



CORPORATE RESPONSIBILITY REPORT 2022



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ATRIA

Good food – better mood.

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RESPONSIBLE BUSINESS

provides a framework for all operations

The Corporate Responsibility Report describes Atria's responsibility efforts, their objectives and results. In accordance with Atria's responsibility strategy, the report is divided in four sections: Planet, Product, People and Responsible Business

The report presents responsibility indicators in line with the GRI standard.

Atria's annual reporting consists of four separate complementary reports: Annual Report 2022, Financial Review 2022, Governance 2022 and Corporate Social Responsibility Report 2022. Atria's Annual Report 2022 is a PDF publication that contains all these reports, with the exception of the Corporate Responsibility Report. All reports are published in Finnish and English.

Atria is one of the leading meat and food companies in Northern Europe

We are a company established in 1903 and valued by our customers, personnel, and owners. We have been producing food for 120 years, and we want to continue to do so, which is why our operations take account of the planet, people and product. Atria's renewal and growth are based on commercial excellence and an efficient and responsible way of working. Our main product, good food, creates a better mood and sustainable value for all our stakeholders. In 2022, our net sales were EUR 1,696.7 million, and Atria employed 3,698 meat and food professionals in Finland, Sweden, Denmark and Estonia. Atria Plc's shares have been listed on Nasdaq Helsinki since 1991.

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Atria's responsibility efforts result in concrete actions

Our operating environment went through some big and surprising changes in 2022. The war in Ukraine resulted in high inflation for us. In particular, the rising energy costs and the need to guarantee the availability of energy impacted the entire food chain in a significant manner. Rising input costs in primary production caused an exceptional cost crisis. Consumers' weakening purchasing power will significantly impact food demand and consumption in the future.

Security of supply refers to securing the production, services, and infrastructure that are essential and critical to the population's livelihood, the country's economy, and national defence in serious disruptive and exceptional circumstances. The recent crises from COVID19, the climate crisis, and weakening biodiversity to the war in Ukraine and the energy crisis form a major threat to food management. Taking care of our food chain's security of supply was and continues to be one of Finland's main development objects. Atria's security of supply remained good, and we were able to meet the changing consumer demand and customer needs.

Implementation of the updated responsibility programme began

Atria updated its responsibility programme in 2021, and the implementation of the revised programme started during the reporting year. The three main priorities of the CSR programme - Planet, Product and People - remained unchanged.

The main objective of the Planet priority is carbon-neutral Atria. Atria has been actively seeking solutions for the use of renewable energy by expanding its solar park, exploring and investigating the potential of wind power, and by promoting the construction of a biogas plant. Atria has set responsibility targets for its own production through various commitments. These include the Science Based Target (SBTi) climate commitment and the material efficiency and energy efficiency commitments. In spring

2022, Atria joined the UN Global Compact corporate responsibility initiative. At the same time, Atria was enrolled in the Climate Ambition Accelerator training programme. In its earlier responsibility work, Atria had already committed to the Ten Principles of the Global Compact and the UN's Sustainable Development Goals for human rights, labour, the environment and anti-corruption. Joining the UN Global Compact strengthens Atria's development work in environmental and social responsibility.

At the heart of the Product priority is, of course, the food that Atria produces. We want to be part of all the consumers' mealtimes by offering them responsibly produced food that respects the environment. For Atria, nutritious and safe food means a transparent and traceable chain, antibiotic-free production, animal welfare, product safety and taking nutritional considerations into account in product development. During the reporting year, Atria expanded its production of antibiotic-free pork.

Under the People priority, our most important project is Safely home from Atria, where we have been achieving good results for many years, including a reduction in accidents at work. During the year under review, Atria started close cooperation with the Association of Friends of the University Children's Hospitals. The Dinner Table Conversations partnership brings an important message to families with children about supporting children's and young people's mental health - conversations promote children's emotional wellbeing and interaction and strengthen family relationships.

Merja Leino
EVP, Sustainability
Atria Plc

"Through various commitments, Atria has set sustainable development goals in its own production."



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The first year of the new responsibility strategy

Responsibility efforts extend to the whole value chain

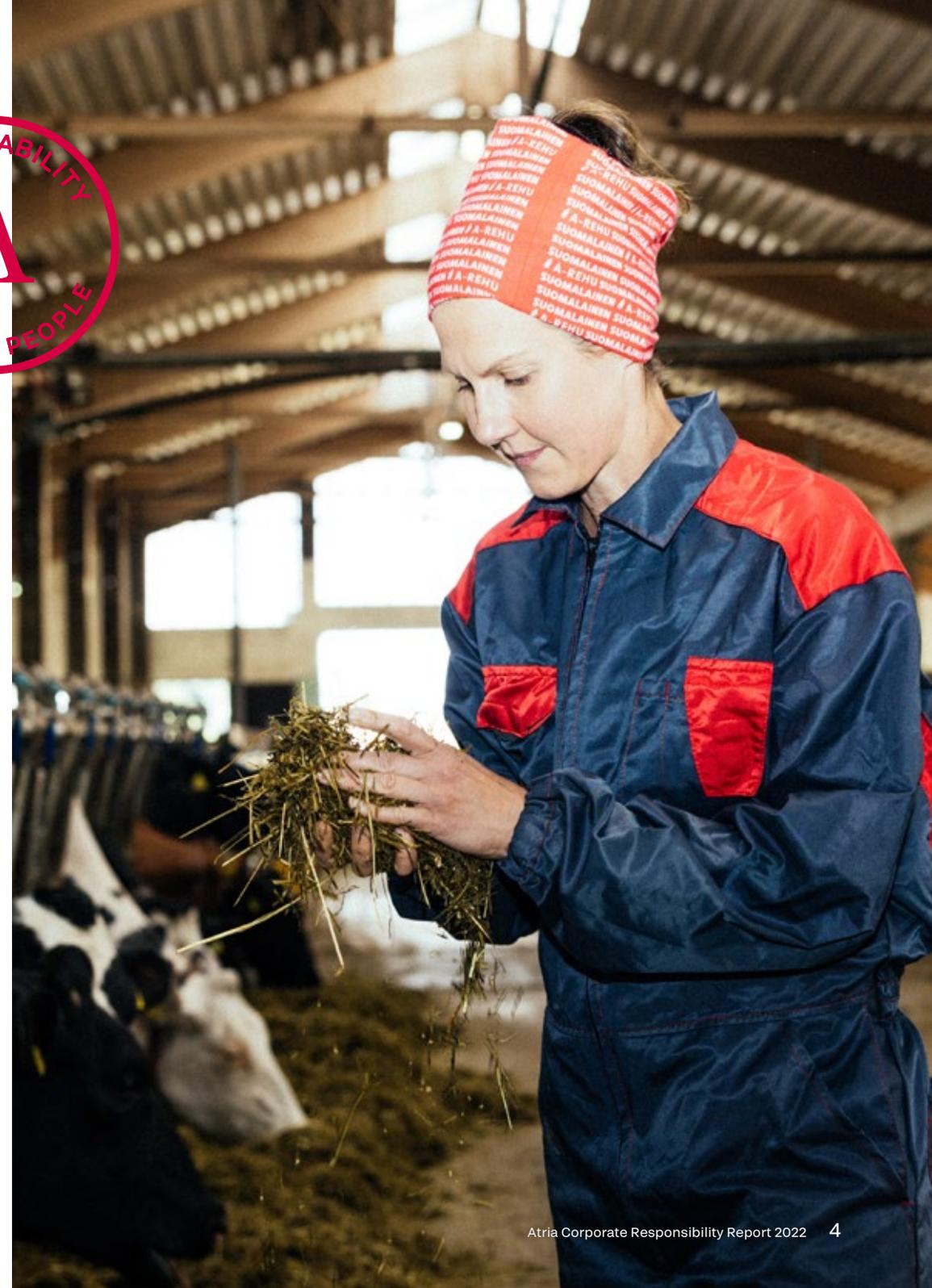
GRI 2-22

Atria Group aims to lead the way in responsibility in its industry. The updated responsibility strategy for 2022–2025 extends our responsibility efforts beyond our own operations to cover the entire Atria value chain. It means making our products and services even more responsible in 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.

Responsibility guides our operation

Responsibility is an integral part of Atria’s strategy, business and daily work. The 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 targets 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 stakeholders’ expectations with regard to responsibility, and also integrate the implementation of the necessary development measures into business plans.

* Find out more about Atria’s Code of Conduct and policies on our website at <https://www.atria.fi/en/group/corporate-responsibility/>



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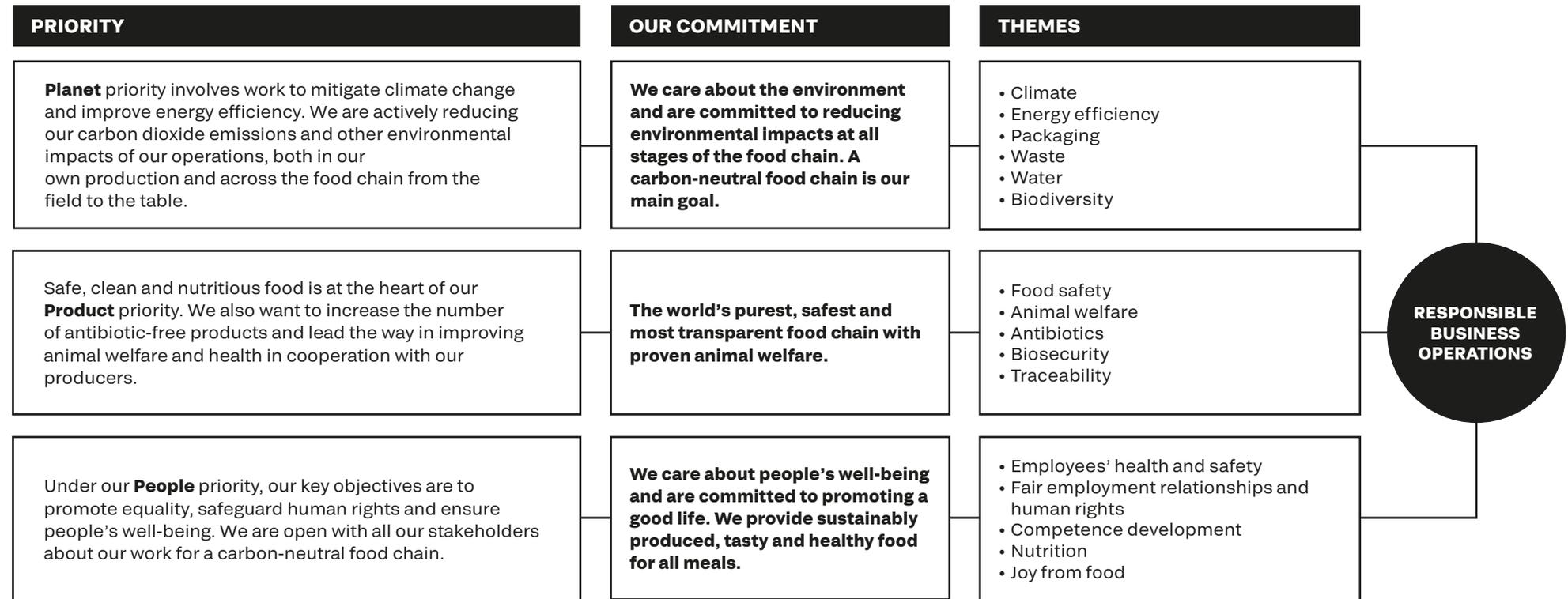
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Three priorities in responsibility

GRI 2-4, 3-2

Our responsibility work is guided by ambitious goals: a carbon-neutral food chain, pure and safe products, and the general well-being of people. We are moving towards these goals through three priorities: Planet, Product and People. The key objectives and results are presented in this report in line with the 2022-2025 responsibility strategy. The figures for Domretor Oy, a subsidiary of Atria Finland Oy, are included in the calculation of the report.



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The Science Based Targets initiative verifies Atria's climate targets

Targets approved by the Science Based Targets initiative (SBTi) played a key role in Atria's responsibility work in 2022. SBTi is based on a scientific calculation method to ensure that companies' targets are aligned with those of the Paris Climate Change Agreement. They aim to limit global warming to 1.5 degrees Celsius globally. 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).

Science-based emission reduction targets

At the end of the year, Atria's emission reduction targets were officially approved by SBTi. In the targets approved by SBTi, Atria commits to reducing greenhouse gas emissions from its own operations (Scopes 1 and 2) by 42% by 2030 from 2020 levels. The target for Scope 3 includes emissions related to purchased goods, raw materials, and services. The reduction target for Scope 3 emissions is 20% per tonne of meat processed by 2030.

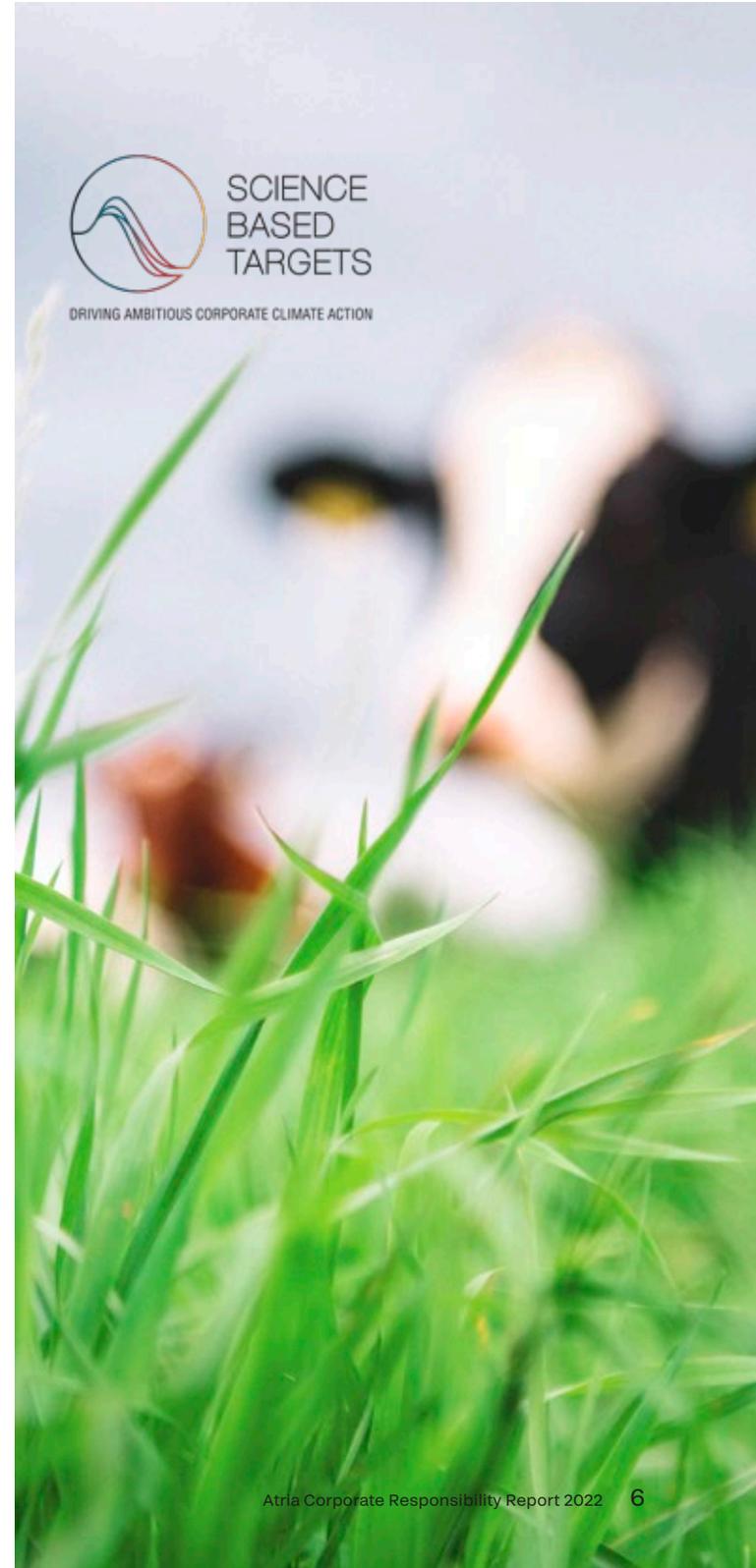
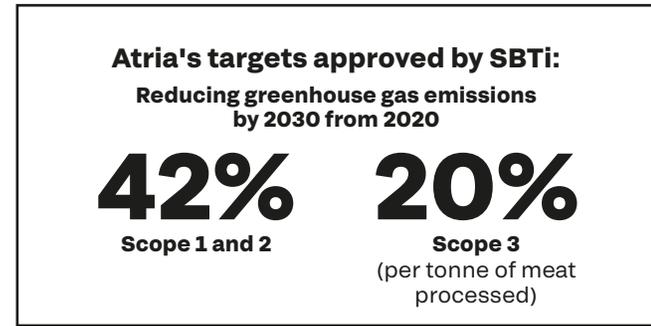
The main focus of the Scopes 1 and 2 carbon reduction measures is to replace fossil fuels with renewable energy. Examples of the measures Atria takes to achieve its targets include increasing the use of solar energy and investigating the introduction of wind power at Atria Finland's production plants, 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.

