



2025 Sustainability report

*Our journey
towards greater
sustainability.*





Our purpose:

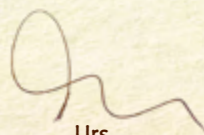
We are committed to producing delicious products you'll love, and to the health of people and nature.




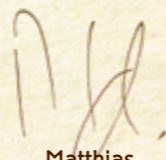
The bio-familia executive board: Urs Furrer, Daniel Lutz, Matthias Schwyn, Anita Holzer

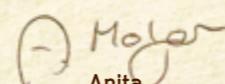
Sustainability has been deeply rooted in bio-familia AG since its beginnings. With this report, we make our commitment visible. We create transparency, share our knowledge and encourage our partners to take responsibility and join us in taking sustainable steps forward — for a better world for everyone.

At the same time, we know that sustainability is not always a straight path. Not every measure delivers immediate results. Many of the actions we take today will only reveal their full impact over time. Nevertheless, we continue on our journey with determination and optimism, striving to grow responsibly — for people and nature.


Urs Furrer


Daniel Lutz


Matthias Schwyn


Anita Holzer



Contents	
Who we are	3
Our goal	4
Where we are today	6

Be inspired by our philosophy!



Who we are

We embody our values.

bio-familia AG was founded in 1954 in Sachseln in the canton of Obwalden.

Long before the word 'sustainability' was on everyone's lips, we produced the first organic Muesli. The family-owned company has consistently taken a pioneering role with its sustainable initiatives and healthy Muesli offerings.

Nowadays, bio-familia Muesli can be found almost all over the world, and the Swiss word 'Muesli' has become part of many languages.

Enthusiasm: our employees play a key role in our success by inspiring our customers and consumers.

Competence, commitment: we are capable and responsible, and we make top-quality products. We are decisive and innovative; together, we give our best every single day.

Tradition, authenticity: we respect our roots as pioneers, which allows us to develop our unique strengths. We treat each other with kindness, trust and honesty.

We deliver to 31 countries around the world

We generate turnover of CHF 68 m (Switzerland: 65 % / export: 35 %)

We produce 12,453 tons of Muesli

185 employees work for us in Sachseln (of whom 57 parttime and 5 apprentices)

That's our goal

As a pioneer in organic food and Muesli, we've been committed to healthy nutrition and the responsible use of nature and resources since the very beginning.

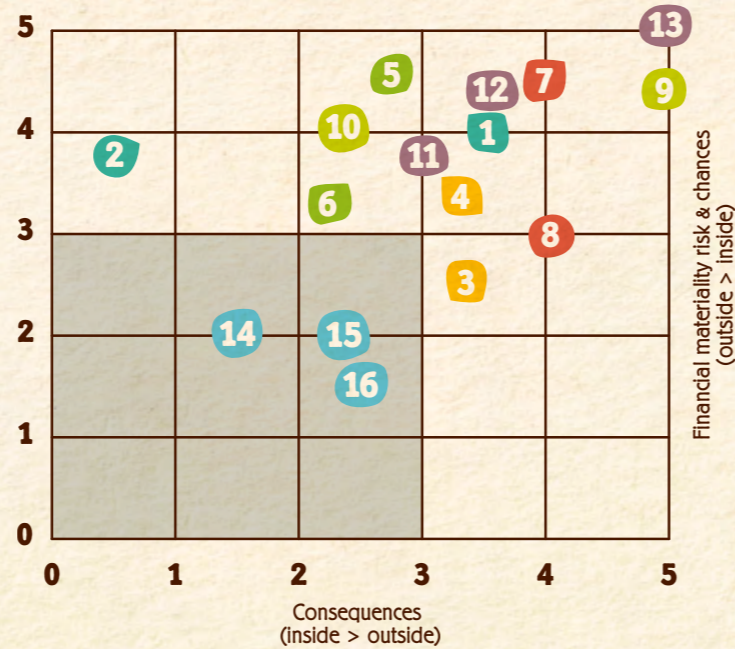
We firmly believe: only together can we drive positive change towards a fairer, healthier world. That's why we support the Sustainable Development Goals (SDGs) and the global effort to tackle challenges like climate change, malnutrition and inclusive growth.

Find out which SDGs we focus on in our actions.



