

CORPORATE RESPONSI- BILITY REPORT 2023

Atria
120

ATRIA

Good food – better mood.

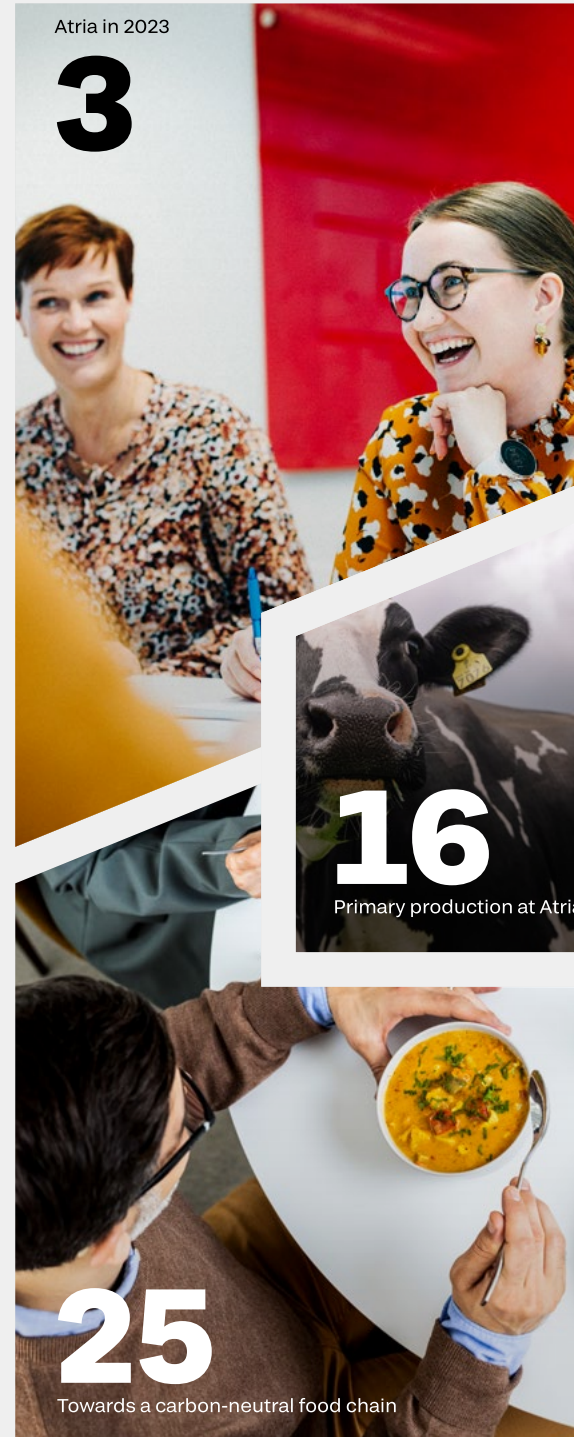


Content

ATRIA IN 2023	3	PEOPLE	51
Atria in brief.....	4	Atria as an employer.....	52
Review from the Executive Vice President of Sustainability.....	6	Attractive and fair employer.....	53
Highlights of the year.....	8	Employee health and safety.....	59
Factory investments.....	9	Competence development.....	62
OUR APPROACH TO RESPONSIBILITY	10	RESPONSIBLE SOURCING	64
Responsibility efforts cover the whole value chain.....	11	RESPONSIBILITY MANAGEMENT	68
How we create value.....	12	International recommendations.....	69
Atria responsibility programme.....	13	Research and development cooperation.....	70
PRIMARY PRODUCTION AT ATRIA	16	Interaction with stakeholders.....	72
Sustainable primary production.....	17	Materiality analysis.....	73
Sustainable animal feeding.....	18	Responsibility management.....	74
Well-kept and healthy animals.....	21	REPORTING	75
Biodiversity.....	24	Reporting principles.....	76
TOWARDS A CARBON-NEUTRAL FOOD CHAIN	25	Content comparison.....	77
Atria's climate impacts.....	26		
Environmental work in Atria's production.....	31		
Energy efficiency.....	32		
Utilisation of raw materials and other materials.....	34		
Circular economy.....	36		
Packaging.....	38		
Water consumption.....	40		
HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS	42		
Food safety and quality.....	43		
Meat sources.....	45		
Products for different consumer needs.....	46		
Nutrition and balanced diet.....	48		



Atria's Annual Report 2023 is published on [Atria's website](#) →

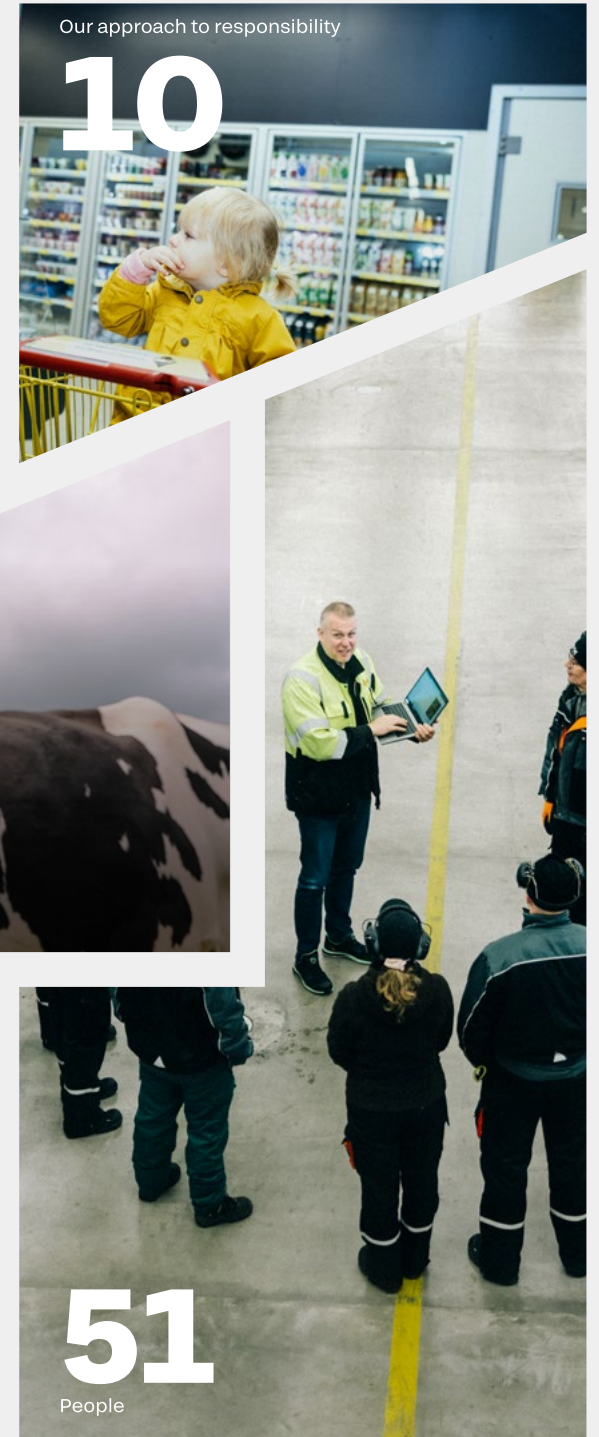


Atria in 2023

3

25

Towards a carbon-neutral food chain



Our approach to responsibility

10

51

People

16

Primary production at Atria



ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING



Atria in 2023

Atria's strategic goal is to modernise and grow to become the Winning Northern European Food Company. The development of our operations and selection, our profitable growth, and the growth of shareholder value are supported by our three foundational pillars: excellent commercial expertise, effective operations, and a corporate culture and way of working that produce sustainable value for all our stakeholders.

Atria in brief

Established 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 all meals, thereby contributing to the essentials of well-being.

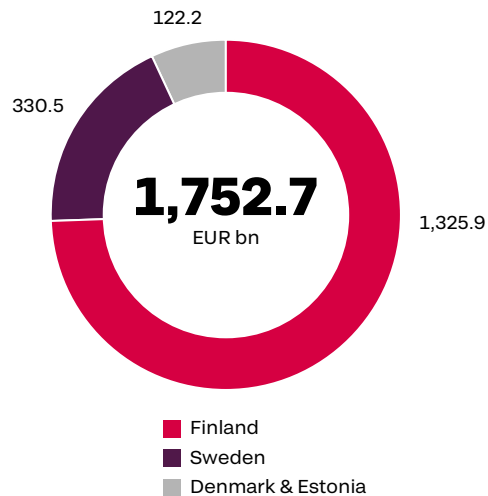
We develop, manufacture, market, and sell fresh meat-based and other foods as well as related services. Our core product groups include fresh and retail-packaged meat, poultry products, and meat products such as sausages and cold cuts, as well as pre-cooked meals and plant-based products. Our customers include consumers, groceries, the Food-service industry, and the food processing industry.

We act with respect for the planet, for people and for the food they eat. Atria makes good food and covers the entire food chain from family farms to the dining table. Our food is sustainably produced, nutritious, and safe.

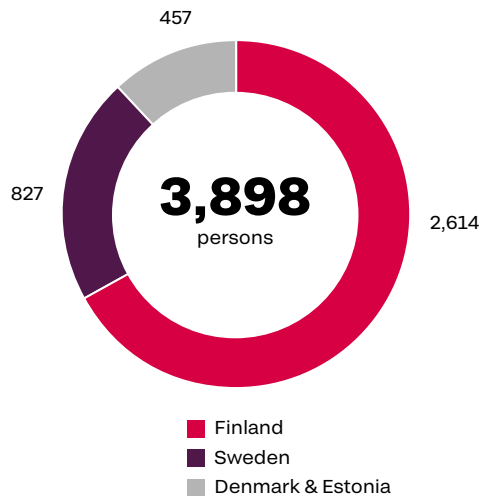
Our strategic goal is to modernise and grow into the leading North European food company. The development and growth of Atria is based on excellent commercial expertise and an efficient and responsible way of working. Our main product, good food, brings pleasure to people and creates sustainable value for all our stakeholders.

In 2023, our net sales were EUR 1,752.7 million and we employed 3,898 meat and food industry professionals in Finland, Sweden, Denmark, and Estonia. Atria Plc has been listed on Nasdaq Helsinki since 1991.

Net sales by business area



Group's average number of personnel by business area



1903

Established

3,898

Atria Group personnel, average

1.75

Net sales, bn EUR

1991

Listed

100%

Amount of domestic meat in Atria-branded products

12

Accident frequency rate



ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING

Responsibility is daily work

GRI 2-22

In our responsibility programme for 2022-2025, our responsibility work includes not only our own operations but the entire Atria value chain. This means making our products and services even more responsible in increasingly closer cooperation with our supply chain partners and customers.

Atria wishes to make sustainable choices possible for consumers and customers and to promote the health of the environment and people.

We always operate responsibly

Responsibility is an integral part of Atria's strategy, business and daily work. On the group level, we define our shared operating principles and policies, ensure that our operations are in compliance with the above, and set up a common strategic target state and supporting development projects for all business areas. The realisation and continuous improvement of Atria's responsibility are part of day-to-day operational management across the business areas. The steering groups of the business areas analyse the operating environment and key stakeholder expectations regarding Atria's corporate social responsibility. 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 emission reduction targets. The targets are based on the Paris Agreement and aim to limit global warming to 1.5 degrees Celsius.



CDP (formerly the Carbon Disclosure Project) is an independent non-profit organisation that helps companies calculate and report their environmental impacts. Atria reports its progress annually. Atria has improved its score 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.

Read more on p. 47 →



The **EcoVadis** evaluation system comprehensively assesses corporate responsibility regarding environmental issues, labour and human rights, ethical operating principles, and responsible 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.



ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING

Moving towards carbon neutrality

In 2023, cost-induced inflation and economic uncertainty prompted major changes in consumer behaviour and food choices. Our responsibility work remained unaffected as we worked on our key objectives with determination, achieving excellent results. Our focus was especially on mitigating climate change, reducing emissions from food production, and verifying the responsibility of our value chain.

We have been working for responsible food production for decades with good results. Responsible domestic meat production will remain a vital part of food production in future, and the climate impact of Atria's production is significantly smaller than the impacts of meat production in other countries.

The desire to lead the way in responsibility is so integral to our business that it is a major part of the Atria Group's strategy. We are moving towards the goals of our responsibility programme, updated in 2021 and focused on the key themes of planet, food, and people.

Atria produces healthy and safe food responsibly and sustainably while respecting people, the environment, and nature. Our sustainability work includes our own operations and the entire food chain of Atria from field to table. We are committed to reducing the climate and environmental impacts of our own industrial production, and we develop the responsibility of our operations in increasingly closer cooperation with our supply chain partners while considering the welfare of animals.

Our effects on people and the society around us are widespread. We create safe and meaningful jobs for Atria personnel, and we also take responsibility for those who work with Atria. We are a large employer who offers income and value to producers, subcontractors, and partners.

Scientifically proven targets support climate work

Our sustainability goals are closely intertwined with our most important environmental objective: Our goal is to reduce greenhouse gas emissions throughout the Atria food chain.

At the end of 2022, we received formal approval from the Science Based Targets initiative (SBTi) for our emission reduction targets, and in 2023, we made concrete progress by launching several development projects. Atria is committed to reducing the greenhouse gas emissions of its own operations (Scope 1 and 2) by 42 per cent by 2030 from our 2020 levels. The reduction target for Scope 3 emissions is 20 per cent per tonne of meat processed by 2030.

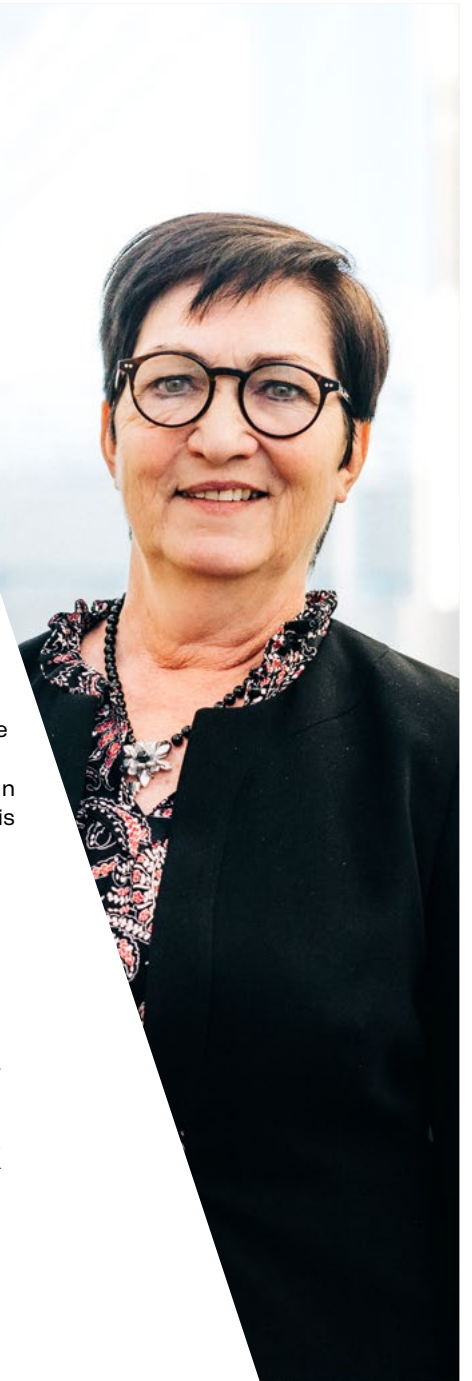
Solar power production nearly doubles

The reduction of energy consumption and waste in our industrial production, ecological packaging solutions, and the replacement of fossil fuels with zero-emission energy sources are central in reducing the carbon emissions of our operations.

We took a major leap forward in the use of solar power when the extension of the Atria solar power station in Nurmo in Finland came online in March 2023. This nearly doubled our annual solar power



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ATRIA IN 2023

Atria in brief

[Review from the Executive Vice President of Sustainability](#)

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING



ATRIA IN 2023

Atria in brief

[Review from the Executive Vice President of Sustainability](#)

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING

production capacity, and our solar park became one of the most significant producers in all of Finland. Good progress was made with the energy efficiency improvements of our new poultry factory in Nurmo.

New eco-friendly packaging arrives on store shelves

Reducing plastic and fossil materials and adding bio-based or monoplast materials is part of Atria's packaging strategy. In Finland, one of our largest product groups, Atria-branded vacuum-packed minced meat, was switched to bio-based packaging in 2023. The switch reduced the packaging's carbon emissions by 48 per cent.

Atria Denmark also tested the use of fully recyclable monoplastic materials in the packaging of cold cuts products, and the monoplastic material is planned for introduction in branded packaging at the beginning of 2024.

Environmental calculator helps emissions tracing

Our producers play a key role in curbing the environmental impacts of our primary production. The efforts to reduce emissions require reliable data on where the emissions of each farm come from. In 2023, we introduced the Carbo® environmental calculator for beef cattle and suckler farms, which allows our contracted farms to calculate the climate impacts of their farm and implement the right measures to effectively reduce carbon emissions. Our objective is to introduce product-specific carbon footprint labels on retail-packaged beef. Our chicken products have included a carbon footprint label since 2021, and we have also added the label to some of our pork products.

In 2023, we developed a model for verifying the sustainability work of pig farms with our contract producers in the Atria Pig chain. The model provides comprehensive information not only on the envi-

ronmental and climate impacts of farms, but also on broader sustainability themes such as the economic development of farms, animal welfare, biosecurity, and social responsibility. The responsibility index included in the model allows farms to verify and report the development of their sustainability. Developed in cooperation with pilot farms, our model will be expanded to the entire pork production chain by 2025. In the future, we plan to create a similar model for poultry and beef production.

Strong biosecurity enables antibiotic-free production

The spread of bird flu in 2023 raised concerns among the populations of several of our countries of operation. Atria's operations remained unaffected because solid protection against animal diseases and a high level of biosecurity have been and will remain an integral part of our daily work. We published our biosecurity strategy that seamlessly connects human and animal health, food and product safety, and the safety of living and working environments.

The share of antibiotic-free pork production increased in 2023. In Finland, we were the first to introduce domestically produced antibiotic-free bacon to the market. Our chicken products have been completely antibiotic-free for years, and our goal is for all of our pig farms to be antibiotic-free by 2025.

Occupational safety relies on company culture

At Atria, improving our personnel's occupational health and safety and well-being at work are key themes of our personnel responsibility efforts. Our accident frequency has been moving in the right direction for the last five years. In 2023, the accident rate per million hours worked decreased by 25 per cent to 12. We must keep working persistently to reach our long-term goal of zero accidents. We continued our group-wide Safely home from Atria occupational health and safety programme, regularly

highlighted different health and safety perspectives in internal communications, and encouraged employees to take personal responsibility for health and safety.

Diversity, inclusivity, and equality are an intrinsic part of Atria's operating principles and culture. To show our commitment to the above, we signed the diversity charter of the largest Nordic corporate responsibility network, Finnish Business & Society (FIBS), in 2023.

Taking responsibility for the future of domestic primary production

We wish to be a good partner for our producer-owners and ensure that Finnish farms can also be successful in the future. We launched the Atria 100 Young Producers training programme for young livestock farmers to improve the knowledge and skills of future producers for our changing operating environment. The programme will continue in 2024 as we aim to train a total of at least one hundred young people.

In 2024, we will continue our projects, especially those that reduce emissions and improve the traceability of our food chain. We will report the sustainability data required by the Corporate Sustainability Reporting Directive (CSRD) for the first time in early 2025, and our work to build that capacity is well under way. We also strive to more comprehensively inform consumers of the impacts of our operations and of our sustainability work.

Merja Leino
EVP, Sustainability

Responsibility work highlights



ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

[Highlights of the year](#)

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING

2023



Atria supports mental health work for children and young people

Atria supports the Mielen Tila project of The Association of Friends of the University Children's Hospitals. The project funds mental health work for children and young people. The association and Atria communicate to families about the importance of everyday conversations, presence, and interaction for children's mental health on a shared website and on Atria's product packaging.

Atria Finland launched the Atria 100 Young Producers training programme for future livestock farmers

Read more on [p. 67](#) →

In cooperation with the Atria Pig chain, Atria is the first in Finland to produce a model to verify the responsibility work of pig farms



Extension nearly doubles solar power production at Atria's Nurmo solar park

Read more on [p. 33](#) →



Atria reduces the carbon footprint of beef with the Carbo® environmental calculator

Read more on [p. 30](#) →

Atria Denmark receives the prestigious title of a socially responsible company

Read more on [p. 57](#) →

Mycorena and Atria Sweden enter into a cooperation agreement for joint development and commercialisation of mycoprotein products

Read more on [p. 50](#) →

Atria Finland commits to promoting diversity and equality in the workplace community

Read more on [p. 57](#) →



Atria delivers 40,000 cans of pork to Ukraine

Together, Atria's farmers, employees, Atria Finland, the Itikka co-operative, Lihakunta, and Pohjanmaan Liha supplied tinned pork to Ukraine and raised a total of EUR 114,881 in support.



Bioplastic reduces the carbon footprint of packaging - Atria brings new minced meat packaging to store shelves

Read more on [p. 39](#) →



Atria donated EUR 50,000 to the Olympic Fund to support goal-oriented sports for children and young people

The aim of Finland's Olympic Fund is to give promising young athletes a genuine opportunity to develop in their sport and to create the conditions for international success.



In 2023, Atria's grass-fed Finnish beef was again a great success at the World Steak Challenge in London

JN Meat International, a Danish partner of Atria, participated in the competition with Atria beef products and won the gold medal in three different categories.

Read more →

Factory investments

New poultry factory becomes the biggest investment in Atria's history

Our investment to expand poultry production proceeded as planned in 2023. We are investing approximately EUR 160 million to construct a new processing plant at our existing site in Nurmo in Finland. The investment includes new slaughtering, cutting, and packaging lines. The investment is set to increase Atria Finland's poultry production capacity by about 40 per cent.

The new factory uses the latest production technology and has been designed for maximum energy efficiency and safe working conditions. This allows us to reduce the food waste generated by the production process. The new technology will also significantly reduce energy and water consumption, and it allows us to improve health and safety in the workplace.

Atria Sweden reduces energy consumption with a new logistics centre and production shift

The largest reduction in energy consumption at Atria Sweden is the result of transferring production from Malmö to Sköllersta. The shift halves the energy consumed for the same production volume because of the considerably better energy efficiency of the Sköllersta plant compared to the plant in Malmö.

In 2023, Atria Sweden reduced its energy consumption by 3.6 per cent. Among other things, this was achieved by transferring production out of Malmö and using a new logistics centre. All facilities contin-

ued to increase their energy efficiency, including new LED lighting in Sölvesborg and Borås, refrigeration room temperature adjustment in Skene, and replacing equipment with more efficient models in Tranås.

The energy consumption of the new logistics centre remained even lower than planned.

Read more about energy efficiency on p. 32 →



As a result of the poultry factory investment, Atria Finland's poultry production capacity will increase by about 40 per cent.



ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

[Highlights of the year](#)

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING



ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING

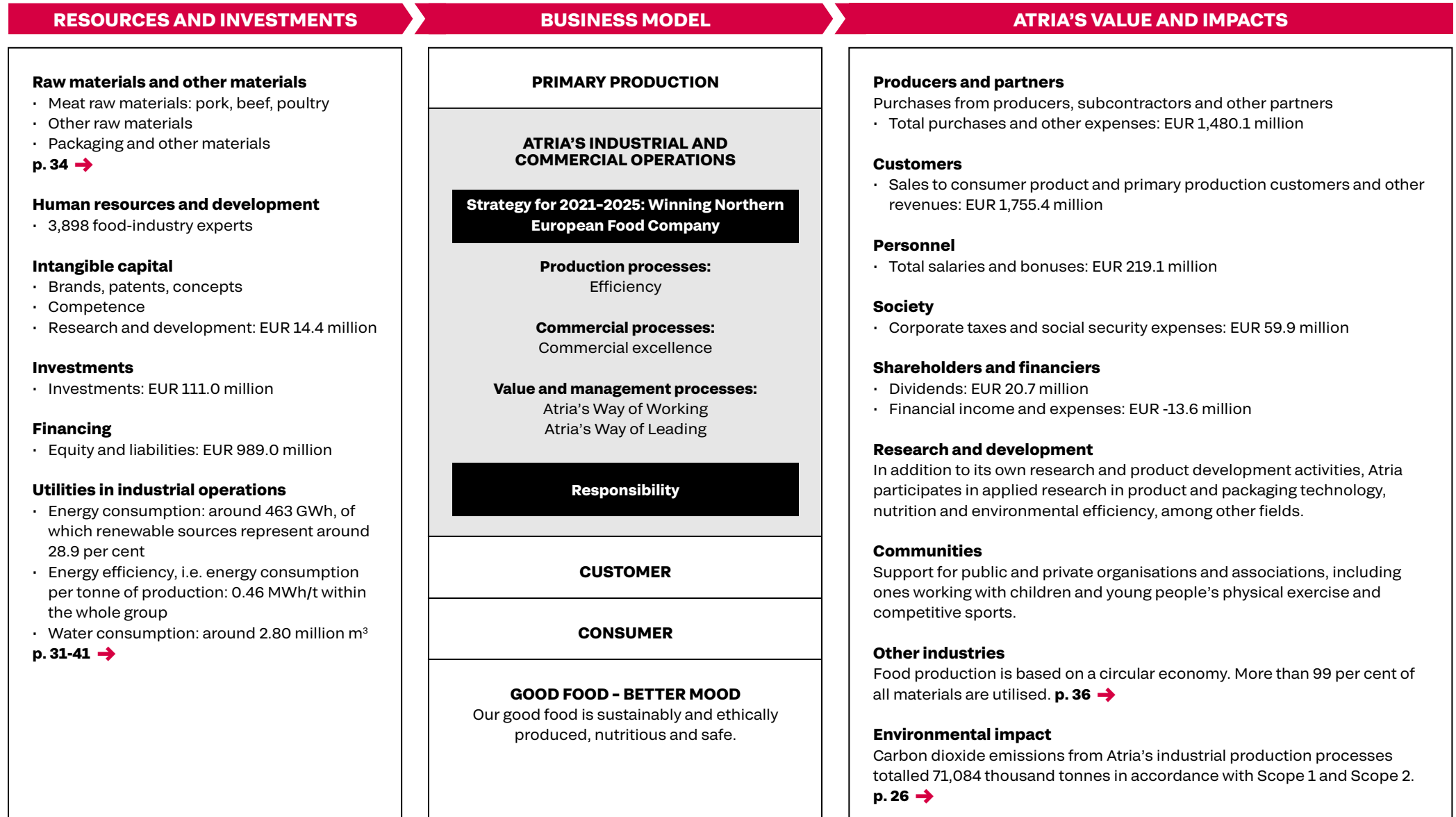


Our approach to responsibility

In addition to our own operations, our sustainability efforts cover the entire Atria value chain. This means making our products and services even more sustainable in ever closer cooperation with our supply chain partners and customers.

