



Euro Cater **Sustainability** **report** 2021// 2022



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Introduction by the management

Like most sectors, foodservice was impacted by significant external factors in recent years.

In early 2022, we witnessed the end of the COVID restrictions. Thus, our customers could recontinue operating their restaurants, cafés etc. without massive COVID restrictions. Subsequently, the still ongoing war in Ukraine began. The war has led to significant price increases for a wide range of food products, and we sometimes have difficulty sourcing certain products in sufficient quantities. The war has led higher costs for ingredients, electricity, gas, and diesel both at supplier and group level. As a result of this development, the entire value chain has spent more time than usual adjusting product range, prices etc. to adapt to these new market conditions. In March 2022, Dansk Cater and Svensk Cater decided to support victims of the war in Ukraine by making donations of DKK 1 million and SEK 1 million to the Red Cross and Unicef, respectively.

One of the major sustainability projects implemented during the past year, has been phasing-in our new sustainable packaging – green recyclable plastic boxes – which we use for packaging and delivery to customers in Denmark. The green boxes are currently being used for fruit and vegetables. The plan is to extend the use of the green boxes to more product categories, and to be more extensively used at the supplier level in the supply chain. Customers have responded positively to this initiative, which is more sustainable, while also reducing customer resources spent on handling and disposing of single-use packaging. We expect a large saving in the consumption of disposable cardboard boxes, less energy consumption for cooling, less food waste and better food safety. Overall, it is a ground-breaking partnership that we will continue to develop in the coming years.

In addition, we have focused on optimising the consumption of packaging by our customers, e.g., for takeaway food. We expect this initiative will help our customers reduce food waste and other waste and help them ensure a better food safety. We have launched Denmark's first packaging guide for takeaway restaurants. Through three steps, the guide helps make customers aware of which materials are in the Danish waste system and which are best suited for recycling. For example, customers enter which dish they need packaging for, any special packaging requirements, how the

dish is to be heated and where it will be eaten. Suggested packaging types are then recommended – and customers can read more about the types of material if they wish.

In the autumn 2022, Dansk Cater became the first foodservice player in Denmark to put three 100% electric trucks into operation. Also, we have started installing solar cells at two of our locations. This initiative is well aligned with the higher electricity consumption that will arise as more of the vehicle fleet switches to electricity in future. We eagerly await the first data for both initiatives and the general fast emerging developments in these areas.

In partnership with several Danish growers, we have created GartnerHjælpen, which simply seeks to reduce food waste by saving misshapen vegetables from ending up as compost or garbage. Every day, large amounts of fruit and vegetables are harvested which do not meet the desired or traditional requirements for size or appearance. Despite their misshapen appearance, these are premium quality produce that have unfortunately often been left unharvested as production waste in the past. GartnerHjælpen is helping to change this practice. The concept helps growers to sell products that would otherwise be unsaleable, e.g. through Dansk Cater's webshop, where you can buy misshapen broccoli, leeks, mushrooms and other vegetables.

In December 2021, agreement was reached on a change of ownership in the group, after which KIRKBI joined the group of owners together with some senior employees in Denmark and Sweden. We are proud that KIRKBI has chosen to invest in the Euro Cater group together with us. We believe that with KIRKBI as a partner, we can accelerate the green transition while also focusing on the long-term development of our business.

We will launch a major review of our sustainability strategy in the coming year. We will raise our ambitions in several relevant areas where we now feel ready to do more. This means that in next year's sustainability report we will present an updated strategy and an expanded sustainability organisation, several new short and long-term goals for the climate and product range. We will also add several metrics for which we will collect data in the future.

Steen D. Pedersen
CEO, Dansk Cater

Henrik Ellegaard
CEO, Euro Cater

Lars Carlsson
CEO, Svensk Cater





FINANCES

Revenue:

7.378

mio. DKK.

EBITDA:

263

mio. DKK.

Equity:

4.178

mio. DKK (end of year)



* Revenue and EBIT cover the period from 1 February to 30 September 2022 (8 months)

EMPLOYEES

2.294

full-time positions

1.630

in Denmark

664

in Sweden



SITES

29distribution
sites**3**inco Cash &
Carry sites

TRUCKS

Number of own trucks: Approx.

460

Denmark: Approx.

320

Sweden: Approx.

140

COMPANIES

AB Catering

BC Catering

inco

Cater Grønt

Cater Food

Svensk Cater

Nordsjöfisk



About Euro Cater

Euro Cater is one of the largest Nordic players in the foodservice market, with sites in Denmark and Sweden. We sell over 90,000 different foods, beverages and non-food products to private and public sector kitchens, restaurants, canteens, hotels and cafes.

Lunch in the canteen, breakfast buffet at the hotel, drinks at the café and packaging for food storage at restaurants nationwide. Hundreds of thousands of people in Denmark and Sweden are in daily contact with food, beverages and non-food products sold by Euro Cater from our 32 Danish and Swedish sites.

Euro Cater is Scandinavia's market-leading foodservice provider and offers a wide range of services and products – from fresh food and non-food products to a variety of machines and equipment for professional kitchens.

Since the Euro Cater group was founded in 2006, we have been aware that we operate in a sector with a large carbon footprint. This gives us a responsibility.

We have been working closely on our sustainability strategy since 2016, to target our efforts, so that our

negative impact on the world around us gets smaller each day.

We do this in part by continuously optimising the sustainability of our own operations. Specifically, we constantly set new targets in areas such as waste management, energy consumption, diesel consumption, refrigerants, and occupational safety. We have come a long way in just a few years, and these are areas that we constantly measure in order to set ambitious new goals and KPIs in the future.



Together for sustainable development

That is also why we publish this report. We want transparency in relation to our goals, but also in relation to our challenges. The report also serves as a tool that constantly forces us to improve and remain ambitious in relation to the goals we set next.

