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ATRIA

Good food – better mood.

Corporate Responsibility Report

2020



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ATRIA IS BUILDING A GOOD TOMORROW



The Corporate Responsibility Report describes Atria's responsibility work, its objectives and achievements. In accordance with Atria's responsibility strategy, the report is divided into four sections:

- **Planet:** work to achieve a carbon-neutral food chain;
- **Product:** animal welfare and product safety;
- **People:** Atria's responsibility as an employer and towards consumers, and
- **Responsible business** that provides a framework for all operations.

The report also presents responsibility indicators in accordance with the GRI standard.

Atria's reporting for 2020 consists of four separate complementary reports: Annual Report 2020, Financial Review 2020, Governance 2020, and Corporate Social Responsibility Report 2020. Atria's Annual Report 2020 is a PDF publication that contains all these reports.

All reports are published in Finnish and English.

Established in 1903, Atria is one of the leading meat and food companies in the Nordic countries, Russia and Estonia. Our company is highly appreciated by our customers, employees and owners. We have been producing food for more than 100 years, and we want to continue to do so, which is why our operations take account of the planet, people and product.

Atria's renewal and growth are based on commercial excellence and an efficient and responsible way of working. Our main product, good food, creates a better mood and sustainable value for all our stakeholders.

In 2020, our net sales were approximately EUR 1.50 billion, and Atria had around 4,440 employees in Finland, Sweden, Denmark, Estonia and Russia. Atria Plc's shares have been listed on Nasdaq Helsinki since 1991.

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Atria's goal of a carbon-free production chain gets closer even during the pandemic

The year 2020 was strongly marked by the Covid-19 pandemic. The highly contagious coronavirus disease spread far and wide across the world, impacting the lives of individuals, companies, and entire countries. Atria developed guidelines and procedures aimed primarily at preventing the spread of the disease, protecting the personnel from the SARS-CoV-2 virus, and keeping the company's production chain operational throughout. These objectives were achieved.

The SARS-CoV-2 virus is mainly transmitted through droplets, but also through aerosols at close range. There have been no confirmed cases of contact transmission through packaging, food products or goods. The most important new practices implemented by Atria were based on preventing the spread of the coronavirus with respiratory protection, good hand hygiene, and social distancing. Many people at Atria started working remotely early in the spring of 2020, and this will continue in the spring of 2021. Atria issued guidelines on travel, including travel bans, and limited gatherings and visits to company locations.

Despite the pandemic, Atria continued to implement its own ambitious responsibility programme on three major themes - the Planet, Food, and People. Food security was highlighted in a completely new way at the early stages of the pandemic. With the exception of the new practices, the epidemic did not have a major impact on our operations. Atria's security of supply remained good and we were able to meet consumer demand and customer needs.

Atria has solid safety systems in place even in normal times. We are used to dealing with food-related microbes, and are knowledgeable about risk management and food safety practices. Atria's investments in food safety know-how, our in-depth expertise in pathogen management, our risk assessment system, our risk prevention efforts and cooperation with universities and research institutes, as well as effective safety systems provide

a solid foundation for both ensuring product safety and combating a viral disease.

Steady progress was made in the project for a carbon-neutral Atria. A carbon-neutral food chain is one of our main goals, and we contribute to curbing global warming by developing sustainable and responsible food and livestock production. We also invest in food security, long-term food availability, biodiversity, and energy efficiency.

Atria has been working to increase transparency and traceability in its production chain for a long time. We have calculated farm-specific carbon footprints in our pork, beef and chicken chains. The traceability of the meat raw material to the farm has also made it possible to mark the product's carbon footprint on each product package. To apply Atria's principles of transparency and to increase consumer information, we were, to our knowledge, the first meat company in the world to have a carbon footprint label on consumer packaging of chicken products.

One of the purposes of calculating the carbon footprint is to identify points in the chain that can be developed. For example, the correct feeding of animals can significantly reduce the carbon footprint of meat. A-Rehu has been systematically investing in feed development and has been able to reduce the carbon footprint of its meat production chain that way.

Packages and packaging materials are one area of responsibility that interests consumers. Atria aims to reduce the amount of plastic materials and, in particular, fossil-fuel plastic origin in its packaging, and invests in recyclability. The new packaging for minced meat, which was previously launched in Finland, was also introduced in Estonia in 2020. The package reduces the need for plastic by 50% while reducing the product's carbon footprint by about 30%. In Denmark, the replacement of the top film of cold-cut packages with resealable thinner material significantly reduced the amount of plastic used in the package.



Our goal is to be a pioneer in responsibility in our field of business.

Atria's new strategy period started at the beginning of 2021, and responsibility is now even more firmly at the core of our strategy. Atria will be doing its share to meet the great challenges of our time. We are working to curb climate change and improve energy efficiency, we invest in renewable energy solutions and address human rights issues. Our goal is to be a pioneer in responsibility in our field of business.

Merja Leino
EVP, Sustainability
Atria Plc

We always operate responsibly

We are the Nordic leader in sustainable food production. Responsibility is managed and developed systematically and consistently across the Atria Group, and this is reflected in our operations at all levels. Common operating principles are determined at the Group level. Operations are aligned with these principles, and common development projects are determined for all business areas. Steering groups in the business areas analyse their stakeholders' expectations and initiate any necessary development programmes.



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PLANET

Food production is closely linked to the environment and natural resources. We have operated in an environmentally sound manner for more than a hundred years – and we want to continue to do so in the future.

We care about the environment and are committed to reducing environmental impacts at all stages of the food chain.

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Towards a carbon-neutral food chain

GRI 300, 102-44, 103-1, 103-2

Food production is strongly linked to natural resources and climate conditions. Our main goal is a carbon-neutral food chain by 2035. To achieve this goal, we are committed to reducing our climate impact at each stage of our business operations.

Climate change and global issues related to food production manifest themselves as both challenges and opportunities in Atria's operations. Stakeholders expect Atria to develop its industry sustainably and to apply best environmental practices. Sustainable meat production in Nordic conditions ensures the local availability of nutritious and well-balanced food, and also creates added value to consumers on export markets.

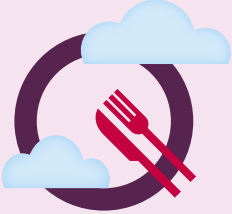
In accordance with its environmental policy, Atria works systematically to minimise its environmental impact. Atria is committed to reducing greenhouse gas emissions and other environmental impacts in its own production and across the food chain, from the field to the table. In addition, Atria requires its partners to operate in an environmentally responsible manner.

We manage Atria's environmental impact in many ways: we increase our energy efficiency, use renewable energy sources to an increasing degree, reduce waste, develop ecological packaging solutions, and use water and other natural resources responsibly.

In addition to ensuring that our operations meet the statutory requirements, Atria promotes the development of the whole industry. We promote new technologies that enable better and more efficient use of renewable energy sources and side streams. Atria collaborates with research institutions and other operators in the sector to increase knowledge of the environmental impacts of the food chain. This information can be used to develop both best practices and technology.



Atria shares the general concern about climate change, which requires measures from the entire sector. Atria wants to be part of the solution, which is why a carbon-neutral food chain by 2035 is our main goal for environmental responsibility.



A carbon-neutral food chain by 2035 is our main goal.

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Ensuring the energy and resource efficiency of the food chain

- **Ensuring the energy efficiency of our own plants** and also requiring efficient operations from our partners. [Read more on page 9.](#)
- **Improving the efficiency of primary production and ensuring that animals are healthy** are also ways to reduce waste. Atria's experts support producers in the development of sustainable primary production. Quality systems enable comprehensive monitoring at the farm level in financial management, feeding, condition management, and animal welfare, for example. [Read more on page 23.](#)
- **Innovative packaging solutions and reducing food waste** are efficient ways to reduce the food chain's climate impact. New and innovative eco-friendly packaging makes daily life easier for consumers while also reducing food waste. Plastic packaging is an important part of responsible, eco-friendly food production. When used appropriately, plastic packaging reduces climate impacts, as it prevents food waste by ensuring longer shelf lives. Atria is studying and testing alternatives to plastic packaging materials. [Read more on page 14.](#)



Collecting scientific information, understanding the environmental impacts of Atria's food chain and identifying its development potential

- **Atria carries out research** with other operators in the sector to standardise the principles for calculating carbon and environmental footprints, and to determine actual emission factors for emission sources that take Nordic conditions into account. Atria aims to improve the assessment of the environmental effects of the food chain to make them more transparent and easier to compare. [Read more on page 15.](#)
- **Calculating carbon and environmental footprints** enables Atria to verify that the measures implemented within the chain are effective, and ensure that the development efforts take the company in the right direction. We aim to improve the calculation process and tools to also enable producers to take part in concrete climate actions and take development measures at the farm level. [Read more on page 15.](#)



Making use of technological innovations and sources of renewable energy

- **We actively follow and support our industry's technological development** and related research. The company participates in developing technologies and innovations that hold business potential by applying them to its operations. [Read more on page 18.](#)
- **Making use of sources of renewable energy** and participating in the development of renewable energy solutions are part of Atria's operations. Atria ensures the energy efficiency of its operations and replaces fossil energy sources with renewable ones in line with a systematic action plan. Atria's primary production farms are also encouraged to do this. [Read more on page 9.](#)

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Systematic and controlled work for the environment at Atria plants

GRI 307

All Atria's production plants have a management system in place that complies with the requirements of the ISO 14001 and ISO 50001 standards. A certified management system provides third-party assurance of a proactive approach to environmental protection, energy efficiency and other statutory requirements, as well as stakeholders' requirements. The system is the management's tool for the systematic development of the company's own operations.

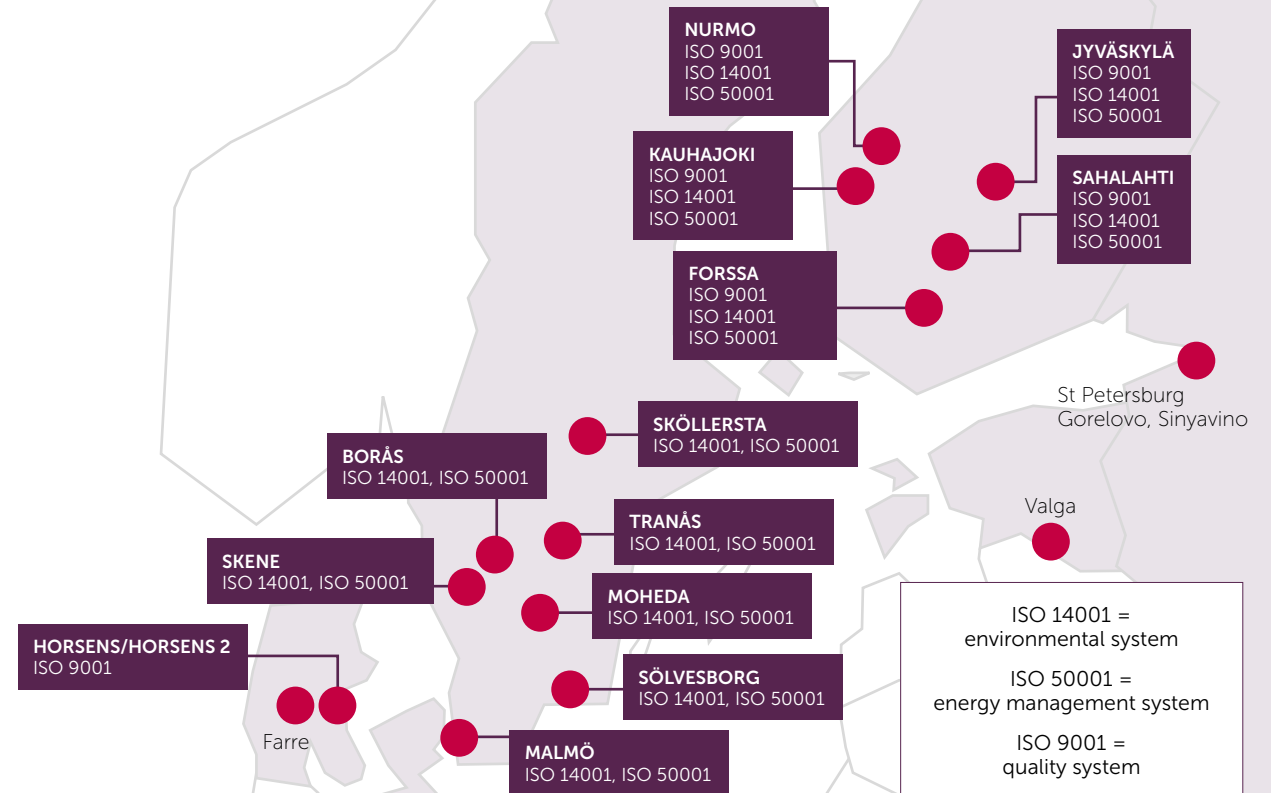
The operations of Atria's production plants are subject to environmental permits. Compliance is monitored by the environmental protection authorities in each business area. The authorities monitor compliance with the permit conditions such as emissions limits. In terms of chemicals, Atria's operations in Finland are monitored by the Finnish Safety and Chemicals Agency ((Tukes), and plant safety is monitored by the fire and rescue authorities.

The environmental permits specify Atria's reporting obligations to the authorities. If a plant experiences disruption, or if short-term emissions limits are exceeded, the plant in question is obligated to submit an immediate report to the supervising authority. All plants are inspected regularly, based on a risk classification created by the supervising authority. Inspections are also conducted based on complaints made by citizens and in the event of disruptions. A public inspection report will be prepared after each inspection visit.

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leaks, warnings or compulsory measures imposed by the authorities

ENVIRONMENTAL AND ENERGY MANAGEMENT CERTIFICATES AT ATRIA'S PLANTS



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CO₂ emission were reduced, targets were exceeded

GRI 302, 305

Combatting climate change and ensuring carbon-neutral food production are Atria's key goals. In our own industrial production, this means energy efficiency and replacing fossil energy sources with renewable energy. Detailed plans have been prepared for all business areas to achieve the emission reduction target.

Energy sources

The heat and steam used at Atria is produced using district heating, solid fuel, natural gas and fuel oil. In electricity consumption, the ratio between renewable and non-renewable sources of energy depends on the market situation and is determined using national energy statistics. The electricity produced by the solar panels at the Nurmo plant is also renewable electric energy.

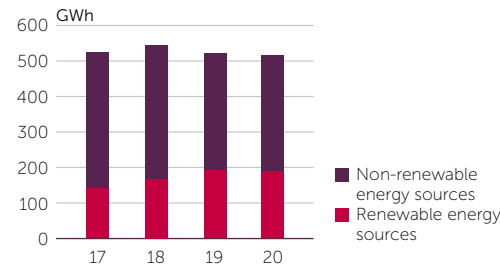
Atria Group's energy consumption in 2020 was 514,976 MWh. Total consumption was almost at the level of the comparison year 2016, but consumption per kilo produced decreased by 2.3% from the comparison year 2016.

This was achieved through measures to improve energy efficiency.

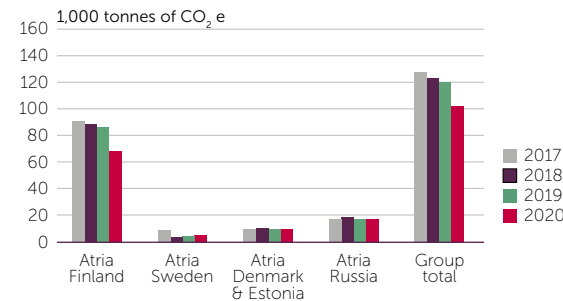
Atria's carbon footprint

Atria Group's carbon footprint has been measured since 2016. The Group's goal has been to reduce carbon dioxide emissions by 25% by 2025 compared to 2016 emissions. This target was already reached in 2020, when emissions were 27% lower than in 2016. The reduction was due to the increased use of renewable energy sources, such as solar energy, and bio-based fuels in heat production. >

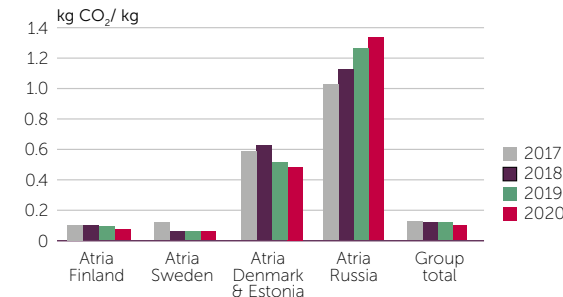
Energy consumption by primary source



Carbon footprint by business area



Characteristic carbon footprint relative to production output by business area

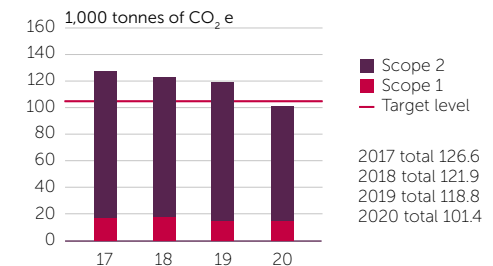


The goal is to decrease carbon dioxide emissions by **-25%** by 2025 from the 2016 level. This goal was achieved in 2020.



