



Sustainability report 2022



Manna & Co

Our journey towards becoming the most desired, profitable, and sustainable Nordic brand house started in May 2021 when Manna was born. Beloved brands, with a focus on interior textiles, home decor and fashion, are at the center of our business.

This is our second sustainability report, and it describes how we have progressed with our sustainability agenda during the reporting period. Our report follows the framework of Global Reporting Initiative (GRI). The reporting period covers the time period from January 1, 2022, to January 31, 2023 (13 months), because we have changed our financial year. Going forward, our financial year will last 12 months from February 1 to January 31.

F Finlayson

L LEXINGTON

M MAKIA

V VALLILA

r reimo&aino®

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Sustainability and business highlights of 2022

F

FINLAYSON donated 100,000 euros through the Finnish Red Cross to humanitarian work in Ukraine. In addition, we collected 5,200 blankets donated by our customers and transported them to Ukrainians.

SAATANNA!
NYT RIITTÄÄ.



We increased the use of recycled materials from

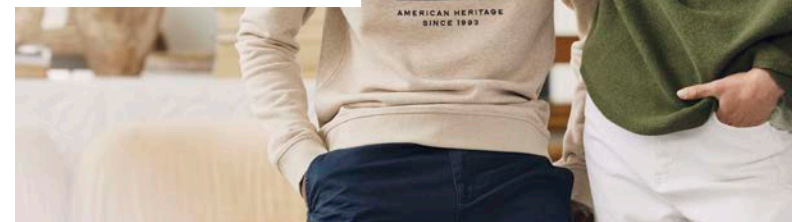
4.4% → 7.2%

M

MAKIA continued its collaboration with the John Nurminen Foundation to protect the unique and delicate Baltic Sea. We donated 1% of our web store sales to the Foundation.

L

WE ACQUIRED the Swedish Lexington Company. The deal was finalized in October 2022. Lexington is an excellent fit for our portfolio of beloved Nordic brands and we are excited to start working together.



THE MANNA Culture Hub was founded in fall 2022, representing employees from different parts of our organization. The Culture Hub's task is to rethink what kind of leadership and culture we need to execute our strategy and to reach our targets going forward.

WE PUBLISHED our sustainable transport policy and encouraged our personnel to make more sustainable choices when commuting. In Finland, we offer our employees benefit bikes, for example.



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Business & strategy

The world becomes better with actions,
not with empty words.



From the CEO

THE YEAR 2022 brought with it a new string of disappointing news that also hit our industry. Around the time our main markets were about to start recovering from the COVID-19 period, Russia attacked Ukraine. The war created a human tragedy in the middle of Europe, causing concern and sorrow on a global scale, as well as severe economic turbulence with rising energy inflation and interest rates. These factors impacted both consumer confidence and wholesalers' buying patterns in our biggest markets. Yet, for our business, the first response was clearly visible in our own channels, while it took a few months for the wholesale clients to follow. These two waves of disappointment were unfortunately visible in our 2022 financial results.

Despite the uncertain market environment, we continued to push forward with Manna's roadmap. One of the highlights of the year was the acquisition of the Swedish Lexington Company AB in the spring. We are excited about the opportunities that adding a top Nordic brand will open up for the whole group. It already seems like the benefits are materializing sooner than anticipated. We also revised Manna Group's strategy: we will focus on premium home textiles and casual fashion in selected geographies, while improving our profitability. Last but not least, the Group set its first sustainability targets supporting

our sustainability agenda. We believe in the growing importance of responsible business and we want to be among textile industry's forerunners in advancing sustainability.

Therefore, I am extremely satisfied that we have taken the important first steps towards building circular business models. Together with our long-term manufacturing partner, we have created a closed loop solution for bath products. In addition, we have worked systematically with recycled materials for years and now the availability of e.g. recycled cotton in the markets is increasing. We aim to increase the share of recycled materials in our products significantly going forward. This will decrease our environmental impacts considerably.

Becoming the most desired, profitable, and sustainable Nordic brand house is a journey Manna started in May 2021. We are only at the beginning, but already we have collected positive feedback from our partners, customers and employees, proving that we are on the right track. I want to thank all our employees for their hard work and our customers and partners for their trust during the past year. We are more than happy to take you along on the next stage of Manna's journey.

Sampsu Laine
CEO



We have been brought together from industry leaders

We are deeply rooted in Nordic design history, but our journey towards becoming the most desirable, profitable, and sustainable Nordic brand house started in May 2021 when Manna & Co was born.

MANNA & CO is a home for beloved and respected Nordic home textile and fashion brands. We help our brands to grow from ordinary to extraordinary.

Our business portfolio can be divided into three sections: 60% of revenue comes from home textiles, 25% from fashion and 15% from project business. Our project business, which mostly serves B2B customers, consists of Vallila Contract and Vallila Marine. They specialize in interior works and solutions for the marine industry and for different public spaces.

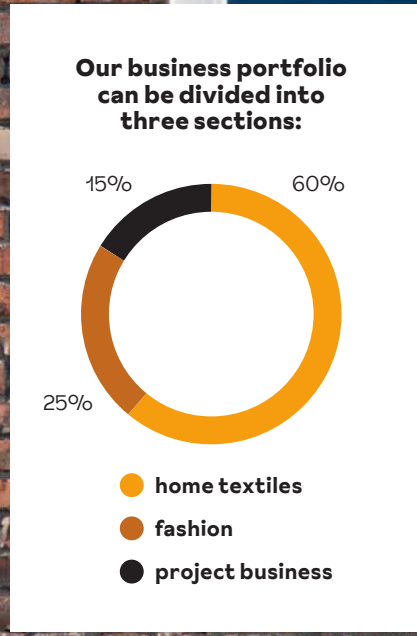
We seek growth from selected geographies. We have a strong foothold in our Nordic core markets, and we are taking advantage of near-term opportunities in German-speaking Central Europe. We also

” We will focus on premium home textiles and casual fashion.

have unleashed potential, especially in the licensing business, in Japan and other parts of East Asia. We will focus on premium

home textiles and casual fashion with improved profitability in mind. To ensure this, our brands need to reach number one in brand preference surveys, a goal which

we have partly already met. We also want to become the most desired place to work. Sustainability is integrated in everything we do: by being economically responsible we safeguard the jobs in our whole value chain, by being environmentally responsible we protect the planet for future generations, and by being socially responsible we take care of the people in our whole value chain.





Our approach to sustainability arises from our values

THE TEXTILE INDUSTRY is a challenging industry from a sustainability point of view. Our industry is one of the most burdening in terms of the environment; cultivation of the raw materials requires land, water and fertilizers, and the manufacturing process requires energy and water. From a socioeconomic point of view, there is plenty of work to be done in creating more transparency and ensuring that human rights are respected throughout the value chain. In the textile industry, production mainly takes places in the Global South, where there is a higher likelihood of human rights risks. And finally, especially in the fashion industry, the lifecycle of clothing is, on average, very short relative to the used resources, and we are still lacking a proper process for reusing and recycling the products and their materials on a global scale.

However, the world is changing, and companies are increasingly paying attention to how and with what principles they conduct business. New technologies are being developed continuously. There are now more sustainable ways to cultivate crops, manufacturing processes can use cleaner electricity, and wastewater treatment systems have improved. There is more information available on the working conditions of farmers and textile workers. We can choose to do business in a more responsible manner, and we believe that the textile industry needs sustainability forerunners. Our goal is to belong to that group.

We believe that we should question the conventions, aim higher and, with cooperation, do things better.





Our materiality analysis was conducted internally in 2021

MANNA'S materiality analysis was conducted internally in 2021. However, we aim to expand the analysis in 2023 to include our external stakeholders. In the analysis, we identified the most material sustainability topics related to our operations. The topics can be grouped into three wider themes and these themes also form our sustainability agenda.

People

- Non-discrimination
- Training of employees and suppliers
- Well-being in the value chain
- Human rights

Products & production

- Materials used in the products
- Lifecycle of products
- Products and business models that support circular economy initiatives
- Transparency of the value chain

Climate & environment

- Climate change
- Fostering biodiversity
- Protecting waters

In addition to material topics, we utilized the sustainability work of our three consumer brands – Finlayson, Makia and Vallila – which they had started prior to Manna's establishment. We also evaluated the United

Nation's Sustainable Development Goals (SDG) and identified five SDGs that we can impact through our business operations.

The sustainability agenda and related KPI's are approved by Manna's Board of Directors.

We set our sustainability agenda and targets in spring 2021. They are approved by Manna's Board of Directors. After one year of operating as Manna, we have made some progress, but there is still lots to be done. In 2023, we will integrate Lexington's former sustainability goals and best practices into our Group-wide agenda. This will most probably lead to some changes in our targets going forward as well.

The UN SDGs we can impact the most



5
Gender equality



6
Clean water and sanitation



8
Decent work and economic growth



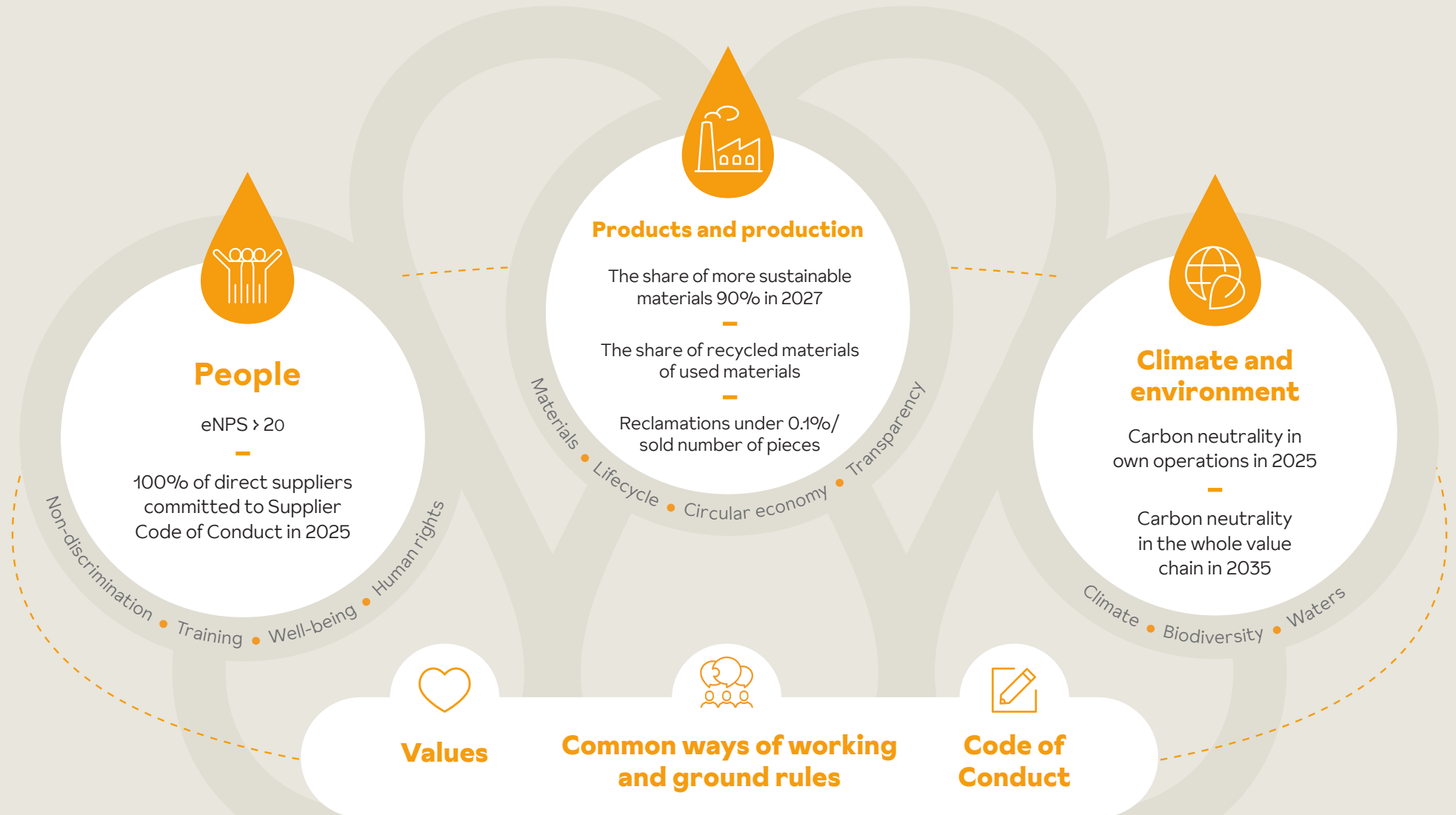
12
Responsible consumption and production



13
Climate action



Our sustainability agenda and goals





Our sustainability operating model supports the inclusion of everybody

AT MANNA, sustainability is at the core of our business and an integral part of our everyday activities. The foundation of sustainable and responsible business is built on our own actions and an ethical working culture. Manna’s Board of Directors oversees the sustainability agenda as part of Manna’s strategy. The CEO has overall responsibility for sustainability topics. Different functions in the organization are responsible for executing Manna’s sustainability agenda, its pillars, and ensuring that we will reach the set goals. The Chief People and Culture Officer is responsible for our organization and employees and for most topics under the People pillar.

The Chief Operating Officer (COO) is responsible for our suppliers and therefore has the main responsibility for the two other pillars: Products and production and Climate and environment. The COO is supported by the Chief Creative Officer, as the product design plays a crucial role in defining the sustainability factors of the products and thus directly affects Manna’s environmental footprint.