Atria wants to enable consumers and customers to make sustainable choices and promote the well-being of the environment and people.

How Atria creates value throughout the food chain



ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS





PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING

Responsibility efforts cover the whole value chain

		THEMES
	<p>PRIMARY PRODUCTION</p> <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. 	<p>Animal Welfare, Climate, Biodiversity, Antibiotics, Biosecurity, Traceability</p>
	<p>PRODUCTION</p> <ul style="list-style-type: none"> Improving energy efficiency and the efficient use of resources in our factories. Increasing and developing renewable energy sources. The development of ecological and recyclable packaging solutions ensures product safety and reduces food waste. Environmentally friendly transportation by using modern equipment and transportation planning, and replacing fossil fuels. 	<p>Climate, Energy Efficiency, Packaging, Waste, Water</p>
	<p>PEOPLE</p> <ul style="list-style-type: none"> Providing Atria's personnel with safe and meaningful work. Also taking responsibility for those working with Atria (people in the value chain). 	<p>Employee Health and Safety, Fair Employment and Human Rights, Competence Development</p>
	<p>PRODUCTS</p> <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. 	<p>Food Safety, Nutrition, Joy from Food, Traceability</p>



ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS












PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING

Atria's responsibility programme

PLANET				
Focus area	Main objective	Sub-themes	Measures in 2023	Sustainable development goals
<p>Working to create a carbon-neutral food chain</p>	<p>We reduce emissions across our chain and produce information about our measures. We have ambitious climate targets approved by the SBTi.</p>	<ol style="list-style-type: none"> 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. We cooperate with our supply chain partners to reduce emissions. We will further improve our energy efficiency and increase our use of renewable energy. <p>We produce information about the carbon footprints of our products.</p>	<ol style="list-style-type: none"> 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. We further developed our animal species and farm specific carbon footprint calculators and expanded the calculation in cattle farms in particular. We estimate that these data will be usable in 2024. Atria's plant in Nurmo, Finland, extended its solar power park. Once the extension starts operating, Atria's annual solar power output will be roughly 9,000 MWh. The use of renewable solar energy plays an important role in reducing our emissions. 	  
		<ol style="list-style-type: none"> We develop the sustainable use of plastics as we move towards a circular economy. 	<p>Atria's vacuum-packed minced meat was switched to bio-based packaging. Replacing fossil-based plastic with bio-based plastic will reduce the package's carbon dioxide emissions by 48 per cent. Thanks to the new packaging, the amount of fossil-based plastic used in packaging will reduce by approximately 120,000 kg per year.</p> <p>Atria Denmark has tested the use of monoplasic materials in the packaging of cold cuts. The monoplasic material is a fully recyclable material, and, thanks to its durability, makes it possible to significantly reduce the amount of plastic in packaging.</p>	  
		<ol style="list-style-type: none"> We expect our suppliers of materials and raw materials to pay attention to biodiversity impacts, particularly in terms of high-risk raw materials. We identify the strengths of primary production in safeguarding biodiversity. 	<ol style="list-style-type: none"> 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. 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. 	  
		<ol style="list-style-type: none"> We identify the water risks in our supply chain. We cooperate with local water utilities and waste water treatment plants. 	<ol style="list-style-type: none"> 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. 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. 	 



ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING



ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING

PRODUCT				
Focus area	Main objective	Sub-themes	Measures in 2023	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.	<ol style="list-style-type: none"> 1. Zero product recalls. 2. 100 per cent of our products are produced in facilities that have food safety certification. 3. All our suppliers of raw materials and materials have been certified or audited. 4. Strong biosecurity across the chain. 	<ol style="list-style-type: none"> 1. In the reporting year, we made only one product recall in Finland. 2. 100 per cent in all business areas. 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. 	
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.	<ol style="list-style-type: none"> 1. By promoting operating methods that prevent animal diseases, we reduce the use of antibiotics. 2. Our contract farms use a documented animal healthcare system. 3. Zero animal welfare violations in Atria's animal transport and slaughterhouses. 	<ol style="list-style-type: none"> 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. 2. During the reporting year, 100 per cent of Atria's contract production volume came from farms that are members of SIKAVA, and 95 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. 3. In connection with animal transport, animal handling or slaughter, no fines or official coercive measures were imposed in the reporting year. 	
Safety and transparency through traceability	We are promoting the transparency of the production chain through increasingly accurate traceability information.	<ol style="list-style-type: none"> 1. We increase the number of products that can be traced back to the farm of origin. 2. Our products add value to sustainability. 	<ol style="list-style-type: none"> 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. 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. 	



ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN







HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING

PEOPLE				
Focus area	Main objective	Sub-themes	Measures in 2023	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"> 1. Managing risks and sharing good practices. 2. Accident frequency -50 per cent in 2025 compared to 2020. 3. A positive and attractive working environment that increases creativity and enables innovation. 4. Participation opportunities and competence development for employees. 	<ol style="list-style-type: none"> 1. 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 twice during the reporting year. A key theme is the sharing of good practices in the field of occupational safety. 2. In 2023, the number of accidents decreased to 430 (2022: 435). Atria Group's accident rate per million hours worked was 12 (2022: 16). Occupational safety at Atria has improved significantly during the last four years. 3. 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. 4. 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"> 1. We maintain a product selection for all occasions. 2. We provide information about the nutritional qualities of our products (e.g. products with the Heart Label or Keyhole). 3. We support the well-being of our producer owners. 4. We communicate openly about our work to provide sustainably produced food. 	<ol style="list-style-type: none"> 1. 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. 2. In 2023, Atria Finland carried out a large advertising campaign in which we raised consumers' awareness of our Heart Label products. 4. In each business area, Atria actively communicates about its daily activities based on target groups and through several channels. 	   



ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING



Primary production at Atria

Our work for responsibility is guided by ambitious goals: a carbon-neutral food chain, pure and safe products, and the general well-being of people.

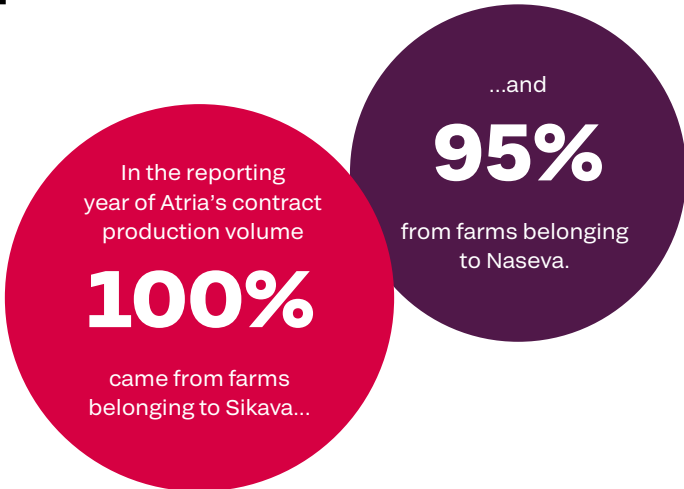
Sustainable primary production

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

In Finland, the authorities and Animal Health ETT, as well as Atria and other operators in the sector, have developed their own internationally unique systems for monitoring the welfare and health of production animals, which are the centralised healthcare register for Finnish cattle herds (Naseva) and the national health and welfare register for swineherds in Finland (Sikava). Both systems monitor animal welfare based on the five freedoms. The parameters for animal welfare in the broiler chain at Atria are included in a monitoring system shared by the producers. The

monitoring data can be used to further improve animal welfare on farms and verify market needs. **Read more about animal welfare on p. 21 →**

All our operations are guided by animal protection laws: the Animal Protection Directive at the EU level and the Animal Welfare Act and species-specific laws at the national level. Slaughterhouse operations are guided by the EU Regulation on the protection of animals at the time of killing.



- 1** • Prevention of diseases
• Feeding solutions
• Production conditions
• Working methods
- 2** • Animal trading
• Slaughter sourcing
• Financing
• Feed production
- 3** Supervision by the authorities to ensure animal protection and welfare on farms and in slaughterhouses.
- 4** Applying scientific research to industry development.
- 5** National health monitoring systems maintained by Animal Health ETT: the national health and welfare register for swineherds in Finland (Sikava) and the centralised healthcare register for Finnish cattle herds (Naseva).

Cooperation between the authorities and industry operators.
- 6** • Competent producer
• Profitable farms
• Healthy and well-kept animals

- ↑
- ATRIA IN 2023**
- Atria in brief
- Review from the Executive Vice President of Sustainability
- Highlights of the year
- OUR APPROACH TO RESPONSIBILITY**
- PRIMARY PRODUCTION AT ATRIA**
- TOWARDS A CARBON-NEUTRAL FOOD CHAIN**
- HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS**
- PEOPLE**
- RESPONSIBLE SOURCING**
- CORPORATE RESPONSIBILITY MANAGEMENT**
- REPORTING**

Sustainable feeding of animals

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

Atria promotes sustainable feeding in its feed production and by providing feed, farming and land use advice to contract producers and farmers. Atria operates a wholly owned subsidiary, A-Rehu, which manufactures animal feeds.

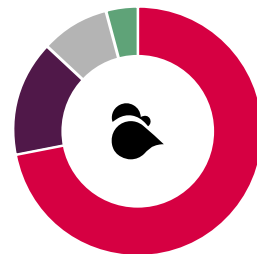
The feeding of production animals on Finnish farms is primarily based on domestically grown ingredients: barley for pigs, oat for poultry and grass from the producers' own farm for cattle. Supplementary protein, vitamins and minerals are also needed, as they are essential for animal growth and welfare. Only small quantities of soy are used in animal feeding. Soy is entirely absent from cattle feed.

Atria has worked persistently to replace the use of soy in animal nutrition with domestic protein sources, as the cultivation of feed soy can cause deforestation and have a negative impact on biodiversity.

Phasing out soy, together with effective and efficient feed solutions and good animal health, are key factors in reducing the carbon footprint of production. Increasing protein self-sufficiency and abandoning the use of soy require the development of feeds in close cooperation with crop farmers, the feed and food industries, and livestock producers.

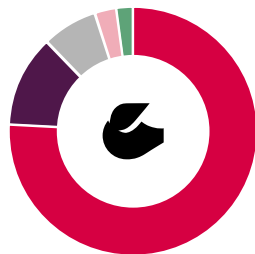
Read more on p. 36 →

This is what the Atria Family Farm animal feed menu looks like



Poultry

- Cereals (hulled oats and wheat) **72%** (75%)
- Pea **15%** (8.5%)
- Certified ground soy **9%** (11.5%)
- Other (rapeseed, minerals, vegetable oil) **5%** (5%)



Pig

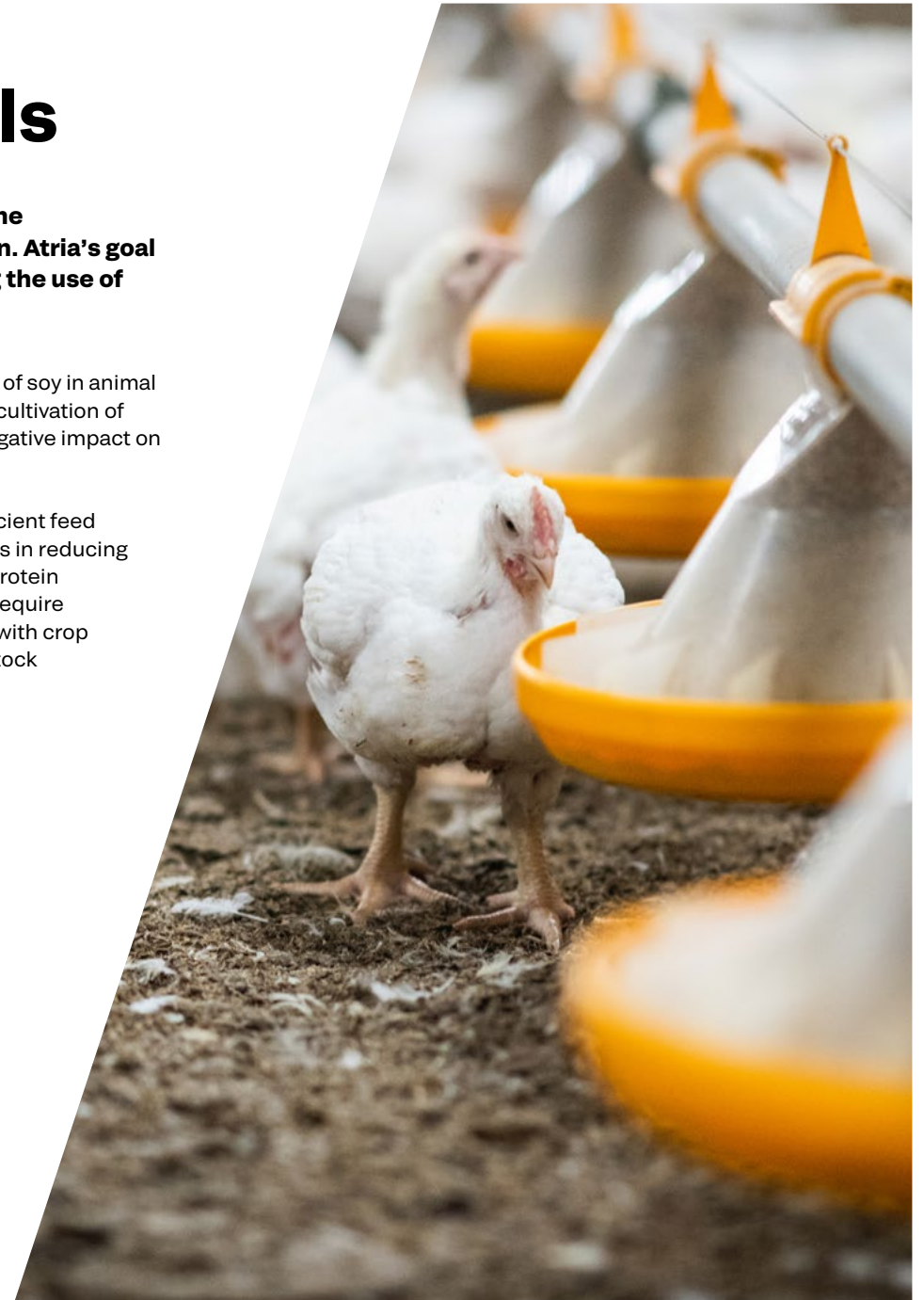
- Finnish cereals **76%** (76%)
- Barley protein **12%** (12%)
- Dairy by-products **3%** (2%)
- Others* **7%** (8%)
- Certified ground soy **2%** (2%)



Beef

- Grass **60%** (60%)
- Finnish cereals **39%** (39%)
- Minerals **1%** (1%)

Data in brackets from 2022 for comparison.
*Pea, rapeseed, fava bean, minerals, vegetable oil, trace elements, vitamins



ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING

Sustainable soy

Atria is actively reducing the use of ground soy in its feed and is committed to using sustainably produced soy. The soy is either Pro Terra- or RTRS-certified. Soy consumption decreased in 2023 due to an increase in the use of peas. A-Rehu uses both GM-free and GM ground soy. Due to difficulties in the availability of non-GM ground soy and in the predictability of its price, A-Rehu is not committed to the use of non-GM ground soy. With the exception of soy, all raw materials in Atria's pig and chicken feeds are GM-free.

Alternatives that can replace imported soy and wheat in chicken feed include domestic hulled oats, field peas, fava beans and rapeseed extract.




On pig farms, the main alternative to soy is barley protein feed, which is a by-product of the ethanol industry. The use of domestic peas and fava beans has also increased. Part of the final rearing phase at Atria's pig farms has been completely soy-free since 2017. Some production networks are completely soy-free, from piglet production to final rearing.

Cattle get most of the protein and other nutrients they need from grass feed and Finnish cereals. The protein supplement given to cows consists of a Finnish rapeseed extract or European coarse colza meal. A-Rehu stopped using ground soy in cattle feed already in 2017.

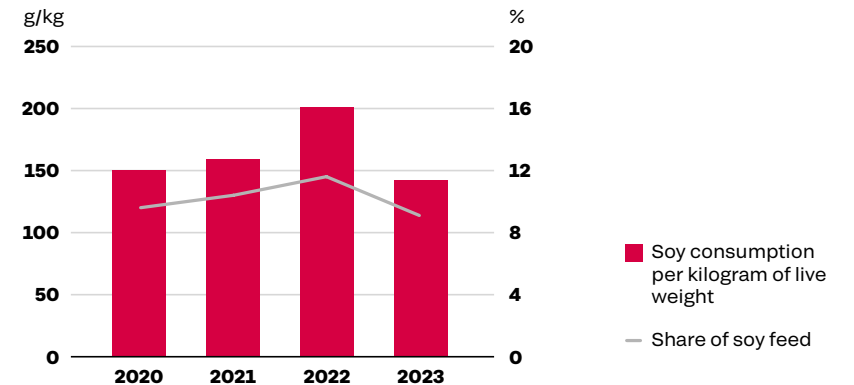
Read more about peas on p. 20 →



Use of feed soy in the Atria chain

			
Share of soy feed	9.1%	2.0%	0.0%
Soy consumption per animal live weight	142 g/kg	5.7 g/kg	0 g/kg

Use of feed soy in Atria broilers, g/kg



ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING



ATRIA IN 2023

Atria in brief
Review from the Executive Vice President of Sustainability
Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

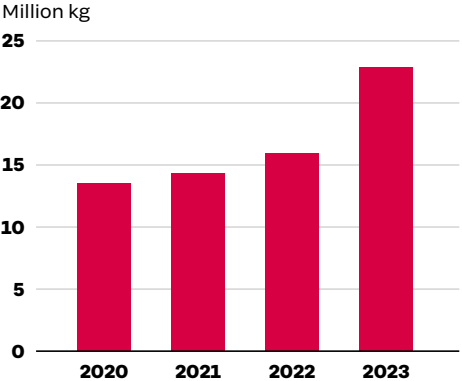
REPORTING

PRIMARY PRODUCTION AT ATRIA

Increased use of domestic protein

Atria aims to increase the use of domestically produced protein. The replacement of soy with domestically produced protein in feeds was also promoted in 2023. The contract land area of field peas grew by 35 per cent in the reporting year. In 2023, 22.85 million kilograms of peas were used. A-Rehu is Finland’s largest user of field peas and a pioneer user of Finnish protein crops in replacing soy. A-Rehu’s demand is 30 million kilos per year. During the reporting year, sustainable farming methods and practices were promoted through research and development projects, farmer events and webinars, for example.

Use of field peas at A-Rehu



CASE

A-Rehu is the largest user of field pea in Finland

Crop area has multiplied

Atria and A-Rehu have done significant work in increasing domestic field pea cultivation. We started using field peas for broiler feed in 2016. Before this, the annual crop area of peas in Finland was about 5,000 hectares, and in the reporting year, it has grown to over 44,000 hectares.

Field pea introduces desired variation to the crop rotation, improves the soil structure, binds nitrogen to the soil and reduces the use of fertilizers. Without Atria’s broiler production and its own feed industry, the cultivation of field peas would still be much lower, and the use of soy higher. New varieties of field peas have also played an important role.



Well-kept and healthy animals

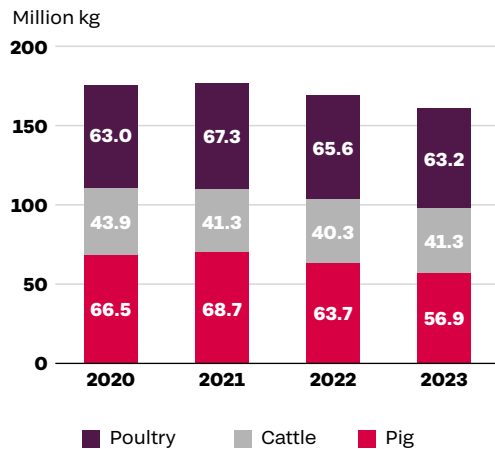
We ensure animal welfare throughout Atria's food chain. We invest in sustainable primary production by improving animal welfare, as well as developing the management of the risk of animal diseases, antibiotic-free production and feeding solutions in cooperation with meat producers, industry experts and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

The basis for the development of animal welfare at Atria is our procurement policy and contract production model.

Healthy and well-kept 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. Production contracts between Atria and its producers also contribute to ensuring animal welfare. Contract producers are required to commit to Atria's production methods guidelines, as well as to systematic work that also ensures animal welfare.

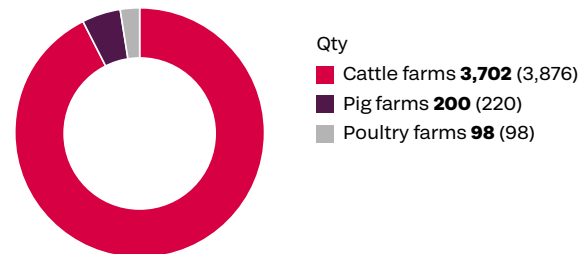
Atria collaborates with its stakeholders such as contract producers, agriculture associations and authorities, and maintains a dialogue with parties interested in and taking care of animal welfare. The collaboration and dialogue help us ensure that Atria's contract production maintains and develops best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

Volume of meat processed by Atria



The volume of meat processed by Atria decreased by 8 million kilograms from the previous year.

Number of Atria's contract production facilities by type of production



Five fundamental animal rights

Atria's Animal Welfare Policy sets the framework for good production practices in contract production and sets minimum criteria for other procurement 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, thirst and malnutrition**
- 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**



ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING



ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING

PRIMARY PRODUCTION AT ATRIA

Atria's Good Manufacturing Practices

Atria's Good Manufacturing Practices are species-specific summaries of the verifiable practices applied in Atria's contract production used in stakeholder communications. They complete and specify the principles applied during the various phases of the production chain described in the animal welfare policy. Atria's **Good Manufacturing Practices** include a description of the animals that are reared, rearing methods, production circumstances, healthcare, physical measures, animal transport and practices at slaughterhouses, among other things.

Supervision by the authorities supplements self-monitoring

Dozens of official supervisors work at Atria's slaughterhouses every day. Official veterinarians monitor the entire slaughter process, from the transport of animals to the storage of carcasses. The official veterinarians also monitor the animal welfare measures carried out as part of the slaughterhouse's self-monitoring.

No fines or coercive measures were imposed concerning animal transport, handling or slaughter during the year under review.

Preventive work seen in low number of diseases

The effective prevention of animal diseases and excellent health of production animals are key strengths of Atria's primary production. Transmissible animal diseases are systematically prevented in accordance with animal disease prevention programmes and guidelines prepared in cooperation with Animal Health ETT* and the authorities. The strengthening of biosecurity throughout Atria's production chain is also important, as it prevents animal diseases and helps manage the serious risks associated with them. In 2023, we created a biosecurity strategy based on the WHO One Health approach.

Read more about the biosecurity strategy on p. 44 →

Our preventive healthcare work has been successful. As a result of decades of systematic work, we have completely eliminated diseases such as porcine enzootic pneumonia, mange and dysentery from Atria's pig chain. Salmonella is extremely rare in Atria's animal production chain, and any deviations are addressed immediately. Salmonella is eliminated from all farms where it is detected.

We maintain contingency plans for easily communicable diseases for each animal species. The purpose of the contingency plans is to prepare for any disruption caused by any animal disease, determine measures to minimise the loss and damage caused by an animal disease and facilitate recovery from the occurrence of animal disease.

We require that our contract producers comply with our production guidelines for the management of animal disease risks, among others. In addition to Atria's veterinarians and other experts, expert veterinarians from Animal Health ETT and attending veterinarians provide farms with support.

* Animal Health ETT promotes the health and welfare of production animals in Finland by coordinating animal healthcare at the national level and directing imports of animal material and feed. This makes it possible to control the risk of animal diseases and lay a foundation for the safety of Finnish animal-based food products.

We promote 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 for freedom from antibiotics to such an extent that the animals do not need to be medicated with antibiotics throughout their lives. On Atria's contract farms, antibiotics are not used routinely without justification. Only sick animals are treated based on a veterinarian's diagnosis, avoiding unnecessary medication.

Animal medication on farms is supervised by the farm's own attending veterinarian, and the medicine records are supervised 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.

100%
The chicken products of the Atria brand are antibiotic-free.



Atria production's impact on nature

Animal production is highly dependent on biodiversity and ecosystem services. It also has significant natural effects – both reinforcing and weakening. Identified environmental impacts in the Atria chain include but are not limited to climate and water impacts, water use, land use, and biodiversity practices.

In the reporting year, we carried out an extensive background study in Atria Finland's business area on the environmental impacts of primary production from the global, European and Finnish perspectives, as well as that of our own Atria chain. The impact on nature is also part of the new strategy of Atria Finland's primary production companies.

For example, Atria invests heavily in the development of primary production and the training of producers through various projects, the contents of which also aim to promote biodiversity while considering the boundary conditions of the food production chain.

CASE

Science Based Targets for Nature Pilot Group for Nature Instructions

In April 2022, Atria was approved to join a pilot programme organised by FIBS (Finnish Business & Society) and The Finnish Innovation Fund Sitra. In the programme, Science Based Targets Network (SBTN) is developing a set of instructions which the participant companies will use to set their own science-based nature targets. The purpose of the instructions is to speed up corporate measures aimed at stopping the increasing loss of biodiversity. In total, 35 companies applied to the programme. The ten companies were among the first in the world to be chosen to participate in testing the instructions.

Atria selected at-risk raw materials, Finnish meat and investment projects for further examination, of which we examined our ongoing poultry investment as a case study. In cooperation with our persons in charge, experts, and the core team, we strive to identify the adverse impacts and significance of our operations, as well as our opportunities for influence, in accordance with the framework.



