

**THE OATLY
ENVIRONMENTAL,
SOCIAL,
GOVERNANCE
TEAR
SHEET**



OATLY 2023 - ESG TEAR SHEET

The following tear sheet contains disclosure of certain relevant environmental, social, and governance (ESG) metrics relating to Oatly's business, as well as those included in the Sustainability Accounting Standards Board (SASB) standards for the Non-Alcoholic Beverages sector. The disclosures in this report are also aligned with the United Nations Sustainable Development Goals (UN SDGs) as indicated per section. Since 2017, Oatly has worked toward eight SDGs that most directly relate to our value chain and business, and for which we believe we have the highest potential for impact. This document discloses ESG data for Oatly for the period January 1, 2023, through December 31, 2023, unless otherwise noted.

ABOUT OATLY

We are the world's original and largest oat drink company. For over 25 years, we have focused on developing expertise around oats — a global power crop with inherent properties suited for sustainability and human health. Our commitment to oats has resulted in core technical advancements that have enabled us to unlock the breadth of our dairy portfolio, including milks, ice creams, yogurt, cooking creams, spreads and on-the-go drinks.

We are seeking to drive the global food system toward more plant-based production and consumption, striving to replace one dairy product at a time by making it easy for people to eat better without recklessly taxing the planet's resources. This focus on sustainability is a mindset that permeates our company and helps us navigate every business decision.

ACTIVITY METRICS

METRIC	2023	2022	2020 ¹
REVENUE (\$MM)	783.3	722.2	421.4
FULL-TIME EMPLOYEES	1,548	2,009	792
VOLUME OF PRODUCTS PRODUCED (L) ²	506,000,000	518,000,000	299,400,000
VOLUME OF PRODUCTS SOLD (L) SASB: FB-NB-000.A	518,000,000	502,000,000	289,900,000
NUMBER OF PRODUCTION FACILITIES ³ SASB: FB-NB-000.B	6	6	3

ABOUT SUSTAINABILITY AT OATLY

As a people and planet organization, sustainability is at the core of our business and a part of every strategic decision we make across the value chain. Our vision is to be a company that leads a global plant-based movement to reduce the production of cow's milk products by half. We aim to produce sustainable oat-based products that seek to maximize nutritional value and minimize our environmental impact. We believe that transforming the food industry is necessary to face some of humanity's greatest challenges across climate, environment, health and lifestyle.

You can read more about our 2023 sustainability efforts in our [2023 Sustainability Report](#) and our ambitions for the future in our [Sustainability Plan](#).

¹ We use 2020 here and in other tables 2019 because we are showing our baseline year for our calculations.

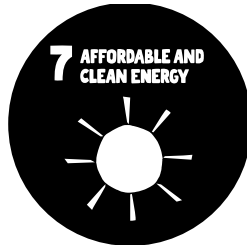
² We use volume of products produced to calculate our environmental intensity metrics.

³ These metrics represent the number of owned production facilities as of year-end for the given year.

NOTE REGARDING FORWARD-LOOKING STATEMENTS

This Environmental, Social, and Governance Tear Sheet 2023 (the “ESG Tear Sheet”) contains forward-looking statements regarding our future business expectations and objectives and our environmental, social and governance goals, which involve risks and uncertainties. Actual results may differ materially from the results anticipated, depending on a variety of important factors, including (without limitation) the risks detailed in Oatly Group AB filings with the US Securities and Exchange Commission. In relation to this ESG Tear Sheet, we are (wholly or in part) reliant on public sources of information and information provided by our own suppliers and business partners.

ENVIRONMENT



*Please see page 56 of our [2023 Sustainability Report](#) which outlines the relevant United Nations Sustainable Development Goal targets and our key impacts and contributions toward them.

Sustainability has always been a core value and focus for Oatly. We take into account our environmental impact in all decision-making processes, so we can introduce better solutions in the areas where they exist or develop new ones where they don't. We know the importance of continuous improvements in all aspects of our business, and so we systematically improve and refine our environmental management system and our environmental performance.

- People are the heart of our company, and we make sure employees have the resources they need to be safe at our sites and to have the information they need to understand how their work impacts the environment. Oatly's Environmental Policy is available to all staff in our internal Quality Management system.
- We have key indicators of environmental performance that we report on annually to hold ourselves accountable. And, we have practicable methods to improve our environmental performance.
- We expect that all our suppliers and production partners either commit to complying with our code of conduct or present their own, with a standard at least equal to ours.

GHG EMISSIONS AND CLIMATE CHANGE⁴

Metric	2023	2022	2020 ⁵
Scope 1 emissions (T CO ₂ e)	7,284	19,269	4,260
Scope 1 emissions intensity (kg/liters produced)	0.014	0.037	0.014
Scope 2 emissions (T CO ₂ e)	4,613	658	3,763
Scope 2 emissions intensity (kg/liters produced)	0.009	0.001	0.013
Scope 3 emissions (T CO ₂ e)	232,157	281,610	151,704
Purchased goods and services	167,513	188,342	102,779
Fuel and energy-related activities	3,202	5,602	3,996
Waste generated from operations	1,299	1,041	243
Upstream transportation and distribution	57,060	82,991	43,935
Business travel	3,083	3,635	751
Scope 3 emissions intensity (kg/liters produced)	0.459	0.543	0.507
TOTAL	244,054	301,537	159,727
TOTAL emissions intensity (kg/liter produced)	0.482	0.582	0.533

⁴ Biogenic emissions 2023 = Scope 1: 5,898 T CO₂e and Scope 3: 1,770 T CO₂e; Location-based emissions 2023 = Scope 2: 17,996 T CO₂e

⁵ 2020 adjusted baseline. In 2022, after conducting a review of our data calculation methodologies and data sources over the last few years of sustainability reporting, we updated our baseline for our 2029 climate target

