



ESG Report 2024

Responsibility, transparency, and performance

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Introduction

With this first ESG report, we aim to share our progress and strengthen transparency across our value chain.

The report has been prepared in accordance with the VSME (Voluntary Standard for Micro, Small, and Medium Enterprises), an EU framework for sustainability reporting.

It reflects the main activities of Essentia International and our progress within sustainability. The report covers activities and data from January to December 2024.

This report has been prepared for Essentia International, a division of Essentia Protein Solutions and part of LGI International Holding.

The report exclusively covers data and activities related to Essentia Protein Solutions; no other entities under LGI International Holding are included.

The report excludes the environmental impact (E) of our blood-derived protein business, as these activities are operated by APC Europe, a separate legal entity under the ownership of The Lauridsen Group, Inc. However, the social impact (S) related to this part of the business is included in the report, since a section of the employees at APC Europe report directly to Essentia International.

This report does not apply to Essentia North America.

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*Sustainability has always been part of who we are.
From the very beginning, Essentia was built on the
principle of upcycling – turning animal byproducts
into valuable ingredients that help make the most
of natural resources.*



Asger S. Jacobsen
CEO Essentia International

A message from our CEO

As the sustainability landscape evolves, Essentia wants to provide greater transparency around our initiatives and progress. With this first ESG report, we are sharing our commitments through recognized standards, goals, and metrics – a step that will, over time, also extend to the expectations we set for our suppliers.

Sustainability has always been part of who we are. From the very beginning, Essentia was built on the principle of upcycling – turning animal byproducts into valuable ingredients that help make the most of natural resources. In that sense, we were sustainable before the term even existed.

Our ambition is guided by the Triple Bottom Line philosophy – balancing people, planet, and profit. We are committed to creating shared value: ensuring a safe and engaging workplace for our people, minimizing our environmental impact, and driving profitable growth that secures the long-term success of our company and partners.

Sustainability is not a parallel effort; it is fully integrated into our WIN'27 strategy and shapes how we grow, invest, and innovate.

I am proud of the progress we have already made. Across all sites, teams are taking responsibility for identifying and implementing initiatives that drive us forward – from energy optimization and renewable sourcing to developing new, more sustainable products.

Equally important, we are strengthening our culture to make Essentia a place where people can grow and thrive. By investing in our employees and acting responsibly in everything we do, we build resilience and ensure that our growth remains healthy and profitable.

Looking ahead, we will continue to pursue pragmatic yet ambitious goals that guide our decision-making and keep us on track toward a sustainable future.

Thank you for your interest in Essentia and our commitment to build a better business for our customers – guided by our long-term vision to help improve food products across the world.

Who we are and what we do

Essentia is a global producer of clean label protein solutions.

We develop ingredients for the food, nutrition, and pet food industries. Our portfolio spans functional solutions for meat processing, taste-enhancing stocks and fats for savory foods, and bone broth and collagen for nutrition. Across applications, our ingredients are designed to improve quality, functionality, and nutritional value.

With a focus on building a better business for our customers, we transform animal byproducts into high-value ingredients that deliver health benefits, cost efficiency, and superior eating experiences – while contributing to a more resilient and resource-efficient food system.

Essentia builds on a legacy that began five decades ago, when our founders recognized the opportunity to extract maximum value from animal byproducts.

Essentia operates alongside five other companies within the LGI ownership structure.

We foster a strong, values-driven culture that enables people to thrive and businesses to flourish. Read more about our TRACK values on page 42.

NACE codes

101190 Meat processing, preservation

205900 Manufacture of other chemical products n.e.c.

VISION

Driven to fulfill customer needs
we help improve food products
across the world.

MISSION

Through committed service and
sustainable protein solutions,
we are dedicated to building
a better business for our
customers.

In our **WIN'27** strategy, sustainability is not just a commitment but a key enabler for achieving our ambitions and maintaining competitiveness in a rapidly changing world.

WIN'27 stands for **What's Important Now**, a mindset that aligns closely with the fast-evolving sustainability agenda and the growing expectations. It reflects our commitment to act on what matters today to secure long-term value for our customers, partners, and society.





365 employees
35% women // 65% men



6 factories
In scope for this report



8 offices
And 9 satellite offices



138M Euro
In revenue in 2024



118M Euro
In total assets in 2024



- HQ and offices
- Satellite offices
- Factories and offices
- Factories not in scope
- Essentia North America (not in scope)

Factory:

Graasten

Denmark

Protein extraction
from pork rind

Factory:

Hobro

Denmark

Protein extraction
from pork rind

Factory:

Hojmark

Denmark

Stocks from fish
and seafood

Factory:

Nordhorn

Germany

Collagen peptides
and functional
blends

Factory:

Stidsvig

Sweden

Stocks and fats
from various
livestock

Factory:

Tipton

UK

Protein extraction
from pork rind and
beef trimmings

Factory (not in scope):

