

D E C E N C Y
HOW WE TAKE RESPONSIBILITY

2025

Thise
DAIRY WITH PASSION

ESG Report on Thise Dairy's Sustainability Report 2025



COMPLIANCE REPORTING

This decency report is based on ESG reporting structured around the company's sustainability initiatives in the areas of the environment, social and governance.

It is based on the EU's Voluntary Sustainability Standard for SMEs (VSME). To ensure maximum transparency, reporting is carried out in accordance with the extended module as described in the accounting policies, except for B10b, B10d, and the sector-specific C8, which relate to income from sectors not relevant to Thise Dairy.

Reporting is carried out at group level and covers both the dairy's operations and the following activities undertaken by the members – all of whom are organic dairy farmers – namely, Scope 3 greenhouse gas emissions and biodiversity factors.

GENERAL INFORMATION

Thise Mejeri A.M.B.A. is a limited liability cooperative in which the owners – the organic dairy farmers – form the membership. In addition to the dairy's core activities, the following companies are included:

- Dybbækdal Dairy P/S, which specialises in contract production using conventional milk sourced from external milk suppliers
- Thise Food Ingredients ApS, which is responsible for other operations falling outside the scope of the cooperative's purpose
- Dybbækdal Dairy General Partnership

Turnover	TDKK 1,762,090
Balance sheet total	TDKK 592,578
Number of employees	302 full-time equivalents on average per year
Number of members	71
NACE sector code	10.51 Production of dairy products



Thise Dairy is organic certified in Denmark and the EU, and its milk is also certified for the US and Asian organic markets.

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THE INDEPENDENT AUDITOR'S STATEMENT OF LIMITED ASSURANCE ON THE SUSTAINABILITY REPORT

To the stakeholders of Thise Dairy

Opinion with limited assurance

We have carried out a declaration engagement with limited assurance on the Sustainability Report for Thise Mejeri A.M.B.A., as presented in the Sustainability Report for the 1 January – 31 December 2025 financial year.

Based on the work performed and the evidence obtained, nothing has come to our attention that causes us to conclude that the Sustainability Report has not, in all material respects, been prepared in accordance with the Core and Extended Modules of the Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME).

Basis for our opinion

We have carried out our declaration engagement with limited assurance in accordance with ISAE 3000 (updated) Declaration engagements other than audits or reviews of historical financial information ("ISAE 3000 (updated)") and additional requirements applicable in Denmark.

The nature and timing of the procedures performed in declaration engagements with limited assurance differ from those performed in declaration engagements with a high degree of assurance, and the scope of such procedures is less extensive. Consequently, the level of assurance provided by a declaration engagement with limited assurance is significantly lower than the level of assurance that would have been obtained had a declaration engagement with a high level of assurance been carried out.

It is our view that the evidence obtained is sufficient and appropriate as a basis for our opinion. Our responsibilities under this standard are described in more detail in the section of the report entitled "The auditor's responsibilities for the declaration engagement".

Our independence and quality management

We have complied with the independence requirements and other ethical requirements set out in the International Ethics Standards Board for Accountants' International Standards (IESBA Code), which are based on the fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour, as well as the ethical requirements applicable in Denmark.

BDO Statsautoriseret Revisionspartnerselskab applies the International Standard on Quality Management 1, which requires us to design, implement and maintain a quality management system, including policies and procedures relating to compliance with ethical requirements, professional standards, applicable laws and other regulations.

Highlighting key points in the Sustainability Report

We would like to draw attention to the fact that Thise Dairy's data reporting in its climate accounting in accordance with the GHG Protocol is subject to several structural and methodological limitations. These limitations stem from management's assessment that, at this stage, it is necessary to ensure the required quality of the reported data and to address data accuracy issues before it is appropriate to prepare a complete and accurate climate accounting for the Group's activities as a whole.

Against this background, Thise Dairy has chosen not to include all activities within the Group, as management, as part of its reporting scope, has excluded activities which, in its assessment, are not material to users' understanding of the overall climate accounting.

This scope constitutes a management judgement and is in accordance with the GHG Protocol framework, under which companies may, in the initial reporting years, gradually phase in activities into the calculation and reporting of greenhouse gas emissions, see page 34.

Management is working to improve the quality of personnel-related payroll data to ensure future compliance with pay transparency requirements and guidelines. The current data set is not considered sufficient for reporting the indicators on pay and educational attainment by gender (B10), see page 35.

Our opinion remains unchanged as a result of this matter.

Highlighting matters relating to the declaration engagement

Comparative information in Thise Dairy's Sustainability Report for the 1 January – 31 December 2024 financial year is not included in the declaration engagement. Our opinion is not modified on this matter.

Management's responsibility for the Sustainability Report

Management is responsible for:

- Identification of the information to be included in the Sustainability Report in accordance with the VSME
- Preparation of the Sustainability Report in accordance with VSME

- The design, implementation and maintenance of the internal controls that management considers necessary to prepare a Sustainability Report in accordance with VSME that is free from material misstatement, whether due to fraud or error, and
- The selection and application of appropriate methods for the Sustainability Report, the establishment of assumptions, and making judgements that are reasonable in the circumstances.

The auditor's responsibility for the declaration engagement

Our objective is to plan and perform the assurance engagement with a view to obtaining limited assurance that the Sustainability Report is free from material misstatement, whether due to fraud or error, and to issue a limited assurance report setting out our opinion. Misstatements may arise from fraud or error and may be considered material if it can reasonably be expected that, individually or in the aggregate, they could influence users' decisions based on the Sustainability Report as a whole.

As part of a limited assurance engagement conducted in accordance with ISAE 3000 (updated), we make professional judgements and maintain professional scepticism throughout the engagement.

Our responsibilities regarding the Sustainability Report include:

- Identifying items where material misstatements are likely to arise as a result of fraud or error, and
- The design and performance of procedures tailored to the assessed risks of material misstatement in the individual items of information. The risk of failing to detect material misstatements caused by fraud is higher than that of material misstatements caused by error, as fraud may involve collusion, forgery, deliberate omissions, misrepresentation or the circumvention of internal controls.

Summary of the work carried out

A limited assurance engagement involves performing procedures to obtain evidence supporting the Sustainability Report.

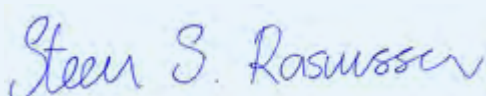
The nature, scope and timing of the procedures selected depend on professional judgements, including the identification of information where material misstatements are likely to arise in the Sustainability Report, whether due to fraud or error.

As part of our limited assurance engagement, we have:

- Gained an understanding of the Group's reporting process relevant to the preparation of the Group's Sustainability Report by gaining an understanding of the Group's control environment, processes and information systems relevant to the preparation of a Sustainability Report, but not to assess the design of specific control activities, obtain evidence of their implementation or test their functionality
- Assessed whether the information identified by management as to be included in the Sustainability Report is appropriate and reasonable
- Consulted relevant staff and carried out analytical procedures in relation to selected information in the Sustainability Report
- Carried out substantive procedures regarding selected information in the Sustainability Report, and
- Assessed the methods, assumptions and data used to make significant estimates and forward-looking statements, and how these methods were applied
- Where relevant, comparing selected information in the Sustainability Report with corresponding information in the financial statements and the management report.

This auditor's statement has been translated from Danish. In case of any differences in interpretation, the Danish version is authoritative.