<p>GHG EMISSIONS AND REDUCTION EFFORTS</p>	<p>As a growth company, we have set an intensity-based GHG emissions target to reduce our climate footprint per liter of Oatly produced by 70 percent by 2029, from a 2020 baseline, across our full value chain (Scope 1, 2 and 3 GHG emissions) and to align our goal with a 1.5°C climate pathway. In 2022, to assess Oatly’s GHG emissions target, we partnered with EcoAct, which determined that our target is consistent with a near-term 1.5°C science-aligned pathway. In 2023, we continued to explore and engage thought leaders to determine how Oatly can best engage with evolving GHG target-setting guidelines and approaches.</p> <p>In 2023, our total corporate GHG emissions were 244,054 T CO₂e.⁶ Our 2023 corporate climate footprint was 0.482 kg CO₂e/L, an approximately 17 percent decrease from 2022 and an approximately 10 percent decrease from our 2020 baseline.</p> <p>The three main drivers of our corporate climate footprint (CO₂e/L) are ingredients (i.e., direct materials), transportation and energy. In 2023, the climate footprint from our ingredients and transportation both decreased compared with 2022, at approximately 12 percent and 30 percent, respectively. These reductions contributed to the overall decrease in our per-liter footprint, which dipped below our 2020 baseline for the first time.</p>
<p>CLIMATE FOOTPRINT LABELING</p>	<p>We continue expanding our efforts to publicly declare climate footprints on more of our products around the world. By the end of 2023, 196 of our products carried a product climate footprint declaration, which is calculated using the LCA Methodology and verified by Carbon Cloud. This accounts for 79 percent of our sales volume globally and includes adding footprints on products in countries such as Australia, Poland and Ireland for the first time.</p> <p>For more information visit, climate footprint.</p>

⁶ Includes Scope 1, 2 and 3 GHG emissions.

ENERGY MANAGEMENT

SASB: FB-NB-130a.1

METRIC	2023	2022	2019 ⁷
Operational energy consumed (kWh)	341,000,000	337,395,299	96,688,978
Operational energy intensity (kWh/Liters produced) ⁸	0.670	0.650	0.584
Percentage renewable energy ⁹	42%	38%	63%

Our energy intensity in 2023 was 0.67 kWh per produced liter, an increase of approximately 3.6 percent over 2022. In 2023, our hybrid partner completed construction and began operating its factory adjacent to our Millville oat base factory. Additionally, our Landskrona factory installed a third oat base line. As described in previous sustainability reports, new factories and lines take time, and energy, to become fully operational and once fully established, often demonstrate efficiencies. For example, our Ma'anshan factory has done a great job improving its energy efficiency (kWh/L) approximately 45 percent since its first year of operation in 2021.

Our total renewable energy was 42 percent in 2023, up from 38 percent in 2022. We classify the energy we use in our production process as either electricity or heat. This energy can then be further classified as renewable or non-renewable depending on how it is sourced.

⁷ 2019 represents our baseline year for energy intensity, as noted in our 2029 Sustainability Plan.

⁸ Operational energy intensity included above is based on overall operational energy consumed at a corporate level (Oatly and our production partners).

⁹ Includes electricity and thermal energy for both Oatly-operated production sites and our production partners.

In 2023, we continued to source 100 percent renewable electricity for all Oatly-operated factories, and for the first time all our production partners in the United States, Europe and Singapore sourced 100 percent renewable electricity!

We also continued to source 100 percent renewable biomethane for our factory in Landskrona using energy attribute certificates, and a few of our production partners are located where some of the thermal energy is created from renewable sources. Combined, this renewable heat energy accounts for 16 percent of the total energy at all production sites (Oatly-operated and our production partners). Expanding our renewable heat energy sourcing for our global factories remains a challenge and will be a key strategy to help Oatly achieve 100 percent renewable energy by 2029.

FLEET FUEL MANAGEMENT

SASB: FB-NB-110a.1

Fleet fuel consumed (Percentage renewable fleet fuel)

In 2023, approximately 18 percent of our products and materials were transported by sustainable ground transportation, a decrease from 2022 (21 percent). Our use of electric trucks increased, but not enough to overcome our decreased use of hydrotreated vegetable oil (HVO) fuel and rail. This, combined with an overall decrease in ground transportation (ton-km), resulted in the overall decrease in percentage of sustainable ground transportation.

In alignment with our Global Sustainable Logistics Strategy, we took some great actions in 2023 which include;

- We began partnering with one of our warehouse providers in Sweden to transport Oatly products in electric

	<p>trucks 70 kilometers from our warehouse to their warehouse in Halmstad.</p> <ul style="list-style-type: none"> • Air freight ton-km and emissions decreased approximately 59 percent thanks to the collective efforts of our commercial and logistics teams to avoid air freight 		
Metric	2023	2022	2020
Emissions from transportation intensity (kg CO2e/ L)	0.102	0.147	0.207
Efforts to reduce emissions associated with transportation	<p>Transportation accounted for about 21 percent of our corporate climate footprint in 2023. Emissions from transportation were approximately 0.102 kg CO2e per produced liter. That’s an approximately 30 percent decrease from our 2020 baseline (0.147 kg CO2e/L) and 2022 (approximately equal to 2020).</p> <p>In 2021, we built new production facilities in Singapore and Ma’anshan to better serve our customers in the Asia Pacific region. In 2023, we really experienced the benefits of this local production. The ton-km of finished products shipped from Europe to Asia-Pacific (APAC), and the associated emissions, decreased approximately 97 percent compared with 2022.</p> <p>The ton-km and emissions from transporting finished goods to and within Asia, the Americas and EMEA all decreased in 2023 thanks to strategic efforts in all three regions to optimize our distribution network. The completion of our hybrid partner’s factory adjacent to our Millville oat base factory resulted in a decrease in the amount of oat base transported to co-packers.</p>		

