



2024

*Sustainability
Review*





Contents

Vaasan in brief	2
Sustainability	3
CEO’s review	4
Objectives and results	6
Well-being from field to fork	7
Climate and biodiversity	9
People	11
Data tables	13
Reporting principles	16

Thank you for your interest in Vaasan’s sustainability work! In this review, we have wrapped up our most relevant sustainability themes, objectives, and results from 2024 for our stakeholders.

We welcome feedback and any questions you may have about this review and its themes to further develop the content. You can send your feedback to sustainability@vaasan.com

Vaasan in brief

Vaasan Oy is a Finnish bakery company employing around 500 people in Finland. Our history dates back to 1849, making us the oldest national bakery company in Finland. We bake bread that Finns love in four bakeries across the country: in Kiiminki, Vammala, Kuusankoski, and Vantaa. Our best-known brands are Vaasan Ruispalat and Vaasan Kauratyynyt. Our range also includes Vaasan Street Food products and some sweet pastries.

Since 2015, we have been part of Lantmännen Unibake, one of Europe’s leading bakery companies that has operations in more than 20 countries around the world. Through Unibake, we are part of the farmer-owned Lantmännen cooperative. Four Lantmännen-owned companies operate in Finland: Vaasan Oy, Oy Lantmännen Unibake Ab Finland, Lantmännen Cerealia Oy, and Lantmännen Agro Oy.



Sustainability

Vaasan’s value proposition – Taste the goodness – is at the heart of everything we do. It encapsulates the things that matter to us: good taste, sustainability, passion and healthiness. We are baking our way to a more sustainable future by offering bread lovers products that support sustainable living in terms of the climate, nature and people’s health and well-being. We have identified our key sustainability

themes and set measurable targets for our sustainability work, which we monitor regularly. In 2024, in addition to a good financial result, highlights included growth in whole grain product sales, emissions reduction in farming, food waste reduction and developments in our health and safety culture, which were reflected in less injuries compared to previous years.

Sustainability key performance indicators

	2024	2023	2022
Turnover, M€	147	147	138
Production volume, tonnes	35,4	35,2	35,6
Greenhouse gas emissions intensity, scope 1-3, tCO ₂ e/t	1,59	1,62	1,68*
Energy intensity, MWh/t	1,41	1,38	1,38
Production process waste, %	1,9	2,6	3,9
Share of Climate & Nature grain from sourced grain ingredients	38%	25%	-
Share of whole grain bread from sold bread, %**	58	54	54
Injury rate, lost time injuries	6,7	8,1	13,4
Reputation & Trust survey result	3,68	3,64	3,62

* Baseline 2019. The emission calculations for 2022 have not been updated to include FLAG emissions

** Share of whole grain more than 50% of the grain

Energy consumption
(MWh) since 2019

-16%

Employee
survey result

75/100

Share of
renewable energy

29%

of energy sourced

Greenhouse gas
emissions (scope 1–3)

-14%

from 2019 baseline

Share of rich-in-fiber
bread

68%

from sold products

Share of whole grain
products

58%

from sold products

Relative loss of finished
goods

-51%

from previous
year

Climate & Nature
grain ingredients

38%

in relation to annual use
of grain ingredients

CEO's review



In 2024, Vaasan's sustainability work focused strongly on nutrition and climate. The new national nutritional recommendations published in the autumn were widely discussed, with media coverage focusing particularly on the foods that were advised to be reduced or eliminated. However, eating and food are sources of joy and well-being. Following nutrition recommendations can also be easy and tasty.

For the first time, the new nutrition recommendations include a gram-based recommendation for the intake of whole grains: at least 90 grams of whole grains should be eaten per day. At the moment, Finns do not meet these recommendations. Therefore, it is important to both raise awareness of whole grains and make choosing them easy and appealing.

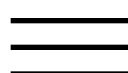
In the Finnish diet, rye bread is the most significant source of whole grains, so bread choices matter. We have set a goal that by 2030, 60% of our sales should come from whole grain bread. In 2024, we launched two excellent whole grain novelties – Vaasan Mums 100 Kaura and Vaasan ISOpaahito Täyshyvä – both breads full of flavor and made with 50% whole grain.

In 2024, global temperatures exceeded pre-industrial levels by more than 1.5°C for the first time, marking a significant milestone in the progression of global warming. In Finland, the average temperature was approximately 3°C higher than the pre-industrial baseline. In addition to reducing emissions, the climate crisis requires us all to better prepare for extreme weather events that impact food production and raw material availability both in Finland and globally. For farmers, this means continuous risk management, and going forward, even closer collaboration will be essential to ensure that food production remains both sustainable and economically viable throughout the value chain.

Our work towards our own climate goals continued as planned – last year, more than 90 farmers participated in Lantmännen's Climate & Nature program and produced enough rye to cover all the rye we use in our bakeries. The low-carbon fertilizer included in the program almost doubled the program's emission reductions. Regarding our own bakeries, we prepared for replacing the gas-fueled oven used to bake Vaasan Ruispalat at our Vantaa bakery with an electric one. The electrification project was completed in spring 2025. We are well on our way to achieving our science-based 2030 climate target.

In the coming year, we will once again focus on what we do best – baking delicious bread to bring joy and well-being to all Finns.

