

toppi

**PLASTICS WITH CARE SINCE 1953**

Sustainability Report 2025



## CEO's message

Sustainability is an important, emerging issue in the Finnish SME sector today – for several reasons.

One of these is the EU's forward-looking sustainability reporting obligation, which in Finland today applies to large companies under certain conditions and which will expand in the future. Already today, our customers are in contact with us as part of their own sustainability reporting, to which we provide the necessary information.

In addition to compliance with requirements, sustainability has an important, value-based dimension. Today, there are personal, generational and industry-specific differences in how sustainability is viewed as part of business.

Generally speaking, in Finland, economic and social responsibility are in a very good state by international standards and are often things that are seen as almost "self-evident" – for example, when operating abroad, you quickly see how deeply rooted in our culture, for example, anti-corruption fortunately is.

Even if sustainability does not yet seem important in your own sphere of activity and within your own company, I think it is worth tackling it right now. By acting at the forefront, it is possible not only to make far-reaching solutions in good time and thus ensure the continuity of operations in the future, but also to profile yourself as a pioneer in responsibility in your own field.

In addition to customers and partners, this is also important for employees – it is known that younger generations pay a lot of attention to the values of the employer and consider responsibility important. For all these reasons, we at

Toppi decided to make our responsibility work more visible and even more systematic. The background is years of groundwork in, for example, economic sustainability, employee well-being and the development of responsible plastic. In previous years, our work was first structured within the framework of the ISO 9001 quality management standard and later the ISO 14001 environmental standard, and now this work is also reflected in this responsibility report.

The purpose of this report is not only to help us develop our responsibility in the future, but also to serve as a transparent and easy-to-read document for our customers, stakeholders and anyone else interested in Toppi's responsibility work.

Pasi Toppi

CEO

Toppi Oy

## Company

Toppi Oy is a Finnish family-owned plastics company founded in 1953.

The company, which started out as a manufacturer of plastic coating for electrical wires, now manufactures various types of plastic hoses, pipes, profiles and cables for the needs of industry and consumers. In addition to standard products, the company also manufactures custom-made products, that draws on Toppi's long-standing design expertise and know-how.

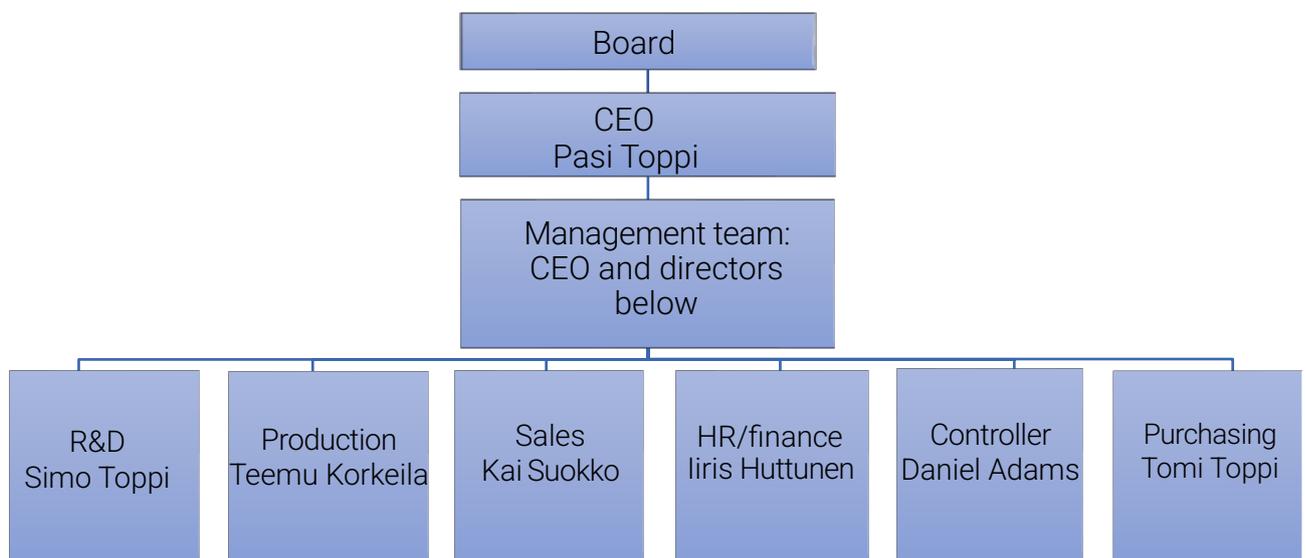
Toppi Oy's customer base includes industrial and production plants in various sectors as well as plastics wholesalers, which are typically large Finnish companies. The long-term success of the family business is based on nurturing these customer relationships - together with its customers, Toppi continues to develop both its products and operations. Carefully selected raw material suppliers and other partners, as well as long-term cooperation with them, also help to ensure the continuity of successful operations.

