

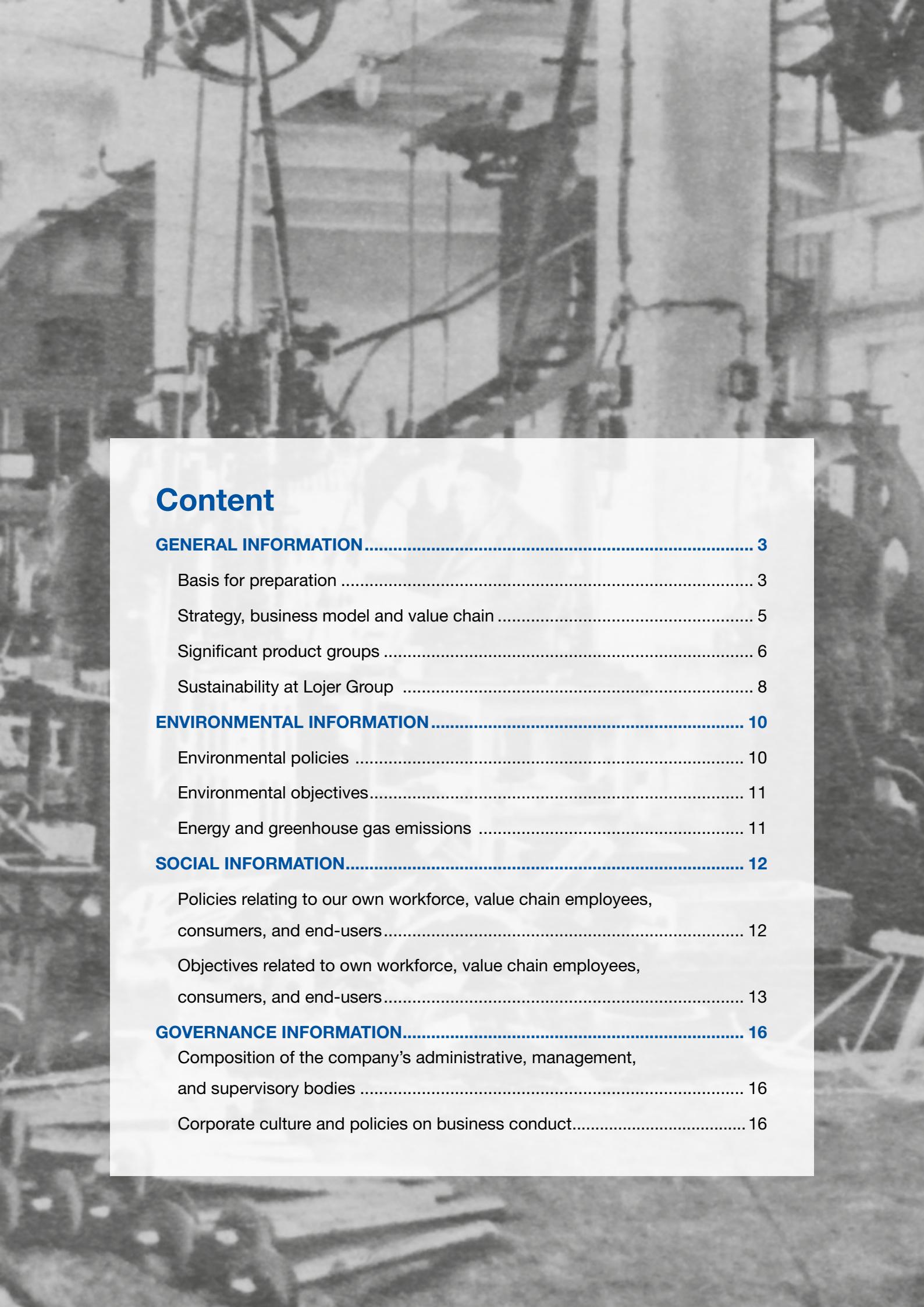


MERIVAARA  
FYSIOPARTNER  
MEDEMA



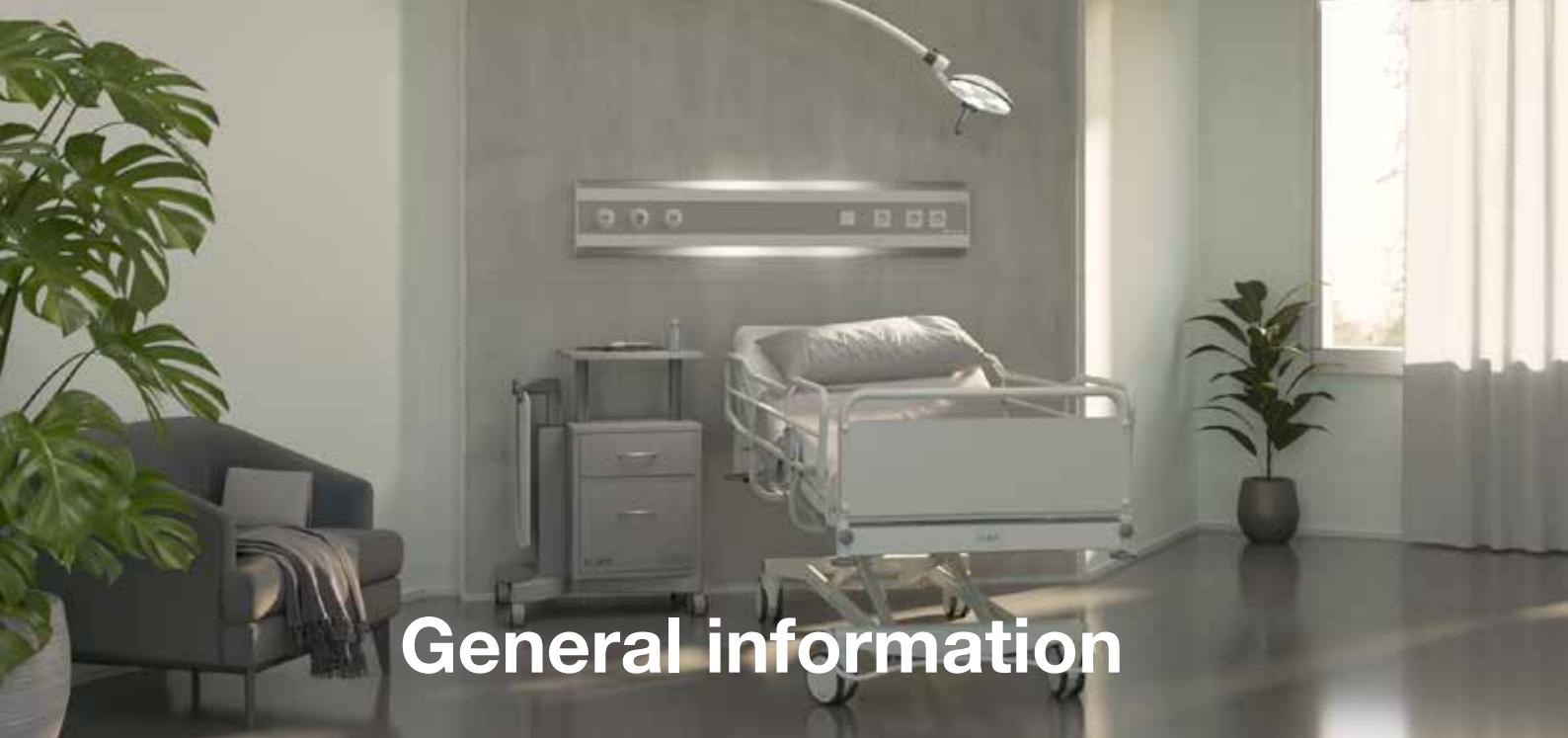
# Lojer Group Sustainability Report

FY2025



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# General information

## Basis for preparation

This is Lojer Group's sustainability report for the 2025 financial year. This report has not been verified externally. The sustainability report has been prepared at the group level. Locations covered by the report:

Offices	Address	Postal code	City	Country
Lojer Oy Sastamala, HQ & factory	Ruukkupolku 3 Putajantie 42/PL 54	38210	Sastamala	Finland
Lojer Oy Hollola, Merivaara Oy, office & factory	Tarmontie 2–4 Tarmontie 6	15860	Hollola	Finland
Lojer Oy Kempele, office & factory	Pikkutie 4 Takatie 6	90440	Kempele	Finland
Lojer Oy Vantaa, office	Koivukummuntie 14 C	01510	Vantaa	Finland
Medema Physio AB, office	Borgarfjordsgatan 18	164 40	Kista	Sweden
Merivaara AB, office	Hävertgatan 21	254 42	Helsingborg	Sweden
Fysiopartner AS, office	Ryensvingen 15	0680	Oslo	Norway

Lojer Group relies on European standards (ISO standards) approved by the European standardization system for quality and environmental management. An external certification service provider has certified the information and processes used in sustainability reporting (with regard to ISO 9001, 14001, and 13485) in connection with external audits of the group's management system and confirmed that they comply with ISO standards.

The section on environmental information uses a time frame that differs from the reporting period (January 1 to December 31, 2024). This is because the data required for calculating the carbon footprint and other environmental data is collected on a calendar year basis, while the financial year ends in September.

### **Number of employees by geographical area**

<b>Country</b>	<b>Number of employees</b>
Finland	236
Sweden	32
Norway	8
Kazakhstan	1

When calculating the number of employees, the average for the financial year is used.

## Strategy, business model and value chain

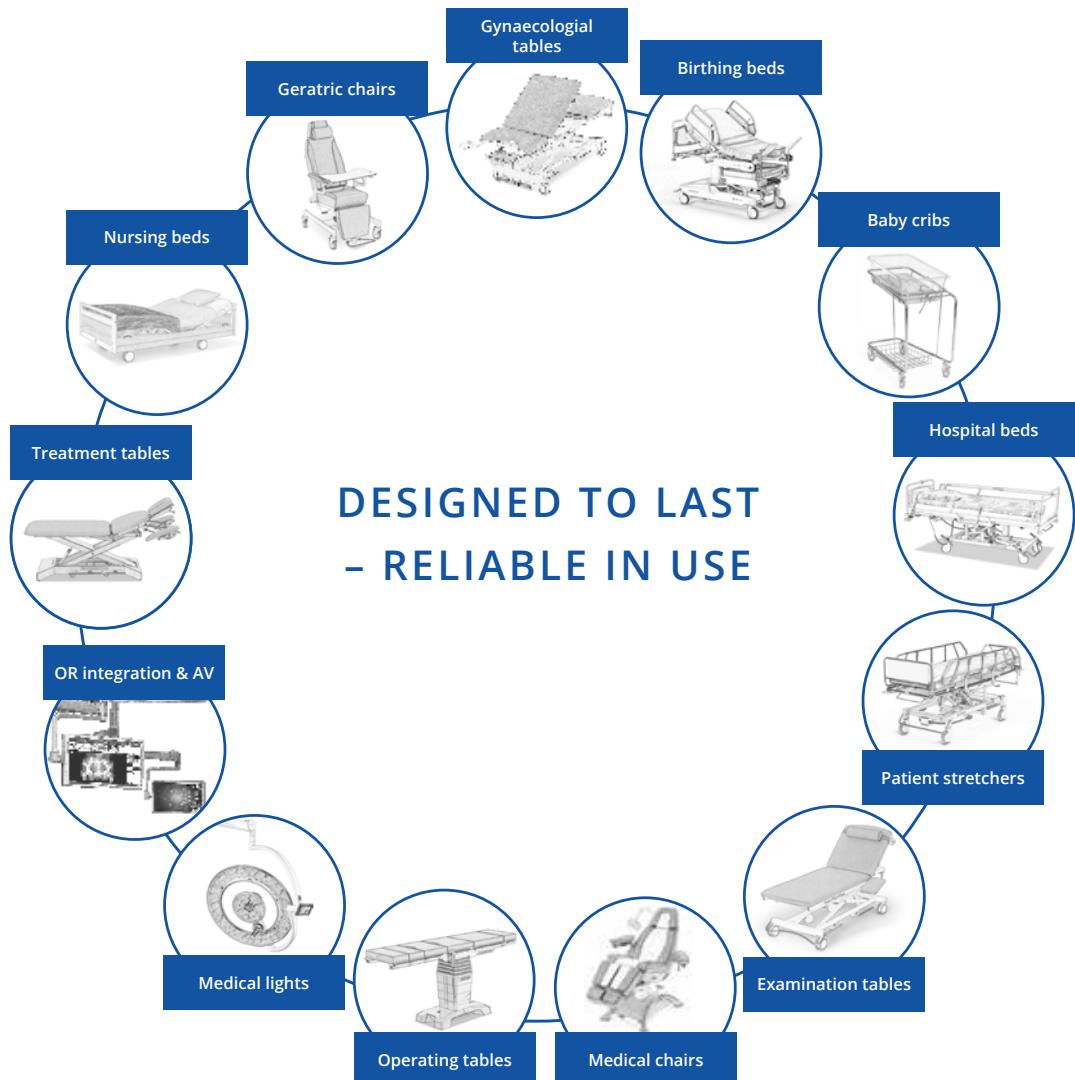
Lojer Group is the largest manufacturer of hospital and healthcare furniture and a provider of lifecycle services in the Nordic countries. Together with its subsidiaries Medema and Fysiopartner, Lojer is the leading distributor of physiotherapy equipment and supplies in the Nordic countries. Subsidiary Merivaara offers operating rooms a wide range of high-quality products, solutions, and services.

