



Dimedium Group Sustainability Report 2023

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Introduction

Dimedium Group – a Pan-Baltic leader in animal health – is committed to shaping a sustainable future and leaving a cleaner, healthier world for the generations to come. We recognize that the choices we make today have a lasting impact, and we strive to minimize our environmental footprint while acting responsibly and thoughtfully. As a company, we take pride in leading by example and upholding the values that define us.

As a trusted wholesale distributor, Dimedium Group provides veterinary medicines, vaccines, livestock supplies, crop and fish farming products, and pet care solutions to B2B customers, including animal clinics, farms, and fish farms. Our portfolio features globally recognized brands and products, carefully curated to address the evolving needs of the entire sector.

Dimedium Group is an active participant in the European Commission's [Responsible Use of Antibiotics](#) program, launched in 2011 to combat antibiotic resistance through the prudent use of medicines. By promoting sustainable agriculture and animal welfare across Estonia, Latvia, and Lithuania, we aim to reduce the prevalence of diseases in herds, thereby minimizing the need for antibiotics.

In addition to providing industry-leading products, Dimedium Group supports cattle farmers with farm audits to identify problem areas and deliver actionable solutions. To reduce environmental impact, we prioritize educating farm workers at every operational level, offering world-class training on topics such as milking hygiene, sustainable practices, and effective farm management. Through these initiatives, we contribute to a healthier ecosystem and more sustainable agricultural practices.



About Dimedium

The history of Dimedium Group traces its origins back to 1992, when two separate companies, Remedium and Dimela, were established in Estonia. These companies initially operated independently, focusing on the wholesale of veterinary and agricultural products. Over the following years, Dimela extended its operations to Latvia and Lithuania.

In 2015, Remedium and Dimela, the two pioneering Estonian companies, merged and formed a new company named Dimedium. The year 2020 marked a pivotal moment in the evolution of the company, with the formation of Dimedium Group. This move unified the operations of the company's Estonian, Latvian, and Lithuanian entities under the single Dimedium brand. With AS Dimedium in Estonia, SIA Dimedium Latvija in Latvia, and UAB Dimedium Lietuva in Lithuania, the Group streamlined its structure and leveraged over 25 years of combined industry experience.

The creation of Dimedium Group symbolised the culmination of growth and collaboration among the

three companies, underpinned by a shared vision for the future. Adopting the unified motto 'Full animal health,' the Group commits to enhancing its portfolio and services in the agriculture and animal well-being sectors across the three Baltic countries. Dimedium Group is the bridge from the top of the world's practice to the Baltic region veterinary clinic, farm and home.

The company offers its customers a wide range of well-thought-out products that cover the needs of the entire livestock sector – high-quality veterinary drugs, feeds and complementary feeds, maintenance and disinfectants, breeding material, equipment, instruments, and software. Smart Farm brand owned by Dimedium Group brings smart solutions from the world's top manufacturers to Baltic states farms.

Dimedium Group works to ensure that our fields are fertile and animals in full health, so that our grandchildren can eat healthy local food. In its activities and work Dimedium Group is guided by the company's core values:



Joy

We work with passion and enjoy reaching shared goals.



Yes! attitude

We find solutions instead of excuses.



Cooperation

Together we are stronger and can achieve more.



Care

We think beyond ourselves. We care about our land and people – colleagues, clients and society



Innovation

We think of the future and dare to set an example.



Competence

We constantly update our knowledge and skills.

The head office of Dimedium Group is in Tartu, Estonia, the company also has an office in Jaunmārupe Latvia and Kaunas Lithuania.

The turnover of Dimedium Concern in 2023 was 21 963 475 euros (year 2022 was 22 127 474 euros). 2023 financial year reports are audited by Grant Thornton Baltic OÜ.

Country	Turnover in 2023
Estonia	13 287 533 €
Latvia	4 366 525 €
Lithuania	5 249 588 €
Dimedium Group	576 965
Concern	21 963 475



Important activities in 2023

In 2023 Dimedium Group transformed the company from AS (aktsiaselts) to OÜ (osaühing). This decision changed Dimedium Group management structure: Dimedium Group OÜ management board has three members instead of the previous two. Agne Tamaliulienė became a new board member and also the CFO of the group.

- Changes in the local management level of Estonia: supervisory board has three places instead of four previously and management board has three members instead of one before
- New suppliers (Mastaplex, Nanordica, CRV, Royal De Boer etc.)
- New IT support partner in all Baltic countries
- Dimedium Latvia and Lithuania changed enterprise resource planning (ERP) system from Directo to Business Central (BC) – all three countries use BC now
- Microsoft Sales customer relationship management (CRM) system was implemented in Estonia
- Strategy was reviewed
- Additions were made to Dimedium employee package
- New employees were hired for repro team, livestock team and Smart Farm team



Sustainable development

Dimedium Group cares about environment, sustainability and social responsibility, setting its activities to be in line with the concerns about nature and local communities as well as with the interests of our employees, customers and business partners.

Dimedium Group is always open to cooperation with partners who share the same values, evolving and setting new goals and milestones to reach.

Dimedium Group has defined policies to balance the economic, environmental and social impact. The combined footprint of the company, left with its existence, needs to be sustainable and resilient. Financial indicators are just one part of the long-term success of the company.

Our activities follow the needs of nature and local communities, as well as the interests of our employees, customers, owners and business partners. We take care of the future. With our everyday activities we are willing to leave a cleaner and better world for our grandchildren. We keep our environmental footprint as small as possible.

Being fully aware that the agricultural products impact the planet and living beings, Dimedium Group considers it important to strengthen demand to prevent contamination in animals, food and

humans, as well as our surrounding environment. Our employees play an active part in providing increasingly conscious and quality solutions to our customers. All our stakeholders – customers, suppliers, the authorities, local communities and shareholders – are involved in contributing to a better world, together.

