

# D E C E N C Y

HOW WE TAKE RESPONSIBILITY

2024

**Thise**

DAIRY WITH PASSION

Report on Thise Dairy's work with social responsibility and decency in 2024





# CONTENTS

TABLE OF CONTENTS	3
FOREWORD	4–5
HOW WE HAVE WORKED WITH DECENCY IN 2024	6
BUSINESS MODEL	7
ABOUT THIS REPORT	7
WE WORK ON OUR FOOTPRINT	8–17
AGRICULTURE - CLIMATE, NATURE – AND THE GOOD ANIMAL LIFE	10–13
DAIRY - EMISSIONS AND ENERGY	18–27
SOCIAL AND EMPLOYEE CONDITIONS	24–26
PRODUCT INNOVATION	28–29
PRODUCT PACKAGING	30–31
WE WILL WORK WITH THAT IN 2025	32



# FOREWORD

## SOCIAL RESPONSIBILITY AND DECENCY

This report is part of the statutory management's review in the 2024 Annual Report for Thise Mejeri A.M.B.A in accordance with Sections 99a and 99b of the Danish Financial Statements Act.

At Thise Dairy, decency is one of our core values and we therefore work purposefully and structured to demonstrate decency in everything we do. As in previous years, we report on Thise Dairy's corporate social responsibility and our social and environmental initiatives in three main areas: Agriculture, Dairy and Products.

Thise's Rav-Aage Prize was awarded in 2024 to Anton Raundahl for his work "Cow - almost everything about the world's most important animal". Placing the cow at the centre as the world's most important animal can be seen as a response to society's perception of the cow as a climate sinner.

2024 will be remembered in agriculture as the year of the Green Tripartite - as the year when a tax on greenhouse gas emissions from livestock production and lowland soils was politically adopted.

While the outcome and the derived effects of the Green Tripartite agreement on carbon taxes on agriculture create uncertainty about the future framework conditions at both the dairy and the cooperative members, Thise Dairy has a strong belief that the sustainable food production of the future will be developed jointly between organic dairy farmers and a development-oriented Thise Dairy.

The raw milk product accounts for 81% of our total CO<sub>2</sub>e footprint. Overall, Denmark has a target to reduce its carbon emissions by 70% by 2030. Agriculture accounts for 30% of Denmark's total climate footprint, which is why Thise Dairy has a great responsibility to contribute to carbon reduction. It's a responsibility we take seriously and act on.

### THISE'S VALUES

- Organic
- Fighting spirit
- Decency



Organic production is one of the tools to solve Denmark's and the Green Tripartite's overall challenges, and Thise Dairy wants to contribute to finding solutions for all our cooperative members that maintain and develop the cooperative members' organic milk production and preserve the diversity of the cooperative members.

A strong belief that organic dairy farming is the way forward is reflected in the ongoing generational change at farm level and the admission of new cooperative members in Thise, bringing the average age of our cooperative members down to 50 in 2024.

The cow is the most important animal in the world at Thise Dairy, and in 2024, the interaction between the cow, cooperative members and the dairy realised more than 20 years of work on high health and the reduction of antibiotic use among Thise's cooperative members - the preliminary result is that one third of the milk from our cooperative members is from antibiotic-free herds.

The dairy has increased its activity level, but at the same time managed to maintain resource consumption, which is why the continued focus on resource utilisation has proven its value in 2024.

Dairy with passion is largely employee-driven, and this obliges us to continuously work together to increase well-being, job satisfaction and health and safety at the dairy. We promote inclusion and diversity and provide opportunities for all employees regardless of background and special needs. Our efforts to involve citizens on the edge of the labour market nominated us for Skive Municipality's CSR award in 2024, which we are very proud of.

Enjoy reading our 2024 report on "Decency".



Arne Bisgård  
*Chairman*  
Thise Dairy



Per Godsk Nielsen  
*CEO*  
Thise Dairy

# OUR INTEGRITY WORK 2024

AGRICULTURE	THE DAIRY	THE PRODUCTS
<p><b>LESS CLIMATE IMPACT</b></p> <ul style="list-style-type: none"><li>• Carbon analyses of farmland</li><li>• Carbon storage on organic dairy cattle farms</li><li>• Dairy Industry Climate Check (Farm Ahead)</li></ul> <p><b>MORE NATURE</b></p> <ul style="list-style-type: none"><li>• Bio School</li></ul> <p><b>THE GOOD ANIMAL LIFE</b></p> <ul style="list-style-type: none"><li>• Herds with antibiotic-free milk production</li></ul> <p><b>COOPERATIVE MEMBERS LOCALLY</b></p> <ul style="list-style-type: none"><li>• Organic day</li><li>• Farm visits</li><li>• Agricultural shows</li></ul>	<p><b>KLIMAAUSWIRKUNGEN</b></p> <ul style="list-style-type: none"><li>• Strategy for reducing climate impact and energy towards 2030</li><li>• 25% reduction of waste to landfill</li><li>• 25% reduction of climate impact from waste.</li><li>• 5% reduction of diesel consumption compared to 2023</li></ul> <p><b>EMPLOYEE CONDITIONS</b></p> <ul style="list-style-type: none"><li>• Healthy and safe workplace</li></ul> <p><b>THISE IN THE LOCAL COMMUNITY</b></p> <ul style="list-style-type: none"><li>• Active participation in the development of the local community</li></ul>	<p><b>INNOVATION</b></p> <ul style="list-style-type: none"><li>• Protein-rich products</li><li>• Products for people with a low appetite</li><li>• Upgrading side streams</li></ul> <p><b>PACKAGING</b></p> <ul style="list-style-type: none"><li>• Plastic lids phased out on all drinking milk cartons</li><li>• Material reduction</li><li>• More recycled material</li><li>• Increased sortability</li><li>• Extended producer responsibility for packaging</li></ul>

# BUSINESS MODEL

Thise Dairy is a cooperative dairy and we see ourselves as a frontrunner in organic dairy farming. The main purpose is to process milk into a wide range of dairy products that make a difference for both consumers and cooperative members.