Our core business is to offer the products our customers demand. We also try to influence, encourage and 'nudge' our customers to make a more sustainable choice than they did yesterday. We do this specifically by increasing the range available and drawing attention to our sustainable products, helping our customer to get good overview of what sustainable

products we offer through catalogues, marketing material, sales conversations and our webshop.

We seek to constantly drive positive and sustainable development together with our suppliers and customers.



Mission:
*We make it easy
for our customers
to serve healthy,
inspiring and
responsibly
produced food.*

Our sustainability strategy

Our sustainability strategy is inspired by the UN global goals, and ensures we maintain the strongest possible focus on our social responsibility. Through our strategy, we seek to show respect and consideration for food as a resource, and to focus on the people who make up a large part of our value chain – that is why we call the strategy ‘Respect for food and people’.

Our sustainability strategy is inspired by the UN global goals, and ensures we maintain the strongest possible focus on our social responsibility. Through our strategy, we seek to show respect and consideration for food as a resource, and to focus on the people who make up a large part of our value chain – that is why we call the strategy ‘Respect for food and people’.

We are constantly becoming bolder and more ambitious in our work with sustainability.

We have therefore raised the bar this year in our sustainability strategy, which covers three focus areas: Sustainable trading, sustainable operations and sustainable workplace.

We have launched sustainability initiatives in each of the focus areas, which are described on the pages ahead, as well as how we work concretely with these strategic areas.

Our sustainability strategy serves as a detailed roadmap, through which we can constantly measure and improve our efforts each year.

Long-term and ambitious goals

Our focus areas have been chosen based on annually updated analyses of our stakeholders, risks from the value chain, strengths and weaknesses, and developments in technology and society.

All inputs pass through a screening process, whereby we identify the most important areas where we can maximise growth while reducing our potential negative impacts.

As our sustainability aspirations grow, we will focus on developing long-term goals for how we can improve our sustainability strategy.

Sustainability anchored in the board

Our work with sustainability is anchored in Euro Cater’s Board of Directors. Responsibility is delegated from here to the boards of directors of Dansk Cater and Svensk Cater, which are regularly involved in all important decisions in this area.

Concrete implementation of the sustainability strategy is handled by the executive boards of Dansk Cater and Svensk Cater, in close cooperation with the around 45 site managers.

Operational management is provided by our Sustainability Steering Group, consisting of eight representatives from various sites in Euro Cater.

Sustainability policies, objectives and planned initiatives are approved by the boards of directors of Dansk Cater and Svensk Cater in connection with preparing the annual sustainability report.

UN Global Goals



Sustainable trading

Food safety
Supply chain management
Sustainable product range

Sustainable operations

Climate
Transport
Waste

Sustainable workplace

Health and safety
Competence development
Corporate governance

Mission

We make it easy for our customers to serve healthy, inspiring and responsibly produced food.

Our contribution to the UN global goals



Euro Cater focuses on three global goals, where we contribute to sustainable development.

Since 2006, the foundation of our business has been to sell our customers what they demand – with a focus on quality products, good service and a broad range. This is still true, but the focus on responsibility has been continually adapted to the challenges we face as a society.

Euro Cater focuses on three global goals in our work, where we believe we can set the bar high.



Goal 3: Good health and well-being

Our basic mission is to sell our customers the products they demand. Through nudging, we have a real opportunity to promote

healthier and more sustainable meals being served to hotel guests, employees in canteens, and restaurant diners. We can do this by promoting foods that bear the keyhole or whole grain labels, and are organic or KRAV-certified.



See our report on the global goals at the back of the report.



Goal 12:
Responsible consumption and production

Every day, thousands of people consume food sold by Euro Cater, and our products are transported to private and public sector kitchens, restaurants, cafes and canteens – large and small – throughout Denmark and Sweden. This places demands on the products we sell and on the people we employ. We seek to promote the use of local food and seasonal fruit and vegetables, rather than importing food transported here over long distances. We do not have extensive production, but as a

wholesaler we have the opportunity to inspire responsible consumption among our customers and to promote sustainable principles in the supply chain. We can also contribute actively to reducing waste and food waste throughout the value chain.



Goal 13: Climate

As a major player in the Danish and Swedish food markets, we are aware of our responsibility to reduce our carbon emissions. We work with our suppliers every day to minimise carbon emissions at product level, and continually introduce new

and more climate-friendly products into our range. We also continuously work to minimise our climate impact from operations, e.g. from fossil fuels, refrigerants and electricity.

Secondary goals

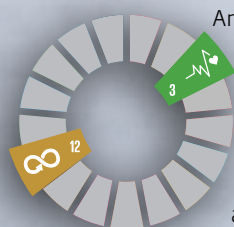
We are also working on several secondary global goals, where our impact is important but not quite as significant. These are marked in each section of this report with their respective logos.



Sustainable trading

A high level of food safety, responsible supplier management and a broad range of sustainable products in our range. These are the main ingredients in our efforts to ensure the development of sustainable trade with our customers.

FOOD SAFETY



An uncompromising approach to food safety. This is the foundation of everything we do for our customers. We must ensure they always feel confident and secure when collaborating with our many different sites.

All sites are food safety certified under ISO 22000. As part of our ISO 22000 certification, we conducted internal audits at all 32 sites during the past year, and we have also had external, independent third-party audits at all sites.

As part of our ISO 22000 certification, we also have written procedures for all areas relevant to maintaining a high level of food safety. This includes risk assessments, traceability systems, temperature monitoring, production hygiene, pest control and staff training.

Even though there are few customer complaints, we have put greater focus on implementing improvements in our handling of them, to make it easier to see any trends and correlations. We are also disseminating learning from corrective and preventive actions to all sites, so that we avoid repeat occurrences.