Granollers

Spain

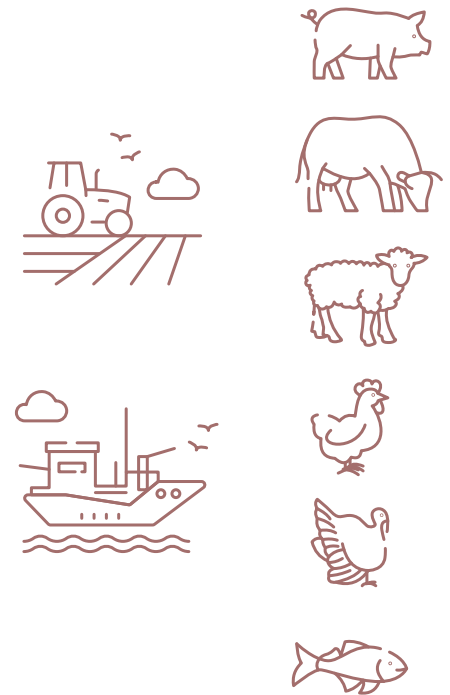
Protein extraction
from pork blood

Maximizing value from farm to finished product

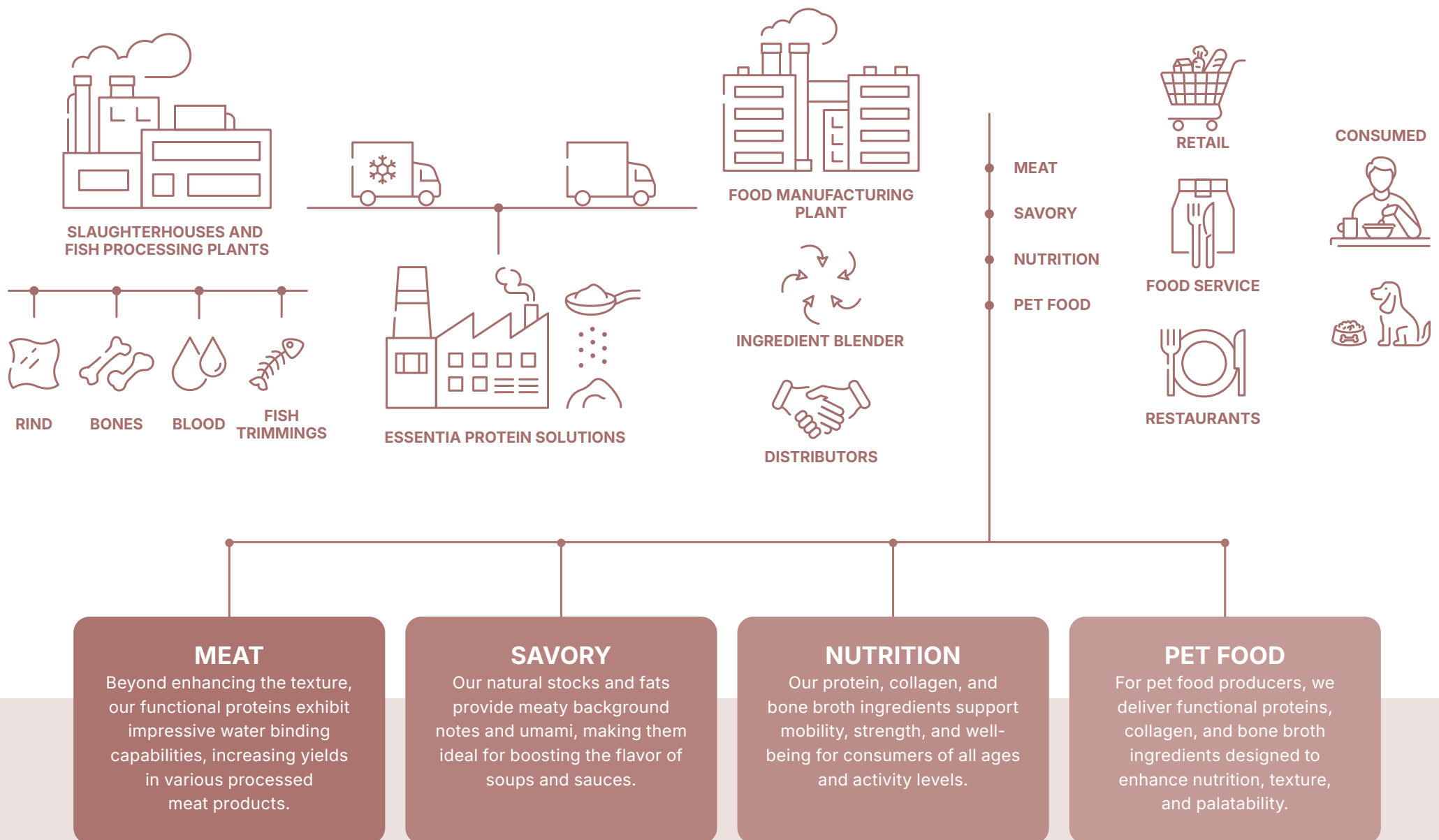
Long before sustainability became part of our daily vocabulary, our founders were pioneers in upcycling meat raw materials to maximize value and prevent unnecessary waste.

In natural ecosystems, there is no such thing as waste. Every element has a purpose; everything is a resource. This natural circularity carries a powerful lesson for the food industry and for us: by respecting and valuing every part of what nature provides, we can stretch resources and build stronger, more resilient food systems.

Our supply chain is deeply rooted in agriculture and livestock production, making us inherently dependent on nature's cycles. Climate conditions, crop growth, and water availability all influence the quality and availability of our raw materials. This connection reminds us that caring for natural resources is not only an environmental responsibility but also essential to the long-term continuity and resilience of our business.



The segments we serve >>



Our approach and governance structure

Our sustainability approach is founded on the principles of the Triple Bottom Line – balancing Planet, People, and Profit.

We believe long-term business success depends on our ability to create value across all three dimensions. By reducing our environmental footprint, fostering safe and meaningful workplaces, and ensuring responsible growth, we aim to deliver lasting benefits for our customers, employees, and society. This integrated perspective ensures that sustainability is not a separate initiative, but a core driver of how we operate and grow as a business.



Governance structure

Sustainability is a cross-functional responsibility and a guiding principle that helps teams at Essentia integrate sustainability in everything we do – from R&D to manufacturing to engaging with stakeholders across the supply chain. In this way, the responsibility for sustainability is embedded throughout our organization.

The Sustainability Team is led by the Global Marketing & Sustainability Director, who reports directly to the CEO and presents annual reports to LGI Inc.

Sustainability performance is reviewed as part of the monthly Senior Management Team meetings.

Across our local sites and offices, dedicated ESG Officers support the Sustainability Team by collecting data and ensuring transparency about

local processes and practices. Factory Directors are responsible for developing local sustainability and safety roadmaps in alignment with global targets, while reporting regularly on progress.

Environmental management is overseen by the Quality & EMS Director, who provides regular updates to the global Sustainability Team on certifications, regulatory developments, local environmental management, and performance progress.

Corporate HR is responsible for leadership training, while also reporting on and supporting our social commitments.

This governance setup enables continuous improvement in performance and ensures that sustainability considerations are embedded across our commercial, manufacturing, sourcing, and innovation activities.



Our strategic framework for sustainability

We believe in the power of food to bring people, families, and communities together. Our purpose is to help make food products better – more delicious, nutritious, and enjoyable to eat. Through our ingredients, we enable better taste, texture, and bite, while supporting affordability for manufacturers and consumers alike. All our solutions are clean label, free from known allergens, and naturally rich in protein and

collagen – helping create food that is both good for people and better for the planet.

The model below highlights elements of our business governance and outlines the social and environmental responsibilities that are fundamental to the long-term well-being of our planet, people, and business.

