



Skånemejerier

Sustainability Report

2024



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This report has been prepared by Skånemejerier AB, corporate identification number 556820-8317. It is an independent sustainability report encompassing Skånemejerier AB and its wholly owned companies (Hjördnära Mejeri AB, Malmö Mejeri AB, Kristianstads Mejeri AB, Kristianstads Ostförädling AB, Skånemejerier Storkushåll AB, Skånemejerier Försäljning AB, Svenska Ostkompaniet HB (dormant company)), its subsidiaries and the products the business sells within the Skånemejerier Group. In this report, the company is referred to as Skånemejerier. The report constitutes Skånemejerier AB's statutory sustainability report in accordance with the requirements of the Swedish Annual Accounts Act in line with the previous wording that was in effect before July 1, 2024. The contact person for the report is Anette Gregow, Communications and Sustainability Director.

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PART OF THE WORLD'S LEADING DAIRY GROUP

Since 2012, Skånemejerier has been part of the Lactalis Group, a worldwide group with global and local brands. Founded in Laval, France, in 1933, today Lactalis is the world's leading producer of dairy products. The Group has 266 facilities in 51 countries and employs around 85,500 people. Sales in 2024 were EUR 30.3 billion. Read more about the Lactalis Group's sustainability work on page 11.

KEY EVENTS IN 2024

APPROVED CLIMATE TARGETS

During the autumn, Skånemejerier's parent company, the Lactalis Group, had its climate targets validated by the Science Based Targets initiative (SBTi). The approved targets are in line with the Paris Agreement and its goal of limiting global warming to 1.5°C. Skånemejerier is covered by the Lactalis Group's climate targets and helps to achieve them by continuing efforts to reduce the climate impact of our operations and value chain.

Read more on page 21.



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION



FAIR TRANSPORT-CERTIFIED

In 2023, Skånemejerier brought some of our domestic transport in house. We think it is important that our transport is done right in terms of lower environmental impact, improved road safety and social responsibility. To guarantee and improve the visibility of our work, we have therefore chosen to certify our in-house haulage business with Fair Transport, the road freight industry's sustainability certification.

Read more on page 35.

DLF'S ROADMAP FOR A FOSSIL-FREE GROCERY INDUSTRY

The organisation Fossil Free Sweden has launched roadmaps for 22 sectors showing how becoming fossil free or climate neutral can boost their competitiveness. Skånemejerier has signed the grocery industry's roadmap for fossil-free competitiveness drawn up by grocery trade association DLF, and is working on initiatives throughout the value chain. Implementing the roadmap will take collaboration with suppliers, customers and other grocery companies.

Read more on page 14.

CONTINUED COLLABORATION WITH SKÅNE STADSMISSION

Skånemejerier is one of the biggest donors to Skåne Stadsmisson, a charity that supports vulnerable people, and donated over 118 tonnes of food in 2024. As well as donating food and financial support, our employees have volunteered for the charity several times during the year.

Read more on page 43.



ELECTRIC LORRIES JOIN THE FLEET

In 2024, Skånemejerier's first electric lorries took to the roads and by the end of the year, we had two electric lorries of our own which are now driving around Skåne. In 2025, we will evaluate our use of electric vehicles to see how we can expand our fleet going forward.

Read more on page 35.



NEW WATER TREATMENT PLANT AT MALMÖ MEJERI

During the year, Skånemejerier's upgraded treatment plant was commissioned at Malmö Mejeri to treat process wastewater from production before it reaches the municipal treatment plant. Its new buffer tank, with capacity for two million litres, makes our water treatment more consistent and effective.

Read more on page 30.

NEW ENVIRONMENTAL POLICY LAUNCHED

Skånemejerier and the Lactalis Group updated their environmental policy in 2024. The policy specifies several areas where, as part of the world's biggest dairy company, we need to be working to work to reduce our use of natural resources and limit our negative environmental impact.

Read more on page 48.



ANOTHER RECORD YEAR FOR KALVINKNATET

In May and June every year, Skånemejerier and the Malmö sports organisation MAI run the Kalvinknatet children's fun run, with local athletics clubs at a total of 20 locations in Skåne, Småland and Halland. Kalvinknatet is Sweden's biggest run for children. The aim is to promote health and exercise for children and young people. More than 34,500 children competed in 2024, which is a new record.

Read more on page 43.



SKÅNEMEJERIER – NURTURING THE FUTURE

The past year has been a challenging one for the Swedish food industry. Consumer behaviours have changed, the low-price segment has grown and competition from imported products has continued to put pressure on Swedish food production. Nevertheless, there are several reasons for optimism. Thanks to our efforts, Skånemejerier is still in a strong position and with the Lactalis Group, we have every opportunity to strengthen the Swedish dairy industry and feed the future.

At the end of my second year as CEO of Skånemejerier, I feel proud of everything we have accomplished and positive about the future. Today, Skånemejerier is the ninth strongest food brand in Sweden, a position we must maintain.

In early 2024, we set out a new purpose: Nurturing the future. This is the foundation of our strategy and gives our actions a clear direction.

CONFIDENCE IN A CHANGING MARKET

Inflation stabilised in the past year, which was a slight relief to the market. Due to the challenging global situation, the milk price went up 11 times in 2024, and the changes in buying patterns that emerged in the past few years have now become the new normal. Consumers remain price-focused, which naturally puts pressure on our branded products. At the same time, we are seeing several of our well-known brands such as Allerum® and Lindahls®, gaining market share in their respective categories. Skånemejerier's sales rose to SEK 5.41 billion, an increase compared with the previous year. The operating result came in at SEK 84.4 million.

We see great opportunities in offering a wide range of nutritious and innovative products that make it easier for people to lead healthier lives. In 2024, demand for quark soared. Our Lindahls brand is the only Swedish-produced branded quark and looking to the long term, major investments will see production expanded to meet the growing demand for high-protein dairy products.



In 2024, the Lactalis Group's climate targets were validated by the Science Based Targets initiative (SBTi). The targets cover emissions throughout the value chain (Scopes 1, 2 and 3) with an overall target of net zero by 2050. Skånemejerier works towards achieving the targets by making ongoing efforts to reduce the climate impact from our operations and from our value chain. In 2024, the proportion of renewable energy used at our facilities increased to 99 percent. The proportion of fossil-free domestic transport amounted to 96 percent, despite the significant relaxing of the reduction obligation, which resulted in a smaller percentage of renewables in fuel.

A large proportion of our climate footprint, around 70 percent, comes from our most important raw material, milk. We have been calculating the climate footprints of the farms since 2021, and since calculations began, we have seen a cautiously positive trend, with a smaller climate footprint compared with previous years. In 2024, our climate footprint came in at 0.95 kg CO₂e per kilo of energy-corrected milk.

THE CHANGE IS HAPPENING ON THE FARMS

Sustainable Dairy Farm is our farm sustainability programme. The programme covers climate, animal welfare and biodiversity and means close collaboration with our most important suppliers. During the year, milk suppliers have been offered training in better recognising their cows' signals, a step in developing milk production to ensure healthier cows and more efficient production.

In 2023, we launched our sustainability incentive programme, where efforts are rewarded via a points-based system, with those points reflected in the milk price we pay. This gives dairy farms a financial incentive to implement sustainability measures on the farm, while together we all contribute towards more sustainable, future-proof dairy production.

Since the launch of the programme, we have seen an increase in the average number of points accrued which is positive.

A STRONG SWEDISH FOOD SUPPLY IS VITAL

If we at Skånemejerier are to provide food for the future, it is crucial that the Swedish dairy industry remains strong and stable. However, this requires that industry actors are able to run businesses that are profitable and sustainable or the long term, which largely depends on consumers seeing a value in choosing Swedish food.

“Today, Skåne accounts for 30 percent of Swedish food production and the region therefore plays a vital role in Swedish food security.”

Seen as a whole, Sweden's food self-sufficiency rate stands at 50 percent, which means that half of all the food consumed in Sweden is imported. Today, Skåne accounts for 30 percent of Swedish food production and the region therefore plays a vital role in Swedish food security. However, the low self-sufficiency rate poses a risk in the event of an emergency, as lack of access to food can create huge problems for people and for businesses.

The rate for the dairy industry is currently at 70 percent. Self-sufficient, sustainable Swedish dairy production would not only make Sweden more resilient, it would also create 11,000 new jobs according to the Federation of Swedish Farmers.

OUTLOOK FOR 2025

As the new year dawns, we can see that many of last year's challenges are still with us. Not least, geopolitical uncertainty and the unpredictable global trade situation are affecting both the European and the Swedish food market. The question of self-sufficient Swedish food production will therefore become even more relevant.

As the CEO of Skånemejerier, I have great confidence that the road we are on, with a long-term strategy focusing on sustainable growth, profitability and efficiency, will make us well-equipped to meet these challenges. In the year ahead, our sustainability focus will be on developing the Sustainable Dairy Farm programme further by investing in advice and innovation. Drawing on the Lactalis Group's climate targets, we will also continue working to cut emissions from our own operations and in our value chain even further.

Our progress in the past year would not have been possible without our employees, owner, milk suppliers, customers and consumers and I look forward to continuing to work with you all. A clear direction ahead, financial strength and engaged and competent employees mean we will be able to deliver our strategy now and in the future.

Cecilia von Perglas

Cecilia von Perglas
CEO Skånemejerier



THIS IS SKÅNEMEJERIER

OUR PURPOSE

We nurture the future by developing and producing really great food that tastes good and does good too.

OUR CORE VALUES

Ambition, Engagement, Simplicity



Turnover
5,41
BSEK 2024

Number of employees
781
at year-end 2024

Number of main brands
13

279
Swedish
milk suppliers
at year-end 2024



4
production
facilities,
head office in Malmö

SALES CHANNELS

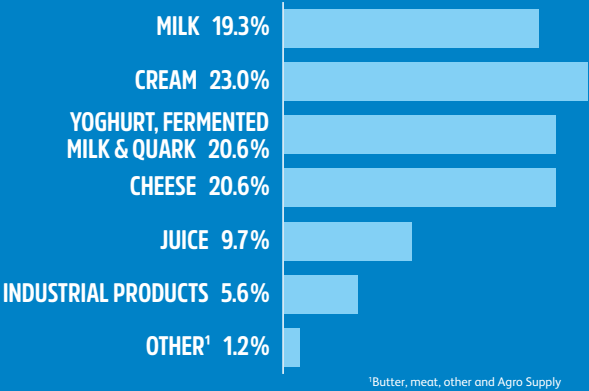
Catering (private restaurants, public sector, chain customers, industrial customers)

Food retail (supermarkets, convenience stores, e-commerce)

Exports

PRODUCT CATEGORIES IN OUR RANGE

(Share of turnover 2024, including import and export)



PART OF LACTALIS, THE WORLD'S LEADING DAIRY GROUP

85,500 employees in 51 countries
Turnover: EUR 30.3 billion (2024)



OUR BRANDS

Skånemejerier has a wide range of popular and well-known brands. Our products include locally produced dairy products, Sweden's best-selling fruit juice and speciality cheeses from Sweden and Europe. The range features products that we produce ourselves in Sweden and well-known international brands from the Lactalis Group.



Skånemejerier

A wide range of locally produced dairy products, always using milk from farms in Skåne and southern Sweden.



ÅSENS

Åsens Lantmjölk has an authentic, slightly creamier taste due to the fact that it is unhomogenised, which means that the cream in the milk settles at the top.



Hjordnärä

Our organic range with milk from farms with certified organic status.



BRAVO

Sweden's leading juices and smoothies brand with flavours for the whole family.



ALLERUM



Market leader in aged hard cheese with classics such as Präst®, Herrgård® and Grévé®, and the new product Rike®.

LINDAHL'S

One of Sweden's leading quark brands, with a high protein content especially tailored to an active target group.



Salakis

Dairy products with Mediterranean flavours, the market leader in Turkish and Greek yoghurt.



PRÉSIDENT

The Lactalis Group's largest global brand, including classic French cheeses such as Camembert, Chèvre and Brie.



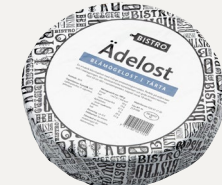
Galbani

The Italian original since 1882. Quality cheeses sold in 150 countries around the world.



BISTRO

Bistro is Skånemejerier's brand for affordable dairy products produced in Europe and geared towards the catering industry.



Skånemejerier's cheese for grilling and frying, or for deep frying and using in casseroles.



OUR MARKET AND ENVIRONMENT

2024 was a year of change in the food industry, with price hikes, changing consumer behaviours and food prices in the spotlight. At a time when sustainability and food security are top of mind, we need to continue to develop, adapt to market needs and increase popular understanding of the value of Swedish milk production.

PRICE HIKES AND CHANGING CONSUMER BEHAVIOUR

After several years of high inflation and economic uncertainty, the rate of price rises stabilised in Sweden during the year.¹ Food prices rose slightly compared with the previous year (1.1 percent), but this comes after already high levels following soaring prices in the preceding years. The price of milk rose just over 11 percent during the year.² Having inflation under control and interest rates coming down are two important factors for recovery, which should increase consumer buying power looking forward. At the same time, we are still in an economic downturn with high unemployment.

The economic situation has led to changes in consumer behaviour, with more people choosing discount chains and own-brand products, which put pressure on the industry and established brands. To bring food prices down, the companies' costs need to come down, and at the moment there is nothing to indicate broad cost reductions.

The raw milk price was increased eleven times in 2024. The higher milk price is a challenge considering current price levels, but also represents an opportunity for Swedish dairy farms to invest in more sustainable production for the future. At the same time, Sweden currently has a milk surplus and to ensure that the dairy sector remains viable, with a high self-sufficiency rate and necessary investments, it will be essential that Swedish consumers choose Swedish and locally produced products.

A CHANGING DAIRY MARKET

The total sales volume of Skånemejerier's market fell slightly in 2024, largely driven by falling milk sales (-1.7 percent). However, this has been balanced by rising interest in high-protein products such as quark. At the same time, we have seen increased sales of cream and cheese, where the mature cheese Allerum in particular has gained more market share. Generally, however, supermarket own-brands account for the biggest increase, while the sales volume of branded suppliers has fallen.

Due to the generally high prices, consumption of Swedish dairy products in the restaurant industry has fallen slightly in favour of cheaper alternatives. However, despite the financial pressure in the industry, we are still seeing demand for new product innovations, driven by trust in Swedish dairy production and its focus on sustainability, local produce and biodiversity.

The generally high price situation has had a marked cooling effect on consumption in the restaurant and catering sector in terms of Swedish dairy products. Instead, there has been growing interest in cheaper imported alternatives, which has been most prominent in the cheese segment.

THE CRUCIAL ROLE OF MILK

Despite tough conditions, the dairy industry continues to play a central role in the sustainable food system of the future. Swedish dairy production is crucial to our food supply, while simultaneously contributing towards biodiversity, thriving rural areas and jobs.

While consumption of milk for drinking has fallen, the interest in other dairy products – such as Lindahls quark, Skånemejerier's frying and grilling cheese Pannoumi and the Allerum cheese range – means that milk continues to be an important part of a sustainable and nutritious diet. Milk contains a whole 18 of the 22 nutrients we need every day and is therefore vital for our well-being and health, as is also reflected in the Swedish food agency's dietary advice.³ At Skånemejerier we are working to ensure nutritional security, not least in school meals where milk is often a key factor in children's daily nutrient intake.

SWEDEN'S FOOD SECURITY

In an uncertain world, secure, domestic food production is crucial to maintaining Sweden's ability to sustain itself. Today Sweden's self-sufficiency rate is approximately 50 percent, compared with Finland's almost 80 percent.⁴ Skåne accounts for approximately 30 percent of Sweden's food production and thus has a very important role to play in the nation's food security.

Despite this, many people are choosing cheaper imported alternatives over locally produced products, which threatens Swedish dairy production and reduces our resilience in the event of crises or war. Self-sufficient Swedish dairy production could create 11,000 new jobs⁵ while also boosting food security, preserving the rural landscape and fostering biodiversity. If we highlight the value of Swedish dairy production and Skåne's dairy farms, we can stabilise the food supply to benefit consumers and society as a whole.



¹ National Bank of Sweden, 'Penningpolitisk rapport – December 2024' (monetary policy report).

² <https://www.scb.se/pressmeddelande/matpriserna-steg-nagot-2024/>

³ <https://mjolk.se/ar-mjolk-likaviktig-i-alla-aldrar/>

⁴ <https://www.lrf.se/las-mer/forsorjningsgrad/>

⁵ <https://www.lrf.se/las-mer/svensk-mjolk-i-siffror/>

OUR BUSINESS MODEL

Skånemejerier's business model is to create value for our consumers by providing them with quality, nutritious and innovative dairy products in a way that is profitable and responsible in terms of people, businesses and the planet.

As a company, we have a responsibility to reuse, reinvest and make good use of our resources. On the left, our business model shows the inflows of the resources we need to run our company with sustainable profitability, while the centre of the model highlights our business concept and our value-creating activities.

The right-hand side shows outflows in the form of the products and values that we create for our stakeholders, the countryside and society – values without which our business cannot function.

INFLOWS TO OUR BUSINESS OPERATIONS

FINANCIAL CAPITAL

By running a profitable business, we can obtain the financial capital we need to further develop the business and create long-term value for stakeholders, nature and society.

MANUFACTURED CAPITAL

The raw materials, facilities and infrastructure necessary for production.

HUMAN CAPITAL

With an attractive vision and business model, we can attract and retain our most important resource: committed, competent and goal-oriented employees.

INTELLECTUAL CAPITAL

Research and development, innovation, systems, licences goodwill and patents.

ECOSYSTEM SERVICES AND NATURAL CAPITAL

Natural resources on which we depend for our business operations. Good animal health and a stable climate, with access to renewable energy and clean water. Biodiversity is essential for our food production.



OUTFLOWS AND VALUE CREATION

INNOVATION AND NUTRITIOUS PRODUCTS

We offer our customers and consumers a wide range of nutritious products for a healthy lifestyle. Our customers consist of grocery stores, service stores, and e-commerce and catering establishments, which in turn offer our products to end consumers.

JOBS

We create jobs that lead to meaningful employment, improved living standards and taxes for society.

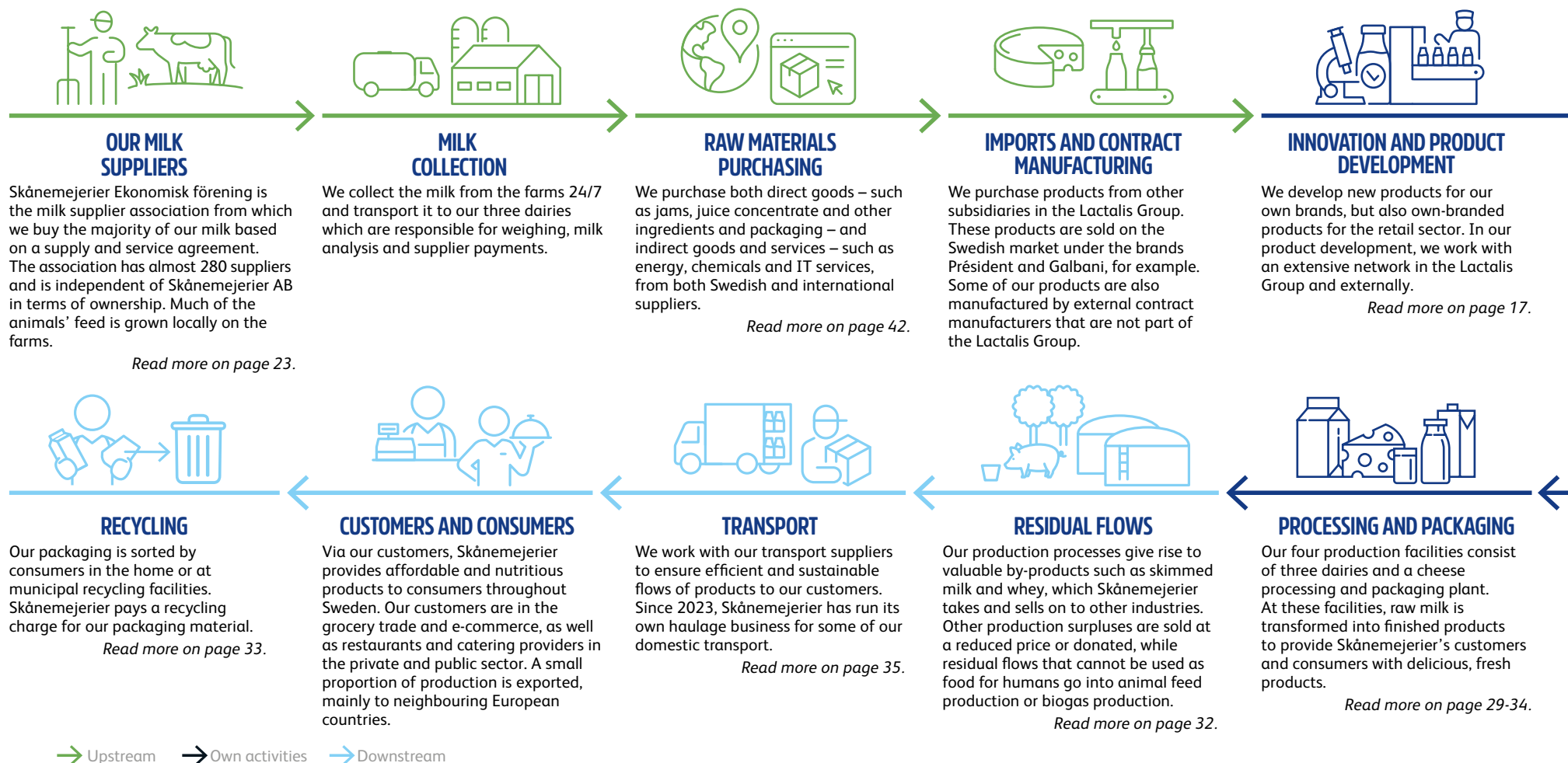
LONG-TERM ECONOMIC GROWTH

Since 2012, we have been part of the Lactalis Group, the world's leading dairy group. We create returns for our owners, jobs and income for our employees, customers, suppliers and farmers, and tax revenues for society.

