



Tekir's references

ANNUAL AND SUSTAINABILITY REPORTS



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Atria Annual Report 2024

PAGES: 237

LANGUAGE VERSIONS: FINNISH & ENGLISH

Atria Plc is one of the leading food companies in Northern Europe, with operations in Finland, Sweden, Denmark, and Estonia. The company's shares are listed on Nasdaq Helsinki Ltd.

Tekir and Atria have been working closely together in communication services for years, and we have been Atria's annual reporting partner since 2023. The 2024 sustainability report was implemented for the first time in accordance with the EU's Corporate Sustainability Reporting Directive (CSRD) standards.


We prepared the content and structure plans for the report, produced some of the texts, and were responsible for project management. Tekir was also responsible for designing the concept and visual appearance of the report, data visualisation and infographics, as well as image planning and organising photo shoots. Tekir was partly responsible for the layout work.

The layout of the annual report was carried out using the CDM program, utilising page templates designed by Tekir. Additionally, we designed a landing page for Atria's website, which highlighted the key points of the report.

Check out the reports [here](#).

ATRIA
Good food – better mood.

Tekir



Tekir has been an outstanding partner for our annual reporting project. Despite the tight schedules, they managed to stay on track as agreed. They have an experienced reporting team and precise project management, which is essential for us. Additionally, they provided creative solutions and delivered excellent visual design.

Hanne Kortesoja

Group Vice President, Corporate Communications & IR
Atria



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ATRIA PLC | BUSINESS AREAS

Atria Finland

Atria Finland develops, manufactures, markets and sells fresh foodstuffs and provides services related to them. Atria's main product categories are fresh meat and meat products, poultry products, and convenience food. Atria is the market leader in many of its product categories in Finland, and the company has significant export business. In 2024, Atria Finland's net sales were around EUR 1,295.6 million, and the company had 2594 employees. All the meat used in Atria brand products is Finnish.

Net sales, EUR million

1,295.6

(EUR 1,325.9 million)

Adjusted EBIT, EUR million and % of net sales

60.4

(EUR 56.1 million)

Year	Net sales (EUR million)	Adjusted EBIT (EUR million)	Adjusted EBIT % of net sales
2020	1,066	45.1	4.2
2021	1,156	48.1	4.2
2022	1,240	49.8	4.0
2023	1,336	56.1	4.2
2024	1,296	60.4	4.7

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Highlights of the year

JANUARY

Lise Østergaard appointed as a member of the Management Team

Lise Østergaard was appointed as a member of Atria Group's Management Team as of 1 January 2024. As Atria Denmark's CEO, Lise Østergaard is in charge of the management and development of Atria Denmark's business operations in accordance with Atria Group's strategy. She has diverse work experience in the food industry, including as CEO of Atria Denmark.

MARCH

Carbolf Environmental Calculator introduced on all beef farms

Developed by Atria and Vallo in cooperation, the Carbolf environmental calculator, suitable for beef and suckler cow farms, promotes the assessment of the climate impact of farms and enables effective measures to reduce food environmental impacts. Atria is the first food company in Finland to participate in the development of a national calculation model.

APRIL

Meelis Laande appointed as CEO of Atria Estonia

Ole Meelis, a long-term CEO of Atria Estonia, left Atria. Meelis Laande was appointed as the new CEO of Atria Estonia and a member of Atria Group's Management Team. Meelis has been the Commercial Director of Atria Estonia for 11 years and has worked to develop Mäsk & Moorit into a leading food brand in the Estonian market.

MAY

Atria buys convenience food company GooH

The acquisition of the convenience food company GooH from Laitelaitos Group was completed in May. The popular GooH brand sells about 5 million meals a year at its outlets throughout Sweden.

FEBRUARY

Two new Atria pig farms in Estonia

Atria Estonia invested in local pork production in Istamaa and bought two pig farms in Vastu, a village in Muhu, Southern Estonia. Pork consumption in Estonia is strong, and with the acquisition, Atria aims to ensure the supply of domestically produced pork in the future.

BEST-IN

Best-In Oy sold to SaVe Logistika Oy

Best-In is one of the leading Finnish producers of pig hams. In the transaction completed at the beginning of the year, 75 percent of the shares in Best-In were sold to SaVe Logistika Oy. The transaction supports Atria's strategic priorities, and SaVe Logistika Oy will provide a good framework for the development of Best-In Oy in the future.

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ATRIA PLC | ATRIA 2024

Excellent result in a changing operating environment

The start of 2024 was ambiguous for Atria. Behind us was a strong result for 2023, good net sales development, and investments and efficiency improvement projects that had progressed to plan. Despite this, the outlook was volatile, as inflation and the weakened economic outlook negatively affected purchasing power and consumer demand.

However, 2024 proved more positive for the food market than initially anticipated. In a changing operating environment, our diverse product offering enabled us to meet both the everyday and special demands of consumers and customers, despite the less than favourable economic cycle.

A financially strong 2024

In 2024, our Group's financial performance was strong. Atria Group's net sales increased to EUR 1,793 million, while the adjusted EBIT was approximately EUR 65.4 million, which was EUR 15.8 million more than in the previous year. A favourable sales structure and improved operational efficiency had a positive impact on performance. We improved our results in all our business areas.

In 2024, the Group's net sales increased, and profitability improved, thanks especially to Atria Sweden's business. The result in Sweden was especially improved by growing sales, the centralisation of production and the streamlining of the organisational structure.

Atria Finland's result development was also positive, the good result being particularly boosted by a very successful festive season. The implemented efficiency measures, a favourable sales structure and the commissioning of the new poultry plant in Nurmo also strengthened the result. However, the subdued Foodservice market combined with a decrease in feed prices led to a decrease in the net sales of Atria Finland as a whole.

Atria Estonia's sales and profit also increased, and the company's profitability and market position improved. Atria Estonia invested in local pork production and bought two pig farms in Southern Estonia, ensuring the continued supply of domestically produced pork.

Atria Denmark improved its operational efficiency and invested in a new production process for whole-meat cold cuts, which will enable Atria to strengthen its sales and market shares in the cold-cut product category.

Becoming the Winning Northern European Food Company

Atria's good market position, strong local brands, good customer relationships and reliable industrial processes provide good conditions for business stability. Atria is Finland's best-known food brand. In Denmark, our 3-Spinner brand is strong in cold cuts, and in Estonia, Mäsk & Moorit continues its triumphs as the country's most popular brand in meat products. In Sweden, 100 percent of the raw materials used in Lönnbergs brand products are of Swedish origin. The market share of Lönnbergs products has developed positively in recent years.

