

Animal Welfare Policy of Scandi Standard

It is noted that Scandi Standard AB's (publ) (556921-0627) ("Company") shares are listed on NASDAQ Stockholm. This instruction has been adopted in order to align with the directions given by the shareholders at the Annual General Meeting, the Board of Directors with appointed committees as well as other applicable Swedish and foreign laws, regulations and requirements. This instruction is in addition to said laws, regulations and requirements although certain provisions of such laws and regulations are included in this instruction in order to facilitate their application.

Thus, in addition to what is provided for in the above-mentioned laws, regulations and requirements, this document shall apply during the time period until the next review. References herein to the "Company" shall, unless otherwise clear from the context include not only Scandi Standard AB (publ) but also the group in which Scandi Standard AB (publ) is the parent company.

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1 Introduction

Animal welfare is the prerequisite for our business and an important matter where Scandi Standard not only has a large potential impact, but one that also presents significant risks and opportunities. Our focus on continuous improvement forms the foundation for our work with animal welfare. In our own operations and together with our contracted growers, Scandi Standard's ambition is to be a driving force for leading animal welfare practices throughout the industry.

Animal welfare consists of several different components, which both individually and collectively influence the outcome. For the chickens, Animal Welfare starts with the quality of the embryo inside the hatching egg and ends at the stunning of the bird in the slaughterhouse. The biggest contributor to animal welfare is management, for example, the farmer's skills and capabilities, and how well all the needs of the chickens are met during its lifetime.

1.1 Purpose

The purpose of this policy is to outline the basic standards of animal welfare as well as our focus areas and commitments. The animal welfare policy includes the main principles of animal welfare.

1.2 Scope

This document applies to all entities and supply chains within Scandi Standard. Scandi Standard entities must comply with all applicable laws and regulations. Newly acquired companies should comply with Scandi Standard animal welfare requirements in this policy within six months.

2 Animal Welfare

2.1 Animal Welfare Compliance

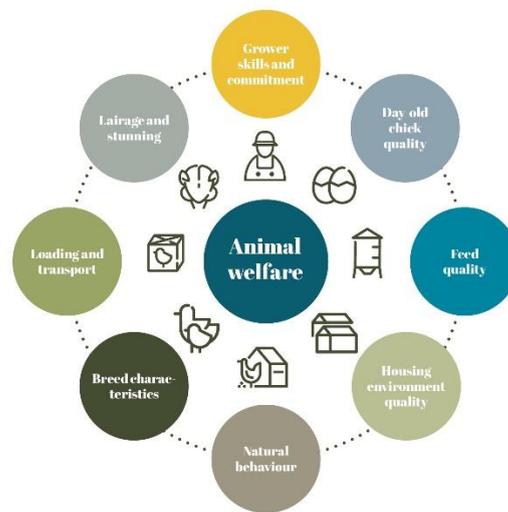
Animal welfare legislation in the Nordic region is among the strictest in the world, and the Nordic approach is our starting point.

OIE (World Organisation for Animal Health) defines Animal Welfare as "the physical and mental state of an animal in relation to the conditions in which it lives and dies". Scandi Standard recognises the internationally accepted Five Freedoms for Animal Welfare, and shall strive to fulfil these in our own operations and in our supply chain:

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

2.2 Animal Welfare Management

For Scandi Standard, it is important to have a holistic view of animal welfare, where several different aspects are important and where a combination of different metrics must be measured and followed up on to ensure a high level of animal welfare. These aspects include the competence and commitment of growers, the quality of day-old chicks, feed quality, housing environment quality, the opportunity for natural behaviour, hybrid, loading and transport, and stunning and slaughter. Our approach is outcome-based, constantly evaluated and continuously improved. More information on our approach can be found in “A holistic view on animal welfare” available on the Scandi Standard webpage.



2.3 Commitments

Scandi Standard’s animal welfare commitment encompasses all chickens under contract production and under own operational control, including genetics, feeding, rearing conditions, and management on farms, as well as live animal transport and slaughterhouse operations throughout the value chain.

