



Sustainability Report 2026



ENG



Tailored Casings

ViskoTeepak in brief.

ViskoTeepak stands as one of the biggest manufacturers of fibrous, cellulose and plastic casings in the world. We have production plants, converting facilities and technical support offices worldwide. We're also proud to have the industry's largest business-partner network, through which our products are offered in nearly 100 countries. Our head office (ViskoTeepak Holding Ab) is located in Mariehamn, in Finland's Åland Islands.

In Europe, we have fibrous and cellulose production plants in Lommel (Belgium) and Hanko (Finland). Additionally, we have a plastic-casing production plant in Nuevo Laredo (Mexico). Our converting facilities are located in Delfzijl (Netherlands), Brno (Czech Republic), Kenosha (Wisconsin, USA) and Poznan (Poland). Our sales and representative offices are located all around the globe.

ViskoTeepak, owned by the Eriksson Capital Group based in Mariehamn, Finland exemplifies the strategic vision and expertise of its parent company. Eriksson Capital, a privately owned investment powerhouse, specializes in nurturing small to medium-sized high-tech industrial enterprises, propelling them to success in the global arena. Eriksson Capital is active in various industries such as medical tubing, shipping, real estate, aircraft leasing and asset management.

www.viskoteepak.com



Tailored Casings



A note from our Chief Executive Officer.

ViskoTeepak's first sustainability report prepared according to the GRI standard was published in 2014. The last time I had the pleasure of writing the foreword to the report was 5 years ago, in the report published during the spring of 2021, which discussed key figures and what had happened in 2020. This time I began the task by going back and reading about the topics my colleagues had chosen to highlight in their introductions to the reports that have been published over the years. It was an interesting exercise, I was reminded of many exciting issues and areas. It also struck me that many of the questions are still very relevant today. Here are some of them:

"Sustainability is about daily teamwork, as no one achieves much on their own"

"How we use modern technology to improve the environment, for example in the area of heat recovery"

"Certification, a way to offer added value"

"UN Sustainable Development Goals and ViskoTeepak"

"Further education leads to better and more stringent policy decisions"

"The need to balance people, planet and profit"

"EU CSRD directive including reporting requirements"

"How we work with food safety & hygiene"

"Sustainability regarding health and safety"

There is a lot happening in this area, and we expect this to continue. For example, during the past year we received renewed environmental permits for our factories in both Hanko and Lommel. The preparatory process was extensive, and the teams involved did a fantastic job that spanned years rather than months, all to comply with updated national environmental laws that this time formed the basis for our environmental permits. These will also result in some new investments in our infrastructure. On the other hand, we are now benefiting from all the previous investments that have been made and put into use in this area. Again, well done to everyone involved!

Another issue that currently occupies a lot of attention is the EU's deforestation regulation. I hope that the environmental benefits prove to be worth the administrative challenge that we, like many other companies, now need to solve and deal with.

To end with something concrete and truly positive, in late autumn 2025 we were able to take the new solar park in Lommel into operation. It will produce about 5.5 GWh per year, corresponding to about 19% of our electricity needs in Lommel, so we are looking forward to plenty of sunshine!

Enjoy your reading!



Tom Pussinen

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Quick facts.

ViskoTeepak is a global brand with a local touch that delivers productive and tailor-made casing solutions.



A Global Brand

With operations and partners worldwide, ViskoTeepak supports customers across more than 90 countries with reliable casing solutions.



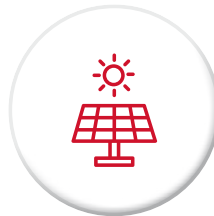
Non-stop Production

24 hours a day, 7 days a week, 365 days a year — nonstop production.



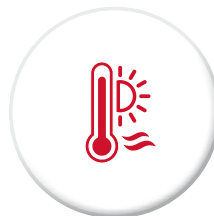
Efficiency Gains

ViskoTeepak continues to improve wastewater efficiency through ongoing process optimization and operational improvements.



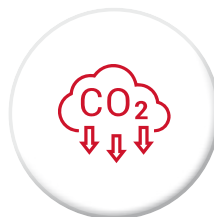
Green Energy

The Lommel plant has been granted a permit to install 6.1 MW of solar panels in its front garden, with all generated power to be used within the plant.



Clean Heating

Hanko plant uses wood residues for heating, resulting in a 0-ton CO₂ footprint.



High Service, Lower Impact

2025 logistics performance achieved 98 percent service level and over 20 percent CO₂e reduction.



Communication Package

Allows our co-workers, customers, and partners to stay updated on ViskoTeepak news, posted internally, on our website under 'Articles,' and on social media.

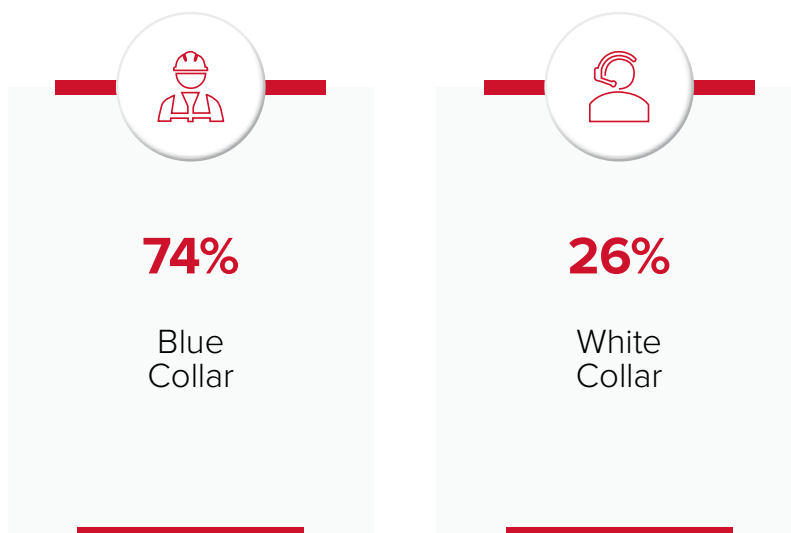
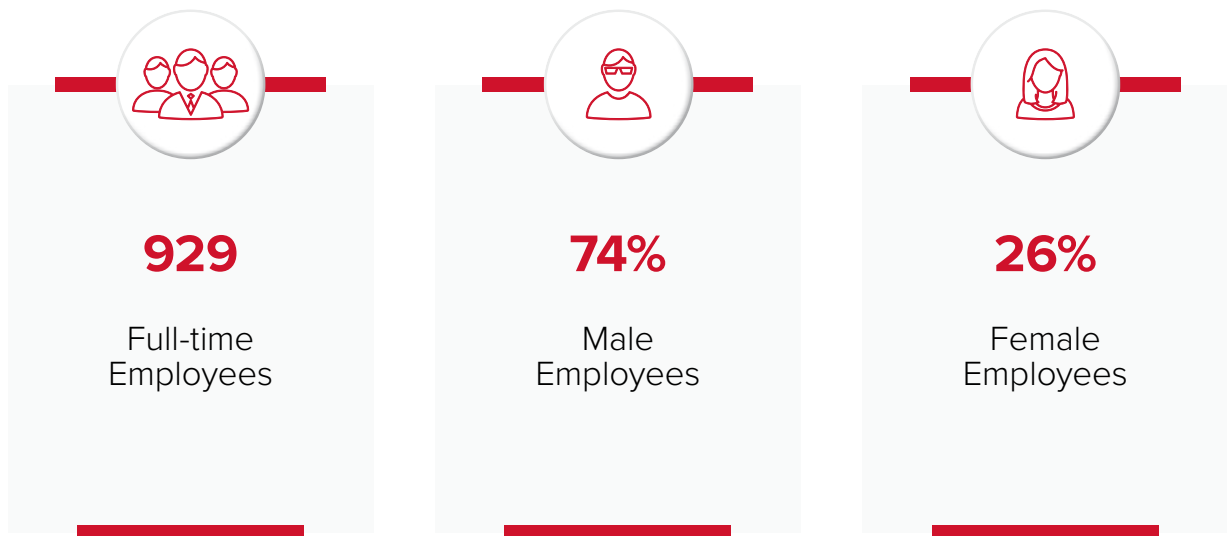
Production facilities.

ViskoTeepak has seven production and converting facilities worldwide. Our production units in Hanko and Lommel are covered in the reporting numbers.



Employee statistics.

Our employees are vital to our success. At ViskoTeepak, we strive to build our business and our culture on our three company values: Trust, Ambition, and Fun. These values serve as guiding principles for employees in their work and interactions within the company.





**Sustainability is built into
the way we operate.**

The evolution of ViskoTeepak.



Tailored Casings



1950

Gunnar Eriksson was enjoying a famous Scandinavian smorgasbord on a ferry boat in between Finland and the Åland Islands. While enjoying a tasteful sausage, he noticed the casing was made artificially which caught his interest. He got so curious he put a piece of the casing into his pocket and had it analyzed in a laboratory.



1965

The converting center in *Delfzijl, Netherlands* opened.



1962

Visko started to manufacture fibrous casings.



1952

Gunnar became convinced artificial casing was the future. He wanted to take part in this industry and raised some money to start the Visko Company in *Hanko, Finland*.

Visko started to manufacture cellophane casings with just 30 employees.





1975

The cellulose and fibrous manufacturing plant in Lommel, Belgium was established.



1994

The cellulose converting center in the *Czech Republic* opened.



1995

Production of Nova plastic casing started.



2007

The current owners of ViskoTeepak believed in the future of the industry and were willing to create a world-leading seller, producer, and supplier of artificial casings.

By merging Visko and Teepak into one, a new era began!



Today

ViskoTeepak is **#MakingFoodMoreAccessible** by tailor-making productive solutions in close collaboration with the global food chain.



2052 - The Future

ViskoTeepak is 100 years old! We are now serving your casing needs around the globe in just minutes with our new drone delivery service!



2020

The fibrous converting center in Poznan, Poland was acquired.



2014

The fibrous converting center in Kenosha, USA merged with ViskoTeepak.



2011

The sales and logistics center in Hamburg, Germany was acquired.

Brand Cornerstones.

ViskoTeepak is a global brand with a local touch that delivers tailor-made productive casing solutions. We understand the needs of our customers and nurture long-lasting mutually beneficial and rewarding relationships. What are we referring to when we talk about our Brand Cornerstones?

Brand Cornerstones



Tailor-making

Our goal is to tailor-make the most productive casing solution for each customer. We're willing to go the extra mile to craft each product to perfectly fit our customers' needs. This makes our products unique and gives our customers the ability to produce with great efficiency and high quality.

Productive Solutions

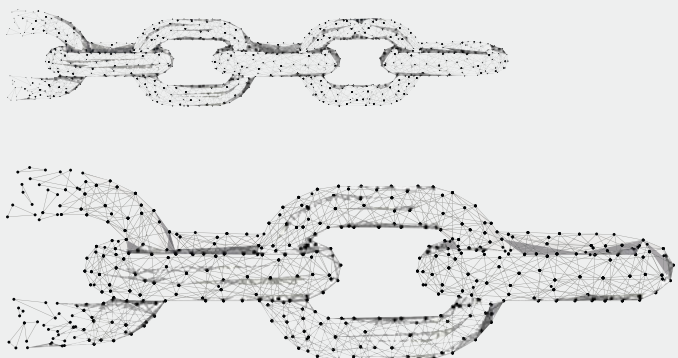
We offer the world's most productive casing solutions. We constantly improve and develop new solutions that bring value. We're creative, and we sustainably develop our products.

