

D E C E N C Y

– HOW WE TAKE RESPONSIBILITY, 2022

Thise

MEJERI MED PASSION

Report on Thise Dairy's work with social responsibility and decency in 2022



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PREFACE

SOCIAL RESPONSIBILITY AND DECENCY

This report is part of the statutory management's review in the Annual Report 2022 for Thise Mejeri A.M.B.A in accordance with sections 99a and 99b of the Danish Financial Statements Act.

As with our previous decency reports, we have chosen to report on Thise Dairy's corporate social responsibility based on a thematic pillar structure with three pillars: Agriculture, Dairy and Products.

The reporting takes into account the current requirements for reporting on social responsibility, as a result of Section 99 a, which applies to the statutory reporting areas social issues, climate and environment, human rights, anti-corruption and bribery, and the under-represented gender. These areas are reported on under the 3 pillars.

THE FOLLOWING SHOULD BE HIGHLIGHTED THIS YEAR:

In our work on our carbon reduction targets, in 2022 we have joined the Science Based Targets Initiative (SBTi), whereby Thise is among the first 30-40 companies in Denmark with less than 500 employees to join this initiative.

Joining SBTi means that we are committed to working towards the ambitions of the 2015 Paris Agreement, which is an agreement under the auspices of the United Nations, and its key objective is to limit the global temperature increase to a maximum of 1.5°C.

The global demand for soya is leading to the deforestation of the

rainforest, which is why all of Thise's cooperative members have stopped using soya in the feed for their cows and other livestock.

At the Dairy, we have made a detailed packaging statement and can now report that we are reducing the climate footprint from the total amount of packaging by a strong strategic effort.

We have reduced the amount of gas used in our steam boiler so that 97% of our steam production now uses renewable energy in the form of wood chips. Carbon emissions from diesel for milk collection and refrigerated transport have unfortunately increased due to an economically conditioned lower use of biodiesel in 2022 than in 2021.

The Dairy has succeeded in increasing well-being through systematic work on psychological safety. We have also increased the proportion of women in management at the Dairy, whereas it has decreased on the board.

2022 was a year when Covid released its grip on us. In turn, raw material and energy scarcity became part of our daily lives. And with the war in Ukraine as a scarcity accelerator, 2022 unfolded unpredictably with strong inflationary costs.

Therefore, we would like to allow ourselves to be a little proud over the fact that, despite this, we got through a financially tough 2022 in such a decent way towards our cooperative members, employees and partners, so that we can look back on 2022 as a year that proved the strength of Thise's business model of having long-standing, trusting and flexible working relationships.

Enjoy reading our 2022 report on "Decency".

THISE'S VALUES

- Organic
- Fighting spirit
- Decency



Arne Bisgaard
Chairman
Thise Mejeri



Poul Pedersen
CEO
Thise Mejeri



For the 4th time in 2022, Thise Dairy was recognised as the most sustainable food and beverage brand in Denmark.

WE WORK ON OUR FOOTPRINT

SCIENCE BASED TARGETS INITIATIVE

This Dairy has committed to the Science Based Targets initiative, which means that we must report according to the guidelines set by SBTi.

The Science Based Targets initiative (SBTi) has developed the Greenhouse Gas Protocol (GHGP), which divides emissions between direct and indirect emissions in Scope 1, 2 and 3. In this report we will report according to the Green House Gas Protocol.

The Danish Dairy Board has developed a methodology for calculating the climate impact of the dairy sector in Denmark that fulfils the requirements of the GHGP. The Danish Dairy Board's methodology will be validated in spring 2023.

Based on the Danish Dairy Board's method for calculating climate impact, the results for This Dairy for 2022 are shown in Table 1.

The emissions are calculated based on emission factors from international databases, and the emission factors for milk raw materials are based on theoretical values.

Table 1 shows the climate impact in tonnes of carbon equivalents (tCO₂e) for 2022.

The load is divided into Scope 1, 2 and 3.

Detailed Scope 3 loads will be shown where relevant for reporting purposes.

We have not included oats and beef in our Scope 3, but we will analyse Scope 3 in more detail in the coming year. We are actively working to set interim and further reduction targets.

Figure 1 below shows This Dairy Scope 1, 2 and the Scope 3 categories that will be addressed in this report.

CLIMATE IMPACT 2022		tCO ₂ e
Scope 1	Diesel for milk collection and refrigerated lorries, natural gas, wood chips	2.066
Scope 2	Electricity (location-based)	1.030
Scope 3 upstream	Raw milk products	196.648
Scope 3 upstream	Fruit ingredients and cooking oil	789
Scope 3 upstream	Packaging	3.601
Scope 3 upstream	Energy source related emissions	1.312
Scope 3 downstream	Purchased transport	8.770
Scope 3 downstream	Waste	183
In total		214.400

Table 1: Overview of This Dairy's climate impact in 2022.