The goal is to increase renewable energy

Atria Group's carbon footprint



The carbon footprint calculation is based on the international The Greenhouse Gas Protocol standard. The calculation covers carbon dioxide emissions from Atria's industrial production process in companies of which Atria owns more than 50%, in line with Scope 1 and Scope 2.

Scope 1 (red) covers direct emissions from energy sources that are owned or controlled by the reporting company, and that are used for heating and production, for example.

Scope 2 (purple) covers indirect emissions from purchased electricity, steam and heat production, and from cooling. Scope 2 reporting is based on a cost-based calculation method and employs the emission values of known energy sources or the national residual mix. For Russia, the calculation employs the location-based CO₂ emission value reported by the International Energy Agency (IEA).

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KWh
↓
5%
more efficient energy use by 2025 as compared to the 2016 level.

Energy management

Atria's energy management system is based on the ISO 50,001 standard. The Group's energy management team determines our common energy and environmental policy and the related goals, targets, indicators and management procedures. In addition, energy use and the effectiveness of implemented measures are analysed, and best practices are shared at Group level. The business areas are responsible for preparing and implementing plant-specific action plans to achieve our energy and environmental targets, and they report on their progress to their management teams and the Group Management Team.

In addition, voluntary agreements are a way to meet international energy efficiency obligations concerning the government. This way of working has been chosen by the government in cooperation with various industries. For example, the current energy efficiency agreement period in Finland runs from 2017 to the end of 2025. Accordingly, Atria is committed to increasing its energy efficiency by 7.5% from the 2015 level. There are dozens of efficiency measures and together they exceed the set target.

HOW WE WORK:

Finland:

Atria Finland has reported 14 energy efficiency measures. The most significant are investment in heat recovery in the pig slaughter line and the savings achieved through process improvements. Investments in heat recovery at the Sahalahti plant have also brought significant energy savings.

Sweden:

Atria Sweden has reported a total of nine energy efficiency measures. These relate to improvements made as a result of the findings of energy analyses carried out at production plants as part of continuous improvement.

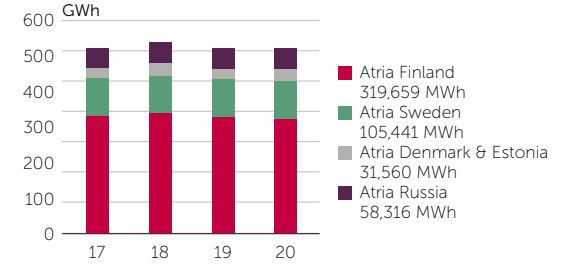
Denmark and Estonia:

Atria's Valga plant invested in solar panels.

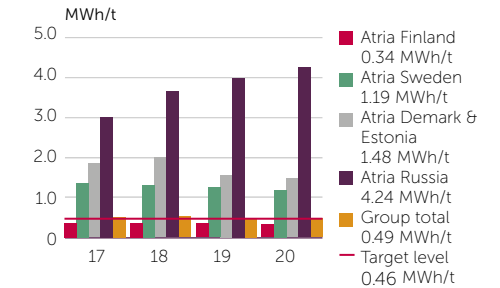
Russia:

Atria Russia achieved major energy savings by investing in the modernisation of its refrigeration equipment.

Energy consumption by business area



Energy efficiency in the Atria Group



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Responsible water consumption

GRI 303

Atria needs clean water for processes requiring a high level of hygiene and for cleaning its production facilities. In connection with the environmental permit processes of Atria's production units, the environmental impacts of their water use and wastewater are assessed. Based on the assessment, the control authority has determined risk management measures and monitoring procedures for the units. According to a review conducted in 2020 using WWF's Water Risk Filter, Atria's operations are located in areas where no significant risks related to water use have been identified.

Although the use of water does not have significant environmental impacts on the operating environments of Atria's production units, securing the quality and adequacy of water is important for Atria's operations. This is why Atria cooperates with local water utilities and wastewater treatment plants. Cooperation is emphasised at the Nurmo production plant whose water consumption is locally significant. Smooth cooperation with local operators aims to address regional impacts and to ensure the uninterrupted supply of clean water, as well as to prevent any disruptions in wastewater treatment.

In 2020, Atria published its water responsibility commitment which means that the company is also

committed to promoting sustainable water use together with its primary production stakeholders. This commitment is supported, inter alia, by the measures mentioned in Atria's Baltic Sea commitment to the Baltic Sea Action Group. Read more on page 18.

Water consumption

Areas where water use can be made more efficient are identified through continuous systematic monitoring. The Group's water consumption was 3,048,193 m³ in 2020. Its total water consumption decreased by 5.2% year-on-year. Water consumption per kilo produced decreased by 6.5%. Water consumption was reduced especially through water-saving measures at Atria's plants in Finland.

Wastewater

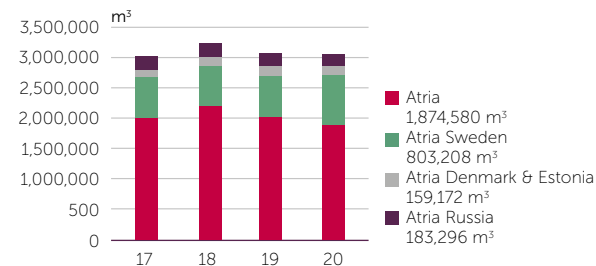
Wastewater from Atria's production plants is treated at local treatment plants before being directed into natural waterways. Around 80% of the wastewater generated by Atria is pre-treated at Atria's production plants before being discharged into the local wastewater network. Plant-specific environmental permits determine the threshold values for wastewater quality. Wastewater quality is monitored

in accordance with the plants' self-monitoring plans. A predictable and stable organic load in wastewater is important for the operation of wastewater treatment plants. The BOD7 load* and the quality of the wastewater met the official requirements during the review period. The reported BOD7 value is the product of the total wastewater volume and the average of the BOD7 contents measured during the year. At some of the Group's plants, the reported load is not based on measurement data. For these plants, the reported load has been estimated based on loads generated by similar facilities.

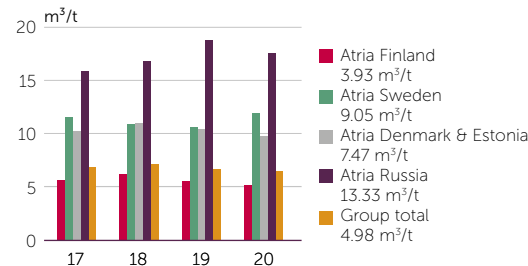


The goal is responsible water use

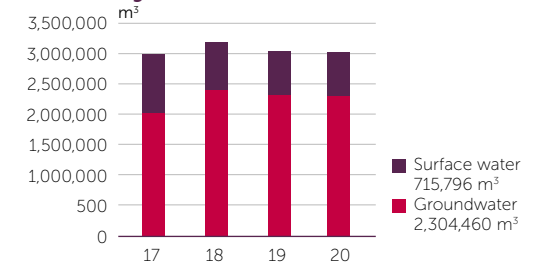
Total water consumption by business area



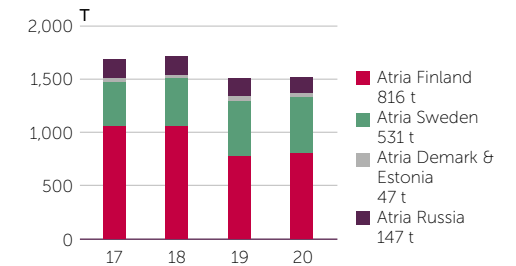
Water consumption in proportion to production



Total water consumption by source



BOD7 emissions, total



* The BOD7 value indicates the amount of oxygen consumed by the organic matter in wastewater in microbiological oxidation over a period of seven days.

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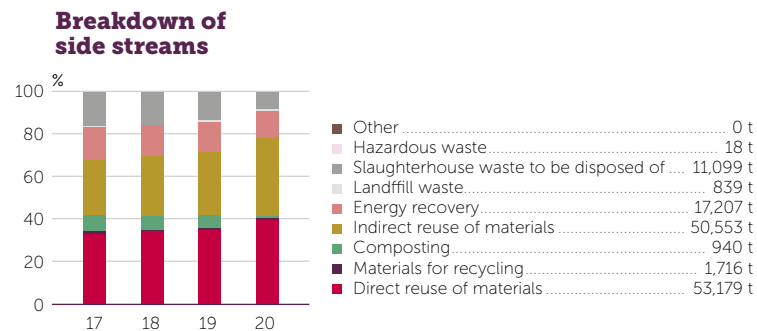
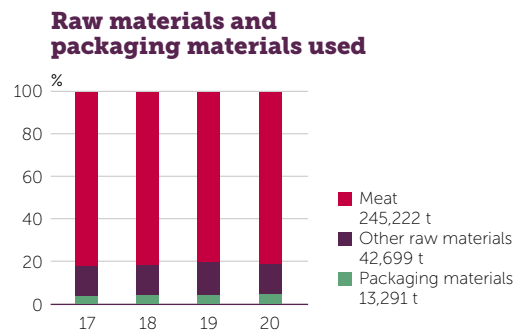
Utilisation of raw materials and other materials

GRI 301, 306

The careful and efficient use of raw materials and other materials lays the foundation for Atria's sustainable solutions. Food production has a long experience in the circular economy, where various side streams are generated in addition to the actual products. The goal is for no part of the raw materials and other materials to remain unused.

Materials that cannot be processed into products are directed to be used in pet food or fur animal feed, or as protein and mineral products in natural cycles in line with the principles of the circular economy. Only a tiny fraction of all material flows is unusable and ends up in landfill sites or is treated as hazardous waste. In practice, only materials used as processing aids that cannot be recycled end up as landfill waste.

Atria was among the first companies to join the material efficiency commitment of the Finnish food industry in 2019. Supporting the joint goals of the industry through the commitment, Atria has specified practical measures to further improve material efficiency in production processes, in addition to developing product and packaging solutions. The company is also committed to increasing awareness of the opportunities and means of material efficiency in the food chain and among consumers.



Waste is managed by means of daily management

During the ended strategy period, Atria focused on strengthening its anti-waste operating culture. Atria's internal waste management aims to improve value creation for material flows suitable for food production.

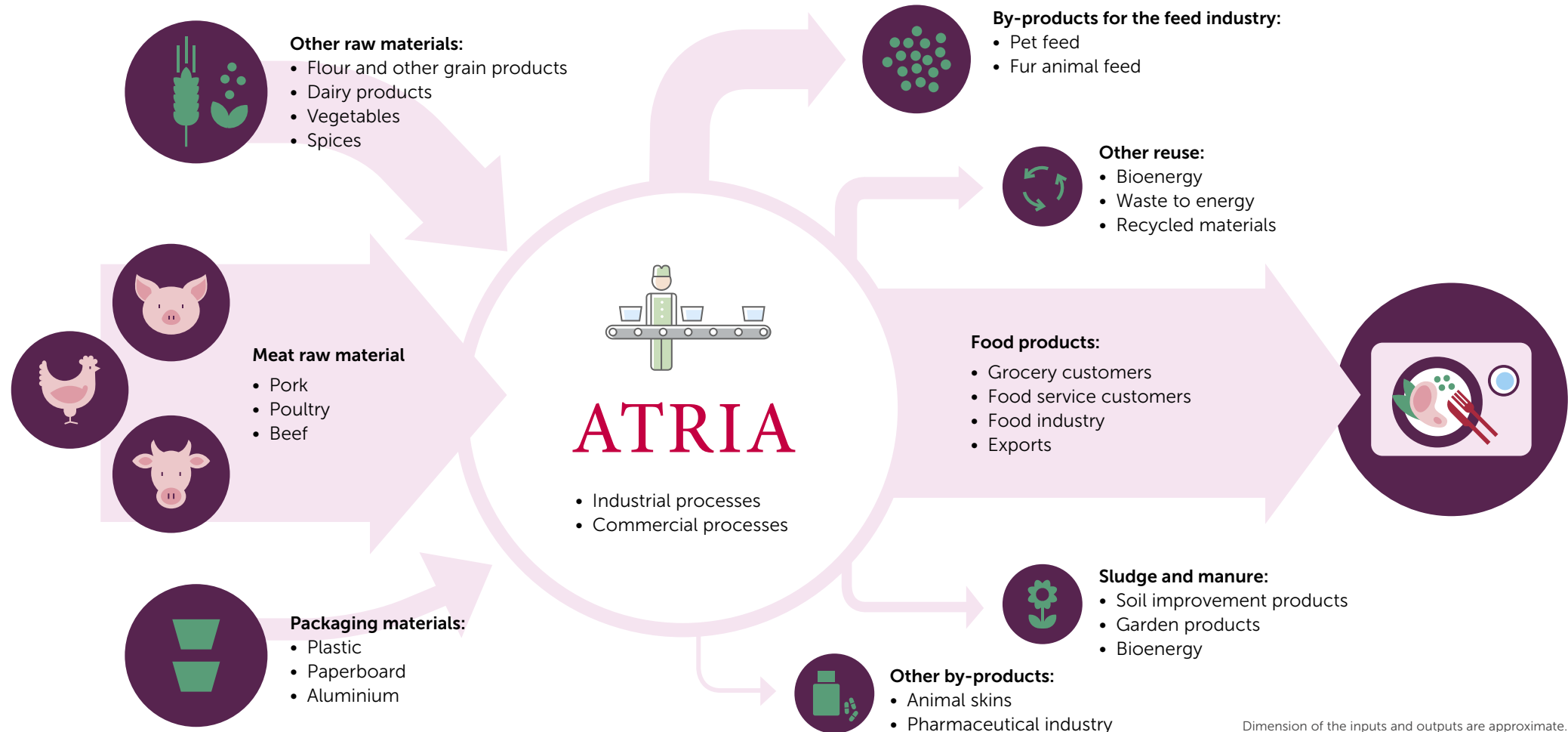
Wastage is managed in accordance with the same principles in all business areas of the Group. The various types of process waste have been identified and monitoring indicators have been created for them. They are displayed at the departments and daily management reacts to deviations without delay. The amount of waste is affected by the actions of the personnel, but investment in processes is also required.



The goal is to reduce waste in all production.



Material efficiency promotes the circular economy



Dimension of the inputs and outputs are approximate.

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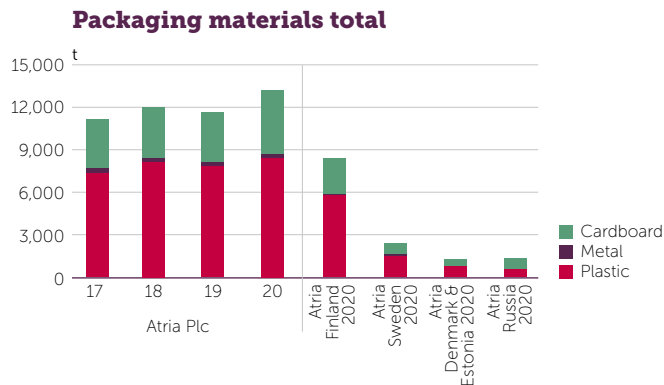
Safe and ecological packaging

GRI 301

In product packaging, Atria aims for overall optimal solutions, with the main focus on ensuring product safety. Packaging design aims for material efficiency, and the packaging is either recyclable or suitable for energy recovery. In addition, the packaging materials used in the food industry are subject to strict regulation by law.

The development of ecological packaging solutions means addressing the whole value chain. For this reason, the environmental impact of packaging is assessed comprehensively.

Plastic is still the most environmentally friendly alternative in many cases: it prevents food waste by protecting the product and improving its shelf life. The environmental impact arising from food waste is considerably more significant than that caused by packaging. Despite this, Atria is also seeking to reduce its use of plastic and to develop functional packaging solutions from alternative materials with its partners.



HOW WE WORK:

Finland:

The seasoning packet solution launched by Atria in the summer of 2020 received an award in the Nordic Scanstar competition. The seasoning packet is an entirely new packaging innovation that maximises usability, hygiene and convenience, while reducing the amount of plastic in the package by 20%. This reduces the use of plastic by around 7 tonnes annually.

