



THIS IS BERNER

BUSINESS AREAS

SUSTAINABILITY STATEMENT

FINANCIAL STATEMENTS

BERNER

ANNUAL REPORT 2024





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The cover image, excluding the products, has been created using AI.



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BERNER, A FAMILY COMPANY

Berner Ltd is a growing and internationalizing Finnish family company established in 1883, with four business areas covering its diverse range of products. In addition to Finland, we also operate in Sweden, Norway, Denmark and the Baltic countries.

We operate in four different business areas: consumer goods, healthcare and laboratories, agriculture, and industry. Diversity has been a significant part of our operations for almost our entire 141-year history.

Strong consumer and customer understanding, close cooperation, and local knowledge are essential parts of all our business relationships.

One of our greatest strengths is domestic product development and production.

The Berner Group has production facilities in eight different municipalities in Finland.

Berner has a long track record of advancing responsible operations, and sustainability is deeply embedded in the core of everything we do. We want to build a better tomorrow and work to ensure well-being and good living for all of us – also 100 years from now. Our sustainability programme, titled “Our shared responsibilities”, and the targets set out in that programme, guide our sustainability efforts.

Founded in
1883

4 business areas

Consumer goods • Agricultural trade
• Industry • Healthcare and laboratories

Production in
**8 municipalities
in Finland**

Operates in
7 countries





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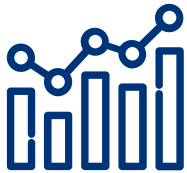
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GROUP KEY FIGURES 2024



Turnover, meur

654.0

(705.0)



Operating profit, meur

32.3

(29.5)



Operating profit, %

4.9

(4.2)



Equity ratio, %

47.6

(44.9)



Investments, meur

13.0

(9.6)



Personnel (31.12.2024)

886

(883)



Lost time injury frequency rate

6.8

(5.1)



Work community vitality survey

3.9/5

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EVENTS AND HIGHLIGHTS OF THE YEAR



Pioneering in the use of AI

We have been using nearly 20 AI tools, provided every white-collar worker with access to ChatGPT if they wished, offered 15 internal training sessions, and the opportunity to complete an AI certification. Additionally, we gained insights from an external AI expert for three months.



“Traces of Responsibility” – magazine advertisement of the year

Our three-part “Traces of Responsibility” ad campaign was selected as the magazine advertisement of the year 2023 in the Edit competition organized by Aikakausmedia.



Mental Health Friendly Workplace recognition

Berner Ltd was awarded the “Mental Health Friendly Workplace” label in recognition of its commitment to promoting mental health in the workplace.



We launched the Hyvän maan cultivation program

The cultivation program aims to reduce the environmental impact of potato and grain cultivation while improving efficiency and soil productivity.



Best Platinum level from EcoVadis

For the third time, we achieved the highest Platinum level in the comprehensive EcoVadis sustainability assessment, placing us among the top 1%. **Read more**



DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

SBTi emission reduction targets approved

We received approval from the Science Based Targets initiative (SBTi) for our science-based group-wide emission reduction targets extending to 2030. We commit to reducing absolute Scope 1 and 2 greenhouse gas emissions by 42% and value chain Scope 3 emissions by 51.6% per million EUR value added from the 2021 baseline. Our targets also separately include Scope 3 FLAG (forest, land, agriculture) emissions related to land use, which we commit to reducing by 30.3%. **Read more**



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Turnover, meur

98.2

We manufacture, import, and market a wide range of consumer brand products. Our main markets are Finland and the Baltic countries, but we also export our products to other parts of Europe and Asia.

Our well-known brands are among the leading names in several categories: cosmetics, food products, home cleaning, wellness, childcare products, daily accessories, car care, gardening, and footwear.

We invest in domestic product development and production, but we also work closely with our international network of partners. Our strengths include not only our brands and professionals but also our deep understanding of local consumers, strong marketing expertise, and close customer collaboration.



Turnover, meur

93.8

We operate comprehensively in the field of healthcare and laboratory solutions. Our business consists of four business lines: assistive devices and care services, specialized healthcare, healthcare and hygiene consumables, and laboratory solutions.

We serve both the public and private sectors extensively and operate in Finland, Sweden, Norway, Denmark, and Estonia.

We help our customers succeed with innovative solutions, including our own products manufactured in Finland, high-quality products from our principals, various services, and the expertise and extensive professional skills of our employees.



Turnover, meur

283.0

We are a reliable partner for farmers in Finland and Sweden. We offer plant protection products, fertilizers, seeds, farming supplies and related solutions and advisory services directly to our farmer customers. In Finland, farmers can also trade grains and oilseeds easily and smoothly with us.

In Estonia, Latvia and Lithuania, we operate through local distributors. Our operations in all of our markets are built on strong partnerships with our customers and suppliers.



Turnover, meur

177.2

Berner Industries business unit sources products globally for its market area and serves its customers in the Nordics, the Baltics, and other parts of Europe with solid expertise. We supply raw materials and additives to meet the needs of the manufacturing industry and infrastructure sector.

Berner Chemicals Ltd produces magnesium chemicals primarily for the pulp and paper industry.

The Chemigate Group's factories produce starch-based binders and adhesives, specialty chemicals, and native potato starch. The primary customer base consists of the Nordic paper and cardboard industry.



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CEO'S REVIEW

Berner Group's year 2024 was a year of strong development and renewal, even though the operating environment remained challenging. Operating profit increased, and strategic investments in internationalisation, artificial intelligence and sustainability strengthened our competitiveness.

Our operating profit increased

Berner Group's operating profit rose to EUR 32.3 million (EUR 29.5 million in 2023). Our turnover, on the other hand, decreased to EUR 654 million from EUR 705 million in the previous year. However, we grew operationally during the year, as the decline in the tonne prices of fertilizers, grain and certain chemicals in the Agricultural trade and Industry business areas impacted the development of our net sales. Internationalization is a significant part of our strategy, and already 36% of our turnover comes from outside Finland.

In the big picture, the operating environment remained challenging due to the weakened purchasing power of consumers and subdued demand in the industrial sector and in public healthcare sectors. Our own factories in Heinävesi, Finland, were also the target of political strikes. During the year, we paid even more attention to improving our competitiveness and launched the Group-wide "Together towards profitable growth" project.

Strength of four business areas

Sales of consumer products increased last year, and our market position remained strong. Consumers' confidence in the future remained low, and weak purchasing power had an impact on consumer behaviour. During the year, we focused strongly on developing customer cooperation and renewed our operating model.

In the Healthcare and Laboratories business area, last year was twofold, as the market demand for healthcare products in Finland remained subdued. The business area crystallized its strategy, which focuses on profitable growth, a Nordic approach and strong cooperation towards common goals.

Agricultural crop production normalised after difficult harvest years in Finland and Sweden, which strengthened the financial situation of farmers and increased investments in agricultural inputs. Our grain trade also grew in Finland, and we increased oat exports abroad.

For our Industry business area, last year was challenging due to the operating





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environment. Downturns in manufacturing, strikes and low market prices had an impact on the development of net sales. During the year, the business area focused on developing operations, expanding into new market areas and promoting product development, which strengthens the prerequisites for future growth. Our Berner Industries business unit increased its sales in the Scandinavian market by more than 70%.

A pioneering company in the use of artificial intelligence

At Berner, we have invested heavily and boldly in the use of artificial intelligence, AI. We have had the opportunity to talk about it on several different occasions and have heard in many contexts that we are pioneers in the use of AI in Finland. We have used AI to help us collect and forecast market information on raw materials, among other things.

Every white-collar worker in all seven of our operating countries has been able to use ChatGPT if they wish, and at the end of the year, we had more than 300 active users. Thanks to the extensive internal training offering, everyone has had the opportunity to familiarize themselves with the use of AI and learn how to utilize it in their own work. According to our surveys, the use of AI has been perceived as very useful, and Berner employees who use AI have felt that their job satisfaction has increased.

The first R&D product celebrates 70 years

Domestic production and product development are of great importance to us, and have been

so since the 1950s. Our first own factory was completed in 1952 in Herttoniemi, Helsinki, and two years later, the first product of our own product development, XZ Hair Care Oil, was launched on the market. Journalist Irma Andersen introduced the oil treatment with the working title XYZ to Berner, and our own R&D further developed the oil treatment into the market's first XZ product and a new hair care brand.

Third EcoVadis platinum and SBTi emission reduction targets approved

Our sustainability development work continued intensively last year as well. In our fourth comprehensive EcoVadis sustainability assessment, we achieved the best Platinum level for the third time, which means that we are among the top 1% of the companies assessed. We improved our points by five, but there is still room for improvement. Last year, we also became a member of EcoVadis ourselves to develop the sustainability assurance and development of our own supply chain.

Our climate and environmental work reached a significant milestone when we received approval from the Science Based Targets initiative for Berner Group's emission reduction targets extending to 2030. Our carbon roadmaps guide emission reduction measures and include concrete steps to achieve the targets. We commit to reducing absolute scope 1 and 2 greenhouse gas emissions by 42% and value chain scope 3 emissions by 51.6% per million EUR value added from the 2021 baseline. Our targets also separately include scope 3 FLAG emissions related to land

use, which we commit to reducing by 30.3%. 99% of our emissions are scope 3 emissions, so achieving the targets requires long-term cooperation throughout the value chains.

Thank you for the past year

A warm thank you for the past year to each and every one of you, 886 Berner employees, in all seven of our operating countries. It has been inspiring to see how, together throughout the Berner Group, we have seized new opportunities and developed our operations in line with our strategy.

A big thank you also to our customers, consumers and partners for your good cooperation and strong trust in Berner.

We are facing another new year full of opportunities and goals to achieve together. We will continue our determined work in accordance with our strategy, investing in strengthening our competitiveness, increasing customer value, managing growth and strengthening our brand and employer image.

I believe that together we can make 2025 even more successful.

Antti Korpiniemi
CEO
Berner Ltd



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WE ARE PROTECTING TOMORROW

We have defined the purpose of our existence as protecting tomorrow. We work to ensure well-being and a good life for us all – now and in a hundred years. This is what protecting tomorrow means to us.

Values

The basis of all our operations

WORK Cooperation, partnership and innovation are the cornerstones of our family company. At Berner, everybody’s work is valued and respected. Each Berner employee must have the opportunity to develop, succeed and enjoy their everyday life as part of our family. Each Berner employee takes responsibility of achieving our common goals.

INTEGRITY All of our operations must be based on honesty in relation to our clients, principals, other cooperation partners and personnel. Integrity at Berner means reliable, well-planned and transparent operations.

HUMANITY Berner succeeds when our employees succeed. In an equal working environment, we care for each other, cheer each other on and trust that by working together we will succeed.

Mission

What we do

With our work, we build a better tomorrow and promote well-being. Our responsible business and steady growth create sustainable benefits for our customers, consumers, employees, partners and stakeholders.

Vision

How we do it

Our family business is committed to being a forerunner of quality, innovation and responsibility today and in the future. We achieve this goal through seamless cooperation and the team spirit that Berner employees show every day.

What protecting tomorrow means to me as a Berner employee or how it is reflected in my work.



Jenni Hallanaro, Product Developer

My goal is to ensure that consumers are offered high-quality and responsibly produced domestic products. Finding products from our Heinävesi factory on supermarket shelves gives me a special sense of meaning, and domestic product development and production are important values to me.



Mika Hyövelä, Development Director

Protecting tomorrow means to me that we have a responsibility to provide farmers with solutions that enable farming to take into account the environment and natural resources while ensuring productivity and economic profitability in the long term.



Suvi Kemmo, Sales Director

Our laboratory equipment business is very close to the core of protecting tomorrow. We work with equipment used in the production of products such as food, various raw materials, and pharmaceuticals. Our work ensures that the products we use are safe and of high quality.



Olli Vähämäki, Product Manager

Protecting tomorrow is reflected in our constant effort to bring high-quality and environmentally friendly products to the market. With the Rajamäki brand, we favor domesticity and domestic raw materials. The base ingredient for our vinegars, grain alcohol, is Finnish. The pure water from Heinävesi is an essential raw material for producing the high-quality ethanol needed for vinegar.

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STRATEGIC PRIORITIES 2023–2025

Our strategy implementation culminated in 2024 with actions based on four priorities. During the 2023–2025 strategy period, our priorities are growth management, increasing customer value, strengthening competitiveness, and building a strong brand and employer image. Each service and business area has specific projects aligned with these priorities, whose progress we monitor systematically.

Growth Management

- In the Consumer goods business area, we began active new customer acquisition to expand Nordic distribution. We also strengthened our brand and product portfolio in the pharmacy channel by launching the French Uriage brand.
- We defined the organic growth opportunities and targets for consumer products in all product categories.
- We crystallized the strategy for the Healthcare and Laboratories business area, focusing on three areas: profitable growth, a Nordic approach, and strong cooperation towards shared goals.
- We adopted an international Nordic-level management model for the Healthcare and Laboratory business, enabling us to offer our customers stronger solutions in all our operating countries.
- The Berner Industries business unit experienced significant growth, with sales in Scandinavia increasing by 70%. New growth initiatives are also underway.

STRATEGIC PRIORITIES – WHAT DO WE FOCUS ON



GROWTH MANAGEMENT

- accelerating organic growth with high ambition
- M&A and successful integration
- internationalisation
- leadership development, capability development and building a culture of growth



INCREASING CUSTOMER VALUE

- customer insight
- customer-centric operations
- management



STRENGTHENING COMPETITIVENESS

- leveraging Group synergies
- efficient processes
- cost competitiveness
- increasing profitability
- efficient use of capital



STRONG BRAND AND EMPLOYER IMAGE

- building Berner's reputation and awareness
- developing the employee experience



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- In Agricultural trade, sales of “Viljelijän Tuoreleike” feed for cattle increased significantly due to the larger sugar beet cultivation area and higher-than-average harvest.
- We expanded the range of feed components in autumn 2024 and extended the operations of professional turf products to the Baltic countries.
- We conducted a unified work community vitality survey for the entire Berner Group for the first time.
- We launched the älyHOLva project to improve cognitive ergonomics and well-being at work, which included supervisor training and cognitive ergonomics coaching for employees.

Strengthening Competitiveness

- In autumn, we launched the “Together Towards Profitable Growth” project to strengthen our competitiveness. We also initiated a broad program to improve delivery reliability.
- We implemented the Relex system to enhance demand forecasting and inventory management.
- We focused on optimizing production and procurement costs at our own factories.

- We optimized the industrial warehouse network in Finland, adjusting it to current raw material flows and delivery batch sizes.
- The integration of agricultural business acquisitions was completed in Finland, enabling operational efficiency improvements.
- We developed systems and reporting in grain trade to simplify monitoring and decision-making. We moved fertilizer production to Hamina, improving logistics and delivery reliability.
- We carried out an HR reporting project to support data-driven management.
- Artificial intelligence was strongly integrated into our operations and we organized an internal AI training program. Our management team also defined key AI initiatives.
- In research and development, we sought efficiency in formulations, raw materials, and production and participated in VTT’s (research institution owned by the Finnish state) innovation projects.
- We focused on sustainability and quality in consolidating and strengthening our partner network.
- We developed our marketing capabilities through the Marketing Finland training platform.

Increasing Customer Value

- The Berner Industries business unit achieved excellent results in the customer satisfaction survey, with an NPS score of 68.
- We continued to invest in circular economy projects and are exploring new opportunities to utilize industrial by-products.
- We reorganized the Consumer goods business area to be more customer-focused and trained our sales team to increase customer value.
- We invested in consumer research to ensure the effectiveness of new products and marketing communication.
- We developed our healthcare and laboratory portfolio across borders to meet the changing needs of our customers and markets.
- We launched the “Good Soil” cultivation method in Finland, based on regenerative agriculture principles.
- In the professional turf business, we strengthened our organization and invested in services for golf courses and football fields.
- We also increased customer value through our sustainability efforts, achieving a Platinum EcoVadis rating and approved SBTi emission reduction targets.
- We streamlined our Research & Development processes and reorganized consumer services to be more agile.

Strong Brand and Employer Image

- We focused on increasing job satisfaction and improving our external employer image, as well as enhancing the company’s reputation.
- We increased Berner’s visibility through brand campaigns and improved communication. We developed internal communication at the group level.
- We assessed the state of diversity and inclusion through an employee survey and defined the program’s goals.
- We were awarded the “Mental Health Friendly Workplace” recognition for promoting mental health.
- We introduced a company bike benefit.
- We organized the “Jobs for Heinävesi” (location of our consumer goods factories) event and participated in the Taitaja trade fair in Kuopio, Finland.
- We renewed the brand portfolio strategy for consumer goods, focusing resources on strengthening the most important brands for the future. We also implemented a change program to ensure the rollout of the new organization and operational models and to improve job satisfaction.



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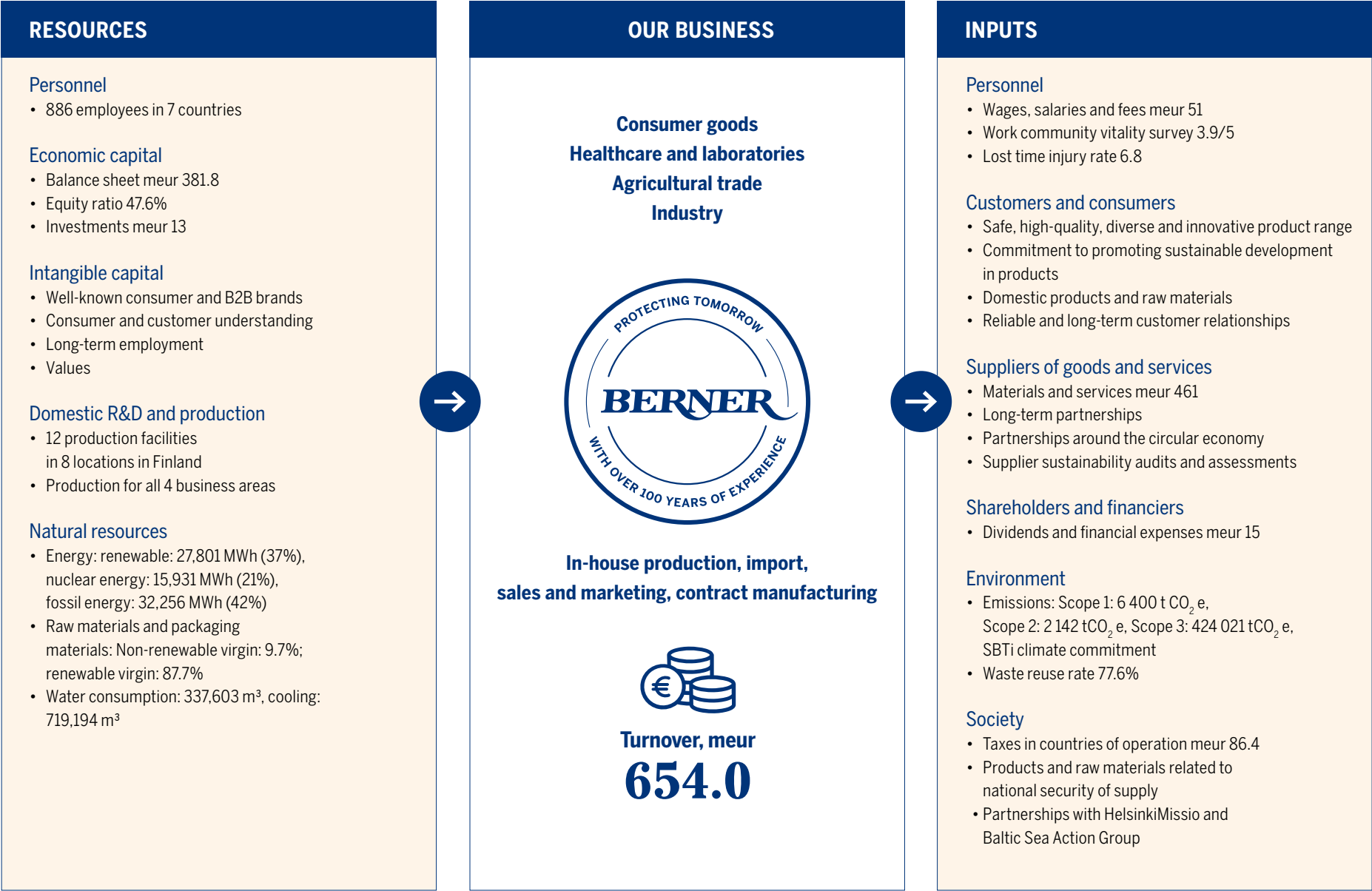
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Berner Group's Value Creation Model 2024



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SHARED RESPONSIBILITIES

SUSTAINABILITY PROGRAMME 2023–2025



We take care of our personnel's well-being

- Occupational safety and well-being
- Learning and well-managed organisation
- Diversity, equality and inclusion



We ensure product sustainability

- Product quality and safety
- Sustainable supply chain
- Sustainable materials



We reduce climate and environmental impacts

- Energy efficiency and emissions
- Material efficiency and circular economy
- Biodiversity

WE OPERATE ETHICALLY



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Main sustainability targets

Target 2023–2025	Achievement 2024
We operate ethically	
100% of our staff in all operating countries undergoes online training on Code of Conduct biennially.	73% of the employees due for the course completed it.
From 2024, we will include a sustainability KPI in the remuneration of the Group management.	The inclusion of the sustainability KPI was postponed by one year to 2025.
We take care of our personnel's well-being	
Zero accidents and cases of occupational diseases.	Within the Group, there were 9 accidents resulting in an absence of at least 1 day (7 in 2023). 1 case of an occupational disease.
We achieve the goals we set for occupational well-being surveys.	The result of the Group-wide occupational well-being survey was 3.9/5 (good), which exceeds our target.
We exceed the country-specific averages in the 360-degree assessments of leadership.	No assessments were carried out last year.
We will examine the current state of diversity and inclusion and draw up the objectives of the programme	The results of the current state survey carried out in late 2023 have been analysed and communicated to the personnel (Ltd).
We ensure product sustainability	
Zero recalls of in-house products.	One recall for a product of our own production. The microbiological quality of the potato by-product had not been sufficient for its intended use (sold to farms) and the batch was recalled.
100% of high-risk country suppliers have been audited for social responsibility. We are developing the sustainability assessment of suppliers in non-risk countries.	About 80% of high-risk country suppliers have a social responsibility audit or certification. Berner Group joined EcoVadis as a member in 2024. With the membership, it is possible to assess the sustainability of suppliers with comprehensive EcoVadis sustainability assessments.
All plastic packaging produced by Heinävesi and Helsinki’s own production is recyclable.	88% of the packaging used (kg) was recyclable.
We will continue to carry out carbon footprint calculations and life cycle analyses for our products.	Carbon footprint calculation and/or life cycle analysis were made for 50 products.
We reduce the use of peat by approximately 10% per year, with the aim of fully replacing peat in GreenCaregrowing media at the beginning of the 2030s.	Composted coffee grounds are used to replace the share of growth peat in products and the use of peat will be reduced annually by approximately 10%.
We reduce climate and environmental impacts	
Our Science Based Targets will be approved within the agreed timeframe. We will reduce our emissions in our own operations and in our value chain in line with our targets. Main targets (2030 vs 2021): Scope 1 and 2: -42% Scope 3: -51.6%, intensity target Scope 3, FLAG: -30.3%	We received approval for our SBTi emission reduction targets. The targets also include FLAG emissions related to land use. Emissions have developed as follows: Scope 1, 2024 vs. 2021: -13% Scope 2, 2024 vs. 2021: -10% (market-based emissions) Scope 2, 2024 vs. 2021: -53% (location-based emissions) Scope 3, 2024 vs. 2021: -17% Scope 3, FLAG, 2024 vs. 2021 +3%.
We reduce the environmental impact of production by increasing the efficiency of material use and separate waste collection.	The amount of waste decreased in the Group: in 2024, 129 tonnes less waste was generated than in 2023. In 2024, 100 tonnes more materials were directed to recycling or reuse than in 2023.
We investigate our impacts and dependencies on biodiversity and set targets to reduce impacts.	Possible biodiversity benefits of regenerative agriculture were examined in 2024 through expert interviews as part of a thesis conducted for Berner Ltd. In 2025, the work will continue to investigate impacts and dependencies and to set targets for reducing impacts.
The total amount of recycled side streams in the agricultural and industrial business areas is 570,000 tonnes.	The amount of recycled side streams was 183,759 tonnes in 2024. The total amount in 2023 and 2024 is 317,759 tonnes.