SUPPLY CHAIN MANAGEMENT



Around 75% of the group's purchases are concentrated at large suppliers with well-known brands, with whom we have been dealing for many years. The last roughly 25% of purchases are placed with a very broad range of trading partners.

As a wholesale company, we buy many of our products from third world countries, either directly or indirectly. This creates the potential dilemma that there could be factors, such as lack of consideration for the climate and environment or poor working conditions, that go under the radar and that we cannot accept due to our own standards and ethical considerations.

To prevent this, we have formulated a number of sustainability policies, all based on principles from the UN and OECD. These include our policies on human rights, working conditions and anti-corruption. The policies apply to ourselves and our suppliers. These policies are implemented in dialogue with suppliers, and are subject to our regular follow-up procedures.



Elite smiles

12 of our 15 sites in Denmark have received no admonitions during inspections by the Danish Veterinary and Food Administration. There is no equivalent system in Sweden. Three sites received minor admonitions.



Supplier Code of Conduct

The main tool is our Supplier Code of Conduct, which we intend to gradually ask all our suppliers to accept. In Denmark, suppliers representing 67% of our procurement have so far signed our Supplier Code of Conduct, and in Sweden the proportion is 78%. Overall, 72% of all purchases are now covered by our Supplier Code of Conduct, compared to 62% last year.

We have made the procedures more strict, so that it is no longer possible to set up a new supplier in the system if there is no signed Supplier Code of Conduct.

Our current Supplier Code of Conduct is based on a Danish standard that is no longer being maintained. We are therefore in the process of implementing a new Supplier Code of Conduct, which is up-to-date in relation to the latest international conventions and standards.

We make formal requirements for responsible conduct on the part of our suppliers and work with systematic registration, control, follow-up and the continued development of our partnerships.

Supplier risk assessment

We make formal requirements for responsible conduct on the part of our suppliers and work systematically with registration, control, follow-up and the continued development of our partnerships.

We have therefore developed a system for risk assessing each supplier. This looks at factors such as our purchase volume, if they are in a risk country, if they are cooperating with us, and whether violations have been observed.

In Denmark, we have assessed suppliers representing 93% of our total procurement volume, and in Sweden we have assessed 91%. Overall, we have assessed suppliers representing 92% of our procurement volume.

Our aim is to eventually have all suppliers assessed in both countries. And to reassess them on a regular basis.

We have developed a self-evaluation form which we will ask suppliers to complete at some point. All the requirements in our Supplier Code of Conduct are described in this in detail, so it gives us an idea of the status and possible issues among our suppliers. This self-assessment will be adapted to the new Supplier Code of Conduct we are currently developing.

There have been a few cases during the past year where a supplier has violated the agreed Code of Conduct. We have been in close dialogue with these suppliers to resolve the problems. There has therefore been no reason to blacklist any suppliers. In addition, no suppliers have been assessed to pose too high a risk for us to start collaborating with them.

Training procurement staff

We normally have a focus, both in Denmark and Sweden, on giving our purchasers regular training in responsible procurement and supplier management. However, training activities have been limited in 2021/22, due in part to being very busy, not least in connection with the many price changes and product scarcity resulting from the war in Ukraine. One training session has been held with purchasers in Denmark, while there has been no further targeted training in Sweden. More extensive training is planned for purchasers in both Denmark and Sweden in the coming year.

SUSTAINABLE PRODUCT RANGE

Our mission is to make it easy for our customers to serve healthy, inspiring and responsibly produced food. We essentially sell the products that our customers demand, while also striving to influence, encourage and nudge them to choose sustainable alternatives.

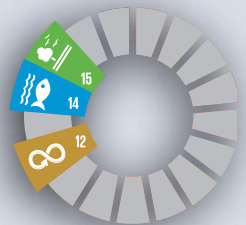
We have a range of sustainable alternatives in our product categories, so customers are able to make a sustainable choice when shopping with us.

We want to always be a leader in offering products and solutions that make it easy for customers to make sustainable choices. We believe that this is the right approach to changing consumer habits in the food industry, in both the short and the long term.

Product policies

To ensure that our views on sustainability in the product range are communicated throughout the organisation, we have prepared a catalogue of product policies. This contains information about our overall policy and more specific policies for areas such as ecology, animal welfare, seafood, local produce, palm oil and eggs. We will constantly add more elements to our product policy as the need arises.

The product catalogue gives both us and purchasers an overview of ethical and environmental issues, which we constantly update and adjust as needed.



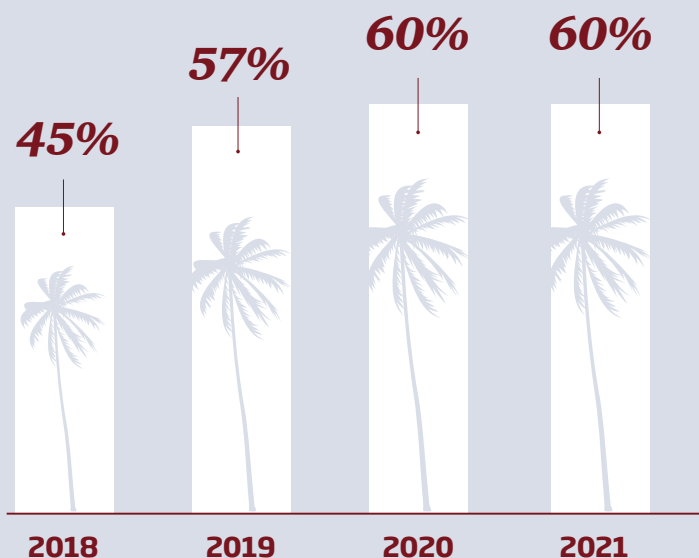
**Roundtable on Sustainable Palm Oil (RSPO)**

RSPO is a global organisation that works with all parts of the value chain to maximise the proportion of sustainable palm oil used globally. RSPO has developed a set of guidelines to ensure that the certified palm oil has been produced sustainably. RSPO has more than 3,000 members worldwide – including Euro Cater.

