

A person wearing a blue long-sleeved shirt and a colorful patterned scarf is holding a large pink plastic crate filled with ripe, red strawberries. They are standing in a field of strawberry plants with green leaves and some ripe fruit visible. The scene is brightly lit, suggesting a sunny day.

Polarica®
SINCE 1972

Business and Sustainability Report 2026

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Words from Our CEO

This report is different from previous ones. For the first time, we bring our business strategy and sustainability work together into a single annual report – telling the whole story of Polarica: where our business stands, where it is heading, and how sustainability runs through it all.

We have chosen this joint format deliberately. As European Sustainability Reporting Standards (ESRS) do not require a fixed format from companies of our size, we have chosen to report in a way that best reflects how we operate – with business and sustainability intertwined, as both sides of the same whole. Placing more emphasis on explaining our business strategy

does not in any way mean that we have eased our commitment and work in sustainability. Quite the opposite is true.

Polarica is no longer a mere wild berry company. Nordic wild berries like bilberries and lingonberries remain at our heart and in our operations, but exotic fruit, cultivated berries and functional value-added products created from them surpassed wild berries in both volume and turnover years ago. Today Polarica is a truly multinational provider of sustainable, healthy and functional fruit and berry products with customers worldwide.

In 2025 we took our first steps into new markets such as China, South Korea, the UAE and, more recently, Japan, especially



with innovative, healthy and functional value-added products at the forefront – markets where the natural strengths of our raw materials meet real consumer demand. This is a new business area for us, but we won't let growth come at the expense of responsibility.

Polarica's investments into sustainability did not begin with me, but they have defined my time as CEO. Polarica's broad ESG process launched in 2022 has led to strategic choices we still follow today: to make sustainability and quality our competitive advantage, the very thing that sets us apart. I stepped into the role of CEO in late 2022, just as this work was beginning to take shape. Since then, I've had the privilege of leading and developing it, while also helping shape Polarica into the company it is today.

Over these years I have watched new sustainability topics move from ideas into our people's awareness, into our

processes, and into the everyday fabric of how we work. Our first sustainability programme ran from 2022 to 2025 and delivered our first major changes; now, with a new programme, we set our sights on the next steps, towards new horizons, leading the industry with sustainable choices.

The investments of those years are already bearing fruit. Just recently we were awarded an EcoVadis Bronze medal for our sustainability performance, and our plant in Lappeenranta, Finland achieved ISO 14001 certification in spring 2026, with our factory at Haparanda, Sweden following in June. At our plant in Poland, a new packaging and precision-weighing line lets us develop entirely new products, dosing ingredients including berries along with their vitamins and other nutrients so precisely that every package is

consistent. For us, this is a leap in quality, efficiency and product development process – for our customers, this means getting exactly what we promise, batch after batch. This opens up new possibilities for functional value-added production in Poland too.

We do all this at a time of genuine uncertainty. The world today is not easy for any business, and uncertainty flows quickly into costs, prices and eventually consumer behaviour. The regulatory environment around wild berries has evolved, and our stakeholders' expectations along with it. We intend to continue moving and changing with the times – and, where we can, to help lead them, creating positive change across our industry.

Our customers are asking new questions, too: many now explore possibilities for fair-trade wild berries

and the products made from them, and we too are laying the groundwork for this new step. The wild berry industry has faced difficult headlines, but its history is not its destiny. What truly matters is where it stands today and where it is heading. And this I see as very positive.

For me, sustainability has never been an add-on or a compliance exercise. It is part of our core – a way to operate and to stand apart. We recognise, humbly, that there is still a lot to do and learn. But our direction is clear and the momentum is real: with every step, we are building a Polarica where sustainability, social responsibility, environmental values and good business grow together.

Mari Onkamo
CEO, Polarica Group

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WHO WE ARE

One of Europe's largest suppliers
of frozen berries and fruit

Both wild and cultivated

FOUNDED

1972

50+ years of expertise
in natural products

TURNOVER

930 MSEK

~85 MEUR for financial
year 2025–26

OPERATING IN

3

countries:
Sweden, Finland,
Poland

HEADQUARTERS

Haparanda
Sweden



GENDER



Women 42%
Men 58%

CULTIVATED
SHARE

70%

of turnover
from cultivated
products

OUR MISSION

Inspire people
with nature's
treasures

EMPLOYEES

158

Permanent
staff

OUR VALUES

Teamwork
Action
Passion
Integrity

SOURCING
COUNTRIES

21

Europe, Asia,
Africa, Americas

Polarica at a Glance

Polarica provides sustainable, healthy and functional fruit and berry products worldwide.

PRODUCT
CATEGORIES

40+

Frozen, dried,
juice & more

BERRY PICKER
SURVEY 2025

91%

want to return
to Finland next
season

CUSTOMER
MARKETS

27

Countries
served

CO₂ REDUCTION

91%

Scope 1 & 2,
vs. 2021

VOLUME PRODUCED

21,525 t

Berries & fruit, 2025



OUR GUIDING PRINCIPLE

Touch the raw material as little
as possible.

We use only natural ingredients, so that every product tastes
the way nature intended.

CERTIFICATION AND STANDARDS

BRC IFS FSSC 22000

HACCP ISO 14001 ISO 26000

EcoVadis Bronze Organic Kosher

Our Journey



1972

Founded in northern Sweden with wild Nordic berries at the heart of the business.

1989

Expanded into cultivated berries and exotic fruit with the acquisition of a production facility in Poland's strawberry heartland.

2011

Expanded into Finland through the acquisition of a domestic wild berry competitor.

2016

Polarica was the first company in the berry and fruit industry to adopt ISO 26000 as a framework for social responsibility.

2021

Acquired Kaskein Marja Oy in Finland, adding deep value-added processing expertise to the group.

2021



Strategic transition

A strategic decision to expand into higher value-added products. The acquisition of Kaskein Marja Oy brought Kaskein's production of juices, drinks, and dried berry products into the group – and sharpened our focus on the health benefits of berries and fruit.

2022



ESG programme 2022–2026 formed

A structured ESG programme for 2022–2026 gave the company's sustainability commitment a concrete shape: defined goals, clear ownership, and a framework that has steered the business in a new direction ever since.

2024



First functional health products

The Good Pot family marked our first step into products designed from the outset for the health snack category, taking health functionality from strategic ambition to tangible consumer products.

2025



Expansion to Asian markets

The health credentials of Nordic berries – bilberry and lingonberry in particular – proved a strong fit for Asian markets. The expansion began in China and South Korea, with Japan and UAE to follow.

Business Segments



1. Rooted in Nature

Polarica’s journey began with wild Nordic berries, a heritage that still defines our values. Today, across 21 countries – from Nordic forests to South American orchards – we apply the same principles: no unnecessary pesticides, minimal processing, and responsible sourcing.

For You:

Trust in clean natural products, backed by over 50 years of expertise.



2. A Partner Built on Quality and Trust

Quality and food safety are non-negotiable. Our BRC, IFS, FSSC 22000, ISO 14001, and EcoVadis certifications reflect our daily operational standards. Our decades-long customer relationships speak louder than any certificate.

For You:

Consistent quality, full transparency, and a supplier you can proudly put your name behind.



3. Supply Resilience at Scale

Sourcing from 21 countries across five continents is about security, not just range. We draw on our global network to keep your supply uninterrupted, mitigating risks from poor harvests or single-origin dependencies.

For You:

Your supply chain is secured against adverse weather in any single country.



4. From Ingredient to Innovation

Our advanced processing and product development goes way beyond packing. We create customised consumer products, precise blends, and functional consumer products, providing the technical expertise to accelerate your NPD pipeline.

For You:

A dedicated development partner, not just a commodity supplier.

Product Offering

Our portfolio keeps evolving up the value chain – from frozen berries and fruit towards functional consumer products, with new formats in development at all times.



Smoothie mixes

Pre-portioned blends of frozen berries and fruit designed for retail smoothie kits, food service, and private-label smoothie bowl concepts.



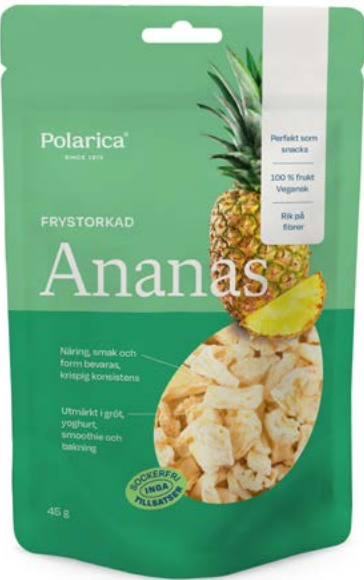
IQF berries and fruit

Individually quick-frozen whole or sliced berries and fruit, preserving texture and nutrients for retail packs, food service portioning, and industrial ingredient use.



Dried berries, fruit and powders

Air-dried or freeze-dried, both offering extended shelf life and concentrated flavour for snacks, bakery, confectionery, and ingredient applications.



Speciality drinks

Niche beverage recipes including mulled wines (glöggs), fermented meads and other traditional Nordic seasonal drinks for retail and food service.



NFC juices and concentrates

Not-from-concentrate single-origin juices and reduced-volume concentrates, supplying beverage manufacturers, food processors, and direct-to-consumer brands.



Health shots

Daily dose functional shots targeting health-conscious consumers and functional food segments.



Berry snack drinks

On-the-go snack format centred on whole or pulped bilberries and lingonberries, designed for consumers who want a real berry experience without preparation or compromise.



Quality and Excellence

We control product quality at every step – from raw material approval through processing to final release. Our Haparanda and Świdwin sites run metal detection and X-ray inspection on every batch, and are audited annually against BRC, IFS, or FSSC 22000 food safety standards.



Quality and Compliance Certifications

All certifications are verified and updated annually by an independent third party and are available to customers upon request.

01 – Food safety standards

GFSI-recognised, covering all our production facilities

BRC Food Safety

We hold BRC certification at our Haparanda and Świdwin facilities, one of the most demanding food safety benchmarks in the world.

IFS Food

Our Świdwin facility is IFS-certified, covering the full scope of food processing, handling, and distribution to trade customers.

FSSC 22000

At our Lappeenranta operations we run an ISO-based food safety management system, audited annually by an independent third party.

HACCP

HACCP is the food safety foundation across every site we operate, systematic, documented, and continuously reviewed.

02 – Sustainability & ethical trade

How we operate, not just what we produce

EcoVadis

We are rated by EcoVadis, an independent assessor of our environmental performance, labour practices, ethics, and procurement responsibility. We currently hold a Bronze Medal.

Sedex / SMETA

As a Sedex member, we are committed to the ETI Base Code. In 2024–2025 our Świdwin facility completed its first 4-pillar SMETA (Sedex Members Ethical Trade Audit) audit, covering labour standards, health and safety, environmental conduct, and business ethics. We require suppliers of raw materials from risk countries to hold a valid social audit, with SMETA being our preferred standard.

These assessments look at how we run our business, not just what we produce. They allow our customers to include our performance data directly in their own sustainability reporting.

03 – Organic certification

Product-level marks by market

EU Organic

Our organic products sold across EU markets carry EU Organic certification, the mandatory standard for anything we label as organic.

We also follow and use local organic standards and their marks in our products, like Eko Gwarancja in Poland.

Where food safety certifications confirm what we produce, these standards reflect how we run our business. We are managing our emissions against Science Based Targets initiative (SBTi), which sets emissions reduction pathways aligned with the Paris Agreement with a commitment to reach operational carbon neutrality by 2035.

04 – Management systems & market access

Operational standards and specialist credentials

ISO 14001

All three of our production sites are now ISO 14001 certified. Our Świdwin facility was certified in 2024, Lappeenranta completed certification in spring 2026, and our Haparanda facility finalised its certificate in time for this report.

ISO 26000

We apply the ISO 26000 framework across our operations. Our Code of Conduct, approved by the Board of Directors in October 2024, translates these principles into concrete commitments for our people and partners.

Certificate of Kashrut

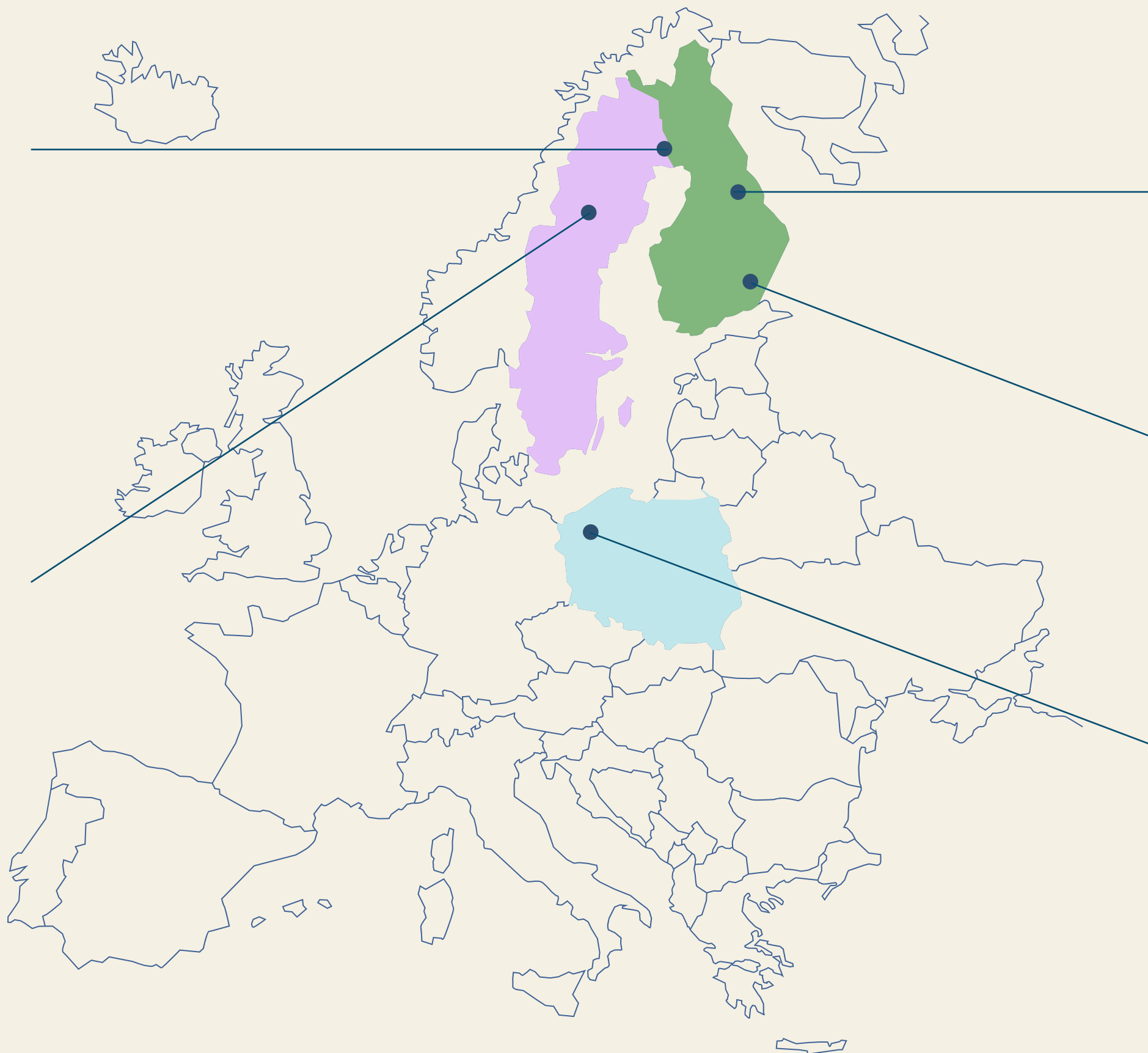
Our Polish facility holds a Kashrut certificate from the Union of Jewish Communities in Poland, allowing us to supply customers who require kosher-certified ingredients.

Our Operations

Our operating footprint spans five entities in Sweden, Finland and Poland, each with a distinct role in the Group’s value chain.

Polarica AB in Haparanda, Sweden, sits in the heart of the Nordic wild berry region. It is the headquarters of our whole Group as well as a key production site for Nordic berries, with sales, distribution and frozen-product warehousing.

Polarica Skogsbärsinköps AB (Lycksele, Sweden) handles wild berry purchasing and picking across Sweden.



Polarica Marjahankinta Oy (Sotkamo, Finland), responsible for both wild and cultivated berry/fruit sourcing from Finland.

Kaskein Marja Oy in Lappeenranta, Finland, develops and produces our value-added products – including drinks, jams and dried products.

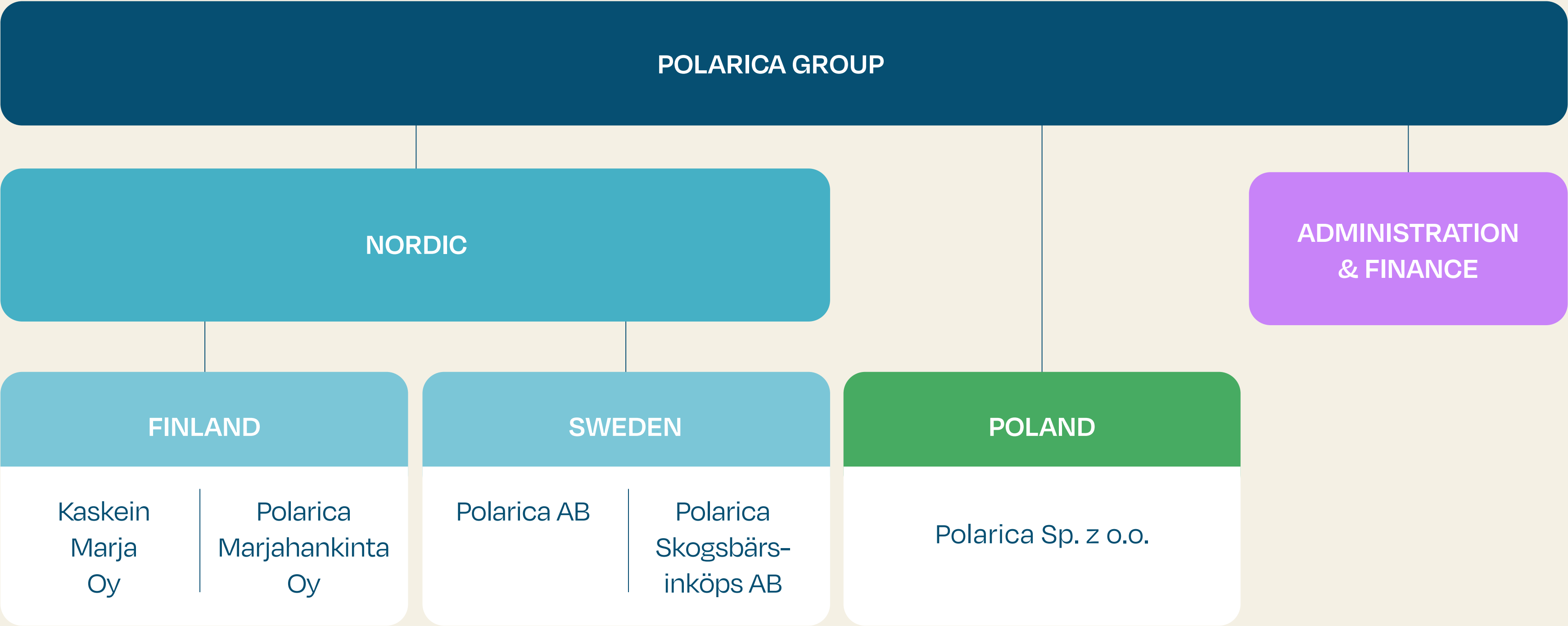
Polarica Sp. z o.o. in Świdwin, Poland, a major frozen fruit and berry processing site responsible for our global sourcing.

Total number of permanent employees



Company Structure

Kaskein Marja Oy, Polarica Marjahankinta Oy, Poland and Polarica Skogsbärsinköps AB are all subsidiaries 100% owned by Polarica AB.



Ownership

The shares of Polarica AB, along with its subsidiaries, are owned by

- Hanki Capital Oy (31.0%)
- Mari Onkamo (24.4%)
- High Point Oy (19.3%)
- Deep Point Oy (19.0%)
- Pekka Koivisto (6.3%)

The investors involved in operational roles are Mari Onkamo (CEO) and Pekka Koivisto (Head of Sales, Marketing and NPD).

Hanki Capital Oy, High Point Oy and Deep Point Oy function as investors without any operational responsibilities.