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ÄLYHOIVA – SUPPORTING MENTAL HEALTH



The ÄlyHOIva project is part of Berner Ltd's investment in developing cognitive ergonomics and employee well-being. The goal is to improve work efficiency, support resilience, and reduce mental strain. The project also supports the goals of the National Mental Health Program 2030. A sensory survey conducted in 2023 revealed the need to improve mental health and cognitive ergonomics. As a result, the Mental Boost training was launched in 2024 to increase employee awareness of cognitive ergonomics and mental health. The training consisted of a three-part lecture series covering the key pillars of mental health, the importance of teamwork and meaning, and elements of cognitive ergonomics. In 2025, the focus will be on further improving working conditions. The goal is to establish a culture at Berner that supports cognitive ergonomics.

AWARD-WINNING GREENCARE HEMP CONCEPT



GreenCare's innovative hemp fiber products – Maatilan Aito Hamppukate, Maatilan Aito Rikkakasvihuopa, and Hamppukuivike – were awarded the prestigious Garden Product of the Year 2025 recognition. According to the Finnish Garden Retailers' Association, "GreenCare's hemp products are an example of responsible and innovative design that meets the needs of home gardeners and supports sustainable development values. The hemp products demonstrate that eco-friendliness can be combined with high technology and domestic expertise."

According to the European Commission, hemp cultivation absorbs as much carbon dioxide as a young forest, but it only takes five months to grow. Hemp fiber is harvested in spring, as winter naturally dries the stalks, eliminating the need for artificial drying. Wintertime ground cover promotes environmental protection and protects wildlife.

ECOVADIS MEMBERSHIP



Becoming a member of EcoVadis, which conducts comprehensive sustainability assessments, further strengthens our commitment to ensuring and developing responsible sourcing in our supply chains across all four business areas and subsidiaries.

EcoVadis assesses sustainability in four categories: environmental responsibility, labor practices and human rights, ethical business practices, and sustainable procurement. The assessment is based on policies, actions, and results. The evaluated company receives a clear scorecard with development recommendations. The assessment is valid for one year at a time.

The EcoVadis evaluation process is based on international sustainability standards and initiatives, such as the Global Reporting Initiative (GRI), United Nations Global Compact (UNGC), and ISO 26000.

HELSINKIMISSIION'S SCHOOL TO BELONG PROGRAM



Since 2022, Berner has supported the HelsinkiMission's School to Belong program, which helps school communities identify and reduce youth loneliness. The number of participating schools has increased from 46 to 126, involving approximately 100,000 students across Finland. Last year, more than 28,000 meetings were held to reduce loneliness, and 30 training sessions were organized for students, parents, and school staff. In the third year, the sense of belonging increased by 8 percentage points. 57% of students feel that efforts are being made to improve belonging, and 65% feel that they are part of a group of friends. The program was enhanced with new materials, including a learning module, a youth guide, and a handbook for coordinators.

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APPROVAL FOR OUR EMISSION REDUCTION TARGETS FROM SBTi

The Berner Group has received approval for its science-based emission reduction targets from the Science Based Targets initiative (SBTi). The targets, extending until 2030, also cover land-use-related FLAG emissions.

SBTi is a global initiative that helps companies set ambitious emission reduction targets based on the latest climate science. SBTi targets are a key part of Berner's ongoing climate and environmental work and play a significant role in the company's Shared Responsibilities sustainability program.

Our group-wide 2030 targets cover direct emissions (Scope 1 and 2), value chain emissions (Scope 3), and FLAG emissions (forest, land, agriculture, Scope 3). FLAG emissions result from land-use changes and land use related to the production of commodities or raw materials used by the Berner Group, such as grains, potatoes, and imported agricultural products.

Berner Group's carbon roadmaps guide emission reduction efforts and include concrete steps to achieve the targets. Ongoing internal measures include increasing the use of green electricity and district heating and improving energy efficiency at production plants.



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Approved SBTi 2030 main targets:

- The Berner Group commits to reducing absolute Scope 1 and 2 greenhouse gas emissions by 42% by 2030, compared to the 2021 baseline.
- The Berner Group commits to reducing Scope 3 value chain emissions by 51.6% per million EUR value added by 2030, compared to the 2021 baseline. This is an intensity target, meaning that business growth or contraction is considered.
- The Berner Group commits to reducing absolute Scope 3 FLAG emissions by 30.3% by 2030, compared to the 2021 baseline.
- The Berner Group commits to reducing absolute Scope 3.11a greenhouse gas emissions by 42% by 2030, compared to the 2021 baseline.

Terms:

- **Scope 1 emissions** – e.g., fuel for leased cars and process heating.
- **Scope 2 emissions** – purchased electricity and heat energy.
- **Scope 3 emissions** – purchased products and services, transportation, and product use.
- **Scope 3.11.a emissions** – from the use of sold fuels.
- **FLAG emissions** – forest, land, and agriculture emissions. FLAG emissions result from land-use changes and land use related to the production of commodities or raw materials used by the Berner Group, such as grains, potatoes, and imported agricultural products.

Read also the sustainability cases on pages 20 and 25.



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- Healthcare and Laboratories
- Agricultural Trade
- Industry

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PROTECTING
TOMORROW
With over 100
years of experience



Business
areas

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CONSUMER GOODS

The year 2024 was a time of renewal for the Consumer goods business area, with a focus on profitable growth and international expansion. We concentrated heavily on improving customer collaboration and renewed our operating model. Despite a challenging operating environment, sales of consumer goods increased, particularly driven by the gardening category, where we further strengthened our leading market position.

Sales growth in a challenging market

Consumer goods sales increased last year, and our market position remained strong despite a challenging operating environment. Consumer confidence and purchasing power remained weak, which particularly affected demand for more expensive one-off purchases and led to an increase in price campaigns.

In recent years, we have strategically focused on improving customer collaboration and continuously enhancing our operations, which is reflected in our success. Last year, we renewed our organizational model, updated our strategy, and launched a program to improve delivery reliability.

Sales were particularly strong in the gardening, car care, and food categories in 2024. In gardening, we strengthened our position as the market leader with GreenCare. In car care, our long-term work on developing the Korrek and Lasol brands resulted in several commercial successes. The food category also performed well, with growth in Kikkoman, Rajamäki, and potato starch sales compared to the previous year.

In daily cosmetics, the fragrance-free and allergy-certified LV brand achieved another sales record. In color cosmetics, GOSH continued to grow strongly, supported by the singer Anna Abreu collaboration. Natural cosmetics brands Murumuru and Pure = Beauty also saw year-on-year growth. In pharmacy cosmetics, we launched the French Uriage brand in Finland, offering clinically proven skincare products developed in cooperation with dermatologists. In selective cosmetics, our partnership with Clarins ended at the end of the year.

Cosmetics distribution in the Baltics remained stable despite a very challenging operating environment marked by weak consumer purchasing power and intensified price competition. In footwear, the year was weak, reflecting the general downturn in the consumer goods market as consumers postponed more expensive one-off purchases.

Recognition for sustainability from stakeholders

Sustainability is at the core of our consumer goods business, and our efforts have been



Turnover, meur

98.2

Customers

- Retail trade
- Department and special stores
- Pharmacies
- Gardening and hardware stores
- Cosmetologists
- Food industry

Main product groups

- Daily cosmetics
- Food
- Home cleaning
- Daily accessories and wellness
- Pharmacy and department store cosmetics
- Professional cosmetics
- Car care
- Gardening
- Footwear



Operating countries

- Finland
- Baltic countries

Production facilities

- Helsinki
- Heinävesi



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recognized by consumers. In the Sustainable Brand Index survey, consumers rated LV as Finland's most sustainable brand in the beauty industry, which we discuss in more detail in the case study. LV also secured the position of Finland's most respected brand in the skincare and hygiene product category in a brand valuation survey conducted by Taloustutkimus.

GreenCare's innovative fiber hemp products – Maatilan Aito Hamppukate, Maatilan Aito Rikkakasvihuopa, and Hamppukuivike – were awarded the prestigious Garden Product of the Year 2025 recognition. The award is presented annually by the Finnish Garden Retailers Association to a product that combines quality, innovation, and sustainability in a way that serves Finnish home gardeners. More details can be found on the sustainability case page.

The XZ haircare brand, which celebrated its 70th anniversary, participated as a partner in the Roosa Nauha campaign by the Cancer Foundation Finland. For each XZ shampoo sold during the campaign, 10 cents were donated to support Finnish cancer research and free counseling services for cancer patients and their families.

An example of our efforts to improve packaging sustainability is the Oxygenol toothpaste tubes, which are now made from the same plastic material, including the caps, making them fully recyclable.

Strong customer collaboration and a broad product portfolio drive growth opportunities

We expect the market environment to remain volatile and difficult to predict in 2025.

However, expectations for an improvement in the Finnish economy toward the end of 2025 are anticipated to gradually boost consumer confidence and purchasing power. At the same time, consumers value strong brands, domestic production, and sustainability. Berner's extensive brand portfolio across different categories and price points, product development and manufacturing capabilities, and skilled and motivated personnel create growth opportunities for us.

Changes in consumer behavior and retail development require quick adaptation and constant renewal from us. Data-driven identification of growth opportunities, consumer-driven innovation and commercialization, and cost-effective execution form the foundation of our success. Close collaboration with our customers and shared growth plans create a foundation for joint success in both Finland and international markets.

CONSUMERS VIEW LV AS THE MOST SUSTAINABLE BRAND IN THE BEAUTY INDUSTRY

According to the 2024 Sustainable Brand Index survey, Finnish consumers consider LV the most sustainable brand in the beauty industry. The survey, conducted in Finland in 2024, included 27 industries and 243 brands. Consumers particularly appreciated LV's environmental responsibility and raw material choices.

LV is committed to continuous and long-term development of sustainability, which means taking action and making choices for a more sustainable and fairer future. Examples include focusing on biodegradable raw materials, switching to certified palm oil, ensuring traceability of raw materials, and calculating the carbon footprint of the LV Vahvistava product line.

At the heart of LV is the joy of simplicity, following the principle of "less is just enough." This means keeping product ingredient lists as short as possible and selecting only high-quality ingredients essential for skin health – without anything unnecessary.

All LV products carrying the Avainlippu symbol (Finnish flag) – representing over 80% of the product range – are developed in Berner's R&D laboratory in cooperation with the Allergy, Skin, and Asthma Federation. These Avainlippu products are manufactured at Berner's Heinävesi plant using 100% renewable energy.





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Our key consumer brands





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HEALTHCARE AND LABORATORIES

We have taken significant steps to develop our business and international operating model. Close collaboration across five countries, along with new product launches and innovative solutions, enabled us to meet the continuously evolving needs of our customers and the industry.

A new operating model to support growth and internationalization

In recent years, we have made significant investments in the growth of our healthcare and laboratory business area. Our operations have expanded into new product and service segments as well as new markets through multiple acquisitions. This has enabled us to offer more comprehensive solutions to our customers in the Nordic and Baltic regions while providing our principals with full access to these markets.

In 2024, we refined our leadership model to better support our growth and internationalization goals, as well as crystallized our strategy. Our operations are now divided into four business lines: assistive devices and care services, specialized healthcare, healthcare and hygiene consumables, and laboratory solutions.

Strong development work

In 2024, we significantly developed our business. We expanded our collaboration with the City of Helsinki in assistive devices and care services, taking responsibility for assistive device maintenance, thereby launching a new operating model in the assistive device sector. Our rental business continued to expand and has seen continuous growth. Collaboration with leading care providers further extended across Berner’s healthcare business areas. We responded to the needs of care and early childhood education with technological solutions such as sensory room environments and developed digital innovations to support patient care in collaboration with our customers.

In the area of specialized healthcare, we are a reliable partner for our Nordic customers in several areas, such as urology and respiratory care. We recently strengthened our portfolio in the Nordic region and introduced innovative



Turnover, meur
93.8

- Customers**
- Public and private healthcare, specialized healthcare, nursing homes, rehabilitation centers, early childhood education, special needs education
 - Food industry, biotechnology, pharmaceutical industry, oil industry, research laboratories
 - Professional cleaning customers, central organizations, and wholesalers

- Our Solutions:**
- Assistive device services, technological solutions, and comprehensive maintenance solutions
 - Specialized healthcare solutions, including urology, surgery, respiratory care, and wound care
 - Healthcare and hygiene consumables and distribution channels
 - Laboratory equipment, services, and solutions



- Operating countries**
- Finland
 - Sweden
 - Norway
 - Denmark
 - Estonia

- Production facilities**
- Heinävesi
 - Ylöjärvi

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Healthcare and Laboratories

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solutions to the market, such as copper-based wound dressings and hyaluronic acid-based wound care products. In the surgical business, we increased our market share through successful public procurement tenders in the Finnish market.

Our Finnish subsidiary, Suomen Medituote Ltd, which serves healthcare and customers of hygiene products with an extensive range of consumables, won major tenders in 2024, achieving growth of over 30%. Healthcare and hygiene consumables grew strongly in new customer acquisitions and product range expansion. In the disinfection products segment, we are a highly significant market player.

In the laboratory sector, we established a Nordic operating model that integrates previous acquisitions and provides our principals with comprehensive access to all five of our operating countries. We developed our portfolio across borders to meet the evolving needs of our customers and markets.

Flexibility and efficiency in addressing market challenges

We serve both the public and private sectors, including healthcare providers, research institutions, and various industries. The challenges in healthcare sectors continued in

Finland in 2024, but we were able to respond effectively with flexible and efficient solutions. We work closely with regional healthcare authorities and leading care providers.

Increased number of eco-labeled products

Sustainability is a key part of our operations. At our Heinävesi production facility in Finland, we manufacture disinfection and cleaning products, many of which are eco-labeled. In 2024, we expanded our range of eco-labeled cleaning products in line with our sustainability goals.

In the laboratory business, our commitment to sustainability was further strengthened by extending ISO 9001 and ISO 14001 certifications to multiple operating countries.

Nordic operating model driving growth

We look confidently to the future with our refined strategy and renewed operating model. Our Nordic operating model enables a stronger market position and efficient access to new markets for both us and our principals. We are committed to helping our customers succeed by providing them with high-quality and innovative solutions.

BERNER LAB – ONE TRUSTED LABORATORY PARTNER IN FIVE COUNTRIES

In 2024, we unified our laboratory business across all five operating countries, strengthening our offerings and service network. Acquisitions made in previous years have enabled the expansion of our laboratory business into new markets, and through this business integration, we can serve our customers more comprehensively than ever before.

This development provides our principals with access to the markets of Finland, Sweden, Norway, Denmark, and Estonia, combining an international operating model with strong local expertise. Through our versatile and high-quality solutions, we ensure that laboratory environments operate smoothly and efficiently—from equipment selection to training, maintenance, and renewal.



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AGRICULTURAL TRADE

Year 2024 brought stability to the agricultural trade in Finland and Sweden after years of price fluctuations and cultivation challenges. Crop production returned to more normal yield levels, which was reflected in the growth of sales of production inputs and grain trade in Finland. The integration of acquisitions was completed, and the restructuring of the fertilizer business enhanced operations.

Growth in production input sales

The agricultural market began to stabilize in Finland and Sweden after years of price fluctuations. Crop production normalized after difficult harvest years, strengthening farmers' financial situations and increasing investments in agricultural production inputs. This was evident in the growth of production input sales and a boost in grain trade in Finland.

During the year, the integration of acquisitions was completed in Finland, enabling more efficient operations. Grain trade systems were further developed, and reporting was improved to facilitate monitoring and decision-making. In the fertilizer business, Belor Agro Oy was merged into Berner Ltd, streamlining fertilizer trade processes. Additionally, the transfer of fertilizer production to Hamina enhanced logistics and improved supply reliability.

Sales of Viljelijän Tuoreleike, a feed intended for cattle farms, increased significantly due to the expansion of sugar beet cultivation and a higher-than-usual yield. Our selection of feed components expanded in autumn 2024 when we started selling Viljelijän Perunarehu, a byproduct of starch potato production from Finnamyyl Oy and Lapuan Peruna Oy. The

addition of potato feed made our product range even more attractive to cattle farms, resulting in positive sales development.

In our professional turf management business, we strengthened our organization and invested in services for both golf courses and football fields. We also expanded our professional turf product operations to the Baltic countries.

Variable cultivation conditions and market developments

Cultivation conditions varied significantly throughout the year. The 2023–2024 harvest season yielded a moderate crop in Finland, but particularly unfavorable harvesting conditions in autumn 2023 posed quality challenges. The presence of mycotoxins restricted the use of oat harvests, leading some to be used as feed rather than food. Simultaneously, Swedish grain exports declined due to heavy summer rains, opening new export markets for Finnish oats. As a result, oat exports increased significantly in 2024. For other grains, Finland's grain balance did not allow for significant exports, keeping the focus on domestic sales.



Turnover, meur
283.0

Customers

- Farmers; customers with different types of production
- Industrial partners; grain trade, oil crops and parties related to circular products
- Pest control professionals
- Professional lawn care; golf, sports turfs, green areas

Main product groups

- Grain and oilseed trade
- Seeds, fertilisers and soil improvement
- Crop protection substances
- Professional gardening seeds and cultivation supplies
- Solutions for livestock farms, such as Viljelijän Tuoreleike as a feed component for cattle farms
- Measuring instruments
- Liquid fuels
- Pest control
- Professional lawn care solutions



Operating countries

- Finland
- Sweden
- Estonia
- Latvia
- Lithuania

Production facilities

- Hamina



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The need for crop protection increased, as varying weather conditions in the previous year led to increased weed problems and plant diseases. The sales of crop protection products improved in Finland compared to previous years. Industrial byproduct ammonium sulfate solution gained importance as a nitrogen fertilizer for livestock farms.

Promoting sustainable cultivation and innovation

In 2024, Berner invested in responsible farming practices and launched the Hyvän Maan ("Good soil") cultivation method in Finland, based on regenerative agriculture principles. This method supports soil fertility improvement and carbon sequestration, contributing to sustainable agriculture. Read more in the case.

Potato cultivation development continued in collaboration with various stakeholders, focusing particularly on responsible and traceable starch production. In Sweden, our subsidiary Gullviks continued developing new sustainable solutions, particularly in crop protection, fertilization, and expanding the seed selection.

In the spring, we organized a series of Teams events for professional gardeners, attracting significant interest. Our experts shared their knowledge with customers. As a new initiative, we introduced wood fiber-based potting substrates for customers selling seedlings. These biomaterial-based potting substrates have up to an 80% lower carbon footprint compared to disposable plastic pots.

THE HYVÄN MAAN CULTIVATION PROGRAM

In December, we launched the Hyvän Maan ("Good soil") cultivation program, which aims to reduce the environmental impact of potato and grain farming while improving cultivation efficiency and field productivity. The program responds to customers' increasing sustainability requirements and is part of our long-term commitment to sustainability development. It is based on a 2023–2024 starch potato pilot project involving 50 farms, where nutrient use was optimized, and profitability improved as starch yields increased.

The Hyvän Maan cultivation program is a production development tool utilizing regenerative farming methods. Modern

technology ensures the program's ease of use and scalability. The program offers a variety of nutrient optimization measures and good farming practices tailored to farm conditions. General sustainability actions and biodiversity conservation further support the achievement of goals.

The key components of the Hyvän Maan cultivation program were developed in collaboration with Berner and the food chain software company Mtech, utilizing the Food Data Finland digital food sustainability data model. The collaboration leverages MTech's Minun Maatilani platform, digital cultivation planning, weather data, and extensive soil analyses.

The goal is to improve crop quality, reduce the environmental impact of farming, and support biodiversity. Through the food sustainability data model, sustainability information from farming processes can be transferred throughout the value chain to the consumer.

The Hyvän Maan cultivation program aims to support natural processes: as soil quality improves, field productivity increases, and input usage becomes more efficient. Crop reliability improves even under varying weather conditions. The program also allows us to develop monitoring and management of purchased grain and potato emissions as part of our Scope 3 emissions calculations.

Future prospects – digitalization and sustainable growth

In 2025, digitalization and practical sustainability measures will be central in agriculture. In Sweden, expanded cultivation areas provide a strong foundation for future production, increasing farmers' competitiveness and food production stability.

In Finland, we will continue investing in sustainable cultivation and the development of production processes. In grain trade, domestic sales will remain the primary focus, but oat export opportunities will be actively monitored.



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INDUSTRY

The year 2024 was challenging for the Industry business area due to the operating environment. During the year, we focused on business development, expanding into new markets, and product development, which creates a foundation for future growth.

Weak demand in the industry, market prices remained low

Market prices for most products in the Berner Industries business unit remained low and more stable than in previous years, without significant price fluctuations. Demand for heavy industry in Finland was weak throughout the year, and the prolonged political strikes at the beginning of the year further complicated the situation, causing significant production losses and contract failures for customers. However, the situation was balanced by the strong share of the feed and food industries as well as road maintenance in our business. In the spring, a record-breaking 40,000-ton delivery of rock salt for de-icing arrived in Pori, the largest single ship delivery in our history.

In Scandinavia, Berner Industries experienced a significant growth leap, with sales increasing by 70% and the warehouse network expanded to support this growth. The feed and energy industries remained key sectors in the region.

Demand for Chemigate Ltd's modified starches was still weighed down by the downturn in the paper and board industry,

which affected the company's main business. Sales of cationic reagents increased as tightened transport regulations and weakened availability of imports from China boosted demand for local suppliers. Sales of food and technical starches were driven by a successful potato harvest at the end of the year, which also supported Chemigate's starch business expansion into Sweden.

The year 2024 was challenging for Berner Chemicals Ltd due to the weakened operating environment and market uncertainty. The prolonged spring strikes shut down several pulp industry customers, and the sector's downturn continued throughout the year. This was reflected in magnesium sulfate solution delivery volumes, which remained significantly lower than the previous year, while the construction downturn reduced demand for crystalline magnesium sulfate heptahydrate in fire protection. However, deliveries of magnesium hydroxide increased, and we expect the market to develop favorably. In product development, we focused on expanding the fire protection market to new building materials, which opens up opportunities for future years.