FACTS

The Greenhouse Gas Protocol (GHGP) is the leading international standard for how carbon emissions should be quantified and reported as carbon equivalents under 3 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.

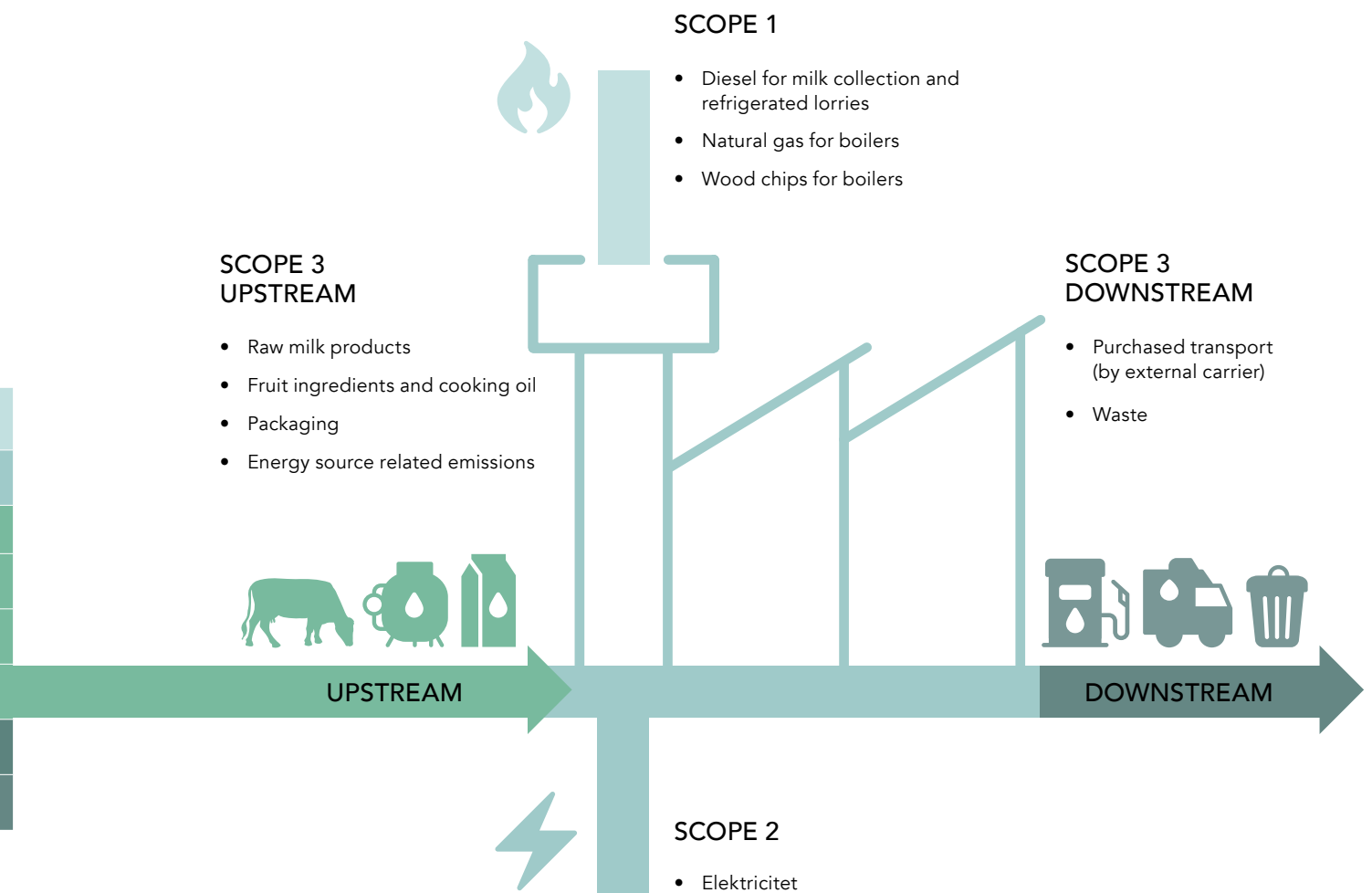


Figure 1 Thise Scope 1, 2, 3.