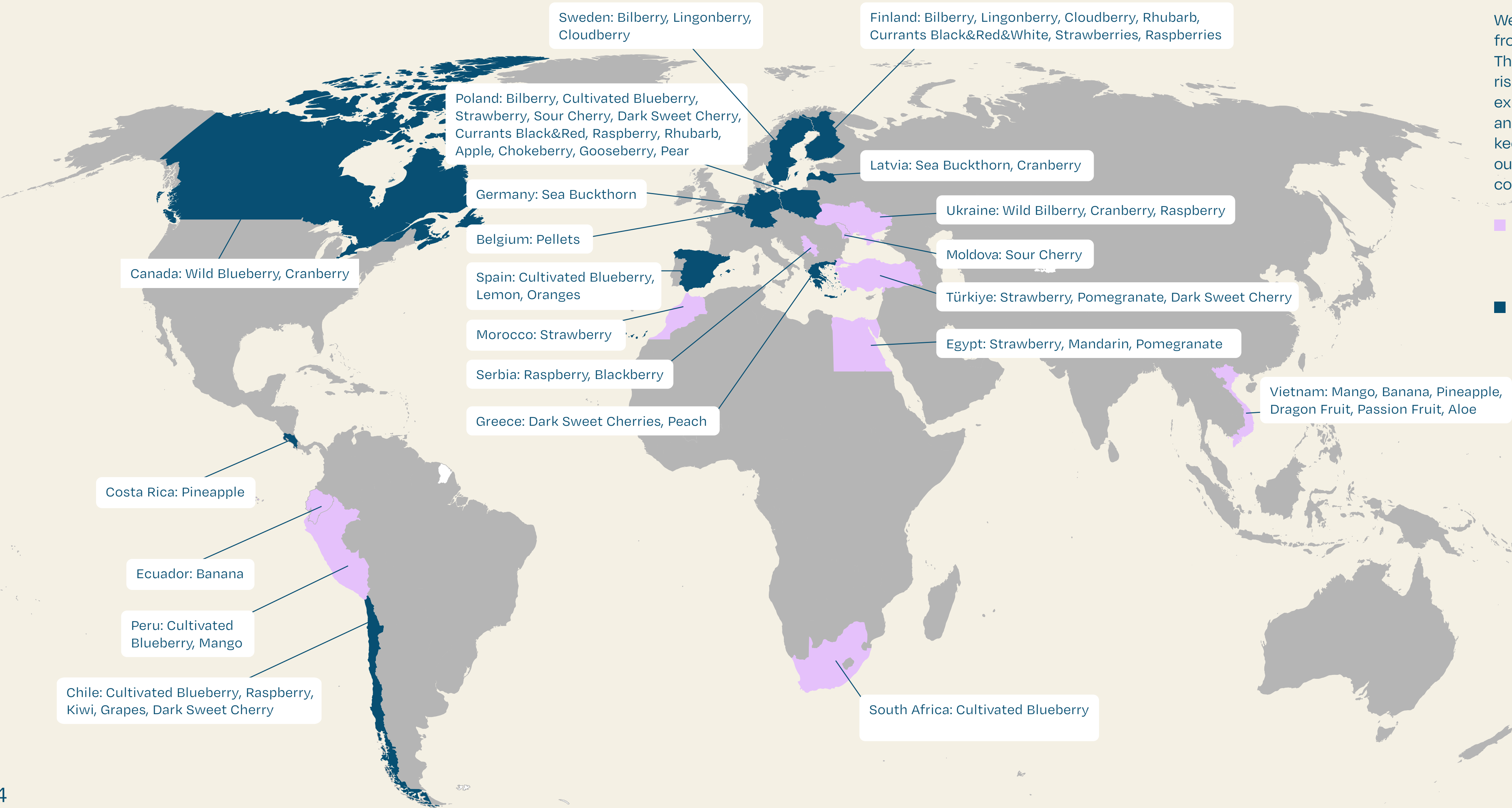
The Board of Directors consists of Mari Onkamo, Jussi Holopainen and Pekka Koivisto.

Global Footprint

Sourcing Worldwide

We source berries and fruit from 21 countries worldwide. This breadth is central to our risk management, reducing exposure to seasonal variation and weather disruption and keeping supply stable for our customers regardless of conditions in any single region.

- High-risk countries based on WGI (Worldwide Governance Indicators, 2025 Revision)
- Low risk countries



Our Year in Review

Our Financial Year 2025/2026* was a year of commercial growth and improved sustainability work.

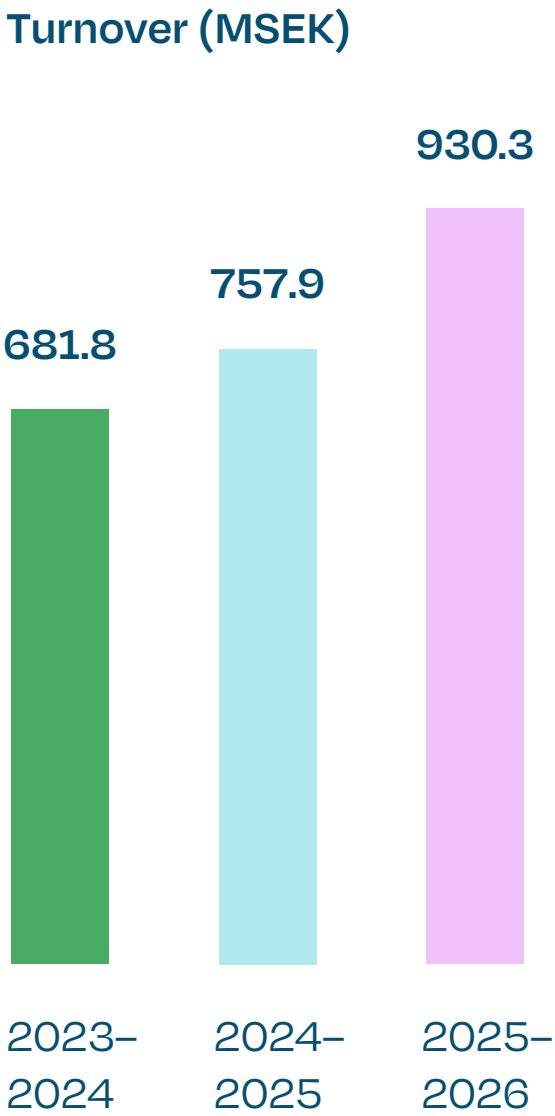
TURNOVER

930 MSEK

up 23% from the previous year.

New Sustainability Programme created

New Markets Opened in Asia



Environmental management systems

ISO 14001

in Nordics (Haparanda and Lappeenranta)

We have achieved our CO₂e reduction target for Scope 1 and 2.

91% emissions reduced in 2025 against base year 2021.

Achieved Bronze Medal in our first EcoVadis Assessment

2.5 MEUR Investment

New packing line with highly accurate weighing to produce new functional smoothie mixes and increase production volume.

*Our financial year end is at 30 April.

Economic Impact

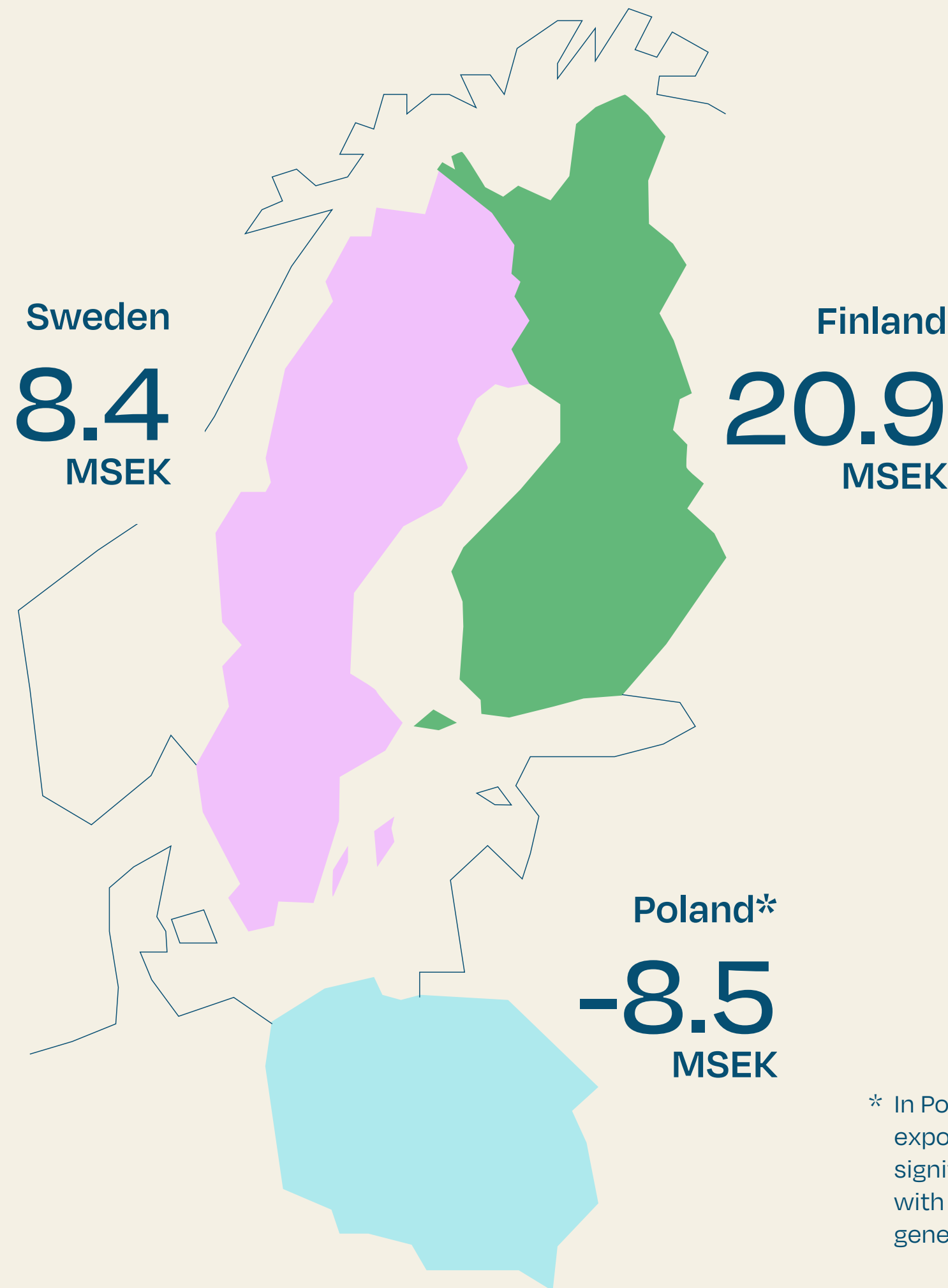
Polarica’s economic footprint reaches well beyond our own operations. Through wages, taxes and the value we distribute along our supply chain, we support livelihoods in our three home countries – Sweden, Finland and Poland – and far beyond them.

Our international sourcing of berries and fruit connects us to seasonal workers in the Nordics as well as growers and suppliers across Europe, Asia, Africa and South America, extending our economic contribution across continents.

We take this responsibility seriously and are committed to good governance and to meeting our obligations in every market where we operate. As our parent company is based in Sweden, the Group reports in Swedish kronor (SEK).

In the fiscal year 2025–2026 (05/2025–04/2026), Polarica Group generated a turnover of **930.3 MSEK (~85.1 MEUR)**. This value flowed back into the economy in several ways: **60.5 MSEK (~5.5 MEUR)** in employee salaries and **20.8 MSEK (~ 1.9 MEUR)** in taxes and social contributions, paid in each country where we operate, with Sweden as our primary location.

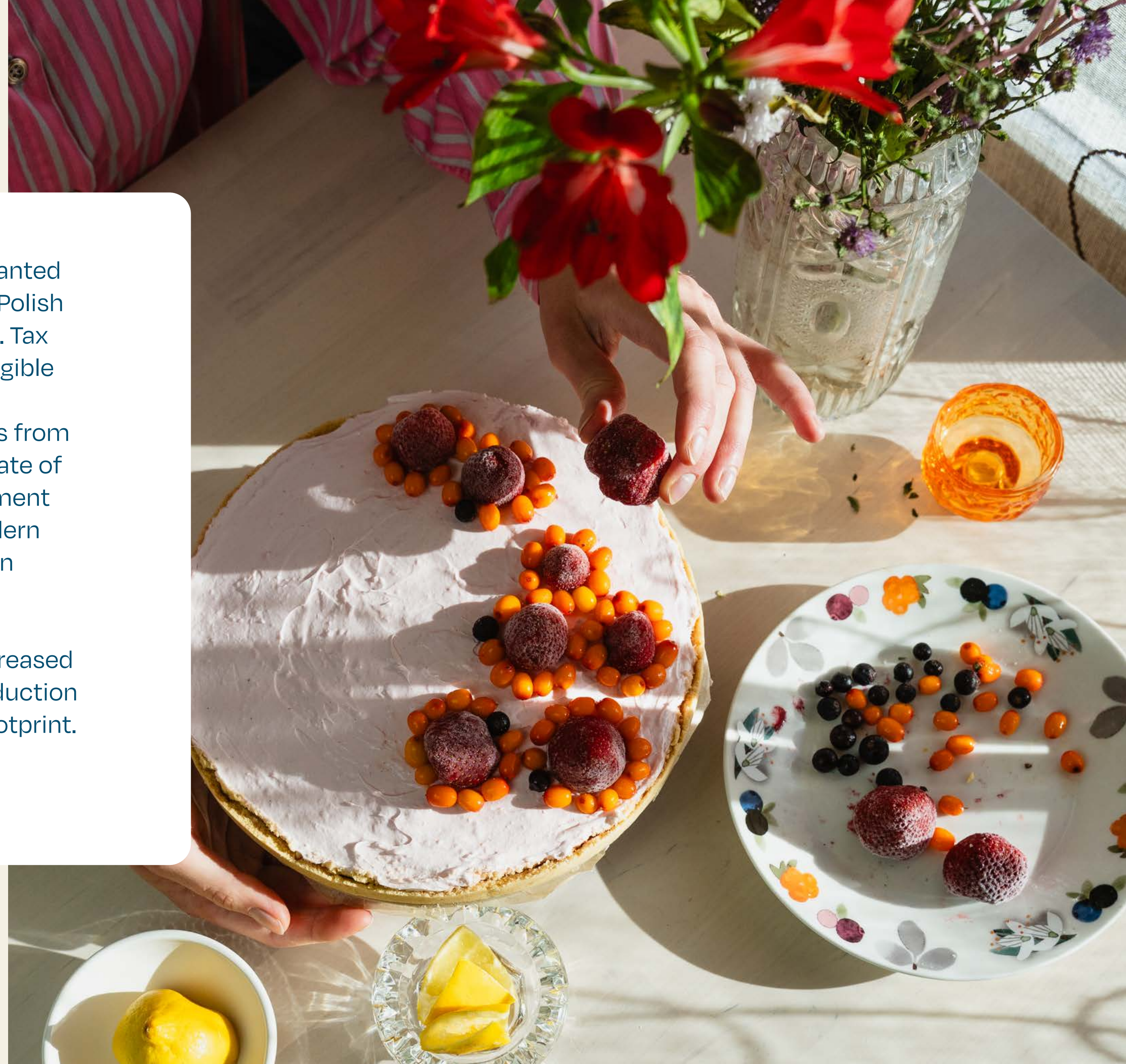
Our tax footprint in Finland, Sweden and Poland (FY 2025/2026)



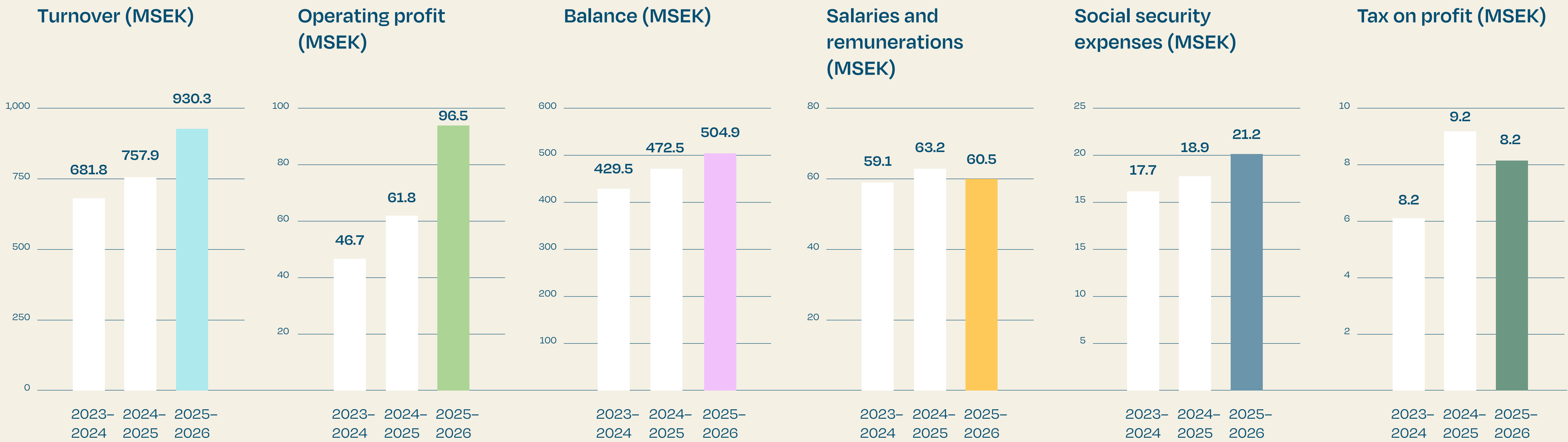
* In Poland, over 99% of our sales are exported with a 0% VAT rate, while a significant part of purchases are made with domestic VAT rates, which in turn generates VAT refunds.

Government Support

- Polarica AB has received freight subsidies 1.7 MSEK (~0.16 MEUR) and electricity subsidies amounting to 1.9 MSEK (~0.17 MEUR).
- In Finland, we benefit from storage support 1.2 MSEK (~0.11 MEUR) specifically designed to bolster domestic production of wild berry products and ensure their quality and availability.
- This support covers the costs incurred from product storage and varies annually based on the volume of products stored.
- Polarica Sp. z o.o. has been granted a support decision under the Polish Investment Zone programme. Tax exemption of up to 40% of eligible investment costs of 11 MPLN (~2.6 MEUR), valid for 14 years from the investment completion date of end of April 2026. The investment covers the purchase of a modern production line, modernisation of plant infrastructure, and installation of a photovoltaic system – supporting both increased production capacity and a reduction in the site's environmental footprint.



Financial Performance



Taxes 2025/2026

	TSEK	TSEK	TSEK	TEUR	TEUR	TEUR	TPLN
	Polarica AB Haparanda	Polarica Skogsbärsinköps AB	Sweden Total	Polarica Marjahankinta Oy	Kaskein Marja Oy	Finland	Polarica Sp. z o.o.
Paid VAT	-3,996	-310	-4,306	-13,451	7,669	-5,782	-11,861.2
Withholding tax from salaries			0			0	0
Withholding from corporate tax	787	109	896			0	3,897.8
Employer's pension contribution			0			0	910.8
Employer's social security contributions / health insurance payments	6,983	426	7,409	58	471	529	791.4
Payroll tax for 2025-26	537	16	553			0	924.9
Employee's pension contribution	3,568	85	3,653	634	2,360	2,994	910.8
Employer's unemployment insurance			0			0	194.0
Accident and group life insurance			0			0	231.9
Property Tax	155	36	191			0	453.8
Environmental tax			0			0	235.8
Alcohol tax			0		4,175	4,175	0
Packaging material and soft drink tax			0			0	
Total	8,034	362	8,396	-12,759	14,675	1,916	-3,310.0

TSEK = thousands of Swedish kronor, TEUR = thousands of euros, TPLN = thousands of Polish zloty.

Polarica's Strategy

Polarica's strategy is built on three pillars: committing to sustainability, growing globally while acting locally, and empowering people.

Sustainability means a way of working built on integrity through a reliable raw material base, transparent supply chains, and strong operational control. It includes securing raw material volumes, broadening the supplier base, strengthening social responsibility, and reducing climate impact.