WATER USE

SASB: FB-NB-140a.1

METRIC	2023	2022	2019 ¹⁰
Total water withdrawn (thousand cubic meters) ¹¹	1,420	1,650	562
Water withdrawal per produced liter (L/L FGE) ¹²	2.9	3.5	4.3
Percentage of water withdrawn and consumed in regions with High or Extremely High Baseline Water Stress	0% In 2023, none of our owned factories are located in areas with High or Extremely High Water Stress, according to the World Resources Institute Water Risk Atlas, Aqueduct.		
Description of water management risks discussion of strategies and practices to mitigate those risks SASB: 140a.2	<p>We are working to use water more efficiently at our factories, striving to reduce our water withdrawal per liter of Oatly produced by at least half between 2019 and 2029.</p> <p>Here are some highlights of the ongoing work of our factories in 2023 to lower water withdrawal:</p> <ul style="list-style-type: none"> In 2023, our hybrid partner completed construction of its factory adjacent to our Millville oat base factory. Direct piping to transfer oat base between factories reduced the need to clean holding tanks and tanker trucks, contributing to an overall reduction 		

¹⁰ 2019 represents our baseline year for water withdrawal per produced liter, as noted in our 2029 Sustainability Plan.

¹¹ Total water withdrawn refers only to water withdrawn at Oatly-operated production sites. We do not measure the water withdrawn by our production partners.

¹² Total production-related water use at all factories divided by total liters of Oatly produced (finished goods equivalent). Note that we are excluding water used in onsite dormitories (specifically the dormitory and associated cafeteria at our Ma'anshan location), as this water use is not directly related to production. Water used in test production runs, as we develop new and delicious products, is included in this metric.

of water used at Millville (per liter of FGE) by 68 percent from baseline.

- Our Millville factory also improved its onsite management of oat fiber residue, reducing the amount of water added to the oat fiber to move them around the factory. Not only did this save water, but this also meant fewer trucks on the road as we had to transport a lower volume of oat fiber residue to our partners.
- As our Ma'anshan factory scaled up production, it was able to use water significantly more efficiently, decreasing its water use (per liter FGE) by approximately 43 percent compared with 2022.

WASTE AND BYPRODUCTS MANAGEMENT

METRIC	2023	2022	2020
Total oat fiber residue generated (T)	78,500	84,000	41,531
Percentage oat fiber residue converted to energy*	16.0%	30.7%	27.8%
Percentage oat fiber residue converted to animal feed	71.0%	59.4%	45%
Percentage oat fiber residue converted to soil improvement	2.0%	0.0%	9.7%
Percentage other production waste - recycling & incineration with energy recovery	10.0%	8.3%	17.5%
Percentage other production waste sent to landfill	<1.0%	0.9%	0.01%
Percentage other production waste sent to composting	1.0%	0.7%	N/A
Waste reduction efforts	<p>Our aim is to eliminate production waste sent to landfill. While it's not possible to use every part of the raw oat in the final product, we create value out of the oat fiber residues by following a food waste hierarchy, which provides guidance on the most sustainable ways to repurpose food waste.</p> <p>We also strive to keep the small proportion of our waste that is not oat fiber residue, approximately 10,000 tonnes in 2023, out of landfills by instead sending it to partners for recycling or incineration, with energy</p>		

	<p>recovery. In 2023, our production waste to landfill was approximately 0.5 percent. Our production waste to landfill category includes a very small (at approximately 0.01 percent of total waste and byproducts) amount of hazardous waste managed by our factory teams with a focus on minimization, recycling whenever possible and responsible disposal.</p>
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PACKAGING

SASB: FB-NB-410a.1

METRIC	2023	2022	2020
Total weight of packaging (T)	25,490	29,901	17,332
Percentage made from recycled and/or renewable materials	90%	89%	87%
<p>Discussion of strategies to reduce the environmental impacts of packaging</p> <p>SASB: FB-NB-410a.2</p>	<p>Our ambition is to source packaging that is made from 100% renewable or recycled materials and is fully recyclable.</p> <p>The share of packaging made of renewable, which includes bio-based plastic, or recycled materials increased from 89 percent to 90 percent. This includes packaging sourced both by Oatly directly and by our production partners.</p>		

SOCIAL



*Please see page 56 of our [2023 Sustainability Report](#) which outlines the relevant Sustainable Development Goal targets and our key impacts and contributions toward them.

Our organizational development is led by our People and Transformation team, whose goal is to institutionalize the principles of flexibility, innovation and continuous learning in our work environment. We invest in programming and resources that promote individual, cultural, structural and process changes towards our goals. Our teams are organized to generate holistic, cross-functional insights and solutions to business problems.

To meet our sustainability mission, we need the expertise of a diverse group of coworkers who feel that they work in a safe, inclusive and empowering environment, are compensated equitably for their work and protected from discrimination of any kind. We recognize that our employees work best when they are celebrated for bringing their whole selves to work. All this to say: Oatly employees are valued for their individuality and for their unique contributions that shape Oatly, and as an employer, we are committed to ensuring our employees' dignity, safety and wellbeing.

This applies to all aspects of employment. We communicate "Oatly's Guiding Principles" to our employees to align our organization and foster a culture founded on sustainability, nutritional health and trust. We continually make efforts to ensure that our policies regarding hiring, compensation, promotion and transfer are based solely on job requirements, job performance and job-related criteria.

We aim to apply our employment policies and practice in full compliance with applicable national and local fair employment laws, including those relating to compensation, benefits, transfer,

retention, termination, training, career development opportunities and social and recreational programs.

