Meka Group Sustainability report 2025

Prepared in accordance with the EU VSME Standard
(Voluntary Sustainability Reporting Standard for nonlisted SMEs)

MEKA®
Part of Propria Group

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Year in brief: CEO word

Meka’s concept of sustainability encompasses the promotion of a safe, sustainable, and prosperous future. These goals were established through the collective effort of the entire staff, committing every Meka employee to concrete actions in their daily work that support personnel safety and well-being, as well as the achievement of net-zero emissions (Scope 1 & 2) by 2030.

When we published our first sustainability report in 2023, we set a goal for the next report: to demonstrate how our continuous improvement model has advanced our sustainability efforts. We hope that this second report provides our customers and stakeholders with a clear picture of the long-term work we have been doing in our daily operations to achieve these goals.

During 2025 we took clear steps forward, particularly in the areas of procurement and occupational safety. Regarding the steel we use, we are increasingly prioritizing new, more environmentally friendly coating grades, and we are working determinedly to develop optimized, customer-tailored systems. Our own solar power plant, located at our production facility, generates a significant portion of the electricity we consume. A long, accident-free period stands as a testament to our goal-oriented approach to safety.

we look ahead, sustainability is becoming an increasingly important competitive factor throughout the construction and electrical infrastructure sectors. The decisions we make, from steel sourcing and product design to energy efficiency, workplace safety, and transparent environmental data, will shape our impact for decades to come. By continuously improving our products, operations, and customer-specific solutions, we strengthen our ability to create long-term value while supporting the sustainability goals of our customersability is becoming an increasingly important competitive factor throughout the construction



Niklas Skogster
CEO Meka Group

The company: Meka Group

Meka Group is a Finnish family-owned company specializing in the manufacture of long-lasting cable management systems. Our extensive product range includes cable ladders, cable trays, wire mesh trays, lighting support rails, cable trunking, socket poles, lighting tracks, and solar panel systems. Our products are represented in the Nordic and Baltic countries, but we serve around the world. We have delivered our products to partners and customers in more than 80 countries for challenging industrial and power plant projects.

Meka Group operates a production facility, a certified testing laboratory, and its head office in Oulu, Finland. We directly employ approximately 100 professionals across five countries. Our strengths include strong competence in product development, the most modern production technology in the industry, an elevated level of quality, efficient logistics operations, delivery accuracy, and customer-orientation. The lifespan of MEKA® products is long, due to their modular design, which allows them to be adapted, reused, and fully recyclable. For our design processes, we employ the latest design tools and Finite Element Analysis software to ensure precision and innovation. We primarily conduct product testing in our own laboratory, with additional testing at external facilities as needed, ensuring the highest quality standards.

Environmental responsibility is one of the core values at Meka Group and we are committed to continuously enhancing our environmental protection efforts. Our environmental management system complies with ISO 14001 standards and has been certified by the certification facility DNV GL. Our management of environmental aspects is based on recognizing and reducing the environmental impacts of our operations, products, and services. We ensure that our knowledge of environmental perspectives is constantly up to date, and we monitor closely the development of legislation and regulations. Environmental considerations are integrated into every stage of our operations, from the materials used in our products to their packaging. We annually report and monitor our own carbon footprint and have calculated the carbon footprint of our products to help our customers manage theirs.

Meka Group takes great pride in meeting customer needs — it is a matter of honor for us. We consistently uphold our promises in both our products and operations.



Sustainability at Meka Group

At Meka Group sustainability isn't just a goal; it's a reflection of our core values. As a Finnish family-owned business, we have always relied on making positive impact in society and personnel. By aligning with environmental, social, and economic considerations, we aim to not only reduce our environmental impact but also enhance our social responsibility and economic resilience.

Sustainability is a broad and integral focus area, with continuous efforts made across the entire organization to enhance the company’s sustainability performance. This ongoing improvement is driven by responsible business practices, which form the foundation of all sustainability initiatives

Meka Group is part of CDP (Carbon Disclosure Project) as well as Ecovadis sustainability reporting. We are working together with industry leading EPD (Environmental Product Declaration) generator One Click LCA to develop EPD’s from all Meka’s product families.

Meka has been conducting carbon footprint study since 2021. In 2023 results were converted from company level to product level. This has given valuable information for customers in need to calculate their project total carbon footprint. All Meka offers have included total carbon footprint since 2023.

The Meka Group responsibility towards our own workforce and governance is guided not only by applicable legislation but also by the ethical principles (Code of Conduct) approved by the Group Board of Directors.



Environmental Performance

Calculation has been done by applying the GHG Protocol Corporate Accounting and Reporting Standard.

Scope 1	Missions consisted of emissions from fuel used in own vehicles. Total emissions were 41 tCO_2e which was 0.2% of the total carbon footprint.
Scope 2	Emissions were 898 tCO_2 (market-based calculation) and it includes emissions from purchased electricity and district heat. This represented 3.4% of the total carbon footprint.
Scope 3	Total emission were 21,777 tCO_2e Which represented 96% of the total carbon footprint.