Tuomas Mantere
CEO



Sustainability themes and goals that are important to us



Well-being from field to fork

Our 2030 targets

- Finns (> 50%) recognize the importance of whole grains as part of a health-supporting diet
- More healthy options (whole grain > 60%, fiber > 70%, salt < 1%, sugar < 7%)
- Supporting food education and active lifestyles



Climate and biodiversity

Our 2030 targets

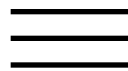
- Halving the climate emissions of our own operations and transport
- Reducing emissions in the value chain by 30%
- Halving food waste



Equity and inclusion

Our 2030 targets

- Good team spirit and excellent job satisfaction (> 75/100)
- Good leadership (> 80/100)
- Excellent health and safety culture: zero accidents
- Acting in accordance with values (> 80/100)



Objectives and results

Theme	Targets for 2030	How we succeeded in 2024	How do we achieve the goals?
Well-being	<ul style="list-style-type: none">Whole grain bread accounts for 60% of products soldAll products are rich in fiber and at least 70% high in fiberAverage salt content less than 1%Sugar content of new products less than 7%	<ul style="list-style-type: none">58% of the sales volume is whole grain bread (more than 50% of grain raw materials are whole grains)98% fiber-rich and 68% high in fiberAverage salt content 1.04%Sugar content of new products less than 7%	<ul style="list-style-type: none">We make whole grain bread attractive and deliciousWe ensure the popularity of rye bread also in the future and among the younger generation.
Environment	<ul style="list-style-type: none">We reduce the climate emissions of our own operations by 50% (scope 1+2)We reduce scope 3 climate emissions in the value chain by 30%Domestic grain within the scope of Lantmännen’s Climate & Nature programFood loss of finished products halved** <p>* Emissions base year 2019 ** Food loss base year 2022</p>	<ul style="list-style-type: none">Emissions from our own operations increased by 1% compared to the previous year and decreased by 7% compared to the base year 2019Rye grown within Lantmännen’s Climate & Nature programme covers the domestic rye volumeValue chain emissions decreased by 1% from 2023 and by 14% from 2019Food loss of finished products has decreased by 51% from 2022	<ul style="list-style-type: none">The next step in reducing emissions from our own operations will be taken with the electrification of Vantaa rye bread oven in 2025.We will expand the Climate & Nature program to cover oats in 2025. We will refine our emissions calculations with the help of information collected from our partners and engage our key partners to commit to setting climate targets.We participate in the development of data collection on the climate impacts of farming.
People	<ul style="list-style-type: none">Employee survey results in the best quarterZero accidentsSickness absence rate below 3.5%45/45 Gender distribution in managerial positions	<ul style="list-style-type: none">The overall result of the personnel survey was 75/100, the result related to management was 81/100 and the result related to activities in accordance with values was 78/100.5 lost-time accidentsSickness absence rate 2.99%Gender distribution of managers (F/M): 41/59%	<ul style="list-style-type: none">We invest in the development of well-being at work, corporate culture and management, as well as the competence of our personnel.We will continue to develop our health and safety culture.We will conduct a more detailed survey of our personnel’s experiences with equality and non-discrimination and continue to develop our non-discrimination and equality work.
Sustainability fundamentals	<ul style="list-style-type: none">All employees regularly complete training on sustainable practicesAll suppliers operating in high or medium risk countries, or supplying high or medium risk raw materials or services have verified compliance with the Supplier Code of Conduct	<ul style="list-style-type: none">93% of employees have completed training on time.100% of the largest suppliers (purchases over EUR 100, 000 euros) have signed the Supplier Code of Conduct. We developed risk assessment and management practices and trained buyers on sustainability due diligence.	<ul style="list-style-type: none">We will publish an online training program on sustainability for our employees in spring 2025.We will continue to update the Group’s common processes and tools to comply with due diligence regulation.

Well-being from field to fork

For us, the most important way to support the well-being of Finns is through our product range – our goal is to offer nutritious and tasty bread for everyday enjoyment, while also embracing moments of indulgence. With our 2024 novelties, we invested in whole grain with the new toast and in building the Finnish bread culture with our new sub sandwiches.

Health-supporting product range

We assess the nutritional quality of our product range using four key indicators: the levels of whole grain, fiber, salt, and sugar. For whole grain, we measure both the share of sales volumes and the average whole

CASE

WHOLE GRAIN IS A GOOD CHOICE

We have been advocates of whole grains for years, and in the autumn of 2024, the new nutrition recommendations deservedly brought whole grains into the spotlight. Even though Finns are a nation of bread-eaters and there are plenty of fiber-rich and whole grain options in our stores, Finns still do not meet the whole grain intake recommendations. That’s why our mission is to increase whole grain awareness and make choosing whole grains easy and delicious. In the autumn, we launched a whole grain campaign in our own social media channels and together with influencers with the title **Whole grain is a good choice**.

With the campaign, we explained why one should eat whole grains to promote both one’s own well-being as well as the well-being of our planet. We aimed to dispel myths about whole grains

and support a healthy lifestyle. The campaign highlighted our old and new whole grain products, including our autumn novelties. We illustrated how to fill up the day’s whole grain recommendation and how to find whole grain breads in the store.

”We have an important task to help Finns feel good and meet the nutrition recommendations. This means that we need to raise awareness of the benefits of whole grains, but above all, develop attractive whole grain products. If our whole grain breads do not taste good, no one will eat them and will miss out on their health benefits,” comments Communications Manager **Anni Pyykkö**.

We will continue our campaign efforts in 2025.

Anni Pyykkö
Communications Manager



Bread is an excellent source of whole grain

With these example combinations, you can meet the new recommendation for daily intake of whole grain, 90 grams.



Vaasan Kaurasydän (3 slices)
Vaasan Hapankorppu (4 pcs)
Vaasan 100 % Kaura (2 slices)



Vaasan Ruispalat (2 slices)
Vaasan Hapankorppu (5 pcs)
Vaasan Täysjyväkauratyynt (3 slices)



Vaasan Mums 100 Kaura (3 slices)
Vaasan Koulunäkki (4 pcs)
Vaasan Isopaahito Täyshyvä (4 slices)

Whole grain is a good choice.

CASE

THANK THE PRODUCER GRANTS
AWARDED TO REFORMING FARMERS

For the sixth year, we honored grain farmers who are vital to Vaasan by awarding Thank the Producer grants in collaboration with Kesko and ProAgria. We distributed a total of EUR 68,000 to eight farmers.