Pilot group for Science Based Targets for Nature

In April 2022, Atria was accepted into a pilot programme organised by FIBS (Finnish Business & Society) and The Finnish Innovation Fund Sitra. In the programme, Science Based Targets Network (SBTN) was developing a set of instructions which the participant companies will 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 which started in April. The ten companies chosen to participate will get to test the instructions among the first ones in the world.

We chose risk commodities, Finnish meat and investment projects for a closer look, using our ongoing poultry investment as a case study. Working with our managers, experts and core team, we sought to identify the adverse impacts of our activities under the framework, their significance and our ability to influence them.



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Atria supports work for children's and young people's mental health



The Association of Friends of the University Children's Hospitals and Atria communicate to families about how important everyday conversation, interaction and being present is for children's mental health on their joint website and in Atria's product packaging. The Association of Friends of the University Children's Hospitals and Atria also encourage people to donate to the State of Mind project which promotes work for children's and young people's mental health. Atria supported the project with EUR 60,000.

Atria joined the UN Global Compact

Atria joined the international UN Global Compact corporate responsibility initiative and was also enrolled in the Climate Ambition Accelerator training programme. The programme aims to help companies set and achieve science-based emission reduction targets.

Atria tested guidance for Science Based Targets for Nature

10 Finnish companies familiarised with the new guidance provided by the Science Based Targets Network for companies to set science-based targets for nature as part of a pilot programme organised by FIBS and Sitra.

Ten years of farm-traceable products



Product traceability to farms started in 2012 with chicken products and has since been extended to pork and beef products. Today, there are around 70 products in different product groups that are traceable to the farms where the meat raw material was produced.

Wind power project making good progress



A seven-turbine wind farm planned near Atria's Nurmo plant has progressed to the land-use planning stage. If implemented, the wind farm would be a unique project at national level, integrating solar and wind farms with industrial production.

Twice as much solar energy

Atria Finland Ltd almost doubled the capacity of its solar power plant in the winter of 2022. After the expansion, the company covers about 8% of its annual consumption with solar power.

Work to reach waste reduction targets continues

Atria is continuing its systematic work to reduce material and food waste in its production during its 2022-2026 operating period as part of the material efficiency commitment of the Finnish food industry.

Responsibility highlights in 2022



Copa Cogeca award for chicken Award for Outstanding Innovation

Atria's chicken products, which have a carbon footprint labelling on their packaging have been awarded in a innovation competition organized by the European Cooperative Society Cogeca. The prize for significant innovation was awarded in the "Traceability and Consumer Information" series.

Donations to universities and organisations

Atria Finland donated EUR 60,000 in total to the Universities of Vaasa, Eastern Finland and Tampere, and the Seinäjoki University of Applied Sciences. We also donated EUR 5,000 to Food and Forest Development Finland to support agriculture and forestry in developing countries. We made product donations to Lakeuden Ruoka-apu and the Seinäjoki parish food bank amounting to almost 40 000 kilos.

Atria Sweden donated SEK 25 000 to UN Women in Ukraine and SEK 20 000 to Stockholms Stadsmission.

Atria Denmark made 32 surplus product deliveries accounting for 6.475 kg to Fødevarebanken. Fødevare-banken delivers the food to social organisations that prepare the food into meals for people in difficult situation.



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

Achieving a carbon-neutral food chain requires cooperation from the entire industry. Atria started cooperation with the Baltic Sea Action Group by making the Baltic Sea commitment in 2019. The goal of the Baltic Sea commitment is to improve the environmentally sustainable food chain and livestock production together with BSAG networks, Atria's contract producers, and A-Rehu's contract farmers. Atria is also an active member of the Carbon Action network of companies.

► Read more about research and development projects p. 23



Atria participated in a pilot project to reduce methane emissions from cows

Atria's primary production and Valio tested a Bovaer® feed additive produced by DSM, which has been proven to reduce methane emissions from cows by 30%. In the feeding trial, Bovaer® feed additive was used for the first time in the feed of dairy cows in Finland. Around 30% of the beef sourced by Atria comes from dairy farms.



Aiming for an antibiotic-free pork chain by 2025

Atria's antibiotic-free production chain was opened to all Atria pork producers, with the aim of all Atria pig farms carrying out antibiotic-free production by the end of 2025.

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Atria's tools for responsible operations:

GRI 2-14, 2-23, 2-30, 3-3

Code of Conduct and the related policies

The Atria Code of Conduct and the policies supporting the Code are based on the laws and collective agreements of Atria's countries of operation, and on international agreements and recommendations concerning responsible operations in terms of human rights and anti-corruption, for example. Employees are provided with training to comply with the Code of Conduct in line with a training plan. The whole Code of Conduct can be found on Atria's website.

▶ p. 46

Compliance

Atria's operations are governed by legislation in each area of responsibility. Based on these laws, Atria has determined internal responsibilities and operating models to ensure that any changes to regulatory obligations are taken into account and can be anticipated.

▶ p. 46

Social impact

Atria monitors and impacts regulation in society to manage changes and risks related to its operating environment. Atria actively seeks to make an impact on society through trade associations. For example, the company serves as an expert in regulations related to its industry and in developing good practices.

▶ p. 46

Corporate responsibility management

Atria's corporate responsibility is managed at Group level and in the business areas in accordance with the principles of due diligence and international recommendations. 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 sustainability strategic target state applicable to all business areas. The realisation and continuous improvement of responsibility are part of day-to-day management across the business areas. The annual reporting related to Atria's corporate responsibility is carried out at Group level. The Board approves and reviews all Group-level measures annually.

▶ p. 49 and 53

Responsibility in the supply chain

As sustainable development is an integral part of our operations, we need to ensure that the operation of our entire value chain is sustainable. Atria expects its business partners to comply with the Atria Supplier Code of Conduct. In addition, procurement contracts obligate Atria's partners to meet the company's requirements for product quality, operating methods and the supply chain, for example.

▶ p. 49

Truthful, open and interactive communication

Sustainable communication is transparent and interactive. In practice, this means listening to stakeholders and considering their needs in our operations and disclosures.

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We care about the environment and are committed to reducing environmental impacts at all stages of the food chain. A carbon-neutral food chain is our main goal.



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Towards a carbon-neutral food chain

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

Food production is strongly linked to natural resources and climate conditions. Our main goal is a carbon-neutral food chain by 2035. To achieve this goal, we are committed to reducing our climate and environmental impact at each stage of our business operations.

Atria is actively working in each of its business areas to ensure the sustainability of its business. Climate change and global issues related to food production manifest themselves as both challenges and opportunities for Atria's operations. Energy policies at the EU and national level have a significant direct and indirect impact on costs in the whole food supply chain. Atria's energy planning plays an increasingly important role in minimising production costs. Energy planning includes measures related to energy efficiency, energy sources and energy solutions.

In primary production, the long-term risks and opportunities relate to adaptation to extreme weather conditions and to ensuring the nutrient cycle, increasing protein self-sufficiency and the securing the security of food supply.

In public debate, the sector is often seen in an unfavourable light, when global problems in livestock production are unjustifiably equated with the Nordic way of production. 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.

Atria promotes the industry's sustainable development and the application of the best environmental practices. Atria works closely with the entire industry to increase researched information about the specificities of Nordic food production and to use this information to develop its own production chain so as to become more sustainable and to communicate about it in a transparent way.

In line with its climate and environmental policy, Atria consistently works to minimise its environmental impact. Atria is committed to reducing carbon dioxide emissions and other environmental impacts both in its own industrial production and across the food chain. In line with its sourcing policy, Atria also requires all its partners to act in an environmentally responsible manner.

Atria's direct environmental and climate impacts are managed in many ways: by increasing energy efficiency and the use of renewable energy sources, reducing waste, developing ecological packaging solutions, and using water and other natural resources responsibly.

In addition to ensuring that its own operations meet statutory requirements, Atria actively contributes to and supports the development of the whole industry. New technologies enable better and more efficient use of renewable energy sources and nutrient streams in production.



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Carbon-neutral food chain

Atria is doing its share to meet the major challenges of our time. We are working to mitigate climate change throughout our value chain. The most important goal in terms of environmental responsibility is a carbon-neutral food chain. We want to be part of the solution by continuously developing our value chain and improving its efficiency.

EFFICIENT AND SUSTAINABLE PRIMARY PRODUCTION

- **Well-kept and healthy animals**
We work with our contract producers to improve animal welfare and increase antibiotic-free production. **▶ p. 27**
- **Clean and traceable feed**
Our own energy-efficient feed factory enables us to produce and develop domestic feeds. **▶ p. 19**
- **Sustainable crop production**
We promote domestic protein crop production and sustainable farming methods and invest in the development of grass production. **▶ p. 20**
- **Developing carbon footprint calculations**
We are conducting research in cooperation with other operators in the sector to develop and harmonize the calculation methods of the carbon and environmental footprints. **▶ p. 18**

ATRIA'S OWN OPERATIONS UNDER DEVELOPMENT

- **Developing our own operations**
We are improving the energy and resource efficiency of our production plants. We also expect this from our partners. **▶ p. 11**
- **Renewable energy sources**
We are increasing the use of and developing renewable energy sources. We are striving for efficient energy use. **▶ p. 11**
- **Ecological packaging solutions**
We are developing ecological and recyclable packaging solutions that ensure product safety and reduce food waste. **▶ p. 16**

PRODUCTS AND SERVICES

- **Products and service solutions to meet the various needs of our customers**
Our customers are the grocery trade, the Foodservice sector, industrial customers and exports. We advance the wellbeing of communities and society by providing high-quality and nutritious products for a balanced diet. **▶ p. 40**
- **Openness and transparency**
We inform our customers and consumers of the environmental impact of our operations and animal welfare throughout the production chain.

MORE ENVIRONMENTALLY-FRIENDLY TRANSPORT

- **Efficiently and sustainably**
We are looking for alternatives for fossil fuels.

| Management with information | | |
|---|---|--|
| <p>Education and learning</p> <p>We develop our employees' skills based on our strategic priorities and identified needs. Our key methods are workplace training, job rotation, sharing the best practices, and programs aimed at competence development. We also ensure our producers' up-to-date expertise through training.</p> | <p>Exploiting technology</p> <p>We follow and support our industry's technological development and related research. We contribute to the development of new innovations by applying them in our own operations.</p> | <p>Application of scientific information</p> <p>We monitor research on food safety, nutrition, animal welfare and sustainable farming practices. We also participate in the research in practice with other operators in the sector. We share the information throughout the Group and we utilize it in our operations and product development.</p> |

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Systematic and controlled work for the environment at Atria plants

GRI 2-27, 3-3, 303-2

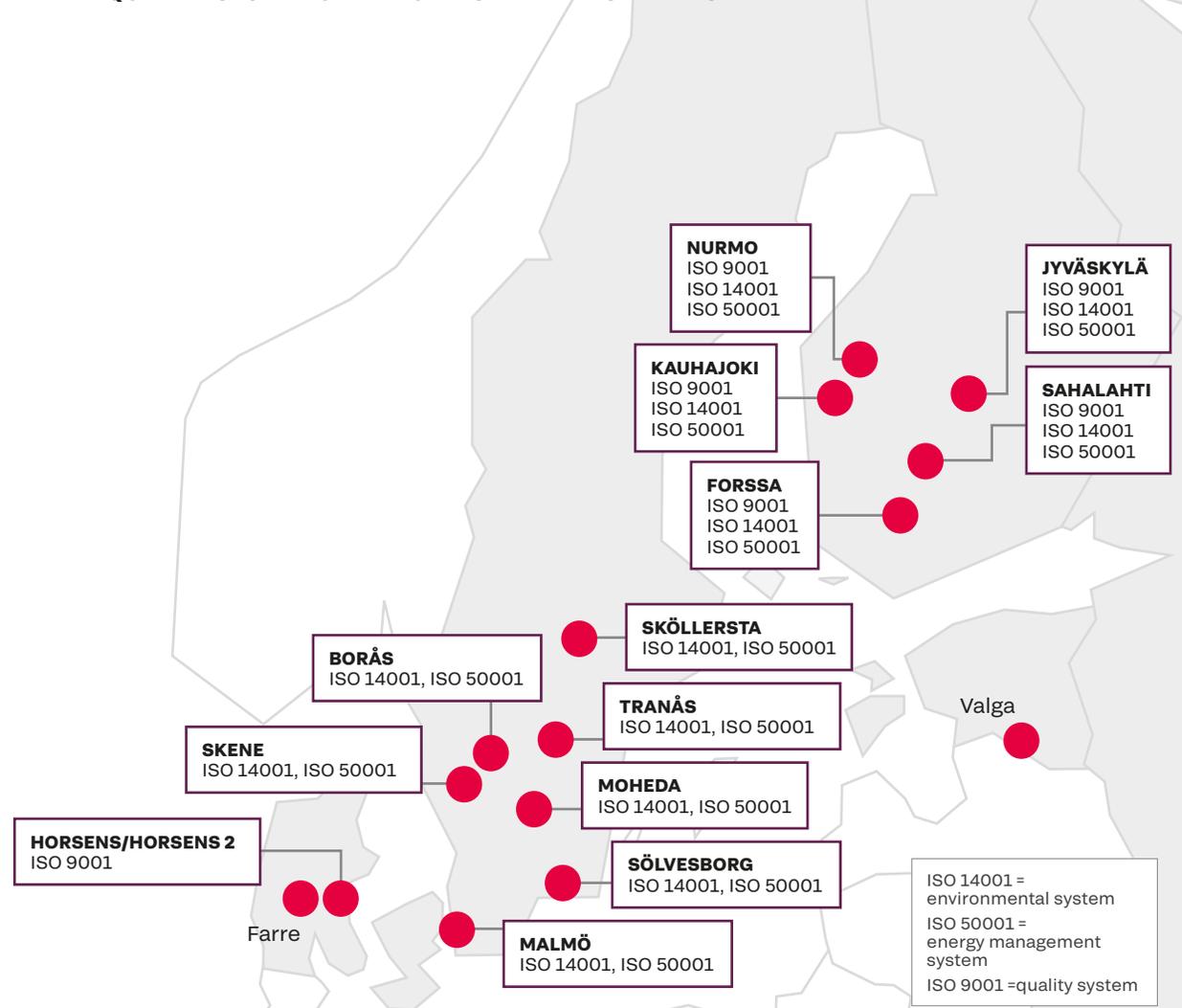
All Atria's production plants have a management system in place that complies with the requirements of the ISO 14001 and ISO 50001 standards. A certified management system provides third-party assurance of a proactive approach to environmental protection, energy efficiency and other statutory requirements, as well as stakeholders' requirements. The system is the management's tool for the systematic development of the company's 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. The authorities monitor compliance with the permit conditions such as emissions 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.

The environmental permits specify Atria's reporting obligations to the authorities. If a plant experiences disruption, or if short-term emissions limits are exceeded, the plant in question is obligated to submit an immediate report to the supervising authority. All plants are inspected regularly, based on a risk classification created by the supervising authority. 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.



ENVIRONMENTAL, ENERGY MANAGEMENT AND QUALITY SYSTEM CERTIFICATES AT ATRIA'S PLANTS



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Working towards our targets throughout an exceptional year

GRI 2-23, 302, 305

Atria's key goals are the mitigation of climate change and ensuring carbon-neutral food production. In our own industrial production, this means energy efficiency and replacing fossil energy sources with renewable energy. Detailed plans have been prepared for all business areas to achieve the emission reduction targets.

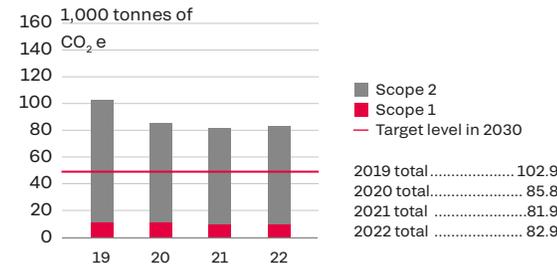
The Science Based Targets Initiative (SBTi) has officially approved Atria's emission reduction targets. The targets are based on the Paris Climate Agreement and aim to limit global warming to 1.5 degrees Celsius globally. **p. 6**

Energy sources

The heat and steam used at Atria is produced using district heating, solid fuel, natural gas, biofuel and fuel oil. In electricity consumption, the ratio between renewable and non-renewable sources of energy depends on the market situation and is determined using national energy statistics. The electricity produced by the solar panels at the Nurmo plant is also renewable electric energy. Atria Group's energy consumption in 2022 was 456,794 MWh. Total consumption decreased by 2.35% from 2021, and energy consumption per kg produced fell by 2.27% at the same time. >



Atria Group's carbon footprint

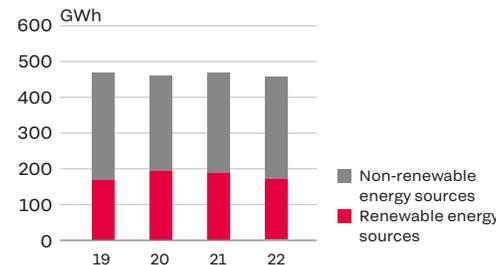


The carbon footprint calculation is based on the international Greenhouse Gas Protocol guidance. The calculation covers carbon dioxide emissions from Atria's industrial production process in companies of which Atria owns more than 50%, in line with Scope 1 and Scope 2.

