



Skånemejerier

# Sustainability report

# 20 25

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This standalone sustainability report has been prepared by Skånemejerier AB (corporate identification number 556820–8317). The report encompasses Skånemejerier AB and its wholly owned companies (Hjördnåra Mejeri AB, Malmö Mejeri AB, Kristianstads Mejeri AB, Kristianstads Ostförädling AB, Skånemejerier Storhushåll AB, Skånemejerier Försäljning AB, Svenska Ostkompaniet HB (dormant company)), in this report referred to as Skånemejerier.

The report constitutes Skånemejerier AB’s statutory sustainability report in accordance with the Swedish Annual Accounts Act in line with the previous wording that applied prior to 1 July 2024. For further information about our sustainability reporting, see page 58. The contact person for the report is Anette Gregow, Communications and Sustainability Director.



## PART OF THE WORLD’S LEADING DAIRY GROUP

Since 2012, Skånemejerier has been part of the Lactalis Group, an international group that brings together global and local brands. Founded in Laval, France, in 1933, today Lactalis is the world’s leading producer of dairy products.

The Group has 267 facilities in 49 countries and employs around 85,500 people. Sales in 2025 were EUR 31.2 billion.



# A YEAR OF STABLE DEVELOPMENT AND SUSTAINABLE PROGRESS

2025 has been an eventful and successful year, in terms of sustainability and our business. After all, the two go together. We nurture the future by making products that taste good and do good. We are a driving force in the Swedish food industry. Our business creates jobs, helps to keep the countryside thriving and strengthens Sweden's food security. We are working for a sustainable future with a lower climate footprint from our own operations and the dairy farms. This means our products do good, on the plate and beyond.

Skånemejerier's business continues to stand on a solid footing. Many of our brands, such as Lindahls, Allerum and Salakis, are growing and increasing their sales. During the year, we invested in a new business system which will strengthen us further for the years ahead and make us even more competitive.

## FOSSIL-FREE FACILITIES AND TRANSPORT

Success on sustainability demands tangible targets and transparency about our progress and challenges. So we are delighted to have met our targets of both 100 percent fossil-free facilities and domestic transport in 2025.

Achieving a completely fossil-free energy supply in our production was an important step towards our climate targets, and in 2025 we took the last steps by replacing the remaining fossil fuels at our facilities with renewable alternatives. We attained our target of completely fossil-free domestic transport by 2025 thanks to a combination of renewable fuels in our own vehicle fleet, clear requirements for transport suppliers, and an innovative mass balance solution for the transport flows where the infrastructure is not yet in place for a direct transition.

## SIGNIFICANT REDUCTION IN THE CLIMATE FOOTPRINT OF DAIRY FARMS

In our long-term efforts to reduce emissions throughout the value chain, cooperation with dairy farms and our supplier association Skånemejerier Ekonomisk förening is vital to driving real change. This year's climate calculations show that the climate footprint of the weighed inflow of milk at Skånemejerier reduced significantly, by almost 10 percent, compared with last year.



This is a result of high productivity on the farms, good harvests and concrete action that has cut the climate impact of the milk.

We look forward to continuing this work with our supplier association, focusing on tangible measures with a clear impact, such as more efficient use of feed, improved manure management and energy efficiency savings, with the potential to cut the climate footprint of milk even further. The average score for the sustainability incentive programme increased by 3 percent over the year.

### SWEDISH FOOD PRODUCTION CRUCIAL TO OUR SECURITY

We are continuing to step up the pace and are investing millions in Swedish food production. With many products in rapidly growing segments, the focus is on increasing capacity to create new growth opportunities. In 2024 and 2025 alone, we have invested more than SEK 400 million in ongoing projects and we have invested SEK 2.1 billion in Swedish food production since 2013.

Increasing global uncertainty makes it even more imperative to safeguard Sweden's food supply, as a key element of Swedish resilience. In the past ten years, the proportion of Swedish hard cheese sold in Sweden has dropped from 90 percent to 40 percent. We have a strong cheese culture in Sweden that we are proud of and want to continue to develop. To this end, we have launched several new Swedish cheeses in recent years. In 2025, we launched the hard cheese Allerum Ära. Choosing cheese made from Swedish milk brings added value in various ways, including world-leading animal welfare, great consideration for the environment

and thriving rural areas where the farmers of Southern Sweden contribute to our nation's self-sufficiency.

### HEALTHIER PRODUCTS FOR PUBLIC HEALTH

The strong protein and health trend continues and we have met increased demand for complete protein by expanding the range to

**“Increasing global uncertainty makes it even more imperative to safeguard Sweden's food supply, as a key element of Swedish resilience.”**

include new protein-rich products for everyone pursuing a varied diet and a healthy lifestyle. At the same time, we started to expand quark production at Malmö Mejeri during the year.

At Skånemejerier we are driven by the ambition to produce nutritious and natural products. In the industry, we have agreed to reduce the sugar content of sweetened dairy products, because this is so important for public health, not least that of children and young people.

During the year, we have also taken further steps to grow nationally. After the end of the reporting year, we acquired the brand ProViva®, and the production facility Österlenmejeriet in Skåne, which will secure

Swedish juice production. ProViva's products originate in a research project at Lund University to study how good bacteria affect gut health.

### STRONG SWEDISH FOOD INDUSTRY FOR HEIGHTENED CONTINGENCY PLANNING

Looking ahead, we see food prices continuing to be a topic of public debate. Everyone should be able to afford good, nutritious food, and it is also important to understand the need for a healthy Swedish food industry capable of making the investments needed to retain and increase its competitiveness, invest in sustainability, strengthen contingency planning, employ and train staff, and develop new products and services. Here we will continue to be a driving force.

To sum up, I look forward with every confidence to 2026, as we continue to keep up the pace of our sustainability work. I would like to express my great thanks to all our employees, customers and partners who have driven our progress on sustainability during the year. Together we are continuing to nurture the future by creating value for our consumers and for society as a whole.



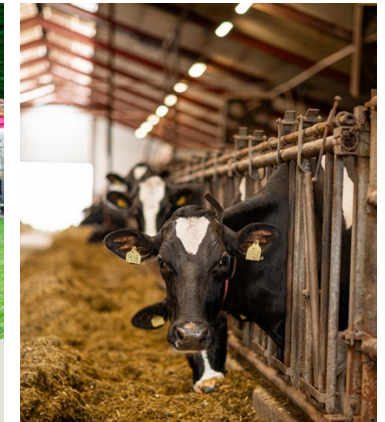
Cecilia von Perglas  
CEO Skånemejerier



# KEY EVENTS IN 2025

## ADVISORY PROGRAMME TO REDUCE FARM CLIMATE IMPACT

In 2025, Skånemejerier launched climate advisory services for all milk producers as part of the Sustainable Dairy Farm programme. The advice is based on the climate calculation of each farm, identifying areas with the greatest potential to reduce the farm's climate footprint while boosting its profitability. Read more on page 17.



## ANOTHER RECORD YEAR FOR KALVINKNATET

Kalvinknatet, Sweden's largest children's race, run by Skånemejerier and the Malmö sports organisation MAI jointly with local sports clubs, attracted 35,500 participating children in 2025. With the aim of inspiring healthy habits, this year's theme "Kalvin's health wheel" highlighted physical exercise, healthy eating, good sleep and using all your senses. Read more on page 43.



## A LOWER CLIMATE FOOTPRINT FOR MILK

The climate footprint of the total weighed inflow of milk in the climate calculation for 2025 was 0.86 kg CO<sub>2</sub>e per kilo of energy-corrected milk in 2024 – a reduction of almost 10 percent compared with the previous year. Read more on page 21.

# 100%

## FOSSIL-FREE ENERGY IN PRODUCTION

In 2025, Skånemejerier achieved its target of 100 percent renewable energy supply at all four production facilities. This was achieved by replacing the last fuel oil at the dairies Kristianstads Mejeri and Hjordnära Mejeri with HVO100. Read more on page 24.



## DONATIONS TO SKÅNE STADSMISSION

In 2025, Skånemejerier donated over 233 tonnes of food to the charity Skåne Stadsmission, twice the amount in 2024. As well as donating food and financial support, our employees also volunteered for the charity several times during the year. Read more on page 31.

# SKÅNE STADSMISSION



## FOSSIL-FREE DOMESTIC TRANSPORT

In 2025, Skånemejerier achieved the target of fossil-free domestic transport thanks to a mix of renewable fuels in our own vehicle fleet, setting requirements for transport suppliers, and the mass balance solution CarbonGo. Read more on page 23.



# 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  
**6,09**  
BSEK 2025

**274**  
Swedish  
milk producers  
at year-end 2025



Number of employees  
**780**  
at year-end 2025

**4**  
production facilities,  
head office in Malmö

## SALES CHANNELS

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

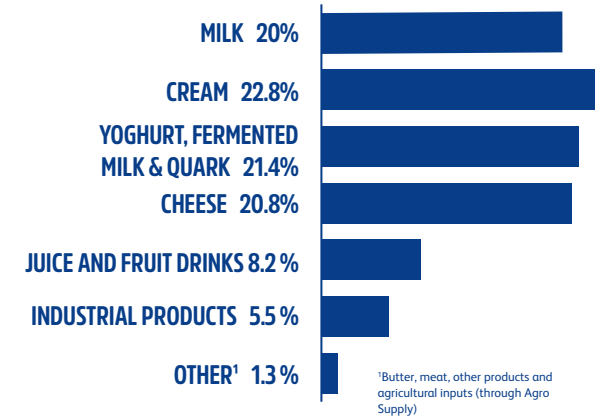
**Food retail**  
(supermarkets, convenience stores, e-commerce)

**Export**  
(markets in Europe, mainly through Lactalis Group subsidiaries)

Number of main brands  
**11**

## PRODUCT CATEGORIES IN OUR RANGE

(Share of turnover in 2025, incl. imports and exports)



## PART OF THE WORLD'S LEADING DAIRY GROUP LACTALIS

85,500 employees in 49 countries  
Turnover: EUR 31.2 billion (2025)



# OUR BRANDS

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



**Skånemejerier**

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



**ÅSENS®**

Åsens Lantmjölk is unhomogenised, which means that the milk settles at the top, producing a creamier taste.



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

**BRAVO®**

One of Sweden's leading brands in juice, smoothies and fruit drinks.



**ALLERUM®**



Market leader in aged hard cheese with classics such as Präst®, Herrgård® and Grévé®, and our own cheese innovations Rike® and Ära.

**LINDAHL'S**

One of Sweden's leading quark brands, with protein-rich products developed for an active lifestyle.



**Salakis**

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



**PRÉSIDENT**

The Lactalis Group's largest global brand with French cheese classics such as Camembert, Chèvre and Brie.



**Galbani**

Quality cheeses from Italy since 1882, sold in 150 countries.



**BISTRO**

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



Skånemejerier's cheese for grilling and frying, which can also be deep fried and used in casseroles.



# OUR MARKET AND ENVIRONMENT

**In an uncertain and changing world, the dairy industry continues to play a central role in the sustainable food systems of the future. Swedish dairy production is crucial to our food supply, while simultaneously contributing towards biodiversity, thriving rural areas and jobs.**

## HEALTH-DRIVEN MARKET DEVELOPMENT

The total sales volume in Skånemejerier's market was stable in 2025 and increased slightly in value. While consumption of milk for drinking continues to shrink, trends in other dairy products show that milk is still an important part of a sustainable and nutritious diet. Milk contains 18 of the 22 nutrients we need every day and is therefore important for our well-being and health, as reflected in the Swedish Food Agency's dietary advice.<sup>1</sup>

The Swedish market is showing strong growth in high-protein products such as Greek yoghurt and quark. High-protein, low-fat alternatives are growing faster than the total yoghurt category, both in the Nordic region and globally, driven by consumers' increased focus on protein and healthy products. The trend has remained strong for several years and accelerated in 2025, when the quark market, among others, grew by about 30 percent.

Sales of juice continued to fall during the year, while sales in other drink categories with lower prices or added value, such as nectars or functional drinks went up.

The Swedish population only increased marginally during the year, meaning that the food market as a whole has also seen little growth. Swedish consumers continue to be price conscious and plan their purchases based on promotional offers. Many are keen to prioritise Swedish products but market trends show that the choice in store tends to come down to price. To ensure that the dairy sector remains viable, with a high self-sufficiency rate and necessary investments, it is essential that Swedish consumers choose Swedish and locally produced products.

## CONTINUED INFLATION AND UNSTABLE RAW MATERIAL PRICES

Household food costs have risen by 32 percent since early 2022.<sup>2</sup> In 2025, the price of food and non-alcoholic drinks rose by 4.3 percent, but there are big differences between different product groups. Consumer prices for the food category milk, cheese and eggs rose by 7 percent.<sup>3</sup>

Milk prices remained at a consistently high level in the first half of the year, which has created favourable financial conditions and confidence in the future for Swedish dairy farmers. The high milk prices have led to

greater investment in Swedish dairy production and in 2025, milk inflows increased by 3.5 percent compared with the previous year. In the second half of 2025, the Swedish milk market was affected by a sharp increase in milk production in many parts of the world and raw milk prices fell to levels more in line with the average in recent years.

Raw material prices for fruit remained unstable and volatile during the year. Although some raw material prices have started to fall somewhat from their historically high levels of the past several years, others have continued to rise strongly.

## UPDATED FOOD STRATEGY FOR GREATER FOOD SECURITY

During the year, the Government presented an updated food strategy which seeks to increase production, improve contingency planning – partly through increased exports – and meet consumers' demand for food. 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. Skåne accounts for around 30 percent of Sweden's food production and thus has a very important role to play in the nation's food security.

The Government also decided on a temporary reduction in VAT on food from 12 to 6 percent, introduced in 2026 to the end of 2027 in order to improve household finances by lowering food prices.

Significant changes are anticipated in statutory requirements and regulations in the field of sustainability over the next five years. Upcoming EU sustainability reporting requirements such as the Corporate Sustainability Reporting Directive (CSRD) and European Sustainability Reporting Standards (ESRS), the EU Taxonomy, the Packaging and Packaging Waste Regulation (PPWR) and the Corporate Sustainability Due Diligence Directive (CSDDD), affect the entire value chain.

<sup>1</sup> <https://mjolk.se/ar-mjolk-lika-viktigt-i-alla-aldrar/>

<sup>2</sup> Statistics Sweden Consumer price index.

<sup>3</sup> Annual Report 2025, Sales development 2025, Swedish Food Retailers Federation

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

# 2025 BUSINESS EVENTS SKÅNEMEJERIER



## MILLIONS INVESTED IN SWEDISH FOOD PRODUCTION

During the year, Skånemejerier continued to step up a gear and invest in production. In total, Skånemejerier invested more than SEK 250 million in 2025 and 2026, including in expanding quark manufacture at Malmö Mejeri and cheese production in Kristianstad.

## RECORD QUARK PRODUCTION – UP 25 PERCENT

2025 was another big year for quark, and Skånemejerier increased production volumes by 25 percent compared with the previous year.

## ALLERUM ÄRA – A NEW SWEDISH CHEESE TAKES THE STAGE

During the year, Skånemejerier launched a completely new type of cheese, Allerum Ära, which exceeded all expectations.

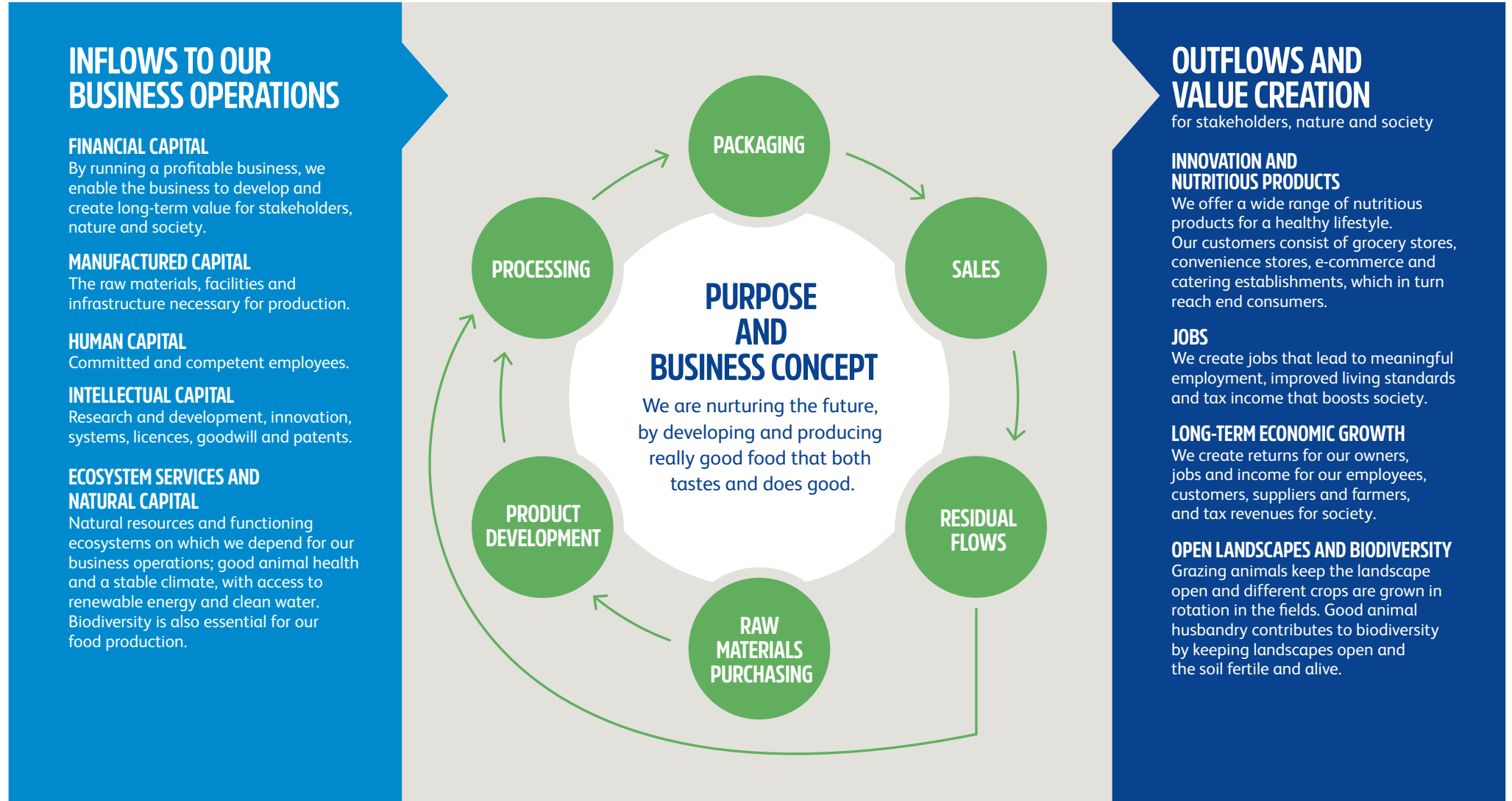
## BID FOR PROVIVA AND ÖSTERLENMEJERIET

In October Skånemejerier signed an agreement to acquire the brand ProViva and the production facility Österlenmejeriet. The acquisition was completed after the end of the year, in March 2026, and sees Skånemejerier strengthening its position in the chilled fruit drinks market.