Palm oil

Palm oil is the most produced and traded vegetable oil in the world, and is used for a wide range of food and non-food products. Unfortunately, palm oil is also responsible for extensive deforestation due to the growing global demand.

We therefore have a strong focus on minimising our use of palm oil. We have phased out its use in our own production. We are also continually striving to reduce the non-certified palm oil in shelf products, i.e. oil and fats that we sell to customers. We report progress in this area to RSPO (Roundtable on Sustainable Palm Oil) once a year. In the 2021 calendar year, we calculated the share of certified palm oil to be 60% – the same level as last year.

**Biodiversity**

Many of the world's animal and plant species are under pressure. Our seas, in particular, are under strain due to overfishing, by-catch and destruction of habitats. We therefore have a strong focus on being able to offer seafood products that are certified as sustainable and come from sustainable and low impact fishing.

Specifically, all our sites in Denmark and Sweden that sell MSC (sustainable wild-caught fish) and ASC (sustainable aquaculture fish) have been certified. Consequently, we can offer guaranteed sustainable fish caught using low impact fishing methods throughout the company. As part of our MSC/ASC certification, we conducted internal audits at all 31 sites during the past year (the last site does not sell seafood), and we have also had external, independent third-party audits at selected sites.

**ORIGINAL - serving up more biodiversity**

We seek to promote Danish biodiversity in collaboration with the ORIGINAL association. It is important to preserve production of the old vegetable varieties, so we continue to have an exciting and tasty range of vegetables in the kitchen in the future.

Food production today is based on just a few varieties (often of foreign origin), but this is a trend that the ORIGINAL association is trying to change.

The ORIGINAL association is working to reintroduce our Danish native plant varieties into the food system – and serve up more biodiversity.

They also strive to involve professional kitchens in the work of preserving the old varieties in production, and thus the diversity of our future food system.

Selected varieties are sold via our webshop, where customers can get hold of these rare plants. We also encourage interested customers to contact their local branch if they want to buy some of the production in the future.

Egg products

We have a strong focus on promoting the sustainable and organic products in our range.

We phased out the use of all shell eggs from battery hens in our own production in 2020. We have also committed to phasing out eggs from battery hens (liquid and shell eggs) in our sales by 2025.

We seek to inspire our customers to choose organic eggs. We therefore often market these in our catalogues, campaigns and webshop. We also often market our best-selling egg product – organic carbon-neutral/compensated eggs in shells.

External audits have been carried out at our Swedish sites in accordance with the Swedish KRAV labelling scheme, which ensures high standards for animal welfare, health, social responsibility and climate impact.

Packaging

We are working on several fronts to reduce our volume of packaging and introduce more eco-friendly solutions.

In a sector where shipping of food products is a large part of the business, packaging helps protect food during transport, and also helps ensure a long shelf life and minimise food waste. Packaging therefore cannot be avoided. But in many cases it could be smarter and more eco-friendly. We are constantly striving to improve our packaging solutions.

We mostly use both primary packaging (which is in direct contact with the food) and secondary packaging (e.g. boxes and bags around the primary packaging), and sometimes tertiary packaging (e.g. transport boxes and mesh trolleys).

Together with producers, we are seeking to reduce the amount of packaging, where this is possible without affecting food safety. We are seeking to replace disposable packaging with circular packaging.

A greener alternative to takeaway packaging

We seek to inspire our customers to choose eco-friendly packaging, to minimise waste and push towards a more circular economy. We therefore offer our customers a guide to how they can replace their packaging with greener alternatives - Denmark's first packaging guide, which customers can easily access online.

Danes consume 250,000 tonnes of plastic packaging a year. The Danish Environmental Protection Agency estimates that we only recycle 14% of all this plastic. This represents a major waste of resources, and a great opportunity to change this through a stronger focus on recyclable materials.

At Euro Cater, we seek to guide and inspire our customers to choose more eco-friendly alternatives to their takeaway packaging. We do this through 'Denmark's first packaging guide'. This is a digital link that helps restaurant owners make sensible and informed choices about their takeaway packaging.

Through three steps, the guide helps make customers aware of which materials are in the Danish waste system and which are best suited for recycling.

For example, customers enter which dish they need packaging for, any special packaging requirements, how the dish is to be heated and where it will be eaten.

Suggested packaging types are then recommended - and customers can read more about the types of material if they wish.

Denmark's first packaging guide is available at <https://emballageguide.thehost.dk/>



Respect for minorities

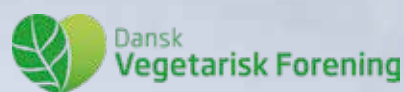
With an increasingly diverse population, we strive to have a broad and variegated range that caters to all groups in society – irrespective of taste, preference or religious beliefs.

Consumer food choices are sometimes determined by ethical factors (such as vegan or vegetarian food), religious factors (such as kosher or halal), or health factors (such as gluten-free, lactose-free, or bearing the whole grain label). Consumers often base their food choices on a mix of these

factors. Whatever the reason(s), we want to be able to offer our customers the perfect menu composition.

We have partnered with the Danish Vegetarian Association, as we have a common focus on a healthy lifestyle, climate change and animal welfare. We want to always ensure our customers have as many good choices as possible, and the vegetarian movement has become an increasingly important focus area in this respect.

Find out more about the association here: vegetarisk.dk



Dansk Cater is a member of Etisk Handel Danmark

Etisk Handel Danmark is a Danish organisation which seeks to promote ethical international trading. This entails a strong focus on respect for human and labour rights, the environment and the climate, and ethical company management, including anti-corruption, anti-discrimination and corporate governance.