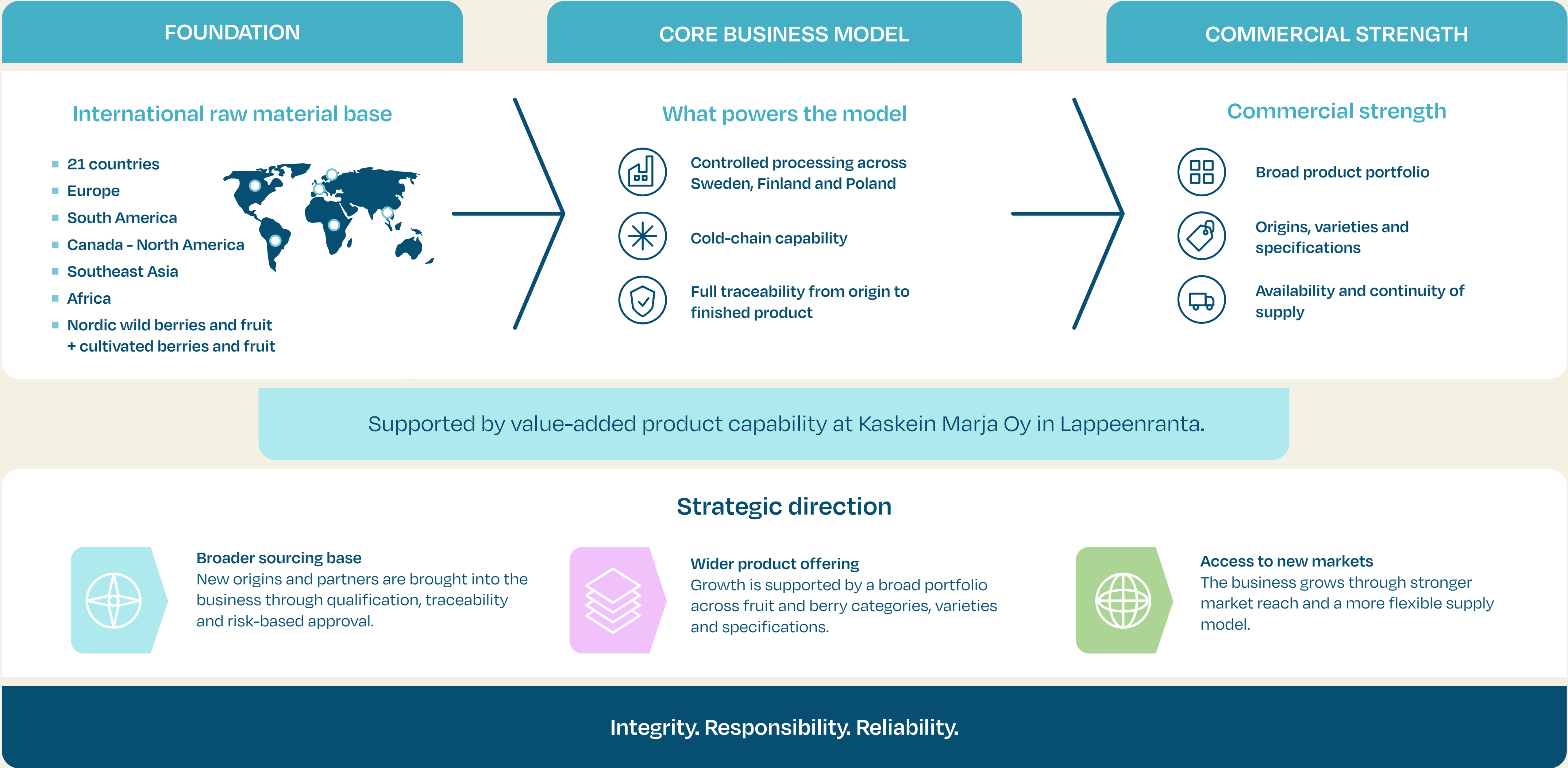
Grow Globally, Act Locally entails expanding into new markets while adapting to local conditions. Growth depends on understanding local market needs, working with the right partners, and fine-tuning products to local

consumer preferences, including flavour and relevant packaging. Functional, natural berry and fruit products are part of this growth path while they help build consumer awareness of health benefits.

People are central to executing the strategy. Developing leadership abilities, building skills and competencies, leveraging technology and fostering a culture of continuous improvement are how Polarica builds the capacity to grow without losing quality or control.



Who We Are



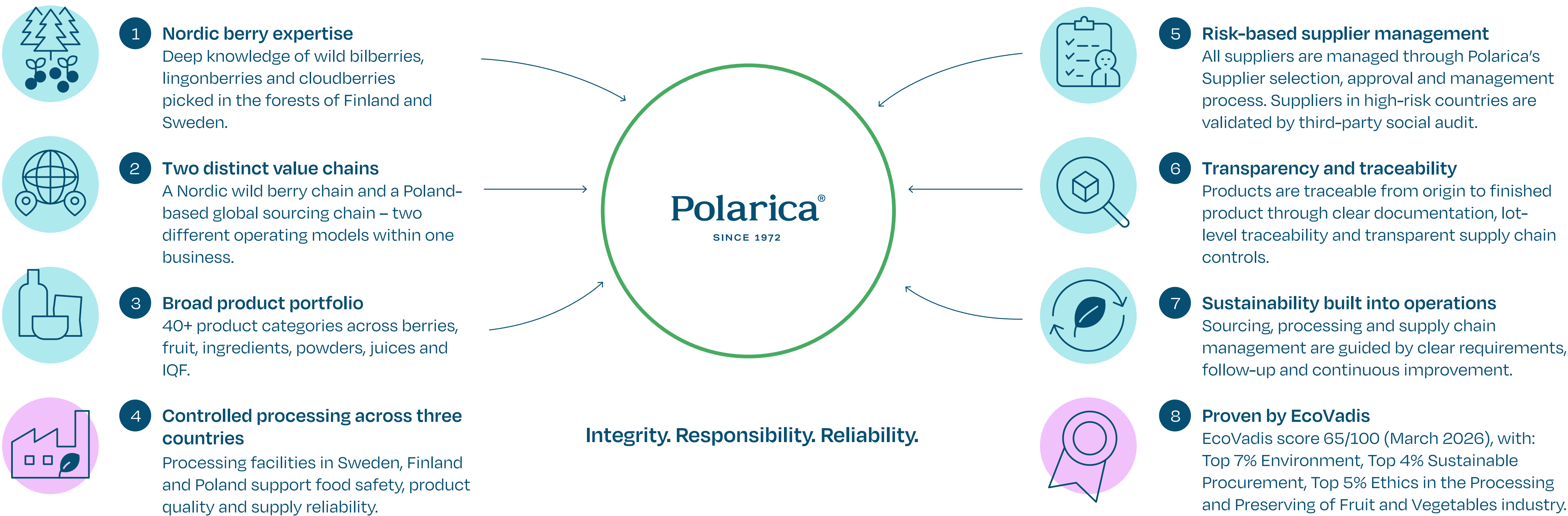
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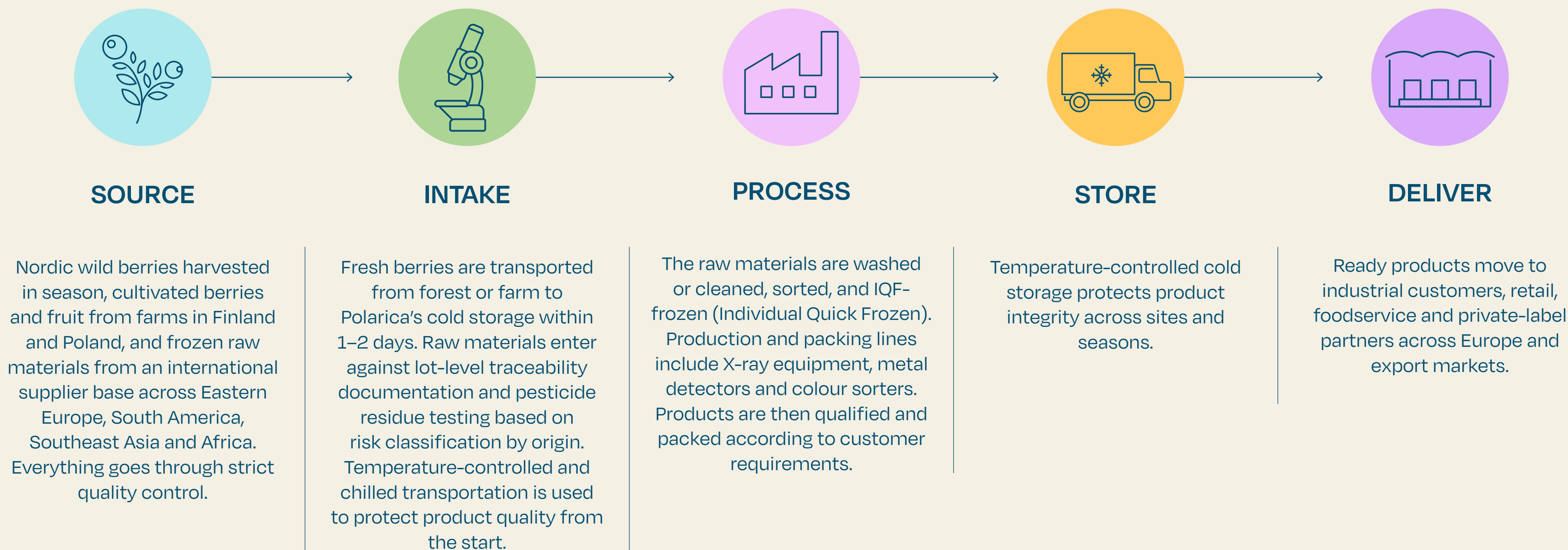


What Sets Us Apart

Polarica combines Nordic berry expertise with two distinct value chains and controlled processing across Sweden, Finland and Poland. What connects them is the same operating principle: integrity in how the business is run, responsibility in how it is managed, and reliable delivery with quality as the outcome.



Value Chain Description



At various stages, each batch of products undergoes rigorous quality testing through laboratory analysis to ensure our standards for taste, texture, and safety.

Berries and fruit produced in 2023–2025, t



Value Chain Impacts

Polarica adds value by moving berries and fruit through one controlled chain, from intake to finished product – delivering the right format, specification and volume for different customers across Europe and Asia.

Raw materials (upstream)	Suppliers (upstream)	Own Operations	Logistics (downstream)	Customers (downstream)	End-of-life
Identified possible and actual impacts					
Agricultural practices affect land-use, soil degradation, and fresh water use. Pesticide residues may remain in the final products that can potentially affect consumer health.	Risks related to working conditions, such as machinery accidents and extreme weather conditions. Seasonal work does not provide year-round security. Emissions from production and transportation activities.	CO ₂ e emissions from electricity use and pollutants from heating, processing, freezing, and storing activities. Additional impacts relate to occupational health and safety as well as long working hours.	Greenhouse gas emissions due to transportation of products and raw materials across land, air and sea.	Possibility of inaccurate claims on product packaging; Non-compliance with food safety procedure can have a direct impact on the finished product.	Environmental impact risks from packaging disposal, depending on material recyclability and waste handling conditions.
Management of Impacts					
Raw materials sourced from lower-risk countries where suppliers comply with recognised certification schemes. To mitigate environmental and health risks, we promote good agricultural practices among farmers and conduct regular testing for pesticide residues.	We have effective procurement processes and certification criteria. Pickers and farmers are offered training and guidance and they work under contracts. Commitment to international conventions.	Optimisation of technological processes and investments in renewable energy. Competitive salaries, freedom of association, training programmes and policies in place.	Engagement with transportation companies to implement lower-emission solutions, such as gas-powered trucks in the Nordics. Additional carbon removals through a carbon sequestration project in the forests of Finland.	Transparent product information in packaging and through digital channels. Nutritional information and origin of ingredients are disclosed. Strict food safety standards, certified and audited (BRC, IFS, HACCP). We gather feedback through customer surveys to identify areas of improvement.	Recyclable packaging used, made from certified biodegradable materials.

Innovating with Purpose

From new products to smarter production across the Group.

Innovation at Polarica is broader than one site or one product category. It runs across the Group and includes new product development, technical improvements in production, greater automation, packaging development and better use of a wide raw material base from the Nordics and Poland.

Kaskein Marja Oy in Lappeenranta is a key part of this work. It adds specialised drink manufacturing capability to the Group and supports development especially in juices, juice syrups, smoothies, functional shots and other beverage products. At the same time, innovation also takes place elsewhere in the business. In Poland, for example,

Polarica has developed value-added smoothie mixes and invested in new packing-line capability. Current work also includes efficiency improvements, automation and investigation of new packaging formats such as sticks and PET bottles.

We are building products and processes that make better use of Polarica's raw material base, respond to changing customer demand and strengthen the Group's value-added offering over time.

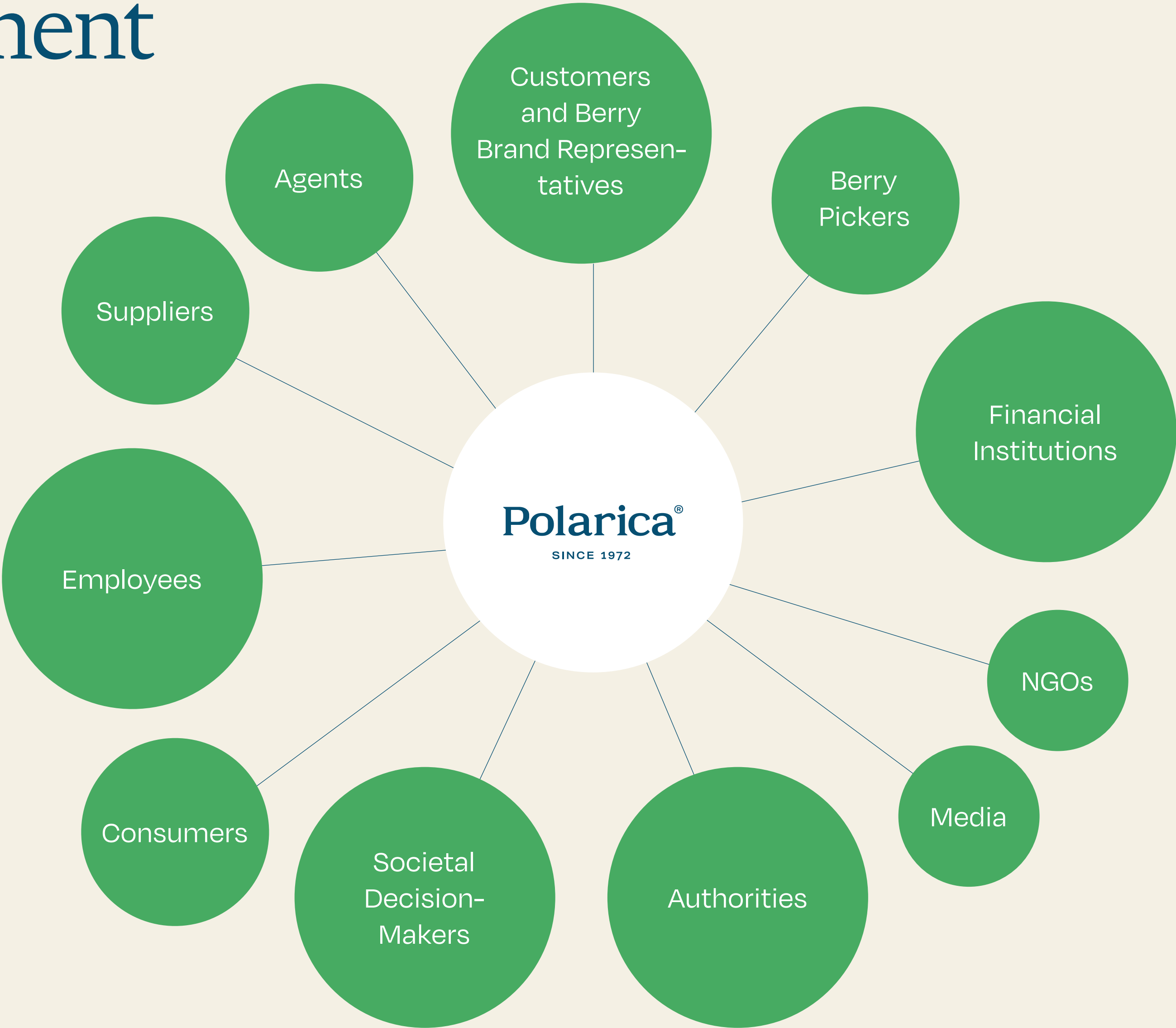
We are aiming at getting more value from less raw material volume.



Stakeholder Engagement

Polarica regularly engages with a broad set of stakeholders to understand their expectations, assess potential impacts, and align its business strategy and operations with evolving sustainability priorities.

We have identified our key stakeholders and their expectations about sustainability information. We understand that collaboration with stakeholders is critical to achieving our sustainability objectives. Obtaining relevant industry certifications, adhering to strict compliance guidelines, and prioritising sustainability as a core value were of utmost importance to our stakeholders. We will continue to engage with our stakeholders to address their concerns and expectations while remaining committed to sustainability.



Interests and Views of Stakeholders

Affected Stakeholders & Users of the Sustainability Statement	Stakeholder Involvement and Interaction	Stakeholders' Expectations and Targets	Connection with the Strategy and Business Model
Board of Directors	Senior Executive meetings	- Responsible for overall business performance and strategic initiatives. - Oversee specific functions within the company. - Corporate governance.	Code of Conduct, occupational health and safety programme, remuneration policy, recruitment process, training, surveys
Employees	Annual questionnaire and feedback surveys; Whistleblowing channel; Daily/weekly meetings with both white/blue-collar workers in each factory.	Corporate culture, employee wellbeing, professional development, good management and leadership, work safety, fair and reasonable compensation, sustainable brand image	HR policy, Polarica Group's Equality and Diversity Policy, Anti-Bullying Policy
Local Community	Dialog and coordination with local hospitals and authorities regarding berry-picking.	- Concerned about environmental impact, employment opportunities, fair compensation and community development - Interested in the environmental impact	
Subcontractors and Suppliers (including pickers)	Auditing of suppliers in Finland, Poland, Vietnam and other locations; Discussions about supplier requirements and goals, Whistleblowing channel; Berry Pickers Survey two times per season; Participation in Thailand recruitment process; Interviews with pickers	- Supplier relationship, long-term and fair partnership - Development, valuing sustainability work	Supplier Code of Conduct, fair contract terms, stakeholder cooperation, Survey analysis and operations development, active discussions with pickers, human rights assessment, oversight of partners in the recruitment process
B2B clients	Regular discussion with customers, Organised joint customer visits to suppliers in Peru, Vietnam, Egypt, Poland, Finland and Sweden; meeting clients in fairs and events.	Human rights, climate and biodiversity, food safety, delivery reliability, origin of raw materials, circular economy practices, occupational safety and wellbeing	Sustainability programme, sustainability reporting

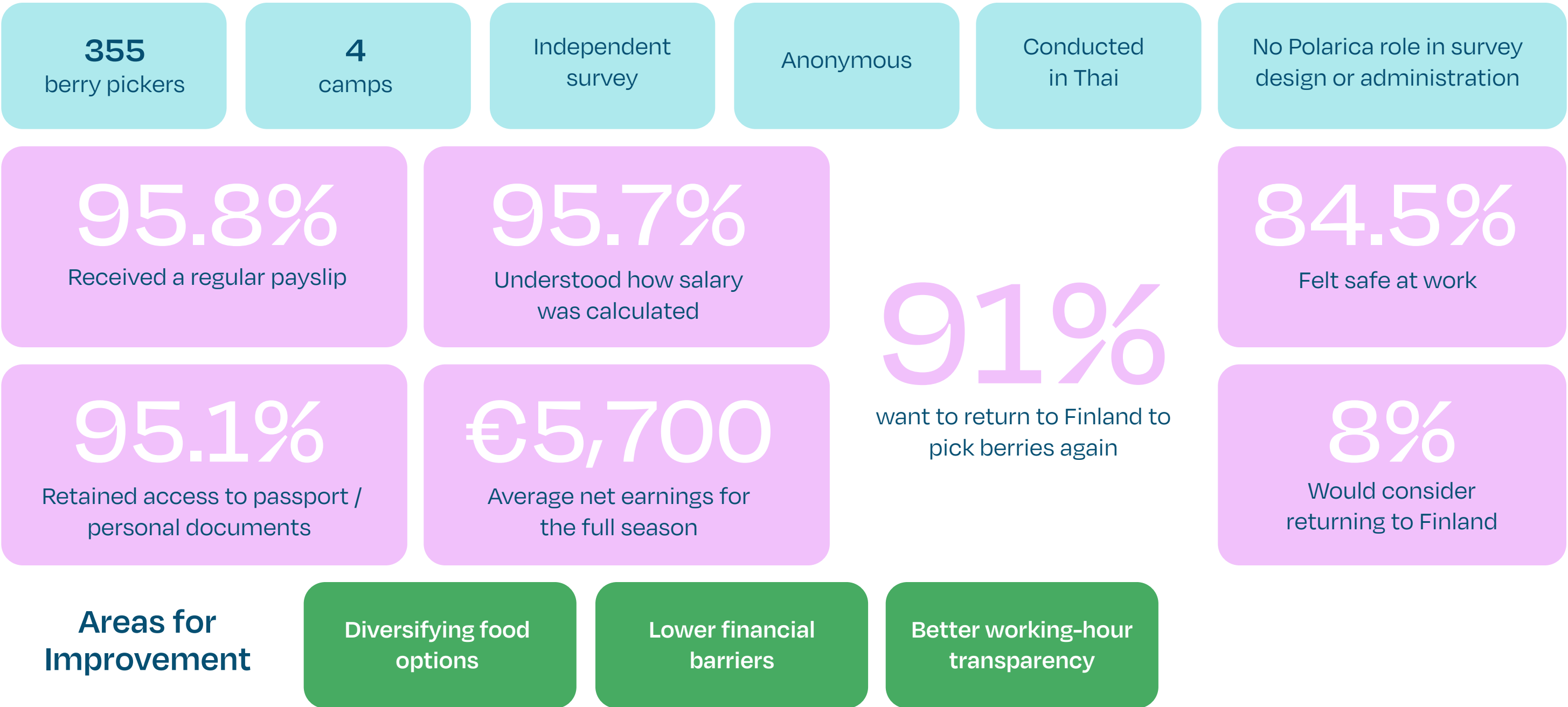
Affected Stakeholders & Users of the Sustainability Statement		Stakeholder Involvement and Interaction	Stakeholders' Expectations and Targets	Connection with the Strategy and Business Model
	Sales Agents	Engaging agents to promote and sell Polarica products in China and Japan.		
	Consumers	Customer service, sustainability reporting, website, social media, product labels and consumer information	Interest in food safety, brand and transparency	Sustainability programme, innovations and product development
	Shareholders and investors (individual and institutional)	Annual general meeting and regular investor relations. Shareholders also have a representative on the Board.	- Information on emissions, Employee diversity and safety - Interested in financial returns and company growth, risks and opportunities regarding sustainability	
	Authorities and regulatory bodies (Industry and Government)	Oversight, discussions, collaboration, audits including tax audits	- Ensure compliance with industry standards and regulations - Oversee legal and regulatory compliance	Compliance with given requirements, offering expertise and perspective on the industry, transparent communication
	Financial Institutions (Pension Funds, Banks)	Regular face-to-face meetings with financial institutions, normally 1-2 times per year and email correspondence	Detailed information for investment and funding decisions	Delivering transparent information
	Labour Unions	Workers' rights and participation in collective agreements	Visits on sites and ensuring safe working conditions	
	Partners	Subcontractors, joint ventures	- Partnering for research and development, as well as recruiting graduates - Aim for successful collaborations and shared value	
	Media and Public Relations	Press Releases and Blogs, interviews	- Report on Polarica HRDD (Human Rights Due Diligence) - Business performance and environmental perspective	Consistent, regular and honest communication
	Professional Association and Industry Bodies	Polarica is part of professional bodies that set standards and provide networking opportunities	- Research programmes, evaluation criteria in procurement - Increasing interest and collaboration in ESG topics	

Key Findings from the Berry Picker Survey 2025

Seasonal berry pickers are the heart of Nordic wild berry sourcing, and their well-being and rights are central to our operations. To ensure we effectively support the people who make the harvest possible, we rely on independent data to monitor progress, spot gaps, and improve support for berry pickers.

