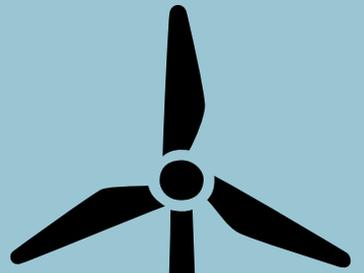
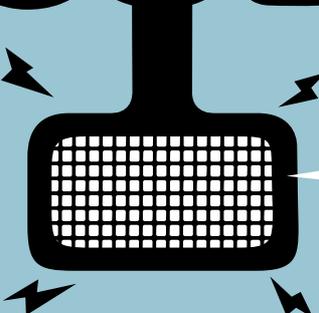




THE OATLY



**ENVIRON-
MENTAL,
SOCIAL,
GOVERNANCE**



TEAR SHEET 2022

OATLY 2022 - 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, 2022, through December 31, 2022, 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 the dairy portfolio, including milks, ice cream, 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, replacing 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 business decisions.

ACTIVITY METRICS

METRIC	2022	2021	2020
REVENUE (\$MM)	722.2	643.2	421.4
FULL-TIME EMPLOYEES	2,009	1,615	792
VOLUME OF PRODUCTS PRODUCED (L)*	518,000,000	470,100,000	299,400,000
VOLUME OF PRODUCTS SOLD (L) SASB: FB-NB-000.A	502,000,000	421,300,000	289,900,000
NUMBER OF PRODUCTION FACILITIES** SASB: FB-NB-000.B	6	6	3

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

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

ABOUT SUSTAINABILITY AT OATLY

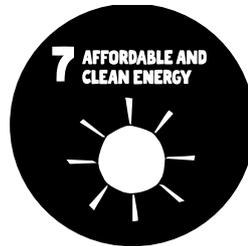
As a people and planet organization, sustainability is at the core of our business and a part of every strategic decision we make across the value chain. Our vision is to be a company that leads a global plant-based movement to reduce the production of cow's milk products by half. We aim to produce sustainable 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 2022 sustainability efforts in our [2022 Sustainability Report](#) and our ambitions for the future in our [Sustainability Plan](#).

NOTE REGARDING FORWARD-LOOKING STATEMENTS

This Environmental, Social, and Governance Tear Sheet 2022 (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 46 of our [2022 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 CHANGE¹

Metric	2022	2021	2020 Adj
Scope 1 emissions (T CO ₂ e)	19,269	11,886	4,260
Scope 1 emissions intensity (kg/liters produced)	0.037	0.025	0.014
Scope 2 emissions (T CO ₂ e)	658	3,190	3,763
Scope 2 emissions intensity (kg/liters produced)	0.001	0.007	0.013
Scope 3 emissions (T CO ₂ e)* ²	281,610	280,464	151,704
Purchased goods and services	188,342	173,894	102,779
Fuel and energy-related activities	5,602	2,358	3,996
Waste generated in operations	1,041	698	243
Upstream transport and distribution	82,991	101,609	43,935
Business travel	3,635	1,905	751
Scope 3 emissions intensity (kg/liters produced)	0.543	0.597	0.507
TOTAL	301,537	295,540	159,727
TOTAL emissions intensity (kg/liter produced)	0.582	0.629	0.533

¹ The chart above breaks down our corporate climate footprint by GHG emissions scope, as defined by the GHG Protocol. For the purposes of the GHG Protocol, Biogenic emissions in 2022 were: Scope 1: 4989 T CO₂e; and Scope 2: 1804 T CO₂e

² The reported emissions for the Scope 3 category include some estimates. As a result, the estimates included in the reported Scope 3 emissions will differ from the actual emissions. Third-party data under Scope 3 emissions is more challenging to track, estimate and verify. Our ability to verify the assumptions, estimates and information used to calculate these metrics (whether now, in the past or in the future) may be limited by the integrity of the underlying data available at the relevant point in time and the status and evolution of global, supranational and national laws, guidelines and regulations in relation to the tracking and provision of such data. Therefore, according to the GHG Protocol reporting principles, such information is provided on a reasonable-effort basis and is subject to change.

Note - for fossil-based electricity, location-based emission factors have been used in the table above.

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 (see our [2022 Sustainability Report](#) - page 13).