What matters most to us

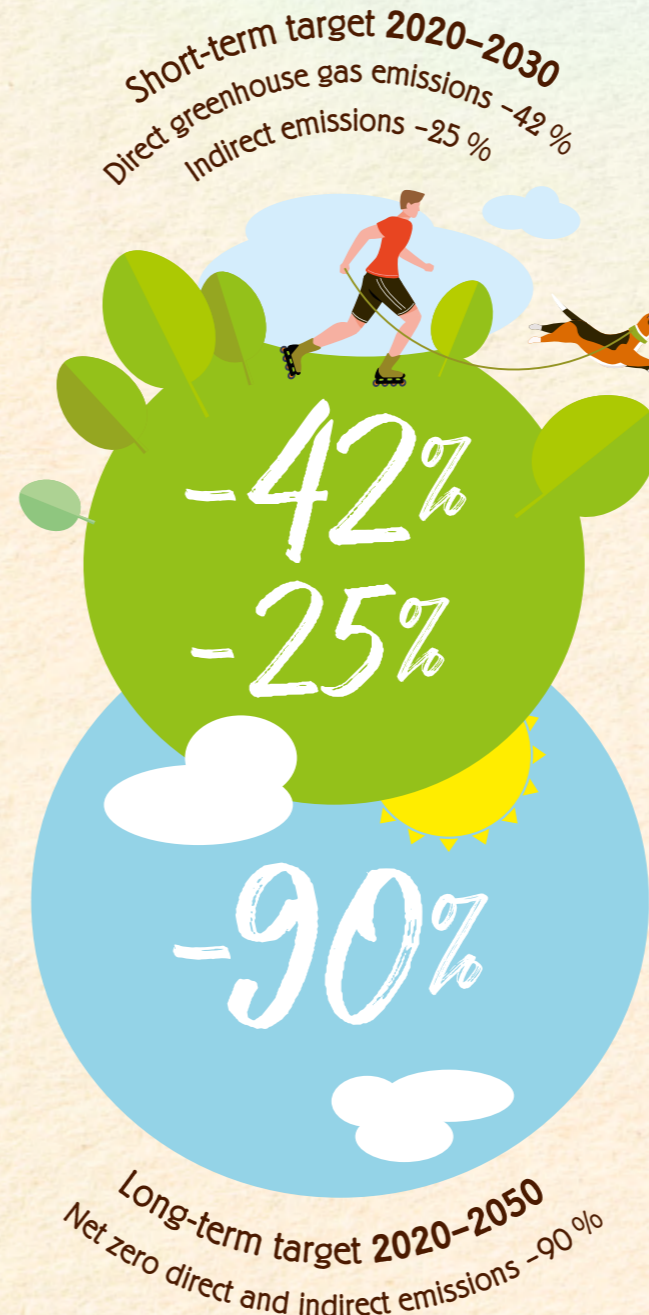
The double materiality assessment shows which sustainability topics are most relevant to our business and where we need to focus our strategic efforts.



In our double materiality analysis, we examine our impact from two perspectives: On the one hand, we assess how our business activities affect the environment and society. On the other, we consider which sustainability topics are economically relevant to us – today and looking ahead. This ensures that we focus on what truly matters: people, nature, and our company.

Our climate targets

Since the end of 2022, we have been voluntarily committed to the Science Based Targets initiative (SBTi), aligning our climate action with scientific standards – to make a measurable contribution to global climate protection.



Our actions

These are the actions we plan to take and implement over the next twelve months.



We will switch all cocoa products used in familia Muesli to Rainforest Alliance-certified cocoa using the mass balance approach.



We continue to focus on a healthy and balanced composition for familia Muesli.



We will invest in our packaging lines to process recyclable mono-material films more efficiently.



We will consolidate raw materials and replace vacuum packaging with paper sacks where possible.



We support regenerative farming in Switzerland by offering financial incentives.



We will increase transparency around food waste and launch targeted pilot projects.



We implement sustainability software to improve transparency, simplify documentation and support compliance with regulations such as the EU Deforestation Regulation.



Our whistleblowing communication platform is online and integrated into supplier agreements.



We strengthen workplace safety through a campaign aimed at reducing accidents.



We take a more structured approach to employee development and succession planning.

Where we are today

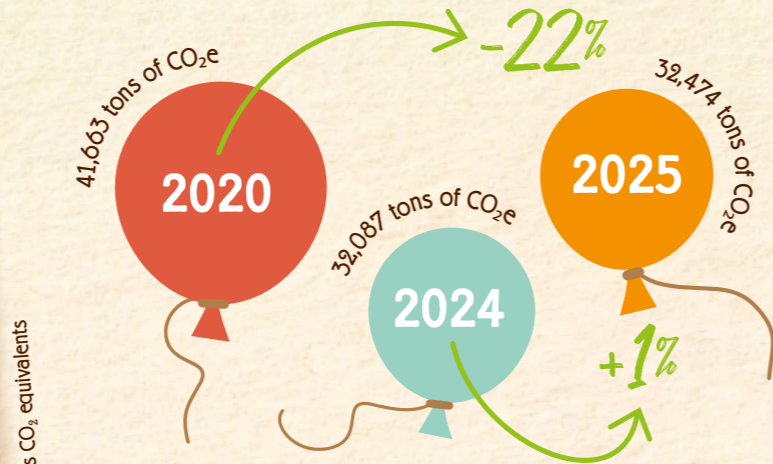
We want to do our bit to protect the climate – not only through reducing direct emissions, but also along our supply chain. Step by step, we're moving closer to our long-term net zero climate goal.

The data we use is collected in partnership with a sustainability consultancy. You can see the methodology behind our data collection here.

