

The background of the slide is an aerial photograph of a large agricultural field. The field is divided into numerous long, straight rows of crops. The crops appear to be young plants, possibly lettuce or similar leafy greens, which are partially submerged in water, suggesting a flooded or hydroponic growing system. The rows are separated by dark, tilled soil. In the distance, there are some trees and a horizon line under a cloudy, overcast sky. The overall color palette is dominated by greens, browns, and grays.

Sustainability report

BAMA Nordic | 2025



A healthier and fresher future

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A summary of 2025

As we summarise 2025, we feel proud to have further strengthened our market position, while taking important steps in our long term sustainability agenda.

A practical example of our environmental progress is the reduction of plastic use in our packaging. In 2025, we removed the plastic film from the wraps we produce and sell. Although each film weighed only 2 grams, the volume of wraps sold means this change will reduce our plastic consumption by nearly 4 tonnes annually based on 2025 sales. This demonstrates how even small decisions can create impact at scale.

In our operations the strong focus on waste reduction is really paying off. Lower waste numbers in all categories, but especially within our main waste category "Bio-waste" which was 9% lower than 2024.



Challenging climate ambitions

One of the most significant milestones of the year was the validation of our 2030 climate targets by the Science Based Targets initiative (SBTI).

This validation confirms that our targets align with what science requires to limit global warming and serves as an important acknowledgement of our ambitions – as well as a reminder of the responsibility we carry. The challenge becomes evident when we consider how the growth in our ready to eat meals category has influenced this year's carbon footprint. Still, it is a challenge we are fully prepared – even feeling energized – to meet.

Creating value together

Being part of one of the Nordic region's leading companies within fruit and vegetables, we have both a responsibility and an opportunity to contribute to healthier diets, more sustainable value chains, and fair working conditions.

An important milestone that we reached in 2025 was to assure all fruit and vegetables suppliers are certified according to a social

standard – but our journey continues. Through long term partnerships and transparency we are building a future where sustainability and business value go hand in hand. Our strong supplier relationships were confirmed by a strong improvement in Net Promotor Score (NPS) following our supplier survey.

The results from our internal employee surveys were also very positive, showing strong improvement and reaching our targets both for response rate and employee satisfaction (eNPS). These outcomes confirm the high level of engagement, cooperation, and responsibility that characterises our organisation.

I would like to extend my sincere gratitude to all employees, customers, and suppliers who have contributed to our development throughout the year. Together, we continue to take on challenges and create value – for people, for business, and for the planet.

Per Gränse

Per Gränse, CEO BAMA Nordic

**SBTI
VALIDATED
NEAR-TERM
CLIMATE
TARGETS**

**94%
RECYCLABLE
PACKAGING**

**100%
OF FRUIT AND
VEGETABLES
SUPPLIERS HAVE A
SOCIAL CERTIFICATION**

**ENPS SCORE
IMPROVED BY
60%**

**PURCHASING PROCEDURES
UPDATED TO ASSURE
"NO DEFORESTATION"**



About the report

This sustainability report refers to the financial year 2025 and covers all manufacturing subsidiaries within the BAMA Nordic Group: BAMA Fresh Cuts AB and BAMA Foods AB in Sweden, as well as BAMA Fresh Cuts Oy in Finland.

The purpose of this report is to communicate BAMA Nordic's sustainability efforts in a relatively concise format to customers, partners, and other stakeholders. This year we report in English to also reach our non-Swedish-speaking stakeholders. Especially our employees and customers in Finland.

The landscape around sustainability reporting is changing but we do our best to make our reports as relevant and transparent as possible. We keep using the structure from the EU Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS), including the material sustainability topics identified in our double materiality assessment. For each material sustainability topic, we describe the impacts, risks and opportunities, how BAMA Nordic works with the topic, and our targets and results for 2025.

BAMA Nordic is one of several subsidiaries of the Norwegian company BAMA Gruppen AS.

In this report, when we refer to BAMA, this means the entire BAMA Group, i.e., the parent company BAMA Gruppen AS and its subsidiaries. When we refer to BAMA Nordic, this includes BAMA Fresh Cuts AB, BAMA Fresh Cuts Oy, and BAMA Foods AB. A consolidated annual report for BAMA Gruppen, including sustainability disclosures, is available at www.bama.no.



About Bama Nordic

BAMA Nordic supplies the retail and convenience sectors, wholesalers, and foodservice customers in the Nordic and Baltic regions with ready-to-eat salad and fruit mixes, sandwiches and wraps etc.

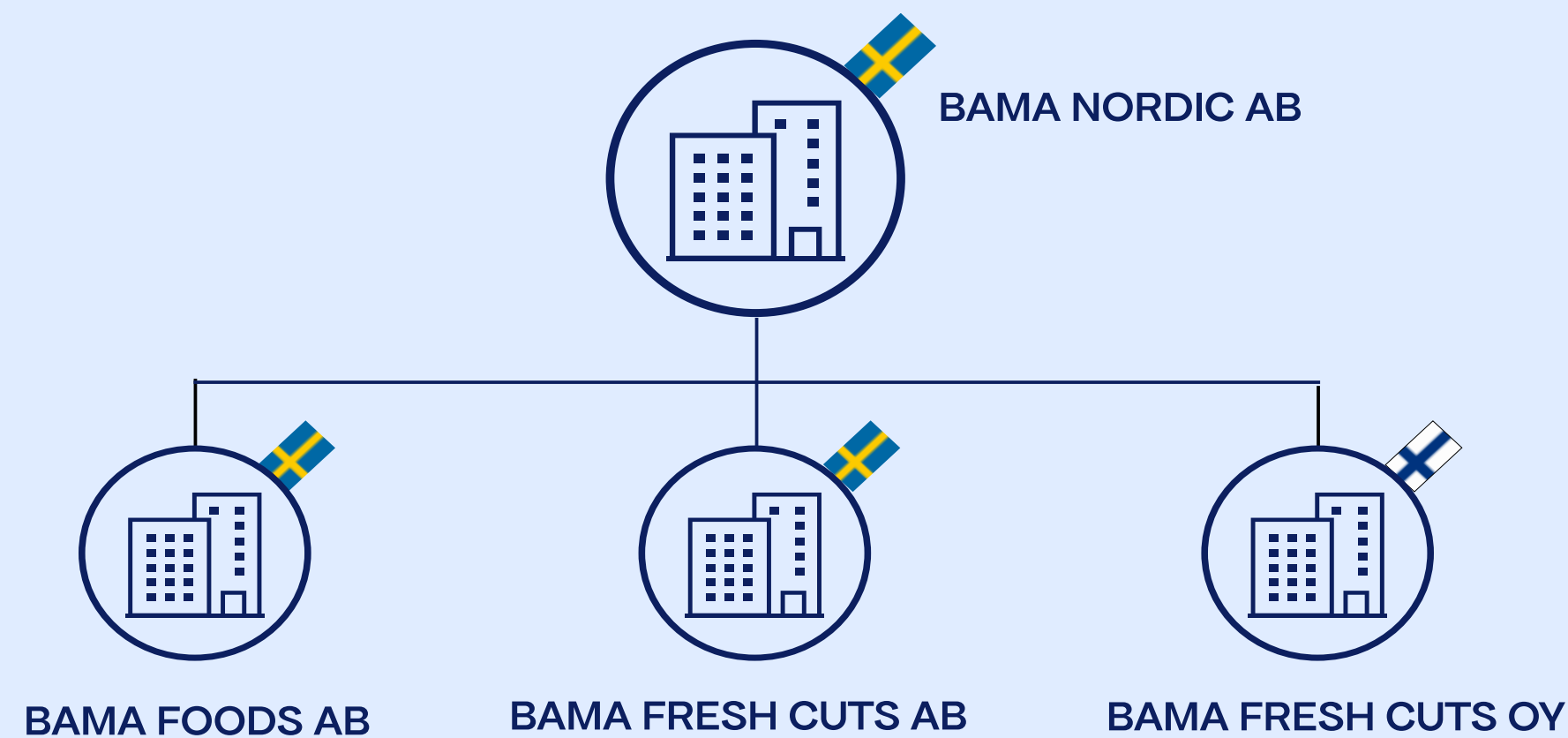
Our vision, “A healthier and fresher future”, is the foundation of the entire business, as is our mission to create green, responsible growth through fresh, healthy products and collaboration across the entire value chain. BAMA Nordic is the parent company of three manufacturing entities, two located in Sweden and one in Finland.

BAMA Nordic is a subsidiary of BAMA Gruppen AS, headquartered in Oslo, and the Nordic region’s leading fruit and vegetable company with a turnover of NOK 24.2 billion in 2024 and more than 3,000 employees. The company was founded in Norway in 1886 and was the first to import bananas to Scandinavia in 1905.

Today, BAMA Gruppen AS is a global company engaged in the import and wholesale distribution of fruit, vegetables, processed fresh products, and flowers. Across the entire BAMA Group, there is a strong commitment to responsible trade, climate and environmental action, improving and developing working conditions in the countries where we operate, as well as promoting healthy eating habits in society. In addition to BAMA Gruppen AS and BAMA Nordic AB, the BAMA Group also includes Nature’s Pride in the Netherlands and XPol in Poland.



The founder, Christian Matthiessen, became known as “Banan Matthiessen.” BAMA consists of the first letters of each part of his nickname, Banan Matthiessen.



Our companies

BAMA Fresh Cuts AB

BAMA Fresh Cuts AB in Helsingborg produces ready to eat salad and vegetable mixes in bags, and in 2025 a new product was introduced; fresh-cut fruit in trays. Incoming raw materials are quality checked, trimmed and cut, rinsed in cold water (except fruit, which is rinsed before cutting) and dried before being packed in plastic film tailored to maximize the shelf-life of the specific salad mix. The facility for fresh cut salad is certified according to the BRC Global Standard for Food Safety and for the production of EU organic products. We primarily produce products under our customers’ brands, but also under our own brand, BAMA. The facility also serves as BAMA Nordic’s head office. In 2025, BAMA Fresh Cuts AB sold just over 6,250 tonnes of salad and vegetables. In the same year, the business generated a turnover of approximately SEK 325 million.