Dimedium Group cares about biosecurity, protecting human health, agricultural production systems, and the people and industries that depend on them. The Group takes care of its customers' needs, monitoring the food security in wide range of its activities:

- Choosing the cooperation partners with high awareness, devotion and care of food safety
- Carrying systematic research and development cooperation with the leading scientists of the field
- Providing the customers with educational trainings and lectures, held by experienced consultants
- Preventing diseases from viruses and bacteria with standardised work routines, using feed additives and high-quality feed
- Implementing top technology to respond to health abnormalities – sensors, cameras and other equipment to follow animal health, welfare and productivity.

Dimedium Group actively contributes to the promotion of animal welfare in Baltic countries herds. Increasing the well-being of dairy cows is also an important part of the [Dairy Sector Development Plan 2030](#), the achievement of the goals of which we wish to contribute fully with strength and advice.

In addition to Dimedium Group's participation in research and programs we provide farmers with advice and solutions to reduce ammonia emissions from dairy and beef farms, among other things. Responsibility and sustainability are part of our DNA, and we try to base our actions on a way of thinking that preserves nature.

Dimedium's focus topics are:

- Smart farm – world-class smart solutions for farms
- Education and global cooperation in the veterinary field
- Sustainable governance
- Health and equal opportunities

Goals

In 2015, the General Assembly of the United Nations (UN) adopted the [Sustainable Development Goals \(SDGs\)](#) which aim to build sustainable societies around the world through community and environmental protection.











At Dimedium Group we have rated the most impactful SDGs 4, 9 and 17. Other objectives, which are also important but have a smaller impact are 2, 3, 5, 10, 8, 12 and 16.

In the process of prioritising, we assessed the extent of the impact of Dimedium Group on various goals, national and sectoral priority, as well as the importance for external interested parties. We focused on the most important goals for the organisation, based on which we set the sustainability goals of Dimedium Group.

OUR VISION

We work to ensure that our fields are fertile and animals in full health, so that our grandchildren could eat healthy local food

FOCUS AREAS

<h3>Smart farm</h3>	<p>Innovation in agriculture and veterinary medicine Modernising Baltic countries milk production processes Productivity growth and herd health in farms Extending animal full life by well-being and hygiene Reduction of the use of medicines and antibiotics Reduction of time and cost of farm management by automation Optimising feed composition A comprehensive reproduction program</p>	 
<h3>Education and global cooperation</h3>	<p>Trainings for veterinarians, students, farmers and employees Brainfund and scholarships Partnerships with universities and technical schools Annual Symposium for farmers and veterinarians Participation in international congresses Regular meetings with colleagues abroad Cooperation with international suppliers</p>	 
<h3>Governance</h3>	<p>Fair, corruption-free and transparent governance Product safety Control and oversight by authorities Responsible use of veterinary medicines Sustainability environmental initiatives</p>	 
<h3>Health and equal opportunities</h3>	<p>Equal opportunities for everyone Employees health and wellbeing Professional development opportunities Work environment safety and protection</p>	   

Our influence

Greenhouse gases

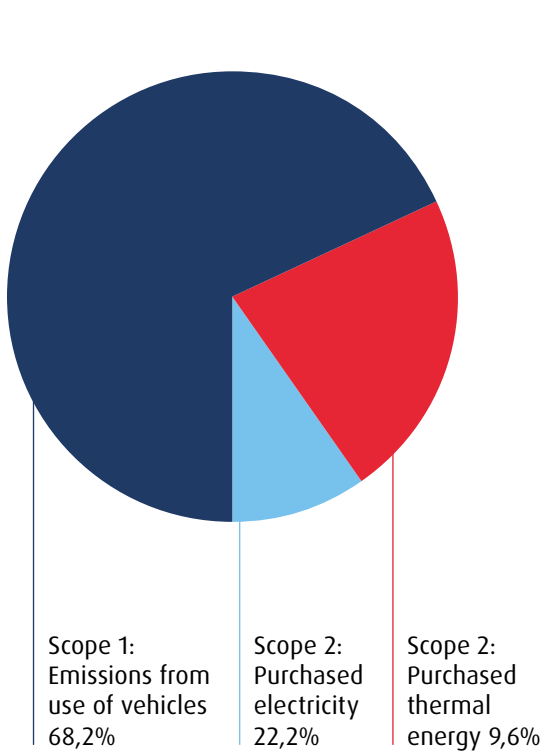
Dimedium Group OÜ carried out a self-assessment at the company level to map the carbon footprint of impact areas 1 and 2 for the year 2023. The calculation was made based on the methodology of the GHG protocol and the GHG footprint calculation model prepared by the Estonian Ministry of Climate was used. Impact area 1 includes the impact caused by the combustion of vehicle fuels. According to the principle of operational control, the fuel consumption of the leased cars was also taken into account.

Impact area 2 consists of electricity and heat energy consumption. Dimedium Group OÜ's 2023 carbon footprint in impact areas 1-2 is a total of 404.05 tCO₂e. The measurement of impact area 3 is planned by 2030. The GHG calculations were made by Vibrant Estonia OÜ.

There is no documented renewable energy used in 2023 in any of the three Baltic countries of the group.