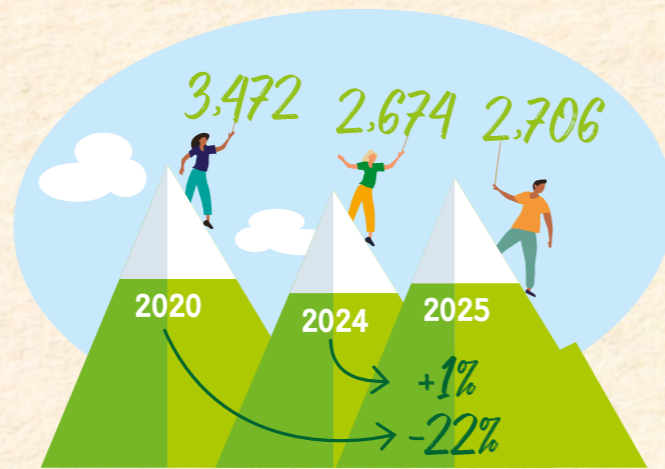


Our carbon footprint

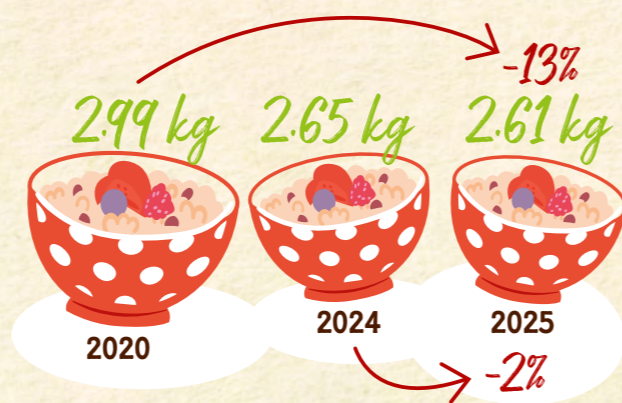
Last year, we increased production volumes. As a result, our overall carbon footprint rose slightly. However, the CO₂e intensity of our Müesli has remained stable over the past three years.



CO₂e means CO₂ equivalents



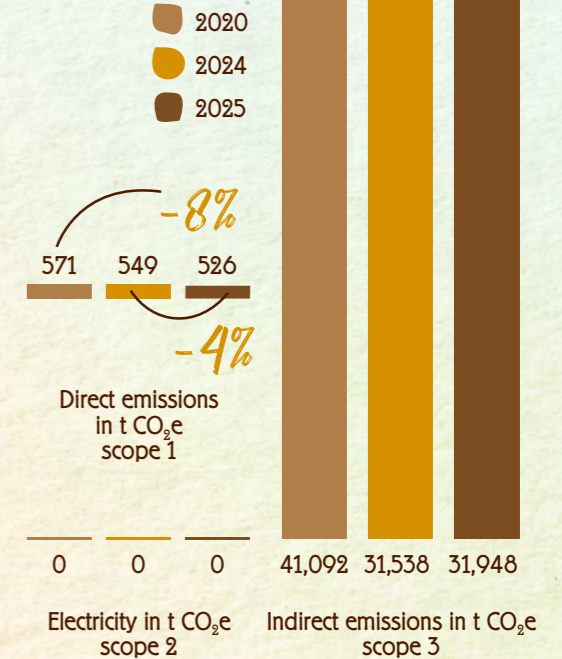
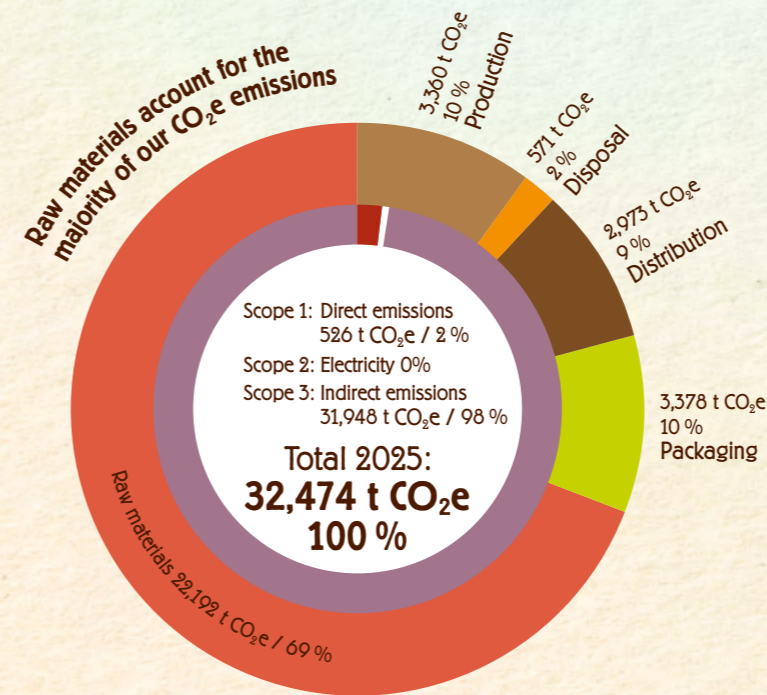
In 2025, our CO₂e emissions corresponded to those of approx. 2,706 Swiss residents.



In 2025, 1 kg of Müesli had a CO₂e footprint of 2.61 kg

What's different?
In 2025, our total energy consumption increased by 2.8% to 4,783 MWh. By converting one of our band ovens from propane gas to electric heating, we reduced energy consumption by around 160 MWh and saved approximately 37 tonnes of CO₂e in Scope 1 emissions. Higher production volumes, changes in our product mix and different order sizes partly offset these savings.

Together with our suppliers, we achieved improvements in sourcing, which had a positive impact on Scope 3 emissions. At the same time, investments in equipment at our production site temporarily increased emissions. Scope 3 emissions also rose due to higher packaging consumption, particularly for Top-Cups.



