Statutory corporate social responsibility statement for 2024

In accordance with the Danish Financial Statements Act, section 99a

Bisca A/S

Bisca's business area

Bisca A/S is one of the market leaders in the Nordic countries as a manufacturer and provider of biscuits, cakes, and cookies. Bisca A/S' products are sold both in the Nordic market and in several export markets. Bisca A/S' operations and organisation are based in Denmark. Export to markets outside Denmark is carried out through distributors or sold directly to retail chains.

Risk analysis

The Company has a procedure for risk analysis of social and employee aspects, anti-corruption, and human rights amongst other via supplier evaluations. The supplier evaluations did not disclose any major risks within these areas.

The Company is working with a risk analysis procedure for environmental and climate impact internally and via supplier evaluations. No obvious risks in these areas have emerged.

Bisca's policies for corporate social responsibility

Bisca has laid down principles for corporate social responsibility in a set of policies. The policies are based on Bisca's business strategy and core competences. The statement must be seen as an integrated element of Bisca's Management´s review to the annual report for the period 1 January to 31 December 2024, see section 99a of the Danish Financial Statements Act.

Bisca has acceded to the UN Global Compact and has prepared a policy in compliance with the UN Global Compact´s ten principles. Documentation of membership is available from the following link: http://unglobalcompact.org/participant/132186

Bisca holds a set of ESG policies and following the recent ownership changes, we are currently revising our Code of Conduct policy to strengthen our governance and align with both internal and external standards. This update is a key priority as we continue to uphold our commitment to ethical practices and corporate responsibility.

Policies for corporate social responsibility within three core areas

Bisca produces and sells biscuits and cakes, which typically should represent only a modest part of our daily nutrition. The manufacturing process is relatively energy and labour intensive. These aspects are of major importance to Bisca's corporate social responsibility policy and will be accounted for under the headings:

- Corporate social responsibility in relation to the consumer´s general quality of life
- Environmental corporate social responsibility
- Corporate social responsibility in relation to
    a. Social aspects
    b. Anti-corruption and human rights

By Appointment to The Royal Danish Court
BISCA

Corporate social responsibility in relation to the consumer´s general quality of life

Bisca´s products contain flour, sugar, salt, fats, flavours, colouring agents, and other raw materials. Our consumers may contract lifestyle diseases from excessive consumption of some of these raw materials.

We strive to ensure that we only use raw materials absolutely necessary for our products. For instance, we regularly test and adjust our recipes in relation to:

- Use of fats with the least detrimental effect
- Use of whole-grain flour in as far as possible
- Limit the use of food additives
- Reduce the quantity of salt, fat, and sugar in some products

Bisca takes part in the programme launched by the Danish Ministry of Food, Agriculture and Fisheries "Fødevarepartnerskabet for sundhed og klima" in the group snacks and sweets, just as Bisca adheres to Danish Industry´s codex not to advertise for food with a high content of fat, sugar and salt in children´s media.
In 2024, Bisca reduced the packaging sizes of several products as part of our strategy to meet the sugar and calorie reduction targets set by "Fødevarepartnerskabet for Sundhed og Klima." This initiative, known as "desizing," is a key action in our commitment to promoting healthier consumption.

Environmental corporate social responsibility

Biscuit and cake production poses a certain environmental impact. The most important area with an impact on both the local and distant environment is:

- Energy and gas consumption in production
- Use of raw materials
- Environmental impact of packaging (use of FSC-certified and recycled/recyclable packaging)

Bisca strives to reduce its environmental impact from production as much as possible. Particularly in relation to our most energy-intensive areas, this is to take place through the following activities:

- Regular follow-up on energy consumption and implementation of energy-saving measures in our production
- Use of packaging solutions reducing environmental impact in as far as possible (recyclable and recycled plastics)
- Optimization of packaging material to minimize waste
- Inform the consumers of waste sorting
- We work only with RSPO-certified palm oil
- We use only Rain Forest Alliance (RA) certified cocoa and chocolate in our production

Corporate social responsibility in relation to

a. Social aspects

Bisca strives to be a workplace respecting people´s differences, displaying zero-tolerance for racism, bullying and other intolerant behaviour. Bisca work actively to develop both

professional and personal competences to the benefit of both the company and the employees.

b. Anti-corruption and human rights

All Bisca suppliers must complete a "supplier questionnaire" to become a supplier with Bisca. The questionnaire addresses:

- Child labour
- Anti-corruption
- Food fraud
- Respect for equality and human rights

The supplier questionnaire is evaluated by Bisca purchase and quality department.

Policies put into action

Corporate social responsibility in relation to the consumer´s general quality of life

Concurrently with the higher degree of focus on health and well-being especially in the Western World in recent years, Bisca has given much thought to the dilemma with regard to "running a company producing and selling products which many consumers associate with well-being and quality of life in social gatherings while excessive consumption of such products in the long run may have serious consequences to one´s health in the form of obesity and other lifestyle diseases".