ATRIA IN 2023

- Atria in brief
- Review from the Executive Vice President of Sustainability
- Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

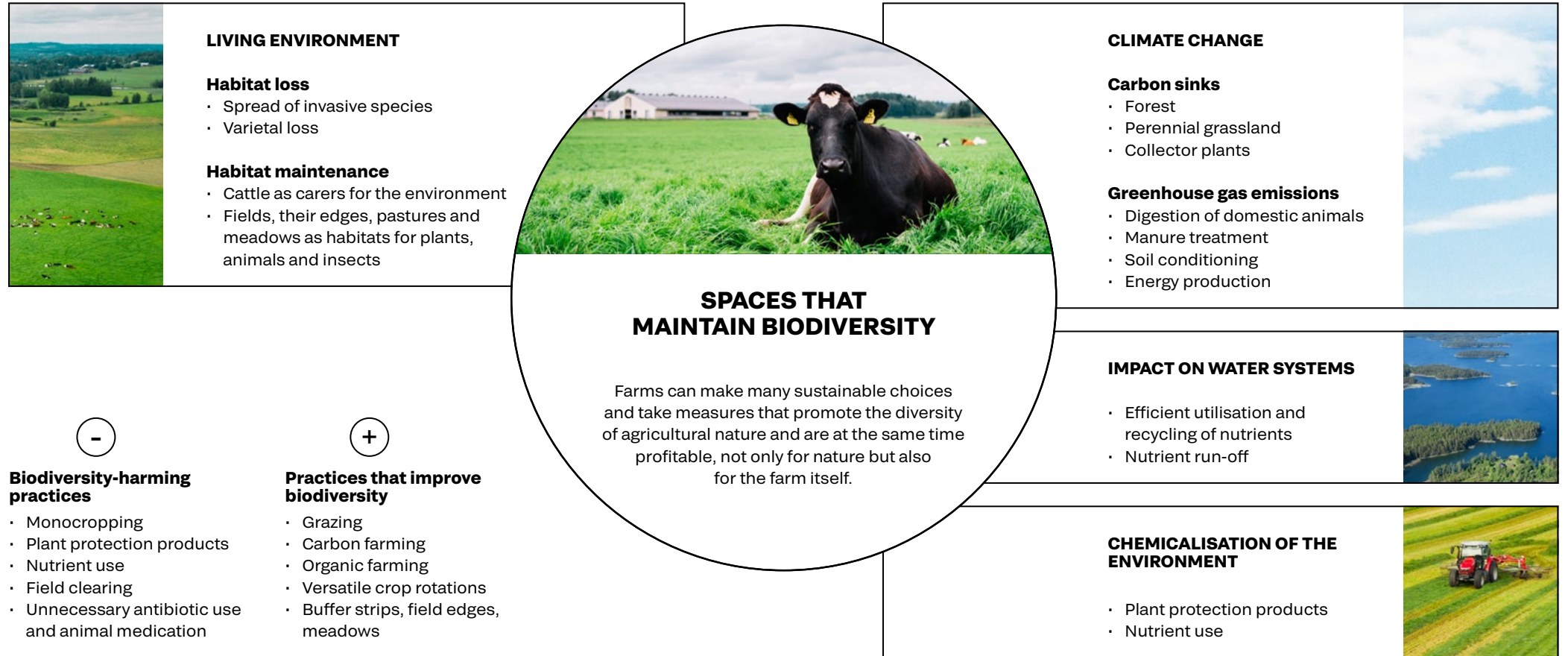
PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING

Effects of livestock farms on biodiversity



ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING



ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING



Towards a carbon-neutral food chain

Climate change is the great global challenge of our time. Our most important environmental target is a carbon-neutral food chain. To reach this goal, we are committed to reducing our environmental impact at every stage of our business: in primary production, in our production, in product development and in the distribution of products.

Atria's climate impact

GRI 2-23, 2-24, 3-2, 3-3

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 also creates added value to 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 all our partners to operate responsibly.

Our direct climate and environmental impacts are managed in many ways: by increasing energy efficiency and the use of renewable energy sources, reducing waste, developing ecological packaging solutions, and 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.

Ambitious climate targets

The Science Based Targets Initiative (SBTi) has officially approved Atria's emission reduction targets. The targets are based on a scientific calculation method to ensure that the companies' targets are aligned with those of the Paris Agreement. They strive

CASE

Atria is one of thirty large companies in Finland with approved ambitious climate targets that are bound to the 1.5 °C rate of warming*

SBTi-approved Atria targets:

Reducing greenhouse gas emissions during 2020-2030 by

42%

Scopes 1 and 2

20%

Scope 3
(per tonne of processed meat)

*Source: UN Global Compact



ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING



ATRIA IN 2023

Atria in brief
Review from the Executive Vice President of Sustainability
Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

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, 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 from its own operations (Scopes 1 and 2) by 42 per cent by 2030 from 2020 levels. The reduction target for Scope 3 emissions is 20 per cent per tonne of meat processed by 2030.

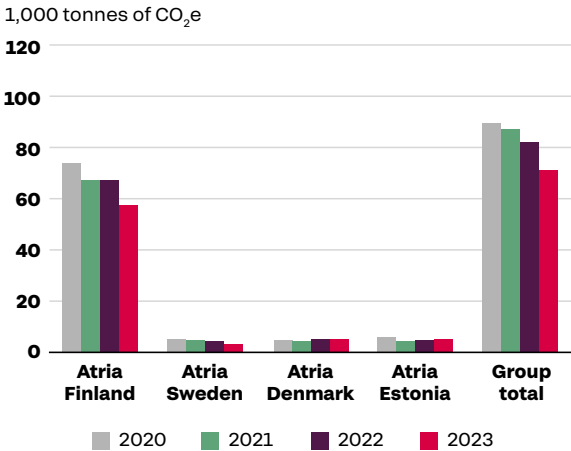
The main focus of the Scopes 1 and 2 carbon reduction measures is to replace fossil fuels with renewable energy. Examples of the measures taken to achieve our targets include increasing the use of solar energy and investigating the introduction

of wind power at Atria Finland's production plants, replacing Atria Sweden's fossil fuels with bio-based ones, and Atria Denmark and Estonia increasing the use of renewable energy.

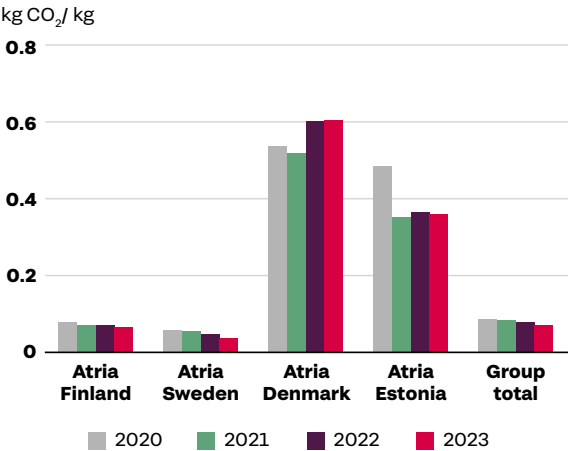
The environmental impact of Atria's products throughout their life cycle focuses on the production of meat, the main ingredient in its products. This is why primary production is key to reducing Scope 3 emissions. It is essential to continue and deepen the cooperation with meat producers to achieve these targets.

Detailed plans have been prepared for all business areas to achieve the emission reduction targets. Characteristic carbon footprint relative to production output varies between business areas due to product mix and pack sizes that vary a lot.

Carbon footprint by business area



Characteristic carbon footprint relative to production output by business area



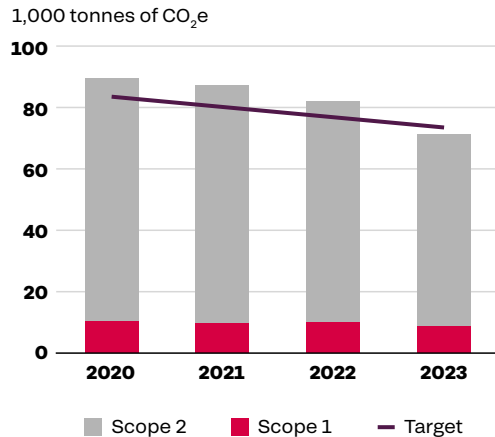
Atria's greenhouse gas emissions in 2023

Atria Group's greenhouse gas emissions have been monitored since 2016. The Group's goal has been to reduce greenhouse gas emissions by 25 per cent by 2025, compared to 2016 emissions. This target was already reached in 2020, when emissions were 27 per cent lower than in 2016. In the reporting year, the direct Scope 1 and 2 GHG emissions in our

operations have decreased in accordance with the SBTi targets by a total of 12.6 per cent from the level of 2020.

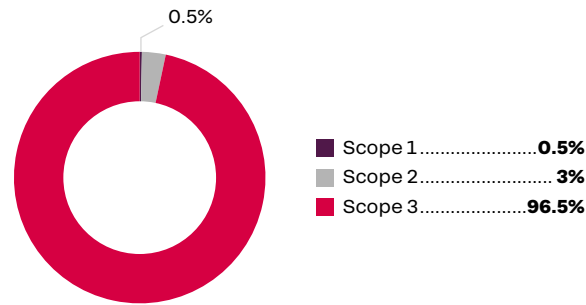
We have reduced greenhouse gas emissions through increased use of renewable energy sources such as solar energy and bio-based fuels in heat production. The primary objectives of investments to reduce emissions are to cut down greenhouse gas emissions and achieve cost-effective energy use.

Atria Group's carbon footprint



Total	2020	2021	2022	2023
1,000 tonnes of CO ₂ e	89.6	87.3	82.9	71.1

Distribution of total emissions in Atria's value chain



Scope 3 (red) covers all emissions (not included in Scopes 1 and 2) occurring in Atria's value chain, including both upstream and downstream emissions. This means all emissions from primary production and logistics, for example.

The carbon footprint calculation is based on the international Greenhouse Gas Protocol guidance. The calculation covers carbon dioxide emissions from Atria's industrial production process in companies of which Atria owns more than 50 per cent, in line with Scope 1 and Scope 2.

Scope 1 (red) covers direct emissions from energy sources that are owned or controlled by the reporting company, and that are used for heating and production, for example.

Scope 2 (grey) covers indirect emissions from purchased electricity, steam and heat production, and from cooling. Scope 2 reporting is based on a cost-based calculation method and employs the emission values of known energy sources or the national residual mix.



ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING

Climate impact of Atria's meat production

Atria Finland has calculated the carbon footprint of pork, beef and broiler 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.

Atria farms form a production chain that invests in responsible and sustainable solutions that have a significant impact on reducing Atria's carbon footprint. Atria wants to be the best partner for its producer-owners and ensure that the farms will continue to do well in the future. To secure the farms' operating conditions, Atria offers its producers comprehensive expert assistance that considers the entirety of the farm and the solutions made there, including the nature impact perspective.

Producers play a key role in reducing the environmental impact of primary production. At farm level, minimising environmental impacts means farm-spe-

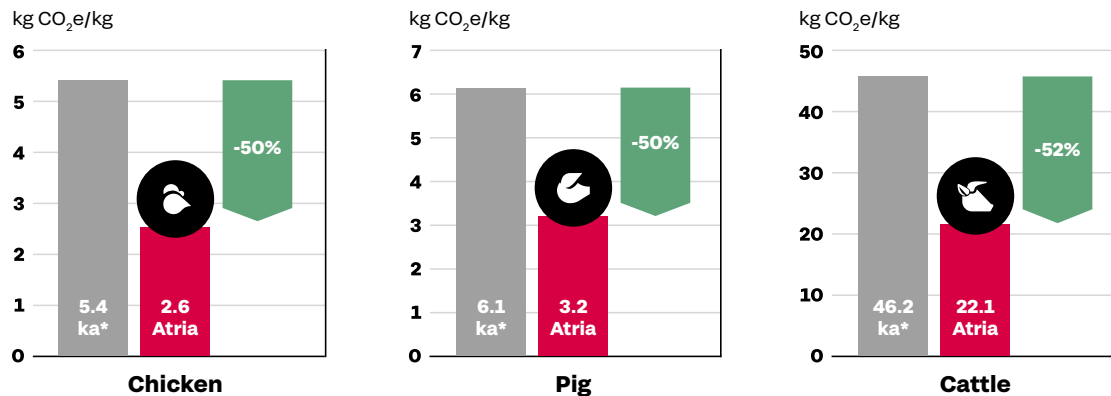
cific solutions based on the type of production. Resource efficiency and good input-output ratios are essential to the environment. Calculating the carbon footprint of production provides farm-level information on where emissions are generated and helps target measures to reduce them.

During the reporting year, Atria, in cooperation with Valio and Natural Resources Institute Finland, has developed a national calculation model for the carbon footprint of cattle farms (**read more on p. 31 →**). As a result of the calculation carried out in the pilot, the carbon footprint of Atria's cattle is more than 50 per cent lower than the international average.

In 2021, the reviewed carbon footprints of Atria's pork and chicken were around 50 per cent lower than the international average. In the reporting year, Atria continued to develop product life cycle assessment by studying the environmental impacts of its own primary production chain and modelling the distribution of emission sources from production processes into product and sidestreams.

In the reporting year, Atria has further developed farm-specific carbon footprint calculations by developing calculators. The aim is to have the calculators and the updated information available to both the farms and the entire Atria chain during the next year.

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 per cent of the pork, which is traceable to individual farms, and more than 50 per cent of the 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 calculation for cattle farms has been carried out with the Carbo® calculator. The environmental impact of beef production has been calculated with 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): www.fao.org/3/i3437e/i3437e.pdf.



ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING



ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING

CASE

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 on 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.

CASE

Atria reduces carbon footprint of beef with Carbo® environmental calculator

Atria, in cooperation with Valio and Natural Resources Institute Finland, has built the Carbo® environmental calculator, which is suitable for beef cattle and suckler cow farms, which was made available to its contract producers in the spring of 2023.

With this calculator, Atria's more than 1,200 contract farms specialising in beef production can calculate the farm's environmental impacts and explore the most efficient ways to reduce these impacts. Valio developed the Carbo® environmental calculator for dairy farms, with which they have calculated the carbon footprint of their own raw milk production since the autumn of 2020.

The information it generates enables the farms to implement measures that reduce their environmental impact.

Atria's goal is to introduce product-specific carbon footprint labelling on the consumer packaging of beef. Finnish consumers are increasingly aware of the environmental impact of food, and announcing the carbon footprint is one way to better serve our consumers.



Systematic and controlled work for the environment at Atria plants

All Atria production plants have a management system in place that complies 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.

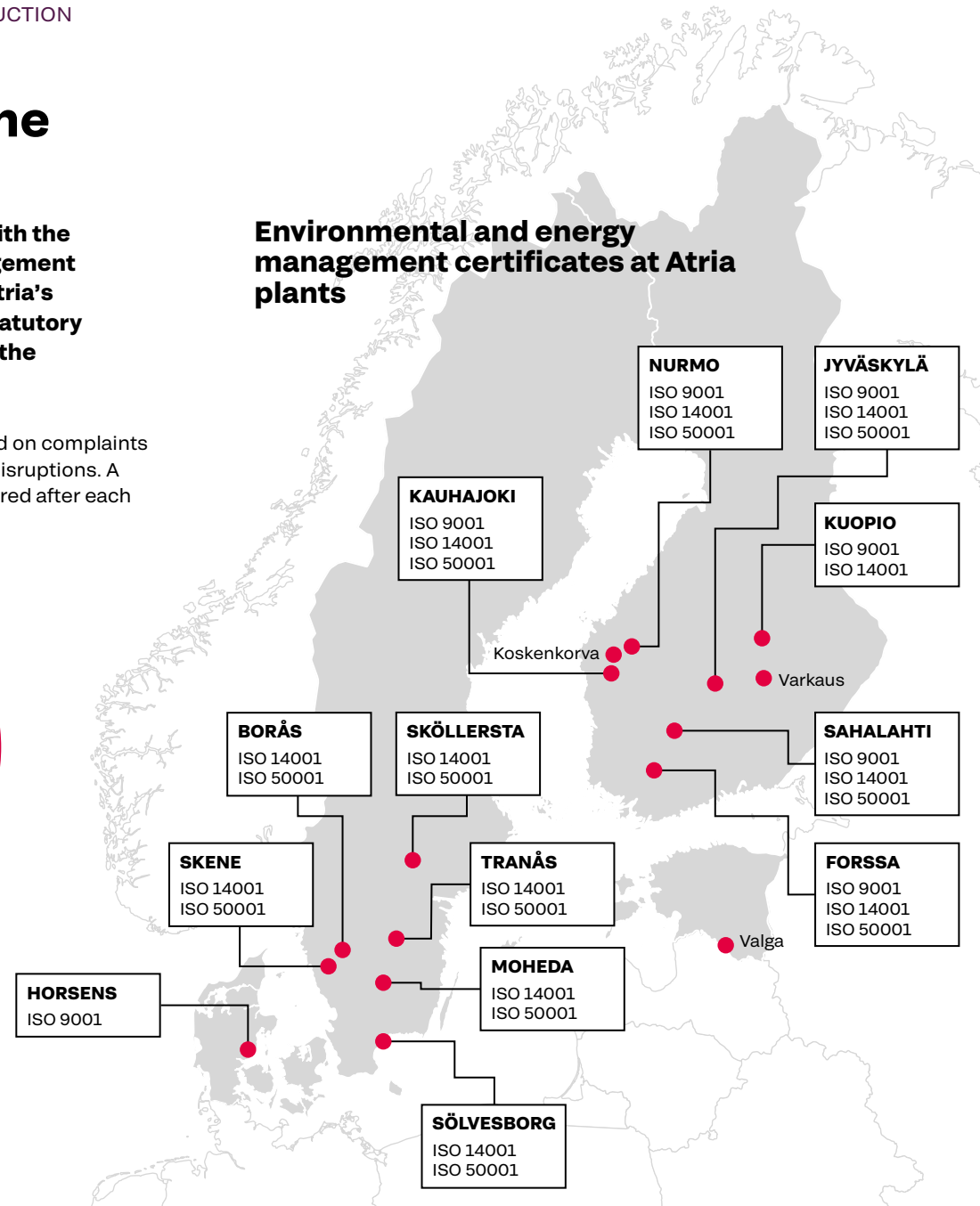
The operations of Atria's production plants are subject to environmental permits. Compliance is monitored by the environmental protection authorities in each business area, who monitor matters such as emission limits. In terms of chemicals, Atria's operations in Finland are monitored by the Finnish Safety and Chemicals Agency (Tukes), and plant safety is monitored by the fire and rescue authorities.

Inspections are also conducted based on complaints made by citizens and in the event of disruptions. A public inspection report will be prepared after each inspection visit.



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%

Environmental and energy management certificates at Atria plants



- ↑
- ATRIA IN 2023**
- Atria in brief
- Review from the Executive Vice President of Sustainability
- Highlights of the year
- OUR APPROACH TO RESPONSIBILITY**
- PRIMARY PRODUCTION AT ATRIA**
- TOWARDS A CARBON-NEUTRAL FOOD CHAIN**
- HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS**
- PEOPLE**
- RESPONSIBLE SOURCING**
- CORPORATE RESPONSIBILITY MANAGEMENT**
- REPORTING**

Progress in our energy efficiency programme

Atria is committed to boosting its energy efficiency by 7.5% from the level in 2015. Increased use of renewable, zero-emission solar energy is taking us towards our most important goal: Atria's carbon-neutral food chain.

The heat and steam used at Atria is produced using district heating, solid fuel, natural gas, biofuel and fuel oil. The ratio of electricity use between renewable and non-renewable energy sources is determined by the market situation and calculated based on national statistics.

Atria Group's energy consumption in 2023 was 463,275 (2022: 456,794) MWh. Total consumption decreased by 1.42 per cent from 2022, and energy consumption per kilogram produced fell by 6.9 per cent at the same time.

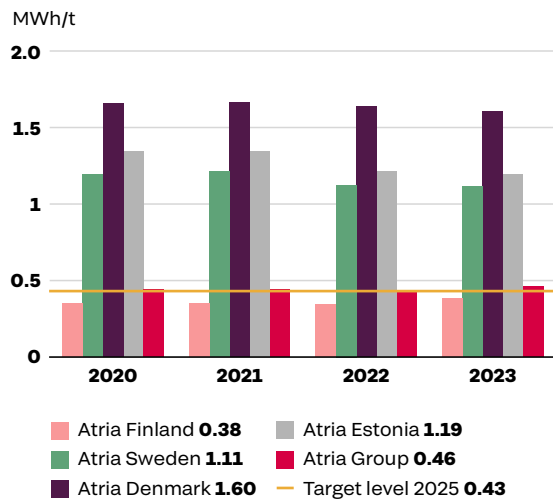
Atria's energy management system is based on the ISO 50,001 standard. The Group's energy manage-

ment team determines the common energy and environmental policy and the related goals, targets, indicators and management procedures. In addition, energy use and the effectiveness of implemented measures are analysed at the Group level. The business areas are responsible for preparing and implementing plant-specific action plans for achieving the energy and environmental targets.

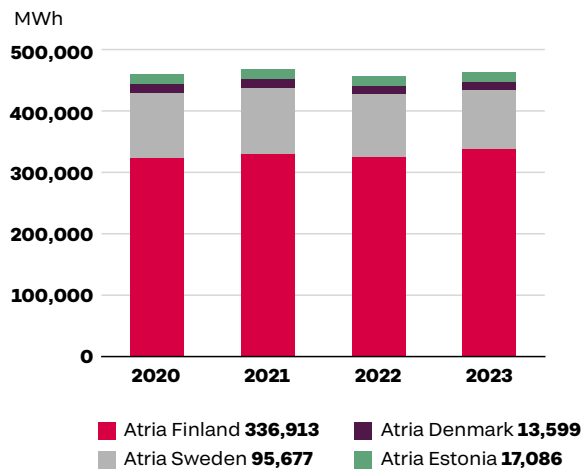
The business areas report on their progress to their management teams and the Group Management Team. In addition, Atria is committed to voluntary agreements such as the Energy Efficiency Agreement in Finland.

The Energy Efficiency Agreement period that began in 2017 runs until the end of 2025. Accordingly, Atria Finland is committed to improving its energy efficiency by 7.5 per cent from the 2015 level. There are dozens of different efficiency measures such as the optimisation and continuous monitoring of the use of sterile water, as well as the utilisation of waste heat, or the installation of new, energy-efficient lighting. In Finland, investments in the energy efficiency of poultry production have been made with a comprehensive waste heat recovery system, heat pumps and a hot water storage tank. Atria Sweden made commitment to reduce the use of energy from the base year 2017 to 2025 by 15 per cent. The goal was achieved 2023.

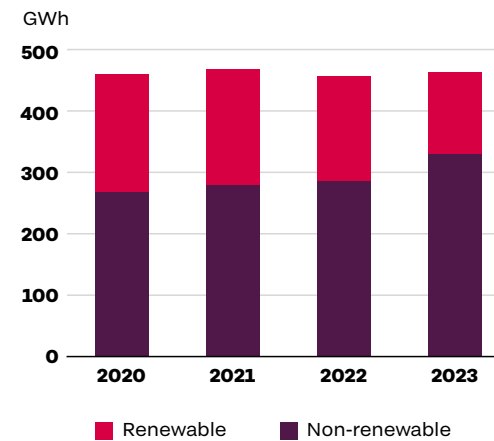
Energy efficiency in Atria Group



Energy consumption by business area



Energy consumption by primary source



ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING



ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING

CASE

Extension of Nurmo solar park nearly doubles Atria’s solar power production

The extension of the solar power station at the Nurmo plant, carried out by Atria Finland in cooperation with Solarigo Systems Oy, was deployed in the spring of 2023. With this, the panel capacity of the first plant commissioned in 2018 almost doubled. With the extension, it will produce about 4,100 MWh of solar power per year, which corresponds to the annual consumption of about 2,100 studio apartments. After the commissioning, Atria’s annual solar power output will be roughly 9,000 MWh.

“The use of renewable zero-emission solar energy is leading us towards our key goal: Atria’s carbon-neutral food chain. Atria is a solar energy pioneer in Finnish industrial production. The energy produced by the now-operational solar power station is mainly used at Atria’s Nurmo production plant,” says **Eero Yliselä**, Vice President of Technical Functions at Atria.

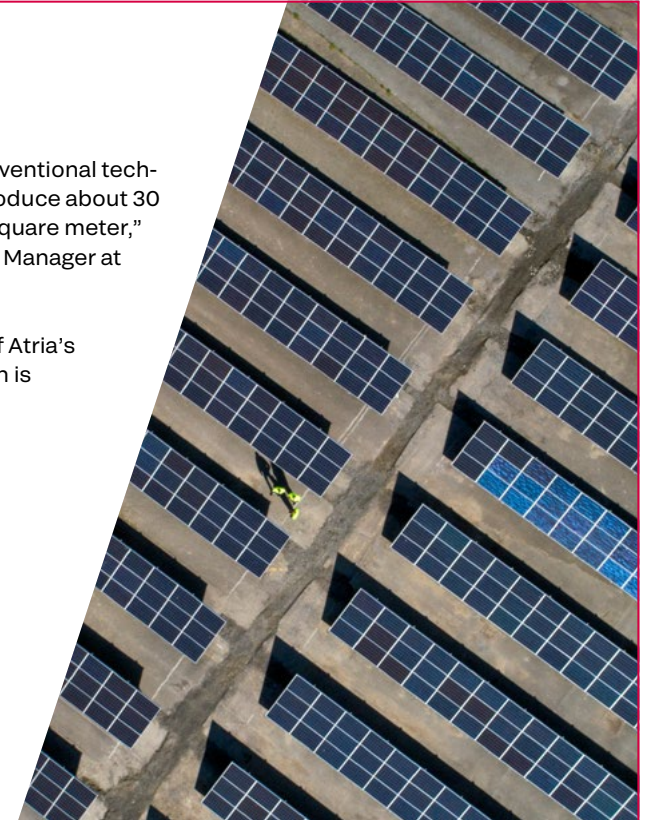
“The solar power station’s expansion is a significant project in Finland’s solar power sector as a whole. The current power station is the largest in Finland, and the extension alone is among the largest. The power station uses bifacial panels as a new technology, which also produces energy from diffuse radiation reflected to the back of the panels. This improves the solar power station’s efficiency rate and increases the annual energy

output, compared with conventional technologies. Its new panels produce about 30 per cent more energy per square meter,” says **Juho Lasonen**, Project Manager at Solarigo Systems Oy.

Approximately 8 per cent of Atria’s annual energy consumption is covered by solar power.



Atria is a solar energy pioneer in Finnish industrial production.



CASE

Atria Sweden enhances its operations

In the reporting year production was moved from Malmö to Sköllersta and fossil gas was replaced by biofuels. These actions lead to 600 tons of CO2 reduction.

A heat pump was installed in the Sköllersta logistics centre to save on both heating and electricity use. Ventilation fans have been replaced with energy-efficient technology in the form of EC fans.

