



Sustainability Report 2025

MP-Maustepalvelu Oy

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Introduction

Sustainability is an integral part of Maustepalvelu's strategy and day-to-day operations. Our work is based on three main dimensions: environmental responsibility, social responsibility and economic responsibility. Together, these form the foundation for sustainable business and long-term customer relationships.

In early 2025, we carried out a double materiality assessment based on the ESRS standards, identifying the sustainability themes that are most significant for our business. This assessment forms the basis for Maustepalvelu's sustainability strategy for 2026-2028 and ensures that our sustainability work focuses on matters that are genuinely material to our business and stakeholders.

In addition to the strategy, the content of this report is based on the company's sustainability performance assessment and indicator data collected during the past year. This ensures that the report provides a transparent and up-to-date view of the progress and impacts of our sustainability work.

The objective of this report is to:

- describe the current state and development of our sustainability work
- present the year's key achievements and highlights
- identify the key development areas and objectives for the coming years

Our sustainability work is continuous, and each year brings new opportunities and obligations. Through this report, we want to demonstrate our commitment to sustainable development and to ensuring that our operations benefit our customers, our employees and the surrounding society.



Our identity



Basic information about the company

MP-Maustepalvelu Oy is Finland's leading specialist and supplier of food ingredients and component solutions. The company offers comprehensive services from ideation and raw material testing to product development, sourcing and storage of components, and the manufacture and delivery of customer-specific blends. Maustepalvelu is domiciled in Hämeenlinna.

Maustepalvelu's revenue for the financial year ending 31 December 2025 was EUR 38.3 million, and the company employs 76 permanent employees.

Maustepalvelu's CEO is Mikko Salonen.

The company's operational management is committed to sustainability work and leads it.



CEO's review

At MP-Maustepalvelu Oy, our fundamental mission is to provide our customers with first-class raw materials while ensuring our operations remain responsible. We have taken this responsibility into account above all in the selection of raw material suppliers and in our own operations.

The foundations of our company's operations include motivating and encouraging our employees, continuously developing our operations and maintaining profitability. We want to provide good conditions for our employees to train, become motivated and develop in their careers. Our stable financial position enables the development of responsible business operations, and by investing in production equipment we improve our environmental responsibility.

We select our suppliers with due consideration of sustainability principles and purchasing requirements. We require our suppliers to commit to complying with the principles of the Code of Conduct.

Raw material markets stabilised during 2025. Geopolitical changes around the world naturally affect the situation, but conditions nevertheless improved and raw materials were more readily available. Price levels remained high, although they declined slightly. The situation in the Middle East has had a greater impact on raw material supply by complicating freight traffic from Asia. Ships have had to reroute around Africa, causing delays in delivery times and increases in freight prices. Other costs have also continued to rise more generally. Delivery reliability remained at a good level in 2025.

One of our key environmental objectives is to reduce the amount of packaging waste, improve recycling and manage energy consumption at our production facility in Hämeenlinna. In 2025, we used renewable wind energy, and this agreement also covers 2026 and 2027.



Mikko Salonen
CEO

Maustepalvelu's identity

Our identity is built on shared values, a clear vision and mission, and a customer promise that guides our daily work. Our values - quality, responsibility and reliability - are visible in everything we do. Our vision is to be the number one supplier in our sector in Finland, developing solutions together with our customers.

To our customers, we promise safe, healthy and responsibly produced seasoning solutions that support their business and the wellbeing of consumers.

Our way of working - how we approach customers, employees, suppliers and the surrounding community - is an essential part of our identity. On this foundation, we put our strategy into practice and build trust among our stakeholders.

We are part of the international Barentz Group, but we are a local and flexible partner with long experience in developing spice blends and the capability to produce customer-specific solutions.



Our values

Quality

The foundation of our operations lies in high-quality products and services that meet even the strictest requirements of the food industry. We take care of product safety and ensure quality throughout the entire supply chain.

Responsibility

Responsibility is visible in our everyday work - in raw material sourcing, production methods and employees wellbeing. We operate ethically and with respect for the environment.

Reliability

We are a long-term and reliable partner for our customers and business partners. We keep our promises and deliver on time, without compromising on quality.

Profitability

We operate in a financially sustainable way so that we can develop our operations, invest and serve our customers over the long term.

Continuous development

We continuously develop our operations, monitor trends and actively seek new solutions together with our customers. We invest in technology and employees competence to ensure future competitiveness.



Our mission, vision and customer promise

Our mission

We help our customers produce tasty and safe food, responsibly and reliably.

