

Sustainability Report 2025

SNELLMAN
GROUP

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WHO WE ARE



CEO'S REVIEW



STRATEGY



OUR APPROACH



DMA



ENVIRONMENT



SOCIAL



GOVERNANCE



OUR LOCATIONS



Who we are

A short introduction to the Snellman Group

Who we are

SNELLMAN GROUP is a Finnish food house that offers the best tastes with the most trusted brands on the market. As a family business, we manufacture our products as if we were making them for ourselves, always bearing in mind the well-being of people, animals and the environment. In addition to Finland and Sweden, Snellman Group has operations in Great Britain as well as Norway (sales office), and we export our products to several countries. We employ around 2,000 passionate experts and food professionals who put their heart into making food and never compromise on taste.

“As a family business, we manufacture our products as if we were making them for ourselves”



Our business

OUR BUSINESS OPERATIONS are divided to four business units.

Meat Processing	Ready Meals Finland	Ready Meals Sweden	Petfood
<p>High-quality and versatile Finnish meal components, protein solutions and meat products for different meal moments without unnecessary additives.</p> <p>We create value with a holistically sustainable and transparent value chain offering a reliable and responsible alternative for consumers and retailers. Our business includes purchasing, slaughtering, cutting and processing of meat as well as production and product development of various meal components. The meat comes from family farms. We also have a long history of breeding the only Finnish pig breed.</p>	<p>A wide variety of ready-meals and ready-to-eat products from high-quality ingredients for different meal moments and diets.</p> <p>We want to ease people's lives with ready-meals that are cooked with taste and quality first in mind, in the same way as at home. Everything starts from the ingredients and how they are used. We continuously develop our recipes. We also help professional kitchens to create some of Finland's most beloved dishes.</p>	<p>Chilled ready-meals and delicious pies prepared from high-quality ingredients without unnecessary additives.</p> <p>When it comes to good food, it is the small details that make the big difference, which is why our ready-meals and pies are prepared from scratch, largely by hand by our experienced chefs. We have customers throughout Sweden and our food can be found in small cafés as well as in the largest grocery chains.</p>	<p>Joy of natural nutrition to pets by providing nutritious and balanced raw food for dogs and cats that is fresh, unprocessed, and free from additives and unnecessary things.</p> <p>We produce frozen raw food, treats and freeze-dried products for pets. In the production we utilize side flows from meat processing industry, making our products even more sustainable. In addition to the Nordic countries and Great Britain, our products are sold in several other European countries.</p>

Our brands

SNELLMAN GROUP



Key figures

SNELLMAN GROUP*

	1-12/2023	1-12/2024	1-12/2025
Turnover, t€	453.7	461.7	476.6
Operating profit, t€	9.4	21.7	24.5
Operating profit-%	2.1	4.7	5.1
Solvency, %	41.1	46.6	47.5
Total assets	241.5	238.7	259.1
Personnel (FTE), 31 Dec	1,441	1,436	1,465

* Ricoplaza Oy and Benyfit Natural Limited are included in 2025 figures.



CEO's review

DEAR READER,

As I reflect on Snellman Group's journey in 2025, I can conclude that we are more focused than ever. We are committed to meeting consumers' needs while at the same time developing the company to respond to an ever-changing business environment. We are dedicated to offering the best tastes and choices for different meal moments with the most trusted brands on the market, improving our operations and recognizing the importance of reducing our impact on the environment.

This is the first ever Snellman Group's sustainability report as from 2025 onwards we have decided to report externally and annually on our sustainability work's progress. It has been great to see how our sustainability work has progressed in several ways during the year. We set a common goal for the whole Group; more sustainably produced food – a better future for everyone. We concluded material topics for our business in double materiality assessment and set targets accordingly. We committed to the international Science Based Targets initiative (SBTi) and started the work to set science-based short-term emission reduction targets. The work continues according to our sustainability strategy that was approved in 2025.

On more concrete level, the amount of renewable energy we use increased with power purchase agreement (PPA) for wind power entering into force in the beginning of 2025. We implemented several energy efficiency measures, including a renewal of the ventilation system and automation changes in the refrigeration unit, across the Group.

Safety at work is and continues to be a priority for us. We want all our employees to leave work healthy after a workday. I am especially pleased that our work safety improved even more than we targeted in 2025. Our Lost-Time Accident Frequency figure declined the whole year and decreased by almost 36%. We will continue our safety work towards zero.

“We set a common goal for the whole Group; more sustainably produced food – a better future for everyone.”

Our free farrowing percentage increased remarkably was cumulatively 68.5 (2024: 57.2) percent. We increased the free farrowing incentive from the beginning of 2025 and announced that our target is 100% free farrowing by 2028.

I want to take a moment to express my gratitude to all our employees for their dedication. I want to thank our stakeholders and partners for reliable cooperation and our owners for their trust. Most importantly, I want to thank all the consumers who keep choosing our products.

Thank you!



Strategy

DURING 2025 WE REVISED our Group strategy called 2028+ as a part of our regular strategy process. Our operating environment is under constant change, and we want to make sure our strategy is constantly up to date, and our organization feels committed to it.

