VIKING MALT

ANNUAL REPORT 2024

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LETTER FROM THE CEO



Kasper Madsen

> We are executing our strategy according to plan.

Another year with solid operational results

In 2024 we faced a continuously unpredictable geopolitical environment but were still able to deliver **a strong profit (EBIT) somewhat lower than 2023** – and this despite a sales volume in 2024 which was about 10% lower than our maximum annual production capacity. This was mostly driven by a mix of several long-term agreements with our trusted customers but also contracts with loyal local brewers in our region and several new customers. Our sales to Craft and Partners have been relatively stable but many of our customers in this segment are under financial pressure.

We also had a few one-off incomes this year which helped profitability. **On the other hand, higher interest rates had a negative impact on our net profit.**

Health & Safety performance has improved over the last couple of years with fewer accidents and LTI's, which is great news and a key priority throughout our company.

Our new malting plant in Finland is fully up running and the old site in Lahti was closed at the very beginning of 2024. We have seen better and better performance of the new malting plant but expect that the optimization of the operation and cost performance will continue throughout 2025.

The difficult crop from 2023 caused quality challenges throughout 2024 and we expect better malting barley from crop 2024, which will improve the final malt quality, benefitting us and our customers.

We are also committed to be among the leaders in sustainability both when it comes to Scope 1 and 2 climate emissions and in developing plans for Scope 3 improvements in close cooperation with customers, farmers, and partners. It is key for our success in this space to be seen as integrators of the value chain to improve it for all parties involved – and for the benefit of the world around us.

We see more and more demand for our germinated Faba bean, Sprau®, in brewing applications and are optimistic that our 2nd generation of Sprau® ingredients will open up for more applications within food.

By the end of 2024 we also secured the long term financing of our company with three banks which forms a very strong base for developing our business further.

The outlook for 2025 is "cautious optimism" with a pragmatic approach to a very difficult and unpredictable market. We are committed to long-term profitable growth and see that our strategy is working and delivering expected results although we unfortunately plan for another year with lower sales than our maximum production capacity.

Unfortunately, many of our customers are expecting less growth than they had planned for in some of the bigger growth regions such as South America and Africa.

In this demanding time is it key that we stay focused and responsive to whatever changes may come our way, and on that note it is very encouraging that we got a very high positive score in our recent employee engagement survey.

We not only need to act as a strong team, but we must also constantly develop skills, capabilities, and structures as we move forward. At the same time, we must take advantage of new technologies, including IT/AI and rethink our way of working.

With that in our mindset, our plans and our strategy we are looking forward to another exciting year for Viking Malt.

Kasper Madsen
CEO/MD Viking Malt Group

FIT FOR THE FUTURE 2023–27+

We ensure profitable growth with sustainable operations, an adaptive product portfolio, and superior customer service

2024: STRATEGIC PRIORITIES

PURPOSE

Together with our farmers, partners, and customers we explore all that malt can be for a better tomorrow

VALUES





ASPIRATION & PRIORITIES

"Come back stronger"
short term priority

"Fit for future, freedom to take another step"
long term aspiration

MEASURES

People
Health & Safety
Right Quality
Sustainability
Financials

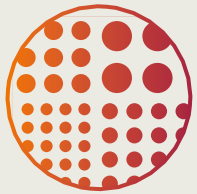
* Not actively pursued in 2024

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ABOUT VIKING MALT

VIKING MALT FACTS & FIGURES

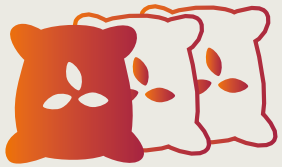
65
DIFFERENT MALT QUALITIES



6
MALTHOUSES



40
THOUSAND TONNES
ROASTED MALTS PER YEAR





SUSTAINABLE LOCAL SOURCING OF MALTING BARLEY

VIKING MALT

AMONG THE LEADERS IN ROASTED MALTS

ANNUAL PRODUCTION CAPACITY



625 000 TONNES

MARKET POSITION

1ST IN BALTIC RIM

4TH IN EUROPE

8TH GLOBALLY

285
PROFESSIONALS*



FAMILY-OWNED COMPANY FOUNDED IN
1883



CUSTOMERS IN
80
COUNTRIES



* Including Polttimo Oy employees

ABOUT VIKING MALT

Viking Malt is a world-renowned producer of malt for breweries, distilleries, and food manufacturers.

With our wide product portfolio, Base Malts and Special Malts categories, we work with customers of all sizes, from the smallest craft to the largest global brewers and distillers.

With six malthouses in Sweden, Denmark, Finland, Lithuania, and Poland, we offer a diverse range of malt types, catering to the unique needs of our customers.

We advocate for increased sustainability in malt by promoting regenerative farming practices, continuously improving energy and water efficiency in the malting process, reducing emissions, and leading innovation in new types of malts.



Viking Malt, Finland

LOCATIONS AND OWNERSHIP

Viking Malt has a unique combination of long-standing malting traditions and northern farming expertise, owned by the private Polttimo Group and Swedish agricultural cooperative Lantmännen. We are strategically well located in areas where malting barley is grown.

Our multiple FOB locations offer customers flexibility in logistics, ensuring smooth delivery of our products. Our ownership structure allows us to leverage the expertise of both our parent companies and provide our customers with high quality malts. With a focus on sustainable operations and profitable growth, we are poised to continue our leading role in the malting industry in the Baltic region.



37.5%

Food and agriculture group Lantmännen (Sweden) is owned by Swedish farmers

62.5%

Polttimo Oy is a Finnish family company with 140 years of tradition



OUR VALUE CREATION MODEL

Megatrends affecting our business



OUR STRENGTHS

Natural resources

- Cereal grains 625 kt
- Water
- Energy

Physical assets

- Production in five countries

Our people

- 285 professionals (including Polttimo Oy personnel)

Partners

- Suppliers
- Sales distributors

VALUE CREATED

Customers & consumers

- Viking Malt adds value (e.g. functionality, flavor, color, texture, enzymes, minerals, vitamins) to grain through the process of malting, by producing malts for brewing, distilling, and food uses
- We manage quality and food safety through excellence in sourcing and best supply chain
- We serve both small and large customers in the brewing, distilling, and food sectors

Suppliers & society

- We work with farmers and cooperatives in developing business and sustainable cultivation practices

Employees

- We provide a safe and attractive workplace
- We offer opportunities to develop competences and skills

Shareholders

- Return on capital

OUR PRODUCTS AND BRANDS

Viking Malt's product portfolio is broad and diverse, in particular in the Special Malts category. We offer barley malts, but also malted wheat, rye, oat, and faba bean with the Viking Malt brand:

BREWER'S CLASSIC



Malts recommended for use as a base for all beer types

BREWER'S SPECIAL



Full selection of malts for designing Pils, IPA or any other brews

BREWER'S ORGANIC



Intended for brewing organic beers

SMOKED SPECIAL



Special malts with smoky character

DISTILLERS' CHOICE



Selected malts that fulfill strict requirements of whisky recipes

ROTATOR BLEND



Malt blend that drives the shift towards more sustainable beverage production by supporting biodiversity

SPRAU® MALTED FABA BEAN



Germinated faba bean available in different fractions for food industry: split beans, flour, protein, and starch-rich flour. For breweries Sprau is available as "Sprau for beer" product.

sprau
BEANFUL OF LIFE

INTRODUCING NEW SPRAU® VARIANTS AND APPLICATIONS

We awakened the bean. We can awaken a healthier planet, too.



Sprau® was introduced in beer in three new countries, in at least six different products.

Our Sprau®, germinated faba bean is a better tasting, low FODMAP ingredient for food and beverage applications.

In 2024, we focused on developing production of gluten-free variants of our split beans, flour, protein fraction, and starch fraction, and the commercialization of these has now started.

Sprau® functionality was confirmed in several applications across many categories including plant-based dairy and meat alternatives, baking and even in beer, where Sprau® was found to support bitterness and yeast metabolism. Sprau® beers were launched in Sweden, Denmark and Poland and a new food product was launched in Finland.

Sprau® is a key element in Viking Malt's sustainability strategy. By developing new markets for faba bean, we support the diversification of agriculture, which today relies heavily on cereal grains.

By increasing the use of faba bean in our food system we support better crop rotation, sustain pollinating insects and reduce the need for fertilizers.

Sprau® is the key component of Viking Malt's Rotator Blend™ concept, a customized blend of malts that drives the shift toward more sustainable beverage production.





OUR CUSTOMERS

Our goal is to ensure we remain a trusted and reliable partner in a dynamic market environment.

Our customers remain at the heart of our business, and their satisfaction is our top priority. In 2024 we focused on more frequent direct meetings with our larger customers, to gather valuable feedback that helps us improve our offering. Additionally, we conducted a digital survey within the craft customer segment to gain insights and feedback. This survey highlighted both our strengths and areas for improvement. Considering we had a difficult crop year in our countries, we are happy with the good ratings in delivery performance, customer service, and product quality. In key areas such as price competitiveness, product range, and sustainability practices, we consistently ranked among the top suppliers.

Pot Still Malt sales have seen remarkable growth in 2024

Our dedication to sustainability has resonated strongly with our customers, reflecting the shared values that underpin our partnerships.

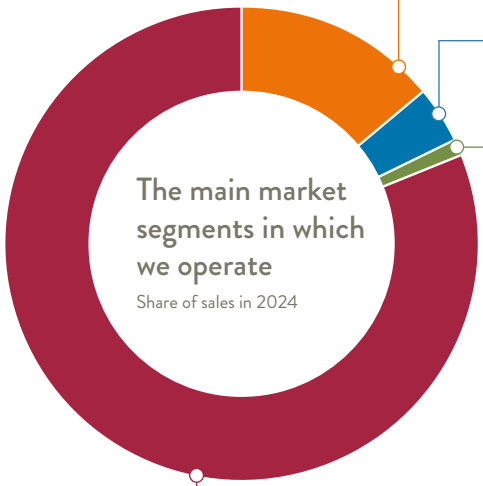
This year also marked the launch of „My Viking Malt," a dedicated customer portal for our Craft and Partners customers. It represents a significant step toward a fully functional online shop. The portal enables customers to view past orders, invoices, and delivery analyses while providing access to malt specifications, certificates, and recipes.