BAMA Fresh Cuts Oy

In the production facility in Vantaa, Finland. we produce ready-to-eat salad, vegetables and fruit in bags and trays for the retail sector, convenience stores, wholesalers, and foodservice customers in both Finland and the Baltic countries. The operation is certified according to FSSC 22000. We manufacture products under our customers’ brands as well as our own brand – BAMA. The processes are similar to those at BAMA Fresh Cuts AB in Helsingborg. In 2025, approximately 6,200 tonnes of salad, vegetables, and fruit were sold. The business generated a turnover of approximately SEK 270 million.

BAMA Foods AB

At BAMA Foods AB in Lindesberg, we produce ready to eat meals such as sandwiches, salads, wraps, and baguettes. In this facility we also manufacture a frozen product range as well as a selection of dips and sauces. The operation is certified according to FSSC 22000.

BAMA Foods manufactures products under our own brands, Good and Lillesjö, as well as for our customers’ brands. In 2025, the business sold 2,700 tonnes of food and generated a turnover of approximately SEK 270 million.



Our brands

BAMA Nordic mainly manufactures products under our customers' brands, but we also have four brands of our own. Three of these brands are part of the convenience range and are produced by BAMA Foods in Lindesberg. The fourth brand consists of ready-to-eat salad mixes and baby leaves, primarily for foodservice customers, and is produced by BAMA Fresh Cuts AB in Helsingborg and BAMA Fresh Cuts Oy in Vantaa.

Good is one of Sweden's largest brands within fresh ready to eat meals, offering a wide range of products such as salads, baguettes, and wraps suitable for retail, convenience, and foodservice. Our products have a long shelf life and are handmade using high quality ingredients - flavorful classics to enjoy anywhere, anytime.

Lillesjö, with its long history of producing handcrafted sauces, is a well established brand within the category.

Deläckra represents handcrafted premium spreads and sauces made from high quality ingredients.

Under the BAMA brand, we produce salad mixes for the foodservice sector.



New concepts & products launched 2025

In 2025, we relaunched our Good brand. Reworking the brand, we made it more modern, with a clear definition of the brand and the concept in text as well in visual expression. We built the new design to make it easier for consumers to navigate within the total assortment – a clear description of taste and nutritional content of the raw material, eg regarding protein. The goal was to create recognizability of flavors across the assortment, helping consumers find their favorite flavour.

We launched a number of new products under the Good brand, eg wraps with feta cheese, sriracha chicken and the traditional Swedish flavour “Skagen”.

Within the Fresh Cuts categories, we also introduced several new products, including a variety of cabbage mixes, baby leaves mixes and Fresh Cut Fruits – mixes of cubes of different melons, pineapple, apples and watermelon.

In 2025 we also made a move that we have been preparing for a long time, removing the plastic film on our wraps, which are now sold in a nice paper packaging.



Our value chain

BAMA Nordic's value chain is centered around our three production facilities. The value chain can be divided into five stages:

Upstream

1. Cultivation and production

Our raw materials are produced by farmers, primarily in the Nordic region and Europe. Lettuce and vegetables typically come directly from cultivation and harvesting to BAMA Nordic's production facilities without intermediaries. During the summer season, lettuce and vegetables are mainly sourced locally from Sweden and partly from Finland, while raw material sourcing during the winter season is focused on Europe. Raw materials purchased by BAMA Foods have usually been further processed into food products such as bread or dairy items. The raw materials are purchased directly from producers or through wholesalers.

2. Transport

Raw materials are transported in refrigerated vehicles to BAMA Nordic's production facilities. Transport by truck is by far the most common mode of transportation. When long distance transport outside Europe is required, as is the case with fruit, goods are shipped by sea in combination with truck transport.

Own activities

3. Processing, manufacturing and packaging

Raw materials are processed and refined into finished products at one of our three production facilities. The products are then packed in suitable packaging and stored in refrigerated warehouses while awaiting transport to the customer. BAMA Nordic does not have its own logistics operations but purchases transport services for deliveries of finished products to customers. Customers also collect finished products using their own transport solutions.



Downstream

4. Distribution to store or foodservice outlet

The products are transported to the customers' terminals or intermediate warehouses and are then distributed to stores or foodservice outlets.

5. Consumption and waste management

End consumers purchase BAMA Nordic's products in stores or at a restaurant. Packaging waste and any food waste are managed at the consumer's home, in transit or in the restaurant.



Governance and strategy

The board, CEO and management team are the main governing bodies of BAMA Nordic. Our group companies are governed by country/site managers and their management teams. They are in turn supported by internal and external experts within different sustainability topics.

BAMA Code of Ethics and Business Conduct is the overall governing policy for sustainability within BAMA along with our Sustainability Policy. The Code of Ethics is available at www.bama.no.

We also have policies and procedures within specific topics, such as Food Safety and Quality, Climate and Nature, Packaging, Environment, Work environment, Procurement and Packaging. These are described in more detail within each of the chapters on Environmental, Social and Governance Information.

Double materiality assessment

BAMA Gruppen AS conducted a double materiality assessment in 2023 in line with the CSRD and ESRS for its Norwegian operations. In 2024, the assessment was validated for BAMA Nordic's operations through document analysis and stakeholder interviews.

In the double materiality assessment, the areas where BAMA has the most significant impact on the environment and society from a sustainability perspective, as well as the areas where external sustainability related requirements and expectations may have a material financial impact on BAMA, were identified. The assessment covered both direct and indirect effects of the Group's operations. The results of the double materiality assessment are the basis for our sustainability reporting as well as our strategy and ways of working.

The double materiality assessment was conducted across four main activities:

1. Mapping activities in the value chain – to examine actual and potential impacts on the environment and society.
2. Identification of impacts, risks and opportunities (IRO) – through interviews with external stakeholders and own employees.
3. Assessment and scoring of all IROs. Impacts were evaluated based on severity, scope, irreversibility, and likelihood. Risks and opportunities were assessed based on their financial relevance in one or more of the following categories: financial impact, operational performance, resource availability, occupational health and safety, reputation, and regulatory compliance. The time horizon for each IRO was classified as short-, medium- or long-term.
4. Consolidated assessment to evaluate whether the scoring is consistent across the different topics.



The assessment resulted in 19 material sub-topics for BAMA Nordic, each presented along with targets and results for 2025 in chapters E1-G1 of this report.

Sub topics outlined in red were assessed as material for BAMA Nordic.

Environment

E1: Climate change

- Climate change adaptation
- Climate change mitigation
- Energy

E2: Pollution

- Pollution of air, water and soil
- Substances of concern
- Microplastics

E3: Water and marine resources

- Water

E4: Biodiversity and ecosystems

- Direct impact drivers of biodiversity loss
- Impacts on the state of species
- Impacts on the extent and condition of ecosystems
- Impacts and dependencies on ecosystem services

E5: Resource use and circular economy

- Resource inflows, including resource use
- Resource outflows related to products and services
- Waste

Social

S1: Own workforce

- Working conditions
- Equal treatment and opportunities for all

S2: Workers in the value chain

- Working conditions in the value chain
- Equal treatment and opportunities for all
- Other work-related rights

S3: Affected communities

- Economic, social and cultural rights
- Rights of indigenous people

S4: Consumers and end-users

- Personal safety
- Social inclusion

Governance

G1: Business conduct

- Corporate culture
- Management of relationships with suppliers including payment practices
- Animal welfare
- Corruption and bribery
- Protection of whistleblowers

BAMA Nordic’s sustainability strategy with its five focus areas. Targets within each focus area of the sustainability strategy.