In Snellman Group's strategy, the consumer has the most prominent role. Strategy sets clear growth and financial targets for business but also recognizes the strategic capabilities we need to strengthen in our organization. Snellman Group leverages strong brands, standardized processes, and sustainable growth to achieve its vision of being a successful and dynamic family business, offering the best taste experiences for meal moments with the most trusted brands on the market.

Our Group strategy is based on three pillars. We want to further strengthen our consumer-oriented business model and are committed to understanding evolving and more individual consumer and customer needs, such as ease, new eating habits and sustainability. A focus is placed on increasing the share of ready-made and semi-finished foods, leveraging strong brands, and expanding into new product categories and meal moments to offer wide variety of alternatives as well as doing consistent product conceptualization and commercialization across all business units.

With our strategy we aim to improve our profitability and increase operative efficiency. This is done by establishing common operating models and processes across all business units. These are related to e.g. sales and operation planning (S&OP), pricing, innovation, and investments. Our common procurement function, that was established in 2025, is one example of this work and has already proven to be a great success.

“In Snellman Group's strategy, the consumer has the most prominent role.”

Sustainability as a competitive advantage means that sustainability is even more deeply integrated into daily operations, with annual reporting on our progress and prioritized sustainability goals for brands. We want to be a pioneer in animal welfare, reduce climate emissions, and ensure our producers' satisfaction exceeds industry average.



Our approach to sustainability

THE FOUNDATION FOR our sustainability work is built on our mission – we offer opportunities for the better – and values – treat others as you would like to be treated. We have integrated sustainability into everyday work of our business units, and it is implemented daily.

Our approach to sustainability encompasses environmental, social, and governance (ESG) aspects. We conduct our business in a sustainable way but place special effort and ambition in areas such as climate, circular economy, health and safety, people and wellbeing, and safe food. We continuously develop the fundamentals of sustainability, including supply chain sustainability and compliance.

To meet the evolving market needs and stakeholder expectations, we work towards our vision to be a successful and dynamic family business offering the best tastes and meals moments with the most trusted brands on the market. To fight climate change we work to minimize the burden on climate and use resources wisely.

Policies and commitments

Our work is guided by our Code of Conduct, updated in 2025, and sustainability strategy that was approved in 2025 as well as various policies, guidelines and commitments. In 2025, we committed to the international Science Based Targets initiative (SBTi) and will be setting science-based short-term emission reduction targets. The work to set the targets commenced in 2025. When we have completed the work with the targets, they will be submitted to the Science Based Targets initiative for approval.



“We have integrated sustainability into everyday work of our business units, and it is implemented daily.”

Management

With well-organized management, we aim to ensure that we achieve our sustainability targets. We continuously develop both our sustainability work and management.

In the Group Management Team, Director, Communications and Sustainability is responsible for sustainability matters as well as guiding and leading sustainability work in the Group. Daily practical matters related to the topic and coordination of sustainability are the responsibility of Sustainability Manager who reports to Director, Communications and Sustainability. Group Management Team

discusses sustainability topics regularly and takes part in defining the material themes. Each Management Team member is responsible for managing and implementing the sustainability strategy in practice within their respective areas of responsibility. The Board of Directors is regularly updated on progress in sustainability matters and approves the sustainability strategy, goals as well as sustainability report to be published.

Group's incentive program includes sustainability indicators that are related, among others, to occupational safety.

Reporting

We continuously develop our sustainability reporting as we want to comprehensively respond to the requirements of our owners, stakeholders, customers and consumers. We report on our sustainability performance, including e.g. information on emissions and personnel, to the Board of Directors and owners annually. We also report annually directly to our stakeholders according to their requirements.

From year 2025 onwards we will start reporting on sustainability in accordance with Voluntary Sustainability Reporting Standard for Small and Medium Sized Enterprises (VSME) until the reporting obligation in accordance with the Corporate Sustainability Reporting Directive (CSRD) becomes applicable for us.

Double Materiality Assessment

IN BEGINNING OF 2025, we completed a double materiality assessment (DMA), with the help of an external partner, to define our material topics, to give sustainability work structure and to prepare for future reporting requirements. The process examined and identified the most relevant sustainability topics for our reporting and strategy. This included impacts, risks and opportunities as well as a current state and value chain analysis, stakeholder engagement and a two-way materiality assessment. The assessment followed the European Sustainability Reporting Standards (ESRS) and included input from seven identified key stakeholders, both inside and outside Snellman Group.

As a result, we identified our material topics. The assessment recognized six main themes and several sub-themes. After internal and external discussions and consultations it was decided that topic E4 Biodiversity and Ecosystems was excluded from the material reportable topics. This was due to the challenges to identify reporting items directly related to our business, taking into consideration stakeholder responses and the data points that were then required to be reported under ESRS standards. However, we consider the topic to be relevant to us, and it will be a part of sustainability work, although it is not reported as material topic.