Our vision

We are the number one in our sector in Finland and will grow into a significant player in neighbouring markets as well. We offer high-quality products and services that meet the changing needs of the food industry.

Our customer promise

We promise to deliver high-quality and safe food ingredients accurately and reliably. We support our customers in product development and recipe formulation, actively monitor flavour trends and provide expert service throughout the entire process. Responsibly sourced raw materials and our long experience ensure that you can focus on your own business – we take care of flavour, quality and delivery reliability.



Our way of working

For us, the way we operate is just as important as the end result. Responsibility, quality and honest cooperation are emphasised in our everyday work. We want to operate in a way that means we can always be trusted – as a customer, partner and employer.

We act honestly and transparently

We strive for transparency in everything we do. We do not accept corruption or conflicts of interest, and we comply with laws and good business practices.

We respect people

We treat our employees and partners fairly and respectfully. We do not allow discrimination, harassment or bullying. We are committed to safe working conditions and continuously develop our work community.

We take care of quality and safety

The safety and consistent quality of our products are our top priorities. ISO 9001, ISO 14001 and FSSC 22000 certificates support our operations and development.

We take responsibility for the environment

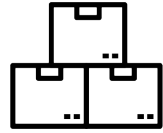
We recognise the negative environmental impacts of our operations and actively seek ways to reduce them. We choose solutions that support long-term sustainability.

We build cooperation and trust

We create value together with our customers, employees and partners. We listen, communicate openly and keep our promises, because trust is earned through actions.



Key sustainability figures 2025



73%

Freight carried as full loads



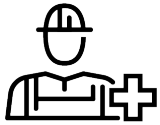
473tCO₂e

Total emissions



2

Recalls



3

Occupational accidents



0%

Permanent
employee turnover



55

NPS



97%

Customers who wish to
continue cooperation

Operating environment and megatrends



Operating environment and megatrends

Maustepalvelu operates in a central role in the food industry production chain, where the operating environment is shaped by global risks, tightening sustainability requirements and increasingly diverse customer needs.

EU legislation, such as the Deforestation Regulation (EUDR), the Corporate Sustainability Due Diligence Directive (CSDDD) and the Corporate Sustainability Reporting Directive (CSRD), affects companies' operating environment by, among other things, increasing requirements for supply chain transparency, tightening sustainability-related reporting and extending due diligence obligations to subcontractors and business partners. Although the CSRD reporting obligation does not apply directly to Maustepalvelu, its impacts will reach the company through the value chain in the form of customer requirements.



Megatrends and structural changes

- **Climate change:** extreme weather events make the cultivation of many spices more difficult and increase raw material price volatility and availability risks.
- **Changing consumer behaviour:** growing interest in healthy, natural and transparently produced foods guides product development.
- **Digitalisation and artificial intelligence:** improve traceability and production control, but also bring information security and supply chain risks.
- **Uncertainty in international trade:** geopolitical tensions, sanctions and fluctuations in transport costs affect supply chains and exports.

Stakeholder expectations

Clear sustainability expectations are emerging from customers, employees and raw material suppliers:

- **Customers** expect accurate sustainability information, delivery reliability and expertise in product development.
- **Employees** value safe working conditions, equality and opportunities to develop their own competence.
- **Suppliers** require long-term cooperation and clear sustainability policies, while also valuing joint development.

Megatrends and structural changes

Megatrend	Short term 1-3 years	Medium term 4-5 years	Long term over 5 years
Climate change	An increase in extreme weather events causes individual delivery disruptions and price volatility.	Raw material production areas shift and harvests weaken in certain areas.	The cultivation of spices and herbs shifts significantly to new geographical areas; some current sources disappear.
Changing consumer behaviour	Growing demand for healthy and cleanly produced food; growth in plant-based products.	The requirement to verify full transparency and responsibility becomes more common.	Consumers' expectations regarding sustainability become the default, steering the entire production chain.
Digitalisation and artificial intelligence	Development of production control, traceability (raw material sourcing conditions) and information security.	Large-scale AI-based demand forecasting and supply chain optimisation.	Real-time, automated supply chain management and proactive risk management.
Uncertainty in international trade	Fluctuations in transport costs and delivery times.	Changes in trade agreements and customs duties affect raw material prices and availability.	Long-term geopolitical dividing lines reshape raw material sources and logistics routes.

Impacts of EU regulation on Maustepalvelu

Although EU regulation does not apply directly to Maustepalvelu in all respects, its indirect impacts can be significant, as customers, financiers and other stakeholders direct requirements across the entire value chain. Stakeholder expectations relate particularly to supply chain transparency, ethical business practices and measured sustainability data, which are becoming a basic prerequisite for business.