If there's a better way, we'll find it.



Teamwork

Our success is achieved with inclusiveness and collaboration. We work closely with our customers so that we can identify their specific needs. We're in it for the long run, and together with our Partners, we'll always be around to support you.



Company culture.

At ViskoTeepak, we view company culture as the personality of the company. We base our business and our culture on three company Values: Trust, Ambition and Fun. What do we mean when we talk about these values?

Values

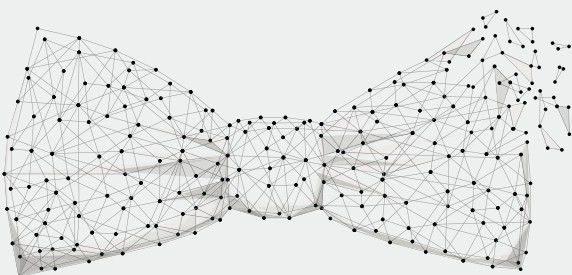


Trust

Trust is built on credibility, being fair, and treating each other with respect. We earn trust by delivering on our promises, which is particularly true for how we manage our business and our people. Respecting your colleagues regardless of their age, sex or race is a base requirement for a fair working community.

Ambition

We have a strong desire to be the best and want to be ambitious on our road to success. That is why we will walk the extra mile to help our customers and partners to succeed in their business. Our “can-do” mentality creates energy and by providing training and development opportunities, we make sure we reach our goals.



Fun

Fun is created by being successful in achieving your goals and by working with a team of people that you trust and feel connected to. It creates the energy that we need for taking on the next challenge!

Group Management.

Together with the global ViskoTeepak team, we are committed to reaching new milestones while delivering high-quality, tailor-made casing solutions. As we grow, we remain focused on innovation, reliability, and strong partnerships worldwide.



TOM PUSSINEN
Chief Executive Officer



DANIEL WAHLFORS
Chief Financial Officer



JOHANNA BACKHOLM
Senior Vice President

"Sustainable progress is driven by people and performance. In 2025, strong employee engagement combined with operational improvements helped us enhance efficiency while reducing environmental impact."

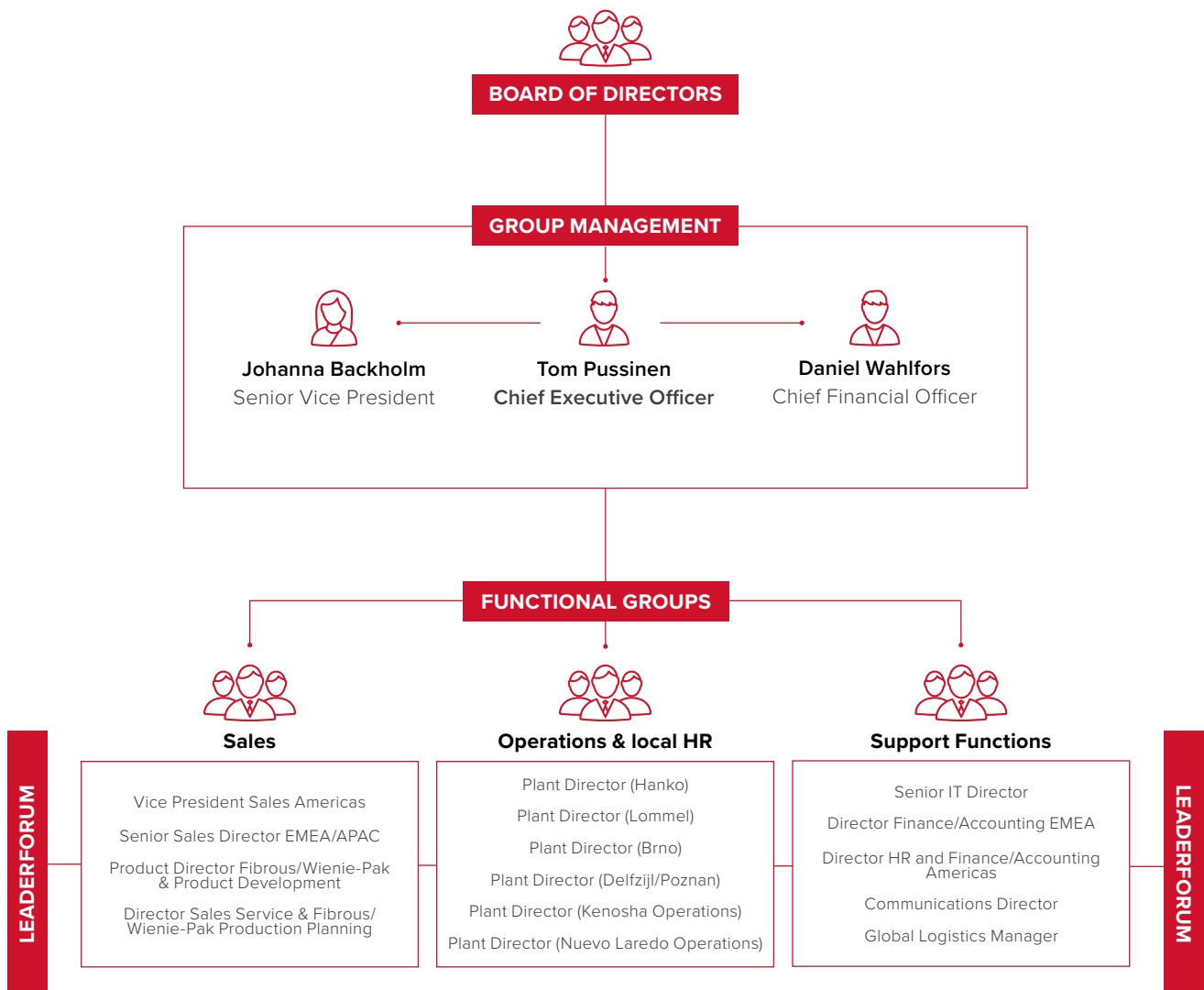
Group Management

Governance.

ViskoTeepak operates as a privately held company under the ownership of Eriksson Capital Ab, headquartered in Mariehamn (FI), alongside its owners.

Guided by the Board of Directors and the CEO, the company establishes long-term strategies and objectives. Meanwhile, the Group Management team, consisting of the CEO, CFO, and Senior Vice President, defines global policies, procedures and annual targets, as well as coordinates, approves, and follows up on the focus areas and key activities defined by each Leaderforum member.

The Leaderforum assumes responsibility for the day-to-day operations of the company within their designated areas of focus.










ViskoTeepak is focusing on five SDGs.

How ViskoTeepak's strategic objectives contribute to the SDGs

To evaluate how our business minimizes negative impacts as well as maximizes positive impacts on people and the planet, we turned to the UN's Sustainable Development Goals (SDGs). ViskoTeepak has identified five SDGs that are most impactful, relevant, and strategically embedded in our company:

Sustainable development goals		Our action	Key achievements	Page
3 Good health and well-being 	We have implemented extra measures to protect our employees and make sure we follow guidelines from authorities at all times.	Responsible Care Food safety & hygiene Health & safety	ISO 45001 BRC	32-33 48-49 50-51
	We support the precautionary approach to foreseeable environmental, health, and safety-related impacts of operations and the life cycle of products and services.	People Platform Responsible Care Food safety & hygiene	Highest level of certification	26-27 32-33 48-49
	We want to showcase the success of the company's employees and highlight the opportunities for growth and development within the organization.	Let's meet some of the ViskoTeepak Team Active on Social Media	#WeAre ViskoTeepak campaign Continuous growth on Social Media	54-55 28-29
8 Decent work and economic growth 	We ensure that decent working practices are applied within the supply chain.	Renewable resources	Supplier Code of Conduct	30-31
	We respect and protect labor rights and provide safe, secure, and healthy working environments for all employees.	People Platform Health & safety	Code of Conduct ISO 45001	26-27 50-51
	We use operational health and safety (OHS) management systems based on internationally agreed principles to protect workers' health and safety and to reduce potential hazards and risks for productivity.	People Platform Health & safety	ISO 45001	26-27 50-51
	We seek to offer all of our employees a stimulating and rewarding place to work, a place where they feel engaged, and contribute to reaching the company goals, and where their talents can develop.	People Platform Renewable resources Engagement & Development Health & safety	Hearts & Minds Leadership program	26-27 30-31 47 50-51

Sustainable development goals		Our action	Key achievements	Page
12 Responsible consumption and production 	We establish and maintain proactive environmental management systems.	Highest level of certification within the casing industry	ISO 14001	48-49
	We avoid or mitigate the foreseeable environmental, health, and safety-related impact over the life cycle of products and services and take a precautionary approach to environmental challenges.	Responsible Care	Responsible Care Hanko, Finland	32-33
		Renewal of Environmental Permits	Essenscia Lommel, Belgium Environmental Permits	37
	We improve resource efficiency as well as increase supply chain and resource security.	Sustainability performance measurement	Measurement of: - Freshwater m ³ / ton cellulose - Wastewater m ³ / ton cellulose - Total energy MWh / ton cellulose - NOx emissions kg/ ton cellulose - Solid waste kg/ ton cellulose - SOx emissions kg/ ton cellulose	38-40
		Wienie-Pak Innovative Bundle Concept	New bundle concept	43
	We use renewable materials. We also use technologies to reduce the risk of over exploitation of the natural resources and decreasing biodiversity.	Renewable resources	Sustainable Forestry Initiative®	30-31
Powering Progress		Solar energy investment	42	
We implement circular business models such as using renewable, bio-based or fully recyclable inputs, recovering resources, extending product life cycle.	Renewable resources	We follow the activities of our suppliers and how well they develop their sustainability.	30-31	
	Wienie-Pak Innovative Bundle Concept	New bundle concept	43	
15 Life on land 	We are committed to sustainable fiber sourcing strategies in purchasing fiber from suppliers and to complying with the EU Deforestation Regulation (EUDR) to ensure deforestation-free products.	Renewable resources	Pulp raw material is purchased from companies that manage their forests on a sustainable basis.	30-31
17 Partnerships for the goals 	We consider sustainability along our entire value chain, from raw materials sourcing to product manufacturing, consumption, and end-of-life. We take responsibility for our activities, but also in our sphere of influence upstream as well as downstream. To help deliver our sustainability ambitions, we invest in close partnerships with the stakeholders along our value chain.	Stakeholder interactions		18-25
		Creating value for customers	New and existing suppliers are requested to sign our Supplier Code of Conduct	28-29
		ViskoTeepak value chain		36



Stakeholder interactions.

We define a stakeholder as anyone with whom we have a relationship. This can be internal or external, but in any case it's important to know how we can have a constructive dialogue and stay connected to those who are interested in what we do.