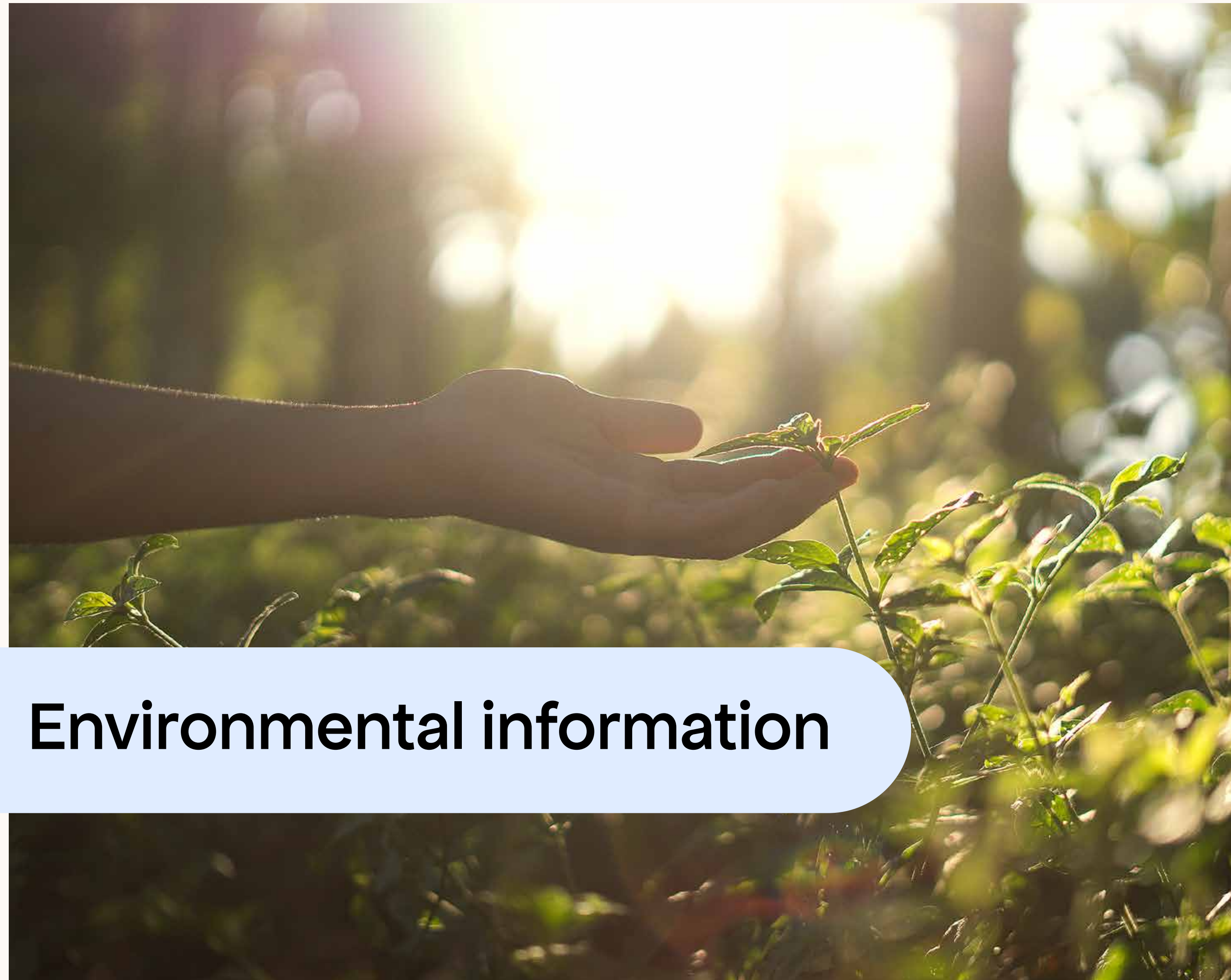
Sustainability strategy

Food is an essential part of human life and today there are major challenges in the way food is produced, with effects such as climate change, land use change, eutrophication, loss of biodiversity and environmental degradation. At the same time, the way we eat poses risks to global public health in the form of both overweight and malnutrition.

BAMA Nordic’s vision “A healthier and fresher future”, means we want to contribute to a more sustainable food system by encouraging people to choose green and plant based food, offering high quality products with as low environmental impact as possible, and taking social responsibility while creating value throughout the entire supply chain.

This vision is at the core of our sustainability strategy. The strategy is built around five focus areas. Each focus area supported by quantitative targets to 2030.

|  |  |  |  |  |
|--|---|---|--|---|
| Encourage a healthy diet | Reduce food loss, waste and optimise packaging solutions | Minimise impact on climate and nature | Source responsibly | Invest in our employees |
| <p>BAMA aims to be a leading player in promoting better public health by ensuring that healthy, sustainable, and safe food is accessible to everyone.</p> | <p>BAMA aims to take a leading role in the transition to a circular economy by using raw materials and packaging material in a resource-efficient way.</p> | <p>BAMA aims to reduce its climate impact, its vulnerability to climate change, and its impact on nature, both within its own operations and throughout the value chain.</p> | <p>BAMA is committed to responsible sourcing with focus on good working conditions and the protection of human rights.</p> | <p>BAMA strives to be an inclusive and attractive employer where employees can flourish and grow.</p> |
| <ol style="list-style-type: none"> Increase the sales of vegetables from our Fresh Cut business (kg per year within BFC AB and BFC Oy) Increase the sales of vegetarian food The share of chicken, meat, and seafood as a percentage of the total amount of food sold within BAMA Foods (by weight). The target applies to own brands but is also followed-up on a general level. | <ol style="list-style-type: none"> Reduce food waste by 25 % in our own operations (kg avoidable food waste/ tonne sold product) 100 % recyclable packaging (Share of total amount of packaging (kg)) Plastic packaging of biobased or recycled plastic (Share of total amount of packaging (kg)) Reduce packaging material with 5% (kg packaging material/kg sold product) | <ol style="list-style-type: none"> Reduce climate impact according to SBTi goals (kg CO2e) Map nature risks (focus on biodiversity and water) and develop a plan for reduced impact by 2026 Reduce water consumption by 50 % in own operations (Liter process water/kg produced product) | <ol style="list-style-type: none"> All suppliers of fruits and vegetables must be certified according to a social standard At least 20 risk-based supplier audits annually, of which 50% should be unannounced | <ol style="list-style-type: none"> Employee Net Promotor Score +12 A score of 85 in development and engagement in the annual employee survey Equal gender balance in BAMA Nordic’s management team |



Environmental information

Policies and governance

The BAMA Policy for Climate and Nature states our ambitions to minimize environmental footprint throughout our value chain and also includes roles and responsibilities as well as general guidelines for reporting and monitoring. BAMA Nordic also has an Environmental policy describing our ambitions and targets and a specific policy for Packaging. In our day-to-day operations specific procedures assure environmental aspects, in production, purchasing etc.

Climate change (E1)

Food production affects the environment in many different ways. The impact on climate change is caused by greenhouse gas emissions from land, livestock, transportation and processing as well as deforestation. Agriculture is also one of the most vulnerable sectors in relation to climate change.

Impacts, risks and opportunities

All food production comes with a climate footprint. Our raw materials have been cultivated using land, machinery and fertilizers, processed and transported to our sites. In our production facilities, electricity and district heating are used for processing raw materials and packaging. Finished products are then transported to customers. In all of these stages greenhouse gases are emitted.

BAMA Nordic is also affected by climate change. The UN Intergovernmental Panel on Climate Change (IPCC) states that the concentration of greenhouse gases in the atmosphere is higher than ever and that the climate is changing at an accelerating pace, with extreme weather events becoming more frequent. We are already experiencing the effects of climate change, particularly through increasing challenges in raw material supply due to extreme periods of drought, heat, and heavy rainfall both in Sweden and abroad.

Recent years have been exceptionally hot, and in 2025 the trend continued with heat waves coming earlier than usual in Spain and Italy, where we source baby leaves and various types of salad for our Fresh Cuts operations during the winter season. Some parts of Spain also suffered from heavy rainfall and flooding.

Plant based foods are generally better for both our health and the environment. By encouraging healthy eating

habits through increased consumption of vegetables and vegetarian food – the core of BAMA Nordic’s business model – BAMA Nordic can contribute to reducing the climate impact of the food we eat.

Targets and actions

In August 2025, BAMA Nordic reached a significant milestone when our group level climate targets were validated by the Science Based Targets initiative (SBTi). BAMA Fresh Cuts AB and BAMA Foods already had validated targets, but now we have gathered our climate efforts under one BAMA Nordic target.

Our reduction targets from 2024 to 2030 (near term) are as follows*:

-42 % in Scope 1+2 and Scope 3 (Energy & Industry) separately

-30.3 % in Scope 3 FLAG**

**According to the Greenhouse Gas (GHG) Protocol.*

***FLAG emissions (“Forest, Land and Agriculture”) include emissions from agriculture, forestry, and other land use.*

Scope 1 emissions, meaning direct emissions from the company’s own operations, are very limited for BAMA Nordic. This is due to the fact that we do not transport our goods ourselves and do not use any fuels to operate our industrial activities. Scope 1 emissions for BAMA Nordic are limited to the refilling of refrigerants at the production facilities and business travel using company cars within BAMA Nordic’s operational control.

Scope 2 emissions are indirect emissions from the production of electricity and district heating that BAMA Nordic purchases and uses in its production facilities. At our site in Helsingborg we use solar panels to generate some of the electricity we need. All purchased electricity

within BAMA Nordic is covered by Guarantees of Origin and the district heating is supplied from local facilities using renewable fuels and recovered heat as main sources of energy.

Scope 3 emissions – that is, indirect emissions upstream and downstream of BAMA Nordic’s own operations – account for 99 % of total emissions. These emissions mainly arise from the cultivation and production of purchased raw materials and packaging materials (part of Scope 3.1) and Upstream Transportation (Scope 3.4) which in total amount to 95 % of Scope 3. However, in our Scope 3 calculations we also include other categories such as working clothes, cleaning chemicals, new production lines and construction materials, upstream fuel- and energy-related activities, waste in our production and at the end-of-life of our products, business travel, employee commuting and downstream transportation.

In order to improve our precision and understanding of the raw materials footprint BAMA Group has invested in the How Good Latis platform which utilizes the world’s largest database on sustainable food, incorporating scientific research to provide accurate, certified sustainability assessments, including carbon footprinting. The 2025 raw materials footprint was calculated using this software. Moving to the Latis platform is an important step to facilitate action within this area, since it offers very granular impact data, and also a good preparation for implementing the new GHG Land sector and removals standard (LSRS). We also reused activity data to recalculate the 2024 footprint, in order to achieve comparability for the two years.

Based on our carbon footprint we have defined four focus areas for our climate reduction roadmap, which represent >90 % of BAMA Nordic’s total carbon footprint.

In 2026 we will set specific action plans for each of our companies to reach our targets in 2030. BAMA Group has also committed to set a Science based target in 2026 which means we will work together to achieve our ambitions.

| Focus area | Main possible actions |
|------------------------|--|
| Energy | Increase energy efficiency and self-generated electricity at our sites |
| Raw materials | Higher percentage of plant-based raw materials (in line with other ambitions), animal proteins with lower footprint and cooperation with suppliers to reduce footprint |
| Packaging | Optimize packaging weight/material and use recycled content |
| Inbound transportation | Purchase closer to our sites, optimize routes, use multi-modal transportation and bio fuels |

In addition to the reduction targets, the SBTi commitment includes ensuring that no deforestation occurs in the production of our primary raw materials. This is in line with the upcoming EU regulation on Deforestation (EUDR). Deforestation is a topic which mainly touches BAMA Foods' raw materials, but also the paper packaging used in all BAMA Nordic's companies. We have phased out all use of palm oil in our products and only buy paper packaging which has an origin in the Nordic countries. From 2026 we have also added requirements for beef and soy beans, both as a primary ingredient and for the upstream use in animal fodder.