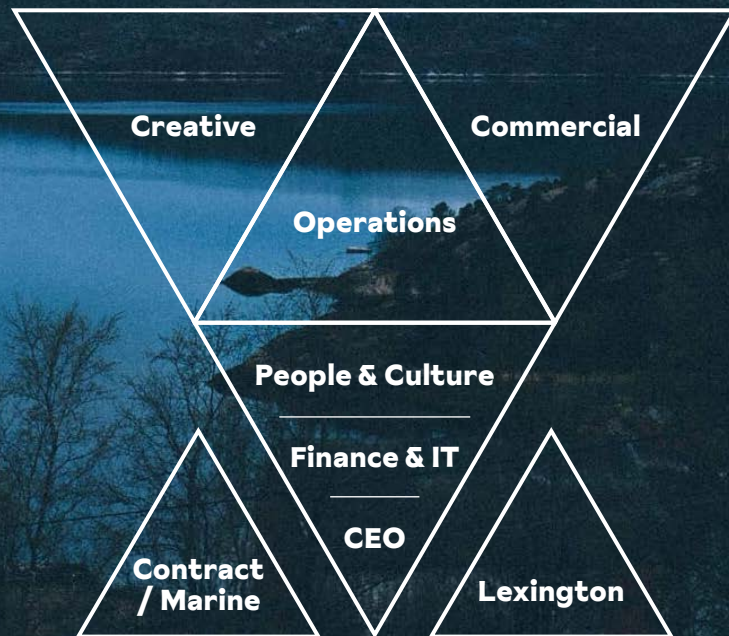


How we lead sustainability

Area	Responsible individual or group
Company-level oversight	The Board of Directors
Sustainability goals and commitments	An assigned officer for each goal and commitment, named by the CEO



Our organization structure



WE ARE COMMITTED TO respecting and endorsing internationally recognized labor and human rights standards, such as International Bill of Human Rights and basic labor rights as defined by the International Labor Organization (ILO), including the ILO Declaration on Fundamental Principles and Rights at Work. We published the Manna-wide Code of Conduct, which includes also human rights-related topics, in December 2022, and we expect all our employees to comply with it. Our Code of Conduct is approved by the Board of Directors. We offer training on topics included in the Code of Conduct to our employees, and our People and Culture function offers support to our employees to help them adhere to the Code of Conduct. We started the roll-out of our common Group-wide Supplier Code of Conduct, which is based on the principles of amfori BSCI, to our suppliers and business partners in January 2023. The first roll-out phase will include the partners of our Finnish consumer business.

We have internal guidelines and principles related to economic, environmental, and social topics in place to support the Code of

Conduct and the Supplier Code of Conduct. Together these policies and guidelines create the framework of how we manage our material sustainability topics. We respect and endorse all internationally recognized human rights and comply with fair employment practices and labor standards. We require our suppliers to act in a similar manner. We regularly audit suppliers from risk countries to ensure that they comply with our requirements set in the Supplier Code of Conduct.

In December 2022, we launched Manna’s whistleblowing channel, through which internal and external stakeholders can raise concerns anonymously if they witness or suspect unethical behavior among Manna employees. We have appointed a team to handle and investigate

possible notifications we receive through the whistleblowing channel. The team is trained to handle sensitive information and follow all laws and regulations related to the channel and the personnel data possibly received through it. Notifications and the results from the investigations are reported to the leadership team and the Board of Directors twice a year.

” We published our Code of Conduct in December 2022.



We value open and continuous dialogue with our stakeholders

OUR STAKEHOLDER cooperation is based on continuous and open dialogue. We want to engage with our stakeholders to better understand their expectations towards our business and products. We systematically collect feedback and utilize it to improve our ways of working. We meet with our stakeholders face-to-face as well as through digital channels. We aim to offer suitable communication channel to all stakeholders. We aim to engage our external stakeholders in our materiality analysis process in 2023 to ensure that we have understood their hopes and concerns and incorporated them into our everyday business operations.

Our key stakeholder groups are current and potential employees, current and potential customers as well as suppliers and partners. The key stakeholder groups were identified based on not only their impact on our business, but also on the impact our

business and products may have on them. The commercial function has the main responsibility for engaging with our customers, and the operations function is responsible for engaging with our suppliers and business partners. The people and culture function supports supervisors in their everyday work and manages Manna's employer brand. Management communicates with financiers, decision-makers, and other interest groups on a regular basis.

Current and potential employees

We communicate with our employees through one-to-one meetings, team meetings, and townhall meetings. After the pandemic COVID-19 subsided, we implemented a hybrid working model. We conduct a personnel survey every spring and a smaller-scale follow-up survey in the fall to improve our ways of working.

Current and potential customers

We meet our customers daily in our stores and virtually in our web stores. We are constantly improving our customer experience to ensure an easy and seamless encounter with us, regardless of the channel. We collect customer feedback to improve our services.

Suppliers and partners

We build long-term partner relationships, where both parties can develop their operations and learn from each other. We meet our suppliers and partners either one-to-one or during industry fairs. We evaluate their operations regularly and agree on possible improvements. Suppliers from risk countries are also audited by independent third parties.

Our key partners during the reporting period were:

- amfori BSCI (Finlayson, Vallila and Makia)
- Better Cotton (Vallila)
- The Helsinki Region Chamber of Commerce (Manna)
- Finnish Commerce Federation (Finlayson, Vallila Collection and Vallila Contract)
- Finnish Standards Association (Finlayson)
- Finnish Marine Industries (Vallila Marine)
- Fashion and Sports Commerce Association (Finlayson)
- Finnish Textile and Fashion (Manna, Finlayson, and Makia)
- Association for Finnish Work (Finlayson, Vallila)



A good and active corporate citizen

WE CREATE VALUE for the whole society by creating jobs, producing products, buying services as well as paying taxes. It is important for us to be a good employer and a trusted partner. We build long-term relationships with our suppliers and share our knowhow with them. We aim for mutually beneficial business relationships.

We want to be actively involved in the society in which we operate and take a stand for causes we believe in. For example, in March 2022, after Russia's unacceptable attack on Ukraine, we collected blankets in our Finlayson stores from our customers and transported them with our partners to Ukraine. Finlayson also donated EUR 100,000 through the Finnish Red Cross to support humanitarian work in the war zone.

During the reporting period, Makia has been promoting gender equality. In spring

2022, Makia collaborated with the artist Riina Tanskanen on her 'Tympeät tytöt' project through a clothing collection that aims to highlight the deep-rooted gender inequality, social disadvantages, and structural discrimination faced by women. In the summer, Makia worked together with Zalando on a gender-neutral collection as a part of Zalando's "Limitless Fashion" campaign.

We also donated home textiles to a variety of causes, including women's shelters. In December 2022, we established a sponsorship policy, stating that most of our support will be directed to non-profit organizations and charities that aim to improve the position of women, children, and minorities. Based on our Code of Conduct, we do not support or donate to political parties or representatives of political parties.



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People

We achieve better results by
working together.



Our commitments



Human rights

We are committed to respecting and endorsing internationally recognized labor and human rights standards as well as diversity, equity and inclusion throughout our value chain. We expect our partners to follow the same principles as us. We have open dialogue with our employees and external stakeholders, but we also offer an anonymous whistleblowing channel to report misconduct. We monitor progress in our value chain with external audits and agree on corrective measures when needed.



Equality and non-discrimination

We do not tolerate any kind of discrimination and our aim is that all Manna employees feel that they are equally treated. We promote diversity and foster inclusion in our organization.



Training, personal development and well-being

We take care of our employees' well-being. We invest in creating opportunities for all Manna employees to develop their knowhow and skills. We offer training in sustainability-related topics to ensure that our employees can share relevant sustainability information to our customers and other stakeholders.

People at the heart of our operations

Manna Group employs around 460 people mainly in Finland, Sweden and Norway. We also have a small team in Germany, which is responsible for our business in Central Europe. Of our personnel, approximately half work in our headquarters and half as store workers in our brand stores.

We continued to build our organization

DURING the reporting period, building the new organization and common ways of working took up most of our time. Manna's organization in Finland is still new as it was formed in December 2021. When combining three different companies and cultures – Finlayson, Makia and Vallila – it is good to take time to build a common way forward. In February 2022, Manna announced the acquisition of The Lexington Company AB from Sweden. The acquisition was finalized in October. In 2023, we will start integrating these two organizations, share best practices, and create the best way of working for our people.

One major event for our Finnish organization took place in April 2022, when the big renovation project at our new headquarters in Vallila, in Helsinki, was finalized. We were finally able to move all our HQ employees from various business units and brands under one roof. The new workspace has been designed to support our values and our teams' cooperation in our everyday work. We have an open space concept to support the co-operation, and a variety of meeting rooms and phone booths, not only for quiet work or private conversations, but also to amplify creativity.



The move also marked the end to a long remote work period, which started when the COVID-19 started in March 2020. Since April, Manna's HQ employees have been operating in a hybrid model, where teams have the flexibility to create their own ways of working and agree on how they divide their time between the office and working from home. This flexibility has been widely appreciated among our employees.

We are glad that the COVID-19 related restriction periods ended, and we were able to keep our people safe and operate our store network somewhat normally in 2022. At the beginning of the year, Manna Group had a total of 51 different brand stores and shop-in-shops in Finland, Sweden and Norway. During the reporting period, we closed a total of 13 brand stores and opened 4 brand stores. Changes in our store network during the year are a normal fluctuation of the business as, from time to time, lease agreements end and either us or the lessors do not continue the agreement. These changes unfortunately impacted our personnel as some jobs were terminated, resulting in an end to 19 employment contracts in total. In addition to our permanent store network, we opened 60 pop-up stores in Finland for the summer season and 40 for the winter season. Pop-up stores are temporary by nature, and their leases and employment contracts last from a couple of months up to six months. Due to the temporary nature of the work, the pop-up store employees are usually temporary agency workers.

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We launched Manna culture hub to develop our leadership principles.

In December 2022, we outsourced our last own Finnish warehouse, the Vallila warehouse operations in Tuusula, to Transval. As part of the agreement, all twelve warehouse employees were transferred to Transval. Going forward, we will concentrate

on our core business. Our partner network, which consists of logistics experts, will take care of the warehouse operations of our products.

During the reporting period, we also

reorganized the operating models of our project business and Lexington to follow the same design principles as the Manna organization. This way, we can more easily share best practices as well as build cooperation and integrations between the different parts of our organization.

Culture based on our values and ethical behavior

Our culture is based on our values: questioning conventions, working together, and being straightforward and systematic. As a young organization, we are still working on our culture and leadership to create



ways of working that support our strategy in the best way. Our organization grew by more than 220 Lexington employees during the reporting period, so we need to ensure that all Manna employees understand our ethical principles in a similar way and impact how our common culture is developed. Therefore, in autumn 2022, a Manna-wide culture hub started its work. The culture hub consists of Manna employees from different parts of the organization and its task is to propose common leadership principles for our organization which would best suit our culture, support us in reaching our goals, and develop our knowhow and skills.

We are building an open and easygoing organization, with a minimum of bureaucracy and hierarchies. We hope that our employees

feel safe and trusted and that they can express their opinions and concerns to their colleagues and managers with ease. However, this is not always possible. It is important for us to understand what is going on in our organization and how our employees behave towards each other and external stakeholders. In December 2022, we launched Manna's whistleblowing channel. Through this channel, both our employees and external stakeholders can raise their concerns if they witness or suspect unethical behavior among Manna employees. We cannot improve our ways of working if we are not aware of possible grievances or risks. We did not receive any notices via the whistleblowing channel during the reporting period.



We value equity and diversity

DIVERSITY, EQUITY and inclusion (DEI) are important values for us. We want to foster a culture of equity and build a workplace where everybody feels like they belong. We have a zero tolerance for discrimination and harassment. In 2022, we created our equality policy and started to implement it first in our Finnish organization. In 2023, we will continue to train and educate our employees about DEI topics and unconscious biases. Unfortunately, there was one reported discrimination case in our organization in 2022. This case was immediately discussed and dealt by the parties in question and disciplinary actions have been taken.

We were happy to see that in our personnel survey, we received one of our top scores for the statement that our employees feel that they can be themselves in the workplace. We will continue the

work to build and foster diversity and a safe atmosphere in our workplaces.

In 2021, when Manna was born, we also defined common remuneration principles for our Finnish organization's office workers. The principles define a salary range for each position and aim to limit unexplained pay differences. During the reporting period,

we conducted a follow-up survey on how our principles had materialized. The salary of 85% of our employees in Finland follows our remuneration principles.

As the first steps to correct the gaps, we will build an action plan to raise the salaries of those employees whose current salary is below our target levels in each employee group in 2023. In Finland and Norway, most of Manna's store employees are part of a collective agreement, which ensures pay equality. The rest of the store staff members' salaries will be evaluated during the next year.

” **Our employees feel that they can be themselves in the workplace.**





We invest in our employees' well-being

BUILDING A NEW organization and ways of working takes effort and commitment from the management and supervisors, but it can also cause stress to employees and the whole organization. Finding the right roles and workloads can take time, which can unfortunately burden some parts of the organization. Our employees' well-being is a top priority for us, but unfortunately, we did not completely succeed in this during the reporting period. Some parts of our organization have had a heavy workload, which caused overtime work, stress and challenges with working capacity. During the year, we clarified roles and responsibilities and added resources to the teams that have been overloaded. We have also refocused and reprioritized our projects. Towards the end of the period, we did some reorganization, and improved some of the set-ups that were not working optimally. We also continued to question conventions and rethink the ways that we are easing the workload of our employees.

These small but necessary organizational changes will not be our only actions towards achieving better well-being in 2023. Well-being at work and mental health are in focus this year. During the past year, we put out to tender our occupational healthcare and engaged our occupational health service

provider from the start of next year to support us in our work towards improved well-being. We have set clear goals, and we take an end-to-end approach to improving well-being – starting from the strategic level and ending at each employee's personal responsibility. We are planning a variety of well-being related training and courses for both supervisors and the whole organization. We will also increase mental health support for our employees. We believe that this work will also be visible in our employees' well-being and satisfaction in 2023.

In 2022, we conducted one personnel satisfaction survey and one follow-up survey in the Finnish organization. Our employee net promoter score was 2, which means that there are still many things for us to learn and improve in our new organization to reach our target level of 20. Based on the results, we know that our employees are satisfied with the flexibility of their ways of working, their supervisors, and the opportunity to be themselves at the workplace. We still need to work on work-life balance, the sense of job security, and equitable salary and benefits. In 2023, we will also include Lexington's employees in the Manna-wide personnel satisfaction survey

to build a comprehensive picture of our strengths and weaknesses as an employer.