Aarhus, 9 March 2026



Steen Sogaard Rasmussen
State-Authorised Public Accountant

MNE-nr. 29473

BDO Statsautoriseret
Revisionspartnerselskab

CVR-nr. 45 71 93 75

MANAGEMENT'S STATEMENT

The management has today approved the Sustainability Report (hereinafter the Report) for the 1 January – 31 December 2025 financial year for Thise Dairy.

The Report has been prepared in accordance with the VSME standard and the principles applied for sustainability reporting, see pages 34–35.

It is our opinion that the Report provides a true and fair view of Thise Dairy's sustainability activities and the results of the company's sustainability initiatives during the reporting period, as well as a balanced presentation of Thise Dairy's environmental, social and corporate governance in accordance with the stated reporting principles.

Thise, 9 March 2026

A handwritten signature in black ink, appearing to be 'Per Godsk Nielsen', written over a horizontal line.

Per Godsk Nielsen
Managing Director
Thise Mejeri

FOREWORD

Following a couple of turbulent years in which unpredictable conditions for organic milk production have been a tough pill to swallow for our members, a sense of momentum has gradually built, and there are now positive signs of understanding and implementing the Green Tripartite Agreement.

It is now widely recognised that organic farming is a key tool for achieving objectives related to climate, the aquatic environment, biodiversity and clean drinking water.

This doesn't come as a surprise to us...

This was originally established by dairy farmers who were pioneers in a nascent paradigm shift in Danish agriculture, breaking away from the rapidly expanding industrial agriculture based on the use of chemical products.

The cooperative dairy is built upon – and sustained by – a belief in organic farming as the sustainable way forward, as well as on indispensable virtues such as tenacity and community spirit when the going gets tough.

This therefore welcomes this new approach, and we remain firmly convinced that the sustainable food production of the future will be developed through collaboration between organic

dairy farmers and a development oriented Thise Dairy.

BUT the dilemma remains...

There is no getting around the fact that our overall carbon footprint from raw milk has a significant impact on the climate.

We continue to bear a significant shared responsibility for actively reducing carbon emissions, whilst also taking on an expanded, broad responsibility for the natural world, the environment and the people around us.

The dairy is keen to play an active part in both Danish and EU objectives to increase the area of organic farmland and the consumption of organic products, and we firmly believe that organic milk production as a whole is beneficial to the environment, nature and rural life.

We hope you enjoy reading our 2025 report on "Decency".



Arne Bisgård, Chairman, Thise Mejeri Per Godsk Nielsen, Managing Director, Thise Mejeri

BUSINESS MODEL

This Dairy is a cooperative dairy specialising in the production of dairy products. Since our founding in 1988, we have had a clear mission: To develop organic farming and produce tasty, high-quality food on a sustainable basis.

With a commitment to investing, thinking innovatively and building strong relationships and partnerships, we strive to develop and sell high-quality products. At the same time, we are creating a sustainable framework for the future of organic farming by ensuring our members have a sound financial foundation.

Since its foundation, Thise has had partnership and subsequently ownership ties with the conventional dairy Dybbækdal, which has helped ensure a healthy milk supply during periods when the organic sector has faced challenges. This has enabled Thise, even in difficult times, to act as a driving force for organic development.

Thise is a democratic cooperative; its members are farmers – both men and women – who have chosen to keep organic dairy cows. Votes are cast by heads, not by head of cattle. This means that every member has one vote when decisions are made, regardless of whether they supply milk from 35 or 900 cows.

From its original eight founders, the membership has grown to now comprise over 70 organic farmers who are responsible for the dairy's development, direction and ethical compass, where integrity forms the cornerstone of its vision and actions.

MAIN PRODUCT GROUPS

Thise Dairy's main product groups are fresh milk, fermented dairy products, cheese, cream and butter. In addition, there is a range of protein-rich dairy products such as Skyr.

Whey, a by-product of cheese production, is sold to export markets, where it is used in the

food and nutrition industry. Therefore, whey products contribute both to resource efficiency and value creation within our product portfolio.

KEY MARKETS

Our main market is Denmark, where we sell our products through a partnership with the Coop retail chain via its stores: Kvickly, SuperBrugsen, Brugsen/Dagli'Brugsen and 365discount. In addition, B2B customers account for a significant proportion of our total sales.

Our main export markets are the Nordic region and Germany, where we work with retailers, foodservice operators and industrial partners. Furthermore, there is a smaller share of exports to the US and Asian markets.

SUPPLIERS

Our owners, the members, are the main suppliers of organic milk to Thise Dairy. Next comes the purchase of raw milk products from Danish suppliers.

Then come suppliers of ingredients, raw materials, energy, transport and technical services, amongst other things. The majority of our purchases come from a small group of regular suppliers. Most of these suppliers are based in Denmark and the Nordic region.

LOCATIONS

Figure 1 provides an overview of the key assets and fixed assets owned, leased and controlled by Thise Dairy.



Thise Mejeri A.M.B.A.
Sundsørevej 62, 7870 Roslev
56.70445, 9.12733

Dybbækdal P/S
Sundsørevej 62, 7870 Roslev
56.70445, 9.12733

Thise Food Ingredients ApS
Sundsørevej 62, 7870 Roslev
56.70445, 9.12733

Thise Mejeri Forrensningsanlæg
Sundsørevej 62, 7870 Roslev
56.70214, 9.12530

Bovbjerg Ostelager
Gammel Damsgårdvej 6,
7620 Lemvig
56.51408, 8.12575

Hjerm Ostelager
Jernbanevej 13, 7560 Hjerm
56.43380, 8.64297

FASTER Ostelager
Højevej 25, 6900 Skjern
56.00568, 8.60038

Vinderup ostelager
Nr. Bjertvej 21, 7830 Vinderup
56.47325, 8.76259

Figure 1



MEASURES, POLICIES AND INITIATIVES

This Dairy operates based on a holistic approach, in which both environmental and social considerations form an integral part of the company's day-to-day operations. As part of the transition to more sustainable operations, policies and objectives are embedded within the organisation and supported by clear initiatives, resources and the allocation of responsibilities.

ENVIRONMENT, ENERGY AND SUSTAINABLE DEVELOPMENT

We are committed to running our business in a way that promotes sustainable development. This initiative is an integral part of our overall strategy and supports our goal of producing high-quality products with the lowest possible environmental impact. We achieve this through a systematic approach at every stage of the process, from farmers to the finished product.

SOCIAL FACTORS

In the social sphere, the aim is to create a healthy, attractive and inclusive working environment. Close collaboration between staff and management, including through coordination committees and clear health and safety policies, ensures a shared focus on high levels of well-being and safety.



ANCHORING POLICIES AND OBJECTIVES

Policies and objectives related to the environment, social factors and business ethics are integrated into the company's operations and supported by clear initiatives, resources, and responsibilities. Relevant policies are discussed in detail throughout the Report.

Responsibility for environmental, energy and sustainability initiatives lies with senior management and is carried out in collaboration with the relevant functional managers. Follow-up is carried out through regular management reviews, reporting and action plans.



ENVIRONMENTAL CONSIDERATIONS

As part of our work on environmental considerations, we regularly assess our impact on the surrounding area. Below, we outline our approach and results in the areas of greenhouse gas emissions, energy consumption, the circular economy, waste management, climate risks and biodiversity. Our efforts are driven by a desire to use fewer resources, reduce our carbon footprint and protect the natural world around us.