<p>GHG EMISSIONS AND REDUCTION EFFORTS</p>	<p>As part of our global Sustainability Plan, we have set an intensity-based GHG emissions target to reduce our climate footprint per liter of Oatly produced by 70 percent by 2029 across our full value chain (scopes 1-3 GHG emissions) and align our goal with a 1.5°C climate pathway. In 2022, we partnered with EcoAct to assess Oatly’s GHG emissions targets. The assessment determined that our targets are consistent with a near-term 1.5°C science-aligned pathway. We continue to explore how emerging and expanding GHG target-setting guidelines and approaches might be relevant for Oatly.</p> <p>In 2022, our total corporate GHG emissions were 301,537 T CO₂e. Our 2022 per-liter corporate climate footprint represents the share of GHG emissions per liter by source, which decreased from 0.629 kg CO₂e/L in 2021 to 0.582 kg CO₂e/L – and we continue to strive toward decreasing our per-liter footprint to 70 percent below our 2020 baseline of 0.533 kg CO₂e/L.</p> <p>We measured and analyzed more data and metrics than ever before to better capture our full sustainability impact. At the same time, our results from 2022 helped us further identify where we have the biggest hurdles to overcome, such as heat energy, ground transportation and sustainable ingredient sourcing. The two main drivers of our corporate climate footprint are ingredients (i.e., direct materials) and transportation.</p>
<p>CLIMATE FOOTPRINT LABELING</p>	<p>We expanded our efforts to publicly declare climate footprints on more of our products around the world, which included North America this year. By the end of 2022, 146 of our products carried a climate footprint declaration. In EMEA, we have 130 products with climate footprint declarations, which account for 98 percent of our sales volume in that region. In North America, we have 16 products with climate</p>

declarations, which accounts for 47 percent of the sales volume there.
For more information visit, [climate footprint](#).

ENERGY MANAGEMENT

SASB: FB-NB-130a.1

METRIC	2022	2021	2020
Operational energy consumed (kWh)	337,395,299	310,674,003	161,539,035
Operational energy intensity (kWh/Liters produced)*	0.650	0.661	0.540
Percentage renewable energy**	38%	36%	49%

In 2022, we sourced 100 percent renewable electricity for all Oatly-operated factories! Overall, we sourced approximately 85 percent renewable electricity for all production sites (Oatly-operated and our production partners). During the same period, we sourced 21 percent renewable heat energy for all production sites (Oatly-operated and our production partners). Combined, our total proportion of renewable energy was 38 percent in 2022, up from 36 percent in 2021 but down from 63 percent in our base year, when we had fewer factories. Sourcing renewable heat energy for our factories remains a challenge, and we continue to work with our production partners on their renewable energy sourcing. Oatly's three newest factories in Ogden, Singapore, and Ma'anshan made important progress in ramping up production and increasing efficiency,

which helped us improve our energy intensity performance slightly compared with 2021.

* Operational energy intensity included above is based on overall operational energy consumed at a corporate level (Oatly and our production partners). Note, this is a different metric than “energy use” disclosed in the 2019 and 2020 Sustainability Reports, which is based on factory-level output.

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



FLEET FUEL MANAGEMENT

SASB: FB-NB-110a.1

<p>Fleet fuel consumed (Percentage renewable fleet fuel)</p>	<p>In 2022, we defined and developed a global strategy for sustainable ground transportation: our Global Sustainable Logistics Strategy. The Strategy includes three main pillars.</p> <ol style="list-style-type: none"> 1. Reduce the distances traveled. 2. Implement lowest possible impact transport across all lanes. 3. Choose more sustainable warehousing. <p>For a deeper dive on our sustainable logistics strategy - check our page 24-25 of our 2022 Sustainability Report.</p> <p>In alignment with our strategy, we took some great actions in 2022 which include;</p> <ul style="list-style-type: none"> • Our partnership with Einride continues, and in October 2022, we celebrated the first run of our Einride electric truck fleet in the United States from our Ogden, Utah factory. • Also in the US, we began moving some of our finished goods via intermodal rail transportation instead of only diesel truck. 		
<p>Metric</p>	<p>2022</p>	<p>2021</p>	<p>2020</p>
<p>Emissions from transportation intensity (kg CO2e/ L)</p>	<p>0.147</p>	<p>0.207</p>	<p>0.207</p>