Results 2025

Carbon footprint

The changes in methodology from last year's reporting were applied to both 2024 and 2025 data, in order to retain comparability and facilitate analysis of the 2025 results in relation to the previous year.

Scope 1+2 emissions increased by 31 tCO₂e (14 %) from 2024 to 2025, mainly due to the fact that the number of company cars included in the follow-up was increased. Emissions from Scope 2 increased only by 3 tCO₂e (<1 %) even with a significant increase in production.

Scope 3 emissions increased by almost 8 000 tCO₂e (35 %) at group level. The main contribution was a production increase at BAMA Foods which resulted in an increase of 7 % in total purchased raw materials and also larger volumes of packaging materials. Since the raw materials used by BAMA Foods are more carbon intensive than those of the Fresh Cuts Operations, this has a significant impact on the total results. This is especially visible using the new How Good methodology.

BAMA Nordic's greenhouse gas emissions in 2025, Scope 1, 2 and 3 (including FLAG (Forest, Land and Agriculture) emissions, except where stated otherwise). (2024 data in brackets for comparison).

There are two significant changes from last year's Sustainability report.

1. We report market based emissions from electricity in Scope 2 according to our supplier contracts. Not using the grid mix emission factor. This results in lower emissions.

2. The footprint of Raw materials in Scope 3.1 is calculated using the How Good Latis platform whereas last year we used mainly emission factors from Agribalyse. The new method results in almost twice as high emissions, mainly driven by FLAG emissions.

| BAMA Nordic's greenhouse gas emissions: | 2025 (2024) (tCO₂e) |
|--|---|
| Scope 1 | 39 (10) |
| Scope 2 - location based | 216 (214) |
| Scope 2 - market based | 84 (82) |
| Total Scope 1+2 - location based | 254 (223) |
| Relevant Scope 3 categories: | |
| 3.1 Purchased goods and services | 23 513 (16 093) |
| 3.2 Capital goods | 62 (24) |
| 3.3 Fuel- and energy-related activities | 181 (171) |
| 3.4 Upstream transportation and distribution | 6 070 (5 640) |
| 3.5 Waste generated in own operations | 46 (27) |
| 3.6 Business travel | 66 (61) |
| 3.7 Employee commuting | 243 (246) |
| 3.9 Downstream transportation and distribution | 294 (249) |
| 3.12 End-of-life treatment of sold products | 26 (31) |
| Total Scope 3 (E&I) | 13 865 (11 169) |
| Total Scope 3 (FLAG) | 16 637 (11 374) |
| Total Scope 3 (E&I+FLAG) | 30 502 (22 543) |
| Total Scope 1+2+3 (location based) | 30 757 (22 766) |
| Total Scope 1+2+3 (market based) | 30 624 (22 635) |

Results 2025 Climate targets

| Target 2030 | KPI/Follow-up | Result 2025 |
|---|---------------------------------------|------------------------------------|
| Reduce climate impact according to SBTi goals | Carbon footprint (tCO ₂ e) | Scope 1+2: + 14 % |
| -42 % in Scope 1+2 | | Scope 3 (Energy & Industry): +24 % |
| -42 % in Scope 3 (Energy & Industry) | | Scope 3 (FLAG): +46 % |
| -30.3 % in Scope 3 FLAG | | |

In 2025 we mapped our raw materials in relation to deforestation and updated our procurement procedures to make sure we are in line with our SBTi commitment of “No deforestation by 31st of December 2025”. We had already phased out all use of palm oil in our products and have now set specific requirements for beef and for soy beans - both as a primary ingredient and upstream use in animal fodder. The requirements are in line with those set by The Swedish Platform on Risk Commodities.

Energy use

In 2025, BAMA Nordic used 11 621 MWh of electricity and district heating to our production facilities. All purchased electricity comes from renewable or fossil

free sources. The district heating is generated by local suppliers, mainly using excess heating from other industries. Since we do not know the percentage of renewable/fossil origin of this excess heat, we assume it to be fossil.

In total 79 % of the energy used in production comes from renewable sources.

The total energy consumption increased by 5 %, mainly due to a production increase in BAMA Foods.

The solar panels at BAMA Fresh Cuts AB:s site in Helsingborg generated an amount of 402 MWh, corresponding to 7 % of their total electricity consumption.

Total energy used at our facilities in 2025 (2024 data in brackets, for comparison).

| | Total consumption of electricity and district heating (MWh) | Purchased electricity (MWh) | Self-generated electricity (MWh) | District heating consumption (MWh) |
|--------------------------|--|------------------------------------|---|---|
| BAMA Fresh Cuts AB | 6 555 (6 703) | 5 104 (5 274) | 402 (370) | 1 050 (1 059) |
| BAMA Foods AB | 2 078 (1 770) | 1 728 (1 538) | 0 (0) | 349 (233) |
| BAMA Fresh Cuts Oy | 2 988 (2 948) | 2 988 (2 948) | 0 (0) | 0 (0) |
| TOTAL BAMA Nordic | 11 621 (11 421) | 9 820 (9 759) | 402 (370) | 1 399 (1 292) |

Electricity and district heating consumption at our production sites by energy source, using supplier specific origin data for electricity and district heating (Energiföretagen 2024). (2024 data in brackets, for comparison). In last year’s report, we used grid mixes to represent the sources of electricity used. This year we report according to our supplier contracts.

| Energy consumption from fossil sources (MWh) | BAMA Nordic |
|--|------------------------|
| Consumption of purchased electricity, heating, steam or cooling from fossil sources | 1 086 (994) |
| Energy consumption from nuclear sources (MWh) | |
| Consumption of purchased electricity, heating, steam or cooling from nuclear sources | 1435 (1276) |
| Energy consumption from renewable sources (MWh) | |
| Consumption of purchased electricity, heating, steam or cooling from renewable sources | 9 100 (9 150) |
| Consumption of self-generated energy | 402 (370) |
| Total consumption of electricity and district heating | 11 621 (11 421) |
| Percentage (%) renewable energy of total energy use | 78 % (80 %) |



The factory in Vantaa, Finland.

Pollution (E2)

The sustainability theme pollution covers emissions to air, water and soil and the production or use of hazardous and highly hazardous substances.

Impacts, risks and opportunities

BAMA Nordic's direct emissions to the environment are very limited. We use chemicals only for cleaning in our operations and do not generate any direct air emissions. The largest risk is potential contamination of stormwater due to an accident outside the facility, eg a delivery truck breakdown causing a leakage of fuels. All waste water from the production sites is sent to waste water treatment before entering the environment.

However, BAMA Nordic's operations indirectly contribute to pollution of soil, water and air during the cultivation, processing and transportation of raw materials and packaging. Emissions of nitrogen and phosphorus from fertilizers used in cultivation can cause eutrophication and the use of plant protection chemicals can result in toxic substances entering the environment.

Intensive food production with high use of mineral fertilizers and plant protection products, and where cultivation is not diversified, can impair soil fertility. Over time, this can result in reduced productivity and declining crop yields, which in turn may have negative consequences for BAMA Nordic's raw material supply. The chemicals used for plant protection in farming are continually evaluated by society and substances with high effect, on pests and weeds as well as on surrounding natural flora and fauna are being phased out. This means farmers need to work more actively with other methods for pest and weed control, but the risks of field losses are

still increasing, resulting in higher insecurity in the raw material supply.

Targets and actions

BAMA Nordic has no specific targets within pollution related to our own activities. At our two Fresh Cuts facilities, large amounts of water are used to wash lettuce and vegetables (see Chapter E3). After use, this water passes through drum screens and sedimentation tanks to remove soil particles and larger impurities before it is discharged into the municipal wastewater system. All production facilities take samples of outgoing wastewater in accordance with their monitoring programmes.

BAMA Fresh Cuts AB is located in an industrial area upstream of a highly sensitive water recipient, the Råå stream in Helsingborg, which is a nature reserve and a Natura 2000 area. We have developed solid procedures to prevent pollutants from entering the stormwater network.

Chemical products are used in the production facilities to maintain good hygiene and food safety, as well as for maintenance work. All chemical products are assessed for environmental and health risks using chemical management systems, including evaluation of their content of hazardous substances. Where possible, products are substituted with less hazardous alternatives. We are also exploring an innovative solution with the potential to essentially eliminate the use of chemicals in the "clean in place"-system at BAMA Fresh Cuts AB in Helsingborg.

Outgoing wastewater from our Fresh Cuts operations is sampled in accordance with our monitoring programmes.

Pollution of soil, water or air resulting from BAMA Nordic's upstream value chain activities will receive



increased attention going forward and is included in the focus area aimed at limiting impacts on climate and nature. The strategy includes a target to map nature-related risks and to develop a plan by 2026 for reducing these impacts, read more in Chapter E4.

Results 2025

We had no incidents or accidents at our facilities that resulted in unintentional releases to the environment.

None of the cleaning chemicals used contain substances of very high concern (substances included on the European Chemicals Agency's so called Candidate List).

Water and marine resources (E3)

Water is an indispensable resource for the production and processing of BAMA Nordic’s products, both upstream in our value chain and within our own operations.

Impacts, risks and opportunities

In our own operations, water is used primarily for washing lettuce and vegetables. The raw materials are rinsed in several steps to remove soil, stones and gravel, which requires large amounts of drinking water. Our products are ready-to-eat, meaning they do not need to be washed again in households or commercial kitchens. Water is also used in the cooling system and for cleaning the facilities.

An unplanned interruption in the water supply at our facilities would result in significant economic consequences. Our facilities are located in Northern Europe, where water availability is still very good, but shortages of drinking water are becoming more common, partly due to climate change.