With a willingness to invest, innovate and build relationships, we work to develop and sell high-quality products.

We are also creating a sustainable framework for the future of organic farming by securing a solid financial foundation for our cooperative members.

We build our collaborations on long-term relationships and partnerships, in which the idea of spreading organics forms the foundation of the relationship. To this end, we endeavour to shop and purchase responsibly.

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## ABOUT THIS REPORT

In our responsibility reporting, we focus on the most crucial challenges when it comes to corporate social responsibility. We assess the areas from both the dairy and our stakeholders' perspective.

Our activities affect and are affected by a wide range of stakeholders. We consider the following to be the most important stakeholders who are particularly influential in setting the framework for our work:

- Consumers
- Employees
- Cooperative members
- The agriculture

With this report, we want to provide insight into our priorities and choices to strengthen the dialogue with the world around us.

The report has been prepared in accordance with the applicable rules in the Danish Financial Statements Act and the structure has been adapted to these requirements.

The report will be available electronically on Thise's website: [www.thise.dk](http://www.thise.dk) on the 'About Thise' page.

The report covers 1 January - 31 December 2024.

### THISE SUPPORTS A NUMBER OF RESEARCH PROJECTS TO DEVELOP MORE SUSTAINABLE DAIRY AND AGRICULTURE

Replanted: 2022-2025, DTU

Digital resource optimisation for dairies (DRAM): 2021 - 2025, DS Energy

Danmark Organic +: 2022-2025, supported by GUDP

ØKO-AVL: 2023 – 2026, AU

SusCheese: 2023 – 2026, DTU

HyCheese: 2024 – 2028, KU

Red algae for reducing methane from organic dairy farming: 2024 – 2026, supported by MAF

SoilHeal: 2025, supported by ICROFS

Safer and more sustainable cheese: 2024 – 2026, DTU

# WE WORK ON OUR FOOTPRINT

## SCIENCE BASED TARGETS INITIATIVE

This Dairy has committed to the Science Based Targets initiative (SBTi), which means that we report according to the guidelines set by SBTi. According to SBTi, the Greenhouse Gas Protocol (GHGP), which is a standard for measuring and managing greenhouse gas emissions, is used. Emissions are divided into direct and indirect emissions in Scope 1, 2 and 3.

The Danish Dairy Board has developed a method for calculating the climate impact of the dairy sector in Denmark, which fulfils the requirements of the GHGP and was validated in spring 2023. Emissions are calculated based on emission factors from international databases. Raw milk products account for approximately 81% of the total CO<sub>2</sub>e footprint. Increased milk volume in 2024 and changed emission factors for milk and meat, according to the Farm Ahead climate check, are the main reasons for the increase in overall emissions. The individual categories in the table are discussed in the relevant report contexts.

Table 1 shows the climate impact in tonnes of CO<sub>2</sub>e (tCO<sub>2</sub>e) for 2023 and 2024, divided into Scope 1, 2 and 3.

CLIMATE IMPACT		2023 t CO <sub>2</sub> e	2024 t CO <sub>2</sub> e
Scope 1	Diesel for own lorries, natural gas, wood chips	1.937	2.014
Scope 2	Electricity (location-based)	1.600	1.199
Scope 3 upstream	Raw milk products	210.792	232.421
Scope 3 upstream	Slaughter livestock	14.718	26.789
Scope 3 upstream	Ingredients (fruit, oil, oats, sugar)	13.213	12.084
Scope 3 upstream	Packaging	3.951	4.028
Scope 3 upstream	Energy source related emissions	1.459	2.339
Scope 3 downstream	Purchased transport	6.034	4.507
Scope 3 downstream	Waste	111	187
<b>Total</b>		<b>253.815</b>	<b>285.568</b>

Table 1: Overview of This Dairy's climate impact in 2023 and 2024 in tonnes CO<sub>2</sub>e.



Figure 1 shows Scope 1, 2 and the Scope 3 categories that will be covered in this report.

**FACTS**

The Greenhouse Gas Protocol (GHGP) is the leading international standard for how carbon emissions should be quantified and reported as carbon equivalents under three different types of emissions, referred to as Scope 1, 2 and 3. Scope 1 is the direct emissions from the company's processes, while Scope 2 is the indirect emissions from supplied energy, and Scope 3 is the indirect emissions from both the company's upstream and downstream value chain.