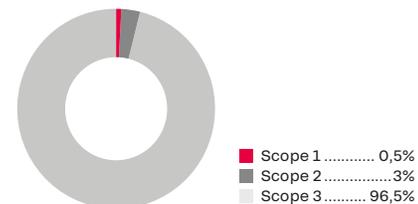
Scope 1 (red) covers direct emissions from energy sources that are owned or controlled by the reporting company, and that are used for heating and production, for example.

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.

Energy consumption by primary source



Total emissions distribution in Atria's chain



Scope 3 (light grey) covers all emissions (not scope 1 and 2) that occur in Atria's value chain including both upstream and downstream emissions. This means, e.g., all emissions from primary production and logistics.

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Atria's greenhouse gas emissions

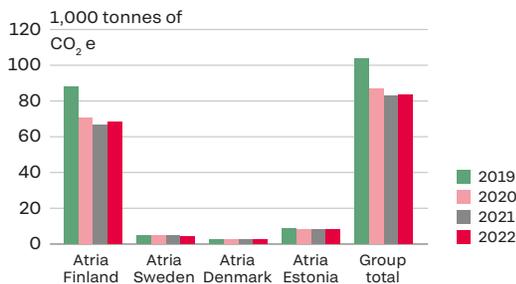
Atria Group's greenhouse gas emissions have been tracked on since 2016. The Group's goal has been to reduce carbon dioxide emissions by 25% by 2025 compared to 2016 emissions. This target was already reached in 2020, when emissions were 27% lower than in 2016. The reduction was due to the increased use 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-efficiency in energy use.

Energy management

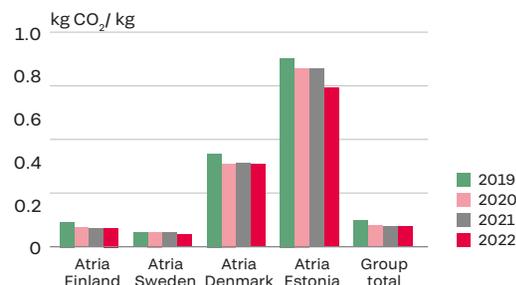
Atria's energy management system is based on the ISO 50,001 standard. The Group's energy management team determines our common energy and environmental policy and the related goals, targets, indicators and management procedures. In addition, energy use and the effectiveness of implemented measures are analysed and best practices are shared at Group level. The business areas are responsible for preparing and implementing plant-specific action plans for achieving the energy and environmental targets. They report on their progress to their management teams and the Group Management Team. In addition, voluntary

agreements are a way to meet international energy efficiency obligations concerning the government. This way of working has been chosen by the government in cooperation with various industries. For example, the current energy efficiency agreement period in Finland runs from 2017 to the end of 2025. Accordingly, Atria is committed to improving its energy efficiency by 7.5% from the 2015 level. There are dozens of efficiency measures and together they help us exceed the set target.

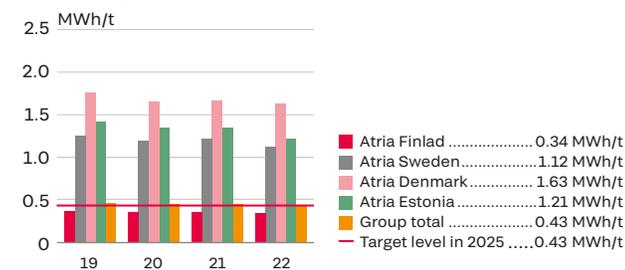
Carbon footprint by business area



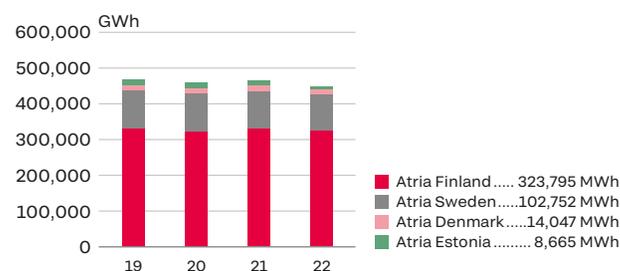
Characteristic carbon footprint relative to production output by business area



Energy efficiency in the Atria Group



Energy consumption by business area



How we work:

Finland:

Atria Finland implemented energy efficiency measures, the most significant ones being the utilisation of waste heat by means of a heat pump at the Forssa plant, the development of need-based control of process cooling, and measures to optimise ventilation and cooling. An extension was built to the solar power park in 2022. The park will be commissioned for production in spring 2023. The extension will almost double the panel capacity of the solar power park commissioned in 2018. When completed, it will produce 9,000 MWh of solar energy per year, covering 8% of the annual energy consumption of the Nurmo production plant.

Sweden:

In Sweden, measures were taken to optimise building services and lighting. These relate to improvements made in response to the findings of energy analyses that were carried out at production plants as part of continuous improvement. In Borås, fuel oil was replaced by wood-based fuels.

Estonia:

Atria Estonia expanded its solar power generation capacity by 200 kW and increased the use of solar energy at its Valga plant.

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Responsible water consumption

GRI 303, 306-1

Atria needs clean water for its processes requiring a high level of hygiene and for cleaning its production facilities. 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 control authority has determined risk management measures and monitoring procedures for the units. According to a review conducted in 2020 using WWF's Water Risk Filter, Atria's operations are located in areas where no significant risks related to water use have been identified in terms of the sufficiency of groundwater, for example.

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 Atria's operations. This is why Atria cooperates with local water utilities and wastewater treatment plants. 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.

Water responsibility in the supply chain

In 2020, Atria published its water responsibility commitment which means that the company is also committed to promoting sustainable water use together with its primary production stakeholders. This commitment is supported, inter alia, by the measures mentioned in Atria's Baltic Sea commitment to the Baltic Sea Action Group. **p. 7.**

Stable water consumption in Atria's own operations

Areas where water use can be made more efficient are identified through continued systematic monitoring. The Group's water consumption was 2,885,718 m³ in 2022. Consumption increased by 0.3% and by 0.1% in relation to kilograms produced in comparison to 2021.

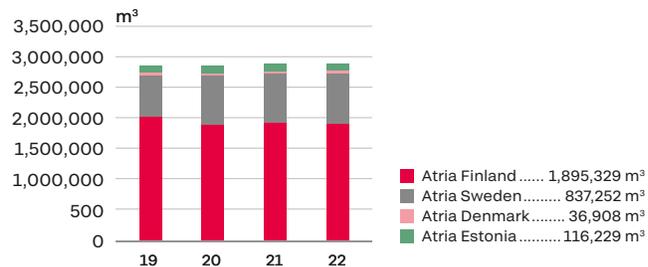
Wastewater

Wastewater from Atria's production plants is treated at local treatment plants before being directed into natural waterways. Around 80% 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

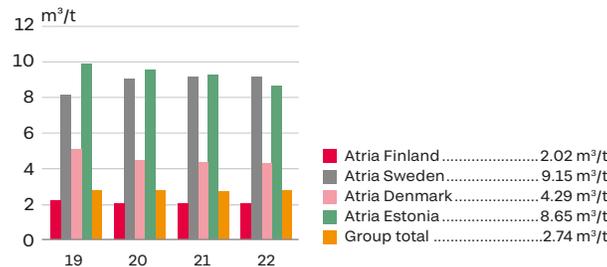
threshold values for wastewater quality. Wastewater quality is monitored in accordance with the plants' self-monitoring plans. A predictable and stable organic load in wastewater is important for the operation of wastewater treatment plants. The BOD7 load* and wastewater quality met the official requirements during the review period. 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 indicates the amount of oxygen consumed by the organic matter in wastewater in microbiological oxidation over a period of seven days.

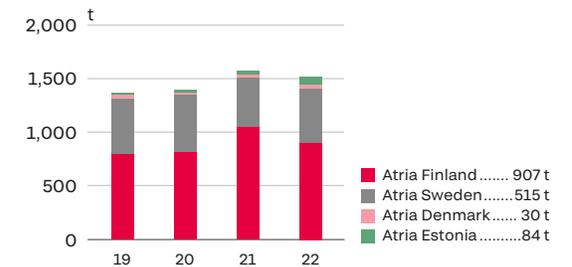
Total water consumption by business area



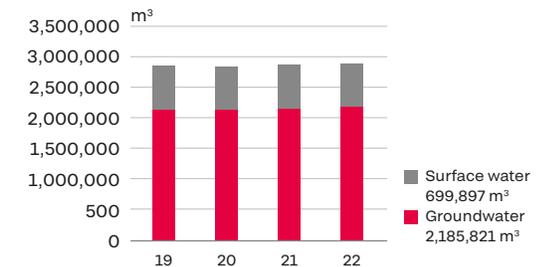
Water consumption in proportion to production



BOD7 emissions, total



Total water consumption by source



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Utilisation of raw materials and other materials

GRI 301, 306

The goal is to reduce waste in all production.

The careful and efficient use of raw materials and other materials lays the foundation for Atria's sustainable solutions. Food production has plenty of 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 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

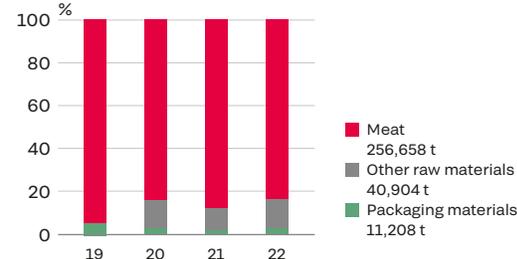
measures to further improve material efficiency in production processes, in addition to developing product and packaging solutions. The company is also committed to increasing awareness of the opportunities and means of material efficiency in the food chain and among consumers.

Waste is managed by means of daily management

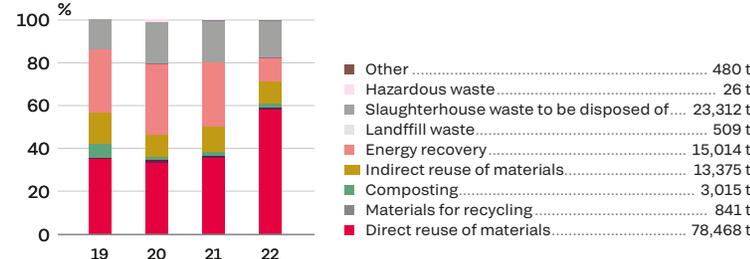
In accordance with the responsibility programme, Atria focused on strengthening its anti-wastage operating culture. Atria's internal waste management aims to improve value creation for material flows suitable for food production.

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 day-to-day management reacts to deviations without delay. Wastage can be significantly reduced by our personnel's working methods and investment in process improvement.

Raw materials and packaging materials used



Breakdown of side streams



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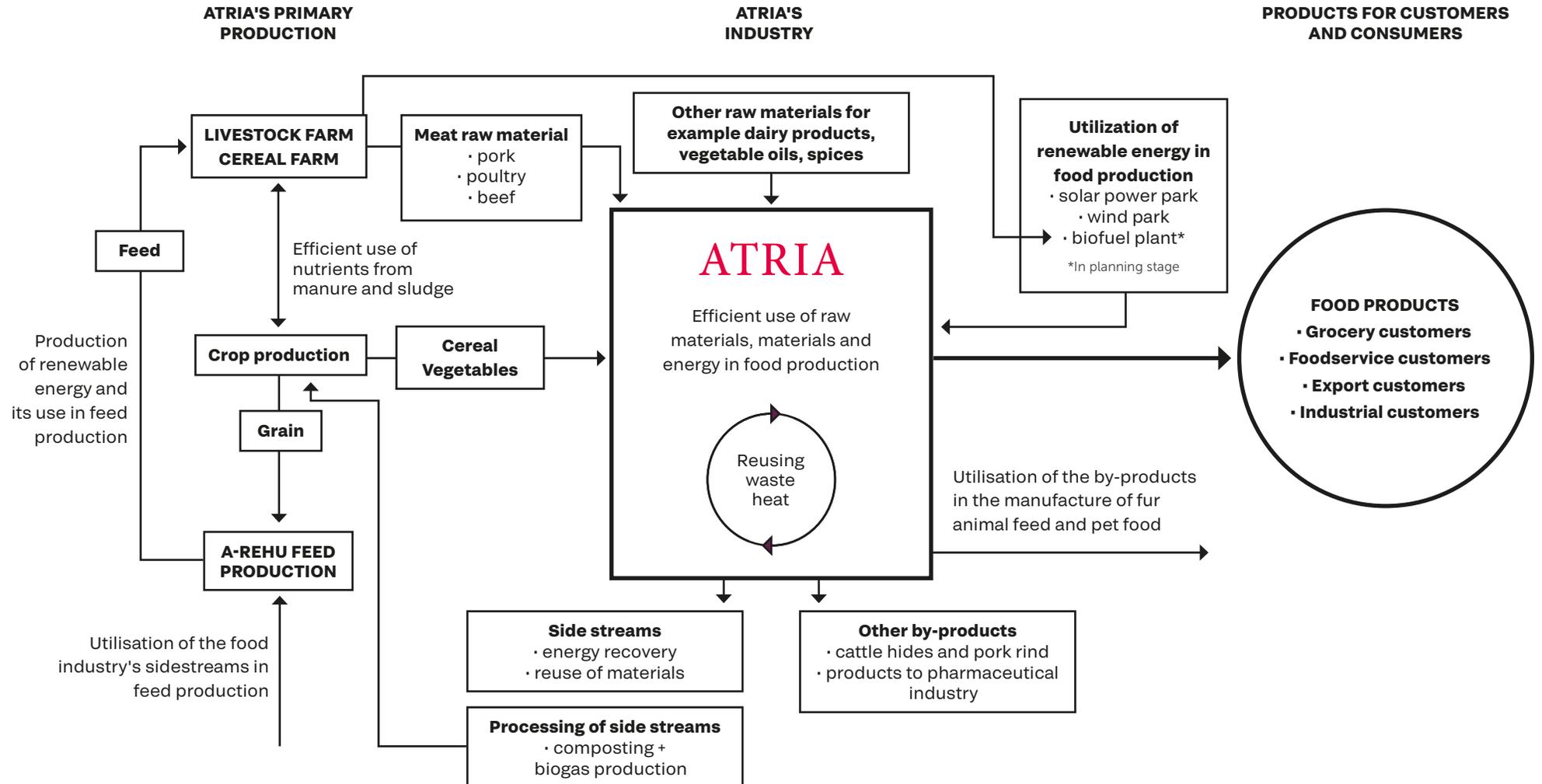
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Circular economy is an important part of responsible business

Circular economy is 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.



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Safe and ecological packaging

GRI 301

Aiming to develop ecological packaging solutions

In product packaging, Atria aims for overall optimal solutions, with the main focus on ensuring product safety. Packaging design aims for material efficiency, and the packaging is either recyclable or suitable for energy recovery. In addition, the packaging materials used in the food industry are subject to strict regulation by law.

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 and to develop functional packaging solutions from alternative materials with its partners.

How we work:

Finland:

In Finland, the use of plastics was reduced by 101 tonne in the reporting year 2022. In addition alternatives for lightening and thinning packaging materials were investigated in all product groups. The results of the tests were concretized at the end of the year and will be implemented during 2023.

Sweden:

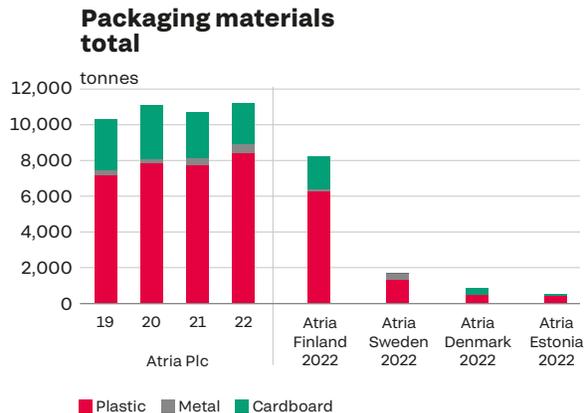
Atria Sweden introduced bioplastic packaging for Lönneberga's cold cuts. The new packaging reduces the amount of fossil plastic used by 45 tonnes compared to the previous packaging.

Denmark:

Atria Denmark continued to work to reduce the use of plastic in packaging.

Estonia

Atria Estonia continued to work to reduce the use of plastic in packaging.