Additionally, several breweries have successfully launched beers brewed with faba bean, using our innovative Sprau® malt. This is just one example of how we continue to push boundaries and create value for our customers and their consumers.

Looking at **Customer Segments**, the Brewery sector saw a slight decrease from 83% in 2023 to 81% in 2024. The Distillers sector experienced an increase from 12% to 14%. The Craft brewery and Food industry sectors remained stable at 4% and 1%, respectively.











GROWING CUSTOMER EXPECTATIONS IN SUSTAINABILITY

The only way to succeed is by working together across and beyond our value chain.

Viking Malt is committed to advancing sustainability in **partnership** with our customers, farmers, and suppliers.

By committing to reduce our greenhouse gas emissions according to the Science Based Targets initiative, we ensure our actions align with our customers' ambitions.

With our wide product portfolio including not just malted barley, but also malted wheat, oat, rye, and the faba bean Sprau®, we offer our customers the opportunity to diversify their own product portfolios and support a more diverse agriculture.

To support Scope 3 greenhouse gas emission reporting, we introduced a new farm data platform in 2024 in the countries where we source barley. With the help of this platform, we will gradually replace table data with real data from farmers delivering barley to Viking Malt. This will help our customers follow the development of Scope 3 greenhouse gas emissions and highlight effects of sustainable farming initiatives.

By doing this, Viking Malt serves as an **integrator** between our customers and farmers, promoting collaboration and communication throughout the supply chain. We saw continued interest in regenerative farming amongst our customers, but the lack of international standards and uncertainty around the cost of implementation is slowing down progress. Therefore, only a few new collaboration projects were initiated during 2024.





Suntory, Viking Malt and a group of Finnish farmers collaborate around cover crops

The aim of the project is to study the effect of cover crops on soil structure, and the ultimate goal is to make production of barley more sustainable. The group of 11 farmers in the project will also be the first ones to test the new sustainability data collection platform that Improvin' is developing for Viking Malt.

Deputy Director Taro Kuzuno and General Manager Hiroo Matsui from Suntory Holdings Limited visited two of Viking Malt's contract farmers at the end of March 2024 to discuss regenerative farming and cover crops in malting barley cultivation.

First we visited Taneli Vuori and his family in Pornainen. The farm produces many different crops and can thus ensure a healthy crop rotation and support biodiversity. The cover crop is established normally at the same time as the malting barley is sown.

We also visited Jussi Myyrinmaa's farm in Nurmijärvi. The farm has been in the family since 1782. Today, the combinable area is about 440 ha and is mainly no-tillage cultivation. This year Jussi made a trial, where part of the cover crop was sown already in mid-March on the snow layer lying on the field. Under the snow, winter rye was waiting, and the small seeds should germinate with help of the moisture from the melting snow. We are very excited to learn how this method worked out!



We're delighted that Carlsberg Group Brewmaster Zoran Gojkovic appreciated our malted faba bean Sprau® and included it in this creative beer.

OUR EMPLOYEES

Highly engaged teams are key to our company's success. In 2024 our employee engagement score was in the top 5% of the manufacturing industry.

Our team's high competence, expert knowledge, and experience give us a competitive advantage. Together we build a strong market position for the whole Viking Malt Group.

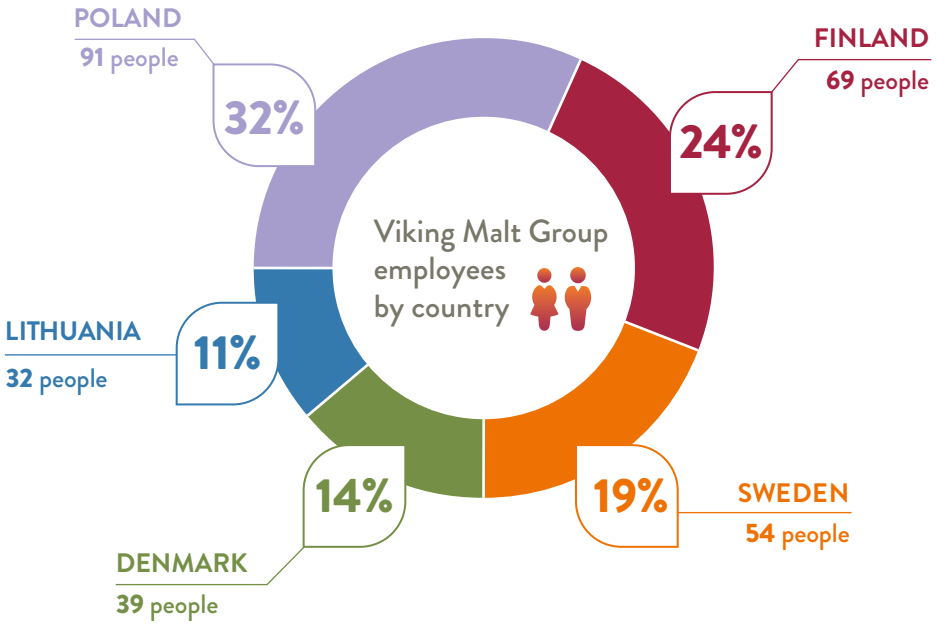
Our values – We care, We respect, We are curious and Together we strive for success – are reflected in our daily work and operations; we work according to these values and respect each other.

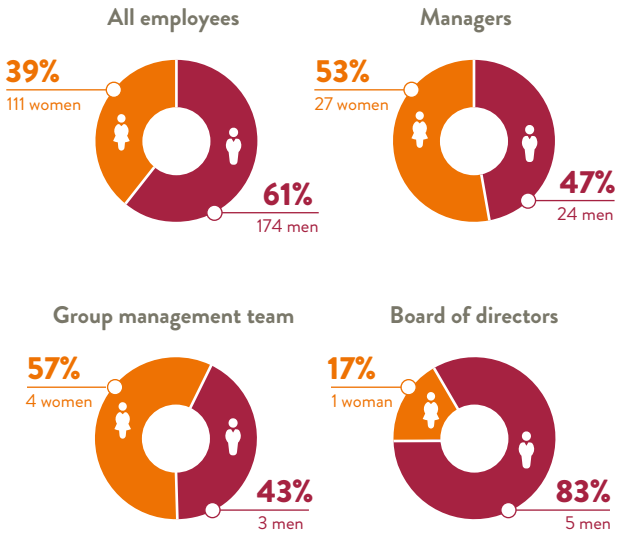
We believe that a highly engaged team is the key to success. We use the well-recognized platform "Peakon Workday" to measure work well-being and engagement. It gives us a global industry benchmark based on a database of over 200 million employee responses across over 20 industries around the world. In 2024, our engagement score was again within the top 5% of the manufacturing industry benchmark.

We believe in diversity and want to build an inclusive work environment where people from different backgrounds can flourish. **We are proud of our gender diversity** and **well-balanced gender split in a traditionally male-dominated industry.**

We have a high representation of women in our management, including the Group Management Team. Four of our six factories are led by female Site Managers, two of them also being the Managing Directors of their respective countries. Viking Malt Board has one female member.

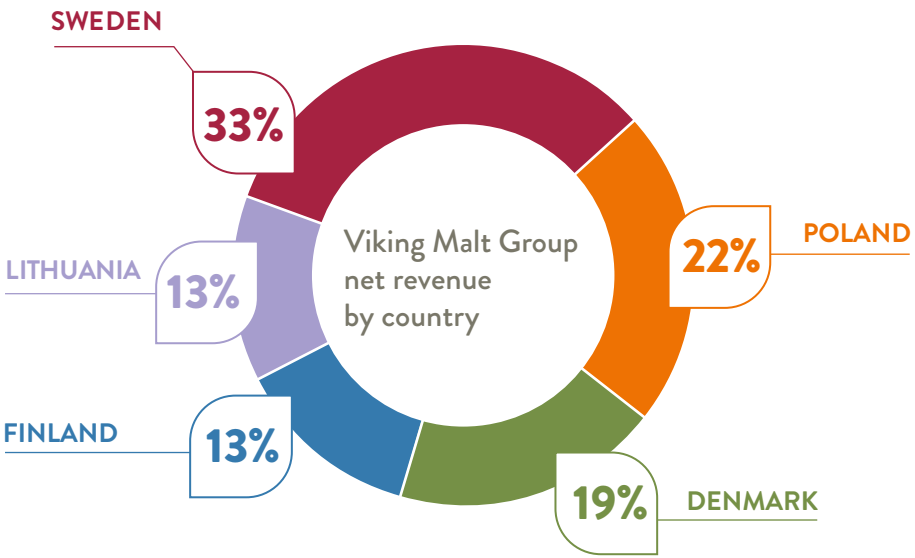






KEY FINANCIALS

In 2024, we delivered good financial results despite continued soft demand from our customers and the most challenging crop supply season seen in the last 30–40 years.



Our sales volume was 538 kton (compared to 543 kton in 2023) and decreased by 1%, driven by continued soft demand from our customers. In 2024 inflation and interest rates declined from the peak, but the economic slowdown continued and had an impact on consumer spending and beer consumption in our key markets. Our revenue declined significantly by 10% to €340 million (compared to €379 million in 2023). The decline in revenue was mainly driven by lower input cost, especially barley and energy. We saw barley and energy costs decreasing already in 2023 and stabilizing in 2024. The most challenging crop supply season in 30–40 years caused quality challenges throughout 2024 and resulted in abnormally high barley import needs. Despite the difficult crop we were able to maintain a good level of operational efficiency in production. Overall costs increased due to inflation and continued ramp up of the new malting plant in Finland.

As a consequence, we reported a good operational result in 2024, partly supported by a few one-off incomes. Our operating profit decreased slightly to €22.9 million (compared to €23.4 million in 2023) and was 6.7% (compared to 6.2% in 2023). Net profit decreased to €8.4 million (compared to €12.4 million in 2023), impacted mainly by higher financing costs.

We continued our strategic investments in 2024. We invested in loading and storage capabilities in Sweden, and the new construction was completed by the end of 2024. Working capital levels remained high in 2024, which was driven by high stocks quantities and values. We had to secure sufficient inventory levels to ensure the continuity of our operations and deliveries at the beginning of 2025. Viking Malt's operating cash flow improved from the previous year while the overall cash flow remained tight. To support our liquidity, operations, and strategic readiness for future growth, we re-negotiated the company's long term financing in 2024.