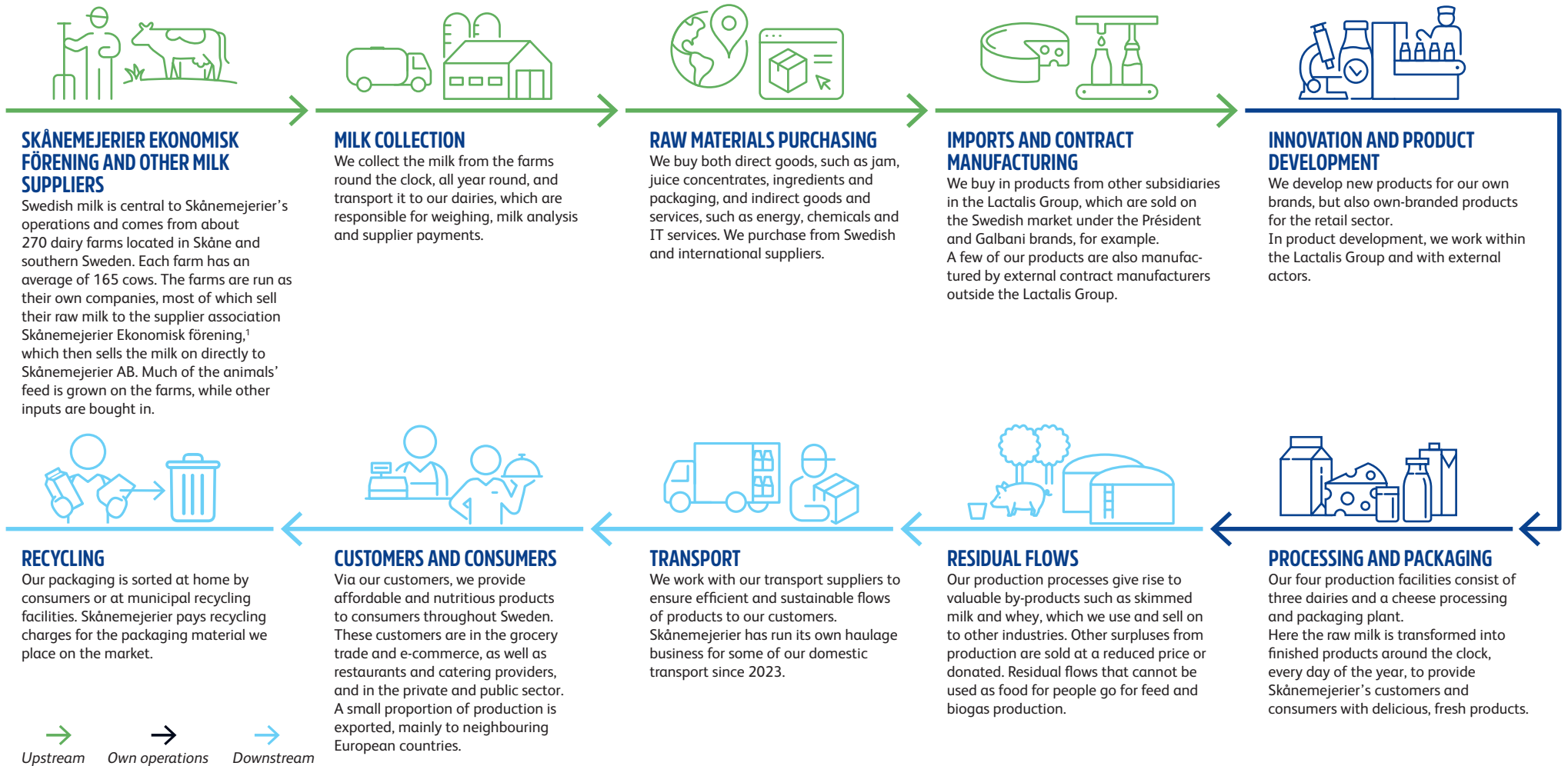
# OUR BUSINESS MODEL

Skånemejerier's business concept is to nurture the future by developing and producing really great food that tastes good and does good too. As a company, we have a responsibility to use resources efficiently, embrace reuse and reinvest in the business.

Our business model shows the resources that are needed to run the business and create sustainable profitability (on the left) and in the centre is our business concept and the activities that create value. On the right-hand side, we see outflows in the form of the products and values for our stakeholders, the countryside and society – values without which our business cannot function.



# OUR VALUE CHAIN



## SKÅNEMEJERIER EKONOMISK FÖRENING AND OTHER MILK SUPPLIERS

Swedish milk is central to Skånemejerier’s operations and comes from about 270 dairy farms located in Skåne and southern Sweden. Each farm has an average of 165 cows. The farms are run as their own companies, most of which sell their raw milk to the supplier association Skånemejerier Ekonomisk förening,<sup>1</sup> which then sells the milk on directly to Skånemejerier AB. Much of the animals’ feed is grown on the farms, while other inputs are bought in.

## MILK COLLECTION

We collect the milk from the farms round the clock, all year round, and transport it to our dairies, which are responsible for weighing, milk analysis and supplier payments.

## RAW MATERIALS PURCHASING

We buy both direct goods, such as jam, juice concentrates, ingredients and packaging, and indirect goods and services, such as energy, chemicals and IT services. We purchase from Swedish and international suppliers.

## IMPORTS AND CONTRACT MANUFACTURING

We buy in products from other subsidiaries in the Lactalis Group, which are sold on the Swedish market under the Président and Galbani brands, for example. A few of our products are also manufactured by external contract manufacturers outside the Lactalis Group.

## INNOVATION AND PRODUCT DEVELOPMENT

We develop new products for our own brands, but also own-branded products for the retail sector. In product development, we work within the Lactalis Group and with external actors.

## RECYCLING

Our packaging is sorted at home by consumers or at municipal recycling facilities. Skånemejerier pays recycling charges for the packaging material we place on the market.

## CUSTOMERS AND CONSUMERS

Via our customers, we provide affordable and nutritious products to consumers throughout Sweden. These customers are in the grocery trade and e-commerce, as well as restaurants and catering providers, and in the private and public sector. A small proportion of production is exported, mainly to neighbouring European countries.

## TRANSPORT

We work with our transport suppliers to ensure efficient and sustainable flows of products to our customers. Skånemejerier has run its own haulage business for some of our domestic transport since 2023.

## RESIDUAL FLOWS

Our production processes give rise to valuable by-products such as skimmed milk and whey, which we use and sell on to other industries. Other surpluses from production are sold at a reduced price or donated. Residual flows that cannot be used as food for people go for feed and biogas production.

## PROCESSING AND PACKAGING

Our four production facilities consist of three dairies and a cheese processing and packaging plant. Here the raw milk is transformed into finished products around the clock, every day of the year, to provide Skånemejerier’s customers and consumers with delicious, fresh products.

→ Upstream    → Own operations    → Downstream

**IMPACT** Throughout our value chain, Skånemejerier’s operations can have a positive or negative impact on the world around us. Examples of positive impacts are the way we provide nutritious products that customers and consumers demand and create jobs in our operations and in our value chain. At the same time, through milk production, we can contribute to thriving rural areas, open landscapes and biodiversity. We are also aware that

our activities can have a negative impact, for example on the climate and the environment. Read more about our impact under the respective sections of the report, and in the description of how we identified and manage risks and impacts in our value chain on page 54.

<sup>1</sup> Skånemejerier Ekonomisk förening sells the raw milk to Skånemejerier AB through a delivery and service agreement. The association is owned by its members and is independent of Skånemejerier AB in terms of ownership.

# SUSTAINABILITY GOVERNANCE

We endeavour to ensure that sustainability is integrated into every aspect of our operations. This improves our ability to reduce our environmental impact and make a positive difference for our employees, the people in our value chain and other stakeholders.

## ORGANISATION

Skånemejerier's CEO has ultimate responsibility for Skånemejerier's operations. Decisions in the area of sustainability are made by Skånemejerier's management team, which also includes our Communications and Sustainability Director. Decisions on major issues also involve the Lactalis Group management team. Our sustainability manager coordinates sustainability work, leads strategic initiatives and represents Skånemejerier in the Lactalis Group's sustainability network.

Sustainability is integrated in our corporate strategy and all heads of department have a responsibility to contribute to achieving departmental and company-wide targets. Additionally, there are experts and working groups that drive operational sustainability in their own areas and support colleagues with skills and expertise. Cooperation across departmental boundaries is essential to finding new, effective solutions and improvements.

## MONITORING THE STRATEGY AND KEY INDICATORS

The management team is updated on progress on sustainability at least quarterly. Questions that demand preparation and decisions are tackled on an ongoing basis, including at the management team's monthly meetings. As part of our audit system, at least one annual review of quality and the environment is carried out with the management team, in addition to internal and external audits.

In many cases, sustainability Key Performance Indicators (KPIs) are monitored monthly or quarterly by relevant departments, while some are compiled annually.

The Board is updated on sustainability work annually. Sustainability data is reported monthly, six-monthly or annually to the Lactalis Group, depending on the area.

## 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 partnerships, must always comply with current regulations and national legislation.

Proper risk management is a prerequisite for a business that is sustainable over the long term and creates value for both Skånemejerier and our stakeholders. Therefore, we continuously work on identifying, assessing, preventing and managing our risks. The responsibility lies with the management team and designated risk owners.

Work on compliance is assigned based on skills and responsibilities in the organisation. Regulatory compliance on quality, health and safety and the environment is part of our internal audit, and we monitor changes in legislation using a regulatory monitoring tool.

Our legal compliance and our management system are also reviewed by external parties. We are inspected by the food, agriculture, environment, and work environment authorities, and external auditors audit us according to FSSC 22000, ISO 9001, ISO 14001 and the organic label KRAV, see page 44.

## SUSTAINABILITY IN THE LACTALIS GROUP

The Lactalis Group has a central Corporate Social Responsibility (CSR) function that runs the strategic sustainability work at global level. The CSR function coordinates the Group's sustainability network and holds regular meetings where representatives from each country discuss joint initiatives to drive development forward.

Several Group-wide specialist functions, e.g. on the environment, product development, raw materials supply and logistics, also coordinate

Global groupings where national experts exchange experiences and drive development in areas such as climate, environment, animal welfare, packaging and logistics.

The Lactalis Group continuously develops sustainability policies with Group-wide targets, such as in climate, packaging and circularity, animal welfare and deforestation. The Group reports annually on the company's progress and challenges in a global sustainability report.

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.

## SUSTAINABILITY RISKS IN OUR VALUE CHAIN

Our operations and activities both upstream and downstream in our value chain can affect people and the environment in negative and positive ways. We strive to prevent, manage and minimise negative impacts while seizing opportunities to contribute towards positive change.

In 2024, we conducted an analysis of our value chain to identify potential negative impacts linked to human rights, the environment, and biodiversity. The analysis identified three main focus areas with potential and actual negative impacts: milk production, purchasing of juice concentrates and jam, and the production of feed ingredients. Read more about the analysis and our management of sustainability risks on page 54-55.



# INTEGRATING SUSTAINABILITY IN OUR BUSINESS STRATEGY

Our sustainability work is integrated in our business strategy and runs through our entire value chain. In 2025 we have worked to focus in on the areas where we can make the biggest difference.

## CORPORATE STRATEGY

Skånemejerier is part of the Lactalis Group, whose Better Together strategy stakes out a clear direction for how we develop the business going forward. The strategy brings together the things that are most important to us: good products, a stable business providing high quality with the capacity to deliver, care for the planet and a focus on people – and helps us to steer the right course day to day.

Sustainability is a natural part of our corporate strategy. It is embedded in Skånemejerier's management team and in central processes throughout the organisation, from purchasing, raw materials supply and production to product development, logistics and partnerships with suppliers. When every part of the business is working on sustainability in line with the Group's priorities and the business strategy, we create more stable results, better conditions for development and lasting value throughout the value chain.

In 2025, we drew up a local sustainability strategy for Skånemejerier to clearly set out our priorities and targets for 2030.

In the years ahead, the Lactalis Group intends to further extend its global sustainability work and sustainability strategy. We will then adapt our local focus as necessary, drawing on the Group's overarching ambitions and the expectations we encounter from customers, employees and other stakeholders.

## OUR STRATEGIC AREAS

Starting out from the Lactalis Group's purpose – to nurture the future – we want our sustainability work to protect people, animals and nature throughout the value chain.

Based on the Lactalis Group's double materiality analysis and on a local adaptation of this which factors in Swedish conditions and the needs of our customers and suppliers, we have identified four strategic areas that enable us to work collectively and steer development to where it makes the biggest difference. The areas act as a framework that guides us in setting our priorities and in navigating the wider transition that the food sector faces.



## OUR STRATEGIC AREAS

HEALTH AND NUTRITION	RESOURCE-EFFICIENT PRODUCTION	FARM SUSTAINABILITY	RESPONSIBLE BUSINESS
<p><b>Overarching goal</b></p> <p>We offer tasty and nutritious products that make it easy to eat well and feel good. We encourage an active and healthy lifestyle by promoting choices that support health and well-being.</p>	<p><b>Overarching goal</b></p> <p>We reduce our climate impact and resource consumption from our production and our transports by streamlining our processes and constantly driving improvement.</p>	<p><b>Overarching goal</b></p> <p>We ensure that milk is produced in a way that is sustainable for the long term, for the climate, animals, and nature, in collaboration with milk producers.</p>	<p><b>Overarching goal</b></p> <p>We take responsibility for people and the environment in our value chain, for our employees and for our consumers.</p>
<p><b>Focus areas</b></p> <p><b>Delicious and nutritious products</b> By offering tasty and nutritious products from natural ingredients, we make it easier to eat healthy without compromising on taste. We are expanding our range with more products that provide health benefits and appeal to every taste. At the same time, our assortment offers enjoyment and well-being.</p> <p><b>Health and exercise</b> With a focus on health and exercise, we want to make it easy for more people to make exercise a regular part of their lives. We work with clubs and societies and local initiatives, combining good food habits with easy and inclusive physical activity. We especially focus on children and young people.</p> <p><b>Healthy and balanced eating</b> We inspire healthy and balanced eating by highlighting the nutritional and health aspects of our products. In our communications and marketing, we provide examples of recipes and serving suggestions that promote a varied, nutritious, and healthy diet.</p>	<p><b>Reducing the climate impact of our operations</b> We minimise our climate impact by using renewable energy, and we invest in energy efficiency and measures that reduce emissions from our facilities and transport. We also require that our biggest suppliers of goods and services set science-based climate targets.</p> <p><b>Sustainable dairy production</b> Sustainable dairy production means that we take responsibility for how our production facilities are run and the resources we use. We work to reduce water and energy use, improve waste management, and minimize food waste. Our goal is to combine high food safety standards with resource-efficient operations.</p> <p><b>Circularity</b> Prioritising circularity means we use our resources more efficiently and for longer. Our packaging is developed to be recyclable and we work together throughout the value chain to reduce waste. We want to contribute to a circular food system where nothing goes to waste.</p>	<p><b>Reducing the climate impact of milk</b> Together with Skånemejerier Ekonomisk förening, we develop methods to reduce the climate impact of milk production. The climate footprint is calculated annually for supplier farms, which are rewarded through our sustainability incentive programme for measures that contribute to lower emissions.</p> <p><b>Animal welfare</b> With world-class animal welfare, we put the well-being of animals at the center. Our ambition is that every animal should have the best conditions for a good life, and we monitor progress through close cooperation with the milk producers.</p> <p><b>Biodiversity</b> Biodiversity is essential for the long-term sustainability of food production. Through grazing and on-farm measures, the dairy farms create habitats that benefit pollinators, wild species and healthy soils, and strengthen the resilience and variation of ecosystems.</p>	<p><b>Responsibility in our value chain</b> We take responsibility for working conditions, human rights and environmental impact in our value chain, with a specific focus on raw materials and activities with a heightened risk of negative impact. Through due diligence processes, supplier requirements, and certifications, we ensure that production takes place under fair and sustainable conditions.</p> <p><b>Internal governance</b> We work with internal governance and ethical guidelines to ensure that we always conduct our business with integrity in line with laws and regulations. We combat corruption with transparency and clear ethical guidelines. Our employees and other stakeholders can always report suspected irregularities safely and anonymously.</p> <p><b>Our employees</b> We are committed to providing a safe and supportive work environment for our employees. Health, safety, diversity, inclusion and leadership are integral parts of our approach, and we strive to be an attractive employer where employees can develop and contribute over the long term.</p> <p><b>Quality and food safety</b> Product quality and food safety are fundamental to our production. We follow industry standards and certifications, and are constantly improving our processes to ensure safe food of a high and consistent quality for consumers.</p>
<p><b>Material topics in ESRS</b></p> <p>Consumers and end-users</p>	<p><b>Material topics in ESRS</b></p> <p>Climate change, Pollution, Water and marine resources, Biodiversity and ecosystems, Resource use and circular economy</p>	<p><b>Material topics in ESRS</b></p> <p>Climate change, Water and marine resources, Biodiversity and ecosystems</p>	<p><b>Material topics in ESRS</b></p> <p>Own workforce, Workers in the value chain, Consumers and end-users, Business conduct</p>



# MATERIAL TOPICS

Skånemejerier's sustainability work is based on the areas where we have the greatest impact on the world around us, and which can affect us as a company at the same time. The Lactalis Group has conducted a double materiality assessment at parent company level, in line with the EU's new Corporate Sustainability Reporting Directive (CSRD). The assessment will underlie the Lactalis Group's future reporting. Skånemejerier's material topics have been identified by a local adaptation of the Lactalis Group's materiality assessment.

## ADAPTATION TO SKÅNEMEJERIER'S OPERATIONS

In 2025, Skånemejerier adapted the Lactalis Group's materiality assessment to local circumstances to ensure that the result reflects the Swedish market, the requirements and expectations of relevant stakeholders and local legal requirements.

Based on the materiality assessment conducted by the Lactalis Group and documentation such as strategy, customer insights, risk assessments and comparisons with competitors, a preliminary assessment was made of potential differences between the material sustainability topics of the Group and of the Swedish business. The result was validated in a workshop with Skånemejerier's sustainability team. Every sustainability topic was discussed focusing on both impact materiality and financial materiality.

The final assessment shows that the majority of topics in the Group's materiality assessment remain material, with some local adjustments:

**E2 Pollution:** judged to be material only from an impact perspective.

**E3 Water and marine resources:** double materiality remains, plus local water use and nutrient leaching.

**Animal welfare:** highlighted as a separate topic with double materiality as this is especially relevant for Swedish consumers.

**S3 Affected communities:** judged not to be a material topic locally, as it differs between different countries and markets.

**G1 Business conduct:** judged to be material mainly from an impact perspective.

The results constitute Skånemejerier's local materiality assessment, and form the basis of our ongoing strategy work and our sustainability report.

## SKÅNEMEJERIER'S MATERIAL TOPICS ARE:

ESRS STANDARD	MATERIAL FROM AN IMPACT PERSPECTIVE	MATERIAL FROM A FINANCIAL PERSPECTIVE	MATERIAL TOPIC
E1 - CLIMATE CHANGE	*	*	*
E2 - POLLUTION	*		*
E3 - WATER AND MARINE RESOURCES	*	*	*
E4 - BIODIVERSITY AND ECOSYSTEMS	*	*	*
ANIMAL WELFARE	*	*	*
E5 - RESOURCE USE AND CIRCULAR ECONOMY	*	*	*
S1 - OWN WORKFORCE	*	*	*
S2 - WORKERS IN THE VALUE CHAIN	*	*	*
S3 - AFFECTED COMMUNITIES			
S4 - CONSUMERS AND END-USERS	*	*	*
G1 - BUSINESS CONDUCT	*		*



# STAKEHOLDER DIALOGUE

A close, transparent and open dialogue with our stakeholders is crucial to Skånemejerier's business. Regular dialogue gives us perspectives that help us to ensure that our sustainability efforts focus on the most relevant questions, both for us and for those affected by our operations. The dialogue also informs our development and updating of sustainability policies, strategies and priorities. Our most recent stakeholder analysis was conducted in 2021 and was updated when Skånemejerier's sustainability strategy was drawn up in 2025.

## STAKEHOLDER OVERVIEW

The table summarises our most important stakeholder groups, how we engage them in dialogue and the sustainability issues that are particularly important to them.