Corporate Sustainability Due Diligence Directive (CSDDD)

Requires companies to assess and manage human rights and environmental risks across the entire value chain. For Maustepalvelu, this means implementing supplier due diligence processes, assessment of high-risk sourcing regions, and strengthening sustainability requirements.

Corporate Sustainability Reporting Directive (CSRD)

Requires reporting on sustainability work in accordance with the ESRS standards. This increases the comparability and transparency of reporting and guides the systematic use of sustainability indicators and objectives.

EU Deforestation Regulation (EUDR)

Requires that raw material sourcing can verify that products do not originate from areas affected by deforestation or forest degradation. This emphasises supply chain traceability and transparency.

EU regulation guides Maustepalvelu to strengthen supply chain responsibility, increase the transparency of reporting and integrate sustainability work more closely into the business strategy.



Stakeholder
engagement



Stakeholder engagement

Maustepalvelu has three stakeholder groups that are central to its operations, whose activities, wishes and expectations towards the company guide its operations and development. Maustepalvelu's stakeholder engagement is active, open and honest interaction in which the parties value and respect each other.

In early 2025, a broad stakeholder survey was carried out with customers, employees and suppliers in Finland and abroad. The results of the survey provided valuable information on stakeholders' wishes and expectations, such as clarifying sustainability communications, reducing the carbon footprint, ensuring supply chain responsibility and developing wellbeing at work. These findings have been taken into account in the company's sustainability strategy and in the planning of practical actions.



Customers

Customers expect Maustepalvelu to provide accurate, timely and error-free deliveries. Expert support in product development, particularly in the development of flavour variations and recipes, is also considered important.

Customers would like the company to provide more precise and product-specific sustainability information in the future and to communicate more transparently about its sustainability actions.

Employees

Employees expect a safe and equal working environment where wellbeing, clear communication and the smooth functioning of everyday work are in order. Employees would like more concrete actions to develop occupational safety and wellbeing.

Sustainability work is expected to be more visible in everyday operations, and its significance is felt to be easier to understand when objectives, actions and impacts are presented from the employees' perspective.

Suppliers

Raw material suppliers expect clear, concrete sustainability policies and practical guidance from Maustepalvelu, making cooperation easier and ensuring consistent practices.

Long-term customer relationships, consistent cooperation and mutual trust are at the centre of supplier expectations.

Sustainability themes and objectives



Key ESRS themes identified in the double materiality assessment

The ESRS standards (European Sustainability Reporting Standards) are based on the Corporate Sustainability Reporting Directive (CSRD). They enable companies to report on their sustainability work in a comparable and transparent manner.

A double materiality assessment enables a company to identify and select the focus areas and sustainability themes that are material to its own sustainability work and operations. It is a tool for the strategic development of business that provides a comprehensive view of the company's impacts on people, the environment and the company's financial performance.

ESRS theme

Business impact areas

E1 Climate change

Energy use, transport emissions, product carbon footprint reporting

E4 Biodiversity and ecosystems

Responsible raw material sourcing, prevention of deforestation

E5 Resource use and circular economy

Resource efficiency across all key indicators

S1 Own workforce

Occupational safety, equality, wellbeing at work

S2 Workers in the value chain

Human rights, supplier due diligence requirements

G1 Business conduct

Strategy, communications, sustainability management



Sustainability themes and objectives

Based on the double materiality assessment, the company's greatest risks relate to climate change mitigation (transport emissions, energy consumption), supply chain responsibility and tightening regulation. At the same time, significant opportunities were identified, such as strengthening the use of responsible raw materials, developing packaging solutions and utilising digitalisation in logistics. The company's operations have key impacts on the environment (emissions, biodiversity), people (wellbeing at work, human rights in the value chain) and the economy (cost savings, competitiveness, customer trust).

The tables on the following pages summarise Maustepalvelu's key sustainability themes identified on the basis of the double materiality assessment carried out in early 2025. Concrete actions and clear objectives have been defined for each theme, guiding the implementation and monitoring of sustainability work. In addition, the tables describe how the actions support the UN Sustainable Development Goals (Agenda 2030). The tables serve as a roadmap for planning and reporting the company's sustainability work.









Agenda 2030

Agenda 2030 is the UN action programme for sustainable development, adopted in 2015, with the aim of promoting economic, social and environmental sustainability by 2030. At the core of the programme are the 17 Sustainable Development Goals (SDGs), covering areas such as ending poverty, combating climate change, preserving biodiversity and promoting equality. The goals are interconnected and form a whole whose achievement requires broad cooperation between governments, companies, organisations and citizens.