The Group's financial result in 2024 presents how well we have managed to navigate during unpredictable and fast changing times. The solid foundation our employees have built over the past years has enabled us to adapt to new circumstances and react quickly to any event we face. We were able to maintain full operational capability and, more importantly, sustain our ability to generate strong financial results and to continue creating value for our owners.

Sales volumes (only Malt):
538 kton

Revenue (gross):
€340 m

Operating profit:
€22.9 m

SOURCING

The most challenging crop season in the last 30–40 years within Viking Malt's local sourcing areas.

In a rare occurrence, all of Viking Malt's sourcing areas found themselves in the epicentre of the poorest quality and supply of crop 23 malting barley in Europe, with no one area able to support or mitigate the challenge in the others.

The year 2024 began with the final volumes of good quality carryover, crop 22 being delivered across the group to mitigate and to delay the challenge from crop 23 for the majority of 2024. On top of inadequate supply and poor quality at the crop 23 harvest time, germination deteriorated month-by-month to the end of the campaign. Significant imports from alternative sourcing areas such as France and the UK were required throughout the year to keep production running and malt quality at an acceptable level.

This situation caused great stress on all functions of the business, and required difficult discussions with both customers and suppliers. Furthermore, innovative and ever changing solutions were required to maintain the desired volumes of malting barley flowing into our plants to meet operational needs.

In parallel, the crop 24 growing season across our areas was less problematic. While both Denmark and Sweden were late to commence sowing, afterward the right weather came at the right time to produce an average size crop, with overall nice quality but with lower proteins. Finland and Lithuania followed in the same way but with some drier periods producing higher proteins. In Poland late spring frost damaged the winter barley and summer storms impacted the spring barley, causing some losses and impacts on quality. However, on balance crop 24 is of average size and overall good quality.

The final challenge of the year came with the elongated dormancy of crop 24, which prolonged the difficulties. Eventually, crop 24 began to perform well as the year came to a close.





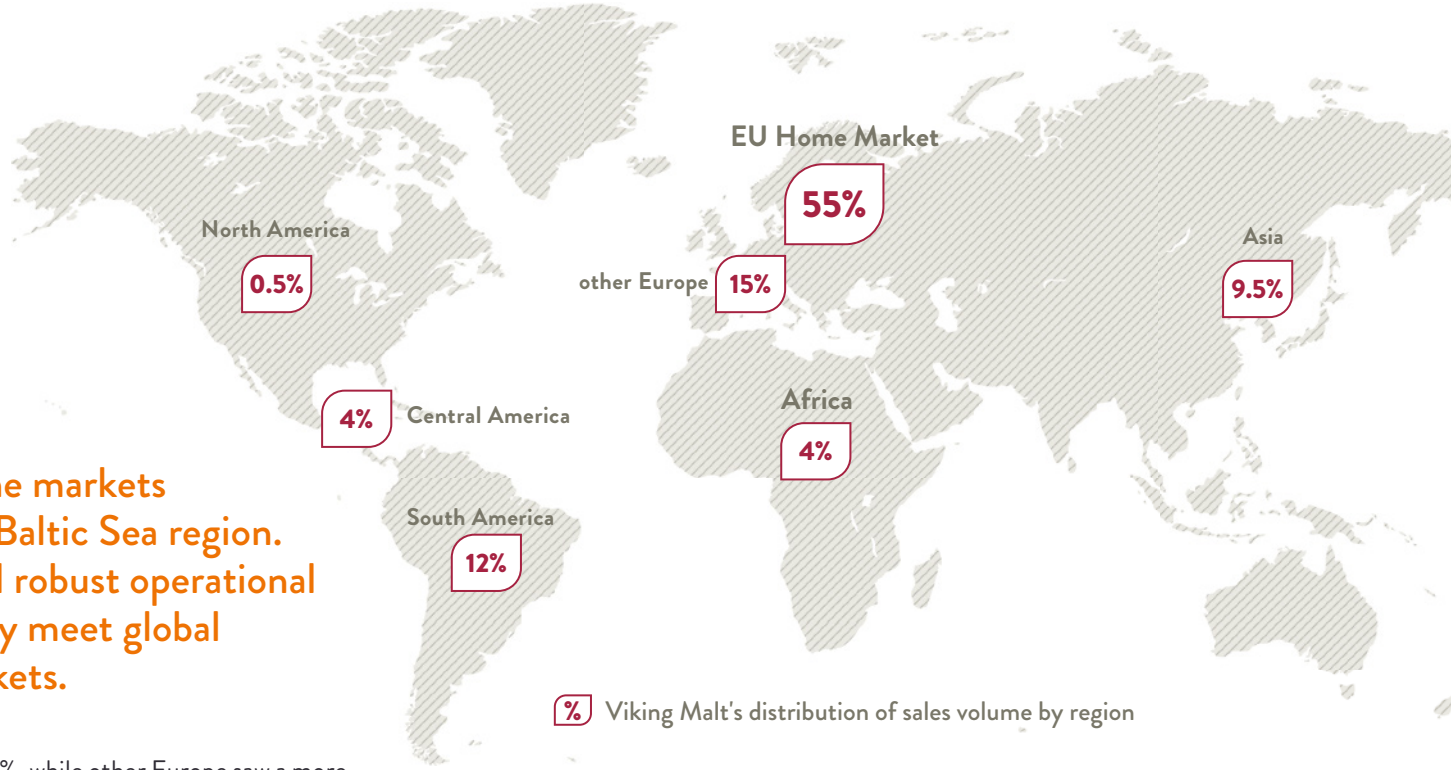
MARKET ENVIRONMENT

We hold a strong position in our home markets across the Nordic countries and the Baltic Sea region. The company's strategic location and robust operational capabilities also allow us to effectively meet global demand and serve international markets.

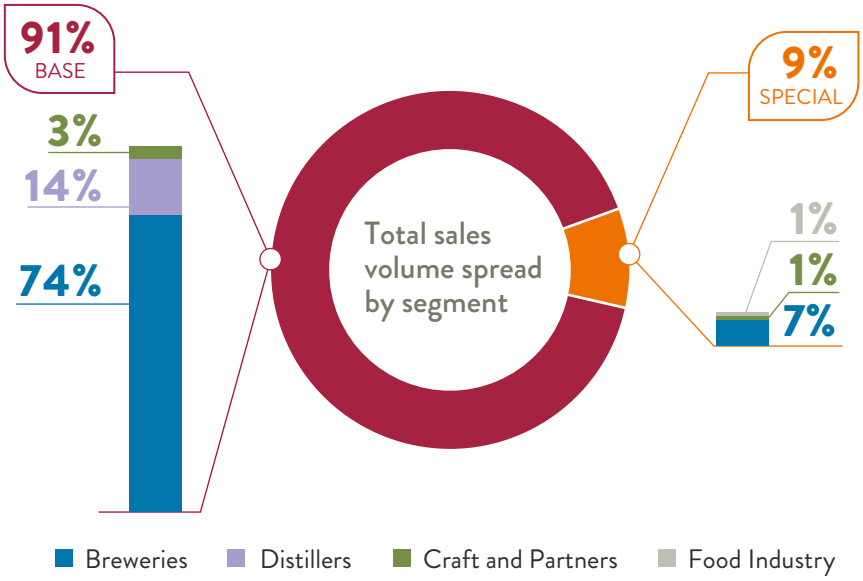
In 2024, **the global beer, malt, and whisky markets** continued to be influenced by changing consumer preferences, economic factors, and health trends. Health-conscious consumers are opting for natural and low-alcohol options. Economic pressures, including inflation and tariffs, impacted overall demand for malt. Despite challenges, whisky distillers showed resilience, while the beer business was characterized by declining sales for some of the major brands.

There were no significant changes in Viking Malt's **geographical** distribution of volumes, even though Central America saw a decrease from 5% in 2023 to 4% in 2024. The Home Market increased slightly from 54% to 55%, while other Europe saw a more significant increase from 13% to 15%. Africa and North America remained stable at 4% and 0.5%, respectively. Asia experienced a notable increase from 7% to 9.5%, whereas South America saw a decrease from 16% to 12%.

Our largest **Product** segment, Base Malts, decreased from 77% in 2023 to 74% in 2024, while the Special Malt segment increased from 6% to 7%. The Craft segment remained stable at 3% for Base and 1% for Special. The Distillers segment increased from 12% to 14% in the Base malt category, while the Food segment remained stable at 1% for both Base and Special.



% Viking Malt's distribution of sales volume by region



HIGHLIGHTS OF 2024

April

Improvin'

Data collection platform pilot with farmers and customers

May



Sprau® beer launches in Poland

September



Viking Malt Academy launch

November



BrauBeviale 2024

December



Sprau® beer launches in Sweden and Denmark



Sprau® gluten free introduced at Food Ingredients Europe



Supernova project delivery – increased loading capacity in Halmstad

SUPERNOVA PROJECT INCREASED OUR VESSEL LOADING CAPACITY IN HALMSTAD, SWEDEN

In December, our Supernova project was finalized. The primary goal was to increase loading capacity, thereby reducing vessel loading time.

The project concentrated on three key areas: increasing the polishing line capacity, expanding malt storage capacity, and enhancing loading speed.

As a result, operational capabilities in Halmstad improved considerably, allowing for greater flexibility in malt loading and shipment.



Viking Malt, Halmstad, Sweden



GROUP MANAGEMENT

At the beginning of 2024, Jirapha Liangsiri joined the Group Management Team as VP Sourcing & Procurement. Previously Jirapha held the position of MD of Viking Malt AB.

The GMT manages the business operations and performance of the Group. It prepares and implements Viking Malt's strategy for Board approval, and monitors and coordinates the development projects needed for the implementation of the strategy. The GMT sets annual business KPIs for Board approval, as well as other KPIs that measure the performance of the business and organization.

The decisions of the GMT are implemented by functions and local management teams.