Denmark:

New 3-Stjernet cold-cut packages with a thinner packaging material were introduced. The new packaging weighs 25% less, which reduces plastic consumption by about 100 tonnes per year. Although the thinner packaging material involved the risk of reduced usability, a concept study found the consumers' experience of the new packaging to be positive.

Estonia:

The new packaging for minced meat, which was previously launched in Finland, was also introduced in Estonia in 2020. The package reduces the need for plastic by 50% while reducing the product's carbon footprint by about 30%.



The goal is to develop sustainable packaging solutions

Packaging solutions guided by carbon footprints

Ensuring safety and minimising waste

The primary function of packaging is to protect the product and prevent food waste by informing the consumer about product qualities.

Reducing the use of plastic

Packaging must be material-efficient. Atria is looking for the most technically and economically functional solution, using as little packaging material as possible without compromising the primary function of packaging.

100% eligibility for the recycling system

All Atria packaging can be taken to material recycling without problems because it is either recyclable or suitable for energy recovery.

Easy to use and transport

The packaging is designed to save space in transportation and in the refrigerators of customers and consumers. This minimises the emissions from the transportation and storage of the products.

Nordic primary production is environmentally friendly

Producers play a key role in mitigating the environmental impact of primary production. At the farm level, minimising environmental impacts means farm-specific solutions based on the type of production. Resource efficiency and good input-output ratios play a key role in terms of the environment.

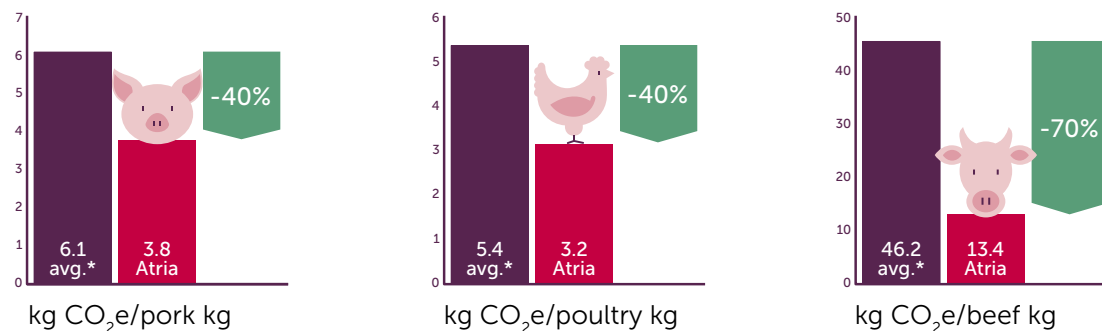
Atria Finland has calculated the carbon footprint of pork, beef and broiler production from the farm to the slaughterhouse. The results prove that the Finnish production method significantly reduces the climate impact of meat production in international comparison.

According to the carbon footprint calculation completed in 2019, the carbon footprint of Atria's sample beef is around

70% lower than the international average. The carbon footprints of Atria's sample pork and poultry are around 40% below the international average.

During the reporting period, Atria has further developed the calculation of product life cycle. The company has identified the environmental impact of their own primary production chain and modeled how the production emissions distribute into product streams and side streams. Atria has decided to join a project led by the Natural Resources Center (Luke) that aims to harmonize the calculation methods of the environmental footprint of the food products.

Carbon footprint* of Atria's meat is significantly smaller than international average



* The carbon footprint was calculated in cooperation with Envitecpolis and Atria family farms. The farms selected for the calculation represent the average in Atria's production chain. Envitecpolis uses the international Cool Farm Tool in carbon footprint calculations. The Cool Farm Tool is a special tool for calculating carbon emissions from primary production, and it enables the calculation of carbon footprints based on farm-specific information and operations. The calculations are based on the calculation methods of the IPCC (Intergovernmental Panel on Climate Change) and the newest scientific information in the field. The international average has been published in a report by the FAO (Food and Agricultural Organization of the United Nations): www.fao.org/3/i3437e/i3437e.pdf.



CARBON FOOTPRINT OF PRODUCTS

In 2020, Atria Finland became the first producer in the world to use carbon footprint labelling on its chicken products. This was made possible by modelling production emissions. At the same time, a forward step was taken in calculating the carbon footprint of products in general.

Atria Sweden reports the carbon footprint of its Food Service products using the emission factors from the climate database of RISE (Research Institutes of Sweden) for various raw materials.

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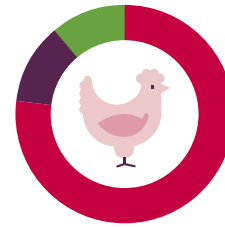
Sustainable feeding of animals

Atria farms form a domestic production chain that invests in responsible and sustainable solutions. Atria's goal is to be the best partner for its producer-owners and to ensure that the farms will continue to do well in the future. This is why we offer our producers comprehensive expert assistance that takes into account the farm as a whole and the decisions made there.

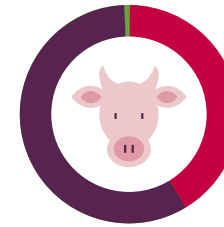
Animal welfare and the profitability of primary production can be improved, and environmental impacts can be reduced significantly through alternative animal feeds. In addition, ethical questions related to soy and other raw materials used in feeds for production animals contribute to the direction of feed production and development work. Increasing protein self-sufficiency and abandoning the use of soy require the development of feeds in close cooperation with crop farmers, the feed industry, and livestock producers.

The feeding of production animals on Finnish farms is primarily based on domestically-grown grains. Barley is fed to pigs, oats to chickens, and grass from the producers' own farm to cows. Supplementary protein, vitamins and minerals are also required, as they are essential for animal growth and welfare.

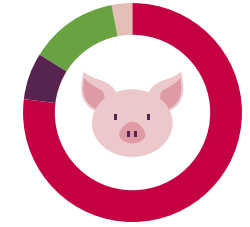
This is what the menu for the animals at Atria Family Farms looks like



- Finnish hulled oat and wheat77%
- Rape seed, pea, fava bean, plant oil, minerals, micronutrients, vitamins.... 13%
- RTRS certified soy10%



- Finnish grain41%
- Grass silage 58%
- Minerals.....1%



- Finnish grain77%
- Rape seed, pea, fava bean, plant oil, minerals, micronutrients, vitamins.....7%
- Barley protein feed 13%
- RTRS certified soy3%



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Sustainable soy

Atria actively strives to reduce the use of soybean meal and is committed to the use of responsible soybeans in its production chain. Atria's customers also require that responsibly produced soy is used in the primary production of animal-based food.

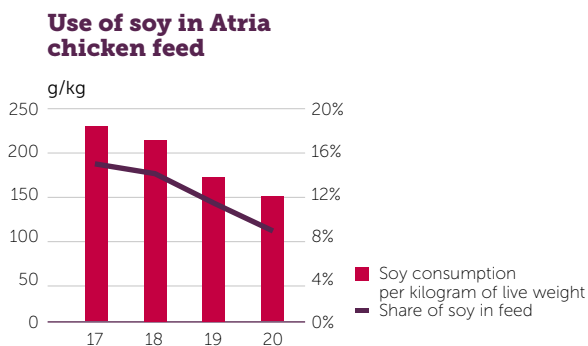
Imported soyabean meal is replaced with de-hulled oats, field beans and fava beans in chicken feeds. The cultivation of field peas and broad beans improves the texture and nitrogen economy of the field while also reducing the need for synthetic fertilisers. At the same time, they diversify the crop rotation.

Barley protein feed from the ethanol industry is the most significant way to replace soya on pig farms. The use of domestic broad beans has also increased.

A-Rehu has not used soybean meal in beef cattle feeds since the autumn of 2017. Cows get the majority of the protein and other nutrients they need from farm-grown green forage. The protein supplement given to cows consists of a Finnish rapeseed extract or European rapeseed meal.

When soy is used, it is responsibly produced and complies with either the Pro Terra or the RTRS standard. A-Feed uses both GM-free and GM soybean meal. Due to difficulties in the availability of non-GM soybean meal and in the predictability of its price, we do not commit to the use of non-GM soybean meal.

All other raw materials in Atria's pig and chicken feeds are GM-free.



Sample covering 100% of Atria's total slaughtering volumes.

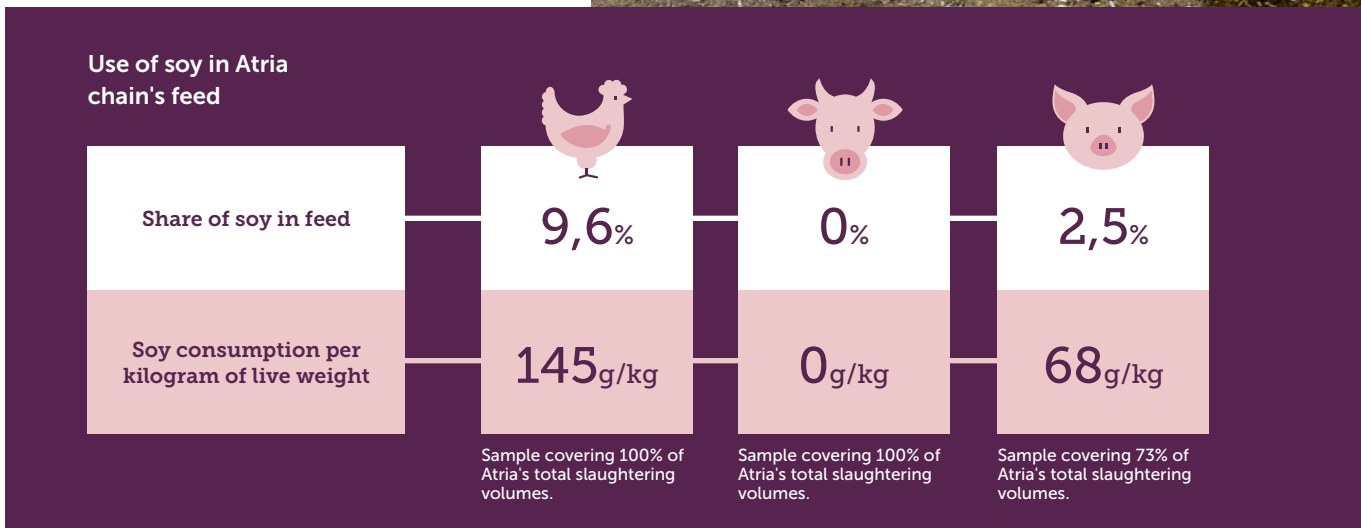
HOW WE WORK:

The final rearing phase of pigs has been completely soy free at Atria family farms since 2017. In 2020, Atria's pork chain showed that soy-free feeding can be compatible with both animal welfare and economic profitability.

Atria's feed plant investment, completed in 2020, provides sufficient capacity for completely soy-free pork production and the further reduction of soy use in chicken production.

The contract farming area for field peas has increased sevenfold from a year ago.

During 2020, we organised many farmer events to promote sustainable farming methods and operating models. The Farming Academy webinar series alone consisted of 14 events with more than 900 registered participants.



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The Baltic Sea commitment improves the environmental sustainability of the food chain

Achieving a carbon-neutral food chain requires cooperation from the entire industry. Atria started cooperation with the Baltic Sea Action Group by making the Baltic Sea commitment. The goal of the Baltic Sea commitment is to improve the environmentally sustainable food chain and livestock production together with BSAG networks, Atria's contract producers, and A-Feed's contract farmers. Atria's five-year commitment consists of three parts, which are discussed, for example, on pages 24–25 of this report:

1. Atria's commitment to reducing the environmental impact of livestock production includes optimising feeding, utilising side streams from the food industry, improving nutrient circulation, and utilising research to develop farm production.
2. Atria is developing co-operation between livestock farms and crop farms with the aim of improving nutrient circulation by developing manure use, making more efficient use of existing arable land, reducing greenhouse gas emissions from peat fields, increasing the cultivation of domestic protein crops, and promoting crop rotation.
3. Atria promotes the introduction of cultivation methods that improve the soil and carbon sequestration on livestock and crop farms by training its own experts and producers, and by communicating about best practices and research results.

Atria promotes research

Research cooperation with researchers and producers within the industry plays a key role in achieving a carbon-neutral food chain. Atria also supports the sustainable development of primary production by providing expert services to promote the development of production farms. Here are some examples of research and development projects in progress during the reporting period:

SiFos: Optimising phosphorus and nitrogen circulation in pig and poultry farms, Rural Development Fund for Mainland Finland, National Resources Institute Finland (Luke)

The project develops pig and poultry feeding with the aim to minimize the secretion of nitrogen and phosphorus. This is done by improving the real-time utilization of protein content in the feed at farms and also with the help of calculation tools with which the farmer can refine the nutrient cycle from feed to manure and from the field back to feed.

SYSTEMIC – Circular solutions for biowaste (European Union's Horizon 2020):

The project aims to find solutions to the increasing scarcity of resources by promoting a shift towards the circular economy.

Outlook and social impacts of Finnish livestock production (Development Fund of Agriculture and Forestry (Makera), National Resources Institute Finland (Luke), University of Jyväskylä, University of Turku):

The goal is to produce a research-based future scenario of the role of animal husbandry in Finland. The project produces information on the effects of livestock production at various intensity levels on field use, the environment, the regional economy, and foreign trade.

Improving self-sufficiency and efficiency of Finnish beef production through genomic selection (MAF, Luke):

The goal is to use new methods to enhance domestic beef production based on suckler cows. The environmental impacts of Finnish beef cattle will decrease with improved productivity.

SBYM – Environmental performance of Finnish pork and broiler meat production (Ministry of Agriculture and Forestry/ Development Fund for Agriculture and Forestry (Makera), National Resources Institute Finland (Luke):

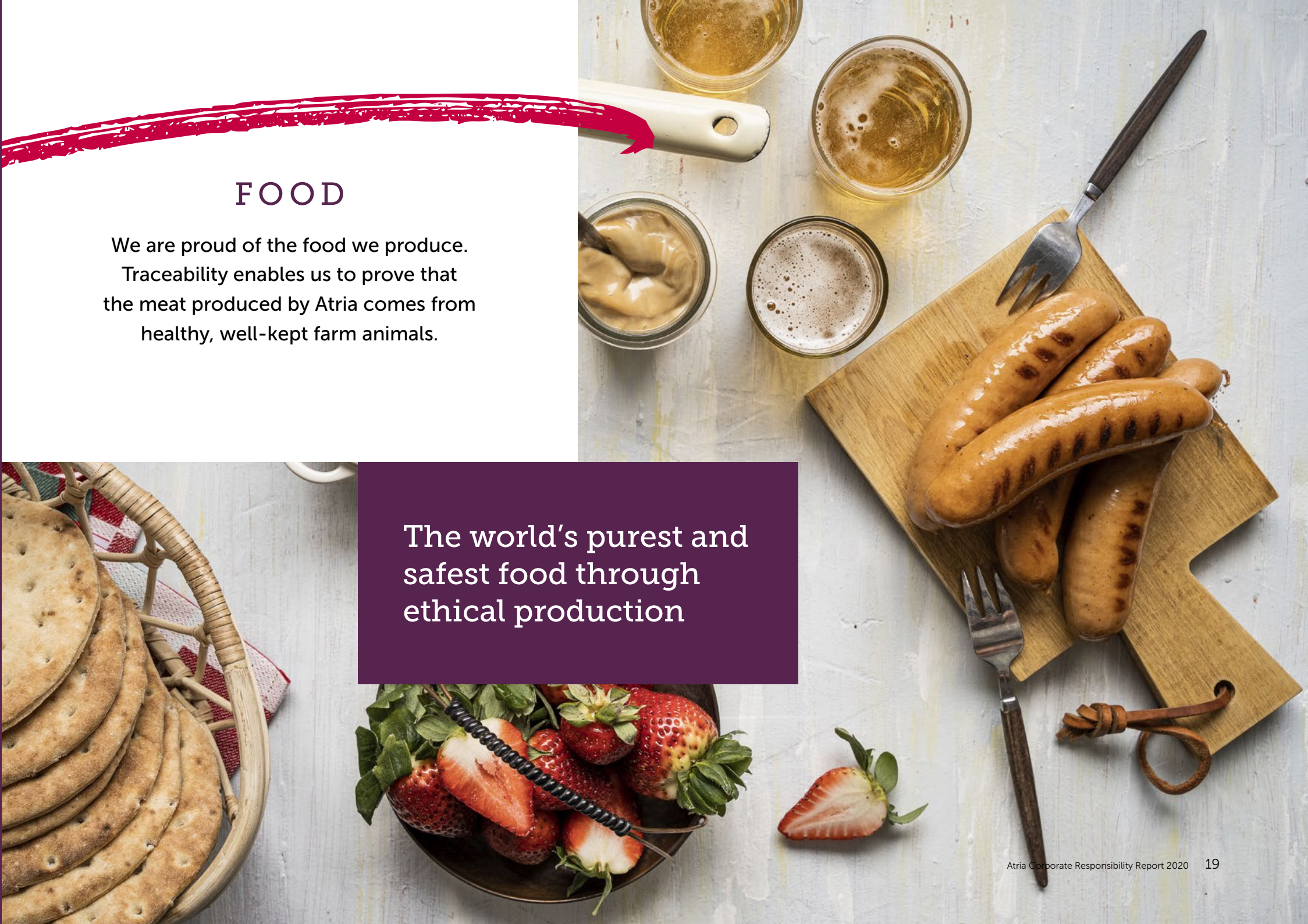
The goal is to produce reliable and confirmed information about the environmental performance of Finnish pork and broiler meat production.