OUR STRATEGIC PILLARS		PURPOSE	OUR COMMITMENTS	
E	RESOURCE-EFFICIENT OPERATIONS	HELP PRESERVE THE PLANET	<ul style="list-style-type: none"> • REDUCE EMISSIONS • EFFICIENT USE OF WATER • OPTIMIZE YIELD AND REDUCE WASTE 	
S	RESPECT AND PROTECT PEOPLE	ENSURE THAT PEOPLE THRIVE	<ul style="list-style-type: none"> • KEEP PEOPLE SAFE • EMPOWER EMPLOYEES • EQUAL OPPORTUNITIES 	
G	RESPONSIBLE ACTIONS	BUILD TRUST ACROSS THE VALUE CHAIN	<ul style="list-style-type: none"> • COMMIT TO HIGH BUSINESS ETHICS AND HUMAN RIGHTS • SUPPORT ANIMAL WELFARE • NUTRITIOUS AND AFFORDABLE FOOD 	
				

Highlights



Our ingredients are used in approximately **10 billion food products** every year across multiple categories.



Globally, our ingredients are supplied to more than **400 food and pet food manufacturers**, as well as **ingredient blenders**.



Customers are supported locally by **more than 150 dedicated business partners** working close to their specific market needs.



With ingredients that match the way consumers eat today, Essentia serves customers in more than **70 countries** around the world.



100% of our ingredients are **upcycled** from byproducts, turning residual raw materials into high-value solutions.



Our workforce spans multiple regions worldwide, **united by shared values** rather than national origin.

Sustainability that strengthens our customers' businesses

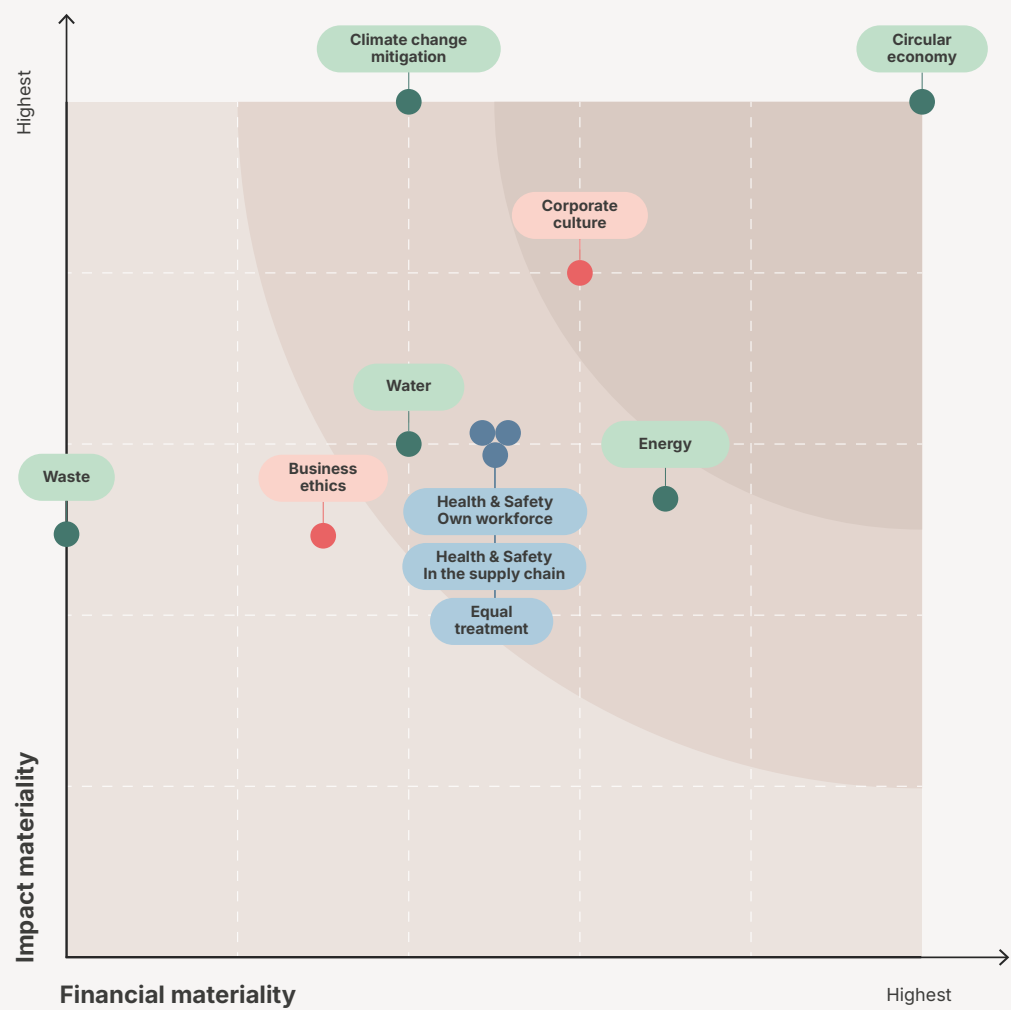
Our sustainability program is closely aligned with the priorities of our customers. We support their climate reporting with GHG data in line with the GHG Protocol and provide LCAs that help optimize product formulations from a sustainability perspective. Through our functional ingredients, customers can

reduce Scope 3 emissions by replacing part of the meat with functional proteins and water. At the same time, we enable cleaner labels, improved nutrition, and premium positioning across a wide range of food and pet food applications.

Visit our website to learn more about the five sustainability dimensions of our ingredients.

Double Materiality Assessment

The materiality matrix maps the most crucial aspects of sustainability by pinpointing what really matters to our business and the world around us. These issues guide our strategic decisions.



To validate our sustainability strategy, we carried out a double materiality assessment informed by interviews with key stakeholders.

The assessment examined materiality from two perspectives: impact materiality – the topics where Essentia may create positive or negative effects – and financial materiality, the topics that may influence our business performance.

This assessment was conducted in accordance with CSRD guidelines.

Impacts with a score above 3 on a scale from 0-5 are considered strategic.

- E
- S
- G

Waste and business ethics are included in our reporting however not rated as highly material.

Low scores are not included in the chart for 2024.





Climate and environment

Resource-efficient operations

This section focuses on our key environmental impacts and performance data, including energy consumption, CO₂e emissions, and water use – as well as the actions we take to reduce them. It also highlights our commitment to responsible resource management through circular economy principles, efficient use of raw materials, and continuous improvement in waste reduction and water stewardship.

Through our commitment to upcycling, we ensure that responsible business practices extend to how we create value from every resource.

Climate and environment

Essentia is committed to reducing the environmental impact of our operations. As we continue to expand our capacities and capabilities, we have set ambitious targets that guide us toward more sustainable solutions across all aspects of our business.