STAKEHOLDER GROUP	IMPORTANT ISSUES	DIALOGUE METHOD
<p><b>Employees</b> Skånemejerier is to have a good physical, psychological, social and organisational work environment, founded on close and open dialogue with employees.</p>	<ul style="list-style-type: none"> <li>• Work environment</li> <li>• Health and safety</li> <li>• Development opportunities</li> <li>• Commitment to sustainability</li> </ul>	<ul style="list-style-type: none"> <li>• Ongoing day-to-day dialogue</li> <li>• Employee surveys</li> <li>• Career and performance reviews</li> <li>• Training and conferences</li> <li>• Work environment management and audits</li> </ul>
<p><b>Owner, Lactalis Group</b> Through Skånemejerier's owner, the Lactalis Group, we gain a valuable exchange of skills and experiences with colleagues in different countries. The Group regularly monitors performance, governance, risks and opportunities.</p>	<ul style="list-style-type: none"> <li>• Long-term profitability</li> <li>• The Lactalis Group's sustainability targets and policies</li> <li>• Governance and monitoring of Skånemejerier's sustainability work</li> <li>• Food safety</li> <li>• Work environment, safety and good working conditions</li> </ul>	<ul style="list-style-type: none"> <li>• Board meetings and annual monitoring of sustainability work</li> <li>• Regular meetings with the global CSR function</li> <li>• Ongoing reporting of KPIs</li> <li>• Coordination meetings and monitoring of common sustainability topics and KPIs</li> </ul>
<p><b>Milk suppliers</b> The dairy farms are run as their own companies, most of which sell their raw milk via Skånemejerier Ekonomisk förening, a suppliers' association that then sells the milk on to Skånemejerier AB. The association is owned by its members and is independent of Skånemejerier AB in terms of ownership.</p>	<ul style="list-style-type: none"> <li>• Promoting Swedish milk production</li> <li>• Climate impact at farm level</li> <li>• Animal welfare</li> <li>• Biodiversity</li> <li>• Long-term financial profitability</li> </ul>	<ul style="list-style-type: none"> <li>• Monitoring of delivery and quality agreements with Skånemejerier Ekonomisk förening</li> <li>• Cooperative projects and joint initiatives with Skånemejerier Ekonomisk förening</li> <li>• Annual supplier meetings and regular meetings</li> <li>• Farm visits, audits and checks (internal audits and third-party farm certification audits)</li> <li>• Annual climate calculation and sustainability incentive programme</li> <li>• Training and information meetings</li> </ul>
<p><b>Other suppliers (Direct and indirect suppliers)</b> In addition to our main raw material, the milk, we buy in other types of materials and ingredients used in our products, plus indirect goods and services. We work for sustainability in the supply chain by setting requirements and in constant dialogue with our suppliers.</p>	<ul style="list-style-type: none"> <li>• Reducing climate footprint throughout the value chain</li> <li>• Innovation work focusing on sustainability</li> <li>• Responsibly produced raw materials</li> <li>• Combating corruption</li> <li>• Long-term profitability</li> </ul>	<ul style="list-style-type: none"> <li>• Supplier Code of Conduct and setting requirements in the supplier process</li> <li>• Supplier audits on quality and food safety</li> <li>• Collaborative projects and joint initiatives</li> <li>• Continuous dialogue</li> </ul>
<p><b>Market (Customers, food companies and industry organisations)</b> Skånemejerier wants to help to develop the food industry in a sustainable direction through cooperation with other actors. We have a close dialogue with our customers and work together to find solutions to our sustainability challenges.</p>	<ul style="list-style-type: none"> <li>• Climate impact</li> <li>• Packaging</li> <li>• Food waste</li> <li>• Animal welfare</li> <li>• Food safety</li> <li>• Business conduct</li> </ul>	<ul style="list-style-type: none"> <li>• Ongoing customer dialogue and monitoring</li> <li>• Customer surveys and mutual check-ins</li> <li>• Membership of industry organisations and participation in working groups, e.g. in the Swedish Food Federation, the Swedish Grocery Suppliers' Association (DLF) and the Federation of Swedish Farmers (LRF)</li> <li>• Cooperative projects and industry initiatives (e.g. the Plastic initiative, the Transport initiative)</li> <li>• Collaboration on research and development</li> </ul>
<p><b>Society (Agencies, municipalities and region, non-profit organisations, local stakeholders)</b> Skånemejerier's operations are mainly in Skåne. We actively engage in dialogue with the public sector in the region and with non-profit organisations working for a better Skåne.</p>	<ul style="list-style-type: none"> <li>• Climate impact</li> <li>• Food security</li> <li>• Conditions for Swedish food production</li> <li>• Innovation and growth</li> <li>• Social responsibility</li> <li>• Sustainable development of urban and rural areas</li> <li>• Dialogue on legislation and rules on the environment and sustainability</li> </ul>	<ul style="list-style-type: none"> <li>• Dialogue with government agencies and monitoring regulations</li> <li>• Permit processes and checks</li> <li>• Dialogue with local stakeholders</li> <li>• Cooperation with non-profit organisations, e.g. the charity Skåne Stadsmission</li> <li>• Participation in local and regional initiatives and networks</li> </ul>
<p><b>Consumers</b> Skånemejerier conducts active, ongoing dialogue with consumers to understand and meet their wishes and needs.</p>	<ul style="list-style-type: none"> <li>• Product quality</li> <li>• Animal welfare</li> <li>• Swedish dairy products</li> <li>• Sustainable dairy production</li> </ul>	<ul style="list-style-type: none"> <li>• Consumer contact/consumer services (questions and views)</li> <li>• Dialogue on social media</li> <li>• Consumer surveys and consumer panels</li> </ul>



# ENVIRONMENT

## OUR MATERIAL SUSTAINABILITY TOPICS:

1 Climate	18
2 Water and pollution	25
3 Biodiversity	27
4 Animal welfare	29
5 Circular economy	30



# SUSTAINABLE DAIRY FARM

## - A STRATEGIC INITIATIVE FOR TRANSITION IN THE VALUE CHAIN

**Sustainable Dairy Farm is Skånemejerier's programme for expanding sustainability work on the dairy farms, with the aim of increasing their positive impact on animals, the climate and nature, while reducing the negative impact on production.**

Skånemejerier brings all the initiatives and activities for more sustainable milk production on the farms together under the Sustainable Dairy Farm programme. Sustainable Dairy Farm has been developed in close cooperation with the supplier association Skånemejerier Ekonomisk förening. The most important sustainability areas are animal welfare, climate, and biodiversity.

### CERTIFICATION

The dairy farms are quality certified in line with 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. During the audit, the auditor and the farms check 35 points, covering everything from the farm's work environment and animal husbandry to energy consumption and handling of residual products and waste. Read more about our work on animal welfare on page 29.

### CLIMATE CALCULATION

The farms that supply milk to Skånemejerier have been carrying out climate calculations at farm level since 2021. In the spring of 2025, climate calculations were carried out on 99 percent of the dairy farms that produce milk for Skånemejerier. Read more about climate work on the farms on pages 21–22.

### SUSTAINABILITY INCENTIVE PROGRAMME

Skånemejerier's sustainability incentive programme rewards engagement, skills, initiatives and working methods that improve sustainability at farm level. The milk producers are paid for measures taken on the farm today and are encouraged to take further action.

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.

Payments to the milk producers 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. The sustainability incentive programme supplements existing payments such as those for implementation of climate calculations and the animal welfare bonus already paid to milk producers.



### ADVICE

From autumn 2025 onwards, the farms that supply milk to Skånemejerier are offered a session once a year with an external advisor to identify the areas where each farm has the greatest potential to reduce its climate footprint. The advice is based on the farm's own circumstances and current situation, using data from the climate calculation, the sustainability incentive programme and environmental quality.



## OUR THREE FOCUS AREAS

**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. Read more on page 29.

### CLIMATE

There is a risk that climate change will have a negative impact on agriculture and food security, while 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. Read more on page 21.

### 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. Read more on page 27.

# CLIMATE 1

Climate change is one of the biggest environmental challenges for Skånemejerier. We work actively to reduce our emissions in our own production and in the value chain in line with science-based climate targets.

## 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 targets cover emissions throughout the value chain (Scopes 1, 2 and 3) with an overall target of net zero by 2050.

### How we are working to achieve the climate targets

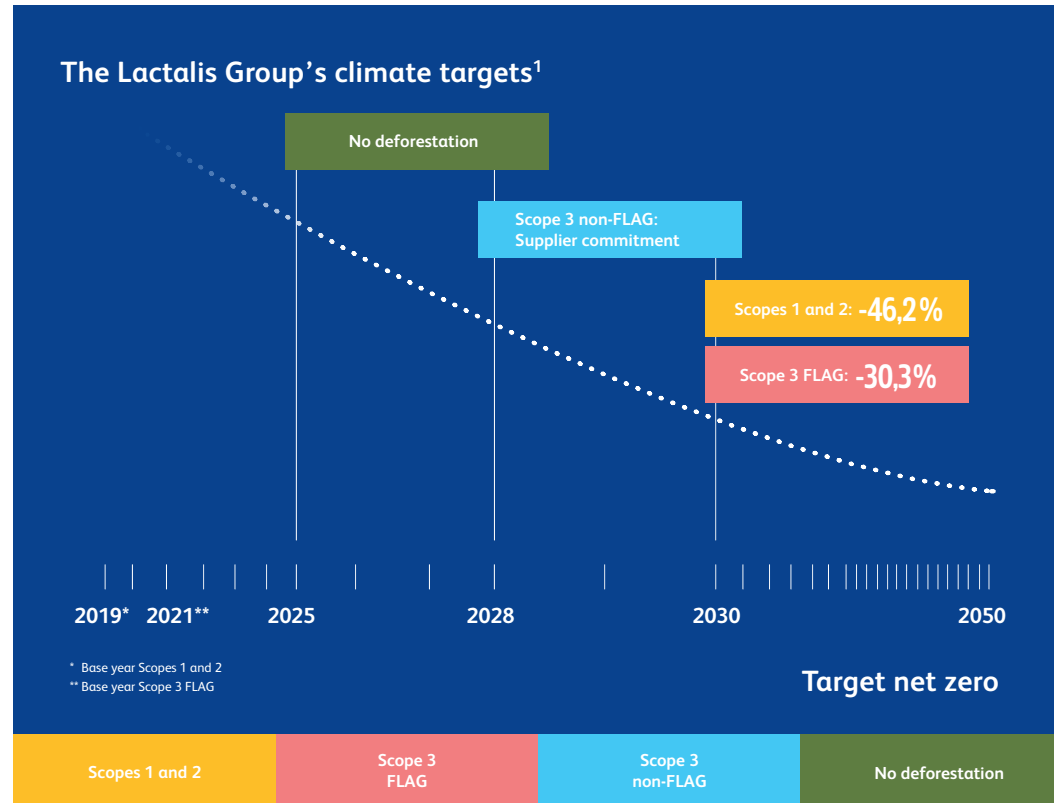
Skånemejerier works towards achieving the Group's climate targets by making ongoing efforts to reduce the climate impact from our own operations and from our value chain. In 2025, we started to work on a concrete and more detailed climate roadmap to ensure progress towards our climate targets, especially for climate impact from dairy production, which accounts for the largest proportion of our climate footprint.

Some examples of how we are working to reduce our climate impact:

**Scopes 1 and 2:** Fossil-free energy at our facilities, Energy efficiency in our production, Fossil-free fuel in own transport, Optimisation of transport flows

**Scope 3:** Working with the dairy farms to reduce climate impact from milk production, Fossil-free domestic transport

**No deforestation:** Requirements for certified soya in feed, Membership of the Swedish Platform on Risk Commodities, Certified paper and cardboard in packaging



Reduce absolute greenhouse gas emissions in Scopes 1 and 2 by **46.2** percent by 2030, with 2019 as the base year

Reduce absolute greenhouse gas emissions in Scope 3 FLAG<sup>2</sup> (emissions from forest, land and agriculture) by **30.3** percent by 2030, with 2021 as the base year<sup>3</sup>

Ensure that **73.8** percent of the Group's suppliers and customers<sup>4</sup> based on emission volumes have science based targets by 2028<sup>5</sup> at the latest

Stop deforestation in the value chain by the end of 2025

<sup>1</sup> For more information on the Lactalis Group's climate targets, see LACTALIS\_EN\_doc\_\_NET-ZERO-JOUNEY.pdf

<sup>2</sup> FLAG stands for forest, land and agriculture.

<sup>3</sup> The commitment covers 67 percent of the Lactalis Group's FLAG emissions in Scope 3.

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

<sup>5</sup> The commitment covers 67 percent of the Lactalis Group's 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, as can be seen in this year's results.

### Our operations (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 2025, our emissions of greenhouse gases in Scopes 1 and 2 amounted to 550 tonnes of carbon dioxide equivalents (CO<sub>2</sub>e), a reduction of 61 percent between 2020 and 2025. This positive trend is mainly due to a reduction in the use of fossil fuel at our facilities in favour of renewable fuels, where in 2025 we replaced the last fuel oil at our facilities with HVO. The climate footprint of our vehicles has also reduced as we switch more company cars from diesel and petrol to plug-in hybrid and battery electric vehicles. We are also seeing a significant reduction in emissions from refrigerant leaks. Compared with 2024, we see a 19 percent reduction of emissions in Scopes 1 and 2, mainly explained by phasing out fossil fuels at our facilities, a lower emission factor for district heating for our plants in Kristianstad and lower emissions from company cars.

### Our value chain (Scope 3)

Skånemejerier's emissions of greenhouse gases in Scope 3 amounted to 542,500 tonnes of CO<sub>2</sub>e during the year, a reduction of 15 percent between 2020 and 2025, and of 8 percent compared with the previous year. The reduction in our Scope 3 emissions compared with 2024 is largely down to a lower climate footprint for the milk, our most important raw material, but also to reduced emissions from other purchased goods and services, especially due to lower volumes of juice and fruit drinks.

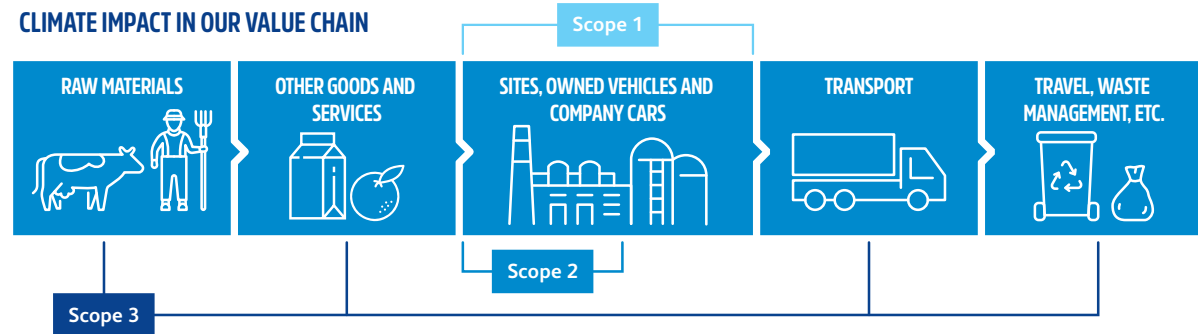
The majority of the climate emissions in Skånemejerier's value chain, 73 percent, come from purchases of milk and cream, and we are working actively with milk producers to calculate and reduce the climate footprint of the milk raw material (see page 21).

### Progress towards the Lactalis Group's climate targets

We work actively towards the Lactalis Group's targets. The Lactalis Group's climate targets for Scopes 1 and 2 use 2019 as the base year, while emissions in Scope 3 from forest, land and agriculture (FLAG) take 2021 as the base year. Since 2019, Skånemejerier's Scope 1 and 2 emissions have reduced by 58 percent, which means that we have already exceeded the target of a 46.2 percent reduction by 2030. Skånemejerier's emissions in Scope 3 FLAG have fallen by 14 percent since 2021 and we continue to work to achieve the target of a 30.3 percent reduction by 2030.

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 for our operations.

## CLIMATE IMPACT IN OUR VALUE CHAIN

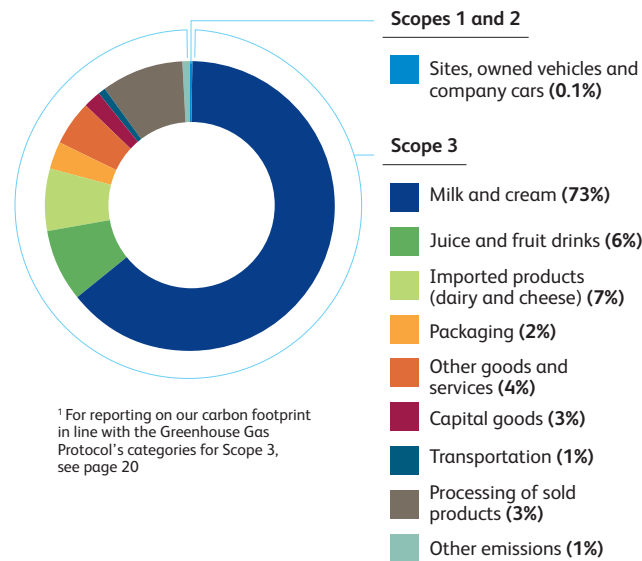


**Scope 1** Direct emissions of greenhouse gases relate to the fuel consumption directly associated with the activities of the business. For Skånemejerier, this means emissions from biogas, oil and biodiesel at our facilities, as well as emissions from owned vehicles and company cars.

**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.

## OUR CLIMATE FOOTPRINT 2025<sup>1</sup>



<sup>1</sup> For reporting on our carbon footprint in line with the Greenhouse Gas Protocol's categories for Scope 3, see page 20

### Emissions in Scopes 1 and 2:

**550** TONNES CO<sub>2</sub>E

**61%** LOWER EMISSIONS  
(compared with 2020)

### Emissions in Scope 3:

**542,500** TONNES CO<sub>2</sub>E

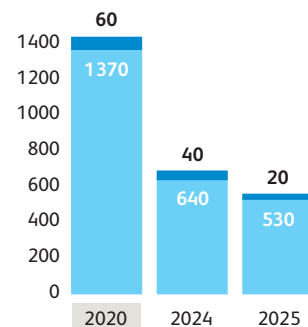
**15%** LOWER EMISSIONS  
(compared with 2020)

## OUR CLIMATE FOOTPRINT 2025

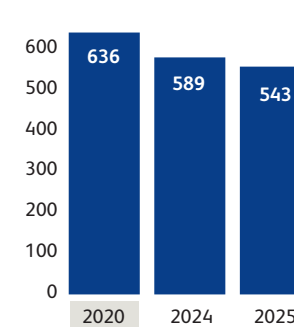
Climate footprint, Scopes 1 and 2 (tonnes CO <sub>2</sub> e)	2020	2024	2025
<b>Scope 1 and 2</b>			
Scope 1	1,370	640	530
Scope 2, market-based	60	40	20
<i>Scope 2, location-based</i>	<i>1190</i>	<i>510</i>	<i>340</i>
<b>Total Scopes 1 and 2, market-based</b>	<b>1,430</b>	<b>680</b>	<b>550</b>
Climate footprint, Scopes 1, 2 and 3 (tonnes CO <sub>2</sub> e) <sup>1</sup>	2020	2024	2025
<b>Scope 1 and 2</b>	<b>1,400</b>	<b>700</b>	<b>600</b>
<b>Scope 3<sup>2</sup></b>			
Purchased goods and services (1)	608,700	552,800 <sup>3</sup>	500,200
Capital goods (2)	7,400	10,500	16,800
Fuel- and energy-related activities (3)	2,400	2,100	2,400
Upstream transportation and distribution (4)	5,400	3,100 <sup>4</sup>	3,300 <sup>4,5</sup>
<i>Upstream transport and distribution, excluding emission reduction using CarbonGo</i>	-	-	<i>3 800<sup>5</sup></i>
Waste generated in operations (5) <sup>6</sup>	0	0	0
Business travel (6)	300	200	300
Employee commuting (7)	700	700	1200
Downstream transportation and distribution (9) <sup>7</sup>	1,100	600	400
Processing of sold products (10)	9,900	19,400	18,000
<b>Total Scope 3</b>	<b>635,800</b>	<b>589,400<sup>3</sup></b>	<b>542,500</b>
<b>Total Scopes 1, 2 and 3</b>	<b>637,300</b>	<b>590,100<sup>3</sup></b>	<b>543,000</b>

## CLIMATE FOOTPRINT TREND

Scopes 1 and 2, tonnes CO<sub>2</sub>e



Scope 3, 1,000 tonnes CO<sub>2</sub>e



<sup>1</sup>Rounded to the nearest 100 tonnes. Discrepancies in totals may occur due to rounding.