GREENHOUSE GAS EMISSIONS

Our work on greenhouse gas emissions is driven by a desire to reduce the environmental impact of the dairy's operations and value chain. Climate accounting follows the scope defined in the sectoral model and includes only the activities and data types covered by the model. Operating expenses, such as building maintenance, machinery maintenance, and related materials, are not included. These items are included in internal analyses with a view to the future development of emission statements – see the accounting policies on page 34.

This Dairy has committed to the Science Based Targets initiative (SBTi), which means that we report in accordance with the targets set out by SBTi. According to the climate accounting, the Greenhouse Gas Protocol (GHGP) is used, which is a standard for measuring and managing greenhouse gas emissions.

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 carbon footprint of the dairy sector in Denmark, which has been drawn up in accordance with the requirements of the GHGP. The emissions have been calculated using emission factors from international databases.

As shown in Table 1, total greenhouse gas emissions rose by 9% between 2024 and 2025. It can also be seen that emissions have risen across all categories, except for cattle for slaughter and waste. The increase in emissions is due to the increase in milk received, as well as milk processing and distribution. Raw milk accounts for the largest share of the increase in Scope 3 emissions, at just under 10%, due to the increase in milk received. Packaging sales have risen by 34%, driven by increased activity in the 'smaller consumer units' segment.

CLIMATE IMPACT		2023 t CO2e	2024 t CO2e	2025 t CO2e
Scope 1	Diesel for own lorries, natural gas, wood chips	1.937	2.014	2.283
Scope 2	Electricity (location-based)	1.600	1.199	1.459
Scope 3 upstream	Raw milk products	210.792	232.421	253.490
Scope 3 upstream	Slaughter livestock	14.718	26.789	25.746
Scope 3 upstream	Ingredients (fruit, oil, oats, sugar)	13.213	12.084	13.004
Scope 3 upstream	Packaging	3.951	4.028	5.430
Scope 3 upstream	Energy source related emissions	1.459	2.339	2.625
Scope 3 downstream	Purchased transport	6.034	4.507	6.290
Scope 3 downstream	Rubbish	111	187	136
Total		253.815	285.568	310.463

Table 1

GREENHOUSE GAS EMISSION REDUCTION TARGETS:

- Reduce Scope 1 and 2 greenhouse gas emissions by 50% by 2030, compared with 2018
- Measure and reduce Scope 3 emissions, where milk from members accounts for the largest share

DEVELOPMENTS IN SCOPE 1 AND 2

The target for Scope 1 and 2 emissions is a 50% reduction by 2030.

As can be seen from Figure 2, emissions have been reduced by 37% between 2018 and 2025.

For Scope 2, we have opted for the location-based method, which may affect the emission factor in both positive and negative ways.

In the run-up to 2030, we are working systematically on energy management and reducing the use of fossil fuels in dairy operations and transport, through which we expect to achieve our Scope 1 and 2 targets.

CARBON FOOTPRINT FOR SCOPE 1 AND 2 tCO₂e

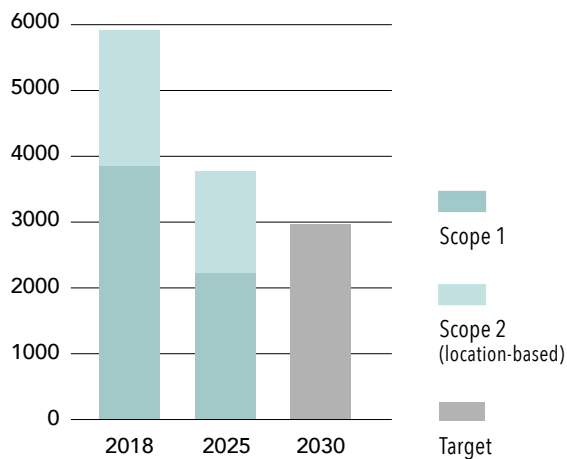


Figure 2

DEVELOPMENT IN SCOPE 3

The target for Scope 3 is to measure and reduce greenhouse gas emissions. 2025 marks the third year in which we have calculated all Scope 3 emissions, and we therefore have data that can be used in our ongoing improvement efforts work.

Our procurement strategy helps reduce Scope 3 emissions in collaboration with our suppliers.

As raw milk from our members accounts for a significant proportion of Scope 3 emissions, we are working on specific initiatives in collaboration with them.

SCOPE 1

- Diesel for milk collection and refrigerated lorries
- Natural gas for boilers
- Wood chips for boilers

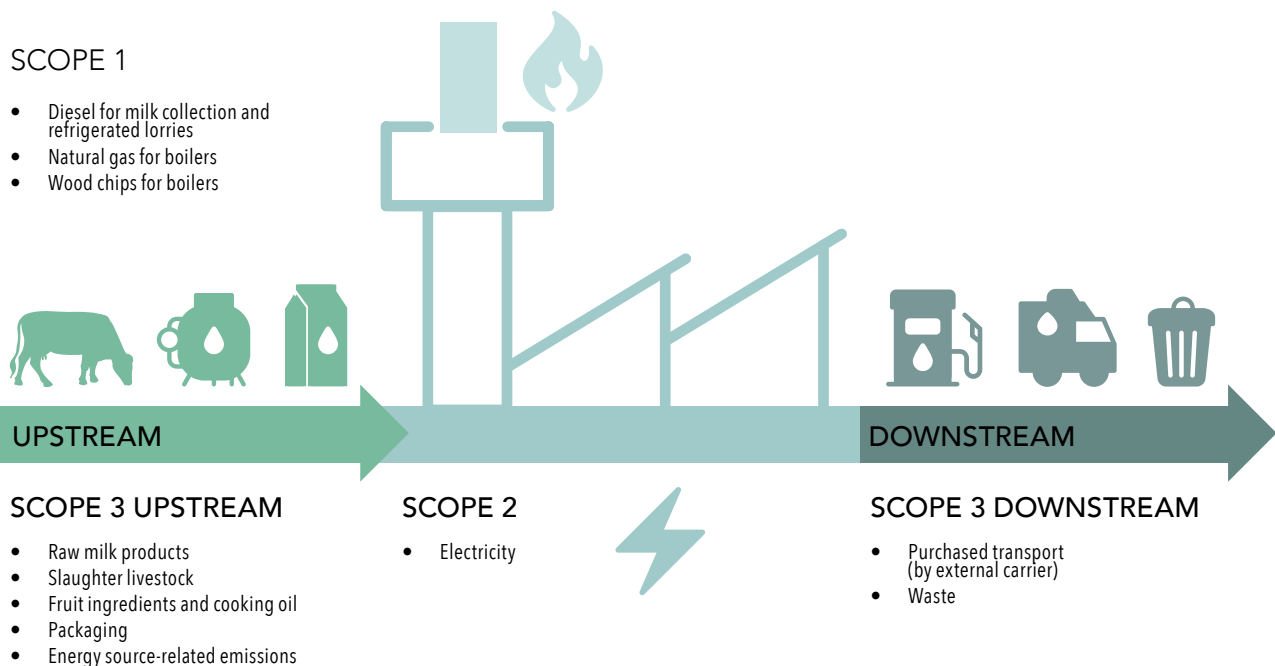


Figure 3

E ENVIRONMENTAL CONSIDERATIONS

MEMBERS' MILK

Greenhouse gas emissions from the members' milk and meat are calculated using the climate check tool 'Mejeribrugets klimatjek', and are expressed per kilogram of milk (FPKM) delivered to the dairy and per kilogram of meat, calculated by Thise Dairy.