Given the global nature of our business, we actively work to have employee bases that reflect the demographics of the end markets they serve. We work within each market’s regulations around measuring employee identity to ensure accountability and progress towards this goal.

HUMAN CAPITAL MANAGEMENT

METRIC

<p>Employee Engagement and Sustainability</p>	<p>We are convinced that to get to where we want to be, we need everyone in Oatly to be committed to sustainability, have clarity in their contribution and feel supported in what they do. Each year, we conduct a survey focused on three outcomes we want to accomplish to support our co-workers around sustainability:</p> <p><i>Co-workers know how they contribute toward Oatly’s Sustainability Plan</i></p> <ul style="list-style-type: none"> • 82 percent of co-workers say they know how to contribute to their team’s annual goals contributing to Oatly’s Sustainability Plan – compared with 76 percent last year, this is an increase of 6 percent, an encouraging sign! <p><i>Leaders are motivating their team members to contribute to sustainability</i></p> <ul style="list-style-type: none"> • 68 percent of co-workers feel that their manager motivated them to incorporate sustainability into the work they did in 2023 to some or a large extent. This is a 4 percent increase from 2022. We are glad to see improvement but recognize our journey continues to support Oatly leaders to strengthen sustainability in their teams. <p><i>Co-workers perceive a strong sustainability purpose and commitment in Oatly</i></p> <ul style="list-style-type: none"> • 73 percent of co-workers think that sustainability was among the top priorities for Oatly in the past year. This is a decrease of 1 percent from 2022. This result indicates we have more to do in
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	<p>order to demonstrate our deep commitment to sustainability.</p>
<p>Talent Development</p>	<p>Sustainability-focused trainings are held across the globe at Oatly and tailored to align with regional experiences.</p> <p><i>North America</i> continued its “In the Weeds” sustainability learning series for a third straight year, with around 100 participants or more for each monthly session focused on an ESG curriculum.</p> <p><i>EU</i> colleagues held trainings for internal teams focused on the following topics:</p> <ul style="list-style-type: none"> • How to deal with Eco-Anxiety (external speaker) • How to debunk climate jargon • Who is responsible for solving the climate crisis? • Sustainable office design <p>In <i>APAC</i>, regular trainings are conducted on sustainability during onboarding, townhalls and leaders’ meetings. Sustainability workshops are conducted with different business functions to develop new ideas to support our sustainability ambitions.</p>

DIVERSITY, EQUITY AND INCLUSION

Global DEI Mission

We want Oatly to feel like home to everyone who works here, regardless of gender identity, sexual orientation, ethnicity, spiritual beliefs, disability, age or whatever else makes a person who they are. Being committed to real change means we actively show up and listen, openly admit when we fail and prioritize concrete actions around our shortcomings. We commit to learning and growing together, to become a truly inclusive company that is diverse.

We promise to:

- Unequivocally reject all forms of discrimination.

- Recognize barriers experienced by different groups and co-create solutions with such groups of people.
- Admit when we have failed, and always strive to do better.
- Run frequent internal surveys around discrimination and listen to employees' stories.
- Create tailored diversity initiatives for teams, departments, and markets.
- Reflect the diversity found in every market we operate in, improve on our current situation, and clear goals for each team.

Not only do we aim for diversity to be an essential aspect of our culture, but it is also key to our success as a business. We believe that teams make better decisions and innovate more boldly when they're made up of people with diverse perspectives and are supportive of new ways of thinking.

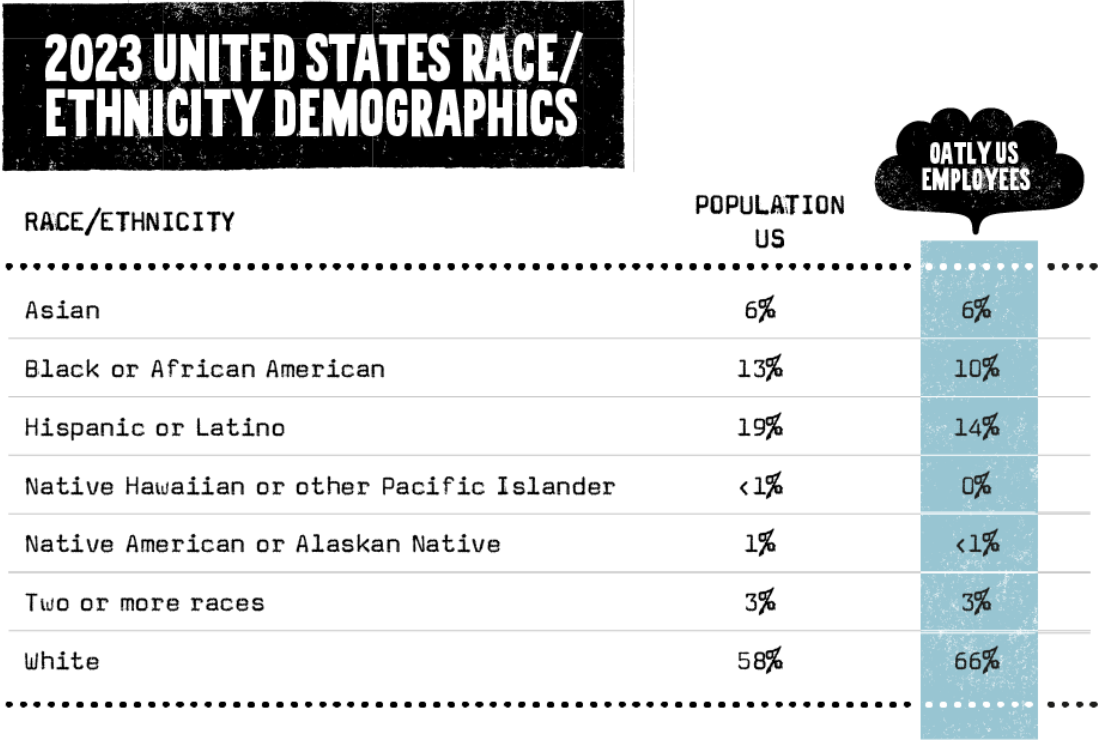
In our social sustainability survey, we asked our co-workers if they feel included and respected at work. They responded with 87 percent saying they agree or strongly agree, an 8 percentage-point increase from last year. Of course, to truly capture and measure whether our co-workers feel at home is difficult and cannot be fully captured in a survey. We view this result as one indicator and use the insight to further develop initiatives related to the well-being of our people and teams.