Kasper Madsen
CEO
Managing Director
Viking Malt Group



Malin Andersson
VP Sales



Teemu Pohjola
CFO
Secretary
of the Board



Annika Wilhelmson
VP Sustainability,
Innovation &
Marketing



Tomasz Malec
VP Supply Chain



Pia Valve
VP HR &
Communications



Jirapha Liangsiri
VP Sourcing &
Procurement

BOARD OF DIRECTORS

During 2024, there were notable changes in the Board of Directors. Jacob Bennet replaced Jan Ehrensvärd as a Board Member, bringing new perspectives and expertise.

The Board of Directors approves Viking Malt's strategy and annual business KPIs, tracks KPIs on a monthly basis and assesses the implementation of the strategy at annual reviews.

The competences of the Board of Directors and GMT members cover various sectors, products and geographic locations, as well as environmental, social and business conduct. In addition, competences of key individuals in all aspects of the business including sustainability are mapped, annually reviewed and developed.



Pär-Gustaf Relander
Chairman of the Board, Board Member from May 2013

Juhani Mäkinen
Vice Chairman of the Board, Board Member from March 2010

Nella Ginman-Tjeder
CEO Eira Hospital, Board Member from May 2014

Per Lindahl
Chairman Lantmännen, Board Member from January 2018

Magnus Kagevik
Group President and CEO Lantmännen, Board Member from October 2019

Jan Ehrensvärd
MD Tosterups Gård, Board Member until June 2024

Jacob Bennet
CEO Slättäng AB, Board Member from June 2024


We drive
sustainability through
regenerative farming,
emission reduction,
and development of
our workforce.

2

SUSTAINABILITY

VIKING MALT SUSTAINABILITY IN 2024

Climate-related impacts on our industry were tangible in 2024.

In Viking Malt, we made important advances in farm sustainability data collection through our partnership with Improvin'. Additionally, we built our SBTi roadmap towards climate emission reductions. We also upgraded our reporting processes towards CSRD compliant reporting.



2024 highlights

- Double Materiality Analysis
- Integrating supply chain partners in Improvin' project
- SBTi aligned emission reduction roadmap

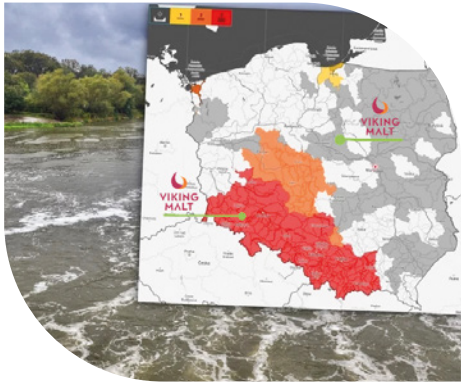
The most significant Climate-related Risks

- Increase of energy prices, leading to increased costs.
- Impact of extreme weather conditions on barley growing, driving volatility in availability, price levels, and quality of raw materials, leading to increased costs.
- Transition to lower emissions technology in energy production leading to increasing capital investments on renewable energy production and exposure of current asset values.

The most significant Climate-related Opportunities

- Utilization of renewable energy in production (biofuels, heat recovery, woodchip heat plants) leading to reduced exposure to future fossil fuel price increases.
- Climate change in our region may not affect crops as much as further south in Europe, giving us leading to a competitive advantage
- New ways to cultivate agricultural land to capture carbon, mitigating climate change in the whole value chain and leading to reduced greenhouse gas emissions and less sensitivity to the cost of carbon.
- Transition to climate neutrality, building a better competitive position with respect to shifting consumer preferences, resulting in higher revenues and ensuring business model resilience.

In September 2024, severe flooding from unprecedented rainfall devastated Poland and Central Europe. Many Polish cities saw extensive damage, including destroyed bridges, houses, and facilities. Some colleagues' homes were flooded, but no injuries occurred, and we actively supported them. Fortunately our malthouses remained unaffected.



SUSTAINABILITY STRATEGY

Our aim is to ensure profitable growth with sustainable operations, an adaptive product portfolio and superior customer service.

Our sustainability strategy is based on our Values and Purpose and is in line with our Business Strategy and Policies. It takes into account our stakeholder expectations, and:

- aims to differentiate us from our competitors in a positive way in the future
- focuses on activities that have the greatest impact and are financially sustainable
- will be executed through our Strategic InItiatives

Sustainability is an essential pillar in Viking Malt's strategy



Environment

- Promote biodiversity
- Mitigate climate change
- Conserve water

Social Responsibility

- Human Rights
- Health & Safety
- Diversity, equity and inclusion
- Training and development

Governance

- Leadership
- Business ethics
- Accurate and transparent accounting

Regenerative farming, primary emissions data, and supply chain transparency all in one: Improvin'

We have adopted the SAI Regenerating Together definition of regenerative agriculture: "an outcome-based farming approach that protects and improves soil health, biodiversity, climate, and water resources while supporting farming business development." To serve this target, in 2024 we started implementing our farm data collection and sustainability insights platform, created by Improvin', across all countries where Viking Malt operates.

By the year end we had the first groups of farms inputting their farm data in the platform with 7,600 tons of malting barley reported, and started to see accumulating emissions figures. To define an emissions baseline for each of our countries we will have the option to use national emission factors and/or reference groups of farms.

"Our ambition is to gradually embed the follow-up of SAI Regenerating Together as well as data needed for FLAG (Forest, Land, Agriculture) emission calculations into the platform. This will make it smoother for all parties to manage overlapping objectives related to emission reductions, emission removals and regenerative farming," says Anna Holmén, Group Quality Development Manager at Viking Malt and our Improvin' project owner. The customer interest and support for this development is strong. In 2024 we started a pilot project in Finland where we supply and support our customer with data that serves their own regenerative farming and emissions reduction targets.

In addition to engaging both our international and domestic customers we are supporting initiatives that aim to standardize emissions calculation and regenerative agriculture principles for our sector.

VIKING MALT CERTIFICATIONS AND RATINGS

Our performance remained on a high and competitive level in an increasingly stringent environment.

We apply certified integrated management systems for Quality (ISO 9001), Food Safety (FSSC 22000, updated from 5.1 to 6.0 in Finland in 2024), Environment (ISO 14001), and Energy (ISO 50001, Denmark only). We are also developing our operations towards an Occupational Health and Safety Management System, aiming for ISO 45001 certification in 2025.

We disclose the details of our sustainability performance annually in CDP and EcoVadis evaluations. In 2024, our EcoVadis result was Gold with the same score, 79/100, as the previous year. In CDP we are reporting both CO_2e emissions and water efficiency on the group level. We also maintain our data in Sedex based on customer requirements.

We are committed to the 10 principles of **UN Global Compact** and work together with our stakeholders towards our relevant **UN Sustainable Development Goals (SDGs).**

THE GLOBAL GOALS
For Sustainable Development

COMMUNICATION ON PROGRESS
UN GLOBAL COMPACT

This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

VIKING MALT

ISO 9001:2015
ISO 14001:2015
ISO 50001:2018
FSSC 22000, version 5.1/6.0

CDP DISCLOSURE INSIGHT ACTION
Sedex
ecovadis
SAI PLATFORM
CFA COOL FARM ALLIANCE

GOLD 2019 ecovadis CSR Rating
PLATINUM Top 1% 2021 ecovadis Sustainability Rating
GOLD 2022 ecovadis Sustainability Rating
PLATINUM Top 1% 2023 ecovadis Sustainability Rating
GOLD | Top 5% ecovadis Sustainability Rating JUL 2024

DOUBLE MATERIALITY ANALYSIS

Our first Double Materiality Analysis was conducted in 2024 and covered Viking Malt's own operations and value chain. Five topics within our own operations and the upstream value chain were identified as material for Viking Malt, with the threshold set at 70%.

Climate change is most material for Viking Malt in terms of negative impacts: GHG emissions across the value chain, both at our own production sites and from agriculture. Financial risks relate to failure to address the above as well as raw material availability and quality, impacted by global warming and extreme weather events. Financial opportunities may arise from increased sales due to client emphasis on sustainability and similarly an improved access to funding.

The other material impacts, risks and opportunities identified were related to Own Workforce and Workers in the Value Chain.

Topical European Sustainability Reporting Standards	Material impact on sustainability matters	Type of material impacts
E1: Climate change	Yes	✓ ✗ Positive and Negative
E2: Pollution	Yes	✗ Negative
E3: Water & marine resources	No	–
E4: Biodiversity & ecosystems	Yes	✗ Negative
E5: Resource use & circular economy	No	–
S1: Own workforce	Yes	✓ Positive
S2: Workers in the value chain	Yes	✓ ✗ Positive and Negative
S3: Affected communities	No	–
S4: Consumers & end-users	No	–
G1: Business conduct	No	–


We advance
sustainability through
resource efficiency,
and certified environmental
management.



ENVIRONMENT

ENERGY, WATER AND MATERIAL EFFICIENCY IN PRODUCTION

According to our environmental policy we use only selected agricultural raw materials, and we process them efficiently, sustainably, and profitably.

We cooperate with our partners to improve the sustainability of the supply chain, including efforts to improve biodiversity. All activities are carried out with respect for the environment. **We work according to a certified Environmental Management System, ISO 14001.**

We are working to reduce water use in our production through implementation of new technology, best practices and knowledge sharing. Various technologies and adjustments in the malting process that will result in significant reduction in water usage are being tested and implemented at our plants.

We use fossil-free and renewable energy when possible, considering our business environment. We ensure that the energy we use in production is utilized based on best available practices. Energy efficiency is a guiding principle in the planning of our plant design, investments, production, logistics and sourcing of energy products and services.

Our long-term goals are to:
- Reduce CO_2 emissions
- Reduce energy and water usage
- Reduce solid waste to landfill
- Increase environmental awareness in the value chain

Producing Smarter

Reduce Carbon Footprint

Planning Smarter

Capacity & Capability Extensions

During 2024 we operated our plants in compliance with environmental legislation and commitments. Our updated sustainability strategy is implemented through strategic initiatives.



SCIENCE BASED TARGETS INITIATIVE

We signed up for the Science Based Targets initiative in 2022. Our Scope 1 and Scope 2 emissions intensity was reduced 2% in 2024.