OPEN LANDSCAPES AND BIODIVERSITY

Grazing animals keep the landscape open and different crops are grown in rotation in the fields. Good animal husbandry contributes to biodiversity by keeping landscapes open and the soil fertile and alive.

OUR VALUE CHAIN



IMPACT Throughout our value chain, Skånemejerier can have a positive or negative impact on the world around us. Examples of positive impacts are providing nutritious products that our customers and consumers want, creating jobs in our production facilities and in our value chain, and contributing via milk production to thriving rural areas, open countryside and biodiversity.

We are also aware that our activities can have a negative impact on the environment and the climate. Skånemejerier addresses this by working towards fossil-free transport, ensuring animal welfare in partnership with our milk suppliers, constantly developing our packaging and increasing the amount of recyclable material, plus much more. *Read more about impacts in our value chain on page 49-50.*

STAKEHOLDERS In our value chain, we interact with a large number of stakeholders, some of which are illustrated in the image above. More information about how Skånemejerier works with our stakeholders is available on page 14.

SUSTAINABILITY GOVERNANCE

Skånemejerier’s sustainability work is founded on the strategic work of both the Lactalis Group and the company’s management. We endeavour to ensure that sustainability is well integrated into every aspect of our operations. In doing so, we are improving our ability to make a difference for our environment, our employees, the people in our value chain and other stakeholders.

CORPORATE STRATEGY

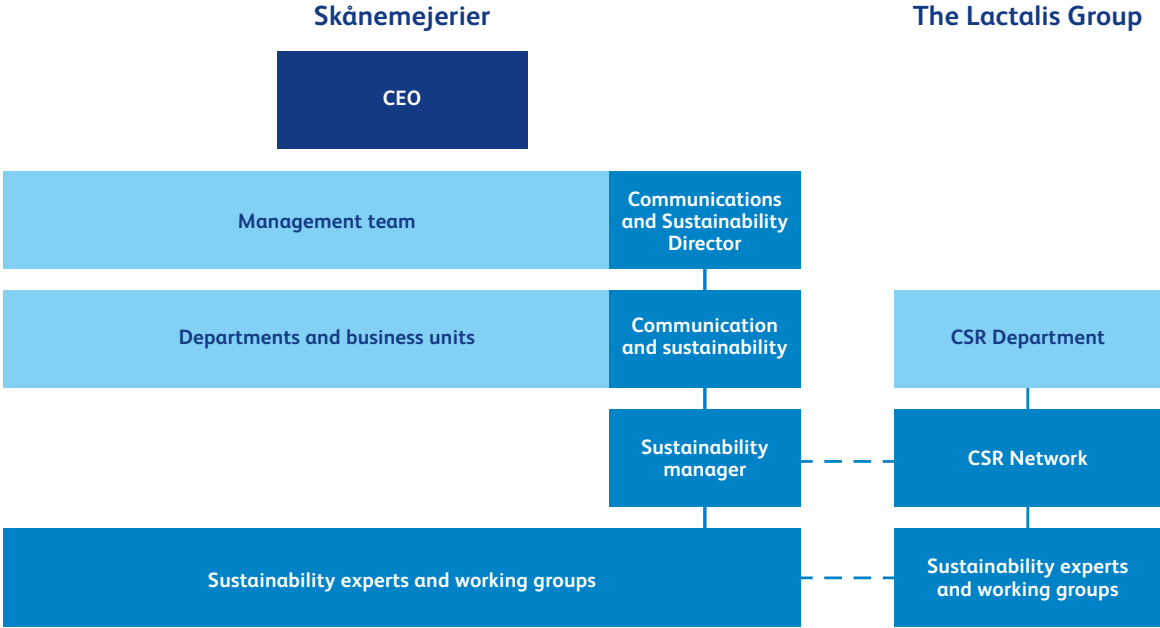
The Lactalis Group and Skånemejerier operate based on the Group strategy *Better Together* founded on the cornerstones *Products, Performance, Planet* and *People*. Based on a business environment and situational analysis, Skånemejerier’s management team has drawn up a long-term business plan and an annual plan with clear priorities.

The overall implementation of the corporate strategy is governed by the management team, while responsibility for implementing the strategy, in the form of ambitions and guidelines for day-to-day work, rests with the respective department and function.

SUSTAINABILITY AT SKÅNEMEJERIER

The focus of our sustainability work is partly governed by the Lactalis Group’s objectives and focus areas, but subsidiaries have a great deal of latitude to develop their own initiatives and objectives based on their respective operations. Skånemejerier’s CEO bears ultimate responsibility for the company’s operations, and sustainability decisions are ultimately made by Skånemejerier’s management team, including the Communications and Sustainability Director. Decisions on major issues also involve the Lactalis Group management team. The sustainability manager coordinates sustainability work, leads various strategic sustainability initiatives and represents Skånemejerier in the Lactalis Group’s sustainability network.

Integrating sustainability issues in our corporate strategy gives all department heads a responsibility to contribute to achieving departmental and company-wide goals. In addition, experts and working groups are tasked with driving operational sustainability efforts in their respective departments and providing support and expertise to their colleagues. Sharing knowledge and experience across departmental boundaries helps us to find effective new solutions and improvements.



SUSTAINABILITY IN THE LACTALIS GROUP

The Lactalis Group has a central Corporate Social Responsibility (CSR) department that runs its strategic sustainability efforts globally. As part of this work, regular meetings are held where representatives from each country discuss joint initiatives to drive development forward.

Skånemejerier participates in several of the Lactalis Group’s global groupings in areas such as climate, environment, animal welfare, packaging, logistics and production investments.

The Lactalis Group continuously develops sustainability policies with group-wide targets, such as in the areas of climate, packaging and circularity, animal welfare and deforestation.

The Lactalis Group has been a member of the UN Global Compact since 2021, committing to its ten principles on human rights, labour law, environment and anti-corruption. In 2024, the Lactalis Group’s climate targets were validated by the Science Based Targets initiative (SBTi). Read more on [page 21](#).

SUSTAINABILITY AT SKÅNEMEJERIER

Skånemejerier's sustainability work, goals and activities span three focus areas: Sustainable Business, Sustainable Planet and Sustainable Relationships. These areas correspond to what are usually described as the three dimensions of sustainability – environmental, social and economic – all of which need to work together for business to be sustainable.



SUSTAINABLE PLANET

At Skånemejerier, we work to minimise the negative climate and environmental impact that arises throughout the value chain from farm to consumer. Because the largest greenhouse gas emissions occur in milk production on farms, we work with our milk suppliers to measure, monitor and decrease their climate footprint. At farm level we also strive for agricultural practices that encourage healthy soils and biodiversity. Animal welfare is a very important part of our climate efforts, as a fit and healthy cow produces more and better milk, also creating a lower climate footprint per kilo of raw milk. As one of Skånemejerier's targets is a fossil-free dairy production by 2025, we actively address our energy consumption and transport. We also want to contribute to a more circular society by choosing recyclable and renewable or recycled packaging materials.



SUSTAINABLE BUSINESS

For us at Skånemejerier, sustainable business is about creating profitability and achieving our own business objectives, which pave the way for long-term value creation for all stakeholders in our value chain. We set ambitious targets for profitable and responsible growth, while remaining committed to ensuring that all work throughout the value chain is conducted in an ethically, socially and environmentally responsible manner. Skånemejerier's business model is based on reusing, reinvesting and making use of our resources as far as possible in product development and manufacturing.



SUSTAINABLE RELATIONSHIPS

For Skånemejerier, social sustainability is about people and relationships, where we want to be the first choice for our employees, customers and suppliers. Looking after the well-being, safety and development opportunities of our employees and engaging in issues outside the company mean Skånemejerier can achieve long-term profitability, create new jobs and consolidate our role as a responsible corporate citizen. We also want to promote good conditions throughout the supply chain.

OUR CONTRIBUTION TO THE UN SUSTAINABLE DEVELOPMENT GOALS

At Skånemejerier, we have linked our business concept to seven global goals where we can make a positive difference and three goals where we can reduce our negative impact. Read more about how we are helping to achieve the Sustainable Development Goals on page 54.

WHERE WE CAN MAKE A POSITIVE CONTRIBUTION



WHERE WE CAN REDUCE OUR NEGATIVE IMPACT



MATERIAL TOPICS

Skånemejerier's sustainability work is based on the areas where we have the greatest impact on the world around us, and which also affect us as a company. These material topics have been identified in a materiality assessment. We conduct an ongoing dialogue with our stakeholders to jointly drive the development of the business forward.

MATERIALITY ASSESSMENT

Our material topics are the result of a materiality assessment that Skånemejerier carried out in 2021¹. The assessment was based on a stakeholder survey of internal and external stakeholders, and an impact assessment.

The summarised results were processed and finally validated by the Skånemejerier management team.

The most significant sustainability issues fall into three categories:

Material topics: Topics that should be the focus of the company's long-term sustainability strategy

Very important topics: Topics that should be given special attention and monitored

Important topics: Topics that should be addressed

On the right, we show how the topics are divided across Skånemejerier's three focus areas.


















SUSTAINABLE BUSINESS 

SUSTAINABLE PLANET 

SUSTAINABLE RELATIONSHIPS 

In 2024, the Lactalis Group conducted a double materiality assessment at parent company level in line with new EU legislation, which will be included in the Lactalis Group's future reporting.

¹ Read more about our materiality assessment in Skånemejerier's sustainability report for 2023.

	SUSTAINABLE BUSINESS	SUSTAINABLE PLANET	SUSTAINABLE RELATIONSHIPS
MATERIAL TOPICS			
Reduce the carbon footprint of our entire value chain according to scientifically based methods			
Promote circular production systems at our facilities			
Act responsibly in partnership with farmers to ensure sustainable production and access to milk			
Be a long-term financially viable company			
VERY IMPORTANT TOPICS			
Contribute to reducing the climate impact of dairy farms			
Implement continuous animal welfare improvements on dairy farms			
Provide career and development opportunities for all our employees			
Provide a safe and healthy work environment with good working conditions			
IMPORTANT TOPICS			
Contribute to the development of sustainable agriculture based on research			
Provide Swedish-produced milk			
Evaluate our suppliers based on environmental, ethical and social aspects			
Provide healthy products			

STAKEHOLDER DIALOGUE

Having a close, honest and open dialogue with our stakeholders is crucial to Skånemejerier's business. This is an overview of our most important stakeholder groups and examples of how we interact with them. Read more about our stakeholders at foretag.skanemejerier.se/intressentoversikt



EMPLOYEES

Skånemejerier is to have a good physical, mental, social and organisational work environment, founded on close dialogue with employees. In addition to daily interaction between employees and managers, we conduct employee surveys, offer continuous training, run health and safety audits and hold annual performance reviews.



CONSUMERS

Skånemejerier is in constant dialogue with our consumers to ensure that we meet their wishes and needs. Avenues include market research, customer panels and customer surveys, and contact with consumers on our website and on social media.



SUPPLIERS

We have a deep collaborative relationship with the organisation Skånemejerier Ekonomisk förening, our most important supplier of raw material, and its members. By setting standards and engaging in dialogue, Skånemejerier helps to raise the level of sustainability efforts among our suppliers of products and services, for example by means of farm certification in environmental and animal welfare.



SOCIETY

Skånemejerier's operations mainly take place in Skåne. We actively engage in dialogue with the public sector in the region and with non-profit organisations working for a better Skåne. We also maintain a dialogue with government agencies in areas relevant to Skånemejerier. For example, we are involved in the Federation of Swedish Farmers' dairy working groups in a number of areas relevant to the entire dairy sector.



THE MARKET

We have a close dialogue with our customers and work together to find solutions to various sustainability challenges. Skånemejerier wants to help move the industry in a sustainable direction by working with others. For example, during the year we have signed the Grocery Industry's roadmap for fossil-free competitiveness.



OWNER - THE LACTALIS GROUP

Skånemejerier has a close relationship with our owner, the Lactalis Group, and is so able to exchange valuable knowledge and experiences with colleagues around the world. The Group regularly monitors performance, governance, risks and opportunities.



SUSTAINABLE BUSINESS



CORPORATE SOCIAL RESPONSIBILITY

At Skånemejerier, we want to have a positive impact on the world around us, and we are committed to continuing to develop our business, corporate culture and value chain responsibly.

RESPONSIBILITY IN OUR OPERATIONS AND IN OUR VALUE CHAIN

Our work is governed by a number of policies and guidelines to ensure that we run our business in a way that protects both people and the environment. Some of these are group-wide policies and guidelines from the Lactalis Group, while others are specific to Skånemejerier. The policy documents on sustainability steer how we take responsibility for our employees, suppliers, people and animals in the value chain, the environment around our facilities, etc. (see page 48). Our policies are implemented in the organisation by means of guidelines, processes, tools, communication and training.

OUR CODE OF CONDUCT

We want to ensure correct behaviour in all aspects of our business and also provide guidance on important issues. Skånemejerier's Code of Conduct defines how we are to act in different situations by clearly setting out our core values and demonstrating our willingness to take responsibility socially, ethically, legally and sustainably.

The Code of Conduct spells out our commitment to our employees, customers and other stakeholders, and also clarifies our expectations of suppliers and partners. It covers topics such as diversity and equal treatment, trade union activities, handling of sensitive information and combating bribery and corruption. The Code of Conduct is in line with the ten principles of the UN Global Compact and is available for download from our website.

Skånemejerier's Compliance Committee (SCC) is responsible for revising the Code of Conduct. The Committee includes representatives from the fields of law, HR, finance, communication, sustainability, quality and purchasing. The Committee meets in this format or in smaller groups to address issues related to the Code of Conduct where required. Skånemejerier's Communication and Sustainability Director is then responsible for implementing updates and changes to the Code of Conduct.

In 2023, the Lactalis Group launched the Global Code of Conduct for Suppliers, which harmonises the requirements imposed on the Group's suppliers in terms of working conditions, human rights, quality and food safety, the environment and animal welfare. The Code of Conduct also applies to Skånemejerier's suppliers, with the exception of milk suppliers (see page 44).

Since the requirements for suppliers are set out in the Global Code of Conduct, in 2024 work began to revise Skånemejerier's Code of Conduct such that it is primarily geared towards our employees.

ZERO TOLERANCE OF BRIBERY AND CORRUPTION

At Skånemejerier we have a zero tolerance approach to bribery and corruption. In line with the Lactalis Group's anti-corruption policy, our employees must never accept or give unauthorised payments in relation to customers, suppliers, authorities or other decision-makers, for example to obtain or retain business. Administrative staff and managers complete online anti-corruption training. There were no nonconformities in relation to bribery and corruption in 2024.

LACTALIS' WHISTLEBLOWING PLATFORM

We encourage open communication and urge all our employees to tell us immediately if they see anything in our operations that is not compliant with the law or regulations. The Lactalis Group uses a whistleblowing platform called Lact@Lert to facilitate such reporting.

The platform enables individuals to report behaviours or situations that violate the law or the Group's internal rules and procedures. For example, this includes criminal behaviour and actual or suspected violations of the Lactalis Group's anti-corruption policy, as well as serious violations of human rights and fundamental freedoms, health and safety of individuals and the environment.

Lact@Lert is a secure, confidential and anonymous reporting system managed by an external provider. The system ensures that individuals who file a report are protected from direct or indirect retaliation, disciplinary action or pressure of any kind due to whistleblowing. The platform is open to all current or former employees of the Lactalis Group (full-time or part-time employees, managers, trainees, etc.), external and temporary staff (e.g. consultants and contractors), applicants for vacancies within the Lactalis Group, as well as all contractors and agents of the Lactalis Group and their employees. The Lactalis Group's local Whistleblower Committee, consisting of representatives from Skånemejerier's finance, HR and legal departments, is responsible for receiving and processing reports.

GOOD RISK MANAGEMENT CREATES VALUE

Our commitment to sustainable business is based on producing safe, high-quality products, continuously reducing our environmental impact, and respecting human rights and social responsibility in our operations. Skånemejerier's commitments regarding responsibility and privacy,



as well as our products, services and collaborations, must always comply with current regulations and national legislation.

Proper risk management is a prerequisite for a long-term sustainable business that creates value for us and for our stakeholders. Therefore, we continuously work on identifying, assessing, reducing, and managing our risks. The responsibility for this lies with the management team and designated risk owners. In 2024, we also conducted an analysis of our value chain to identify potential negative impacts on human rights, the environment, and biodiversity. See pages 49-50.

Tasks related to compliance with the law are broken down by competence and area of responsibility within the organisation. Regulatory compliance as regards quality, health and safety and the environment is part of our internal audit, and we use a regulatory monitoring tool to keep up to date with changes in legislation.

Our legal compliance and management system are also reviewed by external parties. We are inspected by the food, agriculture, environment, and health and safety authorities, and external auditors visit to audit us according to FSSC 22000, ISO 9001, ISO 14001 and the organic label KRAV, see page 19.

HEALTHY PRODUCTS

At Skånemejerier, we want to help everyone to keep healthy. Our approach is that natural and nutritious foods with less sugar are beneficial for everyone – at any age. Offering a wide range of healthy products, we make it easier for consumers to lead healthier lives.

NATURALLY NUTRITIOUS PRODUCTS

Milk is one of our most nutrient-dense foods, containing 18 of the 22 nutrients humans need every day to be healthy. Even better, all the benefits of milk are passed on in a variety of other dairy products such as yoghurt, fermented milk, quark and cheese.

Research¹ shows that the natural combination of nutrients in milk provides unique health benefits. This is where the 'food matrix', or nutrient matrices, come into play; the way the nutritional composition of different foods affects how our bodies can absorb them. The natural composition of milk has greater positive health effects than products enriched to achieve a similar nutrient content.

INDUSTRY-WIDE TARGET TO LOWER SUGAR IN SWEETENED DAIRY PRODUCTS

A few years ago, the Government tasked the Swedish Food Agency with promoting and encouraging voluntary industry agreements to reduce salt and sugar in food. The Swedish Food Federation, representing Swedish food producers, and several specialist industry organisations conducted close dialogue with the Swedish Food Agency and discussed what industry agreements might look like with the companies concerned.

This mandate entered its last six months in autumn 2023 and business groups were launched around various food categories that are a significant source of salt or sugar respectively. Skånemejerier is in the group for sweetened dairy products and in 2024 worked with other dairy companies to produce targets for reducing sugar content in dairy products. The target will be drawn up in 2025.

DESIGNED FOR SCHOOLS AND CARE HOMES

Skånemejerier's broad range of natural, nutrient-dense dairy products makes us particularly well suited to meet the needs of schools and facilities caring for the elderly. According to the Swedish Food Agency's dietary advice for children and the elderly, food intake should be spread over several small, high-nutrient meals over the course of the day.² Based on this advice, we have produced a wide range of tailored and climate footprint-calculated³ tips and recipes to meet the nutritional needs of growing children and the elderly. The starting point is protein-rich products such as quark and yoghurt, and the concept has been much appreciated.

But older children need nutrition too. In primary and secondary schools, many children and young people are not eating enough of their school lunches, and for these students, milk, with its natural nutrient density, can be an important supplement. From this point of view, school milk fulfils an irreplaceable function.

HEALTHY PRODUCTS WITH LESS FAT AND SUGAR

Added sugar is a major topic of discussion in the EU, and many companies are working to reduce the amount of sugar in compound foods.

Our aim is to have a range where consumers can choose different options based on their preferred sugar content, which is why Skånemejerier offers products without added sugar, products with sweeteners and products with varying amounts of sugar. The Lactalis Group has set 13.5 percent as the maximum allowable content of sugars in flavoured yoghurt. Today, all Skånemejerier products are below that limit.

To make it easier for consumers to make healthier choices, we label products with the Swedish Food Agency's Keyhole symbol, showing consumers that the product contains less fat and added sugar. Currently, 16 of our products carry the Keyhole label, including Skånemejerier's low-fat milk and low-fat yoghurt.

¹ <https://www.lrf.se/mer-om-vara-omraden/dairy-matrix/>

² <https://www.livsmedelsverket.se/matvanor-halsa-miljo/kostrad/barn-och-ungdomar/barn-2-17-ar>

³ Since 2023 we have been calculating the climate footprint of our recipes for schools and care homes in partnership with Klimato.



INNOVATION AND PRODUCT DEVELOPMENT

Skånemejerier wants to offer products that are nutritious and give people enjoyment and pleasure, while contributing towards a sustainable lifestyle. We do this both by developing new products that follow the latest research and current health trends and, not least, by making our well-known products even healthier.

SUSTAINABLE PRODUCT INNOVATION AND PRODUCT DEVELOPMENT

Our ambition is to develop nutritious, healthy and innovative products that help to create sustainable growth for Skånemejerier as a company.

In our innovation process, we identified a number of areas where it is particularly important that sustainability aspects are integrated at an early stage. Examples include the choice of packaging and raw materials, and reducing waste in production that can help to lower our climate impact.

Skånemejerier’s product development follows the Lactalis Group’s guidelines on product content and labelling and focuses primarily on taste, health, environment, product safety and competitiveness. As far as possible, we try to minimise the amount of sugar and salt, and to limit the amount of fat in the product without compromising either taste or functionality. We also offer products with properties that are in high demand, such as high protein and lactose-free options. The protein trend remained popular in Sweden in 2024 and consumers are especially demanding products with a low fat content, high protein content and with no added sugar. We keep up to date by participating in health and nutrition research and engaging in networks, and by collaborating with our colleagues in the Lactalis Group.

