

# SUSTAINABILITY SUMMARY 2025



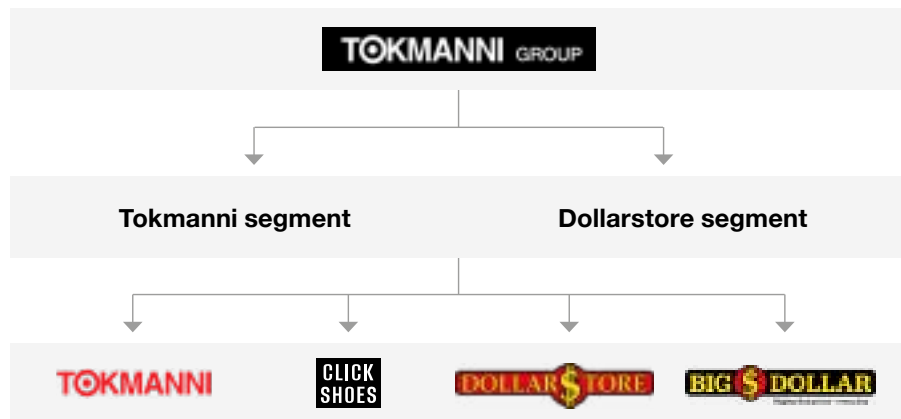
# TOKMANNI GROUP IS ONE OF THE LEADING VARIETY DISCOUNT RETAILERS IN THE NORDICS

Tokmanni Group prepared its sustainability statement in accordance with European Sustainability Reporting Standards (ESRS) as defined in EU's Corporate Sustainability Reporting Directive (CSRD). This summary is partly based on the statement and covers the year 2025. This summary has not been assured.

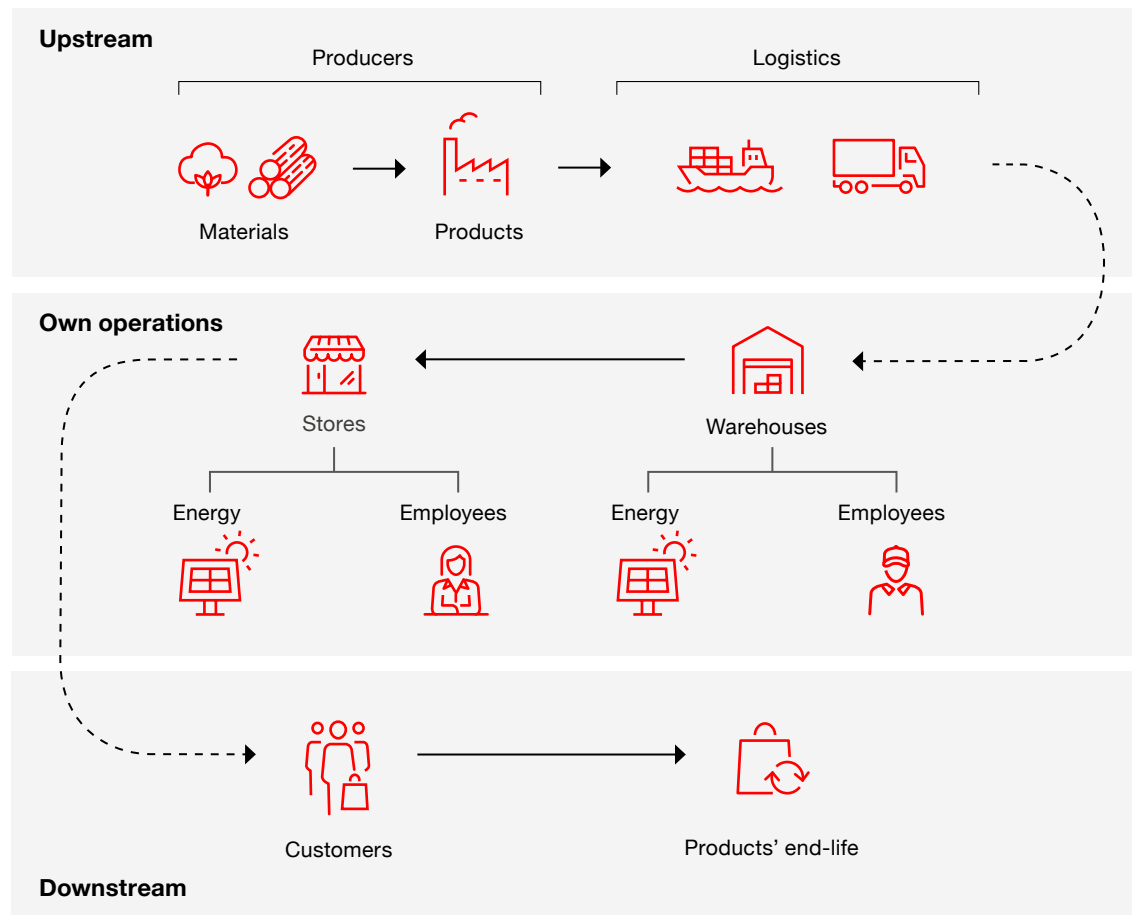
**BY FOCUSING** on sustainability and good quality products, Tokmanni Group aims to offer seamless shopping experiences, optimise operations, and drive sustainable growth. By focusing on Private Labels and direct sourcing, building long-term supplier relationships and working closely with partners across the value chain, we are best positioned to influence the manufacturing conditions of sourced products while ensuring affordable prices for customers.