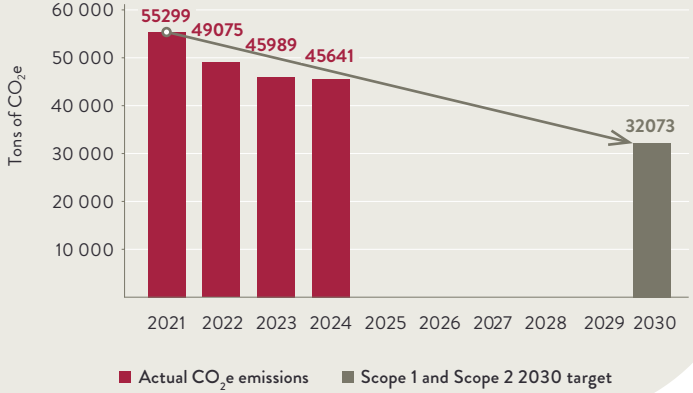
Our total Scope 1 and Scope 2 emissions were reduced by 1% in 2024.

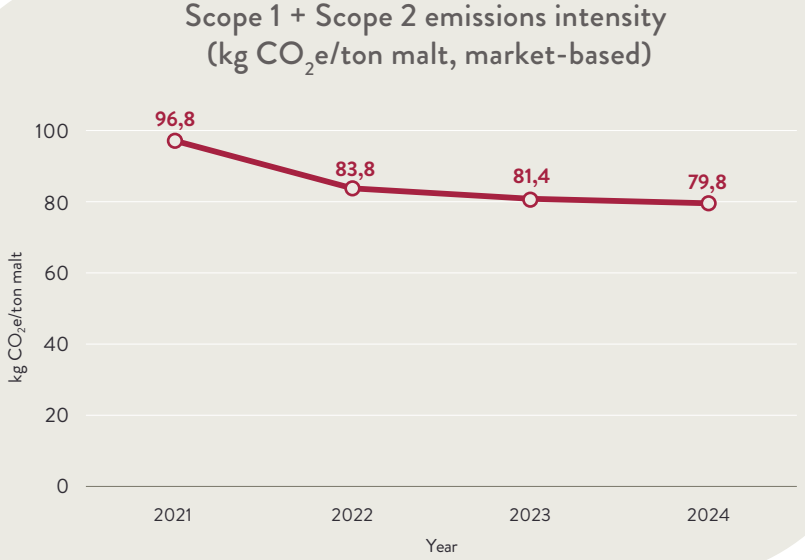
Our climate change transition plan is one of our important strategic initiatives, tracked regularly by the Group Management Team and Board. Our five-year financial and investment plan includes all major investments related to our transition plan.

The SBTi has approved Viking Malt's near-term science-based emissions reduction target to reduce Scope 1 and Scope 2 GHG emissions by 42% by 2030 from a 2021 base year, and to measure and reduce Scope 3 emissions.

Our roadmap to reach the reduction target includes activities to reduce energy usage overall by best practice sharing, new technology e.g. heat pumps for recycling energy, and plans to reduce or eliminate usage of fossil fuels for heat production. We also have a plan to enter new Power Purchase Agreements, PPAs, of renewable and/or low emission energy.

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION





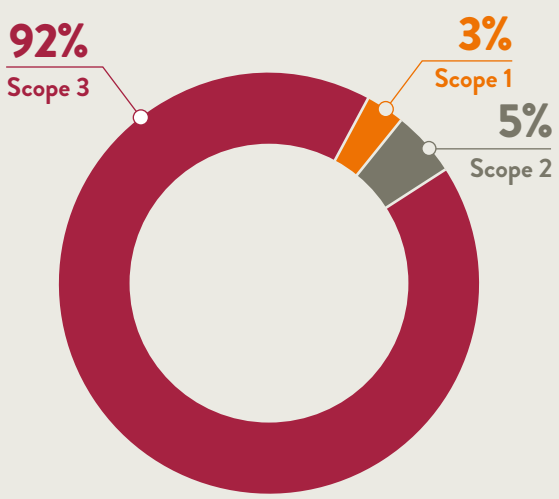
RAW MATERIALS ACCOUNTED FOR 92% OF OUR SCOPE 3 EMISSIONS IN 2024

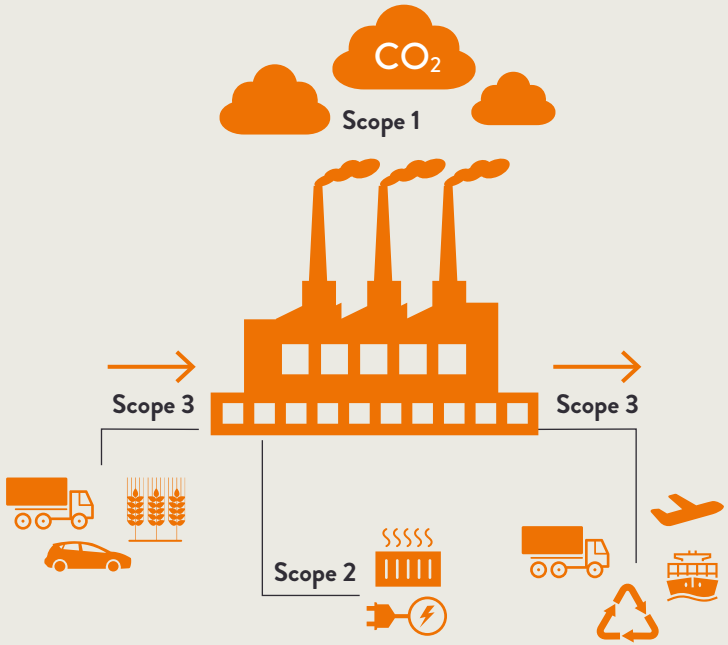
We are taking steps to further improve our emissions data. As of 2024, the raw material emission factors we use are country-specific. In 2024, raw materials' emissions accounted for 92 % of our Scope 3 emissions, and all Scope 3 emissions were 92 % of Viking Malt total climate emissions.

For the 2024 Scope 3 carbon accounting we made a major revamp to bring in national average emission factors for each of the raw materials we use. Therefore, the Scope 3 trend reporting is discontinued. As part of our preparations towards setting FLAG targets, our goal during 2025 is to start adding the primary consumptions and methods data from farming into our reporting. We already are collecting data via the Improvin' platform and using it to understand our FLAG emissions.

Additionally, we are focusing our carbon accounting on those non-FLAG Scope 3 emission categories that we can control, where we can have an impact, or which are of special interest to our stakeholders. For that reason we discontinue data collection from a group of subcategories. In 2023, these now dropped subcategories and items had an impact of ~3% of our Scope 3.

Distribution of 2024 climate emissions in Viking Malt Group





We are concentrating our efforts into regenerative agriculture and working in various related partnerships in our value chain.

SCOPE 1+2+3 EMISSIONS IN 2024

In 2024, our Market Based Scope 1 + Scope 2 emissions intensity was reduced by 2% from the previous year.

Due to the major change in our Scope 3 carbon accounting the trend monitoring is momentarily disrupted.

Carbon footprint from malting process	Unit	2020	2021	2022	2023	2024
Scope 1						
Total – Market Based	tons CO_2e	23,047	23,675	21,426	17,122	19,176
Emissions intensity – Market Based	kg CO_2e/ton malt	41,8	41,5	36,6	30,3	33,5
Biogenic CO_2 (Excl. in totals)	tons CO_2e	20,128	18,396	23,716	22,783	23,093
Scope 2						
Total – Market Based	tons CO_2e	29,621	31,624	27,649	28,867	26,464
Emissions intensity – Market Based	kg CO_2e/ton malt	53,8	55,4	47,2	51,1	46,3
Scope 1 + Scope 2						
Total – Market Based	tons CO_2e	52,668	55,299	49,075	45,989	45,641
Emissions intensity – Market Based	kg CO_2e/ton malt	95,6	96,8	83,8	81,4	79,8
Total – Location Based	tons CO_2e	56,629	58,554	54,581	54,396	57,386
Emissions intensity – Location Based	kg CO_2e/ton malt	102,8	102,5	93,2	96,3	100,4
Fossil Free Share						
Heat – Market Based	%	54	52	58	57	59
Electricity – Market Based	%	71	69	69	70	67
Scope 3						
Total	tons CO_2e	–	–	–	–	506,097
Scope 1+2+3						
Total – Market Based	tons CO_2e	–	–	–	–	551,738
Emissions intensity – Market Based	kg CO_2e/ton malt	–	–	–	–	965
Total GHG emissions per net revenue – Market Based	tons CO_2e/m EUR	–	–	–	–	1,731

CO_2e emissions above are calculated using accounting principles laid out in "Greenhouse Gas Protocol". Emission factors and data have been updated according to newest data available. Restatement of all previous years figures is due to updated emission factors.

The SBTi has approved Viking Malt's near-term science-based emissions reduction target to reduce scope 1 and scope 2 GHG emissions by 42% by 2030 from a 2021 base year, and to measure and reduce Scope 3 emissions.

WATER AND MATERIAL EFFICIENCY

Through persistent improvement efforts in past years, Viking Malt has seen a significant reduction in water usage. We are at an industry leading level in our water use practices.

We saw a slight increase in our specific water usage in 2024, mainly due to poor quality of crop 23. Our water usage in 2024, at 2,79 m^3 per ton of malt, is a good achievement and is the result of efficient water management at our plants, using various best practices to optimize water usage for the malting process and cleaning operations.

We achieved a significant water use reduction of 9% between 2020–2024.

Our target for 2026 is a further reduction to 2.6 m^3/t. Meeting this target will require that we continue our knowledge sharing and implementation of best practice within Viking Malt and that we implement various technical upgrades/re-designs at our plants. Also we will continue to look out for, test and implement various emerging water saving technologies that can help us reduce our water usage further.

Our performance against our solid waste to landfill target, to reduce by 50% by 2025 to max. 126 tons from 252 tons in 2018, was in 2024 back on the desired path. With the result of 99 tons in 2024 we are confident we will reach our reduction target this year.

Target: Reduce water use intensity to max. 2,6 m^3/t by year 2026.

Target: Reduce solid waste to landfill by 50% to max. 126 tons by 2025.