Protein extraction relies on a range of thermal processes that require significant heat input, such as cooking, hydrolyzation, melting, fractionation, and drying. Many of these processes currently depend on natural gas. Beyond reducing overall consumption, a key focus of our sustainability efforts is identifying green energy alternatives that can deliver the same process performance.

All our sites participate in national and local waste sorting schemes to ensure that as much waste as possible is recycled or converted into biogas. We are preparing to establish dedicated targets for waste reduction and management in 2026.

Our processes also require substantial amounts of water. To mitigate our impact on local watersheds, we plan to introduce context-based water targets that reflect local conditions. Using WWF water stress tools and the WRI Aqueduct Water Risk Atlas, we assess and aggregate the water stress levels of the regions where we operate. Since 2021, we have been collecting detailed data on water use and management, which will form the basis for setting intensity targets in 2026.

Environmental policies

Our 2024 CSR Policy outlines our approach to managing the environmental impact of our operations and supply chain. The policy describes that we conduct our daily business in an environmentally responsible manner and show optimum consideration for the environment when planning new activities.

We monitor and strive to reduce our environmental footprint across all operations. This includes minimizing emissions, reducing waste, conserving energy and water, and complying with all environmental laws and best practices.

External assurance

Essentia obtains external assurance of our carbon emissions data to support our reduction strategy. THG/mycarbon has validated our 2024 GHG emissions inventory and confirmed our alignment with ISO 14064.

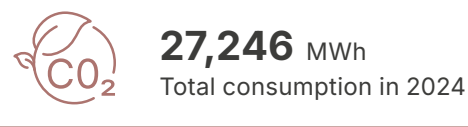
Likewise, THG/mycarbon has verified all data related to our water use.

Energy consumption

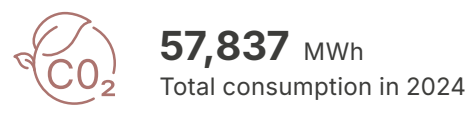
Essentia is on track to reach its target of 100% renewable electricity by 2030. In 2024, nearly all electricity consumption was sourced from renewables through Power Purchase Agreements (PPAs) and green credits.

The only remaining non-renewable share is at the German plant, where 57% of purchased electricity is renewable and 43% is not.

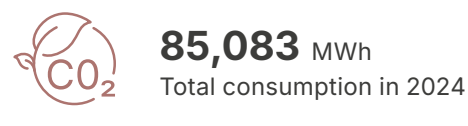
2024 // TOTAL RENEWABLE ENERGY



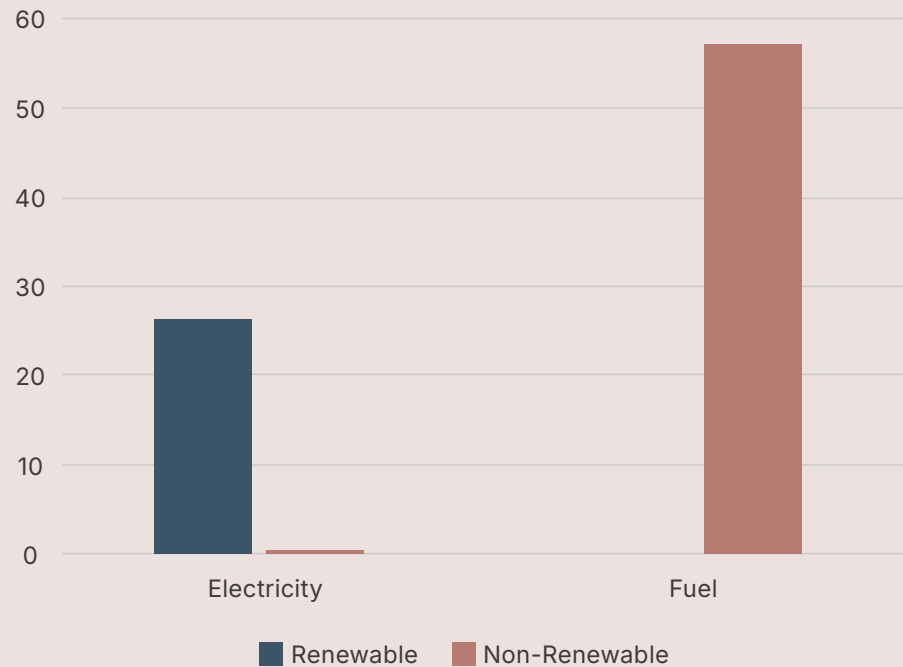
2024 // TOTAL NON-RENEWABLE ENERGY



2024 // TOTAL ENERGY CONSUMPTION



Electricity and fuel consumption 2024



District heating is used at sites in Sonderborg Kommune where 75% of the district heating comes from renewable sources. The remaining 25% comes from non-renewable sources. In addition, the local electricity grid in Niedersachsen delivers 57% electricity from renewable sources, the remaining 43% comes from non-renewable sources. Y-axis represents 1,000 MWh.

Scope 1 and 2 emissions

Commitment

Essentia has established two key targets for Scope 1 and 2 emissions: to reduce emissions intensity by 20% by 2030 compared with the 2021 baseline, and to ensure that total absolute emissions in 2030 do not exceed 2021 levels.

Nearly all electricity has already been converted to renewable sources, while natural gas remains the main challenge ahead.

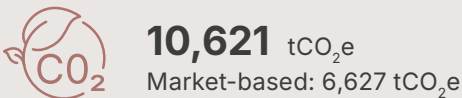
2030 TARGET // RENEWABLE ELECTRICITY



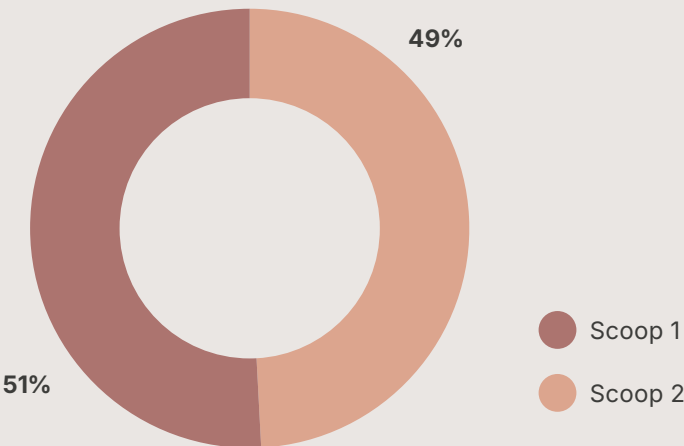
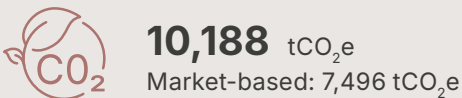
2024 // RENEWABLE ELECTRICITY