Turnover, meur

177.2

Customers

- Bioproduct and forest industry
- Animal feed industry
- Food industry
- Chemical industry
- Metal industry
- Fertiliser industry
- Energy industry
- Building materials industry
- Infrastructure, construction and road maintenance
- Water treatment
- Cities and municipalities

Main product groups

- Modified and native starches
- Feed materials and additives
- Food raw materials and additive
- Basic and specialty chemicals



Operating countries

- Finland
- Sweden

Production units

- Lapua
- Kokemäki
- Kaipiainen
- Mietoinen



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Excellent customer satisfaction results at Berner Industries

The Berner Industries business unit has established itself as a reliable, long-term, and active player. This is reflected in several significant growth initiatives, which strengthen our future growth together with our customers and partners.

A customer satisfaction survey conducted in the spring confirmed that we are on the right track – we achieved an excellent NPS score of 68. Customers particularly appreciated our customer service orientation, delivery reliability, and the accuracy and documentation of deliveries. Work to improve the customer experience continues, and we will use the survey results to enhance our operations.

Responsibility seminar and green energy

The Industry business area organized a responsibility seminar for its customers at the Pulp & Beyond trade fair, focusing on sustainable value chain management – a key part of Berner Group’s sustainability strategy and an important theme for our customers.

As part of Berner Group’s Science Based Targets initiative climate commitment and set emission reduction targets, Chemigate invested in green energy. Read more in the case.

Berner Industries continued its investments in circular economy projects and actively explored new opportunities to utilize industrial side streams – work that will continue in the future.

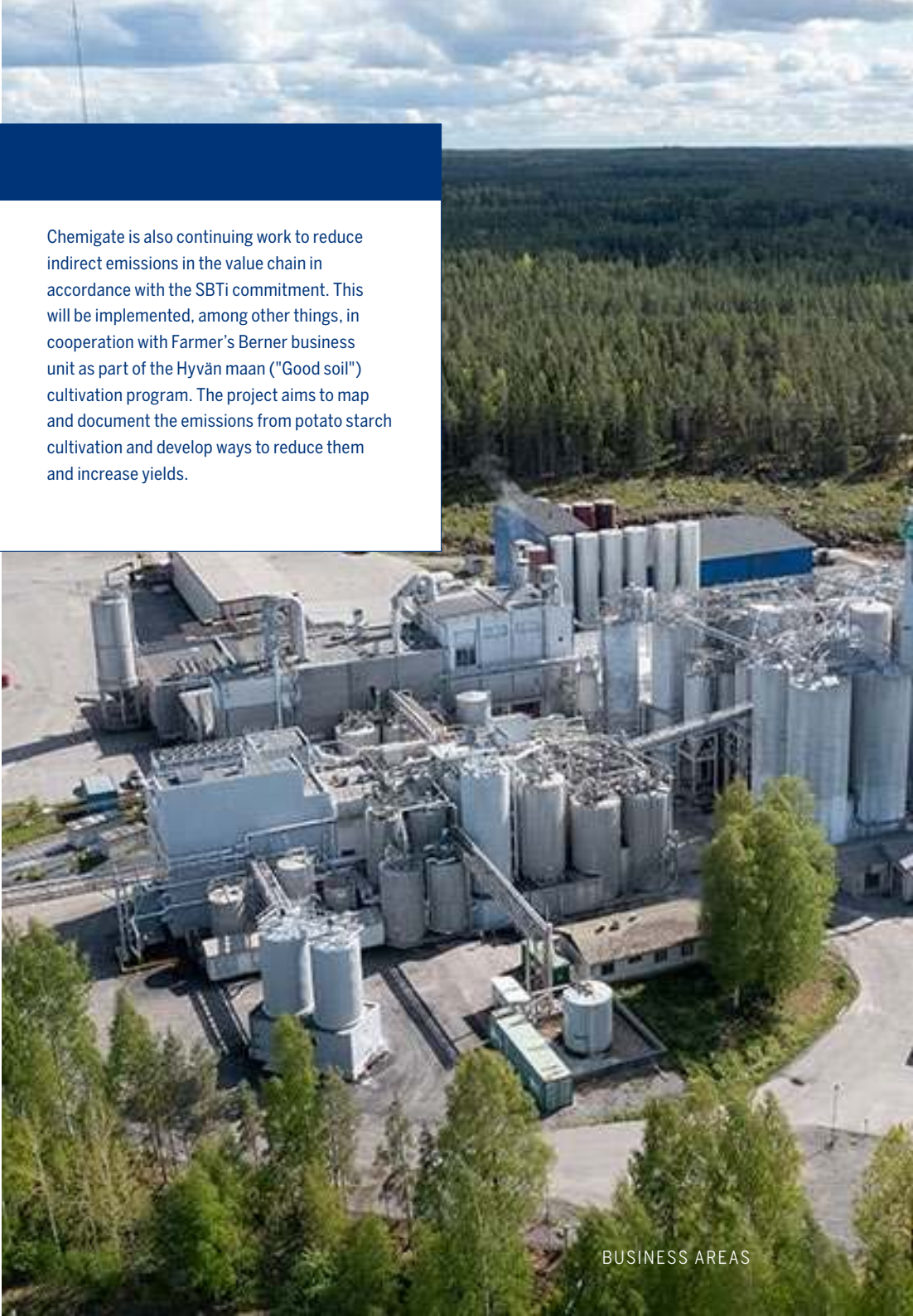
FOCUS ON EMISSION REDUCTION

Chemigate Ltd’s Lapua plant will significantly invest in reducing emissions in line with Berner Group’s Science Based Targets initiative (SBTi) emission reduction targets. Thanks to a new heat recovery investment, liquefied petroleum gas consumption will decrease, and waste heat generated in the plant’s processes will be utilized in production. Direct CO₂ emissions are expected to decrease by 20% from current levels. The investment amounts to approximately EUR 2 million.

Chemigate is also continuing work to reduce indirect emissions in the value chain in accordance with the SBTi commitment. This will be implemented, among other things, in cooperation with Farmer’s Berner business unit as part of the Hyvän maan (“Good soil”) cultivation program. The project aims to map and document the emissions from potato starch cultivation and develop ways to reduce them and increase yields.

Exploring acquisition opportunities

In line with Berner’s strategy, Berner Industries will continue to seek acquisition opportunities to accelerate growth in our core markets. At the same time, infrastructure investment opportunities are being explored. Development work is aimed at sustainable and profitable growth together with our customers and partners.





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ESRS 2 General disclosures

General principles of preparing the sustainability statement

The Berner Group consists of the parent company Berner Ltd and its subsidiaries in Finland, Sweden, Norway, Denmark, and the Baltic States. The Group operates in four different business areas: Consumer goods, Healthcare and Laboratories, Agricultural trade, and Industry. The Group's operations comprise its own manufacturing in Finland, contract manufacturing, importing, and sales.

The Berner Group's 2024 sustainability statement is partially based on the requirements of the European Sustainability Reporting Standards (ESRS) defined in the EU's Corporate Sustainability Reporting Directive (CSRD). As part of the reporting process, an internal gap analysis was conducted between the requirements of the ESRS standards and the existing reporting capabilities of the Berner Group. According to the current legislation, the Berner Group would fall under the scope of ESRS reporting for the year 2025, to be reported in 2026. However, in late February 2025, the European Commission made an Omnibus proposal aimed at easing sustainability regulations, and the situation concerning future reporting obligations remains uncertain.

The topics reported in the sustainability statement have been determined through a double materiality analysis defined by the ESRS, assessing the sustainability themes relevant to the Berner Group from two perspectives: the significance of the impacts caused by the Berner Group on society, and the

financial significance of risks and opportunities related to those impacts for Berner.

The reporting period of the sustainability statement is from January 1 to December 31, 2024. The sustainability reporting generally covers the same scope as the consolidated financial statements of the Group wherever possible. If responses pertain only to specific companies, this is stated in the responses. The Berner Group has previously reported its sustainability according to the GRI corporate responsibility reporting framework.

Sustainability governance

The Board of Directors of Berner Ltd, as the highest governing body, approves Berner's sustainability programme along with its material topics and objectives. The Chairman of the Board is Berner Ltd's CFO. The Board consists of 5 members, of which 4 (80%) are men and 1 (20%) is a woman. Regular sustainability reviews will be included on the Board's agenda from 2025 onwards.

In Berner Ltd's Executive Management Team, sustainability falls under the responsibility of the Marketing Director. The Executive Management Team regularly addresses sustainability as part of business and service business area reviews. Broader sustainability reviews will be added to the Executive Management Team's agenda in 2025. The Executive Management Team consists of 10 members, of which 8 (80%) are men and 2 (20%) are women.

The Chairman of the Board of Berner Ltd, the CEO, and three members of the Executive

Management Team participate in Berner's Sustainability Steering Group, which meets nearly monthly. The Steering Group also includes persons responsible for the main and sub-themes of the sustainability programme. The Steering Group reviews the themes of Berner's sustainability programme, current sustainability topics, customer expectations regarding sustainability, and sustainability legislation.

Inclusion of sustainability related performance in incentive schemes

As part of the remuneration of Berner Ltd's Executive Management Team, a sustainability metric has been introduced, consisting of two variables: accident frequency and the results of the work community survey. The introduction of the sustainability metric in incentive scheme was postponed from 2024 to 2025.

Risk management of sustainability reporting

Berner has in use a Group-wide electronic sustainability data reporting system where figures related to its own personnel and environmental responsibility are reported. Additional data checkpoints are in place to ensure data accuracy. Designated individuals within the subsidiaries are responsible for reporting data, while the parent company's responsibility for the entire Group's reporting lies with the sustainability and quality & environmental teams.

Strategy and business model

Berner's purpose is protecting tomorrow, and its vision is to be at the forefront of quality, innovation, and sustainability through seamless collaboration. The strategic priorities for the 2023–2025 strategy period are leading growth, increasing customer value, strengthening competitiveness, and maintaining a strong brand and employer image. Two of the six strategic objectives directly relate to promoting sustainability: employee experience and achieving Platinum level in the EcoVadis sustainability assessment. The foundation of the strategy lies in long-standing values: work, integrity and humanity.

The Berner Group consists of the parent company Berner Ltd and subsidiaries in four business areas: Consumer goods, Healthcare and Laboratories, Agricultural trade, and Industry. The Industry business area includes both the import and sale of chemicals as well as manufacturing. The Group operates in Finland, Sweden, Norway, Denmark, Estonia, Latvia, and Lithuania.

The Group's operations include its own research and development and production in Finland across eight locations serving all four business areas, importing, sales, marketing, and efficient services for product and supply chain management. Key customers are in both the private and public sectors, as well as consumers.

The Group's net sales in 2024 amounted to EUR 654 million. The largest business area is Agricultural trade, which accounts for 43.5% of net sales, followed by Industry with 27%,



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Consumer goods with 15%, and Healthcare and Laboratories with 14.5%. The total number of employees in the Group was 886 (December 31, 2024).

Sustainability themes related to products play an important role in all four business areas and their customers. For example, in the Industry business area, bio-based raw materials and promoting the circular economy play a significant role in its own production.

The company manufactures products to meet the needs of all four business areas – from consumer products to fertilizers and chemicals – and imports and sells a wide range of different raw materials and finished products. This creates extensive and diverse value chains starting from primary production.

Material sustainability topics
Process of materiality assessment

The positive and negative impacts related to the Berner Group’s sustainability themes, as well as the financial risks and opportunities caused by these impacts, have been assessed through a double materiality analysis in accordance with the ESRS standard. The assessment covered all ESRS-defined sustainability topics, including the entire Berner Group and its upstream and downstream value chains. The double materiality analysis was primarily conducted by the Group’s internal CSRD working group and was repeatedly reviewed by the Sustainability Steering Group. The results of the analysis will be reviewed and approved by Berner’s Executive Management Team and Board of Directors in March 2025.

Mapping of impacts, risks, and opportunities was performed for all topics at the sub-topic

level. Negative, positive, actual, and potential impacts, as well as human rights impacts and related risks and opportunities, were assessed for all sustainability topics. New impacts, risks, and opportunities may be identified in the future and will be added to the assessment.

In determining the materiality of impacts, the significance is derived from the scale, scope, and irremediable nature of the impact, each assessed on a scale of 1–5. The sum of these is then multiplied by the probability of occurrence (0–1). The financial materiality is determined by the magnitude of the financial impact (% of revenue) and the probability of risks and opportunities materializing (0–1). Materiality is assessed on a scale of 0–15, and if the impact’s materiality or financial materiality reaches or exceeds 8, the factor is considered material. Relevant sources, such as internal company assessments, stakeholder evaluations, industry-specific data and studies, and reports from international organizations, have been prioritized in assessing impacts, risks, and opportunities.

Berner continuously engages with stakeholders relevant to its business operations. Separate stakeholder consultations were not conducted as part of the materiality assessment; instead, Berner has utilized existing stakeholder consultation results in the assessment. The sustainability impacts of the upstream value chain were mapped based on the Group’s procurement data. Purchases were categorized by sectors, and the sustainability impacts of these sectors were assessed using SASB. At the downstream end of the value chain, impacts on consumers and end-users were considered.

ESRS Standard		Material sub-topics
Environment		
E1 Climate change		• Adaptation to climate change • Mitigation of climate change • Energy
E2 Pollution		• Substances of concern
E3 Water and marine resources		• Water
E4 Biodiversity and ecosystems		• Direct drivers of biodiversity loss
E5 Resource use and circular economy		• Resource inflows, including resource usage
Social		
S1 Own workforce		• Working conditions • Equal treatment and equal opportunities for all • Other work-related rights
S2 Workers in the value chain		• Working conditions • Equal treatment and equal opportunities for all • Other work-related rights
S4 Consumers and end-users		• Impacts related to data concerning consumers and/or end-users • Personal safety of consumers and/or end-users • Social inclusion of consumers and/or end-users
Governance		
G1 Business conduct		• Corporate culture • Protection of whistleblowers • Relationships with suppliers of goods and services, including payment practices • Corruption and bribery

Non-material ESRS Standards
S3 Affected communities

Material topics

The material topics and sub-topics identified through the materiality assessment process are presented in the table below. The only non-material standard is S3: Affected Communities. The Berner Group operates in the Nordic countries and the Baltic States and has its own

manufacturing in Finland. According to the assessment conducted through the double materiality analysis, the Group’s operations do not have material impacts on communities in terms of size.



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Stakeholder perspectives

Open interaction with stakeholders and considering their views and expectations in our operations is of paramount importance to

the Berner Group. We operate in four distinct business areas, each with clear expectations and wishes from our stakeholders regarding Berner Group’s sustainability.

Stakeholder group	Interaction	Key sustainability topics for stakeholders
Employees	• Work community vitality survey, pulse surveys • Cooperation • Forum with representatives from employees, management, and HR • Target and development discussions • WhistleB Channel	• Occupational health and safety • Well-being at work • Learning and good leadership • Equality, diversity, and inclusion
B2B customers	• Customer Meetings • Trade fairs and training • Audits	• Responsible and transparent supply chain • Carbon footprint and LCA calculations • SBTi climate commitment
Consumers	• Consumer service • Social media • Consumer research	• Packaging sustainability • Environmentally certified products • Raw materials
Suppliers of goods and services	• Meetings • Audits	• SBTi Climate Commitment • Deforestation Regulation
Authorities, NGOS	• Certifications • Inquiries	• Sustainability of global supply chains
Owners	• Shareholder infosessions	• Sustainability programme





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E1 Climate Change

Impacts, risks, opportunities, and their management related to climate change

Impact	Risks and opportunities	Management	Actions
Climate change adaptation Berner Group has not yet conducted a comprehensive analysis of the impacts of climate change on its business operations; therefore, formal adaptation measures have not yet been defined.	Risk: Extreme weather events such as droughts, floods, and heatwaves can cause production fluctuations. This may affect the availability and price of raw materials, making procurement less predictable. Opportunity: The lengthening of the growing season in Finland can increase the availability of domestic raw materials and enhance their competitiveness. Strengthening factor: Berner Group's diversified business operations across various sectors, such as agriculture, industry, consumer products, and health technology, strengthen its ability to adapt to changes brought about by climate change.	• ISO 14001 environmental certification	Berner Group is identifying climate-related local risks across its operations and value chain. The objective is to define concrete adaptation measures that will be incorporated into the Group's updated strategy and risk management framework in spring 2025.
Climate change mitigation Berner Group's operations and value chain generate greenhouse gas emissions, the majority of which stem from value chain activities and land use-related emissions. These emissions also contribute to the degradation of biodiversity.	Risk: Tightening regulations may lead to increased costs of greenhouse gas emissions and energy raising production and transportation costs. Risk: Fluctuations in raw material and energy prices, as well as suppliers' climate-related investments, can increase costs.	• SBTi climate commitment • Responsible procurement principles (EcoVadis membership)	Berner Group implements emission reduction measures according to its carbon roadmaps, focusing on the use of green electricity and district heating, enhancing energy efficiency, and reducing fossil fuel consumption. Additionally, the company develops the sustainability of its supply chain in collaboration with suppliers, encouraging them to set emission reduction targets and monitoring progress through EcoVadis sustainability assessments.
Climate change mitigation Berner Group reduces the environmental impact of its own products.	Opportunity: Demand for domestic and sustainably produced products may increase as regulations tighten and consumer awareness grows, strengthening Berner's competitive advantage.	• Sustainability programme – Sustainable materials.	In line with its sustainability programme, Berner Group develops low-emission products by investing in sustainable product innovations, replacing fossil raw materials with bio-based alternatives, and utilizing LCA analyses to assess environmental impacts and guide development efforts.
Climate change mitigation Berner Group works to reduce the climate impact of agriculture and promote carbon sequestration.	Opportunity: Demand for domestic and sustainably produced products may increase as regulations tighten and consumer awareness grows, strengthening Berner's competitive advantage.	• SBTi climate commitment • Hyvän Maan ("Good Soil") cultivation programme and its principles	Berner Group promotes sustainable farming on its contract farming sites through the Hyvän Maan cultivation programme, applying regenerative agriculture principles.
Energy Berner Group mitigates climate change by investing in carbon-neutral production and energy-efficient solution.	Opportunity: Improving energy efficiency and investing in renewable / CO ₂ -free energy can enhance competitiveness by offering products with a smaller carbon footprint.	• SBTi climate commitment • Quality policy • Energy efficiency agreements (Berner Ltd, Chemigate Ltd)	Ongoing measures include increasing the use of green electricity and district heating, as well as improving energy efficiency. The heat recovery system investment at Chemigate Ltd's Lapua plant in 2025 aims to reduce CO ₂ emissions by over 900 tons. No fossil energy is used in Berner Ltd's Heinävesi production. Chemigate Group's facilities use CO ₂ -free electricity.
Energy Some of Berner Group's plants are energy-intensive, and some fossil fuels are still in use. Energy is utilized at both ends of the value chain across all business areas.	Risk: Major energy investments and changes in the electrification of energy sources. Risk: Potential regulatory changes and significant fluctuations and changes in energy prices. Risk: Value chain operators can influence the availability of renewable energy. Some value chain operators' energy use may be derived from non-renewable energy sources.	• SBTi climate Commitment • Quality policy • Energy efficiency agreements (Berner Ltd, Chemigate Ltd) • Supplier Code of Conduct (SCoC) • Internal responsible procurement principles (EcoVadis membership)	Carbon roadmaps guide emission reduction actions. Suppliers' commitment to the SCoC is required before starting collaboration, and suppliers' EcoVadis sustainability assessments are monitored.



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Material impacts, risks
and opportunities

Berner Group's operations generate greenhouse gas emissions that contribute to climate change. Climate change has both global and local impacts, such as increased frequency of extreme weather events, changing growing conditions, and loss of biodiversity. These changes can directly or indirectly affect the company's business, especially in terms of the availability, quality, and cost of raw materials, as well as the functioning of supply chains.

The Group's largest greenhouse gas emissions originate within the value chain, particularly from purchased products and services, as well as land use and land-use changes. Berner aims to reduce the lifecycle environmental impacts of its products by working closely with its suppliers.

Berner Group's diverse business operations may be affected by the impacts of climate change in different ways. While the company has not yet conducted a comprehensive analysis of climate-related risks and opportunities, it recognizes supply chain vulnerabilities, and the risks linked to tightening emissions regulations. Climate risk assessment will be incorporated into the Group's 2025 strategy process as part of business development and preparation for a changing operating environment.

Possible climate-related risks extend to tightening regulations, fluctuations in energy markets, and disruptions in supply chains. As legislation and reporting requirements become stricter, the need for emission reductions and transparent sustainable operating models grows. This may increase production and

logistics costs and require investments in new technologies and process improvements.

Fluctuations in raw material and energy prices, as well as suppliers' own climate investments, can raise procurement costs and complicate supply chain management. Extreme weather events, such as droughts and heavy rains, can particularly affect the availability and quality of agriculture-based raw materials.

The energy transition also brings uncertainties. Rapid developments in electrification and regional differences in the availability of renewable energy can impact the profitability of energy investments. Not all suppliers are yet fully utilizing renewable energy sources, which may hinder Berner's climate goals and require additional collaboration to support emission reductions throughout the supply chain.

Climate change mitigation also presents business opportunities. Stricter regulations and increasing consumer environmental awareness are driving demand for domestic and sustainably produced products. This creates a competitive advantage for Berner in a market where transparency and sustainability are becoming increasingly important factors in purchasing decisions.

Transition plan for
climate change mitigation

Berner Group is committed to the climate goals of the Science Based Targets initiative (SBTi), which provide a science-based framework for guiding the company's emission reduction efforts. The Group's Scope 1 and 2 targets are aligned with the 1.5°C pathway of the Paris Agreement, while reductions in Scope

3 and FLAG emissions are implemented in accordance with SBTi guidance.

Management

Emission reduction measures in line with the SBTi climate initiative cover both the Group's own operations and the entire value chain, including FLAG emissions related to land use. Emission reduction targets are part of the environmental strategy and their progress is systematically monitored.

Berner reduces the use of fossil fuels by improving energy efficiency and transitioning to low-emission energy solutions, such as fossil-free electricity and district heating. The company develops and implements low-emission production processes as part of the transition towards carbon-neutral production. To enhance energy efficiency, Berner Ltd and Chemigate Ltd are committed to the national energy efficiency agreement for the 2017–2025 period, which guides concrete measures to improve energy use and reduce emissions.

Berner's climate efforts are guided by the Group's environmental policy and certified ISO 9001 and ISO 14001 standards, which are used to identify opportunities and manage risks related to business operations. The company improves its environmental performance and energy efficiency in accordance with identified environmental aspects. Compliance with certified systems is monitored through internal and external audits and applied across the Group's operations as outlined in the certification table in section S4.

Berner promotes the use of sustainable raw materials and packaging solutions that support the circular economy and reduce natural resource consumption. The company

continuously develops alternatives to fossil-based raw materials and packaging to reduce the environmental footprint of its products and promote efficient use of materials. The breakdown of raw materials is detailed in section E5.

Berner works closely with suppliers to ensure responsible sourcing. Suppliers are required to commit to Berner Group's Supplier Code of Conduct (SCoC), which obligates them to actively reduce environmental impacts in collaboration with Berner Group. Additionally, Berner utilizes EcoVadis sustainability assessments to evaluate the sustainability of key suppliers, ensuring supply chain responsibility, environmental impact management, and performance in climate-related matters.