Each step of the value chain impacts people, environment, and the local businesses and communities. Sustainable sourcing at Tokmanni Group means that the fundamental rights of workers are respected and that sustainable practices can be supported in the entire value chain. Risk raw material commitments and certification programs are important tools to ensure these aspects. Tokmanni Group's largest sourcing countries are Finland, Sweden and China.

## TOKMANNI GROUP ORGANISATION CHART



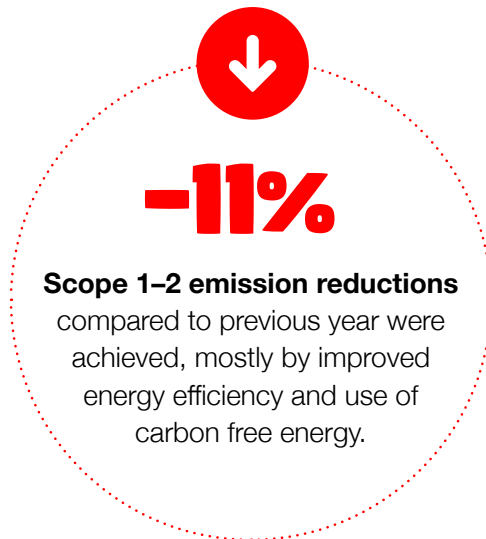
## TOKMANNI GROUP VALUE CHAIN



# HIGHLIGHTS OF 2025

## ENVIRONMENT

**TOKMANNI GROUP ENVIRONMENTAL POLICY WAS APPROVED BY THE SUSTAINABILITY STEERING GROUP WITH COMMITMENTS TO ADVANCE CLIMATE AND CIRCULAR ECONOMY.**



Tokmanni Group increased the share of renewable energy by 5.4%, the **total share of renewable energy being 45.9%**. The total energy produced from solar panels installed at Tokmanni Group's locations was 8,503 MWh.



The new Group level climate targets for 2030 were approved by the SBTi.

**-42%**

Scope 1–2 reduction target: **-42%** from 2024 emissions.

**80%**

Scope 3 supplier engagement target: **80%** of suppliers (by spend) have set science-based targets.

**A climate transition plan** for Scopes 1 and 2 was created and the implementation of planned actions will start in year 2026.

**A new replenishment system** was acquired, a new food waste reduction monitoring system programme was established, and personnel competences were enhanced to **reduce waste**.