'Mejeribrugets klimatjek' is an LCA of the climate footprint of milk, expressed per kilogram of milk delivered to the dairy; the LCA only includes factors and land areas that contribute to milk production.

The carbon footprint of the members' milk, calculated per kilogram of milk, has fallen from 1.26 kg of CO₂ per kg in 2024 to 1.23 kg of CO₂ per kg in 2025.

The carbon footprint of the members' meat has also been reduced from 20.5 kg CO₂ per kg of carcass weight in 2024 to 19.0 kg CO₂ per kg of carcass weight in 2025.

Figure 4 shows that the decline in the carbon footprint per kilogram of milk is primarily due to a reduction in emissions from peatlands. Greenhouse gas emissions from peatlands will therefore be 0.3 kg of CO₂ per kg of milk lower in 2025 than in 2024. At the same time, there has been an increase in emissions from feed production and a decrease in emissions from manure storage, which cancel each other out.

These members are heavily reliant on grazing land for their cows, so that they can continue organic milk production in the future. In 2025, emissions from peatlands still account for 20% of total emissions per kilogram of milk and will therefore remain a priority area, in line with the efforts under the Green Tripartite Agreement.

In 2026, Thise Dairy's members will have access to the ESGreentool-climate tool, which is a climate assessment covering the entire farm and is therefore a territorial calculation. These are two different tools which, taken together, provide an overview of the farmer's options for reducing the farm's environmental impact.



SOURCES OF GREENHOUSE GAS EMISSIONS

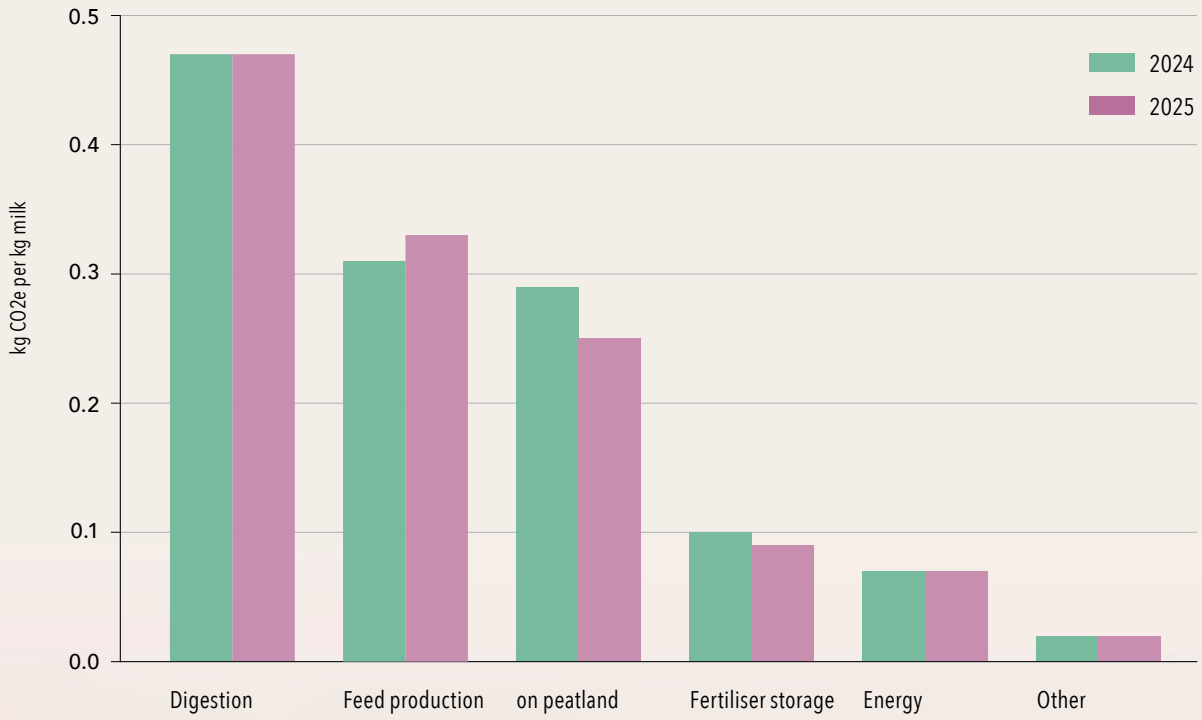


Figure 4. Breakdown of sources of greenhouse gas emissions from members' milk production



ENVIRONMENTAL CONSIDERATIONS

ENERGY CONSUMPTION

Energy consumption plays a central role in Thise Dairy's environmental work, which is why we are working purposefully to reduce consumption and increase the proportion of energy from renewable sources.

The initiative is based on a structured approach to energy management and regular monitoring, which provides a clear basis for tracking progress and achieving our objectives.

ENERGY OPTIMISATION TARGETS:

- Reduce the dairy's energy consumption to 0.2 kWh per litre of milk received

This Dairy has an annual energy consumption of over 85 TJ and is therefore subject to the Danish legal requirements regarding energy management. As part of this, we were certified to ISO 50001 in 2025, which requires establishing a systematic, documented energy management system with requirements for ongoing monitoring, measurement, improvement, and management review of energy consumption and energy efficiency.

The energy statement in this report complies with the principles set out in the ISO 50001 standard. This means that energy consumption is based on verifiable meter readings and is

broken down by conventional energy sources. Energy consumption is shown both in total and broken down into renewable and non-renewable energy sources. Electricity generated from renewable energy sources in the Danish electricity mix is estimated at 63%¹ based on a location-based approach. Energy from biomass in the form of wood chips and electricity generated by the dairy's own solar panels is included in the figures as energy from renewable sources.

Table 2 shows this breakdown of energy sources in MWh and the projected trend for 2025. Figure 5: Trends from 2023 to 2025.

TOOLS AND INITIATIVES FOR CLIMATE REDUCTION

To support both current and future climate targets, Thise is working purposefully on a range of initiatives designed to reduce its carbon footprint across the company:

- Systematic energy management, including monitoring of energy consumption, ongoing optimisation and a plan for improving the energy efficiency of process equipment.
- Climate audits and improvement projects, in which major facilities and processes are reviewed to identify reduction options.

TABLE 2 – BREAKDOWN OF ENERGY SOURCES FOR THISE DAIRY (TOTAL)

	Renewable energy (MWh)	Non-renewable energy (MWh)	Total (MWh)
Electricity	7.952	4.203	12.155
Wood chips for process energy	13.473	-	13.473
Gas for process energy	-	2.130	2.130
Diesel/heating oil	-	6.876	6.876
Total	21.426	13.209	34.634

Table 2. Breakdown of energy sources for Thise Dairy (total)