”Farmers play a key role in building a sustainable future for the food chain. Year after year, as we read the applications, we see how farmers are driving change by thinking ahead and continuously developing their operations. With the help of the grants, we can offer concrete support for the development and implementation of new ideas so that Finnish farmers can lead the way in more

sustainable food production,” says **Minna Cousins**, Business Director of Vaasan.

The 2024 grant application process placed particular emphasis on ideas aimed at the innovation of grain farming practices. Among other things, the winners openly shared good farming practices and the results of their own farm experiments with others, experimented with the cultivation of winter cereals in Northern Finland, and developed the search for wild oats with the help of drones and artificial

Minna Cousins
Business Director



grain content of the products. According to both of these indicators, we are well on our way towards our 2030 targets.

The average salt content of our products decreased slightly compared to the previous year, primarily due to the freshness enhancement of Vaasan Ruispalat.

Regarding sugar, we introduced a new policy according to which we aim for a maximum sugar content of 7 grams in bread, in accordance with the Heart Symbol, for all new products in the future.

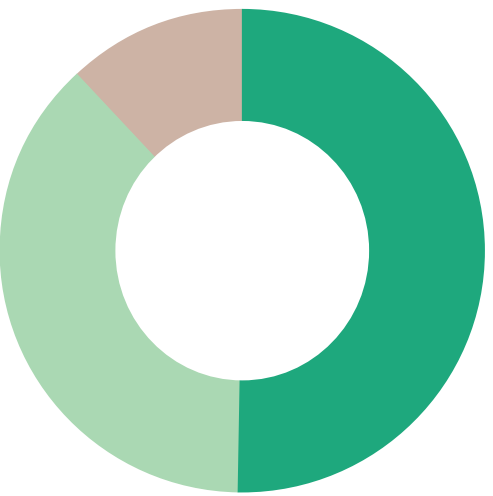
Food education for children and young people

In addition to our own product range, we promoted nutrition and well-being during the past year, especially through food education for children and young people. We offered support in the production of the children’s book ”Venni and Lyly – Food Heroes” (Lasten Keskus, 2024) and for the piloting of the Snack Break campaign implemented by the Food Education Association Ruukku. The aim of the Snack Break, which is set to officially launch in 2025, is to narrow the nutritional health gap between high school and vocational school students and to encourage vocational school students to eat a more varied diet through snacks.

Responsible sourcing

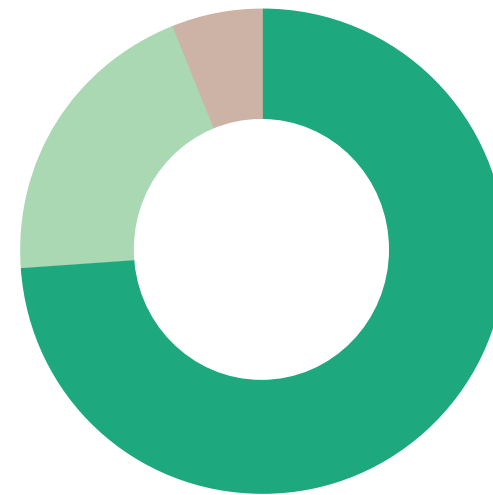
The development of responsible procurement continued in 2024, for example, with procurement due diligence training related to human rights impacts. In addition, we specified our practices regarding supplier risk assessments and started preparing to update the Supplier Code of Conduct to take into account the requirements of the due diligence obligation required by the EU Sustainability Due Diligence Directive.

Use of grain by type, %



- Rye, 51%
- Wheat, 38%
- Oat, 12%

Raw material origin by spend, %



- Finland, 74%
- Europe, 20%
- Other countries, 6%

Climate and biodiversity

Reducing climate emissions is a long-term activity, and emission reductions do not occur evenly. In 2024, we focused on refining our emission reduction plan, i.e. assessing what kind of investments and actions we need to achieve the emission target we have set for our domestic bakeries.

Reducing emissions from bakeries

A significant next step in reducing emissions from Vaasan bakeries was taken in spring 2025, when the first oven formerly operated with fossil gas was electrified in our Vantaa bakery. This production line bakes Vaasan Ruispalat Ohut Herkku, a thin rye bread beloved by Finns.

Next up in our plans is to investigate heat recovery in replacing district heating and to detail the investment plan covering Finnish bakeries for the next investment decisions.

In logistics, we succeeded in reducing emissions by optimizing delivery days and routes. One of our logistics partners also piloted an electric truck for delivery transport. In addition to the optimization of routes, emission reductions in logistics are dependent on the development of the purchase prices of lower-emission vehicles as well as national biofuel regulation, and we hope to see policies supporting emission reductions in the coming years.

CASE

LOW-CARBON FERTILIZER AS PART OF THE FARMING PROGRAM

More than 60% of the average carbon footprint of Vaasan Ruispalat is generated in primary production, especially from the use of fertilizers and fuel for machinery. That is why, since 2021, Vaasan has been involved in Lantmännen’s Climate & Nature program , which reduces the climate impact of domestic rye cultivation and supports biodiversity, together with farmers. The aim of the program is to ensure the vitality of rye and other cereals also in the future by promoting more sustainable and profitable farming methods. Farmers receive a separate financial incentive for their actions within the program.

The Climate & Nature program implements concrete actions in the field: precision farming to ensure the efficient use of nutrients, and biofuels instead of fossil fuels in machinery. Flowering zones for pollinators are placed in the fields and their edges, and uncultivated areas are left for birds. In 2024, the program incorporated a low-carbon,

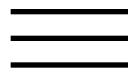
nearly fossil-free fertilizer, which almost doubles the program’s calculated emission reduction impacts, from about 15 percent to 30 percent in relation to the average rye cultivation in Finland in 2015–2020. Carbon sequestration in the soil also plays an important role.