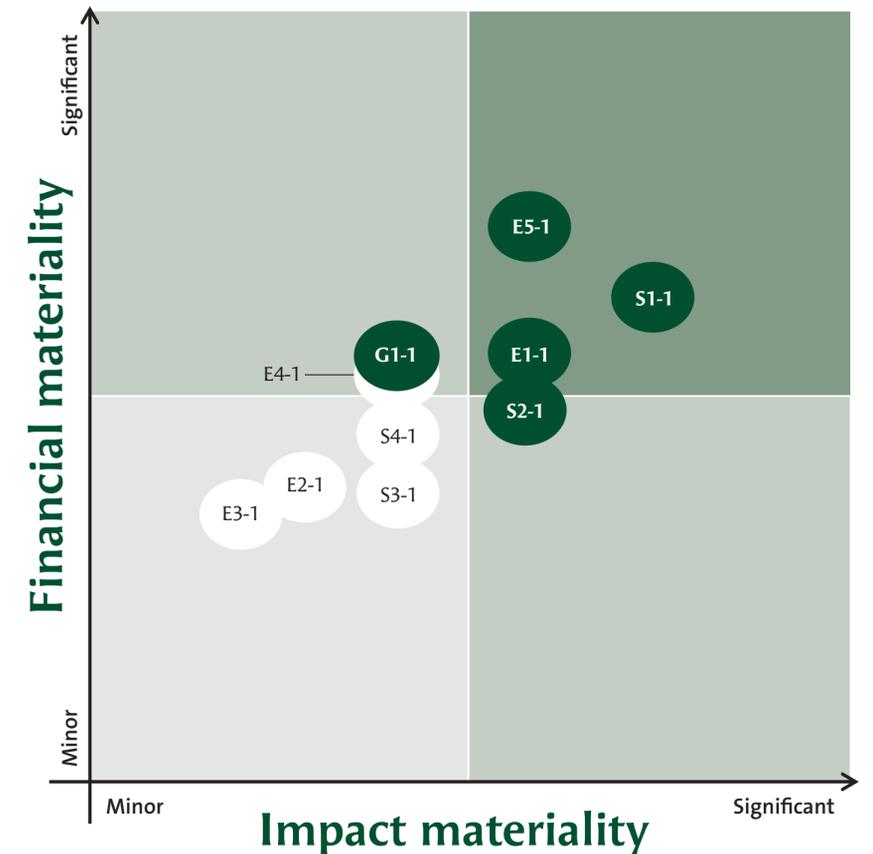
Double materiality assessment will be revised regularly. Currently, we do not expect significant changes in material sustainability topics in the short, medium or long term.



These findings will guide our sustainability efforts. They provide the foundation for defining key metrics and targets across environmental, social, and governance areas, ensuring coherent sustainability reporting and building readiness for future Corporate Sustainability Reporting Directive (CSRD) reporting obligations.

The most relevant sustainability themes, according to our double materiality assessment, are presented in the DMA matrix using medium term as an example.

DMA matrix, medium term



E1-1 Climate change

E2-1 Pollution

E3-1 Water and marine resources

E4-1 Biodiversity and ecosystems

E5-1 Circular economy

S1-1 Own workforce

S2-1 Workers in the value chain

S3-1 Affected communities

S4-1 Consumers and end-users

G1-1 Business conduct

Environment

Minimizing the negative impacts



Environmental metrics

AT SNELLMAN GROUP we continuously explore opportunities to improve resource efficiency and lower emissions in our own operations and value chain. We are committed to developing operations in a responsible manner and to managing our environmental impacts as part of long-term business development. That way we can ensure that the Snellman Group remains a successful and dynamic family business offering the best tastes to meal moments with the most trusted brands on the market — also for future generations.

Energy and greenhouse gas emissions

Snellman Group calculates its carbon footprint using the Greenhouse Gas Protocol (GHG Protocol) that represents a comprehensive global standardized framework for measuring and managing greenhouse gas (GHG) emissions. This reflects our commitment to track and understand our environmental impact across all operations and locations.

This report covers direct greenhouse gas emissions (Scope 1) from our own operations, indirect greenhouse gas emissions (Scope 2) from purchased energy production, and significant indirect greenhouse gas emissions from elsewhere in the value chain (Scope 3). Emissions have been converted into carbon dioxide equivalents.

In 2025, we continued to further improve and broaden our emission data. Most of our carbon footprint comes from raw material