2024 // SCOPE 1 LOCATION-BASED




2024 // SCOPE 2 LOCATION-BASED



2030 TARGET // SCOPE 1+2 INTENSITY


 **20%** Reduction vs. 2021BL
Per kg product produced

2024 // SCOPE 1+2 INTENSITY

 **9%** Reduction vs. 2021BL
Per kg product produced




2024 // SCOPE 1+2 INTENSITY // REVENUE

 **151** tCO₂e/MEur
Location-based


2024 // SCOPE 1+2 INTENSITY // REVENUE

 **131** tCO₂e/MEur
Market-based

2024 // SCOPE 1+2 INTENSITY // VOLUME

 **0.00042** tCO₂e/product produced
Location-based

2024 // SCOPE 1+2 INTENSITY // VOLUME

 **0.00049** tCO₂e/product produced
Market-based

Water

Water is a critical resource for our operations, and we are committed to addressing current and future water risks in the communities where we operate. Based on the WRI Aqueduct Water Risk Atlas, none of our factories are located in areas of high water stress.

Our facilities in Graasten and Tipton are in locations rated 10–20% (low to medium), based on baseline water stress – defined as the ratio of total water demand to available renewable surface and groundwater supplies*. All other factories are in locations rated below 10%.

Our commitment to water stewardship

We have closely monitored our water consumption and water management since 2021 to carefully track the water we use and generate in our operations. In 2026, we will start monitoring risks, set targets and apply programs to help mitigating possible water risks.

*) According to Aqueduct 4.0, water demand include domestic, industrial, irrigation, and livestock uses. Available renewable water supplies include the impact of upstream consumptive water users and large dams on downstream water availability.

TOTAL WATER WITHDRAWAL



334,043 M³
For all locations

WATER CONSUMPTION



18,189 M³
For all locations

WATER CONSUMPTION (HIGH WATER STRESS)



0 M³
In areas with a high
level of water stress

Reducing waste across our operations

We basically see waste as a resource, and our upcycling of animal byproducts demonstrates how sidestreams are turned into valuable ingredients. Waste management is therefore an obvious focus area, and we are in the process of strengthening our approach across all sites.

While we have not yet set global or site-specific waste targets, all our operations comply with applicable national requirements, including comprehensive waste sorting practices. These procedures have provided valuable insights into the types and volumes of waste generated at each site.

Building on this foundation, we will implement programs in 2026 aimed at reducing waste and avoiding disposal to landfill.

Apart from biological waste, our operations generate only negligible amounts of waste requiring disposal.

In 2024, biological waste made up 97% of our total waste. Almost all of this is recovered through biogas production.

2024 // TOTAL AMOUNT OF WASTE



19,456 MT

This includes both hazardous and non-hazardous waste

TOTAL AMOUNT OF NON-HAZARDOUS WASTE



19,436 MT

TOTAL AMOUNT OF HAZARDOUS WASTE



20 MT



Circular economy – creating value from every resource

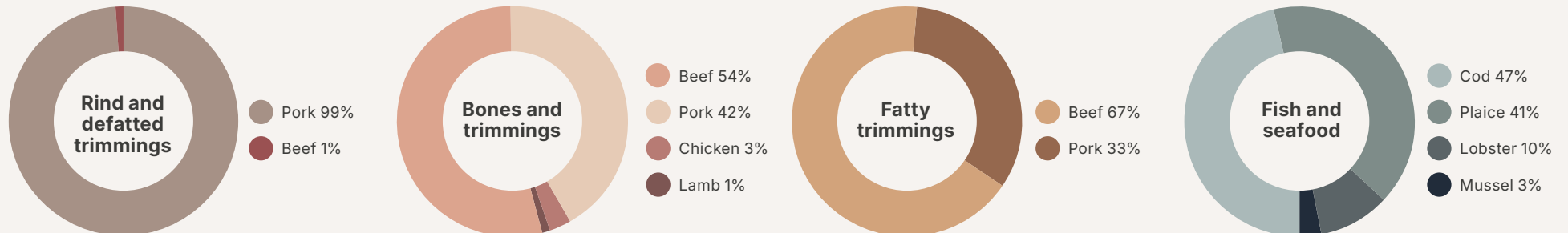
At Essentia, circular thinking is at the core of our business. We upcycle animal byproducts such as meaty bones, trimmings, rind, and blood – materials that would otherwise go to waste – and turn them into valuable, high-quality ingredients for the global food and pet food industries

By doing so, we contribute to a more efficient and responsible use of natural resources, ensuring that every part of the animal serves a meaningful purpose.

Through innovation and advanced processing, we extract maximum value and functionality from each raw material, transforming it into proteins, collagens, and broths that help our customers produce better, more sustainable products.

Our circular business model not only reduces environmental impact and food waste but also supports a more sustainable food system – one that respects animals, resources, and the planet.

Mass flow // raw material by types and species







Our workforce

Respect and protect people

At Essentia International, our 365 employees are fundamental to our success. Their health, safety and wellbeing are our first priority.

In this section, we report on key aspects of our social performance – including employee health and safety, retention and development, equal treatment, and empowerment. These areas reflect our commitment to creating a safe, fair, and engaging workplace where people can thrive and contribute to our collective success.

We are an inclusive organization, built on equity and a set of core values - including teamwork and respect, ensuring that opportunities and career development are open to all.

It is essential that every person across our business and supply chain is treated fairly and rewarded appropriately.

General characteristics

With employees representing many nationalities and cultures, Essentia is a truly international workplace.

Collaboration across borders, languages, and perspectives not only enriches our daily work but also strengthens our ability to understand and serve customers around the world. This diversity is a key part of what makes Essentia a relevant and trusted global partner.

Respect and protect people

To maintain and create a safe, inclusive, and motivating workplace where everyone can thrive, we put special focus on:

- > Health and safety
- > A strong company culture
- > A sound work-life balance
- > Employee development

CONTRACT TYPES



346 employees
are on a full-time contract (headcount)



19 employees
are on a part-time contract (headcount)

EMPLOYEE TURNOVER



16%

Workforce-related policies

Our 2024 CSR Policy embraces our workforce-related policies including human rights, equal opportunities, freedom of association, forced labor, child labor, remuneration and working hours, working environment (physical and mental). We are committed to operate in compliance with applicable laws and regulations within all these areas.