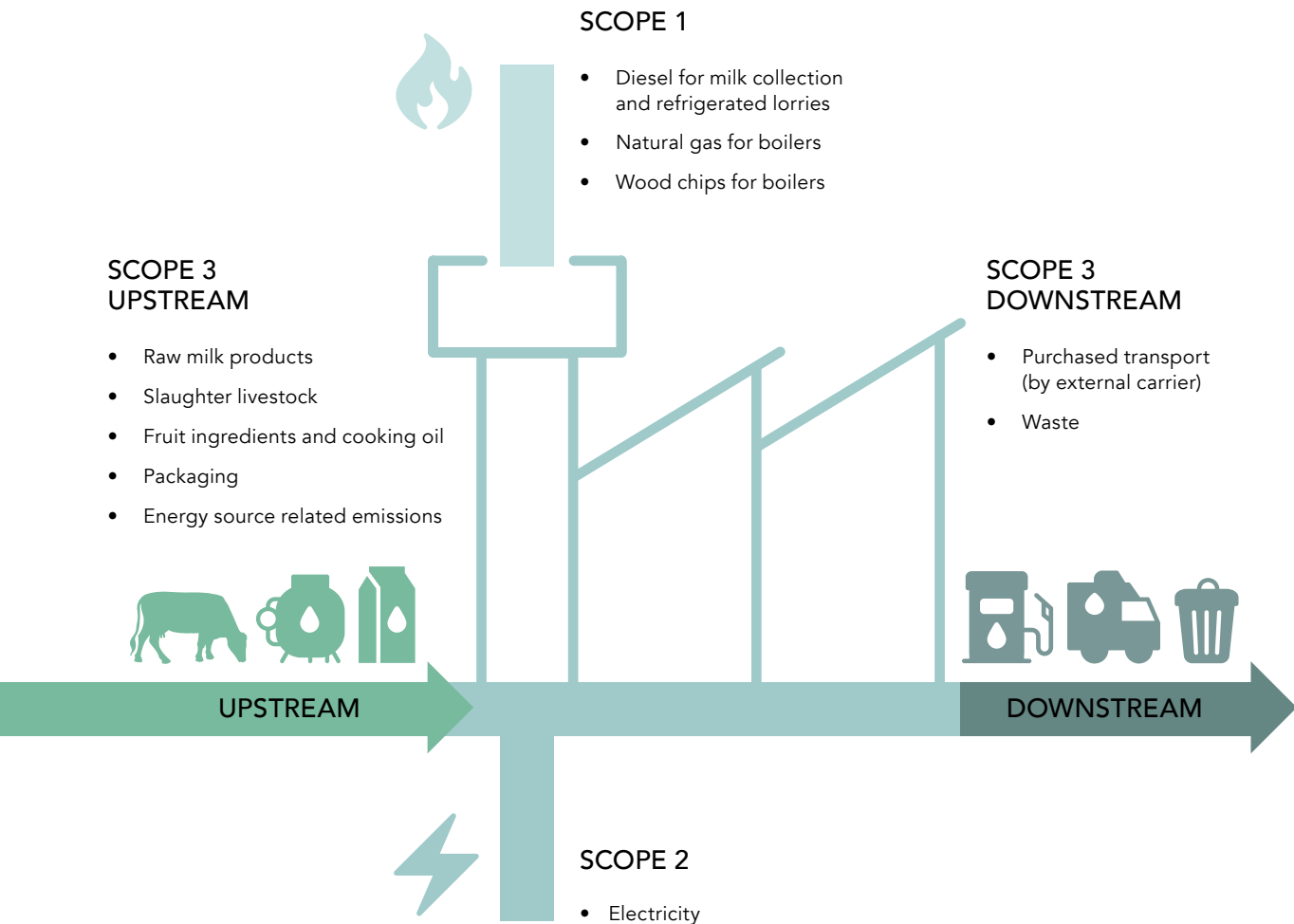


Figure 1 Thise Scope 1, 2 and 3.

# CLIMATE, NATURE AND THE GOOD ANIMAL LIFE

## POLICES

We need to think in contexts and holistic terms when we act in relation to climate and nature, because everything is interrelated, which is the essence of the organic mindset.

Our policy for agriculture is based on four main action points:

- Less climate impact
- More nature
- The good animal life
- Supporting cooperative members' activities in the local area.

The areas have been chosen in collaboration between our cooperative members and the dairy and are implemented in practice by our 69 cooperative members.

Biological processes convert energy from one form to another, making it possible to produce food in agriculture, which the dairy then processes. Plants grow by the sun's energy and absorb nutrients that are released through microbial processes in the soil. When cows eat the plants, they are broken down in the rumen and turned into milk and meat.

During biological processes, greenhouse gases are emitted. The climate impact from our most important ingredient, milk, is included in the dairy's Scope 3 and, as shown in Table 1, it accounts for by far the largest part of the dairy's total climate impact.



The climate is currently at the top of the political agenda, and Danes are very concerned about climate challenges. Denmark aims to reduce its carbon emissions by 70% by 2030. Agriculture accounts for 30% of Denmark's total climate footprint, and therefore, Thise Dairy has a responsibility to contribute to the politically determined carbon reductions.

At Thise Dairy, we have worked purposefully for many years to reduce carbon emissions from barns, fields and the dairy itself. However, we risk going in the wrong direction if we don't also take other crucial considerations into account in the pursuit of carbon reductions.

We want to develop low-carbon food products that promote animal welfare, animal health, food and nutritional quality, protect drinking water and strengthen nature and biodiversity.

## STRATEGY

The cooperative members and the dairy work closely together to develop animal welfare, promote animal health, reduce climate impact and give nature more space.

The launch of products based on ingredients from cooperative members - reflecting the diversity of the cooperative members - shows new ways for the development of organic farming. Examples of this are Grass Milk and Ad Libitum milk.

## IMPACT

Agriculture has an impact on nature, the environment, climate and animal welfare. Through collaboration, monitoring and documentation, we work hard to minimise the negative impact.



# CLIMATE, NATURE AND THE GOOD ANIMAL LIFE

## WORK AREA 2024

- Establishing herds with antibiotic-free milk production.
- Carbon analyses of farmland.
- How to quantify carbon storage from organic dairy cattle farms.
- Farm Ahead is rolled out to cooperative members to measure the climate footprint of milk production.
- Rolling out Bio Schools 2.0.
- This Dairy supports the cooperative members' activities in the local community by contributing tastings for various events such as Organic Day, by kindergartens, school classes and educational institutions visiting the farm, and at the cooperative members' exhibition stand at agricultural shows.