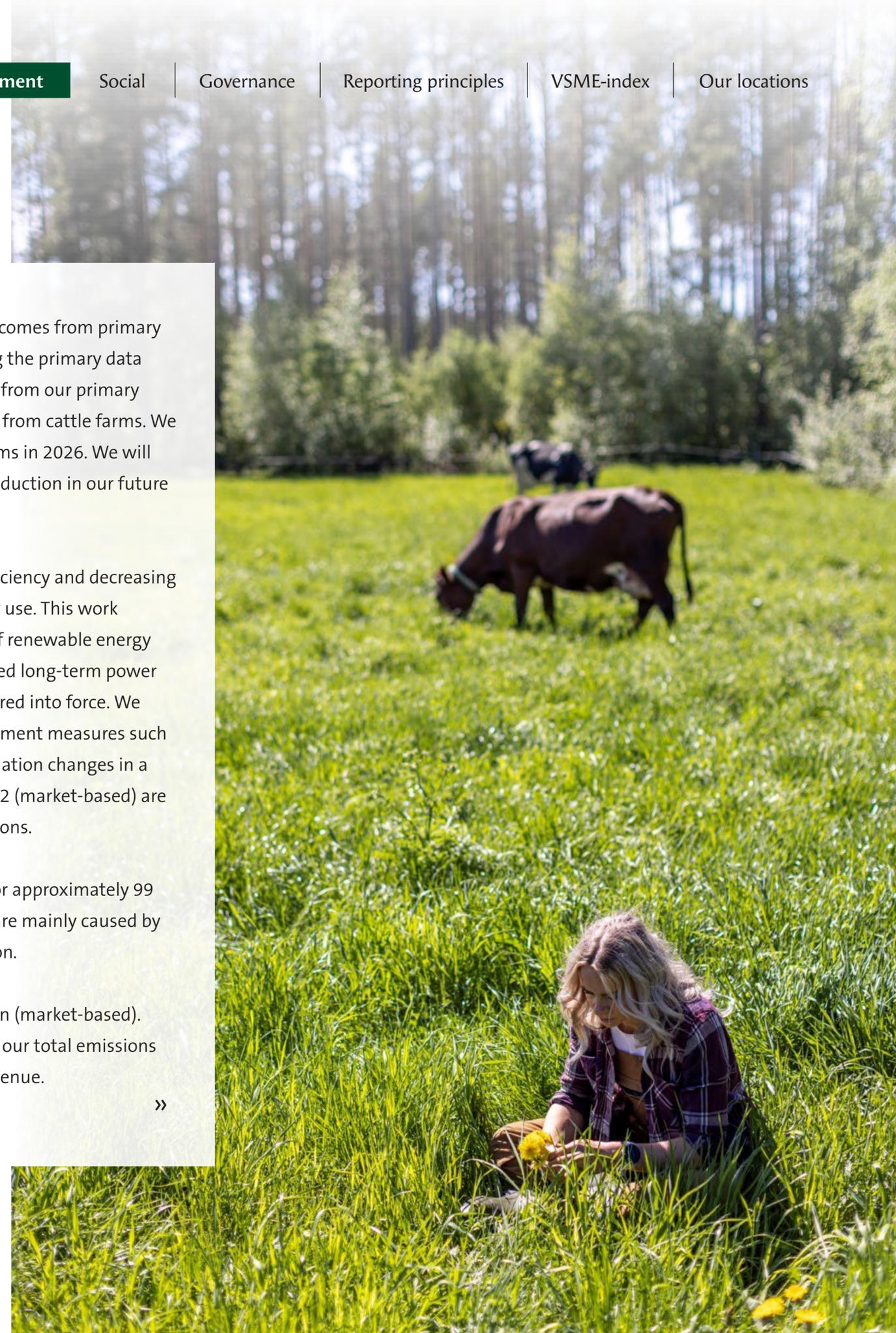
procurement. As a big part of our raw material comes from primary production, we focused especially on improving the primary data gathering of climate and environment impacts from our primary production and started primary data gathering from cattle farms. We will start getting primary data from our pig farms in 2026. We will move to use primary data from our primary production in our future reporting.

We have a long history of improving energy efficiency and decreasing emissions from our own operations and energy use. This work continued in 2025. We increased the amount of renewable energy in our operations, when the previously concluded long-term power purchase agreement (PPA) for wind power entered into force. We implemented several energy efficiency improvement measures such as a renewal of a ventilation system and automation changes in a cooling unit across the Group. Our Scope 1 and 2 (market-based) are under one percent of our carbon dioxide emissions.

Snellman Group's Scope 3 emissions account for approximately 99 percent of our carbon dioxide emissions. They are mainly caused by raw material purchasing and primary production.

Our emission intensity is 930.2 t CO₂e / € million (market-based). The emission intensity is calculated by dividing our total emissions (carbon dioxide equivalent, t CO₂e) with our revenue.

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Greenhouse gas reduction targets and climate transition

In 2025, Snellman Group worked on its climate transition plan with the help of an external partner. We calculated our base-year emissions and made a cost-benefit analysis that will create the base for our climate transition plan. In the analysis we concentrated on energy, packaging materials and primary production.

Even though we do not have a transition plan in place yet, we already take steps to manage our environmental impact and gradually reduce our carbon footprint. We monitor our greenhouse gas emissions, increase our use of renewable electricity and heating where possible as well as actively search for additional emission reduction possibilities in our own operations and in our value chain. These and other ongoing actions reflect our commitment to environmental responsibility.

Snellman Group committed to the international Science Based Targets initiative (SBTi) and will set science-based short-term emission reduction targets in 2025 and commenced the work to set the targets. When work with the targets is finalized, they will be submitted to the Science Based Targets initiative for approval. The targets are approved separately by SBTi after they have been set. The commitment to the SBTi is a significant step in our sustainability work and an important part of the implementation of the company's strategy.

Use of resources and biodiversity

Biodiversity impacts considerably on the food industry. As an industry utilizing natural resources, identifying and mitigating biodiversity

“From a circular economy perspective, waste prevention and high material-utilization rates are key indicators of performance.”

impacts is part of our sustainability work. We have also recognized this in our double materiality assessment. We want to do our part to advance biodiversity in our own operations and those of our contract producers, and to encourage actions that support biodiversity and reduce negative impacts.

In connection with the environmental permit processes for the operating sites, the most significant environmental impacts of our own operations have been identified, and permit conditions have been issued for them, compliance with which is monitored by the supervisory authorities. We do not have sites that we own, lease or manage that are in or near a biodiversity sensitive area.