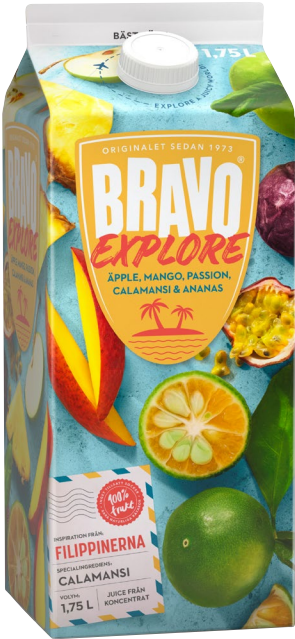


LINDAHL'S PRO+

Sales in the quark segment have enjoyed explosive growth in recent years. In 2024, Lindahls embarked on the next step in this product segment, launching Lindahls PRO+, protein-enriched drinking yoghurts, aimed at producing maximum effect before, during and after training. Lindahls PRO+ is the only product on the market to be made from Swedish milk, which adds value for consumers in several ways, including boosting Swedish food security and world-leading animal welfare.

JUICE WITHOUT ORANGES

In 2023 there was a global orange shortage, which led to us and other actors in the industry not being able to deliver the volumes the market demanded. In response to this, in early 2024 we launched Bravo Explore, a new juice concept consisting of delicious, exciting and innovative flavours but without orange as an ingredient.



THE LACTALIS GROUP'S PRODUCT CONTENT GUIDELINES

The Lactalis Group’s aim is to offer healthy, simple and tasty products that bring us together. They have targets on nutritional content and labelling the Group’s products, divided into four focus areas, such as sugar and salt content. Outcomes at country level are monitored annually. Skånemejerier is a leader in the Lactalis Group and satisfies all the requirements of the guidelines.

AREA 1 Sugar and salt content	AREA 2 Simpler recipes and fewer additives
AREA 3 List of nutrients for consumers	AREA 4 The product’s place in a sustainable and balanced diet

Classification of ingredients

The Lactalis Group has established a global systematic classification of ingredients, the ‘clean approach’, where ingredients are divided in to four categories. It is fundamental that all ingredients are approved by the European Food Safety Authority (EFSA). The third category – Controversial ingredients – refers to ingredients that are both legally and scientifically approved but are challenged for various reasons in certain countries. The fourth category – Should be avoided – includes 13 red-flagged additives that should not be present in our products.

Skånemejerier always endeavours to manufacture products that are as natural as possible. We only use ingredients that have been approved and are considered uncontroversial in the Swedish market.

CATEGORIES OF INGREDIENTS:

1. POSITIVE
2. USED IN MODERATION
3. CONTROVERSIAL
4. SHOULD BE AVOIDED

FOOD SAFETY GUARANTEED

Consumers must always be able to feel confident that the food they are eating is safe. Offering products that are healthy, safe and of high and consistent quality is fundamental at Skånemejerier and our responsibility extends all the way from the dairy farm to the consumer's table.

FOCUS ON QUALITY AND FOOD SAFETY

Every year Skånemejerier carries out a number of activities with our employees to strengthen the quality and food safety culture within the company. In November 2024, the focus was on World Quality Week, where staff were trained in the Lactalis Group's 12 golden rules on quality and food safety. The training focused on hygiene rules in production, where participants did sensory exercises and also put their knowledge to the test in internal competitions. During the year, we also ran sensory analysis training to facilitate checks during production and of the finished product to customers. Another focus area was foreign objects, where we actively worked to minimise the risks of random items in our production premises.

SAFE PRODUCTS

To ensure that Skånemejerier's quality and food safety requirements are met, our dairies are certified under the food safety certification scheme FSSC 22000. In addition to this, our dairies are certified under ISO 14001, which means that systematic efforts are made within the facility to create environmental improvements. They are also certified according to KRAV's regulations for the control of organic products.

In addition, we work consistently with Hazard Analysis and Critical Control Points (HACCP), a standardised and statutory working method for food handling in order to ensure food safety. We use HACCP to identify, assess and control the risks in Skånemejerier's production and products to ensure our products are safe. We are audited annually by external parties to ensure that we fulfil the requirements of both legislation and the certified standards.

The dairy farmers who produce our raw milk are certified to ISO 9001, which ensures systematic quality management at farm level (see page 23). Our raw milk is checked both when it is collected from farms and when it arrives at our dairies, with analyses focusing on fat, protein, freezing point, pH, somatic cells, and antibiotic and bacterial content. In addition to technical quality assurance, our trained staff also conduct quality assessments based on appearance, smell and flavour.

If any of our checks show that a product may pose a health risk to our consumers, the product is recalled. There were no product recalls in 2024.

PRODUCT LABELLING

Accurate and clear product information is essential for making informed choices at the supermarket. We therefore work actively to ensure that all statutory requirements on product information and labelling are met. In 2024, unfortunately we were issued with injunctions, for example regarding the declaration of amounts of ingredients in Bravo's blended juices and the use of the message "Från dina lokala mjölkgårdar" (From your local dairy farms) on Skånemejerier's products. We take this seriously because it is important to us that our consumers do not find our product labelling misleading. We have therefore stepped up our labelling and audit processes to ensure accurate labelling to consumers.

CONSUMER DIALOGUE IS PART OF OUR IMPROVEMENT PROCESS

Dialogue with our consumers is a valuable tool for improving our products. Every day, our Consumer Contact Centre receives enquiries by phone, email, post and social media, and via our Consumer Forum on our website. We welcome all forms of contact and see this as an important source for development. In 2024, we heard from more than 7,000 consumers who contacted us with criticism, questions, complaints and praise.

We work systematically on complaints to identify any anomalies in our production. We use root cause analysis to ensure that shortcomings can be found and tackled safely. In 2024, the number of complaints per sold pack fell by 10 percent compared with the previous year, which we judge is largely due to our systematic work on improvements.





SUSTAINABLE PLANET



OUR CLIMATE TARGETS

In 2024, the Lactalis Group's climate targets were validated by the Science Based Targets initiative (SBTi). Skånemejerier's operations are covered by the climate targets set in line with the objectives of the Paris Agreement.

APPROVED CLIMATE TARGETS FOR THE LACTALIS GROUP

In the Paris Agreement, the countries of the world committed to limit global warming to 1.5°C by significantly reducing greenhouse gas emissions. SBTi is an organisation that guides companies to set science-based targets to help meet the objectives of the Paris Agreement. The Lactalis Group's climate targets were validated by SBTi in July 2024. The Lactalis Group's targets¹ cover emissions throughout the value chain (Scopes 1, 2 and 3) with an overall target of net zero by 2050.

SKÅNEMEJERIER'S CONTRIBUTION TO THE CLIMATE TARGETS

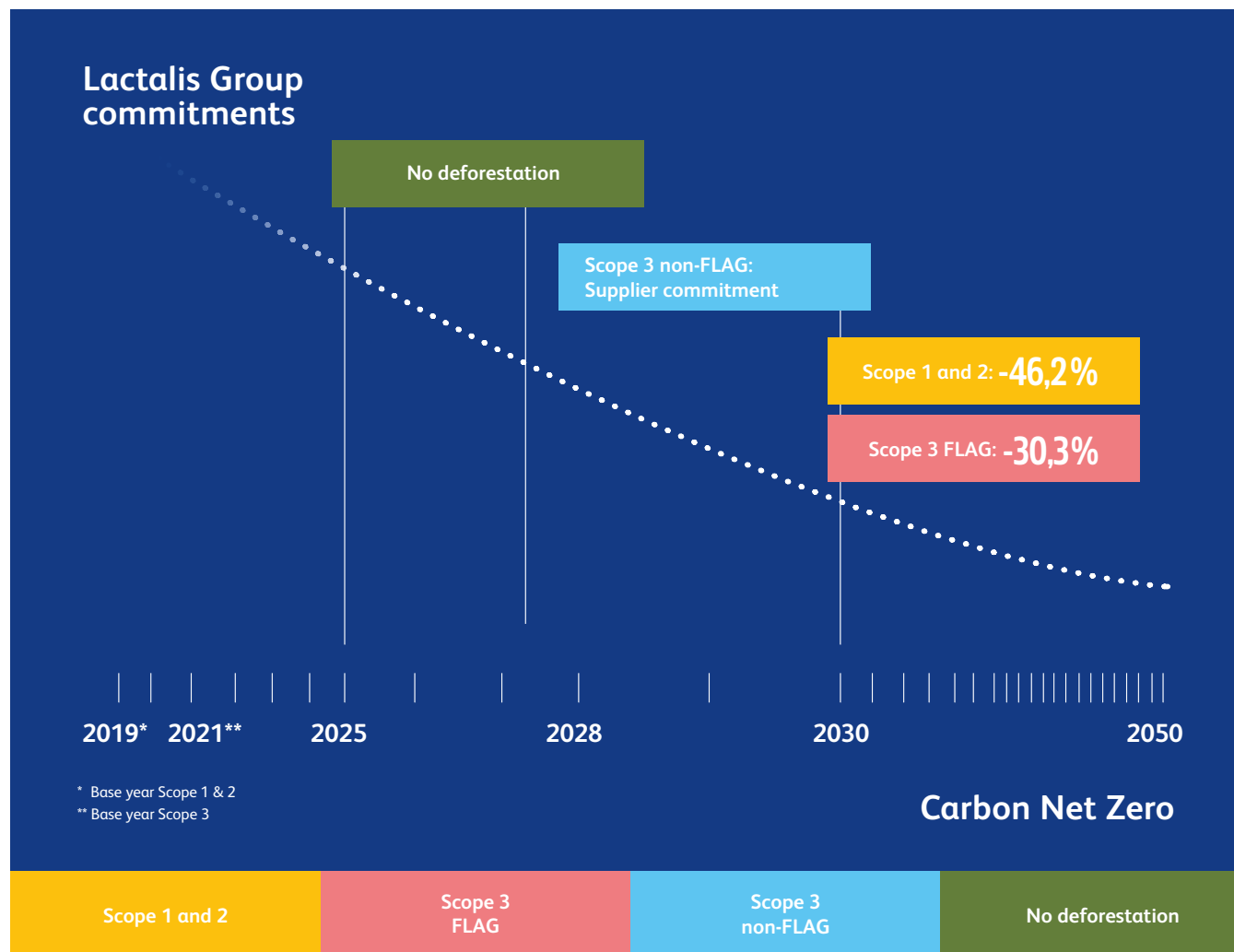
According to SBTi's guidelines, climate targets should primarily be set at Group level. Skånemejerier is thus covered by the Lactalis Group's climate targets and helps to achieve them by continuing efforts to reduce the climate impact of both our own operations and our value chain.

At Skånemejerier we contribute towards the targets in several different ways:

Scopes 1 and 2: Fossil-free energy at our facilities, Energy efficiency in our production (page 29), Fossil-free fuel in own transport, Optimisation of transport flows (page 35)

Scope 3: Work with our milk suppliers to lower the climate impact of milk production (page 25), Target of fossil-free domestic transport by 2025 (page 35)

No deforestation: Requirements for certified soy in feed, Membership of the Swedish Platform on Risk Commodities (page 42), Certified paper and cardboard in packaging (page 33)



¹ For more information on the Lactalis Group's climate targets, see LACTALIS_EN_doc__NET-ZERO-JOUNEY.pdf

² FLAG stands for emissions from "forest, land and agriculture"

³ Commitment on 67 percent of Lactalis Scope 3 FLAG GHG emissions.

⁴ Covering purchased goods and services, capital goods, fuel and energy-related activities, upstream transport and distribution and processing of sold products.

⁵ Commitment on 67 percent of Lactalis Scope 3 non-FLAG emissions.

OUR CLIMATE IMPACT

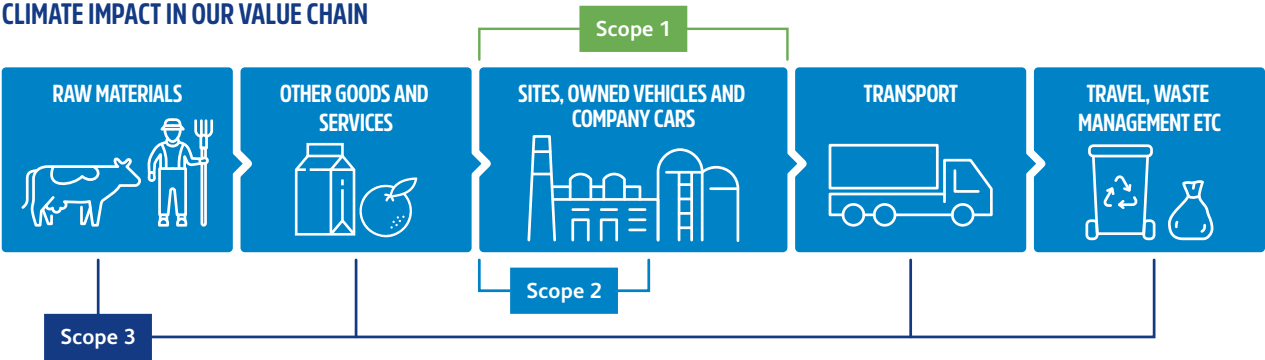
At Skånemejerier, we work actively to reduce the climate impact of our own operations and our value chain.

OUR ACTIVITIES (SCOPES 1 AND 2)

We calculate Skånemejerier's climate emissions according to the Greenhouse Gas Protocol, the most established standard for companies to measure their total climate impact.

In 2024, our emissions of greenhouse gases in Scopes 1 and 2 amounted to 680 tonnes of carbon dioxide equivalents (CO₂e), a reduction of 52 percent between 2020 and 2024¹. This positive trend is mainly due to a reduction in the use of fossil fuel at our facilities in favour of renewable fuels and a reduction in the climate footprint of our company cars during the period. Compared with 2023, we see a 29 percent reduction of emissions in Scopes 1 and 2, mainly explained by lower amounts of fossil fuels, lower emissions from refrigerants at our facilities and a lower emission factor for district heating for our plants in Kristianstad.

CLIMATE IMPACT IN OUR VALUE CHAIN



Scope 1
Direct emissions of greenhouse gases relate to the fuel consumption directly associated with the activities of the business. For Skånemejerier, this means emissions from biogas, oil and biodiesel at our facilities, as well as emissions from owned vehicles and company cars.

Scope 2
Indirect emissions of greenhouse gases are emissions from energy generated elsewhere but used by Skånemejerier, such as electricity and district heating.

Scope 3
Indirect emissions from purchased goods and services (e.g., raw milk, juice, jam, transport and packaging), equipment for our facilities, but also from waste management and recycling.

¹ 2020 is the base year in reporting Skånemejerier's climate footprint. This is the first year that climate accounting has been carried out for Scopes 1, 2 and 3.

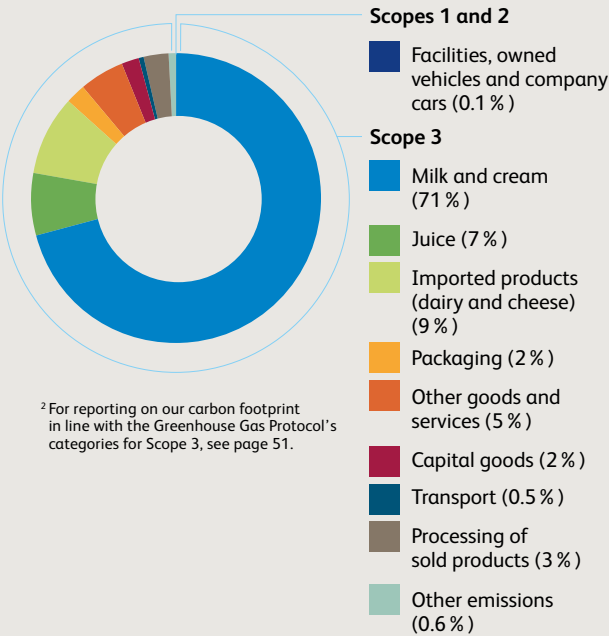
OUR VALUE CHAIN (SCOPE 3)

Skånemejerier's emissions of greenhouse gases in Scope 3 amounted to 613,000 tonnes of CO₂e during the year, an increase of 4 percent between 2020 and 2024, and up 7 percent compared with the previous year. The reduction in our Scope 3 emissions compared with 2023 is partly down to a slightly lower climate footprint for milk, our most important raw material, but also to reduced emissions from other purchased goods and services, such as juice. The amount of milk and cream exported and sold in northern Europe for further processing has also fallen during the year, which means lower emissions linked to processing of these raw materials.

The majority of the climate emissions in Skånemejerier's value chain, 71 percent, come from purchases of milk and cream, and we are working actively with the milk suppliers to calculate and reduce the climate footprint of the raw milk (see page 25).

For a more detailed account of our climate footprint, see page 51. During the year, we have implemented a number of methodological improvements that have affected various aspects of our climate footprint. Read more about how we calculate our climate footprint on page 56.

OUR CLIMATE FOOTPRINT 2024²



² For reporting on our carbon footprint in line with the Greenhouse Gas Protocol's categories for Scope 3, see page 51.

Emissions in Scopes 1 and 2:

680 TONNES CO₂E
52% LOWER EMISSIONS
(compared with 2020)

Emissions in Scope 3:

613,000 TONNES CO₂E
4% LOWER EMISSIONS
(compared with 2020)

SUSTAINABLE MILK – OUR MOST IMPORTANT RAW MATERIAL

Milk is a unique food. Cows turn grass, forage and feed concentrates into a nutritious product that can be enjoyed as it is or processed in a variety of ways. At the same time, cows lead to open countryside and thriving rural areas.

OUR MOST IMPORTANT SUPPLIERS

Swedish milk is central to Skånemejerier's business and is the basis for everything from fermented milk and yoghurt to quark and Swedish quality cheese. Our milk comes from approximately 280 dairy farms (year-end 2024) located in Skåne and southern Sweden. Each farm has an average 165 cows. The milk suppliers run their farms as their own companies, most of which sell their raw milk to Skånemejerier Ekonomisk förening, a suppliers' association that then sells the milk on directly to Skånemejerier AB.

Cattle grazing allows farmers to make use of agricultural land that is not optimal for growing cereals and other crops for humans, for example, so using resources efficiently. Cows also provide natural fertiliser for our fields, and their grazing plays a key role in biodiversity.

Moreover, dairy farms are an important engine of the local economy, contributing to thriving rural communities by providing jobs and local food sufficiency. Milk therefore plays a key role in a society where both urban and rural areas can thrive.

FARM CERTIFICATION TO ISO 9001

To ensure that farms comply with legislation, regulations and good agricultural practices, we carry out farm inspections in three stages: self-checks on the farm, internal audits by Skånemejerier's farm specialists and third-party certification under ISO 9001.

Skånemejerier's work with third-party certification began back in 2005, when we were probably the first dairy in Sweden to outsource the quality control of our milk suppliers to a third party. Third-party certification gives us the added confidence of being able to guarantee goods that have been produced with care and control at every stage.

Since 2012, Skånemejerier has carried out ISO 9001 certification of all the dairy farms that produce our raw milk. This means that all farms commit to continuously undergo 35 checks that are relevant from a quality, animal welfare and sustainability perspective. The checks cover everything from the farms' work environment, animal husbandry and energy consumption to how they manage residual products and waste. Where farms produce their own feed, there are rules on fertiliser and pesticide handling, for example. We also work actively with Skånemejerier Ekonomisk förening to continuously improve quality, environmental or animal welfare and support farmers where necessary.



SUSTAINABLE DAIRY FARM

Sustainable Dairy Farm (Hållbar mjölkgård) is Skånemejerier's programme for sustainability on dairy farms. Working closely with Skånemejerier Ekonomisk förening and the milk producers, we aim to increase the positive impact of the farms on animals, the climate and the countryside, while reducing their negative impact. In 2024, Skånemejerier adapted the organisation to make it even better at driving sustainability efforts with milk suppliers.

Skånemejerier brings all the initiatives and activities for more sustainable milk production on the farms together under the **Sustainable Dairy Farm** programme. The programme includes processes for our farm certification, Skånemejerier's delivery and quality rules, various financial incentives, such as our sustainability incentive programme, and development and skills, which ensure that we and our milk suppliers are constantly up to date and at the forefront.

IN SUSTAINABLE DAIRY FARM, WE WORK WITH THREE FOCUS AREAS:

ANIMAL WELFARE Animal welfare goes without saying. Besides our ethical responsibility towards animals, healthy and fit animals mean a better-quality product, better profitability and reduced climate impact.

CLIMATE Climate change risks negatively affecting agriculture and food security, but agriculture also contributes to greenhouse gas emissions, mainly through biogenic processes in animals and soils.

Milk production is the single largest source of greenhouse gas emissions in Skånemejerier's value chain, but it can also contribute to carbon storage in the soil.

BIODIVERSITY Preserving biodiversity is important for the continued stability of living conditions on Earth. Through grazing, cultivation of grassland and various measures on the farm, dairy farms are able to promote a variety of animal and plant species and have a positive impact on the biodiversity of the agricultural landscape.

A STEP TOWARDS MORE SUSTAINABLE MILK PRODUCTION

Skånemejerier's sustainability incentive programme rewards engagement, skills, initiatives and working methods that improve sustainability at farm level. The intention of the sustainability incentive programme is to pay dairy farmers for measures taken on the farm now and motivate them to take further action.

HOW DOES THE SUSTAINABILITY INCENTIVE PROGRAMME WORK?

