

ATRIA

Good food – better mood.



Better Together

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Leading the way in sustainability

Atria Group is one of the leading food companies in Northern Europe. We are a company established in 1903 and valued by our customers, personnel and owners.

Atria’s renewal and growth are based on commercial excellence and an efficient and sustainable way of working. Our main product, good food, brings pleasure to people and creates sustainable value for all our stakeholders.

In 2024, our net sales were about EUR 1.8 million, and we employed around 3,900 meat and food industry professionals in Finland, Sweden, Denmark and Estonia. Atria Plc has been listed on Nasdaq Helsinki since 1991.

We have been producing food for more than 120 years, and we want to continue to do so. This is why our operations take account of the planet, people and food.



Sustainably produced food from field to fork

We have been producing food for people for 120 years and want to continue to do so. That's why we act with respect for the environment, society, people and food. The strategy’s principal objective is for Atria to be the Winning Northern European Food Company.

Atria’s most important environmental goal is to reduce greenhouse gas emissions throughout the food chain. We are committed to reducing emissions from our own operations (Scopes 1 and 2) by 42% by 2030 compared to 2020 levels, and our reduction target for Scope 3 emissions is 20% per tonne of processed meat.

We have consistently invested in the wellbeing and development of our work community. For Atria, our personnel’s occupational safety and wellbeing are very important. For example, Atria employees are closely involved in the Group’s innovation and quality work. Atria’s new innovation programme Atria Growth Engine (AGE) has brought together 26 Atria employees from different countries to find new perspectives on future business and to support Atria’s development work.

To improve quality, we are continuing the Number One in Quality project and expanding quality work throughout the organisation. Our support also extends to producers: in the autumn of 2024, the second 100 Young Producers training programme started with more than 30 young producers. The programme aims to promote the continuation of the valuable work of family farms.

Atria’s good market position, strong local brands, good customer relationships and reliable industrial processes provide good conditions for business stability. Atria is the best-known food brand in Finland. In Sweden, the Lönneberga brand is committed to using local Swedish raw materials. In Denmark, our 3-Stjernet brand is a strong brand in cold cuts, and in Estonia, Maks & Moorits goes from triumph to triumph as the most popular meat product brand in the country.



Kai Gyllström
CEO

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The strategy’s principal objective is for Atria to be the Winning Northern European Food Company.

Sustainability for the whole Atria value chain

Atria produces healthy and safe food responsibly and sustainably while respecting people, the environment and nature. As a leading company in sustainable food production in the Nordic countries, we focus particularly on combating climate change, reducing the emissions of food production and verifying the sustainability of our value chain. A carbon neutral food chain is our main goal. We are increasingly developing our sustainable operations in close cooperation with our supply chain partners, with consideration to animal health and welfare. In 2024, we worked systematically on our key sustainability objectives, achieving excellent results.

Wide-ranging effects on people and society

Improving our personnel's occupational health and safety and wellbeing at work are key themes of Atria's personnel responsibility efforts. At Atria, safety always comes first. In 2024, we invested even more in the improvement of occu-

pational safety than before and regularly highlighted various aspects of occupational safety in our internal communication. Our accident frequency has improved consistently over the past five years and continued to decline in 2024. In addition to safety, having committed personnel is one of our strategic goals.

We also intend to further promote sustainability as a competitive advantage, and better inform consumers about the impact of our operations and our efforts towards sustainable development.

Merja Leino
EVP, Sustainability



Established by our producers in 1903, our company is valued by our customers, personnel and owners. We have made food for over 120 years. We make delicious, high-quality meat- and plant-based products for every meal, thereby contributing to the essentials of well-being.

1903

Established

3,864

Atria Group personnel, average

1.76

Net sales, EUR billion

1991

Listed

100%

Amount of domestic meat in Atria-branded products in Finland

14

Accident frequency rate

Launch of Carbo® Environmental Calculator

Developed by Atria and Valio in cooperation, the Carbo® Environmental Calculator, suitable for beef and suckler cow farms, enhances the assessment of the climate impact of farms and identifies effective measures to reduce their environmental impacts. Atria is the first food company in Finland to participate in the development of a national calculation model.



Investment decision on a biogas plant

Atria Finland and Suomen Lantakaasu are investing in a biogas plant in Nurmo. The companies have decided to invest more than EUR 60 million in the construction of 100 GWh of renewable biofuel production. Construction will start immediately, and the plant is expected to be completed during 2026.



SUSTAINABILITY HIGHLIGHTS 2024



Atria Growth Engine innovates future business

26 Atria employees were selected for Atria's new Atria Growth Engine innovation programme. Through cooperation between Atria employees, the AGE programme addresses the company's core strategy issues and produces new perspectives to support Atria's development.

Atria improved its ranking in CDP's Climate Change Assessment in 2024

Atria has achieved the Management level with the highest "B" rating for its climate work in the prestigious annual Climate Change Assessment by the global non-profit organisation CDP. The rating rose by one grade from the 2023 assessment.



Poultry exports to China will start with a state visit to China led by the President of the Republic of Finland in Beijing

The start of Atria's poultry exports to China was confirmed. The first batches of chicken products left for China in late 2024. In 2016, Atria was the first Finnish company to obtain a licence to export pork to the Chinese market.

Electric boiler investment to reduce emissions

Atria's energy infrastructure partner will implement an investment consisting of two electric boilers and a 100 MWh thermal battery at Atria's Nurmo production plant. The investment in electric boilers will reduce the carbon dioxide emissions of Atria's Nurmo plant's heat production by more than 30 percent. The new electric boilers and the thermal battery for energy storage will be commissioned at the Nurmo production plant at the end of 2025.



Poultry plant opening

The opening ceremonies of the new poultry plant at Atria's Nurmo production site were held in August. This investment of approximately EUR 165 million is Atria's largest single investment to date. This is a major investment in the entire Finnish food chain and security of supply.



SUSTAINABILITY GUIDES

ALL OUR OPERATIONS

Sustainability is an integral part of Atria’s strategy, business and daily work. At the Group level, we define common operating principles and policies. We ensure compliance with them and set a common strategic goal for all business areas and development projects that support it. The implementation and continuous improvement of sustainability are part of day-to-day operational management across Atria’s business areas. The steering groups of the business areas analyse the operating environment and key stakeholder expectations for Atria’s corporate social responsibility and sustainability. They also integrate the implementation of the necessary development measures into business plans.

HOW RESPONSIBILITY IS VERIFIED



The **Science-Based Targets** initiative (SBTi) has officially approved Atria’s ambitious emissions reduction targets. The targets are based on the Paris Climate Agreement and aim to limit global warming to 1.5 degrees Celsius globally.



CDP is an independent non-profit organisation that helps companies calculate and report their environmental impacts. Atria reports its progress annually. Atria has improved its result by three grades, achieving a management level rating of B-.



The **Sustainable Brand Index** is Europe’s largest sustainability-focused brand survey that measures consumer perceptions of brand responsibility.



The **EcoVadis** evaluation system comprehensively assesses corporate responsibility regarding environmental issues, labour and human rights, ethical operating principles, and sustainable sourcing based on documents. Atria achieved the bronze level in 2022.



Atria Plc is a **certified Nasdaq ESG Transparency Partner**, listed on Nasdaq Helsinki since 1991. We publish annual reports on our sustainable business, our commitment to market transparency and the raising of environmental standards.