During the reporting period, 7 accidents took place in Manna's organization. These were mainly due to slips on the way work or home and other small injuries while handling goods. We have analyzed the root causes for the accidents and aim to improve the ways we work to avoid similar accidents going forward. Our work safety committees regularly organize risk reviews at different workplaces and evaluate both physical and psychological risks. The sick leave percentage in Finland was 2%, remaining on the comparison year's level. During the reporting period, the work safety committees in Finland were working independently and organized by

each company. We focused on building common ways of working and one joint committee, where all different companies are represented. This new forum will start its operations in

” Well-being at work and mental health are in focus in 2023.

2023. We will start to integrate Lexington's organization to our common ways of working and harmonize our processes, while ensuring that we respect the demands of local legislation. We will continue our efforts to build a zero-accident workplace.



We support our employees' competence development

AT MANNA, it is important for us to support the competence development of our employees. Each of our employees drafts a personal development plan together with their supervisor. Although a big part of the skills development happens naturally as part of everybody's daily work, we are building ways to increasingly involve people in development projects and offer them challenges and tasks in different parts of the Manna organization. For example, some store workers have transferred to back-office duties in the headquarters and some store workers are offered the possibility to take on a more significant role as store manager. There are also opportunities to participate in external training if we cannot find a similar opportunity for learning inside our own organization.

All Manna employees participate in personal development and target setting discussions twice a year. In these discussions

“**Our employees draft a personal development plan together with their supervisors.**”

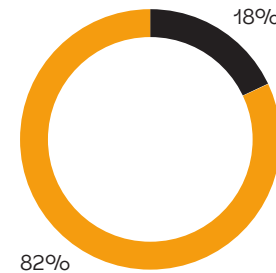
we follow both the progress of annual targets and the comprehensive, longer-term development plan.

During the reporting period, we launched the first part of our sustainability e-learning course for our employees in Finland. The

first section covers Manna's approach to sustainability, our Code of Conduct, and our whistleblowing channel. In 2023, we will launch the subsequent parts of the e-learning

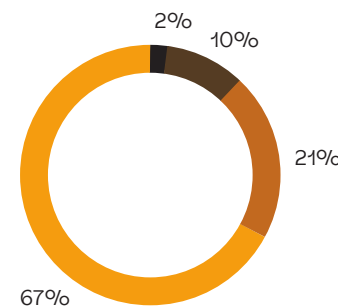
course. They will deepen our employees' knowledge about each of our sustainability pillars – people, products & production, and environment & climate. The course will be rolled out later in Sweden and Norway.

We offer an induction e-learning course to new store workers at Finlayson and all new store workers in our pop-up network in Finland. We are planning a Manna-wide induction e-learning course in 2023.



Share of women and men

- women
- men



Employees by country

- Finland
- Sweden
- Norway
- Germany





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Products & production

Created with a sustainable mind-set.



Our commitments

Quality and design

We are committed to designing and producing products that stand the test of time and withstand wear and tear.

More sustainable materials

We are increasing the share of more sustainable materials in our products. In our consumer business, we aim to increase this share to 90% by 2027.

More sustainable materials include: recycled raw materials, ecological natural fibers (linen, hemp), more sustainable cotton (GOTS, Better Cotton, Fair Trade), sustainable regenerated fibers (e.g. lyocell) and new materials (e.g. wood fiber-based).

Product lifecycle and circular economy

We develop business models that are based on the circular economy. We collect used products from consumers and direct them to reuse in either our own or our partners' products. We extend the use life of our products with repair services and are developing secondhand concepts for our products.

Transparency of our value chain

We aim to be the most transparent textile and fashion company. We will increase the transparency of our value chain to all textile and fashion products in our consumer business.





Durable, quality textiles and everyday fashion for every home and user.

OUR PRODUCT PORTFOLIO consists of iconic Nordic brands that bring joy, comfort and colors to people's lives and homes. We are committed to providing durable and high-quality home textiles and casual fashion, which are created with a sustainable mindset and which aim to decrease the environmental impacts of production, while also paying attention to the social issues of the textile industry.

The product development and design phase is the key to creating a sustainable product. This phase is where the material of the products is decided. This decision defines, in large part, the quality, durability and use of the product. The design principles of our consumer brands align with Manna's key principles of quality, creativity, and resource efficiency. The design process starts with a study of future trends and consumer needs; the most sustainable products are the ones that are being used. We do not want to create and produce products that end up in the back of

our consumers' cupboards. Another important design point of view is ensuring that the product can withstand time and wear. To achieve this, we carefully consider the materials we use and design the details of the textiles with care.

Another effective way for us to reduce our environmental impact is to optimize our order intake and inventories. Our goal is for our production quantities to be as close as possible to the number of items that our customers buy and minimize wasteful production. We work towards this goal by developing a common demand and supply planning system and processes. When ordering products for our own sales channels, we combine past data, sales forecasts, and trend analysis to optimize the number of products to order. With wholesale customers, we utilize preorders.

We have mainly a sell-off strategy for products that are not selling as well as predicted. We never destroy usable products. The items that remain and that we are not able to sell are donated to different charity organizations. If we end up having defect products that cannot be used for the purpose designed, we recycle all possible parts of the products before disposing of them.



The life cycle of a textile product

For us, the first stages of the production process are the most important when defining the total life cycle impacts of a product.

With the design, we can impact on the durability and timelessness of the product. Material choices impact on the environmental footprint

and durability of the product. In addition to the production, consumers play crucial role in creating the total life cycle impacts. The longer the

products are being used and cared with proper manner, the smaller the total impacts of one product to the planet and people will be.





We aim for durability and sustainability with our material strategy

THE MOST significant environmental impact of the textile industry is caused by the raw materials we use. The environmental impacts vary depending on the source of the raw material. Natural fibers demand a large cultivation area, putting pressure on land use, watersheds, and biodiversity. Synthetic fibers, on the other hand, are usually made of byproducts of fossil fuel production. Despite the fiber selection, the first phases of production – spinning, weaving, and knitting – impact heavily on the GHG emission load of the product and this way directly to the product's carbon footprint.

Based on our own carbon footprint calculations, materials make up around 80% of our indirect greenhouse gas emissions (scope 3) in our consumer business including the impacts of spinning, weaving, and knitting phases. Therefore, the country of

origin has an even bigger impact on our emission load than the selected raw material as the availability of renewable energy is a key to decrease the emissions from spinning, weaving, and knitting.

By reconsidering our material usage, we can reduce both emissions and other environmental impacts. We support different circular economy and recycling initiatives to reduce our environmental impacts. As the availability of recycled fibers is increasing, we have decided to shift our material usage significantly towards recycled fibers. We will set a new, ambitious mid-term target for the share of recycled materials in our products in the year 2023. In addition, we will follow the share of more sustainable materials in our products. During the reporting period, the use of more sustainable materials in our consumer product portfolio increased from 49% to 56%.

We define the following materials as more sustainable:

- recycled raw materials
- ecological natural fibers (linen, hemp)
- sustainable cotton (GOTS, Better Cotton*, Fair Trade)
- sustainably regenerated fibers (e.g. lyocell)
- new fiber innovations materials (e.g. wood-based)

Most of our products are made of cotton. Cotton is a great material for various textile products, but its cultivation includes social and environmental risks. Therefore, we aim to use more sustainable cotton, such as organic cotton, fair trade cotton and Better Cotton. In some products, we also use animal-based products, mainly wool, leather and down. In 2023, our goal is to create Manna-wide guidelines for material usage as



*Better Cotton is sourced under the mass balance system, so individual products may not contain Better Cotton.



well as animal welfare principles. In addition to the sustainability aspects, what the product is used for sets requirements for the material selection. For the time being, not all recycled fibers or innovations are as durable as traditional textile fibers and we need to make careful, balanced decisions when selecting materials to create timeless, durable products.

So far, the lack of industrialized processes for textile and fiber recycling has been a challenge for the global textile industry, but luckily the situation is starting to improve. One obstacle for recycling textiles is the use of mixed fibers. The process to separate mixed fibers has been very challenging, but the industry is developing and the processes to separate fibers are improving.

To support the creation of a textile recycling business in Finland, we have collected used jeans and bed linen at

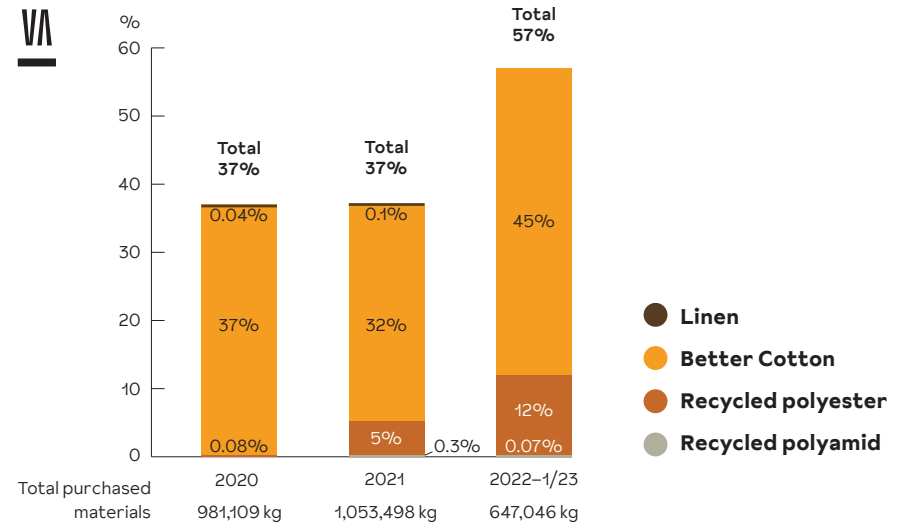
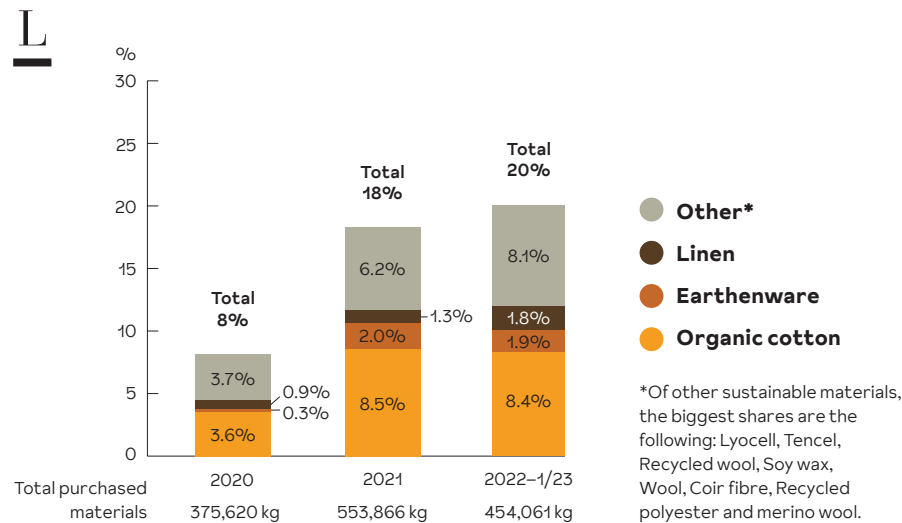
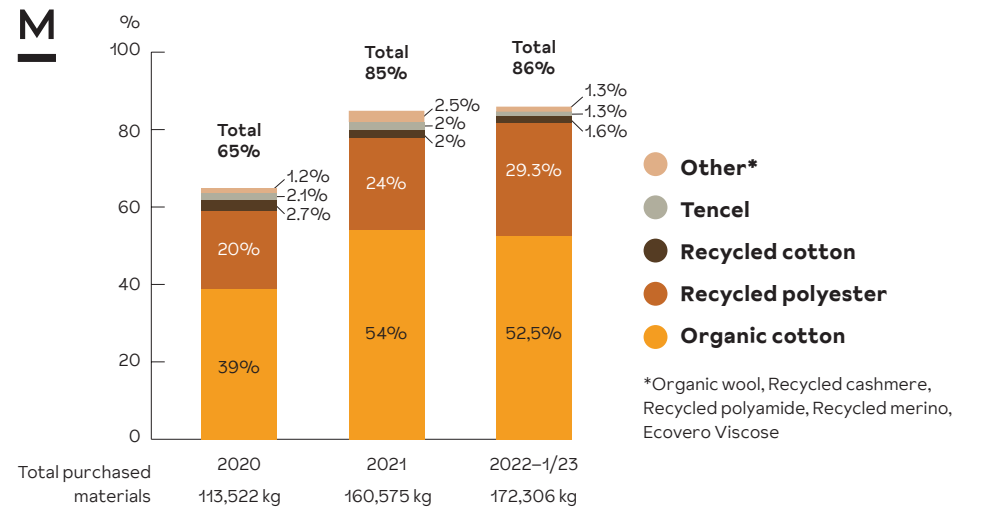
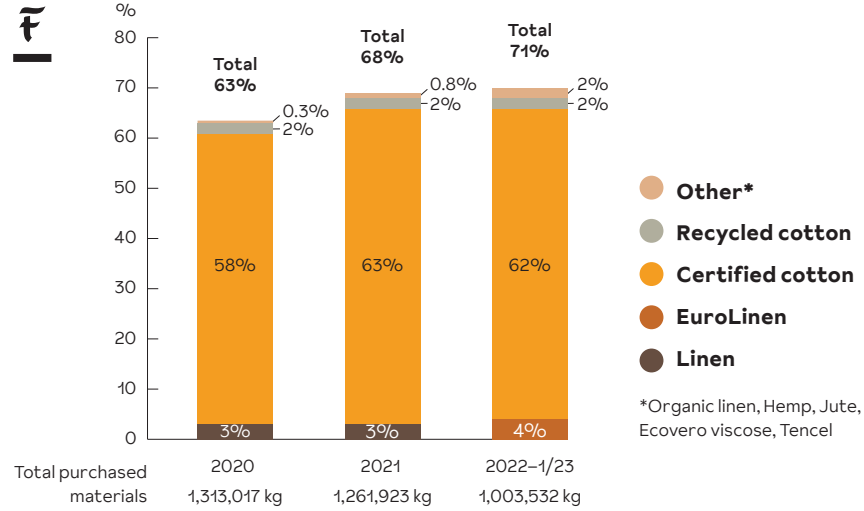
” We collect used jeans and bed linen and give them a new life.