<p>Efforts to reduce emissions associated with transportation</p>	<p>One of our biggest sustainability successes of the year was in transportation. As production in Singapore and Ma'anshan increased, we shipped fewer final products via ocean freight to Asia from our factories in Europe, thereby reducing our carbon footprint from transportation compared with 2021 and bringing it to a similar level as our 2020 baseline.</p> <p>Also in 2022, approximately 21 percent of our products and materials were transported by sustainable ground transportation which will continue to grow in importance as we ramp up local production and reduce ocean freight.</p>
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WATER USE

SASB: FB-NB-140a.1

METRIC	2022	2021	2020
<p>Total water withdrawn (thousand cubic meters)*</p>	1,650	1,100	640
<p>Water withdrawal per produced liter (L/L FGE)**</p>	3.5	2.7	2.6
<p>Percentage of water withdrawn and consumed in regions with High or Extremely High Baseline Water Stress</p>	<p>0% In 2022, 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.</p>		
<p>Description of water management risks discussion of strategies</p>	<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>		

and practices to mitigate those risks
SASB: 140a.2

Our factories continued to work to lower water withdrawal by:

- Improving production planning and efficiency in Millville, which resulted in less water needed for cleaning
- Installing new production capacity, with a continuous operating production process system (in contrast to a batch system) to use less water, in Vlissingen
- And in Ogden and Singapore, we were able to reduce our water use per liter of FGE by 33 percent and 22 percent, respectively, in 2022 over 2021 thanks to increased production volumes and efficiency, as these factories have ramped up production capacity.

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

** Total production-related water use at all factories divided by total liters of Oatly produced (finished goods equivalent).

WASTE AND BYPRODUCTS MANAGEMENT

METRIC	2022	2021	2020
Total oat fiber residue generated (T)	84,000	79,226	41,531
Percentage oat fiber residue converted to energy*	30.7%	58%	27.8%
Percentage oat fiber residue converted to animal feed	59.4%	36.5%	45%
Percentage oat fiber residue converted to soil improvement	0.0%	0.2%	9.7%
Percentage other production waste - recycling & incineration with energy recovery	8.3%	4.8%	17.5%
Percentage other production waste sent to landfill	0.9%	0.3%	0.01%
Percentage other production waste sent to composting	0.7%	N/A	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>In 2022, only about 0.9 percent of the total production waste generated by our global Oatly-operated factories was sent to landfill. Oat fiber residue, our largest and most material byproduct category, made up approximately 90 percent of our total production waste and byproducts in 2022.</p>		

PACKAGING

SASB: FB-NB-410a.1

METRIC	2022	2021	2020
Total weight of packaging (T)	29,901	28,426	17,332
Percentage made from recycled and/or renewable materials	89%	87%	87%
Percentage that was recycled material	21%	45%	N/A

Discussion of strategies to reduce the environmental impacts of packaging

SASB: FB-NB-410a.2

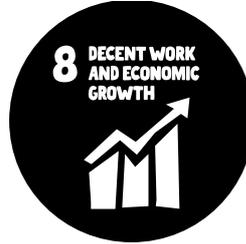
Our ambition is to source packaging that is made from 100% renewable or recycled materials and is fully recyclable.

Our packaging volume continued to increase as our business grew during 2022. The share of packaging we and our production partners sourced that was made of renewable or recycled materials increased from 87 percent to 89 percent.

One opportunity for further improving the impact of our packaging materials is through secondary packaging (i.e. what the finished products are packed in for shipping). For example, in 2022, our North America supply chain utilized heavier secondary packaging materials than used in Europe to hold up over the longer transportation distances, and our supply chain in Asia utilized more virgin materials for secondary packaging. We are exploring options to improve secondary packaging in the future.



SOCIAL



*Please see page 46 of our [2022 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, 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. This year, we conducted 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"> • 76 percent of co-workers say they have team-specific goals contributing to Oatly’s Sustainability Plan and know how to contribute to them – a great base from which to embed sustainability even more in the organization. <p><i>Leaders are motivating their team members to contribute to sustainability</i></p> <ul style="list-style-type: none"> • 64 percent of co-workers feel that their manager motivated them to incorporate sustainability into the work they have done this year to some or a large extent. This is a good start, but we can do more 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"> • 74 percent of co-workers think that sustainability was among the top priorities for Oatly in the past year. <p>We look forward to finding more ways to demonstrate that Oatly is a company with sustainability at its heart.</p>
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Talent Development	Oatly co-workers learn about a range of issues related to sustainability through trainings offered by the Sustainability Team throughout the year. This includes “Lunch & Learn” discussions with external experts in the sustainability field and the second year of our In the Weeds series, a monthly learning series in North America that provides deep dives into a range of sustainability-related topics, from science basics to global policy priorities.
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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. We are a company built on the idea of change, and a prerequisite for real change is that all employees feel comfortable openly sharing both their failures and successes, so we can learn from each other, grow together and become a truly inclusive and diverse company.