An independent anonymous survey of 355 berry pickers across four camps in summer 2025 shows mostly positive results. We continue to address areas for improvement as part of our work to advance sustainability and human rights in the industry.

Independent anonymous survey among 355 Thai berry pickers across four camps in Finland.



Sustainability Programme

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Industry Challenges

The berry and fruit business depends on natural systems, reliable supply chains and responsible labour practices. For Polarica, the most relevant industry challenges are climate and crop volatility, labour conditions and responsible sourcing, food safety and traceability, and the growing demand for healthier, value-added products.

1. Climate and crop volatility	Berry and fruit supply depends on weather, growing conditions and seasonal stability. Climate variation affects availability, quality and continuity of supply across both Nordic and global sourcing.	13 CLIMATE ACTION  15 LIFE ON LAND 
2. Labour conditions and responsible sourcing	The industry depends on seasonal labour, agricultural workers and complex sourcing networks. This makes recruitment practices, working conditions, supplier oversight and human-rights due diligence central business issues.	8 DECENT WORK AND ECONOMIC GROWTH 
3. Food safety, traceability and customer trust	Customers expect safe products, clear documentation and reliable traceability from origin to finished product. In this industry, food safety and transparency are not only compliance issues, but part of commercial credibility.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 
4. Demand for healthier and value-added products	Customer demand is shifting toward products with stronger nutritional value, functional benefits and clearer origin stories. That creates growth opportunities, but also raises expectations around sourcing, quality and product development.	3 GOOD HEALTH AND WELL-BEING  12 RESPONSIBLE CONSUMPTION AND PRODUCTION 

We have identified the UN Sustainable Development Goals (SDGs) that our operations mostly contribute to:

- 3 Good health and well-being
- 8 Decent work and economic growth
- 12 Responsible consumption and production
- 13 Climate action
- 15 Life on land

Addressing these challenges is essential to creating long-term value for people, the planet and our business.

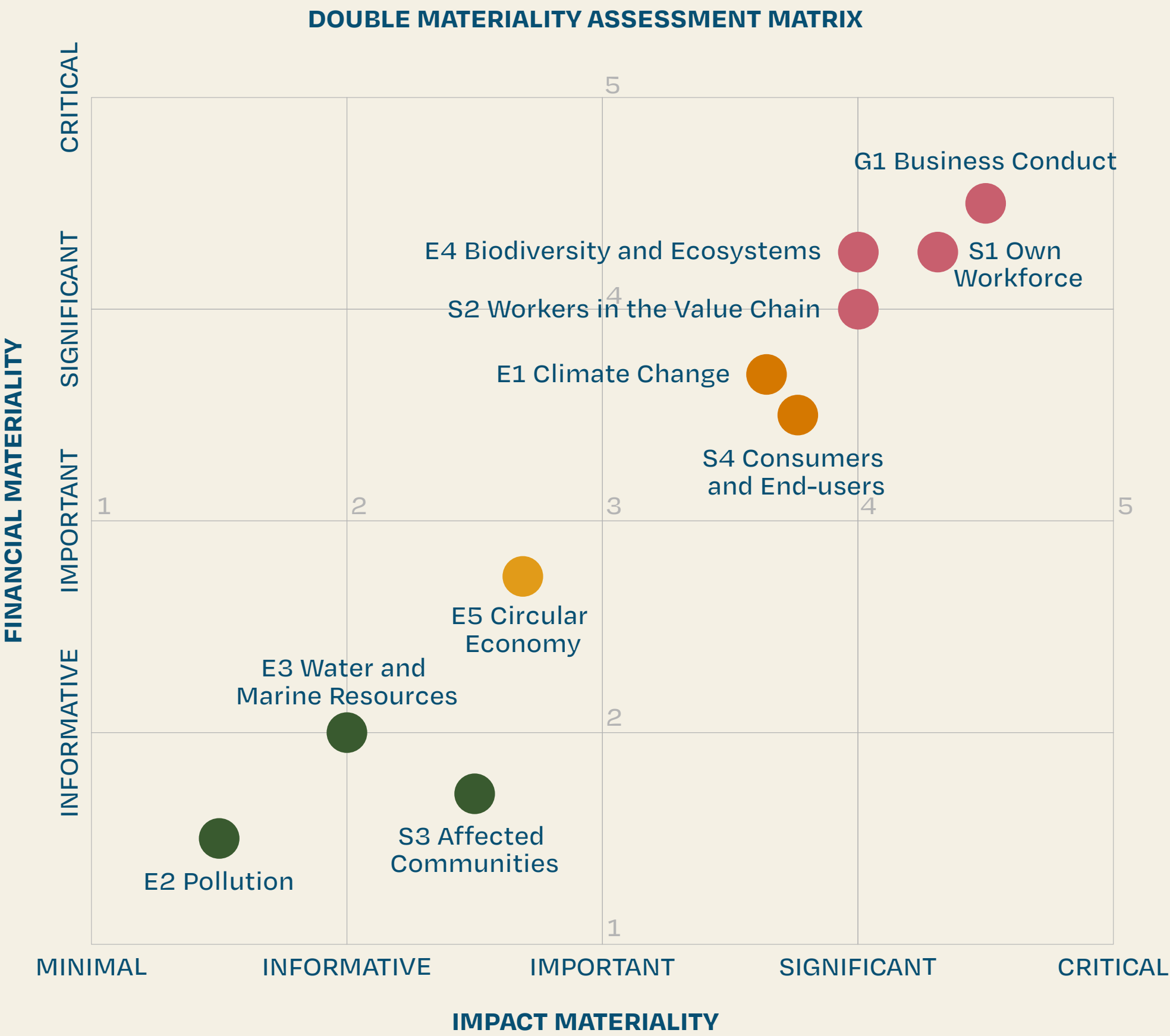
Double Materiality Assessment

Stakeholders’ views help show where expectations are changing, where risks are evolving, and which issues matter most in practice.

Polarica’s double materiality assessment was carried out between October 2024 and April 2025. It was used to identify and prioritise the sustainability topics that matter most to both the business and our stakeholders. Input was gathered through an internal employee survey, interviews with clients and key suppliers, and an internal workshop led by the CEO. The findings were then used to refine Polarica’s material topics, update the sustainability strategy, and strengthen the ESG governance framework.

Identified material topics guides us our sustainability programme. DMA provides a foundation for targeted and impactful sustainability work. It is aligned with the company’s strategy and the owners’ intent.

Several themes came through stakeholder engagement. Employees emphasised safety, fair pay, and supportive leadership. Suppliers highlighted fair procurement practices and long-term partnerships. Clients and consumers focused on food quality, safety, biodiversity, governance, and circular economy principles. Investors and authorities placed particular weight on transparency, emissions, risk management and labour conditions.



Sustainability Governance

Sustainability oversight is led by the CEO (President of the Management Board), who plays an active role in integrating sustainability into the Group’s strategic direction. The Sustainability Coordinator drives the agenda across the Group – coordinating activities, monitoring performance, running projects, and overseeing delivery of the sustainability programme. Updates are shared throughout the year during recurring management meetings and strategic reviews. The practical work is carried

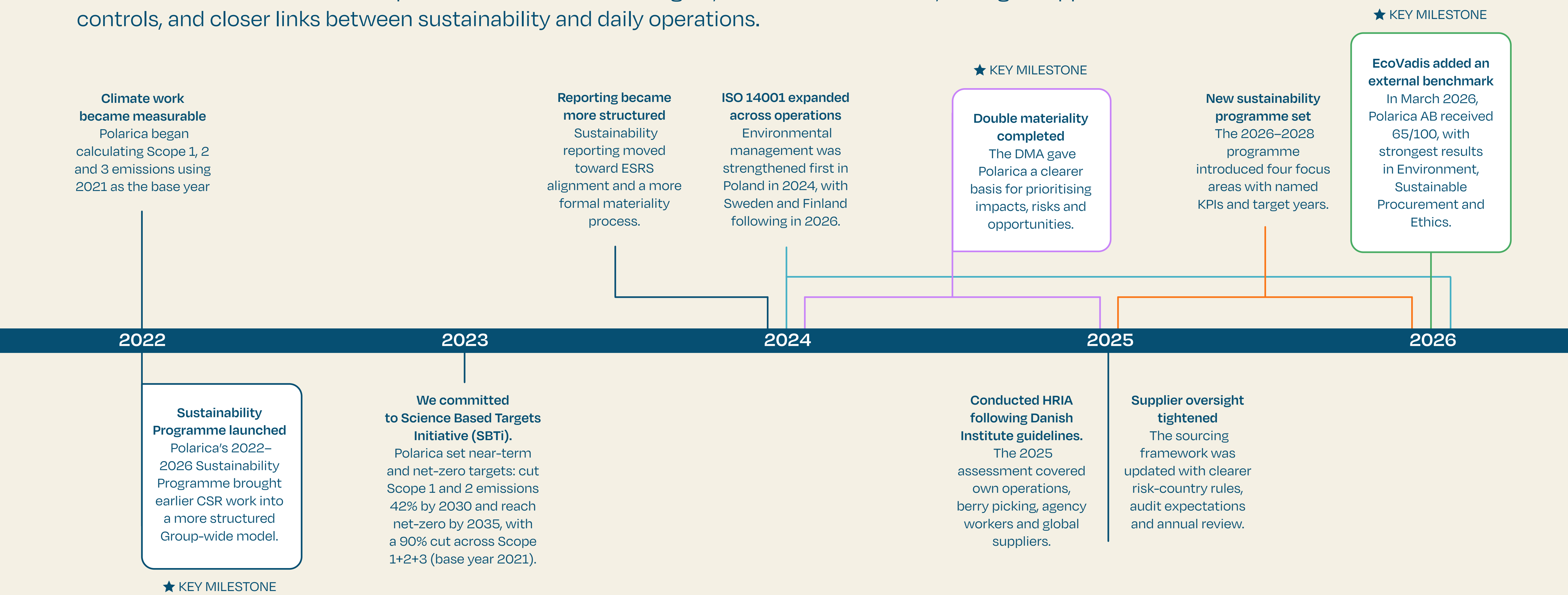
out through workshops and dedicated project groups, each focused on a specific area, topic, or initiative. With members from Sweden, Finland, and Poland, these groups address location-specific issues while also bringing a broader perspective across our different sites. They put the sustainability programme into practice – running sub-projects, engaging employees, and coordinating with stakeholders to embed sustainability into day-to-day operations.

Sustainability Governance Model



Our Journey So Far 2022–2026

Over the past four years, Polarica has been moving towards a more structured Group-wide sustainability model. The main shift has been from separate actions to clearer targets, broader assessments, stronger supplier controls, and closer links between sustainability and daily operations.



Know Our Supply Chains

Progress: ● Done ● Partly done ● Ongoing ● Not started

ACTIONS				
Action	Status	Description	SDG	
Describe and manage our supply chains (direct and indirect sourcing) through environmental and human rights impact assessment, list of partners	●	Global sourcing model combining wild berries and cultivated berries and fruit from 21 countries and more than 40 product categories. To manage our supply chain impacts, we conducted two key assessments: Double Materiality Assessment (DMA) and Human Rights Impact Assessment (HRIA 2025)	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION	
Create a supplier code of conduct and develop contractual clauses	●	The Polarica Group Supplier Code of Conduct was developed and implemented as the foundation for supplier relationships. The code sets out binding expectations and requirements.		
Select responsible partners and monitor their corporate responsibility implementation	●	A comprehensive Supplier Selection, Approval and Management Process was developed and implemented across all Polarica Group entities. Documentation requirements vary by approval group.		
Join UN Global Compact	●	We adhere strictly to the ten principles of the UN Global Compact. However, we have not yet formalised our membership. During Annual Group Management Review we discussed this topic, and we will join the UN Global Compact.		

Empower People

Progress: ● Done ● Partly done ● Ongoing ● Not started

ACTIONS				
Action	Status	Description	SDG	
Conduct a comprehensive assessment of human rights impact across the entire value chain, thoroughly mapping out potential areas of concern	●	We conducted human rights impact assessments in 2022 and 2025.	3 GOOD HEALTH AND WELL-BEING  8 DECENT WORK AND ECONOMIC GROWTH 	
Ensure respect for berry pickers' and other raw material suppliers' human rights, including fair and reasonable compensation and good working and living conditions	●	Recruitment oversight in Thailand. Camp visits and on-site oversight. Fair and reasonable compensation. Berry picker surveys. We created a Supplier Code of Conduct.		
Increase awareness of human rights and other sustainability issues to our relevant stakeholders	●	All suppliers are required to comply with Polarica's Supplier Code of Conduct. Supplier visits and on-site audits are conducted regularly, while suppliers in high-risk countries must complete a SMETA or amfori BSCI social audit. Polarica employees receive ESG training, and strict requirements are applied to subcontractors and Thai partners through continuous communication and monitoring.		
Implement surveys for internal and external employees and set up a reporting channel	●	Polarica conducts an annual employee survey and anonymous picker surveys each season to gather feedback and support continuous improvement. Confidential reporting channels, including the Polarica Group Whistleblower and QR code-based anonymous tools for berry pickers, ensure concerns can be raised safely and securely.		

Transparent Business Practices

Progress: ● Done ● Partly done ● Ongoing ● Not started

ACTIONS				
Action	Status	Description	SDG	
Describe how we handle tax payments	●	We are committed to full transparency on tax payments. This commitment is fulfilled consistently across every Financial Statement and Sustainability Report with a detailed tax footprint table.	8 DECENT WORK AND ECONOMIC GROWTH 	
Understand the relevance of economic responsibility and good governance	●	The Group explicitly recognises its role in the economic development of the communities and countries where it operates – through tax contributions, employment and salaries paid. Good governance developed into a structured and documented management model.		
Update Company's policies, including anti-corruption policies	●	A comprehensive suite of Group-level policies was developed, approved by the Board of Directors, and applied across all entities and subsidiaries in Sweden, Finland, and Poland.		

Minimise Environmental Impact

Progress: ● Done ● Partly done ● Ongoing ● Not started

ACTIONS				
Action	Status	Description	SDG	
Baseline measurement and goal setting of environmental impacts	●	Environmental policy commits the company to calculating and reporting its carbon footprint annually, adopting SBTi-aligned emission reduction targets, identifying and assessing environmental aspects, and setting operational objectives annually. ISO 14001-aligned environmental management system.		
Reduce emissions based on carbon calculations (SBTi): Carbon Neutral by 2035	●	Polarica adopted absolute GHG reduction targets validated and approved by the Science Based Targets initiative (SBTi), aligned with the 1.5°C pathway. Scope 1 and 2 targets achieved. Scope 3 remains the key challenge – work ongoing.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION	
Implementing ISO 14001	●	Polarica Sp. z o.o. - ISO 14001 audited and certified in 2024 Kaskein Marja Oy - ISO 14001 audited and certified in 2026 Polarica AB - ISO 14001 audited and certified in 2026	15 LIFE ON LAND	
Create biodiversity programme	●	The formal programme was not completed within the timeframe and has been formally transferred to the 2026-2028 Sustainability Programme with a target completion year of 2027. We analysed the new standard ISO 17298 Biodiversity.		
Improving recycling rate: zero waste target	●	Waste categories were harmonised across all Group locations to enable consistent tracking and group-level reporting.		

Sustainability Goals 2026–2028

Our Sustainability Work continues with a new programme and targets as the programme timeline 2022–2026 came to an end.



1. Fair and Respectful Working Culture

Polarica’s workforce is not uniform. It includes permanent employees across Sweden, Finland and Poland, agency and leased workers in processing facilities, and seasonal berry pickers who come from Thailand to harvest wild berries in the Nordic forests. The conditions, responsibilities and risks are different for each group.

For own employees, the focus is on safe working conditions, fair pay and a workplace where concerns can be raised and acted on. For leased workers and berry pickers, the risks are more specific: recruitment practices, wage transparency, working hours and access to grievance channels in their own language. This is why oversight in Nordic berry sourcing goes beyond a standard supplier relationship and includes post-season wage analysis, picker feedback and review against minimum and living wage benchmarks.

Fair and respectful working culture			
KPIs	Target year	KPI	Target
Employee health, well-being, and safety			
• Reduction in sickness-related absences	2026–2028	sick leave rate %	Maintain sick leave rate at 3–5% on average; blue-collar: 4.5–6%, white-collar: 2–3%
• Occupational accidents	2026–2028	number of accidents	Achieve a year-on-year reduction in the number of occupational accidents
• Employee participation in training	2026	average training hours per employee	4–8 hours of training per employee / year
Worker policy promotes fair labour practices for our own, forest berry picking and leased employees			
• Employee satisfaction metrics from Employee Survey	2026–2028	Average result in scale (1-5)	Overall employee survey score of at least 4.0
• Worker Policy Compliance Rate among forest berry picking and leased employee providers	2026	Percentage of parties meeting Polarica’s worker policy requirements	100% compliance
Company policies cover anti-bullying, non-discrimination and equal pay			
• Living wage compliance rate a) Own employees b) Forest berry picking c) Frozen Mango and Strawberry Suppliers	2026	Living wage compliance rate %	100% compliance for own employees 100% compliance for forest berry pickers 1 supplier of Mango (Vietnam) and 1 supplier of Strawberry (Egypt) involved in Living wage programme
• Equality questions in Employee Survey	2026–2028	Average result in scale (1-5)	Average score of at least 4.0

2. Sustainable Supply Chains

This theme covers how we manage Polarica’s supplier base over time. The focus is on keeping sourcing responsible, reliable and aligned with the standards our business depends on.

In practice, this means follow-up on supplier performance, closer attention to higher-risk sourcing, and continuous work on the social and environmental issues that sit within the supply chain.

Sustainable supply chains			
KPIs	Target year	KPI	Target
Environmental and human rights impact assessments			
• Conduct Human Rights Impact Assessment	2026	Assessment completed and approved	Finalise and approve the Human Rights Impact Assessment
• Conduct Environmental Impact Assessment	2026	Assessment completed and approved	Finalise and approve the Environmental Impact Assessment
Global sourcing strategy with risk country policy			
• Supplier site visits and social audits in high-risk countries	2026–2028	number of site visits number of social audits	Annual supplier visit and audit plans; 100% of suppliers in high-risk groups located in high-risk countries have a valid social audit
• Suppliers assessed through ESG questionnaires	2026–2028	Share of suppliers in high-risk groups with valid ESG questionnaire assessment (%)	Achieve and maintain 100% coverage of suppliers in high-risk groups
Supplier Code of Conduct			
Commitment to Supplier Code of Conduct 100%	2026–2028	supplier commitment rate to Supplier Code of Conduct %	Achieve and maintain 100% commitment among suppliers in high-risk groups

3. Leadership with Integrity

For us, Leadership with Integrity is leading in a way where our actions, decisions (even difficult ones) and our behaviour are consistently aligned with our values – regardless of circumstance, audience or personal cost. Basically, we will do what we say, be honest, and make decisions based on what is right, not just what is profitable or convenient. This Leadership with Integrity is particularly important because we are constantly facing various difficult issues, including legal cases. We have chosen to be open and transparent with everything, even with the negative things.