EcoVadis Sustainability rating

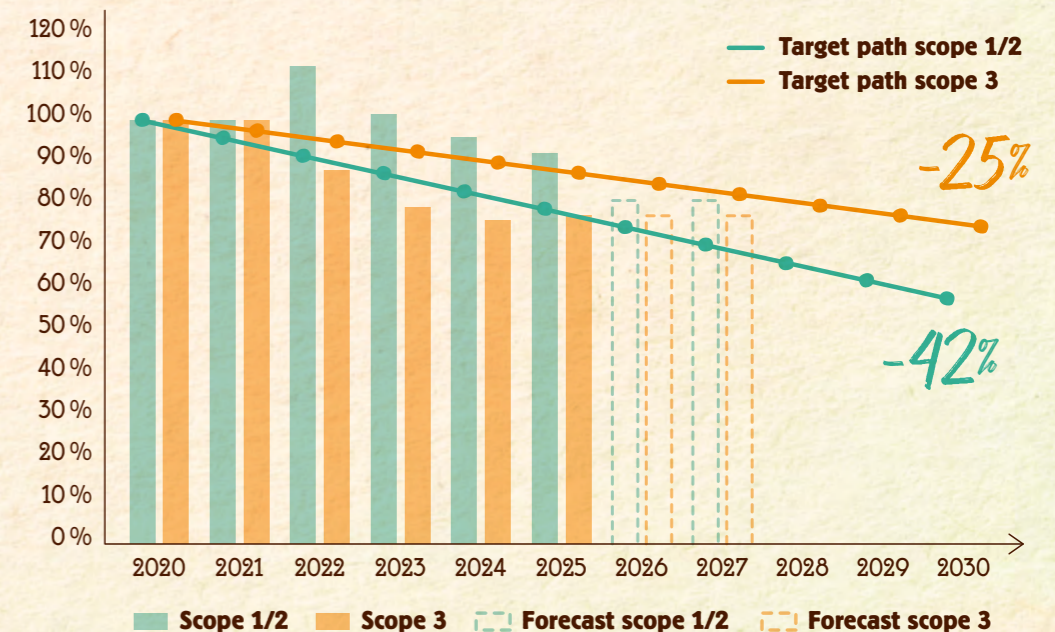
EcoVadis is the leading provider of sustainability ratings for companies. It evaluates companies according to four categories: environment, labour & human rights, ethics and sustainable procurement.

In 2025, we were awarded the bronze medal – putting us in the top 35% of companies rated by EcoVadis in our industry.

Are we on track?

We are moving in the direction of our reduction pathway.

The benefits of technological investments are only partly visible in the short term. However, they create the foundation for achieving greater impact in the future.



Raw materials – our biggest lever

Our greatest opportunity for reducing CO₂e lies in raw materials – and so do the biggest challenges.

Through ongoing dialogue with our partners, we have access to increasingly precise and detailed data and calculation methods. We learn from these insights and use them to develop targeted measures. Today, 10% of our suppliers have also committed to the Science Based Targets initiative (SBTi). After all, we can only achieve our climate goals by working together.



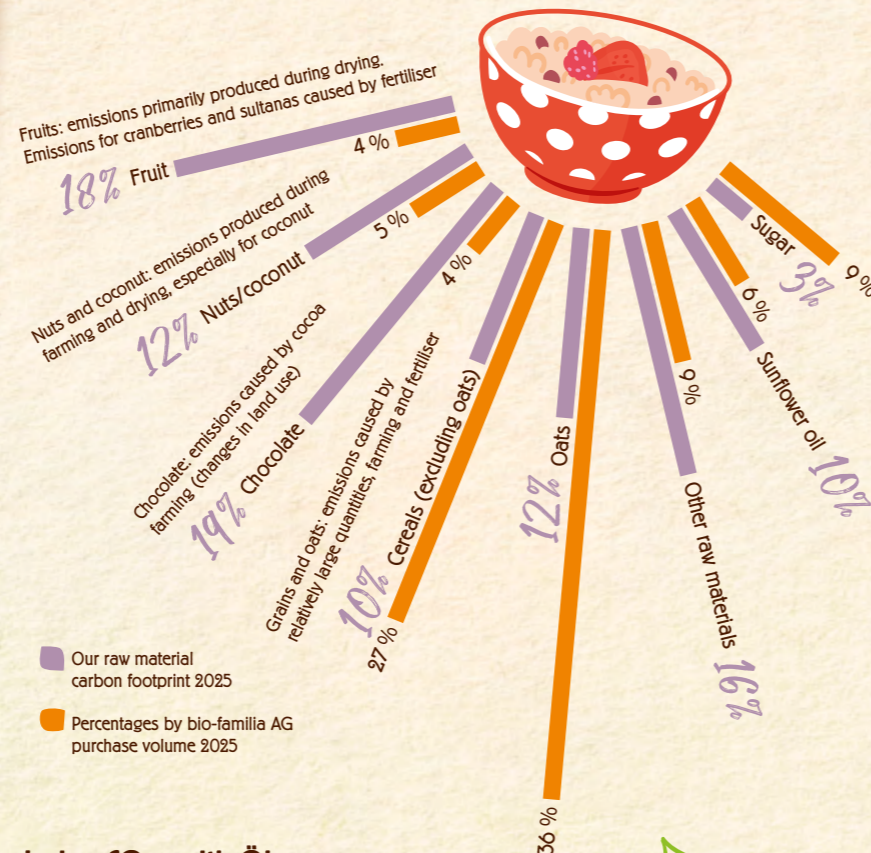
Raw materials have a significant impact on our carbon footprint despite small purchase volumes

What has changed in terms of raw materials?