As a Finnish family business, Toppi is a responsible and value-based operator. The Toppi family has owned the company and held management positions in it for four generations.

## Management

The board consists of family members who have a common interest in keeping Toppi Oy a financially solid, long-lasting and sustainable company.

The family elects a chairman of the board from among its members, who is always outside of operational activities.



The management team actively promotes an atmosphere of open discussion, and regular meetings build a framework for management that supports daily operations.

## Compliance

Since its establishment, Toppi Oy has followed good business practices in the industry and maintained long-term relationships with both customers and raw material suppliers.

As an ISO 9001 and ISO 14001 certified company, compliance and process are at a good level, also from an environmental perspective. As an operator in the plastics industry, Toppi's operations are also regulated by the EU RoHS Directive and the REACH Regulation, which restrict the use of certain substances in materials to protect human health and the environment.

Toppi handles its financial reporting and tax matters in accordance with the law. The management team has no political connections or anything else that could be considered to cause conflicts of interest.

Toppi opposes anti-competitive activities and has not participated and will never participate for example in discussions on price cartels. Toppi prices its products and services purely on its own commercial grounds, based on, for example, raw material prices and customer needs.



## Employees and social sustainability

Toppi Oy has been a significant employer in its local area for a long time – the longest current employment contract is almost 50 years old and sometimes the commitment to working at Toppi has been from generation to generation.

The company employs 45 people and 3-4 summer workers. Toppi Oy encourages and supports its employees in lifelong learning, job descriptions can be influenced, and responsibility is given as competence develops. Remuneration is the same regardless of gender, it is primarily influenced by the diversity of competence and responsibilities. The aim is always to be fair. Employee turnover is low.

Customer data protection and safety are ensured by operating in accordance with both the GDPR Data Protection Regulation and the EU RoHS Directive and REACH Regulation. Compliance with these protects both employees and customers from data protection violations as well as – because we operate in the industrial sector and process plastics – from exposure to substances harmful to health. The company has of course taken employee safety into account beyond minimum requirements, and safe working practices are actively promoted as part of the company's operating culture. In 2025, there were 2 occupational accidents which led to sick leave. Training is arranged for employees as needed, in accordance with their wishes and job descriptions.

Toppi Oy has a whistleblower channel on its website, which allows anonymous feedback or concerns to be expressed. Messages given through the channel are discussed in management team meetings.

Toppi Oy offers extensive occupational health services and leisure accident insurance to its employees.

## Financial responsibility

In recent years, Toppi has developed its financial sustainability, not because of financial difficulties but because of ensuring stable future prospects.

As a responsible operator, the company ensures the financial livelihood of its employees and strives for the correctness and fairness of cost structures in its operations.

As a family business, Toppi looks far into the horizon – instead of short-term profits, the company aims for profitable growth in the long term.

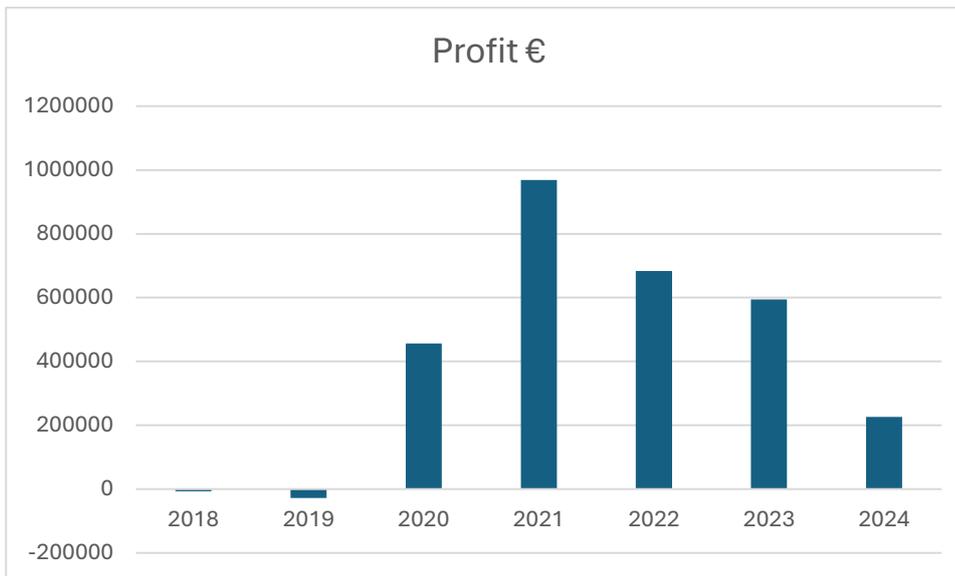
Challenging times make it difficult to conduct risk analyses, the availability of raw materials, recruitment and demand forecasting.