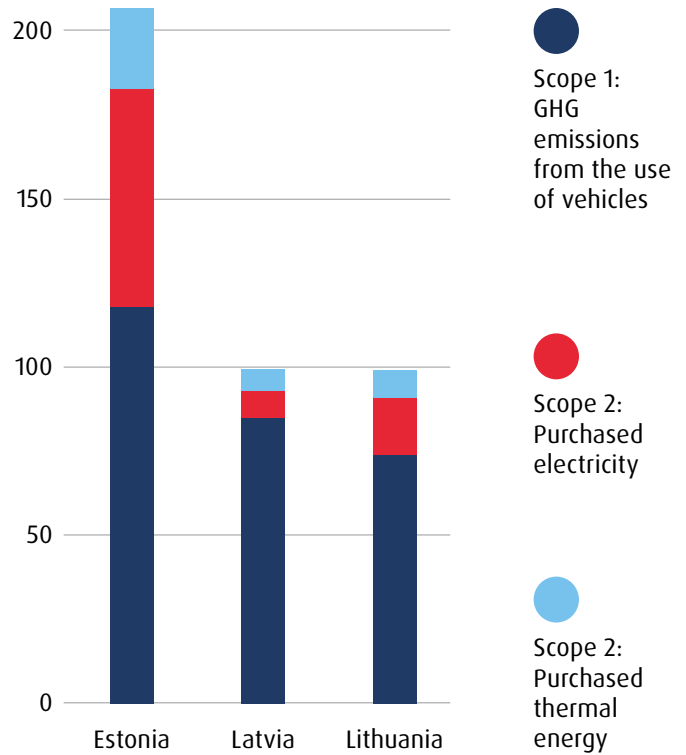
Dimedium group 2023

Scope 1-2 combined: 404.0511 tCO_{2e}



Dimedium group 2023

Scope 1-2 combined: 404.0511 tCO_{2e}



Dimedium Group greenhouse gas emissions reduction targets

	Base year	Target years		
	2023	2030	2040	2050
Scope 1 GHG emissions				
Use of vehicles (tCO _{2e})	275	205	100	0
Scope 2 GHG emissions				
Purchased electricity (tCO _{2e})	90	65	30	0
Purchased thermal energy (tCO _{2e})	39	30	15	0
Significant scope 3 GHG emissions				
Total gross indirect GHG emissions	N/A	TBA	TBA	TBA
Total GHG emissions (tCO _{2e})	404	300	145	0

Dimedium Group GHG emissions 2023 (tCO₂e)

GHG Emissions	Estonia	Latvia	Lithuania	Group
Use of vehicles	117.5849	84.4779	73.3406	275.4034
Purchased electricity	64.7945	7.8308	17.2038	89.8291
Purchased thermal energy	24.1253	6.5558	8.1375	38.8186
Scope 1-2 combined	206.5047	98.8645	98.6819	404.0511



Responsible consumption and production

Dimedium Group operates based on the principles of responsible consumption and production.

1. Waste sorting

- Estonia leads with comprehensive waste sorting infrastructure at offices and warehouses.
- Latvia and Lithuania reuse materials like boxes but structured waste recycling practices are yet to be built.

2. Sustainability activities

- Estonia integrates sustainability into its workplace culture through monthly segments and focused activities.
- Latvia and Lithuania have not implemented formal sustainability events or initiatives yet.

3. Supplier engagement

- Estonia has a robust process for evaluating sustainability practices of suppliers, while Latvia and Lithuania have minimal criteria.

4. Employee participation

- Estonia's approach to engaging employees through regular sustainability discussions and events is commendable, Latvia and Lithuania have minimal participation.

5. Opportunities for improvement

- Latvia and Lithuania could implement more structured waste management practices and introduce regular sustainability activities to engage employees and align with SDG 12 goals.

**Comparison of SDG 12:
Ensure sustainable consumption and production patterns activities across Baltics**

Aspect	Estonia	Latvia	Lithuania
Waste sorting practices	Sorting bins for paper, plastic, metal, glass, bio, municipal waste at main and secondary offices and warehouse	Containers for paper, plastic, glass, and general waste outside the warehouse; reuse of A4 paper in offices	Cardboard containers for paper, plastic, and glass; trash cans in offices; reuse of boxes in warehouses
Recycling on-site	Sorting waste into bins; handled by waste management companies	No recycling on-site; reuse of boxes in warehouses	No recycling on-site; reuse of boxes for warehouse needs
Sustainability activities	Monthly sustainability segment during general meetings; topics included waste sorting, digital waste reduction, and CO2 impact	No dedicated sustainability activities or events	No dedicated sustainability activities; focus on reusing materials like boxes
Sustainability topics in 2023	Topics included waste sorting, reducing digital waste, and sustainable gift wrapping	No topics or special events	No topics or special events
Employee participation	General meetings attended by 85-90% of employees; digital waste month involved 45% of employees	No participation reported	No participation reported
Other efforts	Collaboration with GreenDice for IT hardware reuse (not yet implemented in 2023); purchase of 2 hybrid cars for employees	No other efforts were reported	No other efforts were reported

Dimedium Group has made the sustainability criteria for suppliers – detailed questions about certifications, CO2 measurements, ethical standards, and environmental sustainability practices. For old partners there were no inquiries – they were asked about CO2 footprint of goods and services in 2022 but no additional materials were requested in 2023.

In Estonia at the customer's request the removal of hazardous waste is collected from the customer and handled in accordance with the requirements. Waste management partners are Ragn-Sells and Epler & Lorenz. Ragn-Sells picks up hazardous waste containers from customers, as well as batteries and toners, which are then taken to be utilised in Epler & Lorenz.

In 2023 Dimedium Group sent 0.028 tons of hazardous waste to the treatment facility.