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Good food packaging is ecological and safe

We are developing ecological and recyclable packaging solutions that ensure product safety and reduce food waste. The environmental impact of arising from food waste is considerably more significant than that caused by packaging. Our aim is to further improve the recyclability of packaging and to significantly reduce the amount of plastic we use.

Packaging solutions guided by carbon footprints

PRIMARY FUNCTION OF PACKAGING:

- Protects the product and informs the consumer about its characteristics, thus preventing food waste
- Ensures safety and minimises waste

OTHER FUNCTION OF THE PACKAGING:

Reducing the use of plastic*

Packaging must be material-efficient. Atria is looking for the most technically and economically functional solution, using as little packaging material as possible without compromising the primary function of packaging.

- -7% by 2025
- -14% by 2035
- Fossil-based plastics -12% by 2025

Makes recycling easy*

All Atria plastic packaging can be taken to material recycling without problems because it is either recyclable or suitable for energy recovery.

Ease to use and transport

The packaging is designed to save space in transportation and in the refrigerators of customers and consumers. This minimises the emissions from the transportation and storage of the product.

Efficient material use

Packaging must be material-efficient. Atria is looking for the most technically and economically functional solution, using as little packaging material as possible without compromising the primary function of packaging.

* Atria's target compared to 2019 level.



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Developing sustainable primary production

Atria farms form a domestic production chain that invests in responsible and sustainable solutions. Atria's goal is to be the best partner for its owner-producers and to ensure that the farms will continue to do well in the future. To secure the operating conditions of its farms, Atria offers its producers comprehensive expert assistance that takes into account each farm as a whole, as well as the solutions to be implemented there. The profitability of farm operations is a prerequisite for the development of sustainable primary production.

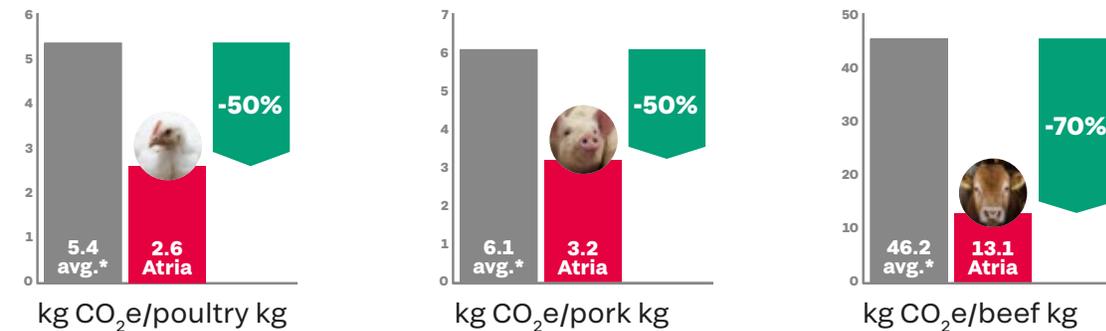
Producers play a key role in reducing the environmental impact of primary production. At farm level, minimising environmental impacts means farm-specific solutions based on the type of production. Resource efficiency and good input-output ratios are essential to the environment. Calculating the carbon footprint of production provides farm-level information on where emissions are generated

and helps target measures to reduce them.

Atria Finland has calculated the carbon footprint of pork, beef and broiler production from the farm to the finished product. The results show that the climate impact of Atria's production is significantly lower than the climate impact of meat production internationally.

According to the carbon footprint calculation completed in 2019, the carbon footprint of Atria's sample beef was around 70% lower than the international average. In 2021, the reviewed carbon footprint of Atria's pork and chicken were around 50% lower than the international average. At the same time, 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 side streams.

Carbon footprint* of Atria's meat is significantly smaller than international average



* The carbon footprint was calculated in cooperation with Envitecpolis and Atria family farms. The calculation covers over 50% of Atria's farm-origin-labelled pork and chicken. The carbon footprint of beef is a verified sample from Atria's production chain. Envitecpolis uses the international Cool Farm Tool in carbon footprint calculations. 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 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.

CARBON FOOTPRINT OF PRODUCTS

In 2021, Atria became the first food company in the world to add a label indicating the carbon footprint of its poultry products on consumer packages. This labelling is now also used in some pork products. The calculation covers about half of Atria's pork traceable to farms.

Atria, the Natural Resources Institute Finland and Valio started the development of a national model for carbon footprint calculation for cattle farms that takes into account northern production conditions. The development of the model will also enable the realistic calculation of the carbon footprint of beef.

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.

Atria has been working systematically on traceability since 2012. Traceability means that the origin of a meat product can be traced back to a specific group of animals on a farm, and even to a single animal. Traceability to farms is based on documentation and the exchange of information.

Farm traceability started with chicken products in 2012 and has since been extended to pork and beef products. There are now 64 products traceable to the farm in Atria's chicken product group, four in pork products, and traceable minced beef as well as a few pedigree beef products available at service counters at shops. To some extent, traceability to farms also enables the calculation of farm-specific carbon footprints.

The principles for calculating the carbon footprint are described on the Atria website at <https://www.atrta.fi/en/group/corporate-responsibility>

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Sustainable feeding of animals

Animal feeding solutions can significantly influence animal welfare and the profitability of the primary production chain, as well as the environmental impact of production. Atria is developing these areas both in its own feed production and through the advice it provides for feeding, cultivation and land use.

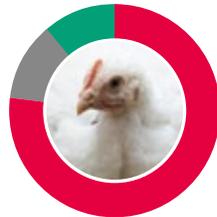
Ethical issues related to the raw materials used in the feeds for farmed animals, such as soy, contribute to the feed production and development of A-Rehu Oy, an Atria Group company that produces animal feeds for livestock.

Phasing out soy, together with effective and efficient

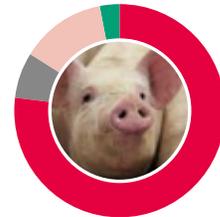
feed solutions and good animal health, are key factors in reducing the carbon footprint of production. Increasing protein self-sufficiency and abandoning the use of soy require the development of feeds in close cooperation with crop farmers, the feed industry and livestock producers.

The feeding of production animals on Finnish farms is primarily based on domestically-grown feeds. Barley is fed to pigs, oats to chickens and grass from the producers' own farm to cows. Supplementary protein, vitamins and minerals are also needed, as they are essential for animal growth and welfare. >

This is what the menu for the animals at Atria Family Farms looks like



- Finnish hulled oat and wheat.....77%
- Rape seed, pea, fava bean, plant oil, minerals, micronutrients, vitamins.....13%
- Certified soy.....10%



- Finnish grain 76%
- Rape seed, pea, fava bean, whey, plant oil, minerals, micronutrients, vitamins.. 9%
- Barley protein feed 13%
- Certified soy 2%



- Finnish grain 39%
- Grass silage..... 60%
- Minerals..... 1%



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Sustainable soy

Atria is actively reducing the use of soybean meal and is committed to using responsible soy. In 2022, soy consumption increased, especially in the poultry chain, due to poor yields of domestic protein crops. Atria's customers also require the use of responsibly produced soy in the primary production of animal-based food.

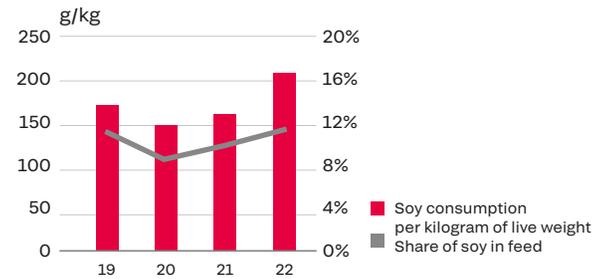
Alternatives that can replace imported soy and wheat in chicken feed include domestic dehusked oats, field peas and broad beans. The cultivation of field peas and broad beans improves the texture and nitrogen economy of the field while also reducing the need for synthetic fertilisers. At the same time, they diversify the crop rotation. In the year under review, the use of soy in chicken feed increased due to a poor harvest.

On pig farms, the main alternative to soy is barley protein feed from the ethanol industry. The use of domestic broad beans has also increased. Part of the final rearing phase of Atria's pig farms has been completely soya-free since 2017 and there is a completely soya-free network in operation, including a soya-free piglet production phase.

Cows get the majority of the protein and other nutrients they need from green forage. The protein supplement given to cows consists of a Finnish rapeseed extract or European coarse colza meal. A-Rehu stopped using soybean meal in cattle feed already in 2017.

When soy is used, it is responsibly produced and complies with either the Pro Terra or the RTRS standard. A-Rehu uses both GM-free and GM soybean meal. Due to difficulties in the availability of non-GM soybean meal and in the predictability of its price, A-Rehu is not committed to the use of non-GM soybean meal. With the exception of soy, all raw materials in Atria's pig and chicken feeds are GM-free.

Use of soy in Atria chicken feed



Sample covering 100% of Atria's total slaughtering volumes.

Use of soy in Atria chain's feed



Sample covering 100% of Atria's total slaughtering volumes.

Sample covering 100% of Atria's total slaughtering volumes.

Sample covering 75% of Atria's total slaughtering volumes.

How we work:

The replacement of soy with domestically produced protein in feeds was also promoted in 2022. The capacity of the Atria feed plant would allow the chain to switch to completely soy-free pork production and also further reduce the use of soy in the production of chicken.

Atria aims to increase the use of domestically produced protein. The contract farming area for field peas has continued to grow by about 10% annually. In the year under review, only 15 million kilos of peas were used, due to a poor harvest. 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.



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Knowledge-based research collaboration drives the achievement of responsibility goals

Atria engages in active and extensive research and development cooperation with producers, universities of applied sciences, universities, research institutes and other organisations to ensure the continuity of domestic food production.

Research and development projects ensure that Atria stays at the forefront of development and has access to the cooperation networks it needs. It is important that Atria has access to the latest research and that Atria's practical knowledge of the industry is passed on to researchers. This ensures the effectiveness of the research projects. Through Atria, the latest information is applied in practice and it is ensured that the information is passed on to producers and any necessary changes in practices are made.

Dialogue helps Atria exert influences in two directions: the world of research and primary production. This will enable the development of farms through resources acquired with public funding. They are used to produce information, materials, tools, events and activities.

Research collaboration helps Atria achieve the goals that are of key importance to its operations, such as a carbon neutral food chain, support for biodiversity, continuous improvement of animal welfare, promotion of biosecurity and antibiotic-free production.



Examples of Atria's research and development project activities in 2022:

- Colibacillosis control in poultry production chains
- CARBO Carbon neutral beef chain
- Mineral content in feed and its effect on phosphorus solubility and mineral content in pork and poultry excrement
- Protein from the field
- Tarikko project - survey and control of illness risk at poultry farms
- Opportunities to reduce the water body impact of pork and poultry production
- Replacements for brown bedding in broiler production
- Systemic- Bioeconomy innovation project
- Minimise microbial medicines (MIMI)
- Intact tails indicate pig welfare
- Open and sustainable farm animal production
- Smart pig farm
- Use of medicines on sows
- Control feeding costs – improving feed efficiency at pork farms
- OneHealth
- Terva / dehorning pain control for calves
- ETKO, Animal health and economics
- Strong calves
- Cysticercosis incidence in beef cattle
- Development of EHEC analyses at slaughterhouses
- Animal welfare labelling as a factor of Finnish animal production competitiveness and quality
- Healthy and disease-resistant calves
- Seaside grazing to benefit nature and people
- Food chain 3
- Cryptosporidiosis, rising zoonosis threat in beef cattle
- NASEVA Cattle Welfare
- TauTi



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We want Atria's food chain to be the purest, safest and most transparent in the world, with a proven commitment to animal welfare.

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Safe products and healthy animals

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

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

For Atria, good food means living up to the expectations set for the entire food chain in its operations and a commitment to product and business standards. The journey of our products from the field to the table is transparent, safe and traceable.

Atria develops a sustainable and safe food chain in close cooperation with its stakeholders. Key development areas include animal welfare, animal disease risk management, antibiotic-free production, traceability of raw materials and biosecurity throughout the production chain.

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.

Public debate about responsible food production and food safety is increasing the demands on the systems and verification within the production chain. Atria wants to both meet the food safety expectations of its stakeholders and lead the way in showing how food of animal origin can be an ethically sustainable choice. Stakeholders are also expecting Atria to show its expertise on these topics and to develop sustainable food production in its production chain.

In risk assessments, Atria takes into account the significance of biosecurity for the continuity of business. With regard to biosecurity, One Health thinking covers the well-being of people, animals and the environment as well as product safety. Prevention of animal diseases is important for the entire sector from the perspectives of finance, trade and exporting.

Consideration and systematic prevention of various food-related risks are important for both human health and Atria's business. 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. Atria takes these risks extremely seriously and is constantly working to strengthen biosecurity throughout the production chain.



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Food safety and quality

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

Product safety is an absolute requirement for Atria. It applies to a product's entire lifecycle, from sourcing pure and safe raw materials to the production and distribution of the product and instructing the consumer in its safe use.

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Atria has a system in place to ensure food safety, which is constantly being improved. Atria's food safety, nutrition and quality policy lays the foundation for responsibility commitments, goal setting and continuous improvement. Food safety management systems at Atria's production facilities are certified and covered by national authorities' comprehensive supervision.

Atria cooperates with universities and research institutes in a wide range of areas related to food safety. An in-depth product safety expertise is at the forefront of our development efforts.

Traceability verifies product safety and animal health

Atria's goal is a fully transparent food chain. Traceability helps to verify product safety and the health and welfare of production animals. Field-to-table traceability of products is based on close collaboration within the industry, as well as systems and practices that support it.

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

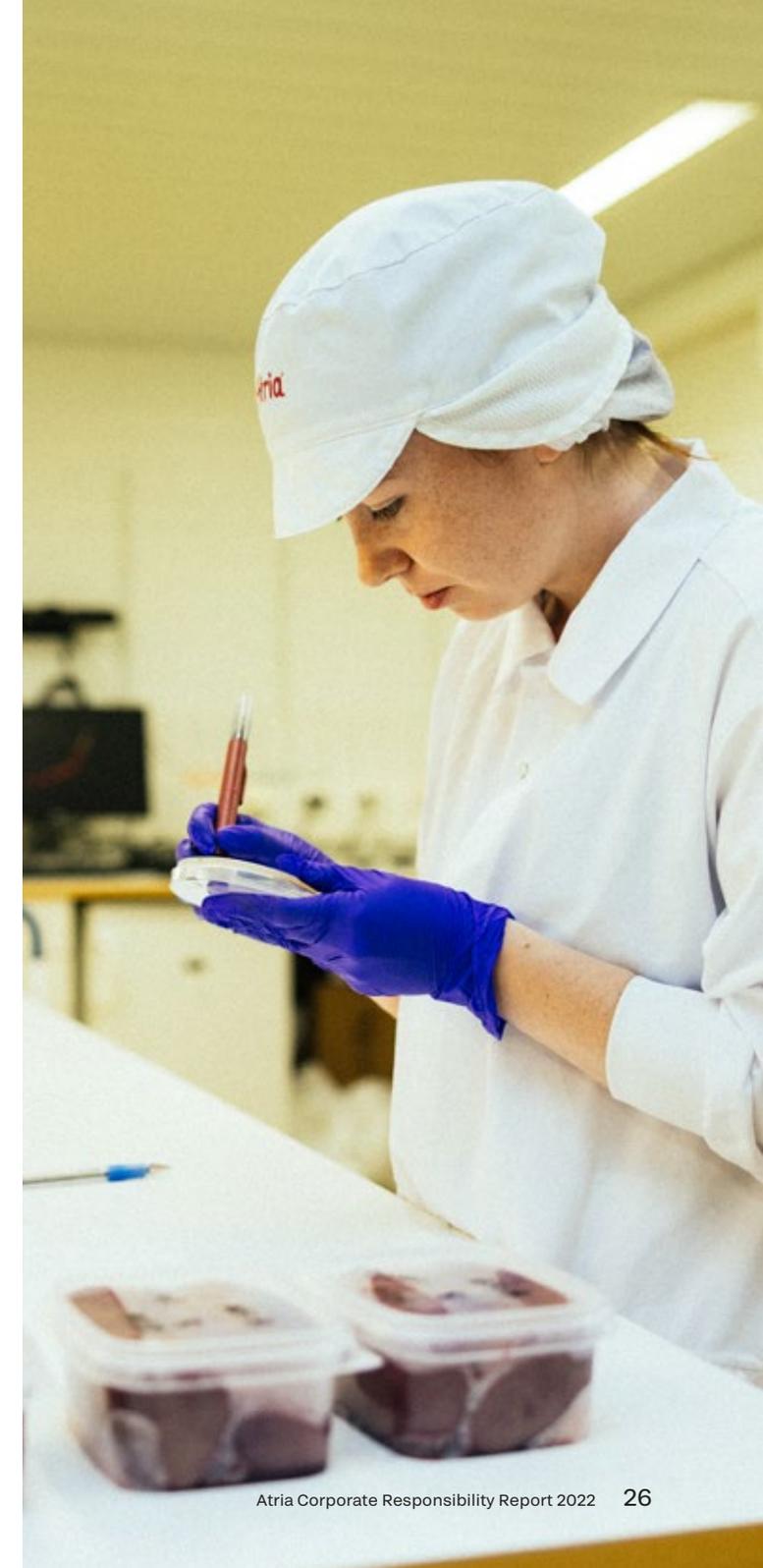
antibiotic-free production.