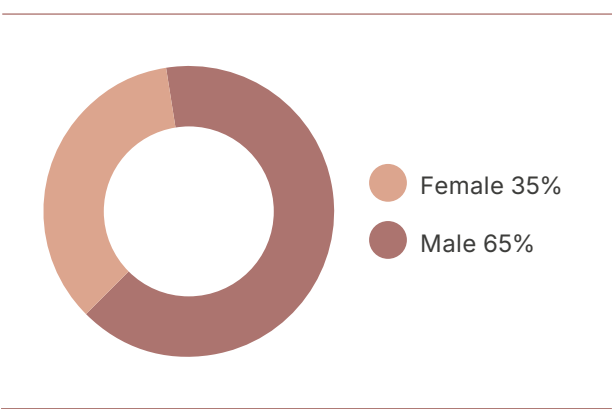
Equal opportunities

We are committed to fairness and equality in all aspects of employment. Everyone at Essentia is treated with respect and given equal opportunities to contribute, develop, and succeed – regardless of gender, age, background, or culture. We ensure this commitment is upheld through compliance with local regulations, regular one-on-one appraisal conversations, and a whistleblower scheme that enables employees to raise concerns in confidence.

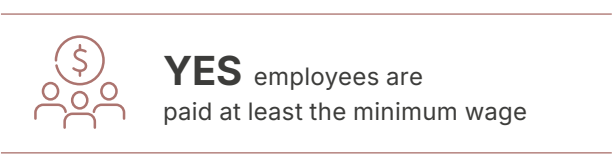
Fair pay

In 2026, we will strengthen our job descriptions and introduce a framework to a new title structure to support a transparent and fair pay system. Clear, up-to-date job descriptions will make it easier to assess and grade roles consistently - and to help ensure that employees performing equal work receive equal pay. Starting in 2026, we will also begin reporting KPIs related to fair pay.

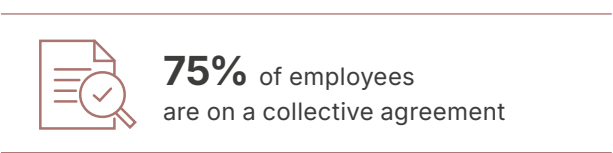
GENDER DISTRIBUTION



MINIMUM WAGE



COLLECTIVE AGREEMENT



Empowerment of employees

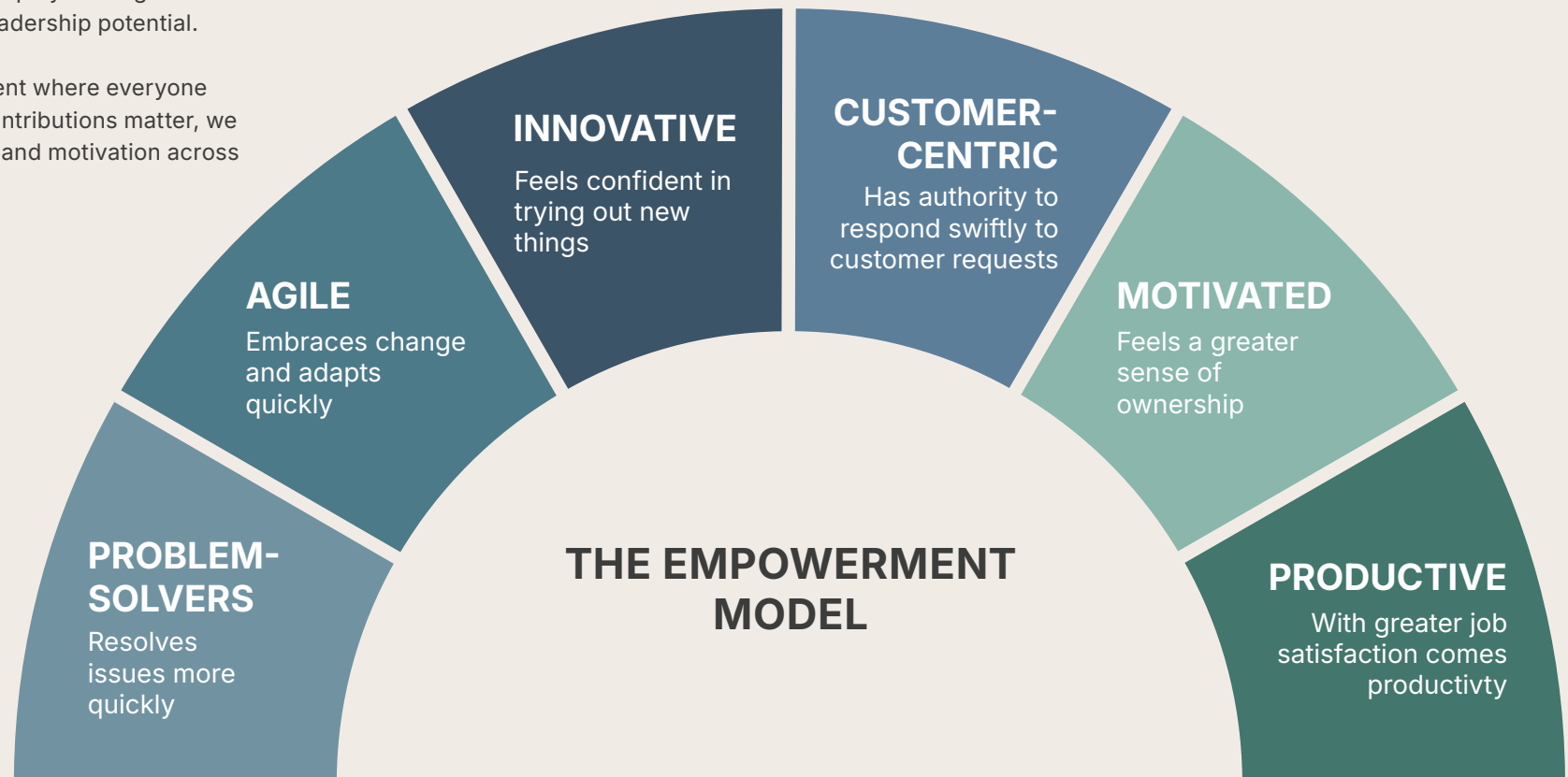
Empowerment is a cornerstone of our WIN'27 strategy and a key enabler of engagement, innovation, and performance.

At Essentia, we believe that the people closest to the work are often best equipped to make the right decisions. That is why we encourage local decision-making and trust our teams to act with initiative and responsibility.

We invest in personal and professional development, enabling employees to grow their skills, confidence, and leadership potential.