Despite higher purchasing volumes, we were able to reduce the footprint of our raw materials. More precise information about the origin of ingredients and adjustments in sourcing contributed to this achievement. For example, we sourced more ingredients with comparatively lower emission factors, such as apples and sultanas. At the same time, we prepared the transition to Rainforest Alliance-certified cocoa products for our familia Müesli using the mass balance approach.

We also simplified processes in production and logistics and adjusted our product mix. This allowed us to consolidate raw materials and reduce complexity.

For selected ingredients, we established new sourcing channels, including sultanas and sunflower oil. This helps reduce risk and maintain supply security, even when climate events, poor harvests or geopolitical developments affect the market.



Reducing CO₂e with Ökospas

The employees' commutes are not offset. bio-familia provides its employees with the Ökospas, an incentive to commute to work using public transport, bicycles, walking or carpooling. The Half Fare Travelcard is free and e-bikes can be charged at no cost.

Greater knowledge – greater impact

We continue to bring greater transparency to our supply chains. This is a real challenge, as we process around 230 raw materials from all over the world in Sachseln. We want to know where our ingredients come from, how they are produced and who is involved along the way.

Close collaboration with our suppliers helps us gain valuable insights into upstream supply chains. This allows us to identify risks earlier – such as child labour – and respond more effectively to environmental concerns, supply disruptions, regulatory requirements, quality issues and sustainability challenges. The more we know, the more targeted our actions can be.



Our transport methods

Distance is not necessarily a disadvantage

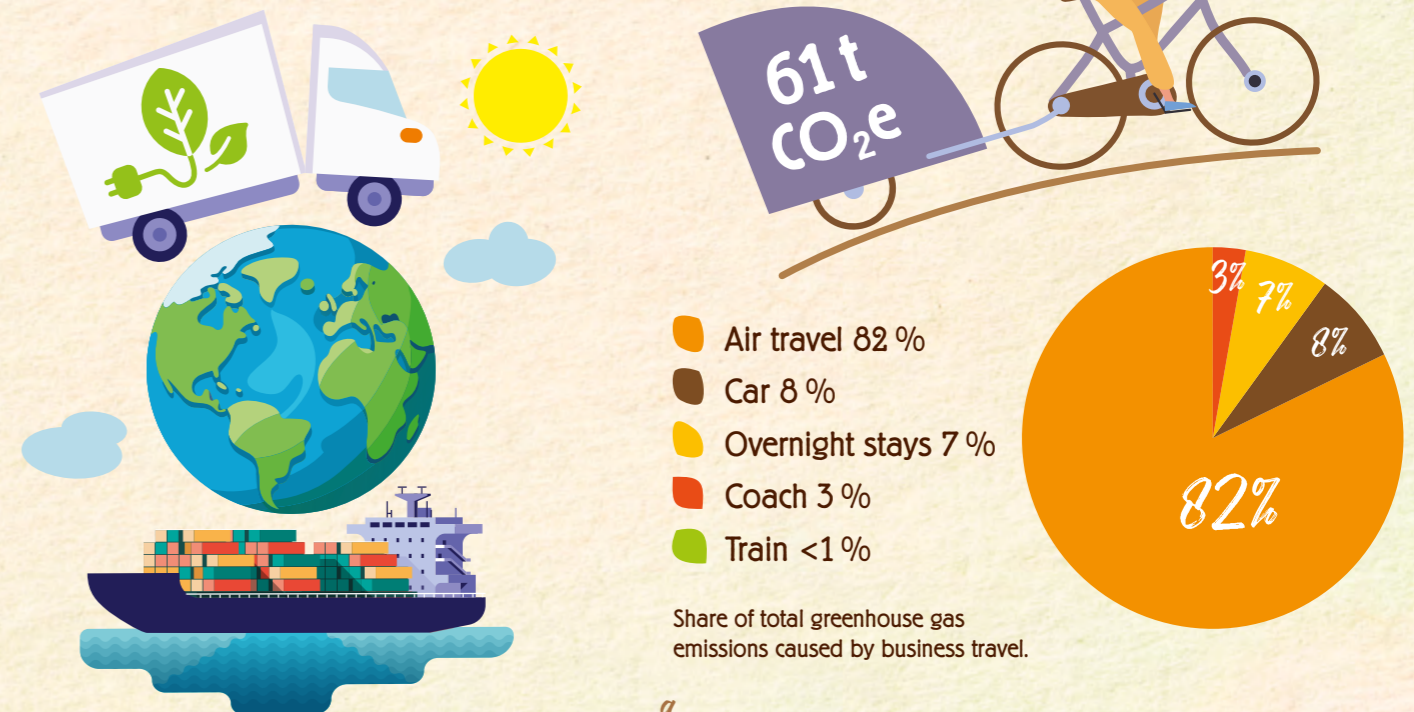
Each raw material must be considered holistically. The means of transport is often more decisive for the carbon footprint than the delivery distance. In 2025, emissions from inbound transport decreased, while outbound transport emissions increased. This was mainly due to our continued growth in export markets with longer transport distances.

Putting our trust in electric mobility

Many deliveries between our warehouse in Schafisheim and our production site in Sachseln are made using electric trucks. This helped us save 146 tonnes of CO₂e in 2025. Since 2025, all local transport has been fully electric, resulting in an additional saving of 2 tonnes of CO₂e.