	Communications	Comments raised	Our response
Owner	Regular business updates, board of directors meetings.	Vision and strategy development.	"Better Together" long term goals.
Customers	Product information, technical support, sales calls, satisfaction surveys, trade shows, Communication package, end-customer visits, IFFA trade show, website.	Service rated high, reliable company, walks the extra mile, perceived as innovative in a conservative industry.	Increased focus on innovative projects, communication package three times annually. Maintain clear and updated website and product information. Close dialogue with customers to support applications and solutions.
Partners	Direct contact, Partner Days, business plans, marketing materials, feedback sessions, technical training events.	Partner Days appreciated, overall strong technical and sales support, quality and unique products.	Strengthening collaboration through training, new and shared tools, and continuous dialogue. Close dialogue with partners to support applications and customer needs.
Suppliers	Supplier rating system, negotiations, technical meetings, trouble shooting, trade shows.	Stable relationships, technical dialogue, more focus on innovation.	Focus on value for money, continue shared innovation projects.
Employees	Daily communication, employee meetings, new Intranet - WeConnect, E-learning tool, motivational activities, People Platform.	Employee survey measuring NPS score done regularly, sync global and local communication, keep dialogue with employees and employee representatives.	Internal communication continues to be strengthened through initiatives such as local TV, the Hearts & Minds program, the #WeAreViskoTeepak campaign, and regular weekly intranet news updates.

Stakeholder Interactions



Resourceful

With our strong stakeholder relationships we are able to work through obstacles quickly & effectively.

Owner's voice.

Eriksson Capital is an Åland based, family owned global investment company.



For more than a decade, Eriksson Capital has seen how commitment and collaboration create real progress through our engagement in Bärkraft Åland. As active members of the network, we share the responsibility that followed when the Development and Sustainability Agenda was manifested in September 2016.

The agenda is built on the vision “Everyone can flourish in a viable society” and defines clear development goals that guide our sustainability work. These goals align with the UN’s Agenda 2030 and demonstrate how local frameworks can translate into global action.

For us, sustainability is closely connected to long-term business resilience. Clear climate and resource efficiency targets, responsible consumption, and protection of ecosystems are not abstract ambitions — they are essential conditions for sustainable economic development. Companies that prioritize energy efficiency, waste reduction, and responsible sourcing are better equipped to manage risk and remain competitive in a changing world.

Being part of Bärkraft Åland also means transparency and accountability. Measurable goals, indicators, and regular follow-up ensure that progress can be tracked and continuously improved. This structured approach strengthens both communities and businesses.

As owners, we believe sustainability must be embedded in governance, strategy, and everyday decision-making. By translating shared principles into practical action within our operations and supply chains, we contribute to long-term value creation — ensuring that today’s success supports tomorrow’s opportunities.

"As owners, we believe sustainability must be embedded in governance, strategy, and everyday decision making."

Eriksson Capital
Global Investment Company



Supplier's voice.

Suppliers play a vital role throughout the product life cycle — from sourcing raw materials to supporting efficient production and enabling responsible material choices. Close collaboration with suppliers is essential to ensure quality, reliability, and continuous improvement. By working together, ViskoTeepak and its suppliers contribute to more efficient resource use and long-term value creation across the value chain.



C.H. Robinson

C.H. Robinson is a global logistics provider supporting supply chain operations across multiple industries. As transportation and logistics account for a significant share of global emissions, efficiency and route optimization play a critical role in reducing environmental impact.

The company improves supply chain efficiency through data-driven transportation management and optimization tools. By enhancing load planning, route efficiency, and modal selection, C.H. Robinson helps reduce empty miles and improve overall transport performance.

C.H. Robinson reports sustainability topics, including greenhouse gas emissions, biofuel and EV use, and supply chain transparency. Through digital solutions and collaboration with customers and carriers, the company works to support more sustainable and efficient logistics operations across its global network.

By focusing on transport efficiency, emissions awareness, and supply chain optimization, C.H. Robinson demonstrates how logistics providers can contribute to responsible value chain management at scale.

"At C.H. Robinson, we help customers make informed transportation decisions across complex, global supply chains. By applying efficiency at scale, increasing emissions awareness, and providing access to low-carbon transportation solutions, we support strong operational performance today while building long term resilience."

Rachel Schwalbach
Vice President ESG, C.H. Robinson



Customer's voice.

No matter the industry, customers play a central role in shaping how sustainability is addressed in practice. In the food sector, expectations related to transparency, efficiency, and responsibility increasingly influence decisions across the entire value chain.



Arne B. Corneliusen – Transparency and Responsibility in the Supply Chain

Arne B. Corneliusen emphasizes responsible sourcing and transparency as key elements of its business practices. In line with the Norwegian Transparency Act (Åpenhetsloven), the company works systematically to promote respect for human rights and decent working conditions throughout its operations and supply chain.

Through due diligence processes, the company works to identify and address potential risks related to labor conditions and human rights in its business relationships. Suppliers are expected to follow defined standards, including requirements aligned with internationally recognized principles for responsible business conduct.

Quality and food safety are also central elements of the company's approach. By maintaining strong quality management systems and clear supplier requirements, Arne B. Corneliusen works to ensure safe and reliable ingredients for the food industry while supporting transparency throughout the value chain.

By combining responsible sourcing practices, clear supplier expectations, and a commitment to transparency, Arne B. Corneliusen demonstrates how food industry suppliers can contribute to responsible production and stronger trust between partners across the global supply chain.

“Through our due diligence work and supplier requirements, we aim to support responsible business practices and transparency throughout our value chain.”

Arne B. Corneliusen
Food Product Supplier



Partner's voice.

Close collaboration with partners is an essential part of ViskoTeepak's way of working. Through ongoing dialogue with partners across different markets, valuable feedback is gathered on product performance, technical support, and collaboration. These insights help guide continuous improvement while strengthening cooperation across ViskoTeepak's global partner network.

Collaboration Insights

Reliable Products Supporting Efficient Production

Partners frequently highlight the consistent quality and reliability of ViskoTeepak products, particularly fibrous and cellulose casings, as well as the broad and diverse product portfolio. Tailor-made solutions and technical expertise are valued for helping customers optimize production processes and improve operational efficiency.

Efficient processing and stable product performance are important factors in reducing waste, improving yield, and ensuring responsible use of raw materials in food production. By supporting reliable operations and optimized processes, ViskoTeepak's solutions contribute to more efficient and sustainable manufacturing across the value chain.

Collaboration Driving Continuous Improvement

Technical support and customer service are also key elements of the partnership. Direct communication, fast response times, and professional technical assistance are frequently mentioned as important factors in maintaining reliable operations. Training, knowledge sharing, and collaboration between partners and technical specialists support continuous improvement and enable partners to better meet evolving market requirements.

At the same time, partners provide valuable input on areas where further development can strengthen collaboration. Topics such as improved pricing transparency, enhanced communication, shorter lead times, and expanded technical support in different regions are seen as opportunities to further improve service and cooperation. Partners also highlight the importance of ongoing product development and innovations tailored to regional market needs.

By actively listening to feedback and working together to address these topics, ViskoTeepak continues to strengthen its partner network. Ongoing dialogue helps identify opportunities for improvement while supporting responsible resource use and long-term sustainable growth.

Strengthening Long-Term Partnerships

Building strong, long-term relationships remains a key focus for ViskoTeepak. By combining reliable products, technical expertise, and close collaboration, the company supports stable operations while creating lasting value.



Employees' voice.

At ViskoTeepak, our employees are at the core of our business. They play a pivotal role in our success, driving our development and growth. Our team is responsible for executing daily operations, implementing new ideas, and delivering quality casings and packaging materials to our customers.



Pieter Van Aelst

Pieter Van Aelst joined ViskoTeepak in 2024 as Supply Chain Manager in Lommel, bringing 18 years of experience from a large European manufacturing environment. He was drawn to the global footprint and the opportunity to improve how things work in practice.

In Lommel, Supply Chain connects procurement, production, finance, and sales service. Pieter's focus is creating a stable, predictable flow from inbound to outbound, which is key for efficiency and transparency. He also emphasizes that systems only work when people understand and take ownership of the process.

Over the past year, the team has focused on fixing fundamentals like stock issues, parameters, and flow breakers. With those in place, Pieter is now leading a harmonization project between Lommel and Hanko to create one consistent way of managing raw materials, spare parts, and services.

Looking ahead, his goal is to move from daily fire fighting to building structures that last, creating a lean, reliable supply chain where people, data, and processes are aligned.

"A good process is not 'nice to have' – it's the foundation for everything else."

Pieter Van Aelst
Supply Chain Manager, Lommel



"In 2025, we achieved a 98 percent service level and cut CO₂e emissions by over 20 percent through route optimization and better load management. Further optimization remains a key focus."

Employees' voice.

Ria Kuppens

Ria Kuppens joined ViskoTeepak in 1985, starting as a telephone operator and gradually growing into her current role as Director Sales Service and FIB/WP Production Planning. Her career reflects both personal development and the transformation of the company over four decades.

From managing telephone exchanges and handwritten processes to working with real-time systems and automated planning, Ria has experienced how technology has reshaped the way of working. What once relied on delayed information and manual coordination has evolved into faster, more transparent processes that support reliable customer service and efficient production planning.

Throughout her career, Ria has held a wide range of roles across planning, sales service, and business analysis. This broad experience has shaped her belief that sustainable performance depends on cooperation between functions, respect for every role, and a shared sense of responsibility.

Stepping into leadership brought new challenges. For Ria, effective leadership is grounded in honesty, authenticity, and understanding individual strengths. By tailoring her approach to people and situations, she has focused on building strong teams and long-term partnerships rather than short-term solutions.

One constant throughout the years has been ViskoTeepak's open culture. Being able to speak up respectfully, challenge existing ways of working, and continuously improve has helped the company adapt and grow.

Looking ahead, Ria sees unity as a key priority. Strengthening collaboration across departments and locations, making decisions for the benefit of the global company, and continuing to build smarter systems will support long-term stability and customer satisfaction. For Ria, sustainability is not only about systems and technology, but about people growing together and taking responsibility for the future.

“No role is more important than another. Every step brings value, responsibility, and a chance to learn.”

Ria Kuppens

Director Sales Service and Fibrous/Wienie-Pak Production Planning



The People Platform



Linked to our Values:

Trust:	Ambition:	Fun:
We appreciate diversity	We get things done & deliver on our promises	We reflect & learn with an open mind
We work together & share our knowledge	We take our individual responsibility & realize we all impact on the result	We encourage & energize each other

When we combine Trust, Ambition & Fun, we get:

Teamwork:

The combination of our key behaviors creates strong teamwork and a collaborative work culture that benefits everyone.

People Platform: Strengthening Our Company Culture.

The People Platform builds on our core values — Trust, Ambition, Fun, and Teamwork — and defines how we want to act as ViskoTeepakers. It sets clear expectations for behavior, encouraging a positive and productive work environment that leads to better products and stronger customer relationships.

Appreciating Diversity

One of the core statements in our People Platform is: "We appreciate diversity."

Diversity goes beyond gender, age, ethnicity, cultural background, or sexual orientation — it includes different perspectives, experiences, and personalities. Bringing together diverse skills and viewpoints leads to more creative solutions, stronger decision-making, and better business results. Diverse perspectives allow us to solve complex challenges faster, anticipate market changes, and better meet customer needs.

As Malcolm Forbes put it, "Diversity is the art of thinking independently together." A diverse team where all voices are heard creates a more innovative and successful company. It's the responsibility of both leaders and team members to foster an environment where everyone feels valued and respected.

The People Platform defines key behaviors that reflect how we want to act as ViskoTeepakers.

How the People Platform Connects to Our Values

The People Platform is closely tied to our company values:

- **Trust** - Built through appreciating diversity and working together, which strengthens customer relationships and builds credibility.
- **Ambition** - Drives us to deliver innovative solutions and exceed customer expectations.
- **Fun** - A motivated team performs better, ensuring a positive experience for both employees and customers.