By creating an environment where everyone understands that their contributions matter, we strengthen collaboration and motivation across our global organization.


The Empowerment Model illustrates the mindset and behaviors that help drive success at Essentia. It highlights six key outcomes of empowerment. Together, these qualities reflect how empowered employees act with confidence, make swift decisions, and turn ideas into meaningful action that moves our company forward.



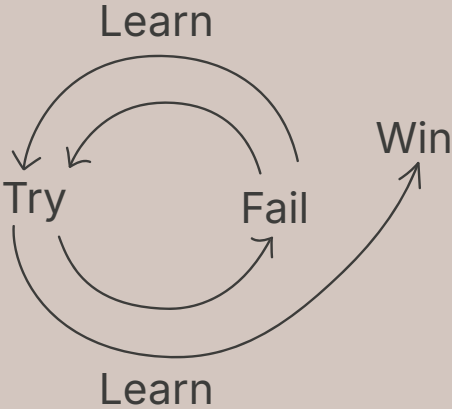
Empowerment helps us make the best use of the diverse resources, skills, and experiences of our people, while ensuring that we can respond swiftly to changing customer needs.

To embed this mindset, our managers conduct regular appraisal conversations, and we continue to make empowerment a central theme in leadership training, developing strong leaders who can move Essentia forward.

2024 // EMPOWERMENT SCORE // CULTURE SURVEY

	4.06 Points is the score achieved in the survey
2021 BASELINE	3.99 Points
2030 TARGET	4.50 Points

Every second year, all employees participate in our Culture Survey. Fifteen of the 100 questions address empowerment, and the average of these responses forms the basis of the score shown above.



Empowerment encourages everyone to dare to try – and accept that failure is part of the journey toward success. By trying, failing, learning, and trying again, we grow stronger, gain valuable experience, and ultimately turn challenges into lasting achievements.

Health and safety

Safety is paramount and our occupational health and safety approach is set out in our CSR Policy and our OHS Procedures and Guidelines.

We are committed to ensuring the health and safety of employees, contractors, visitors and anyone affected by our operations.

We continue to focus on managing risks to health and safety across our manufacturing sites.

We recognize that occupational safety is deeply connected to our work culture. Therefore, we are continuously working to build awareness and strengthen a culture of learning – one that focuses on preventing incidents, recurrences, and near-misses.

2024 // RECORDED WORK INCIDENTS



63 Incidents
Number of recordable incidents



3.5 Lost time injuries

LTIF

2024 // WORK-RELATED FATALITIES



0 Fatalities
Due to work-related incidents/illnesses

LTIF // Lost Time Incident Rate:

Assesses the number of lost time injuries occurring per 200,000 man-hours worked.

Case:

Safety Walks

We use **Safety Walks** as one of many tools for preventing, engaging, and improving our safety performance.

By being visible and involved on the shop floor, our leaders demonstrate commitment that help strengthen safety culture and operational discipline.

It is not just about spotting hazards – it is about hearing what our teams experience daily.

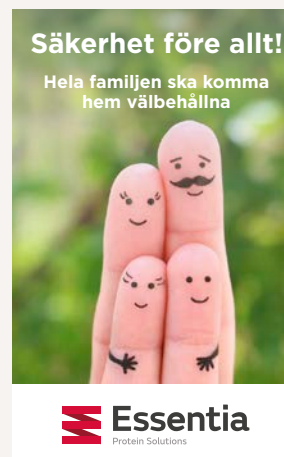
Our Safety Walks foster a shared safety culture, where each employee (operator, technician, manager) takes responsibility for their own safety and for that of their colleagues. We strongly believe that our Safety Walks help promote both individual and collective accountability.



Case:

Supporting education about traffic safety for primary school children

In 2024, we supported The Traffic Calendar – Sweden's largest teaching material on road safety for children. The material was provided to over 600,000 pupils, 30,000 teachers, and around 1,500 local businesses and organizations.







Corporate behavior

Responsible actions

Our governance approach is built on strong business ethics, respect for human rights, and a set of strong values that guide our actions and decision making.

We hold ourselves accountable to the highest standards of conduct while promoting transparency and trust across our operations.

Business governance

Our operations follow strict ethical standards and comply with all applicable laws and regulations in the countries where we operate.

We uphold responsible business practices across every aspect of our organization – from transparent accounting and data management to fair competition and anti-corruption measures.

We expect the same high standards from our partners and suppliers, ensuring that human rights are respected throughout our value chain.

Through continuous training, internal controls, and clear policies, we promote a culture of accountability and ethical decision-making that supports long-term trust with our employees, customers, and stakeholders.

Business governance policies

Our 2024 CSR Policy embraces business ethics including human rights, respecting privacy, anti-corruption, anti-cartel, whistleblowing, and compliance with ETI.

CONVICTIONS



0 convictions
There have been no convictions

TOTAL SUM OF FINES FOR VIOLATIONS



0 EUR
There have been no violations of anti-corruption or anti-bribery laws



Our T-R-A-C-K values

At Essentia, we share a set of core values that define who we are as an organization. They shape how we communicate, work together and how we build relationships with customers, stakeholders, and industry partners.

Our values serve as guiding principles for developing our culture, strengthening our brand, and driving our business strategy.

Every two to three years, all employees take part in our Culture Survey, which measures how well we align with our vision, mission, values, strategy, and other key business drivers. The results serve as a reference for our leadership development efforts and help us focus on the areas that matter most. Each survey is followed by dedicated training sessions for our leadership teams to strengthen alignment and drive continuous improvement.

CULTURE SURVEY SCORE



4.03 Points (great)

The score achieved in the 2023 survey

2021 BASELINE **3.99** Points (good)

2030 TARGET **4.50** Points (worldclass)

Why we need them:

- › They define our culture and reflect what we believe in
- › They guide our behavior and help us distinguish right from wrong
- › They shape how we approach challenges and resolve issues
- › They serve as a reference point for others, helping them understand our principles and values
- › They help us differentiate our services, offerings, and customer engagement

"We strongly believe that our TRACK values empower us to reach our goals and help us deliver greater value to our customers."

T

TEAMWORK

By thinking and creating together, we combine our strengths to deliver superior solutions for our customers.

We foster a collaborative environment where every voice is heard, valued, and respected.

OUR CORE VALUES

RESPECT

Respect is essential to successful teamwork and to building trusted relationships with our customers. It is earned through reliability, keeping our promises, and showing confidence in one another.

R

AGILITY

By continuously and swiftly adapting to changes in our business and market environment, we can innovate and tailor our offerings and services to meet evolving customer needs.