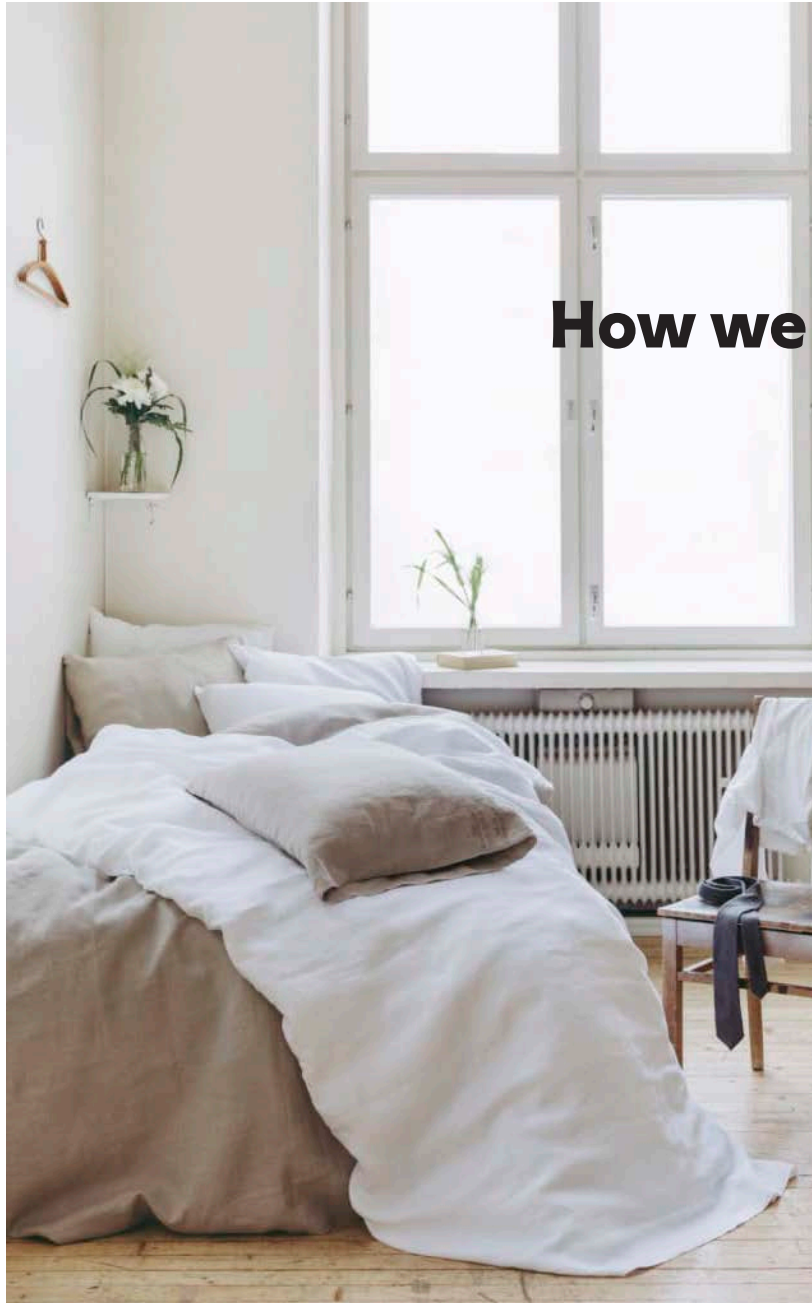
Finlayson’s stores for years and given them a new life as new products. One of the product lines created in the process is Finlayson’s Räsypalat (rag rugs and pillows). In September 2022, Räsypalat was shortlisted in a competition for the most sustainable product in Finland. During the reporting period, we received 10 tonnes of materials for recycling in our stores.

We also want to participate in the development of new fiber innovations and make use of them. In autumn 2022, Finlayson launched its new Kierto duvets and pillows. The filling in Kierto products is made of PrimaLoft Bio™ recycled polyester. PrimaLoft Bio is an environmentally friendly fiber, which, when disposed of, is broken down by naturally occurring microbes. This reduces the long-term impact of microplastics in our oceans, landfills and waterways.



The use of more sustainable materials by our consumer brands





How we ensure the quality of our products

FOR US, QUALITY is a top priority in everything we do. Our products are designed to fulfill strict quality criteria. Most of our products are also Öko-Tex certified, which ensures that the products do not include any harmful chemicals and are safe for users. Based on our own knowledge, we are the only home textile retailer that grants a 50-year guarantee for a product line (Finlayson's Jesus linen duvet covers and pillow covers).

Our manufacturing partners are responsible for meeting our quality criteria. Depending on

the product there are different kinds of tests conducted during the production process according to a variety of testing standards concerning, for example, the product's color fastness to washing or rubbing or dimensional change. Most of the partners we work with also use standardized the Acceptable Quality Limit (AQL) checking system before shipping goods.

When we create a completely new product or choose a new manufacturing partner, the new products are also tested by a third party to ensure the best quality.

Our target is to keep the claim percentage under 0.1%. Unfortunately, we have not reached this target in recent years. There have been some challenges with the quality of our linen products as well as the quality of Vegi and Old Jeans products, which were related to color changes due to the natural dyes in Vegi products and the original dyeing of Old Jeans. All the deviations in our products are carefully investigated and corrective measures are planned together with the manufacturing partner to ensure the best quality.

Claim percentage per brand





Close cooperation with our supplier network

As we do not have our own production facilities, we carefully select our partners to ensure that they can help us reach our quality and sustainability targets. Our goal is to build long-term partnerships that benefit both parties.

AS A RESPONSIBLE retailer, we also take full responsibility for how our products are produced. We endorse and are committed to respecting internationally recognized labor and human rights standards throughout our value chain. We ensure that our partners are committed to and follow the same ethical, social, and environmental principles as us.

When operating with complex, global supply chains, there are different tools we can utilize to help us reach our goals. The longer we work with our partners, the easier it becomes to develop our cooperation and ways of working. We have conducted a variety of human rights assessments in our

value chain. We have identified the most significant risks we have when operating with partners from risk countries (as classified by amfori BSCI*). The risks have been assessed according to the partner's risk levels in environment, social and governance areas. Around 75% of our products are manufactured in the risk countries.

As our supply chains can be long and complex, it is challenging to ensure transparency in our value chain. We utilize global cooperation and partnership networks to tackle this challenge. Of our brands, Makia joined the amfori BSCI network in 2022, but Finlayson and Vallila have



already been members for a longer period of time. Lexington is not yet a member of amfori BSCI, however they audit their partners regularly themselves. The audits cover quality, environmental, social and governance-related topics. We continue to develop our common processes and ways of working together with our brands and their suppliers in 2023.

*amfori BSCI is a global business association for open and sustainable trade. It offers its member tools and audit services to improve the visibility and transparency of its supplier network in issues related to different ESG topics.



Rolling out our updated Supplier Code of Conduct

MANNA'S UPDATED Supplier Code of Conduct, which is based on the principles of amfori BSCI, came into force in January 2023. We began the process by engaging the suppliers of our Finnish consumer brands. Next, we will expand to the suppliers of Lexington and the project business. Lexington's suppliers will follow their old Supplier Code of Conduct, until the roll-out of Manna's Supplier Code of Conduct is finalized. The last wave will include our licensing partners. Our goal is for 100% of our direct spend suppliers to have signed and committed to the Supplier Code of Conduct by 2025. Until the roll out of Manna's Supplier Code of Conduct is finalized, Lexington's suppliers continue to follow the old Lexington's Supplier Code of Conduct they have earlier committed to.

One important tool for us to build transparency and ensure that our Supplier Code of Conduct is respected is external audits by a third party. As members, we favor audits done by amfori BSCI, but we also accept audits done according to the principles of SA8000 and Sedex's SMETA. Our goal is for all our suppliers from risk countries to be audited, and we are working hard to reach this goal. Currently, 92%

of Manna's consumer brands' purchases from risk countries are from suppliers who have been audited by a third party. We have a handful of small suppliers in risk countries who are not part of any third-party audit programs. For a small supplier, the global audit processes are laborious, time-consuming, and expensive. We seek alternative ways to ensure compliance with our principles if the supplier otherwise fits our purposes. Usually, these kinds of suppliers have some rare craftsmanship skills that are hard to find elsewhere.

The use of certified cotton – such as GOTS or Fair Trade or cotton sourced through Better Cotton – offers us tools to ensure the respect for human rights and other social wellbeing factors as each certification includes both environmental and social criteria, the progress of which is being monitored.

Our supply model is based on long-term partnerships instead of short projects. We want to act as a responsible business partner, which means that, for example, if our partner gets a low score in the third-party audit, we try to develop the ways of working together with our partner and create more responsible processes instead of ending our partnership right away.

We usually enroll only a couple of new suppliers per year. The need for new partners is evaluated when we create new types of products. When we evaluate new partners, we consider several different factors such as quality, geography, supply security, and various ESG topics. If the new supplier operates in a risk country, our goal is for the supplier to have been already audited by a third party. If that is not the case, we require further clarifications on how different social and environmental aspects are taken care of in the manufacturing process and encourage the supplier to conduct a third-party audit.

Currently, we do not buy raw materials or conduct any other kind of business with suppliers from Belarus, Russia or Uzbekistan. This decision is based on the severe human rights violations in the countries as well as global trade sanctions.

During 2023, we will create a single common entry process for new suppliers in our consumer business to ensure that all our partners are treated in an equal manner and that relevant risk reviews are taken care of before starting the cooperation.



We aim that all our direct spend suppliers have signed our Supplier Code of Conduct by 2025.



Aiming for full transparency

WE AIM TO BE the most transparent operator in the home textile and fashion industry. Wholesalers and middlemen are used in the raw material business, creating complexity to the value chains. Therefore, it is also difficult for us to reach the full transparency in the first stages of the production process (farming, spinning, and weaving), making these the most vulnerable parts of the textile industry value chain. With improved transparency, it will be easier for us to monitor the process and initiate corrective measures when needed. Our goal is to reach full transparency in the value chain by 2027. We want to be able to know and trace the whole value chain from the finished product to the farm where the raw material was cultivated. To be able to collect the relevant data, we need to cooperate with our manufacturing partners. When

the production of new products starts, our partner must share all possible source information with us. They are also obligated to inform us if changes occur in sourcing.

We also share this information with our customers when possible. Currently, the work is progressing and we already provide fairly detailed information on our products (the products' manufacturing country, the country of origin of the fabric and other components) on Finlayson's and Makia's websites. Vallila's new website was launched in January 2023, and we now share the country of manufacturing of each product. We are working to disclose further layers of information. With Lexington, we are beginning to build the prerequisites to disclose the desired information.



We audit our suppliers regularly



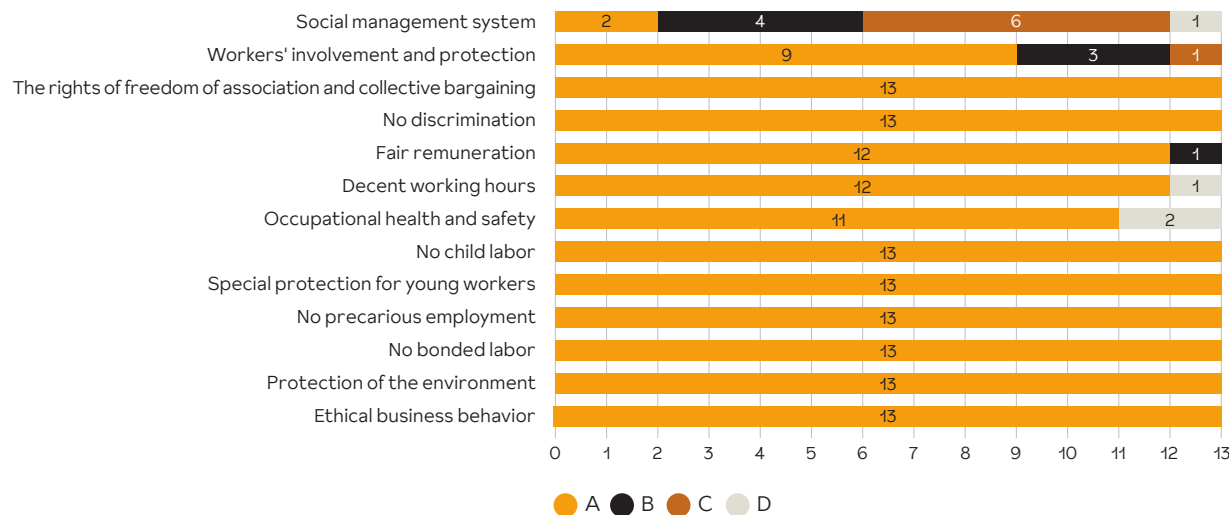
In the financial year 2022, Finlayson had 14 amfori BSCI-audited and 4 SA8000 or SEDEX-audited active suppliers in risk countries. 96% of Finlayson's purchases from risk countries are from suppliers who have a valid third party audit in place.

amfori BSCI audits cover various environmental, social and governance topics, concentrating on workers' treatment and working conditions. Out of all amfori BSCI audited suppliers, 79% suppliers passed the audit with score A or B. 21% suppliers received the score C, which means that there are some areas of improvement. More information on the scores can be found on the graph on the right-hand side. We follow up with suppliers to ensure that corrective measures will be implemented. New audits tracking the progress will be conducted during 2023.

Finlayson's fashion line, Arkismi, is sourced in cooperation with our retail partner S Group. Fashion suppliers are part of S Group's supply chain and are audited according to their principles and processes. All manufacturers were audited by a third-party when the cooperation began in 2021, and progress is monitored on a regular basis.



The results from Finlayson's amfori BSCI audits by area in financial year 2022





M

Makia joined amfori BSCI in 2022. Three of Makia's suppliers were audited by amfori BSCI and one by Sedex during the reporting period representing 81% of Makia's spend. All three suppliers received a score of C from amfori BSCI, which means that they have some areas of improvement in their processes related to social responsibility, mainly with occupational health, social management system and decent working hours. We follow up to ensure that corrective measures are initiated and implemented, and new audits will take place during 2023 to track the progress. Close cooperation with our partner network continues and we aim to continuously improve both our own and our partners ways of working.