When we combine Trust, Ambition & Fun, we get:

- **Teamwork** - The result of our values in action, creating a collaborative work culture that benefits both our people and our customers.

At ViskoTeepak, the People Platform strengthens our ability to deliver value to customers and partners. A motivated, diverse, and accountable team leads to better solutions, stronger partnerships, and long-term business success. The People Platform ensures that we are not only building a stronger company — we are delivering better results for our customers, every day.





Creating value for customers.



Website

In today's fast-paced digital world, a website is more than just an online identity; it's the front-line of customer engagement and brand representation. Acknowledging the importance of a strong digital presence, ViskoTeepak continues to build on the success of its updated website.

Features:

- 1 Modern, sleek design that allows for improved website speed and responsiveness
- 2 Cleaner and even more compelling "call to action" buttons that make it easier to get in touch with us
- 3 Customers can quickly and easily connect with the right representative in their region
- 4 Comprehensive translation tool that is capable of translating the site's content into many languages
- 5 Easy access to ViskoTeepak certificates and documentation directly on the website
- 6 Six digital tools designed to support customers in their daily work



Partner Network

Our Partner Network is a platform dedicated to supporting our distributors. It requires a user registration which is checked before approval. Recently updated with a fresh design and improved usability, the Partner Network continues to evolve—we are actively working on adding new features and functionality to enhance the user experience.

What you can find:

- 1 Online ordering
- 2 Outlet
- 3 Open order overviews
- 4 Sample order overview
- 5 Estimated lead times
- 6 Marketing materials
- 7 Product information
- 8 Articles



Social Media

Through our social media channels in Facebook and LinkedIn, we strive to increase our brand's visibility by building relationships and communicating with our stakeholders. We are putting extra effort into employer branding, maintaining a fun, light, and fact-focused style primarily in English.

Our platforms:

- 1 Our LinkedIn helps us establish a professional presence within the industry. We use our page to share company insights, updates, and job opportunities while enhancing brand credibility.
- 2 Our Facebook page is used to enhance our online presence and engage with a broader audience. We use our page for sharing updates, promotions, and valuable content, fostering brand awareness and customer loyalty.

Follow us on



ViskoTeepak is committed to implementing our three brand cornerstones—Tailor-Making, Productive Solutions, and Teamwork—in all of our external communication. Through these six communication channels, we strive to create value for our customers.



Communication Package

We release what we call a Communication Package every tertial period. These packages include Solutions articles, #WeAreViskoTeepak stories, and other relevant updates that need to be shared. The content is distributed widely—via email signatures, social media, and our website—and we’ve received consistent positive feedback on the initiative.

What's included:

- 1 Product news, which can consist of new features, usage tips and guides, customer feedback, and benefits.
- 2 Company news, which can consist of announcements, achievements, events and activities, and new collaborations.
- 3 Case studies that discuss the challenge, solution, results, customer testimonials, lessons learned and future plans.

Released three times a year:
January, May, and September.



Events

Every third year we arrange ViskoTeepak Partner Days, an event where we invite all our partners from around the world to get an update on what's going on in our business. We're also present at several smaller fairs around the world.

Past Partner Days:

- 1 The latest edition of our Partner Days event was divided into three regional gatherings to better connect with more partners in each area. The events took place in Milan (Europe) in September, Miami (Americas) in October, and Bangkok (Asia) in January—each proving to be a highly successful and well-received initiative.





Renewable resources.

Upstream influence

Raw materials – Wood pulp

Wood is one of the few renewable raw materials that can be grown in large quantities. Trees reduce emissions in more than one way. While trees are growing, they capture and store CO² from the atmosphere in a process called photosynthesis. As the trees grow older, they are ready to be harvested to become biomass for sustainable products that can replace oil-based alternatives.

ViskoTeepak uses softwood-based specialty pulps, also referred to as cellulose, to produce viscose as a base ingredient for our Wienie-Pak and Fibrous products. In the case of Fibrous casings, the total cellulose content of the finished product is as high as 75%. The pulp raw material is purchased from companies in the U.S. and Scandinavia that manage their forests on a sustainable basis.

We follow the activities of our suppliers and how well they develop their sustainability. We value when our vendors, customers, and partners report progress in sustainability. As examples, we highlight two of our pulp suppliers. Borregaard wood usage is reportedly 95% from certified forests, and in the case of Domsjö Fabriker, it is 100%; all wood is supplied from certified Scandinavian forests.

Raw materials – Chemicals

Besides fiber-based materials like specialty pulps and paper, we use various chemicals in our production process. It is equally important that these chemicals are produced sustainably. Companies like Kemira provide us with sodium hydroxide and Boliden with sulfuric acid. Both are well known for their efforts in the field of sustainability, and we happily refer you to their respective websites for more detailed information on the topic.

New suppliers

New and existing suppliers are requested to sign a Supplier Code of Conduct and by doing so to comply with our criteria:

- Ethical behavior
- Legal compliance
- Equal treatment of workers
- Fair working conditions
- Rights of association
- Care for Safety & Environment

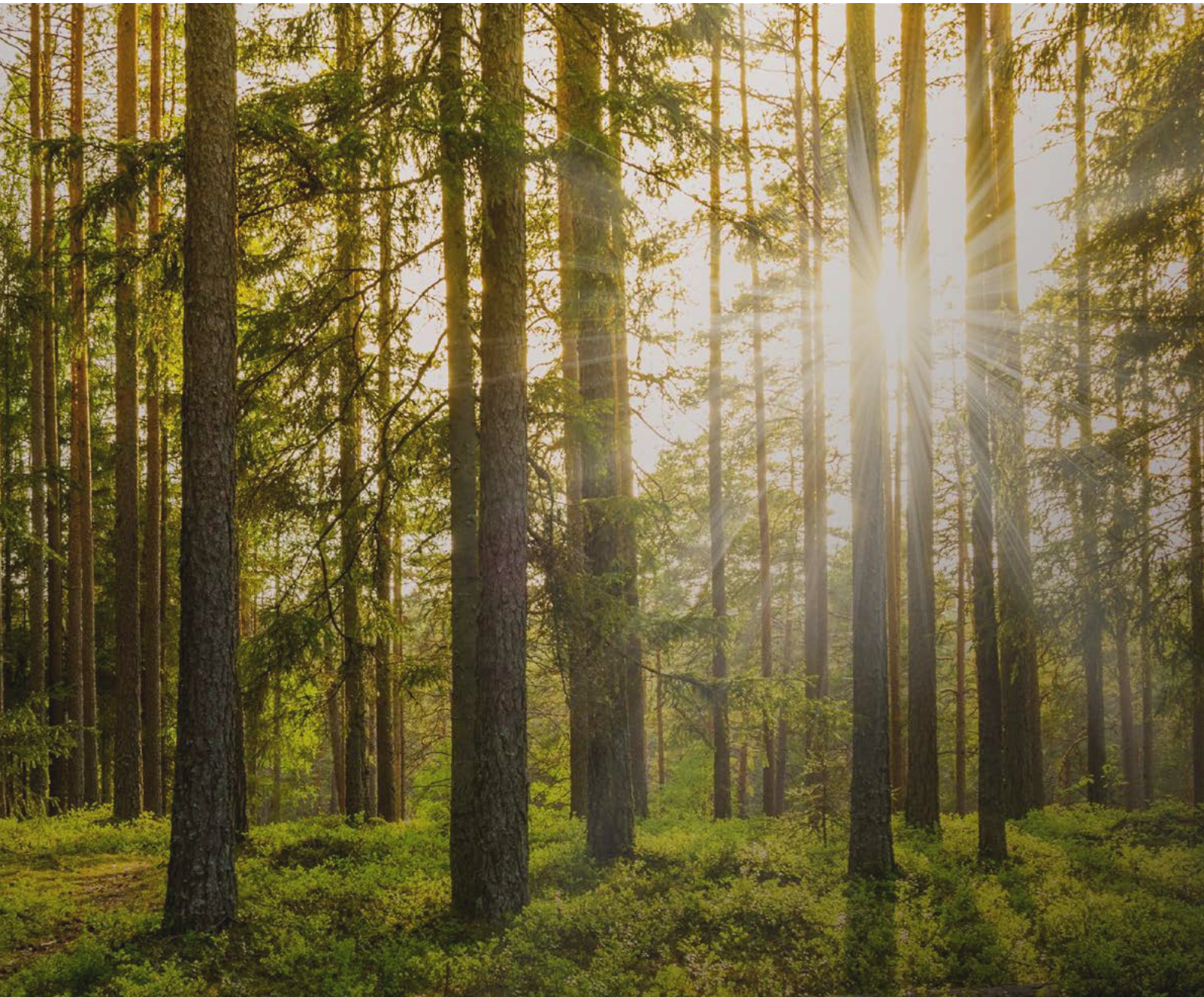
EU Deforestation Regulation

The European Union has a new legislative initiative where the goal is to guarantee that the products EU citizens consume do not contribute to deforestation or forest degradation worldwide. The goal is to safeguard biodiversity and to lower greenhouse gas emissions by guaranteeing that only compliant raw material is used. The regulation surfaced already in 2023, but has yet to come into effect. The current deadline is the end of 2026 for the category of operators that ViskoTeepak belongs to.

The driver of deforestation is the expansion of agricultural land linked to the production of commodities like cattle, wood, cocoa, soy, palm oil, coffee, rubber, etc. As a major economy and consumer of these commodities linked to deforestation and forest degradation, the EU is partly responsible for this problem, and it wants to lead the way to solve it.

Under the Regulation, any operator or trader who places these commodities on the EU market, or exports from it, must be able to prove that the products do not originate from recently deforested land or have contributed to forest degradation.

The goal of the regulation is quite clear. However, implementing it is a challenging process. Each delivery of raw material that is within the scope of EUDR should be documented, approved, and traceable downstream in the supply chain and to the designated EU database, called 'TRACES'. Geolocation of the area from where the raw material is originating, due diligence statements and reference numbers, risk assessments, record keeping, and yearly reporting are other important elements of the new regulation.



Up to 75% of fibrous casings are made from renewable cellulose (wood pulp).



Responsible Care advances sustainability in energy, emissions, and safety

Responsible care.

Responsible Care is the chemical industry's voluntary sustainability program. In Finland it has been in action for 30 years.

Committed to Continuous Improvement

Responsible Care drives continuous improvement in health, safety, and environmental (HSE) performance, together with open and transparent communication with stakeholders. In Finland, the Responsible Care program is run by Kemianteollisuus ry and in Belgium by Essenscia. Both our Lommel and Hanko plants have been a member of the Responsible Care initiative since 1999. The development of a company's corporate responsibility work is supported through cooperation in networks and development projects. Responsible Care commits companies, national chemical industry associations, and their partners to continuously improve their performance. Current focus areas are energy consumption, circular economy, greenhouse gas emissions and safety. In total, more than 60 countries around the world participate in the Responsible Care program. In Finland, around 100 companies have committed to the program, representing some 80% of all production in the chemical industry and some 60% of its employees.

ViskoTeepak in Hanko, Finland

Kemianteollisuus ry (Chemical Industry Federation of Finland) is a trade association for the chemical industry and its closely related sectors, covering various fields in the basic and production of chemical industry. Teollisuusliitto and Pro are the blue and white-collar labor organizations represented in the plant. Other stakeholders are Krogars vattenskyddsförening, a local NGO for the protection of recipient water, and LUVY (Association for Water and Environment of Western Uusimaa). This year Responsible Care in Finland is celebrating 30 years.