” In a changing operating environment, our diverse product offering enabled us to meet both the everyday and special demands of consumers and customers, despite the less than favourable economic cycle.

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Enento Annual and Sustainability Review & Financial Review 2024

PAGES: 77 + 88

LANGUAGE VERSIONS: FINNISH & ENGLISH

Enento Group is one of the leading providers of digital business and consumer information services in the Nordic countries.

Enento continued its long-term annual reporting collaboration with Tekir in 2024. The reporting package included the Annual and Sustainability Review as well as the Financial Review.

Enento's Annual and Sustainability Review covered business overviews and the year's key highlights, goals, and achievements. The Sustainability Review was partially conducted in accordance with the European Sustainability Reporting Standards (ESRS) for the first time. The Financial Review included the Board of Directors' Report, Financial Statements, Auditors' Report, and Corporate Governance Statement.

Tekir was responsible for project management of the reporting package, as well as the visual design and layout work. Additionally, we consulted on the structure and content of the Annual and Sustainability Review.

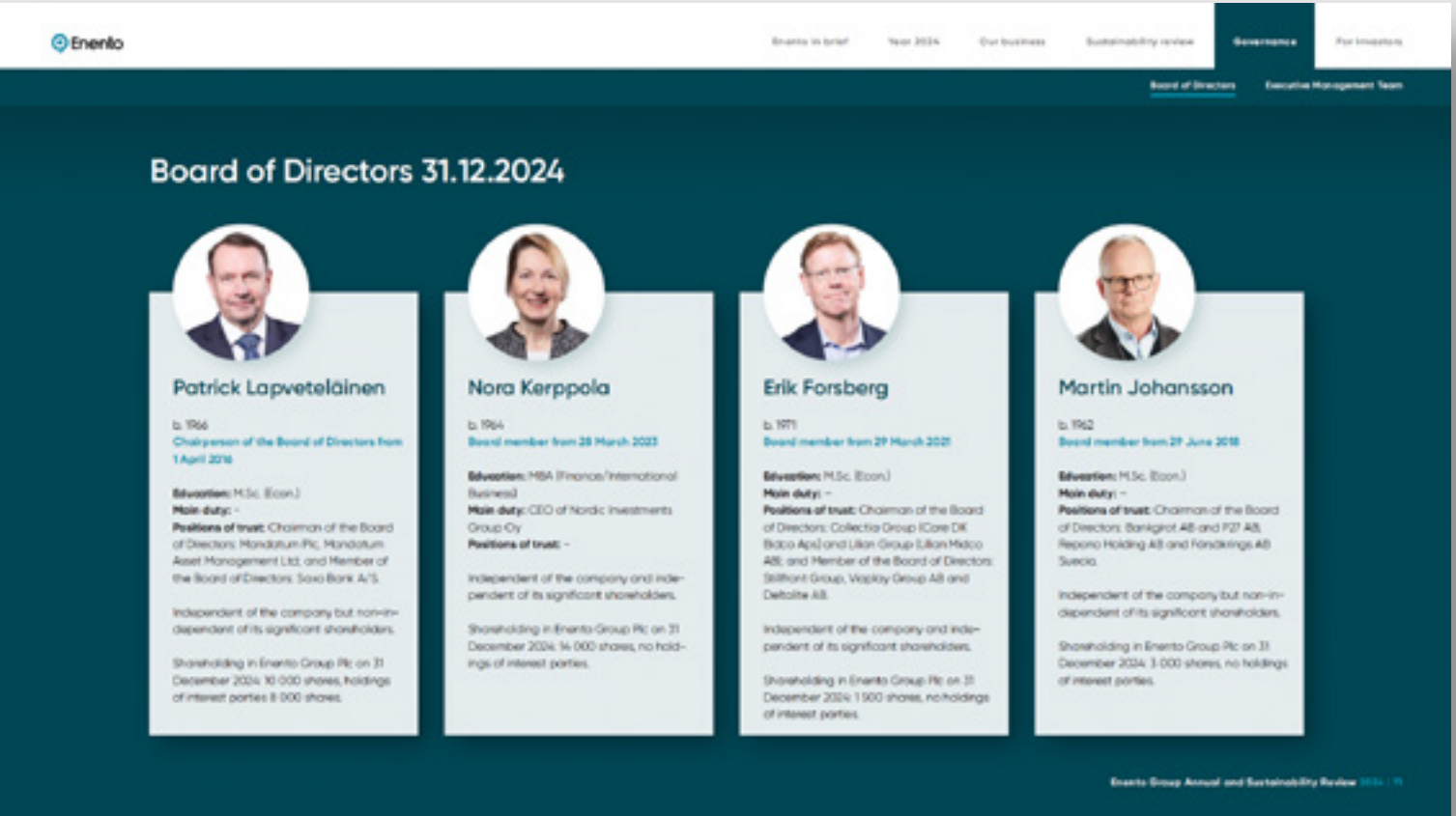
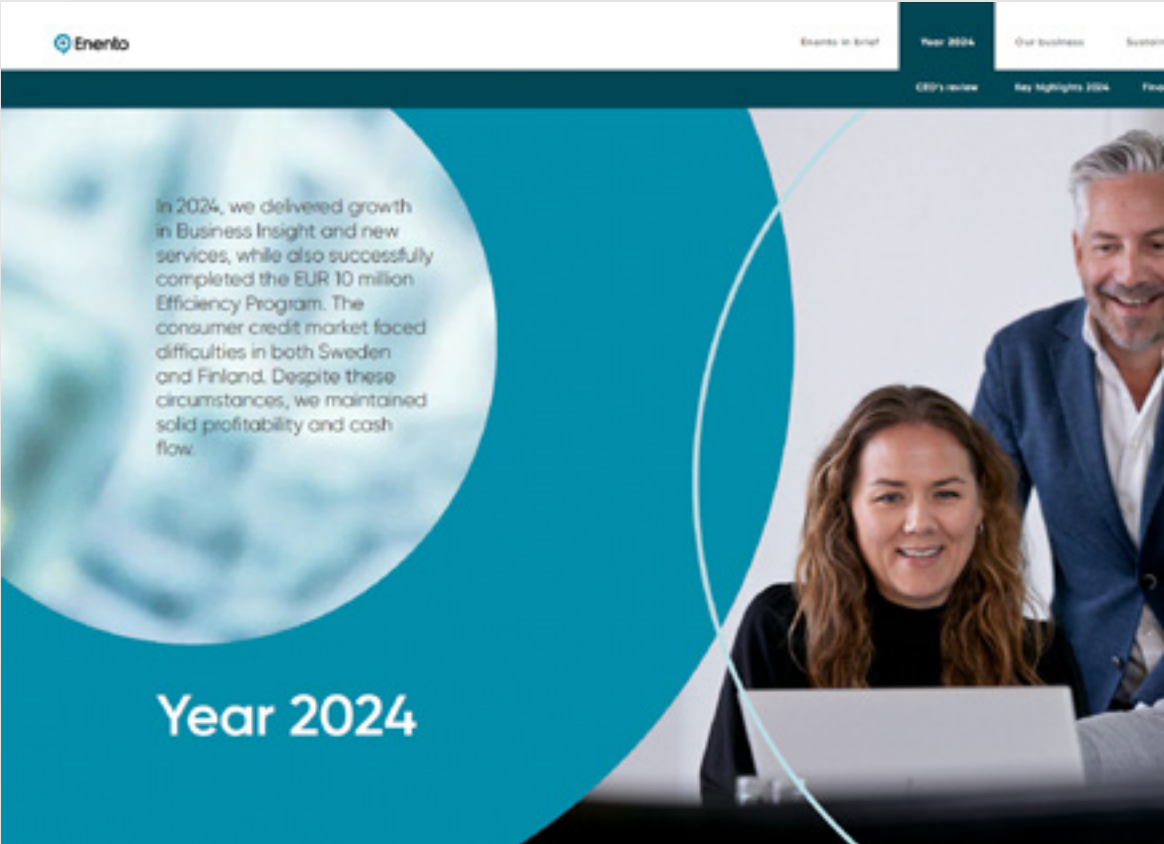
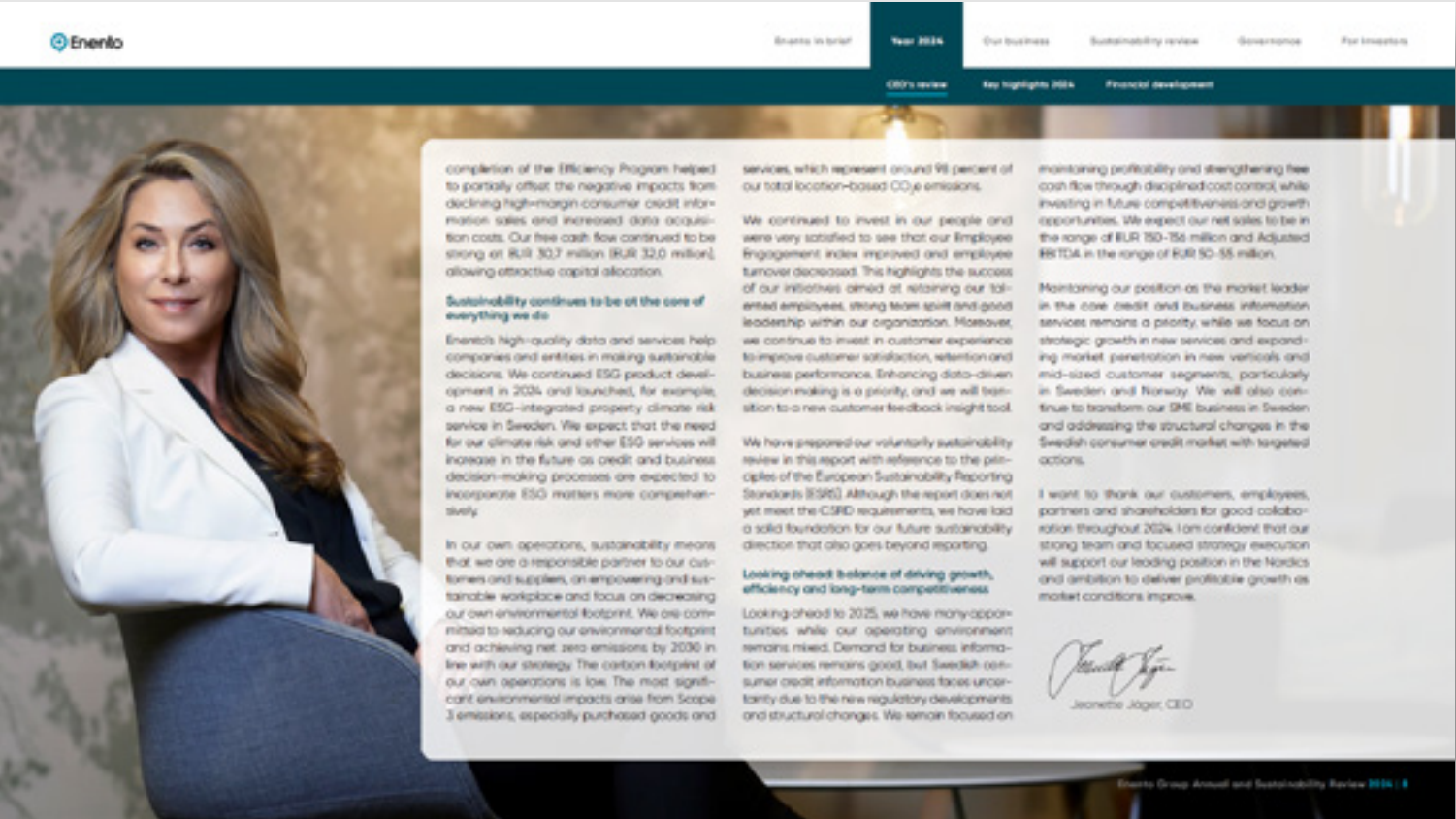
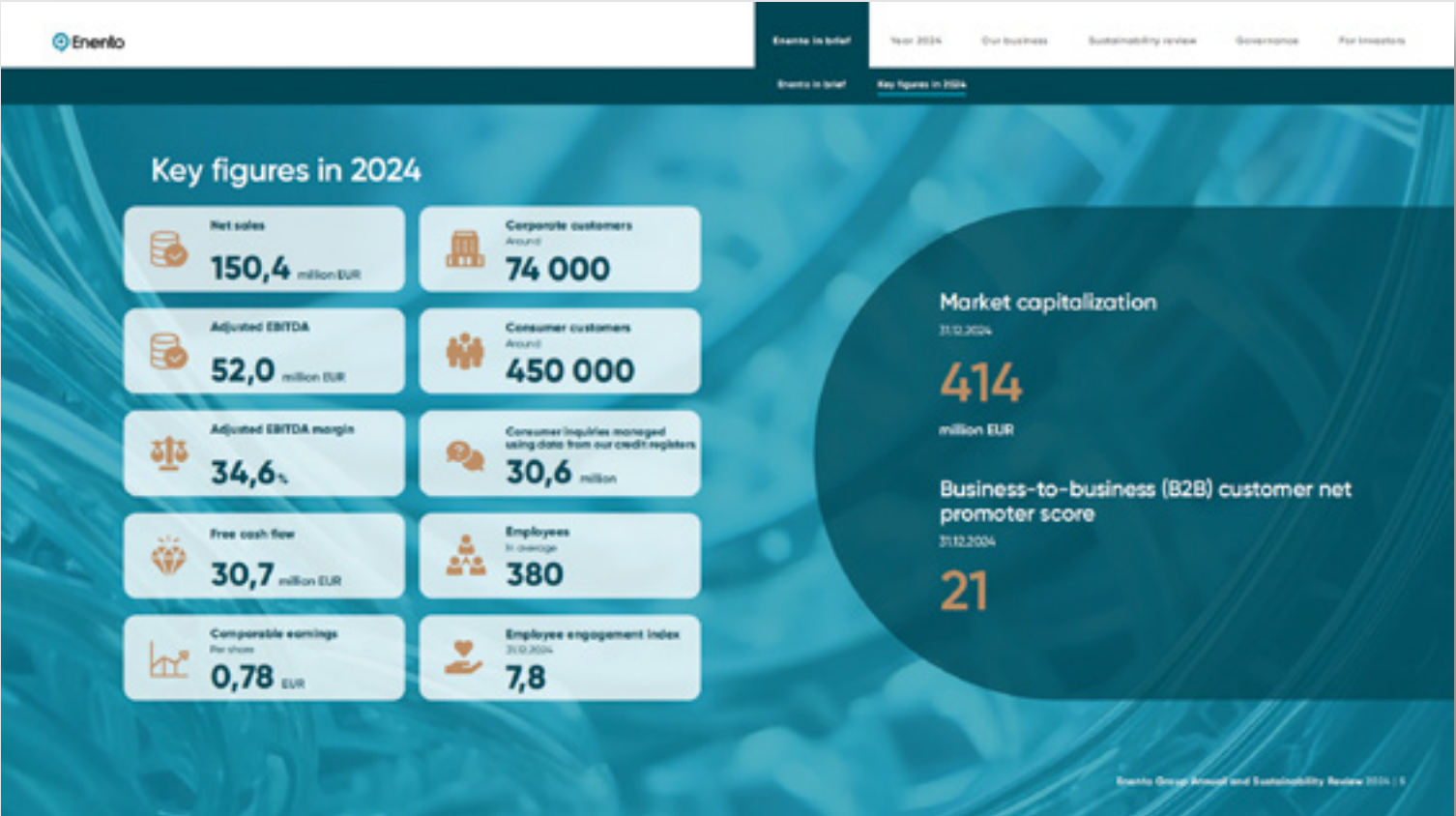
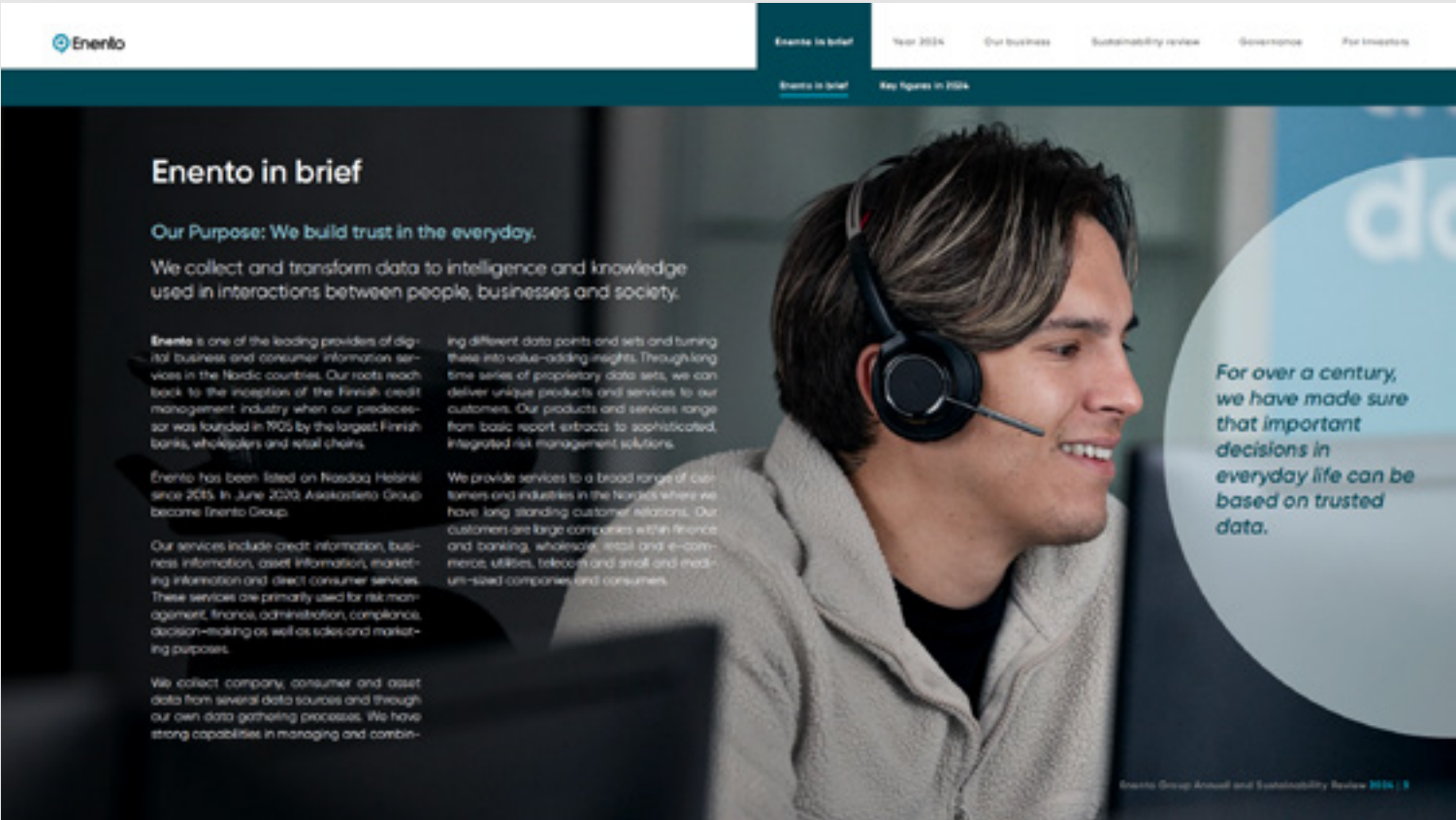
Check out the reviews: [Annual and Sustainability Review 2024](#) & [Financial Review 2024](#).