In 2025 total emission per production ton was 3.0 CO_2e (3.1 CO_2e) presenting decrease of 4% in per ton emissions. The decrease was primarily driven by the use of low-carbon aluminium complemented by an increased proportion of in-house production with a lower carbon footprint.



Key sustainability commitments

Theme	Target	Results 2025	SDG
Taking care of employees	Zero accidents	0	
	Employee satisfaction >4	4.6	
Positive environment actions	Decrease CO_2 emissions per manufactured kg's	-12%	

Equality and Equity

Equality means treating everyone equally regardless of any personal characteristic.

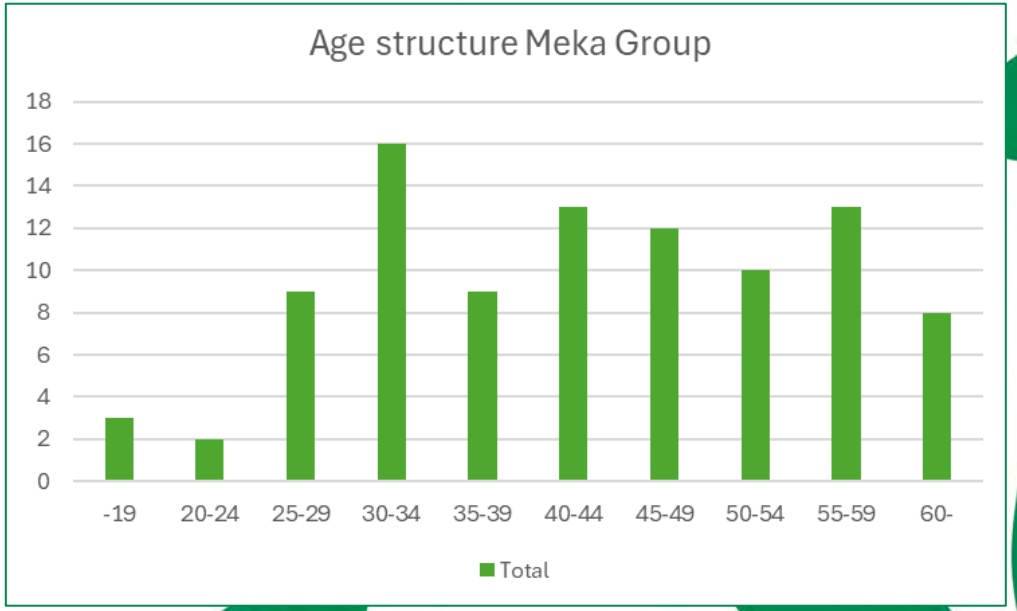
Meka Pro Group is committed to promoting gender equality and equity in all its activities. Our ethical principles prohibit discrimination based on gender, age, origin, race, nationality, language, religion, belief, opinion, political activity, trade union activity, family relationships, pregnancy, health condition, disability, sexual orientation, or any other characteristic related to a person's identity. All employees are responsible for upholding these principles.

Recruitment

Meka Pro Group requires that recruitment processes are conducted with equality and fairness. The aim is to find the right person for the right position, regardless of gender, age, or ethnic background. Job descriptions and selection criteria are clearly defined in advance. An external neutral expert is involved in selecting interviewees and assessing the suitability of candidates progressing to the next stage, ensuring equal treatment of applicants and objectivity in decision-making. The final selection decision is based on predefined criteria and is well justified.

Family leaves

The employer applies the current local laws and collective agreements regarding family leaves. Taking parental leave is enabled regardless of gender.



Occupational Safety

Meka Group implements the ISO 45001 standard for occupational health and safety. We prioritize both physical and mental wellbeing, with all employees sharing responsibility for monitoring conditions, especially immediate supervisors.

Group occupational health and safety principles, roles, and responsibilities are outlined in a regularly updated action plan. Focus lies in maintaining employee health and preventing accidents and illnesses. Internal inspections and safety rounds contribute to monitoring occupational health and safety. Safety card training is mandatory for all employees. 6S rounds enhance continuous safety improvements. Safety observations are reported and addressed immediately to supervisors. All observations are also discussed in operational meetings, with thorough investigations into incidents and near-misses in order to take preventive actions.