ViskoTeepak in Lommel, Belgium

Essenscia is the Belgian federation of the chemical and life sciences industry, a multisector umbrella organization that represents the numerous business sectors of chemicals, plastics, and life sciences. Sustainable development and the contribution of the chemical and life sciences to a sustainable society are central to the mission of Essenscia. The focus of last year was on NOx reduction in the total chemical industry.



KEMIANTEOLLISUUS



Long-Term Commitment

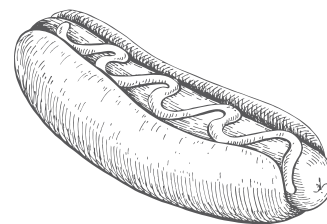
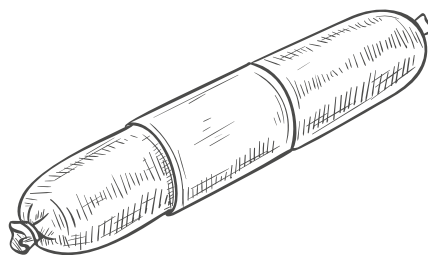
ViskoTeepak Lommel & Hanko have been a part of the Responsible Care initiative since 1999.



Global Reach

The Responsible Care program now operates in over 60 countries with 100 committed companies in Finland.

PRODUCT PORTFOLIO.



Fibrous Family

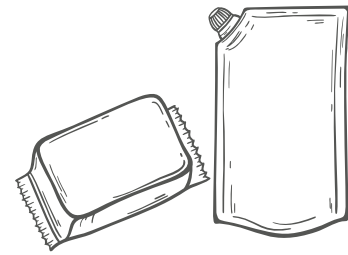
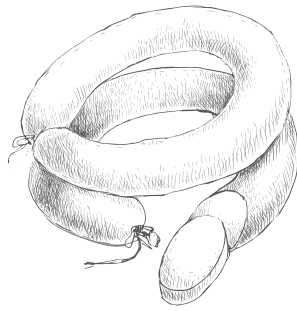
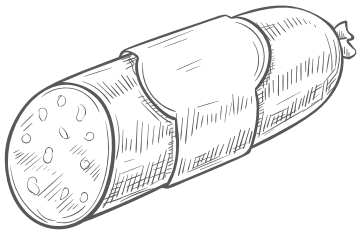
We're the world's leading manufacturer of fibrous casings, in terms of volume as well as variety. We offer the widest range of diameters, from the smallest to the largest casing diameter. Fibrous casings are used for a wide range of applications, such as pepperoni, salami, & lunch meats.

- **Fibrous Standard (ST)**
- **Fibrous MAX**
- **Fibrous Super Protect**
- **Fibrous Glide**
- **Fibrous Xtreme**
- **Fibrous XL**
- **Fibrous Brilliant**
- **Fibrous FLX**
- **Fibrous CRF**
- **Fibrous Preserve**

Cellulose Family

Our cellulose product line is called Wienie-Pak. We're one of the big players in the cellulose-casing market as well. We offer our customers the most efficient cellulose casing available. Wienie-Pak is used for a wide range of applications, such as frankfurters, hot dogs, beer sausages, and mini-salamis.

- **Wienie-Pak Rapid Peel**
- **Wienie-Pak Colored Casing**
- **Wienie-Pak Window**
- **Wienie-Pak D-Tech**
- **Wienie-Pak Printed**
- **Wienie-Pak Multicolor Printed**
- **Wienie-Pak Long-Shirred**



● Plastic Family

Our plastic product line is called Nova. The Nova casing is a combination of different types of high-performance plastic resins, which work together to provide a unique level of performance. Nova is used for a wide range of applications such as cooked hams, liver sausages, and pâtés.

- Core Series
- Shape Series
- Industrial & Automation Series
- True Series
- Permeable Series
- Mini Series
- Pet Series
- Eco Series
- Film Series

● Collagen Family

We supply collagen casings from the world's top producers. We offer both edible and non-edible collagen. Collagen is a very strong and flexible casing that is widely used for a range of applications such as cooking, dry, and fresh sausages.

- Edible Collagen
- Non-Edible Collagen
- Nippi Edible (USA)
- Nippi Non-Edible (USA)
- Fibran Non-Edible (USA)

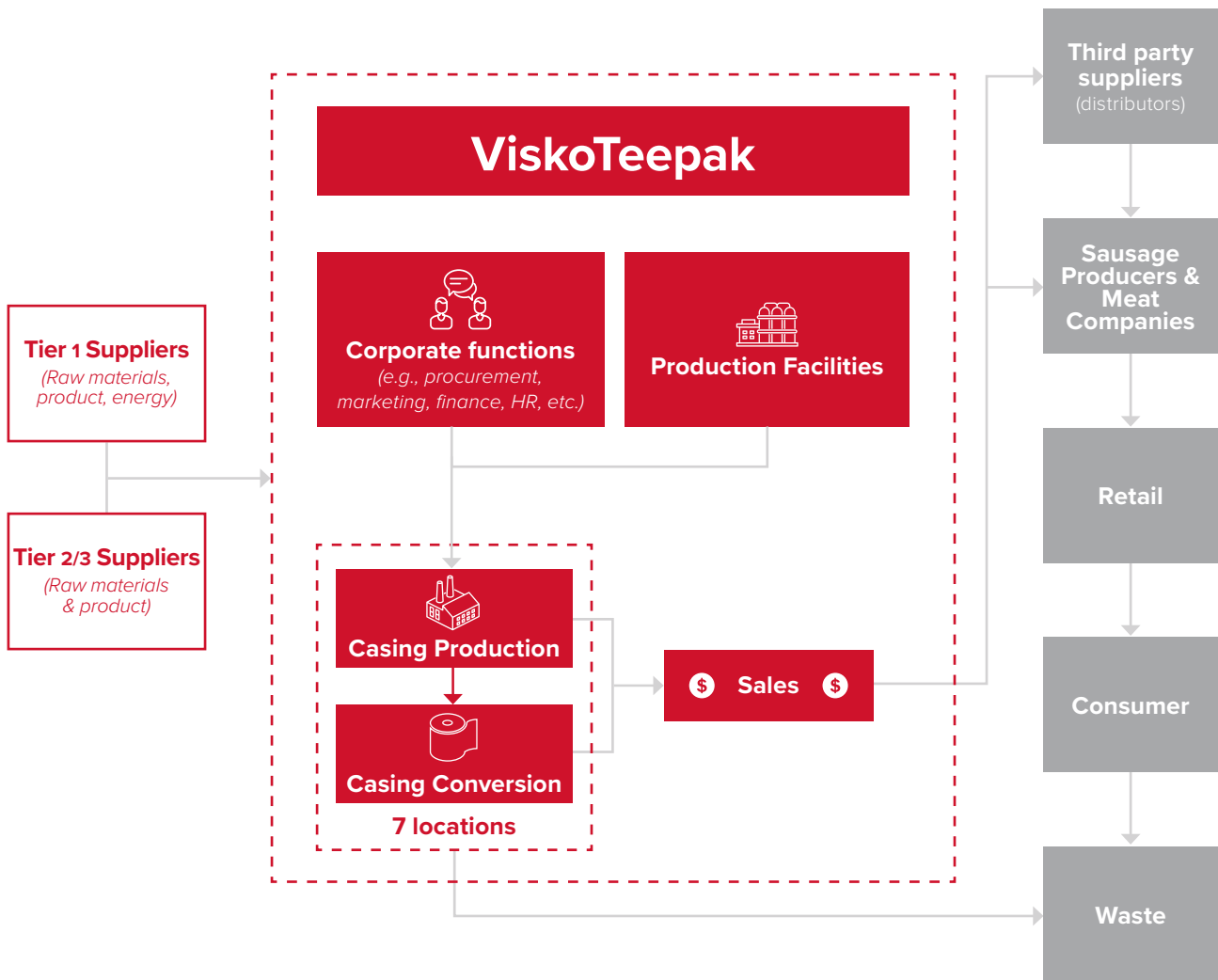
● Packaging Family

We're a full-line food packaging supplier to the meat and poultry processing industry. Our packaging materials and brands are today offered mainly in Germany, Canada, Mexico, the Nordics, and the U.S. Our packaging materials are used for a wide range of products such as pouches, shrink bags, and films.

- Ally Films
- Vivid Pouches
- Vista Gel
- Evolv Shrink Bags
- TNI Elastic Food Loops
- Covered Rubber Threads
- TNI Spring Pop Timers

ViskoTeepak value chain.

As part of our efforts to comply with the new CSRD legislation in the European Union, we have reviewed our value chain and conducted a Direct Materiality Assessment (DMA). This process begins with understanding the business model and value chain, forming preliminary hypotheses on material topics, and gathering stakeholder insights to identify impacts, risks, and opportunities (IROs). A bottom-up materiality assessment is then conducted, with preliminary results calibrated accordingly.



- Upstream** Upstream operations refers to the initial stages of the supply chain, where raw materials are sourced, acquired and transported to manufacturing facilities.
- Own operations** Own operations refers to a company's internal processes, from sourcing raw materials to delivering the final product.
- Downstream** Downstream operations refers to activities post-manufacturing associated with distributing the product to the final customer.

Environmental permits.

Environmental permits play a central role in ensuring that industrial operations are conducted responsibly and in line with regulatory requirements. At ViskoTeepak, both the Lommel and Hanko plants have recently undergone important permit renewal processes, reflecting our ongoing commitment to environmental compliance and continuous improvement.

Lommel: From Time-Limited Permit to Continuous Compliance

In Belgium, environmental permits have been granted for a defined period. For the Lommel plant, the previous permit was valid until March 2025. The renewal process was comprehensive and required a detailed review of all environmental aspects, including energy use, emissions, waste, water consumption, wastewater, odor, and soil impact. Data collection for this process began already in 2022, forming the basis for a thorough evaluation.

During early discussions with the authorities, it became clear that an Environmental Impact Assessment (EIA) was also required. In collaboration with external experts and biologists, a full assessment was conducted in 2023, reviewing the environmental effects of the site over the past 50 years. The results, submitted in 2024, concluded that no significant adverse environmental impacts were identified.

Following consultation rounds and a public inquiry, Lommel was granted a new permanent environmental permit in August 2025. Unlike previous permits, this permit is no longer time-limited, but instead requires continuous compliance with environmental obligations. This safeguards our activities in Lommel and ensures that we do not cause environmental harm in our surroundings.



Hanko: Updated Requirements and Strengthened Controls

During 2024–2025, the Hanko plant went through a renewal process of its existing permit from 2013. The result of this work was not a completely new permit, but rather a complement to the existing one, with a number of new targets and requirements added.

The most influential updates concern air effluent levels, where emission limits for various sulphur compounds have been tightened. The plant is taking measures to ensure emissions remain below these updated limits. Other significant requirements include triple protection of chemical tanks and improvements to chemical unloading stations in order to better manage potential leakage situations.

Together, these developments demonstrate how environmental permits are not only regulatory requirements but also important drivers for continuous improvement. By addressing updated standards and strengthening operational controls, ViskoTeepak ensures that its operations remain safe, compliant, and aligned with long-term sustainability goals.





Sustainability performance.

We at ViskoTeepak believe that safety and environmental performance go hand in hand with product quality and production efficiency. We aim to standardize our work methods to continuously improve them by relying on and developing the skills of our personnel. The ISO 14001 Environmental, ISO 9001 Quality, ISO 45001 Safety, BRC Packaging Product Safety, and AEO-F Logistics management systems are all a foundation for our activities.