“We are very pleased to have continued our reporting collaboration with Tekir. Their project manager ensured everything ran smoothly, which was crucial as we updated our reporting to partially align with the CSRD. The visual design of the reports was outstanding, and the layout work was executed with great care.

Henrik Soras
Head of IR and Strategy
Enento



Ilmatar Sustainability Review 2024

PAGES: 66

LANGUAGE VERSIONS: FINNISH & ENGLISH

Ilmatar is a leading Independent Power Producer (IPP) and renewable energy developer in the Nordics.

Tekir has been Ilmatar's sustainability reporting partner since 2023. The 2024 review was created in both Finnish and English, following GRI standards. The review's visual design was in accordance with Ilmatar's updated brand, and its structure reflected Ilmatar's key sustainability themes.

Tekir was responsible for the review's content and structure, project management, as well as visual design and layout work.

You can read the review [here](#).



ILMATAR

Changing society. With Nordic renewable energy.

Tekir's expertise, precise project management, and high-quality graphic design played a key role in the success of our sustainability reporting. Once again, we are very pleased with the result.

Anne Laitinen
Communications Manager
Ilmatar

Lindström Sustainability Report 2024

PAGES: 108 + 16
LANGUAGE VERSIONS: ENGLISH

Lindström is one of Europe's leading textile service companies, with a business model strongly rooted in the circular economy. This international family-owned company operates in 24 countries across Europe and Asia.

Tekir and Lindström have been collaborating on sustainability reporting since 2021. This partnership has borne fruit: Lindström's 2022 Sustainability Report was a finalist in the *Oma Media* reporting competition and received an honourable mention for its visual design.

In 2024, Tekir produced an English-language Sustainability Report for Lindström, along with a more concise sustainability brochure for customers. The report was prepared in accordance with GRI standards and is verified by a third party. Tekir was responsible for the visual design of the report and brochure, the planning of content and structure, the creation of infographics and some of the content, as well as the layout and project management.

You can read the report [here](#).

1 | Lindström Sustainability report 2024

Introduction

Customers in a world
where the only way to
achieve a sustainable
future is by

Introduction

Our approach to sustainability

People to improve

Care for the planet

Desired partner

Getting stronger

Passion to improve

Financial reporting

Introduction

Customers in a world
where the only way to
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Our approach to sustainability

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Desired partner

Getting stronger

Passion to improve

Financial reporting

2 | Lindström Sustainability report 2024

Lindström in a nutshell

We are a family-owned textile service company with a business model anchored in circular economy principles. Our customers in diverse industries can focus on their core business while we take care of their textile needs with our careful solutions. Headquartered in Helsinki, Finland, our global footprint extends to 24 countries across Europe and Asia.

We provide a wide range of textile services including machine and manual laundry, textile repair, industrial hygiene, workwear products and textile for hotels, restaurants and the healthcare industry. The services we offer ensure clean textile supply, washing and maintenance and recycling.

Sustainability is the cornerstone of our operations. Our decisions are guided by our mission of caring for people and our planet. We strive to minimize textile waste, reduce the use of digital resources, and promote responsible practices throughout our value chain. We collaborate with clients, partners, and stakeholders to ensure that our solutions are environmentally sound, socially responsible, and economically viable. We are committed to transparency, reporting on our progress, and continuously improving our practices to meet the challenges of the future.

COUNTRIES OF OPERATION

Australia

Bulgaria

China

Croatia

Czech Republic

Estonia

Finland

Germany

Hungary

India

Latvia

Lithuania

Poland

Romania

Serbia

Slovakia

Slovenia

South Korea

Sweden

Turkey

Ukraine

United Kingdom

Vietnam

COUNTRIES

24

NUMBER OF EMPLOYEES

4,900

TURNOVER

518.1 M€

PRICE OF TEXTILES IN CIRCULATION

21.4 M³

NUMBER OF CUSTOMERS

88,000

NUMBER OF DELIVERY POINTS

177,000

DEBITA

11.5%

ESTABLISHED IN

1848

3 | Lindström Sustainability report 2024

Care for the planet

Textile waste recycling

Textile waste management

Textile waste recycling

Textile waste management

4 | Lindström Sustainability report 2024

RECYCLED TEXTILES IN OUR SERVICE

TEXTILE WASTE SHARES

TEXTILE WASTE SHARES 2020-2024

5 | Lindström Sustainability report 2024

Our approach to sustainability

Our approach to sustainability

Our approach to sustainability

Our approach to sustainability

6 | Lindström Sustainability report 2024

Our approach to sustainability

Our net impact on the world is +21 positive

18 YEARS OF COLLABORATION WITH UNICEF WASH PROJECT IN INDIA

DRIVING CHANGE IN OUR INDUSTRY

"The textile service business is uniquely positioned to serve as a benchmark for the wider textile sector, which is increasingly required to transition to circular economy practices."

Leena Kähkönen, Manager, External Communications

7 | Lindström Sustainability report 2024

Desired partner

Desired partner

Desired partner

Desired partner

8 | Lindström Sustainability report 2024

BUILDING RESILIENCE FOR TOMORROW

Working together with customers for a sustainable future

Building resilience for tomorrow

Building resilience for tomorrow

9 | Lindström Sustainability report 2024

Passion to improve

Passion to improve

Passion to improve

Passion to improve

10 | Lindström Sustainability report 2024

Unlocking the potential of digital learning

Unlocking the potential of digital learning

Unlocking the potential of digital learning

Unlocking the potential of digital learning

11 | Lindström Sustainability report 2024

Getting stronger

Getting stronger

Getting stronger

Getting stronger

12 | Lindström Sustainability report 2024

Financial reporting

Financial reporting

Financial reporting

Financial reporting

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Tekir



Tekir was a flexible partner who went above and beyond to ensure that our sustainability report was completed on schedule. We were pleased with the final result, and the report has received a lot of positive feedback.