<sup>2</sup>The 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 to Skånemejerier.

<sup>3</sup>Figures adjusted since previous year due to corrections to data on purchased services and imports of dairy products.

<sup>4</sup>Data for domestic transportation covers the period December–November, international transportation covers the calendar year.

<sup>5</sup>For a small proportion of domestic transportation, the inseting service CarbonGo has been used, see page 23. This is calculated to have reduced emissions by approximately 500 tonnes, which are not included in the reported emissions.

<sup>6</sup>Emissions from all waste that has been sent for material or energy recovery are allocated to the next lifecycle, which means that remaining emissions are rounded down to zero.

<sup>7</sup>Both upstream and downstream transportation are reported in category 4. Category 9 includes emissions from external warehouses and the retail stage.



## THE CLIMATE FOOTPRINT OF MILK

Skånemejerier monitors trends in the climate footprint of milk by conducting annual climate calculations at the farms. The average climate footprint has continuously reduced since these calculations were first carried out.

### Annual climate calculations

Since 2021 (for the 2020 production year), the dairy farms that supply milk to Skånemejerier have used the Klimatkollen climate checking tool, developed as part of the Greppa Näringen project, to calculate their climate footprint. 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 (CO<sub>2</sub>e) per kilo of milk delivered – which is unique to each farm.

In the spring of 2025, climate calculations were carried out on 99 percent of the dairy farms that supply milk to Skånemejerier. The majority of dairy farms that did not carry out the calculations were farms that are in the process of closure. The milk producers receive financial compensation for carrying out the climate calculations.

### A lower climate footprint for our most important raw material

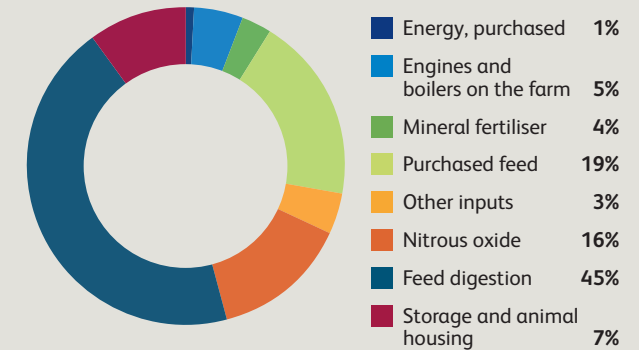
The 2025 climate calculation showed that greenhouse gas emissions in 2024 fell per kilo of energy-corrected milk from 0.95 to 0.86 kg CO<sub>2</sub>e.

This is equivalent to an improvement of almost ten percent. Several factors are behind the lowered climate footprint. For example, a high milk price in 2024 led to higher milk production on many farms, which results in greater resource efficiency. The harvest in 2024 was also considerably better than 2023, with good harvests of feed for the animals. 2024 was also the first full year in which the farms' actions on climate, animal welfare and biodiversity were rewarded under Skånemejerier's incentive programme. Since 2020, Skånemejerier has generally seen a 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.

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.

## DISTRIBUTION OF GREENHOUSE GAS EMISSIONS, AVERAGE OF ALL FARMS<sup>1</sup>



**99%** OF THE FARMS THAT PRODUCE MILK FOR SKÅNEMEJERIER COMPLETED THE KLIMATKOLLEN CHECK IN 2025

**0.86** KG CO<sub>2</sub>E IS THE AVERAGE CLIMATE FOOTPRINT PER KILO OF MILK SUPPLIED TO SKÅNEMEJERIER<sup>1</sup>

## 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. 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 <sub>2</sub> e per kilo of milk delivered	
	Without organic soils	With organic soils
2025	0.86	0.88
2024	0.95	0.96
2023	0.97	1.00

<sup>1</sup> Not including emissions from organic soils.



## 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. The dairy farms 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. It 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	 Carbon dioxide	 Carbon dioxide, nitrous oxide	 Methane, nitrous oxide	 Methane, nitrous oxide
CATEGORY	 <b>ENERGY</b> – production of purchased energy	 <b>ENERGY</b> – emissions from engines/boilers on farm	 <b>MINERAL FERTILISERS</b>	 <b>PURCHASED FEED</b>	 <b>OTHER ADDITIVES</b>	 <b>NITROUS OXIDE FROM LAND</b>	 <b>CHANGES IN SOIL CARBON STOCKS</b>	 <b>FEED DIGESTION</b>	 <b>STORES AND STALLS</b>
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 low	Keep fertiliser stocks low during the warm season and store fertiliser as cool as possible



## FOSSIL-FREE TRANSPORT

A smooth-running transport system is essential for our products to reach customers and consumers safely and on time. Skånemejerier's domestic transport covers both collections from farms, and distribution to stores and other customers. Although transport accounts for a small proportion of our total climate impact, we work systematically to minimise emissions and ensure a stable and sustainable supply chain.

### A dairy with its own haulage firm

We have run parts of our local distribution ourselves since 2023. Our own haulage firm is certified under Fair Transport, which ensures high standards of sustainability, road safety and social responsibility. In addition, we work with several external haulage firms, including for our milk collection rounds, which collect milk from 274 farms across southern Sweden around the clock.

### Fossil-free fuel

Skånemejerier has signed up to DLF's transport initiative, whose target is 100 percent fossil-free domestic transport by 2025. To be classed as fossil-free, the fuel must reduce emissions by at least 70 percent compared with fossil alternatives.

Skånemejerier achieved the target of 100 percent fossil-free domestic transport in 2025. 95 percent of our transport, based on the energy content of consumed fuel, ran on fossil-free fuel. For the remaining five percent, Skånemejerier bought renewable fuel using the insetting model CarbonGo, where our transport partner fills up other transport with a corresponding amount of fossil-free fuel and Skånemejerier bears the additional cost. This solution enables us to be fossil free also in parts of the chain where infrastructure and co-loading has made fossil-free alternatives more difficult, and is calculated to have cut emissions by about 500 tonnes of CO<sub>2</sub> in 2025.

The transport we own ourselves runs on 100 percent fossil-free fuel. HVO and biogas are used for all milk collection and all transport between our facilities. We only use HVO certified as palm oil-free and have our own filling station at Malmö Mejeri. In 2025 two new electric lorries also joined the fleet and at the end of 2025, we had three electric lorries of our own plus a further two via a third party. We want to be involved in further advancing the electrification of heavy goods vehicles, but we recognise that deficiencies in the current infrastructure, low diesel prices 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.

### Efficient transport

We are working continuously to reduce the number of kilometres driven and optimise our logistics flows. We do this through route optimisation, more efficient loading, increased co-distribution and close cooperation with municipalities and other actors.

Since 2020, we have been co-distributing dairy products with fruit and vegetables in fifteen municipalities in Skåne, which reduces climate impact, traffic around schools and the municipalities' logistics costs. Interest in co-loading continues to grow, and we can see the model being further developed in the years ahead as more municipalities seek shared delivery solutions.

The Swedish Transport Administration's reclassification of regional roads as bearing capacity BK4 means that today our lorries can load up to 70 tonnes, which is equivalent to about 10 percent more per vehicle than before. This increased loading capacity means that fewer journeys are needed to deliver the same amount of goods, both saving energy and reducing congestion on the road network.

All drivers, in milk collection and our domestic transport, are trained in eco-driving. We apply constant monitoring and regular training to ensure a driving style that reduces fuel consumption, improves road safety and helps to make transport more energy-efficient.

In 2025, we also expanded the number of milk tankers with electric pumps to five. Electric pumps mean that the engine can be turned off for the up to 45 minutes it takes to pump the milk into the tanker on the farm. As well as a quieter work environment, this is a clear step towards reduced fuel consumption and lower emissions at each farm visit.

### Company cars and sustainable commuting

At Skånemejerier, we want to encourage our employees to commute to work more sustainably, for example by bike or public transport. We have installed charging stations for electric cars at Malmö Mejeri. Regarding our company cars, over time we have switched to plug-in hybrid and battery electric vehicles, with the aim of having a completely electric vehicle fleet by 2030.

**TARGET: 100% fossil-free domestic transport by 2025**

**OUTCOME 2025: 100% fossil-free domestic transport<sup>1</sup>**

<sup>1</sup>95 percent using fossil fuel, the remaining 5 percent covered by purchases of fossil-free fuel through CarbonGo



## ENERGY AT OUR DAIRIES

Skånemejerier has high energy needs, with consumption using several different types of energy. During the year, we continued to carry out targeted energy-efficiency measures and upgraded our processes, focusing on optimising equipment, reducing thermal losses and improving the overall energy performance of dairy production.

### Target of 100 percent renewable energy supply met

Skånemejerier's operations use large amounts of energy. Our target was for our energy supply to be completely renewable by 2025. By the end of 2025, we had achieved this target at all four production facilities by replacing the last fuel oil at Hjordnära Mejeri in Hjo and Kristianstads Mejeri with HVO. This makes Skånemejerier the first company in the Lactalis Group to run entirely on renewable energy. A total of 99 percent fossil-free energy was used at our facilities during the year.

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 Hjordnära 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 2025, biogas production in Hjo has been beset by continued operational problems. This has led to some variation in the share of biogas, although production is at a high level compared with some previous years. Over time, biogas production has reduced the need for oil at the facility and in late 2025, we replaced the last oil with HVO to ensure a stable, fossil-free energy supply.

The dairy and the cheese processing plant in Kristianstad are linked to the municipal heating network which burns wood chips, a renewable raw material.

### Improved energy use

The production of dairy products is energy intensive and demands both heat and electricity. Pasteurisation and cleaning of tanks, pipes and equipment accounts for much of the need for process heating, as does the heating of premises. Electricity is used to power pumps, machinery and cooling systems, ensuring that the products are handled, packaged and stored correctly. Additionally, electricity is used for support processes such as ventilation and lighting. In total, this makes the energy question crucial to reducing the business' climate impact and strengthening sustainability efforts.

Energy improvements are constantly carried out in line with Skånemejerier's operational planning, such as replacing old machinery, steam valves, equipment and lighting, with more energy-efficient alternatives. There may also be larger, more complicated projects such as replacement or remodelling of entire heating and cooling systems that can span several years, but make a major difference to energy efficiency in the longer term.

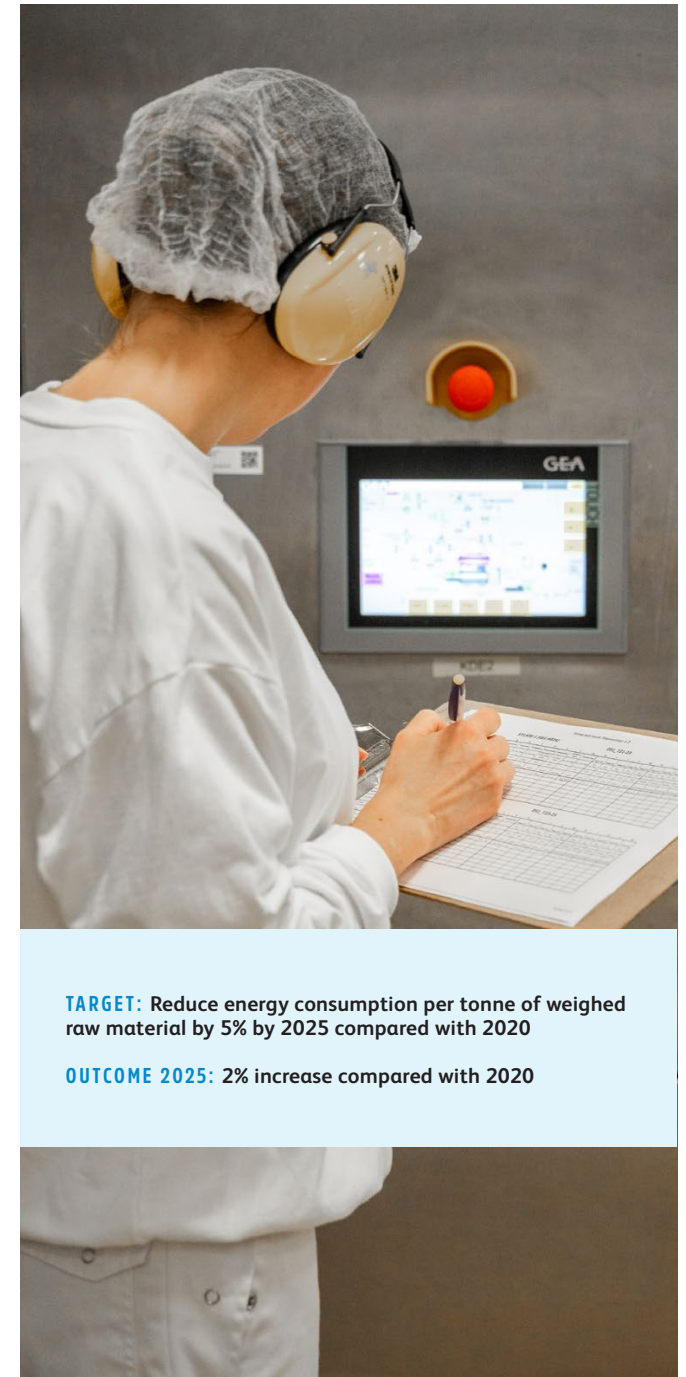
Skånemejerier's target was to reduce energy consumption by 5 percent per tonne of weighed raw material at all facilities by 2025 compared with 2020. In recent years, the dairies have made many improvements both large and small, while production has increased in some segments. Energy consumption per tonne of weighed raw material has fallen at three of our four facilities since 2020. Hjordnära Mejeri has reduced its relative energy consumption by 28 percent, and our facilities in Kristianstad are down by 13 percent. Malmö Mejeri, on the other hand, has increased its relative energy consumption by 15 percent. In total, this means that the relative energy consumption of all facilities has increased by just over two percent.

The main reason behind the business' increased energy use is the growing demand for milk with a longer shelf life (ESL<sup>1</sup>). This milk is pasteurised at a higher temperature than low-temperature pasteurised milk, and so demands more energy. The increased production of quark also plays a part in this total increase.

The dairy is constantly carrying out energy-saving optimisation and upgrades, but the positive effects are outweighed by the higher production volumes. Without these improvements, however, the energy requirement would have increased even more.

<sup>1</sup>Extended Shelf Life

DISTRIBUTION OF ENERGY CONSUMPTION	Proportion of energy consumption, %
Total energy consumption from fossil sources <i>Crude oil and petroleum products</i>	1
Total energy consumption from renewable energy sources <i>Biogas, electricity, HVO, district heating from wood chips</i>	99
Total energy consumption from nuclear sources	0
<b>TOTAL</b>	<b>100</b>



**TARGET:** Reduce energy consumption per tonne of weighed raw material by 5% by 2025 compared with 2020

**OUTCOME 2025:** 2% increase compared with 2020

# WATER AND POLLUTION 2

Water management and pollution are a key area for Skånemejerier. Both primary production and the processing of our products demand large amounts of water. Pollution in our value chain and from our facilities is also largely linked to water, for example in the form of nutrient leaching from feed production, or organic material in our waste water.

## WATER

Reducing water consumption is a major but necessary challenge. We work continuously on technical solutions to reduce, recycle and recirculate water where this is possible.

### Water use

As a food company, Skånemejerier needs to maintain a very high standard of hygiene to prevent bacterial growth and other pollutants. Regular cleaning of machines, tanks, pipes and floors takes large amounts of fresh water. Without access to clean water, production could quickly be affected, and therefore both water consumption and waste water discharge are a material sustainability risk in our operations.

Several factors affect the fresh water requirement in our dairies. These include which products are being produced and how many varieties are involved, but also the size of each production run. Several smaller runs mean more changeovers and so more washing, which increases the need for both water and energy. Therefore, production planning and efficient cleaning procedures are important to reduce water consumption over time.

In recent years, we have implemented several measures to reduce water consumption, including optimising cleaning processes, improved monitoring and technological upgrades. These initiatives have helped to reduce water consumption at several facilities and improve our long-term resource efficiency.

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

In 2025, Skånemejerier's total water withdrawal fell for the first time in several years. Since quark production was launched ten years ago, the need for water has constantly grown, but the results this year show a downward trend compared with previous years. One contributory factor behind the change was a project at Malmö Mejeri, where fresh water was replaced by circulating ice water. At Hjordnära Mejeri too, process

optimisation has led to reduced water consumption and a lower energy requirement.

For relative water consumption, measured as cubic metres per tonne of weighed raw material, the target was to reduce the total consumption at our facilities by three percent by 2025 compared with 2020. Despite a reduction compared with the previous year, we have seen an increase of 12 percent compared with the base year. This is mainly due to the greater complexity of production at Malmö Mejeri, and new equipment that requires more water. We are continuing to work in line with our action plan to reverse this trend.

Looking ahead, several projects are planned which are expected to reduce water consumption. In 2026, there are plans to rebuild and expand the washing system at the dairies in Malmö and Kristianstad, which will also involve better optimisation of water consumption.

### Water use in the value chain

Water is also an important issue in the rest of our value chain. Drought and flooding have a major potential negative impact on the farms that deliver milk to us. In feed production, it is also important to prevent nutrient leaching of nitrogen and phosphorus, which can have a negative impact on seas and watercourses. In a survey of negative impacts in our value chain, growing fruit for juice and ingredients is identified as a water-related risk, as cultivation demands a lot of water and pesticides can affect watercourses and groundwater.



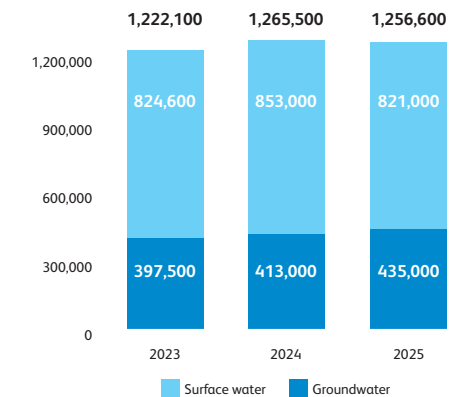
**TARGET:** 3% reduction in relative water consumption, measured as cubic metres (m<sup>3</sup>) per tonne of weighed raw material, by 2025, compared with 2020.

**OUTCOME 2025:** 12% increase in water consumption compared with 2020

WATER USE	Volume of water, m <sup>3</sup>
Total water consumption	140,400
Total consumption in areas with water risk, including areas with a high risk of water stress	0
Total water withdrawal	1,256,600
Total water discharged	1,116,300

## WATER WITHDRAWAL

Water withdrawal from our facilities, m<sup>3</sup>



## POLLUTION

Skånemejerier works systematically to minimise its climate impact and ensure that emissions to air and water are kept at very low levels. Our energy efficiency measures, modern technology, robust treatment capacity and safe chemicals handling prevent environmental and health risks throughout our operations.

### Emissions to air

Today, Skånemejerier's production has no significant emissions to air. The carbon dioxide emissions from our facilities are relatively low, thanks to very low use of fossil fuels. Fuel oil has been phased out entirely in 2025, reducing emissions of particulates. The gas used for process heating at Malmö Mejeri produces barely measurable sulphur emissions, and low emissions of nitrogen oxides, which can lead to acidification and eutrophication. The gas boiler uses modern nitrogen oxide technology and produces low emissions in relation to consumption.

The use of ethanol to disinfect cheese, which can give rise to volatile organic compounds, has been almost entirely phased out.

The most significant risk of emissions to air is the spread of airborne legionella bacteria, which can cause a risk of infection and serious illness in humans, from the cooling towers at two of our facilities.