In addition to the traceability of meat raw material, Atria also aims for full batch traceability of raw materials and ingredients, as well as packaging materials.

More precise traceability information for customers and consumers enables the verification of both product safety and other aspects of product responsibility, such as the origin of raw materials and the use of antibiotics.

Atria introduced the first traceable chicken products 10 years ago, and their number has since 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 opening 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.



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Controlled food safety

GRI 416, FP5

Aiming for zero product recalls and quality and food safety criteria that exceed statutory requirements

Product safety is always Atria's top priority. Atria's product quality is based on authority and stakeholder demands, and Atria is 100% committed to them. Product safety management systems are an important tool in further developing operations in the food industry. Atria's production plants have certified food safety management systems.

A certified system is proof of a proactive approach to quality control, food safety, and other statutory and

standard-based requirements.

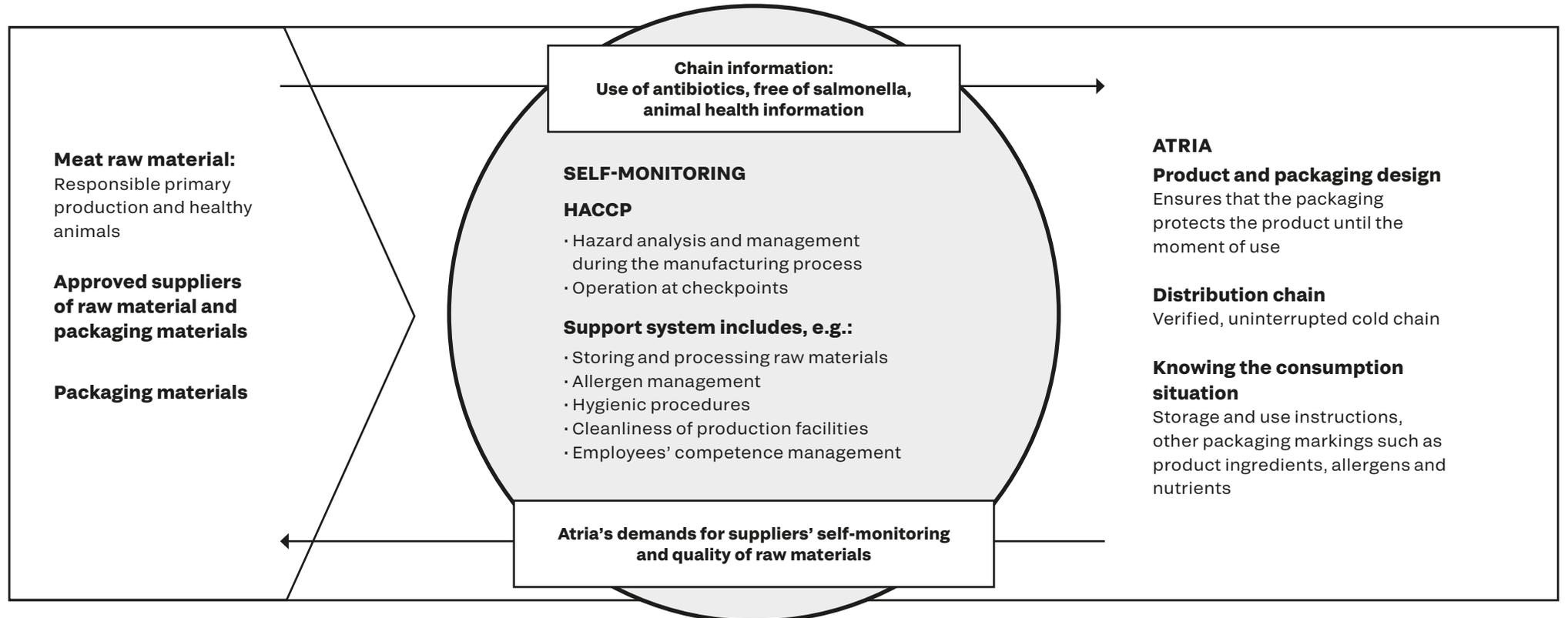
Atria's food safety management system accounts for the safety and health effects of products throughout their lifecycle including the sourcing of raw materials, the manufacturing process, and distribution chains all the way to consumer use. All Atria products go through this review.

Self-monitoring of product safety

The food safety management system includes self-monitoring to ensure that the processes work properly and products are safe for consumers. Self-monitoring at

Atria 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 its accredited laboratories and self-monitoring laboratories. Atria also purchases laboratory services from its accredited partner laboratories. >



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Management of food safety and quality

At Atria, development of production quality is managed by a steering group consisting of representatives of quality control from the various stages of the production chain. The steering group prepares the food safety, nutrition and quality policies and their implementation strategies. The steering group sets quality targets, 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 operations annually.

CERTIFICATES FOR QUALITY AND FOOD SAFETY

FINLAND: FSSC 22 000 / BRCGS..... 100%

SWEDEN: FSSC 22000 100%

DENMARK: FSSC 22000..... 98%

ESTONIA: ISO 22000 100%

% of production in a facility with a food safety certificate

Our goals: 100% of our products are produced in facilities that have food safety certification.



0

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

5

**product recalls.
Three Finland and two in Sweden.**

100%

Products whose health and safety effects have been assessed

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Animal welfare

FP9

Animal welfare is ensured and can be verified across Atria's food chain. Atria invests 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 researchers.

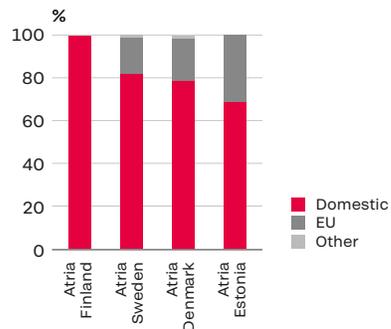
Meat sourcing

In Finland, Atria's subsidiaries are responsible for meat sourcing, animal trading and the development of livestock production. During the year under review, 4.9% of the beef sourced by Atria in Finland 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 100% Finnish meat from Atria's own production chain.

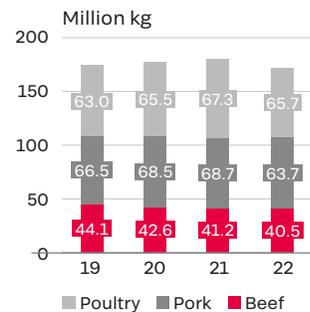
▶ Read more about the sustainable feeding of animals on page 21.



The origin of meat in the various business areas

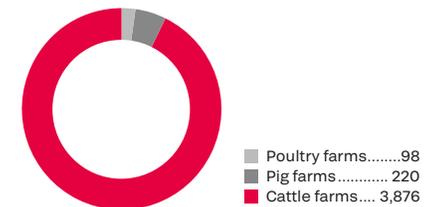


Volume of meat processed by Atria



The volume of meat processed by Atria decreased by 0.7 million kilograms to 169.9 million kilograms from the previous year. Poultry meat volume increased by 0.16 million kilos and pork volume by 0.5 million kilos. Beef processing volumes fell by 0.7 million kilos.

Numbers of Atria's contract farms by type of production



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Contract production model as the basis for the development of animal welfare

GRI 2-23, 2-24, 2-26, 3-3, FP10, FP12

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 define the quality requirements and quantitative targets for the purchase and sale of animals. The production contracts also contribute to ensuring animal welfare. Contract producers are required to commit to Atria's guidelines on production practices and to systematic work, which also helps to ensure animal welfare.

Animal welfare policy

In 2020, Atria completed its background research for an animal welfare policy for the entire Atria Group and meat sourcing. Atria's animal welfare policy is based on the Five Freedoms for animal welfare issued by the World Organisation for Animal Health (OIE). The policy puts a framework in place for good manufacturing practices (Atria GMP) applied in contract production and minimum criteria for the acquisition of other animal-based raw materials.

The animal welfare policies Atria follows and the continuous improvement of production methods are based on scientific evidence and the continuously monitored production results in our own chains. 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.

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.

Five fundamental animal rights

To ensure animal welfare across our chain, we require compliance with the Five Freedoms for animal welfare issued by the World Organisation for Animal Health (OIE):

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

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Responsible primary production through seamless cooperation

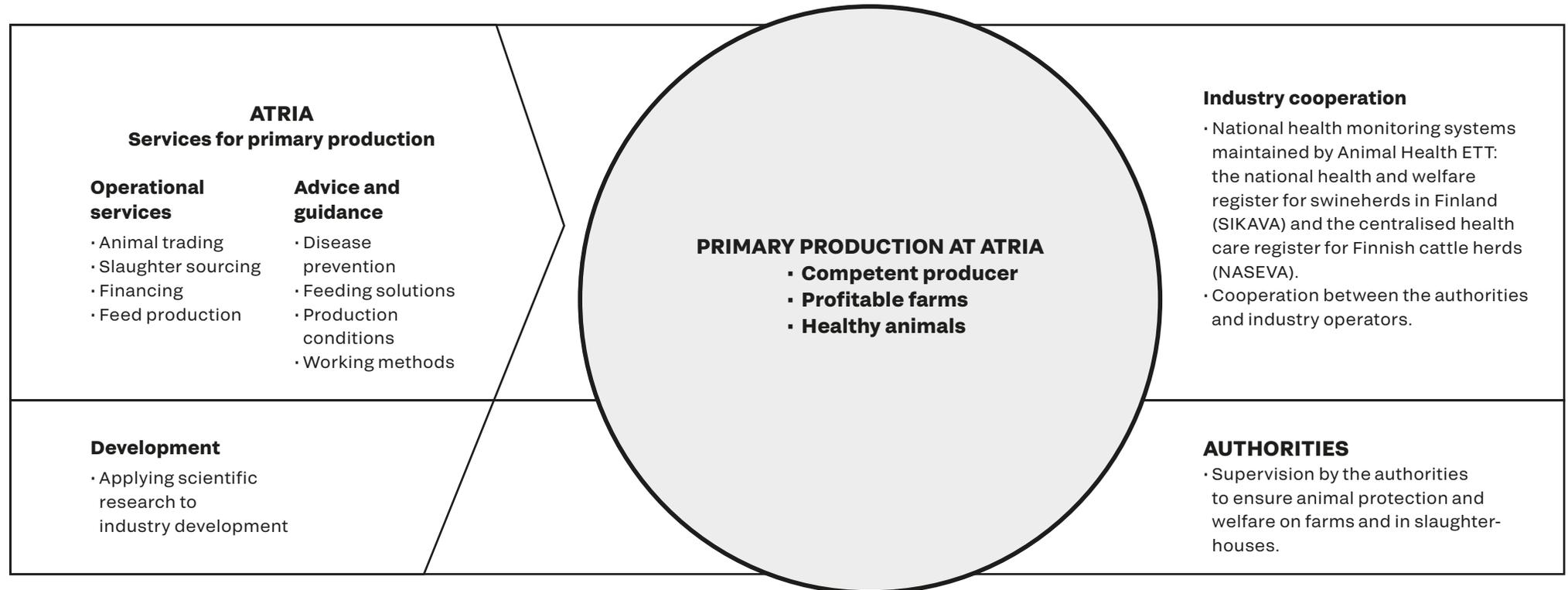
In Finland, the authorities and Animal Health ETT, as well as Atria and other operators in the sector, have developed their own, internationally unique systems for monitoring the welfare and health of production animals: the centralised health care register for Finnish cattle herds (NASEVA) and the national health and welfare register for swineherds in Finland (SIKAVA). Both systems monitor animal welfare based on the five freedoms. During the reporting year, 100% of Atria's contract production volume came from farms that are members of SIKAVA, and 93% from farms that are members of NASEVA.

The broiler chain at Atria is closed, and the parameters for animal welfare 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.

In cooperation with 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 new investment projects, providing support for its producers.

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.

▶ **Read more about the principle of five freedoms on page 30.**



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Prevention of animal diseases

FP12

The goal is to promote antibiotic-free production

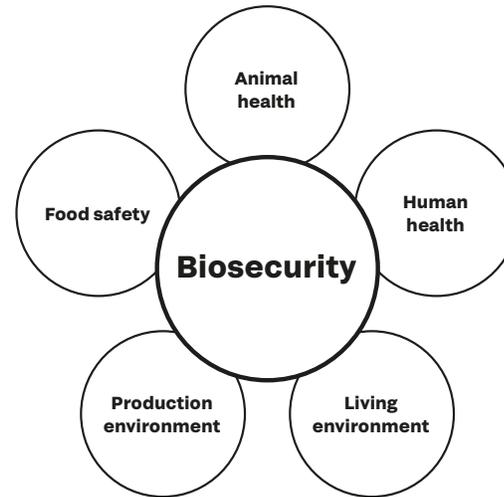
The effective prevention of animal diseases and excellent health of production animals are key strengths of Atria's primary production. Transmissible animal diseases are prevented systematically in accordance with programmes and guidelines prepared in cooperation with Animal Health ETT* and the authorities. 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. As part of its responsibility programme, Atria is building a biosecurity strategy based on the WHO One Health approach.

The preventive healthcare work carried out by Atria has been effective. As a result of decades of systematic work, we have completely eliminated porcine enzootic pneumonia, mange and dysentery from Atria's pig chain, for example. 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.

Contingency plans for highly transmissible diseases are maintained for each animal production line. 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. Atria's contract producers are required to comply with the production guidelines on the management of animal disease risks. As well as Atria's 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.

Key elements of Atria's biosecurity strategy



We promote antibiotic-free production

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. At Atria's contract farms, antibiotics are not used routinely without justification. Only sick animals are treated on the basis of a diagnosis, avoiding unnecessary medication. Animal medication on the farms is supervised by the farm's own attending veterinarian. Pharmaceutical records are supervised by municipal veterinarians. Through chain communication, Atria receives information about any medication administered to the animals. We seek to promote antibiotic-free production across Atria Group. As stated in Atria's animal welfare policy, responsible antibiotic use is also required in the meat sourcing chains of all business areas.

100%

of the chicken products sold under the Atria brand are antibiotic-free.

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We care about people's well-being and are committed to promoting a good life. We provide consumers with sustainably produced, tasty and healthy food, and our employees with a good and safe workplace.



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Competent and healthy personnel

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

We offer Atria's employees safe and meaningful work with opportunities for professional development.

Atria's future depends on competent and healthy personnel. We want to offer employment that is satisfying to competent professionals and be one of the most attractive employers in the food industry. Safety at work is one of the cornerstones of our operations: Atria ensures in many different ways that our employees return safely home from Atria every day. Our long-term goal is zero accidents at work across the Atria Group. Atria encourages its employees to develop their skills and expertise both at and outside work.

In Atria's business areas, the high level of social responsibility regarding employment relationships is largely based on the legislation of the countries of operation, which provide a framework for Atria's human resources management. In the international context, stakeholders expect Atria to have a strong position on social responsibility and to act responsibly to meet the key challenges of social responsibility. Atria's HR policy defines in more detail the material aspects of personnel responsibility related to employment relationships to which Atria is committed. Our Partnership Code of Conduct requires similar commitment and responsibility from our partners across the supply chain.

Aspects 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



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Atria is an attractive and fair employer

GRI 2-7, 2-24, 2-30, 401, 402

Common values provide a meaningful framework for work.

An employer favoured by the best in the business

Atria's external recruitment aims to reach the industry's best talent. Internal recruitment allows us to create opportunities for development and increase in-house expertise. Sustainable recruitment, equality and non-discrimination lay the foundation for Atria's image as a fair employer, as well as creating added value for the business.

Fair employment contracts

A good employer treats all employees fairly during all stages of the employment relationship. The most important conventions of the International Labour Organisation (ILO), a specialised agency of the United Nations (UN), have been implemented by legislation in Atria's countries of operation. These conventions provide the framework for our human resources policy.

The HR function of each business area manages the HR policy at the local level. The HR function also ensures that

the national laws, regulations and trade union practices of each country of operation are complied with.

Diversity and inclusion

Atria does not discriminate on the basis of race, color, religion, gender, gender expression, age, national origin, disability, marital status, sexual orientation or military status in any of our activities. Atria monitors the employees' age structure, the ratio of women and men and their placement in various positions, as well as the ratio of fixed-term and part-time employment and permanent and full-time employment.

In accordance with our HR policy, Atria adheres to the principle of equal opportunities and offers its employees work that matches their abilities as well as possible. We want to be an inclusive workplace that offers every employee the opportunity to reach their full potential.

Employees are heard through the cooperation procedures on issues concerning them, such as personnel

reorganisation, well-being at work and working conditions.

