



Wihuri

Metro-tukku

Sustainability Overview



**A true passion for food and a desire
to help restaurant entrepreneurs
succeed more sustainably**

At Metro-tukku, we are part of the food supply chain and a partner to restaurant entrepreneurs. Our goal is a vibrant restaurant industry, and we believe sustainability is one of the enablers of success.

Consumers have increasingly diverse expectations regarding food. Our task is to help our customers offer more responsible options, make sustainable choices, and reduce their environmental impact.

Food supply chains have become more complex due to global markets. Managing value chains and information from raw material sources to finished product delivery is challenging. However, by increasing transparency, we can better meet the challenges posed by environmental, social, and governance responsibilities.

Metro-tukku uses various methods for supply chain management, risk assessment, and evaluating partner responsibility and we are eager to share more about these topics.

This review explains Metro-tukku's sustainability through concrete and verifiable actions and aims to increase transparency across all our operations. Together, we create wellbeing. Keep reading to learn how we do it.

Metro-tukku in brief

Purpose

Passion for food
and a desire to
help restaurant
entrepreneurs succeed

Position

The Restaurant
Entrepreneur's
Partner

Promise

We guide you
to success

Our position, "The Restaurant Entrepreneur's Partner," captures the essence of our sustainability work. As one of Finland's leading HoReCa wholesalers, we are a reliable partner offering sustainable products and building a responsible restaurant industry by positively influencing the entire value chain.

Metro-tukku in numbers



21,000
customers



15
locations



20,000
products in
assortment



364
employees



0.5
sales
bn.

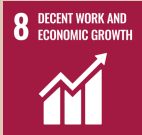


Over
700
suppliers

METRO Sustainability Programme 2025-2028

Strategic Priority

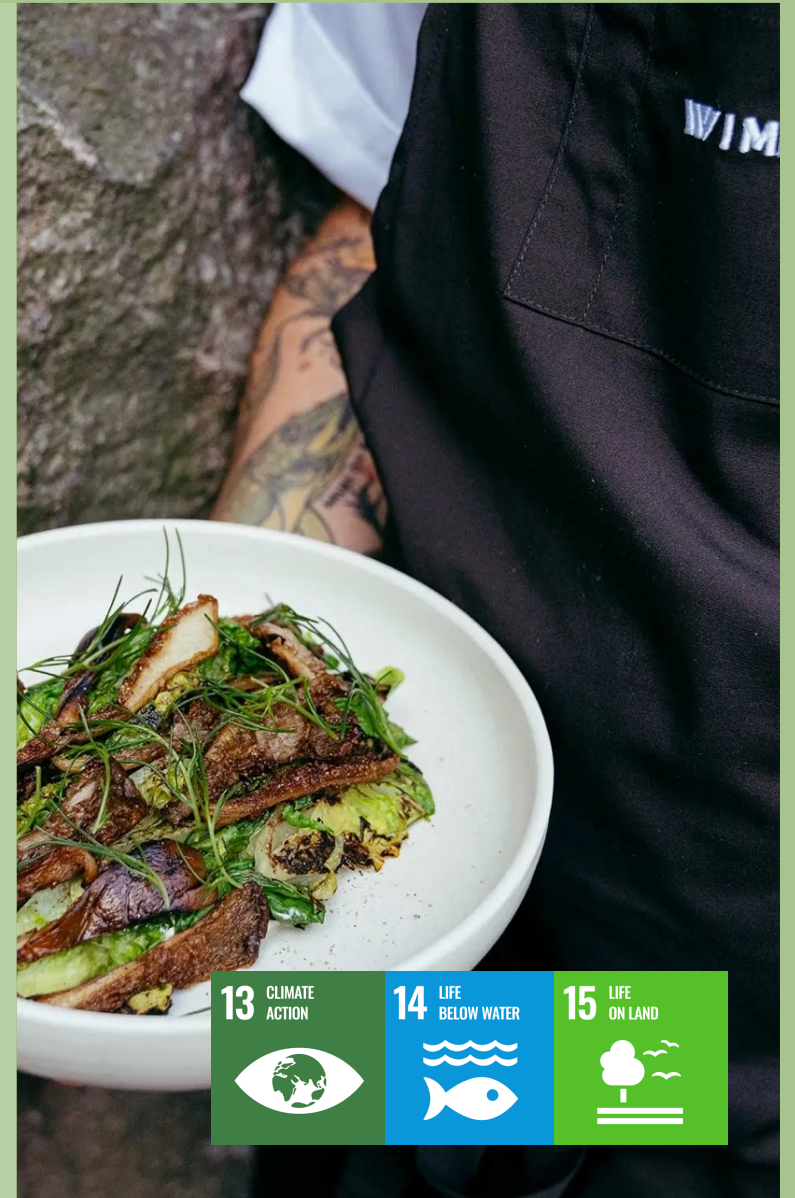
We are creating a healthier planet and enabling sustainable choices for our customers