The sustainability incentive programme means that part of the milk payment we make is based on measures and activities in six different

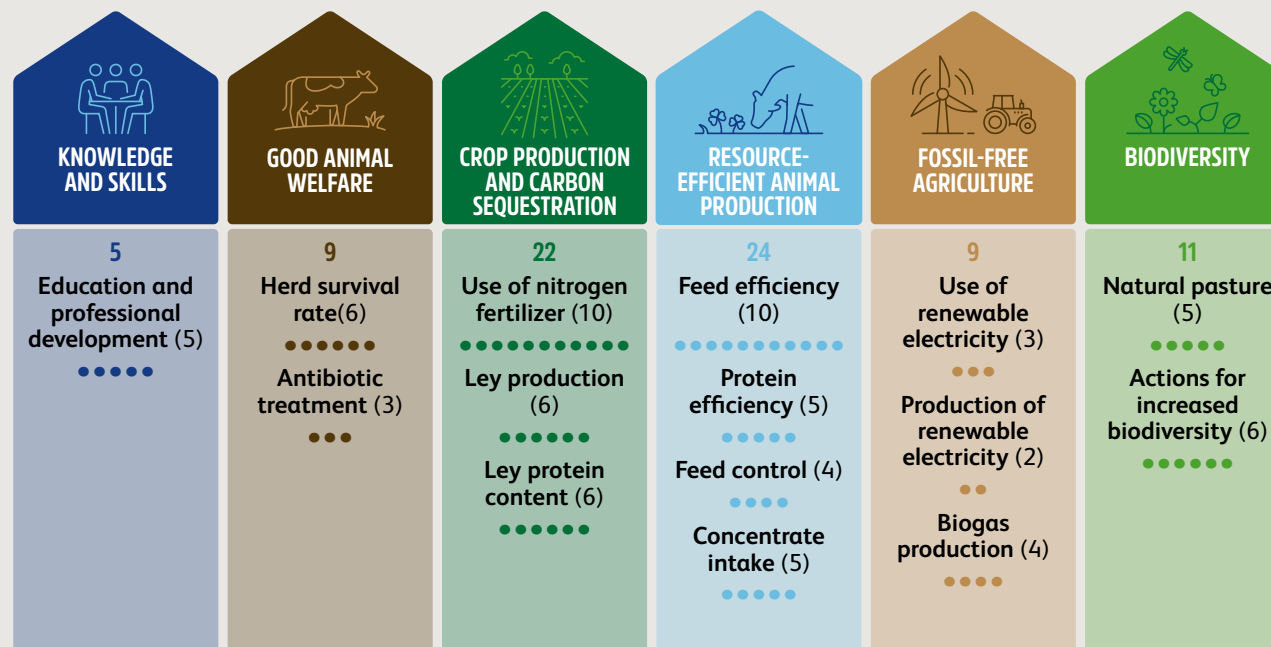
areas, which, together or individually, have a positive impact, or reduce any negative impact, in the three focus areas of animal welfare, climate and biodiversity.

The sustainability premium is financed by redistributing the milk price. Payments to suppliers are allocated according to a points system. The number of points each supplier has earned is determined annually, based on data from the previous calendar year.

A maximum of 80 points are available in the points system. The maximum premium covers between 5 and 24 points in each area. Within each area, there are between one and four Key Performance Indicators (KPIs)

scoring between 2 and 10 points. Resource-efficient livestock production and Crop cultivation and carbon storage are the areas that have the greatest effect on climate impact, and therefore score the most points. A large proportion of the points have also been allocated to efforts to promote biodiversity, a major sustainability challenge alongside climate change. The points model takes into account the conditions of different farms – such as location, size and soil – so as not to disadvantage or overly favour a particular type of farm.

The sustainability premium supplements existing payments such as those for implementation of climate calculations and the animal welfare bonus already paid to our milk suppliers.



THESE ARE THE AREAS IN WHICH FARMS CAN INVEST – AND BE REWARDED

KNOWLEDGE AND SKILLS Dairy farmers participate in training programmes to acquire new knowledge and learn new methods, improving their ability to implement various solutions for more sustainable milk production.

ANIMAL WELFARE Healthy animals produce more milk and meat, which means better profitability for the farms and a lower climate footprint per kilo of milk or meat. Healthy animals do not need to be treated with medicinal products either.

CROP CULTIVATION AND CARBON STORAGE Feed production accounts for much of the climate and environmental impact of milk. Sustainable crop cultivation results in reduced nitrogen leakage, increased carbon storage and long-term fertility.

RESOURCE-EFFICIENT ANIMAL PRODUCTION The cows' digestive process accounts for a large proportion of the climate impact of milk. By choosing feed that cows can convert into milk efficiently, it is possible to reduce the amount of feed that needs to be produced and reduce methane emissions from cows at the same time.

FOSSIL-FREE FARMING In global terms, the use of fossil fuels is the most important cause of climate change. Dairy farms can contribute by phasing out fossil fuels and using and producing renewable energy, such as biogas or electricity from solar panels.

BIODIVERSITY Milk production is well placed to contribute further to increased biodiversity in the agricultural landscape. Grazing animals have also contributed to making Swedish natural pastures some of the most species-rich environments in the whole world.

WORKING WITH FARMS FOR THE CLIMATE

Productive grazing and animal welfare mean Swedish dairy farms are well placed to produce milk sustainably. At Skånemejerier, we work closely with our milk suppliers to reduce the climate impact of milk production.

ANNUAL CLIMATE CALCULATIONS

Skånemejerier's milk suppliers have used the Klimatkollen climate checking tool, developed as part of the Greppa Näringen project, to calculate the climate footprint of the farms since 2021. Greenhouse gas emissions are calculated based on the use of feed, fertiliser and energy, for example. The climate footprint of milk is calculated by allocating the farm's emissions to all products produced on the farm, such as milk and meat. From this, a climate footprint is obtained – measured in carbon dioxide equivalents (CO₂e) per kilo of milk delivered – which is unique to each farm.

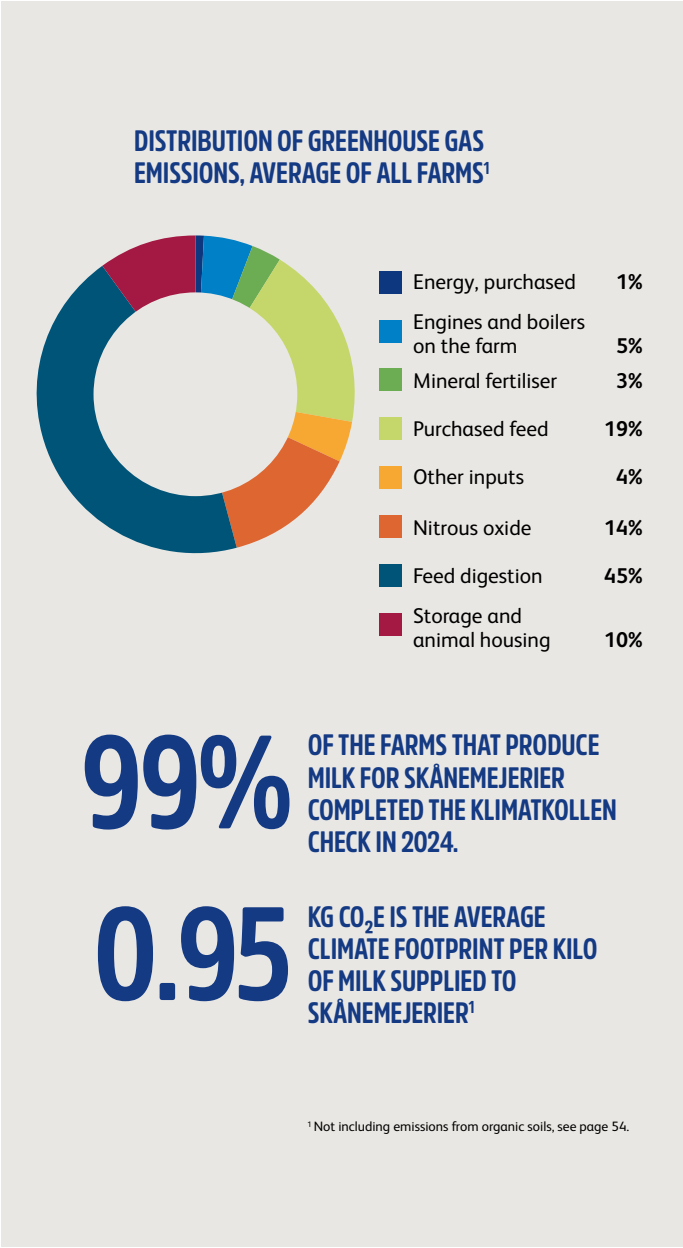
In the spring of 2024, climate calculations were carried out on 99 percent of the dairy farms that produce milk for Skånemejerier. The majority of dairy farms that did not carry out the calculations were farms that are in the process of closure. Milk suppliers receive financial compensation for carrying out the climate calculations.

THE CLIMATE FOOTPRINT OF MILK

Based on the 2024 calculations, the average climate footprint was 0.95 kg of carbon dioxide equivalents per kilo of milk delivered.¹ Despite poor feed production conditions, with drought, rain and flooding in 2023, which can negatively affect the climate footprint, the figure was largely in line with the previous year (0.97 kg of carbon dioxide equivalents per kilo of milk delivered). Since 2020, Skånemejerier has seen a cautiously positive trend in the climate footprint of milk.

The presence of organic soils on farms and their effect on the climate footprint is an uncertainty in the climate calculations, and there is an inconsistency in how farms report organic soils. We therefore report the climate footprint without organic soils. For more information, see page 53.

The pie chart on the right shows how greenhouse gas emissions in carbon dioxide equivalents are allocated on the farms that supply milk to Skånemejerier. The distribution is based on the results from Klimatkollen and is an average value. The exact distribution differs slightly between the farms. The analysis of the farms' climate impact partly serves as the basis for the design of Skånemejerier's sustainability incentive programme, where we use a points system to reward the efforts that can have the greatest effect on reducing the climate footprint.



CLIMATE IMPACT ON THE FARM

Reducing the climate footprint of milk production can be achieved by optimising many different parameters, such as feed efficiency, crop cultivation strategies, yield and animal welfare. Milk suppliers are continuously working on measures in these areas. Natural variation from year to year, for example in weather conditions, can have a significant impact on the climate footprint.



















A farm's emissions can come from many different sources and consist mainly of carbon dioxide, methane and nitrous oxide, which are the dominant greenhouse gases in agriculture.

Carbon dioxide comes from the use of fossil fuels, either directly on the farm, for example from operating tractors and machinery, or through the indirect production of electricity, inputs and mineral fertilisers. Carbon dioxide is also released from organic soils and changes in land use, such as deforestation.

Nitrous oxide is formed from nitrogen in arable land fertilised with natural or mineral fertilisers. Nitrous oxide is also produced during the storage of manure and the production of mineral fertilisers, but the majority of the mineral fertiliser produced in the EU is treated to remove large amounts of the nitrous oxide (known as BAT fertiliser).

Methane is naturally produced in the rumen – the largest of a cow's four stomachs – as cows digest their feed. Methane can therefore never be completely removed from milk production, but there are strategies to reduce its incidence. Methane is also produced when manure is stored with poor access to oxygen.

GREENHOUSE GAS EMISSIONS ON FARMS AND MEASURES TO REDUCE THEM

EMISSIONS	 Carbon dioxide	 Carbon dioxide	 Carbon dioxide, nitrous oxide	 Carbon dioxide, nitrous oxide	 Carbon dioxide	 Nitrous oxide	 Carbon dioxide, nitrous oxide	 Methane	 Methane, nitrous oxide
CATEGORY	 ENERGY – production of purchased energy	 ENERGY – emissions from engines/boilers on farm	 MINERAL FERTILISERS	 PURCHASED FEED	 OTHER ADDITIVES	 NITROUS OXIDE FROM LAND	 CHANGES IN SOIL CARBON STOCKS	 FEED DIGESTION	 STORES AND STALLS
ACTIONS	Use renewable electricity, purchased or self-generated.	Optimise running of machines. Use blending of renewable fuels or electricity where possible.	Choose mineral fertilisers with a low climate impact for production (known as BAT fertilisers). Avoid overuse of mineral fertilisers.	Choose feed with a low climate impact, if possible feed without soya and palm oil. Reduce feed waste and avoid overfeeding protein.	Review which products are purchased and whether it is possible to find alternative products with a lower climate footprint.	Optimise fertilisation in terms of both the amount of nitrogen and the time of spreading.	Carbon dioxide and nitrous oxide emissions from loam soil are difficult to influence if this type of soil is present on the farm. Keeping the soil winter-green and reducing tillage can reduce emissions from organogenic soils somewhat.	Fit and healthy cows have more efficient feed digestion. High milk yields increase methane emissions per cow, but distributed over the amount of milk produced the methane emissions are lower.	Keep fertiliser stocks low during the warm season and store fertiliser as cool as possible.

FOCUSING ON ANIMAL WELFARE

Animal welfare is crucial at Skånemejerier. Besides our ethical responsibility towards the animals, the best possible animal welfare is something that benefits farm profitability, the climate and product quality.

A SYSTEMATIC APPROACH TO ANIMAL WELFARE

When cows are fit and healthy, they can produce high-quality milk. This is why an important part of our farm certification is about animal welfare. The cows should be injury-free, healthy and properly fed and have good leg and hoof health. They should receive the right amount of feed and fresh water, and they should have clean and dry bedding. Medicinal products should be used restrictively and only when prescribed by a veterinary surgeon. Our requirements are summarised in our animal welfare policy, which is available on our website.¹ In addition, the Lactalis Group has an overall animal welfare policy, and Skånemejerier is part of the Group's global animal welfare network.

Like the rest of our farm certification, animal welfare is monitored through self-checks on the farm, internal audits by Skånemejerier's farm specialists, and third-party certification. Self-checks are carried out by milk suppliers once a year and approximately every two years Skånemejerier's internal auditors also conduct farm audits at intervals adapted to need. A new audit can always be launched earlier if conditions on the farm change or if there are indications of deterioration on a farm. The third-party check, which is carried out by an external company, includes sample audits on randomly selected farms each year. In addition, we have an in-depth dialogue with the County Administrative Board in order to detect animal welfare issues at an early stage.

If animal welfare shortcomings are detected, corrective measures are taken, and we monitor the situation closely until we can confirm that the measures have been implemented. If the measures have not been implemented, or take an unreasonable amount of time, milk deliveries from the farm are stopped. The case is only considered closed when all deficiencies have been corrected and milk delivery can be resumed.

The quality of the milk from every delivery is carefully checked for cells, fat and protein content, bacteria and volume to see if there are any indications of noncompliances. Milk tanker drivers also play an important role in detecting if something is not right, as they visit the farms at least every two days. If something is perceived to be wrong, a decision is made to make a farm visit and if shortcomings are found, appropriate measures are taken. In serious cases, milk deliveries are stopped immediately.

GOOD ANIMAL HUSBANDRY REDUCES THE USE OF ANTIBIOTICS

Antibiotic-resistant bacteria are increasing at a rapid rate around the world, and the World Health Organisation (WHO) classifies antibiotic resistance as one of the greatest threats to public health. In Sweden we have comprehensive animal welfare legislation which bans the use of antibiotics as a preventive measure.

Ever since the European Medicines Agency (EMA) started producing statistics on the use of antibiotics in agriculture, Sweden has been the EU country with the lowest use of antibiotics. In addition to legislation and checkpoints in Skånemejerier's farm certification scheme, milk suppliers with low antibiotic use are also rewarded via our sustainability incentive programme.

A GOOD LIFE INDOORS AND OUTDOORS

On the farms that deliver raw milk to us, 92 percent of the cows are in loose housing, which is higher than the average in Sweden (83 percent).² This means that they can walk freely indoors during the period they are kept indoors and can move freely between cubicles, mangers, water troughs and milking. Dairy cows in loose housing are better able to move freely and exercise more natural behaviour. In the case of new construction, production in loose housing conditions is a requirement, which means that the number of farms with loose housing is continuously increasing.

Skånemejerier's target is for all animals to be in loose housing by 2030. The environment should also be stimulating for the animals. This is why we aim for all cows in loose housing to have access to rotating cow brushes, which are good for both animal welfare and coat care.

All our suppliers feed their cows on feed that is completely GMO-free, and all soy in the feed must be certified (see page 42). On certified organic farms, at least 60 percent of the feed must be grown on the farm itself or in cooperation with one or more KRAV-certified farms.

The mild climate in southern Sweden means that the cows can stay outside longer in the summer. On average, our milk suppliers' cows spent 40 more days outside in 2024 than is legally required in the region.

¹ <https://foretag.skanemejerier.se/djuomsorg>

² Växa Statistik, Livestock statistics 2025 (control year 2024)



COW SIGNALS

In 2024, Skånemejerier started to offer an opportunity for milk suppliers and their staff to receive free training in Cow Signals as a step in developing milk production for healthier cows, more lactations and more efficient production. The concept was developed in the Netherlands and helps participants to better understand the animals' signals and act on them.

"Cow Signals is about looking at the cows and learning to understand their signals to better understand what the cows need and what potentially needs to be improved," says Maria Torstensson, Cow Signals master and quality adviser at Skånemejerier, who has run several training courses with milk suppliers over the year.

BIODIVERSITY AND GRAZING ANIMALS

Grazing animals on open grasslands are important for promoting biodiversity. Cows' grazing helps to prevent land being overgrown, benefitting species that thrive in grassland. This is why Skånemejerier and the dairy farmers attach great importance to contributing to a living cultivated landscape now and for the future.

GRAZING ANIMALS PROTECT THE LANDSCAPE

Well-functioning ecosystems with high biodiversity are essential for sustainable agriculture capable of producing food both now and for future generations. Grazing animals, which have long been fundamental to Swedish agriculture, have helped to shape our historic rural landscape. Hundreds of years of haymaking and grazing have also made Swedish natural pastures some of the most species-rich environments in the whole world.¹

According to the 2020 reporting conducted by the Swedish University of Agricultural Sciences' (SLU) Swedish Species Information Centre,

landscape overgrowth is one of the main causes of biodiversity loss in Sweden, which has a major negative impact on more than 1,400 redlisted species.

On pasture land, grazing cattle play an important role in keeping away more competitive grasses, herbaceous plants and scrub, and also in spreading seeds.

Skånemejerier's milk suppliers help to preserve biodiversity by keeping animals on natural pastures. Our sustainability incentive programme gives milk suppliers points for working with measures that preserve biodiversity, see page 24 and the fact box below.

GRASS CULTIVATION IMPORTANT FOR BIODIVERSITY AND CARBON STORAGE

Almost 40 percent of the land area in Swedish agriculture is pasture and green fodder plants², i.e. the cultivation of grass and clover for ruminant animals. Pasture cultivation binds considerable amounts of carbon in the soil, increases soil fertility, strengthens the soil³, and leads to more stable production and drought resistance⁴. Including pasture in the crop

rotation not only provides feed for dairy cows, but also helps to increase the yields of other crops.

Pasture also has a positive effect on biodiversity both above and below ground. Pest problems are reduced when the natural enemies of the pests have better conditions, which in turn reduces the need to use pesticides. Pastures contain both grasses and nitrogen-fixing plants such as clover, which means that the supply of nitrogen through fertilisation is lower. Research from SLU⁵ shows that soil carbon content on dairy farms is higher than on pure arable farms.

By cultivating pasture land, dairy farmers produce high-quality forage for their cows while at the same time storing carbon in the ground, increasing soil fertility and helping to ensure sustainable food production for the future.

¹ Anthology eds. Tunón, Sandell, 2021.

² Swedish Board of Agriculture, Agricultural land use 2024.

³ Gould et al., 2016.

⁴ van Eekeren et al., 2006; de Wit et al., 2013.

⁵ Henrysson et al., 2022.

ACTIVELY INCREASING BIODIVERSITY

In collecting data for the sustainability incentive programme, we now know more about the activities that benefit biodiversity carried out on the farms. The milk producers take measures that protect the landscape and benefit long-term biodiversity, and also those that can strengthen plant and animal life during the growing season. Some examples:

- The dairy farms that produce milk for Skånemejerier have large areas of grazing, 11,500 hectares of which is natural pasture.
- 25 % of the farms are working to restore pasture. Restoring pasture prevents overgrowth and preserves biodiversity.
- On 15 % of the farms, wetlands have been created or restored in the last five years.
- 22 % of the farms grow flowering field margins or wildflower strips.
- 80 % of the farms have created habitats for insects, birds and other animals.



KPI:
40
more days outside
than is legally
required in
the region

ENERGY AT OUR DAIRIES

Skånemejerier is a major consumer of energy in various forms. During the year, we have continued to work to reduce our energy consumption and we are constantly seeking to make our dairy production more energy efficient.

TOWARDS 100 PERCENT RENEWABLE ENERGY

Skånemejerier's operations use large amounts of energy. Our target is for our energy supply to be completely renewable by 2025. The energy that powers our four production facilities is currently 99 percent renewable and comes from biogas, district heating from burning wood chips, and certified renewable electricity. Our dairies in Hjo and Kristianstad use a small amount of oil, which remains to be replaced with fossil-free alternatives.

Two of our dairies run entirely or partly on biogas. At Malmö Mejeri, we work according to the 'green gas' principle or mass balance, which means that the supplier guarantees that there is always an equal amount of biogas produced as the gas we use at the dairy. A sustainability certificate from the Swedish Energy Agency guarantees that the biogas used at the dairy is not produced from crops meant for food or animal feed.

At Hjördnära Mejeri in Hjo, biogas from a biogas facility on an adjacent dairy farm is used to generate heat and energy at the dairy. The biogas is mainly produced from manure from the farms, but also from waste water sludge and discarded dairy products from the dairy, creating its own circular flow between farm and dairy. In 2024, biogas production in Hjo was beset by operational problems, leading to a decrease in the proportion of biogas compared with 2023, although production is at a high level compared with previous years. In total, biogas production has significantly reduced the need for oil at the dairy.

The dairy and the cheese processing plant in Kristianstad are linked to the municipal heating network which burns wood chips, a renewable raw material. Here we also see a reduction in oil consumption in 2024, thanks to improved operation at the municipal wood chip plant and a reduced need for backup power from the dairy's own boiler.

In 2025, our aim is to replace the fossil oil used at the dairies in Kristianstad and Hjo with fossil-free alternatives, which will be the final step on the way to 100 percent renewable energy in our production in 2025.

IMPROVED ENERGY USE

It takes a great deal of energy to produce dairy products. In addition to pasteurisation, process heat is needed to clean tanks and other production equipment and to heat premises. Electricity is needed to power all the pumps and machines that produce, package and store refrigerated products while awaiting transport to shops and customers. Other electricity consumption is for ventilation and lighting.