HOW WE HAVE WORKED IN 2022

AGRICULTURE	THE DAIRY	THE PRODUCTS
<p>LESS CLIMATE IMPACT</p> <ul style="list-style-type: none"> • Discontinuation of soya in feed • Carbon analyses of farmland • Testing the Agricultural Climate Tool <p>MORE NATURE</p> <ul style="list-style-type: none"> • Bio School <p>THE GOOD ANIMAL LIFE</p> <ul style="list-style-type: none"> • Barn Schools: Healthy animals - fewer antibiotics. <p>COOPERATIVE MEMBERS LOCALLY</p> <ul style="list-style-type: none"> • Organic day • Farm visits • Agricultural shows 	<p>ENERGY SOURCE</p> <ul style="list-style-type: none"> • Solar panels on the roof • Less energy from non-renewable sources <p>RESOURCE OPTIMISATION</p> <ul style="list-style-type: none"> • Waste sorting, optimisation and reduction • Energy optimisation <p>EMPLOYEE CONDITIONS</p> <ul style="list-style-type: none"> • Satisfaction survey • Healthy and safe workplace <p>THISE IN THE LOCAL COMMUNITY</p> <ul style="list-style-type: none"> • Active participation in the development of the local community 	<p>INNOVATION</p> <ul style="list-style-type: none"> • A pioneering product • More non-dairy • More unique concept products <p>PACKAGING</p> <ul style="list-style-type: none"> • Material reduction • More recycled material • Increased sortability

BUSINESS MODEL

This Dairy is a cooperative dairy and a pioneer company within organic dairy farming where the processing of milk into a wide range of dairy products is the main purpose of the company.

With our willingness to invest, innovative power and relationships, we want to develop and sell unique products that contribute to an increasing demand for organic products.

We thereby enable the continued development of organics for our members on a good financial foundation.

This Dairy trades and buys responsibly. We build our collaborations on long-term relationships and partnerships, in which the idea of spreading organics forms the foundation of the relationship.

ABOUT THIS REPORT

In our responsibility reporting, we focus on the most crucial challenges when it comes to corporate social responsibility. We look at the areas from the perspective of both the Dairy and our stakeholders.

Our activities influence and are influenced by a number of stakeholders. We see the following as stakeholders who in particular contribute to setting the framework for the Dairy.

- Consumers
- Employees
- Cooperative members
- Agriculture

With the report, we want to provide an insight into our priorities and choices to strengthen the dialogue with the outside world.

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 in the section: About Thise.

The report covers 1 January - 31 December 2022.

PARTICIPATION IN RESEARCH PROJECTS 2022

Calf-care: 2019-2022, supported by GUDP

Aquacombine: 2019-2023, supported by EU

Grass4food: 2020-2024, supported by GUDP

Digital resource optimisation: 2021-2022, supported by MUDP

Tomorrow's lactase based on lactic acid bacteria: 2021-2022, Innovation Fund Denmark

Replanted: 2022-2025, Innovation Fund Denmark

Organic + : 2022-2025, supported by GUDP

LESS CLIMATE IMPACT MORE NATURE & THE GOOD ANIMAL LIFE

POLICY

Our policy for agriculture is based on four main action points: Less climate impact, more nature and the good animal life and support 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 72 cooperative members.

These are biological processes that convert energy from one form to another, giving us food from agriculture, which the Dairy industry processes into products. Plants grow by the sun's energy and plants get nutrients that are released by microbial processes in the soil and when the

cows eat plants, the cow's rumen metabolises the plants into milk and meat.

The biological processes emit greenhouse gases, and the climate impact from our most important raw material, milk, is included in the Dairy's Scope 3 and, as shown in Table 1, represents by far the largest part of the Dairy's total climate impact.

Climate change is currently at the top of the political agenda, and Danes are extremely concerned about climate challenges. Denmark must reduce its carbon emissions by 70% by 2030. In Denmark's overall climate accounts, agriculture accounts for 30%, so Thise must deliver its share of the politically determined carbon reductions.

For many years at Thise Dairy, we have worked purposefully to reduce carbon emissions from barns and fields, at the Dairy and in the tankers.

However, we would be 'missing the boat' if we do not also include other sustainability criteria in the pursuit of the necessary carbon reductions.

We want to develop food with a low climate impact that also improves animal welfare, animal health, food and nutritional quality, protects drinking water, and enhances nature and biodiversity.

We need to think in contexts and holistic terms when we act in relation to climate and nature, because everything is interrelated. This is the essence of organic thinking, and it is the essence of Thise's Climate & Nature Policy.