Essential Themes	Responsibility for Tomorrow (E)	Wellbeing for People (S)	Transparent Business (G)
	- Climate change - Energy efficiency - Greenhouse gas emissions - Circular economy - Waste and food waste - Material efficiency	- Product safety and quality - Food safety - Occupational health and safety - Healthy and safe work environment - Social responsibility in the value chain - Human rights	- Supplier Management - Due Diligence processes - Animal welfare - Sustainable assortment - Compliance - Sustainability regulations
Targets & Metrics	- Total emissions* (specification 2026) - Energy efficiency -10% (baseline 2024) - Food waste < 0,3% of food sales - Recycling rate > 90%	- Work wellbeing index A+ - Health index % > 77% - Accident frequency (TRIF) < 10	100% of private label suppliers in risk countries audited 100% of suppliers signed Wihuri Supplier Code of Conduct - EcoVadis implemented
Actions	- Carbon footprint mapping and reduction - Sustainable assortment - Promoting circular economy - Improving energy efficiency	- Supporting employee wellbeing - Enhancing occupational safety - Advancing human rights - Safe and healthy products	- Responsible supply chain - Compliance - Preparation for sustainability reporting
Sustainable Development Goals			

Responsibility for Tomorrow

Sustainability means making everyday actions responsible. We aim to promote environmental wellbeing and minimise the negative impacts of our operations.

We continue reducing emissions, cutting food waste, and improving recycling rates. Additionally, we develop our assortment to be even more sustainable.



Accomplishments



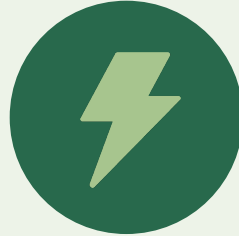
-29.1%

Electricity consumption in the entire Metro-tukku since 2019



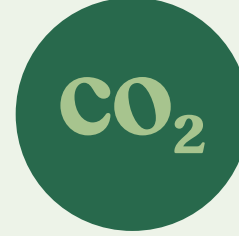
61%

Food waste decreased since 2019



4.7%

Energy efficiency improved in 2025



-23.1%

emissions from own operations since 2023 (-4.1% total emissions scope 1-3)



87%

Waste recycling rate (+5% since 2020)



Our electricity consumption decreased by more than 10% from 2024 with the energy efficiency measures of cash-and-carry wholesalers



For the first time, we calculated our total emissions (Scope 1-3) for 2024



Metro-tukku's voluntary sustainability commitment awarded as the best material efficiency commitment in the food industry in 2025

We are building sustainable assortment

We enable our customers to make sustainable choices. In the construction of our assortment, we take into account the preservation of biodiversity, animal welfare and the environmental impact of the products.

We are adding plant-based products to our assortment and looking for alternative solutions to animal-based products.

OUR ACHIEVEMENTS

Only organic and free-range eggs

Sustainable seafood species: MSC/ASC certified seafood products account for 40% of the assortment

Private label coffee certified

Palm oil used as raw material for private label products is 100% traceable

All private label soy-based ingredients are certified

OUR TARGETS

Packaging policy for private labels, setting sustainability targets for the assortment and drawing up a sustainability policy for animal welfare

KPIs	TARGETS	ACTIONS
Total emissions	Reduction of total greenhouse gas emissions (scope 1-3)	We will determine science-based emission reduction targets and measures based on the emissions inventory (baseline 2025) during 2026
Energy efficiency	10% improvement by the end of 2028 (2024 baseline)	We implement energy efficiency measures in properties and define new measures by joining the Energy Efficiency Agreement for the Retail Sector 2026-2035
Recycling rate	90% by the end of 2028	We train our personnel and further develop our sorting and join the Green Deal for circular economy
Food waste	<0.3% of food sales	We efficiently manage the assortment and supply chain and collaborate with various stakeholders

Wellbeing for People

People are always at the center. We make sure that everyone near and far is treated fairly. We promote the job satisfaction, health and occupational safety of our own personnel. We ensure the sustainability of our supply chain, where audits are an important tool for identifying human rights risks.

We promote health by enabling safe and high-quality products for our customers.



Our employees



364

employees

43 years and 6 months average age

9 years and 5 months average length of service



71.8%

Health Index

35

accidents

261

safety observations

- 190 observed hazards
- 71 near misses

12.5

accident frequency

(TRIF = accidents per million hours worked)



We organised a campaign and a competition to improve the reporting activity of safety observations. The number of reported observations increased by 493.2% from the previous year.

Transparent business

We have been in the wholesale industry for over 120 years. This would not be possible without sustainable and long-term business operations. We act honestly and compliantly. The ISO 9001 and ISO 14001 certified services provided by our logistics center demonstrate our commitment to the continuous development of quality management and environmental responsibility.

We want to communicate transparently to our stakeholders about our operations. We also encourage our partners to be transparent and develop the traceability of our products.