Country	Amount of hazardous waste tons
Estonia	0,0028
Latvia	0
Lithuania	0
Total	0,0028

Activities to promote sustainable consumption:

- In the Dimedium warehouse we sort the incoming packaging and recycle them by packaging the goods to be shipped out. For example, 95% of cardboard packaging goes into re-dipping.
- Internally we prefer digital solutions to paper solutions and avoid unnecessary printing. If there is an inevitable need for printing, we print double-sided.
- At the weekend and at night, we switch the heating mode of the Tartu headquarters to the savings program.
- Both among Dimedium employees and for example at events or when giving gifts to customers we prefer domestic products, recyclable materials, and recyclable packaging.
- At the annual general meeting we educate our employees about sustainability. Lectures have been given on topics such as reducing food waste, energy-saving functioning in the household, recycling gift wrappings or preventing and reducing digital waste.
- We collectively participate in World Cleanup Day.
- When choosing partners and suppliers we keep in mind their sustainable operation – we ask all suppliers for a sustainability report.
- We also include organic products in the assortment.



Education and global cooperation

The mission of Dimedium Group companies is to be a bridge from the top of world practice to the farm, clinic and home. Accomplishing the mission is possible only by keeping abreast of what is happening in the Dimedium Group profession in the world and by sharing the knowledge gained

between cooperation partners. Dimedium Group takes part in the international communication program on the responsible use of antibiotics in animal care, which was launched by the European Commission in 2011. Dimedium Group leverages partnerships with global suppliers to deliver expert-led seminars, exchange programs, and industry-focused training.

Dimedium Group promotes continuous education for veterinarians, farmers, and internal employees, ensuring knowledge transfer from global best practices to local operations. All seminars organised by Dimedium Group focus on helping keep animals in better health, improve hygiene, produce healthier food and operate more sustainably.

Primary audiences for training include pet owners, milk producers, and veterinarians, with tailored content to meet the needs of each group. Employees are encouraged to participate in training based on personal and market-driven needs, with opportunities for external courses and approval from management. Scholarships and partnerships with technical schools support students in veterinary and agricultural disciplines.

Development and distribution of booklets, leaflets, and catalogs to disseminate product knowledge effectively across stakeholder groups. Training programs are designed around new product launches and market requirements, ensuring stakeholders stay updated on innovative solutions.

We contribute to raising the awareness of farm workers to prevent pollution of the environment at every stage of work by organising world-class training ranging from milking hygiene to more profitable management of the company. We organise training, seminars and lectures conducted by recognised specialists in their field.

Dimedium Group companies have joined different organisations in order to contribute to the rights, well-being and health of the company, society, veterinarians, veterinary and animal rights.

During international cooperation, we exchange experience and knowledge in the field of animal husbandry and pet health within Dimedium Group OÜ. The Estonian, Latvian and Lithuanian teams meet both virtually and face-to-face and share the latest knowledge and experience with each other. We bring Latvian and Lithuanian farmers to Estonia and introduce them to Estonian farms and farmers and their experiences.

In addition to purchasing products, Dimedium Group obtains information about new practices from the partners from Europe, UK, and USA; the organisation trains its employees in both the field of products and animal health, cooperates with the EU's association of vets and through this with the respective European associations.



Comparison of activities across Estonia, Latvia and Lithuania contributing to SDG 4: Quality education and lifelong learning and SDG 17: Strengthen the means of implementation and revitalise the global partnership for sustainable development

Aspect	Estonia	Latvia	Lithuania
Scope of training	Extensive calendar covering mastitis, colostrum enrichment, breeding, and sustainability practices	Focused on product-specific seminars and practical sessions for milk producers and veterinarians	Advanced topics such as calf rearing, cow dry period management, and genetic breeding
Primary target groups	Farm managers, large and small animal veterinarians, dairy specialists	Milk producers, veterinarians, and pet owners with practical problem-solving emphasis	Dairy farmers, veterinarians, and pet owners with a focus on advanced genetic solutions
Training trips & congresses	Alta Showcase Tour (Italy), Fecava Eurocongress, Alta Dairy Manager School	Scholarships for veterinary students at Smiltene Technical School, local training sessions	Draminsky sessions (Poland), LitVet Congress, Alta True Blue Tour (Italy)
Educational materials	Materials for herd monitoring, colostrum enrichment, and sustainability topics	Product-specific booklets, such as Mastatest device guides	Comprehensive leaflets, including Alta RumiLife CAL24 and Cymedica veterinary solutions
Support mechanisms	Brainfund initiative to support employee and stakeholder education	Scholarships for Smiltene Technical School veterinary students	International congress and training trip opportunities for customers
Training/events in 2023	Summer academy, Dairy Manager School, Estonian Veterinary Medicine Conference (EVMC)	Seminars with experts (e.g., Alta Genetics, Vitalac), and spring/ autumn conferences for veterinarians	Seminars on calf rearing, cow dry period management, and training in product innovations (e.g., Alta Genetics)

→

Aspect	Estonia	Latvia	Lithuania
Educational institutions	Collaboration with Estonian University of Life Sciences; student internships in warehouse and Smart Farm team	Partnership with Smiltene Technical School, including scholarships and internships	No formal agreements; no internships offered
Internships offered	Tailored individually; roles in the warehouse and Smart Farm team	Internship program includes office, warehouse tasks, and farm visits with salespersons	No internships
Global partners and suppliers	Collaborated with global suppliers for seminars (e.g., Alta Genetics)	Organised experience exchange trips to Biofarm (Finland) and Alta Genetics (Italy) for veterinarians and farmers	Trips to Vitalac, Draminski, TrouwNutrition, and Alta Genetics to improve knowledge and animal welfare
Veterinary Association / European associations	Educational events conducted with global supplier experts; support for the Veterinary Association	Participation in spring and autumn conferences for veterinarians	The LitVet conference focused on vet doctor training and product innovations
Knowledge sharing	Extensive knowledge sharing through training and seminars with global experts	Cross-country experience exchange programs addressing current industry trends	Focused training programs and seminars with practical success stories shared