¹Environmental Report 2023 - Energinet

DEVELOPMENT IN ENERGY CONSUMPTION BY RENEWABLE AND NON-RENEWABLE ENERGY SOURCES

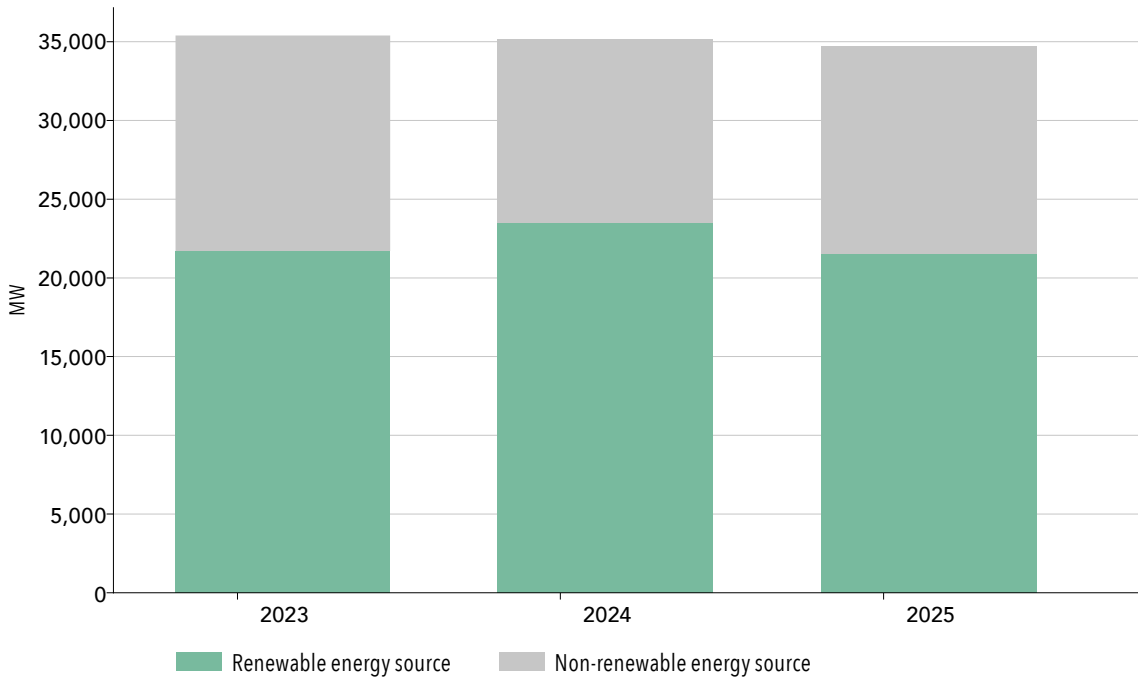


Figure 5

Total energy consumption at the dairy, measured in kWh, fell marginally from 2024 to 2025 despite the increase in activity. However, energy consumption from non-renewable energy sources has risen, as some of the wood chips used for process energy have been replaced by gas.

In 2024, energy consumption was 0.21 kWh per litre of milk received, and in 2025 it was 0.19 kWh per litre. The target has therefore been achieved.

ENERGY MANAGEMENT

As part of the energy management programme, the dairy’s total energy consumption has been mapped out and broken down, enabling potential improvements and targets for ongoing monitoring to be identified. In 2025, a significant part of the work has focused on strengthening the basis for the mapping exercise, so that the process of identifying relevant areas for action can be improved. In 2025, the key performance indicators focused on transport using the company’s own lorries, steam consumption and cooling for production processes.

In energy management, reference is made to so-called BAT (Best Available Technology) requirements, which are intended to ensure that the technology used and invested in has also been assessed from an energy perspective. The following are indicative energy consumption ranges by product group. As we are not yet able to allocate energy quantities to specific product groups at this stage, we have set an overall target of 0.2 kWh per litre of milk received, which falls within the recommended guidelines for all product groups.

ENVIRONMENTAL CONSIDERATIONS



CIRCULAR ECONOMY & WASTE MANAGEMENT

Circular thinking is integrated into the dairy's management of value streams, and we are constantly working to make the most of our by-products. Water consumption from the waterworks has risen in line with increased activity, totalling 232,956 m³ in 2025. As the dairy has a relatively low process water consumption, the water intake is roughly equivalent to the volume of our wastewater treated for recirculation.

Denmark is classified as a low-water-stress area, meaning that Thise Dairy does not operate in a region with a significant risk of water scarcity or competition for water resources.

In our wastewater treatment process, nutrients from the wastewater are recycled for agricultural use through biogas production or direct application to farmland, where they are incorporated into the farm's fertiliser accounts. Some of it is processed into wood chips, which are then turned into wood chips. The organic material collected during wastewater pre-treatment is used for biogas production. In 2025, 7,560 tonnes were sent for biogas production.

This is covered by the Extended Producer Re-

sponsibility for Packaging and Single-Use Plastics Directive, which further sharpens the focus on material consumption, packaging composition, and the potential for recycling. The requirements under the scheme also support our efforts to reduce waste and optimise resource use, and therefore form a natural part of the dairy's overall focus on material flows and circularity.

WASTE

The total amount of waste generated was 558.2 tonnes, broken down into recyclable, hazardous and non-hazardous waste – sewage sludge, incineration and landfill/other. See Table 3.

The total volume of waste has increased due to increased activity. The proportion of recyclable and reusable waste streams has increased. This is largely due to collaboration with waste management partners on the handling of ash from the wood-chip boiler, which, starting in 2025, will be recycled depending on ash quality.

Improved waste sorting and accounting have similarly shifted volumes from incineration to recycling.

Type of waste	2025 [tonnes]	2024 [tonnes]	2023 [tonnes]
Recycling and reuse	415.9	215	243
Sewage sludge	32.9	66	67
Incineration	108.8	122	181
Landfill/other	0.4	80	74
Hazardous waste	0.3	0.1	0.2
Main total	558.2	483.1	565.2

Table 3

CLIMATE RISKS

THE IDENTIFICATION AND DESCRIPTION OF CLIMATE-RELATED RISKS IS BASED ON:

1. Direct impacts on the dairy's buildings and equipment, and consequently on its operations.
2. Impacts on the supply of raw materials and, consequently, on the continuity of production.

The time horizon is set at 10 years and covers potential risks expected to arise during this period, based on current knowledge and prevailing forecasts.

IMPACT ON THE DAIRY

Direct impacts have been assessed in the risk assessment carried out as part of the energy management system (ISO 50001). The analysis identifies several physical and operational climate-related incidents, but our assessment is that none currently require systematic management measures. No need has been identified for separate policies or action plans to address the potential consequences of climate change.

SUPPLY OF RAW MATERIALS

Periods of heavy rainfall, flooding or drought can affect feed production and day-to-day operations on farms. Historically, however, such incidents have not led to disruptions in the supply of milk to the dairy and are not expected to do so in the short to medium term due to the high flexibility of the supply chain.

REGULATION/LEGISLATIVE CHANGES

At present, we do not consider regulatory and political climate risks to pose a challenge to the dairy's operations.

IMPACT ON THE AIR, WATER AND SOIL

This works systematically on environmental considerations in accordance with the ISO 14001 environmental management system and continuously monitors compliance with relevant environmental legislation. Potential sources of pollution include accidents related to the dairy's operations. No environmental incidents were recorded in 2025.

This complies with current requirements regarding emissions to the air, water and soil. No separate statements are prepared, as this is not required under the current regulations applicable to the company.

BIODIVERSITY

Our work on biodiversity concerns both the land owned by the dairy and the efforts made by the members in their day-to-day farming activities. The focus is on improving conditions for nature, protecting particularly sensitive habitats and supporting the species that naturally occur in and around our operations.

THE DAIRY'S LAND

Biodiversity-sensitive areas are identified within managed areas that have a direct impact on particularly biodiversity-sensitive areas and areas where active steps are taken to preserve/encourage biodiversity.

This is where Section 3 of the Nature Conservation Act comes into play, which concerns the protection of the following habitat types: lakes, bogs, freshwater meadows, salt marshes, heaths, pastures and watercourses.

Table 4 shows a breakdown of the dairy's land, categorised as paved areas, unpaved areas with natural vegetation, and areas within and near Section 3 areas. The cheese warehouse in Hjerm is located in a limestone quarry within a Section 3 area, and protected bats live in a fenced-off section of the mine.