Energy improvements are constantly carried out in line with Skånemejerier's operational planning, such as replacing old machinery, equipment and lighting with more energy-efficient alternatives. There may also be larger, more complicated projects such as replacement or remodelling of heating and cooling systems that can span several years, but make a major difference to energy efficiency in the longer term. Malmö Mejeri was equipped with a new refrigeration system in 2023–2024. The new system is more efficient and more stable. During the year, the cheese plant Kristianstad Ostförädling completed a major project that will enable the heat from the refrigeration units in the dairy to be recovered. This has reduced the whole facility's need for district heating. Another example is work to optimise the cooling circulation flows at Kristianstad Mejeri, where the target of at least a 5 percent efficiency improvement was met.

Skånemejerier's target is to reduce energy consumption by 5 percent per tonne of weighed raw material by 2025 compared with 2020. In recent years, the dairies have made many improvements large and small, and our dairies in Hjo and Kristianstad have reduced their energy consumption per tonne of raw material by 23 and 8 percent respectively. Despite this, Skånemejerier's total energy consumption per tonne of weighed raw material has increased by 3 percent compared with 2020. This overall increase is down to several factors, but one important factor is growing demand for milk with a longer shelf life (ESL¹), which is pasteurised at a higher temperature than low-pasteurised milk, so leading to increased energy consumption.

Energy efficiency work continues at our facilities, for example by increased focus on compressed air losses. We also continue to work on switching to LED lighting and are installing motion detectors to regulate lighting in our facilities.

¹Extended Shelf Life



WATER AND WASTE WATER

Skånemejerier relies on fresh water for its production. Reducing water consumption is a major but necessary challenge and we are constantly working to find smart, technical solutions to reduce, recover and recycle as much water as possible.

WATER CONSUMPTION

As a food company, Skånemejerier needs to maintain a very high standard of hygiene to prevent bacterial growth, contamination, and so on. Our dairies therefore need considerable amounts of fresh water for regular cleaning of machines, tanks, pipes and floors. Without clean water, the plants would quickly have to shut down. Water consumption and emissions to water are thus a material sustainability risk in Skånemejerier's production.

Several factors determine the amount of fresh water needed by the dairies, including the type and number of different products produced and the size of each production run. For example, a larger number of small production runs leads to more rounds of cleaning.

We work to reduce our water consumption by tracking, measuring, optimising and monitoring it. Where possible, we work to circulate cooling water and recycle cleaning water. One challenge in implementing water efficiency measures is the high food safety standards that must be met, which makes it difficult, for example, to recycle water that has been in contact with organic material.

2024 saw Skånemejerier's total water consumption increase by four percentage points compared to the previous year. This increase is partly due to new operational investments, such as the waste water treatment plant in Malmö and a new cooling tower in Kristianstad, both of which require water.

Our goal is to achieve a 3 percent reduction in relative water consumption, measured as cubic metres (m³) per tonne of raw material used, by 2025, compared to 2020. Instead, we have seen an increase of 16 percent since 2020, due to the higher complexity of production at the dairy in Malmö, as well as some new equipment that upped the demand for water. We are working to reverse this trend in line with our action plan. For example, a remodelling and expansion of the cleaning systems at the dairies in Malmö and Kristianstad in 2025 will have a positive impact on our water consumption in the coming years. For more information on our water use, see page 54.

WASTE WATER DISCHARGE

Minimising the amount of dairy products that end up in waste water is a high priority for Skånemejerier. We constantly measure the content of fat and other organic substances in the waste water for monitoring purposes and in order to make improvements. Most of the water used at our facilities is returned to municipal treatment plants, and a small amount of clean cooling water is returned to the storm water system.

Two of our dairies – Malmö and Hjo – have their own treatment plants that clean the water before it reaches a municipal treatment plant. The separated sludge is used for the production of biogas. In Hjo, the sludge is pumped directly to a biogas plant that supplies the dairy with energy. In Malmö, it is collected by tanker to be digested at an external plant.

Skånemejerier's facilities achieved a 38 percent reduction in waste water discharge in 2024 compared with 2020, measured as the amount of degradable organic material in the water (COD¹). This means that we have reached our target of reducing COD by 30 percent by 2025.

Thanks to improvements in the operation of the upgraded treatment plant, the reduction is likely to persist, and hopefully there will be further decreases. For more information on our waste water discharge, see page 54.

ENVIRONMENTAL CASES DURING THE YEAR

As a business that requires a permit, Skånemejerier has an obligation to report major operational disruptions to relevant stakeholders and supervisory authorities. In 2024, Skånemejerier had 13 environmental incidents that needed to be reported. All the noncompliances relate to unplanned discharges of dairy products into the waste system. Skånemejerier is constantly working to find solutions that reduce the risk of unplanned discharges. No cases have resulted in environmental fines.

A major project linked to this is the review of production systems at the dairy in Kristianstad, which suffered several power cuts during the year due to a shortage of power in the local area. We hope that, with a more flexible and adaptable production system, future power cuts will not lead to unplanned discharges of dairy products into the waste system. The upgraded system is expected to become operational in the first quarter of 2025.

¹COD means Chemical Oxygen Demand and is a measure of the amount of degradable organic matter in the water.

IMPROVED WATER TREATMENT AT THE DAIRY IN MALMÖ

Continuing to optimise the treatment plant at Malmö Mejeri will help Skånemejerier to reduce its waste water discharges. An important large-scale investment carried out in 2024 is the construction of a 2000 m³ buffer tank, which helps to equalise the flow, pH and organic matter in the dairy's waste water, thus ensuring more consistent and effective treatment.

"The addition of the buffer tank quickly brought improvements in the treatment plant by removing peaks in flow, pH and turbidity. Emissions of organic matter and nutrients from the Malmö dairy decreased by 40 percent compared to the previous year and have been halved since 2020," says Fredrik Javensköld, Environment Manager at Skånemejerier.



WASTE-SMART DAIRY PRODUCTION

Food waste occurs at all stages of the food chain. Skånemejerier's work to prevent and cut waste is helping us to reduce our negative climate and environmental impact while also conserving resources, both in our own production and at the customer and consumer level.

WASTE IN PRODUCTION

Waste occurs in different parts of Skånemejerier's production. Reducing waste is desirable from both an environmental and economic perspective, and our goal is to turn as much as possible of the milk that reaches the dairy into finished products that can be consumed. Otherwise, resources such as raw materials, energy, water, transport and packaging materials are used unnecessarily.

Raw material losses are calculated by comparing the amount of fat and protein in the milk and cream that comes into our dairies with the amount that goes out to customers and consumers. The difference is considered waste, or losses, which occur at different stages of the production process.

Some raw material losses occur when we clean the tanks and other equipment. Waste can also come from unplanned discharges, for example due to equipment or software failures, or from production mishaps.

We are constantly working to minimise raw material losses in our production. A major investment in technological improvements and process optimisation in recent years has led to a significant reduction in such losses. The Malmö dairy has invested in a secure supply of steam and cooling water, which reduces the risk of unplanned production stoppages that can lead to the product having to be discarded. The dairies in Kristianstad and Hjo have each received a long-awaited upgrade to their respective milk and cream intakes, which has had a tangible impact on waste reduction. Kristianstad's milk intake has made a key investment in automation, and in Hjo, the majority of the cream is now received in the dairy's own tanks, instead of being delivered in plastic containers, which has reduced the amount of waste.

The dairies' fat losses has decreased by 41 percent and their protein losses is down by 45 percent, compared to 2020.

LOSS OF FINISHED PRODUCTS

The products that leave our dairies must meet high quality standards. Products that do not fulfil the requirements are discarded – this may be due, for example, to deviations in packaging weight, pH value,

sugar or fat content. The same applies to lab samples and start-up samples. Discarded products are sent for feed or biogas production. Read more about food and packaging waste management on page 32.

THE BEST WASTE SOLUTION IS TO AVOID CREATING IT

Skånemejerier uses accurate forecasting to produce the right amount at the right time. In cases where goods are not sold as forecast, we work actively with other operators to avoid discarding them, and so keep food waste down. In the first instance, we offer the goods at a reduced price, so that our customers can offer their consumers favourable deals in store. We have also established a close collaboration with several local authorities that are happy to buy volumes to be consumed within a relatively short time at a reduced price.

The goods that are not sold at a reduced price are donated to the Stadsmission charity in Skåne, Stockholm and Gothenburg. They ensure that the products are put to good use in breakfasts, lunches and food parcels for those in need, or in the charity's social supermarket, Matmissionen. In 2024, a little over 118 tonnes of food was donated in total. Read more about our partnership with Skåne Stadsmission on page 43.

As a last resort, the products we have not been able to sell or donate are discarded. Owing to established processes and a focus on clearance sales and donation, the proportion of discarded products is low, amounting to 0.17 percent in 2024. This was slightly higher than in 2023 (0.13 percent), partly due to major fluctuations in demand for some products, which made forecasting more difficult.

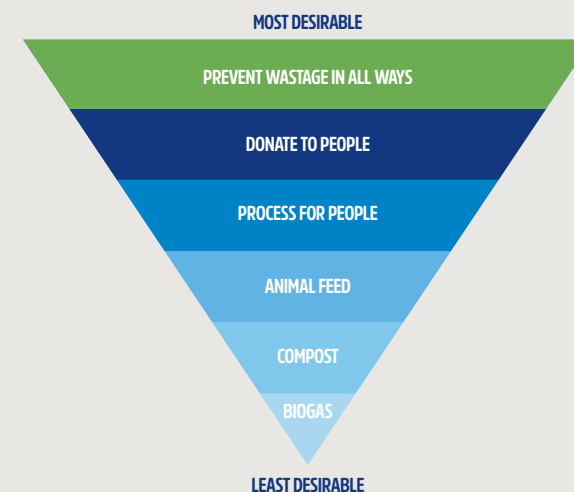
CONSUMER FOOD WASTE

Food waste occurs throughout the food chain, but most of it is generated in households. Around 18 kg of liquid food and drink is thrown away per person each year and, according to the Swedish Environmental Protection Agency, dairy products top the list after coffee and tea¹.

In addition to offering products with an extended shelf life, Skånemejerier works continuously to improve packaging so that our products last as long as possible. We also regularly raise the issue of food waste to educate consumers on ways to reduce their own waste. Our milk packaging, for instance, carries the text "best before, usually good after". We always encourage consumers to look at, smell and taste the product to determine whether it is still fine to use. We also communicate tips and hacks, such as the fact that milk, cream and cheese can be frozen if they are approaching their best before date.

¹Mängd mat och dryck via avloppet från svenska hushåll 2021: <https://www.naturvardsverket.se/om-oss/publikationer/6900/mangd-mat-och-dryck-via-avlopp-fran-svenska-hushall-2021/>

THE WASTE FUNNEL
Model from the food waste association
Matsvinnet, 2018.



WASTE AND RESIDUALS

The best waste is that which does not occur. Skånemejerier's goal is to stay at the top of the waste management staircase at all times by working preventively to avoid waste.

BY-PRODUCTS BECOME ENERGY AND NEW PRODUCTS

Our dairies generate residual products at different stages of production. Biological residues that cannot become food are primarily used to produce animal feed. In the second instance, it is sent as biological waste for biogas production.

Our dairy in Kristianstad concentrates surplus skimmed milk and sells it on to other industries for further processing. Whey, a by-product from the manufacture of cheese and quark, is partially concentrated for use in foods and animal feed.

2024 saw a major upgrade of the waste water treatment plant at the Malmö dairy, resulting in a 350 percent increase in sludge production. This sludge is turned into biogas, which can be used as a substitute for fossil fuels, for example.

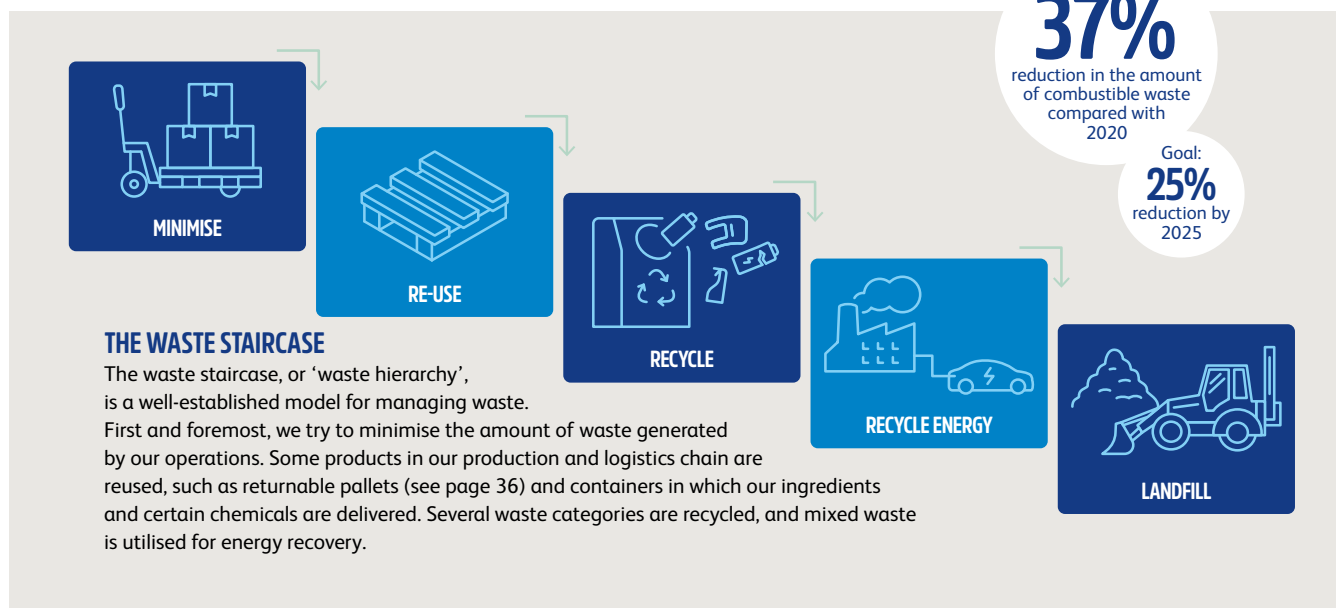
FOOD WASTE AND PACKAGING MANAGEMENT

Since the beginning of 2024, there has been a legal requirement to separate food waste and packaging for recycling. When products need to be discarded for any reason, both the content and the packaging are taken care of. To extract the contents of the products, the cardboard packaging is crushed at the dairy and the residues are dispatched for feed production, while the packaging is collected by a waste contractor for material recycling. Products in plastic packaging, such as quark and crème fraîche, are sent directly to our waste contractor, with the content going into the production of biogas instead, while the packaging material is recycled.

CONTINUED REDUCTION OF COMBUSTIBLE WASTE

Our two larger dairies handle more than 30 different types of waste, ranging from a few kilos of batteries to hundreds of tonnes of corrugated cardboard. The majority of our waste is some form of biological waste that goes into animal feed or biogas production.

Many of the waste categories, such as corrugated cardboard, plastic and glass, are dealt with by our local subcontractors for proper material recycling.



A small proportion of the waste counts as unsorted combustible waste. Skånemejerier is continuously working to reduce this proportion through better sorting systems. The combustible waste consists of mixed waste types that cannot be recycled and are therefore sent for energy recovery. All waste sorting is carefully monitored and continuous improvements are made under our environmental management system.

Overall, the amount of combustible waste decreased by five percentage points in 2024, compared with 2023. One contributing factor was the installation of new cream tanks at Hjordnära Mejeri, so the milk intake can now receive the majority of the cream in tanks instead of in large bags. This has led to a reduction in combustible waste, as the bags were not recyclable, and also less cream wastage.

In reducing combustible waste by 37 percent since 2020, we have fulfilled our target of a 25 percent reduction by 2025. This has been achieved through a greater focus on the issue of waste, continuous improvements, simpler procedures, data and evaluations. Although the target has been met, we continue to work on our residual flows to further optimise resources. For more information on combustible waste, see page 54.

The smallest fraction of our waste is hazardous waste, which includes waste oil, oil sludge, electronics, batteries and chemicals. The relatively small quantities of hazardous waste are managed in accordance with all current legislation.

BIOGAS PRODUCTION

In 2024, the accumulated biological residues, such as fatty sludge and discarded products, sent from the dairies for biogas production were able to generate biogas equivalent to around 4.3 GWh.

A small amount of the gas is bought back for the dairy in Hjo through a locally established cycle, but most of it is refined into vehicle gas for buses and cars. The amount of biogas generated is equivalent to about 470,000 litres of petrol!

GOOD PRODUCTS IN GOOD PACKAGING

At Skånemejerier, we believe that good products deserve good packaging. Good packaging ensures that flavour, texture and quality are preserved, while having as little impact as possible on the environment. To achieve this, we are continuously improving and developing our packaging solutions here at Skånemejerier. The aim is always to find the best packaging for each product.

TOWARDS MORE SUSTAINABLE PACKAGING

At Skånemejerier, we are constantly working to improve our packaging. The challenge is to develop the best packaging from an environmental perspective without compromising either food safety or ease of use. The main purpose of packaging is to protect the contents for as long as possible. At the same time, it should make it easy to get all the contents out – so that as little as possible is wasted.

Our packaging development work follows Skånemejerier's packaging policy. The policy is updated as needed by our Packaging Committee, which consists of representatives from purchasing, production, marketing, product development and sustainability. Within the committee, we keep abreast of developments in materials and packaging functions.

Skånemejerier's focus is on reducing the amount of material, shifting to renewable or recycled packaging materials and increasing the proportion of recyclable packaging. As a manufacturer, we are affiliated to the national recycling scheme NPA (Näringslivets Producentansvar), through which packaging placed on the market by Skånemejerier can be collected and recycled.

Packaging for imported products from the Lactalis Group is developed in line with the Group's packaging policy. We ensure that all imported packaging complies with Swedish law and requirements, as well as Skånemejerier's own packaging policy.

MORE PACKAGING THAT CAN BE RECYCLED

By 2030, 100 percent of Skånemejerier's packaging should be both recyclable and made from recycled or renewable materials. In 2024, the proportion of recyclable packaging was 98 percent, which is up 2 percent on 2023¹. Plastic packaging is the main area in which a shift has occurred.

Skånemejerier has signed up to the Plastic Initiative from DLF (The Swedish Grocery Suppliers' Association) which commits us to working towards 100 percent recyclable plastic packaging by 2025. In 2024, 91 percent of our plastic packaging was recyclable, an increase of 10 percent compared to the previous year. The increase is largely due to a switch from polystyrene to polypropylene in our crème fraîche cups, and the fact that the remaining polystyrene can now be recycled, thanks to Svensk Plaståtervinning's new 'Site Zero' recycling facility. Other types of plastic that were previously not recyclable can now also be recycled at the new facility.

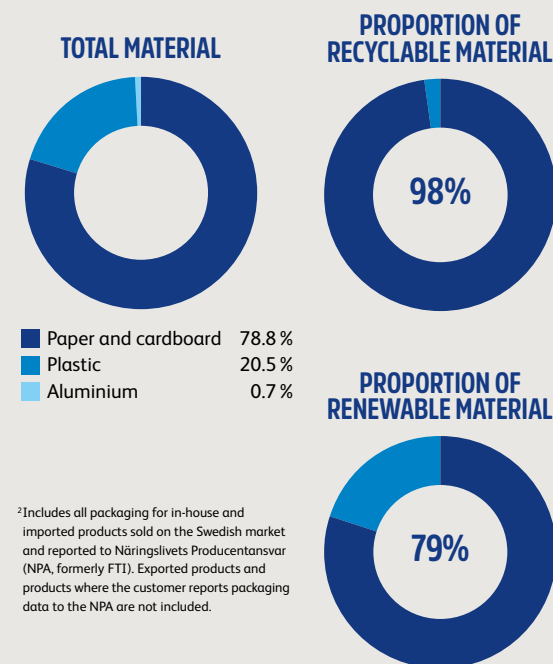
Some plastics are not currently recyclable but have properties that are needed for a particular production process or to best preserve the flavour and quality of the product. One of Skånemejerier's challenges is the plastic films used for packaging cheese, which are often made of composite materials. Since the launch of new packaging for our Hushållsost cheese in recyclable mono-material in 2023, we have also been able to switch to mono-material in a number of other packages in 2024. Over the year, we also carried out extensive testing of mono-materials for other cheeses.

In addition to changes in the choice of materials, Skånemejerier is endeavouring to simplify the recycling of our packaging, both by choosing packaging that is easy to empty and by providing information to consumers about how to recycle the packaging.

¹ In 2024, new accounting categories for packaging materials were introduced by the NPA: 'fully compatible with recycling', 'partially compatible with recycling' and 'not compatible with recycling'. For comparability with previous years' data, we report the categories 'fully compatible' and 'partially compatible' as recyclable materials.



PROPORTION OF RECYCLABLE PACKAGING AND RENEWABLE/RECYCLED PACKAGING MATERIALS²





MORE RENEWABLE AND RECYCLED MATERIALS

Skånemejerier endeavours to use renewable and recycled materials in our packaging. In 2024, the proportion of renewable or recycled packaging materials was 79 percent, which is a 1 percent reduction since 2023. This is due to changes in the product mix and sales.

One challenge is that many recycled materials are not legally allowed to be used in direct contact with food. This means that, like many others in the industry, we cannot use recycled plastic in much of our packaging. However, we do try to maximise the proportion of recycled paper in the part of the packaging that is not in contact with the contents.

In 2024, 79 percent of all our packaging material comprised drink cartons³ and corrugated board made from renewable paper and paperboard. Some of our cardboard packaging also has plastic from renewable sources in caps and plastic film.

LESS MATERIAL

Skånemejerier is constantly working to reduce the amount of material in our packaging without affecting the ability of the packaging to preserve the quality or life of the product.

We work closely with our customers and suppliers to find ways to reduce the amount of packaging material. Over the year, we reduced the amount of plastic in our packaging by 20 tonnes by using optimised plastic barriers in the liquid packaging board for several of our products. In conjunction with the move to fixed caps, we switched to a smaller, lighter cap, saving around 8 tonnes of plastic.

REDUCING THE ENVIRONMENTAL IMPACT OF OUR PACKAGING

We endeavour to reduce the environmental impact of Skånemejerier's packaging, for example by purchasing packaging from suppliers with ISO 14001 certification. In addition, we endeavour to use FSC®-certified raw material⁴ in all our corrugated board packaging and cartons, which ensures that we use paper raw material from responsibly managed forests. We also ensure that our packaging suppliers use functional and environmentally friendly dyes and adhesives.