We use water in producing our products. In addition to production, water is used, for example, in cleaning as well as cooling during summer months. In percentage terms, the water used for cooling accounts for approximately three percent annually. Total amount of water withdrawn from all sites was 465,920.00 m³. None of our sites are currently located in high water stress areas.

The most relevant incoming material flows are the raw materials for our products, such as beef, pork and poultry, but also potatoes,

vegetables and milk-based products. In addition to raw materials, packaging materials for our products create a relevant material flow for us. Packaging materials, wooden pallets and plastic transport boxes, that are continuously reused in the logistical cycle, are excluded from the annual mass-flow reporting.

Circular economy and waste management

The efficient use of raw materials and other materials, the utilization of side streams, and the recycling of valuable nutrients and materials are important means of reducing the climate and environmental impacts of our operations while generating added value for the entire value chain. We aim to maximize the utilization rate of incoming resources and side streams from our processes. Utilization of meat processing's side streams to pet food production is one example of how we do this.

One of the goals of packaging development is to prevent the generation of waste and food waste. Product and packaging development aim to minimize the environmental impact of products throughout their life cycle. We constantly test new packaging solutions to further increase, for example, the recyclability of our packaging.

From a circular economy perspective, waste prevention and high material-utilization rates are key indicators of performance. Most of the waste generated in our operations is non-hazardous and originates from typical food-industry processes.

Scope 1-3 GHG emissions

2025	Total, t CO ₂ e market	location	Share, % market
Scope 1	3,644.62		0.8%
Stationary Combustion & Own Energy Production	1,256.87		0.3%
Mobile Combustion	210.94		0.0%
Process Sources	-		-
Fugitive Sources	2,176.80		0.5%
Scope 2	781.76	2,558.35	0.2%
Electricity	396.14	1,681.71	0.1%
Steam	0	324.95	0.0%
Heat	385.62	551.69	0.1%
Cooling	-	-	-
Scope 3 Upstream	432,690.17		97.6%
Purchased goods and services	423,413.58		95.5%
Capital goods	5,026.04		1.1%
Fuel and energy related activities	3,236.74		0.7%
Upstream transportation and distribution	171.91		0.0%
Waste generated in operation	194.42		0.0%
Business travel	180.79		0.0%
Employee commuting	466.69		0.1%
Upstream leased assets	-		-

2025	Total, t CO ₂ e market	location	Share, % market
Scope 3 Downstream	6,218.37		1.4%
Downstream transportation and distribution	2,747.46		0.6%
Processing of sold product	-		-
Use of sold products	3,385.78		0.8%
End-of-life treatment of sold products	85.13		0.0%
Downstream leased assets	-		-
Franchises	-		-
Investments	-		-
Total	443,334.92	445,111.51	100%

Emission intensity

2025	
Revenue, € million	476.6
t CO ₂ e (market-based)	443,334.92
Emission intensity, t CO₂e / € million (market-based)	930.2
t CO ₂ e (location-based)	445,111.51
Emission intensity, t CO₂e / € million (location-based)	933.9

Total amount of waste generated (2025)

Total Hazardous waste generated (mass)	3,000 kg
Total Non-Hazardous waste generated (mass)	27,641,900 kg
Total waste generated (mass)	27,644,900 kg

Energy consumption (MWh)

2025	Renewable	Non-renewable	Total renewable and non-renewable
Electricity (as reflected in utility bills)	62,632	3,985	66,617
Self-generated fuels	0	0	0
Fuels	20,387	7,252	27,639
Total			94,256

Annual mass-flow of relevant materials used

2025	Name of the key materials	Mass/ volume
	Beef	16,569 tn
	Pork	33,523 tn
	Poultry	5,167 tn
	Potato	4,402 tn
	Vegetables	4,370 tn
	Milk-based products	4,846 tn
	Packages	3,912 tn
	Total annual mass-flow of relevant materials used	72,789 tn



Social

Personnel are the cornerstone of our business

Social metrics

OUR PERSONNEL ARE the cornerstone of our business. Snellman Group employs a wide variety of passionate experts and food professionals who put their heart into making food and never compromise on taste. Our values - treat others as you would like to be treated – describes Snellman Group's people-oriented approach to people in general, but especially our personnel. We are a significant employer, and our employees represent approximately 50 different nationalities. We work effortlessly with different languages respecting each other's background, learning from each other and valuing our colleagues.

By the end of the reporting period, our Snellman Group employed 2,074* (31 Dec 2024: 1,983) employees. Through acquisitions of Benyfit Natural Limited and Ricoplaza Oy we got 47 new colleagues. 1,435 Snellman Group employees held permanent contracts and 639 worked on temporary ones. Personnel turnover** was 18.6%. Gender distribution was 41.7% women and 58.3% men in 2025. Group Management Team's gender distribution was 27.3% women and 72.7% men. Benyfit Natural and Ricoplaza are excluded from the figures presented.

Safety and well-being at work

Snellman Group is committed to promoting safety at work through active and visible occupational safety work. Our goal is to offer a safe workplace from where everyone can go home healthy. In 2025, we focused on making safety at work visible through various means.

We organized campaigns, communicated actively and in different ways, including the creation of an easily approachable and safety-promoting Super Safety Man. We made safety at work a natural part of various meetings and gatherings. Our active work paid off, and our employees made a record number of safety observations, over 40% more than the previous year. Our Lost Time Accident Frequency (LTAF) decreased by almost 36% from the previous year to 16.04 (31 Dec 2025: 25.02) at the end of the year. No fatalities as a result of work-related injuries or work-related ill health occurred in 2025.