CARBO – Carbon-neutral milk chain (Business Finland):

The goal is to verify and implement practical measures within Atria's chain that promote carbon sequestration in grass fields and reduce the carbon footprint of animal husbandry.

Grasslands as a carbon sink (JuuriHiili, Ministry of Agriculture and Forestry):

The project aims to quantify the potential magnitude of the carbon sequestration capacity of Finnish grasslands that are used for silage grass production.



FOOD

We are proud of the food we produce.
Traceability enables us to prove that
the meat produced by Atria comes from
healthy, well-kept farm animals.

The world's purest and
safest food through
ethical production



Meat procurement

Atria Finland's subsidiaries are responsible for meat sourcing, animal trading, and the development of animal husbandry for Atria Finland. The meat raw material of products sold under the Atria brand is 100% Finnish meat from Atria's own production chain. 4.5% of the beef purchased by Atria in Finland during the reporting period was organic. Atria has a broiler-rearing facility and slaughterhouse in Sweden, as well as piggeries and pig slaughtering operations in Estonia. The Atria Group also sources meat locally from its business areas, and small volumes from international markets.

Animal welfare

FP9

Animal welfare is ensured and can be verified across Atria's food chain. The journey of our products from the field to the table is transparent. Atria invests in sustainable primary production by improving animal welfare, management of the risk of animal diseases, antibiotic-free production, and feeding solutions in cooperation with meat producers, industry experts and researchers.

Consumers are increasingly interested in how production animals are cared for. From an ethical perspective, the legitimacy and environmental aspects of eating meat have been the focus of public debate for years. Atria wants to lead the way in proving that meat can still be an ethically sustainable choice for consumers. Even other stakeholders are expecting Atria to show its expertise and develop sustainable meat production in its production chain.

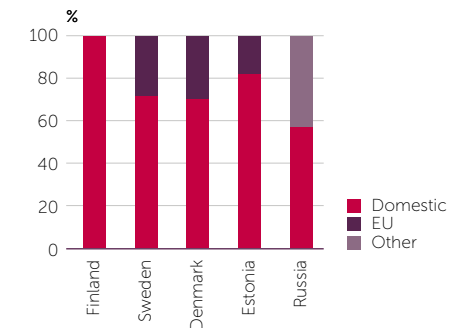
Animal health is ensured by further improving animal conditions and through the management of animal disease risks. This affects not only the profitability of the industry, but also public health. For example, the number of foodborne salmonella infections has decreased to a minimum in the Nordic countries through the effective

management of animal diseases. Animal diseases are a significant financial threat to Atria and its primary production chain. An uncontrollable animal disease outbreak would cause substantial losses to the entire industry. It would lead to restrictions in the trade and export of animals, meat and animal-based products.

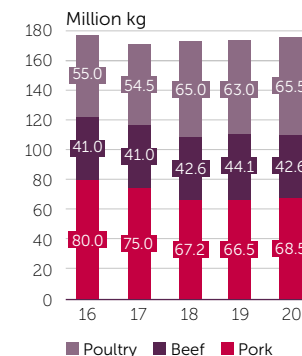
Correct feeding choices have a significant impact on animal welfare and the profitability and environmental impact of the primary production chain. Atria has the opportunity to influence these aspects through its own feed production, and the guidance it provides on feeding, cultivation, and land use. The feed products of A-Rehu Oy, an Atria Group company producing feed for farm animals, supplement the animal feed cultivated by production farms.

► Read more about the sustainable feeding of animals on page 16.

The origin of meat in the various business areas



Volume of meat processed by Atria (million kg)



Compared to the previous year, the meat volumes processed by Atria increased by 3.0 million kilos to 176.6 million kilos. Poultry and pork processing volumes increased almost as much. Atria is the market leader in the slaughter industry in Finland.

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Contract production model as the basis for the development of animal welfare

FP10, FP12

Healthy, well-kept animals are the key to profitable production. Atria procures its slaughter animals from contract producers whose expertise and competence functions as the basis of animal welfare.

Atria supports animal welfare with expert services and contractual instructions specified for each production type. Production contracts between Atria and producers, as well as the quality criteria in the terms and conditions for animal purchases and sales, form the framework of the collaboration. Thanks to a seamless chain, Atria's food is traceable: the company knows the origin, rearing period, feed, and care of each animal.

Atria is responsible for animal welfare management on its farms in Estonia and Sweden.

Animal Welfare Policy

In 2020, Atria completed its background research for an animal welfare policy for the entire Atria Group and meat acquisition. Atria's animal welfare policy is based on the Five Freedoms for animal welfare issued by the World Organisation for Animal Health (OIE). The policy puts a framework in place for good manufacturing practices (Atria GMP) applied in contract production and minimum criteria for the acquisition of other animal-based raw materials.

The animal welfare policies Atria follows and the continuous improvement of production methods are based on scientific evidence and the continuously monitored production results in our own chains. Atria collaborates with its stakeholders, such as contract producers, agriculture associations and authorities, and maintains a dialogue with parties interested in and taking care of animal welfare. The collaboration and dialogue help us ensure that Atria's own contract production maintains and develops best

practices, and that acquisitions from outside Atria's contract production maintain a sufficient level of animal welfare.

Atria's Good Manufacturing Practices

Atria's species-specific Good Manufacturing Practices are summaries for stakeholder communications of the verifiable practices applied in Atria's chain. They complete and specify the principles applied in the various phases of the production chain described in the animal welfare policy. Atria's Good Manufacturing Practices include a description of the animals that are reared, rearing methods, production circumstances, healthcare, physical measures, animal transport, and practices at slaughterhouses, among other things.

Supervision by the authorities supports facilities' self-monitoring

Dozens of official supervision representatives work at Atria's slaughterhouses every day. Official veterinarians monitor the entire slaughter process, from transport to storing the carcasses. The official veterinarians also monitor the animal welfare measures carried out as part of the slaughterhouse's self-monitoring.

No fines or coercive measures were imposed concerning animal transport, handling, or slaughter during the reporting period.



We do not accept animal welfare violations

Five fundamental animal rights

To ensure animal welfare across our chain, we require compliance with the Five Freedoms for animal welfare issued by the World Organisation for Animal Health (OIE):

1. Freedom from hunger, thirst, and malnutrition
2. Freedom from physical and thermal discomfort
3. Freedom from pain, injury, and disease
4. Freedom to express normal patterns of behaviour
5. Freedom from fear and distress

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Prevention of animal diseases

FP12

The effective prevention of animal diseases and excellent health of production animals are key strengths of Atria's primary production. Healthy, well-cared-for animals lay the foundation for efficient, economical and safe domestic food production. Transmissible animal diseases are prevented systematically in accordance with programmes prepared in cooperation with Animal Health ETT and the authorities.

The preventive healthcare work carried out by Atria has been effective. As a result of decades of systematic work, we have completely eliminated porcine enzootic pneumonia, mange, and dysentery from Atria's pig chain, for example. Salmonella is extremely rare in Atria's animal production chain, and any deviations are addressed immediately. All identified infections of salmonella are eliminated.

Contingency plans for highly transmissible diseases are maintained for each line of production animals. The purpose of the contingency plans is to prepare for any disruption caused by a possible animal disease, determine measures to minimise the loss and damage caused by an animal disease, and facilitate recovery from the occurrence of animal disease.

Atria's contract producers are required to comply with the production guidelines, which also cover the management of animal disease risks. As well as Atria's experts, Animal Health ETT and attending veterinarians provide farms with support.

* Animal Health ETT promotes the health and welfare of production animals in Finland by coordinating animal healthcare at the national level and directing imports of animal material and feed. This makes it possible to control the risk of animal diseases and lay a foundation for the safety of Finnish animal-based food products.



100%
of the chicken products sold under the
Atria brand are antibiotic-free.



The goal is to promote antibiotic-free production

We promote antibiotic-free production

Preventive work for the welfare and health of animals allows for freedom from antibiotics to such an extent that the animals do not need to be medicated with antibiotics throughout their lives.

At our farms, antibiotics are not used routinely without justification. Instead, only sick animals are treated on the basis of a diagnosis, avoiding unnecessary medication. Drug use on the farms is supervised by the farm's own attending veterinarian. Pharmaceutical records are supervised by municipal veterinarians. Through chain communication, Atria receives information about any medication administered to the animals.

We seek to promote antibiotic-free production across the Atria Group. As stated in our animal welfare policy, responsible antibiotic use is also required in the meat sourcing chains of all business areas.

Responsible primary production through seamless cooperation

In Finland, the authorities and Animal Health ETT, as well as Atria and other operators in its field, have developed their own, internationally unique systems for monitoring the welfare and health of production animals: the centralised health care register for Finnish cattle herds (NASEVA) and the national health and welfare register for swineherds in Finland (SIKAVA). Both systems monitor animal welfare based on five freedoms. During the reporting year, 100% of Atria's contract production volume came from farms that are members of SIKAVA, and 93% from farms that are members of NASEVA.

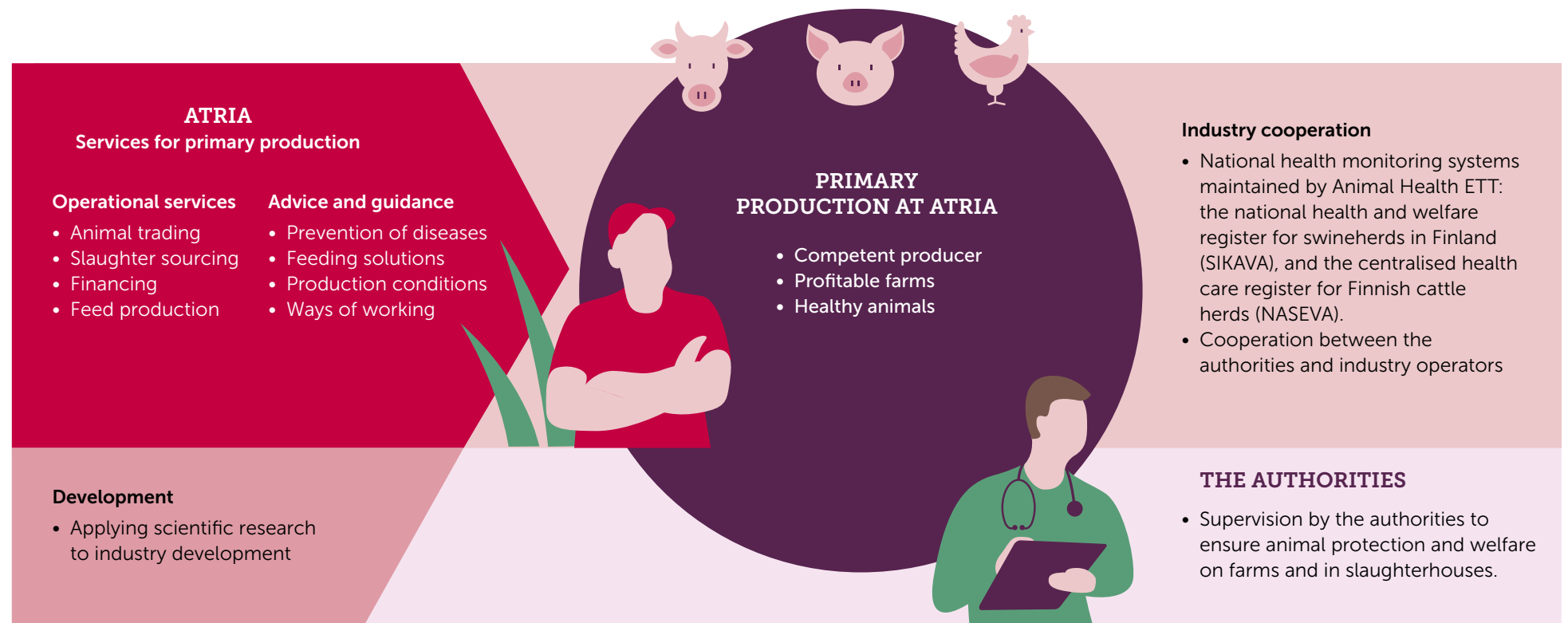
The broiler chain at Atria is closed, and the parameters related to animal welfare are included in a monitoring system shared with the producers. The monitoring data can be used to further improve animal welfare on farms and verify market needs.

In cooperation with producers and researchers in its field, Atria is developing sustainable production methods to promote animal welfare and animal disease risk

management, in addition to ensuring occupational safety and profitable production. Atria is actively involved in new investment projects, providing support for its producers.

All our operations are guided by animal protection laws: the Animal Protection Directive at the EU level, and the Animal Welfare Act and species-specific laws at the national level. Slaughterhouse operations are guided by the EU Regulation on the protection of animals at the time of killing.

► Read more about the fundamental animal rights on page 21.



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Atria promotes research

The organisation responsible for Atria's primary production actively monitors global research and development related to animal welfare. Atria also participates in practical research, the aim of which is to improve animal welfare and sustainable farming practices.



Biodegradable platforms for broiler enrichment (Finnish Broiler Association, Ministry of Agriculture and Forestry/ Development Fund for Agriculture and Forestry (Makera)):

The project evaluates the usability of biodegradable platforms, as well as their impact on animal health and welfare, and the utilisation of peat and manure as fertiliser and soil improvement, in addition to studying the energy potential and the economy.

Food Chain Project (Animal Health ETT, Ministry of Agriculture and Forestry):

The project aims for the collection of broiler welfare information at the national level and the introduction of the BioCheck disease protection assessment tool on Finnish broiler farms, in addition to improving disease protection on farms. The goal is also to publish the results of the national foot health study in connection with the project report.

Animal welfare labelling (Luke):

The project evaluates expectations and demands related to animal welfare labelling, and drafts a plan for implementing the label in Finland in the production of beef, milk, pork, eggs, poultry, and lamb.

New bedding solutions for cattle farms (Natural Resources Institute Finland):

The overall objective of the project is to promote and coordinate sustainability, resource efficiency and competitiveness in primary production. The project also studies the improvement of slaughter hygiene through more effective manure management.

Colibasillosis management in the poultry production chain (APEC) (Finnish Food Authority, Ministry of Agriculture and Forestry/Development Fund for Agriculture and Forestry (Makera)):

The project acquires information about the clonality of APEC strains, best practices to manage the disease, factors that expose animals to the disease, and the effectiveness of various vaccination practices. The results will make it possible to assess the effectiveness of vaccines and determine the suitability of currently used vaccines for the prevention of the disease.

Improved wellbeing through free farrowing (HY)

Examines the best practices of free farrowing and implements the acquired information. The project equips pork producers with the ability to respond to consumer

demands and values by producing high-quality food and improving animal welfare.

Biosafety, a prerequisite of pig farms of the future (Satafood, Finnpig)

The project develops the planning, implementation and assessment of biosafety in pig production farms and makes this more efficient.

Unharmful tail (HY)

The purpose of the multidisciplinary research project is to improve the profitability and competitiveness of pork production by promoting the welfare and health of fattening pigs. Among other things, the project will develop a computer vision system that is used to automatically monitor the state of tails and the weight of pigs as the pigs move to a fattening piggery.

Minimising antimicrobials (HY, TY, Vetcare)

The project produces ways to reduce the need for antimicrobials and develops a species-specific probiotic or combination of probiotics for pigs.

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Food safety and quality

GRI 102-44

For Atria, good food means accounting for the expectations set for the entire food chain in its operations, and a commitment to comply with the requirements pertaining to its products and business. Product safety is an absolute requirement for Atria. It applies to a product's entire lifecycle, from product development and acquisition of raw materials to the production and distribution of the product and instructing the consumer in its safe use.