In our production, we actively search for optimal solutions in terms of machine functionality and efficiency that can reduce waste in production. We also strive to minimise different types of transport by being smart about packaging volume and weight.

³ Drink carton volumes contain a small share of plastic of non-renewable origin.

⁴ Our FSC® trademark licence number is FSC-N001708.

TOWARDS FOSSIL-FREE TRANSPORT

Transport is essential for ensuring that our products reach customers and consumers safely and securely. And even though transport only accounts for a small proportion of Skånemejerier's total environmental and climate impact, we are keen to make it as low as possible. We are therefore working towards achieving 100 percent fossil-free domestic transport by 2025 through fuel switching, optimisation and efficiencies.

THE ROAD TO FOSSIL-FREE DOMESTIC TRANSPORT

Skånemejerier's domestic transport includes both collections from farms, and deliveries to stores and other customers. Since 2023, we have run parts of our local distribution in-house, which at year end 2024 included 28 lorries and 35 employed drivers. In addition, we work with a number of external haulage companies.

Emissions from our transport should be as low as technically and financially feasible. Within Skånemejerier, we are working to make both infrastructure and distribution networks more efficient, including through increased collaboration with other operators. We also optimise our routes for all distribution to reduce the number of kilometres driven and to have fewer lorries on the road. Vehicles are expected to be driven with fuel efficiency in mind.

Skånemejerier has signed up to DLF's Transport Initiative, the goal of which is for member companies' own and outsourced domestic transport to be 100 percent fossil-free¹ by 2025. Despite a relaxing of the reduction obligation, which resulted in a lower amount of fossil-free fuel in diesel, 96 percent of our domestic transport was fossil-free in 2024 – a marginal decrease compared with 2023 (97 percent). Skånemejerier's own vehicles run on 100 percent fossil-free fuel and all collection of milk and transport between our plants is fuelled exclusively with HVO and biogas.

IN-HOUSE TRANSPORT

In 2024, we expanded our fleet of lorries and the areas in Skåne where we run our own road transport, not least so that we can maintain a high level of delivery reliability to customers. The majority of distribution in Skåne now takes place via our own haulage business.

Skånemejerier has chosen to certify its haulage business according to 'Fair Transport', the haulage industry's sustainability certification scheme for road freight transport. Fair Transport is a key element of the industry's change work, with the ultimate goal of achieving completely fossil-free freight transport. The certification has clear, traceable requirements that are checked at several points and by third parties.

The certification makes the systematic sustainability work on Skånemejerier's transport clear for all to see and provides proof that we are doing the right things to reduce our environmental impact, improve road safety and take greater social responsibility.

RENEWABLE DIESEL, BIOGAS AND ELECTRICITY

In order to transition to a completely fossil-free vehicle fleet, Skånemejerier needs to use several different fossil-free fuels. HVO is a 100 percent renewable fuel that is chemically identical to fossil diesel, but with carbon dioxide emissions that are almost 90 percent lower. The fuel can be produced from various kinds of raw material, such as vegetable and animal fats, and since 2019 we have only used certified palm oil-free HVO in our transport. For Skånemejerier, HVO currently constitutes a significant part of our fossil-free fuels, and we secure the supply of this fuel through long-term collaborations with our haulage companies. We have our own fuel station with HVO at our dairy in Malmö. We also use biogas-powered lorries for some domestic distribution.

Skånemejerier's first electric lorry took to the road in 2024 and since the end of the year, we have had two of them driving around Skåne. A further two electric lorries are also operated via third parties. In 2025, we will review our use of electric vehicles to see how we can expand our fleet going forward. We want to be involved in further advancing the electrification of heavy goods vehicles, but we are clear that deficiencies in the current infrastructure and long delivery times for electric lorries pose challenges for continued electrification at present. We therefore continue to participate in regional initiatives for the electrification of the transport sector, such as Skåne's Electrification Pledge and the Network for the electrification of Skåne's transport sector.

CLIMATE BENEFITS WHEN FRUIT AND DAIRY PRODUCTS ARE TRANSPORTED TOGETHER

Since 2020, Skånemejerier has been distributing dairy products collaboratively with fruit and vegetable suppliers in fifteen municipalities across Skåne. Co-loading reduces the amount of food transport to municipal canteens, which means a lower climate impact, cost savings and a reduction in heavy traffic around schools and preschools. In 2024, co-distribution has been expanded to include private sector customers.

MORE CARGO PER VEHICLE MEANS LESS TRANSPORT

Skånemejerier is participating in the Swedish Transport Administration's project to reclassify our national road network for Class 4 load-carrying capacity (BK4). Load-carrying capacity describes how much weight vehicles can carry on a bridge or road, and the class determines what vehicle weights are allowed.

The reclassification of regional roads to BK4 in 2023 means that we can load up to 74 tonnes per lorry, an increase of 10 percent per vehicle. More cargo per vehicle means fewer lorries on the roads. In 2024, all the new trailers were in place, and Skånemejerier has increased the number of areas in Malmö and Kristianstad where we operate with higher weight. Over the year, we have seen a 4 percent improvement in load kilograms per kilometre driven, across Skånemejerier's total milk collection transport, compared with 2023.

BATTERY-POWERED PUMPING ON MILK TANKERS

In 2024, Skånemejerier began work on battery-powered milk pumping on the farms where we collect milk. We have had two milk tankers with electric pumps in full operation this year, with more on the way in 2025. The advantage of electric pumps is that drivers can stop the engine in the yard while collecting the milk, which can take up to 45 minutes to pump into the tanker. This brings not only a quieter work environment, but also savings on fuel.

¹ For transport to be classified as fossil-free, the fuel must provide an emission reduction of at least 70 percent compared to fossil fuels. For more information, see www.dlf.se/transportinitiativet-2025/.





SUSTAINABLE RELATIONSHIPS



SKÅNEMEJERIER AS A WORKPLACE

Rooted in our core values, we work every day to ensure that Skånemejerier is an attractive, safe and secure workplace where everyone can develop and feel welcome.

CONTINUED FOCUS ON OUR CORE VALUES

Our core values – ambition, engagement and simplicity – define the entire Lactalis Group and are embodied in how we act and behave towards each other every day. The values are also the basis for how we work together, and how we create engagement and satisfaction in our workplace. They are therefore also a natural part of our recruitment processes and performance reviews. These values are further reflected in our Code of Conduct, which sets out how employees should act in different situations.

The idea is for our values to help strengthen cohesion within our organisation and to ensure this, various workshops have shone a spotlight on the values during the year.

In 2024, work continued on the Lactalis Leadership Model, launched within the Lactalis Group in 2023 and aimed at both managers and employees. The model is based on 16 behaviours which, together with our core values, are meant to support us in leading others and ourselves in our daily work. The model is available as an online training course and during the year was also used in workshops for all the teams to discuss their strengths and areas for development.

AN INCLUSIVE WORK ENVIRONMENT

At the turn of the year 2024/2025, Skånemejerier had 781 employees at our production facilities, our head office and in our sales force across Sweden. Staff turnover stood at 6.1 percent, with the highest turnover among administrative staff.

At Skånemejerier as a whole, we are 25 percent women and 75 percent men. The distribution differs between departments, where we have 44 percent women among our administrative staff, but only 12 percent women in warehousing and production. At managerial level, 27 percent are women, while 73 percent are men. The distribution is somewhat more even in the management team, with 33 percent women and 67 percent men, while the Board of Directors has 38 percent women and 63 percent men.

We strive for an inclusive work environment where all employees are treated equally with respect, consideration and appreciation. By recognising and embracing differences, we gain a broad and varied range of experience, which is a significant asset. In 2024, Lactalis launched a global diversity policy and, in conjunction with this, a digital training course focusing on diversity, equality and inclusion. The global policy has been translated into Swedish and launched as a local Diversity Policy for Skånemejerier.

ACTIVE MEASURES AGAINST DISCRIMINATION

Salaries are set individually and are primarily based on performance, with experience and market salary levels also taken into consideration. We take an active stance against pay discrimination and employ several measures to detect, address, remedy and prevent its occurrence, not least through an annual pay survey. This year's salary survey found no unjustified differences.

Skånemejerier works with a structured recruitment process based on a clear requirement profile. Recruitment is based on the requirements of the post in terms of personal characteristics, experience and knowledge, which reduces the risk of discrimination. In 2024, an updated interview guide was developed to further ensure that our interviews follow a standardised approach and focus on competency-based questions.

If any employee sees something that is improper or in breach of our Code of Conduct, they are encouraged to report it immediately through the Lactalis Group's whistleblowing platform Lact@Lert, which was launched in 2022 (see page 16).

OUR STAFF IN FIGURES

EMPLOYEES



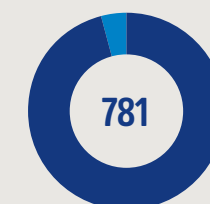
Men 75 %
Women 25 %

AGE DISTRIBUTION



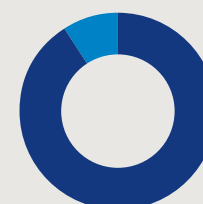
Under 30 years of age 15 %
30–50 years of age 54 %
Over 50 years of age 31 %

FORM OF EMPLOYMENT



Permanent employees 93 %
Fixed-term employees 7 %

FULL-TIME/PART-TIME



Full-time employees 89 %
Part-time employees 11 %

For more detailed information, see page 55.





STAR OF THE QUARTER AND THE YEAR

Under the 'Star of the Quarter' scheme, introduced in 2020, employees have been able to nominate colleagues who have gone the extra mile for the company and who have particularly embodied Skånemejerier's values. At the end of the year, a vote is then held to decide which of the four quarterly winners will be recognised as Star of the Year. In 2024, the winner was Annika Relkell, who works in Customer Service. During the year, we also awarded prizes to various initiatives that have been particularly successful and important for our organisation, in categories such as Sustainability, Safety and Quality.

#LACTALISEXPERIENCE

Skånemejerier is a local company in many ways, but at the same time part of the world's largest dairy group. We recognise the value of local production and the strengths of local collaboration. Employees have access to an international network of over 85,500 colleagues in nearly 100 countries. The #LactalisExperience is our way of highlighting the benefits and experiences of being part of the Lactalis Group from the perspective of our employees.

Join the
**#LACTALIS
EXPERIENCE**



MORE SPACE FOR SUSTAINABLE COMMUTING

At Skånemejerier, we want to encourage our employees to commute to work more sustainably, for example by bike or public transport. As part of a major renovation of the car park at Malmö Mejeri, the bicycle parking was upgraded, and 46 charging points for electric cars were a welcome addition.

Sustainable commuting was also in the spotlight in Kristianstad this year, when Kristianstad Ostförädlings won first prize in the municipality's 'Give the car a rest' challenge by choosing alternative ways to travel to work.

HEALTH AND WELL-BEING IN OUR WORKPLACE

One of the main risks in working life today is excessive workload leading to stress-related problems. Our managers are carefully selected, and we also ensure they receive training in various areas to equip them to take care of their staff. Our employees have clearly set objectives and job descriptions that clarify expectations, which helps to provide clarity and reduce stress. For office workers, sedentary behaviour and unnecessary strain from computer screen work are additional risk areas. The risks to our employees in the production environment relate primarily to the physical work environment.

In 2024, a new occupational health service was contracted for our sites in Kristianstad and Malmö, plus our head office. The new contract will also

allow us to offer primary care to all employees, representing another step in our proactive approach to health.

In 2024, a major effort was made to map the workload for all roles at Malmö Mejeri. The survey was carried out in cooperation with safety representatives, managers and employees and resulted in action plans to improve and develop both systematic work environment management and communication.

Our target for sickness absence is 4.0 percent, and in 2024 it fell to 4.1 percent (4.3 percent in 2023). We continue to work with managers, HR and the occupational health service to proactively prevent both long-term sickness absence and repeated short-term sickness absence.

COLLECTIVE AGREEMENTS FOR ALL EMPLOYEES

All Skånemejerier employees are covered by a collective agreement with guidelines for how we deal with setting salaries, compensation in the event of illness and parental leave. Representatives from the company and the trade unions work together on a continuous basis to develop and improve Skånemejerier as a workplace.

Skånemejerier also participates in the Lactalis European Social Negotiation Body, a forum where employee representatives from different countries meet company representatives from the Group to discuss issues that transcend national boundaries.

ENGAGED EMPLOYEES PROVIDE ADDED VALUE

To create engagement and participation, it is important that all employees know and support Skånemejerier's objectives, plans and decisions. It is also important that we listen to our employees and create opportunities for dialogue.

BETTER INFORMATION THROUGHOUT THE ORGANISATION

Skånemejerier's internal communication is central to increasing the engagement and involvement of our staff, as it helps to create an understanding of the company's goals and how each individual's work fits into the bigger picture. Since many of our employees do not have access to a computer or telephone at work, we are constantly striving to optimise our information flows to reach as many people as possible.

Skånemejerier's CEO holds a monthly meeting with all managers – the Manager Forum – to keep them informed about how the company is doing and what is going on right now. Keeping all the managers updated also improves the dissemination of information within the organisation, coupled with quarterly meetings for employees at the plants in Malmö, Kristianstad and Hjo.

To boost our staff's development and career opportunities, vacancies within both Skånemejerier and Lactalis are displayed via our internal information screens, and intranet and we also feature staff who have made internal career moves. Since mid-2024, production and warehouse employees have been presented with news and information via tabletop signs in canteens and break rooms at all sites.

PERFORMANCE APPRAISALS PROVIDE AN OPPORTUNITY FOR FEEDBACK

It is crucial that Skånemejerier is able to offer staff the opportunity to continue their personal growth and development, which requires clear leadership as well as effective and supportive development processes throughout our organisation.

The performance appraisal is an important tool for driving development of our company, as well as strengthening both the organisation and the individual. Appraisals address the whole work situation and take a long-term approach with feedback, evaluation and planning. The option for our employees to continue their career within the company is very important for both the individual and the company as a whole, which is why we have a clear process for talent development and succession planning. Individual objectives and development plans are documented in the Lactalis Group's group-wide system.

OUR EMPLOYEE SURVEY SHOWS THE WAY FORWARD

Atmosphere is our employee survey, which gives us a picture of how everyone who works at Skånemejerier feels about their work environment. Conducted every two years, the survey gives us an insight into what works well and what we can improve. The response rate in the latest survey from December 2024 was an impressive 90 percent, indicating strong engagement and a keenness to provide feedback.

The survey measures factors such as the employees' level of engagement and motivation to do a good job (Engagement), and whether they feel they have the conditions to do a good job (Enablement).

Compared to 2022, this year's results show a slight drop in Engagement and Enablement. In 2025, the management team will be examining the overall results and drawing up action plans for what we as a company need to focus on over the next two years. In addition, each manager will also work on the results at team level.



GREAT OPPORTUNITIES FOR DEVELOPMENT

Skånemejerier wants to attract, develop and retain the best talent, and we therefore place considerable emphasis on training and leadership development. We provide both internal and external training programmes to support our employees' skills development and enable the continued growth of our business.

WE INVEST MORE IN EDUCATION AND TRAINING

Investing in our employees' training is an important way to boost Skånemejerier's long-term competitiveness and employer brand, but above all it contributes to our employees' well-being and to their sense of being appreciated. In 2024, 1.16 percent of the salary budget was spent on training, particularly in industry and dairy technology, safety and leadership, which exceeds our target of 1 percent.

In 2024, two more employees from Malmö Mejeri were given the opportunity to enrol on a dairy technology course. Employees keep their salary during the course, which lasts 18 months and is held at Kold College in Odense, Denmark. A total of six staff members have now graduated from the course since 2021.

The Academy is our internal, one year long, cross-functional talent programme aimed at employees who have the ambition and potential to grow and develop, so they can take on new areas of responsibility and roles. In 2024, a third group of staff started the programme, which includes lectures, group exercises and study visits focusing on both joint and individual projects. Several of the participants from previous years have taken on new managerial roles or increased responsibilities in their current roles.

2024 saw the continuation of the Leadership & Growth programme, aimed at managers with a drive to develop. The aim of the programme is to provide managers with the tools and knowledge they need to continue driving change and development, both in their own teams and cross-functionally within the company. The first 12 managers graduated in May 2024 and some have already moved into new roles within Skånemejerier and the Lactalis Group. Shortly after this group graduated, a new group of 13 managers started the programme and will graduate at the end of 2025.

Since 2021, we have also been working with our Young Talent trainee programme to build up the next generation of leaders. Lasting for 18–24 months, the programme is a great career opportunity for those interested in fast-moving consumer goods, with a focus on food. In 2023, three new trainees were hired in different parts of the company and one of them has already taken up a permanent role. We plan to hire additional trainees in 2025.

EMPLOYEES WHO ALWAYS LEARN MORE

Our global training platform, the Lactalis Learning Factory, provides more than 100 online training courses and is constantly evolving.

In 2024, our staff completed 70 different courses and a total of 671 hours were spent on further development online.

37 percent of the courses were linked to Diversity and 36 percent provided mandatory training on GDPR, anti-corruption and competition law.

At Skånemejerier, we are proud to be able to frequently promote existing employees to leading positions within the company and, to support this, we organise internal leadership training for new managers every year. The programme highlights our core values, coaching, feedback, group dynamics and leading change. In 2024, we also continued to offer several courses for managers, including Coaching Leadership, Labour Law, Work Environment, and Communication and Leadership.



CAREER COMPANY OF THE YEAR

Skånemejerier was nominated as one of Sweden's Career Companies for the fourth year in a row.

The Career Companies Award recognises employers that provide unique career and development opportunities for young people. Due in part to our work on our core values, Skånemejerier is once again on the list of the 100 Swedish companies that have managed to position themselves as Sweden's most attractive employers.

HEALTH AND SAFETY AT WORK

The health and safety of our employees is of vital importance and we see great value in having a strong safety culture, where every employee puts safety first at all times.

SAFETY IS OUR TOP PRIORITY

At Skånemejerier, we have a vision of zero work-related accidents. Within the Lactalis Group, we follow what is known as a Safety First Approach, which sees us constantly striving to improve our work environment and ensuring that safety comes first. The group-wide strategy for health and safety has been broken down for Skånemejerier as a whole as well as for each facility, which creates a common thread in our safety work, from group level down to each department.

A local policy has been established, based on the Group's overall policy, for how we at Skånemejerier should work systematically on our work environment. It describes how operations should be conducted by tracking risks according to systematic work environment management protocols that involve measures and action plans.

The Safety Committees at all the facilities are important forums for safety development work, where employer representatives, safety representatives and trade union representatives meet quarterly. These meetings deal with health and safety issues, safety inspection reports and any injuries, near misses and measures that need to be taken. All departmental meetings at Skånemejerier's production facilities must put safety as a mandatory first item on the agenda.

FOCUSED TRAINING INITIATIVES TO IMPROVE RISK AWARENESS

In 2024, a wide-ranging training programme was implemented at our sites, training employees and managers on a variety of health and safety issues. This included the statutory training courses and targeted training initiatives to ensure that Skånemejerier has the right awareness and competence in risk management.

CONTINUED FOCUS ON RISK AND REPORTING NEAR MISSES

Reporting is an important element of Skånemejerier's risk prevention work and one of our key indicators for monitoring our health and safety performance. Identifying the risks in our operations enables us to draw up measures for a safer workplace.

In 2024, communication on the importance of reporting near misses and risk observations continued. One outcome of this is a significant increase in reporting in recent years, and we have seen good results from the investments made in our safety culture and the physical work environment over the past year. 828 near misses and risk observations were reported during the year, exceeding our target of at least 700 reports.

ACCIDENTS WITH ABSENCE

Another key figure that we focus on in our health and safety work is the Lost Time Injury Frequency Rate (LTIFR), which shows the number of lost time injuries occurring in our workplaces per 1 million hours worked. The LTIFR for 2024 was 7.47, which is significantly down on 2023 and compares favourably with our LTIFR target of less than 8.93. The target is based on the previous year's results and our ambition to improve by 15 percent compared with the previous year. For more information on occupational injuries, see page 53.

Our strategic plan for the period to 2030 identifies machine safety as a key area. In 2024, we have therefore continued our emphasis on improving safety in and around our machinery, with our work being validated together with an external party.

Over the year, we also carried out focused communication activities to further promote our safety and work environment efforts. In the spring, we organised our annual safety week, this year focusing on first aid and CPR.

INITIATIVES TO STRENGTHEN OUR SAFETY CULTURE

In 2024, we rolled out our behavioural safety programme Safety Observation Visits (SOV) across the organisation. Together with an SOV observer, employees and managers hold a discussion to review safety procedures and consider how they are complied with, or identify whether they are absent in people's daily work. This creates a common understanding of safety issues, while also enabling synergies with other parts of the business and the sharing of best practice. The aim is to facilitate an ongoing dialogue on safety and the work environment between employees and managers, and to establish active work on an everyday basis to strengthen our safety culture.



SUPPLIER-LEVEL RESPONSIBILITY

In addition to milk, Skånemejerier buys a variety of products and services from both local companies and large global suppliers in different industries. We therefore have a duty to ensure a responsible and sustainable supply chain. Our ambition is for our actions to have a positive impact on our suppliers, their environmental performance and employees.

OUR SUPPLIERS

Skånemejerier Ekonomisk förening is our single largest supplier, providing us with raw milk from around 280 farms in Skåne and southern Sweden (see page 23). In addition to our main raw material – milk – we also purchase other types of materials and raw materials used in our products, such as packaging and ingredients, as well as indirect products and services such as energy and production equipment. Our suppliers have either a global agreement with the Lactalis Group or a local agreement directly with Skånemejerier. In addition, we buy products from other subsidiaries within the Lactalis Group, such as various products under the Président and Galbani brands, which we sell on the Swedish market. Some of our products are also manufactured by external contract manufacturers that are not part of the Lactalis Group.