Site	Total area (ha)	Paved area (ha)	Nature-oriented (ha)	Area (ha) in Section 3	Area (ha) near Section 3
Thise Mejeri (Sundsørevej 62)	8.41	4.11	4.30	-	-
Thise Mejeri Rensningsanlæg	1.59	1.59	-	-	1.59
Bovbjerg ostelager	1.93	0.57	1.22	0.14	-
Hjerm ostelager	0.10	-	-	0.10	0.10
Faster ostelager	0.11	0.11	-	-	-
Vinderup ostelager	1.39	0.69	0.70	-	-
Total (land use)	13.53	7.07	6.22	0.24	1.69

Table 4. Thise manages nature-oriented areas, which are areas where efforts are made to conserve or restore nature. In addition to the Section 3 areas in Bovbjerg and Hjerm, an area on the dairy's own land has been planted with shrubs and sown with native species to promote biodiversity.

ENVIRONMENTAL CONSIDERATIONS

BIODIVERSITY AMONG MEMBERS

The members are working hard to make more room for nature, and in 2025, we succeeded in finding a way to easily assess biodiversity at the members. The tool is a mapping tool based on the Field Nature Index (Marknaturindex) that uses physical parameters from the farm to assess habitat potential using digital landscape data (GIS).

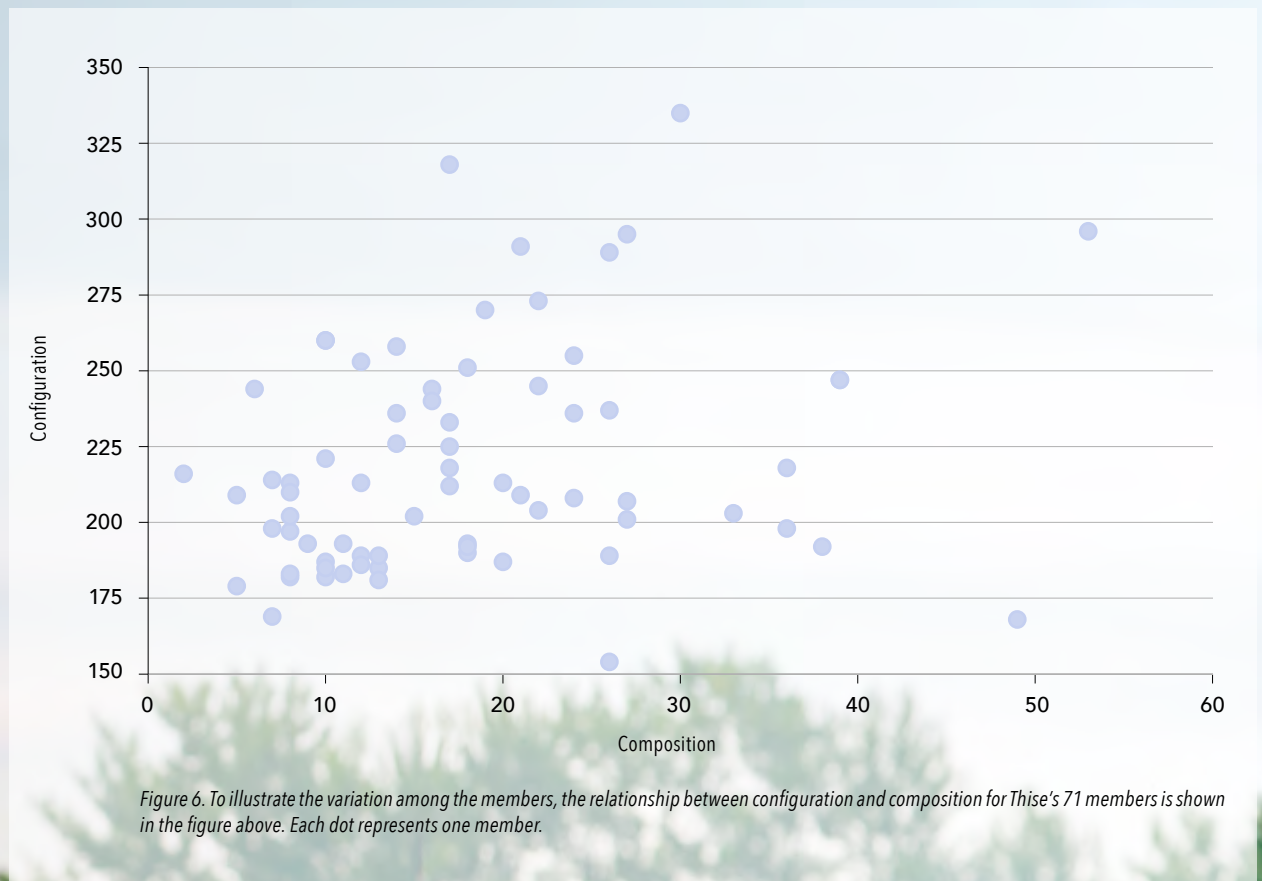
The Innovation Centre for Organic Farming has compiled data, and we can now start to say something specific about biodiversity and how things are developing.

Table 6 shows the overall results of the survey of the "Thise landscape" as a habitat.

These members have a combined agricultural area of 25,431 hectares. Of these areas, 3,600 hectares are located within drinking water catchment areas where no pesticides are used, and 2,600 hectares are Section 3-protected natural areas that are being preserved and protected.

Together, Thise's members protect public goods on 25% of their agricultural land

THE THISE LANDSCAPE AS A PLACE TO LIVE



THE THISE LANDSCAPE AS A PLACE TO LIVE – 2025 71 MEMBERS

There are two main factors that determine whether a given landscape is a good habitat: configuration – the spatial distribution of habitats – and composition – the area distribution of habitats.

The distribution of factors for the Thise members as a whole is shown in the table below, where the configuration is calculated based on the edge density of arable land, and the composition consists of the proportion of permanent grassland and the proportion of permanent-landscape features.

	Hectares	Per cent
Total area	27,878	100%
Agricultural land	25,431	91%
Facilities – paved areas	1,733	6%
Forest	714	3%

Table 5

Agricultural land	Circumference (C), in metres	Area (A), in hectares	Area distribution (%)	Edge density C:A	Reference value
Arable land	4,232,737	20,462	80%	207	200
Permanent Grass	1,092,340	3,022	12%	361	300
Permanent Landscape Features	5,467,172	1,947	8%	2808	2500

Table 6



SOCIAL FACTORS

We are actively working to create a healthy and safe working environment by reducing sickness absence and accidents at work. Through assessments, investments and optimisations, we ensure on an ongoing basis that the working environment meets our high standards. We adhere to the agreements reached between the social partners and work with various stakeholders to promote an inclusive labour market.

INFORMATION ABOUT THE WORKFORCE

In 2025, the company employed 302 full-time equivalents, of whom 94 are women and 208 are men. The majority of staff are based in Denmark (300), whilst two are based in Germany. The workforce consists mainly of permanent staff, with 290 employees on permanent contracts and 12 on temporary contracts. In addition, the use of temporary staff was equivalent to 3.6 full-time employees over the year. The overall staff turnover rate stands at 10.1%, which is an increase from 6.0% in 2024 and 6.6% in 2023.