Dimedium Estonia

- 23 trainings and congresses took place in 2023
- The Brainfund, through which the in-service training of vets is supported, for example the participation of vets in international congresses
- Dimedium traditional annual Symposium for farm managers and large animal veterinarians
- Annual Summer Academy for small animal veterinarians – cooperation with Estonian University of Life Sciences
- Helping organise Alta Dairy Manager School held in Northern Estonia. These tours aimed to expose participants to advanced farming techniques and best practices in animal welfare, ventilation systems, and biogas production
- The main sponsor for Estonian Veterinary Medicine Conference 2023
- Organised several farm visits and Dairy Management School to expose participants to advanced farming techniques, best practices in animal welfare, and sustainable agricultural practices, such as efficient ventilation systems and biogas production. These practices help increase the efficiency and sustainability of local agriculture
- Leading in organising structured events with significant involvement from educational institutions like the Estonian University of Life Sciences

Dimedium Latvia

- Four trainings and congresses took place in 2023
- Focus on product-specific training
- Provided hands-on experience through internships and seminars, focusing on building long-term partnerships with educational institutions Smiltene Technical School scholarships

Dimedium Lithuania

- 9 trainings and congresses took place in 2023
- Emphasis on advanced training in genetics, breeding, and international collaborations
- Prepared booklets – information about specific product – for vaccination passports for clinic; leaflets for Tube ventilation; Kruise catalogue; Alta RumiLife CAL24 leaflets; Alta Cow Watch leaflets; Cyedica leaflets; Mirataz leaflets; Leaflets Kaminox vet and Gomega vet





Smart Farm – innovation in agriculture

Dimedium Group supports innovation in agriculture and veterinary medicine: we bring to the country modern solutions and knowledge from the top of world practice. We import products that help our customers or farms become more efficient, save the environment, reduce their ecological footprint, produce higher-quality food, improve animal welfare, extend the full life and reduce the use of medicines.

Dimedium's brand **Smart Farm** brings smart solutions from the world's top producers to farms in Estonia, Latvia and Lithuania. The Smart Farm portfolio is characterised by efficiency, animal-friendliness and durability, which means a worthwhile investment for the farmer in productivity growth and herd health. Smart Farm's smart products help prevent the development of health problems in the herd, including reducing the use of medicines and antibiotics and thus increasing the productivity of herds. Technology enables automation of processes and labour savings, reducing time and cost of farm management, and making informed, data-driven decisions.

We believe that only a healthy and satisfied cow can produce profitably. All the solutions in the Smart Farm portfolio are based on this, including

monitoring of animal health and activities, optimisation of feed composition, ensuring well-being and hygiene, and a comprehensive reproduction program.

We offer our customers a wide range of well-thought-out products that cover the needs of interest sector sectors. Smart Farm's main target is to modernise Baltic countries milk production processes by introducing newer technologies, i.e. herd management software, equipment to improve cow comfort and animal welfare. Smart Farm is the pan-Baltic project which follows Dimedium Group strategy.

Dimedium contributes to the organisation of research and programs relevant to the field and supports researchers in carrying out research work. These actions contribute to the UN SDG 9: Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation.

Sustainable agriculture

Promoting sustainable agriculture and increasing the well-being of dairy cows is also an important part of the 2030 development plan for the dairy sector. The Food Veterinary Service distributes

information about the responsible use of antibiotics, about the division of antibiotics into categories. We promote the knowledge of veterinarians about the simplest antibiotics, urging them to avoid 4th generation cephalosporins, etc. This affects the food chain in a positive way – the animals get sick less often and a smaller amount of veterinary medicine is needed for treatment and less milk is utilised.

We help farmers make sustainable and smart decisions that will continually ensure high-quality and nutritious food for the market. Focus topics include: correct feeding of animals, animal welfare and bedding, farm design, farm environment. In addition to participating in research and programs, Dimedium Group offers consulting and solutions to farms to reduce, among other things, ammonia emissions from dairy and beef cattle barns.

We help cattle farmers identify problem areas on farms and give advice on how to improve the situation. We believe that only a healthy and satisfied cow can produce profitably, which is the basis for all the solutions in Smart Farm's portfolio, including monitoring animal health and activities, optimising feed composition, ensuring well-being and hygiene and a comprehensive reproduction program.

Our goal is to reduce the occurrence of various diseases in herds and thereby reduce the use of antibiotics and prolong the life and survival of animals in the herd. Dimedium Group participates in an international awareness programme on the responsible use of antibiotics in the treatment of animals. We contribute to raising the awareness of farm workers to avoid pollution of the environment at every stage of work by organising world-class training for them.

All three countries contribute to SDG 2 to end hunger, achieve food security and improved nutrition and promote sustainable agriculture through:

- Advanced farming techniques
- Focus on better animal welfare
- Implementation of sustainable practices

Animal welfare as a core priority

Preventive measures like vaccinations, biosecurity, and proper feeding practices are employed to reduce animal diseases, minimise antibiotic usage, and extend herd life. Dimedium Group's proactive measures to reduce antibiotic use and improve welfare align with EU directives, contributing to healthier food systems. Each country organises training programs and seminars to educate farm workers and veterinarians on sustainable agricultural practices, aligning with international standards. Training topics include animal health and advanced technologies.

Smart Farm implementation

The pan-Baltic Smart Farm project integrates technological solutions to enhance efficiency, animal welfare and farm productivity. Key tools include herd management software, gas-emission-reducing technologies and automation systems. Dimedium Group provides consulting services to help farmers improve welfare, reduce emissions, and optimise farm productivity. The progressive adoption of feeding technologies reflects a tailored approach to sustainability across the Baltics.

Support for responsible antibiotic use

Participation in the [European Antibiotic Stewardship Program](#), launched by the European Commission in 2011. The initiative educates on responsible antibiotic usage to ensure healthier food production.

Alignment with National and EU sustainability goals include reducing greenhouse gas emissions,

improving animal welfare and aligning with the [Common Agricultural Policy \(CAP\)](#) of the EU.