Lojer and Merivaara products are produced in Finland on our own factories in Sastamala, Hollola and Kempele. The group includes Lojer Oy, Merivaara Oy and sales companies Medema Physio AB and Merivaara AB in Sweden, Fysiopartner AS in Norway and Lojer Medical LLP in Kazakhstan. Founded in 1919, the company employs around 260 people and is the largest domestic employer in the sector.



Lojer Group operates in global markets, and our products are sold in over 115 countries. The company has a range of around 200 own products and around 2000 trading products. The long-term goal has been to maintain a comprehensive product range: high-quality, durable products that can be kept in use for many years – even decades – with regular maintenance and good spare parts availability. In-house parts manufacturing ensures good spare parts availability.

## Significant product groups



## We improve working conditions in healthcare by making things easier

<p>Our products have clear and simple functions that are easy to learn in busy healthcare environments.</p>	<p>All customer experience touchpoints run smoothly: from the sales process, to customer service, to delivery and security of supply.</p>	<p>Our products are durable and high quality. They won't let users down even under heavy use.</p>
<p>We keep healthcare workers on mind by developing and offering high quality products that are easy to use.</p>	<p>We develop medical devices, solutions and services for treatment and cure at healthcare facilities and practices.</p>	<p>We offer customers services throughout the product life cycle (financing, maintenance, recycling).</p>

## Lojer Group's business units



HOSPITAL  
& NURSING

Lojer Hospital & Nursing products are designed specifically for healthcare professionals. In our product offering we prioritise easy usage, patient comfort, safety, and precise positioning during clinical practice. Hygiene management as a key factor, Lojer ensures infection control and easy maintenance of all our products. These high-quality items are suitable for various clinical environments, from polyclinical settings to intensive care units (ICUs).



SURGERY

Innovative Merivaara products and solutions improve patient safety and increase quality and efficiency of surgery operations in leading international hospitals. Our products are developed together with hospital personnel so that all our products and systems can be used intuitively. We call this Fluent Usability; operating room personnel can focus on patient care, not on managing complex technologies.



PHYSICAL  
THERAPY  
EQUIPMENT

Lojer Physical Therapy Equipment products are being used by leading professionals in the rehab world, whether it's in the preventative, restorative or supportive phase of rehabilitation. We can tailor-make the products to support and fit the individual needs of a single practitioner. On top of our own premium production, we also distribute and represent the best brands of the rehab world in the Nordic region. Our modern products are well known for the great usability, reliability and elegant design.



SERVICE

It is critical to the safety of both patients and healthcare workers that healthcare equipment remains in good order and fulfils the relevant standards for the whole of its long life cycle. Lojer complements its comprehensive range of hospital equipment by offering its customers a wide range of maintenance and service solutions to keep their products in good order.