The food system is a very large user of freshwater. Irrigation in agriculture is a way to ensure high and stable yields as well as good crop quality. Water is sourced from rivers, lakes, groundwater and/or collected rainwater. Reduced water levels in local water sources and decreased water collection in suppliers’ reservoirs due to lower precipitation can jeopardise harvests and the availability of raw materials. In some regions this has led authorities to introduce strict restrictions on water use to ensure sufficient water for both local communities and production.

Targets and actions

BAMA Nordic has set a target to reduce water use per kg produced in our Fresh Cuts operations by 50% from 2024 to 2030. The greatest potential for reducing water consumption lies in reusing more process water. Since 2022 we have been investigating the possibility of purifying process water to drinking water quality, reducing the need for external water supply. The main challenge is to filter out lettuce fibres in an efficient way. Our sister facility in Norway currently treats its process water but has not yet reached a satisfactory production level. We are continually following this project and exploring other possibilities, to be able to find the best solution for our operations.

BAMA Nordic also has a target to map nature related risks and develop a plan to reduce impacts by 2026. Responsible water management has been identified as a key area within nature related risk and part of the mapping will be to evaluate the water footprints of our main raw materials and look into how we can take action to reduce these, especially in areas of high water stress. Read more on this in Chapter E4.

Results 2025

In our own production, approximately 300,000 m³ of water was used in 2025. Ninety nine percent was used in our Fresh Cuts operations in Helsingborg and in Vantaa.

Approximately 25 litres of water were used per kilogram of product which was a slight increase from last year, mainly due to more product changeovers. When changing from one product to another the equipment needs to be cleaned to meet quality and food safety requirements, and therefore the consumption increases.

Total amounts of water used at our facilities in 2025 (2024 data in brackets, for comparison).

| | Total consumption of water (m ³) | Water use per kg produced (l/kg) |
|--------------------------|--|----------------------------------|
| BAMA Fresh Cuts AB | 198 173 (190 592) | 33 (31) |
| BAMA Foods AB | 4 128 (3 777) | 1 (2) |
| BAMA Fresh Cuts Oy | 105 349 (113 130) | 17 (18) |
| TOTAL BAMA Nordic | 307 650 (307 499) | 25 (24) |



Biodiversity and ecosystems (E4)

Nature plays a crucial role in ensuring a good quality of life and is also vital for our agricultural system. However, today biodiversity is declining fast, a change driven by land use change, climate change, overexploitation of natural resources, invasive species and pollution.

Impacts, risks and opportunities

BAMA Nordic's material impacts, risks and opportunities related to biodiversity are linked to our upstream value chain due to the sourcing of raw materials.

Globally, agricultural land use is one of the primary causes of biodiversity loss, but agriculture does not automatically have a negative impact on biodiversity; what matters is how it is managed. The use of fertilizers and chemicals can harm ecosystems, land occupied by crops can reduce the natural habitats for wild plant and animal species, and non native species introduced through agriculture can disrupt local ecosystems. At the same time, many species benefit from agricultural practices, such as natural grazing.

BAMA Nordic's raw materials originate directly or indirectly from agriculture. Agriculture depends on ecosystem services such as pollination, and reduced biodiversity makes the conditions for food production increasingly difficult. The loss of biodiversity, both locally and globally, poses a significant risk to our suppliers' ability to produce raw materials in both the short and long term.

Targets and actions

BAMA Nordic currently requires that our contracted growers be certified according to IP Sigill Fruit & Vegetables or GlobalG.A.P. Both standards include

requirements for producers to take actions that promote biodiversity, but we have identified a need to do more within this topic. In 2024 we set a target to map and gain a deeper understanding of nature related impacts with a focus on biodiversity, ecosystems and water, and to have a plan in place by 2026 to reduce impacts. This work is carried out in collaboration within BAMA Group. The first step is to use the digital tool AgriPlace to assess risks related to sustainability, eg biodiversity and water linked to specific raw materials and origins.

Measures such as establishing cover crops, catch crops, flower rich field margins, alley cropping and maintaining a diversity of crops over time are well known practices that can both contribute to a more diverse landscape and increase carbon sequestration, which in turn can improve soil fertility and counteract, for example, nutrient runoff into watercourses. Improving conditions for beneficial insects is also an important measure in biological plant protection, eg to reduce the risk of aphids in the cultivation.

The work described in Chapter E1 regarding deforestation is also making a difference for biodiversity, since the forests are very important habitats for natural flora and fauna, and we continue evaluating the risks related to our raw materials.

Results 2025

As mentioned in chapter E1, palm oil and products derived from oil palms have already been phased out. And for soy and soy based products – another global risk crop associated with well known issues such as deforestation and environmental degradation – we have updated our procurement procedures according to the standards of the Swedish Platform for Risk Commodities. From 2026 we only purchase soy and soy-based products

that are certified in accordance with the guidelines. We have also decided to phase in new requirements on certifications for soy-based products used in animal-feed.



Resource use and circular economy (E5)

Resource extraction and processing are key drivers of most environmental impacts, and therefore using resources in a more circular way is essential for a sustainable society.

Impacts, risks and opportunities

BAMA Nordic's operations rely on sensitive raw materials such as lettuce, vegetables and other foods – with relatively short shelf-life. This makes minimizing food waste an important topic, both in our production and further down the value chain. An efficient use of raw materials is also a financially important topic in our production.

A good packaging solution prevents food waste while keeping the environmental impact of the packaging itself to a minimum. Our Fresh Cuts products are packaged in relatively thin plastic packaging, but there are challenges related to using recycled materials in these films, so the majority of the plastic we use is made from virgin materials.

The plastics recycling has really improved in our markets in the last couple of years, and we have also made improvements in our packaging solutions. In combination, this means that the majority of our packaging solutions are recyclable today, even though some are still challenging, mainly because they consist of more than one material type. For our convenience products there is also always the risk that packaging may not be sorted correctly by consumers or even end up in nature.

Both legal requirements and customer expectations to reduce, reuse and recycle will continue to be

strengthened, not in the least with the new EU Packaging and Packaging Waste regulation. We keep a close dialogue with our suppliers to make sure we are up to date and taking actions when needed.

Targets and actions

Food waste

We work systematically to reduce food waste in our own production and supply chain, while also helping to prevent food waste among customers and end consumers by developing packaging solutions that give products a long shelf life, provide information on how the product should be stored for optimal shelf life and to ensure that packaging sizes are adapted to household needs.

We have set a target to reduce food waste in our own operations by 25% (kg avoidable food waste/tonne sold product) from 2024 to 2030. To quantitatively monitor our food waste target, we distinguish between unavoidable food waste—such as peels, core remains and stems that arise from processing raw materials—and food that could actually have been consumed (avoidable food waste).

At BAMA Fresh Cuts AB, extensive efforts have been made to reuse salad from bags that have minor defects. Instead of discarding the bags with their contents, the salad mix is repacked to avoid waste. BAMA Foods succeeded in reducing its food waste by about half from 2023 to 2024. Key success factors have primarily included changes in order placement, which have made production planning easier.

All our sites in Sweden donate surplus food to Stadsmisionen, an organization supporting people in need. In BAMA Foods we also monitor raw materials

actively and cooperate with Foodtel to find external customers to sell any surplus we may have.

Other waste in our operations

We strive to generate as little waste as possible and to manage the waste that does arise as high up the waste hierarchy as possible—that is, prioritising reuse and material recycling over energy recovery through incineration or biogas production, or as a last resort landfill. We send no production waste to landfill, and all our production facilities have local targets on reducing the waste sent to incineration.

Significant progress was made toward this shift in 2024 as BAMA Fresh Cuts in Helsingborg reduced the waste sent to incineration substantially—a reduction of more than 80%. Increased sorting of flexible and rigid plastics for material recycling, as well as sorting salad for biogas production, have been the main success factors, together with clearer instructions on how waste should be sorted at the facility.

Packaging

Our targets from 2024 to 2030 within packaging are:

- Reduce packaging material by 5% (kg packaging material/kg sold product)
- 100% recyclable packaging (Share of total amount of packaging (kg))
- Plastic packaging of biobased or recycled plastic (Share of total amount of packaging (kg))

We continuously strive to challenge our packaging portfolio by reducing the amount of packaging material without compromising product shelf life. The aim is to use only as much packaging material as the function requires - any change in packaging design must not lead

to increased food waste. In 2025 we removed the plastic film from BAMA Foods' wraps, which are now sold in a paper packaging.

The target is monitored both for primary packaging and for the total amount of packaging material placed on the market. The difference between these metrics is considerable, mainly because cardboard boxes—used partly as transport packaging—weigh significantly more than primary packaging. We advocate the use of reusable crates and boxes (SRS in Sweden and Transbox in Finland) to the greatest extent possible, but some customers are not connected to systems of reuse systems, or we need to use cardboard for other reasons. We are also seeing increasing interest from customers in switching to reusable transport packaging instead of cardboard.

We have come a long way on improving the recyclability of our packaging materials and are now in the process of removing the last remaining plastic laminate bag, made from multiple types of plastic, from our Fresh Cuts operations.

Using recycled raw material in flexible plastic packaging for food products is a big challenge for the industry – due to food safety reasons. This is why, so far, we only use recycled material in certain rigid plastic bottles and trays. However, we believe that new possibilities due to the upcoming requirements in the EU Packaging and Packaging Waste Regulation will help us reach our target to 2030.

Ideas and projects within the packaging area are discussed and developed in our internal packaging group and in collaboration with suppliers.

Results 2025

Food waste

The food waste results in 2025 were close to the previous year for all companies.

| Food waste | Kg food waste/ ton sold product |
|--------------------------|---------------------------------|
| BAMA Fresh Cuts AB | 49 (48) |
| BAMA Foods AB | 3 (4) |
| BAMA Fresh Cuts Oy | 39 (35) |
| TOTAL BAMA Nordic | 37 (36) |

Other waste

The total amount of non-hazardous waste was reduced by 346 tonnes (6 %) from 2024.