The Climate & Nature program is Lantmännen’s answer to achieving science-based climate targets for short-term emission reductions and lays a good foundation for the longer-term goal of a fossil-free and low-emission grain value chain.

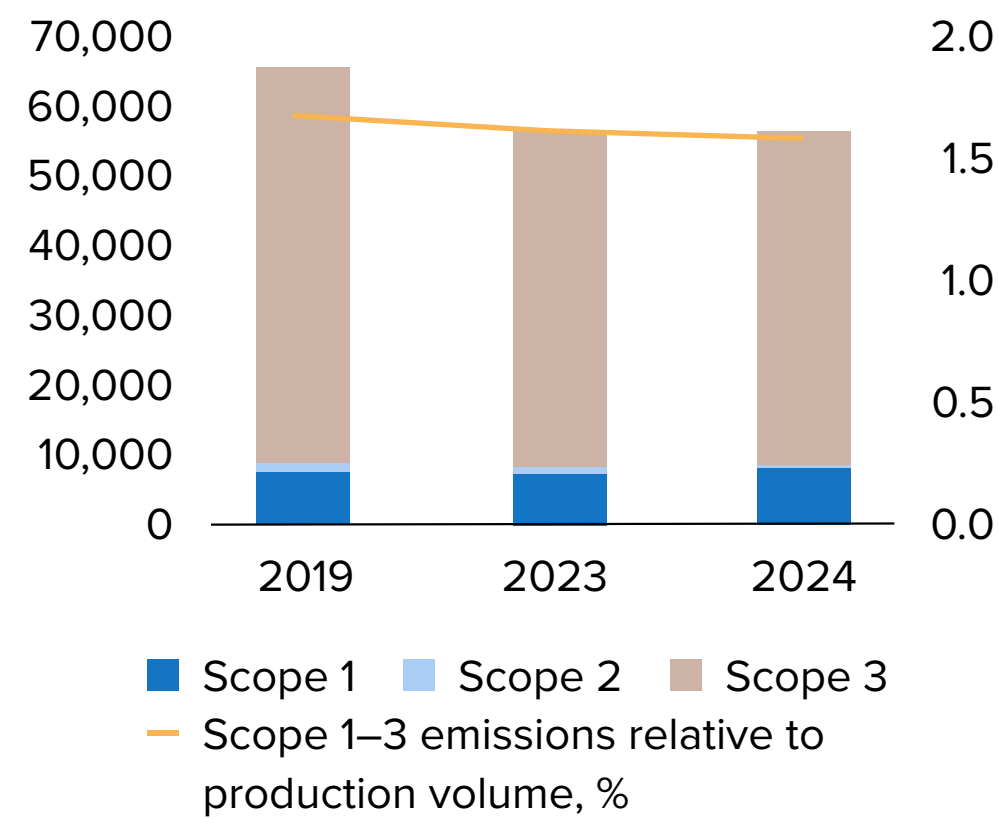
”When it comes to reducing the climate impact of grain-based foods, such as bread, throughout the value chain, fertilizers play a significant role. That is why a low-carbon fertilizer is an important innovation and enables a big leap in the food value chain towards more sustainable food production,” says CEO **Tuomas Mantere**.