Scandi Standard is committed to:

- Ensuring that all personnel handling live animals and contracted growers receive appropriate animal welfare training.
- Ensuring that third-party producers fulfil the animal welfare requirements set in Scandi Standard’s sourcing guidelines.
- Implementing the Scandi Chicken Quality Program, including Scandi Chicken Licence throughout the Group.
- Ensuring transparent reporting on outcome-based key performance indicators (KPIs) from all farms owned or contracted.

2.4 Animal Welfare Monitoring

To monitor animal welfare outcomes, we have several governing systems and tracking methods in place. We measure several KPIs, which in turn can be connected to contractual terms of the contracted grower. To receive premium payment for the delivered birds, the animal welfare outcomes need to meet pre-agreed criteria. By connecting payment to animal welfare outcomes, we ensure that the contract grower adheres to our animal welfare principles and the Five Freedoms for Animal Welfare. Our model with contract growers ensures long-term collaboration and the ability to influence their processes. We regularly perform audits and visits, which are documented. If deviations are discovered, action plans are implemented to rectify the situation.

Our main KPIs for Animal Welfare are:

Animal Welfare Indicator	Description
Foot Pad Lesion Score	The feet of 100 random birds of each flock are scored according to pre-set criteria based on the condition of their feet. Wet and sticky litter is the main cause of foot pad lesions. A low score is a sign of a healthy physical environment and high-quality feed..
Antibiotics usage*	Antibiotics are calculated by dividing the number of treated flocks by the total number of flocks in the reporting period.
Mortality	Mortality in rearing is calculated as the percentage of birds that die during the rearing period.
Wing damage	Wing damage reflects injuries sustained to the wings as a result of handling, catching, loading, transport, or processing. The indicator is used to assess handling quality and animal welfare throughout the production and logistics chain.
Dead On Arrival (DOA)	Transport mortality is calculated as the percentage of birds that die during transport.
Veterinary rejects at the slaughterhouse	Veterinary rejections represent the proportion of birds rejected for food production following official ante-mortem and post-mortem inspection performed by state-controlled veterinarians.

*Regulated in Antibiotics Policy

The KPIs are, at a minimum, followed up monthly.

2.5 Scandi Chicken Quality Program

Scandi Standard's Chicken Quality Program – a results-based improvement program aiming to raise the quality of the chickens that are delivered by Scandi Standard's contracted growers. Each grower is measured using eleven KPIs linked to performance within animal welfare, quality, food safety and productivity. These provide a clear overview of how each rearing house operated by Scandi Standard's growers is performing. Based on the results, Scandi Standard then collaborates with the grower to develop customised action packages for the lowest performing houses. The aim is to systematically and continuously improve operations by inserting concrete measures where they make the most difference.

3 Document Directives

3.1 Ownership

The document is owned by the Group Sustainability Director. In each market, local management and the local Live Operations Manager are jointly responsible for implementation and follow-up. Each production site has a designated animal welfare coordinator, and all staff who handle live chickens receive animal welfare training as part of their introduction.

3.2 Approval

This document is approved by the Scandi Standard Board of Directors.

3.3 Maintenance & Updates

This policy is reviewed and approved biannually. Updates made to the content of this document are communicated to the organisation via the intranet and local channels for local farmers.

3.4 Accessibility

This document is available on the company intranet, the external website and local channels for local farmers.

4 Document Breaches

4.1 Document Deviation

As soon as a deviation or breach of this document has been detected, it must immediately be brought to the attention of the Local Live Operations Manager, the Country Manager, Group Sustainability Director and the Group Live Operations Director. Scandi Standard may resolve to deviate from the document if special circumstances justify a deviation. Any derogations to policy must be justified and documented.

5 Version

Version No.	Owner	Author	Purpose/Change	Date of approval	Document Reference
2	Group Sustainability Director Ida Ljungkvist	Group Sustainability Manager Linnea Sörman	Regular update	2026-02-04	Board of Directors Meeting Minutes
1	Group Live Operations Director – Tommi Saksala	Group Live Operations Director – Tommi Saksala	1 st issue of the policy	2020-12-14	Board of Directors Meeting Minutes