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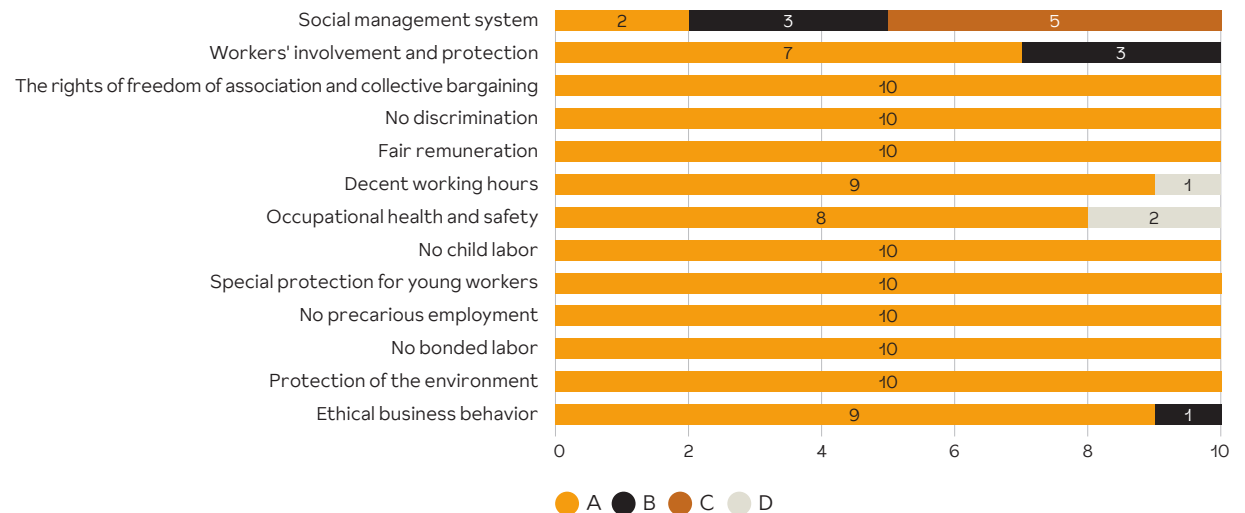
Lexington is not yet a member of amfori BSCI, but they aim to join the network in 2023. Currently, 84% of Lexington's purchases from risk countries are from suppliers who have a valid third party audit in place. In addition, Lexington has conducted own, regular audits to its partner network, aiming to audit each partner every 3 to 5 years. In 2022, Lexington conducted 3 audits in Portugal, and no remarks were made from quality, environmental, social and governance-related topics.

V

In financial year 2022, Vallila had 11 amfori BSCI-audited and 3 SA8000 or SEDEX-audited active suppliers in risk countries. 100% of Vallila's purchases from risk countries are from suppliers who have a valid third party audit in place. One of Vallila's suppliers from Ukraine has an expired audit score from amfori BSCI, as it has not been possible to renew due to the war.

Of amfori BSCI audited suppliers, 64% suppliers passed the audit with score A or B. 36% suppliers received the score C, which means that there are some areas of improvement. More information on the scores can be found on the graph below. We follow up to ensure that corrective measures will be implemented and new audits tracking the progress will be conducted during 2023.

The results from Vallila's amfori BSCI audits by area in financial year 2022





Ten biggest manufacturers per brand

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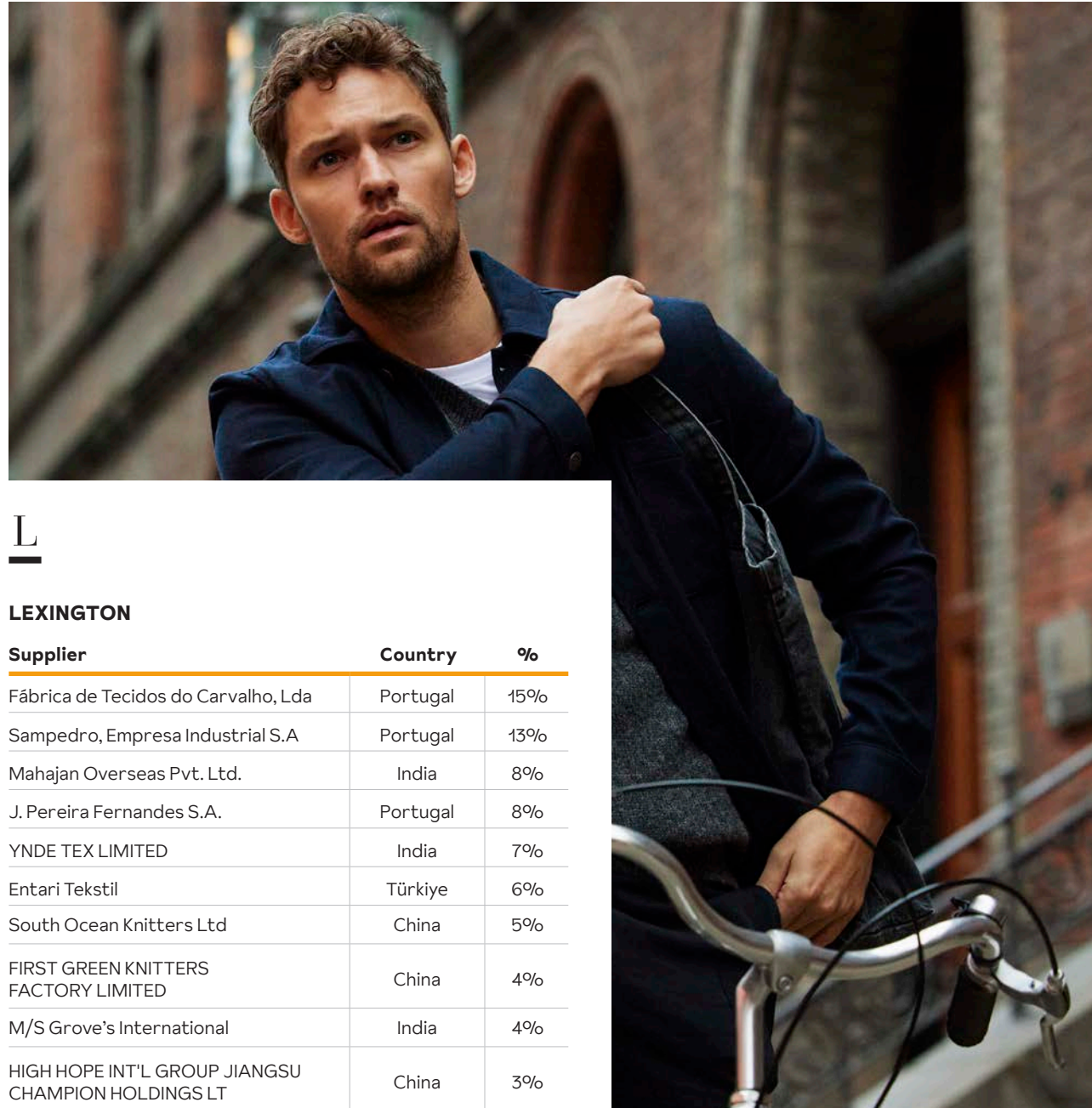
FINLAYSON

Supplier	Country	%
Kemal Ugurlu Tekstil San. ve Tic. A.S.	Türkiye	47%
OZANTEKS TEKSTIL SANAYI VE TICARET A.S	Türkiye	8%
JULES CLARYSSE NV	Belgium	6%
EVLIYAOGU TEKSTIL	Türkiye	5%
BE STITCH INDUSTRIA TEXTIL, LDA	Portugal	4%
MK SONS (PVT) LTD	Pakistan	4%
CONFIDENCE TEXWEAR LTD	Bangladesh	2%
Paragon Sleep AS	Estonia	2%
MEZROZE & CO LTD	Latvia	2%
M/S LABONI COLLECTION	India	2%

L

LEXINGTON

Supplier	Country	%
Fábrica de Tecidos do Carvalho, Lda	Portugal	15%
Sampedro, Empresa Industrial S.A	Portugal	13%
Mahajan Overseas Pvt. Ltd.	India	8%
J. Pereira Fernandes S.A.	Portugal	8%
YNDE TEX LIMITED	India	7%
Entari Tekstil	Türkiye	6%
South Ocean Knitters Ltd	China	5%
FIRST GREEN KNITTERS FACTORY LIMITED	China	4%
M/S Grove's International	India	4%
HIGH HOPE INT'L GROUP JIANGSU CHAMPION HOLDINGS LT	China	3%



Ten biggest manufacturers per brand

M

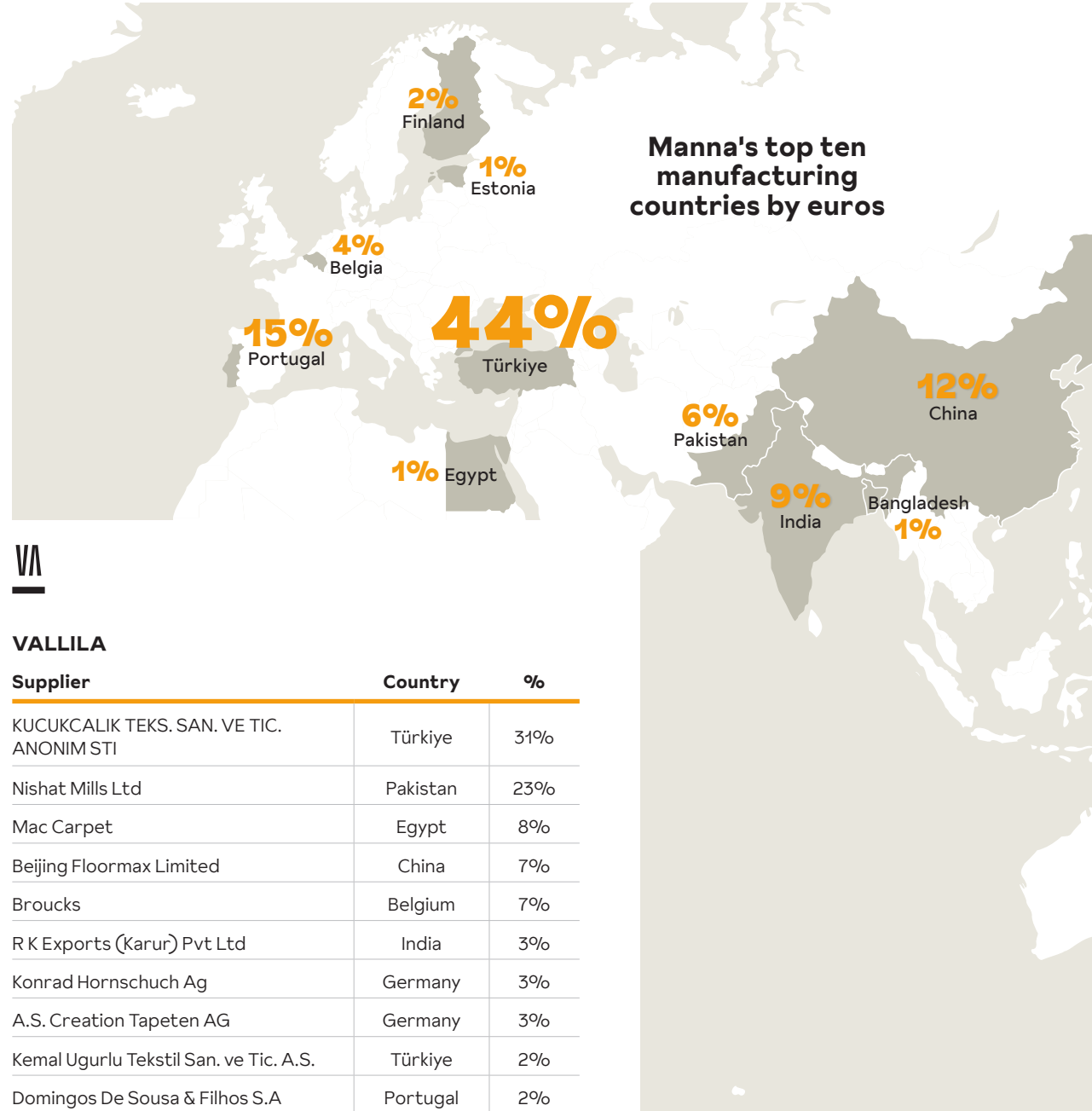
MAKIA

Supplier	Country	%
Yototeks Tekstil Urunleri San Ticaret Limited Sirketi	Türkiye	47%
Nanjing Taidong Trading Co.,Ltd	China	13%
Hangzhou Image	China	12%
SSTR Tekstil Dis. Tic. Ltd.	Türkiye	7%
Nevertex Oy	Finland	6%
EGE ÖRGÜ TRIKO TEKSTİL GIYIM SAN.TIC.LTD STI	Türkiye	5%
Trofeuveloz	Portugal	4%
Oy Premier Brands Ltd	China	1%
Pure Waste Textiles Oy	India	1%
Hangzhou Sometex Garment Co., Ltd	China	1%

V

VALLILA

Supplier	Country	%
KUCUKCALIK TEKS. SAN. VE TIC. ANONIM STI	Türkiye	31%
Nishat Mills Ltd	Pakistan	23%
Mac Carpet	Egypt	8%
Beijing Floormax Limited	China	7%
Broucks	Belgium	7%
R K Exports (Karur) Pvt Ltd	India	3%
Konrad Hornschuch Ag	Germany	3%
A.S. Creation Tapeten AG	Germany	3%
Kemal Ugurlu Tekstil San. ve Tic. A.S.	Türkiye	2%
Domingos De Sousa & Filhos S.A	Portugal	2%





Developing sustainability in project business

OUR PROJECT BUSINESS is run by Vallila Contract and Vallila Marine. They offer interior design solutions and deliveries as well as renovations to marine, hospitality and real estate industries and the public sector, mainly in Finland. They have an ISO 9001 certificate for their quality management system. We are also committed to preventing the gray economy.

In the project business, most of the projects are based on competitive tendering. Currently, the most used criteria for rating the bidders are quality and price; sustainability factors do not play a major role. However, we pay attention to sustainability factors where we can. For example, we guide our production towards material efficiency and avoiding material waste. We also recycle all the waste created in our projects and aim to minimize it.