Leena Kähkönen

External Communications Manager
Lindström

West Railway Sustainability report 2024

PAGES: 30

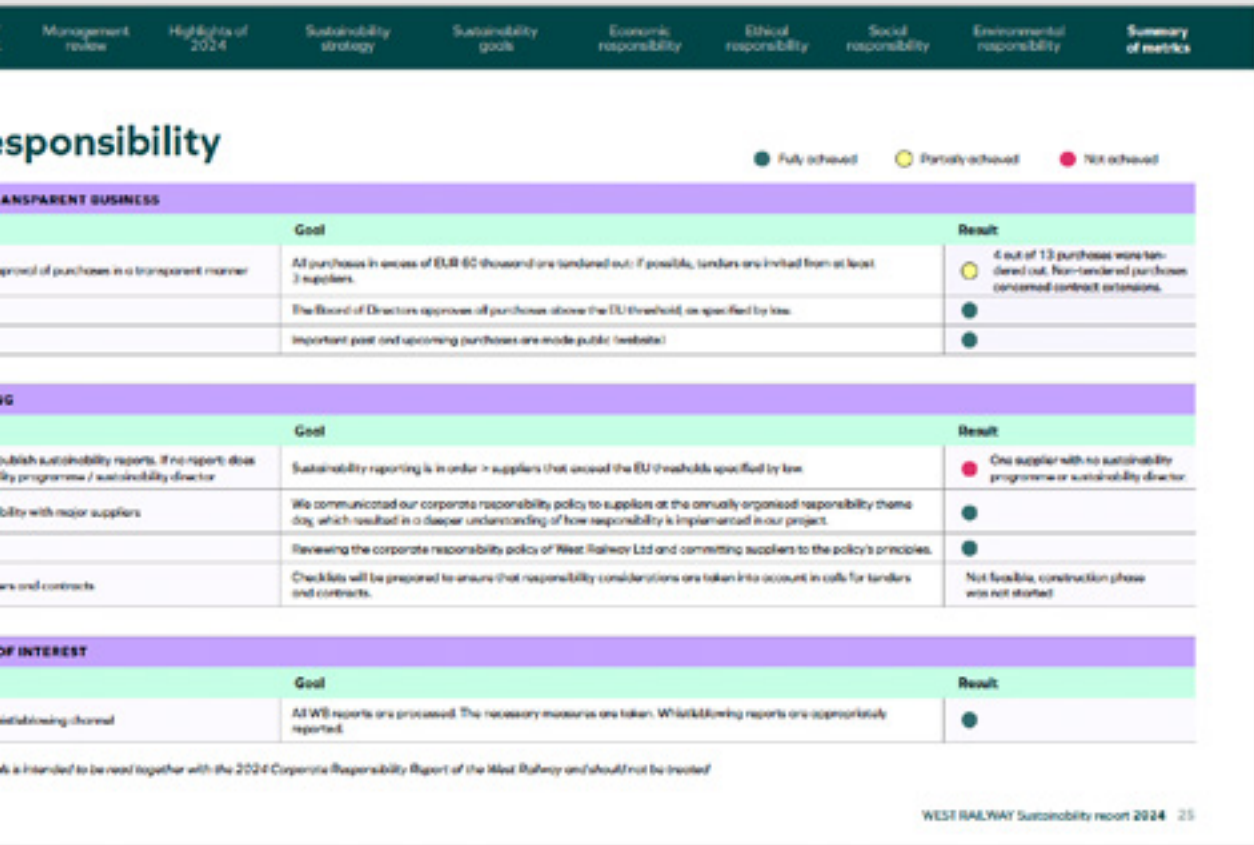
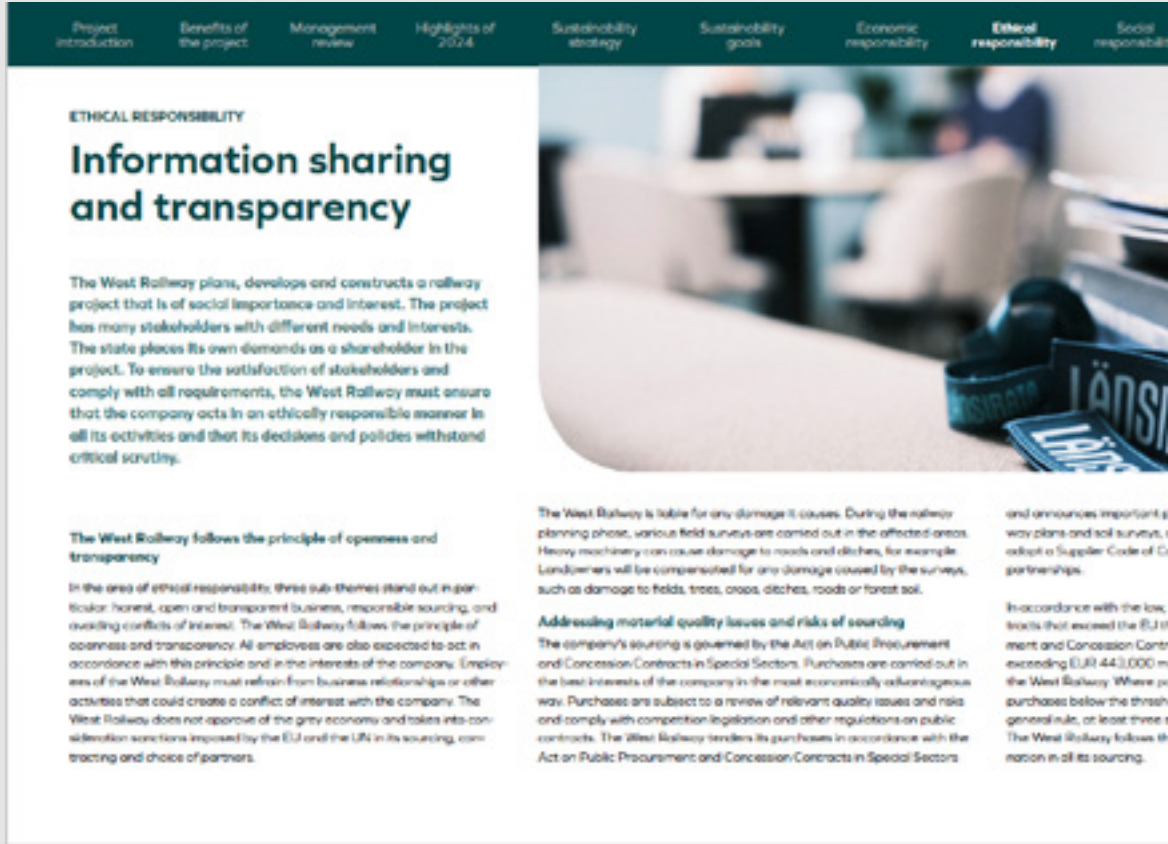
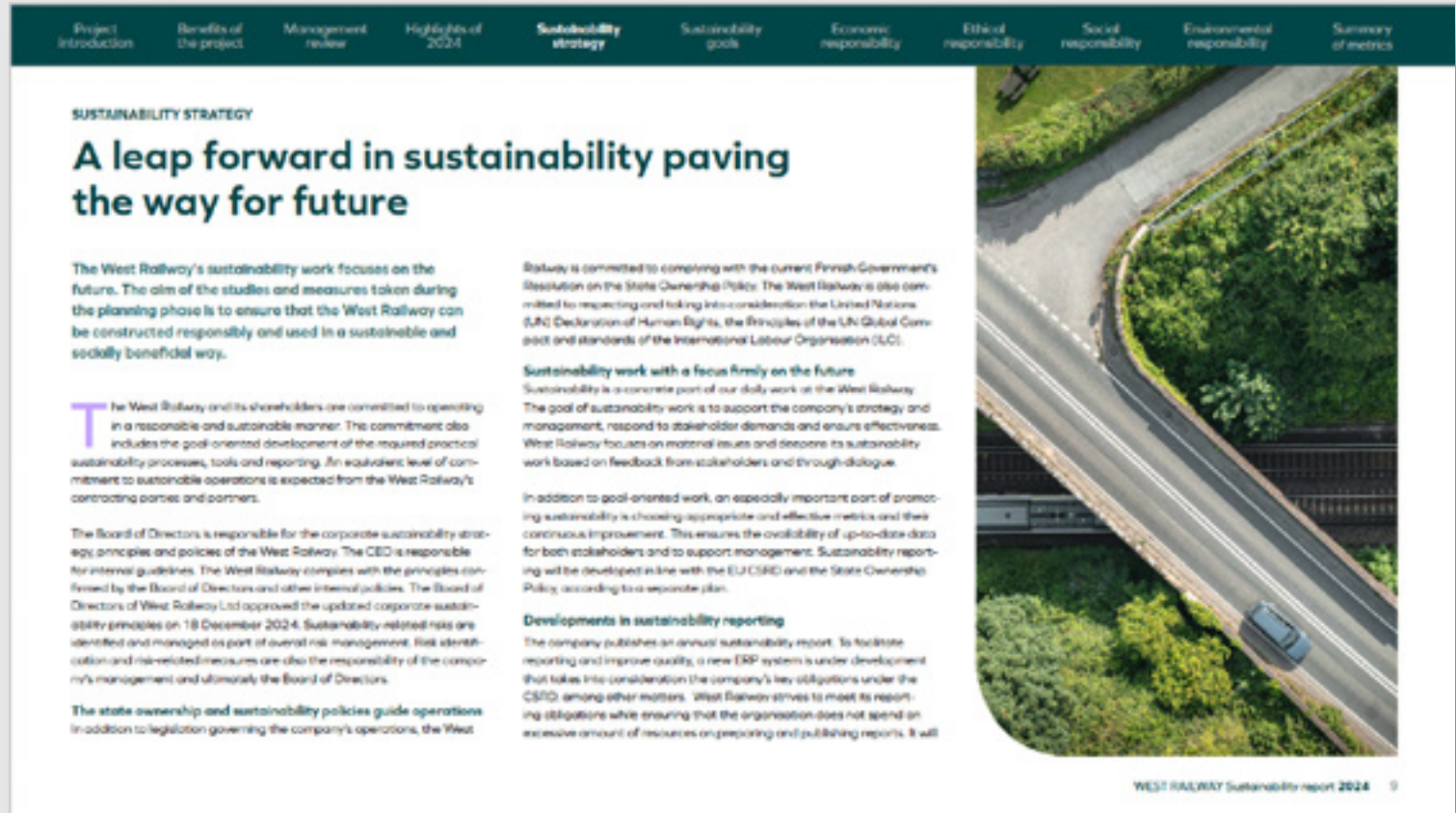
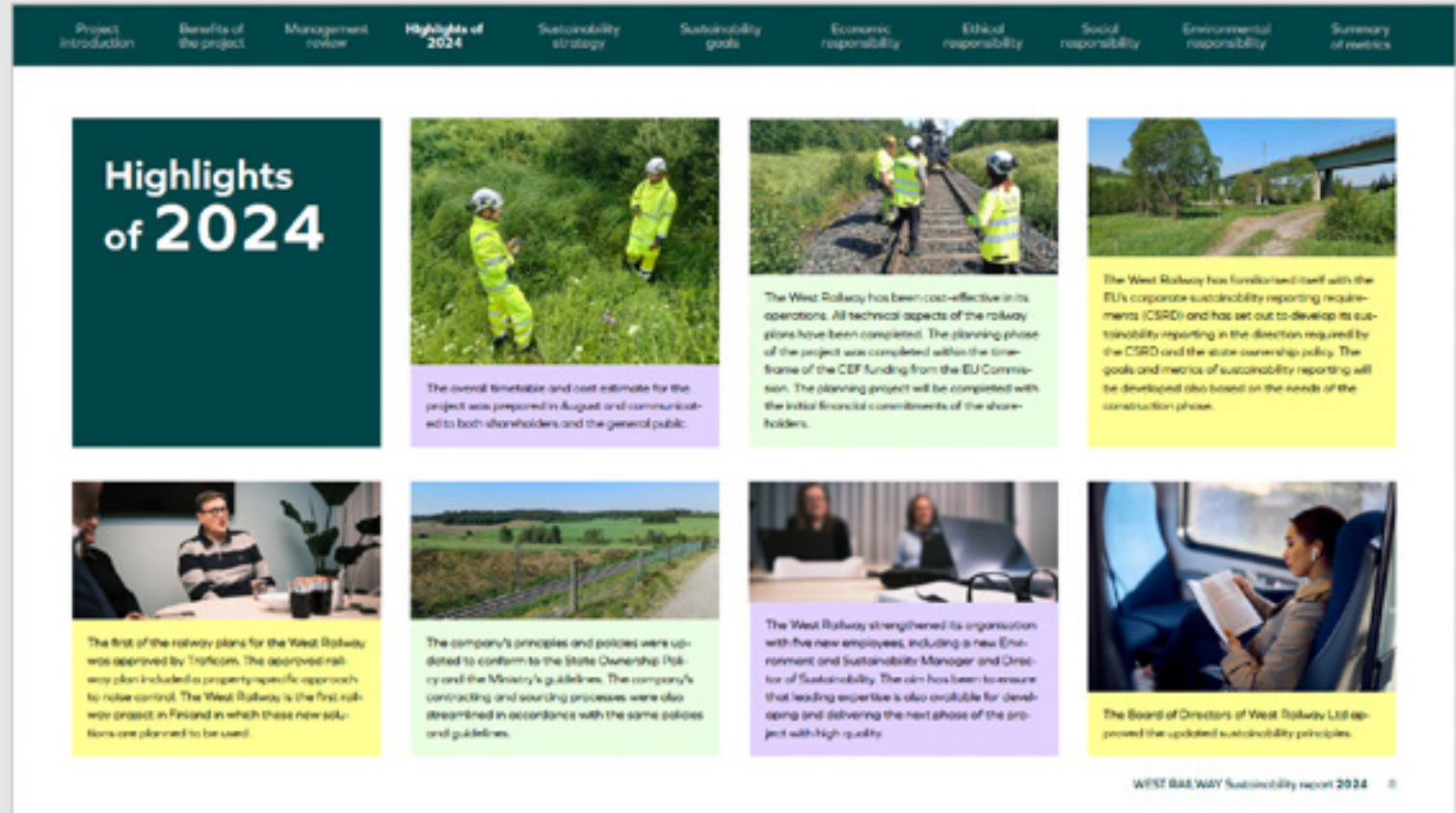
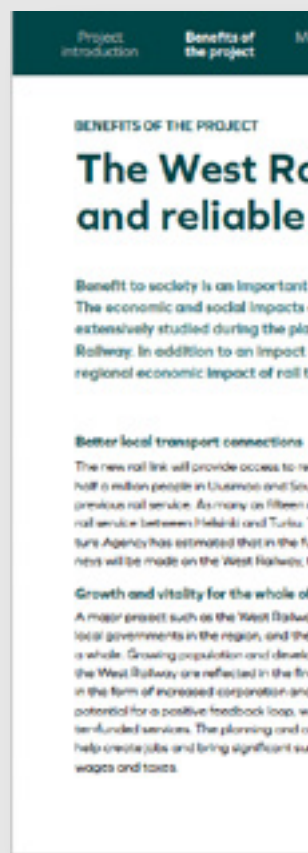
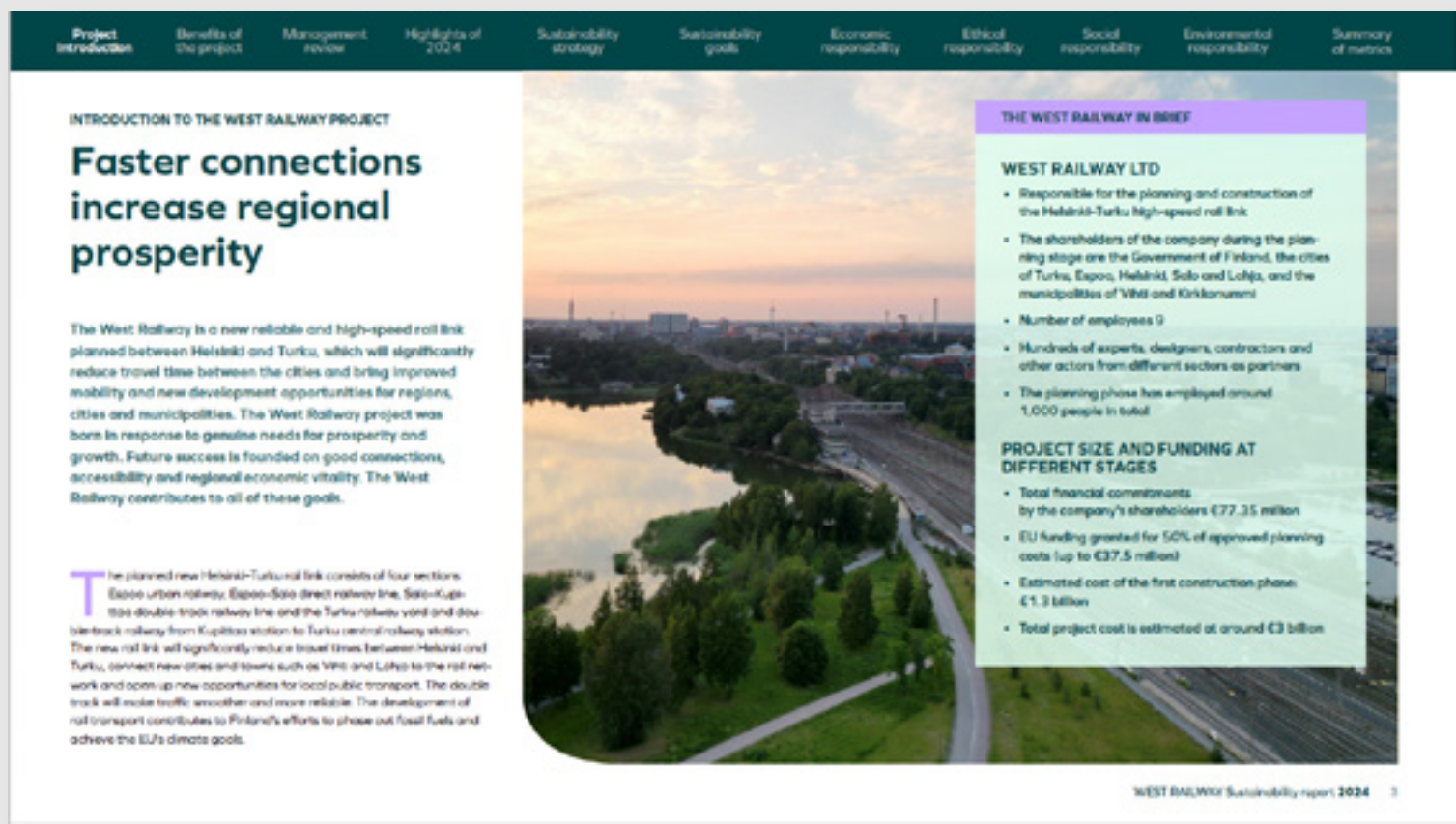
LANGUAGE VERSIONS FINNISH, SWEDISH, ENGLISH

West Railway is a project company responsible for the planning and construction of the high-speed rail link between Helsinki and Turku. Sustainability plays a significant role in West Railway's operations, and the long-term development of sustainability efforts continues throughout the project's planning phase until the handover of the railway project. All studies and measures undertaken during the planning phase aim to ensure that West Railway can be built responsibly and that the railway can be used in a sustainable and socially beneficial manner.

Tekir has supported West Railway as an advisor on sustainability efforts and has prepared the 2024 sustainability report for West Railway. Tekir was responsible for the structure and content plan, content production, and the visual design and layout work, as well as the infographics of the report. Tekir also managed the project.

You can read the report [here](#).

WEST RAILWAY





A well-structured report highlights the most essential aspects of West Railway's sustainability efforts in an engaging manner and provides a comprehensive overview of the project's progress, its potential impacts, and their management. Tekir's expertise has played a crucial role in developing the report towards a more narrative and visually interesting direction.

Mikko Hämeenniemi

Director, Communications and Sustainability
West Railway



TEKIR OY

Siltasaarencatu 10 (4th floor),
00530 Helsinki
+358 10 666 1181
tekir@tekir.fi

tekir.fi