Find out more at etiskhandel.dk



Advisory services, selling and marketing sustainability

As a wholesaler we have a co-responsibility for inspiring our customers to make sustainable choices.

One initiative we are therefore pursuing is a feature in our Danish webshop that draws attention to campaigns for products that are typically sought by customers with a focus on sustainability. It is easy for our customers to select this type of product in the webshop. In Sweden, we are working to implement the same function.

For example, we have introduced a map of Denmark in the webshop showing all local suppliers, making it easy for customers to choose local products.

With a single keystroke, customers can select non-GMO (not genetically modified) products, FairTrade products, organic products or MSC/ASC-certified fish and seafood. The climate footprint (calculated carbon emissions) can also be seen for each product.

In collaboration with a Danish chicken producer, we have had a strong focus on slow-growing chicken breeds. In virtually all our advertising magazines throughout the year, we have run double-page spreads containing information and special offers on these products.

We expect this to boost the sales of sustainable variants.

Our webshop helps to minimise food waste by pushing products that are approaching their expiry date out to customers at favourable prices. This makes a big difference to food waste in our part of the value chain.

To support these initiatives, we have focus in both Denmark and Sweden on ensuring that our product database contains all relevant information on sustainability.

In our printed campaign materials, we continually test whether we can increase sales of sustainable products by using relevant logos and graphic elements.

Training and education of our employees

We wish to proactively support the green agenda, and our customers' businesses with sustainability knowledge and initiatives. We therefore regularly train selected employees in advising customers, so it becomes easier for them to choose sustainable solutions.

During autumn 2022, five small e-learning programmes were presented to our sales consultants, Danish purchasing managers and site managers.

The e-learning programmes give them knowledge and even greater insight into sustainability, so our employees have the latest knowledge about food waste, circular economy, biodiversity etc. and are thus well equipped to discuss these topics with customers.

**Dansk Cater is a partner in REGA**

(the Restaurateurs' Guarantee Association) – an ambitious sector initiative that focuses on sustainability. REGA focuses on three areas: Anti-corruption, human rights and the environment. REGA bases its work on the UN global goals, Global Compact and Guiding Principles on Business and Human Rights, and the OECD Guidelines for Multinational Enterprises. REGA allows players in the sector to hold each other accountable for meeting ambitious sustainability standards.



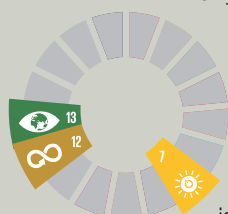
Sustainable operations

Euro Cater operates locally from our 32 sites in Sweden and Denmark, and each day our trucks cover great distances distributing tonnes of items. This inevitably has a major impact on the environment. We therefore continuously strive to make improvements in areas such as the climate, transport and waste.

Environment and climate policy

Our main focus is to reduce our environmental impact by minimising food waste, recycling resources, lowering emissions of diesel particles from our trucks, implementing circular packaging, etc. All these efforts are aimed at minimising the impact on our environment.

In our climate policy, we pay particular attention to documentation and data collection, minimising waste, optimising our energy consumption and a wide range of other initiatives in our daily operations.



CLIMATE

Globally increasing carbon emissions is one of the biggest challenges of our time, and something we work to reduce every day. We work to minimise the direct impact of our company, and also emissions from our suppliers and customers.

We continually identify climate impacts at both the company and product level.

Climate impact at company level

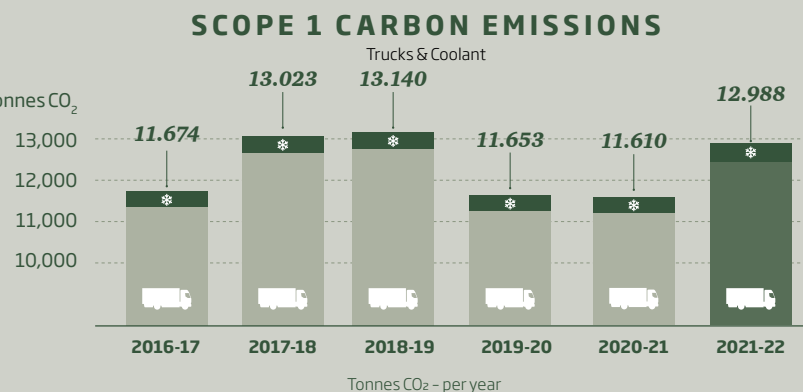
We regularly collect data on and calculate the group's total climate footprint.

The analyses of our carbon emissions are structured according to the international standards of the GHG (Greenhouse Gas) Protocol.

The impact of companies on the climate through greenhouse gas emissions is measured in three parts:

- Scope 1 (direct emissions within the company)
- Scope 2 (emissions from energy consumption)
- Scope 3 (emissions from suppliers and customers)

We have collected precise figures for our carbon emissions in scopes 1 and



Note: Coolant was first calculated in 2020/21, and has been estimated at the same level of consumption in previous years.

2, and estimated all 15 subcategories in scope 3.

Our emissions primarily derive from our own trucks, purchased goods, transport via other transport companies, and the processing and disposal of goods and waste.

We have the most influence on transport in our own trucks, which is therefore a major focus area.

