



Orthex's Sustainability Report 2025 published: Progress in all key areas of sustainability

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Orthex Annual and Sustainability Report 2025 has been published. A key feature of our sustainability approach is the quality and durability of our products that ensures a long product lifecycle.

In 2025, we continued implementing our sustainability agenda systematically and made progress in all key areas of sustainability. We strive to reduce our relative emissions and to increase the share of recycled and renewable raw materials in our production and we managed to do both in 2025. We have made progress in other key areas of sustainability as well, including improvements in energy efficiency and safety results, and progress in employee engagement and customer satisfaction.

The results of our sustainability work confirm that we are advancing steadily on our sustainability journey, while recognizing that further progress is still needed. Our key sustainability results for 2025 include:

1. Continued improvement in energy efficiency, with energy consumption per kilogram of product decreasing by remarkable 12.4% compared to the 2020 average. We use EPD certified renewable hydropower electricity in all our factories.
2. Our sickness absence rate decreased for the first time below our target of five per cent and was 4.9% (2024: 5.2%). Our employees' safety at work rate (LTIF) improved and was excellent 5.6 (2024: 10.5).
3. The Engagement Index, reflecting our employee satisfaction, continued improving and was 83 on a scale from 1 to 100 (2024: 81).
4. Orthex's customer satisfaction rate improved further to 4.15 (2023: 4.08) on a scale from 1 to 5 in a customer satisfaction survey conducted biannually.
5. Our relative carbon footprint that eliminates the impact of business growth, decreased slightly compared to the previous year and was 1.9 (2024: 2.0) kgCO₂ eq./kg. Due to lower production volume, our total emissions decreased to 29,933 tCO₂-e from 30,775 tCO₂-e in 2024.
6. Orthex improved its rating from bronze level to silver level in the EcoVadis ESG assessment meaning that Orthex is globally among the top 10 percent of companies annually assessed by EcoVadis.

In 2025, we updated our sustainability strategy for the years 2026–2028 based on the findings of the double materiality assessment conducted during the spring. The critical topics for Orthex remained mainly the same as in the previous assessment conducted in 2022, and were consumers and end-users, own workforce, climate change and circular economy. The sustainability strategy focuses, as before, on the afore mentioned critical topics where our sustainability-related impacts, risks, and opportunities are the most significant.

As a part of the sustainability strategy update, we replaced our previous carbon neutrality target with a new, more comprehensive target: minimise impact on the planet. We aim to achieve this target and to reduce emissions with various actions: by increasing the share of recycled and renewable raw materials, improving energy efficiency, using renewable energy, promoting circular economy, and cooperating with partners across the value chain.

In connection with our sustainability strategy update, we also changed the target year related to our target to increase the share of recycled and renewable raw materials in our production to 80% and the

new target year is 2035 (the previous target year was 2030). The main reason for changing the target year was the switched focus from applying mass balance approach on recycled raw materials. Use of recycled raw materials is easier for the consumers to understand and act upon than the use of mass balance approach. On the other hand, supply of high-quality recycled materials suitable for our criteria is still challenging. Hence, additional time to reach the target is needed. In 2025, the share of recycled and renewable raw materials (used kg in production) increased and was 17.9% (2024: 16.6%).

"I am proud of what we have achieved across all areas of sustainability. We reached nearly all the targets we set. I am especially pleased that both our employee engagement and customer satisfaction have continued to improve year after year. We have been consistently doing the right things over the long term, and this is now reflected in the positive experiences of both our customers and our employees," says Hanna Kukkonen, Orthex's Chief Marketing and Sustainability Officer.

In December 2025, it was confirmed that Orthex will be exempt from CSRD requirements due to its size. We will continue to focus on our sustainability agenda. At the same time, we are closely monitoring regulatory changes in sustainability reporting and their potential impacts on the company's reporting obligations.

The Annual and Sustainability Report 2025 is available in English and Finnish on the corporate website at <http://investors.orthexgroup.com/>.

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Orthex in brief

Orthex (ORTHEX, Nasdaq Helsinki, Finland) is a leading Nordic houseware company. Orthex offers a broad assortment of practical and durable household products with a mission to make consumers' everyday life easier. Orthex main consumer brands are SmartStore™ in storage products, GastroMax™ in kitchenware and Orthex™ in home and garden products. Orthex aims to be the industry forerunner in sustainability by offering safe and long-lasting products and reducing its carbon footprint by increasing the share of recycled and renewable raw materials. Read more www.orthexgroup.com.

Orthex's net sales in 2025 were 87.2 million euros. The company has customers in more than 40 countries and local sales organisations in the Nordics, Germany, France, the UK, and the Benelux.

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