**A climate scenario and resilience analysis** were conducted for the Group.



# HIGHLIGHTS OF 2025

## SOCIAL RESPONSIBILITY

**A NEW GROUP LEVEL REMUNERATION PROGRAMME WAS ESTABLISHED.**

The employee turnover rate is **16%** (15%), remaining lower than the sector average (19.7% in Finnish retail sector).

A new risk model was created and an audit planning tool was developed to **strengthen audit programmes in risk countries.**

**207**

Tokmanni segment employees **completed vocational studies** during 2025.

The results of the **Reputation&Trust survey** keep **increasing** steadily within sustainability. In 2025, Dollarstore was included for the first time.



Total of **248** (121) **own factory assessments** and third-party audits were conducted. With these, two zero-tolerance cases were identified and were handled properly.

**INFORMATION SECURITY POLICY WAS UPDATED.**

Tokmanni Group established a One Company model to **accelerate integration** of Tokmanni and Dollarstore.



### CHARITY

Supporting restoration of the Baltic Sea by fundraising for John Nurminen Foundation through the Pisara brand for the sixth year in a row.



Supporting important work for mental health by fundraising and collaboration with Mieli ry through the Future TT Sport and Arki 360° brands and by participating in the Mielinauha campaign.



Supporting the Myrorna second hand organisation in Sweden and Hurstin apu in Finland through product donations.



## GOVERNANCE

## GROUP CEO AND GROUP HEAD OF SUSTAINABILITY

# A PRAGMATIC APPROACH BRINGS OUR VALUE PROPOSITION TO LIFE: AFFORDABLE CAN BE SUSTAINABLE

Sustainability is one of the cornerstones in our strategy. As a variety discount retailer, we combine a wide product range with responsible sourcing and consistently good product quality.

### OUR JOURNEY IN THE NORDICS

continued strong in 2025. The Group's store network grew by 12 stores, and the Group established a One Company model to accelerate integration of the operations. Over 6,000 competent employees serving customers across Finland, Sweden and Denmark every day are at the heart of our success. Investing in development and education is therefore essential for future growth. In 2025, 207 employees completed vocational training.

Tokmanni Group adopted its first Environmental Policy, committing especially to advancing climate action and the circular economy. New climate targets for Scope 1–2 and Scope 3 were set and validated by the Science Based Targets initiative (SBTi). Working towards Scope 1–2 target, a climate transition plan was created during the year, and the implementation of planned actions will start in 2026. For Scope 3,

Tokmanni Group aims to have 80% of its suppliers by spend committed to Science Based Targets initiative by 2030.

Thanks to a focus on improving energy efficiency and increasing the use of carbon free energy, the Group reduced Scope 1 and 2 emissions by 11% in 2025 compared to 2024. The energy produced from 34,595 solar panels on our own sites corresponds to 7.7% of the Group's total electricity use.

Tokmanni Group is known for a wide range of products and affordable prices. In combination with this, we want to ensure that our Private Label products are of high quality and produced responsibly. For us, responsible sourcing means safeguarding good working conditions, respecting human rights and managing environmental impacts in supply chains. By emphasising Private Label products and long-

term partnerships, we can better monitor and improve supply chain sustainability. During the year, a total of 248 own factory assessments and third-party audits were conducted. Also, a new supplier risk model was created, and an audit planning tool was developed to strengthen audit programmes in risk countries.

As we move forward, we remain committed to embedding sustainability across our value chain. Our goal is simple: to make responsible choices accessible to everyone. Together with our employees, suppliers and customers, we will continue building a future where affordability and sustainability go hand in hand.