Leadership with Integrity			
KPIs	Target year	KPI	Target
Quality policy and certification to ensure food safety and high quality			
▪ Customer Complaint Rate	2026–2028	Complaints per 1 million kg / units sold	<20 PPM (Nordic) <10 PPM (Poland)
▪ Facilities/sites Complaint with Food Safety Standards like FSSC 22000, BRC, IFS	2026–2028	Food Safety Audits passed	Polarica AB: BRC Polarica Sp. z o.o.: BRC and IFS Kaskein Marja Oy: FSSC 22000
Anti-Corruption & Whistleblower policies support ethical conduct and transparency			
▪ Grievance mechanism usage rate and efficiency of resolved grievances	2026–2028	Number of grievances submitted	100% of reported cases acknowledged, investigated, and closed within the defined process timeline
Responsible tax practices			
▪ Public tax disclosures	2026	% of jurisdictions	100% of jurisdictions

4. Protecting Nature and Mitigating Climate Impact

Our raw materials come from nature and as such we depend on ecosystem services and as a responsible company put effort into protecting them. We have made significant progress on direct and energy-related emissions (Scope 1 and 2). The larger challenge is Scope 3, where most emissions arise in purchased raw materials. In 2024, Polarica ran ESG and carbon footprint training with selected suppliers. The next step is closer engagement with the suppliers that account for the largest share of purchased volumes.

This theme is not limited to emissions. It also covers the forests and growing regions that support Polarica’s sourcing. A Group biodiversity programme is in preparation, with completion targeted for 2027.

Protecting nature and mitigating climate impact			
KPIs	Target year	KPI	Target
Progress of Polarica's climate programme towards net-zero			
• Scope 1&2 GHG emissions	2030	% of CO ₂ e reduction vs 2021	-42% reduction by 2030 from 2021 baseline
• Total GHG emissions	2035	% of CO ₂ e reduction vs 2021	-90% reduction by 2035 from 2021 baseline
Partners are committed to taking climate actions, measure and reduce CO ₂ emissions			
• Strawberry and Mango Suppliers involved in • Scope 3 reduction programme	2026	Number of partners in Scope 3 reduction programme	1 supplier of frozen Mango (Vietnam) 1 supplier of frozen Strawberries (Egypt)
Havulatva project objectives to enhance carbon sequestration within Finland's forest ecosystems			
• Carbon sequestration by Finnish forests	2028	tCO ₂ e	Continuation of the project started in 2023
Launch biodiversity programme and KPI tracking			
• Polarica Group Biodiversity Programme preparation	2027	Biodiversity Programme completed	Finalise and approve the Polarica Group Biodiversity Programme

Nordic Berry Sourcing

Nordic wild berry picking in Finland and Sweden involves seasonal foreign workers recruited primarily from Thailand. The season runs from July to September across remote forest terrain. The conditions – remote locations, piece-rate earnings, workers far from home – require a dedicated oversight model that goes beyond standard supplier management. In 2025 we did not recruit any pickers ourselves. Instead, we bought wild berries from subcontractors' purchasing points.

Camp visits during the season

During the July–September season, Polarica conducts camp visits in Finland and Sweden. Selection and frequency are based on supplier history, camp size and previous audit findings. Visits assess accommodation conditions, access to food and clean water, transport arrangements, general well-being, availability of

rights information and grievance channels in pickers' own language, and weighing and price transparency. A whistleblower channel and a feedback channel are accessible via QR code at camps and picking locations throughout the season. In 2025, Polarica received around 200 responses with different kinds of comments from the pickers.



Post-season feedback and wage analysis

At least one anonymous picker survey is carried out each season. In 2025, an independent anonymous survey of 355 Thai pickers across four camps was conducted. Results were published openly on Polarica's website.

After each season, Polarica analyses compensation data (including total

wages paid, costs and deductions) against minimum and living wage benchmarks. A guaranteed minimum net income standard applies. If picker earnings fall below the threshold, a supplementary compensation mechanism is activated.

Requirements for suppliers and subcontractors

Polarica's Supplier Code of Conduct prohibits recruitment, application

and administrative fees for employees and berry pickers. It requires understandable written terms, fair and reasonable pay, and lawful working hours. In Finland, the employment contract model for pickers was developed in cooperation with the labour union; the standardised contract is now also accepted by Thai authorities. Subcontractors sign cooperation agreements that allow audits by Polarica or third parties at any time.

What is still being developed

Nordic berry sourcing is reviewed and developed continuously as part of Polarica's wider human rights due diligence. The 2025 HRIA helped identify potential and actual impacts across operations and the value chain. The findings were used to review existing measures and clarify where further work is needed.

Quality You Can Trust

1. Pure Nordic Origin – Grown in the World’s Cleanest Forests

Bilberry grows wild across the untouched Nordic landscapes, thriving naturally without cultivation. Its purity and authenticity are guaranteed by the clean northern environment and centuries-old foraging traditions.

2. Proven by Nature

Finland and Sweden are home to some of the world's most pristine forests, nourished by pure air, soil and water. These ideal conditions allow bilberries to develop exceptional flavour and natural nutrients.

3. Highest Anthocyanin Levels in the World

The unique northern light cycle and slow summer ripening boost the berry's natural anthocyanin levels – among the highest of any berry, per Frontiers in Pharmacology (2022).

Global Sourcing of Berries and Fruit



Polarica's global sourcing model exists to secure year-round availability, broaden the product base and reduce dependence on any single harvest or region. Today, most of the volume comes from purchased frozen raw material sourced through an international network. This is what allows Polarica to combine Nordic speciality with a broader offering across seasons, origins and customer needs.

The highest frozen volumes are in cultivated strawberry, cultivated blueberry and mango. These are sourced

from various countries. The purpose of this model is not only scale, but continuity: it allows Polarica to respond to changing harvest conditions, market demand and customer requirements with a broader and more stable supply base.

All suppliers go through a structured qualification and approval process before first delivery, with enhanced due diligence and mandatory third-party social audits for suppliers in high-risk countries. That process is described on [page 36](#).

Sustainability Work 2025–2026

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Protecting the Nature We Depend On

Polarica’s raw materials grow in ecosystems – Nordic forests, cultivated farmland, tropical growing regions – that depend on stable climates, healthy soils and predictable seasons. Protecting those systems is a supply chain condition, not a separate sustainability commitment.



E1 – Climate targets and progress

Against the 2030 Scope 1 and 2 targets, our current position is already materially lower than the pathway requires. Combined Scope 1 and 2 emissions fell from 4,466 tonnes CO₂e in 2021 to 409 tonnes in 2025, a 91% reduction driven by the switch to renewable electricity in Poland and Finland as well as constant operational improvements.

Total emissions rose in 2025 to 33,670 tonnes CO₂e from 23,072 tonnes in 2024. The increase is in Scope 3 (the emissions embedded in purchased raw materials) which grew because sourcing volumes increased significantly. Scope 3 accounts for 99% of our total footprint. Product-level emissions intensity tracking is in development.



Climate Scenario Analysis

TCFD-aligned methodology (Task Force on Climate-related Financial Disclosures)

- 1

Defining the Baseline: 2021–2024 emissions and operational data were consolidated, including energy use, waste management, and supplier audits.
- 2

Modelling Climate Scenarios: Scenario variables were informed by IPCC (Intergovernmental Panel on Climate Change), EU climate policy (Fit for 55), and national energy data. Risk profiles were defined for transition disruptions, physical events, and compliance gaps.
- 3

Quantifying Impacts: Climate mitigation efforts, such as cold-chain energy efficiency and recyclable packaging, were mapped to expected emissions reductions. Scenario risks were assessed qualitatively.
- 4

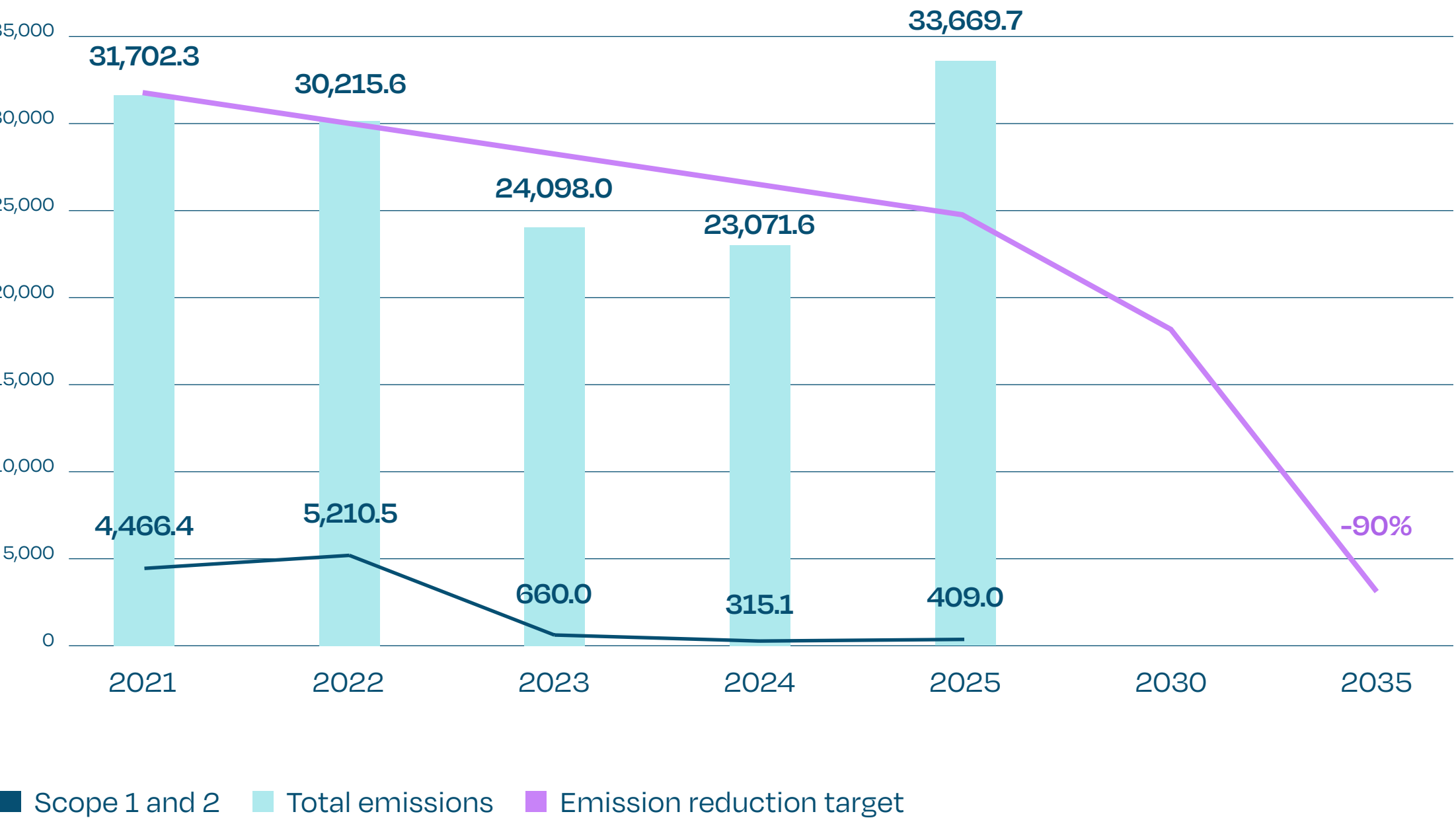
Developing Adaptive Strategies: The analysis informed policies such as low-emission heating upgrades, supplier engagement in climate-sensitive zones, and improved monitoring via ESG working groups in all three countries of operation.

While not yet a quantitative modelling exercise, this process helps us assess exposure to both transition risks (e.g., regulation, technology shifts, carbon pricing) and physical risks (e.g., droughts, floods, temperature extremes) across our value chain.

Climate and Nature Scenario Analysis

Scenario	Impact	Risks	Opportunities
Net Zero by 2050 (1.5°C Pathway)	Increased short-term costs due to energy transition and compliance investments. Operational upgrades needed to meet new climate standards.	Higher costs from low-emission heating system upgrades, packaging changes, and energy sourcing. Stricter EU regulations on emissions and supply chain transparency.	Access to green financing and incentive programmes. Competitive edge from early adoption of sustainable practices (e.g. ISO 14001, carbon neutrality by 2035). Stronger customer alignment on sustainability.
Delayed Action, Moderate Regulation (2°C Pathway)	Slower regulatory shift but higher exposure to physical climate impacts in key sourcing countries. Disruption risks increase over time.	Supply chain instability due to extreme weather. Crop volatility impacts raw material prices. Delays in decarbonisation create compliance uncertainty.	Longer runway to adapt operations. Increased value from investments in biodiversity, packaging optimisation, and supplier audits. Opportunity to become an early mover in under-regulated markets.
High-end climate change (above 2°C)	Severe disruption to sourcing and logistics networks due to extreme climate events. Increasing reputational and operational instability.	Heatwaves, droughts, and storms affect harvest and transport. Food safety and storage risks increase. Infrastructure stress leads to downtime and losses.	Demand for resilient, cold-chain food suppliers grows. Greater value placed on local sourcing, sustainable packaging, and traceable, low-carbon logistics.

Emission Reduction Target, tCO₂e



Our emission reduction targets are based on SBTi:

- 42% in Scope 1 and 2 by 2030 (base year 2021)
- 90% in Scope 1, 2, 3 by 2035 (base year 2021)
- Net zero by 2035

Scope 1&2 are already down 91% (ahead of the 2030 target) from switching to renewable electricity in Poland and Finland.

Scope 3 is harder: up 22% since 2021, with 94% coming from purchased goods and services. Closing that gap means working directly with our largest suppliers.



Partnership with Havulatva Oy to support Finnish forest ecosystems

We are partnered with Havulatva Oy, a Finnish provider of climate solutions, to support forest-based carbon sequestration in Finland. The project targets forests growing on nitrogen-deficient mineral soils, where growth is constrained by limited nutrient availability. Carefully calibrated nutrients are applied to selected, well-performing forest stands by helicopter or from the ground depending on site conditions. Improved nutrient availability increases growth rates from the following growing season. Over the eight-year project period, this results in an additional carbon uptake of up to 10–18 tonnes of CO₂ per hectare.

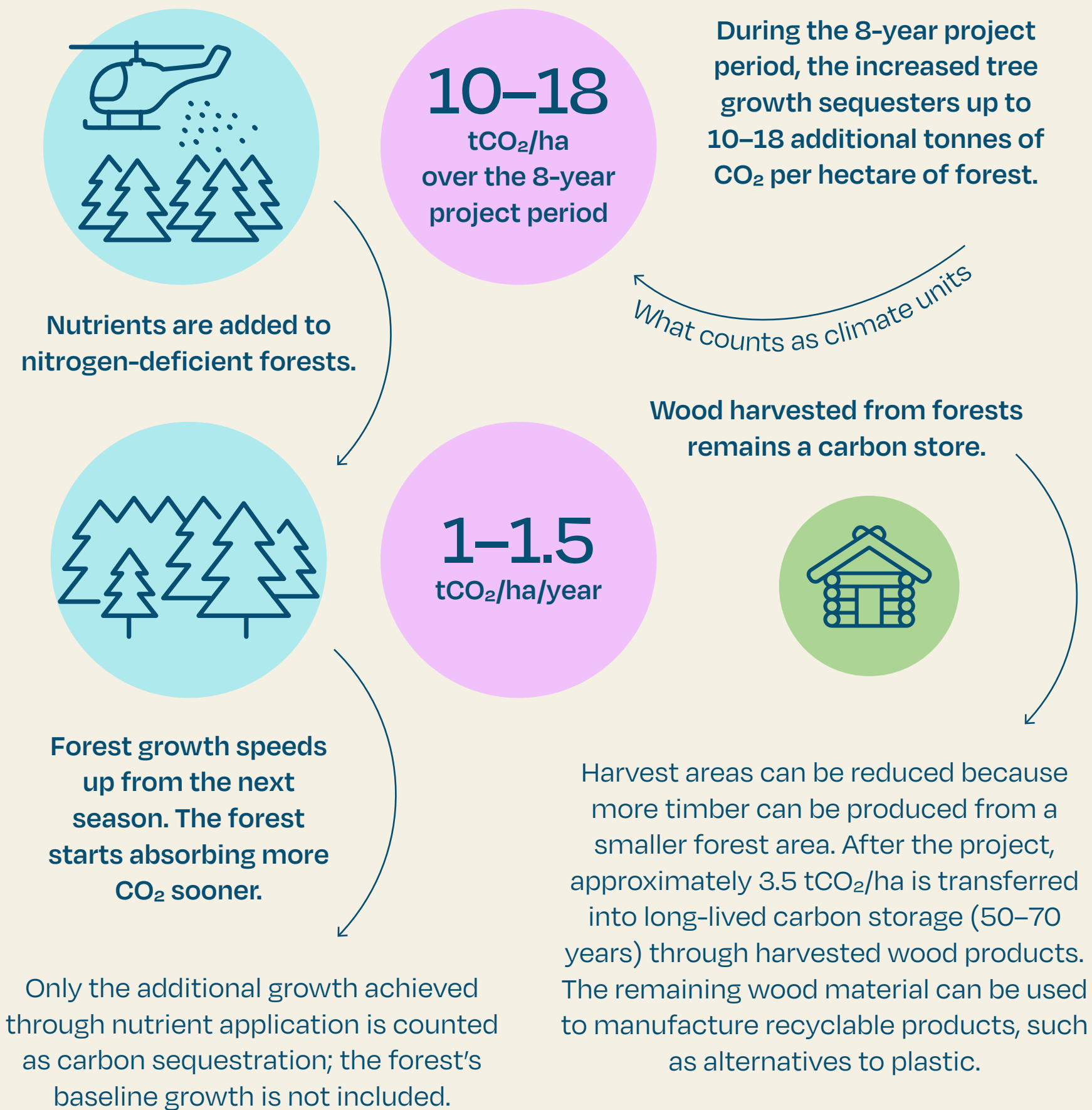
Only the share of growth that exceeds the forest's natural baseline is counted as climate benefit. This additionality principle is verified by an independent third party (AFRY) and certified under ISO 14064-2:2019 by Inspecta Sertifiointi Oy.

Carbon removals by year: 2,520 tCO₂e (2023), 1,234.8 tCO₂e (2024), 1,310 tCO₂e (2025).

The project also supports biodiversity. Improved nutrient conditions increase berry yields and undergrowth vegetation, providing additional food sources for wildlife.

Carbon Sequestration Implementation and Benefits

During the project period, carbon sequestration is up to 50% higher than under normal forest growth.

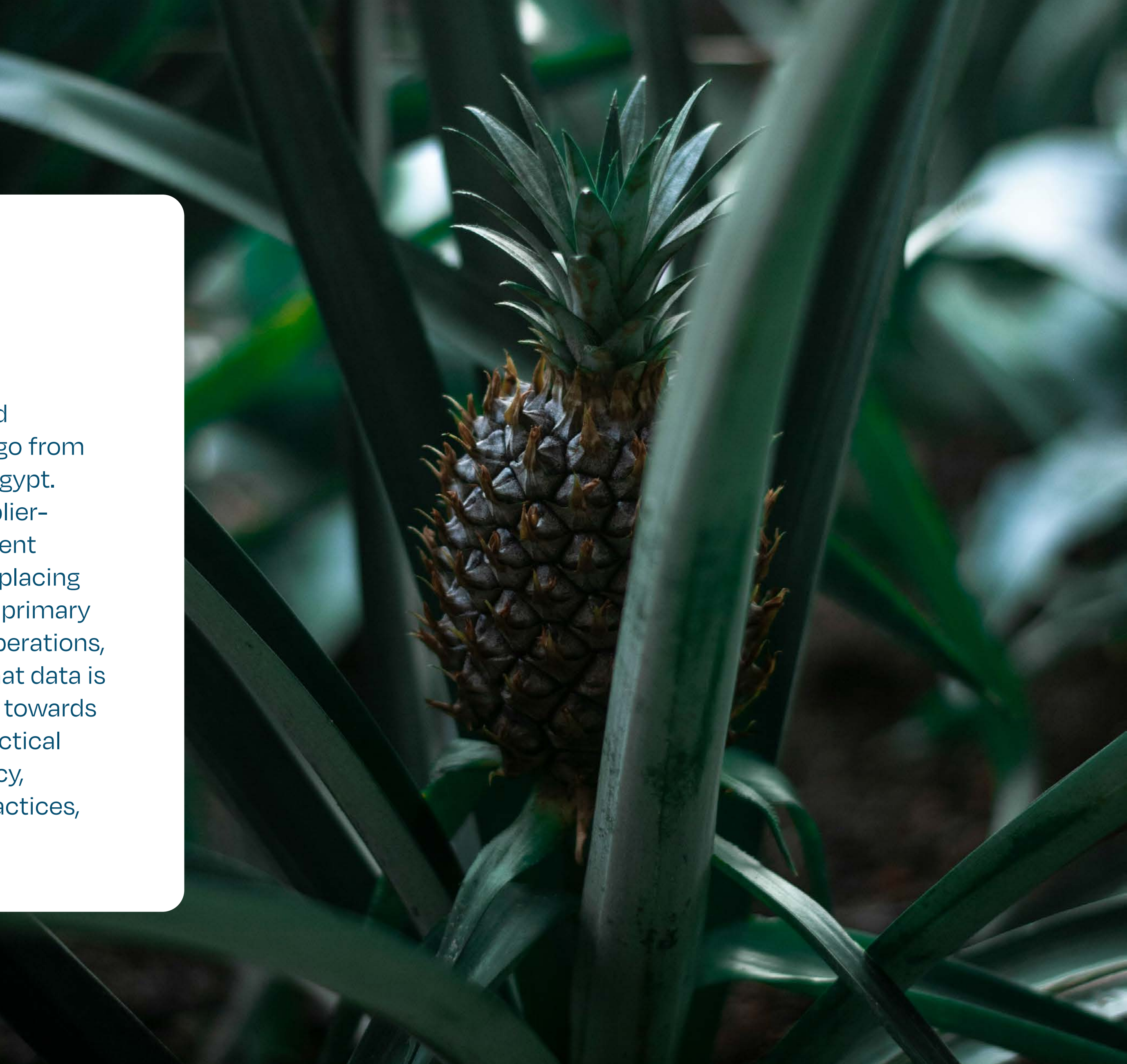


Supplier collaboration to address Scope 3 emissions

Reducing Scope 3 emissions requires active engagement with suppliers. In late 2024, we ran ESG and carbon footprint training sessions with selected suppliers, covering the GHG Protocol framework, scope categorisation, and the move from secondary database emission factors towards supplier-level primary intensity data.