Mitigation and
adaptation measures
Own operations

Berner Group's carbon roadmaps guide the company's transition towards low-carbon operations and define concrete measures to reduce fossil fuel use and improve energy efficiency. Enhancing energy efficiency is a central part of the Group's climate efforts. Berner actively invests in solutions that reduce energy consumption in both production facilities and logistics. The goal is to optimize process energy efficiency and leverage the latest technology to reduce emissions.

A significant step towards low-emission operations is the extensive energy investment at Chemigate Ltd's Lapua plant. The heat recovery system, implemented in 2025, will reduce liquefied petroleum gas consumption as waste heat generated in processes will



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be recovered and utilized in production. As a result, direct CO₂ emissions are expected to decrease by over 900 tons annually. All Chemigate Group facilities have been using carbon dioxide-free electricity for an extended period. At Berner Ltd's Heinävesi production facility, fossil energy has been phased out, supporting the company's carbon neutrality targets.

New energy solutions are continuously developed and implemented throughout the Group's sites to enhance energy use efficiency and reduce emissions.

Products

Berner Group is committed to reducing the lifecycle environmental impact of its products by identifying key emission sources and developing lower-emission solutions through product development and innovation. To support this objective, the company utilizes lifecycle analysis (LCA) to gather detailed insights into the environmental impacts of products across their entire lifecycle. This information enables targeted development actions and helps steer product innovation in a more sustainable direction. LCA practices are being advanced across several business areas within the Group. For example, Chemigate Ltd prepares carbon footprint calculations for all its products, offering customers valuable data to support their own environmental assessments.

In 2024, Chemigate's subsidiary, Finnamyli Ltd, completed a multi-million-euro investment in its Kokemäki production facility to enable the manufacturing of novel biopolymers using enzyme-based technology. This development allows for the substitution of fossil-based raw materials with bio-based alternatives across

multiple applications, including home care and personal hygiene products, paper and board production, and water treatment. The new production line was commissioned in the summer of 2024, improving the facility's capacity utilization and supporting Berner's goal of offering more environmentally responsible solutions.

In addition to lowering emissions during production, Berner invests in R&D to reduce the environmental impacts of product use and end-of-life. The company aims to offer more sustainable alternatives to consumers and business customers while promoting responsible production throughout all its business areas. One example of this work is the LV carbon-neutral skincare range, for which lifecycle emissions have been calculated and offset. The series forms part of Berner's broader strategy to raise awareness of product-related emissions, reduce carbon footprints, and meet growing customer expectations with sustainable product offerings.

Value chain

Berner Group reduces value chain emissions through carbon roadmaps that guide emission reduction measures throughout the supply chain. Key measures include developing supply chain sustainability, encouraging suppliers to set emission reduction targets, and enhancing logistics and distribution with low-emission transport solutions. Additionally, Berner supports suppliers in adopting renewable energy and improving resource efficiency. Berner works closely with suppliers and monitors their climate actions through EcoVadis sustainability assessments.

In the future, Berner will strengthen supplier collaboration by sending climate surveys and engaging partners more closely in climate action. Logistics emissions in the value chain will be reduced by jointly developing more sustainable transport solutions, including the use of lower-emission transport modes, supply chain optimization, and improved load efficiency.

Through the Hyvän Maan ("Good Soil") cultivation programme, Berner reduces value chain emissions and promotes sustainable agriculture in Finland. In collaboration with starch producers, the program utilizes regenerative agriculture methods to reduce the environmental impact of potato and grain cultivation. Measures focus on improving soil health, increasing carbon sequestration, supporting biodiversity, and enhancing field productivity. Farmers receive practical tools and data-based recommendations through the program to optimize farming practices and monitor their impact on emissions. Methods for optimizing the use of nutrients and crop protection agents are developed with contract farmers through cultivation plans based on soil analysis. These plans tailor the use of fertilizers and other nutrients precisely to plant needs, reducing overuse and the associated environmental impacts.

A pilot project conducted in 2023–2024 involved 50 starch potato farms testing the programme's operating models. On these farms, nutrient use became more efficient, reducing the emissions of starch potato production and increasing starch yield. Additionally, carbon footprint data collected through the Hyvän Maan ("Good Soil") cultivation programme can be used to support

emission calculations and product-specific lifecycle assessments, enabling the use of primary data instead of database-based values. This allows more accurate consideration of the impact of agricultural emission reduction measures in environmental assessments.

Risks

Berner Group prepares for tightening regulations by developing low-emission and energy-efficient production processes that reduce dependence on fossil fuels and enhance resource utilization. The company continuously invests in energy-efficient technologies, renewable energy, and process optimization to reduce energy consumption and emissions throughout the value chain. Additionally, Berner closely monitors regulatory changes and proactively adapts its operations to ensure compliance with increasingly stringent requirements.

Developing the sustainability and reliability of the supply chain

Berner Group prepares for fluctuations in raw material and energy prices by anticipating market developments, building sustainable supply chains, and responding to increasing customer demands for sustainability. Berner invests in long-term partnerships with its suppliers to strengthen supply security and promote sustainable sourcing. The company diversifies its sourcing, actively monitors market changes, and assesses the sustainability actions of its suppliers to ensure resource availability and minimize the impact of price fluctuations and supply disruptions on its business.



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Managing climate risks in raw material procurement

Berner Group prepares for extreme weather events and their effects on the availability and quality of raw materials caused by climate change. The company develops its supply chains, diversifies raw material sources, and works closely with contract farmers to ensure stable availability and high quality of raw materials even in changing climate conditions. Additionally, the company actively monitors domestic and international market conditions and adjusts its sourcing strategy in anticipation of potential crop variations.

Targets

Berner Group's goal is to improve energy efficiency and reduce greenhouse gas

emissions, which helps alleviate cost pressures from tightening regulations and supports the company's long-term sustainable development strategy. The company aims to ensure supply chain stability and anticipate fluctuations in raw material and energy prices by strengthening supplier collaboration and developing responsible procurement practices. The goal is to secure stable availability and high quality of raw materials even in changing climate conditions.

The aim is to strengthen supply chain resilience to ensure that extreme weather events and other disruptions do not jeopardize the availability or security of raw materials. The goal is to minimize impacts on business operations and ensure continuity and competitiveness under changing conditions.

Targets	Result in 2024
Our Science Based Targets climate goals are approved according to schedule. We are reducing our emissions within our own operations and throughout the value chain in accordance with the targets. Main targets (2030 vs 2021): Scope 1 and 2: -42% Scope 3: -51.6% per million EUR value added Scope 3, FLAG: -30.3%	We received approval for our SBTi emission reduction targets. The targets also include FLAG emissions related to land use. The emissions have developed as follows: Scope 1, 2024 vs. 2021: -13% Scope 2, 2024 vs. 2021: -10% (market-based emissions) Scope 2, 2024 vs. 2021: -53% (location-based emissions) Scope 3, 2024 vs. 2021: -17% Scope 3, FLAG, 2024 vs. 2021: +3%.
Energy efficiency, Chemigate Ltd: -8.8% during the years 2017–2025.	2017–2024: -8.1%

REPORTING PRINCIPLES

Berner Group's greenhouse gas emission calculations adhere to the principles approved by the Science Based Targets initiative (SBTi) and international standards. The calculations are based on the GHG Protocol and cover Scope 1, Scope 2, and the most significant Scope 3 emission sources.

Scope 1 emissions, or direct greenhouse gas emissions, are defined according to the GHG Protocol Corporate Accounting and Reporting Standard. They include all emissions originating from the Group's own operations, such as fuel use at production facilities and in vehicles. The calculations primarily utilize emission factors provided by suppliers, supplemented by national statistics when necessary.

Scope 2 emissions, or indirect emissions related to the consumption of purchased electricity and heat, are calculated using both market-based and location-based methods. The market-based calculation uses producer-specific emission factors, supplemented by national residual mix factors when electricity cannot be traced. The location-based calculation is based on country-specific average emission factors. These factors are derived from AIB (Association of Issuing Bodies) reporting. Calculations utilize the most accurate and up-to-date data available, but when supplier-specific data is missing, average factors may be used.

Scope 3 emissions, or indirect emissions from the value chain, are calculated in accordance with the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard. The calculations cover all significant emission sources, such as purchased goods and services, transportation, business travel, commuting, operational waste, use of sold products, and land-use-related emissions (FLAG). Since detailed product-specific carbon footprint data is not widely available, Scope 3 calculations are currently based on the monetary value of purchases. Berner is actively developing a calculation model that enables a transition toward more precise, product-specific, and mass-based assessments.

The following Scope 3 categories are excluded from the calculations because they are not relevant to Berner Group's operations: processing of sold products (Scope 3.10), downstream leased assets (Scope 3.13), franchises (Scope 3.14), and investments (Scope 3.15).

All greenhouse gases defined by the GHG Protocol (CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, and NF₃) are included in the calculations as far as data is available. Scope 2 calculations for European operations cover only CO₂ emissions, as energy suppliers' and residual mix electricity reporting do not include data on other gases. The estimated share of Scope 2 emissions is approximately 0.5%.

Additionally, water consumption and waste management related to leased premises are excluded from the calculations when the landlord has not provided the necessary data. Their share in total Scope 3 emissions is approximately 0.003%. In the Scope 3.11 category, emissions from small subsidiaries are excluded, as their contribution to the Group's business is minimal; their share is 0.008% of Scope 3 emissions. In the Scope 3.12 category, the disposal of packaging materials in subsidiaries in Sweden, Norway, and Denmark is excluded due to lack of data, as well as the waste management of certain product groups, such as electrical and electronic products, paper-based product descriptions, baby care products, and footwear. Their estimated share of Scope 3 emissions is approximately 0.001%.

FLAG emissions are calculated according to the GHG Protocol Land Sector and Removals guidance and are separated from other Scope 3 emissions in accordance with SBTi requirements. The calculations are based on international databases containing emission factors for different raw materials and production methods. Regional differences and cultivation practices affect calculation results, which means there is some uncertainty in the estimates. Efforts are being made to reduce this uncertainty by improving calculation data and increasing collaboration with supply chain operators.



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Energy consumption and energy sources

MWh	2024	2021
Coal	-	-
Oil products	5,989.77	6,774.88
Natural gas	-	-
Other fossils-based fuels	21,115.99	24,274.48
Purchased electricity, heat and steam, fossil-based	5,150.18	9,284.78
Total fossil-based energy consumption	32,255.94	40,334.14
Share of fossil-based energy (%)	42.4	50.9
Nuclear power	15,931.46	-
Share of nuclear energy (%)	21.0	-
Fuel consumption from renewable energy	798.62	
Purchased electricity, heat and steam, renewable	27,002.11	38,919.71
Total renewable energy consumption	27,800.73	38,919.71
Share of renewable energy (%)	36.6	49.1
Total energy consumption	75,988.14	79,253.85

Energy intensity (MWh/turnover, €)	2024	2023
Energy intensity	0.0001	0.0001

Energy consumption by Berner Group companies

	Berner Ltd		Bröderna Berner AB		Baltics		Berner Chemicals Ltd		Chemigate Ltd		Finnamyl Group		Suomen Medituote Ltd	
MWh	2024	2021	2024	2021	2024	2021	2024	2021	2024	2021	2024	2021	2024	2021
Renewable	6,125.59	5,703.84	59.81	0.00	134.08	55.26	1,726.81	3,175.36	6,281.84	15,846.00	13,294.35	14,018.29	178.25	120.96
Nuclear power	100.15	-	41.19	-	0.04	-	128.33	-	8,235.80	-	7,408.07	-	17.90	-
Fossil-based fuels	3,892.90	6,338.14	1,284.23	1,080.63	809.08	631.79	752.01	989.82	20,523.42	25,095.72	4,808.83	6,008.74	185.48	189.31
Total energy consumption, MWh	10,118.63	12,041.98	1,385.22	1,080.63	943.20	687.05	2,607.15	4,165.18	35,041.06	40,941.72	25,511.25	20,027.03	381.63	310.27

The table uses actual consumption figures where available. Otherwise, an estimation method based on the square footage of the properties has been used. The renewable portion is primarily reported based on information provided by the electricity company. If the information was not available, the renewable portion according to the residual mix has been used (Source: Energy Agency, Residual Mix for the year 2023 & AIB, European Residual Mix 2023).

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GHG emissions

tCO ₂ e	2030-TARGET	2024	2021	Change % (2024/2021)
Scope 1 GHG emissions				
Gross Scope 1 GHG emissions	4,245	6,400	7,319	-13%
Scope 2 GHG emissions				
Gross market-based Scope 2 GHG emissions	1,383	2,142	2,385	-10%
Gross location-based Scope 2 GHG emissions	2,551	2,056	4,397	-53%
Significant Scope 3 GHG emissions				
Total Gross indirect (Scope 3) GHG emissions	279,904*	401,877	482,230	-17%
1 Purchased goods and services		355,322	428,620	-17%
2 Capital goods		1,111	1,865	-40%
3 Fuel and energy-related Activities (not included in Scope1 or Scope 2)		3,108	3,083	1%
4 Upstream transportation and distribution		29,315	34,730	-16%
5 Waste generated in operations		640	982	-35%
6 Business traveling		490	182	169%
7 Employee commuting		563	487	16%
8 Rented warehouses and equipment		865	1,311	-34%
9 Downstream transportation		4,870	5,626	-13%
11 Use of sold products		5,548	5,303	5%
12 End-of-life treatment of sold products		45	41	10%
Use of sold fuels				
11a Use of sold fuels	12,657	22,144	21,822	1%
Land use and land use change emissions (FLAG)				
FLAG emissions	347,538	512,691	498,619	3%
Total GHG emissions				
Total GHG emissions (market-based)		945,254	1,012,375	-7%
Total GHG emissions (location-based)		945,167	1,014,388	-7%

* The reduction target for Scope 3 emissions is based on a scenario that does not align with a formally defined strategic growth scenario.



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GHG emissions by Berner Group companies

tCO ₂ e	Berner Ltd		Bröderna Berner AB		Baltics		Berner Chemicals Ltd		Chemigate Ltd		Finnamyl Group		Suomen Medituote Ltd	
	2024	2021	2024	2021	2024	2021	2024	2021	2024	2021	2024	2021	2024	2021
Direct GHG emissions (Scope 1)	452	726	316	239	166	93	4	5	4,439	5,266	1,019	987	4	3
Market-based indirect GHG emissions (Scope 2)	752	899	8	10	86	101	552	370	322	468	329	489	92	48
Location-based indirect GHG emissions (Scope 2)	435	862	1	1	41	82	75	214	774	1,893	694	1,307	37	38
Value chain GHG emissions (Scope 3)	257,492	330,739	91,307	93,420	6101	6,294	3,248	2,663	40,298	43,887	11,063	16,255	14,512	10,796
Market-based total GHG emissions	258,696	332,364	91,631	93,669	6,353	6,488	3,804	3,037	45,059	49,620	12,411	17,731	14,608	10,847
Location-based total GHG emissions	258,379	332,327	91,623	93,660	6,307	6,469	3,327	2,882	45,511	51,046	12,776	18,548	14,553	10,836

The table presents the distribution of Berner Group's total greenhouse gas emissions by company, covering own operations (Scope 1 and 2) and value chain emissions (Scope 3). Value chain emissions include emissions from the use of sold fuels but exclude land-use-related FLAG emissions.

GHG intensity

tCO ₂ e/turnover, €	2024	2023
GHG intensity, Scopes 1 and 2 (market-based)	0.00001	0.00001
GHG intensity, Scopes 1 and 2 (location-based),	0.00001	0.00001
GHG intensity, Scopes 1, 2 and 3 (market-based)	0.001	0.001
GHG intensity, Scopes 1, 2 and 3 (location-based)	0.001	0.001

Biogenic carbon dioxide emissions

tCO ₂	2024	2021
Biogenic CO ₂ emissions not included in Scope 1 GHG emissions	257	77
Biogenic CO ₂ emissions not included in Scope 2 GHG emissions	11,820	9,287

GHG emissions reduction targets

tCO ₂ e	Reduction target by 2030
GHG emissions	4,075
Use of renewable energy	-897
Fuel replacement	-897
Electrification	-1,712
Others	-570

The table presents implemented and planned measures along with their estimated emission reductions to support Berner Group's Scope 1 and 2 emission reduction target.



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E2 Pollution

Impacts, risks, and opportunities, and their management related to pollution

Impact	Risks and opportunities	Management	Actions
 Substances of concern and microplastics The Berner Group manufactures products from renewable sources that provide alternatives to fossil-based raw materials or microplastics, particularly in the detergent, cosmetics, and forest industries. These products can also replace more harmful substances in technical applications.	 Opportunity: Improving competitiveness and increasing revenue.		Calculating product carbon footprints and utilizing the calculations in marketing.
 Substances of concern The Berner Group and its suppliers use substances of concern in their production facilities. In the event of an accident, environmental pollution may occur. Production facilities of suppliers outside the EU are associated with an increased risk, as well as if the Group's suppliers have inadequate performance in preventing environmental damage.	 Risk: Release of substances of concern into waterbodies, soil, or food sources. This may result in legal consequences and liability for damages.	• Operating and reporting in accordance with the environmental permit • ISO 14001 Environmental policy • Emergency plans and actions in case of disruptions • Supplier Code of Conduct (SCoC) • Responsible sourcing principles (amfori membership enabling sustainability audits, suppliers' commitment to EcoVadis membership).	Monitoring plans, accident scenario training, regular inspections of safety technology. Suppliers' commitment to local environmental legislation through the SCoC, assessment of suppliers' environmental performance based on EcoVadis sustainability assessments.

Material impacts, risks, and opportunities

The Berner Group operates across all four business areas based on refined chemicals and materials. The company stores significant quantities of hazardous chemicals at both factories and logistics centers. The production facilities, except for the cosmetics factory in Helsinki and the chemical manufacturing by Berner Chemicals Ltd in Kokemäki, are subject to reporting and monitoring by environmental authorities and partly by the Finnish Safety and Chemicals Agency.

In production, substances of concern and small amounts of substances of very high concern (SVHC) are used, resulting in products classified as substances of concern. Goods sold by the business contain substances of concern or are classified as such. Examples of substances of concern include agricultural

pesticides, biocides, and fertilizers. Substances of concern are used in the manufacturing of modified starch products and daily cosmetics. A substance of very high concern present in sold products is boron compounds in fertilizers, where boron acts as an essential micronutrient for plants. As the green transition progresses, more sustainable solutions for these everyday needs may be found. Alternative products to conventional chemicals are actively sought.

Given the nature of the Berner Group's business, the primary objective is not to reduce the use of these substances of concern but to ensure uninterrupted production without unintentional emissions and to prevent chemical discharges and, consequently, environmental pollution that could occur in the event of an accident. There is also a risk for pollution if the Group's suppliers

have inadequate performance in preventing unintentional emissions.

Despite handling a wide range of hazardous chemicals, the Group positively contributes to the green transition by producing raw materials from renewable sources that are traditionally derived from fossil origins or are otherwise more harmful to the environment. The Berner Group aims to strengthen its competitiveness now and in the future by strategic investments to new technologies and seeking new partners either for the end use of products or by offering its expertise and production capacity for natural polymer modification.

Management
Own operations

Environmental legislation and environmental permission process guide operations in all countries. Some production facilities do not

require environmental permits to operate. At plants where no environmental permit is required, operations are conducted according to the emergency plan. Environmental risk assessment is guided by certified management systems (detailed in section S4) and the Group's sustainability programme.

The Group monitors that production facilities operate in accordance with their granted environmental permits and that emergency plans are up-to-date and effective. Environmental risk assessments are conducted during the permit process following official decisions for the facilities that have been granted environmental permits. During the permit process, local communities also have a legally defined right to participate in the permit granting process by providing comments on negative impacts on the community and the environment. When an environmental



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permit is granted, monitoring plans are established for the facilities, with results reported to authorities annually. Authorities monitor permit requirements through periodic inspections. When operations are following environmental permits, they are obliged to report environmental emissions deviating from set limits to authorities.

The Berner Group's emissions under environmental permits are almost entirely directed to water. Emissions to air and soil are minimal under normal conditions and therefore insignificant. Wastewaters are primarily collected and directed to municipal wastewater treatment or treated in the Group's own treatment plant and then led to municipal treatment. The risk of environmental contamination is low even in the event of an accidental discharge, as the Group does not discharge wastewater directly into water bodies, except for the potato starch factory in Kokemäki, where wastewater is treated on-site before being discharged into waterbodies.

Value chain

Upstream in the value chain, suppliers have equivalent obligations to comply with local legislation and prevent pollution from their operations. Suppliers are committed to be compliant to local environmental legislation by signing the Berner Group's Supplier Code of Conduct (SCoC). For high-risk countries, environmental risks are assessed through a more detailed supplier questionnaire, providing information on, for example, environmental management systems in place. The Berner Group is a member of EcoVadis, which conducts sustainability assessments, and the EcoVadis assessments of the Group's

suppliers provide valuable information on their environmental performance related to pollution control.

Actions
Water pollution

Factories subject to environmental permits adhere to their monitoring plans and report annually on permitted emissions. The coverage of monitoring and the performance level of production facilities are ensured through regular risk assessments and official inspections. The Berner Group's largest source of emissions is wastewater, and reducing the amount of wastewater can minimize harmful impacts related to pollution. More information about water-related sustainability topics is provided in section E3 Water and marine resources.

In 2024, there were no significant accidents or hazardous situations within the Group that posed a threat to the environment. During the year, five disruption notifications were reported, of which one involved the release of unauthorized wastewater from the plant into a water body.

All factories' plans are kept up-to-date in accordance with the rules of the management systems, including inspections of safety technology. Emergency response actions are practiced regularly to reduce the likelihood of losing control of chemicals. During 2024, internal audits (Berner Ltd, Berner Chemicals Ltd, Suomen Medituote Ltd), focused on emergency preparedness. Several valuable observations were made during the audits, which further enhance preparedness and prevent accident situations from occurring.

Evaluation of environmental pollution
in the upstream value chain

At the end of 2024, there were 58 suppliers evaluated through EcoVadis sustainability assessments. Performance review of suppliers regarding pollution control has not yet begun. The commitment of raw material and material suppliers to the Supplier Code of Conduct is presented in the table.

Training

Nearly all employees at Berner Ltd and Chemigate Group have been trained to record safety observations, including chemical spill situations. These continuous improvement tools ensure that the use of chemicals does not negatively impact the environment.

Substances of concern
and microplastics

Berner Group does not use microplastics in products manufactured in its own production. The Group has identified an opportunity, as products are manufactured from renewable sources that provide an alternative to fossil-based raw materials, microplastics, and substances of concern.

To enable comparable assessment of the environmental impacts of products downstream, Berner Group has continued conducting life cycle assessments. Carbon footprint calculation for products has been promoted by increasing resources and providing training. Approximately 50 products' life cycle emissions have been calculated, and the company is prepared to expand the calculations to more product categories and a broader range of products. By providing customers with more accurate product

information, Berner Group can support them in their own sustainability efforts. The calculation data has been utilized both in marketing and in analyzing product emission sources. Based on the information obtained, measures can be planned to reduce value chain emissions, particularly concerning domestic primary production, making the products even more attractive in the market.

