



FREDMAN

SUSTAINABILITY PROGRAMME

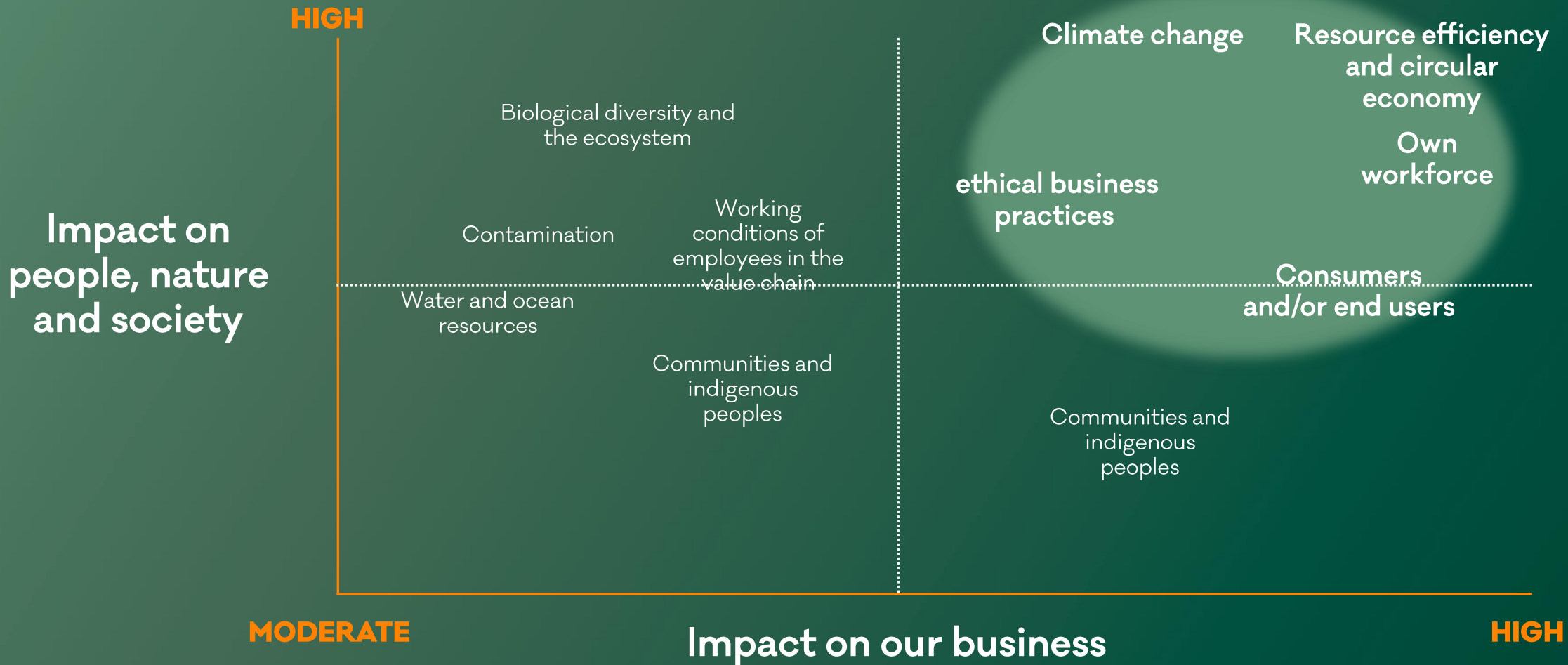
2025-2030

KEY SUSTAINABILITY ASPECTS






FOCUS AREAS
AND GOALS OF SUSTAINABILITY WORK

Approved by the Board of Directors of Fredman Group Oy, 06/2024





KEY SUSTAINABILITY ASPECTS






ENVIRONMENTAL SUSTAINABILITY

| Sustainability theme | Current status 2024 (2023) | Progress from previous year | Our target | Target year |
|--|--|---|--|-------------|
| We respect natural resources and use them wisely (ESRS E5) | 80 % from recyclable products and 58 % from products made from renewable materials. (79 %, 53 %) |  | 90 % of our turnover comes from recyclable products and 70 % from products made from renewable materials. | 2030 |
| | 80 % of waste generated in our production is recycled. (84%) |  | 95 % of waste generated in our production is recycled. | |
| We contribute to mitigating climate change (ESRS E1) | Total emissions 21 548,57 CO2e. (25,018.99 CO2e.) |  | Every two years, we also measure the Scope 3 emissions of our value chain. We strive to reduce greenhouse gas emissions across our value chain annually. | 2030 |
| | Scope 1 ja 2 -emissions 14,54 CO2e. (15,48 CO2e) |  | Every year, we measure the emissions of our own operations (Scope 1 and 2). Our science-based (SBTi) emissions reduction target is 42 % . | |
| We care about biodiversity (ESRS E4) | 94 % |  | Fredman's own fibre-based raw materials are 100 % certified. | 2025 |

SOCIAL SUSTAINABILITY

| Sustainability theme | Current status 2024 (2023) | Progress from previous year | Our target | Target year |
|---|--|---|--|-----------------|
| We will improve our employee experience (ESRS S1) | 72 % of our employees would recommend Fredman as an employer (70 %) |  | 90 % of our employees would recommend Fredman as an employer. | 2026 |
| | Training 7.6 hours /year/employee (1,5H) |  | We improve opportunities for our employees for professional development, including building intellectual capital. Minimum training hours 2.5 hours /year/employee. | Annually |
| We develop our workplace safety culture (ESRS S1) | 0 accident (1) |  | 0 accidents resulting in absences | Annually |
| We promote our products and brands responsibly and truthfully (ESRS S4) | 0 accusations |  | 0 accusations of greenwashing | Annually |

GOOD GOVERNANCE AND FINANCIAL SUSTAINABILITY

| Sustainability theme | Current status 2024 (2023) | Progress from previous year | Our target | Target year |
|--|--|---|---|--------------------|
| <p>We take care of the profitability and sustainable growth of our business. (ESRS G1)</p> | <p>1,5 % inc. Fredman Perfect Kitchen Oy (3.4 %)</p> |  | <p>EBIT more than 10 %</p> | <p>2026</p> |
| <p>We ensure the sustainability and transparency of sourcing. We prefer Finnish and Nordic suppliers in our sourcing. (ESRS G1)</p> | <p>100 %</p> |  | <p>All of our suppliers have undergone our validation processes and are committed to our supplier code of ethics.</p> | <p>2025</p> |
| | <p>92 %</p> |  | <p>At least 95 % of our sourcing comes from European sustainability-certified suppliers.</p> | <p>2026</p> |



On the food side