We are strengthening carbon footprint collaboration with two supplier groups that contribute significantly to Scope 3

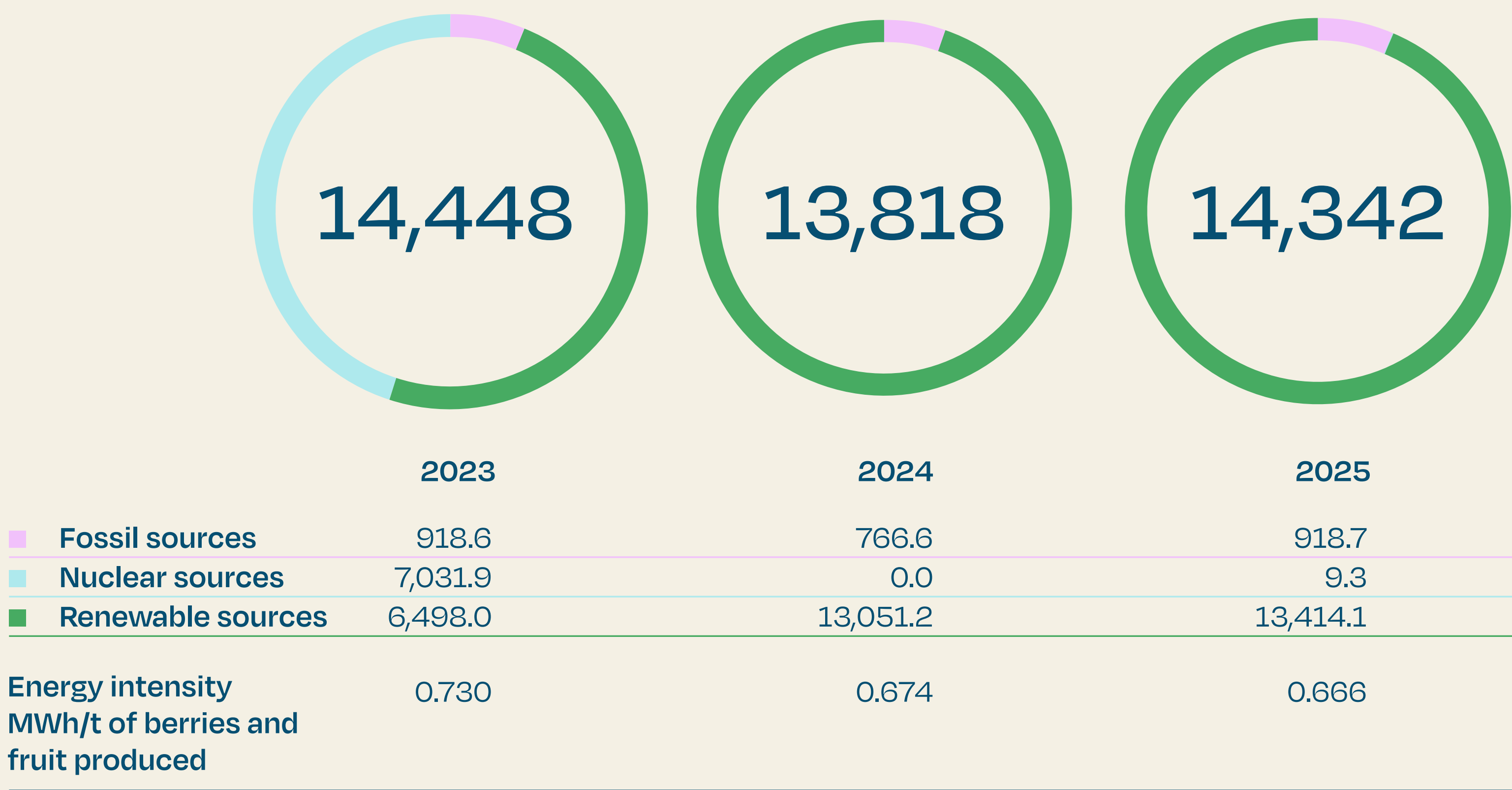
Category 1 (Purchased Goods and Services) emissions: frozen mango from Vietnam and strawberries from Egypt. The first step is establishing supplier-level carbon footprint measurement aligned with the GHG Protocol, replacing secondary emission factors with primary intensity data reflecting actual operations, energy use, and logistics. Once that data is in place, the collaboration moves towards joint reduction of targets and practical measures across energy efficiency, renewable energy, agricultural practices, and transportation.



Enhancing Operational Energy Efficiency

Operational energy efficiency is improved through practical site-level measures across Polarica Group. In Poland, one example is the use of cherry stones for heating. Similarly, cold storage energy performance was improved through new shelving systems that increase usable capacity and improve the use of floor and vertical space, supporting lower energy consumption per stored unit. At Kaskein Marja Oy, energy consumption has also been reduced through a prototyped steam generator. LED lighting has been introduced at different sites, supporting lower electricity use in day-to-day operations. Together, these measures reflect a broader approach in which energy efficiency is optimised through operational upgrades rather than one single project.

Energy consumption and mix, MWh





E4 – Biodiversity and Ecosystems

Our operations intersect with several ecosystem-sensitive areas, primarily through our upstream agricultural supply chains and wild berry picking activities. While none of our production sites are located in biodiversity-sensitive areas, wild harvesting in natural forests and cultivation of agricultural raw materials present potential biodiversity risks. These include habitat disturbance, soil degradation, and water use impacts. Our reliance on natural resources such as clean water, healthy soil, and pollination further highlights Polarica's dependency on functioning ecosystems for long-term business continuity.

Specific risks identified include land degradation, pesticide-related pollution, and potential impacts on local flora and fauna through overharvesting. In Nordic sourcing regions, harvesting areas are mapped and biodiversity-sensitive zones are excluded from collection, with pickers trained in responsible practices to minimise ecological disturbance. However, we recognise that supply chain activities, particularly in wild harvesting and fruit cultivation, may still exert pressures on vulnerable ecosystems. Biodiversity risk mapping is ongoing to better understand these dynamics and support informed decision-making.

We have not yet conducted a formal resilience analysis but are building internal understanding of biodiversity-related risks through the DMA (Double Materiality Assessment) and stakeholder dialogue. Scenario-based discussions have begun, informed by global biodiversity trends and regulatory developments, to explore medium- and long-term exposures. These insights will guide future biodiversity strategy, supply chain risk mapping, and business model adaptation.

During the reporting period, we carried out structured preparation for the Group Biodiversity Programme, planned for completion in 2027. This included obtaining ISO 17298 (the international standard for integrating biodiversity into organisational strategy and operations) and using it as the framework for the programme's design.

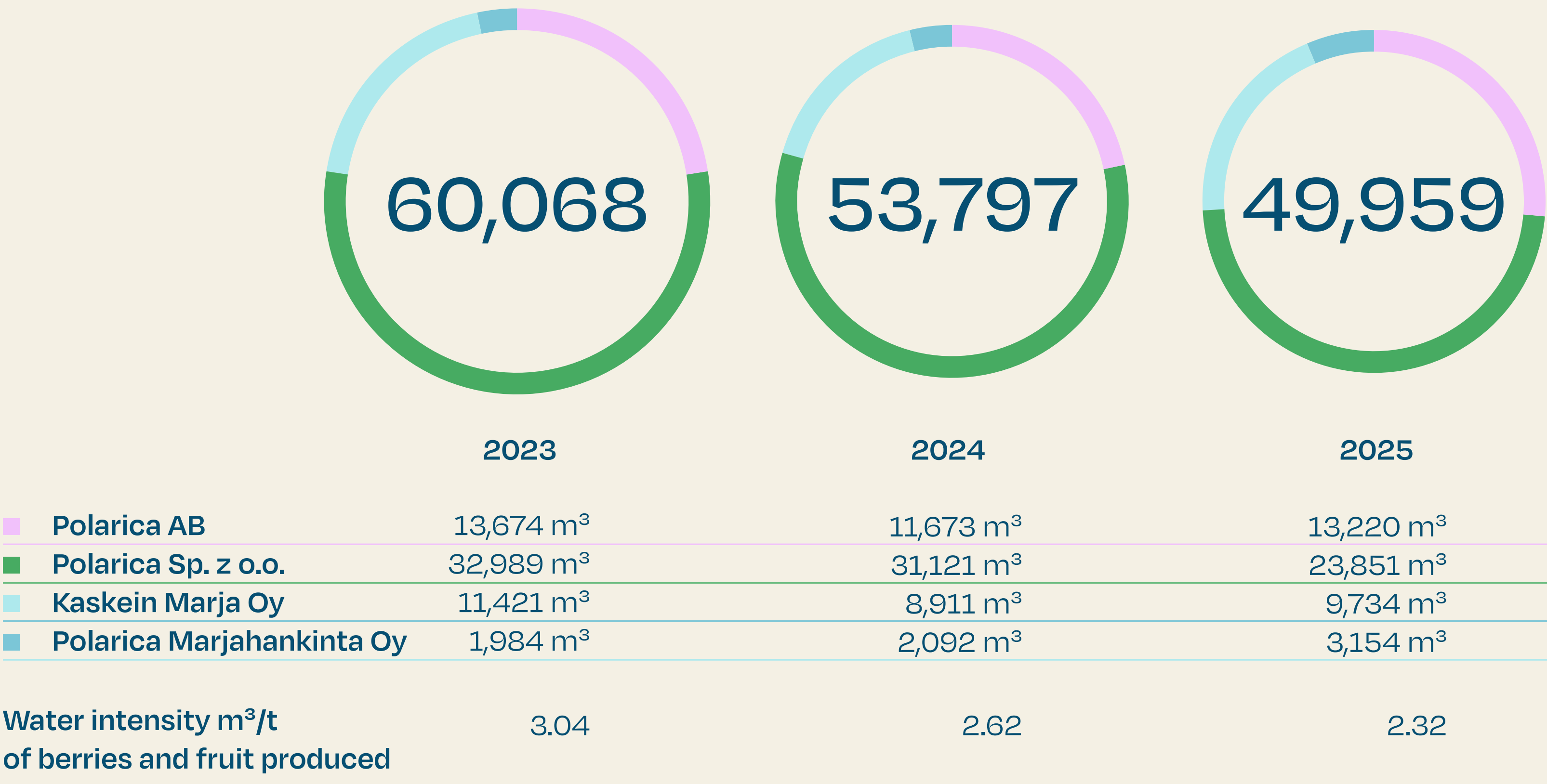
The preparation work applied the LEAP approach (Locate, Evaluate, Assess, Prepare) to map where Polarica's operations and value chain interface with nature, and to identify material biodiversity dependencies, impacts, risks and opportunities.

Supporting tools reviewed included ENCORE (Exploring Natural Capital Opportunities, Risks and Exposure), the WWF Biodiversity Risk Filter and TNFD (Taskforce on Nature-related Financial Disclosures) recommendations and sector guidance. The Kunming-Montreal Global Biodiversity Framework and the SBTN AR3T methodology (Science Based Targets Network – Avoid, Reduce, Regenerate, Restore, Transform) – covering avoidance, reduction, restoration, regeneration and transformation – were also considered in scoping the programme's ambition and action planning structure.



Water Consumption (m³)

Water is used across Polarica’s operations in processing, cleaning and site hygiene. Total water consumption across our facilities decreased from 62,416 m³ in 2021 to 49,959 m³ in 2025, a reduction of 20%. During the reporting period, Polarica continued site-level monitoring of water use and water-related risks. In Poland, for example, a dedicated groundwater-risk assessment was carried out to review potential anthropogenic contamination affecting the municipal intake connected to the site.





Waste Management

Waste is managed through site-level procedures, waste-stream segregation and external treatment partners. Polarica tracks waste generated by type, year and company, and all facilities maintain a Waste Management Plan covering different waste streams and the steps from generation and registration to handling and management. Employee training also covers waste separation, hazardous waste handling, and the environmental controls linked to site operations.

In operations, the aim is not only compliant handling, but also reduction and recovery where practical. The

source material shows, for example, that organic waste from the Polish facility is processed through a local-farmer arrangement for use as organic fertiliser. Packaging waste is managed through authorised waste operators and recycling partners in Poland, Sweden and Finland. Kaskein Marja Oy is covered by the Finnish deposit-return system for glass bottles and by Finnish Packaging Recycling RINKI, while Polish packaging recycling is handled through the national BDO system and related operator agreements. Recyclability testing has also been carried out for click-lock carton packaging in cooperation with an external technical partner.

Waste Management and Recycling

Type of waste		Polarica AB			Polarica Marjahankinta Oy			Polarica Sp. z o.o.			Kaskein Marja Oy			
		2023	2024	2025	2023	2024	2025	2023	2024	2025	2023	2024	2025	
Biowaste*	Mg	250.4	183.9	154.8	0.24	0.56	0.10		240,836	90.65	159.4	30.286	17.86	14.24
Municipal solid waste / Energy waste / Burnable waste	Mg	7.1	8.1	6.3	5.0	2.4	1.6	Litre	257,700	200,880	245,880	29.2	23.0	21.9
Paper and cardboard packages waste	Mg	14.1	17.1	30.7	1.0	-	2.5		458.1	504.3	675.8	-	8.1	9.5
Plastic waste (together with berry boxes etc)	Mg	7.6	13.6	11.2	6.0	2.1	0.5		64.7	74.5	87.8	-	0.0	0.0
Paper	Mg	0.1	0.1	0.0	0.6	-	-					0.1	0.1	3.3
Wood	Mg	10.3	-		3.2	-	3.4		-			-	0.0	0.0
Glass packages waste	Mg	-	-		-	-	-		-			20.5	16.5	12.8
Iron and steel	Mg	0.0	0.9		12.1	-	-		17.4	11.8	6.9	-	1.2	0.0
Mixed metals waste	Mg	-	-		-	-	-		3.5	2.9		0.2	0.0	0.0
Concrete and construction waste	Mg	-	-		-	2.9	5.1		-	-		-	2.2	1.9
Used equipment	Mg	22.7	-		-	-	-		0.3	0.3	0.1	2.0	0.0	0.0
Rubber	Mg		-			-	-		-	0.1	0.0	-	0.0	0.0
Oil	Litre	-	-	1,000.0	-	-	-		0.4	0.6	0.6	-	0.0	0.0
Other Hazardous waste	Mg	0.1	-		-	-	-		0.2	0.0		0.2	0.4	0.0
Poland used equipment with dangerous elements	Mg	-			-	-			0.1	0.0	0.0	-	-	
Poland Oil filters	Mg	-			-	-			0.1			-	-	
Haparanda Methanol	Mg	0.1			-				-			-	-	
Poland Lead Batteries and accumulators	Mg										5.92			

*Biowaste type of waste, Polarica AB
Biowaste is tracked in m³. For comparability of data factor 1 m³ = 0.22 Mg

Biowaste type of waste, Poland
In 2024, a significant decrease in the total amount of registered biowaste was recorded compared to the years 2020–2023. This considerable difference is the result of improved data quality in the environmental management reporting system.

As part of the implementation of the ISO 14001 standard, a comprehensive analysis of waste management was carried out, which led to the tightening and improvement of the system for recording and reporting the quantities of waste generated and transferred.

It should be assumed that the data for the years 2020–2023 were affected by errors and may have included overestimated values.

People We Work With

S1 – Our Employees

Our approach to workforce management is grounded in our commitment to secure employment, fair treatment, and continuous improvement of working conditions across Polarica’s Nordic and Polish operations.

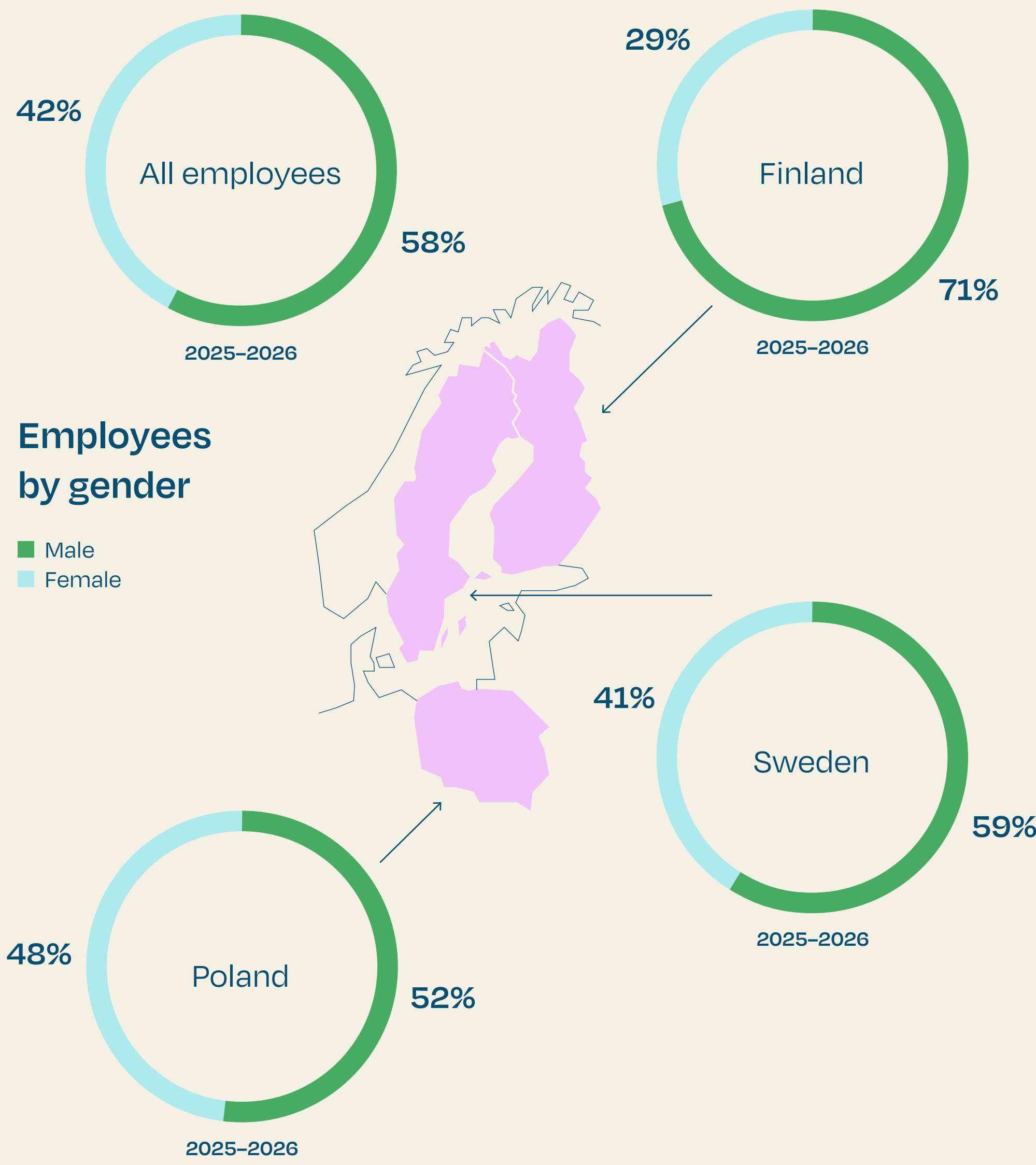
Direct employees are covered either by local labour law or, where applicable, collective agreements. We assume responsibility for salary payments, cost deductions, and compliance with labour and occupational safety standards.