Well-being at work is a precondition for a happy and productive employee. We continued to advance preventative work to maintain working capacity and wellbeing in the long term in close cooperation with occupational healthcare services and external partners. Support network discussions supporting occupational health and general wellbeing continued to be organized with a low threshold. One of our well-being indicators, healthy at work percentage increased slightly in 2025 compared to the previous year and was 94.9 (2024: 94.3) %.

At Snellman Group, everyone is evaluated using the same criteria, regardless of age, gender, background, religion, or ethnicity. We monitor our practices closely and regularly, e.g. through employee satisfaction surveys.

According to work satisfaction survey conducted in January 2025, work satisfaction was well over the average, 3.78, on a scale of 1-5. »

*Benyfit Natural and Ricoplaza's employees are excluded from the figure.

**Personnel turnover is calculated by dividing the number of employees who left during the fiscal year by average number of employees during the fiscal year.





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Many employees appreciated the good work environment, friendly colleagues, and supportive management, but felt that we could improve in communication and giving feedback. That is why we paid special attention to giving feedback and the importance of team work to increase communication in 2025. Our eNPS (employee Net Promoter Score) value, an internationally comparable recommendation index that tells how likely a person would recommend their employer to their friends, for 2025 was 31.02. eNPS value can be between -100 and +100 and a value over 20 is considered to be very good.

Remuneration and continuous learning

Snellman Group is a reliable employer that offers a variety of work possibilities in different locations. We respect local labor market practices, and each employee is provided with a written employment contract, which sets out the terms and conditions of employment. We pay a wage in line with the collective agreement to all our employees who are under a collective agreement and have additional employee benefits. In 2025, we prepared for European Union's Pay Transparency Directive and are ready to report accordingly in 2026.

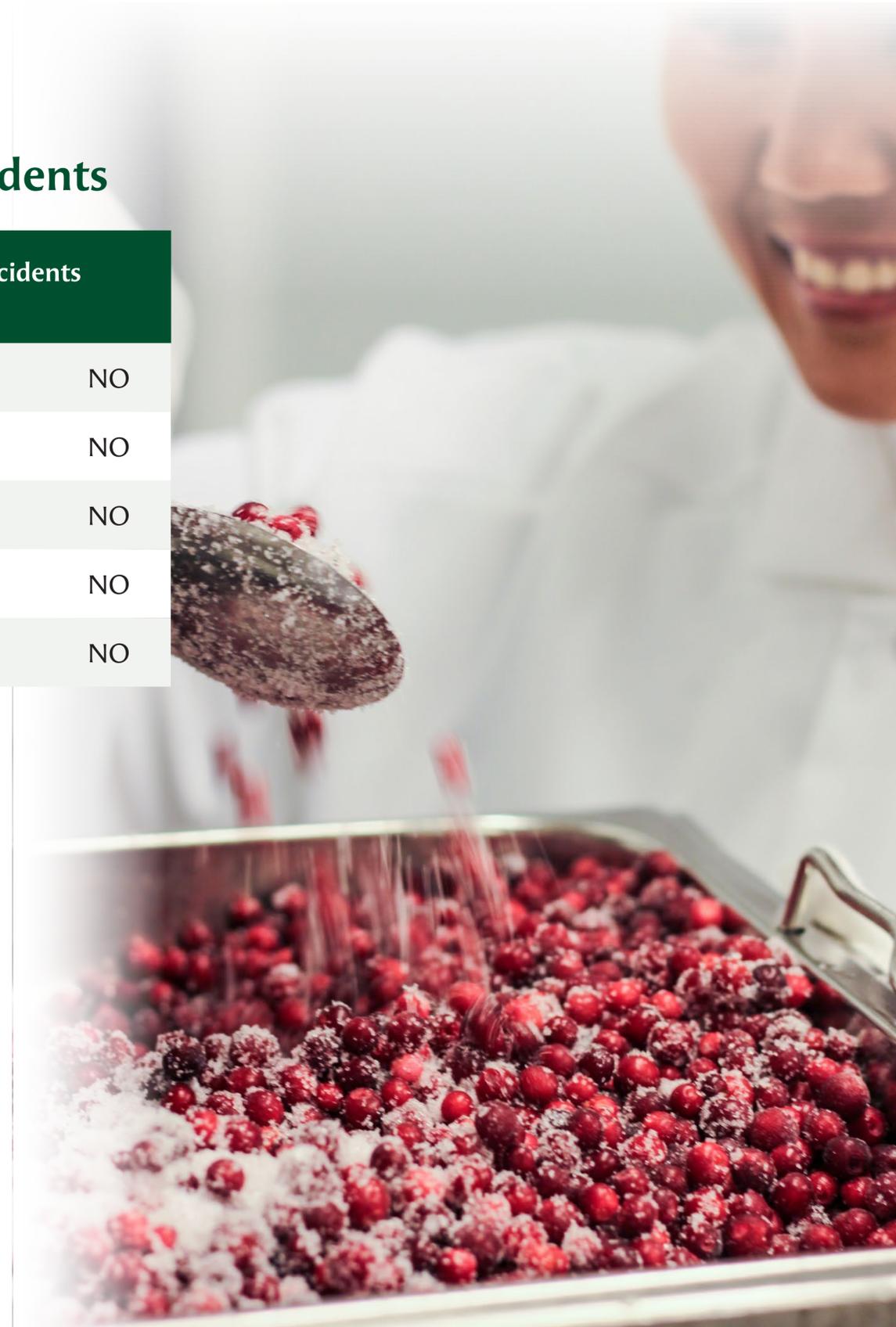
Continuous learning and training are something that Snellman Group encourages its employees. Group HR is responsible for the principles and methods of competence development, and the business areas are responsible for their application. The main methods for developing employees' skills include on-the-job learning, on-the-job training, mobility of staff to different positions across business areas, job rotation, sharing of best practices and skills development programs. Even external training is used to support our employees' development. In 2025, our employees attended 8,505 hours of training in total, which means 4.1 hours per person.