Freshwater and wastewater

Various issues are involved when it comes to minimizing the environmental impact of our wastewater. The first one is to use as little fresh water as possible. We have managed to improve casing-machine water circulation in recent years. The new system is based on a more efficient countercurrent principle. Water usage is optimized and we achieve improved cleaning performance and better process control, since the load on the treatment facility is smaller and the casing machines actually run better thanks to an optimized water temperature.

Secondly, in our process, we use absorber/stripper systems for the efficient recirculation of process chemicals. The normal recirculation level is approximately 95%. Thirdly, we place great emphasis on our process control. The more steadily and smoothly the operation runs, the more efficiently our wastewater cleaning operates.

The Lommel plant sends its wastewater for joint treatment at the community cleaning facility. Since 2023, the discharge installation has been improved with permanent monitoring and procedures to stop discharge in case of non-compliance. In 2025, a new oxidation step was introduced, further improving compliance. The Hanko plant has the same solution for wastewater treatment – a joint wastewater facility. The plant's wastewater is transferred by pipeline some 15 km to the city of Hanko, where it's treated in a state-of-the-art chemical-biological cleaning facility. We have regular contacts with the City's cleaning facility for troubleshooting and development issues, and in a yearly follow-up session we look at more long-term needs.

Solid waste

Regarding solid waste, our main effort is focused on minimizing the sources of waste and ensuring early separation of various waste streams. While absolute amounts and kg per produced casing have increased, we have seen positive developments in how waste is handled and managed. A major part of our solid waste in Hanko is used externally for energy production. In 2022, the Hanko plant focused on waste sorting. As a result, we separate energy waste from

hazardous waste more efficiently. 2023 and 2024 verify that this indeed seems to be a gain we have managed to maintain.

Air

ViskoTeepak Hanko invested in bio trickling cleaning technology already some 20 years ago to ensure the lowest possible effluent levels. We operate six cleaning towers based on this Best Available Technology. The sulfur components are converted from the gaseous phase to the liquid phase in the biofilters and in turn to sulfuric acid, which is then neutralized for safe handling in the wastewater treatment. In line with the company's plan, the plant renewed the filter media with a newer generation type some years ago.

A new European legislation is bringing tighter requirements to the maximum allowed sulphur compound emissions. In order to meet the new limits, the Hanko plant has restored basic conditions and improved the performance of the existing air cleaning. This is, however, not enough, and an enlargement of the cleaning facility is most likely needed in the near future.

Energy

The Hanko plant participated in the national energy efficiency initiative 2017–2025, coordinated by Motiva, a state-owned expert organization in sustainable development. As part of the program, the plant committed to continuously identifying and implementing energy-saving opportunities, while reporting annually on completed actions and results.

The target for the 8-year-long period was to achieve annual energy savings of 3,378 MWh. Through a combination of many smaller improvements and several larger initiatives, the plant significantly exceeded this goal, reaching savings of 7,766 MWh per year.

In our Lommel plant, we renewed the cooperation with the government to improve our energy consumption over the next 5 years.

Solar power for electricity

The Lommel plant has installed a 6.1 MW solar panel system. The generated electricity is fully utilized on-site, contributing to a reduced reliance on external energy sources. Read more about this in the article Powering Progress.

Air emissions related to energy

NOx and SOx are two generic parameters of combustion from energy-generation units. Both are local air pollutants that can be reduced through improved control of energy production and increased energy efficiency.



Carbon-Free Energy

0 tons of CO₂ from heating energy through renewable wood-based fuel.

Certified energy efficiency performance (2017–2025)



**ENERGIATEHOKKUUS-
SOPIMUKSET**

ViskoTeepak Oy Ab

on ollut mukana
energiatehokkuussopimuksessa 2017 - 2025 ja

tehostanut energiankäyttöään

7 766 MWh/a

Energiatehokkuustavoitteesta
3 378 MWh/a
on saavutettu

230 %

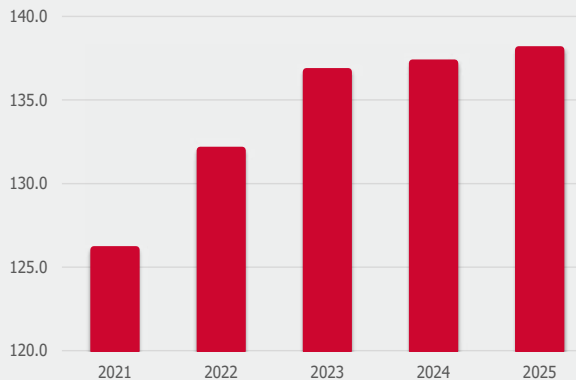
Kittis, että olette olleet
vastuullisten energiankäyttäjien joukossa!

12.3.2026

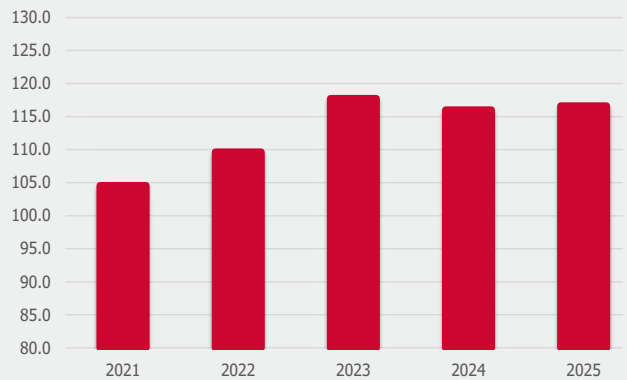
Sustainability in numbers.

Five year trend for Hanko and Lommel plant.

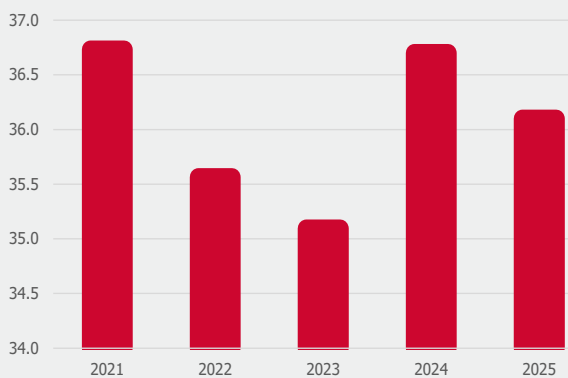
Freshwater m³ / ton cellulose



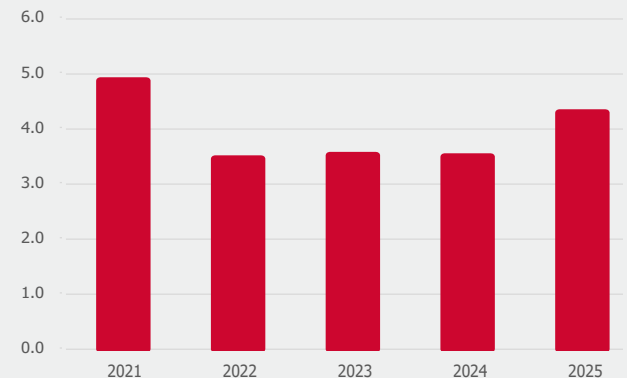
Wastewater m³ / ton cellulose



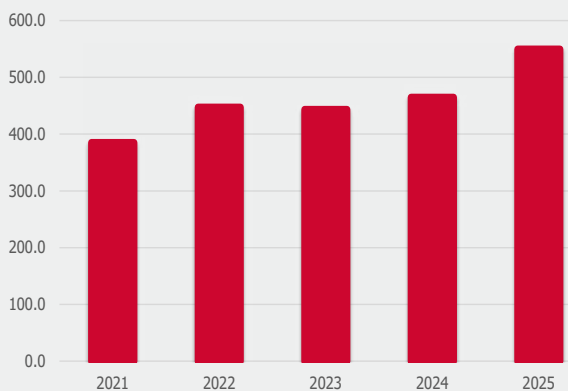
Total energy MWh / ton cellulose



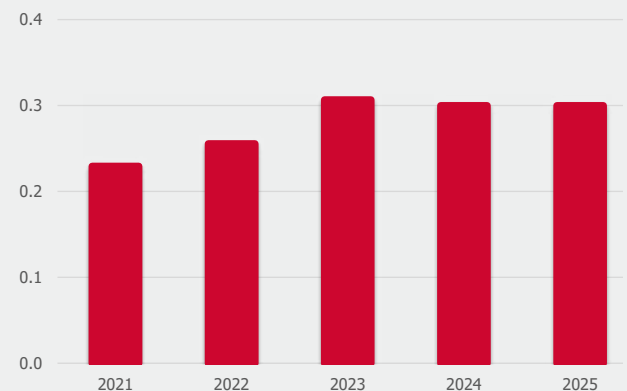
NOx emissions kg / ton cellulose



Solid waste kg / ton cellulose



SOx emissions kg / ton cellulose

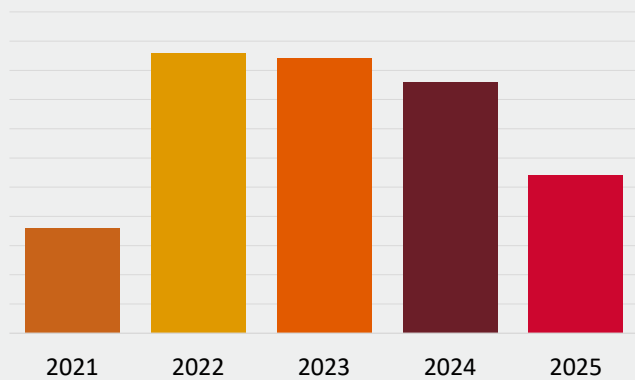


Finance and environment.

Performance, protection and expenditures.

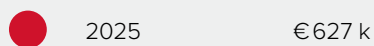
Economic performance

Sales Revenue



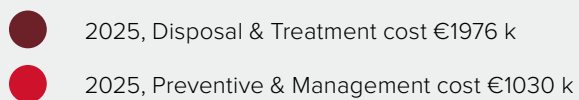
Environmental protection

Environmental Investments



Environmental expenditures

Environmental Expenditures



Powering Progress.

Solar Energy Investment at ViskoTeepak Lommel

Advancing Renewable Energy

ViskoTeepak’s Lommel plant has implemented a solar panel park as part of its long-term investment in renewable energy. The installation supports reduced environmental impact and contributes to the transition toward more sustainable energy sources.

Solar panels are installed both in the front area of the plant and on the roof of the finished products warehouse, maximizing the use of available space. The system has a total installed capacity of 6,118.2 kWp and generates approximately 5,400 MWh per year.

Measurable Energy Impact

The solar panel park is expected to cover approximately 19% of the plant’s total annual electricity consumption. By generating renewable energy on site, the system helps reduce reliance on externally sourced power and contributes to a more stable and efficient energy supply.

The panels are mounted in an east–west configuration to optimize energy yield throughout the day and ensure consistent generation aligned with operational needs.

Integrated Energy Infrastructure

The renewable energy system is fully integrated into daily operations through two 3,150 kVA transformers connected to the existing 6 kV network. This setup ensures reliable distribution of generated energy across the site.

Supporting Sustainable Mobility

In addition to renewable energy generation, 16 electric vehicle charging stations are in place at the Lommel site. These support the transition to electric mobility and contribute to lower transport-related emissions for employees and visitors.