Sustainability themes and objectives: Environmental responsibility E1, E4 and E5

Theme	Actions	Objectives	Supports the UN Sustainable Development Goals
Carbon footprint reduction	Carbon footprint calculation for raw materials Transport optimisation	Calculation makes product emissions visible and enables their reduction Reduces emissions from logistics and energy use	 
Responsible sourcing of raw materials	Strengthening sourcing channels for responsible raw materials	Prevention of deforestation and preservation of biodiversity	 
Resource efficiency and circular economy	Optimisation of resource efficiency	Improved resource efficiency across all key indicators	 

Sustainability themes and objectives: Social responsibility S1 and S2

Theme	Actions	Objectives	Supports the UN Sustainable Development Goals
Wellbeing of own employees	Improving occupational safety management Increasing internal training	Increasing occupational safety and developing competence	 
Working conditions and human rights in the supply chain	Strengthening the Code of Conduct and communicating it to suppliers Monitoring the origin of raw materials and working conditions	Taking into account and improving human rights and working conditions issues related to the supply chain	 

Sustainability themes and objectives: Governance and communications G1

Theme	Actions	Objectives	Supports the UN Sustainable Development Goals
Sustainability governance and management	Linking sustainability perspectives and objectives to the company's strategic decision-making	Strengthening sustainability as an integral part of the company's business strategy	
Transparent communications	Comprehensive and multichannel sustainability communications for all stakeholders	Strengthening the objectives and practical actions of sustainability work through stakeholder communications	

Sustainability
actions,
objectives and
indicators



Sustainability actions, objectives and indicators

Objectives









The objectives of sustainability work give the company's sustainability work a clear purpose and direction towards which actions are taken. They enable progress to be measured and help assess whether actions are sufficient and effective. Without objectives, sustainability work may remain a set of disconnected actions whose overall impact is difficult to understand or communicate to stakeholders. Some of the objectives are new and were not monitored in 2025.

Indicators

The indicators for sustainability work enable the monitoring of progress towards objectives and the assessment of the effectiveness of actions. They help identify development areas, allocate resources effectively and ensure that sustainability work produces measurable results. Indicators also increase transparency and support stakeholder trust.







Sustainability actions, objectives and indicators: Environmental responsibility E1, E4 and E5




Actions	Objectives	Indicators	2025 performance
Product carbon footprint calculation	75% of products calculated in 2027	Share of calculated raw materials, %	
Transport optimisation	Share of full truckloads to reach at least 75 % by 2027	Number of full loads as % of all loads	
	Reducing total CO2 emissions from transport managed by Maustepalvelu by 20% by 2028	Total transport emissions, compared with 2025	
Strengthening responsible sourcing practices	50% of all suppliers assessed from a sustainability perspective in 2027	Share of assessed suppliers as % of all suppliers	
		Share of raw materials from assessed suppliers of total raw material use	
Resource efficiency and circular economy	Improved resource efficiency across all indicators	Amount of packaging material per production kilogram	
		Electricity consumption kWh/production kg	
		Water consumption l/production kg	

Green = target is progressing as planned
 Yellow = progressing, but development is needed
 Red = not progressing as planned
 Grey = not yet started during the reporting period