The goal is to reduce waste in all production

GRI 301, 306

The careful and efficient use of raw materials and other materials lays the foundation for Atria's sustainable operations. Atria has extended experience in the circular economy. Various side streams are generated in food production in addition to the actual products. The goal is to use the raw materials and other materials fully.

Materials that cannot be processed into products are used in pet food or as fur animal feed, or as protein and mineral products in natural cycles in line with the principles of the circular economy.

Only a tiny fraction, 0.36 per cent in 2023, of all material flows is unusable and ends up in landfill sites or is treated as hazardous waste. In practice, only materials used as processing aids that cannot be recycled end up as landfill waste.

Atria was one of the first companies to join the food industry's material efficiency commitment in 2019

and is continuing its commitment in the new operating period 2022-2026. Supporting the joint goals of the industry through the commitment, Atria has specified practical measures to further improve material efficiency in production processes, in addition to developing product and packaging solutions. The company is also committed to increasing awareness of the opportunities and means of material efficiency in the food chain and among consumers.

Changing the operating culture to combat wastage

Wastage can be significantly reduced by our personnel's working methods and investment in process improvement. In 2023, following our responsibility programme, we focused on strengthening an operating culture that supports the reduction of wastage. Atria's internal waste management aims to improve value creation for material flows suitable for food production.

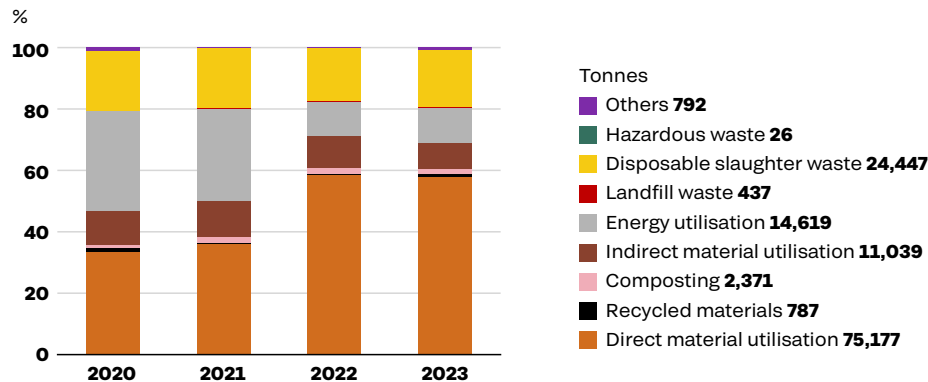
Wastage is managed in accordance with the same principles in all business areas of the Group. Various types of process wastage have been identified and indicators have been created to monitor them. These are displayed at the departments, and reactions to deviations take place without delay.

The share of unusable hazardous or landfill waste was only

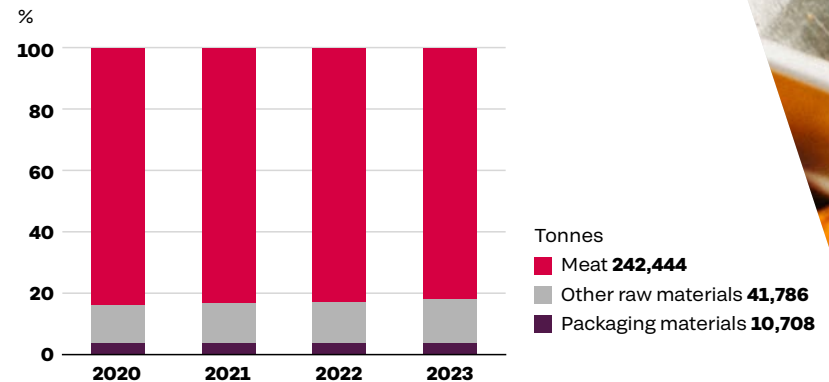
0.36%

in 2023

Breakdown of side streams



Raw materials and packaging materials used



CASE

Significant improvements in material efficiency through teamwork

Atria Finland’s organisation has a dedicated team working full-time to improve productivity. The most important tasks of this team are to reduce wastage in the industrial process and improve the yield in the meat product, fresh meat and poultry departments. In addition to playing a significant role in the success of project-type development projects, they also boost the involvement of the other staff and management of the departments, as well as increase understanding. They have achieved significant improvements and clear cost savings in the business area through production development projects. At the factories, the main focus for years now has been on intakes, i.e. preserving the value of raw materials throughout the process and controlling wastage.

“In practice, it means that the meat can be processed, cut and packaged so that there is no wastage at any stage,” says **Tauno Perälä**, SVP of Industrial Operations at Atria Finland.

The aim is to continuously improve the productivity and quality of the chain at the factory, not only through improved operational efficiency (e.g. increasing automation), but also by boosting information-based management. The more information about processes, wastage and deviations there is, the better the causes that affect productivity can be found.

“For example, we have already had a working group consisting of experts from primary production, the slaughterhouse, the cutting plant and quality for a year, which has sought direction for the development of the pork chain. The fact is that through better weight management, muscularity and health, we can reduce partial depreciation, which would make us quite a lot more productive as a chain. And the benefits would not only affect the slaughterhouse and cutting plant, but also the producer,” says Perälä.



... the meat can be processed, cut and packaged so that there is no wastage at any stage.



ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING

Circular economy is an important part of responsible business

The circular economy has always been part of Atria's responsible business operations across the value chain. Using raw materials and substances as efficiently as possible, utilising sidestreams, and recycling valuable nutrients are important ways to reduce the climate and environmental impact of operations while adding value to the food chain.

One of the strategic business ideas of Atria subsidiary A-Rehu is to be the largest utiliser and developer of Finnish protein and by-products of the food industry. 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 significant 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.

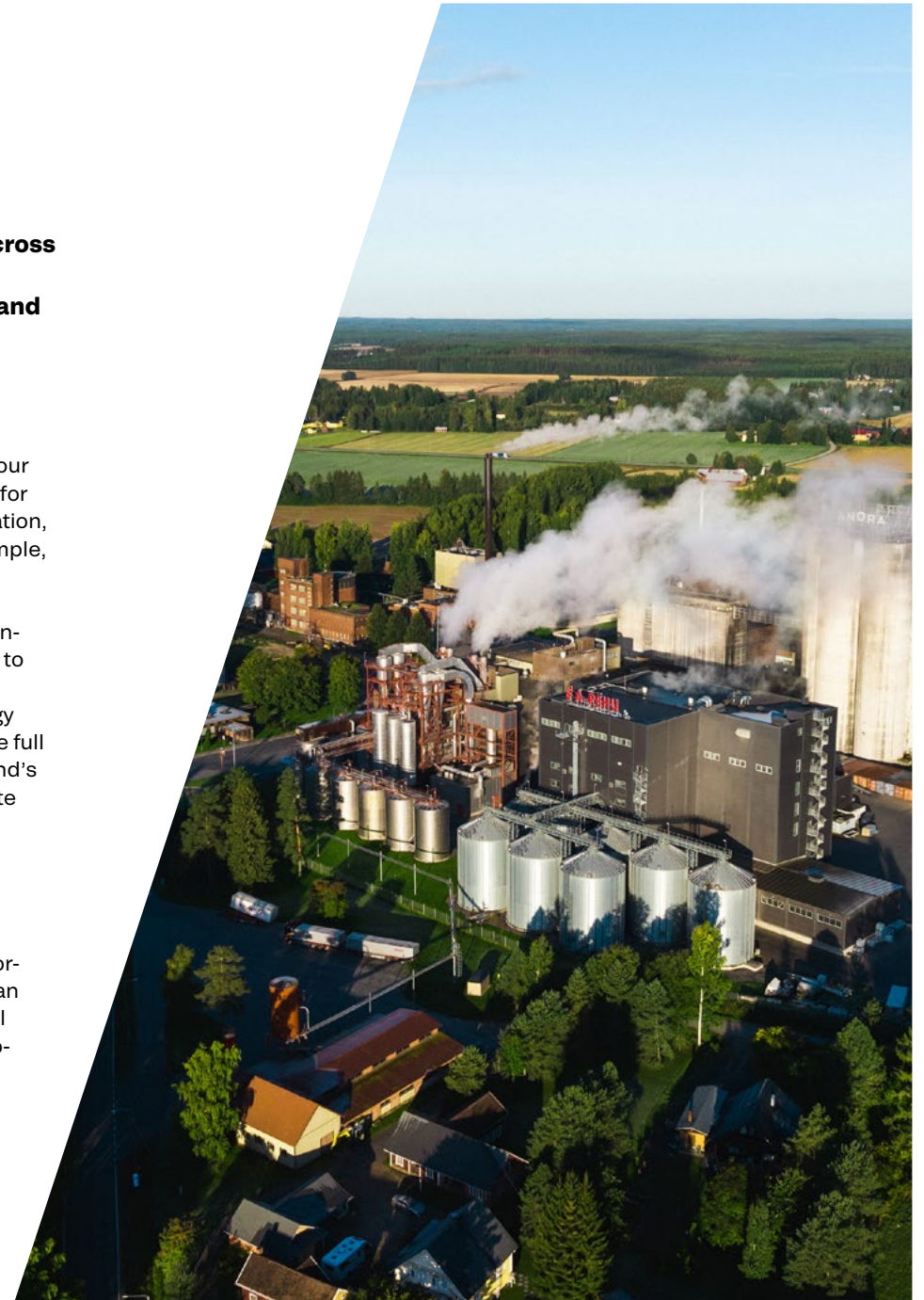
Own operations

99 per cent of the raw material flow of Atria's industrial process is utilised. By-products from our operations are utilised for pet food and for feed for fur animals. What we don't use in our own operation, we send for use as fractions elsewhere, for example, in the leather and pharmaceutical industries.

We invest in renewable energy: our already extensive solar park has been expanded, and we plan to produce and utilise wind power and biogas. Our packaging is either recyclable or usable in energy production. In our own operations, we also make full use of waste heat. A good example is Atria Finland's poultry investment, where the utilisation of waste heat has been taken further than ever before.

Read more about the largest investment in Atria's history on p. 9 →

The circular economy is also a significantly important economic issue. The more material flows can be utilised or recycled, the more we save natural resources that are in any case needed in the processes.



ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

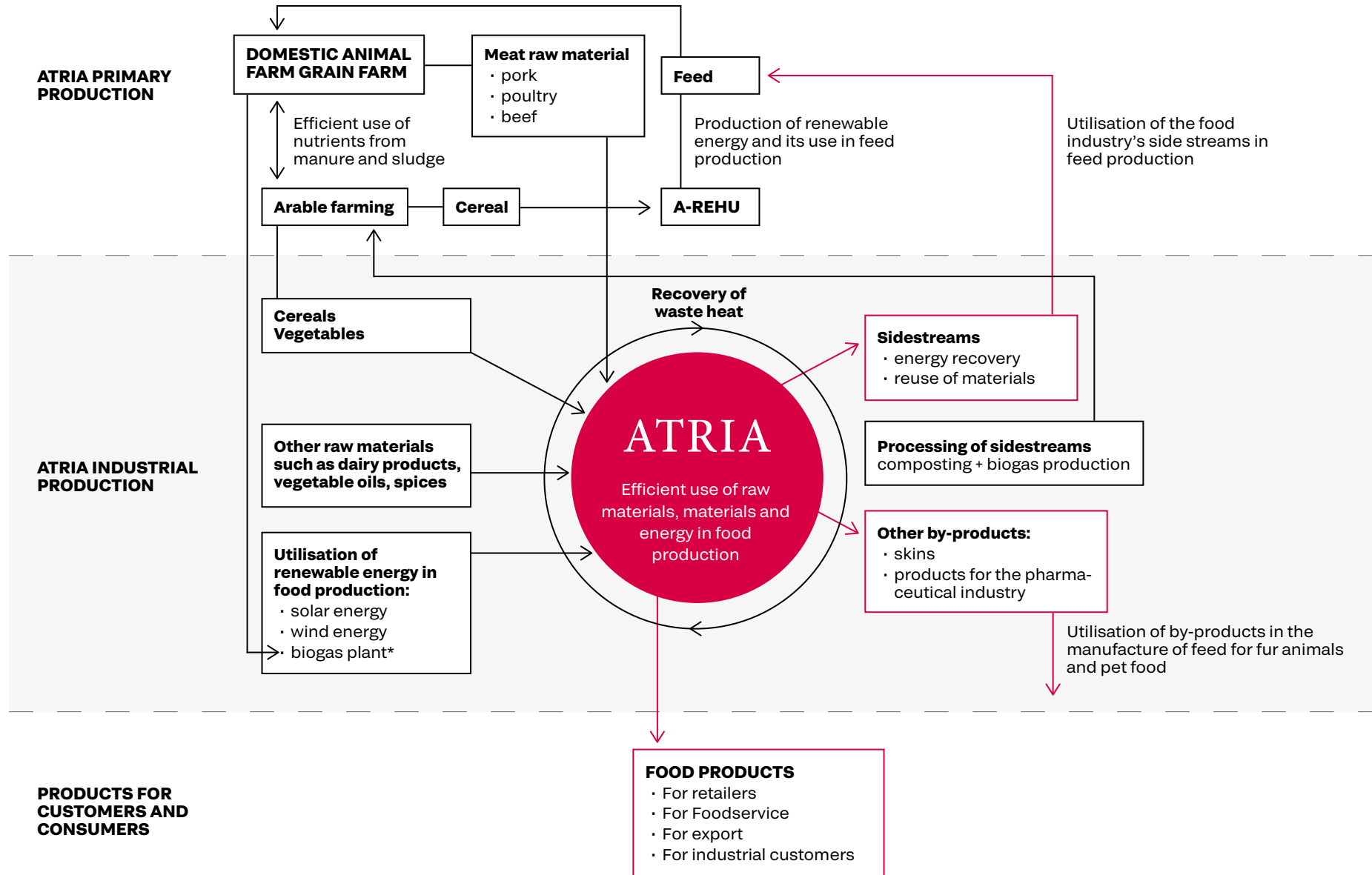
PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING

Adding value to the entire food chain through the circular economy



* In planning stage

- ↑
- ATRIA IN 2023**
 - Atria in brief
 - Review from the Executive Vice President of Sustainability
 - Highlights of the year
- OUR APPROACH TO RESPONSIBILITY**
- PRIMARY PRODUCTION AT ATRIA**
- TOWARDS A CARBON-NEUTRAL FOOD CHAIN**
- HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS**
- PEOPLE**
- RESPONSIBLE SOURCING**
- CORPORATE RESPONSIBILITY MANAGEMENT**
- REPORTING**

Reducing the use of fossil raw materials is part of Atria's packaging strategy

We are developing 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 significantly reduce the amount of plastic we use.

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. Packaging materials used in the food industry are subject to strict legal regulation.

The development of ecological packaging solutions means addressing the whole value chain. For this reason, the environmental impact of packaging is assessed comprehensively.

Plastic is still the most environmentally friendly alternative in many cases: it prevents food waste by protecting the product and improving 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 minimises the emissions from the transport and storage of the products.

We look for the most technically and economically functional solution, using the minimum possible amount of packaging material - without compromising on the primary function of packaging.



We comprehensively assess the environmental impact of packaging. The environmental impact arising from food waste is considerably more significant than that caused by packaging.



ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING



ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING

CASE

Atria Finland launched a new bio-based minced meat package.

Atria's vacuum-packed minced meat will now be sold in packages made from bio-based material. The majority of materials used in the package are renewable.

Replacing fossil-based plastic with bio-based plastic will reduce the package's carbon dioxide emissions by 48 per cent. Thanks to the new packaging, the amount of fossil-based plastic used in packaging will reduce by approximately 120,000 kilograms per year.

The bio-based raw material of the packaging material varies according to availability. The plastic processing company converts the raw material into plastic granulate, which is used to manufacture packaging film in Valkeakoski and Nastola. 60 per cent of the packaging material of renewable packaging is bio-based.



CASE

Atria Denmark trialed mono-plastic packaging and reduced the size of cardboard boxes

Atria Denmark trialed the use of mono-plastic materials in coldcuts packages during the review period. It is planned to introduce the mono-plastic material in branded product packaging at the beginning of 2024. The mono-plastic material is fully recyclable and makes it possible to optimize our packages.

In Denmark, the size of the two largest cardboard boxes was reduced, so we optimised the size of the cardboard for the products inside. This change will specifically reduce transport-related emissions. In addition, all labels are FSC paper.

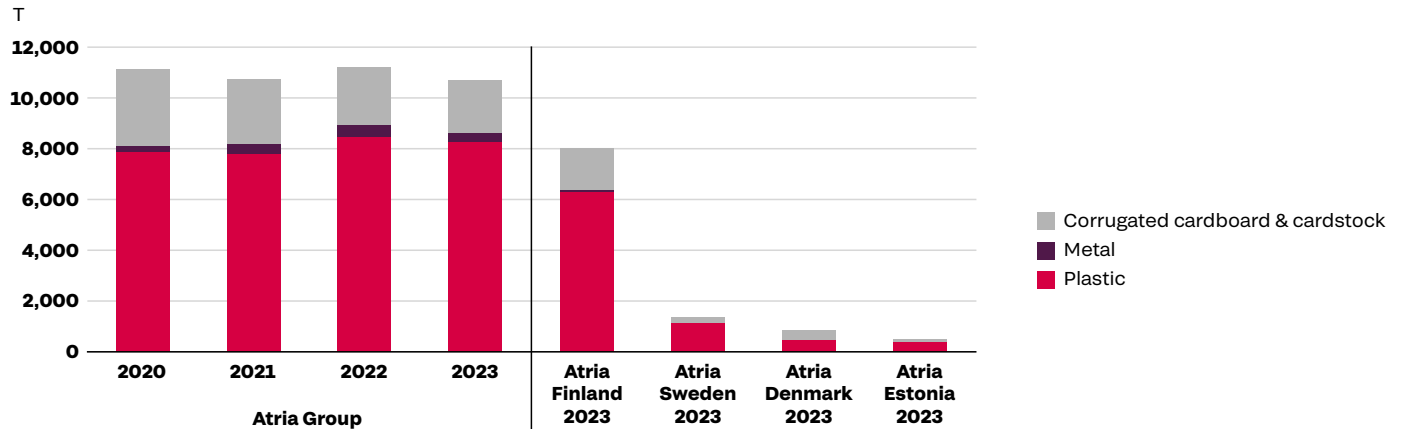
CASE

Atria Sweden invests in bioplastics

During the reporting year, Atria Sweden continued to invest in the use of bioplastics in Lönneberga packaging in accordance with the ISCC mass balance approach. Approximately 70 tonnes of plastic were replaced with bio-based plastic (about 6-7 per cent of the total plastic consumption in the Swedish business area).

The transition to recyclable plastic will continue gradually.

Total packaging materials



Responsible water consumption

GRI 301, 306

Safe, uncontaminated water is essential in food production, as the processes require high hygiene and production facilities constant cleaning. 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.

In connection with the environmental permit processes of Atria's production units, the environmental impacts of their water use and wastewater are assessed. Based on the assessment, the supervisory authority has ordered the facilities to take measures to manage and monitor water-related risks. According to a review conducted in 2020 using WWF's Water Risk Filter tool, Atria's operations are in areas where no significant risks related to water use have been identified in terms of the sufficiency of groundwater, for example.

Atria collaborates with local water utilities and wastewater treatment plants to ensure water quality and adequacy. 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. Atria is also committed to promoting sustainable water use with primary production stakeholders.

Stable water consumption in Atria's own operations

Areas where water use can be made more efficient are identified through continuous systematic monitoring. The total water consumption at Atria Group in 2023 was 2,804,346 m³. Consumption fell by 2.8 per cent, and consumption per kilogram produced grew by 2.59 per cent compared to 2022. The continuous management of water consumption is part of the

plants' environmental management and continuous improvement. In the reporting year, we have reduced water consumption in the Swedish business area by 8.9 per cent (litres per kilogram produced). In particular, the Sölvesborg plant has worked to optimise water use by replacing low-flow nozzles, reusing water used to cool packaging machines and optimising cleaning routines, for example.

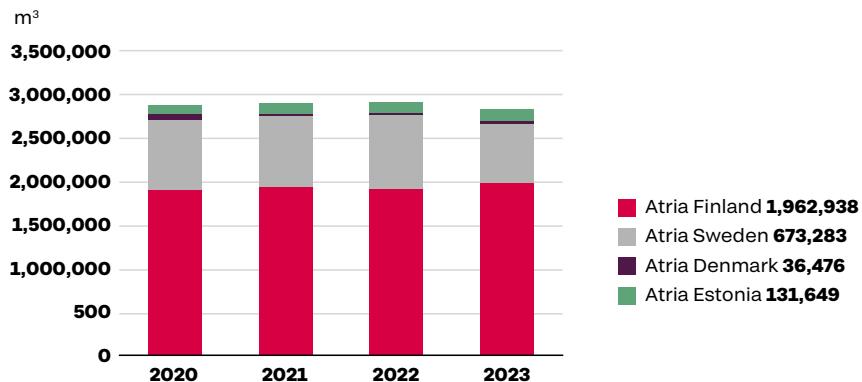
Approximately 80 per cent of wastewater is pre-treated

Wastewater from Atria's production plants is treated at local treatment plants before being directed into natural waterways. Around 80 per cent of the wastewater generated by Atria is pre-treated at Atria's production plants before being discharged into the local wastewater network.

Plant-specific environmental permits determine the threshold values for wastewater quality. Wastewater quality is monitored in accordance with the plants' self-monitoring plans. A predictable and stable organic load in wastewater is important for the operation of wastewater treatment plants. In 2023, the BOD7 load* and wastewater quality met the regulatory requirements. The reported BOD7 value is the product of the total wastewater volume and the average of the BOD7 contents measured during the year. At some of the Group's plants, the reported load is not based on measurement data. For these plants, the reported load has been estimated based on loads generated by similar facilities.

* The BOD7 value reflects the amount of oxygen consumed by microbiological oxidation of organic matter in wastewater over a seven-day period.

Total water consumption by business area



ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

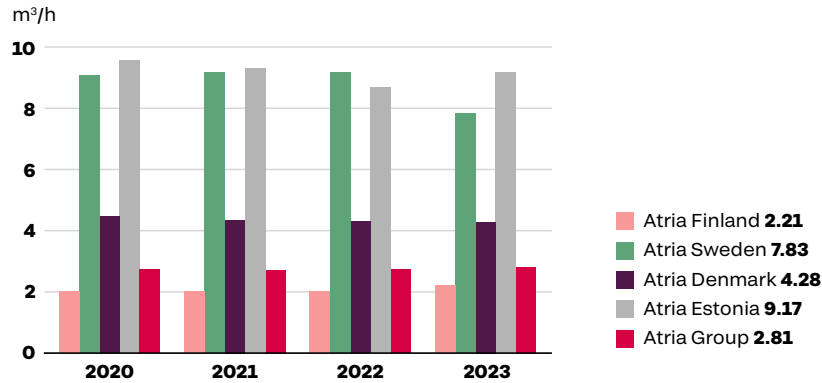
PEOPLE

RESPONSIBLE SOURCING

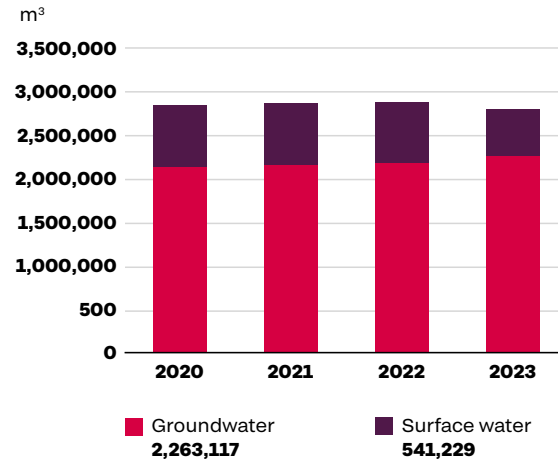
CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING

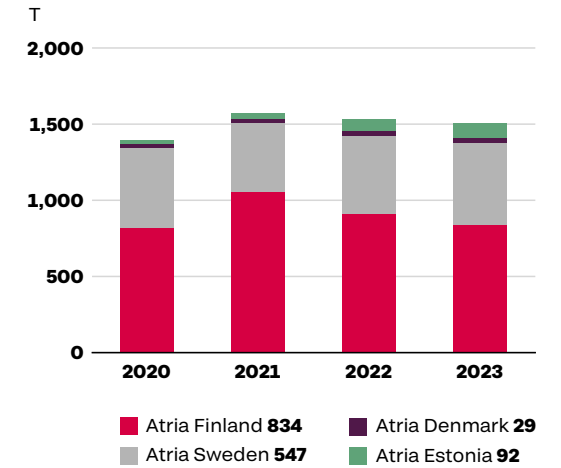
Water consumption in proportion to production



Total water consumption by business area



BOD7 emissions, total



CASE

The Baltic Sea commitment improves the environmental sustainability of the food chain

Achieving a carbon-neutral food chain requires collaboration across the industry. Atria has been collaborating with the Baltic Sea Action Group (BSAG) since 2019. The aim of the Baltic Sea Commitment is to improve the environmentally sustainable food chain and livestock production in cooperation with companies in the Baltic Sea Action Group network, Atria's contract producers and A-Rehu's contract farmers. Atria's five-year commitment consists of three parts.

Atria was also an active member of BSAG's Carbon Action company network. Carbon Action is a unique and long-term collaboration where farmers, researchers and companies promote regenerative farming for the benefit of food production, the environment and the Baltic Sea.

Objectives of the Baltic Sea Commitment:

- Atria is committed to reducing the environmental impact of livestock production by, for example, optimising feeding, utilising food industry side streams, improving nutrient cycling and by using the best production methods utilising data from the said research and development projects.**
- Atria will advance cooperation between livestock farms and arable farms to enhance nutrient cycling through improved manure application, make more efficient use of the current agricultural area, reduce emissions from peatlands, increase the production of domestic protein crops, and improve crop rotation.**
- Atria promotes the introduction of conservation agriculture and other cultivation practices that improve the soil and enhance carbon sequestration on livestock farms and cereal farms by training its own experts and producers, and sharing best practices and communicating research results.**



ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING



ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING



Healthy, safe and high-quality products

Atria aims to provide sustainably produced, clean, safe and tasty products. Food safety begins with our contract farms and clean raw materials.

Food safety and quality

GRI 2-23, 2-24, 3-2, 3-3, 416, FP5

Atria aims 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. In 2023, we developed our food safety by developing the Group's new biosecurity strategy.