Water usage	2020	2021	2022	2023	2024
Water use intensity [m^3/t]	3,1	2,9	2,8	2,7	2,8

Solid waste to landfill	2020	2021	2022	2023	2024
Landfill [tons]	526	70	62	402	99

The majority (301 tons) of solid waste to landfill in 2023 specifically originates from demolition of an old warehouse building at our Halmstad, Sweden production site. Also, in 2023 we had some extraordinary waste to landfill (26 tons) due to disposal of construction waste from our new malting plant.



SUSTAINABLE FARMING

During 2024, we introduced our new farm data platform developed by Improvin'. The platform was rolled out in five countries in five local languages during the year.

During 2024, we invested in a farm data platform, developed for us by the Swedish tech company Improvin'. The platform will facilitate the measurement and reduction of Scope 3 emissions from farming. It was rolled out and we started to on-board farmers in five countries and languages during the year.

In the coming years, our main focus will be on further developing the platform based on farmers' and suppliers' feedback, and adapting the platform to local needs.

Viking Malt assesses farm sustainability using the Sustainable Agriculture Initiative SAI's Farm Sustainability Assessment protocol (FSA). In 2024, Lithuania and Finland started preparations, expecting certification during 2025. This effort will significantly increase the availability of FSA certified barley, which has previously been supplied only from Poland and Sweden. Certified volumes were allocated to customers through separate agreements.

To better understand the long-term effects of crop rotation on soil quality and grain yields, we support a research project, Rotating Crops, with the Natural Resources Institute Finland (LUKE), farmers, customers, and food companies. A desktop study of current practices showed better crop rotations amongst our contract farmers compared to the average Finnish farmer.

Viking Malt continues to be a member of the Sustainable Agriculture Initiative SAI and the Cool Farm Alliance.



Secure sustainable barley

Reduce carbon footprint

Strengthen the volume business

“

In 2024, we enhanced our Safety First culture, reduced injury rates, strengthened H&S Committees, and advanced ISO 45001 certification



SOCIAL RESPONSIBILITY

HEALTH & SAFETY

Health & Safety is the starting point of all our operations. Our Safety Policy aims to protect people, property, information, knowledge, and the environment from accidents, incidents, and crimes, and to secure the continuation of operations.

A safe and efficient work environment considers employees' physical, psychological, and social well-being. Continuous improvement guides our activities as we promote our Safety First culture. Based on risk analysis and safety notices, we evaluate our improvement needs. We continuously track and report our safety KPI's.

In 2024 the injury rate continued to decline and also **the number of LTIs decreased** compared to previous years. Our Group-level Health & Safety Council met quarterly and a separate Health & Safety Forum every month.

As of 2024, we have established a local Safety Committee in each of our countries. Local H&S Committees always include employee representatives.

During 2024, all sites prepared for our group certification according to the ISO 45001 Health & Safety standard. In Finland, the first phase of the standard was successfully completed. Here risk assessment and risk mitigation play a key role and several projects have been completed to remove or reduce H&S risks in our plants.

In 2024, we had three accidents leading to lost time injury. Measures and root cause analyzes have been performed to prevent similar situations in the future. Our goal is zero accidents, and we systematically work to develop the safety culture and awareness to achieve this.

Absence rate 2024:

4.2%

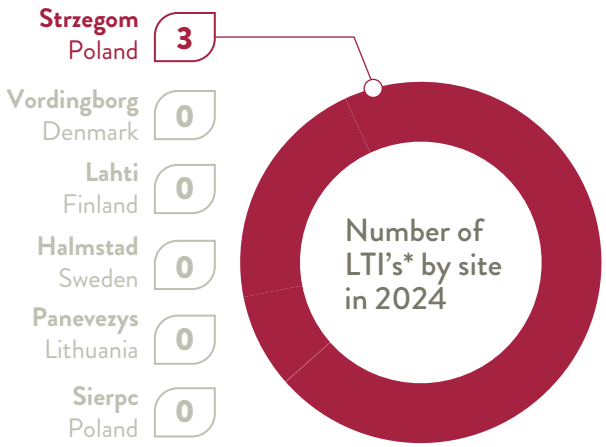
Injury severity rate 2024:

297

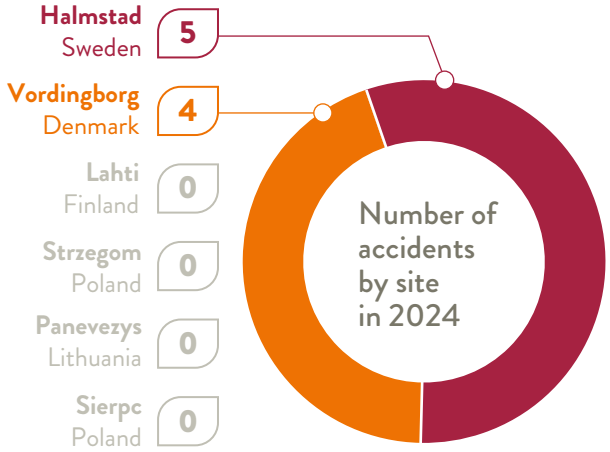
Injury Rate 2024 Viking Malt Group:

6.01

(2023: 8.39)



* LTI – Lost Time Injury



Number of LTI's among non-employees

4

Number of accidents among non-employees

3

During 2024 we implemented several safety actions:

1. Established local Health & Safety Committees with employee representatives and occupational H&S representatives.
2. Implemented and trained personnel in Viking Malt's defined Life-Saving Rules.
3. Prepared for ISO 45001 certification at each site.
4. Launched Health & Safety videos to welcome our guests and visitors to our sites and set up new posters showing the correct use of PPE's at all reception areas.

To have a more structured and professional approach to Health & Safety Management and to lift it up to the next level, our target for 2025 is to achieve a group-level ISO 45001 certification.



DIVERSITY, EQUITY AND INCLUSION

Our employment policy is based on the principle that every employee is essential regardless of their gender, ethnic origin, age, creed, political convictions, or other attributes.

Equality and diversity are highlighted in Viking Malt's daily operations and the Group's recruitment and remuneration policies. We monitor gender equality across the company, in management positions, and in the Group Management Team and the Board.

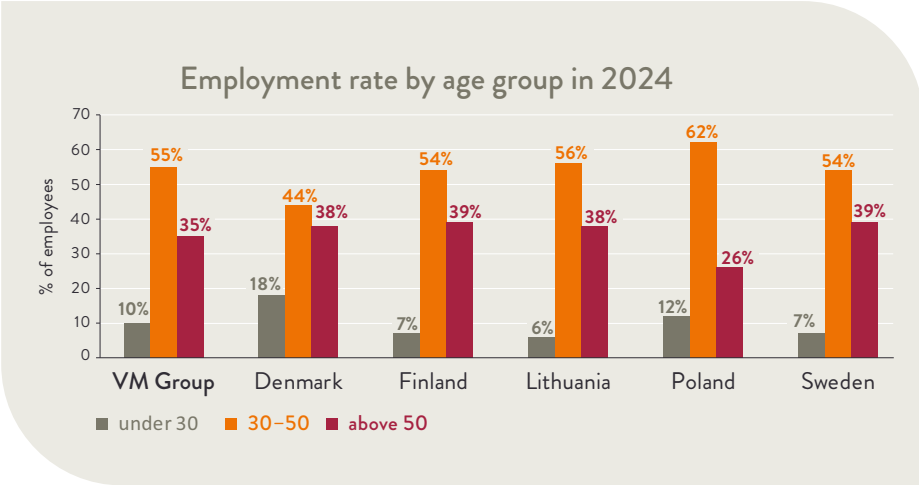
We executed the Sustainability Management policies/guidelines project in HR and launched several social responsibility guidelines in 2024. Together, these form a module in our social responsibility training. The implementation of these guidelines starts in the beginning of year 2025. The Equality and Diversity & Anti-harassment trainings were completed by all employees in 2024.

During 2024 we continued working on our salary system project. The Job Descriptions were harmonized, and we created a salary system with bands to meet the future expectations of the EU Salary Transparency Directive.

We have prepared for upcoming directives and the target for 2025 is to plan the communication and train all managers. During 2024 HR Managers received in-depth training for this.

We offer all our employees equal opportunities without bias and provide the same benefits to both part-time and full-time employees, including training and development programs. Most of our employees are employed full time with permanent work contracts.

Turnover rate in 2024 on the Group level increased compared to 2023. In Strzegom especially the logistics center's employee turnover was high during 2024. We have sought feedback; the compensation level was commonly mentioned.





Our Peakon/Workday full employee survey took place in November 2024. The results **continued to be very good.** The overall engagement score **was 8.4** which is within the best 5% in the industry. Based on the results, Viking Malt Group received the highest total points in the categories of Autonomy, Management Support, and Goal Setting.

The response rate has always been high and in 2024 it was 84%. The employee survey tool offers a platform for both anonymous and identified feedback and discussion online. This is complemented by follow-up face-to-face meetings. Action plans are created in the tool and followed up on an annual basis.

Social dialogue

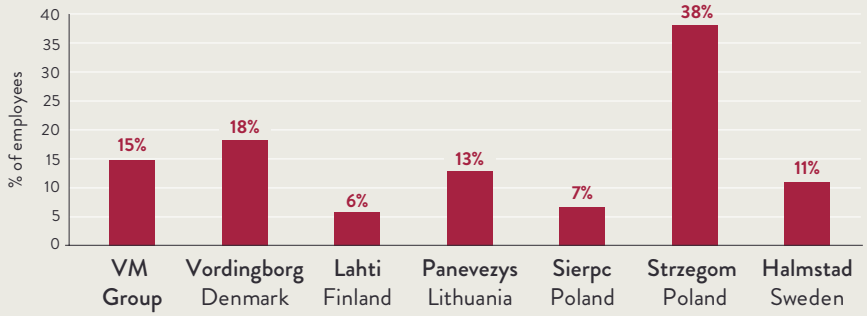
We affirm the right of all employees to engage in labour union activities. However, due to legal restrictions the unionization rate cannot be tracked. In Sweden, Denmark, Finland and Lithuania our employees (excluding top management) are **covered by collective agreements.**

During 2024, we did a targeted survey regarding CSR and Health & Safety. This was now the second time we covered CSR and the first time with a targeted survey regarding Health & Safety. It was positive to see that the question regarding managers working according to our values scored high. We also scored high in being a socially responsible company when it comes to respecting human and labor rights.