Sustainability efforts cover the whole value chain

VALUE CHAIN

		THEMES
	PRIMARY PRODUCTION <ul style="list-style-type: none">Well-being and healthy animals, clean and traceable feed, sustainable crop production.Sustainable sourcing, responsibility for producers: Atria wants to be the best partner for its producer-owners and ensure that the farms will continue to do well in the future.	Animal Welfare, Climate, Biodiversity, Antibiotics, Biosecurity, Traceability
	PRODUCTION <ul style="list-style-type: none">Improving energy efficiency and the efficient use of resources in our factories. Increasing and developing renewable energy sources.Developing ecological and recyclable packaging solutions to ensure product safety and reduce food waste.Environmentally friendly transport by using modern equipment and transport planning, and replacing fossil fuels.	Climate, Energy Efficiency, Packaging, Waste, Water
	PEOPLE <ul style="list-style-type: none">Providing Atria employees with safe and meaningful work.Also taking responsibility for those working with Atria (people in the value chain).	Employee Health and Safety, Fair Employment and Human Rights, Competence Development
	PRODUCTS <ul style="list-style-type: none">Healthy and safe food for customers and consumers.High-quality and nutritious products to serve a balanced diet and a variety of needs.Openness and transparency about products, the environmental impacts of our operations and animal welfare throughout the production chain.	Food Safety, Nutrition, Joy from Food, Traceability



As of the beginning of 2025, Atria will be subject to the Corporate Sustainability Reporting Directive (CSRD), and we reported our sustainability data under the Directive for the first time. View the Annual Report and Sustainability Report at atria.com/en/investors/atria-in-2024

RESPECTING THE ENVIRONMENT AND NATURAL RESOURCES

In cooperation with producers and researchers, we are developing sustainable production methods to promote animal welfare and animal disease risk management, as well as occupational safety and profitable production. Atria is actively involved in investment projects with its producers.

Food production is closely linked to the environment and natural resources. For more than a hundred years, we have been building the food production chain responsibly and on nature's terms – always respecting the environment.

It is important for us to be thoroughly familiar with how the food chain works as a whole and with the related environmental impacts. In practice, this means close cooperation with researchers in the sector. Only this enables us to target our development measures correctly.

We are committed to actively reducing

carbon dioxide emissions and other environmental impacts in our own production and across the food chain, from the field to the table. A carbon-neutral food chain is our main goal.

Towards a carbon-neutral food chain

The environmental impact of Atria's products throughout their life cycle is centred around the production of meat, the main ingredient of its products. Producers play a key role in mitigating the environmental impact of primary production. At the farm level, minimising environmental impacts

means farm-specific solutions based on the type of production.

In addition to the climate impact of agricultural production, significant environmental effects include the water-intensity of production, eutrophication of water systems, acidification of soil, depletion of natural diversity and an increased scarcity of natural resources. Special attention is being paid to these aspects in Atria's primary production, and operating models are continuously being developed to further reduce detrimental environmental effects.

Antibiotic-free production

We expect responsible use of antibiotics in the meat supply chains of all our business areas in accordance with Atria's Animal Welfare Policy. Preventive work for the welfare and health of animals allows freedom from antibiotics to such an extent that the animals do not need to be medicated with antibiotics at all. Antibiotics are not used routinely or without medical necessity on Atria's contract farms. Only sick animals are treated based on a veterinarian's diagnosis, avoiding unnecessary medication. Animal medication on farms is overseen by the farm's attending veterinarian, while medication records are monitored by the official veterinarian. Information about animals' medication is transmitted to Atria through the verified information we receive through the chain. We seek to promote antibiotic-free production across Atria Group.

Antibiotics are not used routinely or without medical necessity on Atria's contract farms. Atria chicken is entirely antibiotic-free.

PIONEER IN THE USE OF FINNISH PROTEIN CROPS AS A SUBSTITUTE FOR SOY

Feed solutions can have a significant impact on animal welfare, the profitability of the primary production chain and the environmental impact of production. Our goal is to reduce our carbon footprint by reducing the use of imported feed soy and increasing the use of domestic feed protein, among other things.

By using more protein produced in Finland, we have reduced the use of soy in poultry feed by 50% over the last ten years.

CASE




A-Rehu is the largest user of field peas in Finland – the cultivated area has multiplied

Atria's subsidiary A-Rehu has done significant work to increase fodder pea cultivation in Finland. We started using field peas for broiler feed in 2016. The annual culti-

vated area of pea in Finland has increased from about 5,000 hectares to more than 40,000 hectares. Field pea introduces desired variation to the crop rotation, improves the soil structure, binds nitrogen to the soil and reduces the use of fertilisers. Without Atria's chicken pro-

duction and its own feed industry, the cultivation of field peas would still be much lower, and the use of soy higher. New field pea varieties have also contributed to the increase in field pea cultivation.

USE OF FEED SOY IN THE ATRIA CHAIN

			
Share of soy feed	9.0%	1.7%	0.0%
Soy consumption per animal live weight	149 g/kg	47 g/kg	0 g/kg

VALUE OF GRASS-FED BEEF AS A CARBON SINK AND DELICIOUS MEAT

Cattle need grass, and grass needs cattle – or at least the fertiliser they produce. The symbiosis of cattle and grass is good for the animals and the environment. The feed for Atria grass-fed cattle is the best food for ruminant animals: pasture and silage. In addition, cattle eat minerals, Finnish feed quality cereals, and possibly colza or rapeseed feed.

Grass fibre is important for cattle digestion, and cattle are able to utilise grass protein. Cattle manure, on the other hand, is a great fertiliser for fields. Finnish livestock farms have traditionally also cultivated grain and grass, and used manure to fertilise their own fields. Grass feed for cattle is produced on the farm's own fields.

Environmental benefits of grass cultivation

The year-round plant cover of grasslands curbs erosion and the leaching of nutrients into waterways. There is little need to use plant protection products, as regular mowing inhibits weed growth, and the soil remains in good growth condition due to the large root system of grass.

Grass also grows in the north and in variable weather

Cereals suitable for food require a longer growing season than most of Finland has. However, grass also grows in the north, and the production of feed-quality grain is possible in the north and in varying weather conditions. The cultivation of bread-quality grain and special crops is possible and profitable only in the southern and western parts of Finland. Cattle are able to convert feed protein into a protein that is useful for humans.

Feeding effects the taste of meat

The taste of Atria's beef steak fed on grass is the best in the world. This is evident from the annual wins by JN Meat International with Atria steaks in the World Steak Challenge.

Grass-fed cattle is part of the circular economy

Grass is the best feed for cattle, and cattle manure is the perfect fertiliser for fields. Plant cultivation and livestock production are a combination that allows nutrients to circulate.

Manure enhances the carbon sequestration of grass plants

When cattle eat grass, the grass ends up in the rumen. The microbes living in the rumen are able to digest the grass into a usable form for cattle and produce valuable animal protein from it. Cattle manure is returned to the fields as fertiliser. Manure improves the carbon sequestration of grass plants and reduces the dependence on chemical fertilisers to fertilise the fields. Then the cycle starts again.

Well-being and healthy animals

We ensure animal welfare throughout Atria's food chain. We invest in sustainable primary production by improving animal welfare, as well as developing the management of the risk of animal diseases, antibiotic-free production and feeding solutions in cooperation with meat producers, industry experts and research institutions.