SELECTION OF SUPPLIERS

To become an approved supplier to Skånemejerier, it is necessary to go through our supplier procedure, which includes signing the Lactalis Group's quality and food safety requirements as well as the Lactalis Group's Code of Conduct for Suppliers. In doing so, the supplier undertakes to operate in accordance with applicable laws and regulations on food quality and safety for the products and services supplied. Regular quality and product safety audits are also carried out by auditors trained and authorised by the Lactalis Group, to ensure that our suppliers live up to our high standards. The frequency of the audits depends on the outcome of the risk assessment we do for each supplier, which is carried out according to documented guidelines.

CODE OF CONDUCT FOR SUPPLIERS

Skånemejerier requires our suppliers to conduct their operations responsibly. This means following both the Lactalis Group's Code of Conduct for Suppliers and international human rights standards, such as the UN Declaration on Human Rights and the International Labour Organisation (ILO)'s core conventions.

We also expect our suppliers to work actively to reduce their environmental impact. The Lactalis Group Code of Conduct for Suppliers covers both direct and indirect suppliers with local or global agreements, as well as contract manufacturers. However, milk suppliers are not subject to the Code of Conduct. They are governed instead by a well-developed certification programme that addresses issues such as the environment, animal welfare and health and safety on the farms (see page 23).

The Lactalis Group's Code of Conduct for Suppliers was introduced in 2023 and its rollout with our suppliers has continued in 2024. Global suppliers who supply several companies in the Group with items such as packaging and ingredients sign the Code of Conduct at a global level. All direct suppliers with local contracts with Skånemejerier have either signed the code or have referred to their own code of conduct with equivalent requirements. Of our indirect suppliers, we require priority suppliers to sign the Code of Conduct. This includes major and repeat suppliers, as well as suppliers of chemicals, energy or other products with potentially significant environmental impacts. All priority suppliers have signed the Code of Conduct, while the rollout continues among existing small-scale suppliers and new suppliers. As regards external contract manufacturers, the majority have signed the Code of Conduct or referred to their own equivalent codes of conduct. The Lactalis Group's whistle-blowing platform – Lact@Lert (see page 16) – is open to suppliers, contractors and subcontractors of the Lactalis Group and their employees who wish to report behaviours or actions that are against the law, or that breach the Group's internal rules or procedures.

SUSTAINABILITY RISKS IN OUR VALUE CHAIN

Our own operations, and the activities upstream and downstream in our value chain, have an impact on both people and the environment. Skånemejerier strives to manage and minimise negative impacts and exploit opportunities to create positive change.

In 2024, we conducted an analysis of our value chain to identify potential negative impacts in the areas of human rights, the environment and biodiversity. This identified three main focus areas relating to potential and actual negative impacts: Milk production, Purchase of juice concentrates and jams, and Production of feed ingredients. Read more about the analysis and our management of sustainability risks on pages 49–50.

RISK COMMODITIES

Among our ingredients are a number of crops, such as cocoa and vanilla, which may be associated with risks to human rights and the environment in the value chain. We only use certified cocoa in Skånemejerier's chocolate milk.

Risk commodities can also be present in the feed of the animals that produce the milk for our products. According to a Swedish industry agreement, all soy used in animal feed must be certified in accordance with the criteria of the Round Table on Responsible Soy Association (RTRS) or ProTerra¹. There are currently no equivalent requirements for palm oil, but feed producers are actively working on the issue of more sustainable oil palm products in feed. In early 2025, Skånemejerier became a member of the Swedish Platform on Risk Commodities². We will be following the Platform's commitments on soy and palm oil in feed and look forward to working with other actors in the value chain to jointly achieve the goals of more sustainably produced soy and oil palm products.

¹The Round Table on Responsible Soy Association (RTRS) and the ProTerra Foundation are two non-profit organisations that promote growth in the production, trade and use of responsible soy.

²<https://riskgrodor.se>



COMMITMENT TO ISSUES CLOSE TO OUR HEART

As a major corporate player with strong local ties, we also have a responsibility to the communities around our operations. At Skånemejerier, we have our roots and heart in the Skåne soil, and we recognise the importance of giving back to both the people and the environment. We are passionate about the health of young people, the safety of those living in vulnerable situations and the importance of recycling.

WHERE DOES THE MILK COME FROM?

As a local food producer, we protect the Swedish food supply, and we see it as part of Skånemejerier's remit to inform consumers about the importance of choosing local produce. In collaboration with some of our milk suppliers, we therefore continue to offer dairy farm tours for groups of schoolchildren. The farm visits are greatly appreciated and are adapted according to age, with the aim of spreading knowledge not only about Swedish milk production, but also about nature conservation more generally. Over the year, around 2,000 children and young people from a total of 63 schools and preschools visited seven different farms.



**MUSTASCH
KAMPEN
2024**

SKÅNEMEJERIER IS CONTRIBUTING TO THE FIGHT AGAINST PROSTATE CANCER

For the second year in a row, Skånemejerier participated in the Swedish Prostate Cancer Federation's Mustaschkampen campaign in November. For every litre of milk sold¹, one krona was donated to the Swedish Prostate Cancer Foundation to support research, development and better treatment, as well as raising awareness of prostate cancer. As milk has a

regular spot in many households, Skånemejerier's milk cartons offer a unique medium for getting messages to a large audience. Therefore, by featuring the iconic milk moustache on the pack, we saw an opportunity to raise awareness of prostate cancer in the community. In total, the campaign is estimated to have reached around 60 per cent of households in Skåne.

¹Up to a limit of SEK 50,000 per week and a total of SEK 200,000 throughout November 2024.

LONG-TERM COLLABORATION WITH SKÅNE STADSMISSION

Skånemejerier has a long-term collaboration with Skåne Stadsmission – a charity that offers professional support, in both the short and long term, to vulnerable people in difficult life situations. The aim is to prevent exclusion and empower individuals to take control of their own lives. In 2024, Skånemejerier continued to be a main partner of Skåne Stadsmission, which means that we provide food donations and financial support.



Every week, Skånemejerier donates surplus products for use in Skåne Stadsmission's social activities, the social supermarket Matmissionen or food parcels distributed to vulnerable people. Since 2021, food donations have also been going to the Stadsmission organisations in Stockholm and Gothenburg. In 2024, more than 118 tonnes of food were donated to the organisations' various activities. In addition to this, we ran a Christmas campaign on our milk cartons, appealing to people in Skåne to support Skåne Stadsmission financially with donations large or small.

The partnership with Skåne Stadsmission also extends to our employees, who on their own initiative have volunteered at the organisation's charitable events. At a summer party for families at Unga Forum, our staff helped out, and some of the management team volunteered at Café David's breakfast service for socially vulnerable people. For the third year running, we also participated in Skåne Stadsmission's Christmas gift shop, where parents living in financial hardship can come and choose free Christmas gifts for their children.



34,500

CHILDREN RAN
KALVINKNATET

RECORD YEAR FOR KALVINKNATET

2024 was another record year for Skånemejerier's popular Kalvinknatet event! In the spring, 34,500 children took part in the kids' fun run at 21 locations in Skåne, Blekinge, Småland and Halland. Kalvinknatet is about providing inspiration for a healthy life of physical activity with good dietary habits. The run has been organised since 2002 in cooperation with Malmö Allmänna Idrottsförening (MAI) and local sports clubs around the region. All the profits from the event go to the clubs, which can reinvest the money in their respective activities. In total, over 400,000 children have taken part in the run since its inception.



KARTONGMATCHEN DRAWS ATTENTION TO THE IMPORTANCE OF RECYCLING

Since 2012, Skånemejerier has been a local partner for Kartongmatchen, a project initiated by Tetra Pak. The project aims to inform children with playful information and creative competitions about the importance of recycling drink cartons. We use our milk packaging, social media channels and other means to raise awareness of Kartongmatchen among Swedish households. 2024 saw 8,790 children participate in Kartongmatchen. In the competition sponsored by Skånemejerier, the children were called on to design their own recycling campaign that could be printed on the back of a milk carton. Close to 330,000 pupils and preschoolers across Sweden have participated in the Kartongmatchen project in recent years, with children able to compete for great prizes, including money to make their schools and preschools more sustainable.



KEY PERFORMANCE INDICATORS

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SUSTAINABLE PLANET
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SUSTAINABLE BUSINESS

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OUR CLIMATE IMPACT
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WATER AND WASTE WATER IN OUR DAIRIES
Water consumption
Waste water discharge
WASTE AND RESIDUALS
Combustible waste from all facilities

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SKÅNEMEJERIER AS A WORKPLACE
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Age and gender distribution

HEALTH AND SAFETY AT WORK
Occupational injuries
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CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS

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REPORTING PRINCIPLES

AUDITOR'S OPINION



Skånemejerier

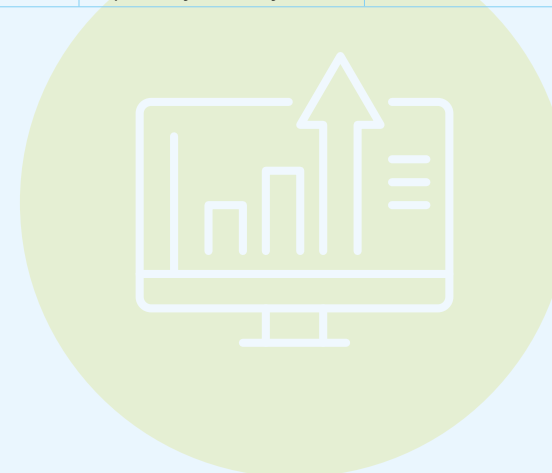
Sustainability report

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APPENDIX
24

KEY SUSTAINABILITY PERFORMANCE INDICATORS

These tables show sustainability-related key performance indicators in our three strategy areas. More detailed information on each area can be found in the respective sections of the report.

SUSTAINABLE BUSINESS				
Focus area	Key performance indicators	Status 2022	Status 2023	Status 2024
CORRUPTION	Zero corruption and bribery	0	0	0
RECALLS	No recalls	1	0	0
NUTRITION	100 % of the company's branded products meet the Lactalis Group's nutritional guidelines, and the amount of salt and sugar in the products is below the Group's limits.	100 %	100 %	100 %
EBITDA	EBITDA of net sales (EBITDA/net sales)	4.65 %	3.05 %	3.96 %
TURNOVER	The company's total turnover	4.96 BSEK	5.38 BSEK	5.41 BSEK
MILK VOLUME	Total inflow of milk	426 million kg	450 million kg	451 million kg
COMPETITION LAW TRAINING	Number of colleagues trained at in-person and online meetings	0 ¹	76	52
LEGAL COMPLIANCE	No fines or penalties imposed for non-compliance concerning product information and/or labelling laws and regulations, social economic or environmental issues	0	During the year, minor fines were imposed for two reports of refrigerants submitted late to the supervisory authority	0



¹Training in competition law has switched from in-person training sessions to an online training course. Therefore, no training was held in 2022.

SUSTAINABLE PLANET

Focus area	Key performance indicators	Status 2022	Status 2023	Status 2024
ENERGY	100 % renewable energy at our production facilities by 2025	98 %	98 %	99 %
ENERGY	Reduce relative energy consumption at our production facilities by 5 % by 2025 compared with 2020, measured as kWh/tonne of input raw material	(+) 6 %	(+) 1 %	(+) 3 %
TRANSPORT	Fossil-free domestic transport by 2025	91 %	97 %	96 %
WATER CONSUMPTION	Reduce relative water consumption by 3 % by 2025 compared with 2020, measured as m³ of water/tonne of input raw material	(+) 14 % ¹	(+) 10 % ¹	(+) 16 %
EFFLUENT DISCHARGE	Reduce COD (Chemical Oxygen Demand) by 30 % by 2025 compared with 2020	(+) 6 %	(-) 14 %	(-) 38 %
PACKAGING	100 % recyclable packaging by 2025	96 %	96 %	98 %
PACKAGING	100 % renewable or recyclable packaging materials by 2030	80 %	80 %	79 %
COMBUSTIBLE WASTE	Reduce the amount of combustible waste at our production facilities by 25 % by 2025 compared with 2020	(-) 17 %	(-) 23 %	(-) 37 %
FOOD WASTE	Reduce raw material losses in production by 15 % by 2025 compared with 2020	Fat: (+) 1 % Protein: (-) 11 %	Fat: (-) 34 % Protein: (-) 21 %	Fat: (-) 41 % Protein: (-) 45 %
FOOD WASTE	A maximum of 0.15 % of the volumes sold may be discarded	0.13 %	0.13 %	0.17 %
ENVIRONMENT	No major environmental noncompliances during the year	10	8	13
ANIMAL WELFARE	100 % of cows in loose housing to have access to rotating cow brushes by 2025	92 %	90 %	95 %
ANIMAL WELFARE	100 % of cows to be in loose housing by 2030	91 %	92 %	92 %
GRAZING	Grazing period in addition to legal requirements	36 days in addition to legal requirements	34 days in addition to legal requirements	40 days in addition to legal requirements

¹ Updated figures since last year's report

SUSTAINABLE RELATIONSHIPS

Focus area	Key performance indicators	Status 2022	Status 2023	Status 2024
EMPLOYEE ENGAGEMENT	Positive developments with the aim of constantly increasing the parameters of 'Engagement' and 'Enablement'	'Engagement' 61 % and 'Enablement' 68 %	No employee survey was carried out in 2023.	'Engagement' 59 % and 'Enablement' 64 %
STAFF TURNOVER	Staff turnover, voluntary redundancies	9.3 %	5.6 %	6.1 %
SICKNESS ABSENCE	Positive development with the goal of having a maximum of 4 % sickness absence	Total sickness absence 5.3 %	Total sickness absence 4.3 %	Total sickness absence 4.1 %
ACCIDENTS	No accidents (LTI: Lost Time Incident)	9.65 LTI	9.92 LTI	7.47 LTI
REPORTING OF INCIDENTS/NEAR MISSES	Number of reported near misses and risk incidents: > 550 (> 0.8 per employee)	680 (0.95 per employee)	818 (1.17 per employee)	828 (1.06 per employee)
PERFORMANCE REVIEWS	100 % of employees have regular performance reviews	96 %	98 %	100 %
TRAINING	The sum of training investments is 0.6 % of the total salary cost for employees in 2021, 0.8 % in 2022 and 1 % in 2023	0.88 %	1 %	1.16 %
GENDER DIVERSITY	Total proportion of men/women	73 % men, 27 % women	76 % men, 24 % women	75 % men, 25 % women
RELATIONSHIP WITH MILK SUPPLIERS	Two in-person/online training courses for milk suppliers each year	Training in Klimatkollen and Vera, and information meetings about Skåne-mejerier and Lactalis	Two information meetings on the Sustainable Dairy Farm and sustainability incentive programmes, as well as training in Klimatkollen and Vera	Two information meetings and training courses on milk quality and climate calculations
RESPONSIBLE SUPPLIERS ¹	All relevant suppliers have signed the Lactalis Group's Supplier Code of Conduct Direct suppliers (local agreements): 100 % Contract manufacturers (local agreements): 100 % Indirect priority suppliers ² : 100 %	Updated target	Updated target	Direct suppliers (local agreements): 100 % Contract manufacturers (local agreements): 93 % Indirect priority suppliers: 100 %

¹Updated target, as the Lactalis Group's Supplier Code of Conduct has replaced Skåne-mejerier's Code of Conduct. Previous targets for signing up to the Lactalis Group's ethical guidelines have been removed as these guidelines have been integrated into the Code of Conduct.

²Indirect priority suppliers include large suppliers and smaller suppliers in areas such as environment, energy and chemicals.

IN-DEPTH INFORMATION AND DATA

SUSTAINABLE BUSINESS

CORPORATE SOCIAL RESPONSIBILITY Page 15

Policies

A number of policies govern different aspects of our sustainability work. Some of these have been established by the Lactalis Group, while others are specific to Skånemejerier. Skånemejerier's policies are reviewed in connection with an annual audit or other annual review. The CEO has ultimate responsibility for Skånemejerier's policies. Lactalis Group policies are developed and updated by the relevant function within the Group.

Policy	Last update completed	Results of the 2024 monitoring
Environment		
Skånemejerier's animal welfare policy	April 2022	Still current
Skånemejerier's packaging policy	May 2021	Still current
Skånemejerier's transport policy	June 2020	Still current
The Lactalis Group's environmental policy	February 2024	New policy
The Lactalis Group's quality policy	April 2023	Still current
The Lactalis Group's climate policy	February 2022	Still current
The Lactalis Group's packaging policy	February 2022	Still current
The Lactalis Group's animal welfare policy	February 2022	Still current
The Lactalis Group's deforestation policy	September 2023	Still current
The Lactalis Group's policy on palm oil	May 2022	Still current
Respect for human rights		
Skånemejerier's Code of Conduct	2025	The Code of Conduct has been updated due to the introduction of the Global Code of Conduct for Suppliers and is now more specifically aimed at Skånemejerier's employees
The Lactalis Group's Code of Conduct for Suppliers	November 2022	Still current
Anti-corruption		
Skånemejerier's Code of Conduct	2025	See above
The Lactalis Group's Code of Conduct for Suppliers	November 2022	New Code of Conduct
The Lactalis Group's anti-corruption policy	2020	Still current
The Lactalis Group's Whistleblowing Platform Policy	December 2022	Still current
Social conditions and staff		
Skånemejerier's Code of Conduct	2025	See above
The Lactalis Group's Code of Conduct for Suppliers	November 2022	Still current
The Lactalis Group's work environment policy	February 2022	Still current
Skånemejerier's diversity and inclusion policy	December 2024	Replaces Skånemejerier's diversity policy against victimisation and discrimination

Impacts and risks in our value chain

Our operations, as well as the activities upstream and downstream in our value chain, have an impact on both people and the environment. In 2024, we conducted a review of our value chain and a mapping of impact areas and risks in our value chain related to human rights

and the environment. We also performed a gap analysis of our due diligence process, following the OECD Due Diligence Guidance for Responsible Business Conduct.

Our analysis showed that the material areas of impact are mainly upstream in the value chain. Three main focus areas underlying potential and actual negative impacts have been identified in our

value chain: Milk production, Purchase of juice concentrates and jams, and Production of feed ingredients.

A simplified overview of the value chain and the main categories of impacts and risks identified upstream, in our operations and downstream is shown below.

Part of the value chain	Activity	Description of impact	Management of risk
Upstream	Feed production	Feeds for dairy cows may contain a small proportion of soy and oil palm products, which can have a negative impact on people and the environment in the countries where they are grown.	<ul style="list-style-type: none"> Requirement for certified soy in feed on farms supplying milk to Skånemejerier (RTRS or ProTerra) In early 2025, Skånemejerier became a member of the Swedish Platform on Risk Commodities, and will match the platform's commitments on soy and palm oil
	Purchase of milk from suppliers	A large part of our environmental impact comes from activities related to milk production. The main impacts are greenhouse gas emissions linked to factors including cow digestion, feed purchase and production, nitrous oxide emissions from the soil, manure storage and housing management.	<ul style="list-style-type: none"> Annual climate calculations at farm level The Sustainable Dairy Farm programme aims to reduce the climate footprint of farms and promote biodiversity The ISO 9001 certification scheme for dairy farms ensures environmentally friendly practices, including water management and pesticide management
		Farming involves risks for farmers and farm workers, such as accidents with animals or machinery, and exposure to chemicals or dust.	<ul style="list-style-type: none"> ISO 9001 certification scheme for dairy farms including health and safety measures
		Although we endeavour to ensure the highest possible standards of animal welfare at our milk suppliers, there is a risk of animals being harmed in production.	<ul style="list-style-type: none"> ISO 9001 certification scheme for dairy farms including animal welfare Strict animal welfare and quality rules for milk suppliers and close cooperation on animal welfare with the association of suppliers
	Purchase of raw materials suppliers – juices and ingredients	Fruit, berry and vegetable production requires large amounts of water in areas that may be prone to water scarcity. The use of pesticides and fertilisers can also lead to biodiversity loss and contamination of soil and groundwater. The global fruit and vegetable sector also involves the employment of migrant workers and other groups that may operate under weak protections and vulnerable working conditions.	<ul style="list-style-type: none"> Cooperation with established suppliers of ingredients and juice concentrates The Lactalis Group Code of Conduct for Suppliers covers both direct and indirect suppliers, with the exception of milk suppliers. It describes the Lactalis Group's expectations in terms of legal compliance, business conduct and good practices, labour practices and human rights, quality and food safety, the environment, animal welfare and data protection.
	Purchase of raw materials – packaging and other goods	If not managed responsibly, the forestry methods and industrial processing associated with pulp and paper production can lead to negative impacts on forests and ecosystems, such as deforestation, water pollution and biodiversity loss.	<ul style="list-style-type: none"> We endeavour to use certified cardboard and paper for our packaging needs.

Part of the value chain	Activity	Description of impact	Management of risk
Own operations	Production and transport	Skånemejerier's production facilities are fuelled by purchased energy and electricity that causes greenhouse gas emissions. The business also uses a great deal of fresh water as an ingredient, for cleaning and for cooling.	<ul style="list-style-type: none"> • Use of renewable energy and electricity at our sites. • Targets and implementation of measures to reduce water consumption at our sites. ISO 14001 certification to ensure good environmental management practices and continuous improvement.
		Our operations also include some of our domestic product deliveries, which generate greenhouse gas emissions.	<ul style="list-style-type: none"> • Use of fossil-free fuel for transport with own vehicles.
		Dairy production is an industrial environment with physical risks for workers.	<ul style="list-style-type: none"> • We actively promote occupational health and safety at all our sites.
Downstream	Distribution	Transport from production sites to customers generates greenhouse gas emissions.	<ul style="list-style-type: none"> • Use of fossil-free fuels for domestic transport, and optimisation of routes to minimise mileage.
		The road haulage industry faces challenges in terms of working hours and working conditions due to time-critical deliveries.	<ul style="list-style-type: none"> • Implementation of a Code of Conduct for Suppliers to set out expectations for transport service providers. • Certification of Skånemejerier's own haulage business according to Fair Transport.
	Consumption	Irresponsible use of antibiotics can lead to the development of antibiotic-resistant strains of bacteria.	<ul style="list-style-type: none"> • The use of antibiotics is strictly regulated on the farms. Antibiotics are not permitted as a preventive measure and can only be used when prescribed by a veterinary surgeon.
		Food of inadequate quality risks harming human health. Deficiencies in product quality and food safety can pose serious health risks to the end consumer.	<ul style="list-style-type: none"> • In order to systematically ensure that our quality and food safety requirements are met, our dairies are certified according to FSSC 22000.