As materials account for the biggest share of environmental impacts in interior design projects, one challenge for public space projects are the Finnish fire safety regulations. According to the law, all textiles in public spaces need to be made of fire safe

materials (except pillows, blankets, sheets and towels). This means that the most used material for public interiors is polyester, which can easily be made to fulfil the fire safety requirements but is made from fossil fuels.

During the reporting period, Vallila Marine launched Nuuk, which is a product line for modular Scandinavian work and tranquility pods. The pods are 90% of Finnish origin and their main raw material is aluminum. Aluminum makes the pods light, easy to assembly and durable, but also creates environmental impacts. Therefore, the material and waste efficiency in the production plays a key role in ensuring that we do not waste valuable material.

We have also increased the cooperation with our suppliers and partners to improve the quality and quantity of the sustainability data we receive from products and materials we use in our projects. The aim is to increase the level of transparency of our operations and prepare for the requirements deriving from EU regulation going forward.



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Climate & environment

We want to do our share in
protecting the planet.



Our commitments

Climate impacts

We are committed to targets based on climate science and the Paris agreement. We aim to be carbon neutral in our own operations by 2025 and in the whole value chain by 2035.

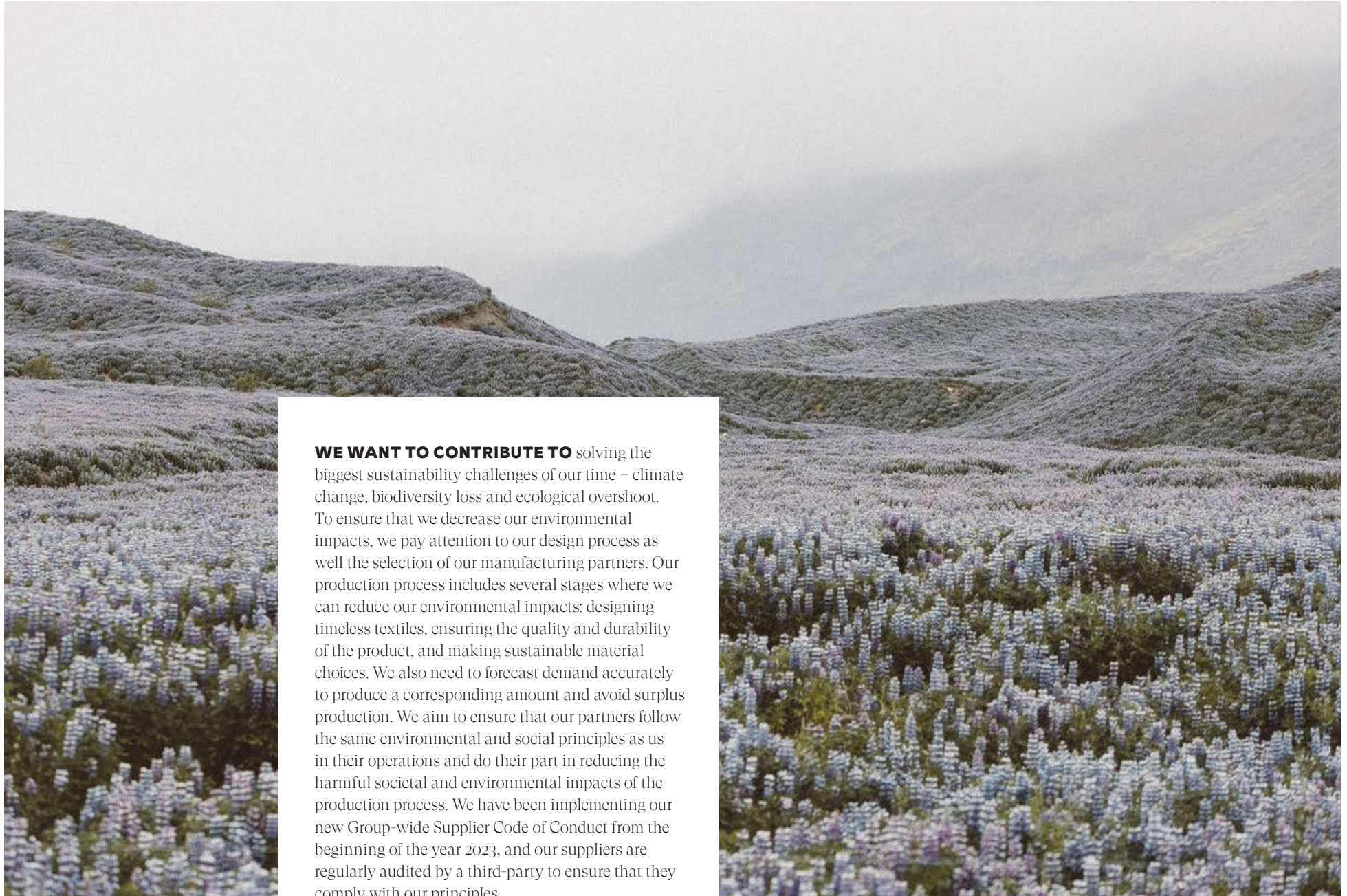
Our main tools to reach our targets are always cutting emissions based on scientific principles. In some cases, we can use trustworthy emission offsetting services to support our own actions.

Biodiversity

We aim to be nature positive by 2035. We will start mapping our impacts to ecosystems in 2023 and, based on these results, create a policy and a roadmap in the following years. We are increasing our customers' awareness of biodiversity, and we support a variety of nature protection initiatives through campaigns and donations.

Water protection

We are committed to protecting waters and watersheds. We are increasing the use of more sustainable materials, replacing water-intensive materials with more ecological materials, and developing business models based on the circular economy to save water reserves and decrease risks to watersheds. We increase our customers' awareness of water protection and water risks and support water protection of the Baltic Sea with campaigns and donations.



WE WANT TO CONTRIBUTE TO solving the biggest sustainability challenges of our time – climate change, biodiversity loss and ecological overshoot. To ensure that we decrease our environmental impacts, we pay attention to our design process as well the selection of our manufacturing partners. Our production process includes several stages where we can reduce our environmental impacts: designing timeless textiles, ensuring the quality and durability of the product, and making sustainable material choices. We also need to forecast demand accurately to produce a corresponding amount and avoid surplus production. We aim to ensure that our partners follow the same environmental and social principles as us in their operations and do their part in reducing the harmful societal and environmental impacts of the production process. We have been implementing our new Group-wide Supplier Code of Conduct from the beginning of the year 2023, and our suppliers are regularly audited by a third-party to ensure that they comply with our principles.



How we can reduce our climate impact

OUR BIGGEST CLIMATE impacts originate from the materials we use to produce our products and from the production of our products. We are committed to carbon neutrality in our own operations by 2025 and in our value chain by 2035 and these goals require lots of work. In early 2022, we finalized a new electricity supply contract covering our own operations in Finland. As a result, we are using only electricity generated from renewable sources in premises and stores in Finland where we are responsible for sourcing electricity. Next, we will take similar steps in Sweden and Norway, where Lexington has its HQ and store network.

Some of our stores are in shopping centers where electricity is included in the rental agreement, and we do not yet have a full transparency or control of the sources of electricity in such cases. Going forward, we aim to influence our lessors to select electricity generated from renewable sources whenever possible.



We started to purchase only renewable electricity in Finland in 2022.

During the reporting period, we implemented Manna's policy for sustainable transport in Finland. The aim of the policy is to create common principles, which will encourage our employees to choose more environmentally conscious ways to travel or commute, such as bicycles or electric cars. Going forward, we investigate options to compensate the remaining emissions from our car fleet before we have completely transferred to electric cars. We are already compensating emissions from Finlayson's CO₂/NEG. product line, which includes a series of décor products. Emissions, deriving from production, packaging and logistics to the store shelves are compensated through Compensate. During the reporting period, our purchase volumes decreased, which also decreased our emissions, as materials make the biggest part of our scope 3 emissions. We developed our internal processes and data collection to build even more accurate picture of our scope 3 emissions. This work is visible especially



among our project business, where we were able to collect more data from our suppliers. This led to improved accuracy in our estimation of total emissions from our project business. With improved accuracy, we also learned that in the previous sustainability report from year 2021, we have overestimated the emissions from our project business.

In comparison to the previous reporting period, we have also included Lexington into our reporting and changed our financial year (reporting now exceptionally 13 months). With these changes, the total emissions are not comparable to the previous reporting period.

During 2023, we will continue our development work with scope 3 and we aim to include two new categories, investments, and use of sold products, into our scope 3 calculation. Our emissions are reported on [page 43](#).





How we can support healthy ecosystems

OUR BIGGEST impacts on biodiversity come from two sources: raw materials and production.

Cultivation, especially cotton cultivation, is the most significant contributor of biodiversity loss in the context of the textile industry. Cotton is Manna's most significant raw material, and the majority of the cotton we use is sourced from Türkiye and the United States. We can reduce this impact by buying more sustainable materials such as recycled cotton, organic cotton and cotton sourced from Better Cotton, which promotes more sustainable farming practices. We also participate in different development projects where new biobased textile fibers are created and tested. We support circular economy initiatives which lengthen the lifecycle of textile fibers.

It has been estimated that the textile industry cause approximately 10% of

the world's greenhouse gas emissions. Climate change accelerates biodiversity loss. Therefore, our actions to reduce our emissions and work towards a carbon-neutral value chain and operations also advance the protection of nature and biodiversity.

Different processes in the textile industry also require water. Out of all the natural raw materials used in the industry, cultivating cotton requires the most water. Water is also needed in the later stages of the production process such as in fabric manufacturing, dyeing and textile finishing. The textile dyeing process also requires chemicals. Chemicals can end up back in groundwater and watersheds through wastewater, which means that a significant part of our water impacts arise from used chemicals. We adhere to the EU REACH declaration



as well as the chemical guidelines of the Finnish textile and fashion industry to ensure that the chemicals we use are safe for the end user and the environment. We research different ways to reduce the usage of chemicals. In 2021, we introduced our first product line, Finlayson Vegi, in which the products are dyed with environmentally friendly vegetable-based colors. In addition to textile dyeing, we use chemicals in our outdoor apparel to make them water-repellent. Makia's outdoor clothes are coated only with ecological coatings. Currently we use Rudolf's BIONIC-FINISH® ECO coating, which is based on proprietary dendrimer technology and comes as a family of unique non-halogenated, APEO-free, fluorine-free formulations.



We promote protecting our watersheds. Makia has been cooperating with the Keep the Archipelago Clean Association and the John Nurminen Foundation for many years to support the protection of the Baltic Sea. In 2022, Makia donated 1% of all ecommerce sales to the John Nurminen Foundation. Makia also launched a new collaboration clothing line with the Keep the Archipelago Clean Association. Part of the sales from the clothing line goes to the Association.

We follow the developing EU regulations and the global work to create science-based nature targets. We have an internal development roadmap to support our goal of launching targets and KPIs concerning both water stewardship and biodiversity in 2025 at the latest.



Identified GHG emissions (Scope 1, 2 and 3)

Emissions, t CO ₂ e	2021	1/2022–1/2023*	%
Scope 1	80	108	0.4%
Scope 2	849	622	2.3%
Scope 3	33,962	26,120	97.3%
Total	34,890	26,850	

*Lexington is included in the figures for 1/2022–1/2023

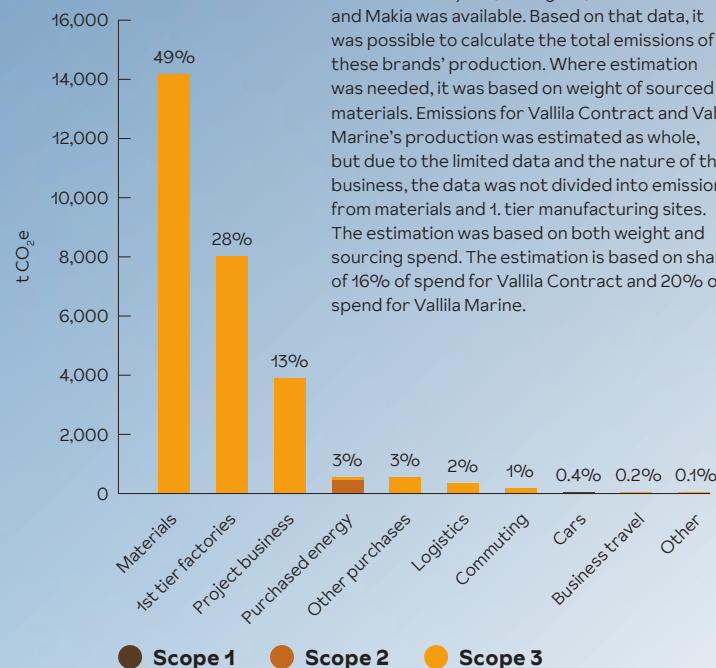
Share of known emissions*

	Materials	1st tier factories	Total
Finlayson	100%	65%	91%
Lexington	100%	70%	90%
Makia	100%	53%	79%
Vallila Collection	100%	43%	79%
Vallila Contract	Not applicable	Not applicable	16%
Vallila Marine	Not applicable	Not applicable	20%

**unknown* emissions were estimated based on information from ERP and accounting, i.e., 100% of emissions were included in the final results

Manna carbon footprint 2022

Emission data from production, comprising mainly materials and manufacturing sites, was collected from suppliers. Most of the needed data related to Finlayson, Lexington, Vallila Collection and Makia was available. Based on that data, it was possible to calculate the total emissions of these brands' production. Where estimation was needed, it was based on weight of sourced materials. Emissions for Vallila Contract and Vallila Marine's production was estimated as whole, but due to the limited data and the nature of the business, the data was not divided into emissions from materials and 1. tier manufacturing sites. The estimation was based on both weight and sourcing spend. The estimation is based on share of 16% of spend for Vallila Contract and 20% of spend for Vallila Marine.





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Corporate governance

Good governance is an integral part of
our sustainable operations.

MANNA & CO is a Finnish limited company, whose governance is based on the Limited Liability Companies Act as well as the Articles of Association and Shareholders' Agreement. The parent company Manna & Co Oy and its subsidiaries constitute the Manna & Co Group, whose domicile is Helsinki, Finland.