## THE GOOD ANIMAL LIFE

At Thise Dairy we have had an intense focus on animal welfare for many years, and all our farms comply with the national animal welfare label with three hearts for both milk and meat. Good housing conditions, high animal health and disease prevention are key elements in this work. Through our work in barn schools, we have continuously reduced the use of antibiotic treatments in the herds.

The work to reduce and phase out antibiotics was started over 20 years ago through a research project. The result of this long-term work is that in 2024, 22 cooperative members supplied milk from herds with antibiotic-free milk production.

One of this year's challenges has been the Bluetongue virus, which has affected several farms. This has placed great demands on all affected herds, with farmers having to balance disease control with the goal of reducing the use of antibiotics. By paying close attention to the animals and working closely with veterinarians, we have managed to navigate through the challenge without compromising on animal welfare.

### FACTS

A cooperation agreement between the EU and the US means that there is a mutual agreement to recognise each other's organic products. However, US organic rules require that antibiotics cannot be used in the milk-supplying herd. The Danish authorities control and certify the export of organic products to the US.



# CLIMATE, NATURE AND THE GOOD ANIMAL LIFE

## CARBON ANALYSES AND QUANTIFICATION OF CARBON STORAGE

Together with the Innovation Centre for Organic Farming and Aarhus University, Thise is a partner in the ICROFS-funded research project "SoilHeal", which focuses on quantifying carbon sequestration and reducing nutrient emissions from organic cattle farming rotation.

In 2025, network groups will be established among Thise's cooperative members to increase focus on carbon storage, soil assessment and nutrient utilisation.

### FARM AHEAD CLIMATE CHECK

In April 2024, Farm Ahead started up with the cooperative members and with a great effort

from farms, and supported by the dairy, the comprehensive data collection was completed for all cooperative members on 30 June 2024.

The results for milk and meat are calculated as a weighted average among Thise's cooperative members in kg CO<sub>2</sub>e per kg milk and in kg CO<sub>2</sub>e per kg carcass weight, respectively.

### THE RESULT IS:

- 0.97 kg CO<sub>2</sub>e per kg milk, excluding peat soil
- 1.27 kg CO<sub>2</sub>e per kg milk, including peat soil
- 20.6 kg CO<sub>2</sub>e per kg of meat in slaughter weight, including peat soil

Figure 2 shows the result distribution of sources of greenhouse gas emissions for milk production at Thise Dairy's cooperative members.

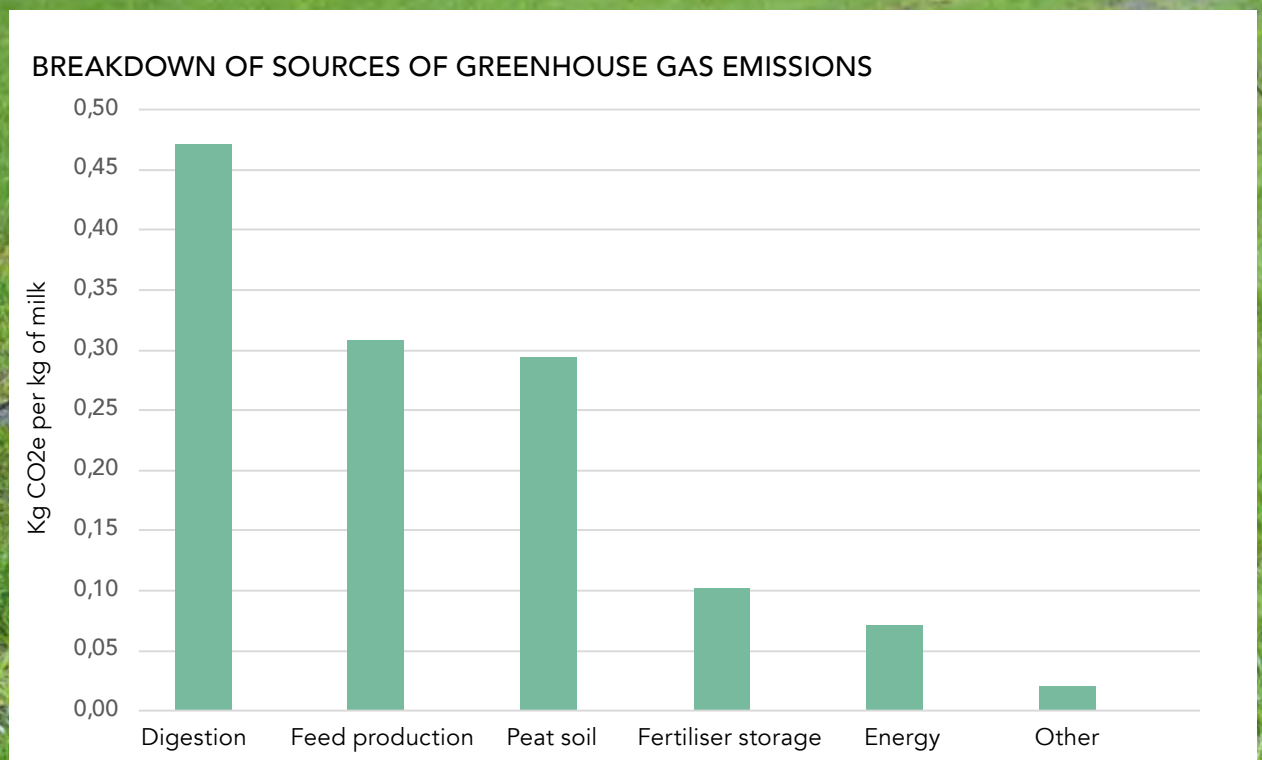


Figure 2 - Sources of greenhouse gas emissions as weighted average

As expected, the largest sources of the carbon footprint are greenhouse gas emissions from the natural behaviour of cows and feed production, with manure storage, energy and others representing a smaller share of greenhouse gas emissions. Emissions from peat soils are a major factor for many cooperatives and for These as a whole, it accounts for about 25% of the milk's climate footprint.