The basis for the development of animal welfare at Atria is our sourcing policy and contract production model. Healthy and well-being animals are the cornerstone of efficient, economical and safe food production. In Finland, most of the meat sourced by Atria comes from contract producers, whose professionalism and expertise are essential for animal welfare. Contract producers are required to commit to production contracts, Atria's production methods guidelines, as well as to systematic work that also contributes to animal

welfare. Atria collaborates with its stakeholders such as contract producers, agricultural associations and authorities, and maintains a dialogue with parties interested in and taking care of animal welfare. The collaboration and dialogue help us ensure that Atria's contract production maintains and develops best practices and that sourcing from outside Atria's contract production complies with the level of animal welfare determined by Atria.

Five fundamental animal rights are guaranteed

Atria's Animal Welfare Policy sets the framework for good production practices in contract production and sets minimum criteria for other sourcing of raw materials of animal origin. The animal welfare policy is based on the Five Freedoms for animal welfare issued by the World Organisation for Animal Health:

1. Freedom from hunger and thirst
2. Freedom from physical and thermal discomfort
3. Freedom from pain, injury and disease
4. Freedom to express normal patterns of behaviour
5. Freedom from fear and distress

More than 50% of the pork sourced by Atria Finland comes from free-farrowing farms.

ATRIA PRODUCTION'S NATURE IMPACTS

Livestock production is highly dependent on biodiversity and ecosystem services. It also has significant nature impacts – both positive and negative. Identified environmental impacts in the Atria chain include but are not limited to climate and water impacts, water use, land use, and biodiversity practices. For example, Atria invests heavily in the development of primary production and the training of producers through various projects, which also aim to promote biodiversity while considering the requirements of the food production chain.

Achievements of the Baltic Sea Commitment

Inclusive research and development activities

In primary production, events reach approximately 3,500 participants every year.

Increasing the cultivation of domestic protein crops, promoting crop rotation and biodiversity

The area for pea growing contracts was multiplied by 12.5.

Developing environmentally sustainable arable farming

Research and development through practical pilots, small groups and cooperation networks.

- Information cards and manuals for climate-smart peat field cultivation, grass cultivation and preservation, and reducing the use of plant protection products
- Farm-specific diversity surveys
- Regenerative farming e-institute
- Carbon Action collaboration
- Developing contract production of grain

Reducing the use of soy and promoting the circular economy

Significant reduction in the use of soy in pig feeds (-62%) and in broiler feeds (-25%).

The use of the dairy industry's by-products has increased by 16%, and the utilisation rate of barley protein feed is 100%.

Reducing emissions into waterways

Optimisation of feeding to reduce phosphorus in manure in pig and broiler chains → Virtually no phosphate is added to feed

Development of manure use in cooperation networks → Farm-level solutions and Nurmo Bioenergy Oy

Supporting biodiversity by developing grazing

Small group work, annual pilot tests, as well as manuals and tools for implementing best practices at farm level.

Calculation of greenhouse gas emissions

Farm-specific carbon footprint calculators available on all cattle, pig and poultry farms
→ A calculator also for crop farms in 2025

Atria's climate impact

The Nordic countries' abundant water resources and climate conditions which are suitable for the production of grass and feed grain make the region suitable for meat production. Sustainable production of food of animal origin in Nordic conditions ensures the availability of nutritious and varied food locally, secures the supply of food, and creates added value for Atria's customers in export markets.

In line with our climate and environmental policies, we are working to consistently minimise our environmental impact. We are committed to reducing carbon dioxide emissions and other environmental impacts both in our industrial production and across the food chain. In addition, we require our partners to operate in an environmentally sustainable manner.

Our direct climate and environmen-

tal impacts are managed in many ways: by increasing energy efficiency and the use of renewable energy sources; reducing waste; developing ecological packaging solutions; and through the sustainable use of water and other natural resources. New technologies can enable better and more efficient use of renewable energy sources and nutrient flows.

Carbon footprint calculation for products

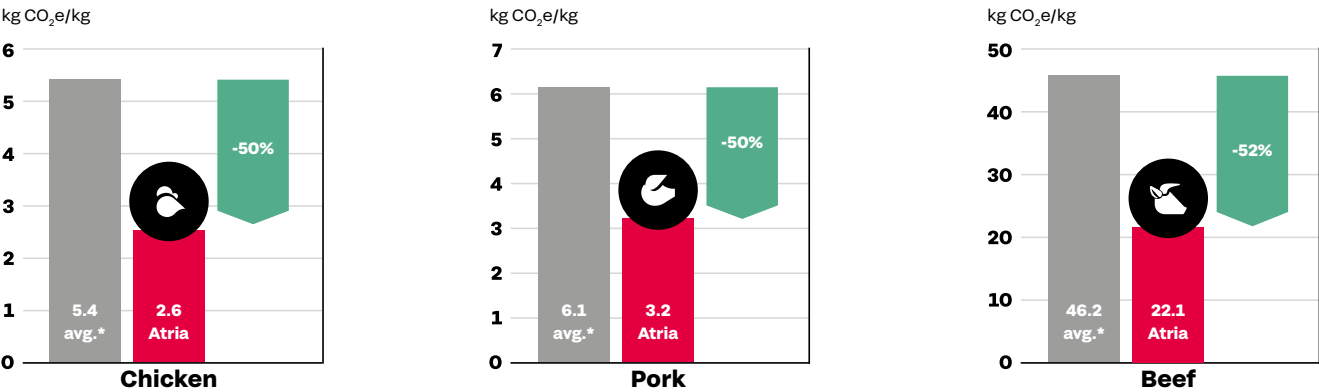
Atria Finland has calculated the carbon footprint of pork, beef and chicken production from farm to final product. The results prove that the Atria's production method significantly reduces the climate

impact of meat production in international comparison.

The world's first food company with carbon footprint labels on its packaging

In 2021, Atria became the first food company in the world to add a label indicating the carbon footprint of its poultry products on consumer packages. This labelling is now also used in some pork products. The calculation covers about half of Atria's pork traceable to farms. Atria Sweden reports the carbon footprint of its Foodservice products using the emission factors from the climate database of RISE (Research Institutes of Sweden) for various raw materials.

THE CARBON FOOTPRINT* OF ATRIA'S MEAT IS SIGNIFICANTLY SMALLER THAN THE INTERNATIONAL AVERAGE



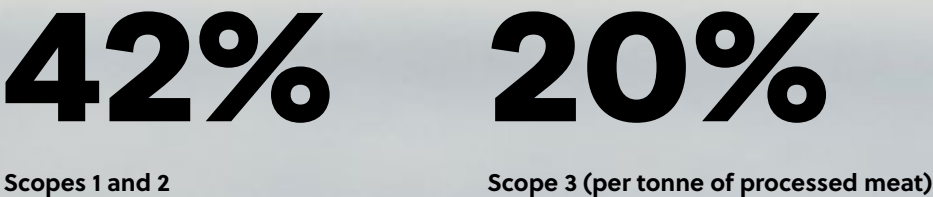
* The carbon footprint was calculated in cooperation with Envitecpolis and Atria family farms. The calculation covers more than 50 percent of farm-traced pork and more than 50 percent of chicken. Envitecpolis uses the international Cool Farm Tool to calculate carbon footprints. The Cool Farm Tool is a special tool for calculating carbon emissions from primary production, and it enables the calculation of carbon footprints based on farm-specific information and operations. The calculations are based on the calculation methods of the IPCC (Intergovernmental Panel on Climate Change) and the newest scientific information in the field. The calculations for cattle farms have been carried out with the Carbo® Environmental Calculator. The environmental impact of beef production has been calculated for 70 Atria contract farms, which has increased the coverage of the carbon footprint data on beef. The international average has been published in a report by the FAO (Food and Agricultural Organization of the United Nations) at www.fao.org/3/i3437e/i3437e.pdf.