General Meeting and Articles of Association

MANNA & CO'S highest governance body is the General Meeting. It decides on the adoption of the financial statements, payment of dividends, appointment of the members of the Board of Directors and auditors, as well as the discharge of liabilities and changes in the Articles of Association. Manna & Co's Board of Directors decides to convene the General Meeting. The notice to the General Meeting will be delivered no less than one week before the meeting.

The Board of Directors

The composition of the Board of Directors

The Annual General Meeting elects the members of the Board based on the proposal by the biggest shareholders. The Articles of Association do not contain any regulations on a specific procedure according to which the Board members are to be appointed. According to the Articles of Association, the Board of Directors consists of a minimum of four and a maximum of seven members. The term of office of a Board member starts at the close of the General Meeting electing the member and ends at the close of the following Annual General Meeting after the election. The biggest shareholder of the company has the right to appoint the Chair of the Board.

The Board of Manna & Co has no separate committees.

The composition of the Board of Directors during the financial year January 1, 2022–January 31, 2023:

Risto Voutilainen, Chair, b. 1973, member of the Board since 2021

Mathias Berner, b. 1972, member of the Board since 2021

Markus Kokko, b. 1973, member of the Board since 2021

Sebastian Koreneff, b. 1973, member of the Board since 2021

Johannes Rastas, b. 1977, member of the Board since Sept 2022

During the financial year 2022, the Board of Directors met 23 times and concentrated on the company's financial situation and strengthening the balance sheet, as well as a review of the strategy and supporting the new organization.

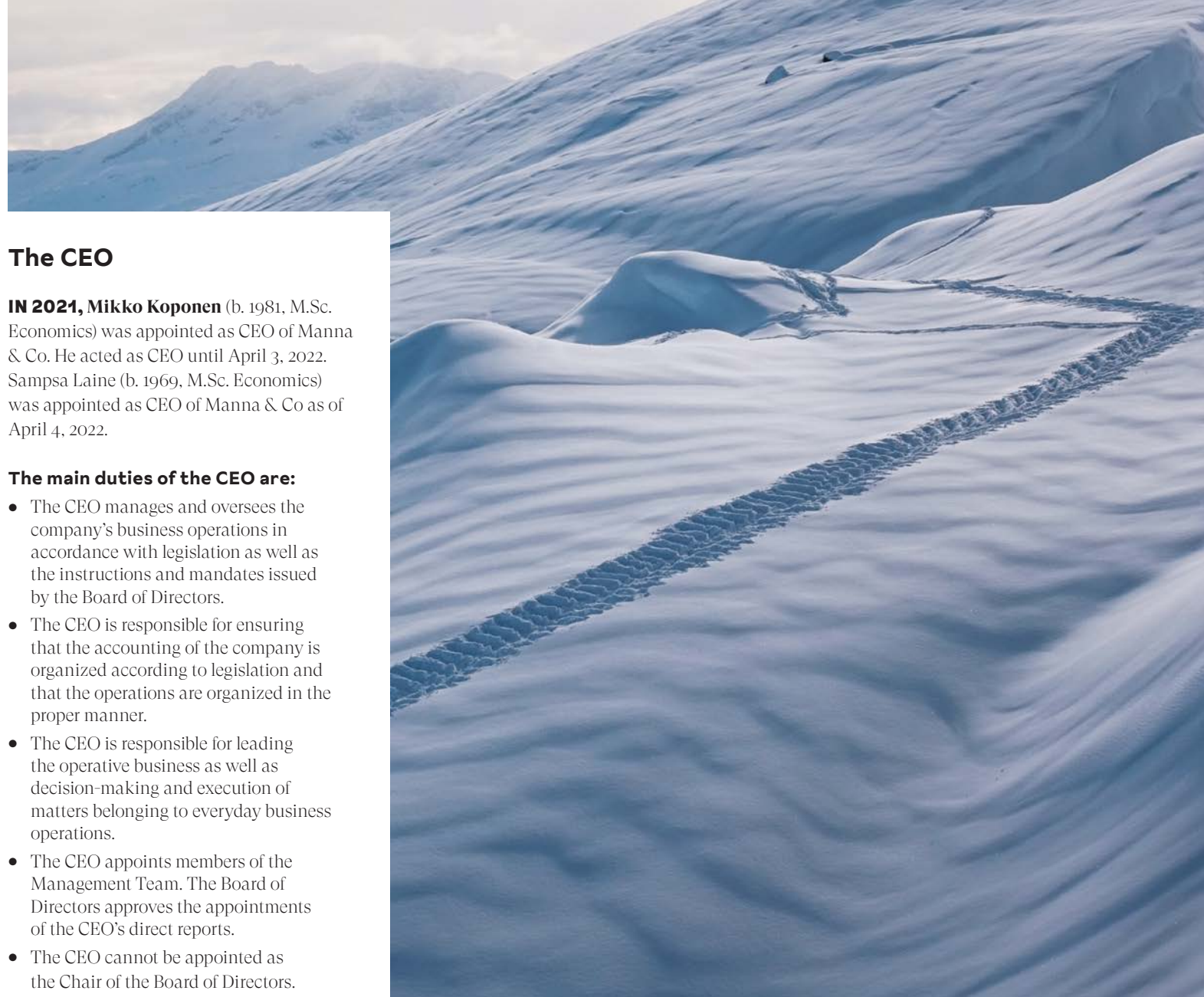
The members of the Board are independent of the company, but not all members are independent of the company's significant shareholders.

The Board diversity principles

When preparing its proposals of the nominations of the members of the Board to the AGM, the largest shareholders seek candidates with different backgrounds and aim to ensure that the Board represents different genders and age groups, has versatile educational background and work experience, and that the Board as a whole has enough experience of the operating environment of Manna & Co.

The Board duties

In accordance with the Limited Liability Companies Act as well as Articles of Association, the Board of Manna & Co is responsible for the governance of the company and due organization of its administration. In addition, the Board is responsible for the proper organization of the company's control of accounting. The Board has approved rules of procedure, which define the main duties of the Board, ways of working and meeting practices, as well as the regular self-evaluation of the Board work.



In accordance with the charter, the main duties of the Board are:

- convene the General Meetings
- appoint and dismiss the CEO
- oversee the management of the company
- approve Manna & Co's strategic and financial targets, including the company's sustainability agenda and its targets
- approve annual budgets and plans
- ensure that the company management system operates appropriately
- approve financial statements
- ensure that the company operates according to laws and regulations
- approve the principles of corporate governance, internal control and risk management as well as other relevant policies and principles
- decide on remuneration of the CEO and the remuneration principles of other management and key persons

The chair of the Board of Directors oversees that the Board carries out the duties that belong to it according to legislation and the Article of Association.

The CEO

IN 2021, Mikko Koponen (b. 1981, M.Sc. Economics) was appointed as CEO of Manna & Co. He acted as CEO until April 3, 2022. **Sampsa Laine** (b. 1969, M.Sc. Economics) was appointed as CEO of Manna & Co as of April 4, 2022.

The main duties of the CEO are:

- The CEO manages and oversees the company's business operations in accordance with legislation as well as the instructions and mandates issued by the Board of Directors.
- The CEO is responsible for ensuring that the accounting of the company is organized according to legislation and that the operations are organized in the proper manner.
- The CEO is responsible for leading the operative business as well as decision-making and execution of matters belonging to everyday business operations.
- The CEO appoints members of the Management Team. The Board of Directors approves the appointments of the CEO's direct reports.
- The CEO cannot be appointed as the Chair of the Board of Directors.



The Leadership Team

THE CEO appoints the Leadership Team. The main duties of the Leadership Team are to support the CEO in planning and leading the operations as well as prepare matters to be presented to the Board. The Leadership Team prepares strategic and annual planning and is responsible for executing those plans in their respective areas of responsibility.

The composition of the Leadership Team during the financial year 2022:

Sampsa Laine, CEO,
as of April 4

Mikael Berner, CEO,
Vallila Contract

Pooya Jalali, CEO, The Lexington
Company Ab, as of September 1

Mikko Koponen, CEO,
January 1–April 3;
Chief Operative Officer,
April 4–September 5

Mirka Koskelin,
Chief People and Culture Officer,
as of August 1

Juho Marjanen, CFO

Totti Nyberg,
Chief Creative Officer

Miia Silvasti,
Chief Operations Officer

Tommi Suutarinen,
Chief Commercial Officer

Internal control and risk management

MANNA & CO'S internal control and risk management aim to ensure that the company's operations are effective, adequate, trustworthy and based on laws and regulations, and that the risks related to the business and targets are identified, monitored and mitigated appropriately. The internal control is a fundamental part of the management system of the company, and it consists of organization structure, policies and processes, guidelines, roles and responsibilities, approval limits, manual and automated controls, follow-up reports as well as audits.

The ultimate responsibility for organizing internal control and risk management lies with the Board and the CEO, but internal control is executed at all levels of the organization and in every function. Every employee is responsible for complying with policies and guidelines and reporting misconduct and misuses to his/her supervisor or other named persons. The company has a whistleblowing channel in use to report any misconduct.

The CFO is responsible for Manna & Co's risk management process and reporting. Twice a year, the Group Management Team and the Board of Directors evaluate risks related to the company's business that can impact the financial position of the company and/or its ability to execute its strategy. A person in charge is named for each identified risk and he/she is responsible

for defining the mitigation plans and executing the needed actions. Possible acute risks and mitigation plans related to them are handled in the Group Management Team immediately after identification, and if needed, also in the Board.

Most significant risks during the financial year 2022:

- The impacts of COVID-19, the war in Ukraine and inflation on the buying behavior of consumers
- The development of interest rates and their impacts on the cost of the company's financing
- Supply chain management: production prices, transportation costs, reliability, quality and topics related to ESG
- Delays and disputes related to the agreements of the project business
- Change management as well as employee well-being and health during the building of the new organization and ways of working
- Various IT risks
- Climate change and extreme weather conditions, such as earth quakes, drought and flood, which can impact, for example, the cultivation of cotton and linen and thus raw material availability and prices



GRI

Reporting principles

Defining the material themes

This report is based on material sustainability topics of Manna & Co. Manna & Co's materiality assessment was conducted internally in 2021 and the company's sustainability agenda is built on that assessment. The agenda can be found on page 9.

Reporting period, scope, and boundaries

This sustainability report was published 11 May, 2023. The reporting period covers the time period from January 1, 2022, to January 31, 2023, as Manna & Co extended its latest financial year to last until 31 January, 2023 to include 13 months. The comparison period includes information from January 1–December 31, 2021. Manna & Co reports about the progress in sustainability topics regularly on a yearly basis after the end of each financial year.

The financial and social information and data cover all Manna & Co operations. The financial information is based on the accounting and verified financial statements of Manna & Co. Social information is based on data from payroll and personnel systems.

All employee key figures are based on full-time equivalent at the end of the period. The environmental information and data cover mainly Manna & Co's B2C business (Finlayson, Lexington, Makia, Reino & Aino and Vallila). All Reino & Aino data is included in the Finlayson data. Some environmental information and data also cover Manna & Co's project business, Vallila Contract and Vallila Marine, which is then clearly indicated. The environmental data does not cover Manna & Co's licensing business. The environmental information is acquired from Manna's own systems as well as Manna's partners' systems.

Restatement of the data

Manna & Co acquired The Lexington Company in February 2022. To some extent, Lexington's data has been included in the comparison period's data and figures. This data is clearly marked in the report.

Emission reporting principles

Carbon footprint calculation was carried out according to Greenhouse Gas Protocol Corporate Standard regarding Manna's operations in Finland and Sweden. Same

principles were followed in the supply chain calculation. These principles are:

- **relevance:** an appropriate inventory boundary that reflects the GHG emissions of the company and serves the decision-making needs of users;
- **completeness:** accounting includes all emission sources within the chosen inventory boundary. Any specific exclusion is disclosed and specified;
- **consistency:** meaningful comparison of information over time and transparently documented changes to the data;
- **transparency:** data inventory sufficiency and clarity, where relevant issues are addressed in a coherent manner; and
- **accuracy:** minimized uncertainty and avoided systematic over- or under-quantification of GHG emissions.

Manna's supply chain emissions were calculated based on cradle-to-gate approach, i.e., all life-cycle emissions until the product is sold, are accounted for. Manna collected primary data from majority of first tier factories and estimated emissions from the rest as well as all upstream emissions before first tier factories based on data gathered

in Manna's enterprise resource planning (ERP) system and publicly available emission intensity information.

In accordance with the GRI standards

This report has been prepared with reference to the GRI standards. This report includes a GRI index on page 50. Manna & Co continues to improve data quality and further develop data collection processes to improve its reporting going forward.

External assurance

Manna & Co's sustainability data is not assured by a third party.

Contact information

The contact points for Manna & Co sustainability reporting are:

Susanna Inkinen

Head of Communications
susanna.inkinen@mannagroup.fi

Miia Silvasti

Chief Operating Officer
miia.silvasti@mannagroup.fi



GRI index

Code	Indicator	Location in report	Page number	Additional information and comments
2-1	Organizational details	Corporate Governance	45	Legal name: Manna & Co Oy Manna has employees in Finland, Sweden, Norway, and Germany. Manna's value chain is global.
2-2	Entities included in the organization's sustainability reporting	Reporting principles	49	
2-3	Reporting period, frequency and contact point	Reporting principles	49	
2-4	Restatements of information	Reporting principles	49	The Lexington Company was acquired in February 2022. Information on The Lexington Company is included where possible; the integration of the company, its processes and data is still ongoing. No restatements of previous years' information were necessary.
2-5	External assurance	Reporting principles	49	
2-6	Activities, value chain and other business relationships	We have been brought together from industry leaders Supplier audit results	6 35	Some of Manna's products are manufactured and sold through licencing agreements, mainly in Finland and Japan. There were no significant changes in Manna's supplier network or activities during the reporting period. The Lexington Company was acquired in February 2022. Information on The Lexington Company is included where possible; the integration of the company, its processes and data is still ongoing.
2-7	Employees	We support our employees' competence development Reporting principles	20 49	Manna had 326 employees at the end of the reporting period. Manna does not currently have useful data available on 2-7-B (permanent, temporary, non-guaranteed, full-time and part-time employees), but the company is working on improving HR data synergies between its brands for future reporting periods.
2-10	Nomination and selection of the highest governance body	Corporate Governance	45	
2-11	Chair of the highest governance body	Corporate Governance	45-46	The Chair of the Board is independent of the company, but not independent of the company's most significant shareholders.
2-12	Role of the highest governance body in overseeing the management of impacts	Corporate Governance Our sustainability operating model supports the inclusion of everybody	45 10-11	Senior management is responsible for engaging with Manna's stakeholders. The results of these engagements and due diligence processes are discussed with the Board when applicable policies are approved or Manna's strategy and sustainability agenda is being updated. Twice a year, the Board receives an update on the notifications originating from Manna's whistleblowing channel and related investigations. Currently, the highest governance body does not have a process in place to review the effectiveness of these processes.