Finally, we introduced or expanded the following global and regional programs in 2023 to help employees feel psychologically safe and enable the diverse perspectives they represent in order to create productive friction.

METRIC	DEI INITIATIVES
Global program and initiatives	<p>In 2023, we expanded our commitment to DEI through the following actions.</p> <ul style="list-style-type: none"> • In the UK and North America volunteers organize engagement opportunities and activities to raise awareness for important times during the year, such as International Women's Day, Mental Health Awareness Week, Neurodiversity Celebration Week, Pride, Hispanic and Latino Heritage, and Black History month.

- In the UK, to understand the impact of UK DEI initiatives, quarterly surveys were conducted in 2023 with a completion rate of approximately 90 percent.
- In North America, the Environmental Justice Book Club continued into its second year with a food justice series that explored the intersection between sustainability and DEI.

At Oatly, we want the diversity of our team members to reflect the diversity found in every market in which we operate. In an ideal world, we would measure the same data across each market, but due to legislation, every country differs in the way it collects data. The tables below show the distribution of race and ethnicity in North America, Singapore and the United Kingdom.^{13,14} It also reflects the birth country data for Sweden.



¹³ Census. "Quick Facts." <https://www.census.gov/quickfacts/fact/table/US/PST045222>.

¹⁴ Source for UK population data found here: <https://www.ethnicity-facts-figures.service.gov.uk/uk-population-by-ethnicity/national-and-regional-populations/population-of-england-and-wales/latest>.

2023 UNITED KINGDOM ETHNICITY DEMOGRAPHICS

ETHNICITY	POPULATION UK	OATLY UK EMPLOYEES
Asian or Asian British	9%	3%
Black, African, Black British or Caribbean	4%	3%
Mixed – Multiple Ethnic Groups	3%	7%
Other	2%	0%
White	82%	86%

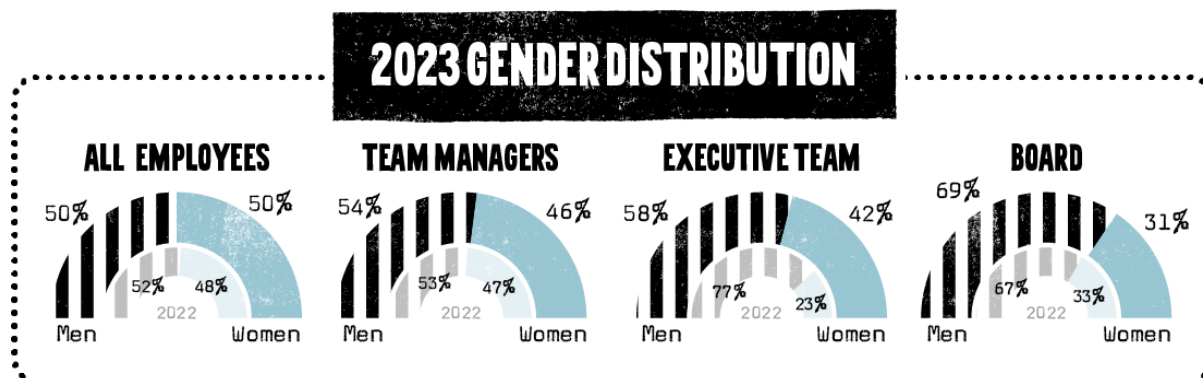
2023 SINGAPORE ETHNICITY DEMOGRAPHICS

CITIZENSHIP & ETHNICITY	POPULATION SG	OATLY SG EMPLOYEES
Citizen: Chinese	54%	50%
Citizen: Indian	11%	0%
Citizen: Malay	5%	4%
Non-citizen: Chinese	23%	32%
Non-citizen: Indian	4%	12%
Non-citizen: Malay	3%	2%

2023 SWEDEN BIRTH COUNTRY DATA

BIRTH COUNTRY	POPULATION SE	OATLY SE EMPLOYEES
Birth country outside Sweden	26%	28%
Birth country Sweden	74%	72%

PERCENTAGE OF EMPLOYEE GENDER



SOCIAL

GLOBAL GENDER PAY GAP ANALYSIS

Last year, we built and initiated a process for a global gender equal pay analysis. The aim was to conduct a fair and transparent global review so that we could understand our gender pay gap and begin to actively address any disparities for our colleagues. This internal analysis looks at gender and pay in each market and reveals the difference between the average pay of male and female employees.

The gender pay gap is expressed as a percentage difference between the annual base salary for male and female employees. Our 2023 global results reflect a negative median pay gap of -9.7 percent. This shows that the median female salary at Oatly is 9.7 percent more than the median male salary at Oatly.

Our 2023 global results also show a positive mean gender pay gap of 4.7 percent, meaning that, on average, Oatly male employees, as a group, earn 4.7 percent higher wages than do Oatly female employees, as a group. The reason the mean and median show different results is a reflection of the two different statistical approaches of measuring the midpoint.

A positive pay gap is the norm around the world. In fact, the global median gender pay gap is estimated to be around 20 percent. Our 2023 analysis shows that Oatly is doing well when compared with national averages, and the global gender pay gap as presented by the International Labor Organization. While our global result is positive news for women, there's still work to be done.