Ambitious climate targets

Atria has received official approval from the Science Based Targets Initiative (SBTi) for its emissions reduction targets. The targets are based on a scientific calculation method to ensure that companies' targets are aligned with those of the Paris Agreement. They strive to limit global warming to 1.5 °C globally. The Science Based Targets Initiative (SBTi) is a joint project between the Carbon Disclosure Project (CDP), the UN Global Compact initiative, the World Resources Institute (WRI) and the World Wide Fund for Nature (WWF).

In the targets approved by SBTi, Atria commits to reducing greenhouse gas emissions in its own operations (Scopes 1 and 2) by 42 percent by 2030 from the 2020 levels. The reduction target for Scope 3 emissions is 20 percent per tonne of processed meat by 2030.

SBTi-approved Atria targets: Greenhouse gas emission reduction from 2020 to 2030



Source: UN Global Compact

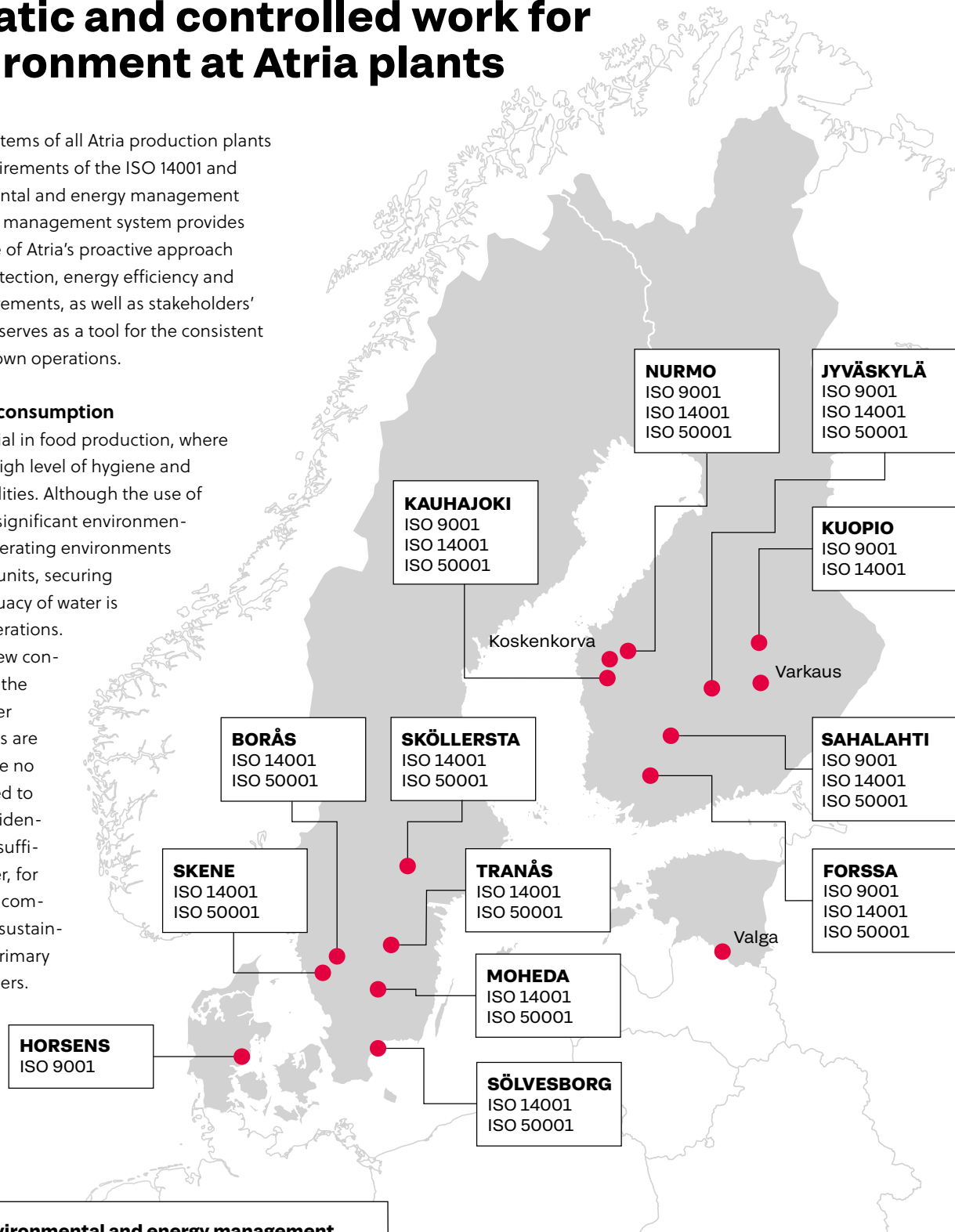
Systematic and controlled work for the environment at Atria plants

The management systems of all Atria production plants comply with the requirements of the ISO 14001 and ISO 50001 environmental and energy management standards. A certified management system provides third-party assurance of Atria's proactive approach to environmental protection, energy efficiency and other statutory requirements, as well as stakeholders' requirements. It also serves as a tool for the consistent development of our own operations.

Sustainable water consumption

Clean water is essential in food production, where processes require a high level of hygiene and clean production facilities. Although the use of water does not have significant environmental impacts on the operating environments of Atria's production units, securing the quality and adequacy of water is important for our operations.

According to a review conducted in 2020 using the WWF's Water Risk Filter tool, Atria's operations are located in areas where no significant risks related to water use have been identified in terms of the sufficiency of groundwater, for example. Atria is also committed to promoting sustainable water use with primary production stakeholders.



Coverage of environmental and energy management certificates	
ISO 14001 (environmental system)	75%
ISO 50001 (energy management system)	68.75%
ISO 9001 (quality system)	43.75%



“Financial capital can be obtained from a bank, but expertise must be developed ourselves, and we’ve succeeded at this.”

CASE

Atria's new poultry plant responds to increased consumer demand

The new poultry plant boasts the most modern technology and energy efficiency in the business. This is Atria's largest individual investment so far, worth approximately EUR 165 million. The products leaving the poultry plant are antibiotic-free, and the origin of the meat is fully traceable. At the plant, birds from each farm are processed as one batch, and the information about the farm is included in the product information compiled during the process. Consumers thus get exact information about the origin of the food from the label on the package.

– In this operation, we have a production plant that utilises the latest technology and is the best in the world. This is Atria expertise: a desire to learn; integrity; commitment; and perseverance. Financial capital can be obtained from a bank, but expertise must be developed ourselves, and we've succeeded at this, says **Mika Ala-Fossi**, Executive Vice President of Atria Finland.

Poultry consumption has been on the rise for a decade, both in Finland and in our export markets. The new plant increases Atria's production capacity by 40 percent, and the investment creates strong faith in domestic food and food production in Finland.

CIRCULAR ECONOMY IS AN IMPORTANT PART OF RESPONSIBLE BUSINESS

The circular economy has always been significant in all parts of Atria's value chain. Using raw materials and substances as efficiently as possible, utilising side streams, and recycling valuable nutrients are important ways of reducing the climate and environmental impact of operations while adding value to the food chain.