These cooling towers have established procedures for continuous monitoring, cleaning and disinfection, plus verified sampling to ensure that legionella is not present. When a new cooling tower was installed,

we chose a cooling technique that only uses small amounts of water where necessary and does not create water aerosols, which in practice eliminates the risk of spreading legionella.

### Waste water discharge

Much of the water used at our facilities goes to municipal treatment plants, and a small amount of clean cooling water goes to the stormwater system. Two of our dairies – Malmö and Hjordnära – 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.

Minimising the amount of dairy products that end up in waste water is a high priority. We continuously measure the content of fat and other organic substances in the waste water in order to be able to conduct monitoring and make improvements. In 2025, the amount of biodegradable organic material in waste water (COD) from our facilities decreased by 56 percent compared with 2020, as a result of lower raw material waste in production and major investments in treatment plants and a buffer tank at Malmö Mejeri. This means that we have reached our target of reducing COD by 30 percent by 2025 by a good margin.

### Environmental cases during the year

Skånemejerier has an obligation to report major operational disruptions to relevant stakeholders and supervisory authorities. In 2025, 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 works continuously to reduce the risk of such discharges, and several of these events were linked to the upgrade of an old control system. None of the incidents resulted in fines or other penalties.

### Use of chemicals

Chemicals are used at our facilities for purposes including cleaning, water treatment and maintenance. Correct and safe chemicals handling is important for our immediate environment and the safety of our employees. We are constantly risk assessing our chemicals and working to reduce the number of chemicals used in our facilities. Skånemejerier currently uses 18 products in its operations classified as SVHC (Substances of Very High Concern) under EU chemicals legislation. These, together with other PRIO chemicals (substances prioritised for phase-out or reduction) are subject to an ongoing study to assess whether they can be replaced with more environmentally friendly alternatives.

**TARGET: 30% reduction in COD by 2025, compared with 2020**

**OUTCOME 2025: 56% reduction in COD compared with 2020**

DISCHARGED WATER AND WATER TREATMENT					
Facility	Waste water volume, m <sup>3</sup>	Treatment method	Recipient	BOD7 <sup>1</sup> , tonnes	COD <sup>2</sup> , tonnes
Malmö Mejeri (dairy)	597,000	Aerated equalisation and flotation <sup>3</sup>	Municipal waste water treatment plant	346	511
Kristianstads Mejeri (dairy)	470,000	pH equalisation	Municipal waste water treatment plant	273	437
Hjordnära Mejeri	42,000	Flotation and biostage <sup>4</sup>	Municipal waste water treatment plant	19	32
Kristianstads Ostförädling	6,700	-	Municipal waste water treatment plant	-	-
<b>Total</b>	<b>1,115,700</b>			<b>638</b>	<b>980</b>

<sup>1</sup>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.

<sup>2</sup>COD means Chemical Oxygen Demand and is a measure of the amount of degradable organic matter in the water

<sup>3</sup>Flotation is chemical treatment where fat, etc. is removed to form a sludge.

<sup>4</sup>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 recipients. In 2025, there was no waste water discharge to surface water, groundwater or sea water. All emission data has been analysed by an accredited laboratory using current ISO methods. Volumes of waste water are recorded daily by waste water meters or by converting the figure for incoming water volume.



# BIODIVERSITY 3

**Biodiversity is one of Skånemejerier's highest priorities. The absence of well-functioning ecosystems has a negative impact on harvests and grazing. We work actively to promote open landscapes and sustainable solutions in the supply chain. Part of our impact on biodiversity comes from feed production, where risk crops such as soya are often part of the value chain.**

## BIODIVERSITY AND GRAZING

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.<sup>1</sup>

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 red-listed 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 dairy farms help to preserve biodiversity by keeping animals on natural pastures. Our sustainability incentive programme gives the farms points for working on measures to preserve biodiversity (see page 17 and the fact box below).

### Grassland cultivation important for biodiversity and carbon sequestration

In Swedish agriculture, nearly 40 percent of the area is forage leys and green fodder crops<sup>2</sup>, i.e. the cultivation of grass and clover for ruminant animals. Grassland cultivation binds considerable amounts of carbon into the soil, increases soil fertility, strengthens the soil<sup>3</sup>, and leads to more stable production and drought resistance.<sup>4</sup> Including forage leys in the crop rotation not only provides feed for dairy cows, but also helps to increase the yields of other crops.

Grassland cultivation 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.

Forage leys contain both grasses and nitrogen-fixing plants such as clover, which means that the supply of nitrogen through fertilisation is lower. Research from the Swedish University of Agricultural Sciences (SLU)<sup>5</sup> shows that soil carbon content on dairy farms is higher than on pure arable farms.

By cultivating grasslands, dairy farms 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.

<sup>1</sup> Anthology eds. Tunón, Sandell, 2021.

<sup>2</sup> Swedish Board of Agriculture, Agricultural land use 2024.

<sup>3</sup> Gould et al., 2016.

<sup>4</sup> van Eekeren et al., 2006; de Wit et al., 2013.

<sup>5</sup> Henrysson et al., 2022.

<sup>6</sup> Data collected in 2025 for the full year 2024

## 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, 11,400 hectares of which is natural pasture.

- 23 percent of the farms<sup>6</sup> are working to restore pasture. Restoring pasture prevents overgrowth and preserves biodiversity.
- On 16 percent of the farms, wetlands have been created or restored in the last five years.
- 28 percent of the farms grow flowering field margins or wildflower strips.

In 2025, we summarised the work of the farms for biodiversity in a publication to spread awareness of best practice and knowledge about the role of milk production for biodiversity in the agricultural landscape. Read more at [www.skanemejerier.se](http://www.skanemejerier.se)



## IMPACT ON BIODIVERSITY ELSEWHERE IN THE VALUE CHAIN

In a survey of potential negative impacts, fruit used in juices and ingredients, as well as soya and oil palm products in feed, were identified as two areas that could have a negative impact on biodiversity.

### Juice and ingredients

Fruit 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.

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.

To tackle these risks, Skånemejerier works with established suppliers of ingredients and juice concentrates, who are covered by the Lactalis Group Supplier Code of Conduct. We also only use certified cocoa in our chocolate milk.

### Risk crops in feed

Feed for dairy cows may contain a small proportion of soya and oil palm products, which can have a negative impact on people and the environment in the countries where they are grown.

In early 2025, Skånemejerier became a member of the Swedish Platform on Risk Commodities.<sup>1</sup> The platform's aim is to ensure that soya and oil palm products do not contribute to deforestation or land conversion, and that they are produced with respect for human rights. According to the platform's roadmap, by the end of 2025 at the latest member companies must require more sustainably grown soya and oil palms, supported by recognised certifications such as the Round Table on Responsible Soy Association (RTRS), ProTerra and Roundtable on Sustainable Palm Oil (RSPO).

According to a Swedish industry agreement, all soya used in animal feed must be certified in accordance with the criteria of RTRS or ProTerra.<sup>2</sup> For imported products, Skånemejerier buys RTRS credits equivalent to the volumes of feed soya used that are not covered by any of the platform's approved certifications. 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. Skånemejerier buys RSPO credits corresponding to the volumes of oil palm products calculated to be included in feed used for weighed inflows of Swedish milk. We look forward to working with other actors in the value chain to jointly achieve the platform's goals of more sustainably produced soya and oil palm products.

<sup>1</sup> <https://riskgodor.se>

<sup>2</sup> Round Table on Responsible Soy Association (RTRS) and the ProTerra Foundation are two non-profit organisations that promote the growth of production, trade and use of responsible soya.

**TARGET:** We fulfil our commitments on risk commodities as members of the Swedish Platform on Risk Commodities.

**OUTCOME 2025:** 100% of soya feed covered by certification according to Swedish industry standard or covered by credits for more sustainably produced soya



# ANIMAL WELFARE 4

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.

## FOCUS ON ANIMAL WELFARE

When cows are fit and healthy, they can produce high-quality milk. Good animal welfare is therefore not only an ethical must-have but an essential factor for our business. Good animal welfare is also an issue that is highly valued by Swedish consumers.

### A systematic approach to animal welfare

A key element of our farm certification (ISO 9001) relates to 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.<sup>1</sup> 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 producers 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 cell count, 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.

### A good life indoors and outdoors

On the farms that deliver raw milk to us, 94 percent of the cows are in loose housing, which is higher than the average in Sweden (84 percent).<sup>2</sup> 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 that 95 percent of the dairy cows are to be in loose housing by 2030, a target adjusted down from 100 percent out of consideration for small farms that are unable to switch to loose housing.

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. In 2025, 95 percent of cows in loose housing had access to rotating cow brushes.

The cows' feed is completely GMO-free on all dairy farms and all soya in the feed must be certified (see page 28). 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, the cows on the farms that supply milk to Skånemejerier in 2025 spent 39 more days outside than is legally required in the region.

### Good animal health

Animal health is crucial to sustainable milk production and a central area of responsibility in our relationship with the farms that deliver milk to Skånemejerier. We constantly monitor the animal health situation at the farms using established metrics and regular audits. The milk cell count is a central metric of udder inflammation and a direct indicator of the health of dairy cows. In 2025 the average cell count<sup>3</sup> at the farms was 201, which is slightly above our target of an average cell count below 200.

### 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 the farm certification scheme, milk producers with low antibiotic use are also rewarded through our sustainability incentive programme.

<sup>1</sup> [https://www.skanejerier.se/wp-content/uploads/2025/12/Policy\\_Djuromsorg-1.pdf](https://www.skanejerier.se/wp-content/uploads/2025/12/Policy_Djuromsorg-1.pdf)

<sup>2</sup> Växa Statistik, Domesticated animal statistics 2026

<sup>3</sup> Cell count (thousand cells per ml of milk) is calculated as an average of the monthly value of all suppliers (geometric average)

**TARGET: 95% of the cows on the farms that deliver milk to Skånemejerier are in loose housing by 2030**

**OUTCOME 2025: 94% of the cows on the farms that deliver milk to Skånemejerier are in loose housing**



## COW SIGNALS

In 2024, Skånemejerier started to offer an opportunity for owners and employees at the dairy farms 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.

In 2025, farmers and employees were trained on 10 farms.

# CIRCULAR ECONOMY 5

As a food producing company, Skånemejerier's biggest impact in the circular economy comes from production waste and food waste, along with packaging. We are therefore continuously working to improve how efficiently we use our resources.

We follow the waste hierarchy to best manage our waste and actively push to constantly increase the circularity of our packaging. These issues are also important to customers and consumers, with packaging and food waste as one of their key concerns.

## 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 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.

Important measures were implemented in 2025 to improve the fat-protein balance throughout the dairy process, such as new procedures, control systems, real-time measurements and staff training.

The dairies' fat losses have decreased by 58 percent and their protein losses are down by 70 percent, compared with 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 to deviations in parameters such as 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, and we have also established a close collaboration with several municipalities that are happy to buy volumes to be consumed within a relatively short time at a reduced price.

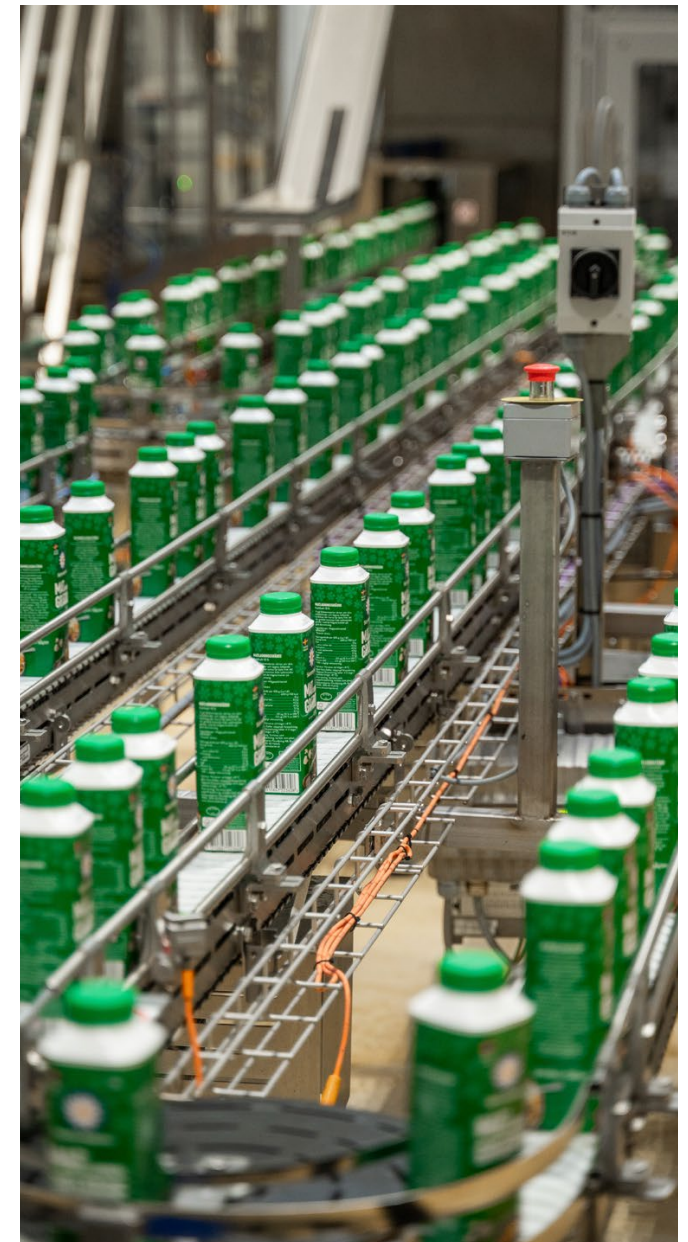
The goods that are not sold at a reduced price are donated to the Stadsmission charity in Skåne, Stockholm and Gothenburg. They ensure that the products are put to good use in breakfasts, lunches and food parcels for those in need, or in the charity's social supermarket, Matmissionen. In 2025, a little over 233 tonnes of food was donated in total.

As a last resort, the products we have not been able to sell or donate are discarded. Owing to well-established processes and a focus on clearance sales and donation, the proportion of discarded products is low, amounting to 0.20 percent in 2025. This was slightly higher than in 2024 (0.17 percent), partly due to major fluctuations in demand for some products, which made forecasting more difficult. While we were upgrading our business system, we increased our buffer stock in order to guarantee deliveries to customers.

When the rollout had less impact on operational work than expected, we found ourselves left with surplus stock, which affected the percentage of discarded products in 2025.

**TARGET: 15% reduction in raw material losses by 2025 compared with 2020**

**OUTCOME 2025: 58% reduction in fat losses  
70% reduction in protein losses compared with 2020**



### 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 tea.<sup>1</sup>

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.

<sup>1</sup> Amount of food and drink disposed of via the drains from Swedish households in 2021:  
<https://www.naturvardsverket.se/publikationer/6900/mangd-mat-och-dryck-via-avlopp-fran-svenska-hushall-2021/>

**TARGET:** Max 0.15% of volumes sold may be discarded

**OUTCOME 2025:** 0.20% of volumes sold were discarded

## COLLABORATION WITH SKÅNE STADSMISSION SAVES FOOD AND EMPOWERS PEOPLE

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 2025, 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 outreach work, 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 2025, more than 233 tonnes of food were donated to the organisations’ various activities.

The partnership with Skåne Stadsmission also extends to our employees, who have volunteered at the organisation’s charitable events. For the fourth year running, we participated in Skåne Stadsmission’s Christmas gift shop, where parents living in financial hardship can come and choose free Christmas gifts for their children. As a joint venture with Nils Holgersson Upper Secondary School, the Swedish Chefs Association and Skåne Stadsmission, we organised a farm visit for children and families through the Unga Forum youth charity.

At the end of the year, we ran a Christmas campaign on our milk cartons, appealing to people in Skåne to support Skåne Stadsmission financially with donations large or small.

**SKÅNE  
STADSMISSION**



## 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 new products and energy

Our dairies generate by-products at different stages of 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.

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. Of our biological residues, around 84 percent of the volume goes to animal feed and 16 percent to biogas production. In 2025, the accumulated biological residues sent for biogas production, such as fatty sludge and discarded products, were able to generate biogas equivalent to around 6.2 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 using all the biological residues from our plants is equivalent to about 708,000 litres of petrol.

### 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 are sent directly to our waste contractor, which sends the content off for the production of biogas instead, while the packaging goes to material recycling.

### Continued reduction of combustible waste

Our two larger dairies handle more than 40 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 and is sent for energy recovery.

Since all unsorted waste represents a break in the ecocycle, Skånemejerier is continuously working to reduce this proportion through better sorting systems. The combustible waste consists of mixed waste types that

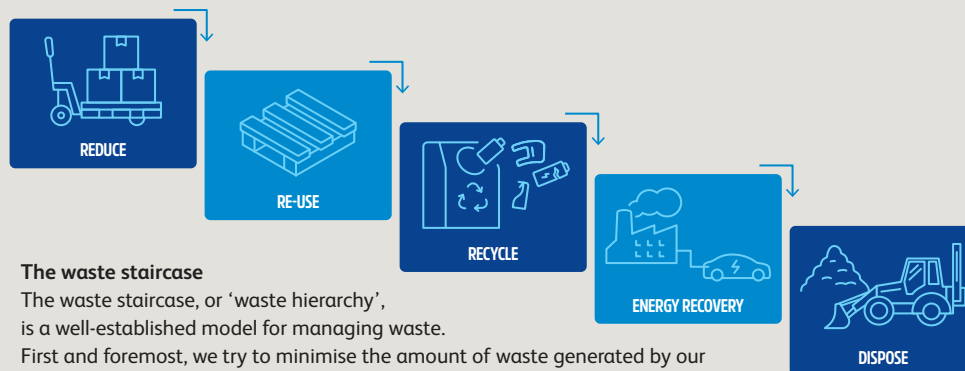
cannot be recycled and are therefore sent for energy recovery. All waste sorting is carefully monitored and continuous improvements are made under our environmental management system.

Overall, the amount of combustible waste decreased by 17 percent in 2025 compared with 2024. In reducing unsorted combustible waste by 65 percent since 2020, we have exceeded our target of a 25 percent reduction by 2025. This has been achieved through a targeted focus on the issue of waste, continuous improvements, simpler labelling, procedures, information and evaluations. Although the target has been met, we continue to work on our residual flows to further optimise resources.

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.

**TARGET: 25% reduction in combustible waste by 2025 compared with 2020**

**OUTCOME 2025: 65% reduction in the amount of combustible waste compared with 2020**



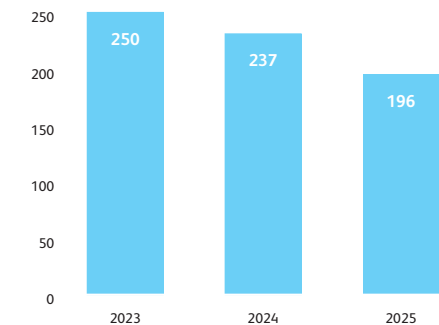
### The waste staircase

The waste staircase, or 'waste hierarchy', is a well-established model for managing waste.

First and foremost, we try to minimise the amount of waste generated by our operations. Some products in our production and logistics chain are reused, such as returnable pallets and containers in which our ingredients and certain chemicals are delivered.

## COMBUSTIBLE WASTE

Combustible waste from all facilities in tonnes



## GOOD PRODUCTS IN 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. When the EU Packaging and Packaging Waste Regulation (PPWR) comes into force in August 2026, Skånemejerier will adapt to the increased requirements for recyclability, the proportion of recycled material in packaging and requirements for reuse that the regulation entails.

### More packaging that can be recycled

In 2025, the total proportion of recyclable packaging<sup>1</sup> was 99 percent, which is up 1 percent compared with 2024. We are thus very close to our target of having 100 percent recyclable packaging by 2025. We have now updated our target to 100 percent of Skånemejerier's packaging being recyclable by 2030.

Skånemejerier has signed up to DLF's Plastic Initiative, which commits us to working towards 100 percent recyclable plastic packaging by 2025.