Scope 1: Direct emissions from Euro Caterr

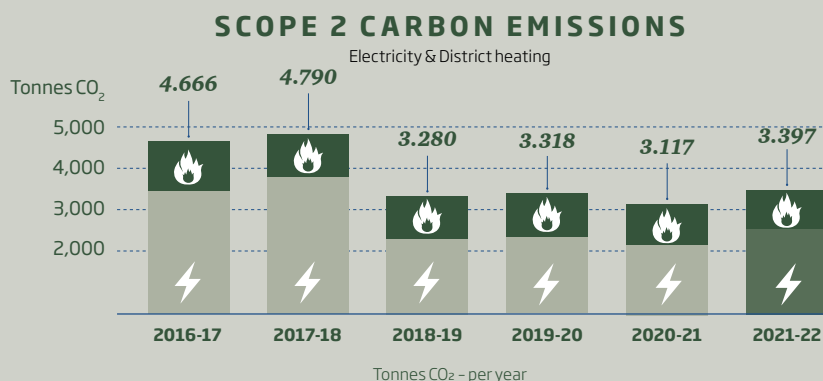
We have measured our diesel consumption for all our trucks for the past several years. We have regularly made efforts to minimise our diesel consumption, as described later in this

report. We have made more detailed measurements in recent years, so that we can now report on the climate impact (in CO₂ equivalents) from this diesel consumption.

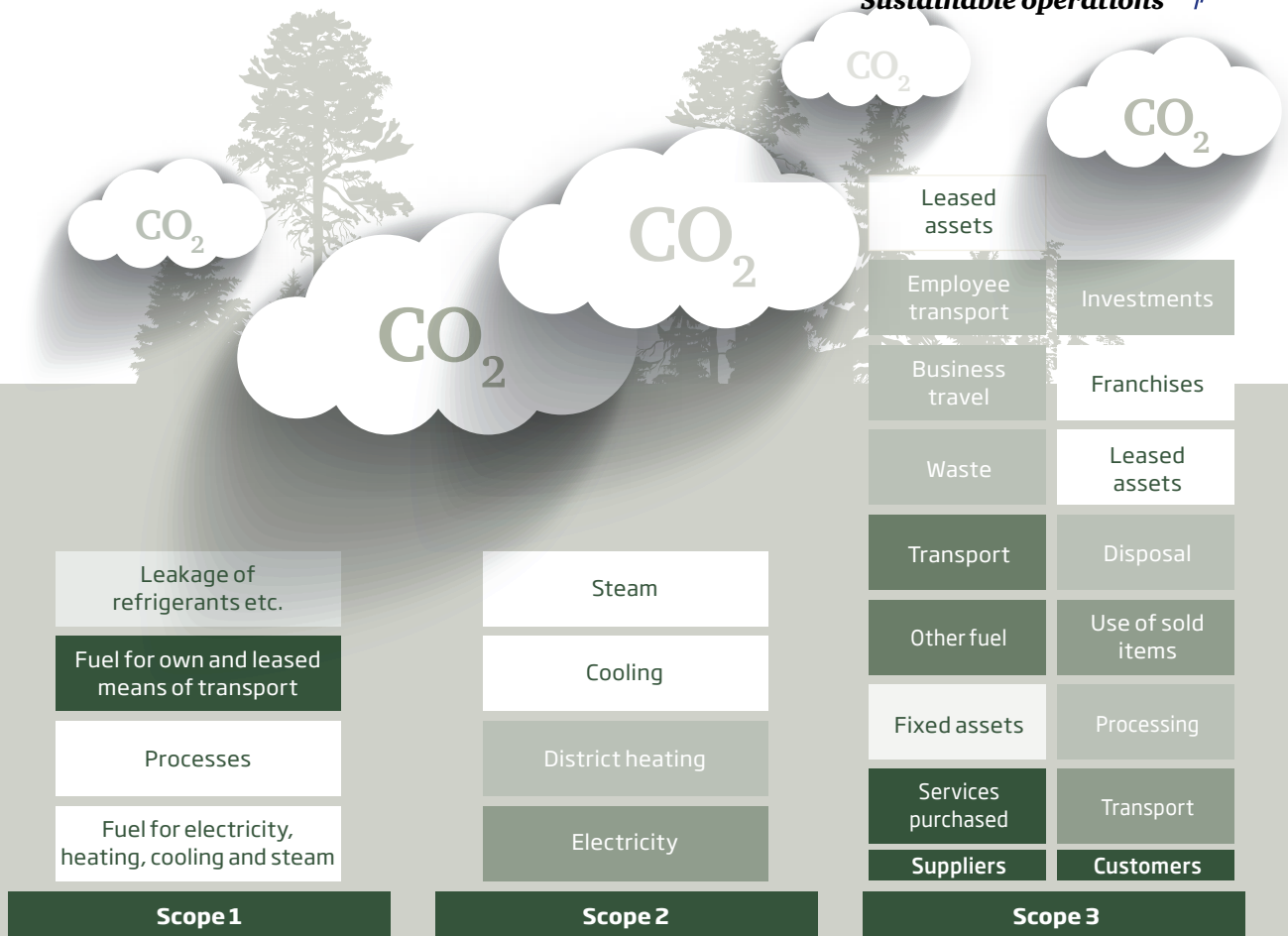
We measure consumption of refrigerants in our cold stores, so we can report on the climate impact of these.

We have also investigated whether there are other sources of scope 1 climate impacts, which we do not believe there are. This is therefore our full carbon emissions from scope 1.

The great majority of our Scope 1 emissions derive from our own trucks, and only a small proportion from refrigerants.



Note: The drop in 2018/19 is due to the transition to green energy in Sweden.
 Note: District heating also includes consumption of natural gas.



Carbon emissions from trucks are proportional to our level of activity, as we are still in the start-up phase with alternative propellants. Diesel is thus still the predominant propellant we use.

Scope 2: Indirect emissions from Euro Cater

We measure our electricity consumption at site level and different types of consumption at sites. And we have continually implemented numerous measures to minimise electricity consumption.

We have also done a lot to convert our electricity consumption to sustainable energy. All power consumption at Svensk Cater is green power, and Dansk Cater is evaluating the possibility of switching to a green power solution.

We report on the climate impact of our electricity and heat consumption.

The majority of our carbon emissions in scope 2 come from our electricity consumption, with a small part due to district heating use.

We have also investigated whether there are any climate impacts in scope 2 other than electricity and heat, which is not the case. This is therefore our full carbon emissions in scope 2.