This is mainly due to reductions in waste to biogas production in the Fresh Cuts operations in both Sweden and Finland, a result of structured day-to-day leadership and training to improve production planning and trimming techniques.

But also in BAMA Foods the work to reduce waste continues to deliver good results, the amount of waste per kg produced has decreased by 40 % from 2022.

Waste sent to biogas production is the largest waste fraction by weight, mainly because roots and outer leaves from lettuce heads are removed.

Generated non hazardous waste volumes for the companies within BAMA Nordic in 2025. (2024 data in brackets, for comparison).

| | Non-hazardous waste (tonnes) | | | |
|--------------------------|------------------------------|----------------------------|---|---------------------------|
| | Waste to material recycling | Waste to biogas production | Waste to incineration/ energy recycling | Total non-hazardous waste |
| BAMA Fresh Cuts AB | 62 (33) | 1726 (2048) | 55 (60) | 1843 (2141) |
| BAMA Foods AB | 99 (156) | 0 (0) | 189 (185) | 288 (341) |
| BAMA Fresh Cuts Oy | 337 (324) | 2631 (2726) | 152 (65) | 3120 (3115) |
| TOTAL BAMA Nordic | 498 (513) | 4357 (4774) | 396 (310) | 5251 (5597) |

The total volume of hazardous waste generated in BAMA Nordic in 2025 was 2,3 tonnes, mainly electronic waste.



Packaging

The total amount of packaging material increased by 144 tonnes (12 %) from 2024 to 2025. This is mainly due to the increase of production in BAMA Foods and the fact that 2025 data include packaging waste in our production.

At BAMA Fresh Cuts AB several important steps have been taken in the ambition to reduce the thickness of salad films and use monomaterial recyclable films. This has resulted in a slight decrease in total packaging weight, even considering the change in methodology.

In total 97 % of the transport packaging (tertiary packaging) was part of a reuse system.

Targets and results for packaging in 2025 (2024 data in brackets, for comparison). The calculation method has been changed so that in 2025 the data includes also the amount of packaging that is wasted in our production. In some cases data is not available for 2024, and therefore not stated.

| | Packaging | | | |
|--------------------------|-------------------------------------|-----------------------------------|-------------------------------------|------------------------------------|
| | Total packaging material * (tonnes) | Recyclable packaging (%)* (total) | Primary packaging material (tonnes) | Recyclable packaging (%) (primary) |
| BAMA Fresh Cuts AB | 414 (426) | 89 % | 229 | 81 % |
| BAMA Fresh Cuts Oy | 744 (657) | 100 % | 116 | 100 % |
| BAMA Foods AB | 235 (167) | 83 % | 182 | 79 % |
| TOTAL BAMA Nordic | 1393 (1249) | 94 % (91 %) | 527 | 84 % |

* Primary, secondary and tertiary packaging (excl packaging for reuse, eg SRS crates)

The calculation method has been changed so that in 2025 the data includes also the amount of packaging that is wasted in our production.

| Target 2030 | KPI/Follow-up | Result 2025 (2024) |
|---|---|--|
| 100% recyclable packaging | Share (%) of packaging defined as recyclable | 94 % (91 %) |
| Reduce the amount of packaging material by 5% from 2024 | Amount of packaging material (grams) per kg of sold product (excl co-pack). The target is monitored both in terms of total packaging use and separately for primary packaging. | Total packaging: 92 g/kg sold product (incl co-pack) Primary packaging: 35 g/kg sold product (incl co-pack) |
| Plastic packaging of biobased or recycled plastic | Share of total amount of packaging placed on market (kg) | 2 tonnes of recycled plastic was used in packaging |





Social information

Policies and governance

Within our own operations our social responsibility is governed by our working environment policy and contracts. We also have more detailed policies, guidelines and procedures within many areas, eg recruitment, wages, discrimination, whistleblowing, crisis management, operational health and safety etc. Our work environment management system is built on requirements in the local legislation in Sweden and Finland.

BAMA Nordic's governance in relation to social conditions in the value chain is centered around BAMA's Code of Conduct for Suppliers and Business Partners which is signed off by all suppliers as part of the contracting procedure.

Our responsibility for consumer safety is governed through our certified food safety systems, BRC at BAMA Fresh Cuts AB and FSSC 22000 at BAMA Fresh Cuts Oy and BAMA Foods.

Own workforce (S1)

The well-being of our employees is essential to BAMA Nordic's success and we aim to be an attractive employer that supports and develops our people.

Impacts, risks and opportunities

More than 80 % of the workforce is employed in production environments involving the processing of raw materials, food assembly and packaging. The work can be demanding and involves various occupational health and safety risks, such as physically strenuous tasks, frequent lifting, forklift operation and machinery. In addition, the work takes place in cold and noisy environments.

Operations are strongly affected by seasonal variations linked to harvest cycles and geography. There are also large fluctuations in production volumes between seasons, from week to week, and even from day to day. We deliver fresh products with relatively short shelf lives, which places high demands on fast and efficient logistics and maintaining the correct temperature throughout the value chain.

Operational management must balance the requirements for fresh products with delivery schedules and working time regulations. This sometimes results in non-standard working hours for both full time and part time employees, as well as the use of temporary and contracted labour. Demanding seasonal periods create additional pressure, which can be strenuous for employees. Periods of high sickness absence may lead to increased workload and reduced well being. Another risk is the difficulty of recruiting personnel with the right skills for certain roles, which could eventually make the business less competitive and hinder growth.

BAMA Nordic's production facilities provide many local job opportunities. We celebrate diversity and have employees of many different nationalities and ethnic backgrounds. For many employees, working at BAMA is their first introduction to working life.

Targets and actions

Working environment and well-being

We continuously work to improve our working environment. Our objectives are to:

- *make health and safety a natural part of everything we do,*
- *improve our work environment in cooperation between employer, employees, and safety representatives,*
- *make sure managers and supervisors have the necessary knowledge, competence, resources and authority to ensure a good and safe working environment,*
- *give employees the introduction and training they need to work safely and healthily,*
- *regularly – and when changes occur – assess and evaluate risks in both our physical and our organisational and social working environment, so that we can take the measures needed to create a safe and secure workplace,*
- *report and investigate all incidents and accidents so that corrective actions can be taken, to reach our objective of zero workplace accidents,*
- *follow up on our systematic work environment management regularly,*
- *maintain clear and visible leadership based on respect and care for every employee,*

- *prioritise collective protective measures suitable for everyone, while also adapting requirements and conditions to each individual's abilities,*
- *continuously strive for personal development that supports professional growth and promotes a healthy working environment.*

The working environment in our operations needs to be designed so that employees do not suffer ill-health or injury as a result of their work. We also strive to ensure that everyone thrives and develops, both professionally and as individuals. Health and safety are an important factor in all decisions made and all activities carried out. Achieving efficiency and quality in our working environment efforts is a profitable investment for the future, where high work motivation and low sick leave rates are the immediate benefits.

The greatest risk of workplace accidents is found at our production facilities, as the operations involve everything from forklift traffic and loading and unloading to heavy machinery.

Ensuring that our employees thrive at work is a fundamental prerequisite for our success as a company. We want to remain attentive and provide simple ways for employees to give feedback and propose improvements. We use the pulse-survey tool Winningtemp, which measures engagement, wellbeing, and development in real time on a weekly basis at the team, department, and organisational level.

The purpose of Winningtemp is to offer employees a platform where they can anonymously highlight what is working well and what they would like to improve by responding digitally to research-based questions developed in collaboration with the University of Gothenburg. The responses are compiled into a 'temperature' for the team, unit, or organisation,

presented across nine categories: leadership, job satisfaction, meaningfulness, autonomy, work situation, participation, personal development, team spirit, and engagement. These results form the basis for discussions about our strengths and potential areas for improvement.

BAMA Nordic's sustainability strategy includes a 2030 target to reach eNPS +12, which is monitored in Winningtemp. The Employee Net Promoter Score (eNPS) is an international indicator of how many ambassadors a company has – in other words, how many employees would recommend their workplace to others. The higher the score, the more ambassadors. The value can range from –100 to +100.

We also have a target related to the annual employee survey – to reach a score of 85 in development and engagement.

Equality and inclusion

A targeted effort to ensure equal rights and opportunities not only provides people with the right to a good working environment free from discrimination, but can also generate positive effects for the entire organisation, such as:

- A better working environment and a more attractive workplace
- More perspectives and more creative solutions
- Improved customer orientation and a stronger brand
- Increased competitiveness and profitability

The overall objective of our equality efforts is that all employees within BAMA Nordic should have the same opportunities, rights, and obligations. The requirements of the Discrimination Act and The Equality Act for a structured, systematic, and documented approach to preventing discrimination and promoting equal treatment are compiled in an Equal Treatment Plan, which is to be followed up and updated annually. We do not accept any form of harassment of employees and have a dedicated policy and action plan in place to minimise this risk.

In our sustainability strategy we also have a 2030 target to reach equal gender balance in BAMA Nordic's management team.

Salaries and benefits

At BAMA Nordic, we ensure fair and competitive wages for all our employees. We are affiliated with the collective agreement in both Sweden and Finland. We adhere to the wage regulations stipulated in the collective agreements, and each year we carry out a pay equity analysis aimed at promoting more gender-equal pay.

