

February 2025

Sustainability Policy

Introduction

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.

Our common guidelines, Marimekko Code of Conduct and Supplier Code of Conduct, ensure that everyone has the same understanding of the values and principles that guide our day-to-day work. We select our partners carefully, and we require them to operate in compliance with our Supplier Code of Conduct.

This Sustainability Policy outlines our core sustainability commitments and what they mean for our daily work. It is built on Marimekko Code of Conduct, which expresses our commitment to responsible business practices guided by ethical, social and environmental principles as well as the Supplier Code of Conduct and Product Requirements, which set sustainability standards for our suppliers and other business partners. This policy is applicable to everyone at Marimekko and to all products manufactured by or on behalf of Marimekko.

Furthermore, Marimekko's sustainability strategy and double materiality assessment define the focus areas for our sustainability work. 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.

Climate and the environment

Marimekko has a sustainability strategy and related environmental targets to guide the company's work to reduce its environmental impacts.

These environmental targets include science-based emission reduction targets for 2030, aligned with the goals of the Paris Agreement. Marimekko's most significant environmental impacts are generated in the upstream and downstream value chain, which underlines the need to minimize impacts throughout the value chain. For our suppliers, we have set environmental protection requirements and recommendations in our Supplier Code of Conduct.

Our approach to climate and environmental sustainability is outlined as follows:

Own operations

- We strive to increase the share of renewable energy sources to minimize emissions from our own operations in line with our science-based emission reduction target.
- We aim to use water efficiently and monitor and control wastewater emissions from our printing factory in compliance with our environmental permit.
- We seek to further reduce the use of chemicals in our own printing factory.
- We strive to improve material efficiency and reduce waste from our own operations, as well as maximize the recycling and upcycling of materials.

Value chain

- We strive to reduce our greenhouse gas emissions intensity throughout the value chain in line with our science-based emission reduction target.
- We require our suppliers to strive to increase energy efficiency and reduce emissions, where reasonable, and encourage them to set their own emission reduction targets.
- We require our suppliers to ensure that outgoing wastewater from the processes is adequately treated and that the discharged wastewater quality meets the requirements of local regulations.
- We promote sustainable use of water and other natural resources in our supply chain.
- We promote operating models that increase circularity as well as recycling and upcycling of materials and strive to reduce waste in cooperation with our suppliers.
- We seek to protect biodiversity and prevent deforestation and prohibit the use of materials from endangered or vulnerable species according to the International Union for Conservation of Nature's (IUCN) Red List or species included in the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES) or the use of wood or wood-based materials from ancient, endangered, or illegally logged forest or from forests with high conservation values as defined by the Forest Stewardship Council (FSC).
- We work to reduce the use of chemicals in our supply chain and ensure compliance with international and national chemical regulations as well as our own, stricter requirements listed in Marimekko's Restricted Substances List (RSL).

Human rights

Marimekko respects human rights as expressed in the International Bill of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. Our approach to human rights is based on the UN Guiding Principles on Business and Human Rights, and our work is guided by Marimekko's sustainability strategy. The key stakeholders in our human rights approach are our own workforce and the workers in our value chain. In addition, we recognize that our operations can affect also other groups such as customers and local communities.

Own workforce

We contribute directly to human rights and working conditions of our own workforce. As a value-driven company, we place a high priority to the well-being of Marimekko employees and have established practices or approaches in place regarding:

- Promotion of occupational health & safety, including well-being
- Ensuring of equal and fair treatment, prevention of discrimination as well as promotion of diversity, equity and inclusion
- Fostering of expressing one's opinions
- Ensuring fair remuneration
- Freedom of association and the right to collective bargaining
- Protection of privacy

In addition to Marimekko Code of Conduct, we have guidelines and instructions for occupational health and safety and other people processes as well as for diversity, equity and inclusion. Our people managers are regularly trained on various topics, such as leadership as well as people processes and practices. Employee feedback is received through employee engagement and leadership surveys.

Workers in the value chain

We require our suppliers to respect human rights and ensure that their sub-suppliers and other business partners also adhere to this principle. We promote human rights in our value chain through various initiatives. Our Supplier Code of Conduct is based on the amfori BSCI Code of Conduct, which is based on and refers to:

- United Nations (UN) Universal Declaration of Human Rights
- International Labour Organization (ILO) Conventions and Recommendations
- UN Guiding Principles on Business and Human Rights (UNGPR)
- The Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises
- UN Children's Rights and Business Principles
- Gender Dimensions of the UN Guiding Principles on Business and Human Rights
- OECD Sectoral Guidance Documents

The Supplier Code of Conduct sets detailed requirements for suppliers to establish adequate policies and processes to ensure adherence to the following principles:

- Worker's involvement and protection
- The rights of freedom of association and collective bargaining
- Non-discrimination, prohibition of violence and harassment
- Fair remuneration
- Decent working hours
- Occupational health and safety
- No child labor
- Special protection for young workers
- No precarious employment
- No bonded, forced labor or human trafficking
- Protection of the Environment
- Ethical business behavior

Supply chain due diligence

The cornerstone of Marimekko's due diligence approach is careful supplier assessment and selection with contractual obligations imposed on suppliers.