Our business travel in Switzerland and abroad in 2025

Our business travel generated 61 tonnes of CO₂e in 2025. We offset these emissions through myclimate by supporting a Gold Standard-certified biogas project in India.



Our packaging

Packaging accounts for 10% of our overall carbon footprint.

Our packaging protects the Muesli, ensures freshness and product safety – from the first to the last spoonful. At the same time, it meets high standards for material, function and design. We continuously improve our packaging with one clear goal: making it even more sustainable.



Packaging strategy: avoid, reduce or replace materials

Packaging material is minimised wherever possible. However, protecting our products remains our utmost priority. After all, what is the impact of a product that spoils too quickly? Food waste! And that's what we want to avoid.

Packaging with responsibility

Recyclable mono-material film instead of composite film: We have gained valuable experience with mono-material film designed for recycling. We are now optimising our packaging lines to process this material more efficiently and make it a more economical solution for our customers.

Shipping with reused cardboard instead of new material:

In 2025, we shipped around 7,200 parcels through our online shop. These are cushioned with clean cardboard from our own operations – shredded and reused instead of discarded.

Muesli cartons made from recycled material:

Our Muesli folding boxes and outer cartons are FSC-certified. The cardboard is made of 95% recycled fibres – half of which comes from post-consumer waste paper. The other 5% comes from fresh fibres made using FSC-certified wood.

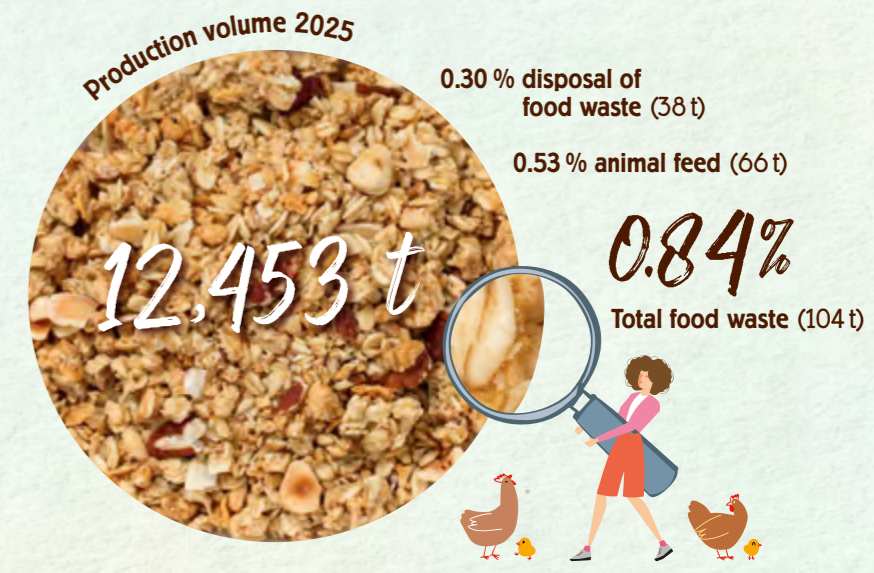
No aluminium composite films:

Since 2025, we have no longer used aluminium composite films in Muesli packaging.



This is where we stand on food waste

Despite higher production volumes, we were able to slightly reduce feed and food waste generated in production. As our overall losses are very low, individual incidents can have a noticeable impact on the figures.



Resource consumption at bio-familia's in Sachseln

Total waste		Water consumption
380 t	2020	6,417 m ³
322 t	2024	6,098 m ³
309 t	2025	6,099 m ³

Waste consists mainly of cardboard, paper and general refuse, with over 50% being recycled.



