marimekko and its partner suppliers, and by signing the document, suppliers commit to endorsing both the principles of the Code as well as the ILO conventions. The suppliers also commit to complying with Marimekko's Product Policy related to responsible material sourcing. According to its Product Policy, Marimekko does not accept materials from very high-risk countries. This applies, for example, to the sourcing of cotton from Uzbekistan, Turkmenistan, and the Xinjiang Uyghur Autonomous Region in China. The Supplier Code of Conduct and Product Policy were last updated in 2022, when Marimekko also offered training for its partner suppliers regarding the content and most significant changes in the Supplier Code of Conduct and Product Policy.

Marimekko's due diligence approach for human rights is based on careful supplier assessment and selection as well as contractual obligations imposed on partner suppliers. The company is a member of

the European amfori BSCI initiative, which provides tools for monitoring and improving working conditions in global supply chains. Monitoring of suppliers is conducted through independent third-party audits performed mainly in factories located outside Europe, in countries considered higher risk, factory visits by Marimekko employees both in Europe and in Asia as well as questionnaires to suppliers regarding topics such as the origin of materials used.

Corrective actions identified through monitoring are followed-up regularly with suppliers. Marimekko's sourcing personnel receive training on responsible sourcing practices and human rights topics. The due diligence process is assessed and developed continuously. Furthermore, Marimekko has a tool to check the background of partner suppliers and other significant business partners, including possible trade sanctions and risk of corruption.

During 2023, 27 amfori BSCI audits (26) were conducted at Marimekko's partner suppliers' facilities. Most of the findings in the audits concerned occupational health and safety (2023: 35 percent; 2022: 38), management systems (23 percent; 23) and worker involvement and protection (13 percent; 14). In 2022–2023, amfori BSCI renewed their auditing system to correspond to the new amfori Code of Conduct introduced at the beginning of 2022. Audits according to the new amfori Code of Conduct began in September 2023, but the factories have a transition period of one year to fully implement the needed changes.

Supply chains in the textile industry are complex and involve many players – thus, enhancing transparency in the supply chain from raw materials

to the stores demands long-term work. In 2023, 44 percent of sold Marimekko products were made in EU countries (52) and the rest mostly in other European countries or Asia. Marimekko publishes a list of its partner suppliers on the company website and at the Open Supply Hub platform. The content of the list is aligned with the requirements of The Apparel and Footwear Supply Chain Transparency Pledge. As part of its material strategy, Marimekko has increased sourcing of more traceable materials, including organic cotton and certified wool. In the spring of 2023, Marimekko joined the Leather Working Group initiative that is committed to building a more sustainable supply chain for leather. In addition, Marimekko began using traceable leather in its Imprint bag series. At the end of 2023, Marimekko obtained the Responsible Animal Fiber certificate. This certification covers wool from sheep and alpaca as well as mohair, and it ensures animal welfare, responsible use of farmland, workers' rights at the farms and the traceability of the certified material in the supply chain. Transparency is enhanced also by providing customers continuously with more information about the materials and production techniques used in Marimekko products.

Marimekko believes in fairness, courage and cooperation, and fosters an open, low-hierarchical corporate culture that is based on creativity and entrepreneurship. The company supports its employees in reaching their full potential in terms of e.g. the utilization of their skills and creativity. People processes and leadership culture are developed continuously as they have an important role in building employee experience. Marimekko's way of

working is based on the company's values and Code of Conduct. Marimekko has guidelines and processes in place to support providing an inspiring, responsible, and caring workplace. They include topics such as occupational health and safety, well-being at work, onboarding as well as employee engagement, performance and development. In addition, the company has an annual plan for diversity, equity and inclusion.

At Marimekko, personnel well-being is enhanced by promoting employees' health, work ability and functional capacity, as well as by ensuring an empowering working atmosphere. Marimekko uses its own early support model, aimed at improving work ability and workplace well-being. The objective is to increase dialogue between the managers and employees, particularly in matters related to the work and work ability, to improve the working conditions, and to prevent prolonged absenteeism and early disability retirements. As preemptive measures of occupational safety, hazards and risks involved in the work are recognized and evaluated. In addition, Marimekko trains its employees in occupational safety matters.

In Finland, the employees use a joint notification system to report their safety observations. The reported observations and occupational accidents are monitored regularly, and the necessary corrective actions are taken based on them. In 2023, there were 12 (19) occupational accidents. In 2023, two thirds of the occupational accidents did not result in absence from work.