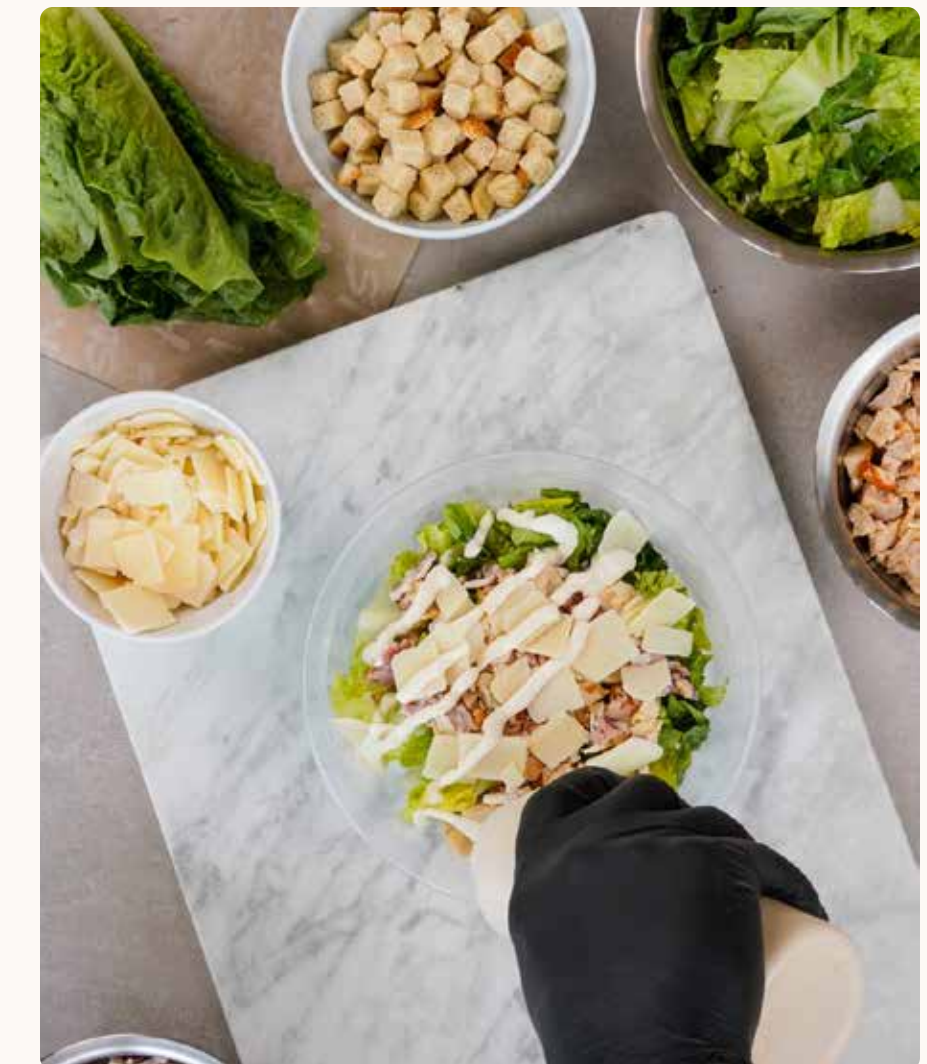
Good health often leads to increased energy and quality of life and helps us better manage different situations in life – both at work and in our private lives. By offering all employees access to wellness benefits, we strengthen the conditions for wellbeing, quality, and efficiency in our daily work.

Leadership

Leadership is important for the development and wellbeing of employees. All leaders are regularly trained in leadership and communication, and all employees have an annual structured dialogue with their manager, discussing work situation, goals, and wellbeing.

Training

We want to make it easy and convenient to grow and develop within BAMA Nordic. That is why we created BAMA Academy – a digital platform where we have gathered a wide range of training courses. The training portfolio is continuously expanded with the aim of enabling employees to complete both mandatory courses and courses they are curious about – all to broaden competencies and ensure that our employees always have access to easily available information.



Results 2025

At the end of December 2025, the Group had a total of 417 employees. In total 238 people worked in Sweden at BAMA Nordic, BAMA Fresh Cuts AB and BAMA Foods AB, and 89 people worked at BAMA Fresh Cuts Oy in Finland.

Of the 417 employees (full time and part time), 42% are women and 58 % are men. The majority are between 30 and 50 years old. Blue collar employees make up

87 % of the total workforce, while white collar employees account for the remaining 13 %. The number of temporary agency workers varies, but on 31 December 2025, 67 agency workers were employed.

The turnover rate in 2025 was 7,2 % (2024, 12 %) in the Swedish companies and 6,5 % (2024 9 %) in Finland.

The turnover rate refers to the proportion of permanent employees who left the organisation during the year.

Data on employees within BAMA Nordic as of 31 December 2025 (2024 data in brackets, for comparison).

| | BAMA Nordic AB (SE) | BAMA Fresh Cuts AB (SE) | BAMA Foods AB (SE) | BAMA Fresh Cuts Oy (FI) | TOTAL |
|---|----------------------------|--------------------------------|--------------------------------|--------------------------------|-----------|
| Number of employees, women | 11 (15) | 85 (63) | 50 (42) | 28 (30) | 174 (150) |
| Number of employees, men | 5 (5) | 106 (87) | 70 (46) | 61 (53) | 243 (191) |
| Total | 16 (20) | 192 (150) | 120 (88) | 89 (83) | 417 (341) |
| Type of employment | | | | | |
| Permanent employees | 16 (19) | 145 (141) | 84 (83) | 87 (79) | 341 (322) |
| Temporary employees | 0 (1) | 1 (9) | 4 (5) | 2 (4) | 7 (19) |
| Contracted employees | 1 (1) | 45 (12) | 0 (0) | 21 (27) | 67 (40) |
| Ages | | | | | |
| Number of employees under 30 years | Women: 1 (0) Men: 0 (0) | Women: 16 (6) Men: 31 (14) | Women: 7 (3) Men: 31 (8) | Women: 5 (3) Men: 12 (11) | 103 (45) |
| Number of employees between 30 and 50 years | Women: 5 (8) Men: 1 (1) | Women: 41 (33) Men: 59 (51) | Women: 24 (21) Men: 26 (27) | Women: 20 (24) Men: 40 (35) | 216 (200) |
| Number of employees over 50 years | Women: 5 (6) Men: 4 (4) | Women: 22 (21) Men: 24 (16) | Women: 21 (16) Men: 14 (8) | Women: 2 (2) Men: 6 (4) | 98 (77) |

Working environment and well-being

The eNPS score has improved significantly since 2023, increasing from -11 to +5. Participation in this year’s employee survey was 75 %, and the higher the participation rate, the more reliable the results.

The annual employee survey results were a score of 78 in development and 84 in engagement in the annual employee survey.

A total of 52 workplace accidents occurred at our three production facilities in 2025. The accidents resulted in 5 accidents with sick leave.

Equality and inclusion

The management group of BAMA Nordic consisted of 67 % women and 33 % men at the end of 2025.

Within BAMA Nordic, the average salary for women is similar to the average salary for men in the Swedish companies. The median salary for men and women is the same in the Swedish companies. For BAMA Fresh Cuts Oy, the average salary for men is higher (often driven by a few higher salaries/bonuses), while the median salary for women is slightly higher than that of men, which indicates that the salary dispersion among men is likely greater.

Pay difference between genders calculated as the difference between women’s average salary and men’s average salary. A negative result indicates that women have a higher salary.

| Target 2030 | KPI/Follow-up | Result 2025 (2024) |
|---|---|---|
| Employee Net Promotor Score: +12 | Measured using Winningtemp 31 December 2025 | +5 (+2) |
| A score of 85 in development and engagement in the annual employee survey | Measured in the annual employee survey | 78 development (82) 84 engagement (73) |
| Equal gender balance in BAMA Nordic's management team | Gender balance in the management team in BAMA Nordic 31 December 2025 | W: 67 %, M: 33 % (W: 67 %, M: 33 %) |

Workers in the value chain (S2)

The food production system provides both essential products and local workplaces for workers throughout the value chain. Making sure that working conditions are safe and fair at those workplaces is an important part of the social responsibility of all food companies.

Impacts, risks and opportunities

The main supply chain risk for BAMA Nordics is in the agricultural sector where our raw materials come from. There are inherent risks, eg related to working conditions, seasonal workers, freedom of association and fundamental human and labour rights but the political, economic, and social conditions vary a lot depending on the geographical location.

We strive to source our raw materials as close as possible to our operations and are fortunate that most of the raw materials we need are available in in Europe where human rights risks are generally lower than in many other regions in the world. In 2025 more than 20% of the raw materials to our Fresh Cuts operations came from our countries of operation (Sweden and Finland) and for BAMA Foods more than 60 % came from Sweden. In total more than 95% of our raw materials come from Europe.

Targets and actions

In 2024 we set the target that all suppliers of fruit and vegetables to our Fresh Cuts operations should have a certification assuring the social standards for workers by 2030. We started by evaluating which certifications would be suitable and decided on one international standard – GlobalG.A.P. GRASP – and one Swedish standard – IP Arbetsvillkor. These are both strong

standards adding on to the certifications we already have as requirements for our suppliers (GlobalG.A.P or IP frukt och grönt).

Before entering into any agreement, all suppliers must sign BAMA's Code of Conduct for Suppliers and Business Partners. Many of BAMA Nordic's suppliers are also suppliers to other companies within the BAMA Group, particularly within the Fresh Cuts operations. This gives us greater leverage to drive improvements and assure compliance. One of the tools for monitoring and follow-up is supplier audits. Audits are primarily conducted by BAMA Gruppen AS for shared suppliers. The selection of suppliers to be audited is based on risk assessments conducted by a cross functional team working with procurement, quality, and sustainability within BAMA Gruppen. All suppliers also have access to our whistleblowing channel to report any deviations in relation to our Code of Conduct.

Our target to 2030 is to do 20 supplier audits annually, of which 50 % should be unannounced.

Results 2025

In 2025, we continued the roll out of our new requirements and managed to reach our target five years ahead. All our fruit and vegetables suppliers are now certified according to either GRASP or IP Arbetsvillkor.