STRATEGY

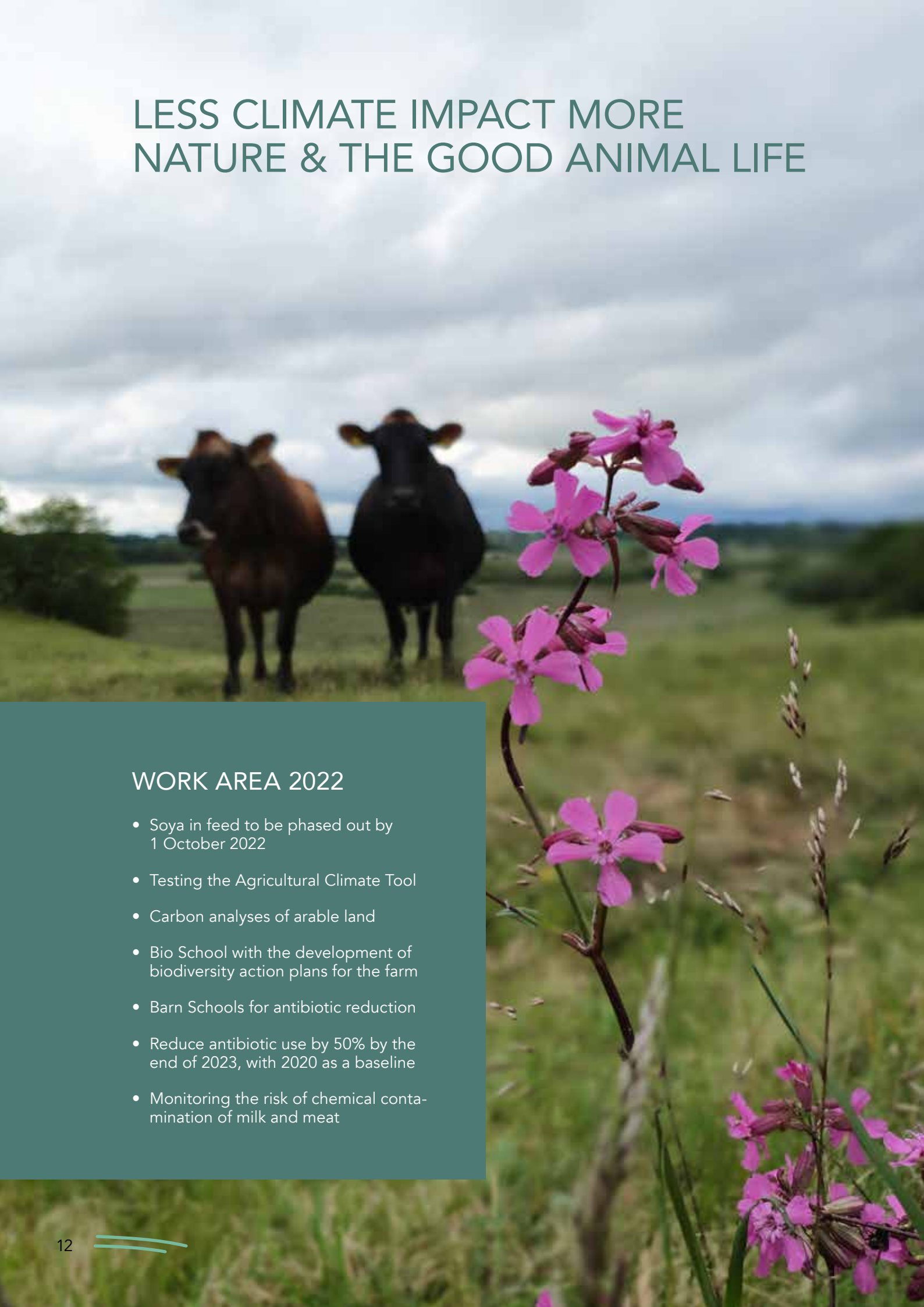
Cooperative members and the Dairy work together to develop animal welfare and promote animal health, reduce the climate impact and give nature more space. The launch of products based on raw materials from cooperative members, reflecting the diversity of the cooperative community, shows new ways of developing organic farming, such as Grass-fed Milk and Ad Libitum Milk.

RISK

With agriculture, there is a risk of negative impact on nature, the environment, the climate and animal welfare. Through collaboration, follow-up and documentation, we try to minimise the risk of negative impact.



LESS CLIMATE IMPACT MORE NATURE & THE GOOD ANIMAL LIFE



WORK AREA 2022

- Soya in feed to be phased out by 1 October 2022
- Testing the Agricultural Climate Tool
- Carbon analyses of arable land
- Bio School with the development of biodiversity action plans for the farm
- Barn Schools for antibiotic reduction
- Reduce antibiotic use by 50% by the end of 2023, with 2020 as a baseline
- Monitoring the risk of chemical contamination of milk and meat

RESULT 2022

LESS CLIMATE IMPACT

- End of soya in feed for all cattle by 1 October 2022
- 18 cooperative members have tested the climate tool ESGreentool
- Cooperative members analyse for soil carbon when doing soil sample analyses