Through this solar energy investment, ViskoTeepak strengthens its environmental performance with a practical, measurable solution that supports long-term, sustainable operations.



Clean Energy in Action

Once installed, solar panels generate zero direct CO₂ emissions and can offset several tons of carbon emissions over their lifetime.



Wienie-Pak Innovative Bundle Concept.

Wienie-Pak has introduced a new bundle concept designed to improve packaging and transport efficiency while keeping carton and pallet dimensions unchanged. By optimizing the bundle shape, more strands and meters can be packed into the same transport volume, resulting in measurable efficiency gains across the supply chain.

Optimizing Transport Volume

On average, the new bundle allows 16% more material per carton, without increasing transport volume. In practical terms, this equals nearly 2,000 additional meters per carton, achieved through improved packing density rather than additional packaging or space. This directly increases transport efficiency and reduces the environmental impact per meter shipped, particularly for overseas transport.

Reducing Material Use and Handling

The concept builds on earlier pallet and container reconfiguration efforts launched during the transport and COVID-19 crises, which focused on optimizing overseas logistics. This next step further improves how packaging, pallet space, and transport capacity are utilized.

Beyond transport efficiency, the new bundle concept reduces warehouse space requirements, with six pallets replacing seven for the same volume, and lowers the amount of packaging materials needed, including cartons, pallets, and foils. Improved carton stability and handling efficiency also support safer and more efficient operations.

For example, in a recent case study on our product US20 x 200 feet:

Case Study: US20 Euro 18/code 1750			
		Current Bundle:	New Bundle:
Wienie-Pak Code		50 Strands in Bundle	58 Strands in Bundle
Bundles in Carton		4	4
Strands in Carton		200	232
Feet in Bundle		10000 feet	11600 feet
Feet in Carton		40000 feet	46400 feet
Meters in Bundle		3048 meters	3535.7 meters
Meters in Carton		12192 meters	14140 meters

1,948 extra meters in just one carton

Environmental Impact in Practice

By increasing the amount of product transported within the same carton and pallet dimensions, the new bundle concept improves logistics efficiency without adding packaging or transport volume. Fewer pallets and cartons are required to ship the same number of meters, helping to reduce material use and transport movements per unit delivered. Especially for overseas shipments, this contributes to a lower environmental impact per meter shipped while maintaining consistent product quality and handling performance.

Responsible Rollout

The first production machine for the new bundle concept is now in operation, with performance currently being evaluated across selected European applications. Following technical validation, the solution will be rolled out step by step, starting with overseas markets where efficiency gains are most significant. Through careful implementation and close cooperation with partners, Wienie-Pak continues to optimize logistics performance while reducing transport impact.

2025 Sustainability projects.

The following list sums up the projects and their completion phase for 2025 in all our production and converting plants around the world.

Location	Project	Status	Comments
Brno	Optimization of plant HVAC system	100%	Completed
Brno	Replacement of light tubes with LED lights	100%	Completed
Brno	Replacement of single-use PET bottles with reusable bottles	20%	Ongoing
Delfzijl	Absorption dryer installation to reduce compressor energy	100%	Completed
Delfzijl	Reduction of natural gas usage in plant	75%	Ongoing
Delfzijl	Renewal of roof including insulation	40%	Ongoing
Hanko	Optimizing air cleaning	100%	Completed
Hanko	Environmental permit - new requirements implementation	80%	Ongoing
Hanko	Optimizing and standardization of fresh water usage in production	50%	Ongoing
Hanko	Improved sorting of fixed waste	50%	Ongoing
Kenosha	LED lighting upgrade	100%	Completed
Kenosha	Waste handling and recycling program training	100%	Training Completed
Kenosha	Water recirculation system	90%	Implementation Ongoing
Lommel	Installation of solar panels	100%	Completed
Lommel	Better HVAC monitoring for energy saving	95%	Migration plan is running
Lommel	Geothermal technology project	50%	Study completed, project starts in 2028
Lommel	Fresh water reduction program	50%	Program to be redefined in 2026
Nuevo Laredo	Recyclable waste reduction	100%	Completed
Nuevo Laredo	Reduction of packaging materials due to recycling	100%	Completed
Nuevo Laredo	Reduction of organic waste in final wastewater discharge	40%	Project in progress
Nuevo Laredo	Reduction of filtered solvent from the printing process	0%	Searching for suppliers



**Small choices today
create a more sustainable
tomorrow.**

Location	Project	Status	Comments
Poznan	LED lighting project in warehouse	90%	Project ongoing
Poznan	Electricity only from renewable energy	90%	Certificate pending
Poznan	Electronic MES to reduce printed paper	70%	System implemented - optimization ongoing
Poznan	Reduction of energy consumption - reduce compressed air	50%	In progress
Poznan	Reduction of used and lost converting oil	50%	In progress
Poznan	Reduction of heat loss in warehouses	20%	In progress
Poznan	Replacing old light sources with energy-saving LED lighting	10%	In progress
Poznan	Reduction of electricity consumption by optimizing room lighting	0%	Starting in 2026
Poznan	Reduction of plastic packaging for production oils	0%	Starting in 2026
Poznan	Employee training on waste and energy saving	0%	Starting in 2026
Poznan	Reduction of waste by increasing production yield	0%	Starting in 2026

For a more detailed description of some of these projects, refer to the section "Beyond Compliance".



Global Employee Survey.

Listening to employees is an important part of strengthening ViskoTeepak's company culture and supporting a healthy, safe, and engaging workplace. As part of the company's commitment to responsible business practices and continuous improvement, ViskoTeepak regularly conducts a Global Employee Survey to gather feedback from employees across all locations and functions.

In 2025, a total of 811 employees participated, representing an 85% consensus level, indicating a strong alignment of experiences and perspectives across the organization.

Strengthening Our Workplace Culture

The results show solid performance across many areas, reflecting the continued development of a company culture built on the People Platform and the core values of Trust, Ambition, and Fun. Employees highlighted teamwork, supportive colleagues, and opportunities for learning and development as important aspects of working at ViskoTeepak.

These factors contribute to a workplace where employees feel valued, supported, and motivated to contribute to the company's long-term success.

Turning Feedback into Action

The survey also provided valuable insights into areas where further improvements can strengthen the organization. Feedback highlighted opportunities to continue improving communication, leadership clarity, and knowledge sharing across teams and locations. These insights are used by leadership teams to define local action plans and guide future initiatives.

Employees also expressed a strong personal commitment to contributing positively to the workplace. Common themes included supporting colleagues, sharing knowledge, improving communication, and taking initiative to drive improvements.

One key indicator measured in the survey is the Net Promoter Score (NPS), which reflects how likely employees are to recommend the company as a place to work. In 2025, the global NPS improved by 8 points compared to the previous survey, indicating a positive shift in employee perception and engagement.

By listening to employees and acting on their feedback, ViskoTeepak continues to strengthen its workplace culture and support a sustainable working environment where people can develop, collaborate, and contribute to long-term business success.



85% of ViskoTeepakers participated in the global employee survey



Engagement & Development.

We believe that employee engagement is crucial. It involves improving the workplace environment and empowering individuals in their roles. Today, employees seek meaningful involvement in their work and genuine enthusiasm for the organization they serve.

Career Page

With the introduction of our career pages, we aim to attract top talent and effectively convert visitors into applicants. Each local unit has been provided with its own career pages available in the local language.

Communication

Communication is essential for the company's efforts to engage with its employees. Local Plant Management Teams coordinate communication at the plant level, providing regular updates on business status, local initiatives, and projects. TV screens and regular employee meetings are used to keep everyone informed. In larger plants, there are regular meetings with employee representation groups such as the Works Council and Union representatives. Group Management hosts an annual Leaderforum program and communication meetings within the organization.

Intranet

On our Intranet's "Global Page," we provide company-wide news, updates, and important announcements. Additionally, we have location-specific pages tailored to meet the needs of employees in that area, ensuring information is relevant and accessible.

Health Challenge

ViskoTeepak encourages and supports local health initiatives across all locations, aiming to promote both physical and mental well-being while strengthening team engagement. These initiatives are tailored to local needs and include activities that support a healthy lifestyle, teamwork, and a positive work environment.

At the Hanko plant, for example, the Hyvinvoinnin vuosikello initiative encourages employees to participate in activities that contribute to both individual well-being and team spirit. These initiatives reinforce the importance of well-being and collaboration as part of our company culture.

Code of Conduct

At ViskoTeepak, our values — Trust, Ambition, and Fun — form the foundation of how we work and interact with colleagues, customers, and partners. To ensure that these values are reflected in our daily actions, the company has updated its Code of Conduct, which outlines the standards of behavior expected from everyone across the organization.

The Code of Conduct defines how we conduct our business responsibly and ethically. It provides employees with clear guidance for decision-making and helps ensure that our operations comply with applicable laws, regulations, and internal policies. By establishing shared expectations, the Code of Conduct supports a respectful, transparent, and accountable workplace.

The updated Code of Conduct is structured around eight key principles that reflect our culture and way of working:

- Our Commitment and Culture
- Business Integrity
- We Appreciate Diversity
- We Work Together & Share Our Knowledge
- We Get Things Done & Deliver on Our Promises
- We Take Our Individual Responsibility
- We Reflect & Learn with an Open Mind
- We Encourage & Energize Each Other

These principles guide how we collaborate, make decisions, and build long-term relationships with customers, partners, and colleagues.

To ensure that all employees understand and follow these standards, the Code of Conduct is supported by a short training course available on our LMS. Employees are asked to review the material and confirm their understanding of the principles. In addition, key leaders and designated employees formally acknowledge their commitment to the Code of Conduct.

By maintaining clear ethical standards and shared expectations, ViskoTeepak continues to strengthen a responsible and trustworthy organization.

**Supporting engagement
through communication, development,
and well-being.**



Food safety & hygiene.

As a manufacturer of casings to be used as packaging in the food industry, we have a legal responsibility for the safety of our products. We adhere strictly to the international ISO 9001 and BRC Packaging standards to uphold food safety protocols. Committed to rigorous processes including standard operating procedures, HACCP planning, and self-monitoring, we maintain impeccable cleanliness standards in our production areas. Our unwavering compliance with regulatory mandates forms the cornerstone of our food safety programs, enabling us to attain the highest industry certifications. Prior to delivery, every product undergoes meticulous testing and inspection. Moreover, we adhere to EU legislation for food contact materials, the German BfR Recommendation, and U.S. FDA Regulations.

General

ViskoTeepak manufactures products for the food industry. Today, the gap between food and packaging is getting narrower, and that makes us even more aware of the fact that a proactive approach to food safety is the best option. We often get requests from large customers to deliver certificates of conformity of components used in production and manufacturing methods. Also the legislation in food and food packaging gets more stringent because of more demands by the market.

ViskoTeepak has certified management systems for Quality (ISO 9001), Environment (ISO 14001), and Safety (ISO 45001), and has food safety certifications according to the BRC Global Standard for packaging materials, FSSC 22000 and Safe Quality Food. The BRC standard was developed by the British Retail Consortium in cooperation with the Packaging Society and is known throughout the industry. ViskoTeepak is yearly audited by our certification bodies both in announced and unannounced audits.