One of the strategic business ideas of Atria's subsidiary A-Rehu animal feed factory is to be the largest utiliser and developer of Finnish protein and food industry by-products. For example, in tangible terms, this is achieved at the A-Rehu Koskenkorva feed factory, where we work closely with other operators in the area. We process and reintroduce our partners' by-products into circulation through our feed solutions.

Feed manufacturing

A-Rehu makes extensive use of food industry by-products, both as raw feed material and feed components in farm-specific animal feeding solutions. Food industry by-products replace a sig-

nificant amount of imported soy in animal feed, for example. A-Rehu sources by-products from the ethanol, starch, dairy, confectionery and potato industries, for example. The steam energy required by A-Rehu's factories is produced with oat hulls that are a by-product of the factories' own production.

Facilities

The contract production facilities of the Atria food chain play a significant role in producing meat raw material for the chain. The farms recycle nutrients in crop fertilisation and invest in carbon sequestration in cultivation and farm-specific renewable energy solutions.

Own operations

99 percent of the raw material flow of Atria's industrial process is utilised. By-products from our operations are utilised in pet food and in feed for fur animals. We send the part that we do not use in our own operation for use as fractions elsewhere – in the leather and pharmaceutical industries, for example. We invest in renewable energy: our solar park has been further expanded, and we are planning to produce and utilise wind power and biogas. Our packaging is either recyclable or usable in energy production. In our own operations, we make full use of waste heat, and Atria's new poultry plant takes the utilisation of waste heat further than ever before.

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As a by-product, it has a significantly lower carbon footprint than that of imported soy.

Barley protein feed reduces carbon footprint

Barley protein feed is produced as a by-product in alcohol production, and barley protein feed replaces soy in animal feeding.

At Koskenkorva, A-Rehu produces barley protein feed from the side streams of its neighbouring Anora ethanol plant, and the feed is fed to pigs and cattle.

The distiller's grain that is the raw material for barley protein feed is transported inside pipes from the Anora plant to the A-Rehu process.

Atria has long worked to be free of soy in animal feeding. A-Rehu's Business Director **Ilkka Ala-Fossi** says that barley protein feed has replaced imported soybean meal.

“Today, the majority of Atria's farms have already switched from soybean meal to protein produced in Finland. As a by-product, it has a significantly lower carbon footprint than that of imported soy.

When domestic raw materials are used, there are no other sustainability problems, as the production conditions of the raw materials are known very well.”

Replacing soy with domestic protein also means that money and added value stay in Finland.

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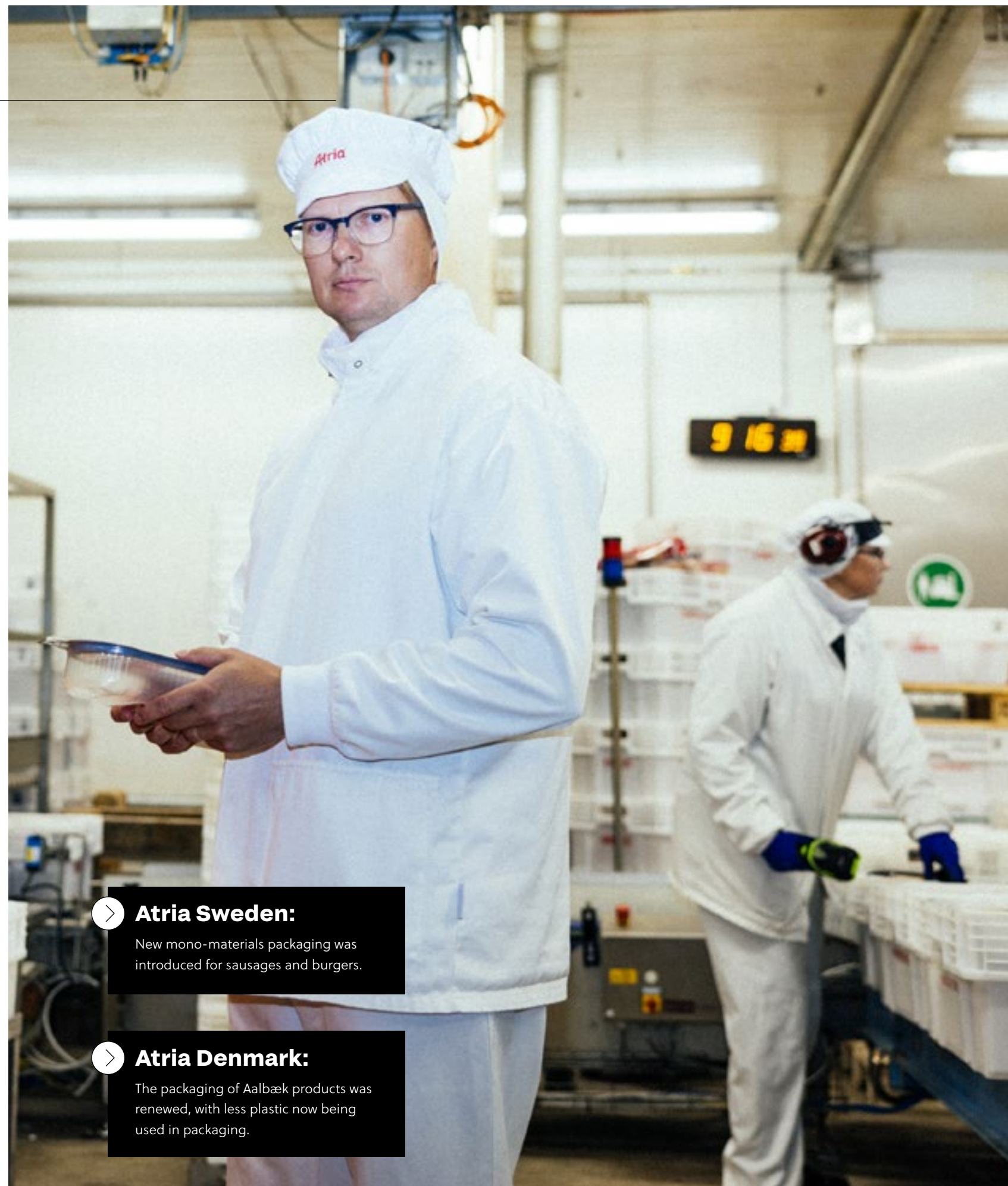
Reducing fossil raw materials as part of Atria's packaging strategy

We develop ecological and recyclable packaging solutions that ensure product safety and reduce food waste. Our aim is to further improve the recyclability of packaging and to reduce the amount of plastic.

In product packaging, Atria aims for overall optimal solutions, with the main focus on ensuring product safety. Packaging should protect the product and inform the consumer of the product's characteristics. Packaging design aims for material efficiency, and the packaging is either recyclable or suitable for energy recovery. In addition, the packaging materials used in the food industry are subject to strict regulation. Developing ecological packaging solutions means taking the entire value chain into account and carefully and comprehensively weighing the environmental impacts of packaging.

Plastic is still the most environmentally friendly alternative in many cases: it prevents food waste by protecting the product and extending its shelf life. The environmental impact arising from food waste is considerably more significant than that caused by packaging. Despite this, Atria is also seeking to reduce its use of fossil plastic and to develop functional packaging solutions from alternative materials with its partners.