In 2023 Dimedium Estonia participated in several workshops organised by the [Green Tiger](#). The workshop topics included sustainability reporting directives, systematic framework for mapping and assessing environmental aspects and impacts,

Differences between Dimedium Estonia, Latvia and Lithuania

Aspect	Estonia	Latvia	Lithuania
Educational programs	Robust schedule with numerous international expert-led seminars throughout the year	Targeted training sessions focusing on specific themes, such as responsible antibiotic use	A blend of local and international events with an emphasis on feeding practices and emissions reduction
Green Tiger participation	Active participant in workshops on ESG and sustainability topics as a founding member	Not active in Latvia	Not active in Lithuania
Smart Farm focus	Emphasises enhancing herd productivity through health monitoring and emission reduction	Focuses on introducing technologies to improve herd comfort and reduce antibiotic use	Targets milk production optimisation through the adoption of cutting-edge technologies
National agricultural goals	Aligned with Estonia's emphasis on animal welfare and emissions reductions	Focuses on Latvia's Common Agricultural Policy strategy for 2023-2027, emphasising welfare and reduced emissions	Aligns with Lithuania's Common Agricultural Policy strategy, prioritising antibiotic reduction and emissions

setting future goals for a sustainable development of the company, overview of future trends, green office concept.

Dimedium Estonia also visited Tallinn Airport to gather inspiration on how ESG topics are covered there. In the future, the company plans to start

cooperating with [GreenDice](#), handing over our used computer equipment to GreenDice, which will fix them, clean them, and send them into circulation. As of 2023, no devices have gone into circulation yet.



Health and equal opportunities

Dimedium Group has created decent jobs, contributes to creativity and innovation, ensures resource-efficient consumption. Dimedium Group contributes to employment and decent wages, including for young people and people with disabilities. We have created safe working conditions for everyone. People are provided with safe personal protective equipment and work clothes, safe and modern work equipment (e.g. computers, lifting desks). Before starting work employees undergo instructional training (e.g. use of work equipment, cybersecurity) and each new employee receives a mentor to contact when necessary.

We offer young people and people with disabilities the opportunity to work in Dimedium, for example assembling goods as a warehouse worker and/or installing farm equipment. In some positions it is also possible to work for a person with a physical

disability. In 2023 there were no people with disabilities amongst employees.

In 2023 there were no work-related or fatal accidents.

In Dimedium gender equality is guaranteed. Dimedium does not hire employees based on a person's gender, age, race, nationality, origin, religion or economic or other status.

Dimedium Group employs a total of 82 people:

Country	Total	Female	Male
Estonia	37	23	14
Latvia	23	13	10
Lithuania	22	14	8
Total	82	50	32

Women and men occupy management positions almost equally: 55% of women and 45% of men.

Employees in the same position shall not be subject to any gender discrimination when determining their salaries. Among the employees of Dimedium Group there are people from all age groups.

The age distribution of employees by age group is as follows:

- under 30 years old: 6
- 30-50 years old: 52
- over 50 years old: 24

We value our employees and have prepared a Dimedium employees' package, which varies in Estonia, Latvia and Lithuania.

Common aspects across the Baltic countries:

- All three countries emphasise health and wellness through paid vaccinations, health insurance, and support for sports or other physical activities.
- Provision of additional paid days off for personal or health reasons.
- Employees are recognised for work anniversaries with gift cards, spa packages, or personalised gifts depending on tenure.
- Support for employees during significant life events like childbirth, retirement, or loss of a loved one.
- Christmas gifts or bonuses are given to employees and their children, fostering a festive and inclusive culture.
- Each country offers professional development opportunities, including personal and internal training.
- Emphasis on feedback culture and annual appraisals to promote continuous growth.

→ Flexible work hours, remote work options, and additional personal leave days are offered in all countries.

Dimedium Estonia offers the most comprehensive health package with Stebby sports support and health insurance, while Latvia and Lithuania could enhance their benefits by adding similar wellness initiatives.

Dimedium Estonia and Lithuania have detailed milestone recognition programs that align with ESG values by fostering employee loyalty and satisfaction. Latvia could expand its recognition efforts to include broader rewards for anniversaries and exceptional performance.

Lithuania's flexibility in working conditions (e.g. pets in the office, flexible hours) and personalised gift options stand out as innovative approaches. These could be adopted in other countries to enhance employee satisfaction.

Aligning the value of festive bonuses and gifts across the three countries would create a more unified culture within the organisation while maintaining regional relevance.

Estonia's feedback culture and annual MAD team training could serve as a model for Latvia and Lithuania to enhance their professional growth initiatives.

With these activities Dimedium Group contributes to four different UN SDG goals: SDG 3: Ensure healthy lives and promote well-being for all at all ages; SDG 5: Achieve gender equality and empower all women and girls; SDG: 8 Promote sustained, inclusive, and sustainable economic growth, full and productive employment and decent work for all and SDG: 10 Reduce inequality within and among countries.