In 2025, 92 percent of our plastic packaging was recyclable, an increase of 1 percent compared with the previous year.

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. Having launched new packaging for our hushällsost cheese in a recyclable monomaterial, as well as switching to monomaterial in all

grated cheese bags, we are now continuing to work on our other cheeses. Over the year, we carried out extensive testing of monomaterials, which we hope to be able to launch in 2026.

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.

**TARGET: 100% recyclable packaging by 2025**

**OUTCOME 2025: 99% recyclable packaging**

<sup>1</sup>Includes all packaging for in-house and imported products sold on the Swedish market and reported to Näringslivets Producentansvar (NPA, formerly FTI). Exported products and products where the customer reports packaging data to the NPA are not included. 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.



### More renewable and recycled materials

Skånemejerier endeavours to use renewable and recycled materials in our packaging, with a target to achieve 100 percent by 2030. In 2025, the proportion of renewable or recycled packaging materials was 83 percent, which is a 4 percent increase since 2024. 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 2025, 83 percent of all our packaging material comprised drink cartons and corrugated board made primarily from renewable paper and paper-board. Some drink cartons also contain a small amount of plastic of non-renewable origin, while other cardboard packaging has plastic from renewable sources in the caps and plastic films.

### 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. During the year, we cut the amount of plastic in our packaging by 34 tonnes, by reducing the weight of some of our pots.

### Reducing the environmental impact of our packaging

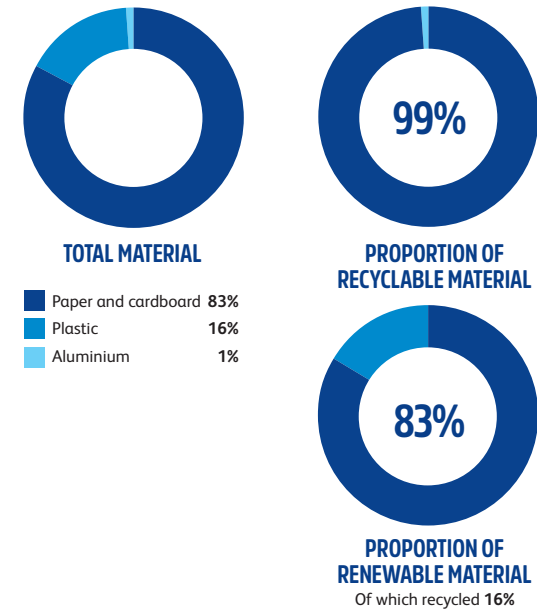
We endeavour to reduce the environmental impact of Skånemejerier's packaging, for example by purchasing packaging from suppliers with ISO 14001 certification. In addition, we endeavour to use FSC®-certified raw material<sup>1</sup> in all our corrugated board packaging and cartons, which means we are using 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.

**TARGET: 100% renewable or recycled packaging material by 2030**

**OUTCOME 2025: 83% renewable or recycled packaging material<sup>2</sup>**

### PROPORTION OF RECYCLABLE PACKAGING AND RENEWABLE/RECYCLED PACKAGING MATERIALS<sup>3</sup>



<sup>1</sup> Our FSC® trademark licence number is FSC-N001708.

<sup>2</sup> Includes a small amount of plastic of fossil origin in drink cartons.

<sup>3</sup> Includes all packaging for in-house and imported products sold on the Swedish market and reported to Näringslivets Producentansvar (NPA, formerly FTI). Exported products and products where the customer reports packaging data to the NPA are not included.



### KARTONGMATCHEN - FOR FUTURE RECYCLERS

Since 2012, Skånemejerier has been a local partner for Kartongmatchen (The Carton Match), a project initiated by Tetra Pak that uses playful information and creative competitions to inform children 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. 2025 saw 10,227 children and school pupils 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 370,000 children and pupils have participated in the Kartongmatchen project since its inception, with participants competing for great prizes, including money to make their schools and preschools more sustainable.



# SOCIAL SUSTAINABILITY ISSUES

## OUR MATERIAL SUSTAINABILITY TOPICS:

⑥ Own workforce	36
⑦ Workers in the value chain	41
⑧ Consumers and end-users	42



# OWN WORKFORCE 6

The engagement and well-being of our employees is crucial for a sustainable business. As an employer, we have a responsibility to prevent negative impacts on the well-being and safety of employees, while fostering participation and development. 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.

## SKÅNEMEJERIER AS A WORKPLACE

Skånemejerier's employees are a crucial factor in our success, and we actively seek to provide a safe and inclusive work environment where they can develop.

### Our employees

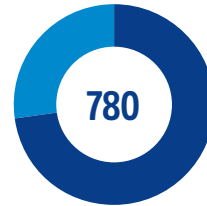
At the end of 2025, Skånemejerier had 780 employees at our production facilities, our head office and in our sales force across Sweden.

We strive for an inclusive work environment where all employees are treated equally with respect, consideration and appreciation. Embracing differences gives us a broad and varied range of experience that is a significant asset for our business.

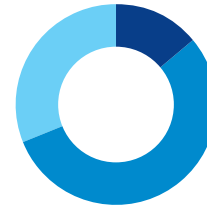
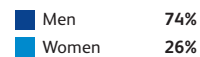
26 percent of our employees are women and 74 percent are men. The distribution between women and men is more even in administrative jobs (44 percent women and 56 percent men) than in production, warehousing and transport (11 percent women and 89 percent men). Around one third of the Board and management team are women. Approximately 30 percent of our managers are women and we are working to increase that number.

Staff turnover stood at 7.4 percent in 2025, with the highest turnover among administrative staff.

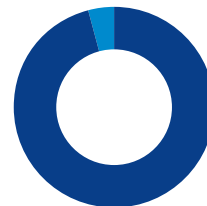
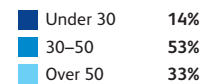
## OUR STAFF IN FIGURES



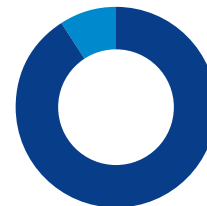
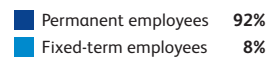
### EMPLOYEES



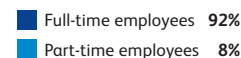
### AGE DISTRIBUTION



### FORM OF EMPLOYMENT



### FULL-TIME/PART-TIME



## GENDER BREAKDOWN, SENIOR MANAGEMENT POSITIONS

	Members of the Board			Management team			Managers		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Number	3	6	9	4	8	12	29	73	102
Distribution %	33%	67%	100%	33%	67%	100%	28%	72%	100%

### 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 a clear stand against pay discrimination and work systematically to detect, manage, address and prevent unfair pay differences, for example through an annual salary survey. This year's survey found no unjustified pay differences.

Skånemejerier works with a structured recruitment process based on a clear requirement profile, and in interviews we use competency-based interviewing techniques. Recruitment is based on the requirements of the post in terms of skills, personal characteristics, experience and knowledge, which reduces the risk of discrimination.

In 2025, a large proportion of our employees received training on the organisational and social work environment and discrimination, with a view to promoting good health and relations, and preventing ill health at work. The training was also a way for us to reinforce our zero tolerance of victimisation, discrimination, bullying and sexual harassment at Skånemejerier.

### Corporate culture

Our core values – ambition, engagement and simplicity – define the entire Lactalis Group and inform how we act and behave towards each other. The values also feed into the way we work together, and how we create engagement and satisfaction in our workplace. They are therefore a natural part of our recruitment processes and performance reviews. Our values are expressed practically in our Code of Conduct, which sets out how employees are to act in different situations.

If an employee becomes aware of behaviour, actions or situations that are in breach of the law, our Code of Conduct or the Lactalis Group's internal rules and procedures, they are urged to report this immediately through the Lactalis Group's whistleblowing platform Lact@Lert, launched in 2022 (see page 46).

In 2025, work continued on the Lactalis Leadership Model, which is aimed at both managers and employees. The model is based on 16 behaviours which, together with our core values, 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 the focus of workshops where teams used the model to discuss their strengths and areas for development.

### Health and well-being in our workplace

One of the main risks in working life today is excessive workload, which can lead to stress-related conditions. Our managers are selected with care and we train them on an ongoing basis to ensure they are well equipped to support their staff. Clear objectives and job descriptions mean expectations are clearly understood, making the working day less stressful. For office workers, sedentary work and strain from computer screen work are additional risk areas.

Our target is for sickness absence to not exceed 4 percent. Unfortunately, in 2025, sickness absence rose to 4.6 percent (4.1 percent in 2024). We continue to strengthen cooperation between managers, HR and occupational health services to prevent both long-term and recurrent short-term sickness absence at an early stage.

In a drive to reduce short-term sickness absence among our blue-collar workers, we introduced 'return-to-work rounds' in 2025. This collaboration with the occupational health service aims to create a clearer structure around sickness absence and its monitoring, and relieve the pressure on managers, while training them in how to conduct return-to-work discussions when an employee comes back after an illness. There are indications that the programme is having a positive effect on levels of sickness absence, but the continuing initiative is expected to produce a clearer result further down the line.

### Collective agreement for all employees

All Skånemejerier employees are covered by collective agreements that provide frameworks and guidelines for, among other things, salary setting, occupational pensions, insurance, pay and supplementary benefits 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. Skånemejerier is represented in the forum by an appointed delegate. The forum met in Sweden in autumn 2025.



## 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 internal information in all parts of the organisation

Skånemejerier's internal communication plays a key role in boosting engagement and participation, as it helps towards understanding 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 improve 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 right now. Keeping managers up to date improves the dissemination of information throughout the organisation, which is reinforced by the quarterly staff meetings held at the facilities in Malmö, Kristianstad and Hjo, and our head office. The sales representatives are also invited to the head office meetings.

To boost our staff's development and career opportunities, we announce vacancies within both Skånemejerier and Lactalis via our internal information screens and the intranet. We also highlight staff who have made internal career moves.

### Performance reviews provide an opportunity for feedback

It is vital that Skånemejerier is able to offer employees the opportunity to continue to grow and develop. This requires clear leadership and effective and supportive development processes throughout the organisation.

The performance review is an important tool for driving development and strengthening both the organisation and the individual. All staff have a compulsory performance review at the beginning of the year. Administrative staff also have a mandatory follow-up interview. The reviews address the whole work situation and take a long-term approach with feedback, evaluation and planning.

The ability for our employees to continue their career within the company is very important, for both the individual and Skånemejerier, which is why we have an established process for talent development and succession planning. Individual objectives and development plans are documented in the Lactalis Group's system.

### Our employee survey shows the way forward

Atmosphere is our employee survey, which gives us a picture of how workers at Skånemejerier feel 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, conducted in December 2024, was 90 percent, indicating strong engagement and keenness to provide feedback.

The survey measures factors such as the employees' level of engagement and motivation (Engagement), and whether they feel they have the conditions to do a good job (Enablement). The latest survey shows a slight drop in Engagement and Enablement, compared with 2022. In 2025, the management team continued to work on the results, and developed an action plan focusing on communication and interdepartmental cooperation. In addition, team action plans have been developed based on each team's survey results.

**TARGET: 100% of employees have regular performance reviews**

**OUTCOME 2025: 100%**



## 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 the business.

### We invest in training and development programmes

Investing in our employees' training is an important way to boost Skånemejerier's long-term competitiveness and employer brand, but above all, it supports our employees' ability to develop in their roles. In 2025, 1 percent of the salary budget was spent on training, particularly in industry and dairy technology, safety and leadership, thus meeting our 1 percent target.

In 2025, 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 eight staff members have now graduated from the course since 2021.

The Academy is our internal, cross-functional talent programme for employees with the ambition and potential to take on future new responsibilities and roles. The third group started the programme in 2024, as part of which in 2025 they participated in lectures, group exercises and study visits focused on both joint and individual projects. The group graduated in early 2026. Several of the participants from previous years have taken on new managerial roles or greater responsibility in their current roles.

In 2025, eleven managers graduated from the Leadership & Growth programme, which is aimed at managers reporting to the management team. The idea is to provide them with the tools and knowledge they

need to drive change and development, both in their own teams and cross-functionally within the company.

Since 2021, we have also been working with the Young Talent trainee programme to build up the next generation of leaders. Lasting for 18–24 months, the programme is a career opportunity for people interested in fast-moving consumer goods, with a focus on food. 2025 saw the hiring of two new trainees in sales and marketing.

### Employees who are always learning more

Our global training platform, the Lactalis Learning Factory, provides more than 100 online training courses and is constantly evolving. In 2025, our staff completed 68 different courses and a total of 364 hours were spent on digital skills development. There was a particular focus in 2025 on the Lactalis Group's mandatory courses on GDPR, anti-corruption and competition law. In total, staff spent 252 hours on training in these areas.

Skånemejerier annually offers courses for managers, including Coaching Leadership, Labour Law, Work Environment, and Communication and Leadership. We also have an internal training programme called Leaders at Skånemejerier, which is aimed at new managers in production and warehousing. In 2025, an additional internal programme was developed for staff in coordinating or deputy leadership roles in production and warehousing.

**TARGET:** The sum of training investments amounts to 1% of total personnel costs (salary, pension, insurance)

**OUTCOME 2025:** 1%



## CAREER COMPANY OF THE YEAR

For the sixth year in a row, Skånemejerier was named one of Sweden's Career Companies, an award established by Karriärföretagen in 2011 to recognise attractive employers with good career and development opportunities for students and young professionals.

Due in part to the work on our core values, Skånemejerier is once again on the list of the 100 Swedish companies that have positioned themselves as Sweden's most attractive employers.

## HEALTH AND SAFETY AT WORK

The health and safety of our employees is an extremely important matter. We work in a targeted way to ensure a strong safety culture, where everyone puts safety first.

### Safety is our top priority

At Skånemejerier, we have a zero vision for work-related accidents. Within the Lactalis Group, we follow the Safety First Approach, which sees us constantly striving to improve the work environment and ensuring that safety comes first at all times. The Group's health and safety strategy has been broken down for Skånemejerier as a whole, and for every facility, establishing a common theme in our safety work, from Group level down to each department. All employees are covered by the company's health and safety management system.

We have a local policy, based on the Group's overall policy, setting out how Skånemejerier should work systematically on the work environment. The policy describes how operations ought to be conducted, by tracking risks within the framework of 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. They consist of employer representatives, safety officers and trade union representatives, who hold meetings once a quarter to examine health and safety issues, safety inspection reports and any injuries, near misses and actions that need to be taken. At our production facilities, safety is a mandatory lead item on the agenda at departmental meetings.

### Targeted training and information initiatives for improved safety

In 2025, various training programmes were implemented at our sites, training employees, agency staff and managers on a variety of health and safety issues. This included the statutory training courses and targeted training initiatives to ensure the right awareness and competence in risk management.

In 2025, we carried out focused communication activities to further promote our safety and work environment efforts. In the spring, we held our annual safety day, focusing on raising our awareness of risks.

### Continued focus on risk and reporting near misses

Reporting risks and near misses is an important element of Skånemejerier's risk prevention work and one of our KPIs for monitoring health and safety performance. Identifying risks in our operations allows us to take action in pursuit of a safer workplace.

In 2025, we continued to communicate and emphasise the importance of reporting near misses and risk observations. One outcome of this is a significant increase in reporting in recent years, and we have seen good results from our focal work on the safety culture and the physical work environment. 750 near misses and risk observations were reported during the year, exceeding our target of at least 700.

### Accidents with absence

Another key indicator of our health and safety performance is the Lost Time Injury Frequency Rate (LTIFR), which shows how often accidents occur in our operations.

The outcome for 2025 was an LTIFR of 4.28, which is still significantly down on the previous year. It also compares favourably with our target to bring the LTIFR below 8.9 for 2025. The target is based on the previous year's results and our ambition to improve by at least 15 percent compared with the previous year. There were no fatal work-related accidents during the year.

### Chemical safety

Of the several focus areas in our strategic plan for the period up until 2030, chemical safety was a particular consideration in 2025, with the sites working to prevent and reduce risks in chemical handling and storage. Skånemejerier also received an internal prize from the Lactalis Group, which is awarded to the country that can demonstrate best practice in the field of health and safety.

### Initiatives to strengthen our safety culture

We rolled out our behavioural safety programme Safety Observation Visits (SOV) in 2024, as part of our work on the safety culture. In 2025, we trained 17 new SOV observers.

Together with an SOV observer, employees and managers hold a discussion to review safety procedures, follow up on compliance and identify whether the procedures are absent in people's daily work. This creates a shared consensus on safety issues, while also making it possible to find synergies in the business and share good practices. The aim is to facilitate an ongoing dialogue on safety and the work environment between employees and managers, and to establish active safety work as a matter of course.



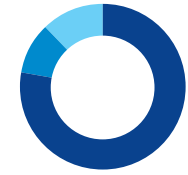
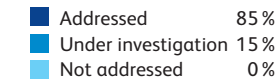
## HEALTH AND SAFETY AT WORK

### Occupational injuries



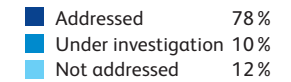
#### INJURIES WITH ABSENCE

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



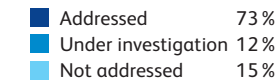
#### REPORTED NEAR MISSES

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



#### INJURIES WITHOUT ABSENCE

(number of minor injuries without sick leave)



### FIGURES FOR INJURIES AND INCIDENTS

	2023	2024	2025	Target (2025)
Lost Time Injury Frequency Rate (LTIFR) <sup>1</sup>	9.82	7.47	4.28	8.90
Severity of injuries (number of days lost through sickness due to work injury x 1000 / number of hours worked)	0.078	0.128	0.083	0.113
Number of near misses reported	818	828	750	700

<sup>1</sup> The Lost Time Injury Frequency Rate (LTIFR) 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.

# WORKERS IN THE VALUE CHAIN 7

**Milk is our most important raw material, and it is important to us that farms offer a good work environment and good conditions for people and animals alike. Our value chain also includes raw materials and indirect materials produced far from our own operations, and we need to be aware of their inherent risks and challenges.**

## HEALTH AND SAFETY ON FARMS

The farms that supply milk to Skånemejerier are run as independent businesses. Some are family farms, while others have numerous employees. The certification programme applied on farms, ISO 9001, includes health and safety as one of the areas in which farms carry out systematic improvement work, which is followed up through risk assessments and audits. This health and safety work is carried out in close collaboration with Skånemejerier Ekonomisk förening, which also offers support to farmers facing mental illness or other challenges that may affect the work environment or animal welfare.

## WORKERS IN THE REST OF THE VALUE CHAIN

Skånemejerier works with a large number of direct and indirect suppliers. We promote favourable conditions for workers in the value chain by building long-term relationships with our suppliers and clearly communicating our expectations regarding responsibility in the value chain. We have identified the production of fruit and berries used in juices and ingredients as an area of risk for workers in our value chain.

### Supplier Code of Conduct and the Lactalis Group whistleblowing service

Skånemejerier requires our suppliers to conduct their operations responsibly. This means following both the Lactalis Group Supplier Code of Conduct and international human rights standards, such as the UN Declaration on Human Rights and the International Labour Organization's Core Conventions. Our Code of Conduct is described in more detail under Business conduct.

Our whistleblowing service Lact@Lert, which is available to suppliers and their employees, allows individuals to report behaviour or situations at our suppliers that breach the law or the Group's internal rules and procedures, including violations of human rights and fundamental freedoms, and workers' health and safety. Our whistleblowing service is described in more detail under Business Conduct.

### Risks for workers in the rest of the value chain

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.

The global fruit and vegetable sector involves the employment of migrant workers and other groups that may operate under weak protections and vulnerable working conditions. Skånemejerier works with established suppliers of ingredients and juice concentrates, who are covered by the Lactalis Group Supplier Code of Conduct. In 2026, we will work to further identify and understand the risks, challenges and opportunities in these complex value chains.



# CONSUMERS AND END-USERS 8

As a food business, we have a considerable responsibility to the people who choose our products – the consumers who buy and eat the food we produce. With this in mind, we develop healthy and innovative products that show care for both people and the environment. Our food must always be of high quality and completely safe to consume.