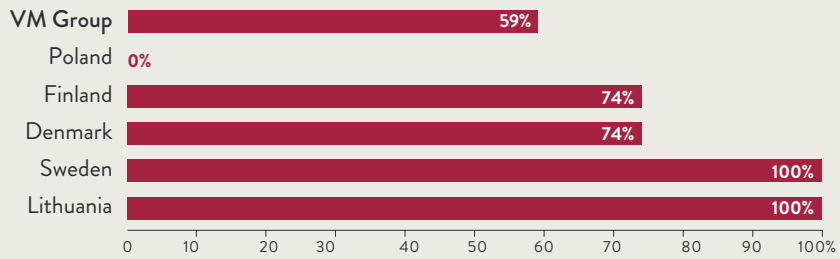
Parental leave

Our company not only allows but **actively encourages** employees to take parental leave. We recently initiated monitoring of leave days to better understand and support this important aspect of our employees' lives. By promoting and facilitating parental leave, we confirm our commitment to fostering an inclusive, equal and supportive work environment for all.

Employee turnover rate by site in 2024



Employees covered by collective bargaining agreements in 2024



In Poland, union participation is voluntary, we have an Employee Representatives Council.

TRAINING AND DEVELOPMENT

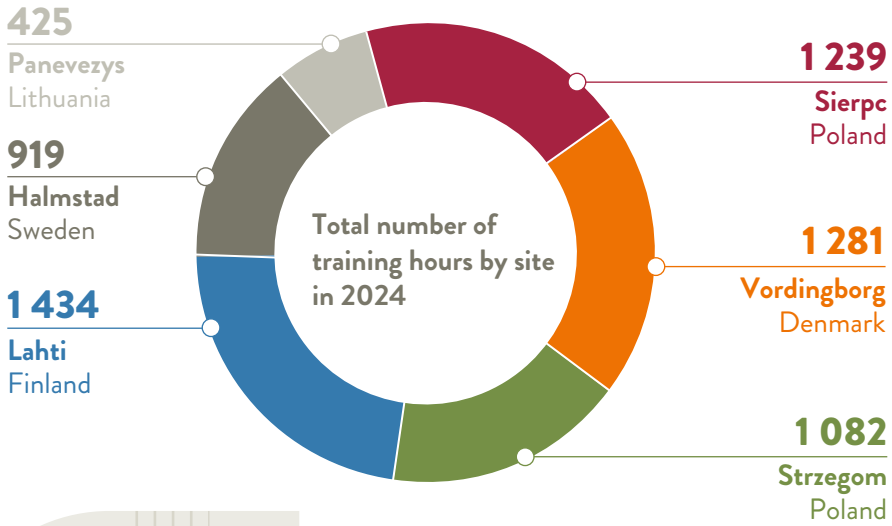
The highlight of 2024 was the launch of the Viking Malt Academy and the first meeting of the pilot group. Thirteen participants from different sites gathered in Lahti for a two day face-to-face training.

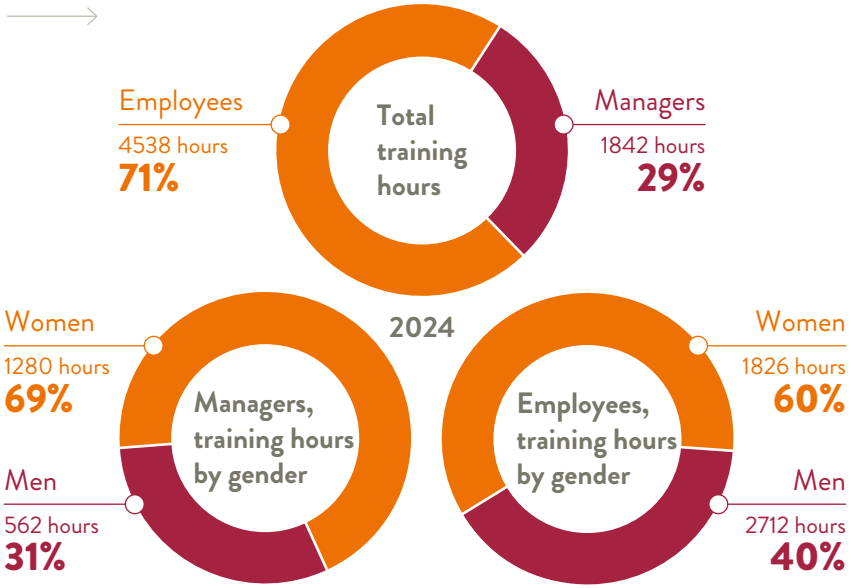
During 2024 we continued our Best Practice Sharing program across the sites. A group of four laboratory technicians visited the Lithuanian site. Findings were documented and implementation is followed up systematically.

Average training hours per person in 2024: 22

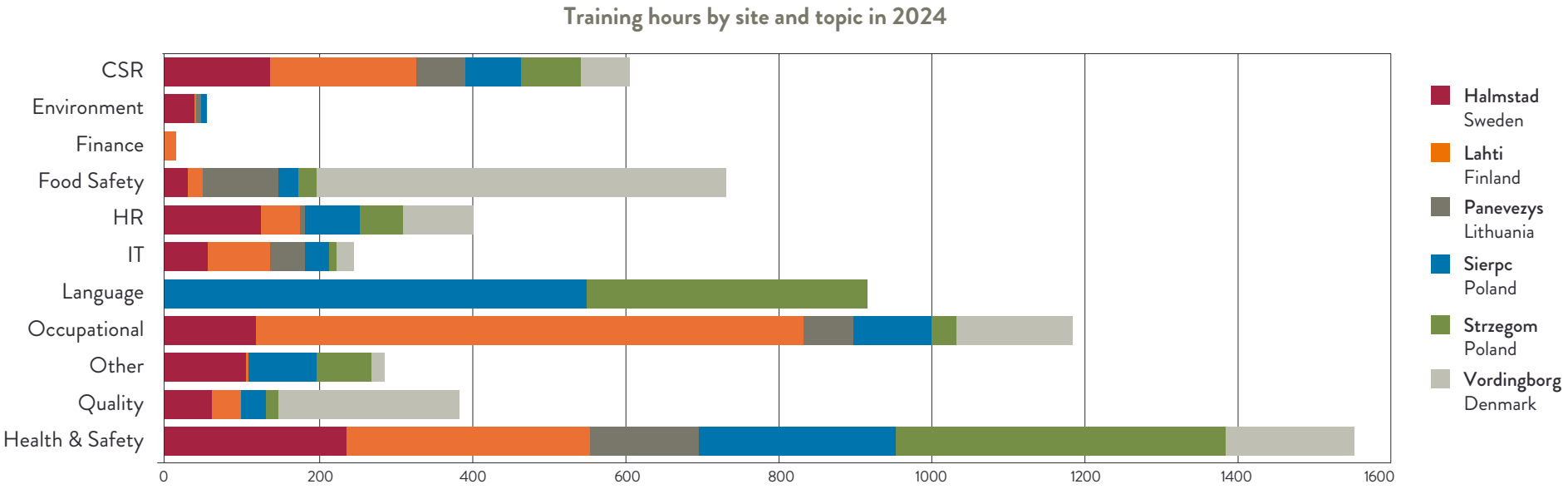
One of the highlights of 2024 training was our Viking Malt Academy program. Viking Malt Academy aims to be more structured, efficient and modern in people development, including in-person and online training. Training starts with our core business competencies in malting and expands to other functions.

We piloted the program in Finland with a two-day training session. The program covered sourcing, malting theory, quality, and environmental topics, and included a visit to our Finnish malt house. The pilot was highly successful, with excellent feedback from the 13 participants from all Viking Malt sites, confirming the program's attractiveness and potential for future roll-outs.




Employees
4538 hours
71%
Total training hours
Managers
1842 hours
29%
2024
Women
1280 hours
69%
Managers, training hours by gender
Men
562 hours
31%
Women
1826 hours
60%
Employees, training hours by gender
Men
2712 hours
40%


Number of training hours/person in 2024
35
30
25
20
15
10
5
21
13
17
33
21
31
22
Lahti Finland
Panevezys Lithuania
Halmstad Sweden
Vordingborg Denmark
Strzegom Poland
Sierpc Poland
VM Group


Training hours by site and topic in 2024
CSR
Environment
Finance
Food Safety
HR
IT
Language
Occupational
Other
Quality
Health & Safety
0
200
400
600
800
1000
1200
1400
1600
Halmstad Sweden
Lahti Finland
Panevezys Lithuania
Sierpc Poland
Strzegom Poland
Vordingborg Denmark

HUMAN AND EMPLOYEE RIGHTS

Viking Malt Group is committed to the UN Declaration of Human Rights, the Rights of the Child, and the Declaration of the International Labor Organization.

Our production sites and sourcing geographies are not located in risk countries with **respect to human rights.** However, we do recognize that the Nordic and Baltic regions have increasingly been affected by the international movement of people who often are in precarious life situations. We must be diligent in recognizing risks of any form of abuse, or any behaviors or procedures that violate human or labour rights. This applies to both our own operations and to our suppliers.

In 2024, as part of our due diligence process, we reviewed all suppliers of HR services, re-trained the Supplier Code of Conduct and updated contracts accordingly. We also did spot checks by interviewing some subcontracted employees and checking their ID documents, and asked about their working times and conditions. In addition, our internal and supplier HR audits, piloted in 2024, assess adherence to these standards in our operations and supply chain.





GOVERNANCE

LEADERSHIP

Our culture is based on our values: We Care, We Respect, We are Curious and Together We Strive for Success.

In 2024 one of the key targets was to continue to communicate the strategy and strategic initiatives. We discussed the progress of initiatives in our strategy regularly in Local and Group employee meetings and on the Intranet. Several strategic projects were visible to the entire organization during 2024 when, for example, the Viking Malt Academy was launched and the Best Practice Sharing project continued.

Our employee survey has a question about how well the senior management communicates the goals and strategy. The goals scored 9.0/10 and strategy scored 8.3/10, which is within the top 5% of the industry benchmark.