Marimekko supports and promotes its employees' personal and professional development. The Group-

wide performance management model for individuals, Maripeople, is applicable to all Marimekko employees and covers objectives related to work tasks, ways of working and competence development. The objective of the annually implemented Maripeople process is to ensure clarity of expectations, to encourage systemic two-way feedback between employees and people managers, and to increase dialogue about each employee's work, skills, development areas, and career aspirations. A well-structured and implemented process supports employee well-being as well as ensures that the individuals' work contribution is aligned with the company's strategy. Employee and leadership surveys provide feedback and development ideas. In 2023, Marimekko developed managerial work by providing training on, e.g., change management, coaching and providing feedback.

Marimekko's culture and working environment are founded on equality, valuing diversity, and inclusion. Discrimination in any form is prohibited at Marimekko. The company wants to provide a safe, caring, communal and respectful working environment for all its employees. Any potential cases related to actions that are against the legislation or unethical are taken seriously and investigated according to set processes. The company promotes equality based on an equality plan, provides training for its managers, and measures success with the results of employee engagement surveys, among other things. In 2023, Marimekko continued to train its managers, for example, on taking diversity, equity and inclusion (DEI) perspectives into consideration in the implementation of people processes in addition

to the other themes related to the development of managers. Information on the DEI themes was provided also for the personnel at large.

Equality and authenticity have been important values for Marimekko since its early days, and the company wants to actively promote diversity, equity and inclusion in its communities. Supporting inclusion through, for example, its choices in imagery and representation is a constant and consistent part of Marimekko's marketing activities. In 2023, the activities around DEI matters included, for instance, continuing the official partnership with Helsinki Pride and supporting the LGBTQIA+ community through omnichannel content and collaborations. Marimekko worked with a wide range of models, influencers and creatives to make sure that the company fosters diversity, for example, in age, size, gender and ethnic background.

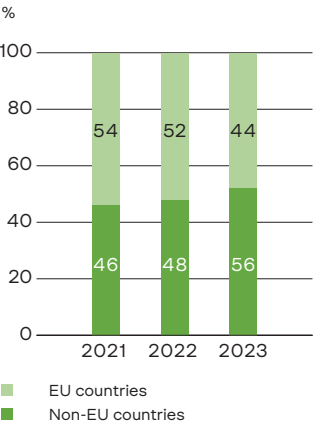


OUR GOALS FOR FAIRNESS AND EQUALITY BY THE END OF 2025

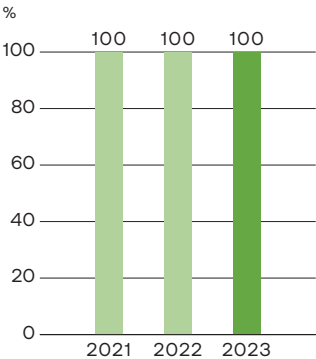
- We promote human rights, living wages, worker empowerment, and safe working conditions in our supply chain.
- We aim at full product transparency in the long term.
- We provide an inspiring, responsible, and caring workplace.
- Our culture is founded on equality, diversity, and inclusion and we promote and foster these in our entire value chain.

KEY FIGURES AND ACTIONS

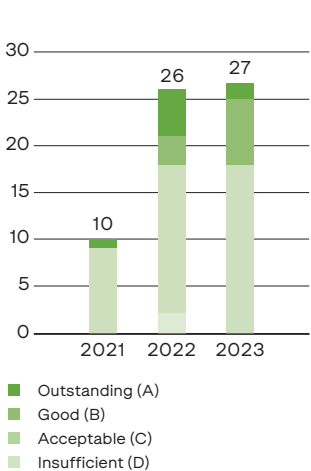
Origin of products, share of sales¹⁴



Share of purchases from audited suppliers in non-EU countries



Number of audits and audit results¹⁵



¹⁴ More detailed information about the countries of origin is presented on the company's website.

¹⁵ The number of audits varies year by year, based on the frequency of audits (the audit cycle is one or two years depending on the result) and changes in the supplier base (for example, a new factory may have an audit other than amfori BSCI).

eNPS (Employee Net Promoter Score)
measures the commitment of employees and their willingness to recommend the company

2023
30
2022
41

Results between -100 and 100

Leadership
One of the KPIs regarding leadership and managerial work is the statement of Leadership KPI feedback survey: "My manager was interested in my well-being"