**Mika Rautiainen**, Group CEO  
**Kaisa Mattson**, Group Head of Sustainability



# TOKMANNI GROUP KEY NUMBERS 2025

## BUSINESS

ESRS standards: G1 Business conduct

### REVENUE:

**EUR 1,728.3 MILLION**

- Tokmanni segment: EUR 1,243.7 million
- Dollarstore segment: EUR 487.7 million

### COMPARABLE EBIT:

**EUR 84.8 MILLION**

- Tokmanni segment: EUR 85.6 million
- Dollarstore segment: EUR 3.3 million

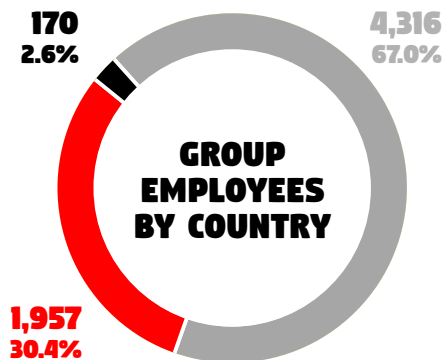
### TOTAL NUMBER OF STORES:

**392**

- Tokmanni segment: 242
- Dollarstore segment: 150

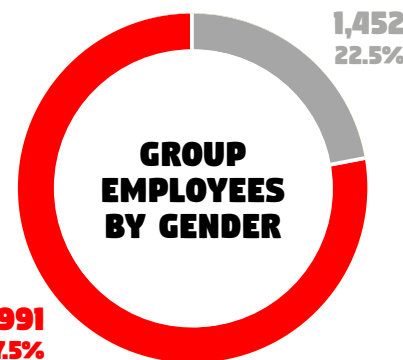
## OUR EMPLOYEES

ESRS standards: S1 Own workforce

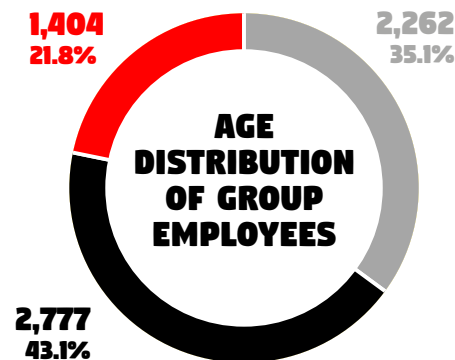


- Finland: Tokmanni Click Shoes and Shoe House
- Sweden: Dollarstore
- Denmark: Big Dollar

## TOTAL NUMBER OF EMPLOYEES (HEADCOUNT): 6,443



- Male
- Female



- <30 years
- 30-50 years
- >50 years

## WE PROMOTE THE WELL-BEING OF OUR EMPLOYEES

ESRS standards: S1 Own workforce

### ▪ ENPS: **3 (9)**

eNPS (employee Net Promoter Score) is measured on a scale of -100 to +100 on how likely the employees are to recommend Tokmanni Group as an employer.

### ▪ DEI: **4.1 (-)**

The DEI (Diversity, Equality and Inclusion) figure is a total result of two questions of the annual employee survey, evaluated on a scale of 1 to 5.

### ▪ INJURY FREQUENCY RATE: **21.7 (16.1)**

Injury frequency rate is calculated by taking the number of accidents multiplied by 1,000,000 hours divided by the total work hours.