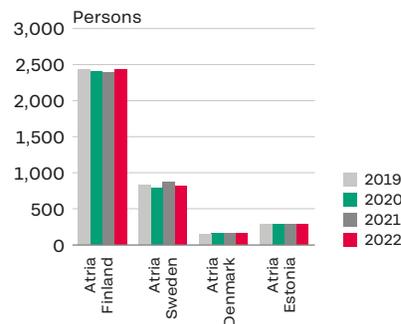
Cooperation within the Group is maintained through the European Works Council (EWC) which convenes twice a year. Representatives of all personnel groups from all business areas within the scope of EU legislation are invited to the meetings.

In each business area, the cooperation between the employer and the personnel groups is guided by local legislation. The aim of HR management is to anticipate the changing needs of the business so that the number and competence of personnel are always optimal. When changes are required at short notice, Atria's minimum notice period for changes concerning operative personnel complies with local legislation.

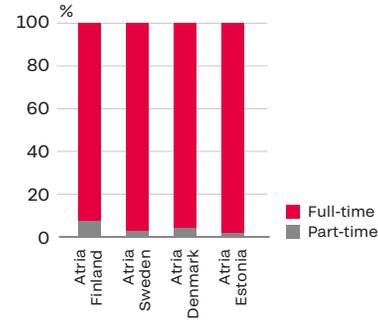
Competitive remuneration system

In addition to salary, permanent employees' benefits include life and accident insurance, comprehensive occupational healthcare and the right to parental leave, >

Average number of Atria Group personnel, a total of 3,698 persons

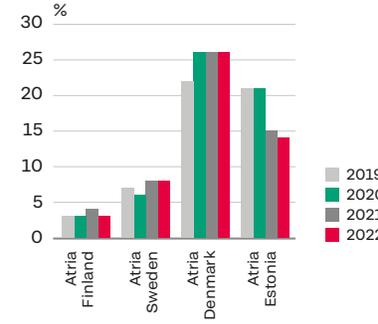


Break-down of personnel by worktime*

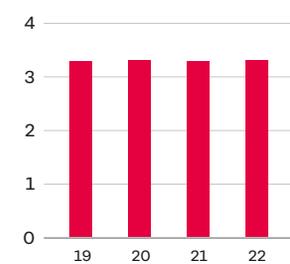


*Personnel, 31 December 2022.

Turnover among permanent employees



Engagement of Atria Group employees



The score is an average from the questions: Q2: "In our department we live up to the principles and values of Atria", Q3: "We have a good team spirit in our department" and Q4: "I would recommend our company as an employer" in our annual Pulse survey for all employees.

Scale 1-4, 4= strongly agree

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to name just a few examples. Benefits exceeding the statutory level vary by business area.

Salary and various personnel benefits that comply with local market practices constitute Atria's remuneration system. We are continuously working to ensure that the system is competitive, understandable, uniform, transparent, fair, non-discriminatory and up-to-date.

Work-life balance

We at Atria think it is important to take into consideration the different life stages of our employees. We believe that flexibility in working life increases employees' commitment to their employer and supports well-being at work.

In Atria's various business areas, the details of the conditions for flexibility vary according to local legislation. For example, study, job rotation and family leave, flexible working hours and various part-time pension schemes are possible for Atria employees within the framework of mutually agreed rules. During the year under review, Atria's personnel took advantage of flexible working hours in all business areas. We also give opportunity to remote work when circumstances allow.

Transition support programmes

As part of responsible HR management, Atria also supports those employees who are at risk of losing their jobs due to health reasons or business restructuring in Finland, Sweden and Denmark.

Atria Finland's occupational healthcare is supported by a career and adult education specialist, whose appointments are available with a referral from Atria's occupational health physicians or by assignment of a pension insurance company. The goal of vocational rehabilitation is to help the employee to continue working or to return to work after a long period of sick leave. Support includes training and career planning, arranging a work try-out for a new job, and relocating to another position within Atria.

Equality and age structure at Atria

The proportion of men of Atria's personnel is slightly higher than that of women. The age distribution of employees is balanced, including both young starting their careers and older employees. At Atria, employee turnover is low, and careers of more than 20 years are not exceptional. Men have slightly longer careers than women in all business areas.

In Finland in particular, Atria is a major employer for young people in need of fixed-term employment. For young people, summer and part-time work provide the all-important first contact with working life and help students finance their studies.

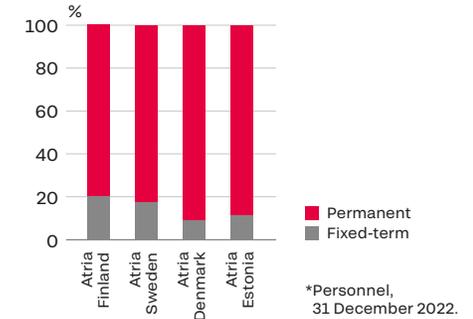
The employment of seasonal workers is reflected in the high number of new hires. The high number of seasonal workers also increases the proportion of employment periods of less than three years.

Age structure in the Atria Group*

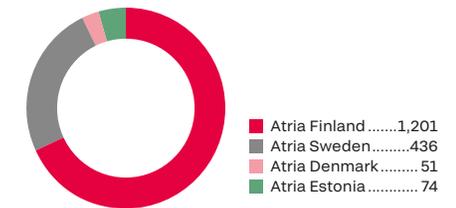


*Personnel, 31 December 2022.

Break-down of personnel by employment relationship*

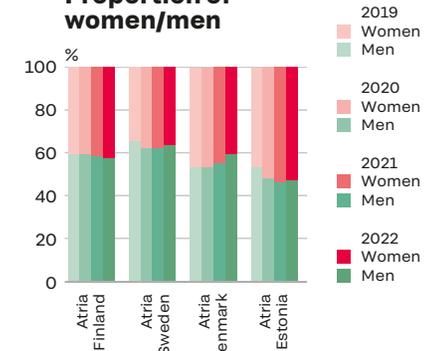


Total number of new hires, 1,762*



* The figures also include seasonal employees.

Proportion of women/men



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Employee well-being and safety

GRI 2-23, 2-24, 3-3, 403

At Atria, safety is a key requirement in every job. Our HR policy states our commitment to ensuring a safe working environment for our employees.

Health and safety at work in Atria's various business areas is governed by local legislation. Occupational health and safety concerns all Atria positions and workplaces.

The requirements of the Occupational Safety and Health Convention (No. 155) of the International Labour Organisation ILO have been adopted in Atria's countries of operation by legislation and regulatory control.

A better safety culture brings results

In practice, Atria's safety culture has been developed through the group-wide "Safely home from Atria" programme in the past last years. Atria's purpose is to ensure that everyone at Atria can work and leave work safely every day. The programme encourages all employees to take responsibility for their own safety and that of their colleagues. Within the programme,

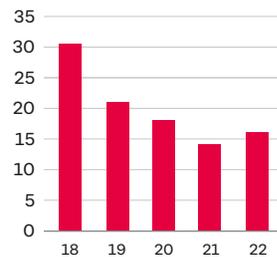
Atria conducts risk assessments and risk management related to occupational safety through jointly determined procedures, as well as monitoring well-being and safety at work using common indicators. Occupational health and safety also feature heavily in Atria's communications, induction of personnel, training and in daily management, which has contributed to the development of a positive safety culture.

The Group's safety meetings are held every six months, and a reporting system for serious accidents is in place.

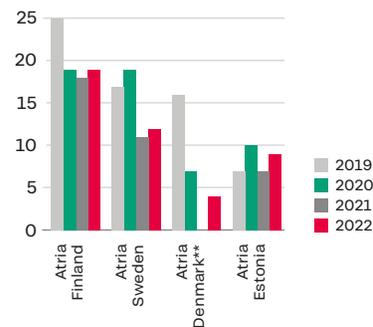
Atria Group's accident frequency rate has been decreasing over the past 5 years and the number of serious accidents has also declined. From 2018 to 2022, the accident frequency rate fell almost 50 %. However, Atria's most important long-term goal of zero accidents throughout the Group still requires continuous work. >



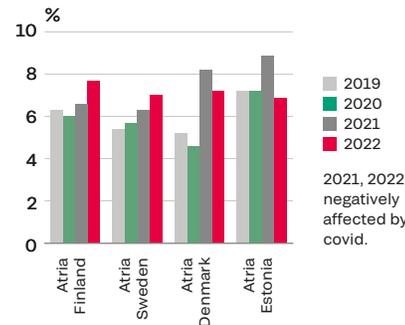
Accident frequency rate in the Atria Group*



Accident frequency rate in the Atria Group by business area*



Sickness absences from regular working hours



* The number of accidents leading to an absence of at least 8 hours divided by 1,000,000 working hours.
** No accidents in Denmark 2021.

How we work:

In order to fulfil the obligations set out in the Occupational Safety and Health Act, Atria Finland and Sweden have appointed an occupational health and safety organisation, consisting of representatives appointed by the employer and representatives elected by the employees. The occupational safety and health organisation is divided into occupational safety and health committees. The purpose of those committees is to improve the working environment and working conditions in their area of responsibility in order to safeguard and maintain the employees' ability to work. Committees also prevent accidents at work, occupational diseases and other physical and mental health problems among the employees.

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Healthy employees

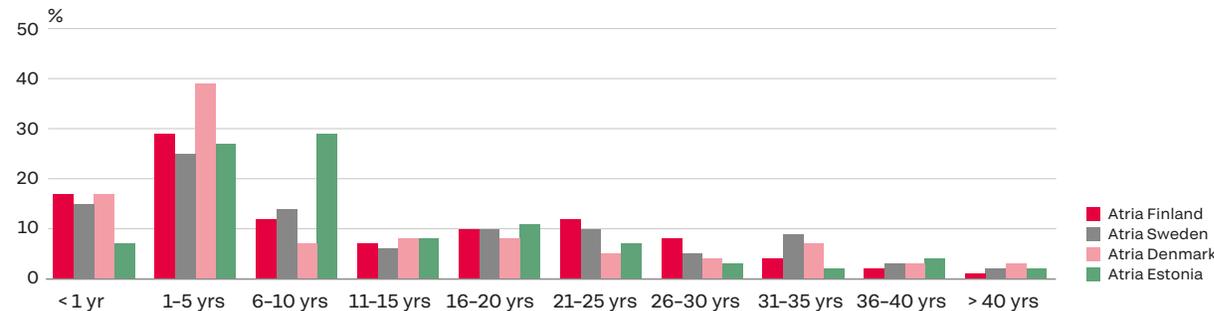
Healthy employees are the key to our success. We support our employees' safe working conditions and healthy lifestyles to enable them to cope better at and outside work. The employees' well-being also has a significant impact on safety at work.

Atria's occupational healthcare is arranged in each business area as part of the local social and healthcare system. The occupational healthcare service also provides expert services for occupational health and safety. Local occupational healthcare operations take into account the various factors that affect the employees' working ability and health. These factors include health hazards and causes of harm to health arising from the work environment, the workload and the resources of the employee and the work community.

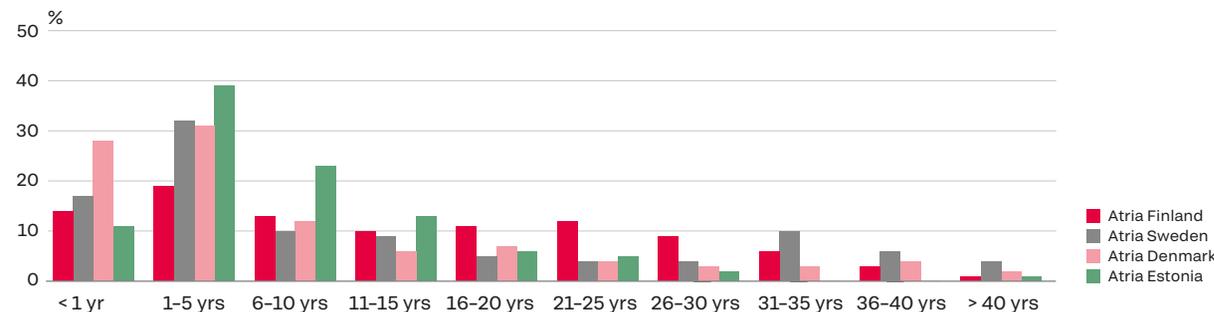
In addition to statutory occupational healthcare, Atria Finland and Sweden offer various business area specific additional healthcare services to employees, depending on the workload and the possibilities of the place of operation. The aim of these services is to prevent illness, speed up recovery and improve well-being at work.

All Atria employees in Finland have regular medical examinations. These enable the occupational healthcare service to also reach employees who rarely use healthcare services and offer them advice and counselling, as well as checking their state of health. At the same time, important information is obtained about the wellbeing of the work community and any workload factors.

Years of service, women



Years of service, men



SAFELY
HOME
from Atria

Atria's Safety Principles

Safety first

- All accidents can and must be prevented.
- Never accept unsafe ways of working under any circumstances.

Safety starts with me

- We are all responsible for safety.
- Safety is a part of my competence.
- Safety is not a choice or comfort issue, working safely is the only efficient way.

Stop - Think - Act

- Stay alert and report malfunctions and misbehaviour immediately to your superior.
- Think before acting.
- Follow the rules, be careful and never modify equipment.

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Competence development

GRI 2-24, 402, 404

Atria provides its employees training and also encourages them to develop their skills outside work.

Competent employees who enjoy their work are important to Atria. We develop our employees' skills based on our strategic priorities and identified needs. Competence development principles and procedures are defined by Human Resource management at top level and principles are applied by business areas.

Personal performance appraisals and discussions on well-being at work are important in identifying the needs for employees' competence development. These discussions will serve as a basis for an annually updated personnel training and development plan.

The professional skills of employees are developed in several ways. Our key methods are workplace training, mobility of personnel from one job to another across country borders, job rotation, sharing the best practices, and programs aimed at competence development. Atria's own experts participate in the planning and execution of personnel training.

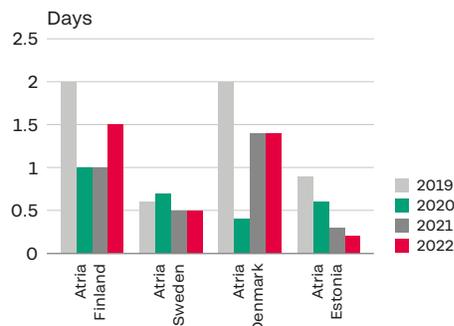
Uniform and developing leadership

One of Atria's key strategic priorities is good leadership. Long-term efforts have been made to strengthen the competence of supervisors and managers and to develop a uniform leadership culture within Atria.

Supervisory work is guided by the principles of Atria's Way of Leading programme, launched in 2017. These ensure uniform ways of working for all supervisors and managers and a common understanding of supervisory work.

During the year under review, the new Winning Together human resources programme built on Atria's Way of Work and Way of Leading principles has been developed and training has started in Finland and Sweden. The key objective is to develop sustainable and productive ways of working through close cooperation between supervisors, managers and workers and a more involving leadership approach.

Average number of training days per employee*



* Personnel, 31 December 2022

Employee satisfaction with development opportunities

3,02

Scale 1-4, where 4=strongly agree

Annual Pulse survey



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Tasty and nourishing food for all meals

GRI 3-3

We support consumers' well-being by offering healthy and tasty food. We inform consumers about the environmental and climate impacts of our operations, our work to reduce them and the animal welfare throughout the production chain.

Atria is expected to lead the way in developing sustainable product and concept innovations. The purity and nutritional quality of food and an ethically sound food chain are key values for Atria and its stakeholders. In productisation, Atria considers taste, consumers' needs and sustainability issues, such as ethical and environmentally sound production and nutritional qualities.

People's well-being is based on versatile, healthy and nourishing food. Thanks to its excellent nutritional qualities, meat has a place in a balanced diet. In our consumer communications, we encourage and instruct consumers to enjoy a varied diet and guide our professional customers in preparing nutritious and tasty meals.

Our product development is based on researched data

Atria's market insight organisation utilises extensive market research data to identify various customer and consumer needs. Atria's product development uses information in a variety of ways to further develop existing products or product concepts, and design new ones. Product category management is tasked with ensuring the product selection's coverage of different customer and consumer needs.

During 2020 Atria introduced the international Sustainable Brand Index™ study. Sustainable Brand Index™ is Europe's largest independent brand study focused on sustainability. Based on almost 70 000 consumer interviews in the Nordics, the Netherlands and the Baltics, the study looks at how sustainable a brand is perceived in terms of sustainability by consumers. In 2022 Atria's ranking in Food industry SBI index was no 18 (vs 12 in 2020). Biggest reason behind the decline was the amount of new brands entering the study. Atria's total score was 78% (vs 76% in 2020). Atria's strengths are the Finnish origin and the long history. Also the size of the brand and awareness of its actions bring positive brand associations. In 2022 renewable packaging, transparency and animal welfare have been strong brand specific associations.

By participating in applied research in product and packaging technology and nutrition, Atria can also create innovative products and concepts for future needs.