SUSTAINABLE PLANET

OUR CLIMATE IMPACT Page 20

Climate footprint

Climate footprint, Scopes 1 and 2 (tonnes CO ₂ e)			
	2020	2023	2024
Scope 1	1,370	890	640
Scope 2, market-based	60	80	40
Scope 2, location-based	1,190	490	510
Total	1,430	970	680

Climate footprint, Scopes 1, 2 and 3 (tonnes CO ₂ e) ¹			
	2020	2023	2024
Scopes 1 and 2	1,400	1,000	700
Scope 3²			
Goods and services purchased (1)	608,700 ³	593,100 ³	576,000 ⁴
Capital goods (2)	7,400 ³	19,800 ³	10,500
Fuel- and energy-related activities (3)	2,400	2,000	2,100
Upstream transport and distribution (4)	5,400	5,000 ⁵	3,100 ⁵
Waste arising from operations (5)	0 ³	0 ³	0
Business travel (6)	300	200	200
Commuting by employees (7)	700	700	700
Downstream transport and distribution (9)	1,100	500	600 ⁴
Processing of sold products (10)	9,900 ³	39,300 ³	19,400
Total Scope 3	635,800³	660,700³	612,500
Total Scopes 1, 2 and 3	637,300³	661,600³	613,200

For information on the calculation of our climate footprint, see page 56.

¹Rounded to the nearest 100 tonnes. Discrepancies in totals may occur due to rounding.

²The numbers in brackets indicate the category within Scope 3 under the Greenhouse Gas Protocol. Categories 8, 11, 12, 13, 14 and 15 are not relevant for Skånemejerier.

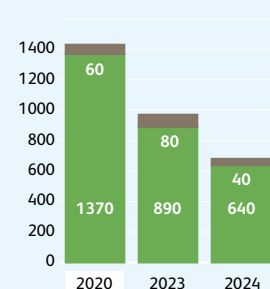
³Adjusted figures since last year due to methodological improvements, see page 56.

⁴Some methodological improvements have been made for the 2024 data, which means that the data is not fully comparable with previous years, see page 56.

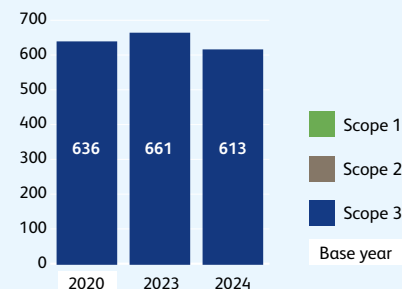
⁵Data for domestic transport covers the period December–November.

Climate footprint trend

Scopes 1 and 2, tonnes CO₂e



Scope 3, 1,000 tonnes CO₂e



WORKING WITH FARMS FOR THE CLIMATE Page 25

Accounting for the climate footprint of purchased milk

There is some uncertainty in the reporting of organic soils from the farms, so we report the climate footprint without organic soil for better comparability between farms. The climate footprint without and with emissions from organic soils is presented below.

We are continuously working to improve the reporting of emissions from organic soils.

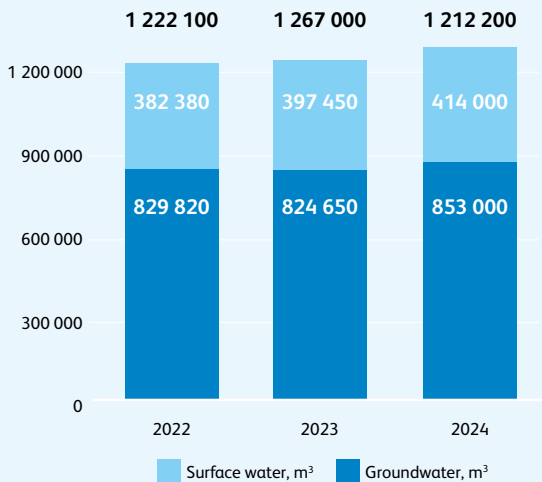
Year	Average climate footprint, kg CO ₂ e per kilo of milk delivered	
	Without organic soils	With organic soils
2023	0.97	1.00
2022	0.96	0.99 ⁶

⁶In the 2022 reporting, emissions from organic soils were partly included for comparability with the previous year's reporting. This figure differs from the one reported in the 2022 sustainability report as adjustments have been made to the allocation model.

WATER AND WASTE WATER AT OUR DAIRIES

Page 30

Water consumption, m³

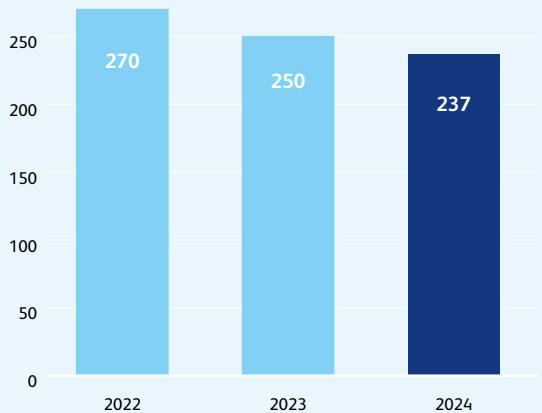


The water used is municipal water or from the company’s own water source.

WASTE AND RESIDUALS

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Combustible waste from all facilities in tonnes



Waste water discharge

Facility	Waste water volume (m³)	Recipient	BOD7¹ (tonnes)	Treatment method
Malmö Mejeri	624,500	Municipal waste water treatment plant	595	Flotation²
Kristianstads Mejeri	451,300	Municipal waste water treatment plant	310	pH equalisation
Hjordnära Mejeri	44,900	Municipal waste water treatment plant	20	Flotation and biostage³
Kristianstads Ostförädling	7,200	Municipal waste water treatment plant	-	-
Total	1,127,900		925	

¹ BOD7 (Biochemical Oxygen Demand) is a measure of how much soluble oxygen is needed for microorganisms to break down organic matter in water over seven days.

² Flotation is chemical treatment where fat, etc. is removed to form a sludge.

³ Biostage is the decomposition of organic matter with the addition of oxygen and bacteria; pH equalisation is a step to neutralise the effluent.

All waste water discharges pass through a municipal treatment stage before reaching recipient.

In 2024, there was no waste water discharge to surface water, groundwater or seawater. No discharges occur in areas with water shortages. Discharges to third-party water totalled 1,128,000 ML. All emission data has been analysed by an accredited laboratory using current ISO methods. Waste water volumes are recorded daily through waste water meters.

Form of employment

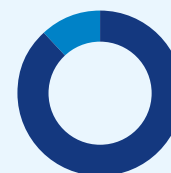
	Women	Men	Total	Proportion as %
Permanent	186	543	729	93 %
Fixed-term	11	41	52	7 %
Total	197	584	781	
Full-time	181	513	694	89 %
Part-time	16	71	87	11 %
Total	197	584	781	

Age and gender distribution

Age	Women	Men	Total
Members of the Board (number)			
–29 years of age	0	0	0
30–49 years of age	1	2	3
50+ years of age	2	3	5
Total	3	5	8
Managers (%)			
–29 years of age	0	1	1
30–49 years of age	20	46	66
50+ years of age	7	26	33
Total	27	73	100
Employees (not represented at board, senior management or executive level) (number)			
–29 years of age	30	85	115
30–49 years of age	89	269	358
50+ years of age	51	157	208
Total	170	511	681

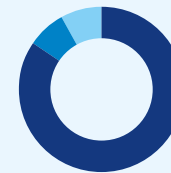
HEALTH AND SAFETY AT WORK Page 37
Occupational injuries

INJURIES WITH ABSENCE
(number of injuries leading to more than one day of sick leave)



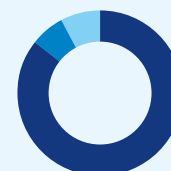
■ Addressed 15
■ Under investigation 2
■ Not addressed 0

REPORTED NEAR MISSES
(number of observations and near misses that could have led to an accident)



■ Addressed 828
■ Under investigation 73
■ Not addressed 77

INJURIES WITHOUT ABSENCE
(number of minor injuries without sick leave)



■ Addressed 90
■ Under investigation 7
■ Not addressed 8











Under investigation – action in progress
Not addressed – no further action needed

Figures for injuries and incidents

	2022	2023	2024	Target (2024)
Injury rate, LTIFR ¹ (number of injuries with absence x 1,000,000 / number of hours worked)	9.65	9.82	7.47	8.93
Severity of injuries (number of days lost through sickness due to work injury x 1000 / number of hours worked)	0.099	0.078	0.128	0.119
Number of near misses reported	680	818	828	700

¹The Lost Time Incident rate is a standardised measure of accident frequency. The figure is achieved by multiplying the total number of accidents resulting in more than one day's absence by one million and then dividing that by the total number of hours worked.

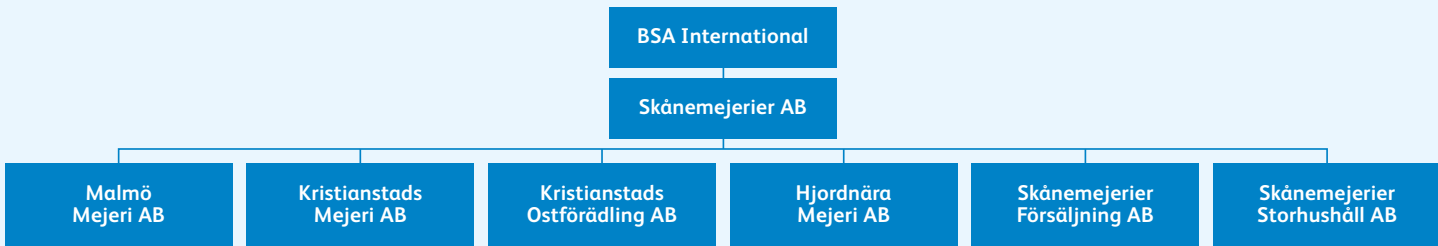
CONTRIBUTION TO THE UN SUSTAINABLE DEVELOPMENT GOALS

Global Sustainability Goal (SDG)	Description of the goal	Target	Skånemejerier's contribution to the target
 2 Zero hunger	End hunger, achieve food security and improved nutrition and promote sustainable agriculture.	2.4 By 2030, ensure sustainable food production systems and implement resilient agricultural practices that increase productivity and production, that help maintain ecosystems, that strengthen capacity for adaptation to climate change, extreme weather, drought, flooding and other disasters and that progressively improve land and soil quality.	An increased population requires us to use the Earth's resources responsibly. Sweden is a natural dairy country with access to land, open landscapes, biodiversity, good animal husbandry, efficient production and skilled farmers. The dairy industry and its working methods should contribute to development and food security in a sustainable way.
 3 Good health and well-being	Ensure healthy lives and promote well-being for all at all ages.	3.4 By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being.	Skånemejerier wants to contribute to the good health of all people. Milk is a naturally nutrient-dense food that contains 18 of the 22 nutrients the body needs. Low-fat dairy products also help reduce the risk of several diseases, including high blood pressure, stroke and type 2 diabetes ¹ . Our involvement in various sporting events aims to inspire children and adults to pursue an active lifestyle.
 6 Clean water and sanitation	Ensure availability and sustainable management of water and sanitation for all.	6.3 By 2030, improve water quality by reducing pollution, eliminating dumping and minimising release of hazardous chemicals and materials, halving the proportion of untreated waste water and substantially increasing recycling and safe reuse globally.	We invest in water treatment, measurements and monitoring of emissions. We produce our products according to the best possible methods and technologies.
 8 Decent work and economic growth	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.	Our Code of Conduct and our Diversity Policy aim to protect workers' rights and improve the work environment for all employees. We want to ensure equal treatment of men and women, and achieve greater economic productivity through diversity, technological development, education and innovation. Our role in society should be reflected in our organisation, and the partnerships we initiate must lead to sustainable growth.
 9 Industry, innovation and infrastructure	Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation.	9.4 By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.	We endeavour to have the best possible technology in our facilities. We are working towards fossil-free fuels in our domestic transport and renewable energy in our operations. We endeavour to reduce raw material waste and inputs in our production.
 12 Responsible consumption and production	Ensure sustainable consumption and production patterns.	12.2 By 2030, achieve the sustainable management and efficient use of natural resources. 12.3 By 2030, halve per capita global food waste at the retail and consumer levels and reduce food losses along production and supply chains, including post-harvest losses. 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse. The responsibility ranges from resource management and waste management to production and consumption.	We strive to be resource-efficient in our operations, for example by measuring, monitoring and optimising processes. We endeavour to reduce food waste in our production, in stores and at the consumer level. We work closely with suppliers, customers and consumers to prevent waste associated with both our production and our products.
 13 Climate action	Take urgent action to combat climate change and its impacts.	13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.	We invest in renewable energy, efficient logistics chains, fossil-free fuels and supply agreements. We calculate the climate footprint at farm level annually and work closely with our milk suppliers to reduce the climate impact.
 14 Life below water	Conserve and sustainably use the oceans, seas and marine resources for sustainable development.	14.1 By 2025, prevent and significantly reduce marine pollution of all kinds, in particular from land-based activities, including marine debris and nutrient pollution.	We ensure controls of plant nutrient balances, water use and chemical management at our milk suppliers in order to set high standards and achieve sustainable agriculture.
 15 Life on land	Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.	15.5 Take urgent and significant action to reduce the degradation of natural habitats, halt the loss of biodiversity and, by 2020, protect and prevent the extinction of threatened species.	Grazing animals on open grasslands are important for promoting biodiversity. Ecosystem services and biodiversity are important for sustainable development, and natural pastures are one of the most species-rich environments in the Swedish agricultural landscape. We use FSC certified wood raw material in our packaging to contribute to sustainable forestry.
 17 Partnerships for the goals	Strengthen the means of implementation and revitalise the Global Partnership for Sustainable Development.	17.16 Enhance the Global Partnership for Sustainable Development, complemented by multi-stakeholder partnerships that mobilise and share knowledge, expertise, technology and financial resources, to support the achievement of the Sustainable Development Goals in all countries, in particular developing countries.	Achieving the SDGs requires a common sustainability agenda with partnerships between government, private organisations, NGOs, universities and society. Skånemejerier is part of several collaborations and groups within the food industry, where members exchange knowledge and seek synergies to strengthen the implementation of the SDGs.

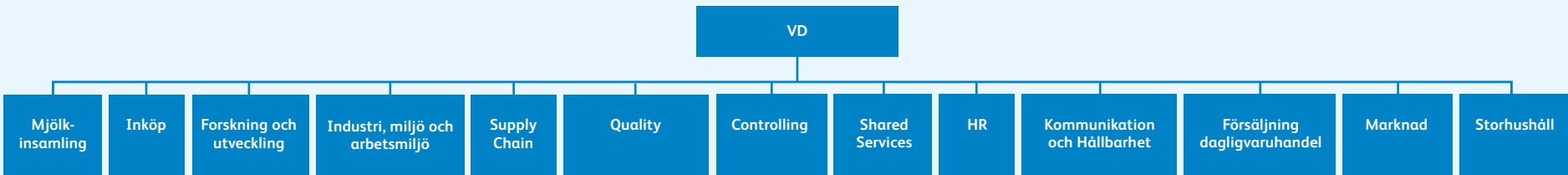
¹ <https://www.livsmedelsverket.se/matvanor-halsa--miljo/kostrad/rad-om-bra-mat-hitta-ditt-satt-mejeriprodukter---rad>

ORGANISATION OVERVIEW

ORGANISATION LEGAL ENTITIES



ORGANISATION



REPORTING PRINCIPLES

This report has been prepared by Skånemejerier AB, corporate identification number 556820-8317. The sustainability report is independent of the company’s annual report and includes Skånemejerier AB and its wholly owned legal entities (Hjörnåra Mejeri AB, Malmö Mejeri AB, Kristianstads Mejeri AB, Kristianstads Ostförfärdling AB, Skånemejerier Storkhushåll AB, Skånemejerier Försäljning AB, Svenska Ostkompaniet HB (dormant company)) and the products the business sells within the Skånemejerier group. The report constitutes Skånemejerier AB’s statutory sustainability report in accordance with the requirements of the Swedish Annual Accounts Act in line with the previous wording that was in effect before July 1, 2024.

REPORTING PRINCIPLES

Skånemejerier is reporting on its sustainability efforts for the thirteenth year in a row. We are inspired by the GRI content principles (inclusion of stakeholders, sustainability context, materiality and completeness), which continue to guide the scope and content of the sustainability report. We adopt the reporting principles of precision, balance, clarity, comparability, reliability and timeliness in order to ensure the quality of the report content.

METHOD AND DECLARATION

The sustainability report has been prepared in accordance with the Swedish Annual Accounts Act’s requirements for a statutory sustainability report and Ernst & Young have verified that the report fulfils these reporting requirements. The report includes the legal entities listed above and those activities that have significant direct and indirect impact from a sustainability perspective, including the supply chain. The sustainability report follows Skånemejerier’s financial year and relates to the period from 1 January to 31 December 2024.

CHANGES SINCE THE PREVIOUS REPORTING PERIOD

There have been no changes in legal entities since the previous reporting period. We work continuously to develop our sustainability efforts and our reporting, so new information and metrics may be added.

THE PRINCIPLE OF COMPARABILITY

Skånemejerier strives to apply the same reporting principles year on year in order to be able to make comparisons and see trends. Over time, some data collection changes, often for the better,

which can affect comparability. Changes in calculation models that affect comparability are explained in connection with the relevant data. Comparability is also affected by the fact that production can change between reporting years. The tables on pages 45–47 present our main sustainability KPIs, with comparative figures for the previous year and comments on any changes.

DATA COLLECTION AND CALCULATION METHODS

The reporting of sustainability data takes place annually, and Skånemejerier works continuously to improve our procedures for collecting, checking and verifying data. Sustainability data has been collected centrally under the leadership of the sustainability manager. Reporting is carried out by experts from different parts of the value chain.

Environmental parameters for Skånemejerier’s facilities are calculated by the environment manager, the controlling department, and department and production managers. Data from milk suppliers is available in Skånemejerier’s ISO 9001 farm certification system, collected in the annual climate reporting process in the Vera tool, or through annual surveys. Figures representing sales and personnel are taken from financial and personnel systems. Sick leave is calculated according to standard practice, i.e. number of absence hours divided by total hours worked times 100. Safety data is recorded at our facilities in a monitoring tool.

CALCULATING OUR CLIMATE FOOTPRINT

Skånemejerier’s climate footprint has been calculated in accordance with the ‘Greenhouse Gas Protocol Corporate Accounting and Reporting Standard’, ‘Scope 2 Guidance’ and the ‘Corporate Value Chain (Scope 3) Standard’.

The milk’s emission factor is based on farm calculations in the Vera tool, using farm data for 2023. Emissions from organic soils are not included in the milk’s emission factor. For more information on the climate footprint of milk and accounting for emissions from organic soil, see page 53.

Emissions from fuel used for purchased transport are calculated using emission factors that include the emissions from their entire life cycle, known as well-to-wheel.

Emissions from the processing of sold products have been calculated based on assumptions about energy consumption for processing 1 kg of product in downstream companies. This has then been multiplied by country-specific emission factors for each country

in which Skånemejerier sells its products to industrial customers for further processing.

For the 2024 climate footprint, a number of methodological updates have been made, which may affect comparability with previous years’ data. The methodological updates have in some cases led to adjustments in previous climate footprints, including the 2020 base year.

Scope 3 category	Methodology update	Updates apply to the year
1. Goods and services purchased	We have collected supplier-specific data for a large proportion of packaging. For the rest of the packaging, more generic emission factors have been used depending on the type of material.	2024
	For chemicals, we have moved from expenditure-based calculations to actual volumes and product-specific emission factors for major product groups.	2024
	For purchased goods and services where the climate footprint was estimated based on expenditure, the emission factors have been adjusted for inflation.	2020–2024
2. Capital goods	For capital goods where the climate footprint was estimated based on expenditure, the emission factors have been adjusted for inflation.	2020–2024
5. Waste arising from operations	In previous years’ reports, we have allocated emissions from waste management to Skånemejerier’s overall climate footprint. Any waste material or energy recovered is now instead allocated to the next life cycle, in line with the Greenhouse Gas Protocol.	2020–2024
9. Downstream transport and distribution	Emissions from energy consumption at external warehouses have been mapped and included in the climate footprint.	2024
10. Processing of products sold	The estimated emissions for the processing of products sold have used a location-based emission factor, in accordance with the Greenhouse Gas Protocol. In the past, we have applied the precautionary principle and used national emission factors for the residual electricity mix.	2020–2024

AUDITOR'S OPINION

THE AUDITOR'S OPINION ON THE STATUTORY SUSTAINABILITY REPORT

To the Annual General Meeting of Skånemejerier AB, org.no. 556820-8317.

MISSION AND RESPONSIBILITIES

The Board of Directors is responsible for the sustainability report for 2024 in this document and for its drafting in accordance with the Annual Accounts Act in line with the previous wording that was in effect before July 1, 2024.

FOCUS AND SCOPE OF THE REVIEW

Our review has been carried out in accordance with FAR's recommendation RevR 12 The auditor's opinion on the statutory sustainability report. This means that our review of the sustainability report has a different focus and a significantly smaller scope compared with the focus and scope of an audit according to International Standards on Auditing and generally accepted auditing practice in Sweden. We believe that this review provides us with sufficient basis for our opinion.

OPINION

A sustainability report has been prepared.

Malmö, date as per our electronic signature Ernst & Young

Martin Henriksson,

Authorised Public Accountant



Skånemejerier

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Feel free to contact us with any questions, tips and comments!