Energy consumption

We continuously strive to reduce our energy consumption. The foodservice sector consumes high levels of electricity, as a lot of our product inventory must be stored either refrigerated or frozen.

Since 2003, we have set emission reduction targets for the various sites and continually reduced consumption.

Eight sites in Sweden and 11 in Denmark have now switched to CO₂ refrigeration, which typically halves the energy consumption, and thus the climate impact, compared to previous refrigeration systems.

We are planning more investments in modern refrigeration solutions in the years ahead.

In several places – particularly in Sweden – we have removed the natural gas boilers and instead used the surplus heat from the refrigeration and freezing systems to heat the rest of the buildings. A few sites are negotiating agreements with local heating plants to take over our surplus heat. With the new system of energy taxes in Denmark, we will investigate whether we can use the surplus heat at more sites.



ISO 14001 Environmental Certification

Euro Cater was ISO 14001 certified for the first time back in 2003. Since then, the certification has been implemented in all 32 sites of the group. We have carried out internal audits of all our sites during the year. We have also been visited by external auditors at selected sites.

We have installed air curtains in cold rooms. These allow us to maintain different temperatures in the rooms without installing doors or walls. This enables efficient operation without compromising food safety. We have also installed air curtains at the entrance to a number of freezer rooms, so we can minimise the loss of cold air every time the door opens.

We have also started installing solar cells, at two of our locations to date. This initiative is well aligned with the higher electricity consumption that will arise as more of the vehicle fleet switches to electricity in future.

Our total electricity consumption has dropped from 33.9 million kWh last year, to 33.7 million kWh this year.

Scope 3: Emissions from suppliers and customers

When calculating the climate impact in scope 3, we are dependent on data from suppliers, customers and other partners – unlike when we calculate the climate impact in the previous two scopes, where we can directly collect data about our own activities.

During the past year, we have assessed the magnitude of all 15 categories in scope 3, i.e. 8 with suppliers and 7 with customers and consumers. We have done this on a scale from 0 (no emissions) to 5 (very high emissions). As we get more valid data for scope 3, we can expect the initial assessment to be changed.

As can be seen from the figure showing all three climate scopes, we expect the highest carbon emissions from purchased goods, transport and fuel.

We expect to also be able to measure significant carbon emissions from areas like waste, the use and disposal of products, and investments at some point in the future.

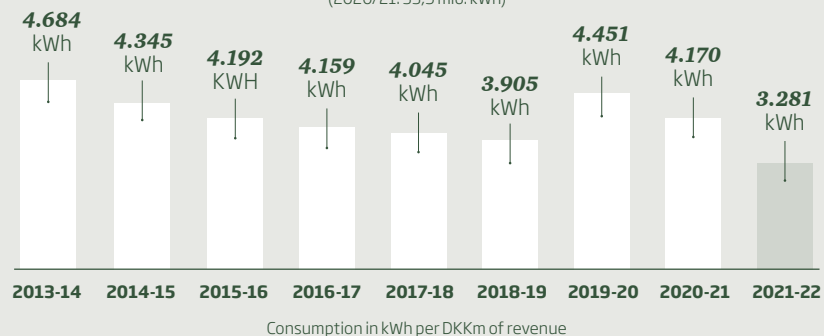
Once we have sufficient quality and quantity of data, we will begin to provide more detailed regular reporting on our actions and results.

Climate impact at product level

We were the first in our sector in Denmark to seek to offer a tentative estimate of climate impact at product level. We say 'tentative', because this information is not cut and dry. There

ELECTRICITY CONSUMPTION

Total consumption: 33,7 mio kWh
 (2020/21: 33,9 mio. kWh)



is no official, government-controlled database of carbon declarations at product level, so we have had to use what data we could find. It is a fledgling start and a step in the right direction, but many of the calculations are based on estimates from the available databases, and will become more accurate as time goes by.

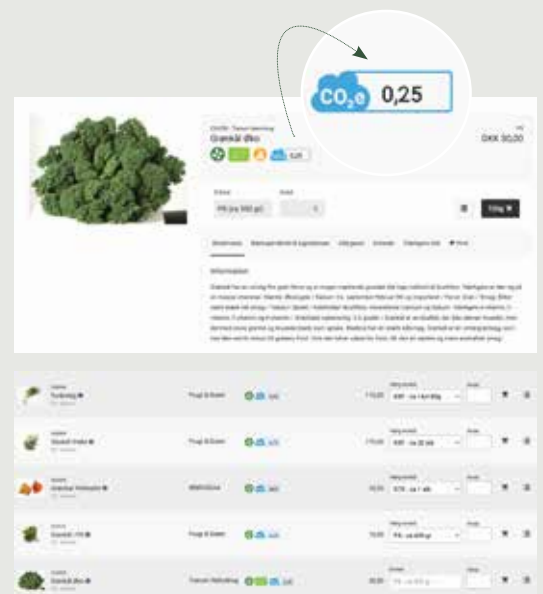
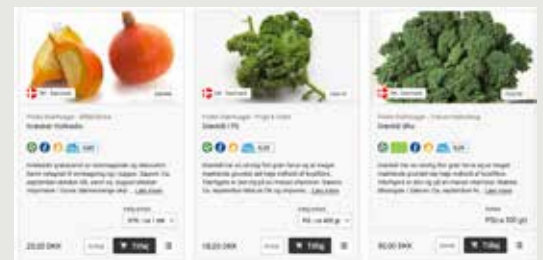
For most food items in our webshop, customers can see a CO₂e icon showing a value per product. This value indicates the number of kilograms of CO₂ that were emitted per kilogram of drained weight of the given product.