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Healthy, high-quality products that suit for everyday life

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

We want to enable consumers to build healthy and balanced diets by providing nutritious, high-quality product options.

Atria understands its responsibility with respect to consumers and public health, and this is also taken into account in our product development. The aim of our food safety, nutrition and quality policy is to offer nutritious, healthy, tasty, and suitable food for everyday life.

All product development work is based on finding an optimal balance between consumer preferences and nutritional recommendations and developing cooking solutions that make consumers' daily lives easier.

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. Our productization complies with national recommendations and statutory restrictions for the amount of sodium in our products, the use of additives, and labelling and marking. On a product-by-product basis, we assess the need for additives from a product safety and quality perspective.

Responsible consumer communication

Atria's consumer communication also promotes enjoyable meals responsibly. In all communication and information, we comply with the legislation and good practices of our industry. Our consumer communication is guided by Atria's marketing and communication policy.

Atria is responsible for ensuring the availability of adequate and relevant product information to support customers' and consumers' choices. As part of open and transparent communication, we are increasingly informing our consumers and customers about the climate impact of our operations and animal welfare throughout the production chain.

Inspiring food for every occasion:

Nutritious

- We know the nutritional recommendations, monitor the research in the field, and use this competence/understanding in the development and production of our products.
- We offer consumers nutritious alternatives suitable for various mealtimes, including raw materials for meals, as well as snacks and convenience food.
- We state the nutritional content of our products in a way that is easy for consumers to understand.

Healthy

- Our products are the cornerstones of a healthy and varied diet. We also offer a range of delicacies.
- We promote and help consumers to put together a nutritious and healthy diet.

Tasty

- We know the tastes of consumers.
- We use consumer surveys to ensure that the tastes are acceptable to consumers.
- We deliver on our promise of great taste.
- We ensure that our product quality is consistent.

Suitable for everyday life

- We know the consumers' everyday challenges at various stages of life and develop solutions to suit them.
- Our products provide ease for everyday life and enable enjoyable mealtimes.



| New products | 2022 (2021) | |
|-------------------------|-------------|----------------|
| Business area | Number of | % of net sales |
| Atria Finland | 90 (88) | 4.1 |
| Atria Sweden | 69 (66) | 3.8 |
| Atria Denmark & Estonia | 36 (72) | 3.3 |

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How we work:

Finland:

Atria has made nutrition commitments to support sustainable development and the achievement of the goals of the 2030 Agenda. Atria is committed to providing more recipes that meet the Heart Label criteria for both professionals and consumers. In 2022, 20 recipes that meet the Heart Label criteria were published for professional kitchens and 11 for consumers. Atria is committed to reducing the amount of sodium in its products and maintaining its selection of Heart Label products in all key product categories. There were a total of 127 Heart Label products.

We are also committed to maintaining and renewing our range of vegetable products. At the end of 2022, the Atria brands contained 30 vegan products and 98 products suitable for a vegetarian diet.

Atria Artesan expanded its product range and added a fish-based alternative in its fresh premium ready meals. Summer grilling became even more sustainable with the launch of summer poultry innovations in less plastic packaging.

We had initiatives to promote public health: cooperation with the Helsinki Ski Weeks and Children's Snowsports events in January and February and promoted preventive mental health work through our collaboration with the Association of Friends of the University Children's Hospitals throughout 2022.

Sweden:

Atria is committed to reducing the amount of sodium in its products and maintaining its reduced sodium product selection in all key product categories.

Atria participated in a research project regarding sodium decrease together with customers and other food companies.

Atria is supporting the Sustainability declaration initiative by Coop. The sustainability declaration presents a product's total sustainability footprint based on the information on the country of manufacture, the ingredients and their origin, certifications and production methods. A purpose

with the sustainability declarations is to inform consumers and to further increase opportunities for more sustainable consumption.

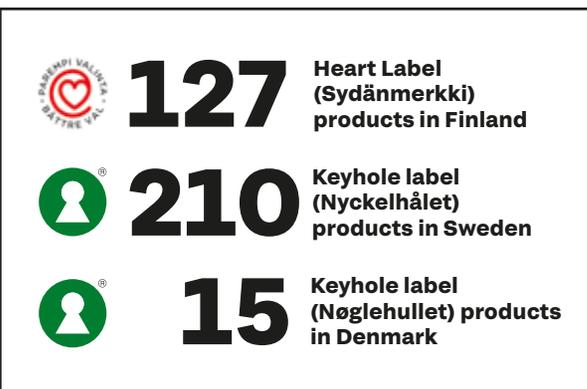
Sibylla Cheesy Cheese was awarded as the best sausage at Korvfestivalen 2022. Atria Sweden got in total 6 goldmedals, 6 silvermedals and 3 bronzemedals in Chark-SM, where Sweden's best products from the charcuterie counters are selected.

Denmark:

Atria is committed to reducing the amount of sodium in its products and maintaining its selection of products bearing the keyhole symbol (Nøglehullet), which denotes healthy choices, in all key product categories. There are 15 Nøglehullet products in total.

Estonia:

Atria got 3 prizes in annual Tallinn FoodFest, "Best Christmas products 2022": Best blood sausage 2022, Best oven meat 2022 and Best meat jelly.



Productisation driven by an understanding of changing consumer and customer needs

Atria is actively researching consumer and customer needs and how they are changing. In addition to its own consumer and market research, Atria collaborates with universities and other organisations to strengthen its understanding of future consumer and customer needs and to develop solutions based on these needs, taking into account health and sustainability requirements. Through research, we guide and develop both product design and product-related communication to better meet the requirements of consumers, customers and public authorities. Through our involvement in various research projects, we are able to take account of emerging health and sustainability requirements in our product development and find effective solutions, drawing on the expertise of our partners in a wide range of areas.

- **NEPGa:** Nutrition and environmental impact assessment model.
- **REMU:** The aim is to co-develop healthier reformulated successful food products in South-Ostrobothnia.
- **Leg4Life:** Studying cultivation opportunities for legumes in Finland and their better utilisation across the food chain.
- **ReduSalt:** Finding ways to reduce the sodium content in ham and sausages, and to increase knowledge about sodium level and health.
- **LCA:** The goal is to develop and harmonize science-based but practical environmental impact assessment of food life cycle. And to produce reliable information on environmental footprint of food production and products based on calculation.
- **Local proteins as a source of international innovation**
- **Viikki Design Factory Germinator 2021**
- **Food Step project**
- **Food Data Finland Growth Engine project**

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We are committed to responsible business operations and to meeting the expectations of our operating environment and stakeholders. Corporate responsibility is integrated into all levels of our operations: targets, values, management and everyday work. We are guided by profitable growth, ethical principles, and value-creating partnerships.

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A reliable food chain is important to society

GRI 3-2, 3-3

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. The role of Atria's food production chain is significant for food security and, in the Finnish business area, it is also significant for the national security of food 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.

Responsibility covers all levels of Atria's operations: the 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 in the Annual Report for 2022.**



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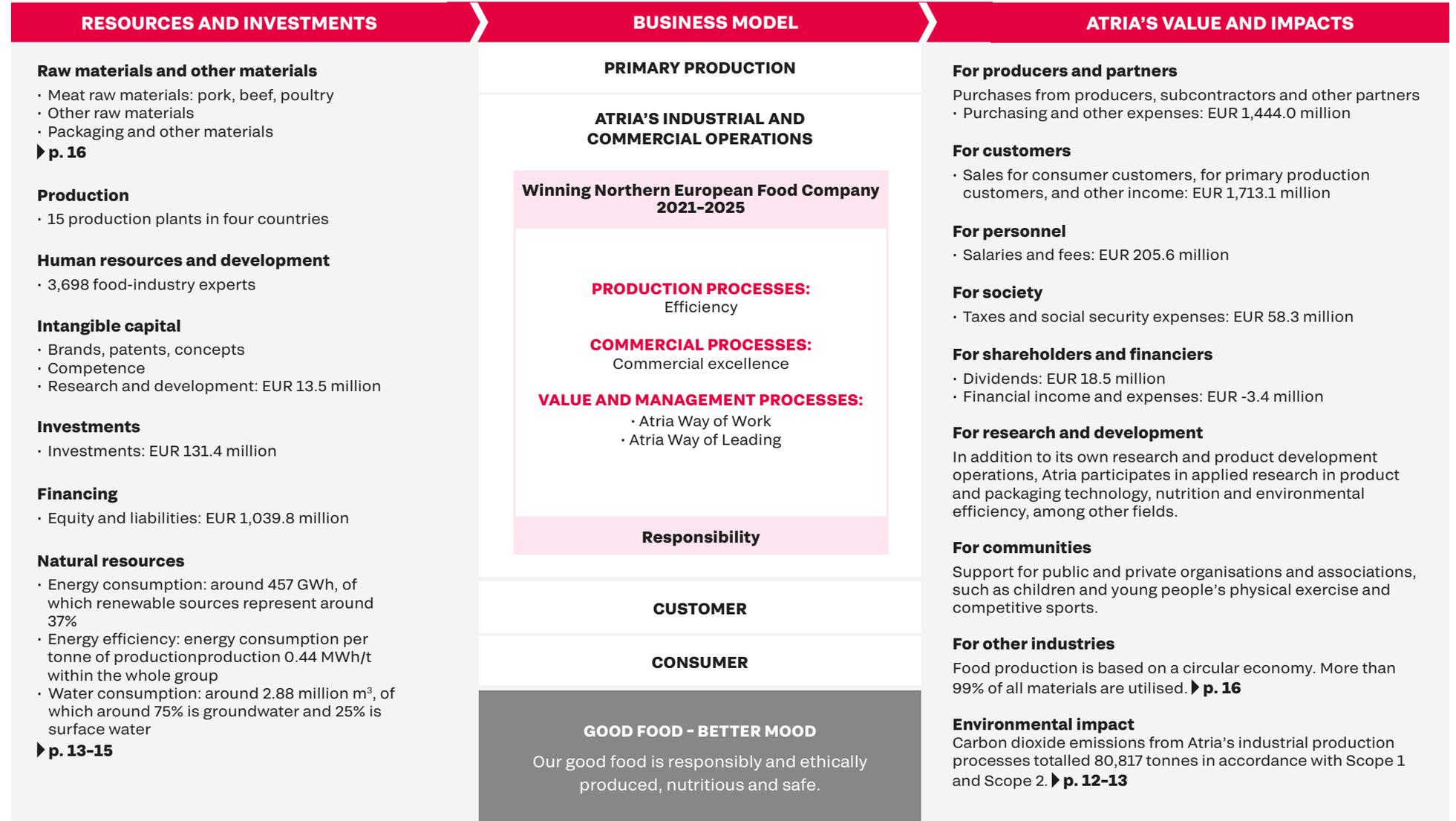
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Atria creates value throughout the food chain

GRI 2-6, 201-1



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Our business operations are based on international recommendations

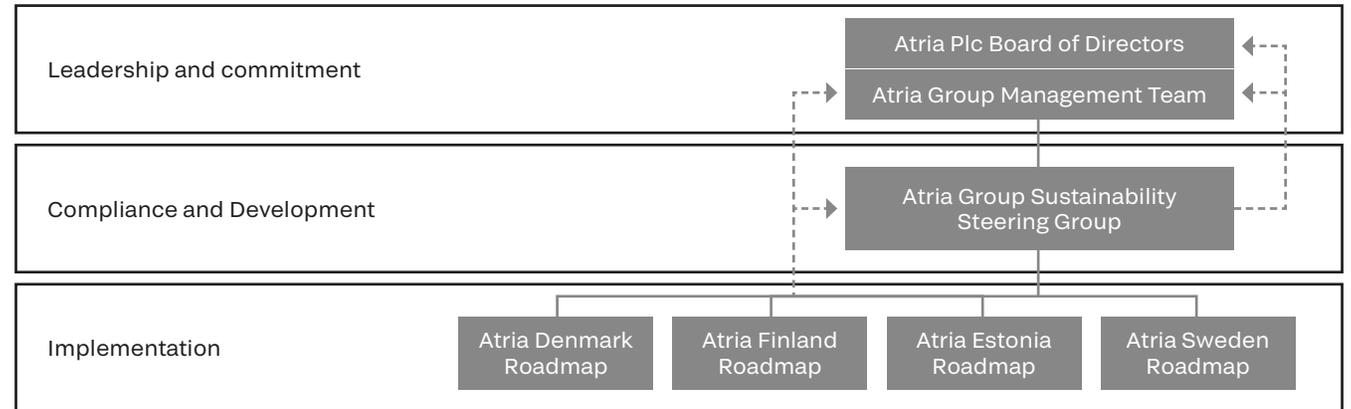
GRI 2-27, 2-28, 3-2

Compliance with internationally recognised 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 the Rights of the Child
- UN Global Compact initiative for the promotion of universal principles in the areas of human rights, labour rights, environmental protection, and anti-corruption
- ILO Declaration on Fundamental Principles and Rights at Work
- OECD Guidelines for Multinational Enterprises
- ICC Business Charter for Sustainable Development and ICC Rules on Combating Corruption
- Responsible purchasing principles of the Business Social Compliance Initiative (BSCI)
- Science Based Targets climate initiative (SBTi).

Sustainability management and reporting



Atria participates and makes a difference

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

Finland:

- Finnish Food and Drink Industries' Federation (ETL)
- International Chamber of Commerce
- Pellervo Confederation of Finnish Cooperatives
- Confederation of Finnish Industries (EK)
- Animal Health ETT ry

Sweden:

- Swedish Food Federation (LI)

• Swedish Meat Industry Association (KCF)

- Swedish Frozen Food Institute
- Grocery Manufacturers of Sweden (DLF)
- Skåne Food Innovation Network
- 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)

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Our operations are guided by interaction with our stakeholders

GRI 2-29

Atria develops its responsible operations through interaction with its stakeholders.

Atria's chain of good food consists of primary production, industrial production, customers, and consumers. Stakeholders are strongly present in our food chain all the way from the sourcing of raw materials to the finished products and their use.

Securing a sustainable food chain is essential to Atria. The food chain takes into account value creation and distribution at the various stages of production, the environmental impacts, and the social impacts related to the food chain and products.

Being attuned to stakeholders' needs and wishes is one of the cornerstones of corporate responsibility at Atria. We develop our operations through open and close interaction with our stakeholders.



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| Stakeholder | Expectations of the stakeholder group | Atria's expectations | | Interaction in 2022 |
|---|--|--|-----|--|
| 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 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 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 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, farm visits Stakeholder magazine Webinars and other 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 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 The media |
| The authorities | <ul style="list-style-type: none"> Fulfillment 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"> Interaction related to supervisory measures (review of results) and cooperation in expert forums Cooperation with the authorities Annual report Stock exchange and press releases Webinars and events 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"> Delivery of factors of production – such as raw materials, services and finished products – of the agreed quality and in accordance with the agreed delivery terms | *** | <ul style="list-style-type: none"> Business negotiations Audits Marketing communications Annual report Online services 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 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 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 Research and development projects |

*** Strategic partner. Regular and systematic interaction.

** Strategically important stakeholder group. The stakeholder group's 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.

* Strategically monitored stakeholder group. The stakeholder group does not have a direct influence on Atria's business operations, and the interaction is structured like a project and is based on needs.

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Responsibility covers the whole value chain

GRI 2-23, 2-24, 3-3, 308

Atria's business is affected by the changing global environment and related expectations and requirements. As sustainable development is an integral part of our operations, we need to ensure that the operation of our entire value chain is sustainable. The operating environments and sourcing markets for food production are different 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 crops, 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. The risk management of Atria's supply chain is based on our sourcing policy.

Mutually beneficial partnerships

Atria is committed to mutually beneficial business partnerships. Our partners include suppliers of raw materials and packaging materials, producers, subcontractors, and service providers. The key ethical requirements for our partners are set out in the Atria Supplier Code of Conduct. We expect our business partners to comply with the relevant laws, rules and regulations in their countries of operation, as well as internationally recognised standards. Cooperation with Atria also obligates our business partners to meet our requirements for the quality of products and services, procedures, and the supply chain.