Tuomas Mantere
CEO

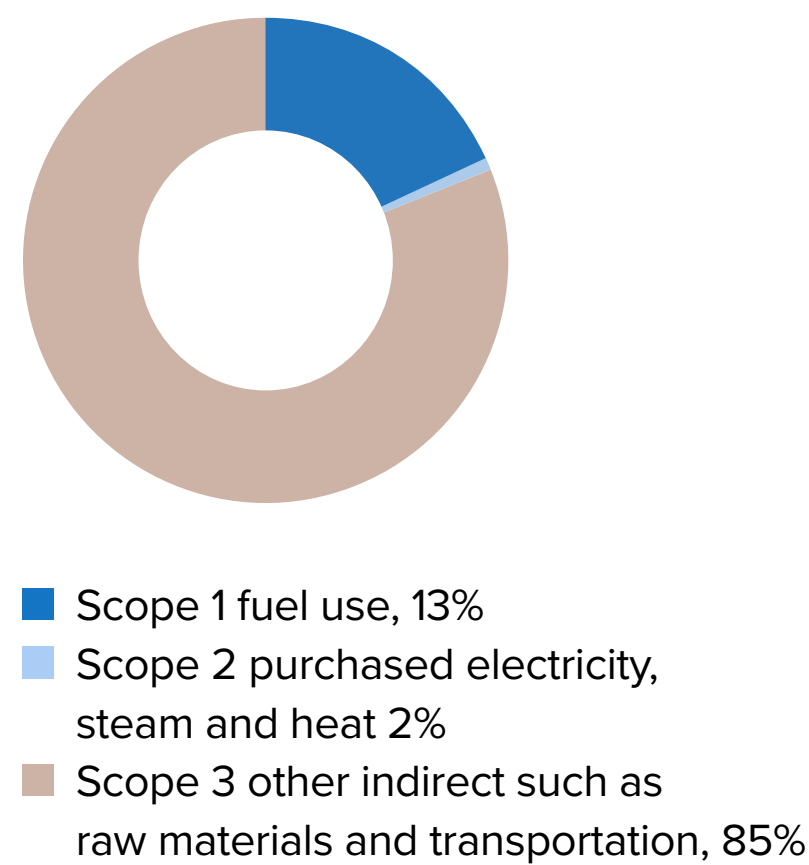




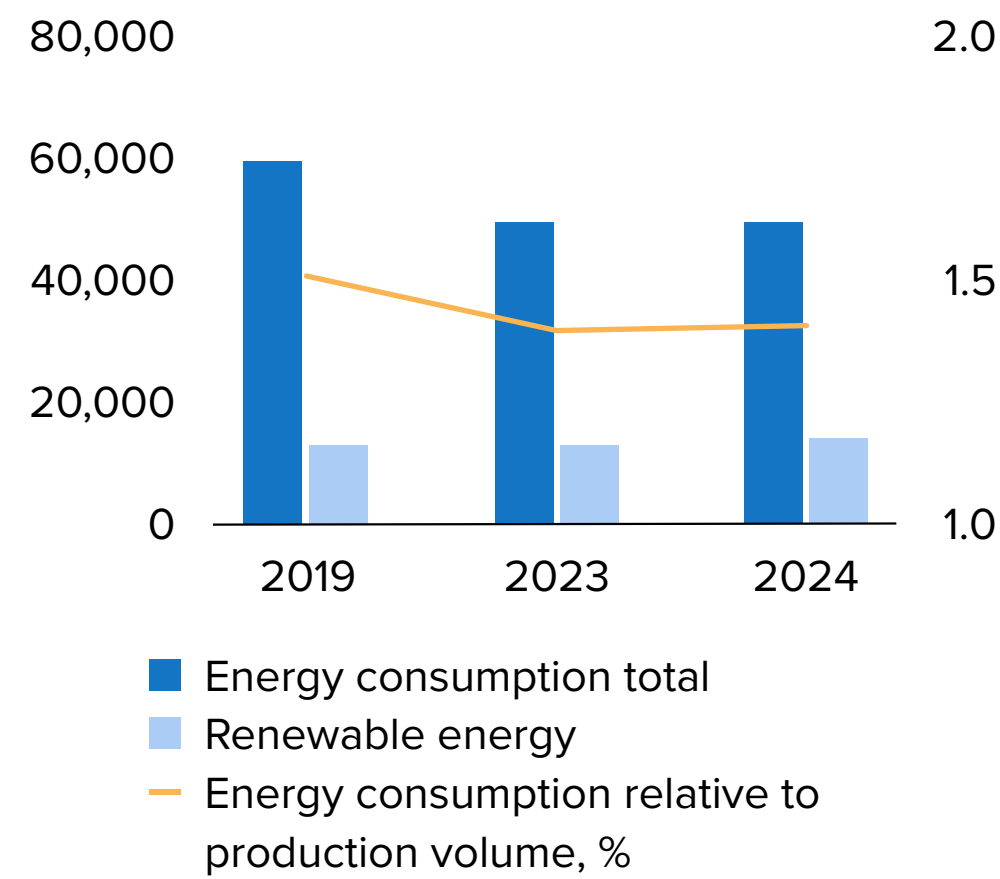
Greenhouse gas emissions, tCO₂e



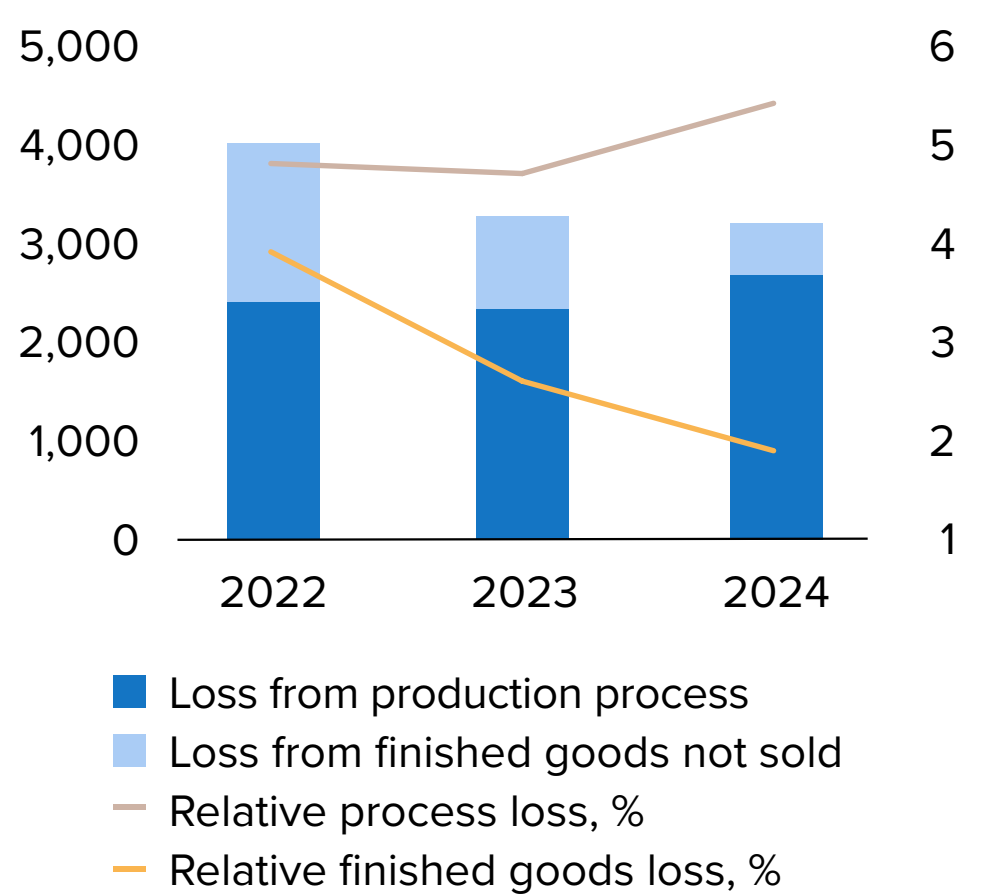
Greenhouse gas emissions by category, %



Energy consumption, MWh



Food loss, tonnes



Reducing emissions from farming

The biggest climate action in 2024 concerned the beginning of the bread value chain, i.e. farming. More than 60% of the carbon footprint of bread is created in the field, and some even before that, in the production of nutrients, i.e. fertilizers. It is precisely those emissions that we have now cut even further within the framework of Lantmännen's Climate & Nature program. In cooperation with the fertilizer manufacturer Yara, a low-carbon fertilizer was introduced into the program, the production of which does not use fossil natural gas in the traditional way, but renewable energy, which cuts fertilizer emissions by up to 40%. The emission reduction impact of low-carbon fertilizer will be considered as part of Vaasan's emission calculations in 2025, when flour made from the previous year's harvest will be used in bakeries.