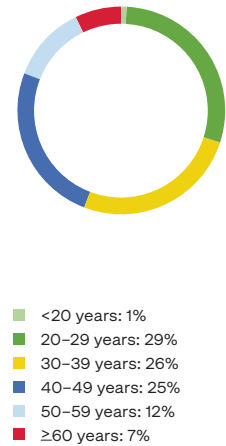
2023
4.4
2022
4.5

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

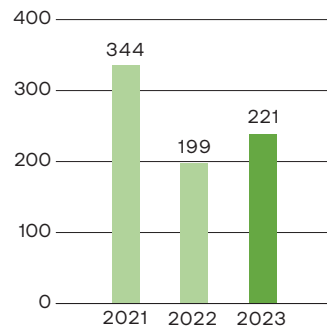
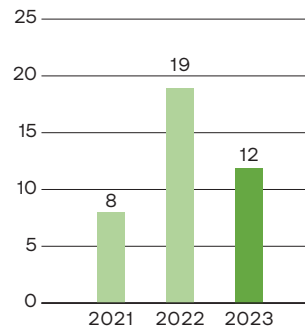
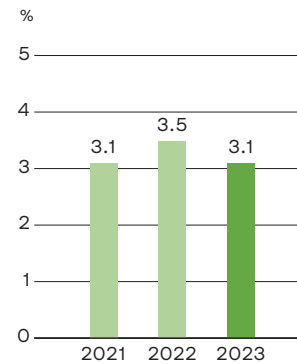
Gender distribution at Marimekko ¹⁶



Employee age distribution



¹⁶ For more on Board composition and diversity, please see Corporate Governance Statement on p. 87-95. Employee figures are presented as of 31 December 2023.

Number of safety observations¹⁷Number of accidents¹⁸Sick leave absences¹⁹

Key actions in 2023

- Increasing the transparency of the supply chain especially on animal-derived materials through Responsible Animal Fiber certification, membership in the Leather Working Group and using traceable leather
- Developing managerial work with a focus on, e.g., change management, coaching and on providing feedback
- Even better incorporation of diversity, equity and inclusion perspectives into Marimekko's people processes, among others
- Continuing official partnership with Helsinki Pride, creation of omnichannel content and collaborations to support the LGBTQIA+ community as well as working with a wide range of models, influencers and creatives.

¹⁷ Covers Finland.

¹⁸ Covers employees in Finland, where 80 percent of Marimekko personnel is located. The change in comparison to 2021 is partly explained by the more accurate recording of accidents. Two thirds of the recorded occupational accidents in 2023 did not lead to absence from work.

¹⁹ Covers employees in Finland, where 80 percent of Marimekko personnel is located. Employee figures are presented as of 31 December 2023.

EU Taxonomy

Marimekko's reporting on EU Taxonomy complies with Regulation (EU) 2020/852 of the European Parliament and of the Council. The EU Taxonomy is a classification system for sustainable financing, designed to help companies and investors assess whether an economic activity can be considered environmentally sustainable. The Taxonomy defines a set of criteria for a business activity that enables companies to assess to what extent the company's activities support the attainment of environmental objectives. The objectives are:

- Climate change mitigation
- Climate change adaptation
- The sustainable use and protection of water and marine resources
- The transition to a circular economy
- Pollution prevention and control
- The protection and restoration of biodiversity and ecosystems.

The reporting obligations defined in the EU Taxonomy have entered into force in a phased approach and require reporting of both eligible and aligned economic activities for climate change mitigation and adaptation and reporting of eligible economic activities for other environmental objectives for 2023. The technical screening criteria for climate change mitigation were published in 2021 while the technical screening criteria for other environmental objectives were published in 2023.

The following indicators are presented for Taxonomy-eligible, and Taxonomy-aligned activities: the share of turnover,

operating expenditure and capital expenditure. Marimekko presents the indicators according to the tables defined in the Taxonomy regulation for non-financial undertakings. In addition, a table is presented for nuclear and fossil gas-related activities in accordance with the regulation, although the company has no business activities related to these activities.

Marimekko has identified as Taxonomy-eligible economic activities the operations of Marimekko Pre-loved (the marketplace for vintage and second-hand products), the sale of vintage and second-hand products in various channels and the Care & Repair service. These economic activities are Taxonomy-eligible under the 'Transition to a circular economy' objective. Marimekko will conduct the Taxonomy alignment assessment for these activities at a later stage. In addition, the installation of electric car charging stations at Marimekko's Herttoniemi property in Helsinki has been identified as Taxonomy-eligible operating expenditure, and an energy efficiency investment in the same property has been identified as Taxonomy-eligible capital expenditure for 2023. Both are Taxonomy-eligible for the 'Climate change mitigation' objective. However, both the operating expenditure and the capital expenditure are insignificant in the context of Marimekko's overall business. Therefore, Marimekko has not conducted the Taxonomy alignment assessment for the installation of charging stations and energy efficiency investment and reports them as Taxonomy-eligible but not Taxonomy-aligned activities. If similar operating and capital expenditures occur in the future, Marimekko will also assess their Taxonomy alignment.