Code	Indicator	Location in report	Page number	Additional information and comments
2-13	Delegation of responsibility for managing impacts	Our sustainability operating model supports the inclusion of everybody	10	Manna has not appointed a separate sustainability executive.
2-14	Role of the highest governance body in sustainability reporting			The Board of Directors approves the report for publishing.
2-16	Communication of critical concerns	Our organization structure	11	No critical concerns came up in 2022.
2-18	Evaluation of the performance of the highest governance body	Corporate Governance	45	In response to evaluations and a need identified by the Board, the Board's skills and experience in digitalisation was improved through a new board member with expertise in the area.
2-22	Statement on sustainable development strategy	From the CEO	5	
2-23	Policy commitments	Our organization structure Manna Code of Conduct	11	Manna has not identified specific at-risk or vulnerable groups that it gives special attention to regarding human rights. Manna's policy commitments do not explicitly stipulate conducting due diligence or applying the precautionary principle.
2-24	Embedding policy commitments	Our sustainability operating model supports the inclusion of everybody Our organization structure Rolling out our updated Supplier Code of Conduct	10 11 30	
2-26	Mechanisms for seeking advice and raising concerns	Our organization structure	11	
2-27	Compliance with laws and regulations			Manna did not have cases of non-compliance during the reporting period.
2-28	Membership associations	We value open and continuous dialogue with our stakeholders	12	
2-29	Approach to stakeholder engagement	We value open and continuous dialogue with our stakeholders	12	
2-30	Collective bargaining agreements			All Manna's employees in Finland and most of the store workers in Norway are covered by collective bargaining agreements, making a total of 75% of all Manna's employees. Employees in Sweden do not adhere to this agreement, but adhere to local legislation as well as the local trade union agreements of the sector. Employees in Germany adhere to local legislation.
3-1	Process to determine material topics	Our materiality analysis was conducted internally in 2021	8	
3-2	List of material topics	Our materiality analysis was conducted internally in 2021	8	



Code	Indicator	Location in report	Page number	Additional information and comments
3-3	Management of material topics	Our approach to sustainability arises from our values Our materiality analysis was conducted internally in 2021 Our sustainability agenda and goals	7 8 9	<p>The general description of Manna's material topics and their impacts are given in the Business & strategy section and more specific description in People; Products and production; Climate and environment.</p> <p>Manna's most significant negative environment and social impacts are in the value chain. These impacts include the impact of raw materials on natural resources and land and water use as well as human rights & labour issues related to companies in Manna's value chain.</p> <p>Manna's Code of Conduct and Supplier Code of Conduct describes Manna's approach to the following material topics: Non-discrimination of people; Well-being in the value chain; Human rights; Materials used in products; Fostering biodiversity.</p> <p>Action taken to manage the various impacts are disclosed and described in the sections of the report where each material topic is discussed.</p>
201-4	Financial assistance received from government			Manna did not receive any financial assistance during the reporting period.
205-3	Confirmed incidents of corruption and actions taken			Manna did not have any cases of corruption during the reporting period.
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices			Manna did not have any cases of anti-competitive behavior, anti-trust or monopoly practices during the reporting period.
301-2	Recycled input materials used			<p>Currently, Manna is able to provide the data only from its consumer brands.</p> <p>Finlayson: 2% Vallila: 12% Makia: 31% Lexington: 2%</p>
302-1	Energy consumption within the organisation			<p>Information about the share of renewable and non-renewable fuel consumption is not available because Manna's data maturity does not reveal the share of renewable and non-renewable in Sweden. Because of this, the company cannot yet provide an overall picture of the shares.</p> <p>Electricity consumption: 13,128 GJ District heating: 8,808 GJ Total energy consumption: 21,936 GJ</p> <p>Information on energy use was provided directly by electricity providers.</p> <p>Manna's operations did not use cooling or steam. Manna did not sell any energy.</p> <p>Conversion factor sources Heating: Helen, Motiva, Energiföretagen, DEFRA Electricity: Motivate, IEA, Tuulivoimayhdistys, Fingrid</p>



Code	Indicator	Location in report	Page number	Additional information and comments
305-1	Direct (Scope 1) GHG emissions	How we can support healthy ecosystems Reporting principles	<u>43</u> <u>49</u>	<p>Consolidation approach: operational control GWP source: IPCC</p> <p>The base year for emissions calculations is 2021, because that was the first time Manna's carbon footprint was calculated as it was the first full year of the company's existence.</p> <p>All gases (CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃) were included in the calculation. No biogenic CO₂ emissions were included, but biogenic CH₄ and N₂O are.</p> <p>Conversion factor sources Heating: Helen, Motiva, Energiföretagen, DEFRA Electricity: Motivate, IEA, Finnish Wind Power Association (Tuulivoimayhdistys), Fingrid Travel: Traficom, Finnish Government (Valtioneuvosto), DEFRA, VTT, HSL, VR, Waste: Ecolnvent, Statistics Finland (Tilastokeskus), WWF Procurement: WWF, DEFRA, Salo ym. 2017, Natural Resources Institute Finland (Luke), Saarinen ym., SYKE ENVIMAT Materials: McKinsey, DEFRA</p>
305-2	Energy indirect (Scope 2) GHG emissions	How we can support healthy ecosystems Reporting principles	<u>43</u> <u>49</u>	<p>For sources of emission factors, GWP, and base year information, see 305-1 additional information. Consolidation approach: operational control</p> <p>Location-based emissions Electricity: 379 tCO₂e Heating: 360 tCO₂e Total: 739 tCO₂e</p> <p>All gases (CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃) were included in the calculation.</p>
305-3	Other indirect (Scope 3) GHG emissions	How we can support healthy ecosystems Reporting principles	<u>43</u> <u>49</u>	<p>For sources of emission factors, GWP, and base year information see 305-1 additional information.</p> <p>Scope 3 GHG emissions categories included: 1. Purchased goods & services 2. Capital goods 3. Energy indirect emissions 4. & 9. Logistics (up- & downstream) 5. Waste 6. Business travel 7. Commuting</p> <p>All gases (CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃) were included in the calculation. No biogenic CO₂ emissions were included, but biogenic CH₄ and N₂O are.</p>
306-1	Waste generation and significant waste-related impacts	Durable, quality textiles and everyday fashion for every home and user	<u>23</u>	<p>A significant part of Manna's waste is generated upstream in the value chain. Waste related to Manna's own operations and downstream in the value chain consists mainly of packaging materials.</p>



Code	Indicator	Location in report	Page number	Additional information and comments
306-2	Management of significant waste-related impacts	Durable, quality textiles and everyday fashion for every home and user	<u>23</u>	Manna's waste is managed by a third party. The operator is put out to tender on a regular basis and Manna requires that the chosen operator complies with the laws and regulations and provides needed documentation of that. The third-party operator reports monthly to Manna how much and what kind of waste they have collected.
306-3	Waste generated			<p>Currently Manna is not able to collect waste information from its store network as the majority of the stores are located in shopping centres, where the waste is handled collectively by the shopping centre operator and Manna has no access to that data.</p> <p>The data includes waste generated at offices, warehouses and logistics centers. Waste data and information is provided by waste management partners.</p> <p>Total waste generated (across all Manna companies): 113,088 kg Cardboard: 42,011 kg (37%) Mixed waste: 30,489 kg (27%) Misc. recoverable waste: 16,010 kg (14%) Energy waste: 13,116 kg (12%) Paper: 6,515 kg (6%) Plastic: 2,743 kg (2%) Other*: 2,203 kg (2%)</p> <p>*Bio-waste, metal, glass, SER, wood, recycled wood, waste waste</p>
308-1	New suppliers that were screened using environmental criteria			<p>43% of new suppliers of Finlayson, Makia and Vallila were audited during the reporting period. They represent 86% of new suppliers from risk countries. The audits consider environmental factors.</p> <p>The Lexington Company did not conduct any audits during the reporting period.</p>
308-2	Negative environmental impacts in the supply chain and actions taken	We aim for durability and sustainability with our material strategy	<u>25</u>	<p>Finlayson: 169 assessed suppliers Vallila: 130 assessed suppliers Makia: 4 assessed suppliers</p> <p>None of the Finlayson, Makia or Vallila suppliers that were audited (BSCI) were identified as having significant actual and potential negative environmental impacts. The company does not have sufficient information on Lexington to disclose information required by this indicator, the information that is available can be found on <u>p.33</u></p>
403-3	Occupational health services	We invest in our employees' well-being	<u>19</u>	Manna has outsourced its occupational health services to an external service provider in Finland, who also participates in the work of the work safety committee. In 2023, Manna will explore the possibilities to harmonize the processes and service levels with Lexington. The work safety committee assists in ensuring the quality of these services. Manna is currently working on harmonizing how to facilitate workers' access to occupational health services across brands.



Code	Indicator	Location in report	Page number	Additional information and comments
403-4	Worker participation, consultation, and communication on occupational health and safety			<p>Employees participate in OHS matters through work safety committees, where employees have selected representatives. In 2023, a joint work safety committee will start in Finland. The joint work safety committee will participate in the development of Manna's occupational health and safety activities going forward. Details on the committees responsibilities, meeting frequency etc. (403-4-B) will be described in future reports as these are clarified.</p> <p>In 2023, Manna will also explore possibilities to integrate Lexington into these activities.</p>
403-6	Promotion of worker health			<p>In Finland, Manna offers additional hospital and illness treatment services to all its employees in Finland. The ways to organize the service has varied between different companies, and Manna harmonized these processes during the reporting period. Manna offers information regarding the services via different internal communication channels and employee infos.</p>
404-2	Programs for upgrading employee skills and transition assistance programs	We support our employees' competence development	20	<p>As a result of store closings, Manna had a couple of change negotiations in Finland during the reporting period, which resulted in a termination of employment. Manna followed laws and regulations in these negotiation, no additional support was offered.</p>
404-3	Percentage of employees receiving regular performance and career development reviews	We support our employees' competence development	20	
405-1	Diversity of governance bodies and employees	We support our employees' competence development	20	<p>Manna's Board of Directors: Men: 100% Women: 0% Under 30 years old: 0% 30–50 years old: 20% Over 50 years old: 80%</p> <p>Manna's leadership team: Men: 75% Women: 25% Under 30 years old: 0% 30–50 years old: 75% Over 50 years old: 25%</p> <p>Manna has not conducted a process to identify members of minority or vulnerable groups in the leadership team or among employees.</p> <p>Age group distribution information is not currently available for employees.</p>
406-1	Incidents of discrimination and corrective actions taken	We value equity and diversity	18	



Code	Indicator	Location in report	Page number	Additional information and comments
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk			None of the Finlayson, Makia or Vallila suppliers that were audited (BSCI) were identified as being at risk of not respecting the right to freedom of association and collective bargaining. The company does not have sufficient information on Lexington to disclose information required by this indicator, the information that is available can be found on p.33. Outside of audits, Manna did not take specific measures to support the right to exercise freedom of association and collective bargaining.
408-1	Operations and suppliers at significant risk for incidents of child labor			None of the Finlayson, Makia or Vallila suppliers that were audited (BSCI) were identified as being at risk for child labour. The company does not have sufficient information on Lexington to disclose information required by this indicator, the information that is available can be found on p.33. Outside of audits, Manna did not take specific measures to contribute to the effective abolition of child labor.
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor			None of the Finlayson, Makia or Vallila suppliers that were audited (BSCI) were identified as being at risk for forced labour. The company does not have sufficient information on Lexington to disclose information required by this indicator, the information that is available can be found on p.33. Outside of audits, Manna did not take specific measures to contribute to the effective abolition of forced labor.
414-1	New suppliers that were screened using social criteria			43% of new suppliers of Finlayson, Makia and Vallila were audited during the reporting period. They represent 86% of new suppliers from risk countries. The audits consider social factors.
414-2	Negative social impacts in the supply chain and actions taken			<p>Finlayson: 169 assessed suppliers Vallila: 130 assessed suppliers Makia: 4 assessed suppliers</p> <p>Some of the significant (amfori BSCI score D) negative social impacts identified in the audits included decent working hours (Makia, Finlayson, Vallila), social management systems and implementation (Makia, Finlayson), health and safety (Makia, Finlayson, Vallila). Three Vallila suppliers, three Finlayson suppliers and three Makia suppliers were identified as having these negative social impacts. Some of the suppliers might overlap a.k.a supplying both Finlayson and Vallila, for example. With all audited suppliers where significant negative impacts were identified (score D), corrective measures have been agreed upon and will be followed up on during the next year. No supplier agreement was terminated due to the audit results during the reporting period.</p> <p>The company does not have sufficient information on Lexington to disclose information required by this indicator, the information that is available can be found on p.33.</p>
415-1	Political contributions			
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services			Manna did not have any instances of non-compliance concerning the health and safety impacts of products and services during the reporting period.



Code	Indicator	Location in report	Page number	Additional information and comments
417-1	Requirements for product and service information and labeling			Of Manna's product portfolio, only potholders and childrens' toys require a CE marking as regulated product information, and they are all marked with required labels. These products consist of less than 1% of Manna's revenue.
417-2	Incidents of non-compliance concerning product and service information and labeling			No incidents of non-compliance concerning product and service information and labelling occurred during the reporting period.
417-3	Incidents of non-compliance concerning marketing communications			There were two cases of non-compliance concerning marketing communications during the reporting period. One case lead to a warning and the other to a notice of a conditional fine.
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data			There were no substantiated complaints concerning data security during the reporting period.



Manna & Co