EMPLOYEE HEALTH & SAFETY

METRIC	
<p>Health & Safety management</p>	<p>At Oatly, we seek to create a culture of safety in which everyone performs at their best and goes home without harm every day. During 2023, we created an integrated T-Oatly SHE policy, combining our Environmental Policy with our Health and Safety Policy. We have sought to make this integrated policy easier and simpler to communicate and manage, and more importantly, believe this simplicity drives better employee engagement.</p> <p>We continue to develop our Global SHE Management System in alignment with the International Organization for Standardization (ISO) framework. In 2023, we completed a gap assessment at our factories in the US, Sweden and the Netherlands. This process helped us identify risks and implement controls to address them, making our factories safer for our employees who work every day to create Oatly products.</p> <p>Safety observations continue to be a critical tool to raise awareness for potentially unsafe situations, allowing us to implement preventative measures. In 2023, we saw an increase in safety observations raised, thanks in part to the launch of a new global program called Cority to make reporting these observations – and incidents too – faster and easier for everyone. Additional benefits include the following:</p> <ul style="list-style-type: none"> • Better data visibility to manage risk. Our leadership teams can make better data-driven decisions on safety, health and environment strategy and employees have more information accessible to manage risks in their work environment in real time. • Less paperwork. We can now conduct inspections and audits digitally. With an integrated solution, data flows between functions more easily which means people spend less time chasing paperwork or waiting for information and we're generating a little less waste in our factories.

Our number of accidents decreased in 2023 as a result of our continued focus on reporting safety observations and near-miss events. We continued to investigate all events and share significant events through our Incident Insights process, which factories and regions used to prevent recurrences. Our total number of recordable incidents decreased from eleven in 2022 to nine in 2023. Our number of hours worked also decreased, mostly because a number of Oatly employees became employees of our production partner as we transitioned our Ogden factory from end-to-end to a hybrid production site (and those employees would have been subject to the health and safety risk mitigation steps we seek to take through our supply chain controls). Since these incidents and the associated lost time is divided by hours worked, our total recordable incident rate remained the same and our lost time incident rate increased.

HEALTH & SAFETY METRICS

Performance Metric*	2023	2022	2021	2020
Fatalities	0	0	0	0
Lost Time Injury Rate (LTIR)	0.65	0.53	2.13	4.05
Total Recordable Incident Rate (TRIR)	1.46	1.46	4.5	4.05
Accidents	38	113	123	95
Near Miss Raised	111	134	139	93
Safety Observations Raised	447	348	543	380

*Data refers to factory employees for our own sites.

HEALTH & NUTRITION

METRIC

<p>Revenue from (1) zero- and low-calorie, (2) no-added sugar, and (3) artificially sweetened beverages</p> <p>SASB: FB-NB-260a.1</p>	<p>We do not track this data at this time, but we are investigating approaches for future reporting.</p>
<p>Discussion of process to identify and manage products and ingredients related to nutritional and health concerns among customers</p> <p>SASB: FB-NB-260a.2</p>	<p>In the late 1980s, scientists at Lund University in Sweden were exploring lactose intolerance and its effects on people. They decided to develop a plant-based drink that people could use as a substitute for cow's milk. They wanted this new drink to be nutritious and sustainable - and to taste good enough to make it easy for people to switch from dairy. The scientists invented and patented a process that used natural enzymes to break down fiber-rich oats into a liquid food that had demonstrated beneficial effects on human health, in particular, cardiovascular health ^{15,16}. Oat base is still used today to produce great tasting, nutritionally optimal products, many of which are fortified with vitamins and minerals.</p> <p>Our quality risk assessment (including monitoring of raw materials and finished products for levels of nutrients and contaminants) is in line with common industry practice ensuring our products are compliant with all local legislation and meet the highest quality standards. Furthermore, our nutrition and regulatory experts monitor the market, government dietary guidelines, scientific breakthroughs, and emerging legislation to ensure our products are nutritionally compliant and relevant for target consumers. Any developments or nutritional and health concerns are identified and addressed.</p>

¹⁵ Onning G, et al. (1998). Effects of Consumption of Oat Milk, Soya Milk, or Cow's Milk on Plasma Lipids and Antioxidative Capacity in Healthy Subjects. *Ann Nutr Metab*;42:211-220.

¹⁶ Onning G, et al. (1999). Consumption of Oat Milk for 5 Weeks Lowers Serum Cholesterol and LDL Cholesterol in Free-Living Men with Moderate Hypercholesterolemia. *Ann Nutr Metab*;43:301-309.

Fortified plant-based alternatives to dairy products, like Oatly's products, are increasingly featuring within authorities' dietary recommendations offering strong evidence for their scientific support^{17,18,19,20,21,22,23,24,25}.

In 2023, following extensive research, we successfully launched our new "No" sugars oat drink in both the EU and the USA (in the US this is called Unsweetened oatmilk). The product's sweetness was achieved through propriety enzyme technology, producing a product with the same versatility and deliciousness found in all Oatly oat drinks, but with a milder, less sweet flavor. Whilst Oatly's entire unflavored range contain no added sugar or sweeteners, Oatly typically breaks down more of the starch in the oat base for a naturally sweeter taste.

In October 2023, Oatly moved into its new SPACE building in Lund, Sweden. This world-class Research and Development Centre is dedicated to oat and oat dairy research and has further enhanced Oatly's long-term research and innovation capabilities.

We recognize that to help solve the challenge of feeding the growing global population we need to inform as many people as possible about the effects their food choices have on their health as well as the planet. We are passionate about providing excellent evidence-based communications with consumers, health influencers, health

¹⁷ Turck et al. (2022). Tolerable upper intake level for dietary sugars. EFSA Journal;20(2):7074.

