



SUSTAINABILITY PROGRAMME

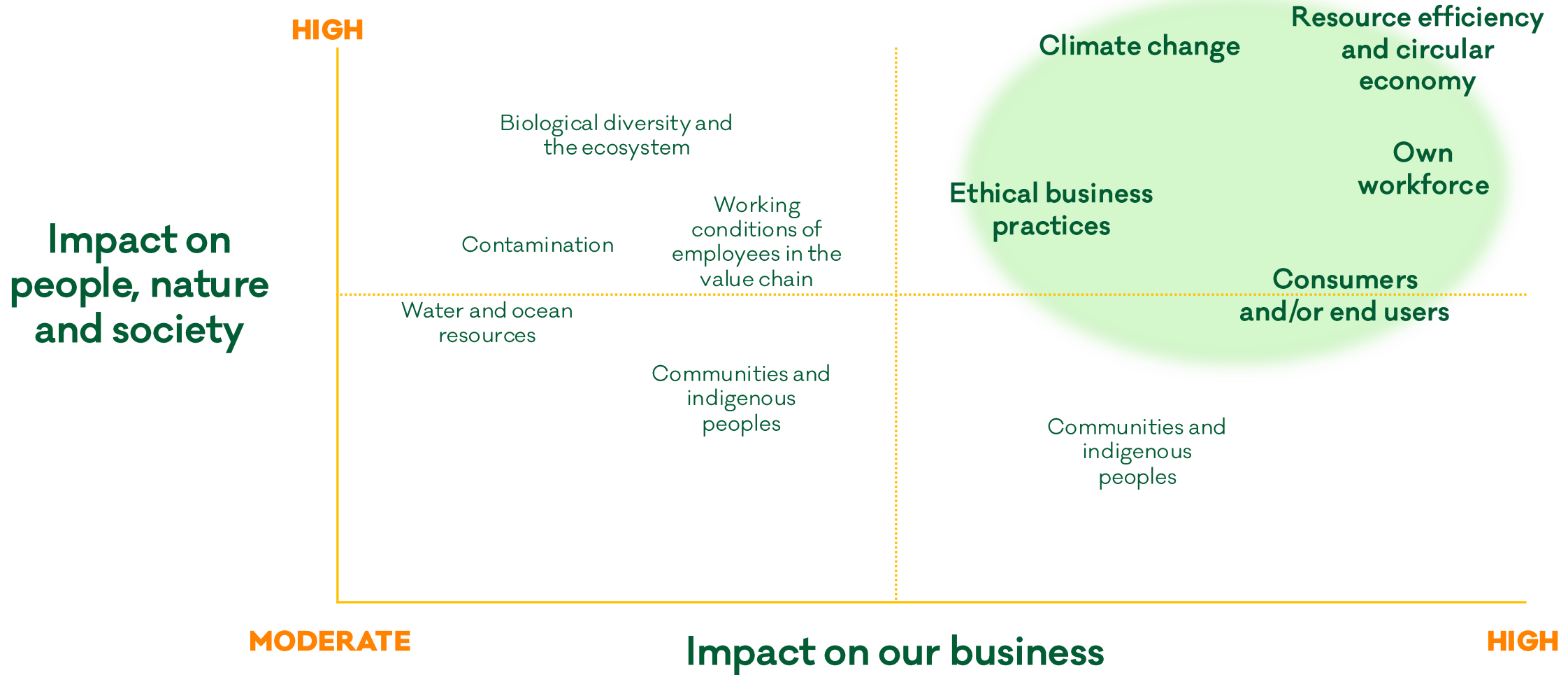
2025-2030

KEY SUSTAINABILITY ASPECTS

FOCUS AREAS
AND GOALS OF SUSTAINABILITY WORK

Approved by the Board of Directors of Fredman Group Oy, 06/2024
Updated 04/2026

KEY SUSTAINABILITY ASPECTS



ENVIRONMENTAL SUSTAINABILITY

Sustainability theme	Our target	Target year	Current status 2025 (2024)	Progress from previoius year
We respect natural resources and use them wisely (ESRS E5)	90 % of our turnover comes from recyclable products and 70 % from products made from renewable materials.	2030	95 % from recyclable products and 58 % from products made from renewable materials. (80 %, 58 %)	
	95 % of waste generated in our production is recycled.		82 % of waste generated in our production is recycled. (80%)	
We contribute to mitigating climate change (ESRS E1)	Our science-based (SBTi) emissions reduction target is 42 % from the base year 2022.	2030	Scope 1 ja 2 -emissions 22,17 CO2e. (14,54 CO2e)	

SOCIAL SUSTAINABILITY

Sustainability theme	Our target	Target year	Current status 2025 (2024)	Progress from previous year
We will improve our employee experience (ESRS S1)	90 % of our employees would recommend Fredman as an employer.	2030	69 % of our employees would recommend Fredman as an employer (72%)	
	Minimum training hours 2,5 hours /year/employee.	Annually	Training 5,9 hours /year/employee (7,6 h)	
We develop our workplace safety culture (ESRS S1)	0 accidents resulting in absences	Annually	3 accident (0)	
We promote our products and brands responsibly and truthfully (ESRS S4)	0 accusations of greenwashing	Annually	0 accusations (0)	
Our products are safe and compliant with relevant regulations (ESRS S4)	0 product recalls	Annually	0 recalls (0)	

GOOD GOVERNANCE AND FINANCIAL SUSTAINABILITY

Sustainability theme	Our target	Target year	Current status 2025 (2024)	Progress from previous year
We take care of the profitability and sustainable growth of our business. (ESRS G1)	EBIT more than 10 %	2026	12,5 % (3.4 % inc. Fredman Perfect Kitchen Oy)	
We ensure the sustainability and transparency of sourcing. We prefer Finnish and Nordic suppliers in our sourcing. (ESRS G1)	100% of our service providers are committed to our Supplier Code of Conduct.	2027	New KPI set in 2026, 0 %	
	At least 95 % of our sourcing comes from European sustainability-certified suppliers.	2026	92 %	



| On the food side