We consider the safety and quality of our products throughout the value chain. Food safety begins with our contract farms and clean raw materials. It is taken into account in the procurement of clean and safe raw materials, in the manufacture and distribution of our products, as well as in instructing consumers on their safe use. Our goal is that the products' journey from family farms to the table is not only safe but also transparent and traceable.

According to consumer surveys, Nordic consumers generally have high levels of trust in the safety and responsibility of domestically produced food. In the Finnish and Swedish markets in particular, brands that are committed to using only domestically produced meat are a major asset for Atria. Atria has also achieved strong stakeholder confidence in the quality and food safety of its products in other business areas.

Controlled food safety

Our goal is to have zero product recalls and to establish quality and food safety criteria that exceed statutory requirements. Atria's product quality is based on authority and stakeholder demands, and Atria is 100 per cent committed to them.

Our food safety, nutrition and quality policies lay the foundation for continuous quality improvement. Pro-

duction quality development at Atria is supervised by a steering group consisting of representatives of quality control at different stages of the production chain. The steering group sets quality targets for food safety, monitors the development of the quality situation, and organises development projects in cooperation with internal and external parties. The management team of each business area reviews the results of the production facilities' operations annually.

Atria operates a food safety management system that accounts for the safety and health effects of products throughout their life cycle including the sourcing of raw materials, the manufacturing process, and distribution chains all the way to consumer use. All Atria products go through this review.

Our self-monitoring is based on the Hazard Analysis Critical Control Points (HACCP) risk management system and the support system for self-monitoring. The support system for self-monitoring consists of procedures based on the Good Hygiene Practices (GHP) and Good Manufacturing Practices (GMP) in line with laws and standards, as well as their supervision. The shelf life and safety of Atria's products is analysed in our accredited laboratories. We also purchase laboratory services from accredited partner laboratories. Atria cooperates with universities and research institutes in a wide range of areas related to food safety. Our in-depth food safety expertise is at the forefront of our development efforts.

Our goal:

100%

our products are produced in food safety-certified facilities.

Atria's production facilities are subject to comprehensive national regulatory control and have certified food safety management systems.

Coverage of quality and food safety certificates in production facilities

FINLAND: FSSC 22 000 / BRCGS100%
SWEDEN: FSSC 22 000100%
DENMARK: FSSC 22 000100%
ESTONIA: ISO 22 000 100%



ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING

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 well-being of people, animals and the environment, as well as product safety. In 2023, we improved the safety of our products, for example, by creating the Atria Group biosecurity strategy, which covers food safety, human and animal health, as well as the living and working environment.

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, for example. We take these risks extremely seriously and constantly work to strengthen biosecurity throughout the production chain.

ANIMAL HEALTH

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

LIVING ENVIRONMENT

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

HUMAN HEALTH

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



WORK ENVIRONMENT

- Healthy and safe working environment
- Hygienic production environment

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)



ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING

Traceability verifies product safety and animal health

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.

Traceability 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.

In addition to the traceability of meat raw material, Atria aims for full batch traceability data of raw materials and ingredients, as well as packaging materials to be available to our customers and consumers.

Atria introduced the first traceable chicken products over 10 years ago, and their number has grown every year. Both beef and pork products have been added to the list of traceable products. In October 2022, Atria expanded its production of antibiotic-free pork by extending antibiotic-free production to all Atria pork producers. The concrete goal is that pork production at all Atria pig farms will be antibiotic-free within three years.

Meat source

In 2023, 5.2 per cent of the beef purchased by Atria Finland (2022: 4.9 per cent) was organic. Atria has a broiler-rearing facility and slaughterhouse in Sweden, as well as piggeries and pig slaughtering operations in Estonia. Atria Group also sources meat locally from its business areas, and small volumes from international markets. The meat raw material for products sold under the Atria brand is always 100 per cent Finnish meat from Atria's own production chain. Atria brand products are sold in all Group countries and exports.

CASE

Number One in Quality

Atria Finland's comprehensive quality development project, Number One in Quality, focused especially on specifying what quality is, strategic management, and developing an action plan to guide the strategy. During the project, quality indicators were created in all business operations, and the Quality Ambassadors group was assembled, consisting of representatives of Atria's different personnel groups from different production facilities. Quality Ambassadors expose and

highlight the staff's views on quality and promote a quality culture that covers the whole of Atria Finland.

Primarily, quality successes are measured by the customer and consumer experience of Atria and our products. We want to be the Number One in Quality in the mind of both the consumer and the customer.



The meat raw material for products sold under the Atria brand is always 100% Finnish meat from Atria's own production chain.

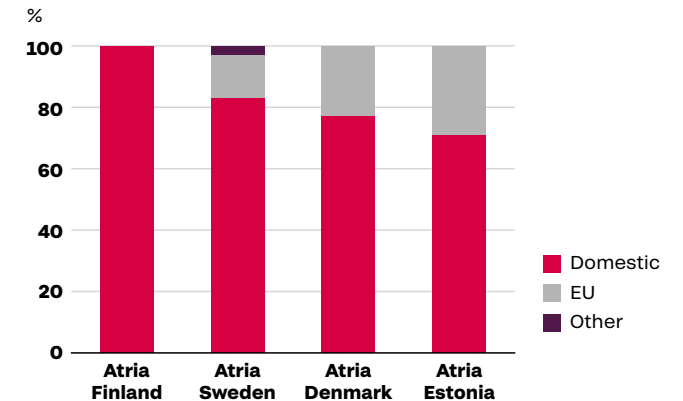
One

recall in Finland.

Zero

finest or compulsory measures imposed by authorities for endangering food safety.

The origin of meat in the various business areas



Productisation is guided by an understanding of changing consumer and customer needs

GRI 3-3

Our product development work is based on balancing consumer preferences and nutritional recommendations, as well as developing cooking solutions that facilitate the everyday lives of consumers and customers. We make use of extensive market research data to meet our customers' needs.

The nutritional quality of clean food and an ethically sound food chain are key values for both Atria and our stakeholders. In creating a new product, Atria considers consumer needs and tastes, as well as sustainability factors such as the ethical nature, environmental friendliness and nutritional properties of production.

Atria makes use of extensive market research data to identify different customer and consumer needs and to understand how they change. Consumer awareness of sustainable food choices, healthy lifestyles,

sustainable development and animal welfare, among others, is constantly growing. In terms of demand, the focus is shifting from red meat to poultry and vegetable-based options. Demand for convenience foods and ready-made foods continues to grow. All these trends influence consumer choices and therefore our product range.

Our product development uses research data in a versatile way, both in developing existing products further and in the planning of new products and product concepts. Product category management is tasked with ensuring the product selection covers different customer and consumer needs.

CASE

Healthiness and responsibility as drivers in product development projects

In addition to our own consumer and market research, Atria cooperates with higher education institutions and other organisations in the areas of product and packaging technology and nutritional science. By participating in various research projects, we can utilise the wide-ranging expertise of our partners and take into account the rising health and responsibility requirements in our productisation.

In 2023, we were involved in the Natural Resources Institute Finland's LCAFoodPrint project, which develops a harmonised, science-based and practice-oriented methodological framework for assessing the environmental impact of food. We were also part of the Nepga project, which studies the joint assessment and communication of nutrition and environmental impacts.

Read more about our 2023 R&D projects on p. 71 →



ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING



ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING

CASE

New products released in the reporting year that make everyday life easier for the consumer that comply with nutritional recommendations

Atria Finland: Atria Kunnan Arki fish fingers and mashed potatoes 300g

Atria Kunnan Arki Fish Fingers and Mashed Potatoes 300g is the most popular school food of all time, packaged as a convenient one-person microwave meal. Fish fingers are accompanied by mashed potatoes and a light mild dill sauce.



Atria Denmark: 3-stjernet cold cut Italian chicken

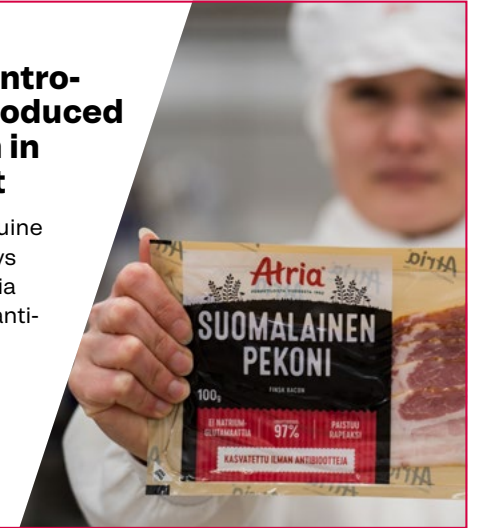
Smaller and thicker chicken cold cuts seasoned with tomato and basil. Keyhole products are a healthier option.



CASE

Atria was the first to introduce domestically produced antibiotic-free bacon in Finland to the market

Atria Suomalainen Pekoni is genuine Finnish bacon. The meat is always grown in Finland. In addition, Atria Suomalainen Pekoni is the only antibiotic-free bacon on the market. The options are Suomalainen Pekoni, which is pork, and Suomalainen Kanapekoni, which is chicken.



CASE

Sustainable Brand Index™ survey: Atria's strength is its Finnishness and long history

Among others, Atria utilises the Sustainable Brand Index™ study, in which it has been involved since 2020, to support production and communication. This is Europe's largest sustainability-focused independent brand survey, based on nearly 70,000 interviews in the Nordics, the Netherlands and the Baltic countries. The aim of the study is to find out how sustainable consumers think different brands are.

In 2023, Atria's brand strengths were related to its Finnishness and long history. The size of the brand and awareness of its functions also evoke a positive brand image. The strong brand-specific image was particularly associated with renewable packaging, transparency, the non-use of antibiotics and animal welfare.

Total score 93 (2022: 78) Atria ranked 17th in the Food Sector Index, up from 18th in 2022. According to the study, the most significant reasons for the improvement in the ranking were animal welfare and communication on Heart Label products.

Products that promote a healthy lifestyle

GRI 2-23, 3-3, 417, FP6

We want to enable a healthy and balanced diet for consumers. In product development, we consider the nutritional aspects while promoting the consumer and customer's opportunities to choose products of better nutritional quality.

Varied, healthy and nutritious food, with exercise and rest, form the basis of human well-being. In our consumer communications, we encourage and instruct consumers to enjoy a varied diet and guide our food service customers in preparing nutritious and tasty meals.

Atria understands its responsibility towards consumers and public health, and this is also considered in our product development. Our food safety, nutrition and quality policies aim to provide people with nutritious, healthy, tasty products for every day.

Atria provides a diverse product range in meat, chicken, vegetable and fish products. We are committed to reformulating, that is, further developing, our products to fit a healthy diet and expanding our range of vegetable and fish products. Due to its excellent nutritional qualities, meat has a place in a balanced diet.

All our key product categories have Heart Label and Keyhole product options. These signs indicate that the product in question is a better choice in terms of health and a healthier choice in its product category.

We pay special attention to the quality of the raw materials used in Atria products. The safety and purity of the raw materials, as well as their suitability for production, are ensured in the product development stage.

Atria actively monitors legislation and official recommendations on raw materials and additives. Productisation complies with national recommendations and statutory requirements for the amount of salt in our products, the use of additives, as well as package labelling. We assess the need for the use of additives on a product-by-product basis from the perspective of product safety and quality.



ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING



ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

Commitments to nutritious food support sustainable development

Reducing salt in products

Atria Sweden is committed to reducing the amount of salt in its products and to keeping product alternatives with less salt in all key product categories. Atria Denmark is committed to reducing the amount of salt in its products and to providing Keyhole (Nøglehullet) product options for healthy selection in all key product categories.

In the reporting year 2023, Atria Finland had 133 Heart Label products, Atria Sweden had 216 Keyhole products, and Atria Denmark had 24 Keyhole products.

Atria will introduce more Heart Label products

We are committed to increasing the range of Heart Label products, while also responding to our customers' wishes for products with better nutritional quality to be introduced to the market. Atria Finland has made a commitment to increase the number of Atria Foodservice products entitled to the Heart Label from the level in early 2023, when 62 products were entitled to the label. By the end of 2023, the number of products had grown to 66.

Developing the range of consumer fish products

The nutritional recommendations recommend fish at 2-3 meals per week. Atria wants to provide consumers better opportunities to easily add fish to their diets. Atria Finland commits to making fish alternatives available to the consumer in meals and components by launching new products for both consumers and professional kitchens. This increases the opportunities to choose fish at different meals, for example, at the work cafeteria, at a restaurant or at home. In 2023, Atria Finland's selection included 12 fish products (2022: 1).

More recipes for consumers and restaurants that follow nutritional recommendations

Atria Finland is committed to adding more recipes that meet the Heart Label criteria for both professionals and consumers.

Developing the consumer range of vegetable products

Atria Finland commits to developing and maintaining a product range suitable for vegetarian diets by launching new plant products in meals, snacks and small bites.



Responsible consumer communication

Atria's consumer communications promote sustainably good and tasty meals. In communications, we comply with legislation and the good practices of our industry.

Atria's marketing and communications policy guides consumer communications. According to the policy, all information published about Atria must be based on facts, and the information must always be correct, relevant and clear. Atria is responsible for ensuring the availability of adequate and relevant product information to support customers' and consumers' choices.

In package labelling, we strictly comply with the legislation and regulations of each country.

Among other things, we indicate information about the nutritional content and nutritional composition on the packaging. The food images, claims and statements on the packaging have been selected to encourage moderate food consumption.

Claims about health benefits are always based on proven scientific studies. We make sure the information is easy to understand.

As part of our open and transparent communications, we inform consumers and business customers about the origin and nutrition of our products, as well as the climate impacts of our operations, animal welfare and the actions we take to ensure an increasingly sustainable food chain. All our fresh chicken products include carbon footprint data.

We encourage and guide consumers to enjoy a varied diet and our professional customers in preparing nutritious and tasty meals.

CASE

Atria Sweden trials mycoprotein

Mycorena, a producer of mycoproteins, and Atria Sweden have entered into a cooperation agreement for joint development and commercialisation of mycoprotein products such as sausages, hamburger patties and cold cuts.

Mycorena is a Swedish food company that has developed a patented fungal fermentation process to produce mycoprotein, a nutritious protein source. Mycoprotein is a complete protein that contains all nine essential amino acids. Mycorena is a leading global supplier of sustainable mycelium-based products and technologies.

Atria Sweden sees great potential for the use of mycoprotein in several product categories. In the first phase, the focus will be on the sausage and hamburger patty categories, but in the long run, the intention is also to develop cold cuts, pâtés and meal solutions.



New products 2023 (2022)

Business area	Number	% of net sales
Atria Finland	80 (90)	3.8%
Atria Sweden	74 (69)	1.5%
Atria Denmark & Estonia	36 (36)	4.6%



ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING



ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING



People

We care about people's well-being and are committed to promoting a good life. We enable our employees to enjoy safe and meaningful work.

Atria as an employer

We want to promote Atria employees' overall well-being, offer them meaningful work, a safe, fair and non-discriminatory working environment, and opportunities for professional development.

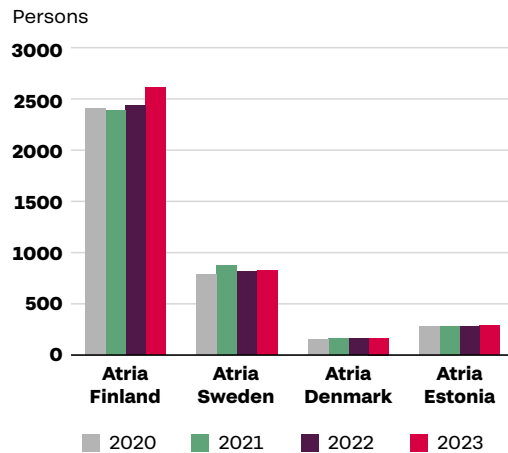
The future of Atria depends on competent employees with a high level of well-being. Our goal is to be one of the most attractive employers in the food industry and to create working conditions that respond to the changing needs of working life. We make sure that our employees get home safely from work at Atria every day. Our long-term goal is zero accidents. We encourage our employees to develop continuously.

Our stakeholders expect us to comply with the best practices for social responsibility. At Atria, social responsibility is considered important, and we work to improve it every day. Our stakeholders also

expect us to comply with the best practices for social responsibility. Our human resources management complies with the legislation of each of our operating countries. Our HR policy defines the priorities of our personnel responsibility to which we are committed.

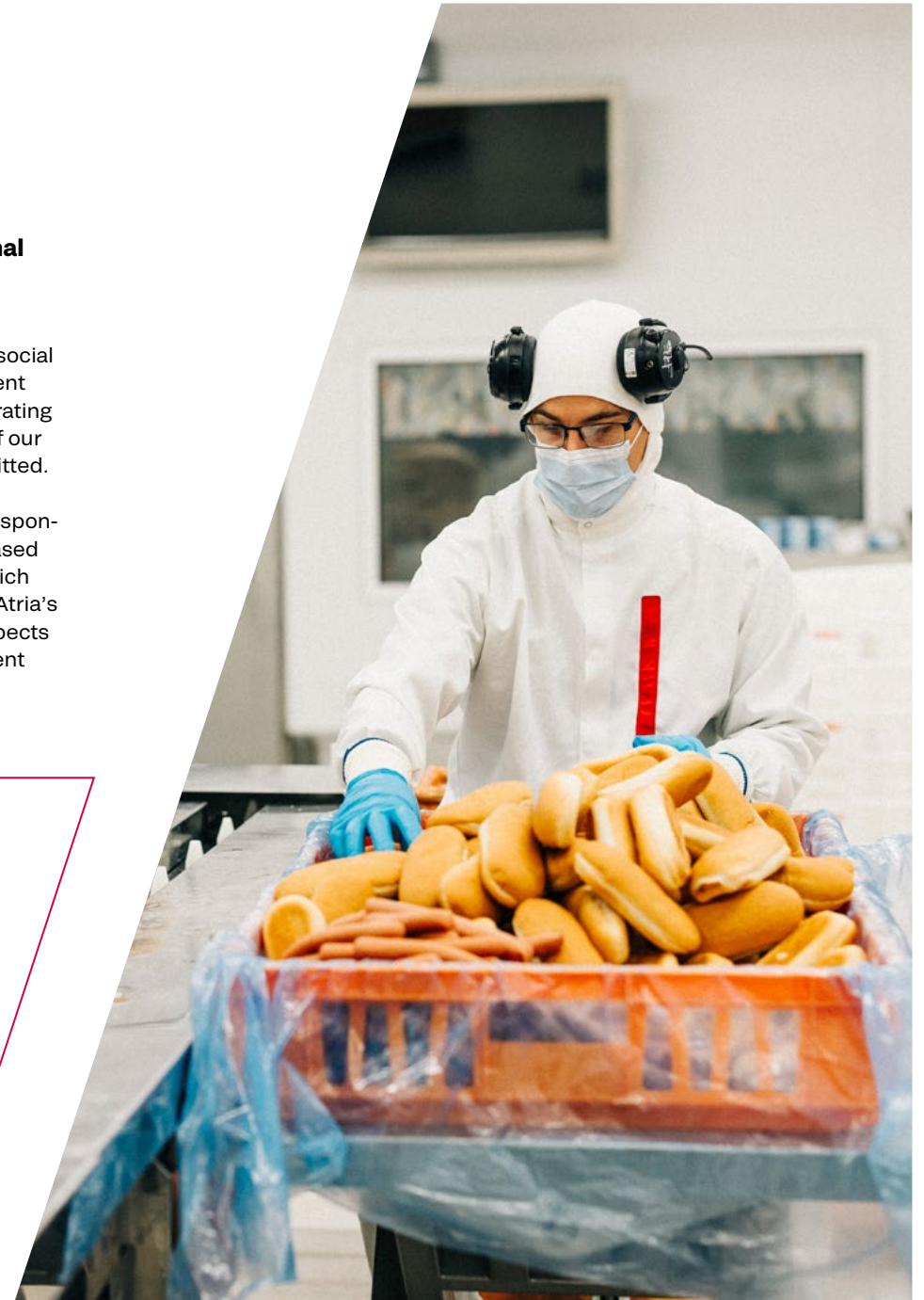
In Atria's business areas, a high level of social responsibility in employment relationships is largely based on the legislation of the operating countries, which provide the framework for Atria's HR practices. Atria's HR policy defines in more detail the material aspects of personnel responsibility related to employment relationships to which Atria is committed.

Average number of Atria Group's personnel, a total of 3,898 persons



Key themes of Atria's personnel responsibility

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



ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING

Atria is an attractive and fair employer

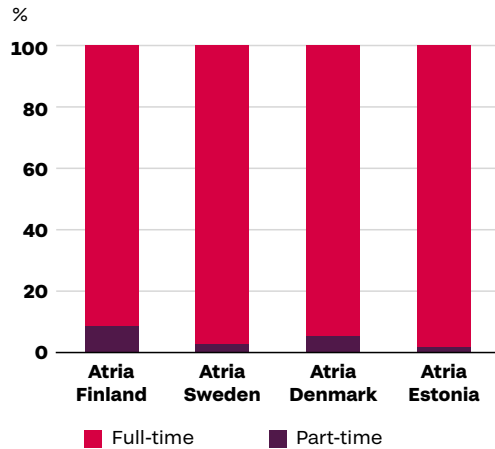
As a good employer, Atria treats all its employees fairly and equally, both in recruitment and at all stages of the employment relationship. We respect internationally recognised human rights and comply with local labour laws. We offer our employees appropriate terms of employment, such as fair pay, reasonable working hours and occupational healthcare. We listen to our employees' opinions and provide them with opportunities for participation and to exert influence.

The legislation in Atria's operating countries apply the core conventions of the International Labour Organization ILO, operating under the United Nations. These also create a framework for Atria's human resources policy. The national laws, regulations and local collective agreements of each country of operation are applied in HR management and employment relationships in all business areas.

We commit to promoting diversity and equality in the work community

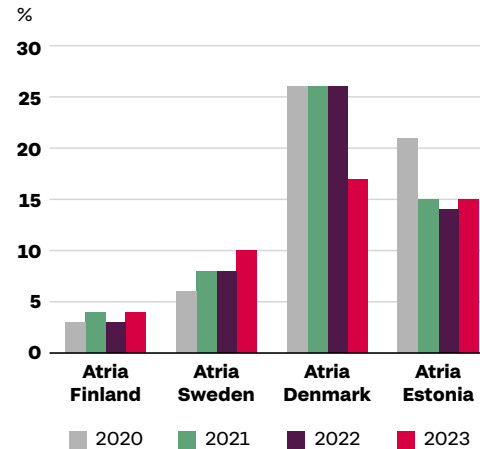
Diversity, inclusion and equality are part of Atria's operating principles and culture. We believe that valuing people as they are promotes creativity, innovation, the well-being of the work community and Atria's growth.

Personnel by working time *



*Personnel, 31/12/2023

Turnover among permanent employees



ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING



ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING

We recruit, hire and reward our personnel purely on the basis of achievement and competence. Atria does not discriminate against anyone in any of its activities. Every Atria employee must be valued as an individual, regardless of gender, education, religion, belief, age, opinion or any other individual characteristic. All levels of the work community must have equal opportunities for influence and participation in the preparation of decisions and decision making. Every employee must have the opportunity to work in an equal and non-discriminatory work community.

Atria Finland's business area has an equality and non-discrimination plan in accordance with the requirements of local legislation. Atria Finland is a basic member of the Responsible Workplace community. We are therefore publicly committed to the seven principles of a responsible workplace, which reflect our HR policy and recruitment practices. Our goal is a diverse work community made up of diverse people.

We encourage our personnel to report any cases of discrimination directly to their supervisor, the occupational safety representative, the occupational safety manager, the occupational healthcare provider or through our **whistleblowing channel**. You can also report anonymously through the whistleblowing channel.

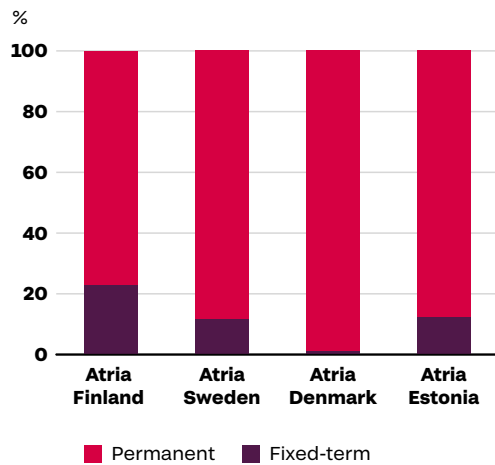
Diversity is promoted at Atria. For example, in the Finland business area, this takes place in accordance with the equality and non-discrimination programme. During the reporting year, an online course was created in Atria Finland's business area, the main objective of which is to increase awareness of the value of diverse backgrounds and perspectives and the equality of operations at the workplace among all employees.

Each year, goals and measures that promote equality are recorded in the equality plan. The areas for basic review include:

- Equal pay for equal work
- The proportion of women and men in various positions by personnel group
- Working time arrangements
- Recruitment policies
- Reconciliation of work and family life
- Family leave

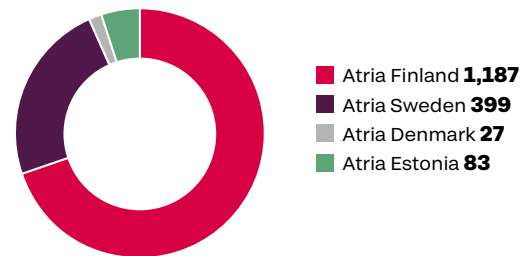
Occupational health and safety committees monitor the achievement of equality and report to the meeting of personnel groups. The implementation of the measures recorded in the equality plan is monitored by the meetings of the personnel groups.

Breakdown of personnel by employment relationship*

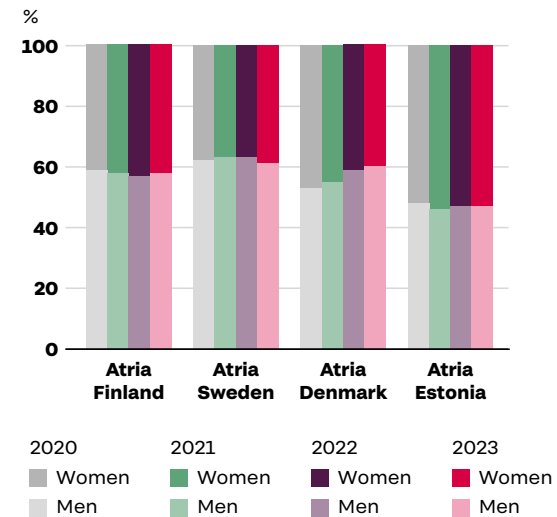


*Personnel, 31/12/2023

Total number of new hires, a total of 1,696 persons



Proportion of women/men





ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING

PEOPLE | ATRIA AS AN EMPLOYER

We monitor the age distribution of our employees, the proportion and placement of women and men in various positions, and the ratio of fixed-term and part-time employees to permanent and full-time employees.