MORE NATURE

- We have developed a concept for Bio Schools. There are 3 Bio Schools with a total of 22 cooperative members who have organised 8 Bio School meetings

THE GOOD ANIMAL LIFE

- Start-up of 4 Barn Schools with 28 cooperative members to reduce antibiotics. Organised 23 physical Barn School meetings and 8 follow-up meetings on Teams
- Reduced antibiotic consumption by 18% compared to 2020, (calculated as amount of active substance for cows per kg of standard milk)
- We closely follow the authorities' monitoring of chemical contamination of milk and meat



WORK AREA 2023

- Carbon analyses of arable land.
- Future use of high-carbon meadows
- Bio Schools continue and further develop
- Reducing antibiotic use in cows: 50% by the end of 2023 compared to 2020
- This Dairy supports the cooperative members' work in the local community by contributing tastings for various events, such as Organic Day, by visiting kindergartens, school classes and educational institutions on the farm and by the members' exhibition stand at agricultural shows
- Work is underway to develop a climate calculation model for agriculture that is common to Danish dairy farming, as well as a settlement model and calculation method that supports Thise's goals and initiatives for less climate impact, more nature and the good animal life

ENVIRONMENT AND CLIMATE IMPACT REDUCTION



POLICY

As a responsible company, Thise Dairy wants to reduce the impact on the environment and climate by producing and processing milk and other raw materials to contribute to sustainable development.

STRATEGY

At the Dairy, we want to reduce the use of non-renewable resources, including the conversion of our energy consumption to renewable energy sources. By continuously working on optimisation, we will reduce water consumption, waste and discharge to the surrounding environment.

RISK

At all stages of the value chain of milk and other raw materials, there is a risk of negative impacts on the climate and environment. We try to minimise the risk of a negative impact with our strategy and actions. Thise Dairy operates in a very volatile market, where market conditions and supplier conditions can detrimentally affect our work. Settlement methods and follow-up are challenged by the constant change at the company.

WORK AREA 2022

- Waste: sorting - optimisation - reduction.
- The amount of gas for the boiler has been reduced by 50% compared to 2021
- Commissioning of new buildings/process equipment with minimal climate impact
- Solar panels on the Dairy's roof
- Increased resource utilisation



ENVIRONMENT AND CLIMATE IMPACT REDUCTION

RESULT 2022

WASTE SORTING

Development of a waste sorting strategy and sales for implementation in 2023.

ENERGY

The energy source for the boiler can be converted to energy consumption for an average day (2022: 39 MWh per day). Calculated in days, the ratio between biomass and gas in 2021 was 348 days with biomass and 17 days with gas. The target for 2022 was therefore 8.5 gas days. In 2022, the result was 12 days with gas. The target has hence not been achieved.

5000 m² of new buildings, primarily ripening warehouses and cold storage rooms, have been commissioned with a focus on the working environment, product quality and energy optimisation.

Solar panels for the Dairy's roof have been purchased, installed and will be commissioned in spring 2023.

Start-up of the supply and purchase of wood chips from the thinning of cooperative members' windbreaks and forests.

Purchased 3 electric cars as company cars (company car status: 6 electric cars, 2 plug-in hybrids and 3 diesel cars).

RESULT AND EVALUATION, SCOPE 1 AND 2

As Thise has signed up to SBTi, we report our climate efforts according to its protocol.

According to the Protocol, Scope 2 emissions can be reported either by the location-based methodology or by the market-based methodology. Thise Dairy has chosen to report on the location-based method.

Based on the Danish Dairy Board's method for calculating climate impact for Scope 1 and 2, the results for Thise Dairy for the past 5 years are

shown in Figure 3. Furthermore, the min. target for 2030 is shown.

CLIMATE IMPACT tCO₂e

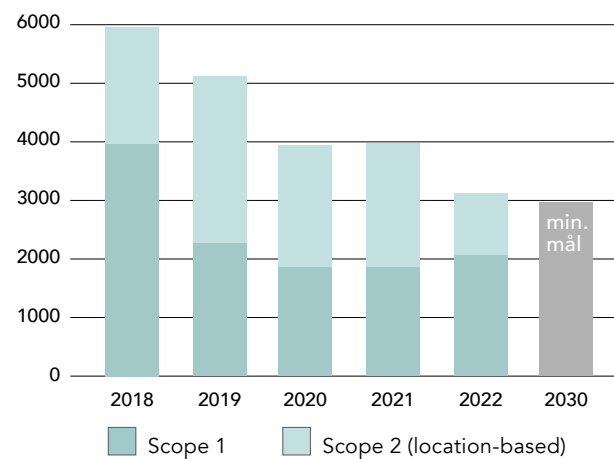


Figure 3: Development in climate impact, Scope 1 and 2.