We are preparing for the upcoming statutory sustainability reporting by recognising more extensively our impact on the environment, people and society. The report will cover the year 2027 and is shared by the entire Wihuri Group, to which Metro-tukku belongs. In addition, we are preparing for the Deforestation Regulation together with our suppliers and responding to the Corporate Responsibility Directive by building stronger processes and measures.



8 IHMISARVOISTA
TYÖTÄ JA
TALOUSKASVUA

Our value chain

Upstream Activities

Metro-tukku sources its assortment directly from producers, industry, and other wholesalers. The supply chains extend from domestic to international markets. Products are transported to Metro-tukku's logistics center mainly by road and sea.



Own Operations

Metro-tukku maintains a product assortment that meets customer needs, makes procurement agreements with suppliers, and coordinates supply chain logistics. Products are sold to business customers through delivery sales and wholesale stores.



Downstream Activities



Products are distributed to customers by logistics partners. Customers prepare food and sell products to end users. In return logistics, empty roll containers and pallets are returned to Metro-tukku.

We have assessed the human rights and environmental impacts of our entire value chain. Based on their analysis, we have planned and initiated measures to reduce the impact. The assessment was carried out in cooperation with Enact Sustainable Strategies across the entire Wihuri Group.

Membership in Amfori BSCI ensures that everyone in the supply chain of Metro-tukku is treated fairly. We also use the EcoVadis assessment tool, which we use to assess the sustainability of our more than 700 suppliers.

**OUR
ACHIEVEMENT**

100% of private label suppliers in high-risk countries are audited for social responsibility.

OUR TARGET

100% of suppliers will have signed Wihuri's Supplier Code of Conduct by the end of 2028. So far, 70% have signed.

Supplier countries

Finland	France	Portugal
Sweden	Belgium	Norway
Netherlands	Spain	Switzerland
Italy	Slovakia	Ireland
Germany	Poland	Latvia
Estonia	Lithuania	Austria
Denmark	Great Britain	Hungary

**High-risk
countries**

Thailand
Türkiye
China
Morocco
Mexico
Indonesia

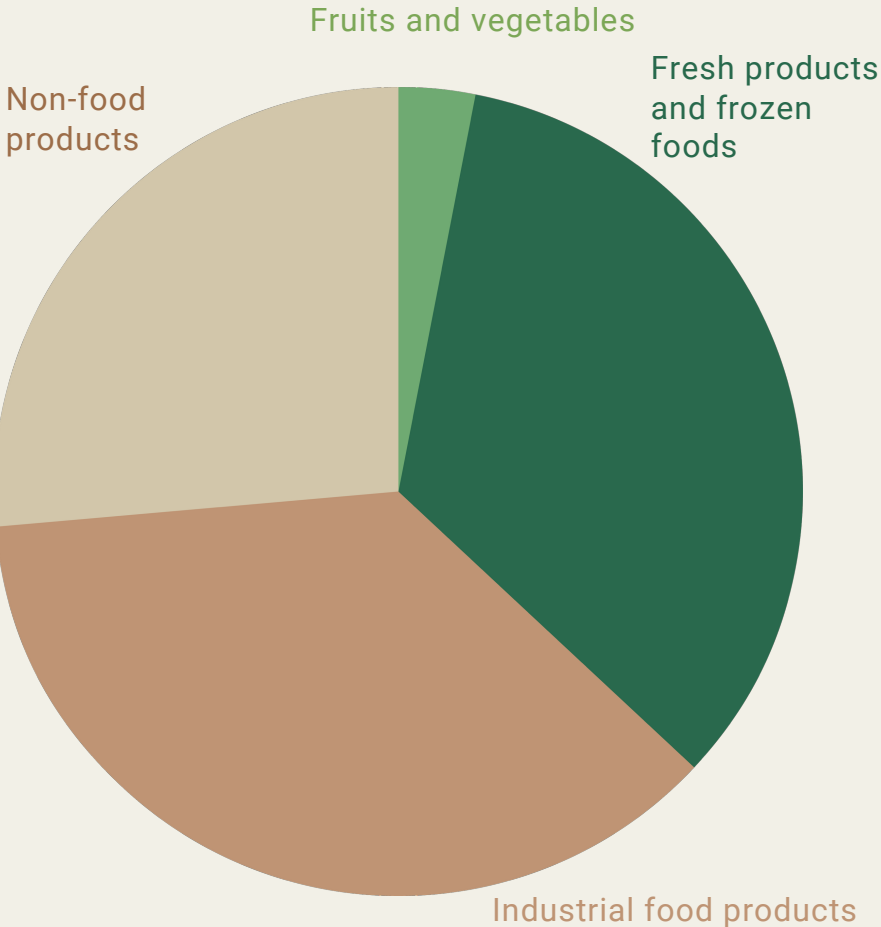
72%
of suppliers
are domestic

42%
of products
are of Finnish
origin

1.1%
of suppliers are
from high-risk
countries

7.2%
private label and
imported
products' share
of assortment

**Assortment distribution by
product category**





Thank you!

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