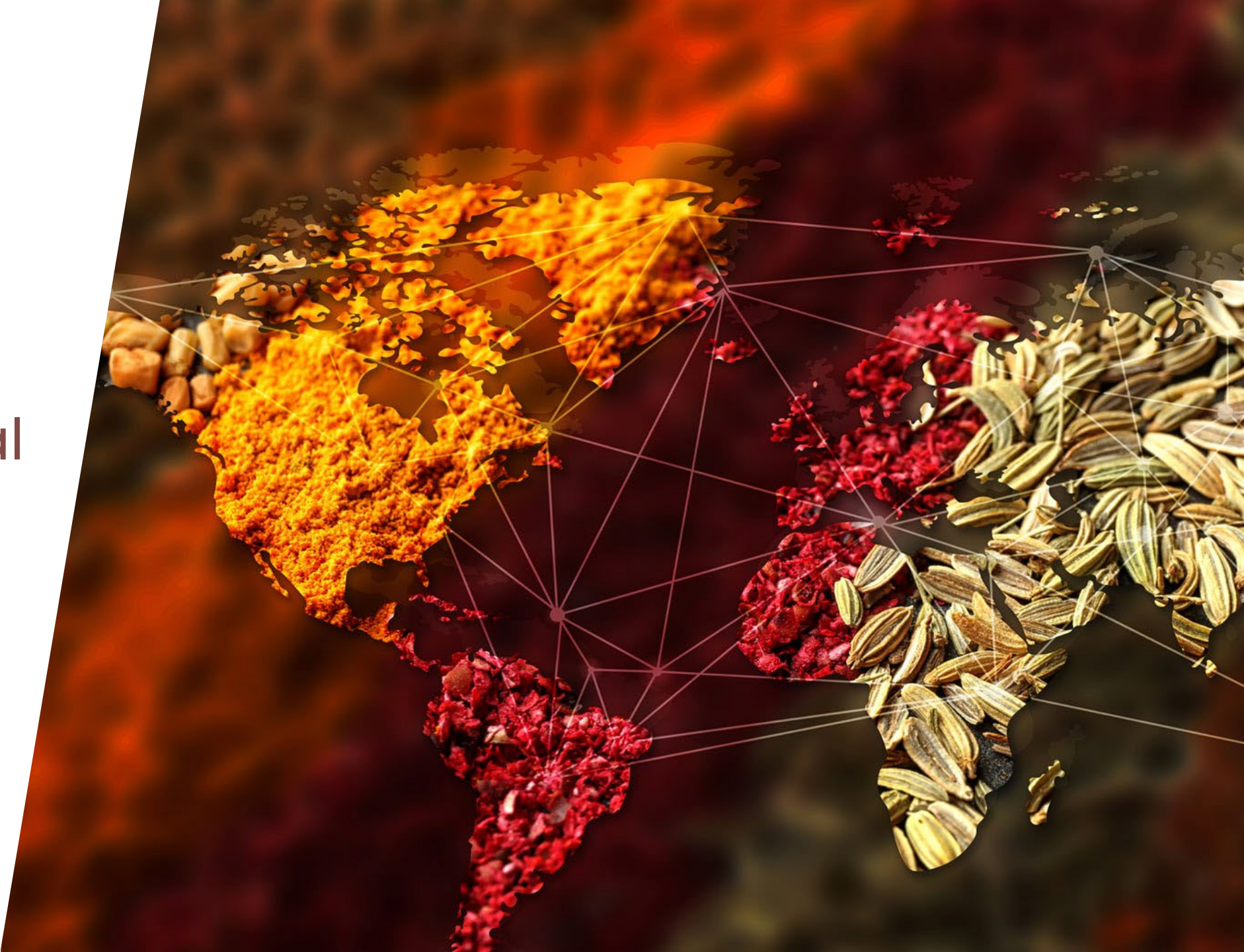
Sustainability actions, objectives and indicators: Social responsibility S1 and S2

Actions	Objectives	Indicators	2025 performance
Improving occupational safety management	Zero occupational accidents	Number of occupational accidents; number of near-miss situations	
Increasing internal training	Training is planned as part of annual planning	Number of training days/person	
Strengthening the Code of Conduct and communicating it to suppliers	90% of suppliers are covered by an ethical agreement in 2027, either Maustepalvelu's or the supplier's own	Share of suppliers committed to an ethical agreement of all suppliers	
Monitoring and verification of the raw material production chain	100% of raw material origins known	Share of raw materials for which origin and production conditions are known	

Sustainability actions, objectives and indicators: Governance and communications G1

Actions	Objectives	Indicators	2025 performance
Linking sustainability perspectives and objectives to the company's strategic decision-making	Embedding sustainability into business strategy	Number of sustainability objectives linked to strategic objectives Number of times sustainability themes are discussed in steering group meetings	 
Comprehensive and multichannel sustainability communications for all stakeholders	Strengthening the objectives and practical actions of sustainability work through stakeholder communications	Number of published sustainability contents by communication channel	