The packaging is designed to save space in transport and in the refrigerators of customers and consumers. This also reduces emissions from the transport and storage of products.



Atria Sweden:

New mono-materials packaging was introduced for sausages and burgers.



Atria Denmark:

The packaging of Aalbæk products was renewed, with less plastic now being used in packaging.



FOOD SAFETY AND QUALITY

Atria strives to provide sustainably produced, clean, safe and tasty products. We develop the safety of our products by investing in animal welfare, animal disease risk management, antibiotic-free production, traceability of raw materials and biosecurity throughout the production chain.

Our new biosecurity strategy promotes the safety of people, animals and products

Consideration and systematic prevention of various food-related risks such as animal diseases are important for both human health and the continuity of Atria's business. Regarding biosecurity, Atria's One Health approach covers the wellbeing of people, animals and the environment, as well as product safety.

For example, in 2024, we improved the safety of our products by creating the Atria Group biosecurity strategy, which covers food safety, human and animal health, and the living and working environment.

Increasing antibiotic resistance is an inter-

national biosecurity threat. Atria has taken long-term measures to ensure the responsible use of antibiotics by promoting completely antibiotic-free rearing of farm animals, for example. We take biosecurity risks extremely seriously and are constantly working to strengthen the entire chain.

Traceability verifies the safety and sustainability of the product – Atria's goal is a fully transparent food chain

Traceability helps us verify product safety, and the health and welfare of production animals. What lies at the core of the traceability of our products from family farms to the dinner table is the close cooperation between industry operators. Tracea-

bility means that a product's origin can be traced back to a specific group of animals on the farm, and even to a specific animal. If necessary, traceability makes it possible to verify how the meat was produced, what the animals ate, and how they were medicated. Being able to trace a product's origin throughout the production chain enables rapid responses in exceptional situations. Traceability is also a prerequisite for the verification of Atria's antibiotic-free production.

The meat raw material used in products sold under the Atria brand is always 100% Finnish and sourced from Atria's own production chain. In Sweden, 100% of the meat used in Lönneberga brand products is of Swedish origin.



1. ANIMAL HEALTH

- Healthy farm animals
- Responsible use of antimicrobial medicines
- Biosecurity on production farms
- Prevention of zoonoses
- Personnel and consumer safety

2. HUMAN HEALTH

- Healthy and safe food
- Healthy and safe working environment
- Responsible use of antimicrobial medicines
- Prevention of infections

3. FOOD SAFETY

- Healthy and safe food
- Prevention of food poisoning and other food-borne diseases
- Protection against food fraud and prevention of threats to food and food production (Food Fraud and Food Defence)

4. WORK ENVIRONMENT

- Healthy and safe working environment
- Hygienic production environment

5. LIVING ENVIRONMENT

- Sustainable actions for the living environment (e.g. climate change and biodiversity)
- Waste, wastewater and supply chain management
- Enhancing biodiversity
- Responsible use of plant protection products

FOOD SAFETY

Atria invests in healthy products

We want to support consumer wellbeing by offering safe, healthy and nutritious food. Atria invests in the healthiness of its products: **Atria Finland's product range includes 174, and Atria Sweden's product range 152, Heart Label products. Atria Denmark offers 68 Keyhole products.**

Quality is a cornerstone of our operations. We continued the Number One in Quality project, which started in 2021 and aims for holistic quality development. We also established the Quality Ambassadors project, which allows us to expand our quality approach throughout the company and make it part of every department's operations.

CASE

The acquisition of the Gooh! convenience food business strengthens Atria's position in the Swedish market

Atria is looking for new growth from the Gooh! convenience food business. Lantmännen has owned the Swedish convenience food company since the early 2000s and has since grown Gooh! into one of the best-known brands in Sweden. Today, Gooh! sells about 5 million meals a year at its outlets throughout Sweden. Gooh's annual net sales are approximately EUR 16 million, and the business is profitable. Its distribution channels are well established, and the products are sold in all major grocery chains and vending machines in Sweden.

Atria has set itself the goal of being the winning Northern European food company. The Gooh! product range complements Atria's convenience food offering and offers new opportunities for consumer-oriented productisation in the Swedish market. Gooh! is a well-known and respected convenience food brand in Sweden.

CASE

Maks & Moorits is the most sustainable meat product brand in Estonia

Atria's Maks & Moorits meat product brand was the most sustainable meat product brand in Estonia according to the Sustainable Brand Index 2024 survey. Atria products are valued and popular among consumers.

Competence, fairness and transparency

The development of employees’ wellbeing, knowledge and skills, as well as fair remuneration, are key elements of social responsibility at Atria. All our employees share Atria’s Way of Work, which was defined by the employees themselves: It is the guiding principle of our day-to-day work.

Atria believes in people-oriented management, communicating and engaging with employees. Their development as supervisors and experts is supported and encouraged. Our supervisors encourage employees to generate ideas, and they also set realistic and ambitious targets for themselves. We can do great things because our supervisors lead by example and experience. We focus on solutions, not on problems.

Smooth and open interaction with stakeholders is part of Atria employees’ daily work, and cooperation is based on values defined by the employees.

As a good employer, Atria treats all its employees fairly and equally, both in recruitment and at all stages of the employment relationship. We respect

internationally recognised human rights and comply with local labour laws. We offer our employees appropriate terms of employment, such as fair pay, reasonable working hours and occupational health-care. We listen to our employees’ opinions and provide them with opportunities for participation and to exert influence.

Our goal is to prevent every accident. We promote safe working conditions and healthy lifestyles for our personnel so that they feel good both at work and in their leisure time. In addition to occupational safety, our approach to wellbeing covers a broad range of themes, including support for mental wellbeing. In 2024, the highlighted occupational safety and health theme in Finland was personal responsibility.

 Learn more about our Atria Growth Engine Innovation Programme on p. 6



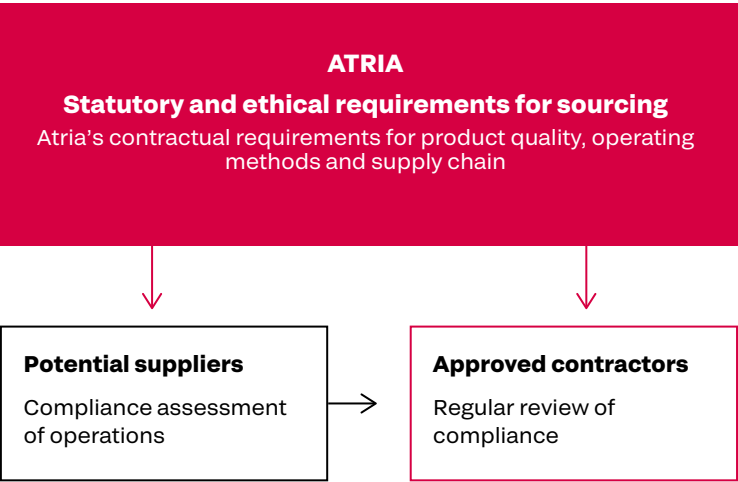
FACTORS OF SOCIAL RESPONSIBILITY

Employee wellbeing	Equality and non-discrimination
Fair employment relationships	Prevention of bullying and harassment
Occupational safety and working ability	Freedom of association
Competence development	Prevention of child labour and forced labour

Responsible sourcing

Our goal is for the entire value chain to operate responsibly. We develop the responsibility of the value chain together with our supply chain partners in terms of, for example, food safety, transparency, social responsibility and environmental responsibility. We require our business partners and their operations to comply with Atria's Supplier Code of Conduct, which ensure the partners' commitment to an ethical approach. In addition, our procurement contracts oblige partners to meet Atria's requirements in their own operations.