Our purchasing agreements bind our suppliers to adhere to our Supplier Code of Conduct. By signing, suppliers commit to comply with the principles of the Supplier Code of Conduct in their own operations as well as ensuring compliance of sub-suppliers and other business partners' operations. In the potential case of misconduct, Marimekko's primary measure is dialogue and cooperation aimed at improving the supplier's operations, in line with the international guidelines.

Impact and risk assessment

- As part of our supplier assessment and selection, we conduct an evaluation on aspects such as working conditions, occupational safety, other human rights topics as well as environmental management. Possible social and environmental certifications and audit results are considered in addition to commercial terms.
- We require suppliers operating in non-EU countries to have a valid 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.
- We use a third-party tool to check the background of our suppliers and other significant business partners, including the possible risk of corruption and trade sanctions.

Prevent, mitigate and remedy

- We strive to prevent, mitigate and remedy adverse impacts in our supply chain.
- We monitor compliance with human rights and environmental requirements in our supply chain through various means: External specialists regularly carry out amfori BSCI or similar social audits at our suppliers' facilities, particularly in countries considered as having higher human rights risks. Our own personnel also visit the factories where our products and materials are manufactured.
- In case of suspicions of violations of the Supplier Code of Conduct, our approach is to understand the scope of the violation and then remedy the situation with appropriate-measured means, together with the supplier, if possible.
- Where corrective actions are needed, we monitor the completion of these actions in close dialogue with our suppliers.

Grievance mechanisms

- Suppliers are required to establish effective grievance mechanisms for their workers and communities which may be adversely affected by their operations. amfori BSCI also offers a grievance channel in various countries.
- Possible misconduct can also be reported personally or anonymously via Marimekko's whistleblowing channel, see Ethical business conduct section at the end of this policy for details.
- We have a pre-determined process in place to address grievances promptly and confidentially.

Monitoring the effectiveness of the process

- Our due diligence process is continuously assessed and developed. We evaluate and, when needed, also complement our policies based on monitoring work and the risks identified.
- 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.

Communication

- We communicate annually about our commitment to human rights, due diligence process and findings in our sustainability reporting
- We address the results of audits, possible rulings related to unethical business practices, and cases reported through our whistleblowing channel in our reporting.

Material sourcing

Materials used in Marimekko products must be sourced in a way that preserves natural resources, ensures animal welfare and respects human rights. We strive to enhance supply chain transparency to ensure that our requirements are met throughout the chain. By signing the Supplier Code of Conduct, our suppliers commit to complying with Marimekko's Product Requirements, a regularly updated and more detailed documentation outlining the principles for the origin and sustainability aspects of materials used in our products. Suppliers must also take necessary measures to ensure that their sub-suppliers comply with these guidelines. Marimekko requires suppliers to provide information about the raw materials' country of origin upon request.

We consider environmental and social aspects related to different materials and their origin. We base our assessment on sources such as market reports on materials, country risk assessments and reports and articles by various stakeholders, e.g. non-governmental organizations and sustainability initiatives. We use various measures to mitigate identified risks, including:

- Increasing supply chain transparency and traceability
- Prioritizing certified materials and prohibiting the use of certain materials
- Engaging in multi-stakeholder initiatives that promote sustainability across value chains
- Excluding sourcing of raw materials, manufacturing of Marimekko products or the use of sub-suppliers or subcontractors in the manufacturing of Marimekko products in high-risk regions or countries where risk mitigation is not possible

For animal derived materials, Marimekko's suppliers must comply with the "Five Freedoms" as defined by the World Organization for Animal Health (WOAH) concerning such matters as nutrition, health and typical behavior.

Our material strategy guides the transition towards using preferred materials such as organic, recycled and bio-based materials as well as new material innovations, and lists the prohibited materials. Our material choices are also guided by our Framework for Circular Design which sets the principles for understanding a product's role, lifecycle, and its environmental impacts.

Ethical business conduct

Marimekko is committed to observing the same operating principles all over the world, in compliance with applicable international and local laws and regulations, Marimekko's values and ethical business conduct. Marimekko applies the Finnish Companies Act, other regulations concerning publicly listed companies, Marimekko Corporation's Articles of Association as well as the rules and regulations of Nasdaq Helsinki Ltd.

The most important ethical business principles are outlined in Marimekko Code of Conduct and Supplier Code of Conduct, including the following:

- We operate professionally and responsibly with customers, suppliers, and other stakeholders.
- We ensure fair competition.

- We avoid conflicts of interest.
- We do not tolerate bribery in any form.
- We oppose money laundering and comply with applicable anti-money laundering laws.
- We comply with all applicable laws, regulations and orders that prohibit or otherwise restrict trade with any individual, entity or jurisdiction.
- We protect company assets.
- We process personal data in compliance with applicable laws.
- We respect intellectual property rights and protect our intellectual property rights comprehensively.
- We maintain confidentiality of non-public information.
- We follow regulations on inside information and trading.

Marimekko has a whistleblowing channel available for internal and external stakeholders on intranet and the company's public website (<https://report.whistleb.com/en-GB/marimekko>). The channel can be used to report any suspected violations on ethical business conduct, environmental matters and human rights. All reported cases are investigated in accordance with a predetermined process.