We support the principle of equal opportunities and offer our employees tasks that match their abilities as closely as possible.

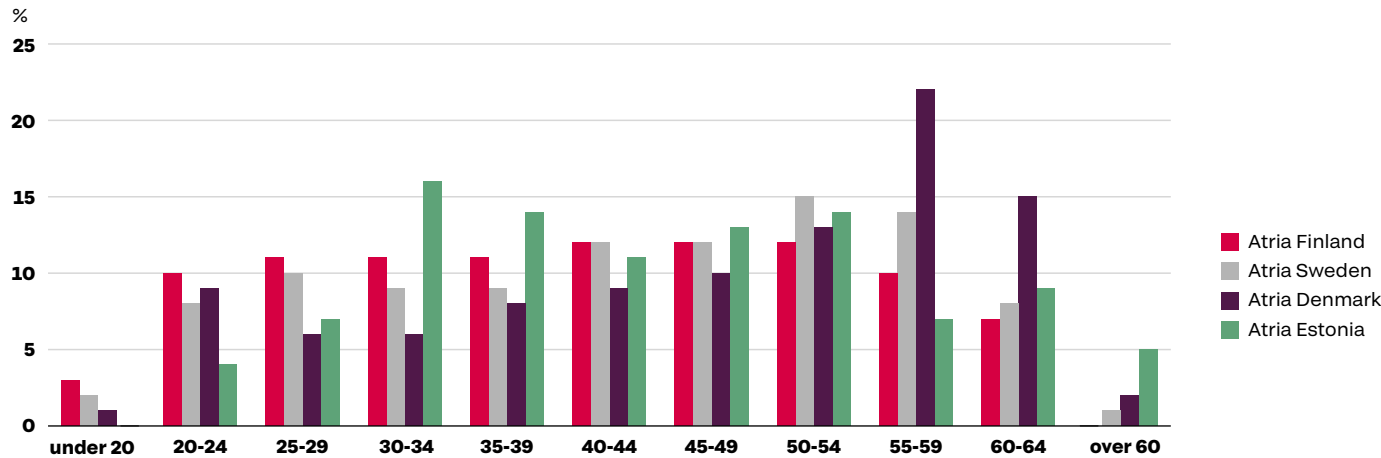
Achievement of equality at Atria in 2023

Atria employs slightly more men than women. Of all Atria employees, 41.9 per cent were women. The age distribution of employees is even. There are slightly more people of the typical working age, but we also

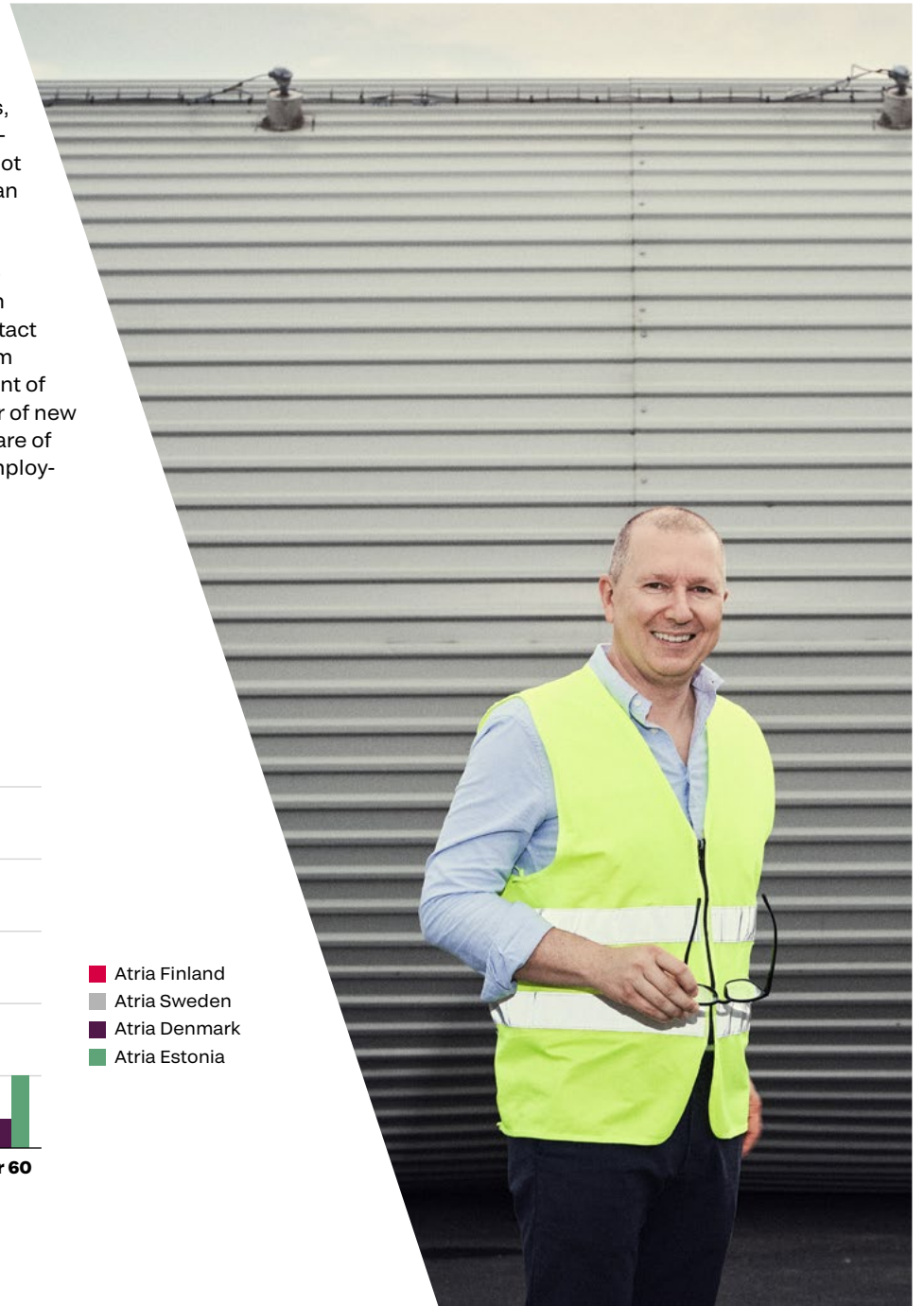
employ young people at the start of their careers, as well as older people. At Atria, employee turnover is low, and careers longer than 20 years are not exceptional. Men have slightly longer careers than women in all business areas.

Atria is a popular employer among young people looking for fixed-term employment, especially in Finland. Young people get an important first contact with working life and money for their studies from summer jobs and part-time jobs. The employment of seasonal workers is reflected in the high number of new employment relationships and increases the share of working periods of less than three years of all employment relationships.

Age structure in Atria Group*



*Personnel, 31/12/2023





ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING

Diverse and equal Atria

Diversity, inclusion and equality are part of Atria's operating principles and culture. We believe that valuing people as they are promotes creativity, innovation, the well-being of the work community and Atria's growth.

OUR CORE GOALS



We offer **equal opportunities** to all applicants.

We **raise awareness** and work together to build an open, friendly, inclusive and diverse operating culture.

We monitor the achievement of **gender pay equality**.



Inclusive management

Our management and supervisors are committed to promoting equality, diversity and inclusion.

HOW WE SUPPORT DIVERSITY, EQUITY AND INCLUSION

We offer a safe working environment

We do not tolerate harassment, inappropriate treatment, bullying or discrimination in our operations. All employees are included in the development of health and safety at work.

Transparent communication

We report and communicate openly about our progress in diversity and inclusion.

Equal opportunities

We take diversity into account and offer equal opportunities in recruitment, career advancement, personnel development and performance appraisal. We encourage all our employees to develop and expand their professional skills. Everyone's performance is assessed as objectively as possible, using the same criteria.



Training increases awareness

Coaching for supervisors, the Winning Together development programme offered to each Atria employee, and online courses support our inclusive culture.

Information guides operational development

We monitor the development of diversity indicators and make decisions based on this information.

OUR PRINCIPLES

We value everyone as an individual equally

We strive to provide equal opportunities and equal treatment for everyone, regardless of background. We follow fair HR practices, treat everyone with kindness and respect, and support different ways of thinking.

Diverse perspectives promote innovation

Diverse talents, skills and approaches help us generate new ideas and create inspiring food for every occasion in line with our vision.

We care about each other and our communities

Our goal is that all Atria employees can be themselves and feel that they belong in the community. We value and trust each other, and we also show it. We help and support each other and want to work continuously for cohesion and an equal working community.

Inclusive approach

We want to be an inclusive workplace where every employee can achieve their full potential. Inclusivity means an equal and non-discriminatory approach that encourages participation and includes everyone.

Employees are consulted in cooperation procedures that concern them. These may relate to the reorganisation of personnel, well-being at work or working conditions, for example. Group-level cooperation takes place through the European Works Council (EWC), which convenes twice a year. Representatives of all personnel groups from all business areas within the scope of EU legislation are invited to the meetings. The works council discusses Atria's result and the HR review (absences, accidents, serious accidents). We support the employees' freedom of association, and the membership of employee organisations or trade unions does not affect a person's treatment at the workplace.

In each business area, the cooperation between the employer and personnel groups is guided by local legislation. Human resource management always seeks to identify the changing needs of the business to optimise the number of personnel and their expertise. If changes need to be made at short notice, Atria complies with the minimum notice periods for operational personnel in accordance with local legislation.

An inclusive initiative system

Atria Finland's business area has an initiative system, which means that every employee in the business area can improve their work results and working conditions through initiatives. An initiative is a feasible idea or operating model presented in written or pictorial form.

The purpose of the initiatives is to promote the continuous development of work and the working

environment, which is part of Atria's approach. The provision of initiatives is a development activity to find ideas whose implementation improves the company's profitability and operations. A reward is paid for significant implemented initiatives. Its amount is based on the benefits and implementation costs of the initiative.

Flexibility in working life promotes a good work-life balance and equal opportunities

At Atria, we think it is important to take the different life stages of our employees into consideration. We believe that flexibility in working life, such as the possibility of flexible working hours, hybrid working model, work rotation, study leave, family leave or a part-time pension, improves employee engagement and supports well-being at work. The details of the flexible arrangements vary in Atria's different business areas and depend on local legislation and each employee's job description, for example. In 2023, Atria employees made use of flexible working hours in all business areas. If conditions and job descriptions allow, we also offer the possibility of remote work.

CASE

Atria Denmark's valued CSRpeople title

Atria Denmark has been awarded the prestigious Jobtaskforce Horsens Alliance CSRpeople diploma and the valued title of a socially responsible company. This means that Atria Denmark now officially has the CSRpeople brand for 2024.

"The diploma is not only a great title, but a testament to Atria Denmark's commitment to promoting job satisfaction and engagement," says **Anette Thuesen**, Head of Human Resources at Atria Denmark.

The Jobtaskforce Horsens Alliance is a professional collaboration between Horsens, the municipality of Horsens and the business leaders of selected organisations. It aims to strengthen the social responsibility of the municipality of Horsens and to attract more people to the labour market.

CASE

Atria Finland joined the FIBS diversity commitment

In 2023, Atria Finland joined the Diversity Commitment of the Nordic corporate responsibility network Finnish Business & Society (FIBS). According to this Commitment, Atria undertakes to voluntarily promote diversity, inclusion and equality in its work community. The diversity commitment includes the principles of a fair and inclusive work community, customer orientation,

good interaction and cooperation, and fair management. By signing the commitment, we promise to develop our management and service practices within our organisation.

The FIBS Diversity Commitment has been signed by more than 90 Finnish companies and organisations.



ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING

Competitive and fair remuneration system

Atria's remuneration system consists of wages or salary and employee benefits in accordance with local market practices. We are constantly working to ensure that the system is competitive, understandable, consistent, transparent, fair, non-discriminatory and up to date. You can read more about the remuneration of Atria's Board of Directors, Supervisory Board, CEO and Deputy CEO in the [Remuneration Report 2023](#).

In addition to wages and salary, our permanent employees receive benefits such as life and accident insurance, as well as comprehensive occupational health services. Benefits exceeding the statutory level vary by business area. Atria Finland's business area has a personnel fund established and owned by the personnel, which receives funds according to the result of Atria Plc and its Finnish subsidiaries. The personnel fund is the company's optional way of rewarding personnel. The aim of distributing the profit-related bonus is to increase the personnel's interest and awareness of Atria's operational objectives and the conditions for success, as well as the employees' ability to affect the company's profitability through their own work.

Atria Finland's business area offers the same benefits to full-time and part-time employees. Full-time employees have the added benefit of an employer-provided bicycle, as the long payment period of the benefit does not allow it to be granted for employees with short contracts.

Transition support

Atria's social responsibility also includes support for employees who are at risk of losing their jobs for health reasons or a business reorganisation in Finland, Sweden and Denmark. Atria Finland's

occupational healthcare includes the support from a career counselling and adult education specialist, and consultations are available with a referral from Atria's occupational health physicians or on the assignment of a pension insurance company.

The purpose of vocational rehabilitation is to help employees continue working or return to work after a long sick leave period. Support includes training, career planning, organising a work trial at a new job and relocation within Atria, for example.

CASE

Niina has advanced on Atria's career path to her dream job

Niina Immonen, MSc (Agriculture and Forestry), has worked at Atria in primary production in feed sales, as service and development manager in marketing, and as Atria Finland's vertical integration development manager. She appreciates the opportunity she has been given to change positions within Atria and develop her skills.

"The work of a development manager is largely about creating and developing new things. To do this, you need tools. Atria has given a lot in that respect. We invest a great deal in training," Niina thanks her employer.

"Education and learning doesn't always mean courses. It's also about being able to ask colleagues for help. Atria has a lot of diverse in-house expertise. We also have an atmosphere that allows you to make mistakes, as long as you learn from them. Atria's atmosphere makes everyone feel that we're in the same boat, and everyone has a common goal."



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ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING

Our goal is the overall well-being of Atria employees

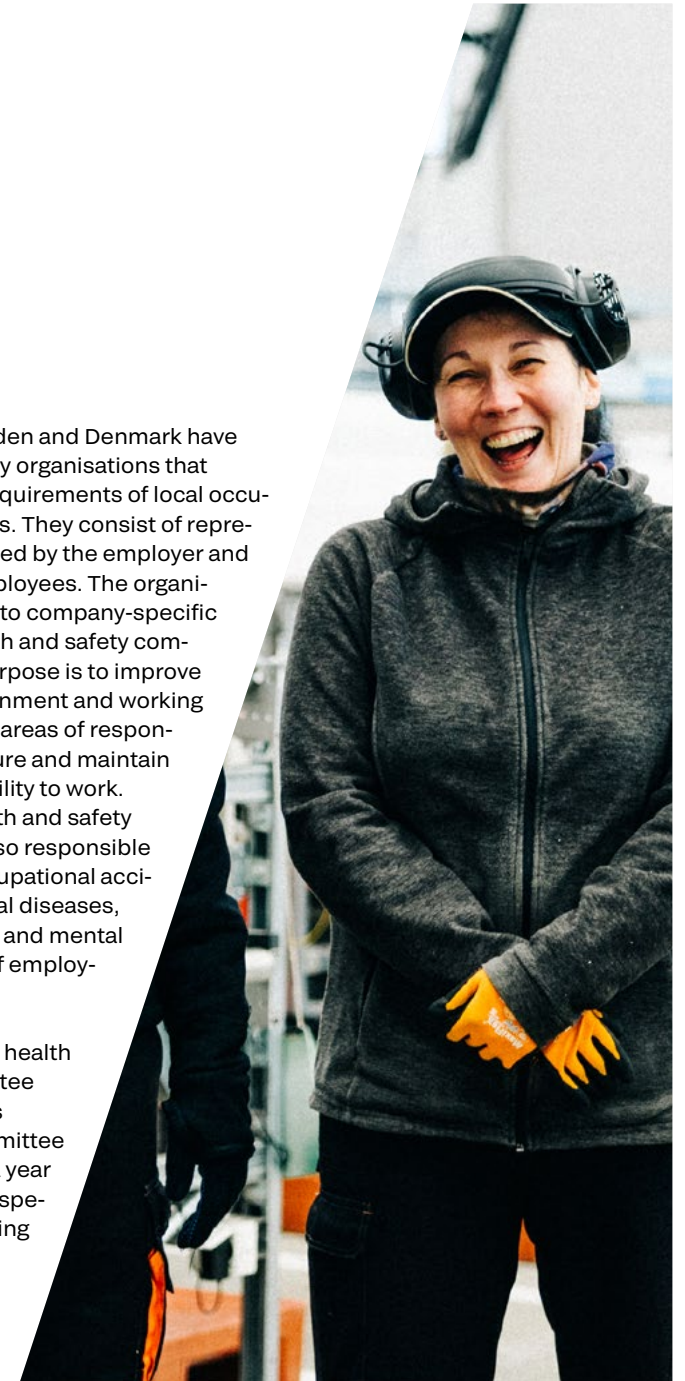
Employees with a high level of well-being are the key to our success. Our goal is to prevent every accident. We promote safe working conditions and healthy lifestyles for our personnel so that they feel good both at work and in their leisure time. In addition to occupational safety, our approach to well-being covers a broad range of themes, including support for mental well-being. In 2023, the highlighted occupational safety and health theme was personal responsibility at Atria Finland.

At Atria, safety is the starting point for every task. We are committed to ensuring a safe working environment for our employees in accordance with our HR policy. The occupational health and safety work of Atria's various business areas is guided by local legislation. In addition, we comply with the ILO Occupational Safety and Health Convention. In the Finland business area, our safety system based on legal requirements covers all Atria's own employees and sites. The safety principles also apply to employees who are not employed by Atria.

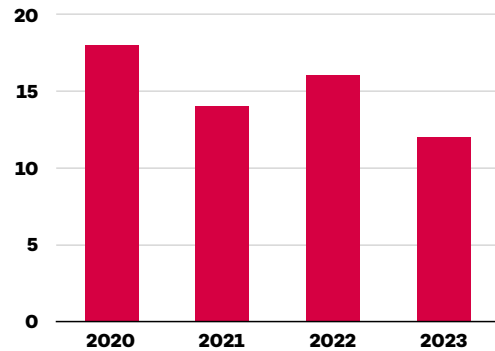
Risks related to occupational health and safety are recorded in the risk management system as part of emergency plans and work risk assessments. Risk assessments are regularly carried out for each department and managed by supervisors each year. Monitoring occurs automatically through accidents or near misses. The aim is to minimise risks through risk identification. Based on it, appropriate plans for remediation are drawn up, and monitoring carried out. Personal responsibility for the prevention of accidents is very important.

Atria Finland, Sweden and Denmark have occupational safety organisations that comply with the requirements of local occupational safety laws. They consist of representatives appointed by the employer and elected by the employees. The organisation is divided into company-specific occupational health and safety committees, whose purpose is to improve the working environment and working conditions in their areas of responsibility, and to secure and maintain the employees' ability to work. Occupational health and safety committees are also responsible for preventing occupational accidents, occupational diseases, and other physical and mental health problems of employees.

Each occupational health and safety committee plans 3-5 priorities annually. The committee meets four times a year and has company-specific decision-making rights in matters related to occupational health and safety.



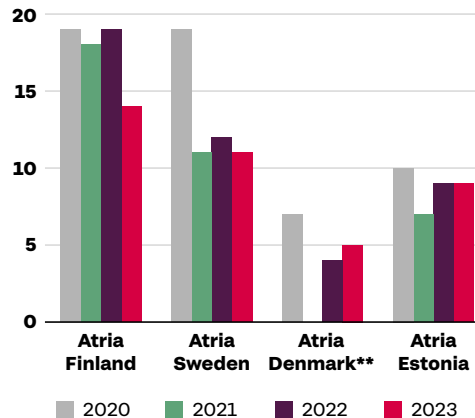
Accident frequency rate in Atria Group*



* The number of accidents leading to an absence of at least 8 hours divided by 1,000,000 working hours.

** No accidents in Denmark in 2021.

Accident frequency rate in Atria Group's business areas*



ATRIA IN 2023

- Atria in brief
- Review from the Executive Vice President of Sustainability
- Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING



ATRIA IN 2023

- Atria in brief
- Review from the Executive Vice President of Sustainability
- Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

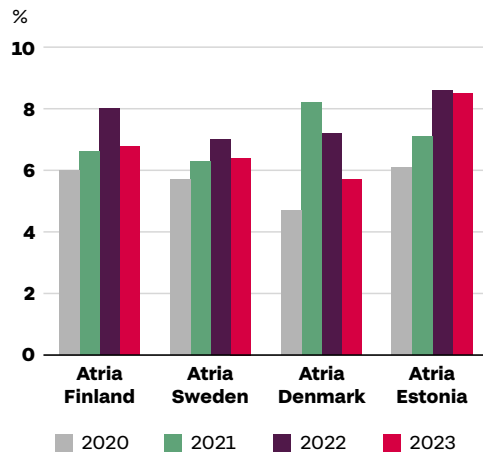
CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING

Atria's key occupational safety risks involve the basic risks in the food industry, that is, slipping or lifting of loads. Based on these risks, our occupational safety work in 2023 focused specifically on personal responsibility. Personal protection for people working with sharp objects is at an extremely good level.

In 2023, the number of accidents decreased to 430 (2022: 435). Atria Group's accident rate per million hours worked was 12 (2022: 16). Occupational safety at Atria has improved significantly during the last four years. In 2017, Atria launched the Safely Home from Atria programme to improve safety and reduce the number of accidents at work. The goal of the programme is to reduce the accident frequency from 41 in 2017 to 8 in 2025. Consistent work to improve our working methods, practices, routines and, most importantly, work culture has really paid off. This is clearly reflected in a reduction in the number of accidents resulting in absence from work. In 2017, Atria's accident frequency was 41, and it improved by 70 per cent in 2023. No fatal injuries occurred in 2023.

Sickness absences from regular working hours



Investments in the development of our safety culture bring results

Atria's safety culture has been developed over the last few years with the Group-wide Safely home from Atria programme. Our goal is to ensure that all employees can work safely every day and return home healthy. The programme encourages employees to take responsibility for their own safety, as well as the safety of co-workers. The programme assesses occupational safety risks and their management using jointly defined methods (for example, safety principles, safety walks, safety briefings and safety observations) and monitors occupational well-being and safety with general indicators.

Occupational health and safety are a mandatory part of induction in production, and an important part of day-to-day management and Atria's communications. In 2023, we promoted our occupational safety

culture through training and safety campaigns, for example.

Promoting occupational health and safety is the responsibility of every Atria employee, and we encourage all employees, customers, suppliers and our partners to report their safety observations. Accidents and safety observations are reported to the management team on a monthly basis through a reporting system and by the steering groups for each department.

Healthy employees

Employee well-being also has a significant impact on occupational safety. Atria's occupational healthcare provision is arranged in each business area as part of the local social care and healthcare system. The occupational healthcare services also offer occupational health and safety expert services. The local

CASE

Occupational health and safety week at the Nurmo production plant

An occupational health and safety week was organised at the Nurmo production plant with the aim of increasing awareness of occupational health and safety, and maintaining safety.

The week included presentations on occupational healthcare, fire safety, and occupational health and safety, as well as guided occupational health and safety tours.

The occupational health and safety week culminated in the occupational safety day, which was attended by all members of the occupational

safety committee, and experts from both HR and occupational healthcare.

The goal is to organise an occupational safety week at all Atria Finland locations in the future.



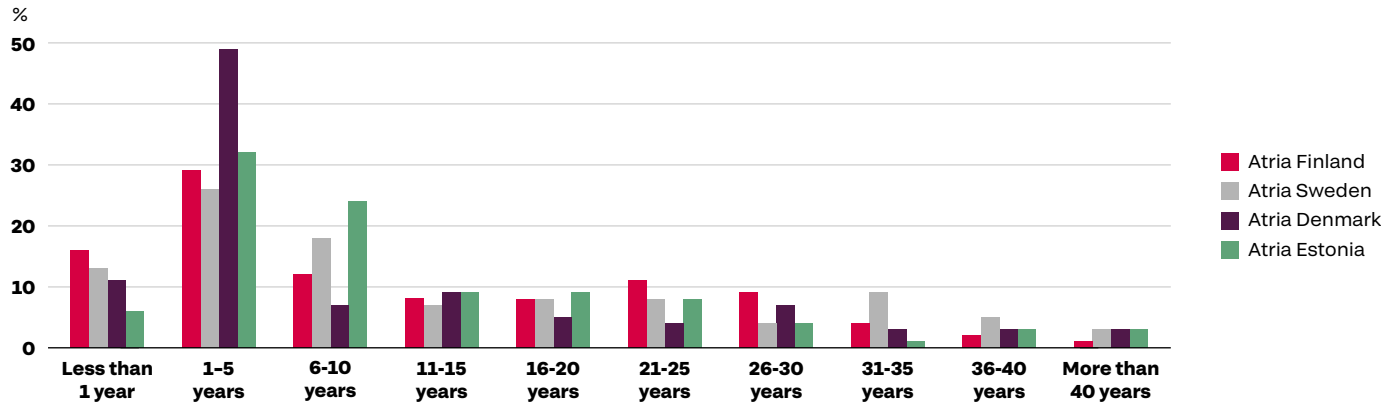
occupational healthcare service takes many factors into account that affect the employees' health and ability to work, such as the hazards and harm to health present in the work environment, the work load, and the resources of the employee and the work community.