MANAGEMENT COMPOSITION AND UNDER-REPRESENTATION

The Executive Board consists of four members, one of whom is a woman and three of whom are men, corresponding to a gender ratio of 0.33 for the under-represented gender. Of the company's ten managers, five are women and five are men. The management team below the Executive Board shows a more balanced gender representation than senior management.

WE WORK TOWARDS THESE TARGETS:

- Step up action against accidents at work. The goal is to halve the number of accidents at work.
- To ensure a diverse and inclusive company.
- Ensure and maintain a high level of training throughout the organisation

CONDITIONS OF EMPLOYMENT

This Report does not contain any indicators relating to pay, education and training conditions.

At These Dairy, all conditions of employment are governed by collective agreements, and we comply with all applicable legislation in this area.

We are committed to ensuring fair recruitment and equal opportunities for development on an ongoing basis, and we are preparing to comply with the EU Pay Transparency Directive.

Underrepresented gender in the Executive Board and among senior managers	Total	Men	Women	Distribution
Executive Board	4	3	1	0.33
Managers	10	5	5	1.00

Table 7

SAFETY

Safety is always the top priority at Thise Dairy. All staff are introduced to and trained to actively prevent accidents.

Our health and safety organisation consists of seven groups that work systematically on safety in their respective areas. The entire organisation regularly comes together for a joint meeting to review progress and discuss ongoing initiatives.

This year, the number of accidents resulting in absence has fallen from 9 to 6, which gives a total accident rate of 2.5. This represents a decrease from 2024, but is still too high compared to our target of 1.4. We analyse near-miss incidents to use in our preventative work.

The accident frequency rate is calculated as the number of accidents resulting in absence per 200,000 working hours.

	2025	2024	2023
Accidents with absence	5 (1)	9	4
Near misses	829	650	519
Accident frequency rates	2.5	3.9	1.8
Number of deaths	0	0	0

Table 8. Summary of the number of accidents with and without absence, near misses and accident frequency rates for 2025 and 2024 in brackets



SOCIAL FACTORS

TRAINING AND SKILLS DEVELOPMENT

Thisse has a training policy designed to ensure that we are an attractive place to work, where discussion, training and educational activities support both professional and personal development for all employees. We see ourselves as a learning organisation that is constantly raising the standard of skills across the company.



OUR AIM IS TO::

- Provide training and further education so that staff are constantly well-equipped for the company's development
- Retain current staff and attract new recruits
- Ensure a prioritised and targeted approach through an effective education committee

Throughout 2025, we invested in training hours through internal training programmes and by offering staff relevant external training programmes and courses. In 2025, the systematic recording of education and skills development began.

We regard trainees as a vital contribution to the industry and the dairy's ongoing development. That is why we have 18 trainees spread across the dairy's various departments.



DIVERSITY, INCLUSION & SOCIAL RESPONSIBILITY

As a workplace, we actively strive to create an inclusive environment where all employees, regardless of their background, language or special needs, have the opportunity to thrive and develop.

We are committed to being an inclusive workplace where employees from all backgrounds receive support and development opportunities.

Today, the dairy employs staff from various natio-

nalities, and this cultural diversity positively affects both teamwork and the working environment. To strengthen our shared understanding, courses on cultural awareness are held as part of our internal professional development programme.

This Dairy has also been awarded Skive Municipality's CSRpeople label in recognition of our efforts to involve people on the margins of the labour market.



S SOCIAL FACTORS

COLLABORATION AND WELL-BEING

To promote well-being and foster good teamwork across the organisation, we regularly organise social activities and joint initiatives.

A staff well-being survey was conducted in 2024, and follow-ups have continued throughout 2025 at both the company and departmental levels. The results have been reviewed jointly, and a number of areas with potential for development have been identified; on this basis, specific action plans have been drawn up.

To promote a positive working environment for all staff, we have also organised a staff well-being day. The day featured both professional presentations and social activities, with a focus on strengthening community and fostering dia-

logue across departments.

The dairy also supports an employee-run staff association, which organises a range of social activities throughout the year, such as film nights, barbecues, walks and fishing trips. It provides an opportunity to meet in an informal setting and strengthen relationships across the dairy, which also positively impacts the working environment on a day-to-day basis.

In 2025, we organised a big family day to which staff, members and their families were invited. The aim was to strengthen relationships across the dairy whilst fostering closer ties between the members and the dairy in day-to-day operations.



THE RAV-AAGE AWARD



The Rav-Aage Award, which is now presented annually, is given to recognise individuals and organisations that make a special contribution to the environment. The award is named after the fisherman and environmental campaigner Aage Hansen, also known as Rav Aage, who fought for years against pollution at Harboøre Tange.

In 2025, the award went to Line Degn Christensen and Oso Souki Bracho for their voluntary work replanting eelgrass in the Limfjord through the 'Denmark Plants Eelgrass' project.

THISE IN THE LOCAL COMMUNITY

Thise Dairy plays an active role in the local community and regularly takes part in various activities.

Every summer, we organise guided tours of the dairy, where visitors are invited inside to see the production process up close.

We also work with a number of educational institutions on work placements and company visits. As part of our focus on learning and community engagement, we have established a partnership with Breum School, under which a friendship class visited the dairy as part of a long-term learning programme.

Thise Dairy supports local community groups, cultural events and sporting activities through sponsorship. We also support our local grocer by shopping there every day as a natural part of our commitment to the continued development of the local community.

Organic Day is an annual event in which members open their farms to the public as the cows are turned out to pasture for the first time after winter. The event brings farmers and consumers together and offers an insight into organic farming, animal welfare and everyday life on the farms.



GOVERNANCE & ETHICS

Our core values are sustainability, a fighting spirit and integrity. Based on this, we have made choices that are not necessarily reflected in the figures, but which we consider to be ethical decisions in a complex world. In the following, we will discuss both management issues and business ethics decisions.

HUMAN RIGHTS POLICIES AND PROCESSES

Our work on human rights, ethics and integrity is a natural part of our responsibility as a company. We have therefore established clear policies and procedures designed to ensure fair working conditions for employees and to prevent unethical behaviour.

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.

HUMAN RIGHTS

At Thise Dairy, we do not have a formal human rights policy, as this is covered by Danish legislation. We strive to ensure that we do not, either directly or indirectly, violate internationally recognised human rights. In every relationship, we help to ensure that human rights are respected.

WHISTLEBLOWER SCHEME

Thise Dairy has established a whistleblower scheme in accordance with Danish law, which is administered by a third party. The scheme enables employees to report suspected irregularities anonymously, including corruption, discrimination, breaches of legislation or internal policies, and other matters that could harm company's integrity. This is available on the dairy's intranet and its website, and is therefore accessible to everyone.

GENDER DISTRIBUTION ON THE BOARD OF DIRECTORS

The Board of Directors is elected by and from among the members. The Board consists of seven elected members, comprising six men and one woman in 2025. The ratio for the under-represented gender (women) on the Board is 0.167.

INNOVATION, FLAVOUR AND KNOWLEDGE



Curiosity and the pursuit of great taste are what drive our innovation and product development. We strive to process our ingredients as gently as possible and avoid unnecessary additives.

We collaborate with several universities and researchers to gain the best possible foundational knowledge, and we are currently involved in research projects ranging from cheese maturation to the production of hybrid products.

Over the past year, two master's projects have been completed, focusing on bacteriophages and crystal formation in cheese, respectively, and providing valuable insights for our ongoing work to develop new and exciting cheeses.