DEVELOPMENT IN SCOPE 1, 2018-2022

- Reduction of almost 50% from 2018 to 2020 is due to investment in a biomass boiler to replace the gas-fired boiler. The biomass used is wood chips from waste wood and wood chips from cooperative members
- The decrease from 2019 to 2020 is due to the purchase of HVO diesel (10%), which has a smaller footprint than diesel. The purchase of HVO diesel was maintained in 2021, but as revenue were under pressure in 2022, the Dairy chose to de-prioritise the purchase of HVO diesel in 2022, and therefore emissions from Scope 1 increased in 2022 compared to 2021

DEVELOPMENT IN SCOPE 2, 2018-2022

- For Scope 2 we have chosen location-based methodology in connection with the 50% reduction target for SBTi
- Reduction in Scope 2 (location-based) due to increased use of green electricity in the Danish grid

- Electricity consumption at the Dairy has increased in the period due to increased cooling area
- As we have chosen the location-based methodology for Scope 2 calculation, we are close to reaching our 50% reduction target, however, it is our intention to set new targets and continue to reduce

RESULT AND EVALUATION, SCOPE 3

- We report on waste under Dairy Scope 3. Sorting, optimising and reducing waste has been a focus point for several years, and in 2022 the work will be concretised in a waste sorting strategy
- The development in Scope 3 from waste is shown in Figure 4. Emissions have increased from 2018 to 2021 and 2022. The direct cause is the increased amount of ash from the biomass boiler going to landfill

CLIMATE IMPACT tCO₂e

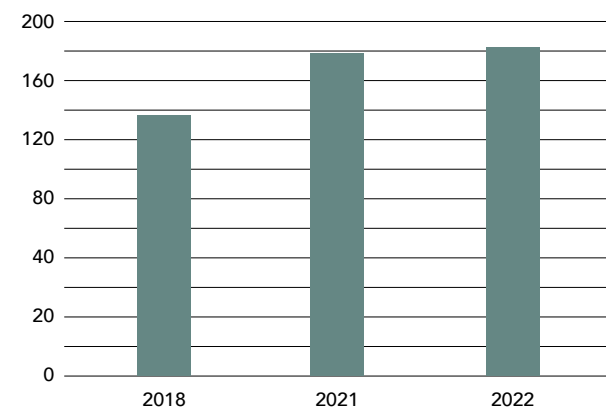


Figure 4: Development in climate impact, Scope 3, waste.

WORK AREA 2023

- Waste - implementation of a sorting system in 10 fractions
- Reducing residual waste by 15%
- Develop a plan to phase out waste going to landfill
- Solar panels on the Dairy's roof will start up on 01.04.2023 and is expected to contribute with 5% of the Dairy's power supply in 2023
- Gas for boilers maintained compared to 2022
- Wood chips from own cooperative members for the boiler make up 30%
- Reducing diesel consumption by 5% through the purchase of a total of 7 new diesel lorries for inbound transport and refrigerated transport
- Purchase of 2 new 40 tonne trailers with an electric pump for milk collection
- Developing an energy strategy towards 2030

SOCIAL AND EMPLOYEE CONDITIONS



POLICY

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

STRATEGY

We create a healthy and safe working environment by actively working to reduce sickness absence and accidents at work. Through surveys, investments and optimisations, we work continuously to ensure that our working environment is as good as possible. We follow the agreements that have been entered into between the social partners and collaborate with various partners around the inclusive labour market.

RISK

We are constantly working to ensure that our employees thrive and this is followed up by ongoing satisfaction surveys, a high degree of daily communication and dialogue between management and employees.

WORK AREA 2022

- Maintain the low number of accidents at work
- Psychological and behavioural safety
- The number of staff employed under special conditions is set at min. 2%
- Maintain the level of employment of trainees
- Further reduction of work routines where manual handling, monotonous repetitive work (red workplaces) is included
- Satisfaction survey



SOCIAL AND EMPLOYEE CONDITIONS

RESULT 2022

LOW NUMBER OF ACCIDENTS AT WORK

In 2021, we significantly reduced accidents at work with absences by 42% compared to the previous year. In 2022, we did not reach the target, as we had one more accident than the previous year. The Dairy will further strengthen safety measures in 2023. We had 5 accidents at work with absences in 2022.

PSYCHOLOGICAL SAFETY

A project on psychological safety and behaviour has been completed based on safety for dairy

workers. During the year, more than 200 staff have attended these courses.

SPECIAL TERMS AND CONDITIONS

Under special conditions, people are employed in flexijobs and job assessment programmes, and these people account for 2% in total. Furthermore, during the year we have participated in a project on the recruitment and integration of Ukrainian refugees and currently have 7 Ukrainian employees in various job functions.