Differences between Dimedium Estonia, Latvia and Lithuania

Aspect	Estonia	Latvia	Lithuania
Health benefits	Comprehensive health package includes flu and tick vaccines, health surveillance, and health insurance (Howden)	Outpatient care, vaccinations, and rehabilitation services	Offers seasonal vaccines, sports compensation (100 EUR/year), and flexible working conditions
Recognition programs	Employee of the Month (50 EUR gift card) and Employee of the Year (500 EUR gift)	Gift cards for birthdays, years of service, and Christmas gifts for children	Annual awards (500 EUR for Employee of the Year) and personalised gifts for milestones (e.g., watches, bicycles)
Festive celebrations	Christmas bonuses and gifts for children under 14	Similar Christmas bonuses and small gifts for employees	Bonuses linked to company performance (10-20% of salary) and Christmas gifts for children under 14
Additional perks	Domestic fruits in the office, Stebby sports support, branded sports shirts for events	Focus on outpatient rehabilitation and dentistry services	Pets allowed in the office, special offers for goods, pet food discounts, and work car usage for personal use
Support for life events	Generous support for childbirth (500 EUR and 2 days off) and starting school (100 EUR gift card, day off)	Similar support but less financial emphasis	Childbirth (100 EUR, flowers), school start (100 EUR gift card, day off), and retirement gifts tailored individually

Business conduct

The vision of the companies of the Dimedium Group is to work to ensure that our fields are fertile and animals in full health, so that our grandchildren could eat healthy local food. Dimedium Group delivers and operates in its daily work based on agreed values. These include joy, yes! attitude, cooperation, care, innovation, and competence. These are values that describe the essence of the company and are invented and agreed upon by the employees themselves.



Governance

The company's activities are honest, corruption-free, and transparent, based on regular inspections by various agencies such as the local Agency of Medicines and Agriculture and Food Board in every Baltic country and on the annual auditing of accounts by an independent audit firm (Grant Thornton Baltic OÜ).

Corruption, including bribery and taking, conflict of interest, abuse of office and the resulting authority, embezzlement, and unfair competition, including the dissemination of know-how and inside information and its use for personal gain, are not accepted by Dimedium Group companies.

To prevent corruption and unfair competition, we follow the law and established practices and norms. Dimedium Group adheres to the principles of the [UN Global Compact](#) and the ten principles of the [Organisation for Economic Co-operation and Development \(OECD\)](#) framework relating to

human rights, international labour standards, the environment and the fight against corruption. No formal policy or monitoring mechanism has yet been introduced.

Dimedium Group operates based on the strategic objectives of the sector.

In 2023, Dimedium Group CEO and one of the beneficial owners Sivar Irval was the chairman of the Council of the Estonian Chamber of Agriculture and Commerce (leads the work of the council and works with the board) + chairman of the Rural Economy Group; PRIA Big Data Supervisory Committee member, Vice Chair of Rakvere Town Council, President of Estonian Large Farmers Club.

It is important for Dimedium Group that our employees and customers report information that indicates illegal or unethical behaviour. To do this, we created a whistleblower line that allows the company's employees and customers to provide feedback anonymously. For this purpose, we have installed a box in the office in Estonia (Tartu), Latvia and Lithuania, where complaints can be submitted anonymously. Employees are guaranteed both anonymous and personal feedback.

Through our activities, we contribute to the rights, welfare and health of the company, society, veterinarians, veterinary medicine, and animals. Employee involvement is consistent across all countries, fostering inclusivity and shared ownership in decision-making.

Estonia demonstrates a higher level of organisational involvement compared to Latvia and Lithuania, where roles remain undefined. Latvia and Lithuania could increase meaningful contributions to organisational memberships beyond participation, aligning with SDG 16 objectives of societal impact.

**Comparison of activities across Estonia, Latvia, and Lithuania contributing SDG 16:
Promote peaceful and inclusive societies for sustainable development, provide access
to justice for all and build effective, accountable, and inclusive institutions at all levels**

Aspect	Estonia	Latvia	Lithuania
Membership in organisations	Estonian Chamber of Agriculture and Commerce, Estonian Taxpayers' Association, Green Tiger, White Balloon, Estonian Chamber of Commerce and Industry (EKT), Estonian Association of Small and Medium Sized Enterprises (EVEA)	Latvian Chamber of Commerce and Industry	No specific organisations mentioned for Lithuania
Contribution to organisations	Active membership; contributing to sustainable development of the sector and society through advocacy and cooperation	No specific roles; participation limited to being members of the Latvian Chamber of Commerce and Industry	No specific contributions to organisations detailed
Decision-making process	Inclusive and collaborative; values agreed upon by employees	Employees are involved according to their positions and spheres of responsibility	Employee opinions are actively sought and included in decision-making
Transparency and ethical practices	Corruption-free operations ensured through regular inspections by authorities and annual audits by independent firms	Corruption-free operations with inspections by 'Grant & Thornton', State Medicines Agency, and Food Veterinary Service	Corruption-free operations with inspections by the Valstybinė Maisto ir Veterinarijos Tarnyba (State Food and Veterinary Service)
Changes in 2023	No changes reported	No changes reported	No changes reported

Product safety

Product safety is important to Dimedium Group. We choose products in our assortment that ensure animal welfare and a lasting world. For example, GMO-free complementary feeds, rubber floors that reduce ammonia odour in the barn, monitoring systems, various natural healing preparations, pet foods and products that help keep the animal at the right weight and sufficient movement and pain-free. We keep in mind that a cow with good silage belches less, i.e. high-quality silage helps to reduce methane.