Over the past year, we have launched a new range called Thise Aktiv. During the development process, we have focused on combining great taste with a high protein content, no E numbers and multiple lactic acid cultures. The range has been developed to meet consumer demand for protein-rich products and also includes drinkable yoghurts designed for a flexible and on-the-go lifestyle. At the same time, the product also caters to consumers with a small appetite who require a high nutritional content.

In our quest for great taste, we have also developed several new flavours of existing products, including lemon Skyr.



GOVERNANCE & ETHICS

THE MEMBERS MANAGE THE ORGANIC FARMING

Over the years, the members have remained true to the cooperative ideal of community and influence. Whereas in the late 1980s it was widely believed that organic farming could succeed, and the struggle to get organic dairy products onto supermarket shelves forged a strong sense of community, the focus today is on the development of organic farming. It is this work that is close to the members' hearts and around which they unite.

The members set common goals at members' meetings in the Thise Community Centre, and they meet in smaller groups on the farms, where they exchange knowledge, experiences, suggestions, and inspiration as they work towards these goals. Sociologists call it a hub for communities of practice – we call them farm schools and bio schools.

INITIATIVES TO PROMOTE ORGANIC FARMING SINCE 2020:

- Sustainable and locally produced feed: target of zero soya in feed – achieved on 1 October 2022.
- Healthy cows and reduced antibiotic use: a target of at least 40 million kg of USDA-certified Thise milk from herds that do not use antibiotics – achieved in July 2024.

CURRENT INITIATIVES TO PROMOTE ORGANIC FARMING FOCUS ON LIFE IN AND ON THE SOIL:

- Quantify and increase carbon sequestration in organic cattle crop rotations; improve knowledge and assessment of soil health.
- Increasing biodiversity in the Thise landscape.





MILK IS NOT JUST MILK

The diversity within the membership makes it possible to develop products based on new concepts and standards that can drive organic farming towards improved animal health, better animal welfare and greater naturalness, whilst making the most of the natural variation that exists between breeds and specific traits.

NEVER FINISHED, ALWAYS ON THE MOVE

At Thise Dairy, our ambition is always to go the extra mile. Our work on environmental, social, governance and business ethics issues is an on-going process that evolves year on year. Guided by our values, we continue to improve our initiatives, strengthen our data and take responsibility for the choices we make.

We look forward to building on the experience we have gained in 2025 and continuing our work towards an even better future.

WE OFFER THE FOLLOWING TYPES OF MILK FROM OUR MEMBERS AND COMBINATIONS OF THEM:

- Milk from black-and-white cows and other large-breed cows in milk, butter, yoghurt and cheese
- Milk from Jersey cows in Thise cartons
- Grass-fed milk from farms where the cows are fed grass – no grain or concentrated feed
- Unrestricted access to milk from farms where calves are suckled by a cow for at least three months
- Raw milk from farms where all the cows have the A2A2 genotype for the protein beta-casein
- USDA-certified herds where the cows have not been treated with antibiotics



All Thise's farmers have been awarded three hearts under the national animal welfare scheme, which is the highest rating that can be achieved.

ACCOUNTING PRACTICES

Greenhouse gas emissions (Scope 1–3)

The climate accounting is calculated in accordance with the industry model and the GHG Protocol. The report is based on activity data from ERP, BI, invoices, supplier portals and billing systems. Scope 1 covers the company's own fuels and process energy; Scope 2 covers purchased electricity; and Scope 3 covers raw materials, packaging, transport, waste and water/wastewater, in accordance with the applicable methodology documents.

Definition of greenhouse gas emissions

The climate accounting has been prepared based on an industry model and includes the emission sources, activity data, and calculation methods currently supported by the model. The Report covers Scope 1 and 2 emissions, as well as selected Scope 3 categories. However, Scope 3 does not currently provide full coverage of all relevant activities and sub-categories.

This applies both to the included Scope 3 categories, where there may still be procurement items and areas of activity that have not yet been fully incorporated into the calculation model, and to the Scope 3 categories that are currently excluded on the basis of a previous significance assessment.

The definition of Scope 3 and the identified data gaps are based on an initial quality assurance and screening process, during which items and areas of activity have been identified that have not yet been fully incorporated into the calculation model. As part of the ongoing development of the climate accounting, a broader review of the remaining Scope 3 categories and sub-items will be carried out in the next reporting year to assess their significance and potential inclusion, as well as to improve coverage, data quality and transparency.

Energy consumption Electricity

Electricity consumption is calculated based on the invoiced volumes for all Thise sites. Solar power generation is recorded via DSEnergy.io. Total consumption is calculated in kWh/MWh. The breakdown of renewable and non-renewable energy follows Energinet's location-based electricity mix.

Energy consumption Wood chips, gas, diesel and oil

All volumes are based on invoices and supplier portals. Conversion to energy is carried out using standard conversion factors: diesel (10.08 kWh/l), gas (10.97 kWh/Nm³), wood chips (measured or standard) (16 GJ/tonne). Wood chips are converted to MWh using the formula $GJ \times 0.2778$

Share of renewable energy

The share of renewable energy is calculated as kWh (renewable)/kWh (total) and is based on Energinet's annual environmental reports (two years' data) and measured output from Thise's own solar power installations

Circular economy and waste - water

Water from the waterworks is based on invoices.

Circular economy and waste - waste

Reports from waste management partners and billing for the collection of biogas.

Climate risks (C4)

Climate risks are assessed qualitatively based on internal discussions, experience with the security of supply, and risk assessments in accordance with ISO 50001. No quantitative scenarios in the first reporting year. The identified risks primarily relate to supply, operations and specialised milk types.

Biodiversity: Our own land

Floor areas are measured via danmarksarealinformation.miljoportal.dk and documented using the Building and Housing Register (BBR), lease contracts or internal measurements. Areas are categorised as built-up, natural/semi-natural, Section 3 areas and areas near to Section 3 areas.

Biodiversity at the members

Mapping using the Field Nature Index (Marknaturindeks), which uses physical parameters on the farm to measure habitat potential based on digital landscape data (GIS).

Staff composition

The data is sourced from *eIndkomst* (ATP basis - the Danish Labour Market Supplementary Pension) and the payroll system. FTE is calculated as the ATP basis / (297 hours × 12). Foreign employees without ATP are entered manually. The gender distribution is based on active employees and is converted proportionally to FTEs.

Staff pay and training

Management is working purposefully and systematically to ensure a high standard of data quality in the underlying personnel-related payroll data, so that the company's future reporting can better reflect the requirements and interpretative guidance set out in the current pay transparency guidelines. Therefore, at present, we are unable to reliably report on the indicators relating to pay and educational attainment broken down by gender (B10 b and d), as the data set is still being validated.

The company has implemented an internal compliance and data governance process to enhance the quality, consistency and completeness of the relevant data.

These measures are intended to ensure that, by 1 January 2027 at the latest, This fully complies with the requirements of the EU Pay Transparency Directive and the associated national implementing rules, including requirements regarding pay structures for the assessment of equal work or work of equal value, the right of employees to receive information about their individual pay levels and the average pay levels, broken down by gender, for the category of employees performing the same work or work of equal value as the employee, as well as the reporting of pay statements.

Safety

Accidents and near-misses are recorded in the management system and reported in EASY. The accident frequency rate is calculated using the VSME model. Hours include clocked-in hours, temporary staff hours and salaried staff hours. The health and safety organisation reviews the data on an ongoing basis.

Management and business ethics

The whistleblower scheme is managed via an external portal and verified by a third party.

Thise
DAIRY WITH PASSION



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