Environmental responsibility



Environmental responsibility: Carbon footprint

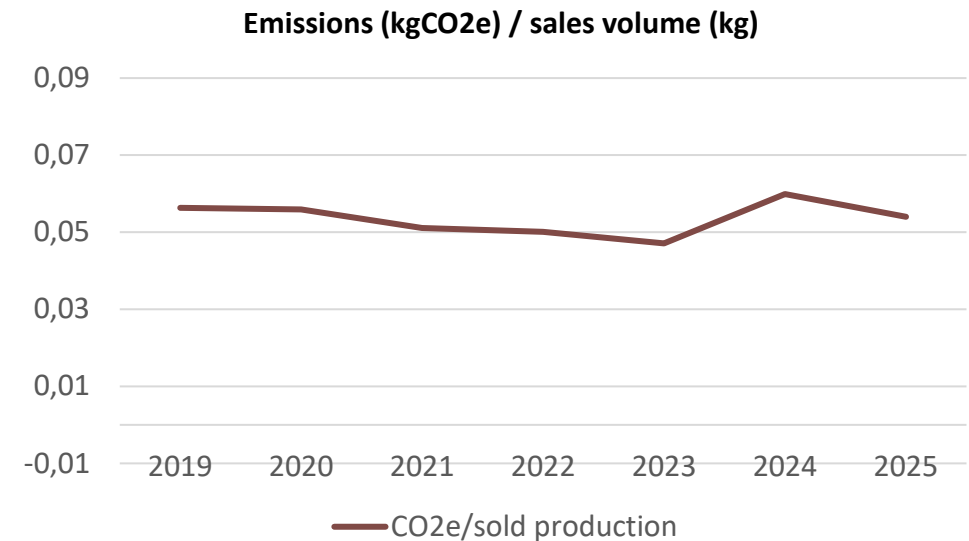
Maustepalvelu's carbon footprint consists of:

- ✓ transport of raw materials
- ✓ electricity consumption
- ✓ waste treatment
- ✓ business travel

The company switched to using only wind power in August 2021, which changed to low-emission electricity in autumn 2024. Wind power was again in use in 2025. The use of solar energy began in spring 2025. Waste sorting and recycling have been improved.

The company has offset part of the carbon emissions caused by transport. Offsetting has not been taken into account in the carbon footprint calculations. This year, the calculations also included the heating of the leased warehouse with district heating (Scope 2). We have started to determine the carbon footprints of the largest raw materials, but these have not yet been included in the carbon footprint calculation.

Relative to finished products sold, emissions are 0.05 kgCO₂e / kg sold.



Input data for carbon footprint calculation

Maustepalvelu's carbon dioxide emissions have been calculated in accordance with the GHG Protocol standard. Maustepalvelu has no direct carbon dioxide emissions (Scope 1), because the company does not use thermal energy; heat is produced with electricity and air-to-water heat pumps. The company also does not have its own transport fleet.

Indirect carbon dioxide emissions (Scope 3) include transport and freight purchased from external transport companies, the use of leasing cars, business travel, commuting and waste management. Freight and transport include raw material transport to the production facility.

Carbon footprint of raw materials and production processes

In 2025, the company launched the development of carbon footprint calculation for raw materials and production processes based on a need identified in stakeholder surveys.

- Maustepalvelu's operational carbon dioxide emissions have been calculated since 2019.
- Product carbon footprint calculation has been included in the actions and objectives of sustainability work, with the aim of completing product calculations by the end of 2027.

Emission class and category	Description	GHG emissions tCO ₂ e	Share of emissions %
SCOPE 2			
Purchased energy	Emissions from purchased energy	2,18	0,461 %
SCOPE 3			
Transport and freight	Emissions from transport paid for by the company	431,87	91,318 %
Travel	Leasing cars, business travel, employee commuting between home and the workplace	12,90	2,728 %
Fuel production and transmission losses	Fuel production and transmission losses	5,51	1,165 %
Waste	Emissions from waste management	20,47	4,328 %
Total		472,93	

Environmental responsibility

Transport optimisation

In 2025, the company continued to optimise transport with the aim of reducing the number of empty or partial loads and improving logistics efficiency. The work was developed in cooperation with transport partners, and during the year the share of full loads rose close to the target level. The optimisation measures support both cost efficiency and environmental responsibility by reducing transport-related emissions.

Development of packaging materials

In 2025, the company continued to improve the environmental friendliness of packaging materials and increase their recyclability. The work progressed according to plan and supports the promotion of the circular economy and the reduction of waste burden.

Water use

Although water consumption is not a significant environmental impact in Maustepalvelu's operations, its responsible use and monitoring are part of comprehensive environmental responsibility. The company takes into account potential risks related to water use and, where necessary, develops operating practices to minimise consumption.



**In 2025, 73% of transport
was carried out as full
loads**



Environmental responsibility

Reducing raw material waste

To improve the efficiency of raw material use and minimise waste, in 2025 the company introduced new process monitoring and control methods. Follow-up of the measures will take place in 2026. Reducing waste also lowers the environmental burden of the supply chain and supports responsible resource use.

EU Deforestation Regulation

In 2025, the company closely monitored the implementation of the EU Deforestation Regulation and prepared for its impacts on raw material sourcing. The supplier network was mapped and origin documentation was supplemented to ensure that sourcing meets the requirements of the regulation. This work supports the objectives of responsible sourcing and strengthens supply chain transparency.