Atria's responsible sourcing



- Sourcing includes:**
- Meat
 - Other raw materials
 - Packaging materials
 - Subcontracting
 - Technical production assets
 - Services
 - Investments

In 2024, Atria invested EUR 14.8 million in research and product development. Investments were EUR 0.4 million higher than in the previous year.

Research and development

We engage in active and extensive research and development cooperation with producers, universities of applied sciences, universities, research institutes, and other organisations to remain in the vanguard of development and ensure the continuity of food production in Finland.

We utilise scientific research data in the development of our products and operations, and our practical knowledge of the field supports scientific research. In turn, producers can take advantage of the latest research data and obtain public funding to develop more sustainable operating practices for their farms. Research collaboration helps us achieve goals that are of paramount importance for our responsible operations. Such goals include a carbon-neutral food chain, support for biodiversity, continuous improvement of animal welfare, and the promotion of biosecurity and antibiotic-free production.

In 2024, our research activities focused particularly on primary production and changing consumer and customer needs. Joint research projects benefit the scientific community, Atria and primary producers.

In 2024, our EBIT improved in all business areas.

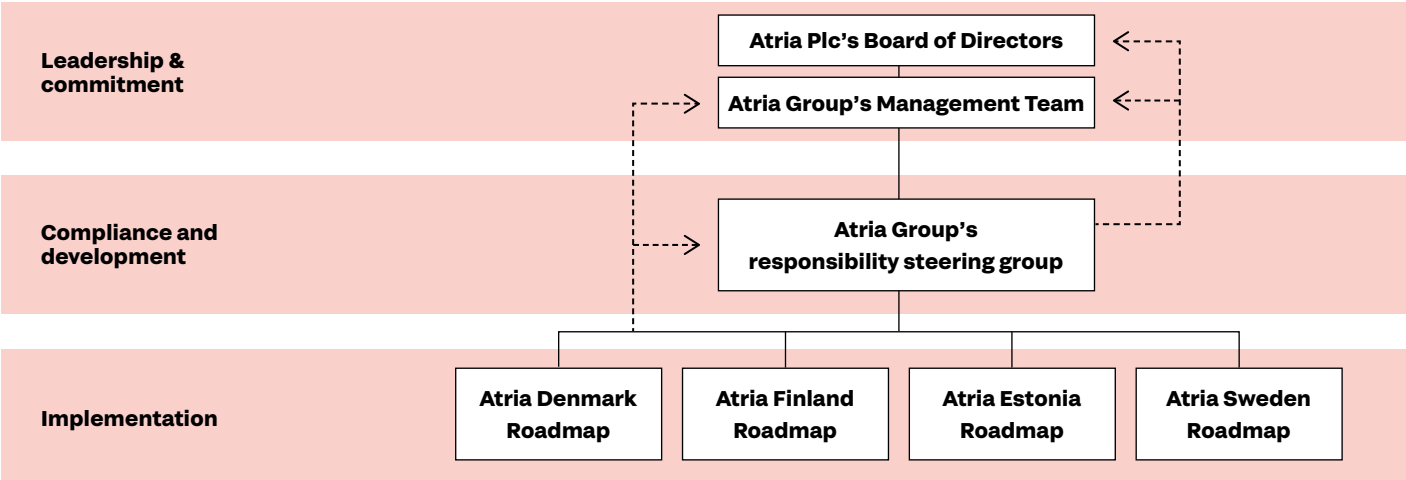
Financially strong

Sustainable business is an integral part of Atria’s strategy, business and daily work. It covers the entire value chain – from family farms to dining tables. Sustainable business means taking environmental and social issues into account and promoting them. Things are being promoted in ever closer cooperation with supply chain partners and our customers. We want to enable consumers and customers to make sustainable choices, while promoting the wellbeing of the environment and people.

In 2024, our Group’s financial performance was strong. Atria Group’s net sales increased to EUR 1,755 million, while the adjusted

EBIT was 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 EBIT in all our business areas. Strategy projects were advanced in a systematic and planned way. One of the highlights of the year was the completion and commissioning of the new Nurmo poultry plant. This is the largest single investment in Atria’s history and takes us one step closer to our vision of becoming the Winning Northern European Food Company.

Responsibility steering and reporting



Compliance with internationally acknowledged healthy and sustainable business practices lays the foundation for Atria’s operations







The Atria Code of Conduct is a set of ethical principles concerning business operations, stakeholder relations and environmental responsibility, approved by Atria Plc’s Board of Directors in March 2019. The Code of Conduct is supported by internal policies and guidelines, which define and guide operating methods in our employees’ day-to-day work. The Code of Conduct concerns all Atria employees in all business areas.







Atria has committed to the following international conventions and recommendations in its Code of Conduct and the policies that support it:

- > **UN Universal Declaration of Human Rights and Convention on Rights of the Child**
- > **UN Global Compact initiative for the promotion of human rights, labour rights, environmental protection and the prevention of corruption**
- > **ILO Declaration on Fundamental Principles and Rights at Work**
- > **OECD Guidelines for Multinational Enterprises**
- > **Business Charter for Sustainable Development of the International Chamber of Commerce (ICC) and the ICC Rules on Combating Corruption**
- > **Business Social Compliance Initiative (BSCI) Responsible Purchasing Practices**
- > **Science Based Targets Climate Initiative (SBTi)**

Atria’s responsibility programme

PLANET				
Focus area	Main objective	Sub-themes	Measures in 2024	Sustainable development goals
Working to create a carbon-neutral food chain	We reduce emissions across our chain and produce information about our measures. We have ambitious climate targets approved by the SBTi.	<p>1. We will reduce emissions from our industrial production by 42 per cent by 2030. The reduction target for Scope 3 emissions is 20 per cent per tonne of meat processed by 2030.</p> <p>2. We cooperate with our supply chain partners to reduce emissions.</p> <p>We produce information about the carbon footprints of our products.</p> <p>3. We will further improve our energy efficiency and increase our use of renewable energy.</p>	<p>1. In our industrial production, we will reduce our emissions by replacing fossil energy sources with renewable energy and improving energy efficiency. Detailed plans have been prepared for all business areas to achieve the emission reduction targets.</p> <p>2. We further developed our animal species and farm specific carbon footprint calculators and expanded the calculation in cattle farms in particular.</p> <p>3. Atria's energy infrastructure partner will implement an investment consisting of two electric boilers and a 100 MWh thermal battery atAtria's Nurmo production plant. The investment in electric boilers will reduce carbon dioxide emissions of at Atria Nurmo plant's heat production by more than 30 percent. The new electric boilers and the thermal battery for energy storage will be commissioned at the Nurmo production plant at the end of 2025.</p>	  
Safe and ecological packaging	We develop ecological and recyclable packaging solutions that ensure product safety and reduce food waste.	<p>1. We develop the sustainable use of plastics as we move towards a circular economy.</p>	<p>1. Renewable packaging materials expanded with fiber-based packaging.</p>	  
Choices that safeguard biodiversity	In our supply chain, we identify high-risk raw materials in terms of fostering biodiversity and preventing deforestation. We promote solutions that support biodiversity across our chain.	<p>1. We expect our suppliers of materials and raw materials to pay attention to biodiversity impacts, particularly in terms of high-risk raw materials.</p> <p>2. We identify the strengths of primary production in safeguarding biodiversity.</p>	<p>1. We expanded the use of our supplier management system to cover an even larger share of our raw material suppliers. We also further integrated ESG monitoring into our supplier assessment processes.</p> <p>2. We have carried out an extensive background study on the environmental impacts of food production globally, in Europe, in Finland and in the Atria chain. The impact on nature is also part of the new strategy of Atria Finland's primary production companies.</p>	  
Sustainable water use	We ensure sustainable water use in our own operations and identify the water risks in our chain. A small water footprint is one of the strengths of Nordic food production.	<p>1. We identify the water risks in our supply chain.</p> <p>2. We cooperate with local water utilities and waste water treatment plants.</p>	<p>1. We have produced an extensive survey assessing water sustainability globally, in Europe, in Finland and in our own chain. Water sustainability is also part of environmental impact assessments.</p> <p>2. In the operating environments of Atria's production units, the quality and sufficiency of water are important factors to be secured in operations. Cooperation is emphasised at the Nurmo production plant, whose water consumption is locally significant. Smooth cooperation with local operators aims to address regional impacts and to ensure the uninterrupted supply of clean water, as well as to prevent any disruptions in wastewater treatment.</p>	 