Consumer trust in the safety of domestic food is strong in the Nordic countries. Atria has gained strong trust among its stakeholders concerning the quality and safety of its products. Atria's stakeholders require Atria to have a constantly developed system that guarantees product safety. International threats related to the sustainability and safety of food affect the internationalising industry by creating stricter requirements for food safety systems and verification, for example.

If materialised, a product safety risk could have fatal consequences for people's health and Atria's business operations. Atria therefore takes product safety extremely seriously. Atria's food safety, nutrition and quality policy lays the foundation for responsibility commitments, goal setting, and continuous improvement. Food safety management systems at Atria's production facilities are certified and covered by national authorities' comprehensive supervision.

We are aiming for a fully transparent food chain, in which consumers can be provided with information about the origin of all the raw materials, ingredients and packaging materials we use. By providing consumers with more detailed traceability information, we are verifying product safety and other product sustainability aspects such as the origin of raw materials.



We are aiming for a more transparent, comprehensive and batch-specific traceability of all raw materials, ingredients and packaging materials.

Products that can be traced all the way back to farms in Atria's chain:



72

chicken products



2

beef products



8

pork products

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Controlled food safety

GRI 416, FP5

Product safety is always Atria's top priority. Atria's product quality is based on authority and stakeholder demands, which Atria is 100% committed to. Product safety management systems are an important tool in further developing operations in the food industry. Atria's production plants have certified food safety management systems.

A certified system is proof of a proactive approach to quality control, food safety, and other statutory and standard-based requirements.

Atria's food safety management system accounts for the safety and health effects of products throughout their lifecycle from the acquisition of raw materials,

manufacturing process and distribution chains all the way to consumer use. All Atria products go through this review.

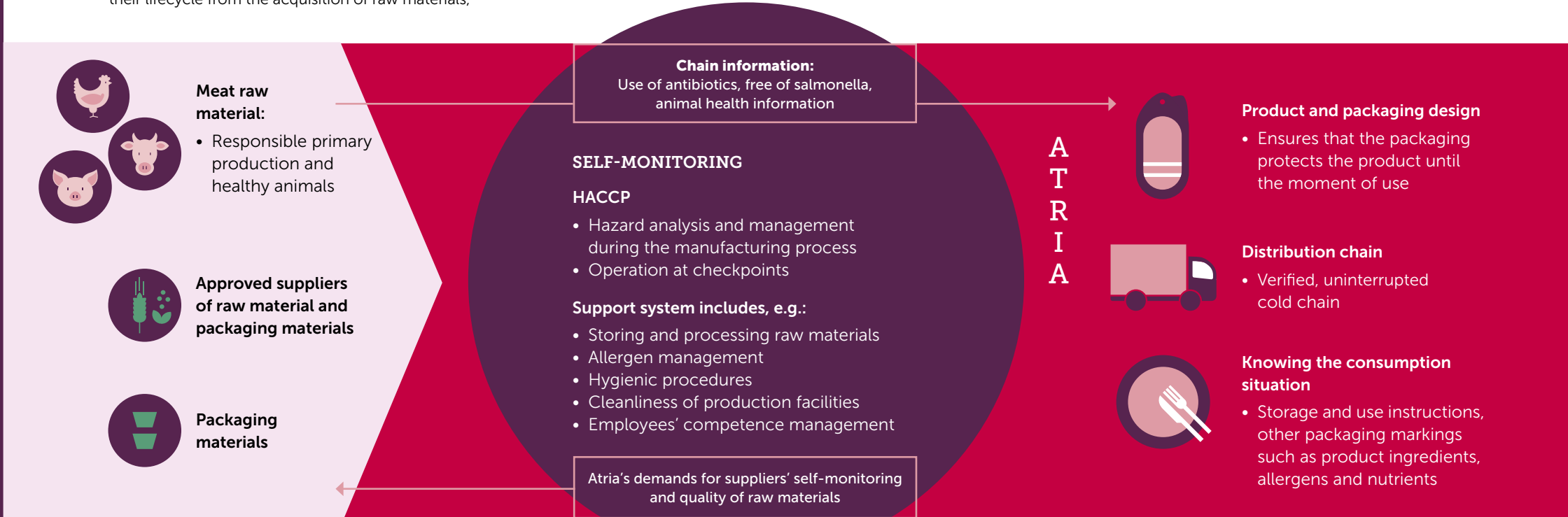
The food safety management system includes self-monitoring to ensure that the processes work properly and products are safe for consumers. Self-monitoring at Atria is based on the Hazard Analysis Critical Control Points (HACCP) risk management system and the support system for self-monitoring. The support system consists of procedures based on the Good Hygiene Practices (GHP) and Good Manufacturing Practices (GMP) in line with laws and standards, as well as their monitoring.



The goal is zero product recalls



The goal is quality and food safety criteria that exceed statutory requirements



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The shelf life and safety of Atria's products is analysed in its accredited and self-control laboratories. Atria also purchases laboratory services from its accredited partner laboratories.

Food safety and quality management model

Production quality development at Atria is supervised by a steering group consisting of representatives of quality control at different stages of the production chain. The steering group is responsible for preparing food safety, nutrition and quality policies and their implementation strategies, setting quality targets, monitoring the development of the quality situation, and organising development projects in cooperation with internal and external parties. The management team of each business area reviews the results of the operations annually.

0
fines or compulsory measures imposed by authorities for endangering food safety.

5
product recalls. 2 in Finland, 2 in Sweden and 1 in Estonia.

QUALITY, AND FOOD SAFETY CERTIFICATES

FINLAND	
FSSC 22000.....	100%
SWEDEN	
FSSC 22000.....	100%
DENMARK	
FSSC 22000.....	97%
ESTONIA	
ISO 22000.....	100%
RUSSIA	
FSSC 22000.....	100%

% of production in a facility with a food safety certificate

100%
level of assessment of products' health and safety effects

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Pioneer of food safety through research collaboration

Atria has invested in food safety competence and its development through research collaboration with the entire food industry.

Atria actively participates in cooperation within the food industry that combines scientific research with best practices to promote food safety. Atria is involved in several research projects in cooperation with universities, research institutions and the authorities. The purpose of these projects is to further develop expertise in food safety. The projects examine the prevalence and possible spreading routes of animal disease and food poisoning pathogens. They also further develop laboratory analytics and the identification of pathogens, in addition to improving risk management.

The research projects use the latest scientific information and methods. Scientific information is also used in harmonising the Group's quality and product safety criteria.

HOH Helsinki One Health

Atria takes part in financing the HOH Helsinki One Health network, which focuses on researching the shared health of people and animals. The Helsinki One Health initiative focuses on three areas: food safety, translational health research, and interspecies disease models, as well as animal health and welfare.



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We enable our employees to enjoy safe and meaningful work. We support consumers' well-being by offering healthy and tasty food.

Meals that support well-being and a good life



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Competent and healthy personnel

GRI 102-44

We offer Atria's employees safe and meaningful work with opportunities for professional development.

Atria's future depends on competent and healthy personnel. We want to offer employment that is satisfying to competent professionals and be one of the most attractive employers in the food industry. Safety at work is one of the cornerstones of our operations: Atria ensures in many different ways that our employees return safely home from Atria. Our long-term goal is zero accidents at work across the Atria Group. Atria encourages its employees to develop their skills and expertise both at and outside work. We also provide Atria's producers with training and extensive professional advice.

In Atria's business areas, the high level of social responsibility regarding employment relationships is largely based on the legislation of the countries of operation, which provide a framework for Atria's human resources management. In the international context, stakeholders expect Atria to have a strong position on social responsibility and to act responsibly to meet the key challenges of social responsibility. Atria's HR policy defines in more detail the material aspects of personnel responsibility related to employment relationships to which Atria is committed. Our Partnership Code of Conduct requires similar commitment and responsibility from our partners across the supply chain.

Aspects of Atria's personnel responsibility:

- Fair employment relationship
- Occupational safety and working ability
- Competence development
- Equality and non-discrimination
- Prevention of bullying and harassment
- Freedom of association
- Prevention of child labour and forced labour



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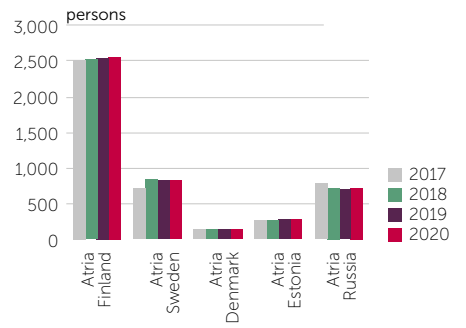
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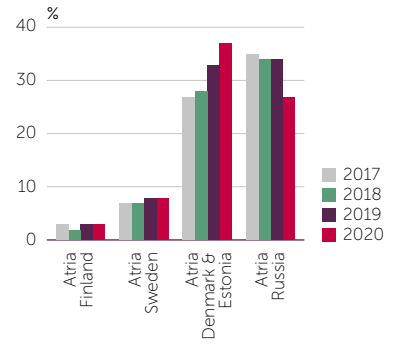
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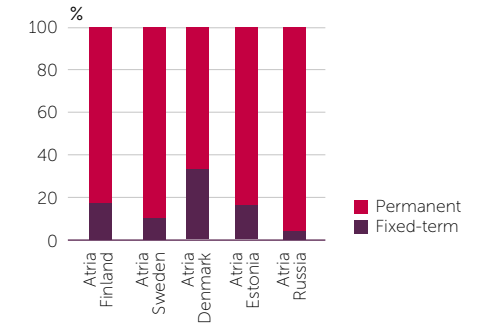
Average number of Atria Group personnel, a total of 4,272 persons*



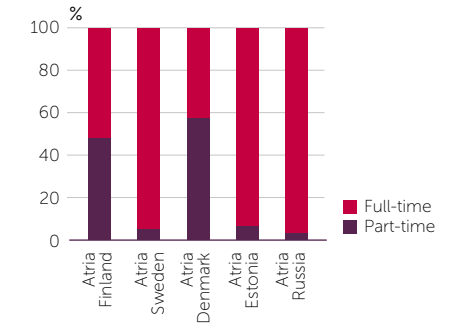
Turnover among permanent employees



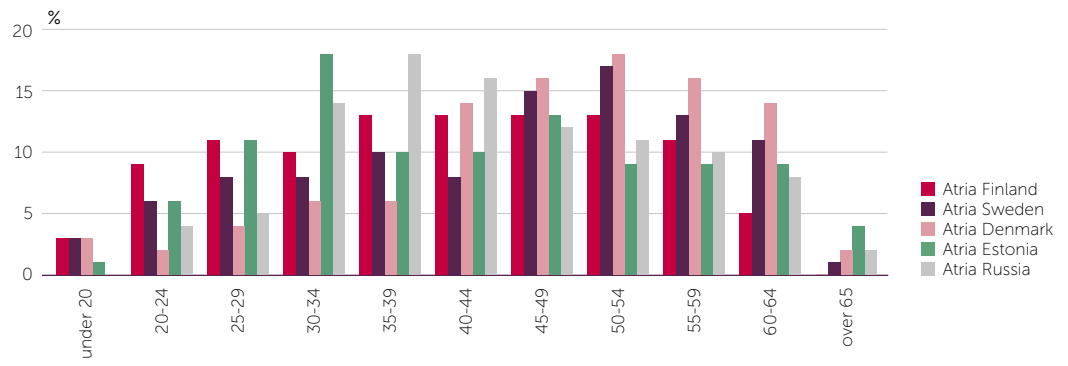
Break-down of personnel by employment relationship*



Break-down of personnel by worktime



Age structure in the Atria Group*



* Personnel, 31 December 2020

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Atria is an attractive and fair employer

GRI 401

An employer favoured by the best in the business

Atria's external recruitment aims to reach the industry's best talent. Internal recruitment allows us to create opportunities for development and increase in-house expertise. Responsible recruitment, equality and non-discrimination lay the foundation for Atria's image as a fair employer, as well as creating added value for the business.

Fair employment contracts

A fair employer treats all employees fairly during all stages of the employment relationship. The most important conventions of the International Labour Organisation (ILO), a specialised agency of the United Nations (UN), have been implemented by legislation in Atria's countries of operation. These conventions provide the framework for our human resources policy. The HR function of each business area manages the HR policy at the local level and ensures that the national laws, regulations and trade union practices of each country of operation are complied with.

Competitive remuneration system

In addition to salary, permanent employees' benefits include life and accident insurance, comprehensive occupational healthcare, and the right to parental leave, to name just a few examples. Benefits exceeding the statutory level vary by business area. Salary and various personnel benefits that comply with local market practices constitute Atria's remuneration system, and we are continuously working to ensure that the system is competitive, understandable, uniform, transparent, fair, non-discriminatory, and up-to-date.

Work-life balance

We at Atria think it is important to take into consideration the different life stages of our employees. We believe that flexibility in working life increases employees' commitment to their employer. In Atria's various business areas, the details of the conditions for flexibility vary according to local legislation. For example, study, job rotation and family leave, flexible working hours and, in the case of older employees, various part-time pension schemes are possible for Atria employees within the framework of mutually agreed rules.

Equality and employee participation

In accordance with its HR policy, Atria adheres to the principle of equal opportunities and offers its employees work that matches their abilities as well as possible. We want to be an inclusive workplace that offers every employee the opportunity to reach their full potential.

Employees are heard through the cooperation procedure on issues concerning them, such as personnel reorganisation, well-being at work and working conditions. Cooperation within the Group is maintained through the European Works Council (EWC) which convenes twice a year. Representatives of all personnel groups from all business areas within the scope of EU legislation are invited to the meetings. In each business area, the cooperation between the employer and the personnel groups is guided by local legislation. The aim of HR management is to anticipate the changing needs of the business so that the number and competence of personnel are always optimal. When changes are required at short notice, Atria's minimum notice period for changes concerning operative personnel complies with local legislation.



Common values provide a meaningful framework for work



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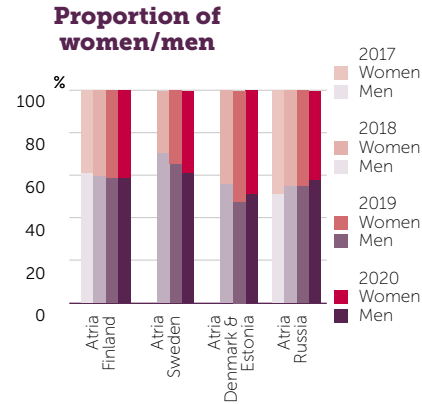
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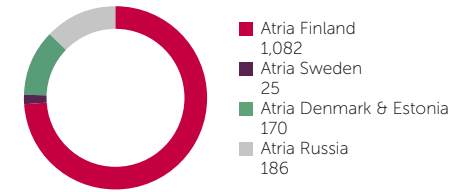
Atria monitors the employees' age structure, the ratio of women and men and their placement in various positions, as well as the ratio of fixed-term and part-time employment to permanent and full-time employment. In Finland in particular, Atria is a major employer for young people in need of fixed-term employment. For young people, summer and part-time work provide the all-important first contact with working life and help students finance their studies.

Transition support programmes

As part of responsible HR management, Atria also supports those employees who are at risk of losing their jobs due to health reasons or business restructuring. Atria Finland's occupational healthcare is supported by a career and adult education specialist, whose appointments are available with a referral from Atria's occupational health physicians or by assignment of a pension insurance company. The goal of vocational rehabilitation is to help the employee to continue working for longer or to return to work after a long period of sick leave. Support includes training and career planning, arranging a work try-out for a new job, and relocating to another position with Atria.



Total number of new hires, 1,463**



** The figures also include seasonal employees.

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Employee well-being and safety

GRI 403

At Atria, safety is a key requirement in every job. Our HR policy states our commitment to ensuring a safe working environment for our employees. Health and safety at work in Atria's various business areas is governed by local legislation. Occupational health and safety concerns all Atria positions and workplaces. The requirements of the Occupational Safety and Health Convention (No. 155) of the International Labour Organisation ILO have been adopted in Atria's countries of operation by legislation and regulatory control.

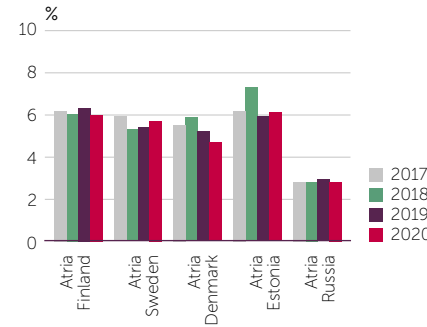
HOW WE WORK:

In order to fulfil the obligations set out in the Occupational Safety and Health Act, Atria Finland has appointed an occupational health and safety organisation, consisting of representatives appointed by the employer and representatives elected by the employees. The occupational safety and health organisation is divided into occupational safety and health committees whose purpose is to improve the working environment and working conditions in their area of responsibility in order to safeguard and maintain the employees' ability to work and to prevent accidents at work, occupational diseases and other physical and mental health problems among the employees.