¹⁸ Klapp AL, Feil N, Risius A. (2022). A Global Analysis of National Dietary Guidelines on Plant-Based Diets and Substitutions for Animal-Based Foods. Curr Dev Nutr. Sep 20;6(11):nzacl44.

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC9708321/> (Accessed April 2023).

¹⁹ Rööf, E. et al. (2018). The role of dairy and plant-based dairy alternatives in sustainable diets. Swedish University of Agricultural Sciences, Uppsala. Food Climate Research Network (FCRN), London.

²⁰ The Swedish Food Agency. (2023). Swedish Food Circle. https://www.livsmedelsverket.se/matvanor-halsa--miljo/kostrad/matcirkeln#mj%C3%B6lk_och_ost (Accessed March 2023).

²¹ The Swedish Food Agency. (2023). Press Release. More plant-based options in the new greener Food Circle. <https://www.livsmedelsverket.se/om-oss/press/nyheter/pressmeddelanden/fler-vaxtbaserade-alternativ-i-nya-gronare-matcirkeln> (Accessed March 2023).

²² PHE. (2016). Eat Well Guide.

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/742750/Eatwell_Guide_booklet_2018v4.pdf (Accessed March 2023).

²³ Australian Government. (2013). Australian Guide to Healthy Eating.

<https://www.eatforhealth.gov.au/guidelines/australian-guide-healthy-eating> (Accessed March 2023).

²⁴ Melina V., Craig W. and Levin S. (2016). Position of the Academy of Nutrition and Dietetics: Vegetarian Diets. J Acad Nutr Diet, 116, pp. 1970-80. Available at: pubmed.ncbi.nlm.nih.gov/27886704/ (Accessed: Feb 2023).

²⁵ Finska näringsrekommendationer. (2014). https://www.ruokavirasto.fi/globalassets/teemat/terveytta-edistava-ruokavalio/ravitsemus--ja-ruokasuositukset/sv/naringsrekommendationer_2014_web.pdf (Accessed May 2023).

authorities and the media. Furthermore, we respond to public consultations, and work with associations to ensure plant-based drinks are represented. Through these evidence-based communications we are continuing the scientific legacy of the company and the trust in our brand.

For our products in the USA in 2023 certifications included:

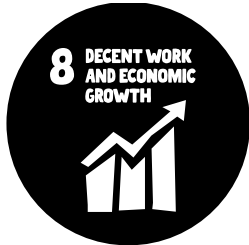
- Gluten Free (GFCO)
 - Glyphosate Residue Free (The Detox Project)
 - Halal (all of our oat milks are certified Halal by IFANCA)
 - Kosher (we are kosher certified in the US (OU Kosher) and Israel).
 - Non-GMO (Non-GMO Project)
 - Vegan (Vegan.org).]
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PRODUCT LABELING & MARKETING

METRIC

<p>Percentage of advertising impressions (1) made on children and (2) made on children promoting products that meet dietary guidelines</p> <p>SASB: FB-NB-270a.1</p>	<p>Our ads and marketing are not targeted toward children under 12. As a result, we do not have data for the number of impressions made on children or children promoting products that meet dietary guidelines.</p>
<p>Revenue from products labeled as (1) containing genetically modified organisms (GMOs) and (2) non-GMO</p> <p>SASB: FB-NB-270a.2</p>	<p>We do not measure this globally at this time. Please note that all Oatly products in the US are labeled as non-GMO.</p>
<p>Number of incidents of noncompliance with industry or regulatory labeling and/or marketing codes</p> <p>SASB: FB-NB-270a.3</p>	<p>In 2023, there was one incident of non-compliance with an ingredient declaration in Germany, and there were two incidents of labeling non-compliance with a local municipal authority in Sweden.</p>
<p>Total amount of monetary losses as a result of legal proceedings associated with marketing and/or labeling practices</p> <p>SASB: FB-NB-270a.4</p>	<p>We have not incurred any monetary losses as a result of legal proceedings associated with marketing and/or labeling practices.</p>

GOVERNANCE



*Please see page 56 of our [2023 Sustainability Report](#) which outlines the relevant Sustainable Development Goal targets and our key impacts and contributions toward them.

Our governance and ethics programs are grounded in our mission and core values of health and sustainability. We are committed to conducting our business with integrity and in an ethical and socially responsible way, through sustainable business practices and various programs committed to sustainability, human rights and compliance, which we regard as essential to maximizing stakeholder value while enhancing community quality and environmental stewardship and furthering the plant-based movement around the world.

BUSINESS ETHICS

METRIC

<p>Business Ethics</p>	<ul style="list-style-type: none"> • Code of Conduct - As part of Oatly's promise to be a good company, we do not tolerate any form of slave labor or human trafficking in any part of our business. This is set out clearly in our Business Conduct and Ethics Guidelines ("Code of Conduct") that capture our ethics as a company. It is based on the principles of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, the
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International Labour Organization's (ILO) eight Fundamental Conventions and the UN's Sustainable Development Goals.

- [Business Conduct and Ethics Guidelines](#) - Applies to all the company's officers, directors and employees and are intended to provide guidance in the event of a concern regarding business conduct or ethical standards. The guidelines cover issues such as conflicts of interest; competition and fair dealing; gifts and entertainment; compliance with laws and regulations (including interactions with government officials), but the guidelines also note that not every situation can be addressed and directors, officers and employees should make a report if they feel uncomfortable about any situation. The guidelines make it clear that directors, officers and employees are expected to report any known or suspected breaches of these guidelines, and the company maintains an anonymous whistleblower hotline.
- Whistleblower Policy is intended to help promote a culture that encourages our employees, contractors and other third parties to come forward if they have concerns or suspicions about illegal practices or serious violations of policies adopted by the organization. It also specifies that the organization will protect from retaliation of any person making a good-faith report and identifies different channels through which such information can be reported. Whenever a report is made, the case investigation is managed by legal and People & Transformation, and critical concerns are communicated to the executive management team. (For more information, visit whistleblower.oatly.com.)