FURTHER TRAINING

Throughout the year, further training has been provided for our employees and we have apprentices in Dairy, Logistics, Maintenance and IT. There are currently 5% of the employees in training.

RED WORKPLACES

The number of red workplaces has been reduced by the installation of an automatic packaging line for bottling the Dairy's production of mini-cartons.

SATISFACTION

In 2022, we conducted a satisfaction survey among the Dairy's employees. Workshops have been organised and held in all departments, where the results of the survey have been discussed at both company and departmental level. Psychological safety has increased significantly as a result of the project, with a satisfaction score of 76 in 2022, compared to a satisfaction score of 69 in 2020. The overall response rate to the survey was 76%.

THISE DAIRY IN THE LOCAL COMMUNITY

This Dairy's neighbours are invited, whenever possible, to visit once a year for the purpose of us telling about the Dairy's activities. We organise open days with guided tours on Thursdays during the school holidays, work with educational institutions for visits and internships, support business, cultural and sporting activities in the local area, and donate IT recycling to the local school.

2023 is also expected to be a year when it will be possible to open the doors again due to the commissioning of the new 2022 extensions in the form of new and expanded visitor corridors at the Dairy.

WORK AREA 2023:

- Draw up action plans to prevent accidents at work. The target is to halve the number of accidents at work
- We aim for the overall sickness absence rate at the Dairy to be below 4%. Moreover, we aim to ensure that no one is absent from work due to work-related stress
- The number of staff employed under special conditions is set at min. 2%
- Ensure and maintain a high level of training throughout the organisation
- Further reduction of work routines where manual handling, monotonous repetitive work (red workplaces) is involved



HUMAN RIGHTS, ANTI-CORRUPTION & GENDER REPRESENTATION



POLICY: ANTI-CORRUPTION AND BRIBERY

At Thise Dairy, we have a policy of zero tolerance regarding all forms of corruption, including extortion and bribery. As a company, we maintain a high standard concerning the fact that our employees do not give unauthorised gifts or other benefits to Danish, foreign and international officials or employees in private and public companies, and that our employees do not without authorisation receive, demand or dictate gifts or other benefits in a job context.

POLICY: HUMAN RIGHTS

At Thise Dairy, we work to ensure that we have no direct or indirect negative impact regarding internationally declared human rights. In every relationship, we contribute to ensure that human rights are respected.

POLICY: THE UNDER-REPRESENTED GENDER

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

resentation of the underrepresented gender in all management layers.

RESULT

Results achieved for representation of the under-represented gender, see the figure at the bottom of the page.

There has been a decrease in the representation of the under-represented gender for all levels of management, from 14% in 2021 to 12% in 2022. There has been an increase in the Executive Board and Senior Management Team, but a decrease in the Board of Directors. The decrease in the Board of Directors is because no representatives of the under-represented gender were nominated for election to the Board at the Annual General Meeting.

TARGET NUMBERS

The target for the representation of women and men in the top management layers of the Dairy is 25% and 75% respectively within 5 years.

Through training, recruitment and skills development, Thise Dairy works for a greater repre-

YEAR	ALL MANAGEMENT LAYERS	BOARD OF DIRECTORS	DIRECTORS AND MANAGEMENT GROUP
2020	13%	14%	13%
2021	14%	14%	14%
2022	12%	0%	20%

PRODUCT INNOVATION

WORK AREA 2022

- Expanding the plant-based range
- More A2 milk and Grass-fed milk
- New whey-based products
- Extension of the cheese range

POLICY

It is our goal to produce tasty and safe organic food that reflects market demand and consumer expectations. In addition to launching at least one ground-breaking product/concept that adds something to the market that has not been seen before.

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.

RESULT AND EVALUATION

- A new range of soured plant products has been developed for launch in a new design in 2023
- The range of A2 milk products has been expanded to include 2 milk powder types, but the grass-fed milk range has not been expanded for market reasons
- A lot of work has been done on the development of whey-based products, some are ready for launch, while others are awaiting launch
- The following new cheeses have been developed for launch in 2023:
 - Two small surface-ripened cheeses in the Thise's 'Kornblomst' range
 - A low-fat and sliceable semi-hard ripened cheese
 - Our very own Havarti cheese
- In addition, we have developed a new range of Protein+ products, which are lactose-free skyr with fruit with reduced carbohydrate content. We have launched yoghurts from Ad Libitum milk and we have developed and launched organic butter oil for baby food



WORK AREA 2023:

- Focus on eating quality and taste
- Whey-based products and the launch of some of them
- Cheese ripening in new dimensions
- More plant-based products



PRODUCT PACKAGING

POLICY

At Thise Dairy, the Packaging Policy is part of the Environmental and Climate Impact Reduction Policy. Packaging used for products from Thise Dairy must, as far as possible, be recycled where the product is consumed. This means that the packaging must be adapted to the waste strategy at the location in question.