### ▪ EMPLOYEE TURNOVER: **16% (15%)**

### ▪ SICK LEAVE PERCENTAGE: **5.7% (5.6%)**

### ▪ SAFETY OBSERVATIONS: **3,312 (3,577)**

### ▪ BLUE COLLAR GENDER PAY GAP: **2% (-0.4%)**

# TOKMANNI GROUP KEY NUMBERS 2025

## TOWARDS SAFER AND MORE SUSTAINABLE PRODUCTS

ESRS standards: S2 Workers in the value chain, S4 Consumers and end-users

▪ **THIRD-PARTY AUDITS AND OWN FACTORY ASSESSMENTS:**  
**248 (121)**

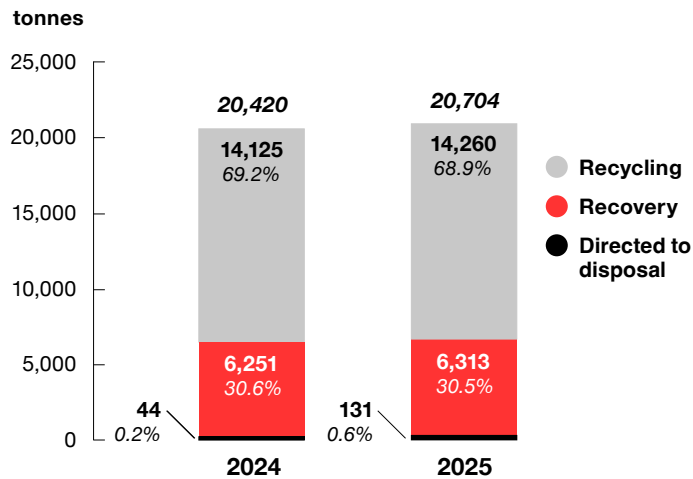
▪ **SERIOUS PRODUCT-RELATED INCIDENTS:**  
**0 (-)**

▪ **COMPLETION RATE OF INTERNAL CODE OF CONDUCT TRAINING:**  
**57.9% (59%)**

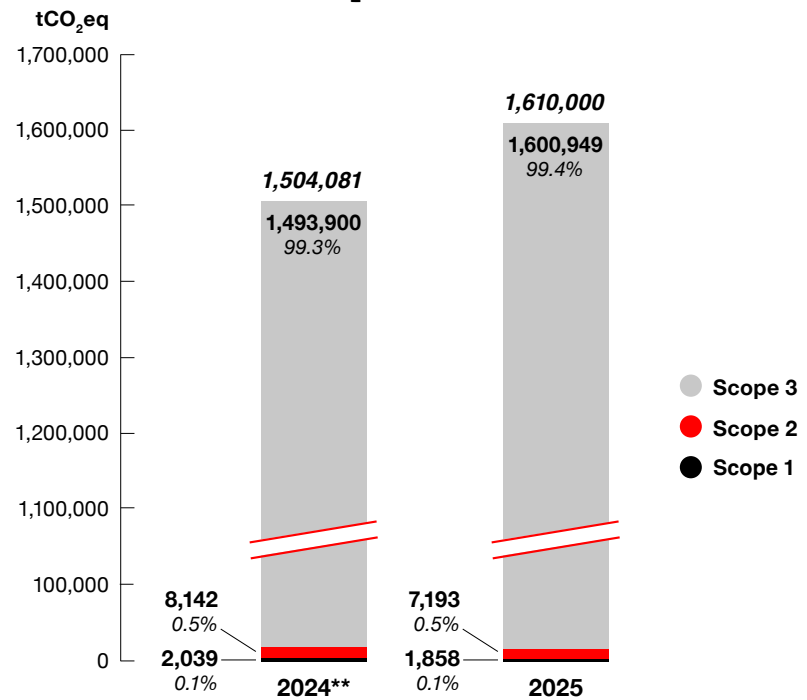
## WORKING FOR OUR ENVIRONMENT

ESRS standards: E1 Climate change, E5 Resource use and circular economy

### WASTE BY DISPOSAL METHOD (TONNES)



### GHG EMISSIONS (TCO<sub>2</sub>EQ)\*



\* Graph bar presented in the figure may differ from exact numerical value for the clarity of the visual presentation.

\*\* Recalculated during 2025 to ensure comparability.

Tokmanni Group Corporation is one of the leading variety discount retailers in the Nordics. More than 6,000 employees in Finland, Sweden and Denmark make customers' everyday life and special occasions easier by offering a versatile and up-to-date assortment of nordic and international brand-name products and other high-quality products at prices that are always affordable.

With more than 390 Tokmanni, Dollarstore, Big Dollar, Click Shoes and Shoe House stores and online stores, the Group is always close to its customers. In addition, the Tokmanni Group has had exclusive rights to sell SPAR products and operate the SPAR brand in Finland since 2025. In 2025, the Group's revenue was EUR 1,728 million and comparable EBIT amounted to EUR 85 million. The Tokmanni Group Corporation's shares are listed on Nasdaq Helsinki.

Read more about our sustainability  
work at Tokmanni Group [here](#).