We have implemented a company-wide People Survey to track employee well-

being, satisfaction, and organisational culture. Insights from these surveys are used to improve workplace conditions and inform policy updates. We follow national labour laws and employment regulations across our operations.

Number of employees

Country	2025–2026	2024–2025
Sweden	34	42
Finland	34	34
Poland	90	88
All employees	158	164



Commitments to a Fair Working Culture

Policies are communicated to all employees through onboarding and regular training programmes. Workplace climate is assessed through the annual anonymous Employee Survey, which measures perceptions of fair treatment, trust and respect among colleagues, and employees' comfort in raising concerns with their supervisors. Survey results are reviewed at both entity and Group levels to identify improvement areas and to guide targeted actions.

Anti-bullying Policy

The Anti-Bullying Policy affirms every individual's right to work in an environment free from intimidation or abuse. Managers are explicitly responsible for responding promptly to reported concerns, with investigations recommended to begin within two weeks. Employees who cannot resolve issues at supervisory level have access to HR, occupational health care services or the Whistleblower channel.

Equality and Diversity Policy

The Equality and Diversity Policy requires equal treatment regardless of race, gender, age, nationality, disability, sexual orientation or political views, applied consistently across recruitment, training, career progression and pay. Positions are advertised internally before external recruitment begins. Career progression and remuneration follow a meritocracy principle. Equal pay for equal work is explicitly stated.

HR Policy

The HR Policy prohibits child labour across all entities and defines clear expectations for employment conditions and responsibilities. The Code of Conduct reinforces all of the above and sets behavioural expectations for all roles and levels, applying equally to colleagues and external stakeholders.

Code of Conduct

Polarica Group's Code of Conduct reinforces all of the above, by requiring a safe physical and mental work environment and reaffirming zero tolerance for workplace bullying and any form of discrimination. It outlines ethical principles, supporting policies covering anti-corruption, human rights, environmental responsibility, product safety and quality, GDPR, equality and diversity, and whistleblower protections. It sets clear expectations for behaviour across all roles and levels of the organisation and applies equally to interactions with colleagues and external stakeholders.

Employee Engagement Initiatives

Annual Employee Survey

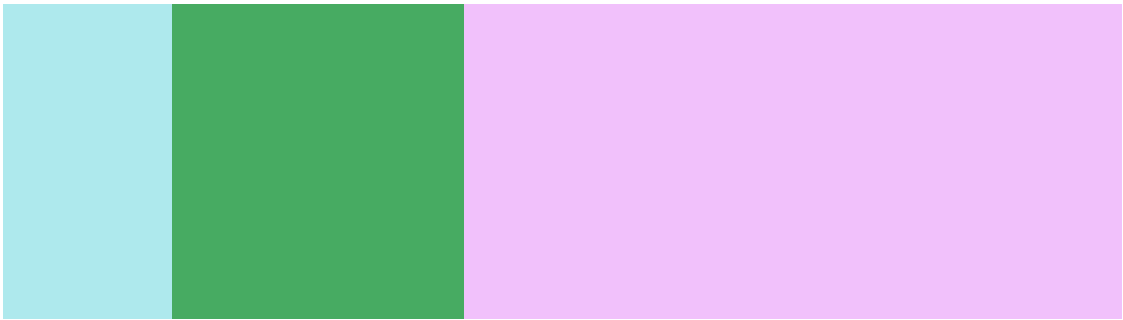
The main listening tool is the annual anonymous Employee Survey, conducted across Sweden, Finland and Poland. In 2026, the survey gathered 92 responses and covered workplace atmosphere, collaboration, supervisor support, fair treatment, safety, development opportunities and pride in working at Polarica.

Overall, the survey shows strong pride in working at Polarica, good satisfaction with current roles, and a generally positive willingness to stay with the company over the coming years.

Survey Responses

92

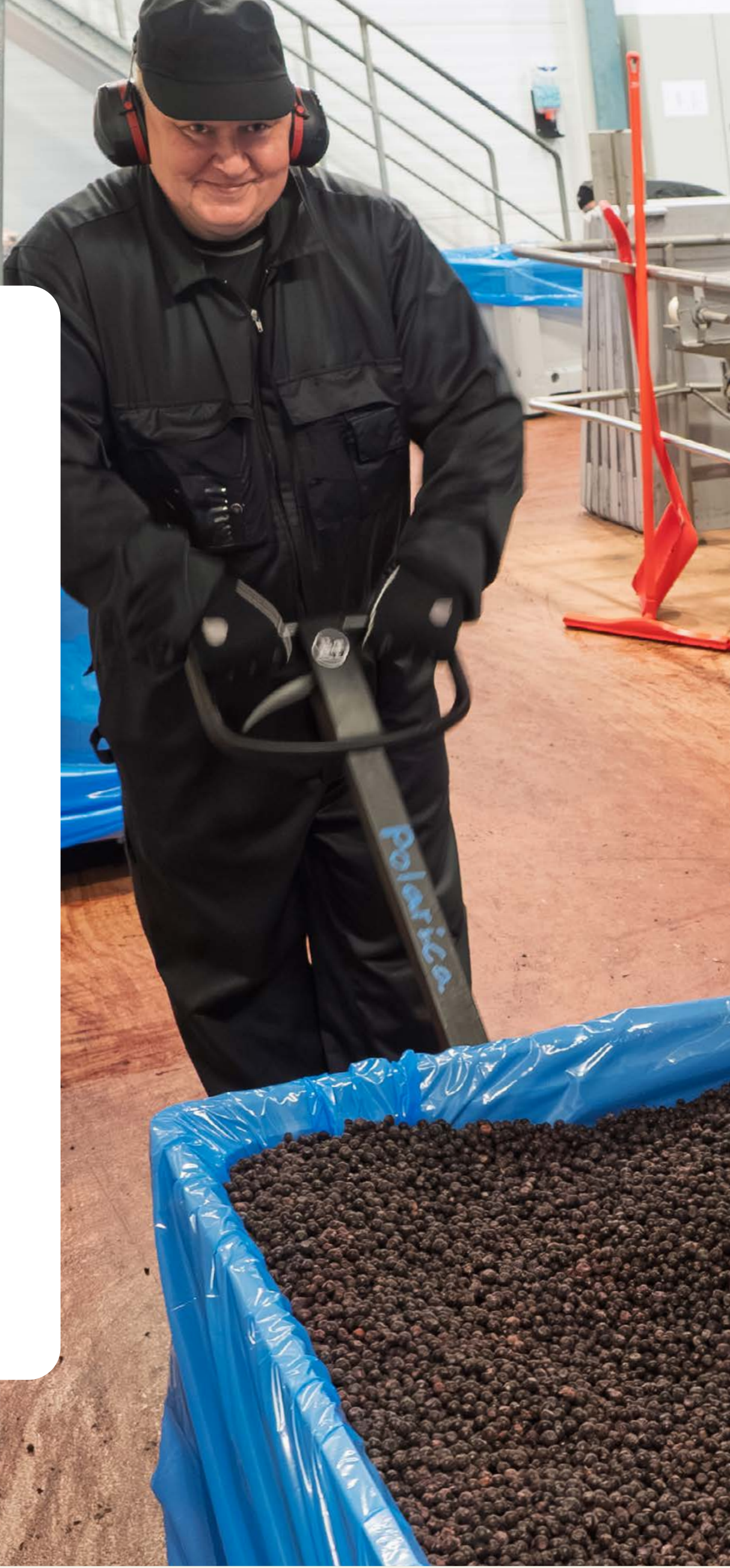
Responses in 2026

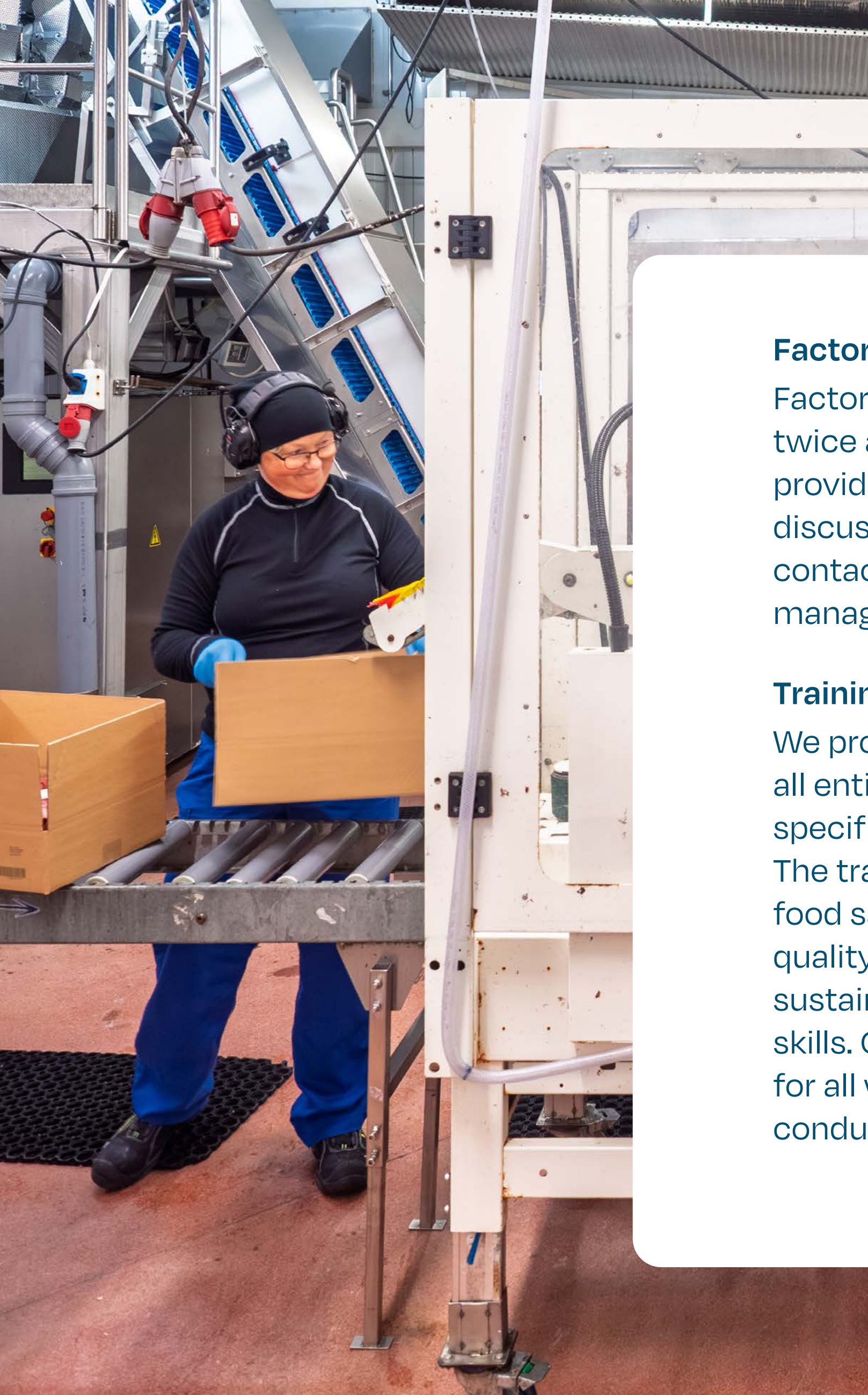


Finland: 14 Sweden: 24 Poland: 54

Overall breakdown, number of answers

Blue-collar 59 (64%) White-collar 33 (36%)





Factory-level meetings for staff

Factory-level meetings are held at least twice a year at all production sites, providing a forum for sharing updates, discussing concerns and maintaining contact between employees and management.

Training and development

We provide regular training across all entities, and cover a range of role-specific and cross-functional topics. The training programmes include food safety, occupational safety, quality, legislative changes, ESG and sustainability topics, and operational skills. Our latest annual ESG training for all white-collar employees was conducted in April 2026.

Annual performance and development reviews

Polarica conducts annual performance and development reviews for all employees. The process combines employee self-assessment with manager evaluation, and includes the setting of business and development goals for the following year. For production employees, competency matrices are used as part of the annual assessment cycle. Career progression follows a merit-based approach, and all vacancies are advertised internally before external recruitment is initiated.

Occupational Health and Wellbeing

We provide comprehensive occupational healthcare services. In addition, employees are offered a

range of wellbeing benefits, including access to medical services, sports activities, and other wellness support. In Poland, a dedicated Company Social Fund, managed by the Company Social Committee, provides financial support such as cash benefits and grants for medical care, difficult life situations, and leisure activities.

Polarica maintains a dedicated occupational safety manager responsible for overseeing safety procedures. The programme is built around proactive risk prevention, focused on preventing workplace accidents and continuously improving working conditions. Regular safety training is provided to ensure that employees are aware of risks and equipped to work safely.

S2 – Working Together Across the Value Chain

We actively consider the rights, interests, and concerns of value chain workers, particularly those engaged in the agricultural sourcing, harvesting, and processing stages across countries. These workers are impacted by our operations and are central to our social responsibility focus, especially regarding employment conditions, housing, occupational safety, social dialogue, and access to fair wages.

Polarica maintains regular contact with high-risk sourcing regions through

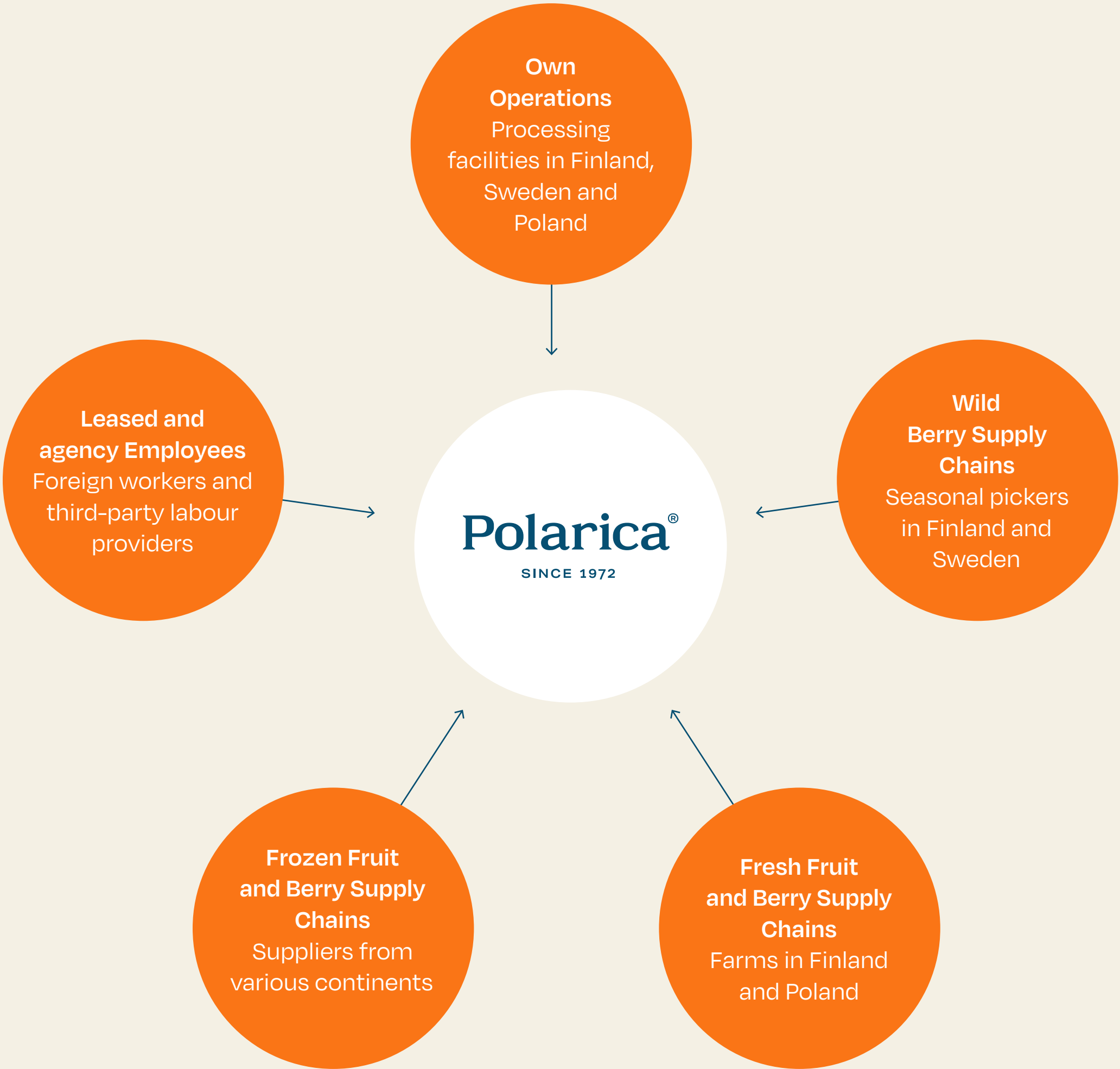
site audits, compliance visits, and stakeholder interviews. In 2024 and early 2026, supplier visits in Egypt and Vietnam, together with participation in berry picker training and recruitment meetings, informed updates to Polarica's due diligence procedures and corrective actions. The January 2026 visit in Egypt also included a stronger sustainability focus. These activities helped bring value chain conditions and stakeholder perspectives into our responsible sourcing work.

Read more about our Sourcing
from [page 45](#)

Human Rights Impact Assessment 2025

In March 2026, Polarica completed its Human Rights Impact Assessment, conducted in accordance with the Danish Institute for Human Rights methodology and aligned with the UN Guiding Principles on Business and Human Rights. The assessment covers eight right-holder groups across the full value chain: own employees, agency and leased workers in Polarica facilities, seasonal farm workers, workers and agency workers in supplier facilities in the EU, workers in supplier facilities

in risk countries, berry pickers (own workers), organised berry picking (subcontracted), and free berry pickers. The assessment maps impacts across nine human rights topic areas – forced labour, trade unions, occupational health and safety, child labour, wages, working hours, regular employment, discrimination, and bullying and harassment – and rates each by severity: low, moderate or critical.



Severity of impact

- Low
- Moderate
- Critical
- Not identified / NA

Human Rights contexts topic

	Right Holders							
	S1 Own workforce		S2 Workers in the value chain			S1	S2 Workers in the value chain	
	Own employees	Agency and leased workers in Polarica facilities	Seasonal farm workers	Workers / Agency and leased workers in supplier facilities (EU)	Workers in supplier facilities (Risk countries)	Berry picking (own workers)	Organised Berry picking (subcontracted)	Berry picking (free)
1. Forced Labour								
2. Trade Unions								
3. Occupational Health and Safety								
4. Child Labour								
5. Working Conditions – Wages								
6. Working Conditions – Working Hours								
7. Working Conditions – Regular Employment								
8. Discrimination								
9. Bullying and Harassment								

- Critical risks were identified in the following areas:
- For own employees and agency workers in Polarica facilities: occupational health and safety (machinery, cold storage, language barriers in training) and working hours (peak season pressure, overtime risk).
 - For own and subcontracted berry pickers: occupational health and safety (traffic accidents, forest terrain, accommodation), wages (minimum salary compliance, deduction transparency), working hours (intensive harvest season, unclear tracking) and bullying and harassment (power imbalances within camp hierarchy).
 - For workers in supplier facilities in risk countries: forced labour (broker-driven recruitment), occupational health and safety (hazardous machinery, inadequate PPE, Personal Protective Equipment), child labour (age verification weaknesses), wages (underpayment, unlawful deductions) and discrimination (gender, ethnicity, migrant status).
- Mitigation measures and monitoring methods are defined for each group and follow the hierarchy of Avoid, reduce, restore and remediate.
- The HRIA forms the foundation for Polarica's ongoing human rights due diligence and will be reviewed and updated periodically.