Human rights policies and processes

Does the undertaking have a code of conduct or human rights policy for its own workforce?	YES
➤ Child labor	YES
➤ Forced labor	YES
➤ Human trafficking	YES
➤ Discrimination	YES
➤ Accident prevention	YES
➤ Other	YES
Does the undertaking have a complaints-handling mechanism for its own workforce?	YES

Severe human rights incidents

Does the undertaking have confirmed incidents in its own workforce related to:	
➤ Child labor	NO
➤ Forced labor	NO
➤ Human trafficking	NO
➤ Discrimination	NO
➤ Other	NO



Some personnel key figures 2025*



2,074
EMPLOYEES



TRAINING HOURS

8,505



GENDER DISTRIBUTION

41.7% WOMEN
58.3% MEN

eNPS

31.02



LTAf

16.04

Fatalities as a result of work-related injuries

0

*excluding Benyfit Natural and Ricoplaza





Governance

Corporate culture in the Snellman Group

Governance

THE SNELLMAN GROUP is a family business in the food industry, and our mission is to offer opportunities for the better. We are committed to good governance, accountability and compliance in our business. Snellman Group's Code of Conduct, based on our values, is the starting point for all the company's operations and the most important commitment guiding the work of our personnel.

The Code guides how we conduct our business and how our employees treat each other, our business partners and other stakeholders. In accordance with the Code of Conduct, Snellman Group does not accept bribery in any form. In the beginning of 2025, we updated our Code of Conduct and it is available on our website.

Our Supplier Code of Conduct outlines the minimum standards we expect our suppliers to meet when doing business with any Snellman Group company. We also expect our suppliers to adopt similar principles when dealing with their own suppliers.

In addition to our Code of Conducts, Group's and Group companies' operations are guided by different policies, guidelines, standards and international commitments. We regularly assess and update our policies and guidelines.

Snellman Group's Whistleblowing channel

In our Whistleblowing channel, reporting system provided by an external service provider, a person can report their concerns confidentially and anonymously. It is used to report findings where the reporter believes that company-related activities are not in compliance with the law or Snellman Group's values, ethical principles, other guidelines or Code of Conduct.

The report can be made completely anonymously, and the identity of the reporter is protected. The reports are processed only by the company's specially appointed persons who are obliged to process the report in an independent and impartial manner. All reports are investigated with full confidentiality, and confidentiality applies to the extent prescribed by law. The Whistleblowing channel can be found on Group's and Group companies' websites.

Convictions and fines for corruption and bribery

We, at Snellman Group, are dedicated to operating with transparency and integrity in every aspect of our business. We actively manage risks related to bribery, corruption, money laundering, and fraud. Our guidelines follow all applicable anti-corruption laws and standards, and we expect our partners to hold the same commitment. During

the reporting period, there were no convictions concerning corruption and bribery nor fines incurred for violation of anti-corruption and anti-bribery laws.

Revenues from certain sectors and exclusion from EU reference benchmarks

Snellman Group does not have revenue from the following sectors: controversial weapons, the cultivation and production of tobacco, fossil fuel (coal, oil and gas) sector or chemicals production. Additionally, Snellman Group is not excluded from the EU reference benchmarks.

Gender diversity ratio in governance body

Gender diversity ratio in Snellman Group's Board of Directors is 28.6 percent.

Reporting principles

THIS IS SNELLMAN GROUP'S first sustainability report. It has been prepared in line with the Basic Module and the Comprehensive Module of the Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME). The report covers the same period as the financial figures, 1 January 2025 to 31 December 2025.