EUR million

Financial year 2023	2023			Substantial contribution criteria						DNSH criteria (DNSH: Does Not Significantly Harm)									
Economic Activities (1)	Code (2)	Turnover (3)	Proportion of Turnover, 2023 (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguards (17)	Proportion of Taxonomy- aligned (A.1) or -eligible (A.2) turnover, 2022 (18)	Category enabling activity (19)	Category transitional activity (20)

A.1. Environmentally sustainable activities (Taxonomy-aligned)

Turnover of environmentally sustainable activities

(Taxonomy-aligned) (A.1)	0.0	0.0%	0.0%	
Of which enabling	0.0	0.0%	0.0%	E
Of which transitional	0.0	0.0%	0.0%	T

A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)

				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL
Repair, refurbishment and remanufacturing	CE 5.1	0.0	0.0%	N/EL	N/EL	N/EL	N/EL	EL	N/EL
Sale of second-hand goods	CE 5.4	0.1	0.1%	N/EL	N/EL	N/EL	N/EL	EL	N/EL
Marketplace for the trade of second-hand goods for reuse	CE 5.6	0.0	0.0%	N/EL	N/EL	N/EL	N/EL	EL	N/EL

Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)

A. Turnover of Taxonomy-eligible activities (A.1+A.2)	0.2	0.1%	0.0%	0.0%	0.0%	0.0%	0.1%	0.0%	0.0%
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Turnover of Taxonomy-non-eligible activities

activities	173.9	99.9%
TOTAL (A+B)	174.1	100.0%

EUR million

Financial year 2023	2023			Substantial contribution criteria						DNSH criteria (DNSH: Does Not Significantly Harm)												
Economic Activities (1)	Code (2)	CapEx (3)	Proportion of CapEx, 2023 (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguards (17)	Proportion of Taxonomy- aligned (A.1) or -eligible (A.2) CapEx, 2022 (18)	Category enabling activity (19)	Category transitional activity (20)			
A. TAXONOMY-ELIGIBLE ACTIVITIES																						
A.1. Environmentally sustainable activities (Taxonomy-aligned)																						
CapEx of environmentally sustainable activities																						
(Taxonomy-aligned) (A.1)		0.0	0.0%															0.0%				
Of which enabling		0.0	0.0%															0.0%	E			
Of which transitional		0.0	0.0%															0.0%	T			
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																						
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL													
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3	0.1	1.4%	EL	N/EL	N/EL	N/EL	N/EL	N/EL											0.0%		
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)																						
		0.1	1.4%	1.4%	0.0%	0.0%	0.0%	0.0%	0.0%											0.0%		
A. CapEx of Taxonomy-eligible activities (A.1+A.2)		0.1	1.4%	1.4%	0.0%	0.0%	0.0%	0.0%	0.0%											0.0%		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																						
CapEx of Taxonomy-non-eligible activities																						
		10.7	98.6%																			
TOTAL (A+B)		10.8	100.0%																			

EUR million

Financial year 2023	2023			Substantial contribution criteria						DNSH criteria (DNSH: Does Not Significantly Harm)											
Economic Activities (1)	Code (2)	OpEx (3)	Proportion of OpEx, 2023 (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguards (17)	Proportion of Taxonomy- aligned (A.1) or -eligible (A.2) OpEx, 2022 (18)	Category enabling activity (19)	Category transitional activity (20)		
A. TAXONOMY-ELIGIBLE ACTIVITIES																					
A.1. Environmentally sustainable activities (Taxonomy-aligned)																					
OpEx of environmentally sustainable activities																					
(Taxonomy-aligned) (A.1)		0.0	0.0%															0.0%			
Of which enabling		0.0	0.0%															0.0%	E		
Of which transitional		0.0	0.0%															0.0%	T		
A.2. Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																					
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL												
Repair, refurbishment and remanufacturing	CE 5.1	0.0	1.4%	N/EL	N/EL	N/EL	N/EL	EL	N/EL											0.0%	
Marketplace for the trade of second-hand goods for reuse	CE 5.6	0.1	7.0%	N/EL	N/EL	N/EL	N/EL	EL	N/EL											0.0%	
Installation, maintenance and repair of charging stations for electric vehicles in buildings	CCM 7.4	0.0	0.7%	EL	N/EL	N/EL	N/EL	N/EL	N/EL											0.0%	
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)																					
		0.1	9.2%	0.7%	0.0%	0.0%	0.0%	8.5%	0.0%											0.0%	
A. OpEx of Taxonomy-eligible activities (A.1+A.2)		0.1	9.2%	0.7%	0.0%	0.0%	0.0%	8.5%	0.0%											0.0%	
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																					
OpEx of Taxonomy-non-eligible activities		1.0	90.8%																		
TOTAL (A+B)		1.1	100%																		