Investment in Kokemäki

In 2024, new production capacity was invested in the potato starch factory in Kokemäki. Through enzymatic processing of biomaterial, bio-based, easily degradable raw materials are produced, which can be used in household and personal care products, paper and cardboard production, and water treatment. They can replace components made from fossil raw materials that degrade slowly in nature. The new production line started in the summer of 2024.

The crystalline magnesium sulphate heptahydrate produced by Berner Chemicals Ltd acts as a flame retardant and replaces chemicals that are typically classified as hazardous.

Anticipated financial impact

In 2024, five environmental disruption events were reported from the Berner Group's production facilities, of which one resulted in an emission exceeding permit limits into a water body. In Kokemäki, an excessive flow of wastewater was directed to the water treatment plant due to a technical malfunction during maintenance work. This caused inadequate performance of the water treatment plant, temporarily exceeding



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permit limits for suspended solids, soluble nitrogen, total nitrogen, and chemical oxygen demand (COD) values. The root causes of the incident have been investigated and corrective measures implemented. The disruption did not result in compensation liabilities or increased operational costs for the Group.

Disruption notifications from Berner Ltd’s Heinävesi factories were caused by strong foaming of wastewater, which created problems and disturbances for the municipal wastewater treatment plant but did not result in environmental discharges. To reduce such occurrences, Berner, in collaboration with the municipality, commissioned a targeted study from an external expert, which includes recommendations for corrective measures at both the treatment plant and the factory. The study did not result in significant costs; instead,

Berner primarily reviewed its operating models and increased monitoring and regulation of wastewater before it is directed to the treatment plant.

The sales of several Berner Group products depend on the production volumes of the forest industry in Finland. In 2024, forest industry production decreased in Finland, reducing the demand for products in this sector. However, the Group successfully launched a new production line at its subsidiary in Kokemäki and maintained production volumes of magnesium sulfate heptahydrate at Berner Chemicals Ltd. The Berner Group expects that investments in technology, environmental knowledge, and systematic sustainability efforts will generate growth as the green transition progresses within the selected sectors.

Targets

Target	Result in 2024
Emissions within permitted limits, no pollution-causing exceedances of emission limits.	1 emission limit exceedance.
We will continue to carry out carbon footprint calculations and life cycle assessments for our products.	Carbon footprint calculations and/or life cycle assessments for 50 products.

Percentage of signed SCoC, %

Production site	2024
Berner Ltd production sites	100
Berner Chemicals Ltd	83
Chemigate Group	84

Incident reports to authorities

Time of incident	Factory	Reason
2/2024	Berner Ltd Heinävesi	Foam forming at communal wastewater treatment plant
3/2024	Berner Ltd Heinävesi	Foam forming at communal wastewater treatment plant
4/2024	Berner Ltd Heinävesi	Foam forming at communal wastewater treatment plant
9/2024	Finnamyl Ltd Kokemäki	Check valve breakdown during repairing of wastewater reservoir wall, increased flow to waste water treatment plant
11/2024	Berner Ltd Heinävesi	Foam forming at communal wastewater treatment plant

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E3 Water and marine resources

Impacts, risks and oppoertunities, and their management related to water

Impact	Risks and opportunities	Management	Actions
Water consumption, water withdrawal, and wastewater discharges in the value chain The value chain of all the Group's business areas uses water in the manufacturing of their own products, including in raw material production, agriculture, and industry. Wastewater discharges may similarly occur across all business areas.	Risk: Water discharges into surface waters or groundwater areas have a globally negative impact on ecosystem conditions, causing pollution, eutrophication, deteriorating the state of aquatic organisms and nature, and reducing the availability of clean water. This may also result in legal consequences, reputational damage, and disruptions in supply chains.	• Supplier Code of Conduct (SCoC) • Principles of responsible sourcing (amfori membership enabling sustainability audits, suppliers' commitment to EcoVadis membership)	Suppliers' commitment to local environmental legislation through the SCoC, assessment of suppliers' environmental performance based on EcoVadis sustainability assessments. As a new potential measure, amfori BEPI environmental responsibility audits may be conducted for high-risk suppliers based on risk assessment, with water and wastewater management being one of the focus areas.
Water consumption, water withdrawal, and wastewater discharges in own production The Berner Group's production facilities use a significant amount of water, and part of this water is also transferred to end products. Correspondingly, wastewater is generated and discharged into the environment after treatment. The wash water from Berner Ltd is classified as hazardous waste.	Risk: Discharge of wastewater into water bodies, soil, or food sources. This may result in legal consequences and liability for damages. Opportunities: Improving water use efficiency and reducing the volume of wash water classified as hazardous.	• Operating and reporting in accordance with the environmental permit • ISO 14001 Environmental policy • Rescue plans and actions in case of disruptions	Monitoring plans, accident scenario training, regular inspections of safety technology.

Material impacts, risks, and opportunities

The material water and marine resource impacts identified through the double materiality assessment include water consumption, water intake, and wastewater discharges across both the company's own production and the value chain. Berner Ltd and the Chemigate Group consume water, which is used in products and their manufacturing processes. Similarly, wastewater discharges are generated at production facilities.

Value Chain

The value chain of all Berner Group business areas uses water for their own product manufacturing, including raw material production, product manufacturing, agriculture, and industry. Wastewater

discharges can similarly occur in all business areas.

Production is carried out globally, and differences exist between business areas and production countries in terms of water availability and water purification.

Own production

At Berner Chemicals Ltd, Berner Ltd, and within the Chemigate Group, water is used for processes and cooling. Production facilities generate wastewater streams, the load of which is assessed when applying for environmental permits, and performance is measured by reporting to the relevant authorities annually. Facilities that produce wastewater handle their wastewater according to environmental permits and wastewater agreements. Some production sites also have water monitoring obligations and commitments, which are

often regionally comprehensive, long-term programs that monitor the long-term impacts of operations.

Production facilities use surface water, groundwater, or artificial groundwater and are located near abundant water resources. Water use at production sites is planned in such a way that it does not affect other parties' water use rights or exploitation opportunities. No water is stored at any production facility. However, the goal is to improve water use efficiency, thereby also enhancing energy efficiency. None of the production sites are located in areas of high water stress. Water stress measures water demand in relation to availability.

Management Value Chain

All new and existing suppliers of the Berner Group must commit to the Supplier Code of

Conduct (SCoC), which includes environmental considerations and emission reduction. The Berner Group is a member of EcoVadis, a sustainability assessment platform, and supplier EcoVadis assessments provide information on suppliers' water stewardship. As a new potential measure, environmental responsibility audits conducted by amfori BEPI based on risk assessments are considered for suppliers in high-risk countries.

Own production

The Berner Group's environmental policy forms the basis for its environmental objectives. The assessment of environmental risks at production facilities is guided by environmental permits, other regulatory requirements, and the ISO 9001 and ISO 14001 management systems at Berner Ltd. Key identified risks are included in the company-level risk



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management process. The key aspect of risk assessment at production facilities is ensuring uninterrupted and continuous production under all circumstances.

A central part of the environmental policy is resource efficiency. Accordingly, Berner Ltd is committed to reducing the use of wash water at its Heinävesi plant, while Chemigate Ltd’s Lapua plant monitors starch waste and the amount of starch ending up in wastewater. The Berner Group has no specific policies or practices related to the sustainability of seas and oceans, as Berner does not use seawater in its production processes or discharge wastewater into the marine environment.

Actions
Value Chain

Berner works closely with its suppliers and promotes the consideration of environmental issues throughout the value chain. All suppliers must commit to Berner Group’s Supplier Code of Conduct (SCoC) and sign the principles before cooperation begins. The Berner Group monitors water intake, water consumption, and wastewater generation across its value chain through EcoVadis sustainability assessments. Through its EcoVadis membership, the Berner Group is also able to communicate potential areas for improvement to its partners, thereby mitigating the harmful impacts on water resources within the value chain.

Berner encourages suppliers to improve the accuracy of their emissions data by requesting life cycle assessments (LCA) or carbon footprint data for the products they purchase. The information obtained is used for the calculation of Berner’s own products, making

it easier to set concrete emission reduction targets for suppliers.

Own production

At all production facilities where water is used in the manufacturing of products, water intake per tonne of production is used as the measurement indicator. The plants produce both low and high water content products, so the intensity figures vary annually based on the product portfolio. Therefore, the amount of wastewater relative to production tonnes is also monitored. While there is considerable annual variation in water intake and wastewater figures, intensity figures, in contrast, indicate that relative water consumption per production tonne has increased, but the amount of wastewater generated per tonne has decreased.

The aim is to improve water use efficiency, thereby also enhancing energy efficiency. At Berner Ltd’s Heinävesi plants, wash water usage has been optimized through new washing practices, resulting in a decrease in the amount of wash water disposed of as hazardous waste, while the amount of waste suitable for sewer disposal has increased. This has resulted in higher wastewater volumes but reduced hazardous wash water quantities. The goal is to reduce the amount of hazardous

wash water to 220 tonnes annually. While this goal has not yet been achieved, progress has been made compared to the previous year. In 2024, the amount of hazardous wash water was 284 tonnes, which is 21 tonnes less than in 2023. Although wastewater volumes have increased, Berner Ltd has succeeded in reducing wastewater amounts relative to production volume.

Anticipated financial impacts
Value Chain

Wastewater discharges from raw material production, product manufacturing, agriculture, and industry into surface waters or groundwater areas can globally negatively impact ecosystems, cause local contamination, eutrophication, and deteriorate the condition of aquatic life and nature, as well as reduce the availability of clean water. This may result in legal consequences or reputational damage for suppliers. For Berner, this could manifest as reputational harm or supply chain disruptions.

Own production

As Berner Group’s production facilities are located in low-risk water areas, no anticipated financial impacts related to water were identified in the materiality assessment or biodiversity studies.

Targets

Target	Result in 2024
Berner Ltd: The amount of hazardous wash water must not exceed 220 tonnes.	The amount of wash water was 284 tonnes (305 tonnes in 2023).

The target related to the value chain will be defined later.



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Water consumption and wastewater, m³

	2024	2023
Wastewater		
Berner Ltd	5,249	5,071
Berner Chemicals Ltd	250	348
Chemigate Ltd	120,668	120,127
Finnamyl Group	162,578	160,629
Total	288,745	286,175
Water consumption, utility water m³		
Berner Ltd	17,272	16,487
Berner Chemicals Ltd	25,269	27,468
Chemigate Ltd	115,467	117,499
Finnamyl Group	179,595	144,163
Total	337,603	305,617
Water consumption, cooling m³		
Berner Ltd	3,194	5,794
Berner Chemicals Ltd	650,000	-
Finnamyl Group	66,000	45,718
Total	719,194	51,512
Water consumption, total m³	1,056,797	357,129

Water consumption relative to production volume

Production site	2024	2023
Berner Ltd	1.82	1.57
Berner Chemicals Ltd	23.84	-
Chemigate Group	2.44	2.13

Water intensity (m³/turnover M€)

	2024
Berner Group	1,615.90

Wastewater volume relative to production volume

Production site	2024	2023
Berner Ltd	0.47	0.48
Berner Chemicals Ltd	0.009	0.012
Chemigate Group	1.92	1.96



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E4 Biological diversity and ecosystems

Impacts, risks, and opportunities, and their management related to biological diversity and ecosystems

Impact	Risks and opportunities	Management	Actions
 Direct Drivers of Biodiversity Loss: Climate Change The results of the biodiversity pilot project (2023) identified that raw material production and factory operations have the greatest impact on biodiversity through climate change. Raw material production and processing increase emissions that accelerate climate change, which degrades habitats and threatens species survival.	 Risk: The biodiversity pilot project identified that the ecosystem service of climate regulation is linked to several studied raw materials and supplier industries. The dependence on climate regulation varied from very low to high. High dependency was observed in agriculture, mining products, and palm oil.  Other physical and transition risks: In general, biodiversity is associated with both physical and transition risks. Acute risks include natural disasters within the supply chain. Transition risks include changes in legislation and policy, technological risks, market risks (such as potential future price increases for raw materials sourced from biodiversity-sensitive areas), and reputational risks.	• SBTi climate commitment and 2030 emission reduction targets. The target also includes deforestation prevention • No measures have yet been defined for other physical and transition risks	Carbon roadmaps guide the achievement of emission reduction targets.
 Promoting agricultural biodiversity.	 Opportunity: The Hyvän Maan (“Good Soil”) cultivation programme can promote farming practices that support biodiversity.	• The Hyvän Maan (“Good Soil”) cultivation programme for potatoes and grains	Utilization of technology and principles of regenerative farming

Material impacts, risks and opportunities

Biodiversity encompasses all the diversity of living life on Earth. Biodiversity is essential for human well-being and economic activity as it ensures clean air, fresh water, fertile soil, and the pollination of crops. All business activities impact and depend on biodiversity. Climate change is one of the drivers of biodiversity loss, and the operations of the Berner Group have been identified as impacting biodiversity primarily through climate change. In addition to climate-related risks, biodiversity also involves other physical risks and transition risks. Opportunities related to biodiversity include not only mitigating climate change but also combating deforestation and maintaining agricultural biodiversity.

Relevant operational sites

The Berner Group’s goal for the period 2023–2025 is to assess the impacts and dependencies on biodiversity and set targets to reduce harmful impacts. In 2023, a pilot project investigated the impacts and dependencies on biodiversity concerning the Heinävesi production plant in Finland, as well as some contract manufacturing plants, raw material and product suppliers’ production facilities, and production processes.

As part of the project, the presence of biodiversity-sensitive areas near some production plants was examined, as the facilities may have an impact on them. Within a 5 km radius of Berner Ltd’s Heinävesi production plant, there is one protected area. There are biodiversity sensitive areas also near Chemigate Ltd’s production plants. Kaipiainen

production plant is located within a class 1 groundwater area, and within a 5 km radius of the Lapua production plant, there is a nationally valuable landscape area as well as a Natura 2000 area that is also included in the Finnish conservation programme for herb-rich forests. Within a 5 km radius of Mietoinen production plant, there is a groundwater area and a Natura 2000 area which is largely also included in the Finnish bird wetlands conservation programme.

Thus, the proximity of some of the Berner Group’s production plants to protected areas or other biodiversity-sensitive areas has been mapped, but a comprehensive study of the impacts of these plants on these areas has not yet been conducted. All production plants that require environmental permits have valid permits, and we continuously monitor that the plants operate in compliance with their

granted environmental permits. In 2025, the work to explore impacts and dependencies will continue, along with the setting of targets to reduce harmful impacts.

Management

The Berner Group is committed to reducing its Scope 1, 2, and 3 emissions, including FLAG emissions related to land use, in accordance with internationally recognized, science-based SBTi climate targets. The Berner Group is also committed to ensuring that no deforestation occurs in the production chain of its primary raw materials related to deforestation. These principles related to combating climate change are discussed in more detail in section E1 Climate Change.



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Actions

The achievement of climate targets is guided by the Group’s carbon roadmaps, which define concrete measures for reducing emissions both in the Group’s operations and along the value chain. Measures related to combating climate change are discussed in more detail in section E1 Climate Change.

In 2024, additional actions aimed at maintaining biodiversity were also carried out. At the end of the year, the Hyvän Maan (“Good Soil”) cultivation programme was launched, which utilizes regenerative farming methods. One aim of The Good Soil cultivation programme is to support biodiversity, which is done through for example diversifying crop rotations in the programme for potatoes. The potential biodiversity benefits of regenerative agriculture were also examined in 2024 through expert interviews as part of a thesis conducted for Berner Ltd.

Anticipated economic impact

The monetary impacts of financial risks related to biodiversity and ecosystems have not been assessed, but the Group has identified that

market risks related to biodiversity exist. Market risks arise, for example, from price increases of raw materials sourced from ecologically sensitive areas.

Targets

The target is to reduce greenhouse gas emissions that contribute to climate change across the entire Group from the baseline year 2021 to the target year 2030, as climate change is one of the drivers of biodiversity loss. Emission reduction targets have been set for Scope 1 and 2 emissions from the company's own operations, as well as for Scope 3 emissions from the value chain, including FLAG emissions (forest, land, agriculture).

In addition to its emission reduction target, the Berner Group also commits to no deforestation across its primary deforestation-linked commodities with a target date of December 31, 2025. By curbing deforestation, the depletion of biodiversity can also be mitigated locally. Indicators and targets related to combating climate change are discussed in more detail in section E1 Climate Change.

Target	Result in 2024
2030: Reduction of greenhouse gas emissions in accordance with SBTi emission reduction targets from 2021 to the target year 2030, as climate change is one of the drivers of biodiversity loss. Main Targets: Scope 1 and 2: -42% Scope 3: -51.6% per million EUR value added Scope 3, FLAG: -30.3%	Scope 1, 2024 vs. 2021: -13% Scope 2, 2024 vs. 2021: -10% (market-based emissions) Scope 2, 2024 vs. 2021: -53% (location-based emissions) Scope 3, 2024 vs. 2021: -17% Scope 3, FLAG, 2024 vs. 2021: +3%
2023–2025: We are assessing our impacts and dependencies on biodiversity and setting targets to reduce these impacts.	The potential biodiversity benefits of regenerative agriculture were examined in 2024 through expert interviews as part of a thesis conducted for Berner Ltd. In 2025, the work will continue to assess impacts and dependencies and to set targets for reducing impacts.



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E5 Resource Use and Circular Economy

Impacts, risks, and opportunities related to resource use and the circular economy, and their management

Impact	Risks and opportunities	Management	Actions
 Integrating circular economy principles into Berner's business improves resource efficiency, reduces the use of virgin raw materials, and creates new economic opportunities by utilizing side streams and recycled materials. This strengthens Berner's competitiveness and reduces the environmental impacts of its operations.	 Risk: Applying circular economy models involves risks such as raw material quality variations, regulatory changes, logistics costs, and market uncertainty, which can affect product competitiveness and profitability.  Opportunity: Applying circular economy models offers opportunities for cost savings, new business models, reputation enhancement, and innovation development, which can improve market positioning and promote sustainable growth.	Berner promotes the circular economy as part of its business strategy by utilizing industrial side streams, optimizing material use, and developing recyclable products and packaging solutions. At the same time, economic and regulatory risks are taken into account.	Investments are made in innovations, logistics solutions, and quality management that promote the circular economy. The utilization of side streams is developed in collaboration with the industry, and product recyclability is improved. Additionally, regulations and consumer trends are actively monitored to ensure business profitability.

Material impacts, risks and opportunities

Integration of the circular economy into Berner Group's business improves resource efficiency, reduces dependency on virgin raw materials, and creates new economic opportunities through the use of recycled materials and industrial by-products. This supports Berner's competitiveness and reduces the environmental impact of its operations.

Risks associated with implementing circular economy models include raw material quality variations, regulatory changes, increasing logistics costs, and market uncertainty, which can negatively impact product competitiveness and profitability. Opportunities, on the other hand, relate to cost savings, the development of new business models, brand enhancement, and innovation promotion, which can improve market positioning and support sustainable growth.

Management

Berner Group's sustainability programme includes transitioning away from the use of

primary raw materials as part of the company's circular economy strategy. This is achieved by increasing the use of recycled, renewable, and industrial by-product materials in production. In practice, this transition is carried out by optimizing raw material procurement, developing circular economy-based products, utilizing recycled and bio-based materials in packaging, and improving material efficiency in production processes.

The Group also collaborates with value chain partners to gradually replace virgin resources in an environmentally sustainable manner, continuously developing circular economy-based solutions so that customers can utilize industrial by-products and recycled materials as new raw materials.

Sustainable sourcing and use of renewable natural resources are part of the Group's sustainability and circular economy strategies. Berner aims to ensure that the renewable raw materials it sources are traceable, certified, and produced with environmental criteria in mind, such as FSC and PEFC-certified packaging materials and responsibly sourced

bio-based raw materials. In practice, this means transitioning to more sustainably produced raw materials, using recyclable and biodegradable materials, and ensuring the sustainability of the supply chain. Additionally, Berner improves its processes to ensure the most efficient use of renewable resources, minimizing waste and environmental impacts.

Resource management is developed through the use of life cycle assessments (LCA) and data analytics to monitor material origin, efficiency, and environmental impacts.

Prevention of waste generation

For the Berner Group, the waste hierarchy is a key principle in the efficient use of incoming materials and the prevention of waste generation. The Group operates according to the waste hierarchy, where the primary goal is to prevent waste generation by improving material efficiency, reducing losses in production processes, and optimizing raw material use.

Waste management is a last resort – generated waste is primarily directed back to its original purpose, internal recycling, or

external processing. Berner systematically monitors and reports on the quantity and quality of waste as part of continuous improvement in resource efficiency.

Berner prevents waste generation throughout its value chain by focusing particularly on material efficiency, production optimization, and sustainable product design. The goal is to minimize waste generation at all stages of the value chain, ensuring that the value of materials remains in circulation as long as possible. In its own production, Berner designs the use of raw materials and packaging materials to minimize waste. By-product streams generated in production processes are directed for reuse, and outgoing packaging materials are recyclable.

Berner has implemented several joint initiatives and collaborations with value chain stakeholders and local networks to promote the circular economy. Collaborations with suppliers and industrial actors have resulted in solutions where by-products are repurposed as raw materials for new products, supporting the circularity of materials upstream. Downstream,



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Berner has worked with customers and partners to improve the recyclability of packaging materials, participate in regional circular economy projects, and engage in research collaborations aimed at finding new ways to utilize waste streams and extend product lifecycles.

These joint efforts aim to ensure that material value remains in circulation as long as possible and that the amount of materials ending up as waste is systematically reduced.

Higher utilization rates of recycled materials

Berner promotes higher utilization rates of recycled materials by increasing the proportion of recycled and by-product materials used in production. The company utilizes industrial surplus materials (e.g., by-products from the chemical industry) and continuously develops solutions where raw materials and packaging can be returned to circulation.

In practice, achieving higher utilization rates is implemented through raw material selection, supplier collaboration, and process optimization to ensure that the highest possible proportion of materials used are either recycled or reusable. The goal is for the proportion of recycled materials to increase annually relative to the total material flow, a commitment that is part of Berner’s circular economy and sustainability programs.

Actions
Reducing raw material use

Berner aims to reduce the use of primary raw materials in its own production by enhancing material cycles and utilizing industrial

by-products as new raw materials. In 2024, the use of renewable raw materials increased slightly, reaching 87.7%, while the share of externally recycled materials in production slightly decreased to 0.11%.

The company has successfully increased the use of production by-products in its products. Approximately 23 tons of sanitizing ethanol were directed for product manufacturing in 2023, and by 2024, this increased to 26 tons. Approximately 55 tons of packaging materials were returned to suppliers for reuse in 2023, and about 60 tons in 2024.

Simultaneously, waste volumes continue to decrease, with significant indicators for resource efficiency being the starch waste generated at Chemigate Ltd’s Lapua plant. This is measured both as dry matter and as starch waste ending up in wastewater. The target for each waste stream is 100 tons. In 2024, the target for dry starch waste was achieved with an outcome of approximately 80 tons. For wastewater-bound waste, the target was slightly exceeded, with the outcome being 108 tons.

Utilization of by-products

Berner has long utilized industrial and agricultural by-products as raw materials. The company collaborates extensively with Terrafame Ltd to manage the distribution of crystalline and liquid ammonium sulfate, a by-product of the factory’s battery chemical production process. Customers for crystalline ammonium sulfate are mainly abroad, while the sale of NS solution (liquid ammonium sulfate) occurs directly to domestic livestock farms.