S4 – Ensuring Quality and Food Safety for Consumers

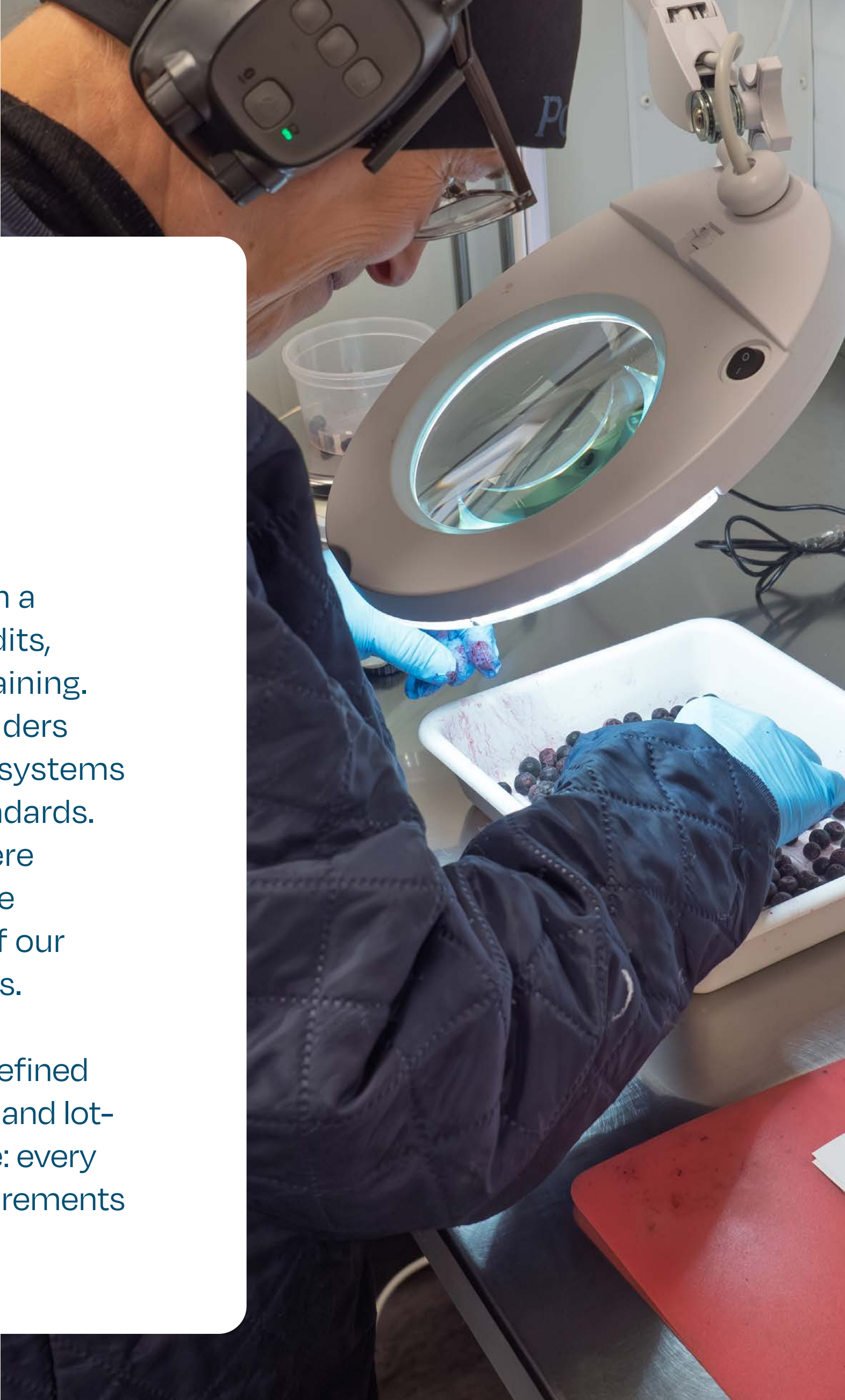
Our approach to managing impacts on consumers and end-users is guided by our commitments to product safety, consumer trust, privacy, and transparent communication. We apply strict food safety protocols aligned with internationally recognised standards, such as HACCP, BRC (Haparanda and Šwidwin), IFS (Šwidwin), and FSSC 22000 (Lappeenranta). BRC and IFS certifications are GFSI-recognised.

Our Code of Conduct further reinforces key principles, covering consumer focus, environmental responsibility, sustainability, ethics,

product requirements, and clear product labelling. We operate under GDPR-compliant data privacy policies to safeguard consumer information and are committed to avoiding misleading or exaggerated claims. Consumer rights, including accessibility, privacy, and protection of vulnerable groups, are integrated into product and marketing practices. We apply a precautionary approach to risk management and pay special attention to protecting vulnerable groups, such as children.

Compliance is monitored through a structured system of internal audits, regular reviews, and employee training. We engage actively with stakeholders and regularly update food safety systems to maintain industry-leading standards. While some non-compliances were identified during audits, they were addressed immediately as part of our continuous improvement process.

Polarica products move through defined site-level controls, release criteria, and lot-level traceability. The aim is simple: every batch must meet the agreed requirements for safety, quality, and delivery.



**Our Product Safety and Quality Policy – Naturally fresh, safely produced
– applies across the Group and is built on four operating principles.**

Product safety comes first

- Critical control points are monitored daily against defined specifications. Staff competence is maintained through training and annual quality goals. No product is released without meeting its approved criteria.

Improvement is continuous

- Operations are reviewed regularly to identify development needs across sites and functions. This includes food safety, process performance, food waste, packaging, and energy use per unit of product.

Reliable delivery is part of quality

- Quality is not limited to the production line. Batches are planned and monitored across intake, processing, storage and logistics to ensure products arrive on time and to specification.

Transparency supports control

- Quality and sustainability requirements apply to Polarica and to its partners. Compliance is supported through customer audits, third-party certification audits, and ESG-related review where relevant.

Customer complaint targets:

- Below 20 PPM for Nordic operations, below 10 PPM for Poland. Complaint rate is monitored across the Group.

Traceability

Each finished consumer pack carries a unique code linking it to the production lot, packing date and packing time. This allows products to be traced back through the process quickly and accurately.

Origin and testing

- Traceability extends back to the supply source. Pesticide residue testing follows an internal risk-based plan. Supplier test results are also required in line with the risk assessment.

Recall readiness

- Each entity maintains a documented product recall and health-hazard notification procedure, which is tested regularly to ensure it remains operational.

Lot-based stock control

- Raw materials and finished products are managed through an ERP-based traceability system that records stock movements, production issues and shipments by lot number. Warehouse handling follows FIFO principles to reduce expiry risk and support stock control.

G1 – Governance

At Polarica, our approach to business conduct and corporate culture is guided by a comprehensive framework of policies that reflect our values of integrity, responsibility, and sustainability. These principles are operationalised through the Code of Conduct, which applies to all entities and employees within Polarica Group and is formally approved by the Board of Directors. The Code of Conduct sets clear standards for ethical conduct, transparency, respect, and accountability. It is supported by a suite of key policies, including the Anti-Corruption Policy, Human Rights Policy, Whistleblower Policy, Equality and Diversity Policy, and HR Policy.

To embed ethical culture across the organisation, we provide regular training on ESG matters, which is delivered to both white-collar and blue-collar employees.

This ensures a broad understanding of ethical responsibilities and sustainability goals. The training aims not only to ensure compliance but also to foster a unified and value-driven corporate culture. We also maintain an internal whistleblower channel, accessible to both employees and external stakeholders.

The channel allows for confidential reporting of suspected violations, including corruption, and ensures protection from retaliation. In this

reporting period, no incidents were reported through the whistleblowing channel.

Prevention and detection of corruption and bribery

We have an Anti-Corruption Policy that outlines clear rules and expectations for all employees and entities within the group. The policy prohibits all forms of corruption, including bribery, facilitation payments, kickbacks, and conflicts of interest. It is based on international frameworks such as the UN Convention against Corruption and the OECD Convention on Combating Bribery. The policy is approved by the Board of Directors and applies across all organisational levels.

We conduct corruption risk analyses to identify potential vulnerabilities and inform risk mitigation. In suspected cases, each case is analysed internally, with escalation to the Board as appropriate. Investigations are conducted under a structured governance model. Training on anti-corruption, ESG, and ethical conduct is provided to both white- and blue-collar employees, ensuring staff are equipped to recognise and report inappropriate behaviour. The Whistleblower Channel complements this system, offering a confidential reporting pathway and ensuring protection from retaliation.

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ESRS 2 – General Disclosures

GOV-1 The composition and diversity of the members of the undertaking's administrative, management and supervisory bodies

Polarica AB, Kaskein Marja Oy, Polarica Marjahankinta Oy, Polarica Skogsbärsinköps AB	Female	Male	Other	Not disclosed	Total number
Board Members	1	2	0	0	3
Administrative Roles	1	1	0	0	2
Independent Board Members	0	1	0	0	1

Polarica Sp. z o.o.	Female	Male	Other	Not disclosed	Total number
Board Members	2	1	0	0	3
Administrative Roles	2	1	0	0	3
Independent Board Members	0	0	0	0	0

GOV-1 The board's gender diversity ratio

	Female	Male	Other	Gender diversity ratio
Polarica AB, Kaskein Marja Oy,Polarica Marjahankinta Oy, Polarica Skogsbärsinköps AB	1	2	0	33.3%
Polarica Sp. z o.o.	2	1	0	66.7%

SBM-1 Employees by geographical area

Geographical area	Number of employees	% of total
North America	0	0.0%
Europe	158	100.0%
Asia-Pacific	0	0.0%
Latin America	0	0.0%
Africa	0	0.0%
Other Regions	0	0.0%
Total	158	100.0%

E1 – Climate Change

E1-6 Direct greenhouse gas emissions (Scope 1)

	2021	2022	2023	2024	2025	2025 vs 2021
Gross Scope 1 GHG emissions (tCO ₂ e)	578.0	582.5	594.0	292.8	225.7	-61.0%
Percentage of Scope 1 GHG emissions from regulated emission trading schemes (%)						

E1-7 GHG emission removals

Removals	2023	2024	2025
GHG removal activity – Havulatva Forest-based carbon sequestration (tCO ₂ e)	2,520	1,234.8	1,310

E1-6 Indirect greenhouse gas emissions from purchased energy (Scope 2)

	2021	2022	2023	2024	2025	2025 vs 2021
Gross location-based Scope 2 GHG emissions (tCO ₂ e)						
Gross market-based Scope 2 GHG emissions (tCO ₂ e)	3,888.4	4,628.0	66.0	22.3	183.3	-95.3%

Greenhouse gas emissions intensity

	2021	2022	2023	2024	2025
GHG intensity (tCO ₂ e/MSEK)*	50.0	43.3	35.3	30.4	36.2

* Calculated as total greenhouse gas emissions divided by net revenue from high climate impact sectors.

E1-6 Indirect greenhouse gas emissions in value chain (Scope 3)

	2021	2022	2023	2024	2025	2025 vs 2021
Total Gross indirect (Scope3) GHG emissions (tCO ₂ e)	27,235.9	25,005.0	23,438.0	22,756.5	33,260.7	22.1%
1 Purchased Goods and services	20,193.4	17,101.9	19,386.4	21,042.4	31,382.8	
2 Capital Goods	-	-	-	-	-	
3 Fuel- and Energy-Related Activities (not included in Scope 1 or Scope 2)	-	-	-	-	-	
4 Upstream transportation and distribution	14.3	40.3	103.7	87.4	456.1	
5 Waste generated in operations	420.9	363.1	149.4	103.9	34.1	
6 Business travel	3,988.7	4,702.7	1,586.6	62.1	53.9	
7 Employee commuting	582.9	691.3	189.3	83.4	83.6	
8 Upstream leased assets						
9 Downstream transportation	424.7	508.0	821.6	258.5	1,234.2	
10 Processing of sold products	-	-	-	-	-	
11 Use of sold products	-	-	-	-	-	
12 End-of-life treatment of sold products	-	-	-	-	-	

	2021	2022	2023	2024	2025	2025 vs 2021
13 Downstream leased assets	-	-	-	-	-	
14 Franchises	-	-	-	-	-	
15 Investments	-	-	-	-	-	
Cat. 4 and 9 Upstream and Downstream transport and distribution (data until 2024 collected together for both categories. In 2025 they were separated, but not everything was possible to be divided for years 2021–2024	1,611.1	1,597.7	1,201.0	1,118.8	15.9	

E1-6 Total greenhouse gas emissions

	2021	2022	2023	2024	2025	2025 vs 2021
Total GHG emissions (location-based) (tCO ₂ e)						
Total GHG emissions (market-based) (tCO ₂ e)	31,702.3	30,215.6	24,098.0	23,071.6	33,669.7	6.2%

E1-5 Energy consumption and mix

	2023	2024	2025
(1) Fuel consumption from coal and coal products (MWh)	0.0	0.0	0.0
(2) Fuel consumption from crude oil and petroleum products (MWh)	782.0	637.4	524.1
(3) Fuel consumption from natural gas (MWh)	20.4	50.0	44.9
(4) Fuel consumption from other fossil sources (MWh)	0.0	0.0	0.0
(5) Consumption of purchased or acquired electricity, heat, steam, or cooling from fossil sources (MWh)	116.1	79.2	349.7
(6) Total energy consumption from fossil sources (calculated as the sum of lines (1-5))	918.6	766.6	918.7
Share of fossil sources in total energy consumption (%)	6.4%	5.5%	6.4%
(7) Consumption from nuclear sources (MWh)	7,031.9	0.0	9.3
Share of consumption from nuclear sources in total energy consumption (%)	48.7%	0.0%	0.1%
(8) Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.) (MWh)	345.0	345.1	432.4
(9) Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources (MWh)	6,153.0	12,706.1	12,972.4
(10) The consumption of self-generated non-fuel renewable energy (MWh)	0.0	0.0	0.0
(11) Total renewable energy consumption (MWh) (calculated as the sum of lines 8 to 10)	6,498.0	13,051.2	13,414.1
Share of renewable sources in total energy consumption (%)	45.0%	94.5%	93.5%
Total energy consumption (MWh) (calculated as the sum of lines 6 and 11)	14,448.4	13,817.8	14,342.1

Electricity consumption (kWh)

Company	2023	2024	2025
Polarica AB	5,193,995	4,717,386	5,122,560
Polarica Sp. z o.o.	4,107,065	4,179,799	4,604,940
Kaskein Marja Oy	1,666,366	1,702,302	1,490,842
Polarica Marjahankinta Oy	1,258,425	1,266,807	1,363,081
Polarica Skogsbärsinköps AB	223,555	160,677	129,792
Total	12,449,406	12,026,971	12,711,215

E1-5 Energy intensity per net revenue

Targets	2023	2024	2025	% current reporting period / previous reporting period
Total energy consumption from activities in high climate impact sectors per net revenue from activities in high climate impact sectors (MWh/MSEK)	21.2	18.2	15.4	84.7

Greenhouse Gas Emission Calculation Data, Assumptions, and Emission Factors

Emission Source	Scope	Key Assumptions &Calculation Methods	Emission Factor Sources
Refrigerant leakage and addition	1	Based on actual measurements and quantities listed in purchase invoices	Öko-Recherche; Defra 2024; European Commission
Fuels - Diesel, Petrol, LPG, Heating Oil	1	Based on volumes recorded in purchase invoices and internal usage logs	Ilmastolaskuri (2018); OpenCO2; Defra 2024; DESNZ/UK 2025
Biomass - Pellet & Cherry stones	1	Based on volumes recorded in purchase invoices and internal usage logs	Defra 2024; DESNZ/UK 2025
Technical gases	1	Based on volumes recorded in purchase invoices and internal usage logs	US EPA GWP
Power Supply	2	Based on purchase invoices and meter readings; Cancellation statement certifies the Guarantees of Origin considered	KOBIZE; Fingrid / Volve Energy; Vattenfall; Skellefteå Kraft
District heat	2	Based on supplier invoices and consumption meters	Skellefteå Kraft; Lappeenrannan Energia
Scope 3 Cat. 1 Purchased goods Raw materials – Berries and Fruit	3	Volumes based on ERP data. The emission range for berries is 0.66–1.5 kgCO2e/kg. No dis- tinction is made between cultivated and wild-picked berries. Strawberries, with their representative value, are often used as a point of comparison 0,99 kg CO2e/kg. Wild-picked berries in Finland and Sweden as raw material considered as 0 kgCO2e/kg. For wild-picked berries in Finland and Sweden purchased from subcontractors emission factor based on Polarica calculation for wild-picked berries considered all 3 scopes. 0,677 kg CO2e/kg	Climate impacts of student and workplace restaurants and measures to reduce them: Case of Semma Oy; The Big Climate Database v1.2 (2024); Polarica calculation
Scope 3 Cat. 1 Purchased goods Packaging	3	Based on ERP data; some averages for package weight applied	Ilmastolaskuri (2018); Defra 2022; OpenCO2, Defra 2023; Defra 2024; DESNZ/UK 2025; E3S 2020; Supplier primary data
Scope 3 Cat. 4 and 9 Transport - Diesel trucks	3	Based on ERP delivery data, average route distances and information from logistic companies	Defra 2022; Defra 2023; Defra 2024; DESNZ/UK 2025; Supplier emission data
Scope 3 Cat. 4 and 9 Transport - Gas/biogas trucks	3	Based on ERP delivery data, average route distances and information from logistic companies	Supplier Information
Scope 3 Cat. 4 and 9 Transport - Freeze container shipments	3	Based on ERP delivery data, average route distances and information from logistic companies	Defra 2022; Defra 2023; Defra 2024; DESNZ/UK 2025; Supplier emission data
Scope 3 Cat. 6 Business travel - Flights	3	Based on travel records and average distances by route; includes RFI (Radiative Forcing Index) multiplier.	Defra 2022; Defra 2023; Defra 2024; DESNZ/UK 2025; - Flights with RFI multiplier
Scope 3 Cat. 6 Business travel - Passenger and electric cars	3	Based on travel logs by employees	Defra 2022; Defra 2023; Defra 2024; DESNZ/UK 2025
Scope 3 Cat. 6 Business travel - Rail, bus, ferry	3	Based on travel logs by employees	HSL 2021; VTT 2017; Y-hiilari (2021); Defra 2024; DESNZ/UK 2025
Scope 3 Cat. 6 Business travel - Hotel stays	3	Based on travel logs by employees	Y-hiilari (2021); Defra 2024; DESNZ/UK 2025
Scope 3 Cat. 7 Employee commuting	3	Calculation based on the average number of working days. Average distance and transport mode distribution applied.	Y-hiilari (2021); Defra 2024; DESNZ/UK 2025

S1 – Own Workforce

S1-6 Employee coverage by social protection against loss of income due to major life events

Country	Sickness (yes/no)	Unemployment (yes/no)	Employment Injury and Disability (yes/no)	Parental Leave (yes/no)	Retirement (yes/no)
Sweden	✓	✓	✓	✓	✓
Finland	✓	✓	✓	✓	✓
Poland	✓	✓	✓	✓	✓

S1-6 Employees by employment types (head count / FTE – Full-Time Equivalent)

	Total		Sweden		Finland – Kaskein Marja Oy		Finland – Polarica Marjahankinta Oy		Poland	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Number of employees	68.13	91.26	14.25	20.8	9.88	20.46	1	3	43	47
Employment types										
Permanent	58.48	83.60	13	16	8.48	22.6	1	1	36	44
Temporary	8	9	1	4			0	2	7	3
Non-guaranteed hours	4.83	4.83			4.83	4.86	0	0	0	0
Full-time	66.48	90.6	14	20	8.48	22.6	1	1	43	47
Part-time	4.83	5.63		0.8	4.83	4.83	0	0	0	0

S1-14 Health and safety performance for employees and non-employee

Information	Total		Sweden		Finland – Kaskein Marja Oy		Finland – Polarica Marjahankinta Oy		Poland	
	Employees	Non-employees	Employees	Non-employees	Employees	Non-employees	Employees	Non-employees	Employees	Non-employees
Percentage of workforce covered by the health and safety management system (%)	100	100	100		100		100	100	100	100
Fatalities resulting from work-related injuries	0	0	0	0	0	0	0	0	0	0
Fatalities resulting from work-related ill health	0	0	0	0	0	0	0	0	0	0
Number and rate of recordable work-related accidents	3	0	2		1		0	0	0	0
Number of cases of recordable work-related ill health (subject to legal restrictions)	1	0			1		0	0	0	0
Days lost due to work-related injuries, work-related ill health, and fatalities	103.87	0	99		4.87		0	0	0	0

S1-14 Sick leave hours

Region	Sick Leaves Taken (h) FY 24/25	Sick Leaves Taken (h) FY 25/26
Sweden	448	2,133
Finland	2,983.15	2,714.51
Poland	17,208	12,640
Total	20,639,15	17,487,51

S1-17 Severe human rights incidents

Metric	Number of Incidents
Severe human rights incidents (e.g. forced labour, human trafficking, child labour)	0
Total amount of fines, penalties, and compensation for damages related to severe human rights incidents	0

S1-17 Work-related discrimination and harassment incidents

Metric	Number of Incidents
Total number of discrimination incidents (including harassment)	0
Number of complaints filed through grievance mechanisms	0
Total amount of fines, penalties, and compensation for damages	0

S4 Number of recalls

Polarica Sp. z o.o.	1
Kaskein Marja Oy	2
Polarica Ab	0
Polarica Marjahankinta Oy	0
Polarica Skogsbärsinköps AB	0
Total	3

G1 – Governance

G1-5 Lobbying activities

Metric	Million Euros (M€)
Amount of internal and external lobbying expenses	0
Amount paid for membership to lobbying associations	0

G1-6 Payment practices and terms of the undertaking

Metric	Value	Comments
Average Time to Pay an Invoice (in days)	2.37	Average number of days taken to pay invoices from the date the contractual/statutory payment term starts.

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