This large difference shows that there is great potential among These's farmers to reduce this particular parameter.

For the individual sources of greenhouse gas emissions, there is also generally a large spread between cooperative members. This helps to show the diversity that exists among These's

cooperative members, where efforts to reduce climate impact will largely be individualised from farm to farm. In the spirit of These, this knowledge is therefore used to jointly discuss how to take action - both at farm level and collectively. The discussion started at a cooperative member meeting in January 2025, where many possibilities were already discussed, and it will continue. This also strengthens the position of cooperative members in relation to the political "Agreement on a Green Denmark". These Dairy wants to contribute to finding solutions for all our cooperative members that maintain and develop the members' organic milk production.

## FACTS

**Farm Ahead** is a comprehensive climate tool based on the life cycle assessment method. The Farm Ahead climate check is used to map and document the climate footprint per litre of milk delivered to the dairy from the farmer. It helps farmers and dairies identify the distribution of greenhouse gas emissions by different parameters, such as cow digestion, feed production and energy consumption. Farm Ahead is based on international standards and validated by a third party, ensuring credible and consistent results across the industry. The carbon footprint is calculated in kilos of CO<sub>2</sub>e per kg of milk (fat and protein corrected to 4% fat and 3.3% protein).

# CLIMATE, NATURE AND THE GOOD ANIMAL LIFE

## BIODIVERSITY

Through the development of new tools through the work in the bio schools and help from the Innovation Centre for Organic Farming, in 2024 there were 18 cooperative members who mapped their area distribution based on GIS landscape data. Accurate landscape data based on mapping with GIS tools allows for the development of new indicators such as field configuration.

The results of the survey for the 18 farms are averaged:

- Natural areas make up 22% of the area available to the cooperative members
- The configuration is 228 (the normal figure is 200)

Figure 3 shows the configuration of the 18 cooperative members' rotational fields in relation to their natural area. It can be seen that the cooperative member with the lowest share of natural area has a high configuration. This means that many potential habitats are also possible for far-

mers with a smaller share of natural areas. It also shows that there are farms with 20-25% natural area, but with a low configuration of 169.

### FACTS

**Natural areas** are areas that are not agricultural land in rotation, i.e. areas that are not fertilised or cultivated and that are not roads or building plots.

Natural areas are meadows and other permanent grazing areas, forests, windbreaks, field boundaries, edges, moors, streams, lakes, etc.

**Configuration.** The field configuration is calculated by dividing the field perimeter in metres by the field area in hectares. The higher this number, the higher the configuration and thus the greater the potential for habitats.

In crop rotation areas, the edge of the field core, i.e. the transitions between field and windbreak or field road, is where there is potential for species-rich habitats.

## CONFIGURATION ACCORDING TO NATURAL AREA AT 18 COOPERATIVE MEMBERS

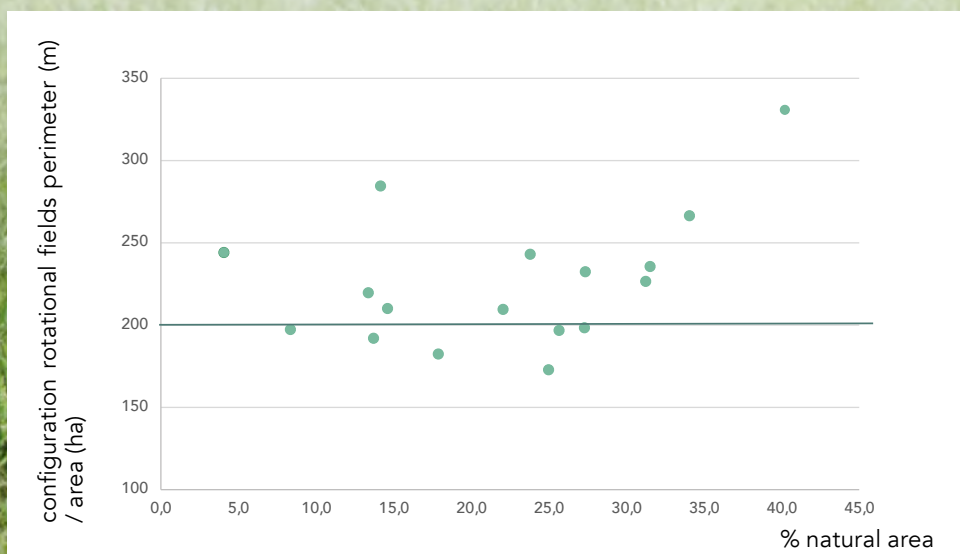


Figure 3 - Natural area configuration of 18 cooperative members

We have not rolled out Bio Schools 2.0, but it has been decided that in 2025, all These's cooperative members will have their area distribution mapped to identify focus areas that can form the basis for further work with biodiversity among cooperative members.