In Finland, all Atria employees undergo regular health checks. These also allow our occupational health services to reach employees who rarely use health services. Employees' health status is checked, and

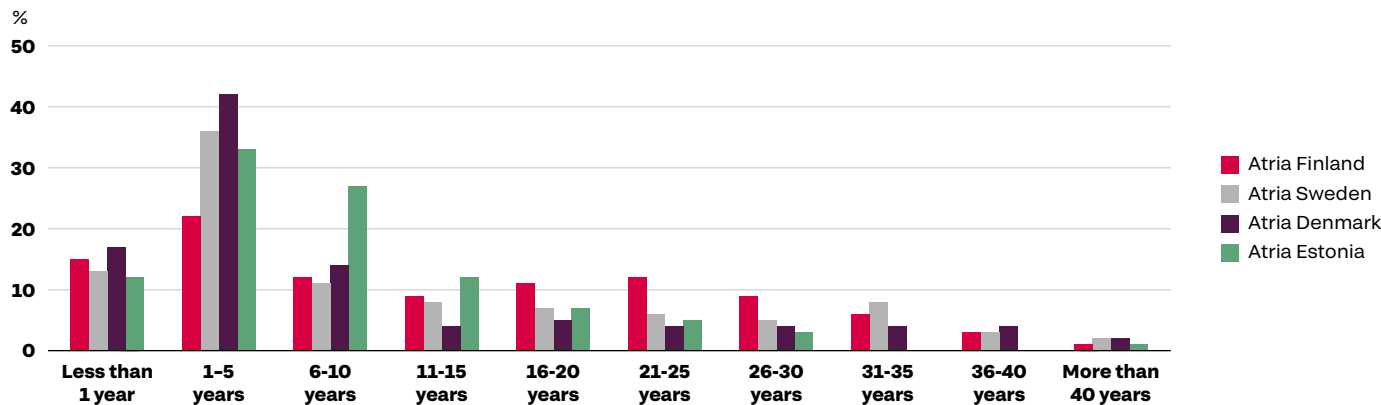
they are given advice and guidance. At the same time, we receive important information about the well-being and workload of the work community.

In addition to statutory occupational health services, Atria Finland and Atria Sweden offer their employees additional business area-specific healthcare services, depending on the workload and site possibilities. The purpose of these services is to prevent diseases, speed up recovery and improve well-being at work.

Years of service, women



Years of service, men



Atria's safety principles

Safety first

- All accidents are preventable, and we must prevent them.
- Unsafe working methods must never be accepted under any circumstances.

Security starts with me

- We are all responsible for safety.
- Safety is part of everyone's professional competence.
- Working safely is neither a choice nor a comfort issue, but the only effective way to work.

Stop - Think - Act

- Be alert and report any defects or inappropriate conduct to your supervisor immediately.
- Think before you act.
- Follow the rules, be careful and never make any modifications to the equipment.



ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING

Skilled employees are valuable to Atria

Atria trains its employees and encourages them to develop their skills, as skilled employees who enjoy their work are valuable to Atria. We help our employees develop their skills and competence based on our strategic priorities and identified needs. In 2023, we developed competence in the Winning Together development programme for supervisors and through occupational safety training. We also further developed our induction process to ensure the competence of future employees.

The Group's HR administration is responsible for the broad guidelines for skills and competence development, such as the principles and methods of skills and competence development, while the business areas are responsible for their application.

The professional skills of employees are developed in many ways. The most important methods are on-the-job training, employee mobility between tasks across the boundaries of business areas, job rotation, sharing of best practices, and skills development programmes. Atria's own experts are involved in planning and implementing training for personnel. In 2023, we offered training courses related to occupational safety, responsibility and managerial work, for example. Atria has an extensive online training offering, which includes training related to various work tasks, as well as general materials that are mandatory for everyone.

Personal development appraisals and discussions on occupational well-being are important in identifying employees' individual development needs. They are the basis for an annually updated personnel training and development plan. In 2024, the goal is to further increase the number of appraisals with production employees as well.

Consistent and evolving managerial work

One of Atria's strategic priorities is the Atria Way of Work and committed people. We have invested in developing the competence of supervisors and managers, and our goal is to create a consistent management culture for the entire Group. The activities of supervisors are guided by the principles of the Atria Way of Leading programme launched in 2017. They ensure a consistent approach and understanding of managerial work for supervisors and managers.

Based on the principles of the Atria Way of Work and Atria Way of Leading, we developed a new Winning Together development programme in 2023. Its main objective is to create sustainable and productive ways of working in close cooperation with supervisors and workers, as well as to implement a more inclusive management approach. Training related to the human resources programme has already started in Finland and Sweden. The main objective is to develop sustainable and productive ways of working in close cooperation with supervisors and workers, as well as to implement a more inclusive management approach.

The tools used at Atria to support managerial work include a common data bank, online training courses and supervisor and safety briefings. Day-to-day management practices for production and the industrial process were further developed during the reporting year.



Atria employees' satisfaction with development opportunities

2.81

(2022: 3.02)

Source: Annual Pulse survey



ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

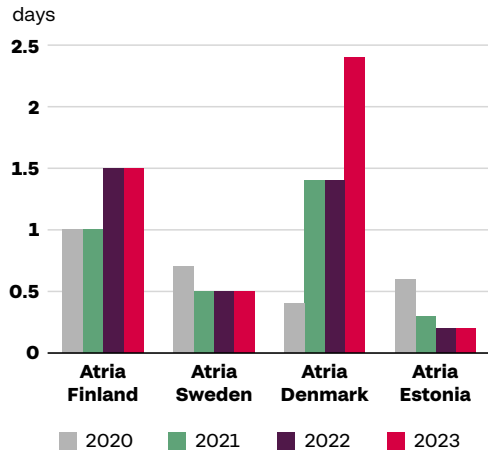
CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING

Induction

Induction at Atria already begins during the recruitment interview, where the content of the position and the relevant information about Atria are briefly discussed. Before an employee starts work, a plan and division of work is made on who in the function and department will induct the employee in each area of work. In production tasks, a trained inductor bears great responsibility for induction. The induction period lasts 2-3 weeks. For salaried employees, induction is spread over an even longer period, starting with the big picture and moving down to smaller work entities. The supervisor always has the main responsibility for induction, but induction is a collaboration involving the work community, the team and HR. The induction is supported by the department's own induction plans, general instructions for supervisors, and electronic information systems, for example.

Average number of training days per employee



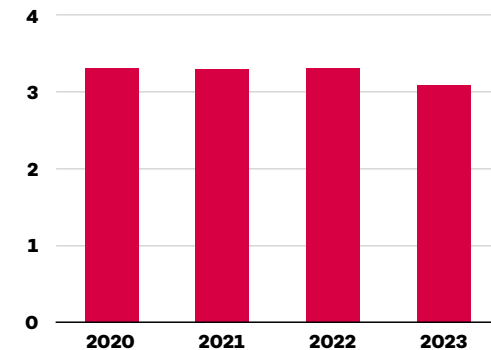
Personnel survey results

Every year, we carry out a personnel survey, which provides us with valuable information and understanding of how Atria employees perceive their work and working environment, management, and Atria's operating methods. This helps us develop our operations and promote our goal of improving the well-being of our employees and being the most attractive workplace in our industry. The survey covers the aspects of commitment, management and performance in terms of the company, unit and the employee's own work.

In the reporting year, the Peoplepower index (leadership, commitment, performance and dedication) improved by 1.7 units from the previous result. The readiness to recommend Atria to a friend or colleague is still high. Based on the results of the

personnel survey, we will continue the Winning Together development programme for all business areas, where we focus on strengthening work community skills and our organisational culture.

Atria Group employee engagement



The score is the average for the statements: "We follow Atria's principles and values in our department", "Our department has a good team spirit", and "I would recommend the company as an employer" from the annual Pulse survey for all employees.

Scale 1-4, 4 = agree



ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING



ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING



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 IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING

RESPONSIBLE SOURCING

Atria has hundreds of partners, including raw material and packaging material suppliers, producers, subcontractors and service providers.

In accordance with our Supplier Code of Conduct, we require our partners to comply with internationally recognised agreements and recommendations as well as legislation, rules and regulations applicable in their countries of operation. Our partners sign the Supplier Code of Conduct as part of the procurement contract. By accepting Atria's Supplier Code of Conduct, the supplier undertakes to comply with and develop its operations in accordance with the principles of economic, social and environmental sustainability. In Finland, Atria's contract production farms also commit to complying with Atria's animal welfare policy ([Read more →](#)).

Sourcing policy is an important part of risk management

In evaluating, selecting and monitoring suppliers, we follow our sourcing policy ([Read more →](#)). Strategic sourcing is managed on the Group-level. The business areas are responsible for purchasing operations and the sourcing of services in accordance with the jointly determined Group-level sourcing principles.

Atria's partners are assessed and categorised according to the opportunities and risks associated with the business relationship before the start of the partnership. In addition to the experience gained during the business relationship, the assessment takes into account risk factors related to financial, environmental and social responsibility.

The operating environment and sourcing market for food production vary in Atria's various business areas. The raw material markets are characterised by uneven supply and growing global demand. Supply is affected by, among other things, political decisions,

increasing global food consumption, the success of seasons, and food crises. Sourcing raw materials and other inputs and services from this fragmented market involves many risks that have a critical impact on the profitability and reputation of a company like Atria. Therefore, when selecting partners, we also carefully assess country-specific responsibility risks, such as the degree of corruption or the ratification of international human rights or working condition standards, so that we can identify the necessary measures.

Atria has a supplier management system through which evaluation and monitoring are carried out. By the end of 2023, the supplier risk assessment in accordance with Atria's sourcing policy covered an estimated 80 per cent of Atria's contract partners.

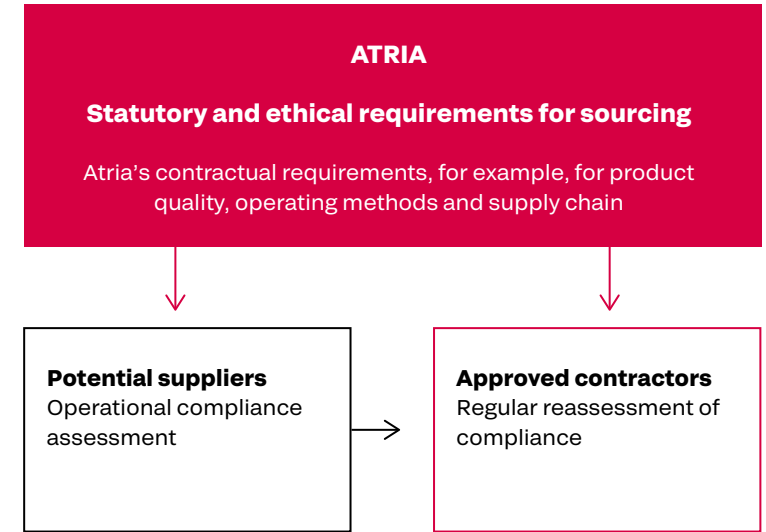
[Read more about the assessment aspects on the next p. 67 →](#)



Aspects of partner assessment

1. **Supplier's size.** We pay attention to the size of suppliers, because the size of the company is relevant to the legal obligations and regulatory control of the company.
2. **Supplier's home country.** We assess country-specific sustainability risks, such as the degree of corruption or the ratification of international standards on human rights or working conditions. We avoid suppliers owned by companies registered in tax havens.
3. **The supplier's financial situation.** A company in a difficult financial situation may have difficulties in maintaining the products' quality and security of supply. In exceptional cases, they may be at greater risk of taking illegal measures to avoid bankruptcy.
4. **Supplier's conformity to law.** By accepting Atria's Supplier Code of Conduct, the supplier undertakes to comply with all applicable laws and international standards, such as those related to human rights, competition, corruption and GDPR. In addition, the supplier must have adequate internal policies, programmes and policies.
5. **Supplier's reputation.** Atria cooperates only with suppliers with a good reputation. Atria uses all available information to determine the development of the supplier's reputation.
6. **The supplier's ownership structure.** Suppliers with complex ownership structures with multiple and hard-to-identify partners bear a higher risk than companies with few easily identifiable owners. The smaller the supplier, the more important it is to analyse the ownership base to assess the risk level.
7. **Risks related to food safety.** When the purchased product is used in Atria's food production, we pay particular attention to the risks related to product safety. Suppliers certified according to a standard (for example, BRC, IFS, FSSC 22000, EFSIS) approved by the GFSI (Global Food Safety Initiative) are automatically approved from a food safety perspective.
8. **Operation of the supplier's value chain and use of subcontractors.** We expect full transparency in the value chain's operation. The supplier must have a system to ensure the legality of activities in the production chain.
9. **Responsibility and ethical values.** Atria's suppliers must commit to complying with and developing their operations in accordance with Atria's Supplier Code of Conduct.
10. **Long cooperation with the supplier.** A supplier who has cooperated with Atria for a long time, who has delivered good quality with good delivery reliability and flawless documentation, and who has otherwise been a reliable supplier, will also have a lower risk in the future than new suppliers.

Atria's responsible sourcing



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

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- ATRIA IN 2023**
- Atria in brief
- Review from the Executive Vice President of Sustainability
- Highlights of the year
- OUR APPROACH TO RESPONSIBILITY**
- PRIMARY PRODUCTION AT ATRIA**
- TOWARDS A CARBON-NEUTRAL FOOD CHAIN**
- HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS**
- PEOPLE**
- RESPONSIBLE SOURCING**
- CORPORATE RESPONSIBILITY MANAGEMENT**
- REPORTING**

Active dialogue

We regularly assess the performance and compliance of contract partners also during the partnership in accordance with the sourcing policy. The overall assessment of risks and opportunities carried out before the start of the partnership determines the supplier's monitoring needs during the business relationship. During the assessments, attention is paid to, for example, food safety as well as environmental and social responsibility, such as human rights and the prevention of corruption and bribery.

Atria is committed to mutually beneficial business partnerships. Therefore, it is important for us to have an active dialogue with our partners. Cooperation with suppliers develops both Atria and our business partners and moves us towards our sustainability goals.



Atria Finland utilises agreements negotiated by Nordic Source Cooperative

Since 2019, Atria Finland has been a member of the Nordic Source Cooperative, which aims to promote efficient procurement in Finnish companies. In addition to Atria, the cooperative includes 18 other companies, including: Valio, Saarioinen, Fazer and Olvi.

www.nordicsource.fi

CASE

Atria Finland launched a new 100 Young Producers training programme

The new training programme supports young producers' entrepreneurship as producers of Finnish food and helps them succeed in a changing operating environment.

The training programme is one of the projects to celebrate Atria's 120 years in business and follows the idea of the Atria 100 Young Chefs training programme, which was launched in Atria's 100th anniversary year.

"The number of applicants and the motivation they demonstrate further strengthens our belief in the future of Finnish food production. Both Atria and the young entrepreneurs of the future have plenty of faith", says **Sinikka Hassinen**, Director of Nautasuomi.

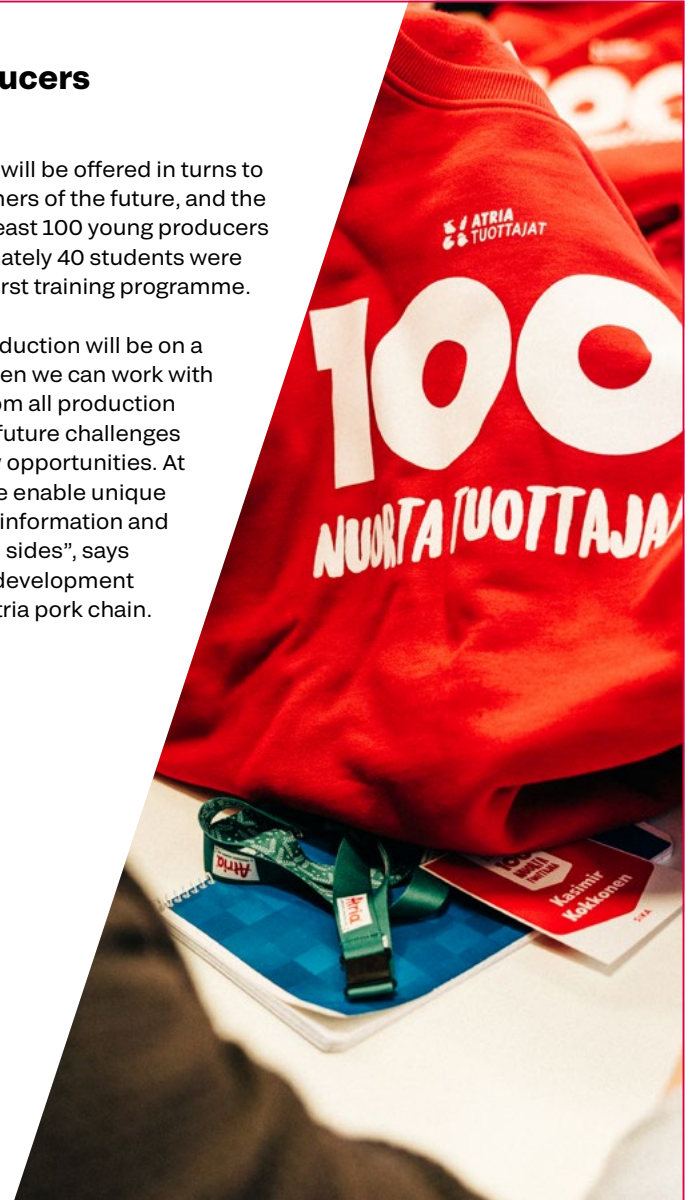
The training program will be organised again in the autumn of 2024. The training programme for

young producers will be offered in turns to all motivated farmers of the future, and the aim is to train at least 100 young producers in total. Approximately 40 students were selected for the first training programme.

"Finnish food production will be on a strong footing when we can work with young farmers from all production sectors to tackle future challenges and discover new opportunities. At the same time, we enable unique reinforcement of information and networks on both sides", says **Niina Immonen**, development manager of the Atria pork chain.



Finnish food production will be on a strong footing when we can work with young farmers from all production sectors to tackle future challenges and find opportunities.





ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING



Corporate responsibility management

We always operate responsibly. Responsibility is an integral part of Atria's strategy, business and daily work. The shared Code of Conduct and policies are determined at Group level. The Group also ensures compliance with the Code of Conduct and the policies, and determines the development projects and strategic target state applicable to all business areas. The realisation and continuous improvement of Atria's responsibility are part of day-to-day operational management across the business areas.

The steering groups of the business areas analyse their respective area's operating environment and key stakeholders' expectations with regard to Atria's responsibility, and also integrate the implementation of the necessary development measures into their business plans.

Our business operations are based on international recommendations

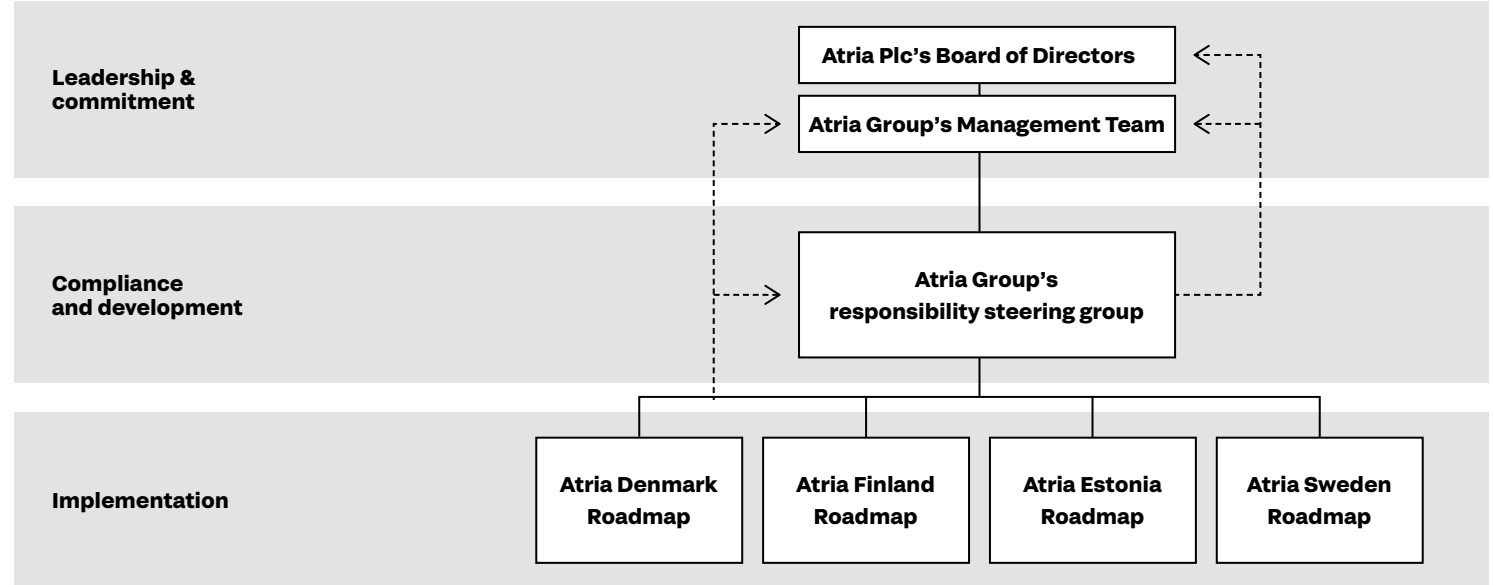
GRI 2-27, 2-28, 3-2

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).

Responsibility steering and reporting



Atria participates and makes a difference

Atria is a member of the following organisations, among others:

Finland:

- UN Global Compact Finland
- Finnish Food and Drink Industries' Federation (ETL)
- International Chamber of Commerce
- Pellervo Coop Center
- Confederation of Finnish Industries (EK)
- Animal health ETT ry

Sweden:

- Food associations
- Livsmedelsföretagen (Li)
- Swedish Meat Industry Association (KCF)
- Swedish Frozen Food Institute
- Grocery Manufacturers of Sweden (DLF)
- Livsmedelsakademin
- Svensk Fågel

Estonia:

- Eesti Personaalitöö Arendamise Ühing
- Chamber of Commerce (Eesti Kaubandus - Töötuskoda)
- GS1 Estonia MTÜ
- Association of Estonian Food Industry (Eesti Toiduainetetööstuse Liit)
- Association of Pork Producers (Eesti Seakasvatajate Liit).

Denmark:

- Danish Food and Drink Federation (DI Fødevarer)
- The Danish Agriculture & Food Council (Landbrug & Fødevarer)
- Branded Manufactures Association (Mærkevareleverandørerne)



ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING

Research and development cooperation

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 domestic food production. In 2023, our research activities focused particularly on primary production and the changing consumer and customer needs.

Joint research projects benefit the scientific community, Atria, as well as primary producers. Atria utilises scientific research data in the development of its products and operations, and Atria's practical knowledge of the industry supports scientific research. Producers, in turn, can take advantage of the latest research data and obtain public funding to develop more sustainable operating practices for the farms.

Research cooperation helps Atria achieve the goals that are of key importance in terms of operating responsibly, such as achieving a carbon-neutral food chain, supporting biodiversity, continuously improving animal welfare, and advancing biosecurity and antibiotic-free production.

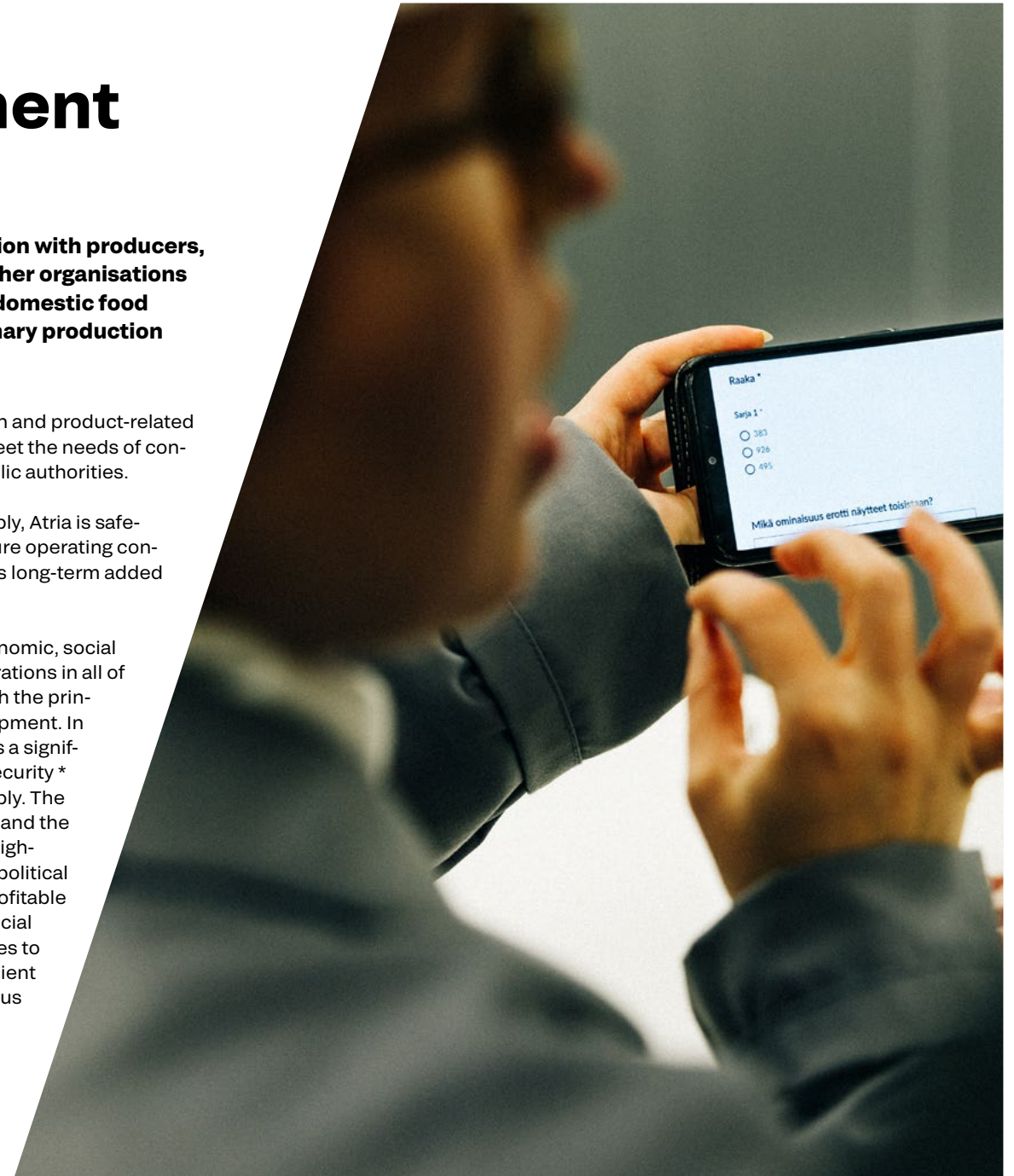
Consumer and customer needs steer productisation

Atria is actively researching consumer and customer needs and changes in them. In addition to our own consumer and market research, we collaborate with universities and other organisations to strengthen our understanding of future consumer and customer needs and to develop solutions based on these needs, taking into account the health and sustainability requirements. Through research, we steer and

develop both product design and product-related communication to better meet the needs of consumers, customers and public authorities.