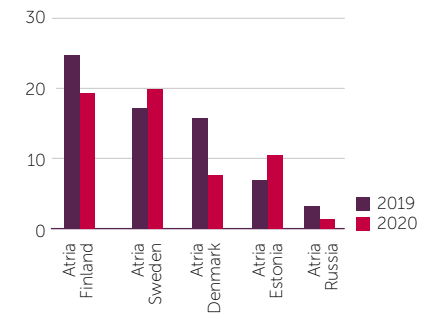


We aim for zero accidents throughout the Group

Sickness absences from regular working hours

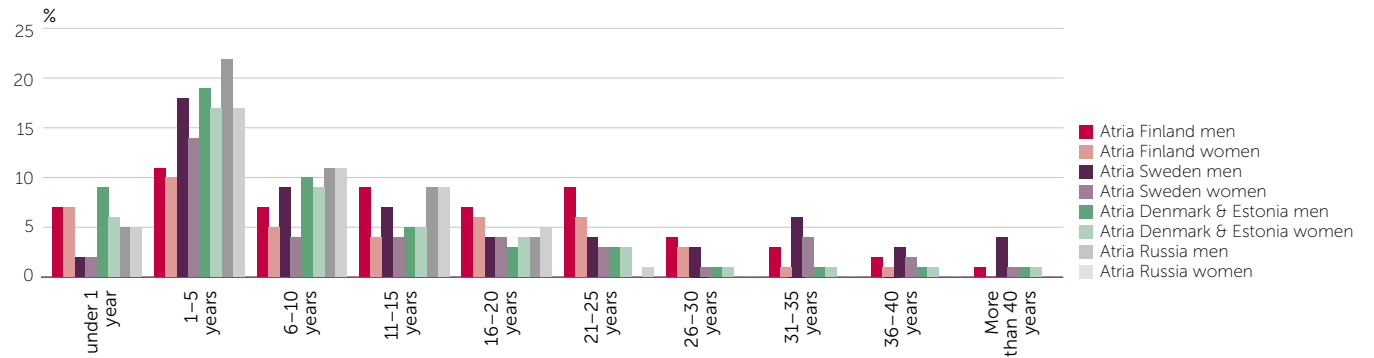


Accident frequency rate in the Atria Group*



* The number of accidents leading to an absence of at least 8 hours divided by 1,000,000 working hours.

Years of service



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A better culture of safety brings better results

In practice, Atria's safety culture has been developed through the Group-wide Safely home from Atria programme. Atria's purpose is to ensure that everyone at Atria can work and leave work safely every day. The programme encourages all employees to take responsibility for their own safety and that of their colleagues. Within the programme, Atria conducts risk assessments and risk management related to occupational safety through jointly determined procedures, as well as monitoring well-being and safety at work using common indicators. Occupational health and safety also feature heavily in Atria's communications, induction of personnel, training and in daily management, which has contributed to the development of a positive culture of safety.

The Group's safety meetings are held every six months, and a reporting system for serious accidents is in place.

Atria Group's accident frequency rate has been decreasing and the number of serious accidents has also declined. However, Atria's most important long-term goal of zero accidents throughout the Group still requires some work.

Healthy employees

Healthy employees are the key to our success. We support our employees' healthy lifestyles and safe working conditions to enable them to cope better at and outside work. The employees' well-being also has a significant impact on safety at work.

Atria's occupational healthcare is arranged in each business area as part of the local social and healthcare system. The occupational healthcare service also provides expert services for occupational health and safety. Local

occupational healthcare operations take into account the various factors that affect the employees' working ability and health. These factors include health hazards and causes of harm to health arising from the work environment and community, the workload, and the resources of the employee and the work community.

In addition to statutory occupational healthcare, Atria Finland offers various healthcare services to its employees as an additional perk, depending on the workload and the possibilities of the place of operation. The aim of these services is to prevent illness, speed up recovery and improve well-being at work. All Atria employees have regular medical examinations. These enable the occupational healthcare service to also reach employees who rarely use healthcare services and offer them advice and counselling, as well as checking their state of health. At the same time, important information is obtained about the well-being of the work community and any workload factors.

SAFELY HOME from Atria

Atria's Safety Principles

Safety first

- All accidents can and must be prevented.
- Never accept unsafe ways of working under any circumstances.

Safety starts with me

- We are all responsible for safety.
- Safety is a part of my competence.
- Safety is not a choice or comfort issue, working safely is the only efficient way.

Stop - Think - Act

- Stay alert and report malfunctions and misbehaviour immediately to your superior.
- Think before acting.
- Follow the rules, be careful and never modify equipment.

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Competence development

GRI 404

Atria provides its employees with training and also encourages them to develop their skills outside work.

Development of strategic competence

The professional skills of Atria's employees are developed in many ways. The key areas of competence are determined by the group's strategy. Competence development is guided by the needs identified in business operations. Human resource management defines our competence development principles and procedures at the top level. These principles are applied by business area. The human resources function coordinates competence development.

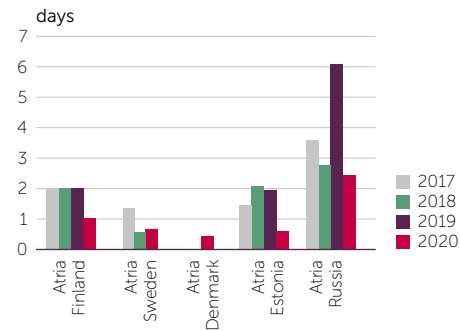
The competence needs of employees are identified and competence is developed through personal performance appraisals and discussions on well-being at work. As a result of the discussions, an annually updated competence survey is created. Based on this survey, a training and development plan for all personnel is drawn up. The skills of Atria's own experts are utilised in the planning and provision of training. Learning at work is also an important aspect of competence development for all employees.

One of Atria's key strategic priorities is good leadership. Long-term efforts have been made to strengthen the competence of supervisors and to develop a uniform leadership culture within Atria. Supervisory work is guided by the principles of Atria's Way of Leading programme, launched in 2017. These ensure uniform ways of working for all supervisors and a common understanding of supervisory work. Leadership development at Atria is based on its Way of Leading programme and the Take the Lead programme for middle management. In 2020, these programmes were implemented using remote access and online learning platforms.

HOW WE WORK:

In 2020, the training programmes were mostly implemented using remote access and online learning platforms. The training focused on, for example, management skills, responsibility, occupational safety and health, and food safety training and induction, in accordance with the training and development plan. Performance appraisals were carried out in full during the reporting period.

Average number of training days per employee*



* Personnel, 31 December 2020

Annual comparison figures for Denmark between 2017-2019 and for Sweden for 2019 are unavailable.



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Healthy and tasty food for all meals

GRI 102-44

We support consumers' well-being by offering healthy and tasty food. Our consumer communication also promotes enjoyable meals responsibly.

Atria is expected to lead the way in developing sustainable product and concept innovations. The purity and nutritional quality of food and an ethically sound food chain are key values for Atria and its stakeholders. In productisation, Atria is expected to consider taste, consumers' needs and sustainability issues, such as ethical and environmentally sound production and nutritional qualities.

People's well-being is based on healthy and nourishing food. Atria's main product categories are fresh and consumer-packed meat and meat products, such as sausages and cold cuts, as well as convenience foods and poultry products. Thanks to its excellent nutritional qualities, meat has a place in a balanced diet. In our consumer communications, we encourage and instruct consumers to enjoy a varied diet and guide our professional customers in preparing nutritious and tasty meals.

Atria's market insight organisation utilises extensive market research data to identify various customer and consumer needs. Atria's product development uses information in a variety of ways to further develop existing products and design new ones. Product category management is tasked with ensuring the product selection's coverage of different customer and consumer needs.

By participating in applied research in product and packaging technology and nutrition, Atria can also create innovative products and concepts for future needs.



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Products that promote a healthy lifestyle

GRI 417, FP6

Atria understands its responsibility with respect to consumers and public health, and this is also taken into account in our product development. All product development work is based on finding an optimal balance between consumer preferences and nutritional recommendations, and developing cooking solutions that make consumers' daily lives easier.

We pay special attention to the quality of the raw materials used in Atria products. The safety and purity of the raw materials as well as their suitability for production are ensured in the product development stage. In addition, we know the nutritional content of our products throughout the entire product development process, and we are able to alter it as required to suit the intended use.

Atria actively monitors legislation and official recommendations on raw materials and additives. Our production complies with national recommendations and statutory restrictions for the amount of salt in our products, the use of additives, and labelling and marking. Necessary additives are always assessed on a case-by-case basis.

Atria's consumer communication also promotes enjoyable meals responsibly. In product information, we comply with the legislation and good practices of our industry. Our consumer communication is guided by Atria's marketing and communication policy. Atria is responsible for ensuring the availability of adequate and relevant product information to support customers' and consumers' choices.

The aim of our food safety, nutrition and quality policy is to offer nutritious, healthy, tasty and practical food for consumers. This is what it means for us at Atria:

Nutritious

- We know the nutritional recommendations, monitor the research in the field, and use this competence/understanding in the development and production of our products.
- We offer consumers nutritious alternatives suitable for various mealtimes, including raw materials for meals, as well as snacks and convenience food.
- We state the nutritional content of our products in a way that is easy for consumers to understand.

Healthy

- Our products are the cornerstones of a healthy and varied diet. We also offer a range of delicacies.
- We promote and help consumers to put together a nutritious and healthy diet.

Tasty

- We know the tastes of consumers.
- We use consumer surveys to ensure that the tastes are acceptable to consumers.
- We deliver on our promise of great taste.
- We ensure that our product quality is consistent.

Practical

- We know the consumers' everyday challenges at different stages of life and develop solutions to suit them.
- Our products provide ease for everyday life and enable enjoyable mealtimes.



Our goal is to promote enjoyable meals through our products.



New products 2020 (2019)

Business area	Number of	% of net sales
Atria Finland	81 (118)	5.6 (5)
Atria Sweden	126 (148)	3.4 (5)
Atria Denmark & Estonia	62 (68)	7.3 (6)
Atria Russia	43 (46)	5.1 (6)

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HOW WE WORK:

Finland:

Atria has made nutrition commitments to support sustainable development and the achievement of the goals of the 2030 Agenda. Atria is committed to providing more recipes that meet the Heart Label criteria for both professionals and consumers. In 2020, 15 recipes that meet the Heart Label criteria were published for professional kitchens and nine for consumers. Atria is committed to reducing the amount of salt in its products and maintaining its selection of Heart Label products in all key product categories. There were a total of 126 Heart Label products.

We are also committed to maintaining and renewing our range of vegetable products. At the end of 2020, the Atria and VegYou brands contained 14 vegan products and 21 products suitable for a vegetarian diet. The autumn's new product launch, Artesaani microwave meals, contain about half the recommended daily intake of vegetables.

Sweden:

Atria is committed to reducing the amount of salt in its products and maintaining its reduced salt product selection in all key product categories.

Denmark:

Atria is committed to reducing the amount of salt in its products and maintaining its selection of products bearing the keyhole symbol (Nøglehullet), which denotes healthy choices, in all key product categories. There are 23 Nøglehullet products in total.



Aiming for pioneering expertise in meat and other sources of protein

Progressive research-based information for the whole Group

We consistently invest in nutrition research and training in the field, because our goal is to support consumers' well-being even better than before.

In late 2019, Atria established a Group-wide research team. Its main purpose is to share research-based information and expertise generated in various business areas with regard to the nutritional value of foods and future consumer behaviour, for example.

During the reporting period, Atria participated in several research projects related to nutrition and the changing needs of consumers, such as the following:

FoodMyWay: Studying automation and personalisation solutions as part of on-the-go food solutions and catering solutions for the elderly.

FoodiEx: Increasing understanding of consumers' attitudes towards new sources of protein and assessing the potential of these sources of protein for productisation.

Leg4Life: Studying cultivation opportunities for legumes in Finland and their better utilisation across the food chain.

ScenoProt: Studying how various diets affect people's nutrition and making use of this information in product development and in communication.

PlantProteinFactory: The goal is to study ways to use vegetable proteins and other vegetable-based side streams in food production.

Insects – a Culinary and Sustainable Delicacy: The goal is to study opportunities to use insects in food production and the limitations to their use.



126

Heart Label products in Finland



205

Keyhole label (Nyckelhålet) products in Sweden

23

Keyhole label (Nøglehullet) products in Denmark

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We are committed to responsible business operations and to meeting the expectations of our operating environment and stakeholders. We are guided by profitable growth, ethical principles, and value-creating partnerships.



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A reliable food chain is important to society

By doing business responsibly, Atria is safeguarding its current and future operating conditions. This way it generates long-term added value for all stakeholders.

Atria takes into account economic, social and environmental considerations in all of its business areas in line with the principles of sustainable development. The role of Atria's food production chain is significant for food security and, in the Finnish business area, it is also significant for the national security of food supply*. With its profitable food chain, Atria bears its social responsibility and contributes to securing the supply of sufficient amounts of safe and nutritious food.

Responsibility covers all levels of Atria's operations: the targets, values, management, and day-to-day work. Atria develops its responsibility in co-operation with its business partners. They are committed to similar responsibility principles in their operations.

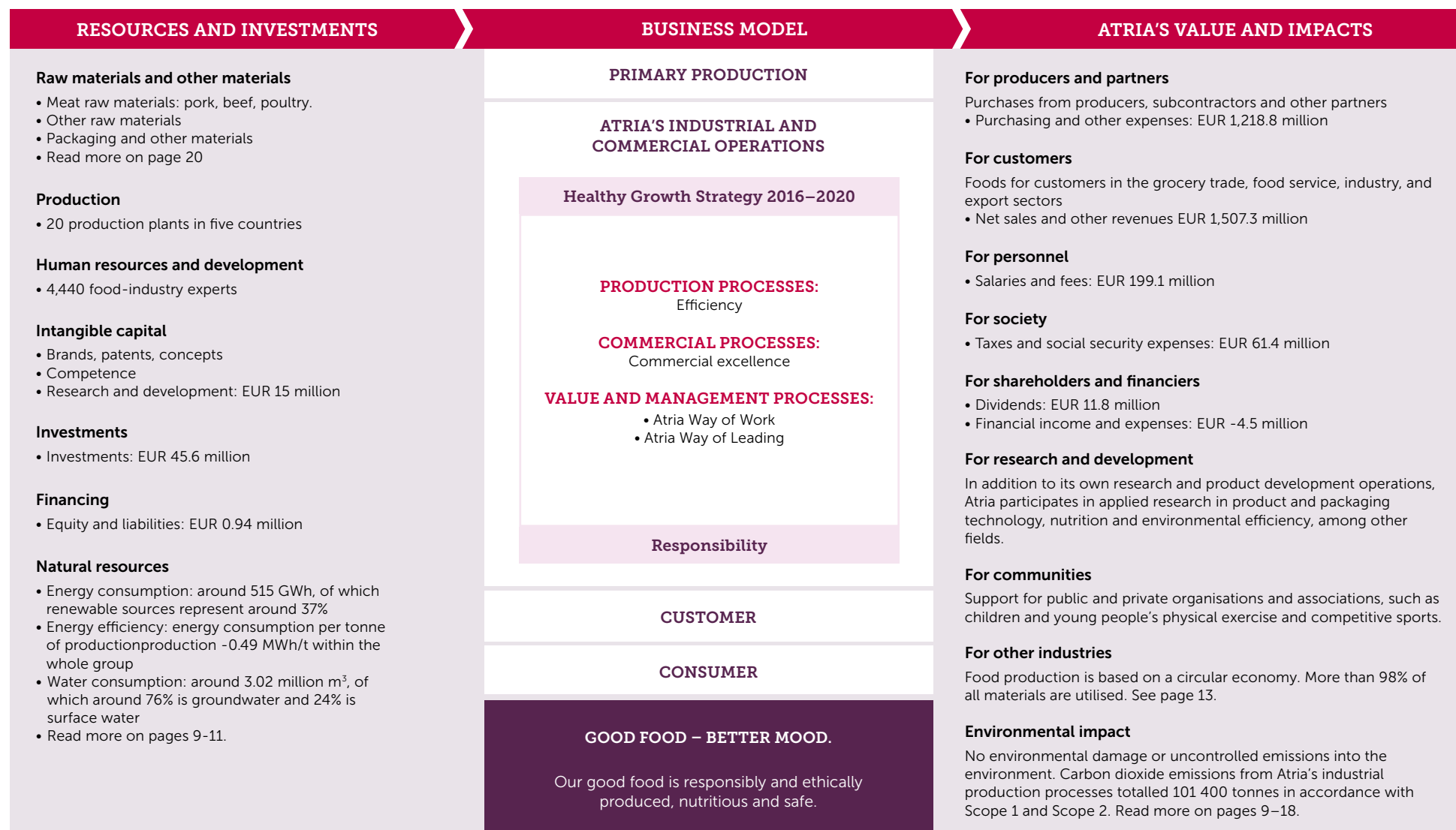
With financial responsibility, Atria refers to the achievement of its financial targets to ensure that the company has the resources to develop its business operations in line with stakeholders' expectations. The key indicators for Atria's business operations and financial responsibility are reported comprehensively in our annual report.