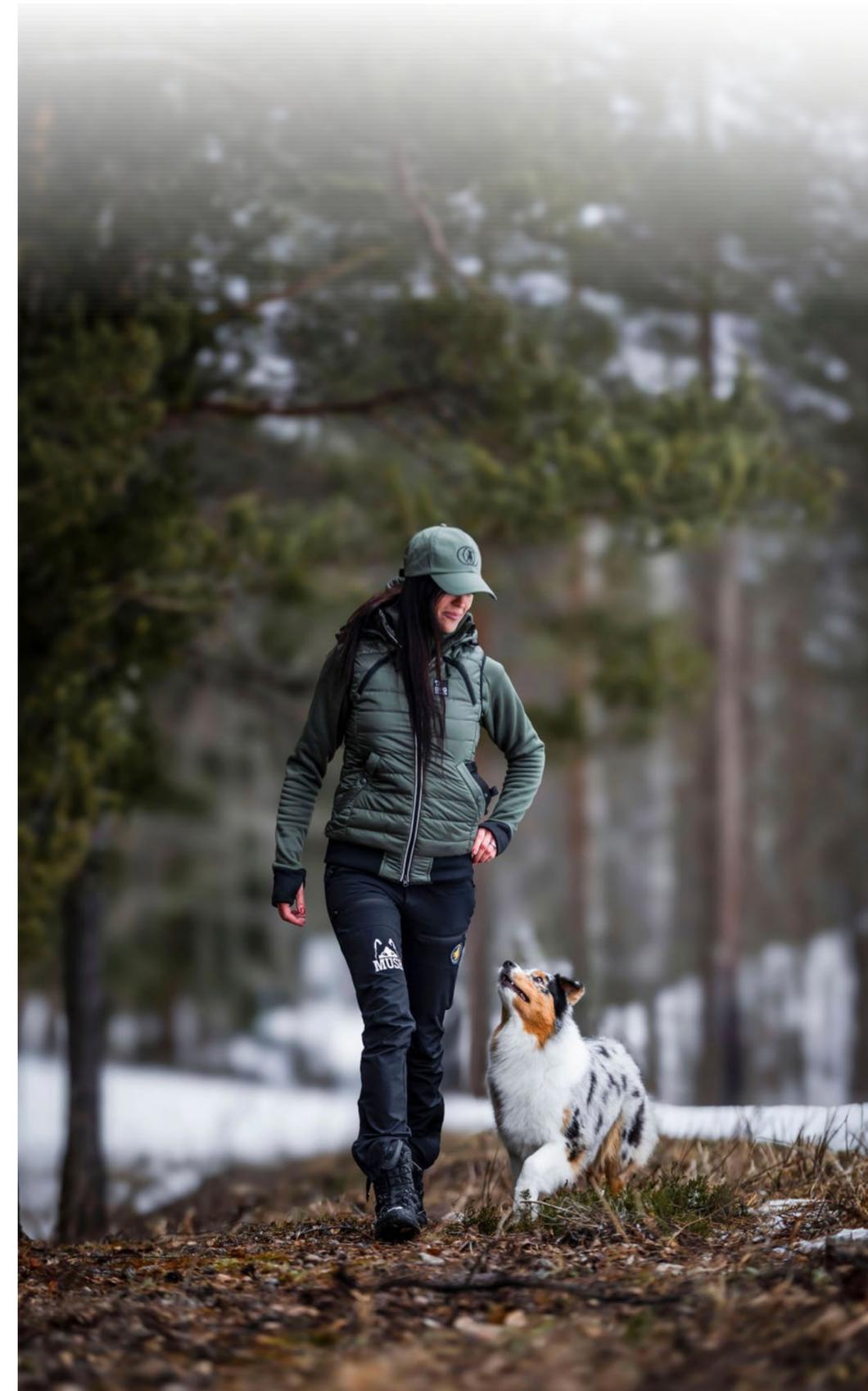
The report presents consolidated information about Snellman Group and its Group companies; Oy Snellman Ab (parent company), Snellmanin Lihanjalostus Oy, Figen Oy, Benyfit Natural Limited, Snellman Norge A/S, Snellmanin Kokkikartano Oy, Ricoplaza Oy and Snellman Sverige AB, if not specifically otherwise stated. Ricoplaza Oy and Benyfit Natural Limited were acquired late in 2025 and are therefore included in financial figures, but not in all sustainability figures. This is specified in connection with the information presented.

Greenhouse gas emissions are calculated in accordance with the GHG Protocol standards and verified by a third party. Social responsibility indicators are obtained from the managers responsible of the operations concerned. Financial data and indicators are taken from the consolidated financial statements. Monetary values in the report are presented in euros (EUR).

NACE codes are reported with address details of our facilities. We do not specify the exact coordinates of the facilities. A VSME index table summarizes the required disclosures for the selected modules.

The sustainability report has not been third-party verified, but we plan to verify the report in the future. The Board of Directors has approved the Sustainability Report before its publication.

The publication date of the 2025 Sustainability Report is 30 March 2026.





VSME index

VSME content index

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Governance metrics		
	B11 – Convictions and fines for corruption and bribery	23
	C8 – Revenues from certain sectors and exclusion from EU reference benchmarks	23
	C9 – Gender diversity ratio in governance body	18, 23

Our locations

Oy Snellman Ab

Kuusisaarentie 1
68600 Pietarsaari
Finland
NACE: 10130

Snellmanin Lihanjalostus Oy

Kuusisaarentie 1
68600 Pietarsaari
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NACE: 10130

Permonkaarre 123
68600 Pietarsaari
Finland
NACE: 10130

Meijeritie 4
68600 Pietarsaari
Finland
NACE: 10920

Kangastie 16
68600 Pietarsaari
Finland
NACE: 10130

Figen Oy

Kuusisaarentie 1
68600 Pietarsaari
Finland
NACE: 01461

Mettisuontie 49
35400 Längelmäki
Finland
NACE: 01461

Pykärintie 15
62395 Petterinmäki
Finland
NACE: 01461

Pykärintie 101
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Venetjärventie 65
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