In line with our target, we will increase the share of grain grown within the framework of the Climate & Nature program, and during the 2025 harvest season, the program will be expanded to include oats in addition to rye in Finland.

Managing food loss

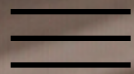
We maintained our bread waste levels from the previous year, thanks to the freshness enhancement of Vaasan Ruispalat and the implementation of a continuous delivery model. In the spring of 2024, we participated in the Food Waste Ecosystem project's food waste hackathon, sparring students at Laurea University of Applied Sciences on innovation challenges related to the utilization and reduction of bread waste. We also participated in the Food

Waste Week by sharing food waste tips with consumers.

Nature and water responsibility

In terms of nature, we joined the nature network of the corporate responsibility organisation FiBS (Finnish Business in Society), where information and best practices to assess, measure, and set targets for nature impacts are shared. We also joined the Water Responsibility in the Archipelago Sea project of the Centre for Economic Development, Transport and the Environment for Southwest Finland, which aims to improve the situation in the catchment area of the Archipelago Sea by reducing the nutrient load together with various operators in the area.

Thanks to product development and continuous deliveries model, food loss from finished goods has been reduced by more than 60% in two years.



People

In 2024, we focused on promoting the health and safety of our employees. The “Mieli” chat service was added to the range of occupational health services. To support the well-being of our personnel and to encourage low-emission commuting, we introduced a bike benefit. By the end of 2024, 44 Vaasan employees had started using the benefit.

Competence development

We created an internal podcast series together with our leadership representatives to give a bit more in-depth view into the sustainability themes that matter most to us. In addition, we expanded our popular baking technology training program BreadTech from classroom sessions to an online format. Together with Lantmännen Unibake, we also prepared an online sustainability training package for employees for 2025.

Within the framework of equality and non-discrimination work, we decided to commission a survey among our employees to map out how well equality and non-discrimination are realized at Vaasan from different perspectives. Possible action plans will be drawn up together with employee representatives based on the results during spring 2025.

In 2024, we offered opportunities to many people in the early stages of their careers, such as 74 summer workers, two interns, and two thesis writers.

CASE

OCCUPATIONAL HEALTH AND SAFETY JOURNEY

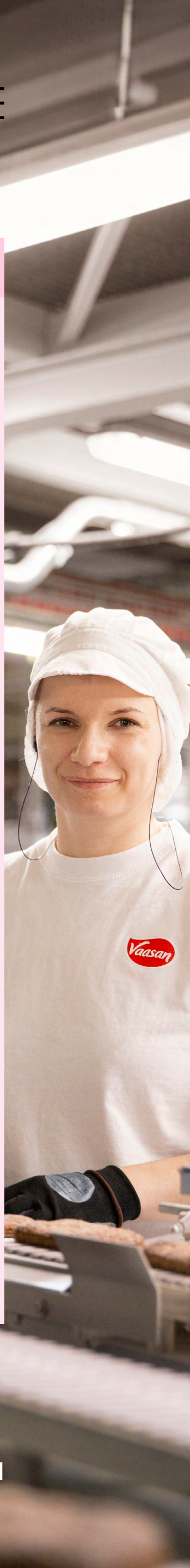
Lantmännen Unibake’s strategic Health and Safety program was visible at Vaasan in many ways in 2024. The aim of the program is to be at an excellent level in both health and safety matters by 2030. This means that everyone at Vaasan takes health and safety into account every day, wherever they work.

We build an occupational safety culture together through efficient processes and management, so that all employees of the company internalize excellent health and safety behavior as part of their daily operations. In 2024, we continued to focus on systematic training to create a foundation for joint activities, increase the knowledge of Vaasan employees about health and a safe working environment, and further reduce risks and accidents.

In addition, we introduced the “Mieli” chat service, which aims to provide low-threshold support for taking care of mental well-being. We also added direct access to occupational physiotherapy into our occupational health care agreement.

“Systematic and regular occupational safety training for employees creates results, and people really care about each other’s safety. People actively report safety observations and deviations, which enables risk mitigation and effective accident prevention. It has been a pleasure to follow the good development of our safety culture – after all, we want everyone at Vaasan to get home in good health after the working day”.

Harri Kurila
Safety Manager



CASE

**BREADTECH TRAINING PROGRAM
AIMS FOR A COMMON LANGUAGE AND
BAKING PHILOSOPHY**

Since 2020, Vaasan has been implementing an internal BreadTech training program, the purpose of which is to share baking lessons with the entire organization. With the help of the training, we harmonize and increase baking expertise throughout the value chain of bread production. We also learn to understand each other and the different perspectives of the work better. The program covers the science, technology, and practice of baking. The content is very practical, and the participants get to sink their hands into dough.