## Sustainability at Lojer Group

Our sustainability work is guided by the UN 17 Sustainable Development Goals – we have identified four key SDGs, for us and our stakeholders, that we focus on promoting:



### **Goal 3: Ensure healthy lives and promote well-being for all at all ages**

As the largest manufacturer of hospital and healthcare furniture in the Nordic countries, we play a key role in promoting human health and well-being worldwide. We are committed to developing and manufacturing sustainable healthcare equipment and tools for healthcare professionals to provide the best possible care for patients today and in the future.

### **Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all**

We want to be a good employer and an appealing place to work by creating an environment based on cooperation, responsibility and openness. Employee well-being is important, and the company is committed to providing safe and healthy working conditions for all its employees. Lojer employs and treats its staff in a way that does not discriminate on the basis of gender, age, ethnicity, religion, nationality, political opinion, marital status, disability or union membership.

The high level of domestic content in our value chain is a significant factor in promoting productive employment and sustainable economic growth. All Lojer products are designed and manufactured in Finland, using high quality materials and components. This is demonstrated by the fact that Lojer products have been awarded the Key Flag of the Association for Finnish Work. In addition, Merivaara has been awarded the Design from Finland mark in 2021 as a sign of excellence in Finnish design, i.e. professionally, responsibly and user-oriented designed products.

## **Goal 9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation**

We want to lead the way for the carbon-intensive machinery industry with our ambitious carbon neutrality goal. We are working every day to ensure that our operations are carbon neutral by 2035. New solutions to reduce our carbon footprint and other environmental impacts are constantly being sought. Through investments and continuous improvement of processes and practices, we can directly influence the carbon footprint of our own operations and the use of natural resources, as well as the carbon foot print of our products.

## **Goal 12: Ensure sustainable consumption and production patterns**

In accordance with our certified environmental management system, we take the environment into account in all our operations, for example by improving waste sorting and using renewable energy. We want to act as a forerunner of sustainability within our industry and make our voices heard to promote sustainable public procurement practices. Through transparent communication on sustainability, we will also encourage others to promote sustainable choices in their own operations. With our sustainability reporting, we will raise awareness of our sustainability work and the goals that guide it.



# Environmental information

## Environmental policies

Topic	Policies
All	<ul style="list-style-type: none"><li>• OECD Guidelines for Multinational Enterprises</li><li>• UN Sustainable Development Goals</li><li>• Group strategy</li><li>• Sustainability strategy 2023–2025</li><li>• Management system and its policies</li><li>• Environmental policy, objectives, and aspects, including:<ul style="list-style-type: none"><li>- climate change mitigation</li><li>- climate change adaptation</li><li>- energy efficiency</li><li>- renewable energy deployment</li></ul></li><li>• Code of Conduct</li></ul>
Pollution	<ul style="list-style-type: none"><li>• REACH &amp; RoHS</li><li>• Taking into account the relevant technical assessment criteria of the EU taxonomy in product development</li></ul>
Resource use and circular economy	<ul style="list-style-type: none"><li>• Extended producer responsibility (packaging materials, electrical and electronic equipment, and batteries)</li><li>• EU taxonomy and eco-design</li><li>• EUDR</li></ul>

## Environmental objectives

Topic	Objectives
All	<ul style="list-style-type: none"> <li>• Lojer Group's carbon neutrality target Scope 1–3 by 2035</li> <li>• Compliance with the EU taxonomy criteria for sustainable design (electrical equipment) <ul style="list-style-type: none"> <li>- Repairability</li> <li>- Good availability of spare parts</li> <li>- Long service life</li> </ul> </li> </ul>
Pollution	<ul style="list-style-type: none"> <li>• Aim to avoid substances of concern and switch to better alternatives when they become available</li> <li>• Improve data collection from suppliers</li> <li>• Prevention of air emissions (e.g., powder coating instead of wet painting)</li> <li>• Soil contamination: asphalted yards, compliance with recycling guidelines and other instructions, and paying special attention to groundwater areas</li> </ul>
Resource use and circular economy	<ul style="list-style-type: none"> <li>• Minimizing waste by reusing packaging materials (e.g., bed covers)</li> <li>• Reducing the amount of mixed waste and improving waste sorting</li> </ul>

## Energy consumption and greenhouse gas emissions

	Renewable (MWh)	Non-renewable (MWh)	Total (MWh)
Electricity (as reflected in utility billings)	2193,9	-	2193,9
Fuels	3,6	417,2	420,8
<b>Total</b>	<b>2197,5</b>	<b>417,2</b>	<b>2614,7</b>