Additionally, by-products from the starch potato industry are utilized almost 100% in other feed, fertilizer, and food products.

Regarding packaging materials, lighter and recyclable materials are increasingly being adopted, reducing the need for virgin raw materials. By 2030, the goal is to increase the share of recyclable and renewable materials and optimize packaging solutions to extend material lifecycles and significantly reduce waste generation.

Targets

Target 2023–2025	Result in 2024
The amount of recycled side streams in the agricultural trade and industry business areas is a total of 570,000 tons.	The amount of recycled side streams was 183,759 tons in 2024. The total amount for 2023 and 2024 is 317,759 tons.
All plastic packaging from in-house production in Heinävesi and Helsinki is recyclable.	88% of the packaging used (kg) was recyclable.
We are reducing the environmental impact of production by increasing the efficiency of material use and separate waste collection.	The amount of waste decreased within the Group: in 2024, 129 tons less waste was generated compared to 2023. In 2024, 100 tons more materials were directed to recycling or reuse than in 2023.
We are reducing peat use by approximately 10% annually, with the goal of completely replacing peat in GreenCare growing media by the early 2030s.	GreenCare collects used coffee grounds from over a thousand sorting points. The sorted coffee grounds are recycled as raw material for growing media products. We are replacing peat in products with composted coffee grounds and reducing peat use by approximately 10% annually.



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Identified ecological thresholds

The Berner Group has identified ecological thresholds particularly concerning raw material consumption, waste management, and water resource usage. Key indicators include the reduction of virgin raw materials, the share of recycled materials in production, optimization of water consumption, and the rate of waste reuse.

Ecological thresholds were defined by comparing raw material usage, water consumption, waste management, and energy consumption against scientific assessments, sustainable development frameworks, and recommendations from EU and international environmental standards. The definition took into account industry best practices, science-based emission reduction targets (SBTi), and life cycle assessments (LCA), which were used to evaluate the sustainability of resource use.

Additionally, the company’s material flows and recycling targets are based on monitoring and reporting methods that consider both the company’s own environmental objectives and the sustainability criteria of the supply chain. Waste management optimization according to the waste hierarchy, as well as the use of

renewable and recyclable materials, were defined as key thresholds aimed at minimizing environmental impacts and promoting the circular economy.

Within the Berner Group, responsibility for adhering to ecological thresholds is divided between corporate management, business units, and production facilities. The company’s executive management team and sustainability group guide the sustainability strategy, define targets, and monitor their implementation.

Practical implementation is the responsibility of sector-specific units and production facilities, which implement sustainable practices such as improving resource efficiency and increasing circular economy solutions. Procurement and supply chain teams ensure the use of sustainable material choices and recycled raw materials, while environmental and quality teams monitor waste management optimization and the reduction of energy consumption.

The achievement of ecological thresholds is regularly monitored through reporting, life cycle assessments, and audits, with the results reported as part of Berner’s sustainability reporting.

REPORTING PRINCIPLES

Berner ensures that double counting does not occur in circular economy-related material flow reports by clearly distinguishing between the definitions and statistical bases of reuse and recycling. By-products and materials derived from waste streams are recorded only once according to their primary method of utilization – either as reuse, recycling, or energy recovery.

The inflow of resources at Berner is measured by calculating raw materials used, side streams, and packaging materials per production unit and by business area. The calculation method is based on procurement data and material flows within production processes, where virgin and recycled raw materials, as well as renewable and non-renewable materials, are differentiated.

A key assumption is that all purchased and used materials are reported in full without double counting, and the calculations only take into account materials that physically enter production, not temporary storage in logistics.

Berner is committed to developing its reporting practices to ensure the handling of circular economy materials is transparent and consistent. By 2025, the goal is to refine material classification so that the amounts of reuse and recycling are more clearly distinguished as part of sustainable development reporting.

Simultaneously, the aim is to standardize calculation methods by utilizing a digital monitoring system that enables real-time reporting of resource inflows.

By 2030, Berner aims to standardize reporting practices in collaboration with value chain partners to ensure that statistics are consistent and accurate without overlaps. Additionally, all circular economy-related material data will be fully integrated into the company’s sustainability reporting, and the reporting is intended to comply with international standards such as ESRS and SBTi requirements.



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Waste treatment, t.

	2024	2023
Incineration with energy recovery		
Berner Ltd	446.24	536.32
Baltics	-	-
Berner Chemicals Ltd	9.08	13.90
Chemigate Ltd	72.28	94.68
Finnamyl Group	82.71	57.99
Suomen Medituote Ltd	6.16	5.12
%	12.89%	10.94%
Total	616.47	708.01
Landfill		
Baltics	33.67	23.56
%	0.70%	0.36%
Total	33.67	23.56
Reuse*/Preparation to reuse		
Berner Ltd	60.10	54.60
Finnamyl Group	3,650.00	5,110.00
%	77.61%	79.80%
Total	3,710.10	5,164.60

	2024	2023
Reuse as energy		
Berner Ltd	-	1.00
Chemigate Ltd	163.00	318.00
%	3.41%	4.93%
Total	163.00	319.00
Recycling		
Berner Ltd	123.77	141.35
Baltics	54.97	51.53
Berner Chemicals Ltd	7.67	0.86
Chemigate Ltd	2.64	2.70
Finnamyl Group	64.97	55.18
Suomen Medituote Ltd	3.47	3.27
%	5.39%	3.94%
Total	257.49	254.88
Other		
Baltics	-	-
Finnamyl Group	-	2.01
%	0.00%	0.03%
Total	0.00	2.01
Waste total	4,780.73	6,472.05

*Treatment of waste is performed outside own operation.

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Materials used, t.

	2024	2023
Non-renewable, virgin		
Berner Ltd	2,593.41	1,819.50
Berner Chemicals Ltd	2,778.39	3,219.00
Chemigate Ltd	16,987.09	14,279.34
Finnamyl Group	6.44	13.51
%	9.7%	9.4%
Total	22,365.33	19,331.35
Renewable, virgin	2024	2023
Berner Ltd	2,877.30	3,131.51
Berner Chemicals Ltd	23.40	44.80
Chemigate Ltd	74,058.99	71,251.24
Finnamyl Group	124,814.14	104,769.31
%	87.70%	87.58%
Total	201,773.83	179,196.86
External recycled		
Berner Ltd	204.28	238.52
Berner Chemicals Ltd	5.33	390.46
Finnamyl Group	32.21	21.21
%	0.11%	0.32%
Total	241.82	650.19
Non-renewable, side stream of another company		
Berner Chemicals Ltd	5,656.00	5,405.00
%	2.46%	2.64%
Total	5,656.00	5,405.00
Non-renewable, side stream of own company		
Berner Ltd	-	-
%	0.00%	0.00%
Total	0	0
Renewable, side stream of own company		
Berner Ltd	27.81	21.21
%	0.012%	0.010%
Total	27.81	21.21





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SOCIAL INFORMATION



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S1 Own workforce

Impacts, risks, and opportunities and their management related to own workforce

Material sub-topics	Impacts	Risks and opportunities	Management	Actions
Working Conditions • Employment security • Working time • Adequate wage • Social dialogue • Freedom of association, existence of works councils, and employees' rights to information, consultation, and participation • Collective bargaining • Work-life balance	⬆️ Measures implemented by the Berner Group to promote working conditions have a positive impact on employee health, well-being, and work ability. Initiatives to improve working conditions also enhance Berner's reputation and attractiveness as an employer. ⬇️ If the Berner Group's efforts to promote working conditions are neglected or remain insufficient, it can negatively affect employees' work ability, well-being, and quality of life. A negative experience of working conditions undermines trust in Berner, decreases job satisfaction, and may increase employee turnover.	⬆️ Opportunity: Employee satisfaction, well-being, and commitment are strengthened. High-quality cooperation and dialogue improve, and the employer brand and the organization's reputation are also enhanced. ⬇️ Risk: Employee satisfaction and well-being deteriorate. The realization of high-quality cooperation and dialogue may weaken, and the impacts may extend to a decline in reputation and employer branding.	• Berner Group's Code of Conduct (CoC) • Collective agreements and labor legislation • Equality and non-discrimination Plan (Berner Ltd)	• We always comply with local labor laws and collective bargaining agreements, which are linked to employment protection. • Working hours are determined in accordance with collective bargaining agreements. • The Group employs various practices, including flexible working hours, remote work, and working time banks. • Employees receive at least the salary stipulated in the collective bargaining agreement. • We respect employees' freedom of association and the right to organize professionally• Cooperation Forum – Joint meetings between employee representatives, management, and HR held 4 times a year (Ltd). • A unified approach to salary payments during maternity and paternity leave. Additionally, various measures are implemented to support the reconciliation of work and private life. • Group-wide employee survey.
Working Conditions • Health and Safety	⬆️ Measures that promote health and safety have a positive impact on the physical and mental well-being and work capacity of Berner's employees. Actions taken to promote health and safety also enhance Berner's reputation and attractiveness as an employer. ⬇️ If measures to ensure the health and safety of employees are inadequate or neglected, the impact is negative on employees' physical and mental well-being and work capacity. This also weakens the employer's reputation.	⬆️ Opportunity: Employee work capacity, well-being, job satisfaction, and commitment are strengthened. Measures promoting health and safety can enhance the employer's reputation and the organization's overall image. ⬇️ Risk: Employee work capacity and satisfaction may deteriorate, and the incidence of accidents and occupational diseases may increase. Additionally, these factors can negatively impact the employer's reputation and the organization's image.	• Code of Conduct (CoC) • Occupational Safety and Health Action Plan • Occupational Health Care Operational Plan • Equality and Non-Discrimination Plan • Early Support Model • Substance Abuse Program (Ltd) • Senior Program (Ltd) • ÄlyHOlva Project (Ltd)	• Sports and culture benefit and commuting benefit, varying across different companies • Statutory occupational health care, specialist-level occupational health care, and dental care, varying across different companies • Reimbursement of Kela-covered prescription medications (Ltd) • Pre-employment and health examinations • Workplace assessments (Ltd) • Safety walks (production) • ÄlyHOlva project for supporting cognitive ergonomics, cognitive ergonomics lectures (Ltd) • Activities of occupational safety representatives • Risk assessment • Quality First system for identifying safety observations and near-miss situations (Ltd) • Senior program, including age management practices from various areas (Ltd) • Supervisor training (supporting mental health through early support methods) • Group-wide employee survey



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Material sub-topics	Impacts	Risks and opportunities	Management	Actions
Equal treatment and equal opportunities for all - Gender equality and equal pay for work of equal value - Diversity and inclusion - Measures to prevent violence and harassment in the workplace - Inclusion of people with disabilities and other impairments - Training and skills development	⬆️ Equal practices enhance Berner’s reputation and attractiveness as an employer while promoting diversity and inclusion. Employees’ experience of equality is strengthened, which increases commitment, well-being, and motivation. Additionally, employee learning and career development may improve. Berner contributes to an inclusive work environment and actively participates in societal discussions to promote equality. ⬇️ If equality is neglected, Berner does not fully leverage the expertise and potential of its workforce. Perceived inequality undermines trust in the organization, reduces job satisfaction, and can increase employee turnover. Inequalities in recruitment, career opportunities, and skills development weaken the organization’s ability to attract and retain talent. Berner’s ability to promote a more responsible and inclusive working life on a broader scale is diminished.	⬆️ Opportunities: Employee commitment and well-being are strengthened, and their potential is fully utilized, supporting productivity and innovation. Recruitment is more successful when a broader pool of talent is reached. ⬇️ Risks: Employee commitment and well-being may decline, and the full utilization of skills and potential remains unfulfilled, potentially weakening productivity and innovation. Recruitment success becomes more difficult if the talent pool is limited by a lack of equality.	- Code of Conduct (CoC) - Diversity, equality, and inclusion as part of the Group’s sustainability programme - Equality and non-discrimination plan, guidelines for harassment situations, supervisor online training varying across different companies - Senior programme (Ltd)	- Continuous development of recruitment and onboarding processes from a diversity perspective - Annual pay equality assessment (Ltd) - Updated anti-harassment guidelines (Ltd) - Practices according to the Senior Program related to various aspects of age management (Ltd)
Other work-related rights Privacy	⬆️ Proper GDPR measures reduce the risk of data privacy breaches, which in turn reduces associated costs and potential reputational damage. Positive impacts are also reflected in employee surveys, which have already achieved a response rate of 70–80%. ⬇️ Failure to comply with GDPR requirements increases the risk of data privacy breaches, potentially leading to significant costs and reputational damage. Additionally, deficiencies in data privacy can undermine employee trust and reduce response rates in employee surveys, making it more difficult to obtain reliable information to support improvement measures.	⬆️ Opportunities: When privacy protection is effectively implemented, employee trust in the organization is strengthened. A secure response environment enables open and honest answers in employee surveys, providing reliable and valuable information for development work. ⬇️ Risks: Employee satisfaction, commitment, and trust may deteriorate. Additionally, these factors can negatively impact the employer’s reputation and the organization’s overall image.	- Code of Conduct (CoC) - Labor legislation - Data protection and cybersecurity legislation - Collective bargaining agreements	- Berner always complies with local labor legislation, data protection and cybersecurity legislation, and collective bargaining agreements. - The company ensures anonymity is maintained in internal surveys and employee questionnaires by utilizing an external partner’s platform when necessary and grouping results into sufficiently large groups.

Material impacts, risks and opportunities

In the materiality analysis process, all topics and their subtopics were considered material for Berner Group, except for child labor, forced labor, and adequate housing.

Measures promoting working conditions, health and safety, and equality implemented by Berner Group have a significant impact on employee work capacity, well-being, and commitment. Good working conditions, a healthy and safe working environment, and equal practices enhance employee

motivation, job satisfaction, and productivity. This strengthens Berner’s reputation and attractiveness as an employer, supports recruitment, and reduces employee turnover. Conversely, deficiencies in these measures can weaken work capacity, increase accidents and occupational diseases, undermine employee trust and commitment, and damage Berner’s employer image and reputation

Management
Berner Group Code of Conduct

Berner Group is committed to respecting and promoting labor and human rights in all its activities in accordance with international standards. The Group’s Code OF Conduct (CoC) establishes clear principles for respecting human rights and fundamental labor rights. The CoC includes a commitment to respecting employees’ fundamental rights, including non-discrimination, freedom of association, fair treatment, and safe and healthy working conditions.

The Code of Conduct obligates employees to respect each other’s rights and to address potential misconduct. Regular training supports employees’ competence in matters related to human rights and labor rights and helps identify potential risk situations. The WhistleB reporting channel enables anonymous reporting of concerns, and the objectives of occupational safety programs include zero accidents, zero occupational diseases, and the continuous development of well-being at work, with progress measured through employee surveys.



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Sustainability programme

The Group’s sustainability programme sets targets for promoting diversity, equality, and inclusion, as well as improving occupational well-being and safety. As part of Berner Ltd’s Senior Programme, support is provided for the well-being of older employees and for planning the final stages of their careers, thereby contributing to the prevention of age discrimination in the labor market.

Management and actions

Working Conditions

Management – Health and Safety

Berner Group adheres to national occupational health and safety legislation. Occupational safety is prioritized at all locations, ensuring that employees and colleagues have a good and functional work environment and access to customized protective equipment when necessary.

Potential and actual occupational health and safety risks are regularly assessed and identified. All health or safety-related incidents are recorded if they occur in business premises. Efforts are actively made to prevent and reduce accidents and work-related injuries. Production facilities have up-to-date rescue plans that ensure safe practices even in the event of an accident. Emergency drills and safety equipment inspections are an essential part of implementing rescue plans. The implementation of plans and drills is assessed through internal and external audits according to ISO 9001 and ISO 14001 standards.

Employee awareness of occupational health and safety is enhanced through regular training and active communication. Partners are

required to comply with all local labor laws and international standards related to occupational safety. All employees of the Group are covered by the health and safety management system.

Actions – Health and Safety

Targeted ergonomic assessments and guidance were carried out at Berner Ltd by an occupational health care partner. Additionally, the first cognitive work walk was organized as part of the ÄlyH0lva project supporting cognitive ergonomics. Employees have been trained to write proactive safety observations. The number of safety observations increased significantly from 2023 to 2024.

In 2024, internal audits (Berner Ltd, Berner Chemicals Ltd, Suomen Medituote Ltd) focused on emergency preparedness. Several valuable observations were made during the audits to further improve preparedness and prevent accident situations from occurring.

Management – Employee well-being

Berner Group monitors the impact of employee-related actions through a variety of metrics and surveys. The results provide a comprehensive view of employee well-being and work capacity, offering a basis for concrete improvement proposals that are continuously monitored.

Actions – Employee well-being

The most comprehensive assessment of employee well-being is conducted through the work community vitality survey carried out across the Group approximately every two years. The most recent survey was conducted in 2024. The survey examines the current state of well-being at work and measures factors influencing employee experience, such

as leadership, competence, and everyday working practices. Results are reviewed in unit workshops and joint sessions where necessary improvement measures are identified.

In the 2024 survey, the response rate at the Group level was 80%, with responses received from all units and subsidiaries. The overall rating for the survey was 3.9 (Good).

Employee health and work capacity are assessed through the Aisti Survey, conducted every three years as part of the occupational health inspection process (Ltd). The survey includes a personal assessment of health and work capacity, with results reviewed by occupational health care services by unit during the 2023 assessment.

Leadership and supervisor work are evaluated through a 360-degree assessment conducted approximately every two years, most recently in autumn 2023. This assessment provides a comprehensive view of the success of supervisor work from various perspectives. Results are reviewed with supervisors and shared with teams to support unit- and individual-level development plans.

A diversity, equality, and inclusion survey was conducted for the first time in 2023 and will be carried out once per sustainability program period in the future. The survey results were presented to all employees and led to the identification of improvement measures as part of sustainability work (Ltd.).

Management – Social security

Berner Group always adheres to local labor legislation and/or collective bargaining agreements in accordance with its Code of Ethical Conduct. Employment protection is linked to these laws and agreements.

Management – Work-life balance

All employees at Berner Group have the right to take family-related leave. In Finland, the birthing parent has the right to take maternity leave, and both parents are entitled to parental and childcare leave. Additionally, employees have the option to take partial childcare leave to care for a child until the end of the child’s second school year.

At Berner Ltd in Finland, 9.65% of employees eligible for family-related leave utilized such leave in 2024, with 4.74% of women and 4.91% of men taking leave.

Management – Fair compensation

In accordance with the Code of Conduct and as part of the Group’s commitment to employee well-being and equal treatment, the Group ensures that all employees are paid at least a living wage. A living wage is a level of compensation that covers an employee’s and their family’s basic needs, such as housing, food, healthcare, education, and other necessities, providing the opportunity to live a decent life.

The Group continuously ensures that employees’ wage levels remain adequate as local living costs change. Deviations from this principle are not accepted, whether they occur within the Group’s own operations or those of its partners. The Group adheres to international principles of fair wages and responsible employment.

The Group respects employees’ right to fair compensation, and decisions related to recruitment and remuneration are based on merit, such as skills, responsibilities, experience, and education. The goal is to provide flexible working conditions and



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Actions – Fair compensation
At Berner Ltd and its subsidiaries in Finland, general wage increases are implemented in accordance with collective bargaining agreements. Additionally, in 2024, work began at Berner Ltd to prepare for the implementation of the Pay Transparency Directive by outlining salary grades. Work on preparing for the Pay Transparency Directive will continue with unit managers in 2025.

Equal treatment and equal opportunities for all
Management – Prevention of discrimination
Berner Group has clear principles for preventing discrimination. The Code of Conduct (CoC) prohibits all forms of discrimination and requires employees to respect equality. Reporting channels for harassment and discrimination are available to staff, allowing them to report inappropriate treatment. Training for supervisors specifically addresses how to intervene in cases of discrimination and inappropriate behavior. As part of the sustainability programme, Berner Ltd has assessed the current state of diversity and inclusion and developed an action plan based on identified areas for improvement.

The CoC prohibits discrimination on all grounds, including gender, age, religion, race, social background, disability, ethnic or national origin, trade union membership, political opinion, sexual orientation, and health status. Every employee of the Group commits to adhering to the Code of Ethi, and their

knowledge of the Code is regularly assessed through online training.

Actions – Prevention of discrimination
Berner Group’s sustainability programme has established targets for promoting diversity, equality, and inclusion. The goals for 2023–2025 include assessing the current state of diversity and inclusion, defining precise development objectives, and developing an action plan. The assessment was conducted at Berner Ltd in late 2023.

Preventing discrimination is also part of Berner’s diversity and inclusion efforts. In the 2023 assessment, employees were anonymously asked for background information, such as whether they belonged to sexual or gender minorities or ethnic or national minorities. The objective is to evaluate whether minority status affects the experience of equality in the workplace and to implement corrective measures where necessary.

During 2024, guidelines for addressing harassment were updated by providing more concrete instructions and clarifying the roles of various stakeholders (employees, supervisors, HR, employee representatives) in investigating potential harassment situations. The updated guidelines were reviewed with employee representatives (Ltd.)

The WhistleB reporting channel and the process for handling harassment cases provide mechanisms for addressing discrimination. Guidelines related to discrimination and harassment have been updated in collaboration with employee representatives. Additionally, supervisor training includes information about unconscious biases and guidance on promoting diversity in recruitment processes.

The diversity and inclusion assessment serves as a basis for actions aimed at monitoring the experience of equality within the organization and making necessary changes. Plans include raising awareness among all employees and providing training, especially for supervisors (Ltd).

No cases of discrimination were reported during the year. Three reports related to sexual harassment were received.

Management – Training and skills development
At Berner Group, developing employee skills from onboarding to continuous skill and learning development serves as the foundation for ongoing growth at both individual and organizational levels. Every employee has the right and responsibility to participate in a development discussion once a year. These discussions cover career and development plans as well as achieved work objectives, and regular follow-up meetings are also agreed upon.

Tools and practices supporting competence management and learning are being developed during the 2023–2025 strategy period. By creating clearer structures, Berner aims to enhance transparency regarding opportunities for learning at work and career progression.

Themes related to learning and career paths are addressed as needed in cooperation with employee representatives. Training for supervisors is being planned around the theme of diversity and inclusion, including topics such as leading diverse individuals and recognizing potential. Additionally, all open positions are announced internally before being opened for external applications, and internal applicants

are always interviewed. Standardized performance management is ensured through consistent development discussion practices.

Actions – Training and skills development
Based on the current state of competence and identified development needs, Berner provides targeted training at individual, team, unit, and organizational levels. In 2024, Berner Ltd offered supervisors training on supporting mental health through early intervention methods and provided the entire workforce with training on cognitive ergonomics. Additionally, skills development was supported through AI training at the entire Group. At the end of the year, planning began for comprehensive leadership training programmes for supervisors.

Development discussion forms have been updated to better serve their purpose and ensure a smooth process. Career and development plans support discussions about professional goals and interests. The Senior Program’s career planning component similarly guides the transfer of tacit knowledge and the achievement of professional goals before retirement (Ltd).

Furthermore, the structure, content, and process of the onboarding program have been improved. The onboarding process will now include two mandatory follow-up discussions, and its success will be monitored through a revised onboarding feedback survey. Additionally, a renewed competence assessment tool is available to support skills development and provide a clear understanding of the current level of expertise among employees (Ltd).