The significance of environmental responsibility

Maustepalvelu's environmental responsibility actions reduce the environmental burden caused by the company's operations and products, strengthen supply chain transparency and support customers' sustainability objectives.

Environmental responsibility actions reduce emissions, save natural resources and prevent deforestation. At the same time, the actions improve the company's competitiveness, ensure regulatory compliance and support the wellbeing of employees and communities.



In 2025, waste generated amounted to 3.0% of manufactured kilograms



Social responsibility



Social responsibility

Employee wellbeing

In 2025, the company invested more systematically in developing employee wellbeing and working conditions. Regular wellbeing surveys were carried out, and based on their results, improvements were made to workplace ergonomics and break practices. As a result of occupational safety measures, the accident frequency rate remained low.

Competence development

Employees competence was strengthened by providing training that supports both current duties and future competence needs. During the year, the number of training hours per person increased compared with the previous year. Internal job rotation was also developed, supporting employee development and commitment to the company.

Diversity and equal opportunities

The company continued to develop an equal and non-discriminatory work community. Equal opportunities for all applicants and employees were ensured in recruitment and career progression. Practices promoting diversity were strengthened in employees' policies and communications.



In 2025, the number of occupational accidents was 3



Social responsibility

Internal communication and engagement

In 2025, internal communications and opportunities for employees to participate in decision-making were strengthened. Regular employees' events and feedback channels gave employees the opportunity to share their views and development proposals, increasing openness and a sense of belonging in the work community.

Cooperation with the local community

The company continued active cooperation with local actors. In 2025, it supported the vitality of the region by, among other things, using local sourcing channels and participating in community projects. The activities strengthened the company's role as a reliable and responsible local partner.



The significance of social responsibility

Social responsibility is an essential part of Maustepalvelu's operations. Investments in employee's wellbeing, competence development and equal opportunities strengthen the commitment and work ability of the work community. Open interaction and support for the local community increase trust, strengthen the company's reputation and support its long-term success.

Value chain
responsibility



Value chain responsibility

Transparency and ethics in the value chain play a central role in Maustepalvelu's sustainability work. The company operates at a key junction in the food industry production chain, where responsible sourcing and supplier cooperation directly affect the quality, safety and sustainability of products.

In 2025, the focus was on specifying supplier requirements, strengthening origin documentation and deepening cooperation to ensure responsibility across the entire supply chain.

Supplier due diligence requirements

Supplier due diligence requirements were concluded or updated with all suppliers, defining clear obligations regarding environmental responsibility, working conditions, human rights and ethical business conduct. Maustepalvelu's Code of Conduct (CoC) was provided to suppliers, serving as guidance for sustainability work throughout the entire supply chain.

Origin of raw materials and working conditions

The company intensified the monitoring of raw material origin and working conditions, particularly in high-risk countries where cultural differences and local ethical perceptions may differ significantly from EU norms. Monitoring was carried out through supplier surveys, document reviews and, where necessary, audits. In 2025, a programme for monitoring the origin of raw materials was launched.



**In 2025, Maustepalvelu
launched an update of
supplier due diligence
requirements across the
supply chain**



Value chain responsibility

Supplier cooperation

Suppliers' sustainability work was supported through training, guidance and joint development projects.

The aim was to raise the level of responsibility across the entire supply chain and increase suppliers' readiness to respond to tightening legislative and customer requirements, such as the EU Deforestation Regulation and the obligations of the Corporate Sustainability Due Diligence Directive (CSDDD).



The significance of value chain responsibility

A responsible value chain reduces business risks, strengthens customer trust and promotes sustainable development across the entire industry. Supplier due diligence requirements, monitoring of origin and working conditions, and geopolitical risk management safeguard the availability of raw materials, protect the environment and ensure respect for human rights throughout the supply chain.

Governance
and economic
responsibility



Governance

Good governance creates the foundation for Maustepalvelu's transparent and responsible operations. In 2025, governance work emphasised strengthening internal control, developing risk management and preparing for changes in legislation.

Key actions in 2025

- The company's ethical guidelines and Code of Conduct were updated.
- Data protection and information security practices were strengthened, particularly in the digital systems used in production and the supply chain.
- The annual risk assessment was carried out, covering financial, operational, environmental and social risks.
- Training was organised for the steering group on sustainability requirements, ESG reporting and corporate security management.



The significance of good governance

Good governance ensures that the company's decision-making is transparent, responsible and sustainable. It increases stakeholder trust, improves risk management and supports the company's long-term success.