In 2024, in collaboration with Coop, we installed sensors at three farmers to measure the number of insects. Measuring the number of insects is another way to examine the biodiversity of an area because a large number of different insects is an excellent basis for pollinating plants and attracting birds and other animals.

## LOCAL AREA

In 2024, Organic Day was organised at These's farms, where visitors had the opportunity to see the cows grazing. The event was free but required reserving a ticket to regulate the number of guests. All the farms were fully booked, which shows a high level of public interest.

During the year, there has also been a generational shift among cooperative members, which has led to an influx of young farmers. This has resulted in a lower average age among cooperative members, which is now 50.

## WE WILL WORK WITH THAT IN 2025

- 10 farms on board for Organic Day 2025.
- Mapping of areas on all cooperative members' farms by GIS screening.
- Active work with results from Farm Ahead.
- Include experiences from previous work with peat soils and update the basis for figures, maps and calculations.



# THE DAIRY'S EMISSIONS AND ENERGY



## POLICY

As a responsible company, Thise Dairy aims to minimise the impact of its production and processing of milk and other ingredients on the environment and climate in order to contribute to sustainable development.

## STRATEGY

At the dairy, we want to reduce the use of non-renewable resources, including switching our energy consumption to renewable energy sources.

## IMPACT

At all stages of the value chain of milk and other ingredients, there is a risk of negative impacts on the climate and environment. We try to minimise the negative impact with our strategy and actions. Thise Dairy operates in a highly changeable market where market conditions and supply conditions can affect our work.





## WORK AREA 2024

- Develop long-term strategy for reducing climate impact and energy towards 2030
- Reduction of diesel consumption by 5% compared to the previous year. 2023
- Energy source: Phasing out diesel-powered vehicles
- Energy source: Establish our own energy production
- Heat recovery
- Carbon Capture
- 25% reduction of waste to landfill
- 25% reduction of climate impact from waste

## RESULT 2024

### ENERGY

**OVERALL, 2.3% LESS DIESEL WAS USED IN 2024.**

Our own transport tankers have collected 9% more milk in 2024, while diesel consumption has only increased by 1%. This is due to the full-year effect of new tankers purchased in 2023 with larger capacity and electric milk pumps and optimised driving patterns.

Diesel consumption on refrigerated lorries has also decreased by 5% despite the fact that the total volume of refrigerated lorries has increased. The decrease is due to increased efficiency in refrigerated transport and, to a large extent, the phasing in of electric refrigerated lorries.

### OWN PRODUCTION

In 2023, solar panels were installed on the dairy's roof, which in 2024 captured 5.4% of the dairy's total power consumption. This is an increase of 1.3 percentage points compared to 2023. No further investments have been made in solar panels.

The dairy continues to support Climate Foundation Skive's research on the possibility of carbon capture.

No heat recovery projects have been realised, and no investments have been made in other forms of renewable energy.

# THE DAIRY'S EMISSIONS AND ENERGY

## CLIMATE IMPACT

As Thise has signed up to SBTi, we report our climate efforts according to the SBTi protocol. Figure 4 shows the development of Scope 1 and 2 emissions from 2020 to 2024. Scope 1 includes both energy emitted directly as a result of dairy operations and transport from own vehicles. Scope 2 is energy used at the dairy, but where the emission source is external - here electricity.

## SCOPE 1

Total emissions in Scope 1 have increased 4% compared to 2023. The largest share of this is from diesel consumption. Total diesel consumption has decreased but as the share of HVO diesel has been lower than in 2023, total emissions have increased.

Emissions from heat/process energy have decreased slightly overall. Gas consumption has decreased, while wood chip consumption has increased. There is a direct correlation between gas and wood chip consumption.

## SCOPE 2 - ENERGY

For Scope 2, we have chosen the location-based method in connection with the 50% reduction target for SBTi. Our Scope 2 CO<sub>2</sub>e decreased in 2024, despite the fact that we see a significant increase in our power consumption. The reason for this is that the share of green electricity in Denmark has increased.

## SCOPE 3 - DOWNSTREAM

### PURCHASED TRANSPORT

The volume of external refrigerated transport has also increased, and emissions have decreased. However, this decrease is due to more accurate calculation of distances for exports to Europe.

## CLIMATE IMPACT tCO<sub>2</sub>e

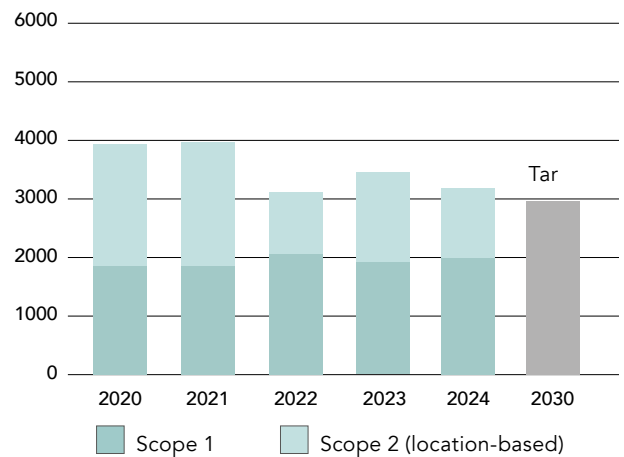


Figure 4: Development in climate impact, Scope 1 and 2.

## WASTE

In 2024, the waste sorting strategy was fully implemented with sorting into 10 different fractions. This means that the sorting rate of waste from the dairy has increased, resulting in increased recycling.

Due to higher consumption of wood chips, it has not been possible to reduce the amount of ash from the wood chip boiler to landfill. In 2024, wastewater is also included under waste emissions, therefore the climate impact from waste has increased.