Now the BreadTech training program has been supplemented with an online course, which aims to strengthen the understanding of bread production among those working in a bakery environment and to familiarize them with the common language used in baking. A common

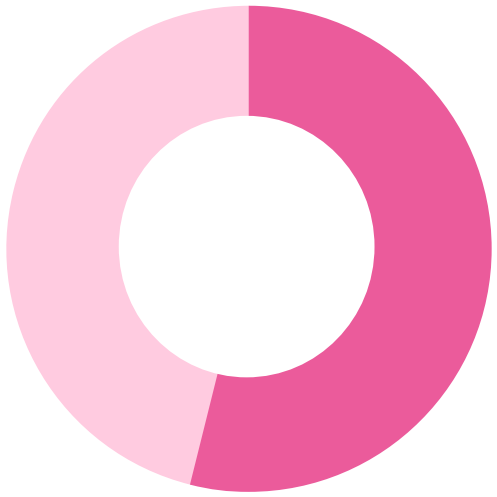
baking language reinforces our shared commitment to excellence in all areas of our operations. It is important that every employee, from product packaging to dispatch and cleaning, understands that they are an important part of successful bread production.

Project Manager **Mariana Theman** is pleased with the results of the BreadTech program: "The program has helped us to instill a common baking language and understanding of baking, which in turn has facilitated collaboration and knowledge sharing. Employees have gained additional expertise that is key to ensuring product quality, solving problems, and completing development projects. It has been particularly rewarding for me to see people develop and be fully involved in the training."

Mariana Theman
Product Quality Manager

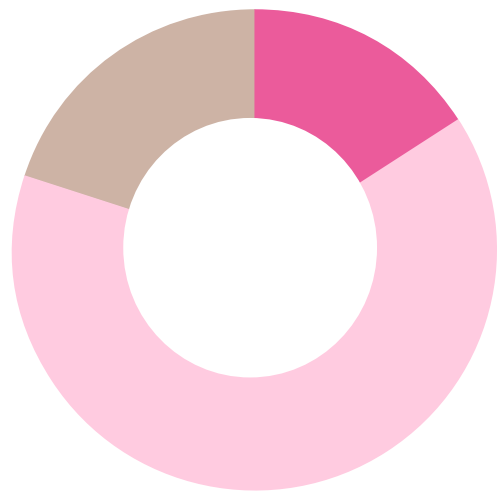


**Gender split of
employees, %**



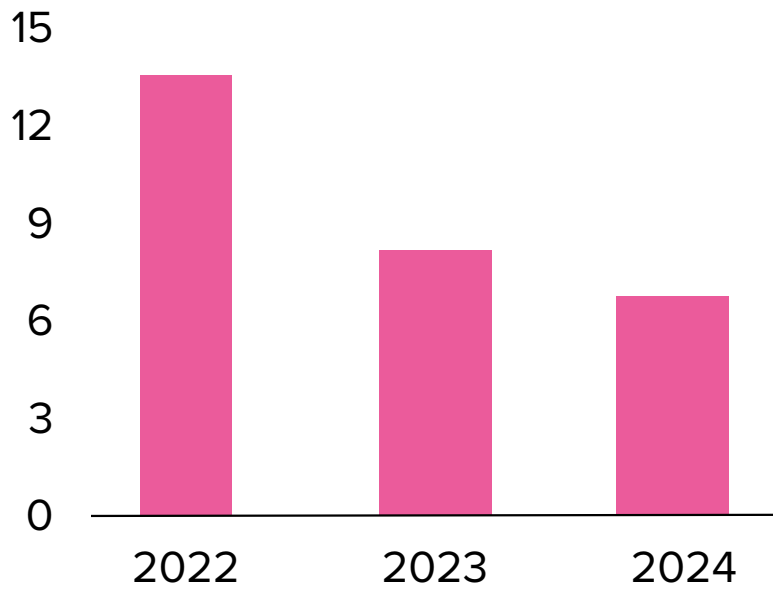
■ Women 54%
■ Men, 46%

**Employee age
distribution, %**



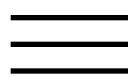
■ Younger than 30 years, 16%
■ 30 to 55 years, 65%
■ Over 55 years, 20%

Lost time accident rate



■ Lost time accidents per million working hours

Systematic occupational health and safety work is paying off: injuries resulting in lost time have nearly dropped in half in two years.



Data tables

Health

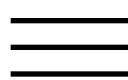
Healthiness of bread portfolio, % share of sales	2024	2023	2022
Share of wholegrain bread (more than 50 % of grain wholegrain)	58	54	54
Rich in fiber (more than 6 g fiber)	68	67	67
Source of fiber (more than 3 g fiber)	98	96	96
Average salt content, g/100g	1.04	1.05	1.09
Quality control	2024	2023	2022
Product complaints, nr per 100 tonnes sold	3.3	3.5	3
Product recalls, nr	0	0	0

Climate and biodiversity

Production volume, tonnes	2024	2023	2019	Change -23	Change -19
Produced bread	35,412	35,215	39,218	1%	-10%
Greenhouse gas emissions, tCO ₂ e	2024	2023	2019	Change -23	Change -19
Scope 1 fuel use	8,156	7,459	7,679	9%	6%
Scope 2 purchased electricity, heating and steam, market-based	339	968	1,444	-65%	-77%
Total scope 1-2	8,495	8,427	9,123	1%	-7%
Scope 3					
Purchased goods and services	36,281	36,895	42,067	-2%	-14%
Indirect emissions from used energy	2,200	2,281	1,494	-4%	47%
Transport (upstream)	1,748	1,912	2,919	-9%	-40%
Capital goods investments	2,568	1,643	1,152	56%	123%
Business travel	473	784	1,589	-40%	-70%
Employee commuting	233	291	252	-20%	-8%
Transport (downstream)	3,759	3,980	6,194	-6%	-39%
Waste management	6	64	232	-91%	-97%
End-of-life treatment of sold products	655	653	701	0%	-7%
Total scope 3	47,923	48,503	56,600	-1%	-15%
Total (scope 1-3)	56,418	56,930	65,723	-1%	-14%

Scope 3 emissions calculation has been updated due to science-based FLAG targets set by Lantmännen Unibake. More information about the changes on page 16: Reporting principles.