By doing business responsibly, Atria is safeguarding its current and future operating conditions. This way it generates long-term added value for all stakeholders.

Atria takes into account economic, social and environmental considerations in all of its business areas in line with the principles of sustainable development. In Finland, the Atria chain plays a significant role in terms of food security * and national security of supply. The importance of food security and the security of supply became highlighted in the volatile global political situation of 2022. With its profitable food chain, Atria bears its social responsibility and contributes to securing the supply of sufficient amounts of safe and nutritious food.



ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING

**ATRIA IN 2023**

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY**PRIMARY PRODUCTION AT ATRIA****TOWARDS A CARBON-NEUTRAL FOOD CHAIN****HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS****PEOPLE****RESPONSIBLE SOURCING****CORPORATE RESPONSIBILITY MANAGEMENT****REPORTING**

Responsibility covers all levels of Atria's operations: targets, values, management and day-to-day work.

Atria develops its responsibility in co-operation with its business partners. They are committed to similar responsibility principles in their operations.

With financial responsibility, Atria refers to the achievement of its financial targets to ensure that the company has the resources to develop its business operations in line with stakeholders' expectations. The key indicators for Atria's business operations and financial responsibility are reported comprehensively in our annual report.

* According to the Act on the Measures Necessary to Secure Security of Supply (1390/1992), the Government sets general objectives for the security of supply. The current objectives were adopted on 5 December 2013 (857/2013). Food supply is defined as a vital function of society to be safeguarded in all circumstances.

Read more about Atria's responsible business in the Annual Report 2023 →

Research and development projects in primary production in 2023

- ▶ **FoSiKana:** The mineral content of feedstuffs and the effect on the phosphorus solubility and mineral content of pig and poultry manure.
- ▶ **Protein from the Field - extension:** Increasing domestic protein production by increasing the protein level of protein crops and feed grains.
- ▶ **SikaSimu:** Possibilities of reducing the water body impact of pig and poultry production.
- ▶ **Replacement of brown bedding in poultry production:** Finding alternative bedding materials.

- ▶ **Production potential of slow-growing chicken in Finland:** Examining the suitability of a slow-growing hybrid chicken breed for Finnish conditions, its well-being, economic profitability and environmental impact.

- ▶ **A healthy calf with a strong immune system.**

- ▶ **Grazing by the sea for the benefit of nature and people.**

- ▶ **NASEVA Cattle Welfare.**

- ▶ **TauTi:** Promoting farm-level disease protection and providing counselling for livestock farms.

- ▶ **ARMI:** Reducing ruminants' methane emissions with the help of feed additives.

- ▶ **NCGRASS - Dairy and beef industries in Finland:** Progressing pathways to carbon-neutrality by 2035 Reducing the carbon footprint of ruminant production.

- ▶ **Ehjä häntä - Intact tails indicate pig welfare.**

- ▶ **Open and sustainable farm animal production:** Building livestock farms' image and employer image and enhancing recruitment expertise.

- ▶ **Smart pig farm:** Individual traceability, data and digitalisation.

- ▶ **Use of medicines for sows.**

- ▶ **Control feeding costs** - improving feed efficiency at pork farms

- ▶ **Effects of not castrating piglets in the Finnish pork chain:** Makera project - the effects of giving up castration.

- ▶ **Productivity and responsibility in food production - Itua ja Vastetta.**

Consumer and customer needs research and development projects

- ▶ **Leg4Life:** The aim of the project is to study how legumes grown in Finland could be produced and used better throughout the food system (from primary production to the consumer's table and food services), while also promoting sustainable development.

- ▶ **The LCA Foodprint Project** is developing and unifying a life cycle environmental impact calculation model for food products that is science-based but applicable to practice in order to produce reliable data on the environmental footprints of food production and products.

- ▶ **NEPGa** nutrition and environmental impact assessment model including nutrition in the assessment and communication of the environmental impact of food.

- ▶ **The Food Step project** aims to develop a sustainable operating model that supports a healthy diet for children and reduces the early childhood food system's climate impact.

- ▶ **NurmiProteiini (GrassProtein)** Using grass as a source of protein for protein supplementation feeds and foods.

- ▶ **Food Data Finland** growth engine project. Aimed at the growth of Finnish food chain exports, this project brings together key operators in primary production, industry and trade to develop a food chain that utilises data and, thereby, to promote innovations in high-added value products and services.

Interaction with stakeholders

Stakeholder	Expectations of the stakeholder group	Atria's expectations		Interaction in 2023
Customers, including export customers	<ul style="list-style-type: none"> Competitive prices Safety and quality Customer-focused service Reliability in deliveries and other operations 	<ul style="list-style-type: none"> Joint operating models Implementation according to plan Forecasts 	***	<ul style="list-style-type: none"> Business negotiations Audits Customer magazine Newsletters <ul style="list-style-type: none"> Product launches and campaigns Online services Social media Marketing communications The media
Consumers	<ul style="list-style-type: none"> Products that meet consumers' needs Affordable price Safety and quality Reliability Ethically manufactured products Healthiness 	<ul style="list-style-type: none"> Choosing Atria's products Confidence in and willingness to pay for the Atria brand 	**	<ul style="list-style-type: none"> Social media Consumer research, consumer services Marketing communications The media <ul style="list-style-type: none"> Product launches and campaigns Online services
Employees	<ul style="list-style-type: none"> Salaries Job security Social security benefits Pleasant, comfortable and safe working conditions Opportunities for career advancement 	<ul style="list-style-type: none"> Work contribution Innovativeness 	***	<ul style="list-style-type: none"> Supervisory work Cooperation negotiations Intranet Personnel magazine Newsletters <ul style="list-style-type: none"> Performance appraisals Personnel surveys Training Webinars and events Unit-specific communication channels Social media
Producers	<ul style="list-style-type: none"> Reliable and consistent long-term partner Expert advice Competitive producer prices 	<ul style="list-style-type: none"> Commitment Raw materials that meet quality requirements Reliable and consistent long-term cooperation 	***	<ul style="list-style-type: none"> Services for producers Events for producers Primary production development teams Farm-specific key account managers Visits to farms <ul style="list-style-type: none"> Stakeholder magazine Webinars and events Online services Social media Newsletters
Shareholders and investors	<ul style="list-style-type: none"> Return on investment Continuity of business operations Decision-making power Returns of capital 	<ul style="list-style-type: none"> Carrying the risk in the form of capital 	***	<ul style="list-style-type: none"> Board and Supervisory Board work Capital Markets Day Stock exchange and press releases Annual General Meeting <ul style="list-style-type: none"> Annual report Online services The media
Financiers	<ul style="list-style-type: none"> Solvency Reliability Continuity Debt-carrying capacity 	<ul style="list-style-type: none"> Availability of financing on competitive terms 	**	<ul style="list-style-type: none"> Financing negotiations Annual report Stock exchange and press releases Online services <ul style="list-style-type: none"> The media
The authorities	<ul style="list-style-type: none"> Fulfilment of statutory obligations Tax revenue Employment Investments Openness Cooperation 	<ul style="list-style-type: none"> Legislation Public services, such as hygiene monitoring and financing International competitiveness 	**	<ul style="list-style-type: none"> Control-related (performance review) interaction and cooperation at expert forums Cooperation with the authorities Annual report Stock exchange and press releases Webinars and events <ul style="list-style-type: none"> Online services The media Stakeholder surveys
Supply chain partners	<ul style="list-style-type: none"> Reliable payment of invoices Long-term customer relationships Predictability and increasing demand 	<ul style="list-style-type: none"> Delivering production components such as raw materials, services and finished products in compliance with the agreed quality and delivery terms 	***	<ul style="list-style-type: none"> Business negotiations Audits Marketing communications Annual report Online services <ul style="list-style-type: none"> The media Stakeholder surveys Product launches and campaigns Webinars and events Research and development projects
Influencers and the media	<ul style="list-style-type: none"> Transparency Industry expertise 	<ul style="list-style-type: none"> Influencing general opinion 	**	<ul style="list-style-type: none"> Cooperation with the media Marketing communications Stock exchange and press releases Newsletters <ul style="list-style-type: none"> Social media Annual report Customer magazines
Local communities and educational institutions	<ul style="list-style-type: none"> Employment Cooperation Taking care of the environment Internships 	<ul style="list-style-type: none"> Highly competent and motivated potential employees Public services, such as training Infrastructure technology 	*	<ul style="list-style-type: none"> Cooperation Online services Webinars and meetings Social media <ul style="list-style-type: none"> Internships and thesis projects Research and development projects The media
Trade associations and research institutes	<ul style="list-style-type: none"> Partner Research needs Industry expertise 	<ul style="list-style-type: none"> Observation of competition legislation in cooperation Extended expertise High-quality research data and sector summaries 	*	<ul style="list-style-type: none"> Committee meetings Webinars and meetings <ul style="list-style-type: none"> Research and development projects

*** Strategic partner. Interaction regular and planned.

** Strategically important stakeholder group. Stakeholder expectations are studied regularly and systematically with the help of public and/or purchased research data, or their expectations are communicated through legislation or standards.

* A strategically monitored stakeholder. The stakeholder group has no direct influence on Atria's business, interaction is needs-based and project-like.



ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING

Materiality analysis

GRI 2-2, 2-14, 3-1

Assessment of material reporting themes

Atria's material responsibility themes were assessed in connection with the update of the responsibility strategy in spring 2021. The materiality review involved people from all business areas representing the key processes and functions that are central to the implementation of the company's strategy. The materiality assessment was based on the identification of core responsibility themes and material issues in accordance with the ISO 26 000 standard, extensive information from consumer and decision-maker surveys, and the views of the above-mentioned key personnel on the key responsibility issues relevant to Atria's business.

The risks and opportunities that the responsibility issues identified as material to Atria have on Atria's business were assessed. In addition, the positive and negative social or environmental impacts of Atria's activities were assessed for each theme, as well as the associated stakeholder expectations. The dialogue procedures relevant to the identification of corporate responsibility themes and stakeholder expectations are described in the dialogue table on **p. 47 →**.

The results of the materiality assessment were used to supplement the reporting themes and to update the responsibility strategy for 2022–2025. Atria's responsibility will continue to be developed and reported on through three key priorities: the Planet, Food and People. The reporting sections discuss themes identified as relevant for and further elaborating on the priority in question. The social

impact and relevance of each of these themes to Atria's business is further elaborated in the reporting section. The Board of Directors of Atria Plc approves a summary of material reporting topics (NFI report) in its annual report.

The main changes from the previous materiality assessment were the growing importance of climate change, the broadening of the responsibility development perspective to cover the entire supply chain, and the increasing need for a verification of responsibility efforts for all material themes. Animal welfare, food safety and responsibility for people remain key themes.



ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING

Corporate responsibility management

Subject	Atria Code of Conduct + Guiding policy	Principles (external)	Commitment	Management systems
Good governance	Decision-making policy Treasury policy Risk policy Insider policy Disclosure policy Investment policy Atria Anti-Corruption policy Information security policy Whistleblowing policy	Corporate Governance Code	UN Global Compact ten principles	Corporate governance
Responsibility in the supply chain	Atria Supplier Code of Conduct Sourcing policy	UNGC principles, OECD guidelines for multinational companies, International Labor Organization (ILO) agreement on fundamental rights at work	UN Global Compact ten principles	ISO 9001
	Primary production's sourcing policy		Soy Commitment, Baltic Sea Commitment (Finland)	Primary production management
Energy efficiency	Environmental, climate and energy policy		Energy efficiency commitment (Finland)	ISO 50 001
Emissions	Environmental, climate and energy policy		SBTi	ISO 14 001
Water	Environmental, climate and energy policy			ISO 14,001
Climate	Environmental, climate and energy policy		SBTi	ISO 14,001
Biodiversity	Environmental, climate and energy policy		Soy commitment (Finland)	ISO 14,001
Animal welfare	Animal welfare policy	World Organization for Animal Health five freedoms principle		Production guidelines by production type Naseva, Sikava
Antibiotics	Animal welfare policy			Production guidelines by production type Naseva, Sikava
Biosecurity	Animal welfare policy Food safety, quality and nutrition policy	OneHealth		Production guidelines by production type GFSI Food safety management systems
Food safety	Food safety, quality and nutritional policy			GFSI Food safety management systems
Employee well-being Occupational safety Equality Diversity	HR policy	The International Labor Organization (ILO) agreement on fundamental rights at work	Diversity commitment	Human resources management
Personnel information security	Personal Data Processing (GDPR) Policy			



ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING



ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING



Atria reports key and material information about its corporate sustainability in line with the Sustainability Reporting Standards of the Global Reporting Initiative (GRI).

Reporting

About the report

Atria's Corporate Responsibility Report describes Atria's impact on its operating environment, as well as its impact on society as a whole through its numerous important stakeholders. The report describes Atria's key sustainability themes as well as the key goals, events, results and impacts of 2023 from the perspective of corporate sustainability. In addition, the report illustrates how Atria takes sustainability into account in its operations and its development.

Atria complies with good practices in its various business areas, respecting the various views of its stakeholders on responsibility and ethical operations. However, these views and operations cannot be in conflict with local or international legislation, the Group's management principles or Atria's values.

As the basis for its reporting, Atria uses the international Global Reporting Initiative (GRI) standard, in which corporate sustainability is viewed from the perspective of economic, social and environmental sustainability. Atria has selected the essential measurements and indicators relevant to its operations and stakeholders from the GRI standard. The concept of materiality is explained in more detail on **p. 73** →. The report's content index on pages 77–80 of this report compares the scope of the report with the GRI standard's recommendations, the UN Sustainable Development Goals (SDG) and the United Nations Global Compact (UNGC) principles.

The themes of the Corporate Responsibility Report are in line with the results of Atria's materiality analysis.

The Corporate Responsibility Report covers the company's operations during the financial year from 1 January to 31 December 2023, unless otherwise

stated. Atria's annual Corporate Responsibility Report generally covers the operations of the entire Group and its business areas: Atria Finland, Atria Sweden, and Atria Denmark & Estonia. The report supplements Atria's Annual Report for 2023, which contains reports on the company's administration, strategy implementation and financial indicators. The reporting is supplemented by the company's public operating principles and policies.

The methods used to measure corporate responsibility and their weighting vary greatly across Atria's business areas. This is due to differences in the nature of business operations, market position and stakeholders' expectations between countries. In reporting, the most extensive set of key indicators concerns Atria Finland, which is the Group's most significant business area in terms of net sales. Atria's first Corporate Responsibility Report was published in 2009. The Corporate Responsibility Report 2023 was published on 6 March 2024 in pdf format in Finnish and English.

Enquiries concerning Atria's corporate sustainability:

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Reporting parameters

Comparison of the report with international indicators and recommendations The content index compares the scope of Atria's Corporate Responsibility Report with the recommendations of the Global Reporting Initiative (GRI). Atria has followed the GRI calculation principles and guidelines in its reporting to the extent that is relevant for its operations and stakeholders. The concept of materiality is explained in more detail on **p. 52** →. Atria also uses supplementary indicators created for the food industry in its reporting. These include the FPPS (Specific Standard Disclosures for the Food Processing Sector) indicators, for example.

The content index also compares the scope of the report with the UN Global Compact goals and the Sustainable Development Goals.



ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING

GRI content index

Statement of use: Atria Plc has reported the information cited in this GRI content index for the period 1 January to 31 December 2023 with reference to the GRI Standards.

GRI 1 used: GRI 1: Foundation 2021

There are no GRI sector standards for food processing sector available. The content index also compares the scope of the report with the UN Global Compact goals and the Sustainable Development Goals.

GRI standard	Disclosure	SDG	UNGC	Page	Additional information
GRI 2: General Disclosures 2021					
	The organization and its reporting practices				
2-1	Organizational details			4	The company is domiciled in Kuopio.
2-2	Entities included in the organization's sustainability reporting			76	
2-3	Reporting period, frequency and contact point			76	
2-4	Restatements of information			GRI content index	No restatements
2-5	External assurance		Principle 8	GRI content index	No assurance
	Activities and workers				
2-6	Activities, value chain and other business relationships			4, 11, 44, 72	Activities, products, services, and markets served are also described in Annual Report 2023.
2-7	Employees	SDG 8, SDG 10	Principle 6	52-55	The information is partly disclosed. Breakdown of employees by permanent employees and temporary employees and the number of non-guaranteed hours employees is not disclosed. Total number of part-time and full-time employees is not disclosed by region or gender.
	Governance				
2-9	Governance structure and composition				See Annual Report 2023 / Corporate Governance Statement
2-10	Nomination and selection of the highest governance body				See Annual Report 2023 / Corporate Governance Statement
2-11	Chair of the highest governance body				See Annual Report 2023 / Corporate Governance Statement
2-12	Role of the highest governance body in overseeing the management of impacts			69, 73	The information is only partly disclosed.
2-13	Delegation of responsibility for managing impacts			GRI content index	EVP, Sustainability is part of the management team.
2-14	Role of the highest governance body in sustainability reporting			69, 73	The Board of Directors is not responsible for reviewing and approving this report or material topics but it approves a summary of material reporting topics (NFI report) in its Report by the Board of Directors.
2-15	Conflicts of interest	SDG 16			See Annual Report 2023, Corporate Governance Statement, Atria Code of Conduct
2-16	Communication of critical concerns			54	See also : Annual Report - Report by the Board of Directors (Statement of non-financial information) and www.atria.com/en/csr/csr-management/whistleblowing-channel
2-17	Collective knowledge of the highest governance body				Annual Report 2023 / Corporate Governance Statement
2-18	Evaluation of the performance of the highest governance body				See Annual Report 2023 / Corporate Governance Statement. Information is partly disclosed. The Board of Directors assesses its operations and working methods by conducting a self-evaluation once a year, but it is not specified if sustainability-related matters are included.
2-19	Remuneration policies			58	Annual Report 2023 / Remuneration report and Remuneration policy at www.atria.com/en/investors/corporate-governance/remuneration-and-incentive-schemes



ATRIA IN 2023

Atria in brief
 Review from the Executive Vice President of Sustainability
 Highlights of the year

OUR APPROACH TO RESPONSIBILITY

PRIMARY PRODUCTION AT ATRIA

TOWARDS A CARBON-NEUTRAL FOOD CHAIN

HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING

GRI standard	Disclosure	SDG	UNGC	Page	Additional information
2-20	Process to determine remuneration				Annual Report 2023 / Remuneration report and Remuneration policy at www.atria.com/en/investors/corporate-governance/remuneration-and-incentive-schemes/
2-21	Annual total compensation ratio		Principle 6		Annual Report 2023 / Remuneration report
Strategy, policies and practices					
2-22	Statement on sustainable development strategy			6	See also CEO's review in Annual Report 2023
2-23	Policy commitments		Principle 1-10	48, 69, 74	See also www.atria.com/en/csr/csr-management/code-of-conduct-and-policies
2-24	Embedding policy commitments			74	
2-26	Mechanisms for seeking advice and raising concerns			54	Annual Report - Report by the Board of Directors (Statement of non-financial information) and whistleblowing channel at www.atria.com/en/csr/csr-management/whistleblowing-channel
2-27	Compliance with laws and regulations				Non-compliance with laws and/or regulations was not identified during the reporting period.
2-28	Membership associations			69	
Stakeholder engagement					
2-29	Approach to stakeholder engagement			72	
GRI 3: Material Topics 2021					
3-1	Process to determine material topics			73	
3-2	List of material topics			73, 13-15	
3-3	Management of material topics			12-15, 17, 18, 21, 26, 31, 36, 38, 40, 43, 48, 52, 74	Our core policies can be found on our website: www.atria.com/en/csr/csr-management/code-of-conduct-and-policies
ECONOMIC IMPACT					
GRI 201: Economic Performance 2016					
201-1	Direct economic value generated and distributed	SDG 1, SDG 8, SDG 9		4, 11	Annual Report / Group financial indicators
201-2	Financial implications and other risks and opportunities due to climate change	SDG 13			See Annual Report 2023/ Report by the Board of Directors. Information is only partially disclosed. Major risks, including and environmental impacts and climate change, and risk management are described, but financial implications are not disclosed.
201-3	Defined benefit plan obligations and other retirement plans				Annual Report 2023 / Financial Statements
201-4	Financial assistance received from government				Annual Report 2023 / Financial Statements
GRI 205: Anti-corruption 2016					
205-1	Operations assessed for risks related to corruption	SDG 16			Annual Report 2023 / Report by the Board of Directors. Information is only partially disclosed. Share of operations assessed for risks related to corruption is not disclosed.
205-2	Communication and training about anti-corruption policies and procedures			GRI content index	Information is only partially disclosed. All new employees are familiarised with the Code of Conduct as part of Atria's new employee orientation programme. However, total number and percentage of employees that the organisation's anti-corruption policies and procedures have been communicated to or who have received training is not disclosed.
205-3	Confirmed incidents of corruption and actions taken	SDG 16			Report by the Board of Directors / Statement on non-financial information



ATRIA IN 2023

Atria in brief

Review from the Executive Vice President of Sustainability

Highlights of the year

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HEALTHY, SAFE AND HIGH-QUALITY PRODUCTS

PEOPLE

RESPONSIBLE SOURCING

CORPORATE RESPONSIBILITY MANAGEMENT

REPORTING

GRI standard	Disclosure	SDG	UNGC	Page	Additional information
GRI 206: Anti-competitive Behavior 2016					
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	SDG 16			No legal actions pending or completed during the reporting period.
ENVIRONMENTAL IMPACT					
GRI 301: Materials 2016					
301-1	Materials used by weight or volume	SDG 8, SDG 12		34	
GRI 302: Energy 2016					
302-1	Energy consumption within the organization	SDG 7, SDG 8, SDG 12, SDG 13	Principles 7, 8, 9	32	This information is partially disclosed.
302-3	Energy intensity	SDG 7, SDG 8, SDG 12, SDG 13		32	
302-4	Reduction of energy consumption	SDG 7, SDG 8, SDG 12, SDG 13		32	
GRI 303: Water and Effluents					
303-1	Interactions with water as a shared resource	SDG 6		40-41	
303-2	Management of water discharge related impacts	SDG 6		40-41	
303-5	Water consumption	SDG 6		40-41	
GRI 305: Emissions 2016					
305-1	Direct (Scope 1) GHG emissions	SDG 3, SDG12, SDG 13, SDG 14, SDG 15	Principle 7	26-28	This information is partially disclosed.
305-2	Energy indirect (Scope 2) GHG emissions	SDG 3, SDG12, SDG 13, SDG 14, SDG 15		26-28	This information is partially disclosed.
305-3	Other indirect (Scope 3) GHG emissions		Principle 7	26-28	This information is partially disclosed.
305-4	GHG emissions intensity	SDG 3, SDG12, SDG 13, SDG 14, SDG 15	Principles 7-9	27	
GRI 306: Waste 2020					
306-1	Waste generation and significant waste-related impacts	SDG 3, SDG 11, SDG 12		34, 36-38	
306-2	Management of significant waste-related impacts	SDG 3, SDG 11, SDG 12		13, 34, 36-38	
306-3	Waste generated	SD 3, SG 11, SDG 13		34	
306-4	Waste diverted from disposal	SDG 3, SDG 11, SDG 1		34	
306-5	Waste directed to disposal	SDG 3, SDG 11, SDG 12		34	This information is partially disclosed.
GRI 308: Supplier Environmental Assessment					
308-1	New suppliers that were screened using environmental criteria			65-66	This information is partially disclosed. Percentage of new suppliers that were screened using environmental criteria is not disclosed.



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CORPORATE RESPONSIBILITY MANAGEMENT

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GRI standard	Disclosure	SDG	UNGC	Page	Additional information
SOCIAL IMPACT					
GRI 401: Employment 2016					
401-1	New employee hires and employee turnover	SDG 5, SDG 8, SDG 10	Principle 6	54-55	This information is partially disclosed. Rate of new employee hires and new employee hires not disclosed by age group, gender and region. Employee turnover not disclosed by age group and gender.
401-2	Benefits provided to full-time employees that are not provided to temporary or parttime employees	SDG 3, SDG 5, SDG 8		58	
GRI 402: Labor/Management Relations 2016					
402-1	Minimum notice periods regarding operational changes	SDG 8		57	
GRI 403: Occupational Health and Safety 2018					
403-1	Occupational health and safety management system	SDG 8		59	Information on the coverage of occupational H&S management system is not available for all countries.
403-2	Hazard identification, risk assessment, and incident investigation	SDG 8		59-61, 74	
403-3	Occupational health services	SDG 3, SDG 8		60-61	
403-4	Worker participation, consultation, and communication on occupational health and safety	SDG 8, SDG 16		59	
403-5	Worker training on occupational health and safety	SDG 8		60	
403-6	Promotion of worker health	SDG 3		59-61	
403-9	Work-related injuries	SDG 3, SDG 8, SDG 16		59-60	High-consequence work-related injuries (excluding fatalities) not disclosed. Work-related injuries and fatalities not disclosed for workers who are not employees.
GRI 404: Training and Education 2016					
404-1	Average hours of training per year per employee	SDG 4		62-63	Training per employee is disclosed in training days. It is not disclosed by gender and employee category.
404-2	Programs for upgrading employee skills and transition assistance programs	SDG 8		58, 62	
GRI 416: Customer Health and Safety 2016					
416-1	Assessment of the health and safety impacts of product and service categories	SDG 12		43-44, 48	See also our food safety, quality and nutrition policy at www.atria.com/globalassets/atria.com/vastuullisuus/vastuullisuuden-johtaminen/toimintaperiaatteet-ja-politiikat/en/food-safety-quality-and-nutrition-policy-20-jan-2021.pdf
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	SDG 16		45	
GRI 417: Marketing and Labeling 2016					
417-1	Requirements for product and service information and labeling	SDG 12		45, 50	See also our marketing and communications policy on our website at www.atria.com/globalassets/atria.com/vastuullisuus/vastuullisuuden-johtaminen/toimintaperiaatteet-ja-politiikat/en/marketing-and-communications-policy.pdf
417-2	Incidents of non-compliance concerning product and service information and labeling	SDG 16		GRI content index	No incidents.
417-3	Incidents of non-compliance concerning marketing communications	SDG 16		GRI content index	No incidents.
GRI 418: Customer Privacy 2016					
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	SDG 16			No incidents.



Contact details

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Good food – better mood.