STRATEGY

Packaging should be designed to be sorted for recycling as many times as possible. The amount of material should be minimised in the different types of packaging as much as possible.

WORK AREA 2022

- Reduce the amount of material
- Increase the possibility of reuse or recycling
- Increase the share of recycled material
- Select packaging that increases sortability and minimises food waste
- Cartons: 5% carbon reduction from 2021 to 2022
- To ensure proper sorting, official waste sorting pictograms are put on our packaging

RESULT 2022

- The total amount of material for packaging is unchanged compared to 2021
- The majority of tubs for soured products and all butter tubs have been switched to tubs made from 90% recycled PET plastic and cardboard sleeves
- The share of recycled plastic material has increased from 17% recycled plastic in 2021 to 21% in 2022
- Tubs and lids are split into a pure PET plastic and cardboard fraction, increasing the possibility of recycling
- Cartons: 7% carbon reduction (based on supplier's calculations)
- In connection with the update of the Thise's packaging design in 2022 and 2023, all packaging will have sorting pictograms



PRODUKTER - MADSPILD

Efforts to reduce food waste are part of the waste and packaging work areas and are reported under these.

RESULT AND EVALUATION SCOPE 3

- We have obtained a detailed statement of all packaging for 2018, 2021 and 2022 broken down into 16 different material fractions.
- We are now able to produce detailed accounts showing the outcome of the strategy and actions we have taken in recent years regarding packaging
- Figure 5 shows the development of Scope 3, packaging for 2018, 2021 and 2022
- The biggest change since 2018 is on parcel boxes, tubs and lids.
- The change is for packaging with a high proportion of recycled PET. Together with further changes to other packaging, a 20% reduction in climate impact in 2022 compared to 2018

CLIMATE IMPACT tCO₂e SCOPE 3 PACKAGING

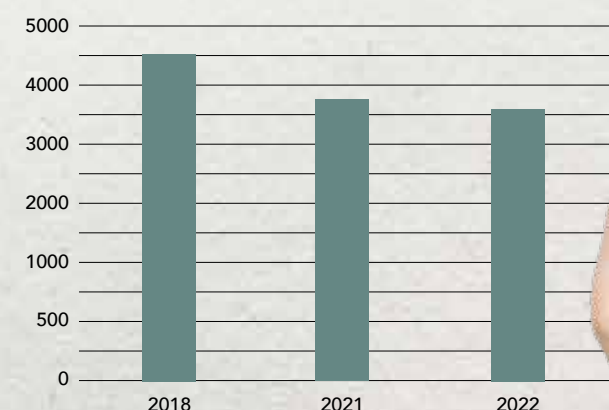


Figure 5: Development in climate impact.

WORK AREA 2023 - 2025

In each packaging category, we investigate and implement opportunities to:

- Reduce the amount of material
- Increase the possibility of reuse or recycling
- Increase the share of recycled material
- Select packaging that increases sorting friendliness and minimises food waste



WE WILL WORK WITH THAT IN 2023

AGRICULTURE	THE DAIRY	THE PRODUCTS
<p>LESS CLIMATE IMPACT</p> <ul style="list-style-type: none">• Carbon analyses farmland• Future use of meadows <p>MORE NATURE</p> <ul style="list-style-type: none">• Bio School <p>THE GOOD ANIMAL LIFE</p> <ul style="list-style-type: none">• Barn Schools: Healthy animals - fewer antibiotics. <p>COOPERATIVE MEMBERS LOCALLY</p> <ul style="list-style-type: none">• Organic day• Farm visits• Agricultural shows• DEVELOPMENT OF• Settlement model that supports less climate impact, more nature and the good animal life	<p>ENERGY SOURCE</p> <ul style="list-style-type: none">• Solar panels on the roof• Woodchips from co-operative members• Energy strategy <p>RESOURCE OPTIMISATION</p> <ul style="list-style-type: none">• Waste sorting, optimisation and reduction• Reduce diesel consumption by 5% <p>EMPLOYEE CONDITIONS</p> <ul style="list-style-type: none">• Healthy and safe workplace <p>THISE IN THE LOCAL COMMUNITY</p> <ul style="list-style-type: none">• Active participation in the development of the local community	<p>INNOVATION</p> <ul style="list-style-type: none">• Focus on eating quality and taste• Whey-based products and the launch of some of them• Cheese ripening in new dimensions• More plant-based products <p>PACKAGING</p> <ul style="list-style-type: none">• Material reduction• More recycled material• Increased sortability

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MEJERI MED PASSION