Greenhouse gas emissions per tonne produced	2024	2023	2019	Change -23	Change -19
Scope 1–2	0.24	0.24	0.23	0%	3%
Scope 1–3	1.59	1.62	1.68	-1%	-5%

Energy consumption, MWh	2024	2023	2019	Change -23	Change -19
Liquified petroleum gas (LPG)	33,779	30,583	7,912	10%	327%
Liquified natural gas (LNG)	0	523	27,418	-100%	-100%
Electricity	13,077	12,759	13,139	2%	0%
Steam	0	2,425	4,075	-100%	-100%
District heating	2,206	2,420	5,910	-9%	-63%
Fuel oil	864	672	739	29%	17%
Total	49,926	49,381	59,194	1%	-16%

Energy intensity, MWh/t	2024	2023	2019	Change -23	Change -19
Gas	0.95	0.88	0.9	8%	6%
Electricity	0.37	0.36	0.34	3%	9%
Steam	0	0.07	0.1	-100%	-100%
District heating	0.06	0.07	0.15	-11%	-58%
Fuel oil	0.02	0.02	0.02	22%	22%
Total	1.41	1.4	1.51	1%	-7%

Share of renewable energy, %	2024	2023	2022	2019
Share of renewable energy from sourced energy, %	29%	26%	26%	22%

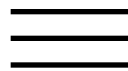
Use of raw materials, tonnes	2024	2023	2022	Change -23	Change -19
Grain-based raw materials	27,911	27,456	27,168	2%	-8%
Other raw materials	3,577	3,505	3,814	2%	-14%
Packaging materials	506	531	540	-5%	-15%
Total	31,994	31,492	31,522	2%	-9%

Food loss, tonnes	2024	2023	2022	Change -23	Change -19
Process waste	2,639	2,295	2,368	15%	11%
Finished goods loss	538	945	1,654	-43%	-67%
Total	3,177	3,240	4,022	-2%	-21%

Relative food loss, %	2024	2023	2022	Change -23	Change -19
Process waste	5.4	4.7	4.8	15%	13%
Finished goods loss	1.9	2.6	3.9	-27%	-51%

Waste by disposal method	2024	2023	Change -23	Change -19
Material recycling	563	174	132	224%
Recovery (Lantmännen biorefinery)	2,936	3,031	3,834	-3%
Recovery (feed)	241	209	188	15%
Recovery (incineration)	344	845	779	-59%
Hazardous waste	0	1	1	-100%
Other raw materials		4	0	-100%
Total	4,084	4,264	4,934	-4%

Water consumption in bakeries, m³	2024	2023	2022	Change -23
Water consumption in production	61,577	70,226	66,642	-12%
Production water intensity, m3/t	1.74	1.99	1.87	-13%



People

Employees by employment type	2024	2023	2022
Employees in Finland, full-time equivalent (FTE)	521	490	490
White collar	38%	39%	39%
Blue collar	62%	61%	61%
Permanent employees	90%	92%	92%
Fixed-term employees	10%	18%	18%
Full-time employees	66%	66%	68%
Part-time employees	34%	34%	32%

Gender representation	2024	2023	2022
Female/male/other (share from total)	54/46	54/46	54/46
Female/male share in managerial roles	41/59	41/59	41/59
Female/male share in top management*	38/62	38/62	38/62

* Finland and Baltics Management Team

Occupational health and safety	2024	2023	2022
Injury rate, lost time accidents	6.7	8.1	13.4
Nr of lost time accidents	5	6	10
Accidents without lost time	19	14	29
Nr of near miss incidents reported	1,739	1,932	1,974
Share of completed corrective actions, %	88	88	87
Sick leave rate	2.99	3.44	4.8

Employee satisfaction and well-being	2023	2021
Employee survey response rate	91	83
Employee survey overall loyalty and satisfaction index result	75	73
Employee survey leadership index result	81	
Employee survey loyalty index result	81	
Employee survey value index result	78	
Share of employees who, according to the employee survey, have experienced discrimination or harassment, %	2	

Survey is conducted every other year

Reporting principles

The information in this report mainly concerns the operations of Vaasan Oy’s fresh bread business in Finland. The figures do not include the operations of the Baltic subsidiaries, excluding intra-group transactions.

The environmental figures of production, such as energy, emissions, and waste figures, only cover Finnish bakeries. For Baltic procurements, the emission impacts are included in the Scope 3 emission category 1 of the value chain: Purchased products and services.

Energy consumption data is obtained from energy partners and waste volumes from waste management partners receiving waste and the AgroRecycling treatment plant in Kotka.

In our emission calculations, we use fuel emission factors defined by the Lantmännen Group, which align with those in Statistics Finland’s fuel classification. Electricity emissions have been calculated considering the guarantees of origin of renewable electricity. For the volumes of raw material purchases, emission factors from the international GFLI database and the Swedish SLU

for grain raw materials have been used to further disaggregate emissions under land use and land use change emissions. The change in calculation method is also reflected in the emissions for the reference years. Emissions from peatland have been included in the emission inventory.

Emissions are currently calculated using secondary data sources. In 2025, we will begin collecting primary data from supplier partners to improve the accuracy of our emissions calculations. For rye, emission levels for the reference years of the Lantmännen Climate & Nature Program have been calculated using data from the program itself, along with primary field-level data on average Finnish rye cultivation provided by ProAgria. For items based on foreign exchange purchases, emission factors are taken from the Exiobase database, and for transport emissions from the **EcoTransIT calculator** database.

Lantmännen Group’s sustainability reporting is included in the Group’s Annual Report, which is available in English and Swedish at: **Lantmännen Annual Report with Sustainability Report**.





HEADQUARTERS

P.O. Box 315
00181 Helsinki

STREET ADDRESS

Salmisaarenaukio 1,
00180 Helsinki

www.vaasan.fi/en