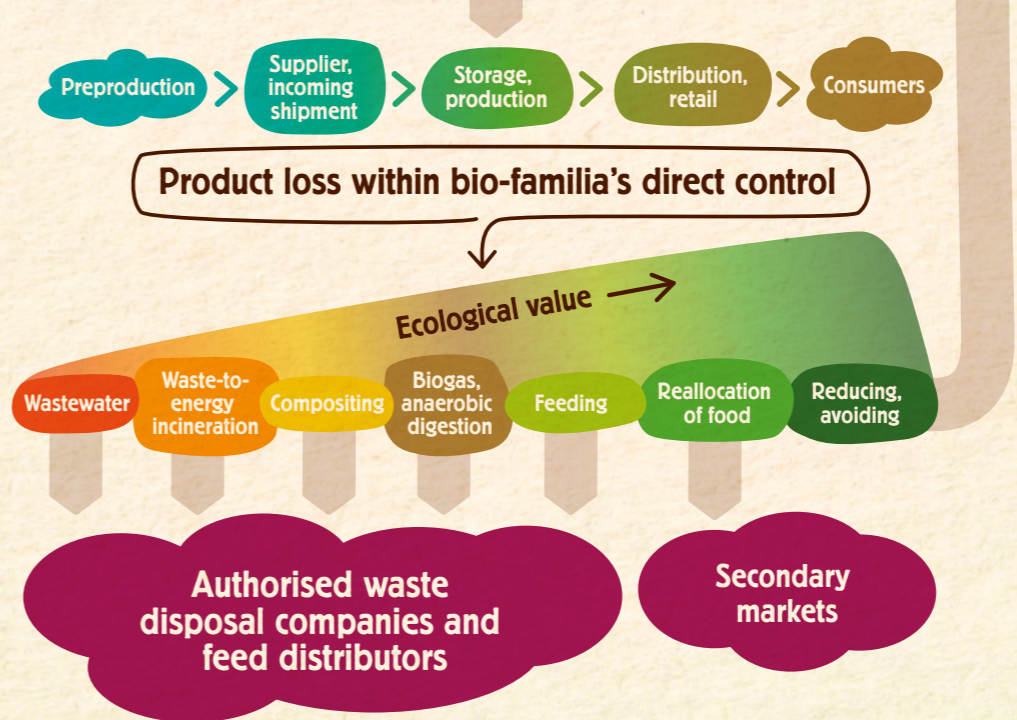
Use, don't lose

Muesli from overproduction or trial runs that is still perfectly good to eat is donated to charitable organisations (e.g. Caritas), sold through our school camp Muesli initiative, or offered at reduced prices in our online shop, factory outlet and through the Too Good To Go app.

Our waste concept

We're committed to ensuring that all recyclables and waste are recovered in the most sustainable way possible.

Overview of food waste streams at bio-familia AG



Shelf lives

10% of food waste in Europe is caused by expiration dates. We have been a member of the anti-food-waste initiative 'often good after' since 2020. Thanks to tightly sealed packaging and the protective atmosphere, the product is well preserved until first opening and is often good for consumption beyond the printed expiration date.

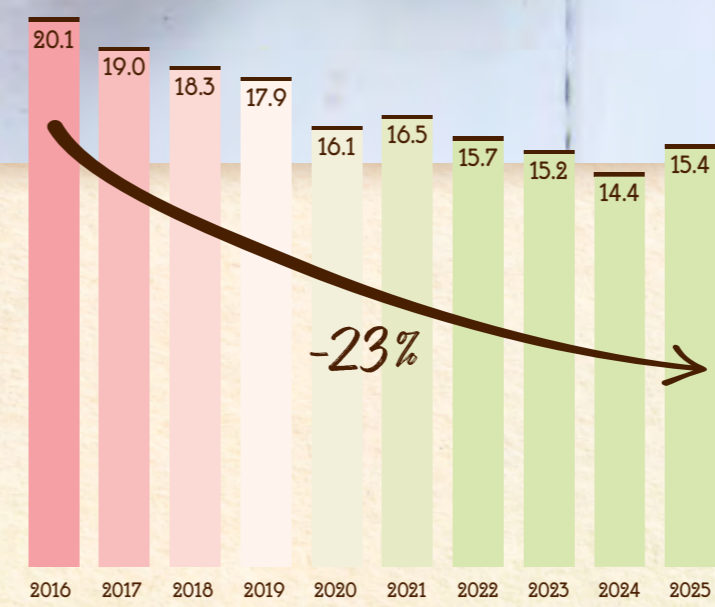
More transparency

Origin of raw materials: Creating greater transparency throughout our value chain is very important to us. It is a long and challenging journey that we have embarked on. Our goal is for consumers to be able to see online where the main ingredients in their Muesli come from.

Carbon footprint: Together with our sustainability partner, we have established a foundation for measuring the carbon footprint of individual familia Muesli varieties. This information is available in our online shop alongside each product.

Health tips: We explain the health-related benefits of our Muesli ingredients and provide tips for a healthy lifestyle. This information can be found on our packaging and on our website.

Recipe inspiration: We share recipes that bring more variety to everyday Muesli enjoyment.



Average total sugar content of familia recipes (in g/100g)

Our innovations are designed to enhance people's well-being.

Healthy indulgence

Made with carefully selected natural ingredients, our Muesli combines great taste with quality. To help consumers make good choices about ingredients, nutritional values and origin, we provide transparent information about our products.

Our sugar reduction promise

In 2025, we renewed our voluntary sugar reduction pledge with the Swiss Federal Government. The goal is to reduce added sugar in breakfast cereals by a further 10% by 2028, compared with the 2024 median target, to 11.5 g per 100 g.

Our Swiss familia Muesli range is already below this target today. The median level is 11.1 g per 100 g. Nevertheless, we continue to improve our recipes — always with enjoyment and health in mind.



Healthy creation

Nearly 190 employees create our Muesli with pride in the heart of Switzerland.

We put the needs of our employees first. The 'healthy creation' promise forms the foundation of everything we do as an employer.

A welcoming environment and one-of-a-kind cooperation are central to our culture. We provide our employees with targeted support and opportunities to recharge.

As they strongly identify with our products and feel like they are doing something meaningful, our employees pour their passion into their jobs – every single day.



Opportunities for balance



- Quiet, recreation and activity rooms
- Option to work remotely
- Opportunity to purchase additional holiday leave



Valuable collaboration



Company healthcare management



The overall well-being of our employees is important to us.

- Health-promoting activities at work and during leisure time (e.g. exercise room and lunchtime fitness sessions on the rooftop terrace)
- Free fruit and Müesli in the staff restaurant
- Regular ergonomic workplace support in production and office areas
- Free monthly osteopathy treatments
- Workplace risk assessments during pregnancy
- Financial support for sporting activities



Occupational safety



Occupational accident & illness KPIs 2025:
 Absenteeism as a result of an accident (% of employee hour): 0.72
 Occupational accident rate (OAs) per 1,000 FTEs: 43.2
 Non-occupational accident rate (NOAs) per 1,000 FTEs: 111
 Days lost (illness & accident) per FTE: 10.6 days



We develop our employees



Once a year, we hold meetings with all our employees. During these, we set goals and carry out skills assessments.