## WE WILL WORK WITH THAT IN 2025

- A long-term energy strategy for Thise Dairy.





# SOCIAL AND EMPLOYEE CONDITIONS



## POLICY

At Thise Dairy, we strive to create a healthy, attractive and safe working environment for all employees. We want to strengthen the Thise culture, promote a high degree of employee involvement and prioritise an inclusive labour market, the Danish labour market model and a high level of diversity.

## STRATEGY

We actively work to create a healthy and safe working environment by reducing sickness absence and accidents at work. Through surveys,

inspections and optimisations, we continuously ensure that the working environment meets our high standards. We follow the agreements made between the social partners and collaborate with various actors to support an inclusive labour market.

## IMPACT

We are constantly working to ensure that our employees thrive. This is supported by ongoing well-being surveys, daily communication and close dialogue between management and employees.

## WORK AREA 2024

- Step up action against accidents at work. The goal is to halve the number of accidents at work.
- That the overall general sickness absence at the Dairy should be below 4%, and that no one should be off sick with work-related stress.
- To ensure a diverse and inclusive company.
- Ensure and maintain a high level of training throughout the organisation
- Further reduction of work routines involving manual handling and repetitive work (red workplaces).

## RESULT 2024

The focus has been on reducing accidents at work with more time devoted to the work of the working environment groups and with a focus on recording and following up on incidents. The total number of accidents is on par with 2023, but the number of accidents with absence has increased, which means that the target for 2024 has not been reached, and efforts will be further optimised in 2025.

Total sickness absence has decreased from 3.8% in 2023 to 3.3% in 2024, below the target of 4%. General sickness absence is stable compared to 2023, while the proportion of people on long-term sick leave has decreased. The overall well-being work continues to focus on work-related stress.

A well-being survey has been conducted, and workshops have been held in each department.

In 2024, we invested in a new smear application machine that can be adjusted in height and does not require the same manual handling. In 2024, investment in a new cheese factory has begun, which will, among other things, increase the degree of automation and eliminate a lot of heavy lifting and manual handling.

In 2024, training was offered in various topics such as behavioural safety. A well-being day has also been held and offered to all dairy employees.

The number of apprentices and trainees increased in 2024.

Employee turnover in 2024 was 6% and average seniority was just under 8 years.

As a workplace, we want to promote inclusion and diversity and ensure that we provide opportunities for all employees regardless of background or special needs.

For several years, we have had a department with a special focus on Ukrainian employees, where, among other things, language training has been offered at the workplace.

The dairy now has employees of seven different nationalities who together contribute to a dynamic and diverse workplace.

In 2024, Thise Dairy was nominated for Skive Municipality's CSR award for our efforts to involve citizens on the edge of the labour market. Although we didn't win, the nomination reflects our commitment to supporting inclusion and diversity in the workforce.



# SOCIAL AND EMPLOYEE CONDITIONS

## THE UNDERREPRESENTED GENDER

Above all, These Dairy selects people with the right qualifications for sites, jobs and positions throughout the organisation. The dairy has a policy on the representation of women and men in the top management of the dairy, taking into account that both the agricultural and dairy sectors are dominated by men.

Through training, recruitment and skills development, we work to increase the representation of the underrepresented gender in all levels of management. See Tables 2 and 3.

Table 2

GENDER COMPOSITION IN THE BOARD OF DIRECTORS	2024	2023	2022	2021	2020
Number elected at the general meeting to the board of directors	7	7	7	7	7
Share of the underrepresented gender %	14	14	0	14	14
Target Figures for the Board	25	25	25	25	25
Year of expected fulfilment	2028				

Table 3

TARGET FIGURES FOR OTHER MANAGEMENT LEVELS	2024	2023	2022	2021	2020
Number of people in other management layers	13	13	10	7	8
Women's Share in %	30	30	20	14	13
target figures for other management layers	25	25	25	25	25
Year of expected fulfilment	Achieved				

The proportion of the underrepresented gender in both the board of directors and other management levels is unchanged. Target figures are maintained.



## ANTI-CORRUPTION AND BRIBERY

At Thise Dairy, we have a zero-tolerance policy towards all forms of corruption, including extortion and bribery. As a company, we maintain high standards regarding our employees not giving gifts or other benefits to Danish, foreign and international officials or employees in private and public companies, and that our employees do not receive, demand or accept gifts or other benefits in a job-related context without authorisation.

## WHISTLEBLOWER SCHEME

Thise Dairy has a whistleblower scheme that allows employees to anonymously report suspected irregularities, including corruption, discrimination, violations of legislation or internal policies and other matters that may damage the company's integrity. The scheme ensures that employees can report these issues without fear of retaliation and supports our commitment to an ethical and responsible work environment.

## HUMAN RIGHTS

At Thise Dairy, we work to ensure that we neither directly nor indirectly violate internationally recognised human rights. In every relationship, we contribute to ensuring that human rights are respected.

## RAV-AAGE PRIZE

Back in 2008, Thise Dairy established the Rav-Aage Prize to recognise individuals and organisations that work for the environment.

The recipient of the 2024 award was Anton Raundahl for his 700-page work titled "Cow - almost everything about the world's most important animal".

## THE SURROUNDING COMMUNITY

Thise Dairy is actively involved in the local community and participates in relevant events whenever possible.

To give the public the opportunity to experience the work of the dairy up close, we hold open days during the school holidays where we offer guided tours.

Thise Dairy also collaborates with educational institutions on visits and work placements. As part of our increased focus on learning and local collaboration, we have entered into a new partnership with Breum School, where we have established a friendship class.