NUCLEAR AND FOSSIL GAS RELATED ACTIVITIES

Row	Nuclear energy related activities	
1.	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	No
2.	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	No
3.	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	No
Fossil gas related activities		
4.	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	No
5.	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	No
6.	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	No

PERFORMANCE INDICATOR ACCOUNTING POLICY

Revenue

Marimekko applies the same accounting principles in the calculation of the Taxonomy revenue performance indicator as in the consolidated financial statements, which are prepared in accordance with the IFRS standard. The accounting principles for revenue are presented in the notes of the consolidated financial statements. The total revenue presented in the previous tables corresponds to the revenue of the Marimekko Group in 2023.

Taxonomy-eligible revenue includes the part of the Group's total revenue that belongs to Taxonomy-eligible activities. Marimekko has identified as Taxonomy-eligible economic activities revenue of the operations of the Marimekko Pre-loved marketplace for vintage and second-hand products, revenue of the sale of vintage and second-hand products in various channels and revenue of the Care & Repair service.

Capital Expenditure (CapEx)

According to the Taxonomy definition, capital expenditure includes the additions of tangible and intangible assets during the accounting period before depreciation, amortization and re-measurements. Capital expenditures also takes into account revaluations and impairments, but not changes in fair value. Capital expenditures also covers increases in tangible and intangible assets resulting from business combinations. Based on definition, leases that do not lead to the recognition of a right-of-use over the asset are not counted as capital expenditures.

Marimekko includes increases in tangible and intangible assets as well as increases in right-of-use assets during the financial year in capital expenditures. Additions to fixed assets and right-of-use assets are presented in note 11 of the consolidated financial statements.

The definition of the Taxonomy regulation differs from Marimekko's reported gross investments indicator, which does not include right-of-use assets according to the IFRS 16 standard. In the fiscal year 2023, the Group's gross investments were EUR 2.0 million. The breakdown of capital expenditure according to the taxonomy is presented below:

Specification of capital expenditures (CapEx)

EUR million	2023
Intangible assets additions (note 11.1)	1.1
Tangible assets additions (note 11.2)	9.7
Total	10.8

As Taxonomy-eligible capital expenditure has been identified the energy efficient investment related to the Herttoniemi property in Helsinki.

Operating expenditure (OpEx)

Operating expenditure (OpEx) as defined in the Taxonomy Regulation include direct non-capitalized costs that relate to research and development, building renovation measures, maintenance and repair, and any other direct expenditures relating to the day-to-day servicing of assets of property, plant and equipment by the undertaking or a third party to whom activities are outsourced that are necessary to ensure the continued and effective functioning of such assets.



Marimekko includes costs included in service, maintenance and repair in operating expenditure. In addition, operating expenditure includes salary costs related to development and research, as well as external services. In the income statement, these expenses are included in other operating expenses, which are presented in note 6 of the consolidated financial statements, and in employee benefits expenses, which are presented in note 4 of the consolidated financial statements.

Taxonomy-eligible operating expenditures includes operating expenditures related to the following activities, that are based on the definition: the operations of the Marimekko Pre-loved marketplace for vintage and second-hand products, the sale of vintage and second-hand products in various channels and the Care & Repair service. In addition, Taxonomy-eligible operating expenditures include the operating expenditure of electric car charging stations installed at the Herttoniemi property in Helsinki.

About the statement

Marimekko publishes this statement voluntarily. This statement has been prepared in accordance with the Finnish Accounting Act, Chapter 3 a, and Regulation (EU) 2014/95 of the European Parliament and of the Council. The statement covers the financial year from 1 January to 31 December 2023 and the whole Marimekko Group, except where otherwise mentioned. In addition, Marimekko annually prepares a more detailed Sustainability Review, published on the company website during the second quarter of the year.

Marimekko supports the ten principles of the United Nations Global Compact. The company respects and promotes these principles throughout its operations and reports on the progress according to Global Compact's reporting requirements on a separate reporting platform.

Helsinki, 14 February 2024

Marimekko Corporation

Board of Directors President and CEO