- Continuous development through internal and external training
- External training hours per full-time employee in 2025: 6.45 hours
- Direct external training investment per employee in 2025: CHF 1,150
- Leadership training focused on healthy leadership
- Free online language courses
- Personalised learning content delivered through our digital learning platform (10.33 hours per full-time employee; 186 active users at the end of 2025)
- Employee ideas matter: in 2025, employees submitted 91 ideas through our idea box. 52 have already been implemented or are currently being implemented.
- Employee development and proactive succession planning
- Employee turnover as at 31 December 2025: 7.40%



- Occupational health service with 14 members
- Additional team of 16 trained first aiders established
- Co-financing of personalised protective equipment (e.g. prescription safety glasses and hearing protection)
- A workplace counter displays the number of accident-free days and has a positive motivational effect





Healthy cultivation

We are committed to social sustainability.

This paves the way for a stable society that everyone can take part in. Human dignity, workers' rights and human rights should be guaranteed generation after generation.



Happy Hazelnut

The Happy Hazelnut project promotes socially and environmentally responsible hazelnut production in Turkey, where around two-thirds of the world's hazelnuts are grown. Its focus is on improving living conditions for seasonal workers and their families, while helping to prevent child labour. We have supported Happy Hazelnut since its launch in 2013.

In 2025, we sourced 45 tonnes of hazelnuts for our familia Müsli from this certified project.



Matthias and Roland of bio-familia AG on a visit to our hazelnut suppliers in Turkey.

Transparent and responsible

We want to know where our raw materials come from – and under what conditions they are produced. That is why we assess potential human rights risks every year using the Unicef Business Atlas. Where necessary, we work with our suppliers to establish clear agreements that promote fair working conditions and help prevent child labour. At present, we see no need for action – and that is exactly how it should remain: open, responsible and built on mutual respect.

Our labels:

As we source raw materials from around the world, recognised certification labels play an important role in helping us meet our standards.



Regenerative agriculture

The soil beneath our feet is one of our most important natural resources. It provides the key ingredient in our Muesli: cereals. Regenerative agriculture helps restore and protect damaged and overused farmland. At the same time, it promotes biodiversity, supports responsible water management and contributes to climate protection. That is why we are committed to regenerative agriculture.

Toni Schönbächler from Rickenbach inspects the ancient spelt.



The five principles of regenerative agriculture



1. Biodiversity in and above the soil
— through crop rotation and by promoting biodiversity.



2. Minimising soil disturbance
— scaling back soil preparation and minimising the use of agricultural adjuvants.



3. Continually rooted soil
— leaving living roots in the soil, nourishing the soil life.



4. Keeping the soil permanently covered
— by means of undersowing, catch crops and crop residues, for example.



5. Integrating animals
— optimised pasture management and free-range livestock husbandry.

We have been committed to regenerative agriculture in partnership with the Agricultura Regeneratio association since 2022. Our aim is to increase the use of regeneratively grown cereals and therefore healthy soils. bio-familia supports regenerative cereal farming in Switzerland through financial incentives. Following a challenging year in 2024, when eight farms participated, interest continued to grow. In 2025, 14 farms cultivated cereals using regenerative methods, and additional farms have already committed for the following year. Step by step, we are moving forward together — for healthy soils and a future-ready agriculture.



Urs Grüter from the Birkenhof farm takes a sample of the soil.



Find out more about regenerative agriculture.





100% eco-energy

Using eco-energy and our photovoltaic systems allowed us to save 349 tonnes of CO₂e in 2025 compared with the standard electricity mix.



Fly over our PV system.



Our 137 kWp PV system on the roof of our company's headquarters in Sachseln has been supplying electricity since 2019 — enough for around 25 single-family homes. This covers the entire electricity requirements of our office building (Minergie-A), our charging points for e-bikes and e-cars, and our outdoor lighting, including in the car park.

Electricity from local drinking-water power plants

Since 2013, all of bio-familia's electricity needs have been covered by naturemade star-certified eco-energy. This is sourced from the drinking-water power plants in Sachseln (65%) and Sarnen (30%). The remaining 5% is generated by the 1,000 m² photovoltaic system on the roof of our headquarter in Sachseln. Together, the hydropower plants and PV system generate 27 tonnes of CO₂e.



The naturemade star quality label stands for strict environmental standards. In addition, a contribution from every kilowatt-hour supplied is paid into an environmental fund. These funds support projects such as river restoration and the creation of valuable habitats.



Our future is NOW

Today, we know that being a responsible business means more than simply doing “something” for the environment and future generations.

What matters is taking responsibility together and turning intentions into action. Only by working together can we create meaningful change.

We also know that, in the short term, individual goals may sometimes compete with one another. Over the medium and long term, however, we are confident that a broader perspective will help us find solutions that work.

That is why we collaborate with a wide range of partners. They inspire us, challenge us and help us move forward together.



Thank you ...

... for taking the time to read our sustainability report. Every valuable perspective from outside our organisation helps us learn, improve and create even greater impact. Together, we want to continue on this journey – for people and nature.

We look forward to your ideas, feedback and suggestions at: info@bio-familia.com.



bio-familia AG
Brünigstrasse 141 · 6072 Sachseln · Switzerland