We support community organisations, cultural initiatives and sporting activities in the local area. Furthermore, the dairy provides sponsorships to both clubs and individuals to strengthen local community development.

As a natural part of our local commitment, the dairy also supports the local grocery store through daily shopping.

## WE WILL WORK WITH THAT IN 2025

- Reduction of accidents at work
- Establish a new cheese factory
- Continued focus on localisation

# PRODUCT INNOVATION

## POLICES

Our goal is to produce tasty and safe organic food that reflects consumer expectations and is driven by both market demand and internal innovation.

## STRATEGY

Through innovation and food safety, Thise Dairy is constantly testing the market for new organic dairy products. Launching products that reflect the diversity of the cooperative community is part of this strategy.

## RESULTS 2024

During 2024, we have had a particular focus on the development of protein-rich products that cater to both the general consumer and the light eater. This work has resulted in the launch of two new organic protein drinks with a protein content of 7%. The products are also suitable for lactose intolerant consumers, making them more accessible to a wider target group.

We have also participated in several research projects focusing on the development of dairy products with a lower climate impact. Several of



these projects have shown promising results in 2024, providing the basis for further development in the coming years.

Another important focus area has been the optimisation of the dairy's side streams. During the year, technological solutions have been identified that can eventually contribute to better utilisation of these resources.

Innovation has also been a focus area for our cooperative members, with around 30% of our milk now coming from herds that do not use antibiotics.



## WE WILL WORK WITH THAT IN 2025

- Developing new organic dairy products that live up to Thise's values of quality and sustainability.
- Continued collaboration with research institutions for long-term development of new, less climate-impacting dairy products.
- Implemented better utilisation of side streams from the dairy.



# PRODUCT PACKAGING

## POLICES

We focus on creating sustainable and functional packaging solutions that support our goal of minimising our carbon footprint. The amount of material should be reduced in the different packaging as much as possible.

## STRATEGY

We are committed to finding packaging solutions that can be sorted for recycling as many times as possible. As far as possible, the packaging should be recyclable where the product is consumed. This means that the packaging must be adapted to the waste strategy at the location in question. Our strategy includes working with innovative partners to drive the development of more sustainable packaging solutions.

## WE MUST:

- Minimise the amount of packaging.
- Increase the possibility of reusing or recycling the packaging.
- Increase the proportion of recycled material in packaging.

- Select packaging that increases sortability and minimises food waste.

## IMPACT

By prioritising recyclable materials for our packaging, we contribute to waste reduction. At the same time, we create products that meet consumers' increased expectations for responsible and climate-friendly choices, and we continuously work to improve our carbon footprint.

## WORK AREA 2024

- Reduce the amount of material per unit
- Increase the possibility of reuse or recycling
- Increase the share of recycled material
- Select packaging that increases sorting friendliness and minimises food waste
- Extended producer responsibility for packaging



## RESULTS 2024

Overall, packaging volumes and CO2e emissions have increased, but sales of value-added products have increased relatively more. The amount of material per unit therefore seems to have decreased overall, but due to complexity and variation in product mix, this cannot be a definitive conclusion.

The amount of HDPE plastic reduced by switching away from screw-cap cartons on many SKUs, so the total consumption of HDPE plastic is 60% less than in 2023.

Work is ongoing to reduce the amount of packaging per unit and the amount of recycled material. The share of recycled cardboard is on par with 2023 and the share of recycled plastic has increased slightly. Factors such as convenience and durability place natural limitations on further reductions.

In October 2025, Thise Dairy will be covered by extended producer responsibility.



## WE WILL WORK WITH THAT IN 2025

- Continued focus on the packaging strategy.
- Preparing for extended producer responsibility.

### CLIMATE IMPACT tCO2e SCOPE 3 PACKAGING

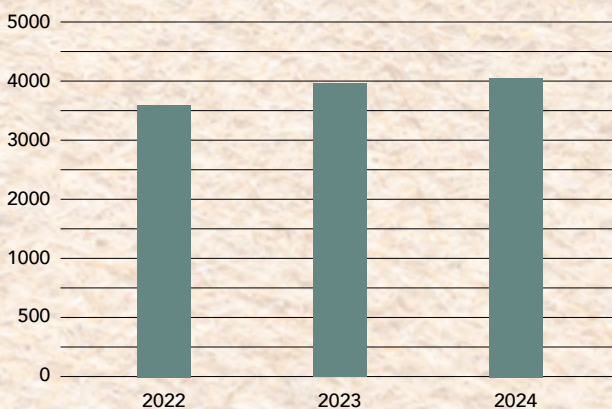
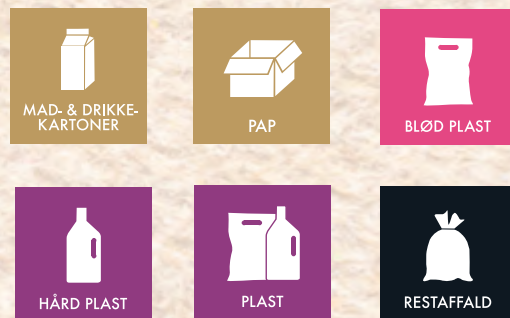


Figure 5: Development in climate impact



# WE WILL WORK WITH THAT IN 2025

From the 2025 financial year, Thise Dairy will introduce parts of the EU CSRD directive on sustainability reporting. The format of the reporting will change.

The 2025 points identified in this report will be included. Increased demands for structure and documentation will push the continued development and visibility of Thise Dairy in a sustainability perspective.

In 2025, the report will therefore be based on the structure below.