In 2025, six audits were carried out on vegetable suppliers shared between BAMA Gruppen and BAMA Nordic, all of which were announced audits.

A good relationship with suppliers is a prerequisite for improvement within all sustainability topics related to our value chain. In 2025 we made an evaluation of suppliers' perception of BAMA - reaching a supplier NPS of 45, a result we are proud of and part of a positive trend.

No deviations were reported through the whistleblowing function in 2025.

Targets within the focus area "Responsible Sourcing"

| Till 2030 | KPI/Follow-up | Result 2025 (2024) |
|---|------------------------------------|---|
| All suppliers of fruits and vegetables must be certified according to a social standard | % of fruit and vegetable suppliers | 100 % (0 %) |
| At least 20 risk-based supplier audits annually, of which 50% should be unannounced | Number of supplier audits | 6 supplier audits, 0 unannounced (4 supplier audits, 0 unannounced) |

Consumers and end-users (S4)

As a food producer, the consumers are always top of mind. Producing healthy and safe food is our mission and at the core of what we do.

Impacts, risks and opportunities

It is essential for us that food from BAMA Nordic is safe to eat. The products manufactured by BAMA Nordic reach stores, wholesalers, and restaurants, and therefore reach all consumer groups, including vulnerable groups such as children, the elderly, and people with illnesses. Should the food be contaminated the consequences could be severe. Unsafe food handling would also lead to reduced trust in BAMA Nordic.

BAMA Nordic can contribute to a better consumer diet by making more nutritious, green and plant based foods available. Today, fewer than 40 percent of the population eat vegetables at least twice a day, according to Swedish dietary surveys. In Finland, only one in five adults meets the daily recommendation for consuming vegetables, berries, and fruit. In this case, health and the environment often go hand in hand - eating more plant based foods and less meat is better both for health and environment.

Targets and actions

Food safety

Customers and consumers need to be confident that BAMA Nordic's products are safe to eat. All our production facilities are certified according to food safety standards FSSC 22000 or BRCGS. This is to ensure that we have a robust management system with documented processes and procedures securing food safety. BAMA Nordic's objective is that no products should need to be

recalled from the market. At each facility we set relevant specific targets related to the local conditions and points of improvement, eg number of recalls, number of internal deviations reported (to encourage safety culture and awareness) and percentage of staff participating in training and enquiries.

We monitor risks using HACCP (Hazard Analysis and Critical Control Point), a method in which we identify risks and determine, manage, and control the points in the process that are particularly critical. HACCP is a system that identifies, evaluates, and controls hazards that are significant for food safety. The purpose of a HACCP plan is to ensure the production of safe food that is free from pathogenic bacteria, foreign objects, and allergens (hazards). Hazards are managed either through prerequisite programmes, CPs (control points), or CCPs (critical control points). Activities to reduce risks are governed by instructions and procedures.

The hygiene and cleaning procedures in our production sites prevent finished products from containing pathogenic microorganisms. Incoming raw materials, finished products, and the production environment are regularly tested, according to a sampling plan, for pathogenic microorganisms and heavy metals. Lettuce and vegetables are also tested for pesticide residues. We require all suppliers to be certified according to a GFSI-approved (Global Food Safety Initiative) standard. Contracted growers for our Fresh Cuts operations must hold certification according to Global G.A.P. or the Swedish standard IP Sigill Frukt & Grönt. All suppliers must also undergo an approval process, in which they are required to answer questions related to food safety. During 2026, we will review our supplier assessment processes.

We have procedures in place to ensure traceability and conduct a traceability exercise at each facility at least once a year. All products must be traceable one step forward and one step back within four hours. All products also carry contact information to make it easy for consumers to report any complaints, and we have clear procedures regarding recalls when necessary. All complaints from consumers are fed into our organization and used to improve our ways of working.

High credibility, the right assortment, and authentic products are fundamental requirements for us, and we work continuously to strengthen and develop our food safety and quality culture through commitment, competence, and ongoing training of all employees.



A strong culture is characterised by everyone – from management to the production floor – taking pride in producing safe food and always prioritising food safety. Each year, a food safety survey is conducted among employees at our production facilities.

Healthy and nutritious food

We aim to encourage healthy eating habits by increasing the sale of vegetables, fruit, and vegetarian food. Our target is to have a measurable increase of vegetarian food products, from 2024 to 2030. In our Fresh Cuts operations all our products are in this category, but in BAMA Foods the products are both vegetarian and non-vegetarian. In this case environment and health goes hand-in-hand which means that increasing the share of vegetarian ingredients reduces the environmental footprint of the products.

Our products are developed in collaboration with customers as many of the products are also sold under our customers' brands, and the outcome of the sales in the end reflects which products are preferred by consumers. This means we need to collaborate to reach our target. We actively inspire and promote vegetarian options for our customer's brands and for each new product concept we launch, we aim to increase the number of vegetarian options.

Results 2025

The targets are monitored in kilograms rather than monetary value, as the volume reflects what we have actually supplied to the market. In 2025, we sold approx. 12 500 tonnes of salad and vegetable mixes in our Fresh Cuts operations. This is a decrease of 4% compared with 2024. BAMA Foods saw a large increase in production, but the percentage of plant-based raw materials remained approximately the same.

In 2025 there were no recalls due to harmful products.

Results 2025 within the focus area "Encouraging Healthy Eating Habits". (2024 results in brackets for comparison)

| Till 2030 | KPI/Follow-up | Result 2025 (2024) |
|---|---|-------------------------------|
| Increase the sales of vegetables from our Fresh Cuts business | Tonnes per year within BFC AB and BFC Oy | 12 477 tonnes (12 985 tonnes) |
| Increase the sales of vegetarian food in BAMA Foods | The share of chicken, meat, and seafood as a percentage of the total amount of raw materials purchased within BAMA Foods (by weight). | 19 % (18 %) |



Governance information

Policies and governance

The BAMA Gruppen Code of Ethics and Business Conduct sets out our commitments, expectations, and requirements for responsible business behaviour within BAMA. All employees, temporary staff, board members, and other representatives of BAMA are required to comply with the Code of Ethics. We expect all our employees to act with respect and integrity in all business relationships, including with customers, suppliers, colleagues, and other partners.

The Code of Ethics, developed by BAMA Gruppen AS, applies to all companies within the Group and can be downloaded from BAMA Nordic's website. It is based on the UN Guiding Principles on Business and Human Rights, the UN Convention against Corruption (UNCAC), the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, and the principles of the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy.

Business conduct (G1)

Good business ethics is vital for being a reliable customer, supplier and employer. This includes staying true to good values in the day-to-day practices when sourcing raw materials, packaging and other goods and services as well as in sales and distribution of products to our customers.

Impacts, risks and opportunities

The food sector has inherent risks in several areas related to working conditions, human rights, corruption, as well as climate and environmental impacts, both in cultivation, production and transport/logistics. We work with suppliers and other partners in many countries, which places high demands on our supplier selection process, follow up, and monitoring. The product range of BAMA Foods also includes chicken, beef, fish, and seafood which comes with animal welfare risks. Any shortcomings in the supply of our raw materials may harm the reputation of BAMA Nordic’s own brands or its customers’ brands, leading to loss of trust and business opportunities.

Apart from the upstream risks, there is always a potential risk that unethical business behaviour could appear in BAMA Nordic’s own operations. The highest risks are related to roles which are involved in signing substantial contracts with suppliers or customers. This would of course be detrimental to our business relationships.

Targets and actions

All employees have a personal responsibility to ensure that activities within BAMA Nordic are carried out in accordance with the Code of Ethics and other internal processes and procedures, as well as the applicable legislation in all markets in which we operate. The Code

of Ethics is intended to serve as a compass and guiding tool for navigating challenging situations. Leaders are held to particularly high expectations in acting as role models and setting a good example. All employees are encouraged to seek guidance in difficult situations and to report any potentially unacceptable conditions. Internal and external controls are also incorporated in the way we operate, and we use the four-eyes-principle related to invoices and contracts to minimize risk.

Our corporate culture is built on the Group’s shared core values: being target oriented, collaborative, inspiring, and responsible.



Target-oriented

We deliver growth, solutions, results and quality. And we are reliable.



Collaborative

We work together to create good solutions and a great working environment.



Inspiring

We inspire healthier lifestyles through engaging activities and communication.



Responsible

We take action with integrity and are committed to ethical conduct, both internally and externally.

BAMA Nordic works actively to strengthen the corporate culture among all employees through various communication activities and trainings targeted at different groups. All new employees complete a mandatory digital course on the Code of Conduct, which is available in BAMA Nordic’s training platform, BAMA Academy. Once a month we organize an information meeting - “BAMA Update” - where all employees receive updates on the financial performance of the companies within BAMA Nordic and information about ongoing and upcoming activities.

We do not provide financial contributions or other support to political parties or organisations, nor do we engage advisers or lobbyists to conduct advocacy on our behalf. However, BAMA Nordic is a member of several organisations that may potentially engage in lobbying activities on our behalf, directly or indirectly. Some of these memberships include an annual fee, such as Dagligvaruleverantörerna (DLF), Livsmedelsföretagen and the Confederation of Swedish Enterprise (Svenskt Näringsliv).

BAMA Nordic has established a whistleblowing function that can be used to report suspected irregularities related to BAMA Nordic’s operations. All employees also have the possibility to report any complaints and feedback in our internal employee satisfaction monitoring system – Winningtemp – where enquiries are made at a weekly basis and any comments and deviations reported are used to improve our internal working environment. Any serious deviations are followed up by HR and CEO.

Results 2025

During 2025, no legal proceedings were initiated as a result of late payments, and no suspected cases of corruption were identified.

No deviations were reported through the whistleblowing function.



BAMA NORDIC

customerservice@bama.se | +46 42 24 96 00

BOX 5052 | 250 05 Helsingborg

DESIGN: BAMA Gruppen AS

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