A

C

CREATIVITY

For us, creativity means problem-solving – and we believe there is always a way forward. We never settle for the first or easiest answer. Instead, we analyze, explore, and develop solutions that stand out.

KNOWLEDGE

Actively gathering and applying knowledge makes us insightful thinkers with a distinctive perspective. We continuously turn knowledge into opportunities and progress – using it to fuel success and drive growth.

K

Certified systems that support trust and transparency

We maintain a strong framework of accreditations and certifications to support food safety, responsible business practices, and robust environmental and energy management across our operations.

All EU factories are **FSSC 22000** certified, a GFSI-recognized food safety management system scheme built on ISO-aligned requirements and additional controls (including topics such as food safety culture, equipment management, and food loss and waste).

We are members of **Sedex**, the world's largest platform for responsible business practices. Two of our factories (Stidsvig in Sweden and Tipton in the UK) are regularly audited under the **Sedex Members Ethical Trade Audit** (SMETA) program. By 2030, all factories will be SMETA audited, ensuring high standards in labor rights, health and safety, environment, and business ethics.

In the UK, our operations hold **BRCGS** certification, which focuses on strong site controls such as HACCP-based food safety planning, management commitment, traceability, and supplier approval. Our UK operations also hold **BQAP** and **Red Tractor** certification, both ensure sourcing against established farm welfare standards.

In parallel, we are working to certify our EU sites to **ISO 14001** (environmental management), complemented by elements from ISO 50001 (energy management), with Graasten and Hobro as key priorities.

Sedex² | Member

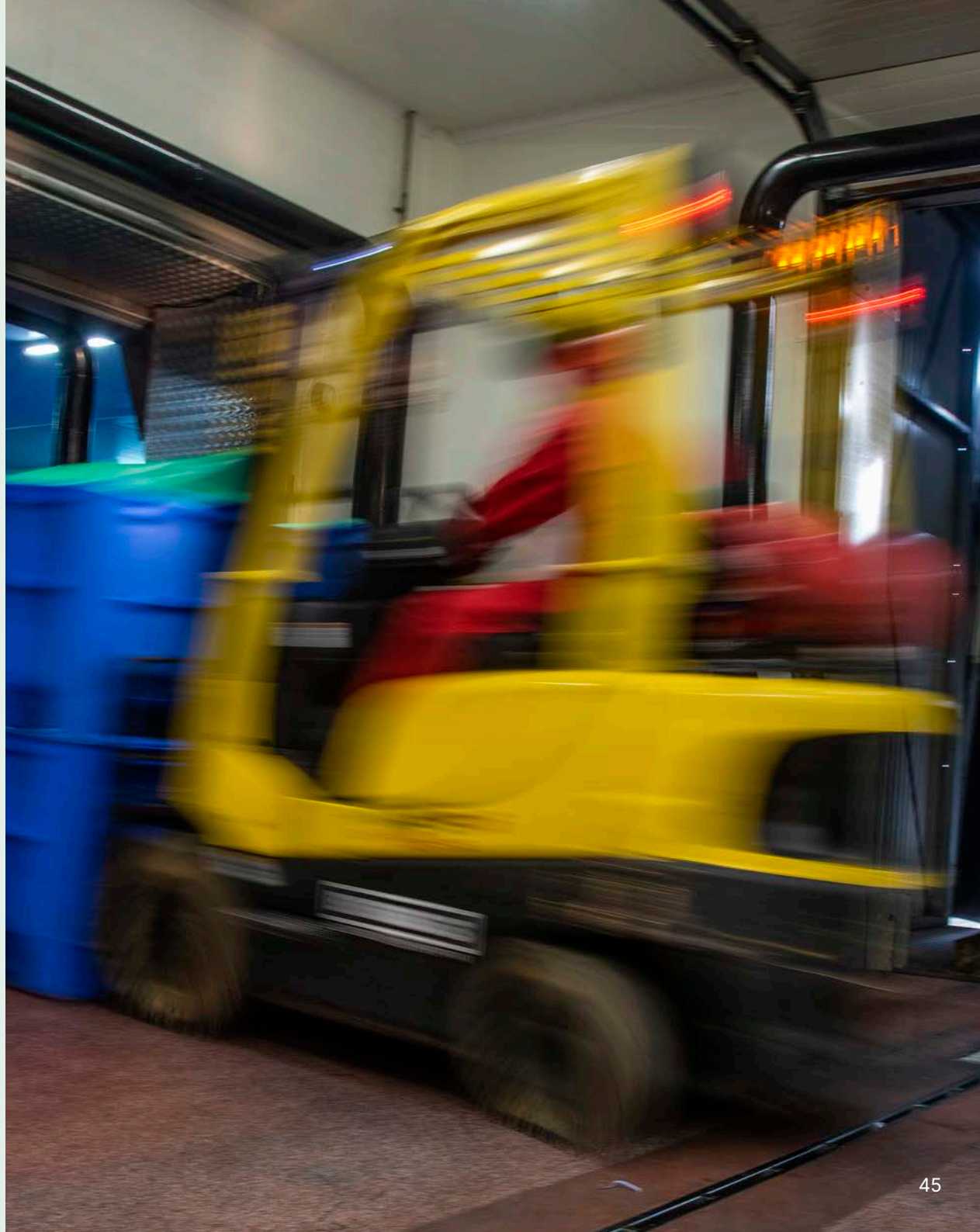
2024 // SMETA-AUDITED SITES



2 of 6 sites are regularly audited

2021 BASELINE **2 of 6** sites were audited

2030 TARGET **6 of 6** sites to be audited



Methodology

This ESG report has been prepared in compliance with the EU VSME Basic Module. We have selected this reporting standard as it aligns well with our sustainability strategy and program, while providing a transparent and pragmatic framework for our stakeholders.

All greenhouse gas emissions have been identified and calculated in accordance with ISO 14064 and the GHG Protocol. Data collection procedures, underlying data, and calculations have been validated by THG/mycarbon to support methodological robustness and consistency.

Compliance with the VSME Basic Module has been overseen by an independent third-party consultant, providing guidance on alignment, transparency, and completeness of the reported information.

Data related to climate and environmental performance do not include processing impacts associated with ingredients purchased from other ingredient suppliers. The impacts of these externally sourced ingredients will be included in our 2025 ESG report, to the extent that relevant, validated data can be obtained.

Further details on reporting boundaries, assumptions, and methodological choices are described in the introduction to this report and in the governance section.

The latest updates on our commitments and progress are available at essentiaproteins.com.