PRODUCT				
Focus area	Main objective	Sub-themes	Measures in 2024	Sustainable development goals
Safe, high-quality food	Our quality and food safety criteria for our products exceed statutory requirements. Food safety begins with our contract farms and pure raw materials.	<p>1. Zero product recalls.</p> <p>2. 100 per cent of our products are produced in facilities that have food safety certification.</p> <p>3. All our suppliers of raw materials and materials have been certified or audited.</p> <p>4. Strong biosecurity across the chain.</p>	<p>1. In the reporting year, we made five product recalls: one in Finland, two in Denmark and two in Estonia.</p> <p>2. 100 per cent in all business areas.</p> <p>4. A biosecurity strategy was published in Atria Finland's business area. In accordance with the OneHealth philosophy, it covers not only human and animal health but also food safety, the living environment and the working environment.</p>	
Promotion of animal welfare and freedom from antibiotics	We work to lead the way in further improving animal welfare in cooperation with our producers. We continue to develop antibiotic-free production.	<p>1. By promoting operating methods that prevent animal diseases, we reduce the use of antibiotics.</p> <p>2. Our contract farms use a documented animal healthcare system.</p> <p>3. Zero animal welfare violations in Atria's animal transport and slaughterhouses.</p>	<p>1. An increasing antibiotic resistance is an international biosecurity threat. Atria has taken long-term measures to ensure the responsible use of antibiotics by promoting completely antibiotic-free rearing of farm animals through measures such as reforming contracts in Atria's Finnish pig chain and the expansion of antibiotic-free production. In Finland, all Atria's broilers have been bred completely without antibiotics.</p> <p>2. During the reporting year, 100 per cent of Atria's contract production volume came from farms that are members of SIKAVA, and 97 per cent from farms that are members of NASEVA. The parameters for animal welfare in the broiler chain at Atria are included in a monitoring system shared by the producers.</p> <p>3. In connection with animal transport, animal handling or slaughter, no fines or official coercive measures were imposed in the reporting year.</p>	 
Safety and transparency through traceability	We are promoting the transparency of the production chain through increasingly accurate traceability information.	<p>1. We increase the number of products that can be traced back to the farm of origin.</p> <p>2. Our products add value to sustainability.</p>	<p>1. Atria Finland brought the first traceable chicken products to the market more than 10 years ago, and the number of products has grown every year. Both beef and pork products have been included.</p> <p>2. Atria Finland was the first in the world to introduce carbon footprint data into consumer packaging. In the reporting year, we started the construction of farm-specific calculators for pig and poultry chains in Atria Finland's business area, and a farm-specific calculator was introduced in the cattle chain. These actions will provide us with more accurate information in the future, for both consumers and our producers.</p>	  

PEOPLE				
Focus area	Main objective	Sub-themes	Measures in 2024	Sustainable development goals
Fair employment relationships and a safe work environment	We promote our employees' holistic well-being and provide a safe working environment and development opportunities.	<ol style="list-style-type: none"> Managing risks and sharing good practices. Accident frequency -50 per cent in 2025 compared to 2020. A positive and attractive working environment that increases creativity and enables innovation. Participation opportunities and competence development for employees. 	<ol style="list-style-type: none"> Risk assessments were carried out in all business areas during the reporting year. On the basis of the evaluations, the necessary measures were taken. The Group Safety meeting convened once in 2024, the theme was to share good practices between countries and further develop occupational accident reporting and prevention. Atria Group's accident rate per million hours worked was 14 (2023: 12). Occupational safety at Atria has improved significantly during the last four years. The Winning Together development programme has been created in collaboration with supervisors to influence the working atmosphere. In the development programme, special emphasis has been placed on psychological safety through coaching supervisor work. Psychological safety increases creativity and has a particular impact on the mental work environment. Employee involvement is implemented through a personnel survey, a system for expressing ideas and day-to-day management. Professional skills were developed using the 70-20-10 model, meaning 70 per cent through on-the-job learning, 20 per cent through peer learning from colleagues and 10 per cent through training. Continuous learning is also encouraged through the online learning platform used by Atria. 	 
Joy from safe and nutritious food	We want to be part of consumer's meals, both in their daily lives and on their special occasions. We enable consumers to build healthy and balanced diets by providing nutritious, high-quality product options.	<ol style="list-style-type: none"> We maintain a product selection for all occasions. We provide information about the nutritional qualities of our products (e.g. products with the Heart Label or Keyhole). We support the well-being of our producer owners. We communicate openly about our work to provide sustainably produced food. 	<ol style="list-style-type: none"> We constantly develop our product selection and introduce new products to the market that are suitable for a balanced diet. We also change the recipes of existing products to comply with the Heart Label requirements. In 2024, Atria Finland carried out a large advertising campaign in which we raised consumers' awareness of our Heart Label products. In the reporting year, Atria Finland organised the Atria 100 Young Producers training program for future livestock entrepreneurs. In each business area, Atria actively communicates about its daily activities based on target groups and through several channels. 	   



Atria has published The Corporate Sustainability Report, which complements Atria’s Annual Report, from 2009 to 2024. From the beginning of 2025, Atria is covered by the Sustainability. The sustainability report is published as part of the Report by the Board of Directors.



Read more www.atria.com/en/investors/atria-in-2024

*Atria is one of the leading food companies in Northern Europe.
We are a company established in 1903 and valued by our
customers, personnel and owners.*

*Atria's renewal and growth are based on excellent commercial
expertise and an efficient and responsible way of working. Our
main product, good food, is a source of enjoyment and joy, and
also creates sustainable value for all of our stakeholders.*

*In 2024, our net sales were approximately EUR 1.8 billion, and
Atria had around 3,900 employees in Finland, Sweden, Denmark
and Estonia. Atria Plc's shares have been listed on the Nasdaq
Helsinki since 1991.*

*Atria has been producing food for over 120 years. We want to
continue to do so, which is why we operate with respect for the
planet, for people and for the food they eat.*

ATRIA
Good food – better mood.