The basis for the food safety systems are analyses of all processes, starting from development, via production, to transportation of the products to the customer. Based on the risk level, controlling procedures are developed and implemented and will ensure that the risk for contamination is eliminated or reduced. Part of this is e.g. the clothing that is allowed in the manufacturing areas. We have high hygiene areas, where the risk level is the highest and basic hygiene areas, where the product is already protected by cartons or plastic films. In the high hygiene areas, protective and clean clothing is required, and strict hygiene rules apply.

Product development

The mission to guarantee food safety applies not only to the operational activities of our company. It also plays a role in the development of new products. Together with our custom-

ers, we identify ways to develop the best suitable products in terms of usability and food safety. As the legislative requirements get more focus, we also need to be able to react to these within our product development department. We use only raw materials that are approved to be used in contact with food, and all raw materials go through an approval procedure, before usage.

The highest level of certification

ViskoTeepak has the highest level of certification within the casing industry, a testament to our unwavering dedication to quality, safety, and environmental stewardship. Our journey began in the early 1990s when we became the inaugural plant in the casing business to achieve both ISO 9001 for quality management and ISO 14001 for environmental management certifications.

Since then, we have upheld an unblemished record, steadfastly adhering to these stringent standards. Moreover, our pioneering spirit led us to secure GFSI recognized certification across all our cellulose, fibrous, and plastic product lines, further underlining our steadfast commitment to ensuring food safety and maintaining the highest standards of quality assurance.

Kosher and Halal certification

ViskoTeepak holds both Kosher and Halal certificates, that are essential for Jewish and Muslim dietary requirements, respectively, affirming the cleanliness and suitability of our products for religious food applications. In countries like Malaysia, where religious certificates hold immense significance, exporting goods without recognized certification is impracticable. Following JAKIM's announcement in October, disqualifying HFCE's certificates for the Malaysian market due to auditing issues, ViskoTeepak, reliant on HFCE for certifying Halal status at Brno and Lommel plants, encountered an unexpected export halt. Promptly responding, we initi-

ated exploration of alternatives such as Halal Quality Control (HQC), a prospective partner, despite lacking prior collaboration. With audits covered for both plants by the end of 2023, favorable outcomes led to acquiring the new HQC certificate, ensuring uninterrupted compliance and market access.



Certified Standards

Certified to ISO 9001, ISO 14001, ISO 45001, and BRC standards.

Global Certification Coverage

Certificates	Lommel	Hanko	Delfzijl	Brno	Nuevo Laredo	Kenosha	Poznan
GFSI recognized food safety certification	★	★	★	★	★	★	★
Quality: ISO 9001	★	★	★	★	★		
Environment: ISO 14001	★	★			★		
OHS: ISO 45001	★	★					
Kosher	★	★	★	★	★	★	★
Halal	★	★	★	★	★	★**	★
EU Food Contact Compliance: (EC) No. 1935/2004	★	★	★	★			★
U.S. Food Contact Compliance: C.F.R. 21 FDA 170-199*	★	★	★	★	★	★	
U.S. FDA Food Facility Registration	★	★	★	★		★	
Customs and trade: AEO status	★	★	★				

*Applicable parts

**For alginate casing





Health & safety.

Safety

ViskoTeepak remains committed to the continuous improvement of safety performance throughout the company's operations and among the contractors working under our supervision. ViskoTeepak has been a member of a zero-accident occupational safety program for several years. The goal is to improve the safety culture and achieve a safety level comparable to the best in the chemical industry.

The viscose process and casing production imply certain risks, so our success depends entirely on the assurance of safety in every aspect of our operation. We follow the guidelines and audit ourselves through the established routines of the ISO and BRC packaging standards. We also constantly work to identify and anticipate health hazards in the work environment, and we work with effective risk management. We monitor all parts of our operations and strive for a "safety first" culture. We motivate each other by using common courtesy in everything we do, throughout the entire organization. Moreover, we take full responsibility for our actions and will always accept accountability in the event a defect or other issue is found. As an investment in improving the health of workers, together with occupational health care, the Hanko factory ran a health promotion program where various challenges and a healthy lifestyle were promoted. The program was very well received by the personnel, so it was made a fixed part of our wellbeing program.

Occupational Safety Development

Occupational safety is a joint effort requiring ongoing effort from both employees and management to maintain and develop a safe working culture. The long-term goal is to prevent all accidents from happening. Employee safety awareness has increased continuously, and the target is that every employee understands his/her role in maintaining a safe workplace, which encourages the reduction of incidents. ViskoTeepak has set group-level targets for key safety indicators, i.e., numbers of injuries and injury frequency. We're committed to reaching zero accidents. Our employees are also encouraged to submit safety observation reports of all incidents that they feel are unsafe and suggest safety improvements to the workplace and working methods. Safety observation reports are reviewed continuously, and actions taken are permanent. The foundation of safety development at the plant is built on safety observations and the corrective actions thus taken.

All workers make safety observations, and in addition to these, all foremen are required to carry out so-called safety walks during the course of work. On a safety walk, they walk around and discuss and highlight various safety-relat-





ed issues with other workers. Currently, there are as many safety walks as safety observations per year, and the trend towards more serious accidents has been in the right direction, as can be seen in the statistics. The number of accidents leading to sick leave and the number of sick leave days have steadily decreased in recent years.

We put effort into analyzing the ventilation of the production spaces in our Hanko plant. Some improvement needs were identified, and we have put forward ideas on how to technically solve them.

ViskoTeepak Lommel and Hanko plants are certified under ISO 45001. Line management conducts weekly safety observation tours and safety talks continuously. The occupational health committee coordinates risk assessments and is a forum for employees to raise questions about safety and practices in the plant. All recordable and lost-working-day accidents are reported and reviewed. Our goal is to take all necessary measures to prevent accidents from happening again or, even better, prevent them from happening altogether.

Safety education

All supervisors at the Hanko plant were educated in occupational safety. Supervisors review all accidents, investigations, and corrective actions with their subordinates. The Lommel & Hanko plants arranged safety education for all workers, focusing on the most hazardous bulk chemicals used at the plant. In Lommel, fire brigade lessons with small fire extinguishers were implemented for all employees.

In the Hanko plant, the internal fire team members participate in exercises several times a year on different themes. Last year, a larger exercise was held together with the national rescue service. The exercise simulated a chemical leak during unloading, and units from three different rescue stations participated together with the factory's fire team.

All new workers and contractors receive local safety training, and a work safety card is required of everyone who performs work in the factory area.



Improving Safety Performance

Accidents and sick leave days have steadily decreased in recent years.



Proactive Safety Culture

Safety observations and safety walks are conducted regularly across all operations.



Beyond compliance.

The control of emissions is occasionally seen as a process that is separate from the core manufacturing process. We prefer to view the handling of our emissions as a part of the supply chain, not something treated on the sidelines. Continuously trying to minimize our raw material usage, increasing the recycling degree, and minimizing the effluents isn't just environmentally correct, but is also sound from an economical point of view. The effort to find value-added solutions in the material flow helps keep us in business.

Freshwater

The Hanko and Lommel plants don't have surface water available in proximity for use as freshwater in the production process. However, we do have good-quality groundwater that is suitable for usage in the manufacture of food contact material. We monitor the usage of the water and report the usage and related KPIs to the authorities to make sure it's at a sustainable level. The Hanko plant has increased freshwater-related cooperation with the local community and industry, mainly through the monitoring and sharing of results. Occasionally, we have experienced drier periods that put a strain on our freshwater wells. Because of this, we started some years ago a project to optimize the rinsing water usage in the casing machines.

The Lommel plant uses water from three different wells. The quality and the quantity are measured permanently and reported to the government yearly. All levels are in line with the permits, and there were no penalties over the last 20 years. The strategic plan was to reduce water usage by 5% each year, related to production volumes. This plan will be continued in the future. We defined a multi-year water reduction plan, and we have a proactive water reduction team working on continuously reducing our water consumption. Each year we want to reduce our water consumption by 5% compared to the previous year. The Lommel plant has reached the promised 25% reduction in five years. Over the last 20 years, the water reduction was up to 50%.

In 2024, a geological groundwater study was carried out to determine the long-term effects. No effects were found that would affect the groundwater layers in the future. Consequently, a new permit will be obtained in 2025 to continue groundwater extraction in the long term.

Wastewater

The Hanko plant is part of the Hanko Peninsula seawater monitoring zone. There is a yearly survey that is prepared by Länsi-Uudenmaan vesi ja ympäristö ry for the authorities. According to this report, the Hanko plant's nitrogen load is in the range of 2–3% of the total load in the monitored area. In 2014, Oy ViskoTeepak Ab signed an agreement with the City of Hanko on joint handling of the wastewater. The main benefit point is that there are synergies between the various effluent streams that make it more efficient to treat them together rather than having every individual actor cleaning their wastewater on their own. Planned and unplanned interruptions in the transfer line from the plant to the wastewater treatment facility are handled by using intermediate storage tanks. Thunderstorms can cause electrical failures in the pumping stations in the transfer line. In these situations, the wastewater is stored in intermediate tanks; no effluent water is led to the surroundings.

The ViskoTeepak Lommel wastewater is treated by Aquafin after the water is collected with the city of Lommel and other companies. In the semi-annual compliance audit, all measurements are reviewed by the external auditor. All overruns must be reported to the government. An action plan to avoid these overrun emissions was made. During the last years, we improved several continuous measurements and stopped discharging in case one of the measurements is not compliant. We operate a spare lagoon which enables us to level off higher and lower emissions. An additional sulphide reduction installation will be commissioned in 2025.

Energy

Energy and water company Adven has been a long-term partner of ViskoTeepak in the Hanko plant. A heating plant that uses biofuels was built in the factory area in 2012–2013, and since then Adven has taken responsibility for the operation and maintenance of the heating plant, as well as its 24/7 surveillance, according to a partnership model. Earlier, the thermal energy required by the Hanko plant was produced using heavy fuel oil. Taking the heating plant into operation replaced the oil with biofuels. Up to 88% of the thermal energy required by the ViskoTeepak Hanko factory can be produced with domestic biofuels. The remaining part is produced with liquid petroleum gas, and its use is primarily limited to the yearly maintenance break of the heating plant.

We realize there are many aspects to consider when calculating the CO² net emissions. A general and simplified view says that the CO² released when the wood is burned is consumed by the biomass when it is growing, hence CO² neutrality. More detailed studies go into indirect CO² emissions related to burning wood. The total output of the heating plant serving the ViskoTeepak Hanko factory is 12 MW, consisting of a 6 MW boiler for solid fuels and a 6 MW peak power boiler. The Hanko plant joined the Finnish energy-saving initiative Motiva in 2017 and is on a good path to reduced energy consumption according to the initial targets set up to be fulfilled by the year 2025.

In our ViskoTeepak Lommel plant, the energy consumption was reduced according to the plans we made up. Increased efficiency in some projects in the cogen plant gives us more heat and electricity when we convert natural gas. Together with the improved efficiency, the plant reduces NO_x emissions by more than 50%. The new installation is therefore fully compliant with the strictest European standards. The benefit in lower NO_x is much better than the legal compliance.



Hanko

Up to 88% of the Hanko plant's thermal energy is generated using renewable biofuels.



Lommel

The Lommel plant has reduced water consumption by up to 50% over the past 20 years.



Let's meet some of the team.

The "We Are ViskoTeepak" campaign is designed to showcase the success of the company's employees and highlight the opportunities for growth and development within the organization. By sharing employee experiences on social media channels, the company hopes to retain loyal and hardworking employees and attract new talent to the organization.



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Tailored Casings



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