Despite these challenges, the financial development has been positive, the company has achieved its strategic goals and taken care of its responsibilities towards society, customers, suppliers and employees.

The development of financial sustainability focused above all on a more systematic examination of costs than before.

Together, we found functional solutions that significantly reduced costs without causing harm to the company's operations, customers or personnel.

In recent years, we have invested heavily in new and modern production equipment. This will improve our competitiveness and equipment safety.



## Plastic and environmental responsibility



Toppi Oy has been granted a key flag symbol as a sign of Finnish work in Finland.

As a Finnish plastics industry player, environmental responsibility is an issue for Toppi Oy where there is plenty of work to do – but we also see challenges as opportunities.

Toppi Oy's procurement strategy has been built with a long-term perspective and is being developed systematically. The raw material register is continuously monitored and updated based on REACH regulation and RoHS directive.

Raw materials are the core of the business. Toppi is constantly looking for renewable and fossil-free raw materials that would be reliably available in larger quantities, but unfortunately their availability is poor and that is something that is difficult for us to influence.

The procurement strategy focuses on segmentation and action plans based on the criticality of the materials and their suppliers. Through our own operations, we ensure the continuity and sustainability of long-term partnerships also in the future. As much as possible raw materials are sourced from Europe, where employee rights and environmental issues are under better control than in many other places.

We are already able to utilize almost all of our own production waste. As part of our environmental responsibility, Toppi is constantly developing waste sorting and waste management. The previously mentioned utilization of side streams is an important part of this, but unfortunately not everything can be reused.

In the coming years, the new facilities will provide a better setting for managing energy consumption, recycling and other waste processing. Special attention can be paid to these issues already in the planning phase, and the goal is, among other things, to invest in our own energy production when the relocation and construction plan on the planning table becomes concrete.

We have prepared a sustainability report in accordance with the VSME ESRS standard.



## Communication and marketing

Toppi Oy is committed to transparent, responsible, up-to-date and honest communication.

The CEO is responsible for communication on critical topics. Otherwise, the sales manager is responsible for communication and marketing is responsible for its implementation.

In accordance with responsibility principles, marketing is carried out based on facts and truthfulness. Its main purpose externally is to maintain contact with current customers and create a truthful image of Toppi Oy in the public. Potential job seekers are important target group for communication and marketing.

In internal communication, we strive for regularity, transparency and creating a sense of community – internal communication is part of the work well-being.

## Conclusion

The plastics industry is not often associated with an image of a responsible industry, so communication is an important challenge for all actors in the industry.

This challenge is multifaceted in nature – on the one hand, there are the general public's perceptions, changing consumer attitudes, B2B entrepreneurs living under the pressure of their challenges in procurement, manufacturing, pricing, etc., and on the other hand, the entire industry is constantly developing at a rapid pace. There is continuous investment in new plastic materials and materials that replace plastics, both in the business field and in scientific research.

Appropriate, informative communication is the only way to highlight the significant potential of plastic in solving the sustainability challenge. For example, its long service life, unparalleled safety as an electrical insulator, excellent shelf life and durability in various conditions (depending on the plastic, of course), and many other things.

When assessing the sustainability of plastic, it is always worth considering what an alternative material would be. Is there one? If not, what will be given up? And if there are alternatives, what is the real environmental burden of that material?

Toppi Oy's sustainability work continues, and as part of that, our ambition is to profile ourselves as a sustainability pioneer in the plastics industry.

We would like to challenge other companies in the industry in this – let's look for ways to increase understanding both in the B2B field and among consumers, so that plastic can be used to solve the many challenges it is well suited for in the future.

## GRI (Global Reporting Initiative) index

<b>GRI STANDARD</b>		<b>page</b>
<b>GRI 2: General Disclosures</b>	2-1 Organisational details	4
	2-7 Employees	6
	2-9 Governance structure and composition	5
	2-10 Nomination and selection of the highest governance body	5
	2-11 Chair of the highest governance body	5
	2-15 Conflicts of interest	5
	2-19 Remuneration policies	6
	2-23 Policy commitments	6
	2-27 Compliance with laws and regulations	7
<b>GRI 201: Economic performance</b>	201-1 Direct economic value generated and distributed	7, 8
<b>GRI 207: Tax</b>	207-1 Approach to tax	6
<b>GRI 301: Materials</b>	301-2 Recycled materials used	9
<b>GRI 401: Employment</b>	401-1 New employee hires and employee turnover	6
<b>GRI 405: Diversity and equal opportunity</b>	405-2 Ratio of basic salary and remuneration of women to men	6
<b>GRI 416: Customer health and safety</b>	416-1 Assessment of the health and safety impacts of product and service categories	6