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. We introduced or expanded the following global and regional programs in 2021 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 2022, we expanded our commitment to DEI through the following actions.</p> <ul style="list-style-type: none"> • The United Kingdom and North America (NA) created Total Inclusiveness, Diversity and Equity (TIDE) Councils made up of employees who volunteer time to support Oatly’s DEI efforts. TIDE’s mission is to create and maintain a workplace culture that intentionally prioritizes equitable systems, inclusive processes and feelings of belonging across diverse backgrounds. • Oatly NA Launched a book club for Oatly staff to engage and discuss media centered on climate justice, equitable access to resources and models of equitable change-making. • Our global communities, created to provide a welcoming and safe space for discussion, ran for a third year. Among them, our Oatly Cares community ran sessions to both support colleagues in times of world crisis and uncertainties and focus on the importance of rest and restoration during vacation times.

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 and the United Kingdom.^{3,4}

³ Census. “Quick Facts.” <https://www.census.gov/quickfacts/fact/table/US/PST045222>.

⁴ 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>.

2022 UNITED STATES RACE/ ETHNICITY DEMOGRAPHICS

RACE/ETHNICITY	POPULATION US	OATLY US EMPLOYEES
Asian	6%	5%
Black or African American	13%	10%
Hispanic or Latino	19%	23%
Native Hawaiian or other Pacific Islander	<1%	<1%
Native American or Alaskan Native	<1%	<1%
Two or more races	2%	4%
White	59%	57%

2022 UNITED KINGDOM ETHNICITY DEMOGRAPHICS

ETHNICITY	POPULATION UK	OATLY UK EMPLOYEES
Asian or Asian British	9%	2%
Black, African, Black British or Caribbean	4%	4%
Mixed - Multiple Ethnic Groups	3%	8%
Other	2%	0%
White	82%	86%

PERCENTAGE OF EMPLOYEE GENDER

GENDER	TOTAL	LEADERSHIP TEAM
WOMEN	48%	23%
MEN	52%	77%



EMPLOYEE HEALTH & SAFETY

METRIC	
Health & Safety management	<p>At Oatly, in accordance with our T-Oatly Health and Safety policy, we seek to create a culture of safety in which everyone performs at their best and goes home without harm every day. During 2022, we continued to develop our Global Safety, Health and Environmental Management System in alignment with the International Organization for Standardization (ISO) framework.</p> <p>For our incredible Oatly factory employees who work every day to create delicious Oatly products, we are continuously looking to improve our safety programs with preventative measures and transparent reporting systems. We use the Oatly guiding principle “Welcome Failure” to underpin our open reporting culture. We want to know when things don’t go as planned. This reporting culture helps us protect each other and keep accidents and incident rates low.</p> <p>Our Lost Time Incident Rate (LTIR), Total Recordable Incident Rate (TRIR) and accidents were all lowered in 2022 as a result of our continued focus on maintaining a reporting and safety leadership culture in order to keep our factory employees safe. We investigated all events and shared significant events through our Incident Insights process, which factories and regions used to prevent recurrences. We have continued to increase the amount of time we invest in our co-workers with dedicated training, including STAR personal responsibility workshops, T-OATLY Safe Leadership training, and topic-specific training such as ladder and fire safety.</p>

HEALTH & SAFETY METRICS

Performance Metric*	2022	2021	2020
Fatalities	0	0	0
Lost Time Injury Rate (LTIR)	0.53	2.13	4.05
Total Recordable Incident Rate (TRIR)	1.46	4.5	4.05
Accidents	113	123	95
Near Miss Raised	134	139	93
Safety Observations Raised	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>Oatly began in the late 1980s when a group of scientists at Lund University in Sweden were exploring lactose intolerance and its effects on people. They developed Oatly as a plant-based drink 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 people consider switching from traditional 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</p>

effects on human health.^{5,6} Oat base is still used today to produce great tasting, nutritionally optimal products, many of which are fortified with vitamins and minerals.