1.1.-31.12.2024 greenhouse gas emissions		
<b>Scope 1 (tCO2e)</b>	128,7	
<b>Scope 2 (tCO2e)</b>	Location-based 219,4	Market-based 8,8
<b>In total (tCO2e)</b>	348,1	137,5
<b>GHG intensity (tCO2e/million €)</b>	5,5	2,2



# Social information

**Policies relating to our own workforce, value chain employees, consumers, and end-users**

Stakeholder type	Policies
All	<ul style="list-style-type: none"><li>• UN Guiding Principles on Business and Human Rights</li><li>• OECD Guidelines for Multinational Enterprises</li><li>• Group strategy</li><li>• Sustainability strategy 2023–2025</li><li>• Management system and its policies</li><li>• Code of Conduct</li><li>• GDPR</li></ul>
Own workforce	<ul style="list-style-type: none"><li>• Equality plan</li><li>• Training plan</li><li>• Occupational safety and health action plan</li><li>• Dialogue</li><li>• Job satisfaction survey</li><li>• Development discussions</li></ul>
Consumers and end-users	<ul style="list-style-type: none"><li>• MDR</li><li>• NIS2</li><li>• Customer experience strategy</li></ul>

**Objectives related to own workforce, value chain employees, consumers, and end-users**

Stakeholder type	Objectives FY2025	Objectives FY2026-2031
Own workforce	<ul style="list-style-type: none"> <li>• A job satisfaction survey is conducted once a year, with each team setting its own goals for improving operations</li> <li>• Development discussion is held with each employee once a year</li> <li>• Zero occupational accidents</li> <li>• Launch pulse surveys in teams during the 2025 financial year</li> </ul>	<ul style="list-style-type: none"> <li>• Mapping the competencies of personnel, based on which personal development and training plans are created</li> <li>• The equality plan is reviewed in dialogue every two years</li> <li>• Developing occupational safety matters and culture throughout the group</li> <li>• Increasing the reporting of occupational safety observations</li> </ul>
Value chain employees	<ul style="list-style-type: none"> <li>• Coverage of those committed to the Code of Conduct</li> <li>• Regular, comprehensive supplier audits</li> <li>• Organization of webinars and training (e.g., environment, code of conduct)</li> <li>• Development of data collection methods; collection of sustainability data from suppliers and elsewhere in the value chain</li> <li>• Systematic supplier risk management</li> </ul>	
Consumers and end-users	<ul style="list-style-type: none"> <li>• Patient safety</li> <li>• Effortless cooperation and reliability</li> <li>• Innovation and high quality</li> <li>• Customer focus</li> </ul>	

## Metrics and measures implemented in FY2025

Objective	Metrics
<ul style="list-style-type: none"> <li>Conducting a job satisfaction survey once a year</li> </ul>	<ul style="list-style-type: none"> <li>Survey conducted and response rate</li> <li>Completion of job satisfaction survey measures by the deadline</li> </ul>
<ul style="list-style-type: none"> <li>Pulse surveys by team</li> </ul>	<ul style="list-style-type: none"> <li>Pulse surveys started for each team</li> </ul>
<ul style="list-style-type: none"> <li>Annual development discussions with each employee</li> </ul>	<ul style="list-style-type: none"> <li>Development discussions completion rate</li> </ul>
<ul style="list-style-type: none"> <li>0 accidents</li> <li>Developing occupational safety issues and culture throughout the group</li> <li>Increasing the reporting of occupational safety observations</li> </ul>	<ul style="list-style-type: none"> <li>Number and type of occupational safety reports (accidents, near misses, occupational safety observations)</li> </ul>
<ul style="list-style-type: none"> <li>Coverage of those committed to the Code of Conduct</li> <li>Systematic supplier risk management</li> </ul>	<ul style="list-style-type: none"> <li>Committed to the Code of Conduct, %</li> <li>Number of high-risk suppliers, % (based on country risk classification)</li> <li>Number of suppliers by category, %</li> <li>Certified quality, management, or environmental system (e.g., ISO 9001, ISO 14001), %</li> <li>Sustainability program, strategy, or otherwise clearly defined sustainability goals or commitments, %</li> </ul>
<ul style="list-style-type: none"> <li>Patient safety</li> <li>Effortless cooperation and reliability</li> <li>Innovation and high quality</li> <li>Customer focus</li> </ul>	<ul style="list-style-type: none"> <li>Feedback on products</li> <li>SLA (service level agreement)</li> <li>NPS</li> <li>Number of complaints</li> <li>Number of recalls</li> <li>Number of incidents</li> </ul>