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Dialogue with employees

At Berner Ltd, cooperation forums are held to facilitate dialogue between employees and the employer in accordance with the obligations of the Cooperation Act. These forums are organized four times a year, with participation from management, human resources, and employee representatives.

During the cooperation forums, discussions focus on the company’s financial situation and current topics. Additionally, employee representatives have the opportunity to present employees’ observations and development suggestions directly to management and HR. Participants in the cooperation forums include union representatives, occupational safety delegates, and employee representatives.

Other work-related rights
Management – Privacy

Berner complies with local labor legislation, data protection and cybersecurity legislation, and collective bargaining agreements in the processing of employees’ personal data. To ensure anonymity in internal surveys and employee questionnaires, external platforms are used when necessary, and results are grouped into sufficiently large respondent groups to prevent the identification of individual respondents. Employees are informed before the implementation of surveys about how the results will be processed, how they will be combined into reports, and what information the employer will have access to.

Approaches and processes
for addressing material
negative impacts

Berner Group identifies key risks and opportunities related to personnel and responds to them systematically through development initiatives and projects. Based on recent employee surveys, strengths identified within the Group include meaningful work, values, and the functionality of the work community. These factors strengthen employee commitment and well-being. Areas for improvement identified from the results include cognitive ergonomics, coaching leadership, and practices related to recovery and breaks.

One of the key initiatives is the ÄlyHOlva project (Ltd.), which focuses on promoting cognitive ergonomics and reducing cognitive strain through a variety of methods. The project includes training sessions and workshops that address the importance of recovery and the development of work practices. Additionally, the project utilizes activities such as cognitive work walks during safety walks and develops common working practices that will be incorporated into the cultural handbook in 2025.

As a result of the 360-degree leadership assessment, Berner Ltd. launched two training programs to enhance leadership and supervisory skills: LAT, a vocational qualification for first-line supervisors, and JYET, a specialized vocational qualification in management and business leadership. The programs began in early 2025 and include themes related to coaching leadership.

Additionally, Berner regularly conducts workplace surveys and risk assessments in

collaboration with occupational health services. These measures aim to identify and prevent workplace-related risks, such as physical and cognitive strain. The activities are guided by the occupational health operational plan (Ltd), which is updated as needed.

Berner Ltd employs the Quality First system, where near-miss situations, observations, and deviations related to occupational safety are recorded. Based on these recordings, identified risk and hazard factors related to workplace accidents can be prevented. The early support model is utilized as a tool for managing work capacity, supporting employees’ ability to work, and preventing temporary or permanent disability.

Employees who may be at greater risk
of negative impacts

Berner acknowledges the challenges faced by minority groups in the labor market and workplaces and considers these perspectives as part of its sustainability programme and inclusion development efforts. To reduce risks, Berner Ltd has increased awareness of unconscious biases among recruiting supervisors through online training and information sessions. Consideration of equality and diversity has been incorporated into HR policies and development programs, and awareness of the challenges faced by different groups is being improved throughout the work community.

In certain roles, a higher risk of harm has been identified due to working conditions related to exposure. For example, logistics and production workers are at greater risk due to chemical handling. These risks are managed through regular training, protective equipment,

and monitoring of workplace safety. Risks associated with physically demanding work in production and logistics are mitigated through ergonomic solutions and occupational health-supported measures.

In roles involving exposure, workplace assessments coordinated by occupational health services are conducted, and periodic health examinations are performed at more frequent intervals compared to other functions. This is reflected in the occupational health operational plan.

Through these actions, Berner aims not only to prevent discrimination but also to ensure the safety and well-being of all employees, regardless of their roles or backgrounds.

WhistleB reporting channel

Berner Group’s Code of Conduct requires employees to address observed ethical violations. The WhistleB reporting channel allows for anonymous reporting, even from outside the Group. Employees are provided with clear instructions on how to proceed and whom to contact if they experience or witness harassment or discrimination in the workplace. Supervisor training includes guidance on how to respond appropriately if they receive a report of harassment or discrimination.



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Targets

Target 2023–2025	Result in 2024
Zero accidents and occupational diseases.	10 workplace accidents, of which 9 resulted in at least one day of absence. 1 occupational disease case.
We achieve the targets set for employee well-being surveys.	The result of the Group-wide employee well-being survey was 3.9/5 (Good), which exceeds our target.
We exceed country-specific averages in 360-degree leadership assessments.	No assessments were conducted in 2024.
We assess the current state of diversity and inclusion and define the program's objectives.	The results of the assessment conducted at the end of 2023 have been analyzed and communicated to the employees (Ltd.)

REPORTING PRINCIPLES

The reported personnel figures cover all companies within the Group across all operating countries. The figures are reported based on the number of employees in employment as of December 31, 2024. The figures also include individuals in non-active employment, such as those on parental leave. In the HR management systems used, gender can only be recorded according to legal gender, and therefore, the reporting follows the same approach.

In accident reporting, the LTIF figure includes reported accidents, including those resulting in less than one day of absence. The LTA1F figure reports accidents that resulted in at least one day of absence. The ratios are calculated by dividing the number of accidents by the total number of working hours, multiplied by one million. Information about potential accidents involving contractors has not been available.

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Employee headcount by gender

	2024
Women	424
Men	462
Total	886

In personnel systems, for now only men and women as genders

Employee head count in countries where there are at least 50 employees representing at least 10% of the total number of employees

	2024
Finland	731
Sweden	89

Employee turnover

	2024
Number of employees who have left the undertaking	108

Gender structure, Board of Directors and Management Team

	Number	%
Female	3	20
Male	12	80

Age distribution of employees

	Number	%
Aged under 30	91	10,3
Aged 30–50	476	53,7
Aged over 50	319	36

Collective bargaining

Coverage rate	Collective bargaining coverage - EEA
0–19%	
20–39%	
40–59%	
60–79%	Sweden
80–100%	Finland

Employee head count by contract type and area

	Finland	Sweden, Norway, Denmark	Baltics	Total
Number of employees	731	93	62	886
Permanent	670	93	62	825
Temporary	26	0	0	26
Non-guaranteed hours	35	0	0	35
Full-time	672	91	55	818
Part-time	59	2	7	68

Employee head count by contract type and gender

	Female	Male	Total
Number of employees	424	462	886
Permanent	398	427	825
Temporary	12	14	26
Non-guaranteed hours	14	21	35
Full-time	390	428	818
Part-time	34	34	68

Performance management and competence development

	2024
Employees who participated in regular performance and career development reviews, %	
Total	85.9
Average training hours per employee	
Total	11.4
Female	10.1
Male	12.1

Health and safety

	2024
Occupational accidents	10
Lost-time injury frequency (LTIF)	8.8
Accidents resulting in at least 1 day of absence	9
Lost-time injury frequency (LTA1F)	6.8
Occupational diseases	1
Fatal accidents and occupational diseases	0

Total compensation

	2024
The annual total remuneration ratio of the highest paid individual to the median annual total remuneration for all employees (excluding the highest-paid individual)	22

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S2 Workers in the value chain

Impacts, risks, opportunities, and their management related to workers in the value chain

Impact	Risks and opportunities	Management	Actions
The Berner Group procures products and raw materials globally. If there are deficiencies in the management of labor and human rights among suppliers in the value chain, workers may be exposed to negative impacts.	Opportunity: Requirements for sustainability audits and assessments enable the improvement of labor and human rights implementation among suppliers. Risk: Currently, audits and assessments only cover Tier 1 suppliers and do not extend to the entire value chain, including raw materials.	• Supplier Code of Conduct (SCoC) • Internal principles of responsible sourcing	• SCoC signature requirement for all suppliers and the obligation to implement the principles throughout the supplier's entire value chain. • amfori BSCI social responsibility audits and re-audits if required based on the results. • Comprehensive EcoVadis sustainability assessments, which are valid for one year.

Material Impacts, risks and opportunities

The Berner Group operates in seven countries in Northern Europe but sources various products and raw materials globally, including from so-called high-risk countries in terms of labor and human rights. If deficiencies occur in the management of working conditions and human rights within the value chain, workers may be exposed to negative impacts such as poor working conditions, inadequate compensation, or violations of employment terms.

However, there is an opportunity to promote the realization of labor and human rights through Berner's existing requirements for social responsibility audits and EcoVadis sustainability assessments. This offers the possibility to improve suppliers' practices and enhance the position of workers within the value chain.

Nevertheless, there are also associated risks, as Berner's requirement for social responsibility audits and EcoVadis sustainability assessments currently applies only to Tier 1 suppliers and not the entire value chain, including the procurement of raw

materials. One of the areas evaluated in the EcoVadis sustainability assessment is the supplier's management of responsibility within their own value chain, which provides though a way to influence suppliers further along the value chain.

Management

Berner Ltd has been a member of the UN Global Compact corporate responsibility initiative since 2019 and is committed to adhering to the ten principles related to human rights and labor set by the UNGC in its operations.

Supplier Code of Conduct (SCoC)

Berner Group's Supplier Code of Conduct (SCoC) is based on the amfori BSCI Code of Conduct. All suppliers in all operating countries are required to commit to the principles of the Berner Group's SCoC through a signature. The amfori BSCI Code of Conduct and its supporting documents and tools are based on and refer to the following: the United Nations (UN) Universal Declaration of Human Rights, the International Labour Organization (ILO) Conventions and Recommendations, the UN Guiding Principles on Business and Human

Rights (UNGP), the OECD Guidelines for Multinational Enterprises, the UN Children's Rights and Business Principles, the gender dimension of the UN Guiding Principles on Business and Human Rights, and sector-specific guidance documents from the OECD.

The internal principles of responsible sourcing within Berner define practices to ensure responsible procurement, in addition to the supplier's obligation to sign the SCoC. If a supplier is a risk-country supplier in terms of labor and human rights, the supplier must have an approved social responsibility audit or certification. Suppliers are also requested to participate in EcoVadis sustainability audits.

amfori BSCI

Berner Ltd has been a member of the amfori organization since 2019. The purpose and goal of amfori BSCI (Business Social Compliance Initiative) are to ensure and improve labor and human rights in global supply chains. amfori BSCI enables the implementation of the ESG due diligence obligation, enhances transparency, and helps address significant violations of working conditions in accordance with international labor law frameworks. A key

aspect of amfori BSCI membership is the third-party amfori BSCI audits. In addition to these, Berner also accepts other social responsibility audits and certifications, such as SMETA/ Sedex and SA8000.

The primary risk management tool for responsible sourcing is the Worldwide Governance Indicator list, based on six country-specific indicators published annually by the World Bank. If a country has a moderate or high-risk rating as an overall assessment, suppliers in that country must have an audit or certification. The risk assessment should also utilize tools such as the amfori ESG Risk Compass.

EcoVadis

The Berner Group joined EcoVadis, an organization conducting comprehensive sustainability assessments, in 2024 to develop and ensure the sustainability of suppliers beyond just high-risk suppliers. EcoVadis comprehensively evaluates the entire sustainability management system, including environmental issues, labor and human rights, ethical business practices, and responsible sourcing. The assessment is based on policies



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and principles, practical measures, and results. The assessment criteria are based on international corporate responsibility standards such as GRI, the UN Global Compact principles, ILO principles, and the ISO 26000 standard on corporate responsibility.

The goal from 2025 onwards is to have 80% of purchasing euro suppliers evaluated through EcoVadis sustainability assessments.

Interaction with workers in the value chain

The Berner Group does not generally have direct contact with the workers in its global supply chains. Suppliers in high-risk countries in terms of labor and human rights are required to have social responsibility audits or certifications. In amfori BSCI, audits include interviews with workers, which indirectly brings forth the perspectives of the employees working in the audited factories.

The Berner Group's WhistleB reporting channel is accessible on the websites of the Group's companies for external stakeholders, enabling workers in the value chains to anonymously report any potential concerns.

Remediation of negative impacts

If a supplier receives an overall amfori BSCI audit rating of C or lower (A - E), a reassessment on the identified areas for improvement must be conducted within a maximum of one year. If a supplier receives an audit rating of A or B, the audit remains valid for two years. Every supplier in amfori BSCI has one member in the amfori BSCI platform who is responsible for organizing audits and re-audits and promoting improvement measures in collaboration with the supplier. Suppliers and amfori member companies have the opportunity to participate in the extensive training offerings available through the amfori Academy.

EcoVadis sustainability assessments are valid for one year at a time. Suppliers automatically receive recommendations for improvement to enhance their sustainability practices and improve their results. EcoVadis also offers extensive training opportunities for both assessed suppliers and its members.

Actions

In 2024, 26 audits were conducted for suppliers within the scope of Berner Ltd's amfori BSCI audits. A significant portion of high-risk suppliers are located in China or elsewhere in Asia. 73% of the audit results were rated as C, meaning that a re-audit is required within at least one year. The areas most in need of improvement were related to working hours and the management system for social responsibility. No serious human rights violations were identified during any of the years in which Berner has been a member of amfori.

The high-risk suppliers of the four business areas generally have a valid social responsibility audit or certification. Missing audits have been identified, and audit processes are underway for most of these suppliers.

Last year, 58 suppliers of the Berner Group were included in EcoVadis sustainability assessments. 41.4% of them received a good rating, and 44.8% received an advanced rating. The average score of the assessments was 63.5/100. Some suppliers were already covered by EcoVadis sustainability audits, and some participated in the assessment at Berner's request. The process of inviting suppliers to participate in EcoVadis assessments will continue during 2025.

Targets

Target 2023–2025	Result in 2024
100% of high-risk suppliers have been audited. The assessment of the responsibility of non-high-risk suppliers is being developed.	Approximately 80% of high-risk suppliers have a social responsibility audit or certification. The Berner Group joined EcoVadis as a member in 2024. Membership enables the assessment and development of suppliers' responsibility through comprehensive EcoVadis sustainability assessments.



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S4 Consumers and end-users

Material impacts, risks, opportunities, and their management related to consumers and end-users

Impact	Risks and opportunities	Management	Actions
Privacy Consumer and end-user data related to personal information is processed. Potential deficiencies in data security and protection may lead to consequences.	Risk: Potential deficiencies may pose a risk of misuse of personal data and negatively impact Berner's reputation.	• Information Security Policy (2025) • Data Protection Policy (2025)	• Technical information security measures • Privacy statements • Implementation of data subject rights
Health and safety Berner holds several certifications to ensure the health and safety of the products it manufactures.	Opportunity: Reliable products in terms of health and safety increase consumer trust and enhance Berner's reputation.	• ISO certifications, quality and environment • EFISC-GTP and ISO 22000 (Feed or food safety certification) • Cosmetics GMP (Good manufacturing practice) • ISO 13485 for medical devices	• Expanding the scope of ISO certifications within the Group
Health and Safety Quality deviations, especially in health products, food, and cosmetics, can result in consequences.	Risk: Quality deviations can expose consumers to health hazards. Additionally, there is a significant risk of reputational damage if there are deficiencies in product safety.	• Recall process	• One recall
Responsible marketing practices Product marketing that violates legislation and responsible marketing practices would have consequences.	Risk: If marketing would violate regulations and marketing practices, it would pose a reputational risk for Berner and mislead consumers.	• Berner Brand book • Berner guidelines for influencer marketing • Berner's Ethical guidelines for AI • Code of Conduct (CoC)	• Marketing team meetings 5 times a year

Material impacts, risks and opportunities

Potential impacts, risks, and opportunities related to consumers and end-users have been identified in connection with health and safety, privacy, and responsible marketing practices.

The health and safety of the products manufactured and sold by the Berner Group is of paramount importance to the business. Quality deviations, especially in health products, food, and cosmetics, may expose consumers to health risks. If there were deficiencies in product safety, the risk would include not only health impacts but also reputational damage to the company.

The Group processes data related to consumers' and end-users' personal

information. Potential deficiencies in data security and protection could pose a risk of personal data misuse and harm to the company's reputation. Marketing products in violation of legislation and responsible marketing practices would pose a reputational risk and could mislead consumers.

Management and Actions Health and Safety

Ensuring product quality, health, and safety is of paramount importance to the Berner Group, and its operations are strongly guided by the requirements of ISO certifications. The operations of Berner Ltd and its subsidiaries have several certifications, which are presented by company in the table.

Certifications

- ISO 9001 is a management system standard
- ISO 14001 is an environmental management standard
- ISO 22716 is a standard applicable to the manufacturing and storage of cosmetic and hygiene products (GMP, Good Manufacturing Practices)
- ISO 13485 is a standard related to the manufacturing and distribution of medical devices

In addition, the product development department at Berner Ltd's Helsinki headquarters and the laboratories at the Heinävesi factories have received GLP approval granted by the Finnish Medicines Agency

(Fimea). The purpose of OECD-defined GLP (Good Laboratory Practice) is to produce reliable and reproducible laboratory tests for purposes such as regulatory compliance. Domestic and international grain trade has a certified feed and food safety management system in accordance with EFISC-GTP.

Recall Process

The recall plan at Berner Ltd defines the procedures for removing products from the market if they pose a risk to health, safety, or the environment, or if they do not meet regulatory requirements. The need for a recall may arise from complaints, quality issues, or regulatory directives.



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The decision to initiate a recall is made by the business unit director responsible for the product group, in collaboration with the HACCP team (Hazard Analysis and Critical Control Points). Recalls and traceability tests are conducted at least once a year, and the results are reviewed by the HACCP/PRRC team (Person Responsible for Regulatory Compliance). All group companies engaged in manufacturing have their own recall plans.

In 2024, one recall of in-house production was required. The microbiological quality of FinnamyI’s potato by-product was insufficient for its intended end-use (sold to farms), and the batch was recalled.

Privacy Protection

Within the Berner Group’s four business areas, particularly the Consumer goods and Healthcare and Laboratories business areas may process personal data of consumers and end-users of products. The Group implements measures to ensure technical data security, maintains privacy notices on the websites of Finnish companies, and complies with the GDPR (General Data Protection Regulation) requirements to uphold the rights of data subjects. The Group documents all data breaches.

A Group-wide Privacy Policy and Information Security Policy will be implemented in the spring of 2025. The goal is to ensure that these policies are adopted across all Group companies in seven countries by the end of 2025. The objective is also to achieve zero data security or privacy breaches within the Group.

Responsible Marketing Practices

The Berner Group advertises its products directly to consumers within the Consumer goods business area. Products are also marketed to end-users within the Agriculture and Healthcare and Laboratories business areas. The goal is for all marketing to comply with legislation and recommendations.

The guiding principles for responsible marketing practices include the Berner Brand Book, Berner guidelines for influencer marketing Berner’s Ethical guidelines for the Use of AI, and Berner’s Code of Conduct (CoC). At Berner Ltd, meetings are held five times a year for the entire marketing team. These meetings also address responsible marketing practices and legislative developments, such as those related to green claims.

A new goal for 2025 has been established: to ensure that no remarks or violations occur concerning marketing practices.

Interaction with consumers and end-users

Three of Berner’s four business areas are directly connected to product consumers or end-users.

Consumer goods

The business area sells products to consumers primarily in Finland through grocery stores, department stores, and specialty stores. Berner also has its own online store, [bernershop.fi](#), through which consumers can purchase products from Berner’s range. Berner’s subsidiary sells consumer products it represents in the Baltics, mainly to grocery stores.

Berner has a large portfolio of both proprietary and represented brands. All proprietary brands have their own websites, providing contact information for consumer inquiries and offering product information as well as details about the brand’s sustainability efforts. Consumers can also interact with the brand through its social media channels. Berner’s brands conduct consumer research as well. Consumers can contact Berner and its brands also via [berner.fi](#) and through the anonymous WhistleB reporting channel.

Berner Ltd has its own Consumer Service in Finland, which receives and handles consumer feedback and complaints. In 2024, Consumer Service received 1,171 product complaints related to brands under its responsibility, which were processed according to the consumer service process guidelines. Feedback from consumers is documented and made available to brands and product development teams.

Healthcare and Laboratories

This business area works directly with healthcare and laboratory professionals, selling both in-house healthcare products, such as disinfectants, and products from its principals in Finland, Sweden, Norway, Denmark, and Estonia. The business area has its own online store for customers in Finland, [proshop.fi](#), and a dedicated customer service team.

In Sweden, laboratory customers have access to a specialized online store at [shop.bernerlab.se](#). Customers can also reach the business area through local websites and the anonymous WhistleB reporting channel.

Agricultural trade

The Agricultural trade business area units, Farmer’s Berner in Finland and Gullviks in Sweden, sell their products directly to farmers. In Finland, agricultural entrepreneurs can purchase products from expert sales representatives at various locations across the country and through the [viljelijanberner.fi](#) online store. Farmer’s Berner organizes webinars, training events, and participates in fairs and other events to engage with farmers. Farmers and other customers can also contact Berner through the anonymous WhistleB reporting channel.

Targets

Target	Result in 2025
No recalls of in-house production products.	One recall of an in-house production product. The microbiological quality of the potato by-product was insufficient for its intended end-use (sold to a farm), and the batch was recalled.



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Certificates at Berner Group

	ISO 9001	ISO 14001	ISO 22716	ISO 13485	Laboratories' GLP-approval	Grain trade EFISC-GTP	FSSC
Berner Ltd	●	●	●	●	●	●	
Bröderna Berner Ltd	●	●					
Berner Eesti	● (Ordior)						
Chemigate Ltd	●						
Finnamyl Ltd	●						●
Suomen Medituote Ltd	●	●		●			





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G1 Governance

Impacts, risks and opportunities, and their management related to governance

Impact	Risks and opportunities	Management	Actions
 Corporate culture According to surveys, the experience of meaningful work, sustainability, and acting in accordance with values is strong at Berner, and this is also reflected in the management of supplier relationships.	 Opportunity: Corporate culture is a key element in developing and guiding operations, recruiting new people, maintaining expertise within the organization, and managing successful supplier relationships.	• Values: Work, integrity and humanity • Code of Conduct (CoC) • Leadership principles (Berner Ltd). • Commitment to the UN Global Compact corporate responsibility initiative	• CoC training for personnel every two years • CoC training for new employees • Online leadership training for supervisors (Ltd)
 Corruption and bribery No cases have been identified in at least 6 years (since the start of GRI reporting in 2019).	 Opportunity: Additional training for personnel can increase awareness of prohibited practices and help prevent incidents in the future.	• Code of Conduct (CoC) • Internal principles related to gifts and hospitality • WhistleB channel available to all stakeholders	• Internal corruption risk assessment 2024 • CoC training for personnel every two years • CoC training for new employees
 Protection of whistleblowers Berner Ltd has had a WhistleB channel enabling anonymous reporting since 2020.	 Opportunity: The WhistleB channel can reveal unrecognized issues within Berner, the correction of which can enhance employee well-being and business operations and prevent more severe risks from materializing.	• Code of Conduct, CoC • Guidelines for reporting suspected violations • WhistleB channel available to all stakeholders	• CoC training for personnel every two years • CoC training for new employees
 Relationships with goods and service providers Berner Group's requirements for supplier responsibility promote the sustainability of the value chain.	 Opportunity: Good relationships with suppliers enhance supply reliability, mutual trust and flexibility and the understanding for the supply chain sustainability.	• Supplier Code of Conduct (SCoC) • Internal principles for responsible sourcing	• Supplier Code of Conduct (SCoC) – all suppliers must commit to it • amfori BSCI social responsibility audits for suppliers in high-risk countries • EcoVadis sustainability assessments • Business area-specific supplier and principal evaluations

Material impacts, risks and opportunities

Berner Ltd's Code of Conduct (CoC) serves as the foundation of good governance and all operations, guiding the actions of the company and its employees. Compliance with the guidelines is reinforced through regular CoC training sessions. Berner Ltd has participated in the UN Global Compact corporate responsibility initiative since 2018 and is committed to adhering to and promoting the initiative's 10 principles in its operations.