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 meet the highest quality standards. Furthermore, we monitor the market, science, legislation and consumer concerns to ensure our products meet the highest nutritional standards. 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.^{7,8,9,10,11,12,13,14,15}

In 2022, we began preparing for the launch of several new products including our "No" sugars oat drink, offering the same great versatility and deliciousness provided with all Oatly oat drinks, but with a milder, less sweet flavor. While Oatly's entire unflavored range contain no added sugar or sweeteners, Oatly typically breaks down more of the starch in the oat base

⁵ 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.

⁶ 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.

⁷ Turck et al. (2022). Tolerable upper intake level for dietary sugars. *EFSA Journal*;20(2):7074.

⁸ 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).

⁹ Rööfs, 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.

¹⁰ 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).

¹¹ 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).

¹² 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).

¹³ Australian Government. (2013). Australian Guide to Healthy Eating.

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

¹⁴ 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).

¹⁵ Finska näringsrekommendationer. (2014). https://www.ruokavirasto.fi/globalassets/teemat/terveytta-edistava-ruokavaliio/ravitsemus--ja-ruokasuositukset/sv/naringsrekommendationer_2014_web.pdf (Accessed May 2023).

for a naturally sweeter taste. We are continuously developing new products that taste great and add nutritional value for consumers.

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 authorities and the media, continuing the scientific legacy of the company and the trust in our brand.

For our products in the USA in 2022 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).]

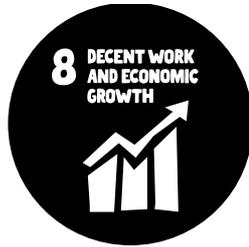
PRODUCT LABELING & MARKETING

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.</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 2022, there was one incident of non-compliance with national marketing guidelines in the UK, and there was one incident 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 46 of our [2022 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 International Labour Organization's (ILO) eight Fundamental Conventions and the UN's Sustainable Development Goals.
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	<ul style="list-style-type: none"> • 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 • 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.)
<p>Anti-Bribery and Corruption</p>	<p>The Anti-Bribery and Corruption Policy Applies to all the company’s officers, directors, employees (whether full-time, part-time, fixed term or 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</p>

	<p>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.</p>
Supplier Code of Conduct	<p>Our Code of Conduct - Our Code of Conduct states our company values and requirements on key issues including human rights and working conditions. During 2021, suppliers and production partners were required to either commit to comply with our Code of Conduct or present their own, with a standard equal to ours, as part of negotiation of contracts (or renegotiation of existing contracts).</p> <p>We have also included compliance clauses in our commercial agreements and other contracts with third parties.</p>
Human Rights Policy	<p>Modern Slavery Statement</p>

SUPPLY CHAIN MANAGEMENT

METRIC

Supplier Engagement on social and environmental criteria	<p>In 2022 we further established and implemented Oatly’s sustainable sourcing framework. This has strengthened our focus towards our sustainability plan target - “Source 100% of our strategic direct materials sustainably. Using tailored solutions that represent the most sustainable available option for each material, practice or region.”</p>
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	<p>We also continued to embed sustainability responsibilities within the core of our business, making it part of our everyday collaborations and partnerships.</p>
<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>In 2022, we continued to develop our supplier assessment process, anchored in the basic sustainability requirements that we set for suppliers. Part of that assessment is requesting that our suppliers register with Ecovadis. Since 2021, we have introduced 77 suppliers into our network. Of those, we have 58 with a confirmed rating within the platform across four categories: environment, ethics, labor & human rights and sustainable procurement. Over the next year, we aim to both expand the Ecovadis program to other suppliers and work with select partners on actions to improve their individual scores.</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 84% of the ingredients we source are oats. In 2022, we did not source ingredients known as high water risk or high irrigation crops.</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>During 2021 we partnered with Preferred by Nature to conduct a supply chain sustainability assessment on selected ingredients and identified our strategic direct materials which include; oats, rapeseed/canola oil, cocoa, vanilla, coffee, coconut, cane sugar and palm oil. During 2022 we evaluated the sustainability hotspots found in the 2021 assessments and began to draft sustainability sourcing policies and requirements to respond to those risks, starting with palm oil. This work will continue in 2023.</p>

CORPORATE GOVERNANCE

METRIC

Board Composition	<p>Average Age: 54 Gender Diversity: 31% Racial/Ethnic Diversity: 46% Average Tenure: 2.5 years Independence: 83% 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>