We are of the opinion that products like ours, which are difficult to produce in a "healthy" version without destroying their quality and value to our consumers, should always be on offering. The health debate gives much guidance to the consumer on how to enjoy products like ours and at the same time live a healthy lifestyle with a high quality of life.

We actively strive to use raw materials with a minimum detrimental impact. This takes place as part our development of new products, and regular adjustment of recipes for existing products. As part of this work, projects are launched with the objective to test the usability of new raw materials.

Environmental corporate social responsibility

In addition to corporate social responsibility, the work with turning Bisca into a more energy-efficient and environmentally friendly company is closely related to financial savings from new solutions, for instance with regard to energy and gas consumption. Furthermore, optimised packaging solutions focusing on reducing environmental impact and generating financial savings are also a priority.

Optimised gas consumption

Focus is on energy and gas savings as a natural element in our daily lives, where daily operations focus on maintaining former savings and on identifying and implementing new savings. Despite focused efforts on energy and gas optimization, our energy and gas consumption increased in 2024 due to a shift in our production mix, with a higher share of Pancake Puff production.

Packaging solutions

Our packaging solutions serve three primary purposes:

- Packaging is to give the product an attractive look and protect it against blows and keep it intact
- Plastic packaging is to be reduced; it should be designed for recycling or reuse
- Packaging is to promote food safety while maintaining the product's shelf life

Moreover, packaging is to comply with strict quality requirements as it must not liberate any smell, flavour to the product, or have any chemical migration to the products above the thresholds permitted.

Environmental impact from raw materials

In 2024 Bisca reduced several packaging sizes to minimizing excess packaging materials

Bisca applies ecological raw materials for several products.

Corporate social responsibility in relation to:

a. Social aspects

In relation to social aspects, Bisca focuses on the local community. It is of major importance to the Company that we, based on our approach to people and values, are able to attract and retain qualified and motivated employees.

We attach importance to the employee's personal and professional qualifications and do not take into account religion, race, sex, or other factors.

All organisational levels strive to promote the competences of the individual employee and to foster a working environment with mutual respect for each other. This focus is supported by the inclusion of social aspects in Bisca´s strategy plan.

We have a whistle-blower system in place for reporting breaches of this policy. In 2024, no breaches were recorded in relation to anti-corruption and human rights.

b. Anti-corruption and human rights

Bisca also gives priority to maintaining the high Scandinavian standards for anti-corruption and strives to select suppliers based on different parameters such as anti-corruption, no use of child labour, respect for equality and human rights.

The Company has made a risk analysis of social and employee aspects, anti-corruption, and human rights, which did not disclose any major risks within these areas.

Outcome of the work with corporate social responsibility in 2024

Corporate social responsibility in relation to the consumer´s general quality of life

We regularly work with specific measures in relation to the ingredients in our products. Out of consideration for our competitive position, we are unable to disclose information about specific products and the results of the measures taken. However, the measures relate to all

aspects of the raw materials used in our products and are based on the requirements and desires advanced by our customers and consumers in general and our desired profile with our consumers in our capacity as manufacturer of cakes and biscuits.

For instance, our product series, Møn Kiks, makes use of local raw materials. As an example, Møn Rugkiks (Møn Rye biscuits) are made from beer and from Bryghuset Møn. Furthermore, local honey from Møn is applied to the benefit of the local community and the population of bees and the cultivation of white clover as the only area in Denmark.

This is one of numerous measures to become a more sustainable manufacturer using residuals from other parts or production and from local manufacturers when possible.

Bisca makes regular donations to local charities, for instance in the form of Christmas baskets to socially deprived families.

Environmental corporate social responsibility

Optimised energy and reducing CO2 in production

In our production we continued our focus on optimizing our ovens and hence reducing our CO2 emissions.

Waste sorting

We use much of our residual pastry into other cakes like "Snøfler" hence keeping our waste level at a minimum. Moreover, our residual waste is reused in animal fodder as well as residual pastry and some raw materials are used as biofuel.

Corporate social responsibility in relation to social aspects

In 2024, we continued our work with integrating Ukraine employees in our production in close collaboration with the municipality. Amongst other Bisca opens its administration building for weekly language training sessions for this group of employees. For that effort Bisca was awarded a sustainability prize from "Vordingborg Kommune" in 2024.

Bisca conducts a yearly employee satisfaction survey, and we will continue focusing on building a strong corporate culture as part of our strategy.

Going forward, Bisca will continue to lay down goals and strategies within sustainability, environment, healthy lifestyle, and culture to contribute to higher degree of corporate social responsibility.