## HEALTHY PRODUCTS

At Skånemejerier, we want to contribute to people's good health by offering food that fits in with a healthy lifestyle. We believe in natural and nutritious foods and see low-fat, fermented dairy products as a great option for many people, whatever their age. Our range includes products that make healthy living easier, such as low-fat, high-protein fermented products with no added sugar.

### Naturally nutritious products

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

Research<sup>1</sup> shows that the natural combination of nutrients in milk provides unique health benefits. In this context, we talk about the food

matrix, which describes how nutrients in food interact and affect how the body can absorb them. According to this, the natural composition of milk has greater positive health effects than products enriched to achieve a similar nutrient content.

### Health starts in the gut

It is well established that gut health is central to our well-being. Fermented, low-fat dairy products provide both lactic acid bacteria and essential nutrients, working best in combination with fibre and natural bioactive compounds from whole grains, fruits and vegetables. Together they contribute to a balanced gut flora.

We therefore want to encourage simple, healthy food habits that make it easier to eat a balanced diet day to day. Our products fit well into this, with options such as low-fat yoghurt, quark or kefir topped with granola, berries or nuts, or rye bread with cheese and vegetables. A dollop of crème fraîche in your food or a cold cream sauce with salad and raw vegetables can also add flavour and be beneficial for good gut bacteria.

### Designed for schools and care homes

Skånemejerier's broad range of natural, nutrient-dense dairy products makes us well equipped to meet the needs of schools and facilities caring for the elderly.

In its dietary advice for children and the elderly, the Swedish Food Agency recommends spreading food intake across several small, nutrient-dense meals over the course of the day.<sup>2</sup> Based on this advice, we have produced a wide range of tailored 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.

Older children also need good nutrition, but young people in secondary and upper secondary schools eat too little of their school lunch. For these students, milk, with its natural nutrient density, can be an important supplement. From this point of view, school milk fulfils a function that is difficult to replace.

### Knowledge-based development and communication

Obesity and diseases of affluence continue to rise in the Western world, and research shows that lifestyle factors – not least our eating habits – play a major role in the risk of developing these diseases. The Swedish Food Agency states that a diet rich in fruit, vegetables, legumes, whole grains, fibre and low-fat dairy products can reduce the risk of diseases of affluence and other health issues.

At Skånemejerier, we follow the research and incorporate the knowledge into everything we do – from product and recipe development to the way we communicate about eating habits and inspiration for healthy living. We want our products to contribute to a balanced diet, and therefore encourage combining dairy products with whole grains, fruit and vegetables.

As part of this work, we use the Swedish Food Agency's Keyhole label to make it easier for consumers to make healthy choices. Sixteen of our products are currently Keyhole labelled – products developed to fit into modern, more health-conscious dietary habits.

With interest in health and fitness prompting an increased focus on protein, we launched the 2025 Protein Report, which highlights the importance of protein for our health, our eating habits and our future food supply, as well as the differences between different protein sources. The report is based on extensive market research showing how Swedish consumers prioritise nutritional content, origin and sustainability in their food choices.

### Industry-wide target to lower sugar in sweetened dairy products

To strengthen efforts to promote good eating habits, Skånemejerier has signed a new industry agreement developed jointly with the Swedish Food Federation and other actors in the food industry. The aim is to reduce the amount of free sugars<sup>3</sup> in sweetened and flavoured milk products. The initiative is part of the Swedish Food Agency's government assignment to pursue voluntary industry agreements to reduce salt and sugar levels in food. The final phase of the assignment in 2023 established several working groups in food categories that account for a significant share of salt and sugar consumption.

Skånemejerier has been actively involved in the working group on sweetened dairy products since 2024. This work culminated in the Swedish Food Federation officially unveiling an agreement in February 2026, which we and the other participating companies have signed. Our long-term goal is for 90 percent of our flavoured and sweetened dairy products to contain less than 6 percent free sugars by 2033, using the WHO's definition of free sugars. We estimate being able to achieve 84 percent in 2025, as an important step in our contribution to better public health.

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

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

<sup>3</sup> Free sugars include added sugars (sugars added by the manufacturer, cook or consumer) and sugars naturally present in certain products where the sugar has been 'freed' (for example, sugars naturally present in honey, syrups, fruit juices and fruit juice concentrates).

## INNOVATION AND PRODUCT DEVELOPMENT

Skånemejerier seeks to offer products that are nutritious, natural and tasty – products that give pleasure in people’s lives and support a sustainable and healthy lifestyle. With this in mind, we monitor developments in research, consumer trends and the field of health. We then incorporate these insights into our work on developing new products and improving our classics.

### Sustainable product development

Our ambition is to create nutritious, healthy and innovative products. Within our innovation process, we have identified a number of areas where sustainability needs to be integrated from the start, including the choice of ingredients and packaging, how we manage resources and how we reduce waste along the value chain. Efficient use of resources is an important factor in reducing climate impact and developing more sustainable dairy products.

### Natural and clean products

More and more consumers are looking for products with short, clear ingredient lists free of unnecessary additives. This is driving us to work with ingredients that are as clean as possible and to develop products that feel simple and natural. To ensure safe and healthy products, the Lactalis Group has established a global systematic classification of ingredients, the ‘clean approach’, which categorises ingredients based on transparency and relevance. We avoid red-flagged additives and only use ingredients that have been approved and are considered uncontroversial in the Swedish market. Transparency around ingredients and their origin is an integral element of both this process and our core values.

## TRENDS INFLUENCING OUR PRODUCT DEVELOPMENT

### The protein trend remains strong

The high demand for protein-rich foods continues, as many consumers associate protein with feelings of fullness, recovery and an active lifestyle. Dairy products are at the centre of this trend as a natural source of complete protein. We are therefore working both to develop new protein-rich products and to ensure that our existing range continues to meet this demand.

### Healthy and balanced choices

There is a strong interest in food that supports healthy living, with consumers demanding products that have a lower sugar content, less fat and added nutritional value.

We regularly consult the recommendations of the Swedish Food Agency and new research in nutrition to ensure that our products support good eating habits.

### Fermented products for gut health

Fermented dairy products contain lactic acid bacteria, which many consumers associate with well-being and balance. We are therefore investing in the development of new and improved fermented products, such as yoghurt, kefir and quark.



## JOYFUL ACTIVITY WITH KALVIN AND LINDAHL'S

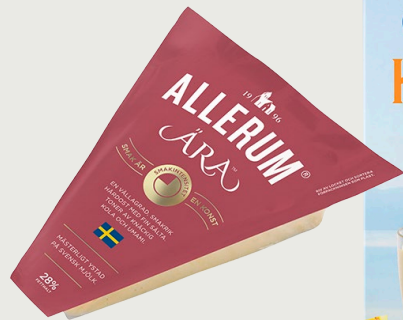
Through our mascot Calvin, we want to encourage children to lead a healthy, active life with good eating habits. Calvin’s health wheel is about eating and drinking healthily, combined with experiences, movement and sleep.

Kalvinknatet, Sweden’s biggest fun run for children, has been organised since 2002 in cooperation with Malmö Allmänna Idrottsförening 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. 2025 was another record year, with 35,500 children joining in the Kalvinknatet race in 21 locations across Skåne, Blekinge, Småland and Halland in the spring.

Adults also need the joy of physical challenges, which is why in 2025 Lindahls continued to support running races such as Toughest, the Helsingborg Marathon and the iconic Broloppet, a unique half marathon that celebrated the 25th anniversary of the Öresund Bridge.





## PRODUCT LAUNCHES IN 2025

### New hard cheese – ÅRA

2025 saw the launch of Åra, our new hard cheese with a boldly intense flavour. Made from Swedish milk, it is aged in Kristianstad and is available in various maturity levels.

### Salakis kefir

Three kefir products were added to the Salakis product range: Kefir Apricot Lemon, Kefir Raspberry Pomegranate and Lactose-free Kefir Natural. Kefir is a fermented dairy product containing six live bacterial cultures and calcium, which contribute to the normal functioning of digestive enzymes.

### Lindahls quark

Two lactose-free quark products were added to the Lindahls range, with each 158 gram pot containing 20 grams of protein. The products combine 50 percent whey protein and 50 percent casein protein, in a combination much appreciated by people who exercise a lot. The products are part of the Lindahls PROTEIN+ product segment, which already includes two protein-enriched drinks.



## GUARANTEED FOOD SAFETY

Consumers must be able to feel confident that the food they are eating is safe, and offering products that are safe to eat and of consistently high quality is a fundamental aspect of Skånemejerier's work. 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 our work on quality and food safety. In 2025, work continued on implementing and reinforcing the Lactalis Group's 12 golden rules on quality and food safety. During World Quality Week, our facilities invited colleagues from other parts of the business to participate in mini-audits focused on quality controls, in order to increase knowledge and understanding of how we approach quality.

During the year, we also ran sensory analysis training to facilitate checks during production and once the product is finished. Another focus area was leaking packaging, where we worked on measures to reduce the risk of packaging leaks.

### Safe products

To ensure that Skånemejerier's quality and food safety requirements are met, our dairies are certified under the FSSC 22000 standard, which supports systematic work on food safety. In addition, our dairies are certified according to ISO 14001, which means that we work systematically on environmental improvements at our facilities. The dairies are also certified according to KRAV's rules on the control of organic products.

We work consistently with HACCP (Hazard Analysis and Critical Control Points), a standardised and statutory working method of food handling to ensure food safety. We use HACCP to identify, assess and control the risks in Skånemejerier's production and products.

We are audited annually by external parties to ensure that we fulfil the requirements of both legislation and the standards.

The farmers who produce our raw milk are certified to ISO 9001, which ensures systematic quality management at farm level (see page 17). Our raw milk is checked both when it is collected from the farm and when it arrives at our dairies. The analyses focus 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 could pose a health risk to our consumers, it is recalled. No recalls were issued in 2025.

**TARGET:** No recalls

**OUTCOME 2025:** No recalls

## PRODUCT LABELLING

Accurate and clear product information is essential in enabling consumers to make informed choices at the supermarket. We work continuously to ensure that all statutory requirements on product information and labelling are met. Unfortunately, in 2025 we were served an injunction regarding Lindahl's Vanilla/Raspberry flavour Protein Yoghurt, due to the food label missing the phrase 'contains sweetener' and the contact details being incomplete. In addition, the Jury of the Swedish Advertising Ombudsman ruled against us regarding the labelling of our 'Blood Orange' Bravo juice, with the Jury judging that the overall impression of the packaging risked misleading the consumer about the composition of the product. We take this seriously because it is important to us that our consumers do not find our information and labelling misleading. We have adjusted the labelling and packaging of the two products and continue to improve our competence and processes to ensure correct labelling.

### Consumer dialogue part of our improvement process

Dialogue with our consumers provides valuable support in our work to improve our products. Every day, our Consumer Contact Centre receives enquiries by phone, email, post and social media, and via the Consumer Forum on our websites. All enquiries are answered, with a maximum response time of 15–20 hours.

We welcome all forms of contact and see this as an important source for development. In 2025, we heard from almost 10,000 consumers who contacted us with criticism, questions, complaints and praise.

Every month, we compile consumer views and requests in a report that is shared with our marketing department, as a basis for further development of products and product ranges.

We also follow up complaints to identify any anomalies in our production, and use root cause analysis to ensure that shortcomings can be found and remedied. In 2025, the number of complaints per sold pack fell by 33 percent compared with the previous year, which we largely ascribe to our systematic work on improvements.



# GOVERNANCE

OUR MATERIAL  
SUSTAINABILITY TOPICS:

🕒 Business conduct

46



# BUSINESS CONDUCT 9

Skånemejerier is committed to developing its business, corporate culture and value chain in a responsible way. We therefore conduct our sustainability work based on clear policies, guidelines and ethical principles, with a view to ensuring responsible business conduct throughout the value chain.

## RESPONSIBILITY IN OUR BUSINESS

At Skånemejerier, we take active responsibility for the effects our business has on people, animals and the environment. We employ clear policies, ethical guidelines and structured governance to ensure that our facilities, processes and working practices are conducted in a responsible and sustainable manner. We want our business to make a positive contribution, both internally and in our interactions with the wider world, with quality and responsibility integral to every aspect of our work.

### Governance promoting responsible business conduct

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. 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. Some of these are group-wide policies and guidelines from the Lactalis Group, while others are specific to Skånemejerier. See page 53 for a description of our key policies relating to sustainability. The 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 that we take responsibility socially, ethically, legally and sustainably.

The Code of Conduct, published on our website, 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 global Supplier Code of Conduct 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. Since the global Code of Conduct covers suppliers, Skånemejerier's Code of Conduct was revised in 2025 to be primarily geared towards our employees. The updated version will be launched in 2026.

### The Lactalis Group's 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, including 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, and the health and safety of individuals and the environment.

Lact@Lert is a secure, confidential reporting system managed by an external provider, which allows anonymity to be maintained if required. The system guarantees that individuals who file a report in good faith 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, interns, etc.), external and temporary staff (e.g. consultants and agency staff), applicants for vacancies within the Lactalis Group,

**TARGET:** All employees in relevant functions have completed training in compliance with laws and regulations concerning anti-corruption, GDPR and competition

**OUTCOME 2025:** 76% completed trainings

as well as all suppliers 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.

### Legal compliance

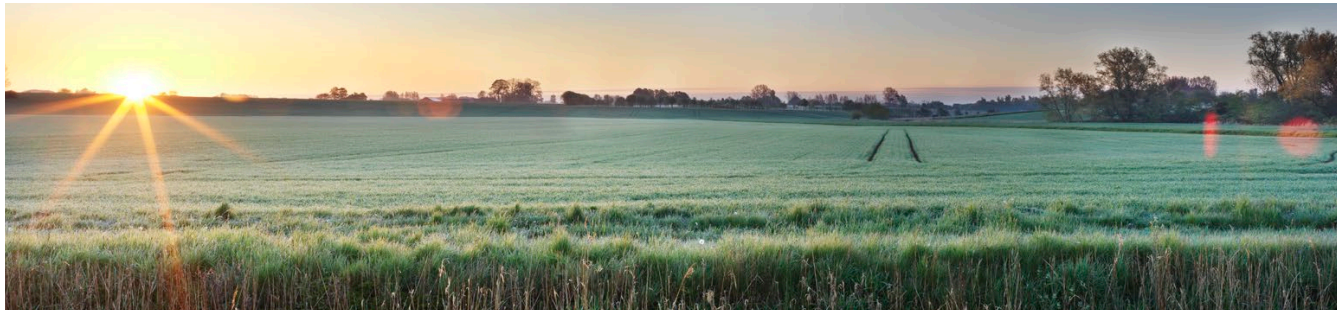
Skånemejerier and our employees must always act in accordance with applicable legislation.

We want to ensure that employees in relevant functions have a good knowledge of legislation in areas of particular importance for our industry. The Lactalis Group's mandatory training courses on anti-corruption, competition law and GDPR are therefore run on a rolling basis, and must be completed upon recruitment and then renewed every three years. In 2025, 76 % of trainings were completed by employees in relevant functions.<sup>1</sup>

Our aim is to receive no fines or penalties for non-compliance with laws and/or regulations on product information and labelling, the social economy or the environment. In 2025, a minor fine was imposed due to one of our contractors' delayed reporting to a public agency.

**TARGET:** No fines or penalties imposed for non-compliance with laws and/or regulations on product information and labelling, the social economy or the environment

**OUTCOME 2025:** A small fine was imposed



<sup>1</sup>Calculated as the number of completed trainings (basic and refresher courses in anti-corruption, competition law, and GDPR) divided by the number of occasions the training should have been completed by employees in relevant functions. Each employee may be required to complete multiple trainings.

### Zero tolerance of bribery and corruption

At Skånemejerier, we have zero tolerance for bribery and corruption, including improper gifts and benefits. 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 every three years, and all new recruits undergo the same training. There were no violations of the bribery and corruption rules in 2025.

**TARGET:** Zero corruption and bribery

**OUTCOME 2025:** Zero cases of corruption or bribery

### RESPONSIBLE VALUE CHAINS

Companies in our value chain have a greater impact on people and the environment than Skånemejerier's own operations. 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 270 farms in Skåne and southern Sweden (see page 10). 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 a priority 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 Supplier Code of Conduct. 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 conduct for each supplier, which is carried out according to documented guidelines.

### Supplier Code of Conduct

We expect our suppliers to work actively on ensuring good working conditions and reducing their environmental impact. The Lactalis Group Supplier Code of Conduct covers both direct and indirect suppliers with local or global agreements, as well as contract manufacturers. However, the supplier association and the dairy farms are not covered by the Code of Conduct. Instead, they are governed by a well-developed certification programme that addresses issues such as the environment, animal welfare and health and safety on the farms (see page 17).

The Lactalis Group Supplier Code of Conduct was introduced in 2023 and its rollout with our suppliers has continued in 2025.

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 of Conduct or have referred to their own such code with equivalent requirements. We require selected indirect suppliers to sign the Code of Conduct. These priority suppliers include 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 smaller suppliers and new suppliers.

**TARGET:** Our priority suppliers<sup>1</sup> have all signed the Lactalis Group Supplier Code of Conduct

**OUTCOME 2025:**

**Direct suppliers: 100%**

**Contract manufacturers: 93%**

**Indirect suppliers 100%**

As regards external contract manufacturers, the majority have signed the Code of Conduct or demonstrated that they have their own equivalent such codes.

The Lactalis Group's whistleblowing platform – Lact@Lert (see page 46) – 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.

<sup>1</sup> Priority suppliers include direct suppliers (not raw milk), contract manufacturers and selected indirect suppliers, such as large suppliers and smaller suppliers in areas such as environmental services, energy and chemicals.





## APPENDICES

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# SUSTAINABILITY KPIS

## ENVIRONMENT

AREA		TARGETS		STATUS			COMMENTS
ESRS topic	Focus area	Target	Metric	2023	2024	2025	
<b>Climate change (E1)</b>	<b>Climate</b>	Reduce absolute greenhouse gas emissions in Scopes 1 and 2 by 46.2 percent by 2030, with 2019 as the base year	Climate footprint reduction, Scopes 1 & 2, %	-	-	(-) 58 %	New target based on the Lactalis Group's validated climate targets
		Reduce absolute greenhouse gas emissions in Scope 3 FLAG <sup>1</sup> (emissions from forest, land and agriculture) by 30.3 percent by 2030, with 2021 as the base year <sup>2</sup>	Climate footprint reduction, Scope 3 FLAG, %	-	-	(-) 14 %	New target based on the Lactalis Group's validated climate targets
		Ensure that selected suppliers <sup>3</sup> , based on emission volumes, have science-based targets by 2028 at the latest <sup>4</sup>		-	-	Mapping of suppliers in progress	New target based on the Lactalis Group's validated climate targets
	<b>Transport</b>	Fossil-free domestic transport by 2025	Share of fossil-free domestic transport, %	97 %	96 %	100 % <sup>5</sup>	End year for target
	<b>Energy</b>	100 % renewable energy at our production facilities by 2025	Share of renewable energy, %	98 %	99 %	99 %	End year for target
		Reduce relative energy consumption at our production facilities by 5 % by 2025 compared with 2020, measured as kWh/tonne of weighed raw material	Change in relative energy consumption compared with 2020, %	(+) 1 %	(+) 3 %	(+) 2 %	As 2025 is the end year for the target, a new target has been set for the period 2025–2030. Outcomes will be reported in next year's sustainability report.
<b>Water and pollution (E2, E3)</b>	<b>Waste water discharge</b>	Reduce COD (Chemical Oxygen Demand) by 30 % by 2025 compared with 2020	COD reduction, %	(-) 14 %	(-) 38 %	(-) 54 %	End year for target. We continue to measure COD, but have not set a target for further reductions.
	<b>Water consumption</b>	Reduce relative water consumption by 3 % by 2025 compared with 2020, measured as m <sup>3</sup> of water/tonne of weighed raw material	Change in relative water consumption, %	(+) 10 %	(+) 16 %	(+) 12 %	As 2025 is the end year for the target, a new target has been set for the period 2025–2030. Outcomes will be reported in next year's sustainability report.
	<b>Environment</b>	No major environmental noncompliances during the year	Environmental non-compliances, number	8	13	13	Target concludes in 2025. We continue to work on minimising environmental noncompliances in our operations.