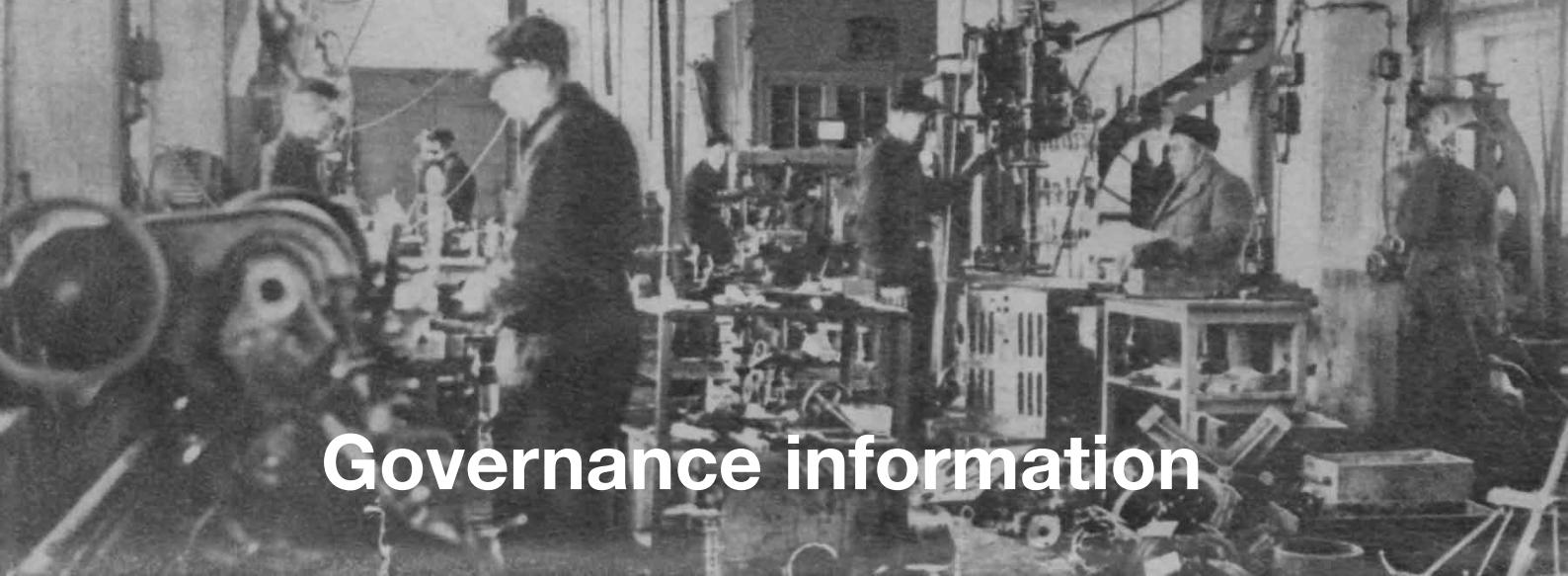
## **Actions taken and highlights of the FY2025:**

- Job satisfaction survey
  - Survey conducted and response rate of 73%
  - Completion of job satisfaction survey measures by the deadline 83%
- The total number of occupational safety observations increased across the group, but the number of accidents was also higher.
- The occupational safety reporting tool was translated so that it could also be used by subsidiaries.
- At the beginning of 2025, the Blood Service workplace certificate was introduced, enabling blood donation during working hours. There were eight reported blood donations during FY2025 in the Lojer Group -blood donation group, which means that at best, 24 lives were saved, as one donation can help up to three patients.
- Customer audits