Sourcing policy enables risk management

Atria Plc's sourcing takes place on both strategic and operational levels and concerns various production inputs, production assets and services. Strategic sourcing is managed through categories that are common to various operations, such as certain packaging materials and IT. The business areas are responsible for purchasing operations and the sourcing of services in accordance with the jointly

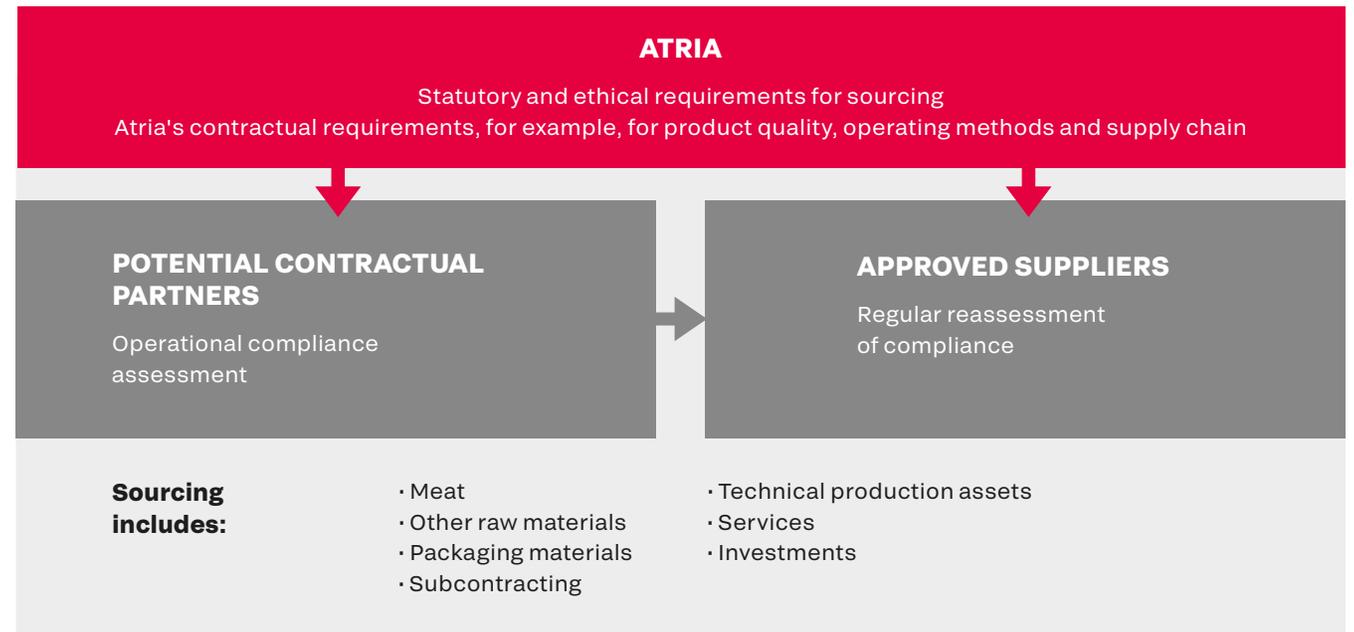
determined group-level sourcing principles. During 2020, Atria harmonised its sourcing principles and published a sourcing policy to ensure adequate risk management in its supply chain in all its business areas.

Supply chain

Atria's sourcing policy describes the principles and practices of supplier evaluation, selection and monitoring in Atria's supply chain. Atria assesses the compliance of its contractual partners' operations before undertaking a

partnership and on a regular basis during 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. Atria reserves the right to audit its contractual partners' operations, if necessary. The audits pay attention to food safety, as well as environmental and social responsibility, such as human rights and the implementation of anti-corruption and anti-bribery measures, for example.

ATRIA'S RESPONSIBLE SOURCING





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

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GRI 2-3, 2-5

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 events, results and effects in terms of corporate responsibility in 2022, in addition to explaining how Atria takes corporate responsibility into account in its current and future operations.

In applying the general principles for corporate responsibility in its various business areas, Atria complies with good practices while 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 responsibility is viewed from the perspective of economic, social and environmental responsibility. 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 page 51.

The report's content index on pages 53-57 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. Atria's Corporate Responsibility Report has not been verified. The themes of the Corporate Responsibility

Report and their order of presentation comply with the results of Atria's materiality analysis.

The Corporate Responsibility Report primarily covers the company's operations for the period between 1 January and 31 December 2022. 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 2022, 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.

Enquiries concerning Atria's corporate responsibility:

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Assessment of material reporting themes

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

Atria's material responsibility themes were assessed in connection with the update of the sustainability strategy in spring 2021. The materiality assessment 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 page 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, Product 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 sustainability efforts for all material themes. Animal welfare, food safety and responsibility for people remain key themes.

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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 page 51. 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.

UN Global Compact principles

Atria has joined the UN Global Compact corporate responsibility initiative in spring 2022. The Global Compact is a UN initiative for companies. When joining the initiative, companies make a commitment to following ten sustainable business principles in four areas: human rights, labour, the environment and anti-corruption. Atria was committed to these principles in its work for responsibility even before it joined the UN Global Compact.

Human rights

- **Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights.
- **Principle 2:** Businesses should make sure that they are not complicit in human rights abuses.

Labour

- **Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
- **Principle 4:** Businesses should uphold the elimination of all forms of forced and compulsory labour.
- **Principle 5:** Businesses should uphold the effective abolition of child labour.
- **Principle 6:** Businesses should uphold the elimination of discrimination in respect of employment and occupation.

Environment

- **Principle 7:** Businesses should support a precautionary approach to environmental challenges.
- **Principle 8:** Businesses should undertake initiatives to promote greater environmental responsibility.
- **Principle 9:** Businesses should encourage the development and diffusion of environmentally friendly technologies.

Anti-corruption

- **Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery.

Atria supports the Sustainable Development Goals

The 2030 Agenda for Sustainable Development has been adopted by all United Nations Member States. The Agenda aims to end extreme poverty and promotes sustainable development equally for people, the economy and the environment. Atria promotes these goals in areas that are material for its business operations.



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|-------------------------------|---|---------------|-------------|-----------|---|
| GENERAL DISCLOSURES | | | | | |
| 2 | The organization and its reporting practices | | | | |
| 2-1 | Organizational details | | | 2 | Reported in Annual Report 2022 |
| 2-2 | Entities included in the organization's sustainability reporting | | | 52 | |
| 2-3 | Reporting period, frequency and contact point | | | 51 | |
| 2-4 | Restatements of information | | | 5 | The figures for Domretor Oy, a subsidiary of Atria Finland Oy, are included in the 2022 calculation of the report. |
| 2-5 | External assurance | | Principle 8 | 51 | |
| Activities and workers | | | | | |
| 2-6 | Activities, value chain and other business relationships | | | 2, 45, 48 | Activities, products, services, and markets served are described in Annual Report 2022 |
| 2-7 | Employees | SDG 8, SDG 10 | Principle 6 | 35-36 | With regard to employment relationships and contracts, information about gender distribution is not available. |
| Governance | | | | | |
| 2-9 | Governance structure and composition | | | | Reported in Annual Report 2022 and at www.atria.fi/en/group/investors/corporate-governance/board-of-directors/ |
| 2-10 | Nomination and selection of the highest governance body | | | | Reported in Annual Report 2022 |
| 2-11 | Chair of the highest governance body | | | | Reported in Annual Report 2022 |
| 2-12 | Role of the highest governance body in overseeing the management of impacts | | | | Reported in Annual Report 2022 |
| 2-13 | Delegation of responsibility for managing impacts | | | | Reported in Annual Report 2022 (Non-Financial Statement). |
| 2-14 | Role of the highest governance body in sustainability reporting | | | 8, 52 | |
| 2-15 | Conflicts of interest | SDG 16 | | | More information is provided in Annual Report and Atria Code of Conduct |
| 2-16 | Communication of critical concerns | | | | Reported in Annual Report 2022 (Non-Financial Statement). |
| 2-17 | Collective knowledge of the highest governance body | | | | Reported in Annual Report 2022 and at www.atria.fi/en/group/investors/corporate-governance/board-of-directors/ |
| 2-18 | Evaluation of the performance of the highest governance body | | | | Reported in Annual Report 2022. Only government selfassessment is reported. |
| 2-19 | Remuneration policies | | | | Reported in Annual Report 2022 and also on www.atria.fi/en/group/investors/corporate-governance/ |
| 2-20 | Process to determine remuneration | | | | Reported in Annual Report 2022 and also on www.atria.fi/en/group/investors/corporate-governance/ |
| 2-21 | Annual total compensation ratio | | Principle 6 | | The remuneration scheme is in accordance with the Corporate Governance: https://www.atria.fi/en/group/investors/corporate-governance/incentive-schemes/ |

► You can find Atria's Annual Report 2022: www.atria.fi/en/group/investors/financial-information/annual-reports/

► You can find Atria Code of Conduct: www.atria.fi/en/group/corporate-responsibility/responsible-business-management/atria-code-of-conduct/

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| Strategy, policies and practices | | | | |
| 2-22 | | | 3, 4 | Reported in Annual Report 2022 |
| 2-23 | | Principle 1-10 | 8, 10, 13, 26, 30, 34, 37, 41, 49 | www.atria.fi/en/group/corporate-responsibility/responsible-business-management/atria-code-of-conduct/ |
| 2-24 | | | 10, 25, 30, 34, 37, 49 | |
| 2-26 | | | | Reported in Annual Report 2022 (Non-Financial Statement). |
| 2-27 | | | 46 | Non-compliance with laws and/or regulations was not identified during the reporting period. |
| 2-28 | | | 46 | |
| 2-29 | | | 47, 48 | |
| 2-30 | | Principle 3 | 35 | |
| GRI 3 Material Topics | | | | |
| 3-1 | | | 52 | |
| 3-2 | | | 5, 10, 25, 34, 44 | |
| 3-3 | | | 10, 12, 13, 25, 30, 34, 37, 41, 44, 49 | |
| ECONOMIC IMPACT | | | | |
| 201 Economic performance | | | | |
| 201-1 | SDG 1, SDG 8, SDG 9 | | 45 | |
| 201-2 | SDG 13 | | | Reported in Annual Report 2022 |
| 201-3 | | | | Reported in Annual Report 2022 |
| 201-4 | | | | Reported in Annual Report 2022 |
| 205 Anti-corruption | | | | |
| 205-1 | SDG 16 | | | Reported in Annual Report 2022 |
| 205-2 | | | | Reported in Annual Report 2022. Atria's Code of Conduct also discusses policies related to the acceptance of gifts and hospitality, for example. All new employees are familiarised with the Code of Conduct as part of Atria's new employee orientation programme. |
| 205-3 | SDG 16 | | | Reported in Annual Report 2022 |
| 206 Anti-competitive Behavior | | | | |
| 206-1 | SDG 16 | | | No legal actions |

► You can find Atria's Annual Report 2022: www.atria.fi/en/group/investors/financial-information/annual-reports/

► You can find Atria Code of Conduct: www.atria.fi/en/group/corporate-responsibility/responsible-business-management/atria-code-of-conduct/

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| ENVIRONMENTAL IMPACT | | | | |
| 301 | Materials | | | |
| 301-1 | Materials used by weight or volume | SDG 8, SDG 12 | | 16-18 |
| 302 | Energy | | | |
| 302-1 | Energy consumption within the organization | SDG 7, SDG 8, SDG 12, SDG 13 | Principles 7, 8, 9 | 13 - 14 |
| 302-3 | Energy intensity | SDG 7, SDG 8, SDG 12, SDG 13 | | 14 |
| 302-4 | Reduction of energy consumption | SDG 7, SDG 8, SDG 12, SDG 13 | | 13 - 14 |
| 303 | Water and effluents | | | |
| 303-1 | Interactions with water as a shared resource | SDG 6 | | 15 |
| 303-2 | Management of water discharge-related impacts | SDG 6 | | 12, 15 |
| 303-5 | Water consumption | SDG 6 | | 15 |
| 305 | Emissions | | | |
| 305-1 | Direct (Scope 1) GHG emissions | SDG 3, SDG12, SDG 13, SDG 14, SDG 15 | Principle 7 | 13 - 14 |
| 305-2 | Energy indirect (Scope 2) GHG emissions | SDG 3, SDG12, SDG 13, SDG 14, SDG 15 | | 13 - 14 |
| 305-3 | Other indirect (Scope 3) GHG emissions | | Principle 7 | 13 - 14 |
| 305-4 | Other indirect (Scope 3) GHG emissions | SDG 3, SDG12, SDG 13, SDG 14, SDG 15 | Principles 7-9 | 13 - 14 |
| 306 | Effluents and Waste | | | |
| 306-1 | Waste generation and significant waste-related impacts | SDG 3, SDG 11, SDG 12 | | 15 |
| 306-2 | Management of significant waste-related impacts | SDG 3, SDG 11, SDG 12 | | 17 |
| 305-3 | Waste generated | SD 3, SG 11, SDG 13 | | 16 |
| 306-4 | Waste diverted from disposal | SDG 3, SDG 11, SDG 1 | | 16 |
| 306-5 | Waste directed to disposal | SDG 3, SDG 11, SDG 12 | | 16 |
| 308 | Supplier Environmental Assessment | | | |
| 308-1 | New suppliers that were screened using environmental criteria | | | 49 More information about Atria Supplier Code of Conduct and sourcing policy at our Atria Code of Conduct website www.atria.fi/en/group/corporate-responsibility/responsible-business-management/ |

▶ You can find Atria's Annual Report 2022: www.atria.fi/en/group/investors/financial-information/annual-reports/

▶ You can find Atria Code of Conduct: www.atria.fi/en/group/corporate-responsibility/responsible-business-management/atria-code-of-conduct/

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| SOCIAL IMPACT | | | | | |
| 401 Employment | | | | | |
| 401-1 | New employee hires and employee turnover | SDG 5, SDG 8, SDG 10 | Principle 6 | 35 - 36 | Turnover by age group and gender is not reported, no data available. |
| 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees | SDG 3, SDG 5, SDG 8 | | 35 | Benefits exceeding the statutory level are not reported in detail, since the practices vary by business area. |
| 402 Labor/Management Relations | | | | | |
| 402-1 | Minimum notice periods regarding operational changes | SDG 8 | | 36 | Activities are in compliance with applicable legislation in each business area. |
| 403 Occupational health and safety | | | | | |
| 403-1 | Occupational health and safety management system | SDG 8 | | 37 - 38 | |
| 403-2 | Hazard identification, risk assessment, and incident investigation | SDG 8 | | 37 | More information about Atria's Human Resource Policy at Atria Code of Conduct website www.atria.fi/en/group/corporate-responsibility/responsible-business-management/ |
| 403-3 | Occupational health services | SDG 3, SDG 8 | | 37 - 38 | |
| 403-4 | Worker participation, consultation, and communication on occupational health and safety | SDG 8, SDG 16 | | 37 - 38 | |
| 403-5 | Worker training on occupational health and safety | SDG 8 | | 37 | |
| 403-6 | Promotion of worker health | SDG 3 | | 37 - 38 | |
| 403-9 | Work-related injuries | SDG 3, SDG 8, SDG 16 | | 37 | Reported by business areas since 2019. |
| 404 Training and Education | | | | | |
| 404-1 | Average hours of training per year per employee | SDG 4 | | 39 | Not reported by gender and by employee category, no data available. |
| 404-2 | Programs for upgrading employee skills and transition assistance programs | SDG 8 | | 39 | |
| 412 Human Rights Assessment | | | | | |
| 412-2 | Employee training on human rights policies or procedures | | | | Reported in Annual Report 2022 (Non-financial information). No data available on training hours or the percentage of employees having taken part in trainings |
| 416 Customer Health and Safety | | | | | |
| 416-1 | Assessment of the health and safety impacts of product and service categories | SDG 12 | | 28 | |
| 416-2 | Incidents of non-compliance concerning the health and safety impacts of products and services | SDG 16 | | 28 | |

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| 417 | Marketing and Labeling | | | | |
| 417-1 | Requirements for product and service information and labeling | SDG 12 | | 41 | More information about Atria's Marketing and Communications Policy at our Atria Code of Conduct website. |
| 417-2 | Incidents of non-compliance concerning product and service information and labeling | SDG 16 | | | No incidents |
| 417-3 | Incidents of non-compliance concerning marketing communications | SDG 16 | | | No incidents |
| 418 | Customer Privacy | | | | More information is provided in Atria's Code of Conduct at www.atria.fi/en/group/corporate-responsibility/responsible-business-management/ |
| 418-1 | Substantiated complaints concerning breaches of customer privacy and losses of customer data | SDG 16 | | | |
| FPSS | Food Processing Sector Supplement | | | | |
| FP5 | Percentage of production volume manufactured in sites certified by an independent third party according to internationally recognized food safety management system standards | SDG 2 | | 28 | |
| FP6 | Percentage of total sales volume of consumer products, by product category, that are lowered in saturated fat, trans fats, sodium and added sugars | SDG 2 | | 42 | |
| FP9 | Volume of animals processed by species | SDG 2, SDG 15 | | 29 | Reported only for Atria Finland. |
| FP10 | Policies and practices, by species and breed type, related to physical alterations and the use of anesthetic. | | | 30 | More information about Atria's Animal Welfare and Policy and Atria's Good Manufacturing Practices at Atria Code of Conduct website www.atria.fi/en/group/corporate-responsibility/responsible-business-management/ |
| FP12 | Policies and practices on antibiotic, anti-inflammatory, hormone and/or growth promotion treatments by species and breed type | SDG 2 | | 30, 32 | Growth promoters are not being used in Atria's food chain. |
| FP13 | Fines imposed for violations of animal transport, treatment and slaughter regulations and voluntary good operating practices observed by the organisation in animal transport, handling and slaughter | | | | None |

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Good food – better mood.