According to surveys, Berner has a strong corporate culture that emphasizes meaningful work, responsibility, and values. Corruption or bribery has not been identified within the company, but additional training could enhance employees' ability to recognize and prevent

these risks. The WhistleB channel, introduced in 2020, enables anonymous reporting of concerns.

In supplier relations, Berner Group's sustainability requirements promote reliability and supply chain security. The principles of responsible procurement and the Supplier Code of Conduct ensure that partners adhere to the company's sustainability standards.

Corporate culture

Berner Ltd's Code of Conduct (CoC) serves as the foundation for good governance and all company operations, guiding the actions of both the company and its employees. Adherence to these guidelines is reinforced through regular CoC training sessions. Since 2018, Berner Ltd has been a participant in the UN Global Compact

corporate responsibility initiative, committing to uphold and promote its ten principles in all aspects of its operations. Berner Ltd's Code of Conduct encompasses twelve key principles that reflect the company's values of work, integrity, and humanity, as well as adherence to internationally recognized standards such as the UN Global Compact's ten principles, core ILO Conventions, and the Universal Declaration of Human Rights. These principles are: We comply with good governance, We respect human rights, We treat each other equally and respect labor rights, We promote occupational health and safety, We do not accept bribery or corruption, We do not accept fraudulent activities, We compete fairly, We act responsibly regarding the gifts and hospitality, We respect confidentiality, We act responsibly and transparently in

communication and marketing. We take care of the environment, We respond immediately to violations of ethical principles.

In addition to the Code of Conduct, there are also internal policies concerning gifts and hospitality.

All employees of the Berner Group are required to complete a mandatory Code of Conduct training every two years. Of the employees due to complete the training in 2024, 73% completed the test. New employees are also required to complete the course immediately upon the start of their employment. Berner's values – work, integrity, and humanity – have been established since the 1950s, and they are exceptionally well integrated within the company. According to the 2024 company-wide work community vitality survey, the statement



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“The values of my workplace do not conflict with my own values” received a score of 4.23/5, and the statement “My employer takes social and environmental responsibility into account” received a score of 4.19/5.

Berner’s goal is to develop leadership practices to be more consistent, ensuring that every Berner employee can experience a uniform quality of leadership. This goal has led to the development of Berner’s leadership principles, which have so far been implemented within Berner Ltd in Finland. These principles are designed to support strategic objectives, uphold values, and remain resilient over time. The leadership principles provide guidance for supervisors in personnel and business management, both in daily work and in achieving long-term objectives.

Whistleblower protection

Every Berner employee in all operating countries is obligated to adhere to the Code of Conduct (CoC) and its principles while working at Berner. According to the Code of Conduct, every Berner employee is also required to promptly report any suspicions or identified inconsistencies and breaches of ethical principles. Employees are encouraged to contact their supervisor, HR department, or senior management regarding such concerns without fear of repercussions or retaliation. If an individual wishes to make a report anonymously, it is possible to do so through the WhistleB reporting channel, which allows both employees and external stakeholders to submit reports regarding suspected violations of ethical principles or legislation in eight different languages. Subsidiaries that are less than 100% owned and the Swedish subsidiary have their own, separate WhistleB reporting channels.

The reporting channel is managed by an external partner, WhistleB, Whistleblowing Centre, to ensure anonymity. The reporting process is encrypted and protected by a password. Each company has designated individuals who receive and handle WhistleB reports. Training on the use of the WhistleB channel and the process was provided when the channels were implemented. If a suspicion involves one of the designated WhistleB report recipients, that individual does not participate in the handling of the case. The designated recipients of WhistleB reports have been communicated internally. The channel complies with the requirements of the directive and can be accessed at <https://report.whistleb.com/berner>.

In 2024, a total of six reports were received through the WhistleB channels, of which five were feedback-related, but one concerned sexual harassment.

Supplier relationship management

Strong collaboration with reliable and professional suppliers is a crucial factor in the success of the Berner Group. The role of suppliers is essential in ensuring that customers and consumers receive high-quality and responsibly produced products on time and at competitive prices. Suppliers are regularly evaluated to ensure they meet the requirements and support business objectives. Suppliers are assessed using various metrics that cover business sustainability, quality consistency, delivery reliability, and responsibility. This ensures that every partner operates according to standards and supports responsible operating principles. The Group engages in its own manufacturing and importing across four different business areas and within

several different companies. Each business area and company manages its own supplier relationships instead of having a single purchasing organization.

Berner requires all suppliers to commit to complying with the Berner Group’s Supplier Code of Conduct (SCoC). The 15 principles outlined in the Code of Conduct define the minimum requirements suppliers must adhere to within their own operations and supply chains, in addition to all applicable legislation and relevant international standards. The supplier must ensure that their subcontractors and other supply chain parties also adhere to these principles and standards.

Berner is a member of amfori, an organization dedicated to ensuring and developing the responsibility of global supply chains, and the Supplier Code of Conduct is based on the ethical principles established by amfori BSCI. New significant suppliers are required to participate in a comprehensive EcoVadis sustainability assessment and achieve at least the “Committed” level. EcoVadis comprehensively evaluates a company’s entire sustainability management system, covering up to 21 different areas depending on the industry, related to environmental issues, labor and human rights, ethical business practices, and responsible sourcing.

High-risk country suppliers, in terms of labor and human rights, must have an approved social responsibility audit or certification. If the supplier does not meet this requirement, Berner requires the supplier to undergo an amfori BSCI audit, where external certified auditing companies assess 13 areas, including 11 related to labor and human rights, one to ethical business practices, and one to environmental responsibility.

Prevention of corruption and bribery

The prevention of corruption and bribery is part of the Berner Group’s Code of Conduct (CoC) for employees as well as the Supplier Code of Conduct (SCoC). The Code of Conduct (CoC) is supplemented by internal policies related to gifts and hospitality. Berner requires all employees to complete a mandatory Code of Conduct training every two years, which includes topics related to corruption and bribery. New employees are required to complete the course upon starting their employment at Berner.

An internal corruption risk assessment was conducted in 2024. The assessment did not indicate that certain operating countries or business areas were particularly vulnerable to corruption. The existing internal tools were found to be adequate, but a need for more detailed compliance training was identified. The trainings were scheduled to be implemented in 2025. The assessment also identified that when reviewing new foreign clients and principals, more detailed reports should be ordered in addition to the credit report, including aspects related to corruption.

Suppliers are required to commit to the Supplier Code of Conduct by providing a signature. High-risk country suppliers in terms of labor and human rights are required to have a valid social responsibility audit or certification, which also includes ethical business practices. One of the themes in the EcoVadis sustainability assessments directed at suppliers is ethical business conduct, which strongly includes principles related to corruption and bribery.

No cases related to corruption or bribery were identified within the Group in 2024.



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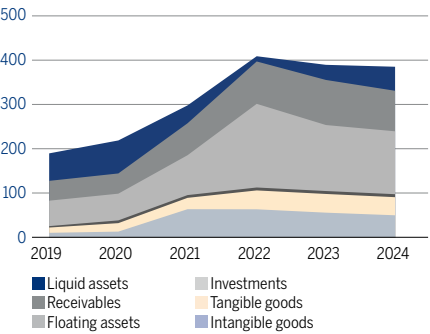
We strongly developed and renewed our operations in 2024. The operating environment remained challenging, which affected the development of our turnover. However, our operating profit increased.

In Consumer goods, our sales grew last year, and we maintained a strong market position. However, consumer confidence in the future remained at a low level. The demand for healthcare products in Finland remained weak. Nevertheless, the Healthcare and Laboratories business area succeeded in increasing its turnover. In agriculture, the normalization of crop production increased farmers' investments in agricultural production inputs. Grain trade in Finland also grew, and we increased our oat exports abroad. For our Industry business area, last year was challenging due to the operating environment. Industrial downturns, strikes, and low market prices affected the development of our turnover.

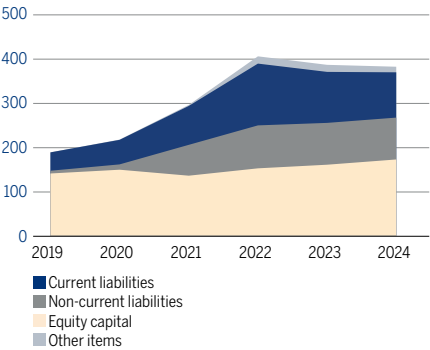
The Group's turnover in 2024 was EUR 654 million (EUR 705 million in 2023). However, we achieved operational growth during the year, as the decline in tonnage prices for fertilizers, grain, and certain chemicals in the Agricultural trade and Industry business areas affected the development of our turnover. Internationalization is a significant part of our strategy, and already 36% of our turnover comes from outside Finland. Our operating profit, however, increased to EUR 32.3 million (EUR 29.5 million).

As a Finnish family-owned company, Berner strives for stable and long-term operations and sustainable growth. The Group's solvency and liquidity strengthened in 2024, with an equity ratio of 47.6% (44.9%). The return on invested capital amounted to 12.9% (12.4%).

Structure of holdings, meur



Structure of capital, meur





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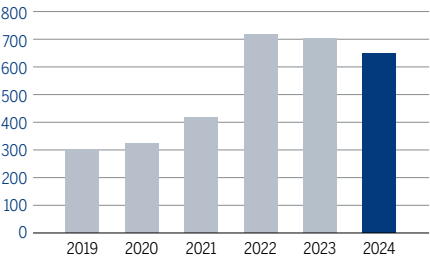
Balance sheet

Board of Directors

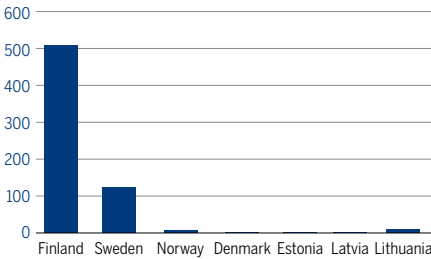
Executive Team

Key indicators

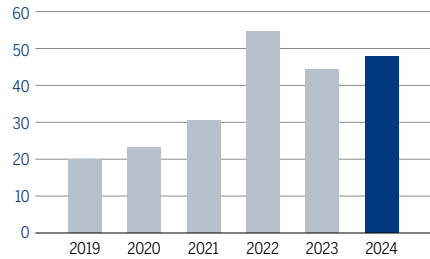
Turnover, meur



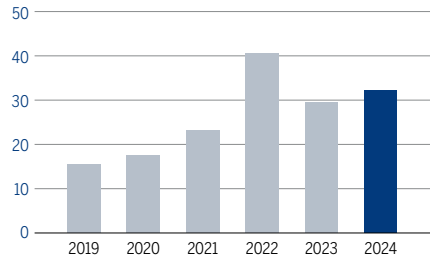
Net sales by country, meur



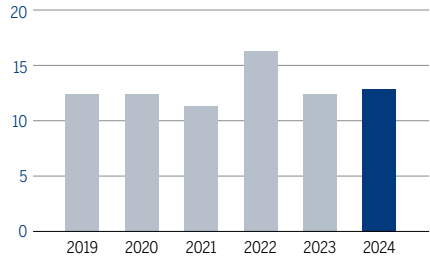
EBITDA, meur



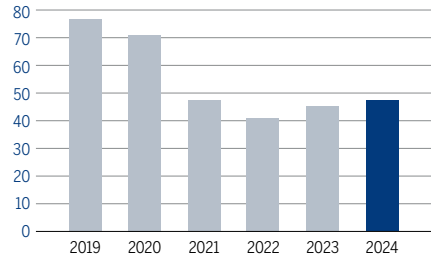
Operating profit, meur



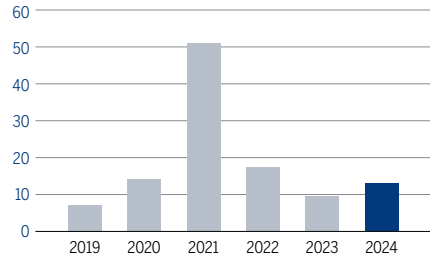
Return on invested capital, %



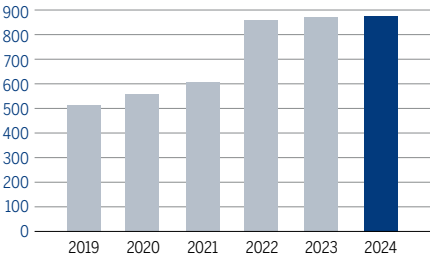
Equity ratio, %



Investments, meur



Personnel (on average)





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Income statement

	GROUP		PARENT COMPANY	
	1.1.–31.12.2024	1.1.–31.12.2023	1.1.–31.12.2024	1.1.–31.12.2023
Turnover	654,008,957.27	705,037,654.82	393,154,360.58	416,053,588.89
Variation in stocks of finished and semifinished goods	7,607,720.68	-634,077.05	4,420,367.53	-966,319.19
Other operating income	1,040,527.83	1,537,484.88	1,766,576.16	1,342,298.18
Materials and services				
Raw materials and consumables				
Purchases during the financial year	-445,890,685.22	-475,761,946.70	-284,386,187.46	-283,682,648.58
Variation in stocks	-14,630,826.84	-38,731,304.70	-1,619,137.53	-29,023,489.40
External services	-8,206,894.34	-6,603,626.33	-4,995,064.60	-2,681,531.41
	-468,728,406.40	-521,096,877.73	-291,000,389.59	-315,387,669.39
Employee expenses				
Wages and salaries	-51,185,329.28	-48,997,506.80	-33,053,888.45	-31,763,106.74
Social security costs				
Pension costs	-8,763,039.59	-8,484,830.39	-5,828,959.19	-5,419,191.82
Other social security costs	-3,942,335.42	-3,590,856.19	-782,571.83	-1,238,727.15
	-63,890,704.29	-61,073,193.38	-39,665,419.47	-38,421,025.71
Depreciation, amortization and impairment				
Depreciation according to plan	-15,397,790.62	-14,702,045.17	-8,336,231.19	-7,524,367.02
Other operating expenses	-82,374,272.28	-79,592,947.51	-51,251,905.02	-50,428,087.04



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	GROUP		PARENT COMPANY	
	1.1.–31.12.2024	1.1.–31.12.2023	1.1.–31.12.2024	1.1.–31.12.2023
Operating profit	32,266,032.19	29,475,998.86	9,087,359.00	4,668,418.72
Financial income and expenses				
Income from other investments of non-current assets				
From Group companies			11,136,868.61	18,259,133.26
From others	381,300.92	256,926.83	381,300.92	256,926.83
Other interest and financial income				
From Group companies			2,601,990.16	2,987,903.36
From others	3,148,035.45	3,941,978.43	2,160,592.04	3,164,434.40
Impairment of investments held as current assets		16,964.64		16,964.64
Interest and other financing expenses				
To Group companies			0.00	0.00
To others	-7,023,989.83	-9,101,077.94	-5,519,367.10	-7,720,621.74
	-3,494,653.46	-4,885,208.04	10,761,384.63	16,964,740.75



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	GROUP		PARENT COMPANY	
	1.1.–31.12.2024	1.1.–31.12.2023	1.1.–31.12.2024	1.1.–31.12.2023
Profit before appropriations and taxes	28,771,378.73	24,590,790.82	19,848,743.63	21,633,159.47
Appropriations				
Difference between depreciation according to plan and depreciation in taxation			123,772.06	1,897,591.17
Group contribution				-6,137,150.00
Income taxes				
For the financial year	-7,534,397.49	-6,145,530.92	-2,460,054.23	-89,443.31
For previous financial years	80,185.80	-374,425.06	1,426.71	-363,739.93
Deferred taxes	-206,546.25	-41,607.17		
	-7,660,757.94	-6,561,563.15	-2,458,627.52	-453,183.24
Profit for the financial year	21,110,620.79	18,029,227.67	17,513,888.17	16,940,417.40
Minority share of the profit	-325,429.04	-1,993,079.00		
Consolidated profit in the financial year	20,785,191.75	16,036,148.67		



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	GROUP		PARENT COMPANY	
	31.12.2024	31.12.2023	31.12.2024	31.12.2023
ASSETS				
Non-current assets				
Intangible assets				
Research and development expenses	2,186,256.49	2,340,195.78	29,467.07	38,307.19
Intangible rights	779,687.68	852,425.56	769,837.63	840,072.76
Goodwill	39,631,112.95	44,595,813.29	33,683,787.34	30,783,045.04
Other long-term expenditures	7,348,351.38	8,045,177.63	5,718,168.54	6,139,107.74
Advance payments	49,411.75	18,152.50	24,097.75	18,152.50
	49,994,820.25	55,851,764.76	40,225,358.33	37,818,685.23
Tangible assets				
Land and waters	392,223.68	402,713.68	0.00	0.00
Buildings and structures	11,020,303.22	11,668,933.56	3,791,050.40	2,544,251.45
Machinery and equipment	28,279,162.17	28,949,805.99	7,599,621.61	7,840,202.38
Other tangible assets	49,361.53	85,683.44	49,361.61	
Advance payments	728,508.03	684,153.71	162,558.02	314,564.53
	40,469,558.63	41,791,290.38	11,602,591.64	10,699,018.36
Investments				
Shares in Group companies			32,351,241.00	35,852,908.50
Shares in associated companies	101,565.64	101,565.64	5,045.64	5,045.64
Other shares	6,541,728.86	6,441,728.86	6,446,201.46	6,346,201.46
	6,643,294.50	6,543,294.50	38,802,488.10	42,204,155.60



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	GROUP		PARENT COMPANY	
	31.12.2024	31.12.2023	31.12.2024	31.12.2023
Current assets				
Inventories				
Raw materials and consumables	12,883,616.22	24,017,503.46	9,275,289.82	6,577,227.13
Semifinished products	653,504.50	540,873.28	653,504.50	540,873.28
Finished goods	124,609,699.60	120,427,096.79	72,068,713.24	72,078,177.15
Advance payments	2,397,691.43	2,480,343.53	225,382.93	676,869.44
	140,544,511.75	147,465,817.06	82,222,890.49	79,873,147.00
Receivables				
Long-term				
Receivables from Group companies			4,750,319.07	4,864,002.69
Other receivables	104,455.65	155,837.76		
Deferred tax receivables	82,015.08	23,226.27		
Loan receivables	200,000.00	666,451.83	200,000.00	200,000.00
	386,470.73	845,515.86	4,950,319.07	5,064,002.69
Short-term				
Accounts receivables	82,854,038.19	91,889,254.19	33,227,772.20	35,081,633.15
Receivables from Group companies			5,481,010.75	25,829,805.87
Loan receivables	280,000.00	320,000.00	280,000.00	320,000.00
Other receivables	2,667,347.26	2,095,428.33	125,401.85	650,753.18
Accrued income	4,343,674.28	5,570,534.35	3,448,528.40	4,160,681.14
	90,145,059.73	99,875,216.87	42,562,713.20	66,042,873.34
Investments				
Other investments	900,000.00	900,000.00	900,000.00	900,000.00
Cash and cash equivalents	52,778,963.97	32,879,974.28	46,693,438.98	27,923,951.27
	381,862,679.56	386,152,873.71	267,959,799.81	270,525,833.49



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	GROUP		PARENT COMPANY	
	31.12.2024	31.12.2023	31.12.2024	31.12.2023
EQUITY AND LIABILITIES				
Equity				
Share capital	1,000,000.00	1,000,000.00	1,000,000.00	1,000,000.00
Legal reserve	464,802.89	464,802.84	168,187.93	168,187.93
Retained earnings	150,624,053.55	143,495,419.57	101,062,801.33	91,765,183.96
Profit for the financial year	20,785,191.75	16,036,148.67	17,513,888.17	16,940,417.40
	172,874,048.19	160,996,371.08	119,744,877.43	109,873,789.29
Appropriations				
Depreciation reserve			5,567,105.37	5,690,877.43
Minority share of the profit	6,770,775.74	9,785,060.44		
Group reserve	5,800,216.64	6,141,756.38		



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	GROUP		PARENT COMPANY	
	31.12.2024	31.12.2023	31.12.2024	31.12.2023
Liabilities				
Long-term				
Capital loans	614,593.00	572,743.00	0.00	0.00
Loans from financial institutions	88,183,327.51	88,144,260.65	69,000,000.00	74,000,000.00
Deferred tax liability	5,578,768.54	5,114,067.47	0.00	0.00
Other payables	19,000.00	473,923.31	0.00	0.00
	94,395,689.05	94,304,994.43	69,000,000.00	74,000,000.00
Short-term				
Loans from financial institutions	15,040,710.15	15,393,831.53	12,753,721.24	12,802,497.85
Advance payments	4,354,851.35	6,100,179.19	4,284,981.88	5,721,354.07
Accounts payables	48,098,277.76	60,033,688.29	27,273,641.83	29,641,357.26
Liabilities to Group companies			6,518,304.31	10,213,627.03
Other payables	10,496,982.56	12,173,694.43	7,208,029.29	8,153,653.42
Accruals and deferred income	24,031,128.12	21,223,297.94	15,609,138.46	14,428,677.14
	102,021,949.94	114,924,691.38	73,647,817.01	80,961,166.77
	381,862,679.56	386,152,873.71	267,959,799.81	270,525,833.49

Auditor
Ernst & Young Oy Authorised Public Accountants
Anders Svennas KHT



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Board of Directors

In the back row, from the left:
Edward Björkenheim, Member of the Board, b. 1970, M.Sc. in Economics and Business Administration
Nicolas Berner, Chairman of the Board, b. 1972, LLB
Antti Korpiniemi, CEO, b. 1961, M.Sc. in Agriculture and Forestry, BS Agriculture, eMBA
Ove Uljas, Member of the Board, b. 1966, M.Sc. in Economics and Business Administration

In the front row, from the left :
Benjamin Berner, Member of the Board, b.1988, MBA
Christina Harmia, Member of the Board, b. 1965, M.Sc. in Economics and Business Administration



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Standing in the back row,
from the left :

Tom Schauman, CEO, Chemigate Ltd, b. 1971, M. Sc. Engineering, Executive MBA

Petri Tervonen, Director, Business Unit Consumer goods, b. 1976, M.Sc. in Economics and Business Administration

Kalle Erkkola, Director, Business Unit Farmer's Berner, b. 1974, M.Sc. in Agriculture and Forestry, BS Agriculture

Antti Korpiniemi, CEO, b. 1961, M.Sc. in Agriculture and Forestry, BS Agriculture, eMBA

Satu Laakso, Marketing Director, b. 1972, M.Sc. in Economics and Business Administration

Nicolas Berner, CFO, b. 1972, LLB

Sitting in the front row,
from the left :

Annastiina Palmroth-Holst, Director Business Unit, MedLab, b. 1972, M.Sc. in Economics and Business Administration

Mika Pirhonen, Director, Business Unit Berner Industries, b. 1970, M.Sc. in Engineering

Juha Starck, Supply Chain Director, b. 1975, MBA

Tomi Virtanen, Director, Finance and IT, b. 1982, M.Sc. in Economics and Business Administration





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