* According to the Act on the Measures Necessary to Secure Security of Supply (1390/1992), the Government sets general objectives for the security of supply. The current objectives were adopted on 5 December 2013 (857/2013). Food supply is defined as a vital function of society to be safeguarded in all circumstances.

► Read more in the Annual Report for 2020.



How Atria creates value throughout the food chain



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ATRIA'S TOOLS FOR RESPONSIBLE OPERATIONS:

 <p>Code of Conduct and the related policies</p>	<p>The Atria Code of Conduct and the policies supporting the Code are based on the laws and collective agreements of Atria's countries of operation, and on international agreements and recommendations concerning responsible operations in terms of human rights and anti-corruption, for example. Employees are provided with training to comply with the Code of Conduct in line with a training plan. Read more about the Code of Conduct on page 44. The whole Code of Conduct can be found on Atria's website.</p>
 <p>Compliance</p>	<p>Atria's operations are governed by legislation in each area of responsibility. Based on these laws, Atria has determined internal responsibilities and operating models to ensure that any changes to regulatory obligations are taken into account and can be anticipated. Read more on page 44.</p>
 <p>Social impact</p>	<p>Atria monitors and impacts regulation in society to manage changes and risks related to its operating environment. Atria actively seeks to make an impact on society through trade associations. For example, the company serves as an expert in regulations related to its industry and in developing good practices. Read more on page 44.</p>
 <p>Corporate responsibility management</p>	<p>Due diligence refers to principles related to sustainable business governance and their reporting. Atria's corporate responsibility is managed on two levels, using international indicators and recommendations as a framework. The shared Code of Conduct is determined at the Group level. The Group also ensures compliance with the Code of Conduct and determines the development projects and target state for all business areas. The annual reporting related to Atria's corporate responsibility is also implemented at the Group level. The Board approves and reviews all Group-level measures annually. The realisation and continuous improvement of Atria's responsibility are part of day-to-day operational management across the business areas. Read more on pages 47 and 51.</p>
 <p>Responsibility in the supply chain</p>	<p>As sustainable development is an integral part of our operations, we need to ensure that the operation of our entire value chain is sustainable. Atria expects its business partners to comply with the Atria Supplier Code of Conduct. In addition, procurement contracts obligate Atria's partners to meet the company's requirements for product quality, operating methods and the supply chain, for example. Read more on page 47.</p>
 <p>Truthful, open and interactive communication</p>	<p>Sustainable communication is transparent and interactive. In practice, this means listening to stakeholders and considering their needs in our operations and disclosures. Read more on page 45.</p>

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Our business operations are based on international recommendations

Compliance with internationally recognised healthy and sustainable business practices lays the foundation for Atria's operations. The Atria Code of Conduct is a set of ethical principles concerning business operations, stakeholder relations, and environmental responsibility, approved by Atria Plc's Board of Directors in March 2019. The Code of Conduct is supported by internal policies and guidelines which define and guide operating methods in our employees' day-to-day work. The Code of Conduct concerns all Atria employees in all business areas.

Atria has committed to the following international conventions and recommendations in its Code of Conduct and the policies that support it:

- UN Universal Declaration of Human Rights and Convention on the Rights of the Child
- UN Global Compact initiative for the promotion of universal principles in the areas of human rights, labour rights, environmental protection, and anti-corruption
- ILO Declaration on Fundamental Principles and Rights at Work
- OECD Guidelines for Multinational Enterprises
- ICC Business Charter for Sustainable Development and ICC Rules on Combating Corruption
- Responsible purchasing principles of the Business Social Compliance Initiative (BSCI).

Atria participates and makes a difference

Atria is a member of the following organisations, among others:

Finland:

- Finnish Food and Drink Industries' Federation (ETL)
- International Chamber of Commerce
- Pellervo Confederation of Finnish Cooperatives
- Confederation of Finnish Industries (EK)
- East Office of Finnish Industries
- Animal Health ETT ry

Sweden:

- Swedish Food Federation (LI)
- Swedish Meat Industry Association (KCF)
- Swedish Frozen Food Institute
- Grocery Manufacturers of Sweden (DLF)
- Skåne Food Innovation Network
- Svensk Fågel

Russia:

- Meat and food industry associations of the St. Petersburg and Leningrad Oblast
- St. Petersburg International Business Association SPIBA

Estonia:

- Eesti Personaalitöö Arendamise Ühing
- Chamber of Commerce (Eesti Kaubandus – Töötuskoda)
- GS1 Estonia MTÜ
- Association of Estonian Food Industry (Eesti Toiduainetetööstuse Liit)
- Association of Pork Producers (Eesti Seakasvatajate Liit).

Denmark:

- Danish Food and Drink Federation (DI Fødevarer)



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Our operations are guided by interaction with our stakeholders

GRI 102-21

Atria develops its responsible operations through interaction with its stakeholders.

Atria's chain of good food consists of primary production, industrial production, customers, and consumers. Stakeholders are strongly present in our food chain all the way from the sourcing of raw materials to the finished products and their use.

Securing a sustainable food chain is essential to Atria. The food chain takes into account value creation and distribution at the various stages of production, the environmental impacts, and the social impacts related to the food chain and products.

Being attuned to stakeholders' needs and wishes is one of the cornerstones of corporate responsibility at Atria. We develop our operations through open and close interaction with our stakeholders.



Open and interactive communication

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Stakeholder	Expectations of the stakeholder group	Atria's expectations		Interaction in 2020
Customers, including export customers	<ul style="list-style-type: none"> Competitive prices Safety and quality Customer-focused service Reliability in deliveries and other operations 	<ul style="list-style-type: none"> Joint operating models Implementation according to plan Forecasts 	***	<ul style="list-style-type: none"> Business negotiations Audits Customer magazine Newsletters Visits
Consumers	<ul style="list-style-type: none"> Products that meet consumers' needs Affordable price Safety and quality Reliability Ethically manufactured products 	<ul style="list-style-type: none"> Choosing Atria's products Confidence in and willingness to pay for the Atria brand 	**	<ul style="list-style-type: none"> Social media Consumer research, consumer services Marketing communications
Employees	<ul style="list-style-type: none"> Salaries Job security Social security benefits Pleasant, comfortable and safe working conditions Opportunities for career advancement 	<ul style="list-style-type: none"> Work contribution Innovativeness 	***	<ul style="list-style-type: none"> Supervisory work Cooperation negotiations Intranet Personnel magazine Newsletters
Producers	<ul style="list-style-type: none"> Reliable and consistent long-term partner Expert advice Competitive producer prices 	<ul style="list-style-type: none"> Commitment Raw materials that meet quality requirements Reliable and consistent long-term cooperation 	***	<ul style="list-style-type: none"> Services for producers Events for producers Primary production development teams Farm-specific key account managers, farm visits
Shareholders and investors	<ul style="list-style-type: none"> Return on investment Continuity of business operations Decision-making power Returns of capital 	<ul style="list-style-type: none"> Carrying the risk in the form of capital 	***	<ul style="list-style-type: none"> Board and Supervisory Board work Capital Markets Day Stock exchange and press releases Annual General Meeting
Financiers	<ul style="list-style-type: none"> Solvency Reliability Continuity Debt-carrying capacity 	<ul style="list-style-type: none"> Availability of financing on competitive terms 	**	<ul style="list-style-type: none"> Financing negotiations Annual report Stock exchange and press releases Online services
The authorities	<ul style="list-style-type: none"> Fulfilment of statutory obligations Tax revenue Employment Investments Openness Cooperation 	<ul style="list-style-type: none"> Legislation Public services, such as hygiene monitoring and financing International competitiveness 	**	<ul style="list-style-type: none"> Interaction related to supervisory measures (review of results) and cooperation in expert forums Cooperation with the authorities Annual report Stock exchange and press releases Seminars and events
Supply chain partners	<ul style="list-style-type: none"> Reliable payment of invoices Long-term customer relationships Predictability and increasing demand 	<ul style="list-style-type: none"> Delivery of factors of production – such as raw materials, services and finished products – of the agreed quality and in accordance with the agreed delivery terms 	***	<ul style="list-style-type: none"> Business negotiations Audits Marketing communications Annual report Online services
Influencers and the media	<ul style="list-style-type: none"> Transparency Industry expertise 	<ul style="list-style-type: none"> Influencing general opinion 	**	<ul style="list-style-type: none"> Cooperation with the media Marketing communications Stock exchange and press releases Newsletters
Local communities and educational institutions	<ul style="list-style-type: none"> Employment Cooperation Taking care of the environment Internships 	<ul style="list-style-type: none"> Highly competent and motivated potential employees Public services, such as training Infrastructure technology 	*	<ul style="list-style-type: none"> Cooperation Online services Seminars and meetings Social media
Trade associations and research institutes	<ul style="list-style-type: none"> Partner Research needs Industry expertise 	<ul style="list-style-type: none"> Observation of competition legislation in cooperation Extended expertise High-quality research data and sector summaries 	*	<ul style="list-style-type: none"> Committee meetings Seminars and meetings Visits

*** Strategic partner. Regular and systematic interaction.

** Strategically important stakeholder group. The stakeholder group's expectations are studied regularly and systematically with the help of public and/or purchased research data, or their expectations are communicated through legislation or standards.

* Strategically monitored stakeholder group. The stakeholder group does not have a direct influence on Atria's business operations, and the interaction is structured like a project and is based on needs.

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Responsibility covers the whole value chain

GRI 308

Atria's business is affected by the changing global environment and related expectations and requirements. As sustainable development is an integral part of our operations, we need to ensure that the operation of our entire value chain is sustainable. The operating environments and sourcing markets for food production are different in Atria's various business areas. The raw material markets are characterised by uneven supply and growing global demand. Supply is affected by, among other things, political decisions, increasing global food consumption, the success of crops, and food crises. Sourcing raw materials and other inputs and services from this fragmented market involves many risks that have a critical impact on the profitability and reputation of a company like Atria. The risk management of Atria's supply chain is based on our sourcing policy.

Mutually beneficial partnerships

Atria is committed to mutually beneficial business partnerships. Our partners include suppliers of raw materials and packaging materials, producers, subcontractors, and service providers. The key ethical requirements for our partners are set out in the Atria Supplier Code of Conduct. We expect our business partners to comply with the relevant laws, rules and regulations in their countries of operation, as well as internationally recognised standards. Cooperation with Atria also obligates our business partners to meet our requirements for the quality of products and services, procedures, and the supply chain.

Sourcing policy enables risk management

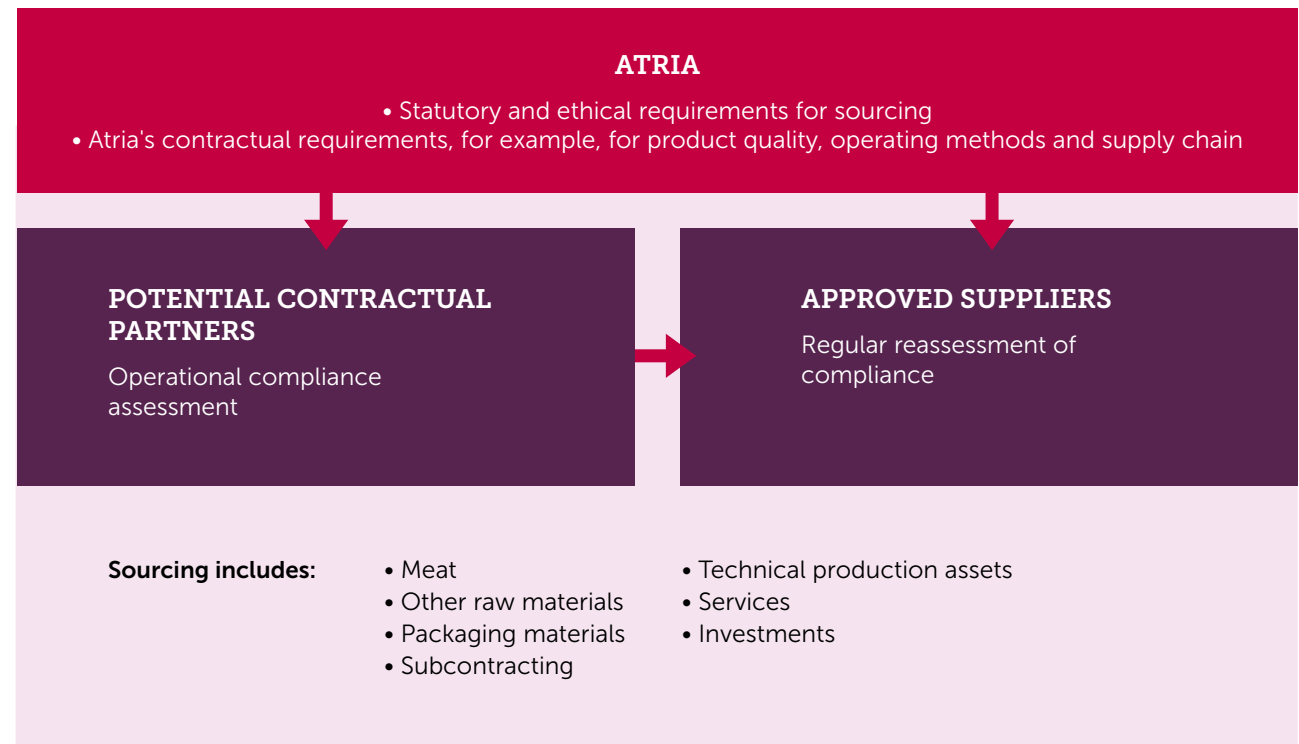
Atria Plc's sourcing takes place on both strategic and operational levels and concerns various production inputs, production assets and services. Strategic sourcing is managed through categories that are common to various operations, such as certain packaging materials and IT. The business areas are responsible for purchasing operations and the sourcing of services in accordance with the jointly

determined group-level sourcing principles. During 2020, Atria harmonised its sourcing principles and published a sourcing policy to ensure adequate risk management in its supply chain in all its business areas.

Supply chain

Atria's sourcing policy describes the principles and practices of supplier evaluation, selection and monitoring in Atria's supply chain. Atria assesses the compliance of its contractual partners' operations before undertaking a

partnership and on a regular basis during the partnership. In addition to the experience gained during the business relationship, the assessment takes into account risk factors related to financial, environmental and social responsibility. Atria reserves the right to audit its contractual partners' operations, if necessary. The audits pay attention to food safety, as well as environmental and social responsibility, such as human rights and the implementation of anti-corruption and anti-bribery measures, for example.



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We are committed to responsible business operations and to meeting the requirements of our operating environment and stakeholders. We are guided by profitable growth, ethical principles and value-creating partnerships.





Sustainability management



Legal compliance

Corporate responsibility reporting

Atria’s Corporate Responsibility Report describes Atria’s impact on its operating environment, as well as its impact on society as a whole through its numerous important stakeholders. The report describes Atria’s key events, results and effects in terms of corporate responsibility in 2020, in addition to explaining how Atria takes corporate responsibility into account in its current and future operations.

In applying the general principles for corporate responsibility in its various business areas, Atria complies with good practices while respecting the various views of its stakeholders on responsibility and ethical operations. However, these views and operations cannot be in conflict with local or international legislation, the Group’s management principles or Atria’s values.

As the basis for its reporting, Atria uses the international Global Reporting Initiative (GRI) standard, in which corporate responsibility is viewed from the perspective of economic, social and environmental responsibility. Atria has

selected the essential indicators material for its operations and stakeholders from the GRI standard. The concept of materiality is explained in more detail on page 50.

The content comparison of equivalence on pages 52–56 of this report compares the report’s coverage with the recommendations of the GRI standard, environmental, social and governance (ESG) indicators, the UN Global Compact goals and the Sustainable Development Goals. Atria’s Corporate Responsibility Report has not been verified. The themes of the Corporate Responsibility Report and their order of presentation comply with the results of Atria’s materiality analysis.