Sickleave %	2022	2023	2024	2025
Meka Pro Oy	3,24 %	3,10 %	3,0%	3,5%

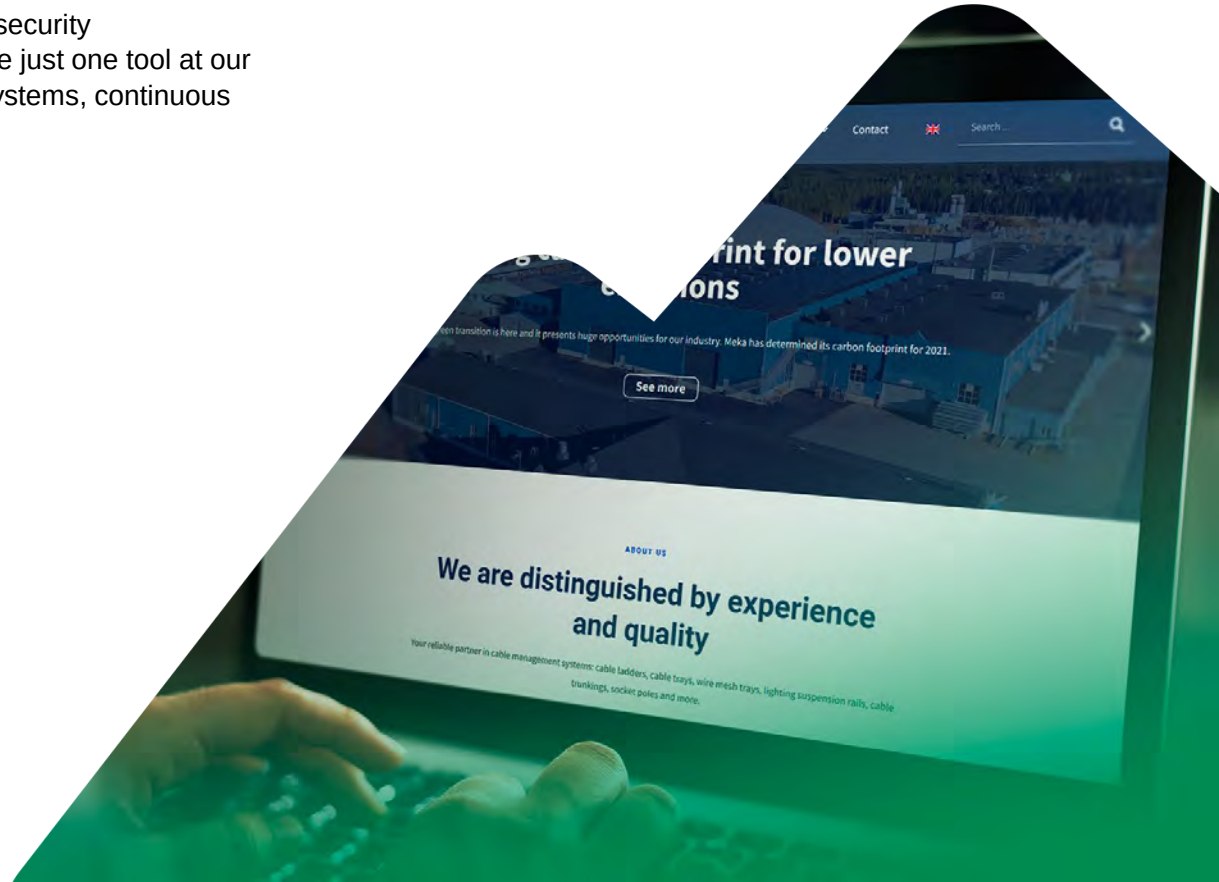
Finland	2021	2022	2023	2024	2025
Accidents	2	3	0	0	0

Governance

Information security

Meka Group takes information security very seriously and has won the best upgrader in information security from its supplier in 2023. Meka Pro has implemented automatic security alarms for all of its key network assets and systems. The goal is to keep everyone’s data safe and to ensure uninterrupted operating environment.

Meka Pro is continuously improving its readiness to face the ever-increasing threat of cyber security harassment. Regular data security surveys based on the various aspects of data security are just one tool at our disposal. Other tools include raising personnel awareness, automatic and manual security systems, continuous updates and quarterly checkups of all the assets.



Code of conduct

Confidentiality

Meka Group and its employees respect confidentiality and its business partners' trust and keep the information they receive from its customers and other partners confidential, and they do not disclose it to other parties without prior authorizations from concerned parties (e.g., agreed references). Meka employees do not either discuss its own business or any company internal information with other parties nor in public (including social or other media) without a written authorization from the company in advance.

Conflicts of interest

Meka Group expects full loyalty from its employees and that all its employees act and behave in the best interest of the company. Employees must avoid situations where their personal interests may conflict with those of Meka. This means, for instance, that employees are not allowed to accept gifts or entertainment from a stakeholder, except for a gift or entertainment of a minor value given on an occasional basis, providing it does not create a legal or ethical trespassing, a conflict-of-interest situation or an undue reciprocity obligation.

Anti-corruption

No Meka company or any of its employees may, directly or indirectly, promise, offer, pay, solicit, or accept bribes or kickbacks of any kind, including money, benefits, services or anything of value. Such payments and favours may be considered bribery, which violates local legislation and internationally recognized principles for combating corruption and bribery.