Anti-Bribery and Corruption

The Anti-Bribery and Corruption Policy Applies to all the company's officers, directors, employees (whether full-time, part-time, fixed term or

	<p>temporary), consultants, agents, joint-venture partners and other intermediaries or third parties acting on behalf of Oatly. This policy is applicable to all of Oatly’s operations worldwide and states the key definitions of “bribe” and “corruption” in countries where Oatly has a role, the responsibility of Oatly and its affiliates, employees, etc. and the penalties, disciplinary actions and reporting duties that may follow. Further, there is a specific section pertaining to the Foreign Corrupt Practices Act (“FCPA”) and the UK Bribery Act (“UKBA”) which prohibits the company and the employees/directors/agents from offering, giving or promising money or any other item of value, directly or indirectly, to win or retain business or to influence any act or decision of any government official, political party, candidate for political office or official of a public international organization.</p>
<p>Supplier Code of Conduct</p>	<p>Our Code of Conduct - sets out our company values and requirements on key issues such as human rights, working conditions and anti- corruption. It is based on the principles of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights, the International Labour Organization’s eight Fundamental Conventions and the UN SDGs.</p> <p>We have also included compliance clauses with applicable regulations in our commercial agreements and other contracts with third parties.</p>
<p>Sanctions Policy</p>	<p>This policy is intended to keep us (and those working on our behalf) from violating sanctions or laws and describes the controls we need to follow to stay in compliance.</p>
<p>Human Rights Policy</p>	<p>Modern Slavery Statement</p>

SUPPLY CHAIN MANAGEMENT

METRIC

<p>Supplier Engagement on social and environmental criteria</p>	<p>As Oatly continues to evolve, so too does the complexity of our supply chain. To manage these complexities, we've developed clear environmental and social sustainability expectations for our suppliers.</p> <ul style="list-style-type: none"> • Supplier Code of Conduct. Our Supplier Code of Conduct reflects our company values and expectations on key issues such as human rights, working conditions, environmental protection and anti-corruption. We require our suppliers and production partners to comply with our Supplier Code of Conduct or present their own that meets the same standards. Our Supplier Code of Conduct is currently being updated and will be finalized in 2024. We will engage with our suppliers as we roll out the updated version. • Supplier Sustainability Requirements. These requirements are attached to supplier commercial agreements and outline our sustainable sourcing expectations and ingredient standards, including sustainability certifications, renewable energy, sustainable ground transportation, and reporting requirements.
<p>Suppliers' social and environmental responsibility audit (1) non-conformance rate and (2) associated corrective action rate for (a) major and (b) minor non-conformances</p> <p>SASB: FB-NB-430a.1</p>	<p>We continue to introduce more suppliers into our Ecovadis network to provide greater insights into the four focus areas: environment, ethics, labor & human rights and sustainable procurement. Over the next year, we aim to both expand the Ecovadis program to more suppliers and improve the sustainability performance of our supply chain.</p>

<p>Percentage of ingredients sourced from regions with High or Extremely High Baseline Water Stress</p> <p>SASB: FB-NB-440a.1</p>	<p>The vast majority of our supply chain is rain fed, given 83% of the ingredients we source are oats. Additionally, based on Sedex's inherent risk score, Oatly's suppliers have a collective medium score for water stress.</p>
<p>List of priority beverage ingredients and description of sourcing risks due to environmental and social considerations</p> <p>SASB: FB-NB-440a.2</p>	<p>It is our ambition to source all our strategic direct materials sustainably by 2029; which include, oats, rapeseed oil, packaging materials, cocoa, vanilla, coffee, coconut oil, cane sugar and palm oil.</p> <p>In 2023, we continued our efforts to establish sustainable sourcing policies for each of our strategic direct materials to source these products in a way that improves sustainability performance and addresses key sustainability risks. Here are a few examples of the progress we've made:</p> <ul style="list-style-type: none"> • In 2023, Oatly sourced small quantities of palm oil derivatives for a limited number of products. As a company whose mission is to transform the food system into one that's more sustainable, we are aware that palm oil cultivation can adversely impact nature and the people involved. As part of the journey of engaging our supply chain for the best sustainability practices and addressing sustainability risk, we only source palm oil that is Roundtable for Sustainable Palm Oil (RSPO) certified and continue to monitor best practices in connection with palm oil supplies. • We joined the Sustainable Coconut Partnership²⁶ as an official member to work with other members and industrial experts to strengthen the supply chain framework for coconut for the limited number of Oatly products that contain this ingredient.

²⁶ For more information, visit www.coconutpartnership.org.

- We refined our Future Agriculture Renovation Movement (the FARM) framework, which governs the work we do with farmers and suppliers to source oats from agricultural systems that reduce GHG emissions, protect biodiversity and water quality and improve farmer well-being.

CORPORATE GOVERNANCE

METRIC

Board Composition	<p>Average Age: 53 Gender Diversity: 36% Racial/Ethnic Diversity: 36% Average Tenure: 2.8 years Independence: 91% Separate CEO and Chair Role Standing Board Committee Independence: 100%</p>
Best Practices	<p>Continuing education for directors and orientating for new directors</p> <p>Board oversight of ESG</p>
Accountability	<p>Majority voting (plurality for contested elections)</p> <p>Annual Board and Committee self-evaluation</p> <p>Annual evaluation of CEO by independent directors</p>
Shareholder rights	<p>Shareholder right to call a special meeting (>10%)</p>