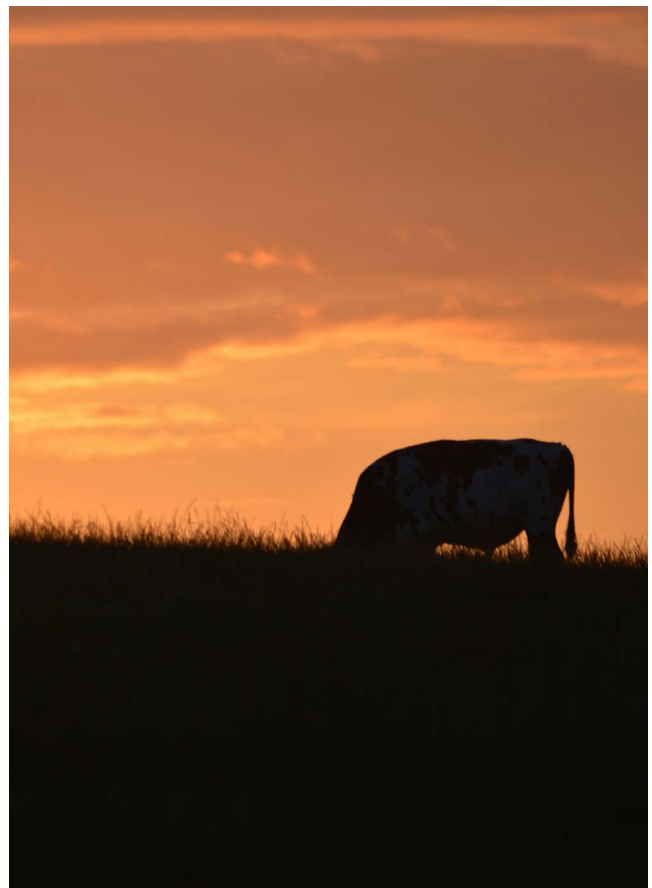
As a wholesaler, we must ensure that the drug is not a counterfeit product.

- We offer organic products in our assortment (e.g. Specific). We have about 30 mineral feeds in total, and about 8 of them are suitable for organic production.
- We promote optimal treatment (antibiotic resistance, pain management). We offer an assortment of products that help prevent health problems instead of treating them.
- We reduce the use of antibiotics. We focus on reducing animal morbidity and products that reduce antibiotic use. We offer complementary feeds that support the health of animals at different stages of life and in case of various health problems. We offer products that reduce the use of antibiotics. It also means cleaner food (e.g. fewer antibiotic residues in milk).

The EU has issued targets and directives calling for a reduction in the use of antibiotics. The aim of the awareness programme on the responsible use of antibiotics is to help control the development of antibiotic resistance through the prudent use of medicines. Dimedium Group follows these

guidelines. We select a portfolio of healthy products that replace the use of antibiotics. We take part in the international information programme on the responsible use of antibiotics in the treatment of animals. The goal of the coming years is to create an opportunity for the e-store to select such products. Also add organic content to these products.

As a wholesaler of drugs, we follow GDP and GMDP. We monitor GDP or Good Distribution Practice both in terms of our own operations and the actions of suppliers. At GMDP, or Good Manufacturing Practice, we monitor vendors to have a licence to manufacture and market products.



Comparison of product safety practices across Estonia, Latvia, and Lithuania

Aspect	Estonia	Latvia	Lithuania
Product selection	Focus on animal welfare and sustainability: GMO-free complementary feeds, rubber floors, natural healing products, monitoring systems, pet food, and items that reduce methane emissions	Animal welfare and sustainability focus: GMO-free feeds, rubber floors, natural healing products, monitoring systems, and pet food to enhance health and well-being	Similar focus on animal welfare and sustainability: GMO-free feeds, rubber floors, natural healing products, and pet food to prevent health issues
Organic product share	Approximately 26.6% of complementary mineral feeds are organic	Approximately 26.6% of complementary mineral feeds are organic	Approximately 26.6% of complementary mineral feeds are organic
Optimal treatment promotion	Focus on reducing antibiotics through feed additives, udder care products, and complementary feeds that support animal health at various life stages. Preventive products to reduce antibiotic residues in food	Offers product combinations for prevention and treatment. Antibiotic reduction through feed additives, udder care products, and specialised feeds	Preventive measures through food supplements, vitamins, and feeds that strengthen immunity. Reduces antibiotics through specialised feeds and udder care products
Regulatory compliance (GDP/GMDP)	GDP: Monitors operations and supplier compliance. GMDP: Ensures suppliers are licensed to manufacture and distribute products. Compliance through regular inspections and audits	GDP and GMDP compliance; monitoring by state institutions. Regular inspections conducted by the Food Veterinary Service and the State Medicines Agency. Quarterly reporting is mandatory	Similar to Latvia: GDP and GMDP compliance with state institution oversight. Regular inspections by the Food Veterinary Service and State Medicines Agency. Quarterly reporting is required

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Aspect	Estonia	Latvia	Lithuania
Antibiotic use reduction	Participation in international awareness programs on antibiotic resistance. Selection of products that reduce the need for antibiotics and prevent health problems	Focuses on reducing antibiotic use through targeted feeds and care products	Similar to Estonia and Latvia: Offers therapeutic products and feed additives to minimise antibiotic use and improve immunity
Control and oversight	Audits and inspections by authorities and independent firms	Inspections for feeds and medicines by the Food Veterinary Service. Narcotic substance oversight by the State Medicines Agency	Identical to Latvia: state institutions conduct inspections for feeds and medicines, including narcotic substances

Sustainability goals for 2023-2025

In the coming years, Dimedium Group plans to proceed on mapping ESG's sustainable development goals and setting the most important goals for the company based on the most important impact areas.

- 1) The most important goal of 2023 is to analyse Dimedium Group impact based on global Sustainable Development Goals, to elaborate a framework for SDG goals and a more detailed overview of the group's activities that are in line with these goals.
- 2) Formulate Dimedium Group's Sustainable Development Goals for the years 2023-2025.
- 3 In 2023, to assess the carbon footprint of Dimedium Group companies in 2022 in scope areas 1 and 2.
- 4) In 2024, prepare the Sustainability Report of Dimedium Group for the year 2023.
- 5) In 2025, prepare the Sustainability Report of Dimedium Group for the year 2024 by 30 June 2025.
- 5) In 2024-2025 to conduct research among affected communities and consumers and end-users with the aim of mapping the impact of Dimedium's operations based on the global Sustainable Development Goals.
- 6) By 2030, to assess the carbon footprint of Dimedium Group companies in all areas of influence. Continue to assess carbon emissions in all impact areas on an annual basis.





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Dimedium
Full animal health