Related to Viking Malt's Core Competencies we added in 2024 a "How" part to competence evaluation in people development discussions. We want to especially emphasize the "How" as a part of systematic performance management. The goal in the coming years is to further develop performance management and organize training for supervisors.

Of our annual People Development Discussions, one is more focused on the competence development and succession planning. In the other discussion, we follow-up on KPIs.

Viking Malt Group Management Team members always have sustainability related KPIs. In 2024 the sustainability targets were functionally focused. 1–5% of Management Team members' annual salary was tied to sustainability in 2024.

Sustainability related KPIs were defined for strategic initiatives for Health & Safety, sustainable sourcing and climate change. All strategic targets are set by the management team and the annual bonus program is approved by the Board.



We plan to introduce a broader Leadership Training Program for middle management. This program will be a structured two-year training initiative, scheduled to begin in 2025.

BUSINESS ETHICS

According to our Employee Code of Conduct, transparency and integrity are cornerstones of operations in our organization.

Viking Malt has been a member of the Global Compact since 2020, and in line with that, our Employee Code of Conduct covers matters of human rights, labor rights, anti-corruption, bribery, food safety, and the environment.

We treat our customers and other stakeholders fairly, and we understand that they are vital to our business growth. It means we do not tolerate any practice that is not born of integrity, honesty and fairness. We base our business and operations on open relations.

We have a Whistleblowing Policy, a defined process for how to investigate potential cases, and an independent Whistleblowing Channel. The channel enables us to follow how well our policies have been implemented, e.g. with respect to matters of human rights, anti-corruption, and anti-bribery. The Whistleblower process is documented, and all employees are trained on it. Violations are treated fairly and within a reasonable time. According to the policy the employee who reported a violation must not be subject to retribution or any negative treatment because of that action.

In 2024, we received one report via the Whistleblowing Channel, which after due consideration was redirected to the internal HR process where it belonged. We also follow business ethics cases that may be reported or come to our knowledge via other channels. In 2024 there were none.

Donations to both local society and worldwide organizations are made annually, and the budget and guiding principles are approved by the Board.



During 2024, our Group-level GDPR Council was formalized and structured. In addition, GDPR training was launched for all personnel and 89% completed this during 2024. The training will continue during 2025.

Based on our internal ethical risks evaluation, our strengths are fair operating practices, such as relations with stakeholders, fraud prevention, anti-corruption, conflict of interest prevention, financial accuracy of reporting, and competition law.

In 2024 we updated the Social Responsibility strategy and created a CSR training program that consists of seven modules. During 2024, we published guidelines on:

- Equality and Diversity
- Anti-Harassment
- Human Rights Due Diligence
- Child & Forced Labor Prevention & Protection
- Overtime
- Equality, Diversity and Anti-harassment
- Data Ethics

We clearly communicate to our stakeholders that we only accept normal hospitality to or from our business partners and strictly reject corruption and other unfair practices. Internal audits offer means to control how purchase processes are implemented by sites.

Our internal and supplier HR audits, piloted in 2024, assess adherence to these standards in our operations and supply chain.

We ensure that all employees receive regular training on these guidelines to promote awareness and compliance.

Our Employee Code of Conduct describes Viking Malt's anti-bribery and anti-corruption policy.



OUR VIKING MALT – TARGETS AND KPIs

KPIs in Viking Malt	Unit	2020	2021	2022	2023	2024
Absence rate (sick leave hours/scheduled work hours × 100)	%	3.5	5.6	5.2	4.6	4.2
Lost Time Injury (LTIs)	No.	6	7	5	4	3
Personal Development Discussions	%	100	100	100	99.6	99.4
Employee survey results		8.1	8.0	8.5	8.5	8.4
Number of cases filed through the Whistleblowing Channel	No.	0	0	0	1	1*
Anti-Corruption and Competition Law training	%	–	–	–	57	100
Code of Conduct training	%	–	–	–	–	99.6

* We received one Whistleblowing Channel report, which was redirected to the internal HR process.

Targets:

- Zero LTI's
- Absence rate maximum 3.5%
- Personal Development Discussions with 100% of employees
- Code of Conduct 100% trained employees in 2024
- Anti-Corruption and Competition Law training 100% in three years for a specific group of positions

“We follow the Greenhouse Gas Protocol Corporate Standard to transparently report and manage our emissions across all production facilities.

3

METHODOLOGY DESCRIPTION

VIKING MALT GHG METHODOLOGY DESCRIPTION

Viking Malt has adopted the Greenhouse Gas Protocol Corporate Standard[1] as the basis for our greenhouse gas (GHG) accounting principles and we voluntarily disclose our full known greenhouse gas inventory, within our reporting boundaries in our annual Corporate Responsibility Report.

In this section, we define our GHG reporting boundaries and accounting principles within the Greenhouse Gas Protocol, Scope 1, 2 and 3.

Greenhouse gas emissions are given in metric tons of CO_2 equivalent (CO_2e).

The total emissions in tons of CO_2e (Scope 1 + 2) are reported both according to the market-based and location-based approach. The emission reduction targets are set according to the market-based approach. Viking Malt has set a science-based target through the Science Based Targets initiative with the base year of 2021. We disclose our emissions intensity as total emissions (Scope 1 + 2) divided by the total tons of malt produced by Viking Malt.

Financial control is used as our reporting boundary.

[1] https://ghgprotocol.org/corporate-standard

GHG protocol Scope 1

Direct GHG emissions from sources that are owned or controlled by Viking Malt, for example emissions from combustion in owned or controlled boilers,[2] furnaces, and vehicles.

Coverage:
Covers all six Viking Malt production facilities including own office spaces and fuel used to operate forklifts and company cars (Denmark, Sweden, Poland, Lithuania, and Finland). Three greenhouse gasses are covered for stationary sources: CO_2, CH_4 and N_2O, including CH_4 and N_2O emissions from combustion of biomass. Emissions are reported both according to the market-based and location-based approach.[3] Only CO_2 is included for mobile sources.

Not included:
Direct CO_2-emissions related to the use of biomass are not included in the total emissions, but reported separately. CH_4 and N_2O are not included for mobile sources.

Data sources:
Data on energy consumption is obtained from invoiced data from our utility providers and/or from readings of meters. Emission factors for coal, natural gas, LPG, diesel, and gasoline are, where available, based on official national sources. Where these are absent, factors are acquired from the IPCC Guidelines on Greenhouse Gas Inventories.

[2] Includes all natural gas consumption at co-gen plant in Vordingborg.
[3] Relates specifically to gas consumption where the residual mix under the market based approach is assumed 100% fossil and the grid-average is applied under the location-based approach.

GHG protocol Scope 2

Indirect GHG emissions produced by our suppliers in generating energy that we then purchase for our production, for example, emissions from purchased electricity and heat. We report according to the market-based approach and purchase Guarantees of Origin (i.e. an emission factor of zero is applied) for electricity consumption at selected sites. In addition, emissions related to electricity consumption are also reported based on location-based emission factors.

Coverage:
Covers all Viking Malt production facilities including office spaces (Denmark, Sweden, Poland, Lithuania, and Finland). Includes CO_2 for all sites. Other greenhouse gasses such as CH_4 and N_2O are included where data is available.

Own electricity production:
Own electricity production not directly used by own operations is not subtracted from electricity supplied from the grid.

Data sources:
Data on energy consumption is obtained from invoiced data from our utility providers and/or from readings of meters. Emission factors for purchased heat are obtained from our utility provider. Emission factors for purchased electricity are acquired from the national energy agencies (Denmark). Where these are absent, factors are acquired from the European Association of Issuing Bodies[4] (Poland, Lithuania, Sweden and Finland).

[4] https://www.aib-net.org/

GHG protocol Scope 3

Indirect GHG emissions from our purchase of raw materials and services.

Coverage:
Covers all Viking Malts purchases of raw materials, as well as the relevant other emission sources for all sites. Other environmental parameters are not quantified.

Data sources and methodology:
The financial teams on our sites collect the data from purchase data in accounting systems. Local inbound and outbound transportation data is collected from each site by our logistics teams.

Raw material purchase data is obtained as physical units and business flights data is partly obtained from our travel agencies as mileage and/or emissions. Some minor emission categories are reported in monetary units (EUR). Monetary units are also used to fill in any gaps in the above data sets.

Emission factors for other purchases except raw materials are from Exiobase.[5] The Exiobase contains emission factors on aggregated commodity groups based on purchases in Denmark. For a given purchase the same emission factor is used for all sites.

For purchase of raw materials the emission factors are country and cereal specific and obtained by license from the Mérieux NutriSciences Blonk (the Netherlands) database.[6] An adjustment has been made to the Finland national level emission factors to reflect that in our Finnish sourcing region 96–98% of the farmed hectares are mineral soils. The adjustment excludes only N_2O (i.e. CH_4 and CO_2 are still included).

[5] https://exiobase.eu/
[6] https://blonksustainability.nl/

The GHG protocol defines direct and indirect emissions as follows:

- Direct GHG emissions are emissions from sources that are owned or controlled by the reporting entity.
- Indirect GHG emissions are emissions that are a consequence of the activities of the reporting entity, but occur at sources owned or controlled by another entity.

The GHG Protocol further categorizes these direct and indirect emissions into three broad scopes:

- **Scope 1:** All direct GHG emissions.
- **Scope 2:** Indirect GHG emissions from consumption of purchased electricity, heat or steam.
- **Scope 3:** Other indirect emissions, such as the extraction and production of purchased materials and fuels, transport-related activities in vehicles not owned or controlled by the reporting entity, electricity-related activities (e.g. T&D losses) not covered in Scope 2, outsourced activities, waste disposal, etc.



HR data coverage

The data boundaries for the HR data include Viking Malt Group and Polttimo employees.

Independent assurance of greenhouse gas (GHG) emissions and HR data

A limited third-party assurance engagement regarding selected HR KPI's and greenhouse gas emissions data for Viking Malt's Scope 1, 2 and 3 emissions disclosed in the Annual Report for the period of 1st January to 31st December 2024 was performed by PricewaterhouseCoopers Oy.

The independent limited assurance report is available at (https://vikingmalt.com/about-us/reports/).

VIKING MALT

www.vikingmalt.com