		Sastamala	Hollola	Kempele	Vantaa	In total
Occupational accidents	FY2024:	4	0	5	-	9
	<b>FY2025:</b>	7	0	2	3	12
	Change:	75 %	0 %	-60 %	N/A	33 %
Close calls	FY2024:	5	1	1	-	7
	<b>FY2025:</b>	3	1	4	0	8
	Change:	-40 %	0 %	300 %	N/A	14 %
Occupational safety observations*	FY2024:	1	1	0	-	2
	<b>FY2025:</b>	6	0	2	0	8
	Change:	500 %	-100 %	N/A	N/A	300 %

\*Occupational safety observations can be areas for improvement or positive observations. It is known that the more occupational safety observations are made, the fewer accidents or near misses occur. Therefore, in terms of the number of occupational safety observations, it is considered a positive development if more observations were made than in the previous reporting period.

Type of contract	Number of employees
Fixed term	9
Permanent	271
In total	280
Turnover rate	6%



# Governance information

## Composition of the company's administrative, management, and supervisory bodies

	In total	Women	Independent representatives
Board	4	50 %	75 %
Business leadership team	8	25 %	N/A

## Corporate culture and policies on business conduct

Lojer Group has set up a code of conduct for its operations that applies to all group personnel and all business activities, regardless of location or business area. The guidelines define the key principles for current and future business operations and are intended to guide employees to act honestly and with good judgment in all situations. The guidelines have been approved by the company's board of directors, and the company's management team monitors their implementation. Only the company's board can make changes to the code of conduct.

Lojer Group's goal is to strive for long-term and profitable business by operating responsibly in all areas of business. The code of conduct defines Lojer Group's general guidelines, which are expected to be followed by personnel and other stakeholders, such as subcontractors and suppliers. The code of conduct covers, among other things, compliance with laws, regulations, and rules, conflicts of interest, bribery, human rights, equality, confidentiality obligations, and good business practices.

Violations of the code of conduct can be reported confidentially and anonymously to the members of the company's board, as well as through an anonymous reporting channel created for the company's use. The national implementation of the EU Whistleblower Protection Directive, known as the Whistleblowing Act, requires organizations with at least 50 employees to have a channel in place through which employees can report any misconduct they have observed. The channel is also used by the organization to inform the whistleblower of the measures taken in response to the report. The whistleblower must be given a final response (i.e., what measures will be taken based on the report) within three months of the report being submitted. Responsible persons have been designated within the group for the reporting channel, and the person or business area/team to whom the report relates may not handle the report. The anonymous reporting channel was introduced in the group in April 2023.

The company's strategy, mission, vision, and values are the cornerstones of its corporate culture. Corporate culture is assessed and developed based on factors such as the results of annual employee satisfaction surveys and the measures derived from them.

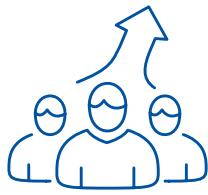
## Lojer Group's values:



Equality



Trust



Performance



Transparency



Courage

## Supplier relations

Supplier management is defined as part of the value chain management process in Lojer Group's management system. The procurement team has primary responsibility for supplier management, and a designated person is assigned to each supplier. Suppliers are audited based on supplier classifications, and regular supplier meetings are held. A separate supplier agreement has been made with the most important suppliers, in which all the main points related to the supplier relationship have been agreed in writing.

Local suppliers and short, simple logistics chains are preferred in the supplier field. The procurement team has begun to regularly assess the risk level of suppliers (country risk, delivery reliability, quality, etc.). Country risk is very low, especially for Finnish and Nordic suppliers. We always aim to pay supplier invoices on time, and invoice circulation and processing times are monitored using a PowerBI-based tool. The tool shows if there are delays or extra work steps in the invoice processing cycle due to Lojer Group. The process is measured and developed regularly.

## Prevention and detection of corruption and bribery

The prevention and detection of corruption and bribery is based on the company's values and the Code of Conduct. All key suppliers are required to sign the Code of Conduct. Any observations of unethical behavior by our own personnel or suppliers can be reported anonymously using the company's reporting channel (Whistleblowing Act).

## Political influence and lobbying

The company has no direct or indirect political connections, lobbying activities, or other activities, and the company does not provide financial or material support to political influencers or other decision-makers.



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