The Corporate Responsibility Report primarily covers the company’s operations for the period between 1 January and 31 December 2020. Atria’s annual Corporate Responsibility Report generally covers the operations of the entire Group and its business areas: Atria Finland, Atria Sweden, Atria Denmark & Estonia and Atria Russia. The report supplements

Atria’s Annual Report for 2020, which contains reports on the company’s administration, strategy implementation and financial indicators.

The methods used to measure corporate responsibility and their weighting vary greatly across Atria’s business areas. This is due to differences in the nature of business operations, market position and stakeholders’ expectations between countries. In reporting, the most extensive set of key indicators concerns Atria Finland, which is the Group’s most significant business area in terms of net sales.

Atria’s first Corporate Responsibility Report was published in 2009.

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The reportable corporate responsibility themes that are material to Atria have been determined by assessing their significance for Atria's business operations and their effectiveness in terms of financial, social or environmental responsibility, as well as the related stakeholder expectations. Interaction with stakeholders is an integral part of Atria's business operations and key processes: corporate responsibility is put into practice in day-to-day work with stakeholders.

For the materiality analysis, the following measures have been implemented in all business areas:

- Key processes and operations for the development of corporate responsibility themes and for the interaction with stakeholders have been identified.

- The people responsible for these processes and operations have been interviewed (3).
- Stakeholders' expectations concerning the corporate responsibility themes that are most significant for Atria's business operations have been compared with the views of key people in Atria's business areas (2).
- The stakeholder coverage, the depth of interaction and stakeholders' expectations in terms of Atria's operations have been studied through interviews (3).
- The results of the analysis have been used in developing the corporate responsibility strategy and determining the material reporting themes (4).

Corporate responsibility at Atria is developed and reported through three material focus areas: planet, product and people. The interaction procedures that are material in identifying corporate responsibility themes and stakeholders' expectations are described in the interaction table on page 11. The reporting sections include sub-themes that further specify the scope of the responsibility aspect in question. The social impact and significance of each reporting theme are explained in more detail in the relevant reporting section.

Atria Board of Directors approves a summary of the relevant reporting themes in the Annual Report.

Materiality analysis process:



Source: Atria's management system, 2018

Source: Management interviews, KPMG 2018. The frameworks include ISO 26000, Nasdaq ESG Reporting Guide, SDG.

Source: Interviews of people in charge of key processes and operations, Anne Hirvelä 2018

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Comparison of the report with international indicators and recommendations

The content index compares the scope of Atria's Corporate Responsibility Report with the recommendations of the Global Reporting Initiative (GRI). Atria has followed the GRI calculation principles and guidelines in its reporting to the extent that is relevant for its operations and stakeholders. The concept of materiality is explained in more detail on page 50. Atria also uses supplementary indicators created for the food industry in its reporting. These include the FPPS (Specific Standard Disclosures for the Food Processing Sector) indicators, for example.

The content index also compares the scope of the report with environmental, social and governance (ESG) indicators, the UN Global Compact goals and the Sustainable Development Goals.

Atria is committed to operating sustainably

The Global Compact is a UN initiative for companies. When joining the initiative, companies make a commitment to following ten sustainable business principles in four areas: human rights, labour, the environment and anti-corruption.

Human rights

- **Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights.
- **Principle 2:** Businesses should make sure that they are not complicit in human rights abuses.

Labour

- **Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
- **Principle 4:** Businesses should uphold the elimination of all forms of forced and compulsory labour.
- **Principle 5:** Businesses should uphold the effective abolition of child labour.
- **Principle 6:** Businesses should uphold the elimination of discrimination in respect of employment and occupation.

Environment

- **Principle 7:** Businesses should support a precautionary approach to environmental challenges.
- **Principle 8:** Businesses should undertake initiatives to promote greater environmental responsibility.
- **Principle 9:** Businesses should encourage the development and diffusion of environmentally friendly technologies.

Anti-corruption

- **Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery.

Atria supports the Sustainable Development Goals

The 2030 Agenda for Sustainable Development has been adopted by all United Nations Member States. The Agenda aims to end extreme poverty and promotes sustainable development equally for people, the economy and the environment. Atria promotes these goals in areas that are material for its business operations.



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GRI index		SDG	UNGC	Page	Additional information
102	General disclosures				
102-1	Name of the organization			2	
102-2	Activities, brands, products, and services			2	Reported in Annual Report 2020
102-3	Location of headquarters				Reported in Annual Report 2020
102-4	Location of operations				Reported in Annual Report 2020
102-5	Ownership and legal form				Reported in Annual Report 2020
102-6	Markets served				Reported in Annual Report 2020
102-7	Scale of the organization			2	
102-8	Information on employees and other workers	SDG 8, SDG 10	Principle 6	31,33	With regard to employment relationships and contracts, information about gender distribution is not available.
102-9	Supply chain			47	
102-10	Significant changes to the organization and its supply chain				Reported in Annual Report 2020
102-11	Precautionary Principle or approach				Reported in Annual Report 2020
102-12	External initiatives			44, 51	More information is provided in Annual Report 2020 and Atria Code of Conduct.
102-13	Membership of associations			44	
102-14	Statement from senior decision-maker			3	Reported in Annual Report 2020
102-15	Key impacts, risks, and opportunities				Reported in Annual Report 2020
102-16	Values, principles, standards, and norms of behavior	SDG 16	Principles 1-10	44	More information is provided in Annual Report 2020 and Atria Code of Conduct.
102-17	Mechanisms for advice and concerns about ethics	SDG 16			Reported in Annual Report 2020 (Non-Financial Statement).
102-18	Governance structure				Reported in Annual Report 2020
102-19	Delegating authority				Reported in Annual Report 2020
102-20	Executive-level responsibility for economic, environmental and social topics.			3	Reported in Annual Report 2020 (Non-Financial Statement).
102-21	Consulting stakeholders on economic, environmental, and social topics	SDG 16		45, 46	Reported in Annual Report 2020
102-22	Composition of the highest governance body and its committees	SDG 5, SDG 16			Reported in Annual Report 2020
102-23	Chair of the highest governance body	SDG 16			Reported in Annual Report 2020
102-24	Nominating and selecting the highest governance body	SDG 5, SDG 16			Reported in Annual Report 2020
102-25	Conflicts of interest	SDG 16			More information is provided in Annual Report 2020 and Atria Code of Conduct.
102-26	Role of highest governance body in setting purpose, values, and strategy				Reported in Annual Report 2020
102-27	Collective knowledge of highest governance body				Atria's sustainability programme is approved by the Board of Directors.
102-28	Evaluating the highest governance body's performance				Reported in Annual Report 2018. Only government self-assessment is reported.
102-29	Identifying and managing economic, environmental, and social impacts	SDG 16			Reported in Annual Report 2020
102-30	Effectiveness of risk management processes				Reported in Annual Report 2020
102-31	Review of economic, environmental, and social topics			8	Reported in Annual Report 2020 (Non-Financial Statement).
102-32	Highest governance body's role in sustainability reporting			50	Reported in Annual Report 2020 (Non-Financial Statement).

► You can find Atria's Annual Report 2020: www.atria.fi/en/group/investors/financial-information/annual-reports/

► You can find Atria Code of Conduct: www.atria.fi/en/group/corporate-responsibility/responsible-business-management/atria-code-of-conduct/

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102-33	Communicating critical concerns				Reported in Annual Report 2020 (Non-Financial Statement).
102-35	Remuneration policies				Reported in Annual Report 2020. Read more also on www.atria.fi/en/group/investors/corporate-governance/ .
102-36	Process for determining remuneration				Reported in Annual Report 2020. Read more also on www.atria.fi/en/group/investors/corporate-governance/ .
102-37	Stakeholders' involvement in remuneration	SDG 16			The remuneration scheme is in accordance with the Corporate Governance: https://www.atria.fi/en/group/investors/corporate-governance/incentive-schemes/
102-38	Annual total compensation ratio		Principle 6		The remuneration scheme is in accordance with the Corporate Governance: https://www.atria.fi/en/group/investors/corporate-governance/incentive-schemes/
102-39	Percentage increase in annual total compensation ratio				The remuneration scheme is in accordance with the Corporate Governance: https://www.atria.fi/en/group/investors/corporate-governance/incentive-schemes/
102-40	List of stakeholder groups			46	
102-41	Collective bargaining agreements		Principle 3		
102-42	Identifying and selecting stakeholders			45, 46	
102-43	Approach to stakeholder engagement			45, 46	
102-44	Key topics and concerns raised			6, 20, 25, 30, 37, 41	
102-45	Entities included in the consolidated financial statements				Reported in Annual Report 2020
102-46	Defining report content and topic Boundaries		Principle 8	49, 50	
102-47	List of material topics			50	
102-48	Restatements of information				Any deviations from and restrictions to the boundaries are reported in conjunction with the relevant key figures. If previously reported key figures, their comprehensiveness, restrictions or measuring techniques have changed, those changes are reported in conjunction with the relevant key figures.
102-49	Changes in reporting				Atria Group's operational structure and financial reporting was changed as of the beginning of 2018. Atria Group's reportable segments are Atria Finland, Atria Sweden, Atria Denmark & Estonia and Atria Russia.
102-50	Reporting period			49	
102-51	Date of most recent report				Previous CSR Report was published on March 25th, 2020
102-52	Reporting cycle			49	
102-53	Contact point for questions regarding the report			49	
102-54	Claims of reporting in accordance with the GRI Standards			49, 51	
102-55	GRI content index		Principle 8	52-56	
102-56	External assurance		Principle 8	49	
103	Management Approach				
103-1	Explanation of the material topic and its Boundary			6, 20, 25, 30, 37, 41	
103-2	The management approach and its components		Principle 6	6, 20, 25, 30, 37, 41	Read more in our HR policy.

► You can find Atria's Annual Report 2020: www.atria.fi/en/group/investors/financial-information/annual-reports/

► You can find Atria Code of Conduct: www.atria.fi/en/group/corporate-responsibility/responsible-business-management/atria-code-of-conduct/

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ECONOMIC IMPACT					
201	Economic performance				
201-1	Direct economic value generated and distributed	SDG 1, SDG 8, SDG 9		42	
201-2	Financial implications and other risks and opportunities due to climate change	SDG 13			Reported in Annual Report 2020
201-3	Defined benefit plan obligations and other retirement plans				Reported in Annual Report 2020
201-4	Financial assistance received from government				Reported in Annual Report 2020
205	Anti-corruption				
205-1	Operations assessed for risks related to corruption	SDG 16			Reported in Annual Report 2020
205-2	Communication and training about anti-corruption policies and procedures				Reported in Annual Report 2020. Atria's Code of Conduct also discusses policies related to the acceptance of gifts and hospitality, for example. All new employees are familiarised with the Code of Conduct as part of Atria's new employee orientation programme.
205-3	Confirmed incidents of corruption and actions taken	SDG 16			Reported in Annual Report 2020
206	Anti-competitive Behavior				
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	SDG 16			No legal actions
ENVIRONMENTAL IMPACT					
301	Materials				
301-1	Materials used by weight or volume	SDG 8, SDG 12		12-14	
302	Energy				
302-1	Energy consumption within the organization	SDG 7, SDG 8, SDG 12, SDG 13	Principles 7, 8, 9	9-10	
302-3	Energy intensity	SDG 7, SDG 8, SDG 12, SDG 13		10	
302-4	Reduction of energy consumption	SDG 7, SDG 8, SDG 12, SDG 13		10	
303	Water and effluents				
303-1	Interactions with water as a shared resource	SDG 6		11	
303-2	Management of water discharge-related impacts	SDG 6		8, 11	
303-5	Water consumption	SDG 6		11	

- ▶ You can find Atria's Annual Report 2020: www.atria.fi/en/group/investors/financial-information/annual-reports/
- ▶ You can find Atria Code of Conduct: www.atria.fi/en/group/corporate-responsibility/responsible-business-management/atria-code-of-conduct/

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305	Emissions				
305-1	Direct (Scope 1) GHG emissions	SDG 3, SDG12, SDG 13, SDG 14, SDG 15	Principle 7	9	
305-2	Energy indirect (Scope 2) GHG emissions	SDG 3, SDG12, SDG 13, SDG 14, SDG 15		9	
305-4	GHG emissions (Scope 3)	SDG 3, SDG12, SDG 13, SDG 14, SDG 15	Principles 7-9	9	
306	Effluents and Waste				
306-1	Waste generation and significant waste-related impacts	SDG 3, SDG 11, SDG 12		12	
306-2	Management of significant waste-related impacts	SDG 3, SDG 11, SDG 12		13	
306-4	Waste diverted from disposal	SDG 3, SDG 11, SDG 1		12	
306-5	Waste directed to disposal	SDG 3, SDG 11, SDG 12		12	
307	Environmental Compliance				
307-1	Non-compliance with environmental laws and regulations	SDG 16		8	Non-compliance with environmental laws and/or regulations was not identified during the reporting period.
308	Supplier Environmental Assessment				
308-1	New suppliers that were screened using environmental criteria			47	More information about Atria Supplier Code of Conduct and sourcing policy at our Atria Code of Conduct website
SOCIAL IMPACT					
401	Employment				
401-1	New employee hires and employee turnover	SDG 5, SDG 8, SDG 10	Principle 6	31, 33, 34	Turnover by age group and gender is not reported, no data available.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	SDG 3, SDG 5, SDG 8		32	Benefits exceeding the statutory level are not reported in detail, since the practices vary by business area.
402	Labor/Management Relations				
402-1	Minimum notice periods regarding operational changes	SDG 8		32	Activities are in compliance with applicable legislation in each business area.
403	Occupational health and safety				
403-1	Occupational health and safety management system	SDG 8		34-35	
403-2	Hazard identification, risk assessment, and incident investigation	SDG 8		35	More information about Atria's Human Resource Policy at Atria Code of Conduct website
403-3	Occupational health services	SDG 3, SDG 8		35	
403-4	Worker participation, consultation, and communication on occupational health and safety	SDG 8, SDG 16		34	
403-5	Worker training on occupational health and safety	SDG 8		35	
403-6	Promotion of worker health	SDG 3		35	
403-9	Work-related injuries	SDG 3, SDG 8, SDG 16		34	Reported by business areas since 2019.

- ▶ You can find Atria's Annual Report 2020: www.atria.fi/en/group/investors/financial-information/annual-reports/
- ▶ You can find Atria Code of Conduct: www.atria.fi/en/group/corporate-responsibility/responsible-business-management/atria-code-of-conduct/

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GRI index		SDG	UNGC	Page	Additional information
404	Training and Education				
404-1	Average hours of training per year per employee	SDG 4		36	Not reported by gender and by employee category, no data available.
404-2	Programs for upgrading employee skills and transition assistance programs	SDG 8		36	
412	Human Rights Assessment				
412-2	Employee training on human rights policies or procedures				Also reported in Annual Report 2020 (Non-financial information). No data available on training hours or the percentage of employees having taken part in trainings
416	Customer Health and Safety				
416-1	Assessment of the health and safety impacts of product and service categories	SDG 12		27	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	SDG 16		27	
417	Marketing and Labeling				
417-1	Requirements for product and service information and labeling	SDG 12		38	More information about Atria's Marketing and Communications Policy at our Atria Code of Conduct website.
417-2	Incidents of non-compliance concerning product and service information and labeling	SDG 16			No incidents
417-3	Incidents of non-compliance concerning marketing communications	SDG 16			No incidents
418	Customer Privacy				More information is provided in Atria's Code of Conduct.
418-1	"Substantiated complaints concerning breaches of customer privacy and losses of customer data"	SDG 16			
419	Socioeconomic Compliance				
419-1	Non-compliance with laws and regulations in the social and economic area	SDG 16			No incidents
FPSS	Food Processing Sector Supplement				
FP5	Percentage of production volume manufactured in sites certified by an independent third party according to internationally recognized food safety management system standards	SDG 2		27	
FP6	"Percentage of total sales volume of consumer products, by product category, that are lowered in saturated fat, trans fats, sodium and added sugars"	SDG 2		39	
FP9	Volume of animals processed by species	SDG 2, SDG 15		12, 20	Reported only for Atria Finland.
FP10	Replacement of routine procedures which cause pain, and pain analgesia by species			21	More information about Atria's Animal Welfare and Policy and Atria's Good Manufacturing Practices at Atria Code of Conduct website
FP12	Animal medication practices and the use of growth promoters by species	SDG 2		22	Growth promoters are not being used in Atria's food chain.
FP13	Fines imposed for violations of animal transport, treatment and slaughter regulations and voluntary good operating practices observed by the organisation in animal transport, handling and slaughter			21	None

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Good food – better mood.