<sup>1</sup> FLAG stands for forest, land and agriculture.<sup>2</sup>The commitment covers 67 percent of the Lactalis Group's FLAG emissions in Scope 3.

<sup>3</sup>Covering purchased goods and services, capital goods, fuel and energy-related activities, upstream transport and distribution and processing of sold products.

<sup>4</sup>The commitment applies to 67 percent of the Lactalis Group's non-FLAG emissions in Scope 3.

<sup>5</sup>95 percent of the transport ran on fossil-free fuel. For the last one percent, Skånemejerier has purchased renewable fuel through the carbon insetting model CarbonGo. The calculation of the proportion of fossil-free fuel is based on the energy content of the fuel consumed, not on the volumes of fuel consumed as in previous years.

continued ENVIRONMENT

AREA		TARGETS		STATUS			COMMENTS
ESRS topic	Focus area	Target	Metric	2023	2024	2025	
<u>Biodiversity and ecosystems (E4)</u>	<b>Risk commodities</b>	We fulfil our commitments on risk commodities as members of the Swedish Platform on Risk Commodities.	Share of soya feed covered by certification according to Swedish industry standard or covered by credits for more sustainably produced soya, %	-	-	100 %	New target
<u>Animal welfare</u>	<b>Animal welfare</b>	100 % of cows in loose housing to have access to rotating cow brushes by 2025	Share of loose housing with brushes, %	90 %	95 %	95 %	End year for target. Replaced by a new animal welfare target.
		95 % of cows to be in loose housing by 2030	Share of dairy cows in loose housing, %	92 %	92 %	94 %	Target updated from 100 % to 95 %.
		Average cell count below 200	Average cell count, number	-	-	201	New target
<u>Resource use and circularity (E5)</u>	<b>Raw material losses</b>	Reduce raw material losses in production by 15 % by 2025 compared with 2020	Reduction in raw material losses, fat & protein, %	Fat (-) 34 % Protein (-) 21 %	Fat (-) 41 % Protein (-) 45 %	Fat (-) 58 % Protein (-) 70 %	As 2025 is the end year for the target, a new target has been set for the period 2025–2030. Outcomes will be reported in next year's sustainability report.
	<b>Food waste</b>	Max 0.15 % of volumes sold may be discarded	Share of products discarded, %	0.13 %	0.17 %	0.20 %	A new target has been set for 2025–2030. Outcomes will be reported in next year's sustainability report.
	<b>Waste</b>	Reduce the amount of combustible waste at our production facilities by 25 % by 2025 compared with 2020	Change in combustible waste, %	(-) 23 %	(-) 37 %	(-) 65 %	As 2025 is the end year for the target, a new target has been set for the period 2025–2030.
	<b>Packaging</b>	100 % recyclable packaging by 2025	Share of packaging that is recyclable, %	96 %	98 %	99 %	As 2025 is the end year for the target, a new target has been set for the period 2025–2030. Outcomes will be reported in next year's sustainability report.
		100 % renewable or recyclable packaging materials by 2030	Share of renewable/recycled materials, %	80 %	79 %	83 %	



## SOCIAL SUSTAINABILITY ISSUES

AREA		TARGETS		STATUS			COMMENTS
ESRS topic	Focus area	Target	Metric	2023	2024	2025	
<u>Own workforce (S1)</u>	<b>Employee engagement</b>	Ensure engaged and effective employees and teams	Share of employees with high engagement and enablement, %	No employee survey was carried out in 2023	Engagement 59 % and Enablement 64 %	No employee survey was carried out in 2025	Replaces the target: Positive developments with the aim of constantly increasing the parameters of Engagement and Enablement.
	<b>Sickness absence</b>	Increase health and well-being of employees, max 4 % sickness absence	Sickness absence, %	Total sickness absence 4.3 %	Total sickness absence 4.1 %	Total sickness absence 4.6 %	
	<b>Performance reviews</b>	100 % of employees have regular performance reviews	Share who receive a performance review, %	98 %	100 %	100 %	
	<b>Employee engagement</b>	The sum of training investments amounts to 1 % of total personnel costs (salary, pension, insurance)	Training investments as proportion of personnel costs, %	1 %	1 %	1 %	
	<b>Gender diversity</b>	Increase the proportion of women in warehouse and industrial roles	Proportion of women in warehouse and industrial roles, %	-	12 %	11 %	New target
		Ensure engaged and effective employees and teams	Proportion of female managers with personnel responsibility, %	-	27 %	28 %	New target
	<b>Health and safety</b>	No accidents (Lost Time Injury, LTI)	Lost Time Injury Frequency Rate (LTIFR), number of injuries with absence multiplied by 1,000,000, divided by the number of hours worked	LTIFR 9.92	LTIFR 7.47	LTIFR 4.28	The target will end in 2025 and be replaced by the target to ensure a safe environment with a focus on continuously reducing the number of lost time injuries (LTI).
			Number of near misses and risk incidents	818 (1.17 per employee)	828 (1.06 per employee)	750	
Strengthen our safety culture through training, safety observation visits, and accident and risk reporting		Number of safety observation visits (SOV) carried out, ≥ 300	0	291	336	New target	
<u>Workers in the value chain (S2)</u>	<b>Responsible suppliers</b>	Our priority suppliers <sup>1</sup> have all signed the Lactalis Group Supplier Code of Conduct	Priority suppliers with signed code of conduct, %	-	Direct suppliers (local agreement): 100 % Contract manufacturers (local agreement): 93 % Indirect priority suppliers: 100 %	Direct suppliers (local agreement): 100 % Contract manufacturers (local agreement): 93 % Indirect priority suppliers: 100 %	
	<b>Relationship with supplier association</b>	Two in-person/online training courses for the milk producers each year	Number of supplier training courses	Two courses in the Sustainable Dairy Farm and sustainability incentive programmes, plus Klimatkollen	Two training courses on milk quality and climate calculations	Two training courses on food security, carbon sequestration and soil health	Target concludes in 2025.
<u>Consumers and end-users (S4)</u>	<b>Healthy products</b>	By 2030, at least 90 % of our sweetened and flavoured products will contain max 6 % free sugar	Share of products with max 6 % free sugar, %	-	-	84 %	Replaces previous target for compliance with Lactalis Group guidelines on nutrition, sugar and salt.
	<b>Recalls</b>	No recalls	Number of recalls	0	0	0	

<sup>1</sup> Priority suppliers include direct suppliers (not raw milk), contract manufacturers and selected indirect suppliers, such as large suppliers and smaller suppliers in areas such as environmental services, energy and chemicals.



## GOVERNANCE

AREA		TARGETS		STATUS			COMMENTS
ESRS topic	Focus area	Target	Metric	2023	2024	2025	
Business conduct (G1)	Legal compliance	Zero corruption and bribery	Number of corruption and bribery cases	0	0	0	
		No fines or penalties imposed for non-compliance with laws and/or regulations on product information and labelling, the social economy or the environment	Number of fines or sanctions imposed	2	0	1	
	Training	All employees in relevant functions have completed training in compliance with laws and regulations concerning anti-corruption, GDPR and competition	Share of trainings completed, %	-	-	76%	New target, replacing previous target: training in competition law.



# POLICIES

POLICY	LAST UPDATE COMPLETED	RESULTS OF MONITORING IN 2025
<b>Environment</b>		
Skånemejerier's animal welfare policy	April 2022	Still current
Skånemejerier's packaging policy	May 2021	Update in progress
Skånemejerier's transport policy	January 2026	Still current
The Lactalis Group's environmental policy	February 2024	Still current
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
Food donation policy	January 2026	New policy
<b>Respect for human rights</b>		
Skånemejerier's Code of Conduct	2026	The Code of Conduct was updated during the year due to the introduction of the global Supplier Code of Conduct and is now more specifically geared towards Skånemejerier's employees
The Lactalis Group Supplier Code of Conduct	November 2022	Still current
<b>Anti-corruption</b>		
Skånemejerier's Code of Conduct	2026	Updated in 2025, see above
The Lactalis Group Supplier Code of Conduct	November 2022	Still current
The Lactalis Group's anti-corruption policy	2020	Still current
The Lactalis Group's whistleblowing platform policy	December 2022	Still current
<b>Social conditions and employees</b>		
Skånemejerier's Code of Conduct	2026	Updated in 2025, see above
The Lactalis Group Supplier Code of Conduct	November 2022	Still current
The Lactalis Group's work environment policy	February 2022	Still current
Skånemejerier's diversity and inclusion policy	December 2024	Still current



# 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 conducted 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 IMPACT
Upstream	Feed production	Feeds for dairy cows may contain a small proportion of soya 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"> <li>• In early 2025, Skånemejerier became a member of the Swedish Platform on Risk Commodities, and will match the platform’s commitments on soya and palm oil.</li> <li>• Requirement for certified soya in feed on farms supplying milk to Skånemejerier (RTRS or ProTerra).</li> <li>• Purchase of credits for more sustainable soya in feed for imported dairy products.</li> <li>• Purchase of credits for more sustainable palm oil in feed for Swedish dairy products.</li> </ul>
	Purchase of milk from suppliers	Much 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"> <li>• The Sustainable Dairy Farm programme aims to reduce the climate footprint of farms and promote biodiversity.</li> <li>• Annual climate calculations at farm level.</li> <li>• Free sustainability advice for dairy farms.</li> <li>• The ISO 9001 certification scheme for dairy farms ensures environmentally friendly practices, including water management and pesticide management.</li> </ul>
		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"> <li>• ISO 9001 certification scheme for dairy farms including health and safety measures.</li> </ul>
	Purchase of raw materials – juices and ingredients	Although we endeavour to ensure the highest possible standards of animal welfare at the dairy farms, there is a risk of animals being harmed in production.	<ul style="list-style-type: none"> <li>• ISO 9001 certification scheme for dairy farms including animal welfare.</li> <li>• Strict rules for animal welfare and quality on farms, and close cooperation on animal welfare with the association of suppliers.</li> <li>• The Lactalis Group Supplier Code of Conduct covers both direct and indirect 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.</li> </ul>
		Fruit 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"> <li>• Cooperation with established suppliers of ingredients and juice concentrates.</li> <li>• The Lactalis Group Supplier Code of Conduct 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.</li> </ul>
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"> <li>• We endeavour to use certified cardboard and paper for our packaging needs.</li> </ul>	



PART OF THE VALUE CHAIN	ACTIVITY	DESCRIPTION OF IMPACT	MANAGEMENT OF IMPACT
Own operations	Production and transport	Skånemejerier's production facilities are run on 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"> <li>• Use of renewable energy and electricity at our sites.</li> <li>• Targets and implementation of measures to reduce water consumption at our sites.</li> </ul>
		Our operations also include some of our domestic product deliveries, which generate greenhouse gas emissions. Dairy production is an industrial environment with physical risks for workers.	<ul style="list-style-type: none"> <li>• ISO 9001 certification scheme for dairy farms including health and safety measures.</li> <li>• ISO 14001 certification to ensure good environmental management practices and continuous improvement.</li> </ul>
Downstream	Distribution	Transport from production sites to customers generates greenhouse gas emissions.	<ul style="list-style-type: none"> <li>• Use of fossil-free fuels for domestic transport, and optimisation of routes to minimise mileage.</li> </ul>
		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"> <li>• Implementation of the Supplier Code of Conduct to set out expectations for transport service providers.</li> <li>• Certification of Skånemejerier's own haulage business according to Fair Transport.</li> </ul>
	Consumption	Irresponsible use of antibiotics can lead to the development of antibiotic-resistant strains of bacteria.	<ul style="list-style-type: none"> <li>• 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.</li> </ul>
		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"> <li>• In order to systematically ensure that our quality and food safety requirements are met, our dairies are certified according to FSSC 22000.</li> </ul>



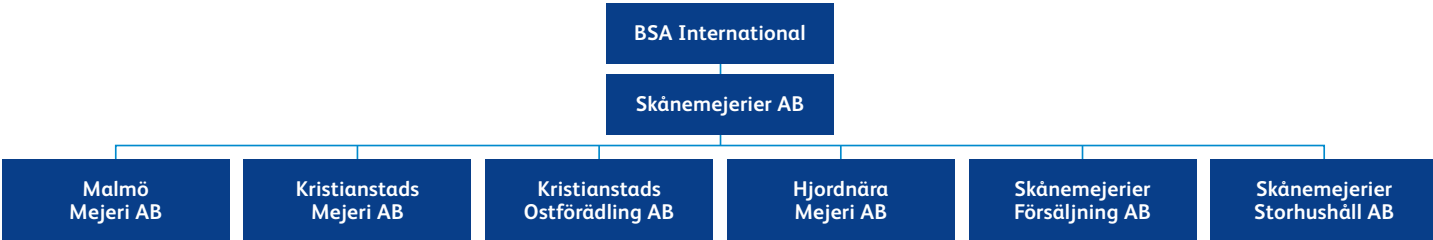
# CONTRIBUTION TO THE UN SUSTAINABLE DEVELOPMENT GOALS

Sustainable Development Goal (SDG)	Description of the goal	Target	Skånemejerier's contribution to the target
 <b>2</b> INGEN HUNGER <b>Zero hunger</b>	End hunger, achieve food security and improved nutrition, and promote sustainable agriculture.	<b>2.4</b> 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.
 <b>3</b> GODHÄLSA OCH VÄLBEFINNANDE <b>Good health and well-being</b>	Ensure healthy lives and promote well-being for all at all stages of life.	<b>3.4</b> 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. <sup>1</sup> Our involvement in various sporting events aims to inspire children and adults to pursue an active lifestyle.
 <b>6</b> RENT VATTEN OCH SANITET FÖR ALLA <b>Clean water and sanitation</b>	Ensure availability and sustainable management of water and sanitation for all.	<b>6.3</b> By 2030, improve water quality by reducing pollution, eliminating dumping and minimising release of hazardous chemicals and materials, halving the proportion of untreated wastewater 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.
 <b>8</b> ANSTÄNDIGA ARBETSVILLKOR OCH EKONOMISKT TILLVÄXT <b>Decent work and economic growth</b>	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	<b>8.5</b> 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 women and men, 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.
 <b>9</b> HÅLLBAR INDUSTRI, INNOVATION OCH INFRASTRUKTUR <b>Industry, innovation and infrastructure</b>	Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation.	<b>9.4</b> 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.	Skånemejerier focuses on the best available technology, buys renewable fuel for transport, has a fossil-free energy supply, and works to reduce raw material waste and utilise residual flows.
 <b>12</b> HÅLLBAR KONSUMTION OCH PRODUKTION <b>Responsible consumption and production</b>	Ensure sustainable consumption and production patterns.	<b>12.2</b> By 2030, achieve the sustainable management and efficient use of natural resources. <b>12.3</b> 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. <b>12.5</b> 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.
 <b>13</b> BEKÄMPA KLIMATFÖRÄNDRINGEN <b>Climate action</b>	Take urgent action to combat climate change and its impacts.	<b>13.3</b> Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning.	We use renewable energy at our facilities, and work to achieve efficient logistics chains, and the use of fossil-free fuels and supply agreements. We calculate the climate footprint at farm level annually and work closely with our supplier association and milk producers to reduce the climate impact.
 <b>14</b> HAV OCH VATTENRESURSER <b>Life below water</b>	Conserve and sustainably use the oceans, seas and marine resources for sustainable development.	<b>14.1</b> 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 the dairy farms in order to set high standards and achieve sustainable agriculture with a lower impact on seas and watercourses. We work actively to reduce pollution from our facilities through effective water treatment.
 <b>15</b> ÖKOSYSTEM OCH BIODIVERSITÄT <b>Life on land</b>	Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.	<b>15.5</b> 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.
 <b>17</b> GENOMFÖRANDE OCH GLOBALT PARTNERSKAP <b>Partnerships for the goals</b>	Strengthen the means of implementation and revitalise the Global Partnership for Sustainable Development.	<b>17.16</b> 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.

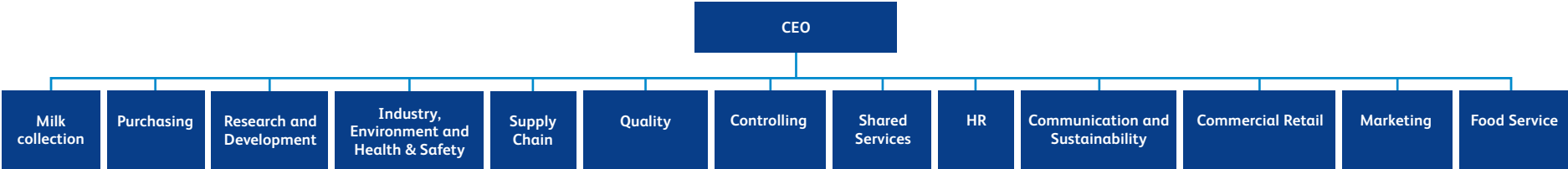
<sup>1</sup> <https://www.livsmedelsverket.se/matvanor-halsa--miljo/kostrad/kostrad-vuxna/mejeriprodukter/>

# ORGANISATION OVERVIEW

## ORGANISATION LEGAL ENTITIES



## ORGANISATION



# REPORTING PRINCIPLES

## REPORTING SCOPE AND LIMITATIONS

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 (Hjordnära Mejeri AB, Malmö Mejeri AB, Kristianstads Mejeri AB, Kristianstads Ostförädling AB, Skånemejerier Storhushåll AB, Skånemejerier Försäljning AB, Svenska Ostkompaniet HB (dormant company)) and the products the business sells within the Skånemejerier group.

The report includes the legal entities listed above and those activities that have a significant direct or indirect impact from a sustainability perspective, including in the supply chain. The sustainability report follows Skånemejerier's financial year and relates to the period from 1 January to 31 December 2025.

## REPORTING FRAMEWORK AND REVIEW

The report constitutes Skånemejerier AB's statutory sustainability report in accordance with the requirements of the Swedish Annual Accounts Act (ÅRL), in line with the previous wording that was in effect before 1 July 2024. 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.

In this year's sustainability report, we have been inspired by the EU Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS), based on the draft that was available at the time the report was prepared (draft published in December 2025). The report is based on one of the foundational ESRS principles, double materiality, using a localised adaptation of the Lactalis Group's double materiality assessment.

We report targets and outcomes that reflect our internal metrics, while endeavouring to report relevant key performance indicators (KPIs) in line with ESRS where possible.

## 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.

## REPORTING PRINCIPLES

Skånemejerier adopts the reporting principles of precision, balance, clarity, comparability, reliability and timeliness in order to ensure the quality of the report content. We strive to apply the same reporting principles year on year in order to be able to make comparisons and spot 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 49–52 present our main sustainability KPIs, with comparative figures for the previous year and comments on any discrepancies and updates.

## 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 function, and department and production managers. Data from the dairy farms is available in the farm certification system (ISO 9001), 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. Sickness absence is calculated according to standard practice, i.e. hours of absence 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 2024. 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 21.

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 the energy consumed in 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.

There have been no significant methodological updates in the calculation of the climate footprint. A number of methodological updates were made to the calculation of the 2024 climate footprint, which in some cases led to adjustments to previous climate footprints, including the base year 2020 (see Skånemejerier's 2024 sustainability report).



# AUDITOR'S OPINION

## THE AUDITOR'S OPINION ON THE STATUTORY SUSTAINABILITY REPORT

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

### MISSION AND RESPONSIBILITIES

The Board of Directors is responsible for the sustainability report for the year 2025 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 the 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 AB

**Martin Henriksson,**  
Authorised Public Accountant





Skånemejerier

[www.skånemejerier.se](http://www.skånemejerier.se)