Economic responsibility

Economic responsibility means conducting profitable and sustainable business that benefits the company, its stakeholders and society. Maustepalvelu aims to create value for customers, employees, owners and the local community.

Key actions in 2025

- Maintaining business profitability despite market changes.
- Investments in improving production efficiency and energy efficiency, reducing costs and environmental burden.
- Use of local suppliers and service providers, supporting the regional economy.
- Monitoring the financial benefits of sustainability work (e.g. energy savings, reduced waste management costs).

The significance of economic responsibility

Economic responsibility ensures the company's continuity and enables investments in development, employees and environmental actions. A sustainable financial foundation also supports local vitality and long-term cooperation across the entire supply chain. Sound finances create value for all of the company's stakeholders.



**In 2025, Maustepalvelu's
revenue was EUR 38.3
million**



Sustainability work



Management of sustainability work

Sustainability work is an integral part of Maustepalvelu's strategic management. It is based on a double materiality assessment conducted in early 2025 and the resulting sustainability strategy, which guides the annual targets, actions, and metrics.

The work is supported and structured by the company's quality standards:

- ISO 9001 quality management system
- ISO 14001 environmental management system
- FSSC 22000 food safety management system

Management responsibility for Maustepalvelu's sustainability work lies with the company's steering group, which is responsible for the direction of sustainability work, ensuring resources and the functionality of the ISO systems.

- Integration into decision-making: sustainability objectives are taken into account in product development, sourcing, production, logistics and employees management.
- Objectives are set annually.
- Progress is reported to management and employees monthly.
- Quality and product safety systems support monitoring and continuous improvement.
- Stakeholder cooperation: decisions are supported by stakeholder surveys and customer feedback.
- Continuous improvement: new sustainability actions are launched based on measurement results, audits and feedback.

Goal-oriented management of sustainability work, support from ISO systems and continuous improvement ensure that actions are effective, measurable and support the company's strategy over the long term.



**Maustepalvelu's
management is 100%
committed to the
company's sustainability
work**



Risk management

- ✓ Active interaction with employees and customers helps identify risks
- ✓ Risk management is the responsibility of the company's entire employees
- ✓ Risk management means looking ahead, anticipating, planning and preparing

Availability and price volatility of raw materials as a result of climate change

Extreme weather events make the cultivation of spice plants more difficult and cause disruptions in supply chains. This increases uncertainty in sourcing and cost risks.

Supply chain responsibility risks

Risks related to raw material origin, working conditions and human rights are particularly pronounced in international sourcing. Unclear sustainability practices among suppliers may cause reputational harm and breaches of customer requirements.

Occupational safety and employee's workload

Employees surveys have identified a need to develop occupational safety and prevent workload strain. Work ability risks and potential accidents have a direct impact on operational activities and wellbeing at work.



Sustainability communications

In 2025, Maustepalvelu developed its sustainability communications to be more systematic and target-group-oriented.

The aim of communications is to make the impacts and achievements of sustainability work visible, increase stakeholder trust and provide information that is easy to understand and verify.

Maustepalvelu's sustainability communications are based on actions, measured data and clear language - with the aim of increasing understanding, not merely reporting good deeds.



Product-specific transparency

Customers were informed about product origin, raw materials, packaging solutions and carbon footprint.

Multichannel approach

Sustainability information was shared on the website, in customer meetings, in employees' briefings and through the sustainability report.

Content based on measurements

Communications made use of measurable results achieved during the year, such as emission reductions and occupational safety development indicators.

Taking stakeholder needs into account

Communications were developed based on the results of the stakeholder survey carried out in early 2025, with emphasis on the sustainability themes most important to customers.

The future of Maustepalvelu's sustainability work

Maustepalvelu continues to develop its sustainability work based on the strategy and stakeholder expectations. The long-term plans particularly emphasise the following themes:

Reducing the carbon footprint

Carbon footprint calculation will be expanded to cover the entire value chain, and emission reduction actions will be developed in production, sourcing and logistics.

Product transparency and traceability

Monitoring of raw material origin and production conditions will be deepened, and more product-specific sustainability information will be provided to customers.

Digitalisation and data-driven sustainability work

Digitalisation and artificial intelligence will be used in supply chain management, risk anticipation and sustainability data reporting.

Developing employees competence

Continuous training and engagement will be emphasised so that sustainability work becomes a natural part of every employee's everyday work.

The future of sustainability work is built on continuous improvement, the use of new technologies and close cooperation with stakeholders. This ensures that Maustepalvelu remains a forerunner in sustainability also in a changing operating environment.





MP-Maustepalvelu Oy

6 May 2026 Hämeenlinna