For the time being, all carbon figures should be seen as the best available estimate, as we have noted everywhere we present this information.

den store KLIMADATABASE Version 1

We use the Big Climate Database as a basis – published by Concito, an independent Danish green think tank, in 2020. The database covers the 500 most sold foods, and based on these we have been able to map the carbon footprint for over 50,000 of our products in Denmark. For some products, the database will lead to a precise carbon footprint, but due to the limited amount of data, there will be some margin of error for other products.

It will only be when the manufacturers of each product have their own data for the specific carbon impact, calculated in line with recognised standards, that we will get close to the real emissions for all products in our range.





TRANSPORT

During the past year, our trucks have travelled 14.9 million kilometres on the roads, and transport by external hauliers comes on top of this. In Svensk Cater, approx. 25% of goods are distributed to customers via external hauliers. Transport is therefore an important issue for us in working with our social responsibility – in our own core business and throughout our value chain. We work with responsible transport based on three aspects: road safety, pollution and climate.

Road safety

Sending many trucks onto the roads and streets every day, we are very much aware of our responsibility for minimising the risk of road traffic accidents.

Our drivers receive road safety training, and as part of our transport policy, we work with rules and good habits among our drivers.

We continually invest in new technical solutions that can prevent accidents. In Dansk Cater, we have developed workwear for drivers that increases visibility as they move around in traffic at all times of the day.

Particle pollution

With many diesel trucks on the road, we continually seek to minimise particle emissions. We have therefore prepared a guide for the purchase of new vehicles, which includes requirements in relation to environmental impact and European emission standards.

We also train our drivers in eco-friendly driving. All truck drivers in Sweden undergo statutory training in eco-friendly driving. Our other drivers also undergo internal training in eco-driving.

At several of our sites, we have invested regularly in monitoring systems in our trucks to help and guide drivers and ensure that their driving is as eco-friendly as possible.

Climate emissions from fuel

We drive several million kilometres each year, and we are well aware that our fuel consumption has a major climate impact.

We are continually working to minimise our fossil fuel consumption. We

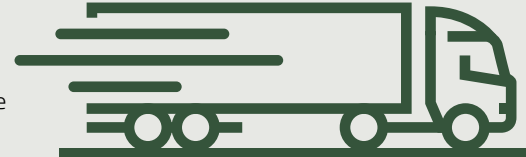
set technical requirements for new vehicles, such that we make use of the latest technology that minimises carbon emissions.

In both Denmark and Sweden, we have updated our vehicle policies so that all new sales vehicles must be hybrid or electric.

We have several sites that use HVO biodiesel in both Denmark and Sweden. We have invested in tank equipment etc. at several sites, and are awaiting developments in this area, which has seen major price fluctuations during the energy crisis. By using HVO biodiesel, we can reduce carbon emissions by over 90% compared to traditional diesel.

In Sweden, we have purchased more electric hybrid trucks. These run the first many kilometres on electricity before switching to diesel. In Denmark, we were the first to acquire a 100% electric van, where both the vehicle and refrigeration system run exclusively on electricity. In autumn 2022, Dansk Cater became the first foodservice player in Denmark to put three 100% electric trucks into operation. We eagerly await the first data, and general developments in this fast-changing area.

Our mileage efficiency – i.e. the number of kilometres we get from a litre of diesel – has dropped slightly.

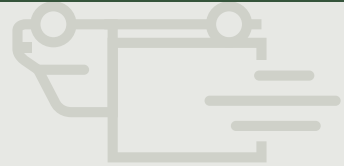


SAMFRAKT - reduces up to 70% of transport to offices

At Svensk Cater, we work with SAMFRAKT to reduce transport to offices and shipping costs.

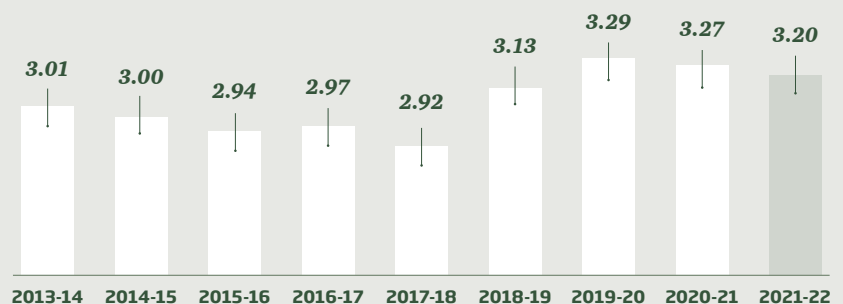
The collaboration helps reduce transport to offices by 50-70% for the approx. 20 suppliers who are part of it.

Under the SAMFRAKT scheme, offices receive one delivery per week from 20 suppliers – instead of one delivery from each of 20 different suppliers per week.



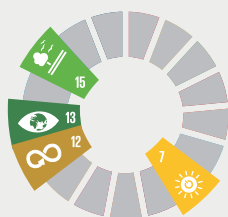
DRIVING AND FUEL

In 2020/21, Euro Cater covered 14,9 mio. km in our own vehicles. This equates to 373 times round the world.



Driving efficiency (km per litre of diesel).

(Kørsel med alternative drivmidler er ikke specificeret i ovennævnte graf, da disse endnu ikke er betydelige.)



WASTE

We operate in a sector where large amounts of packaging are used every day. Receiving, transporting and distributing tonnes of food products involves a lot of packaging. Our strong focus on food safety also unfortunately leads to some food waste.

We have large amounts of cardboard and plastic waste, in particular, in our operations. We have increased our use of circular waste methods, allowing us to reuse as many types of waste as possible.

We regularly investigate the waste fractions we handle, and how these are defined and handled at the waste collection companies we use. To simplify this process, we pooled all waste fractions with a single waste collection company for all our Danish sites during the past year. We are working to spread this model to Sweden.

One of our goals is to minimise the quantity of mixed waste, which is simply used to generate energy in incineration plants. The more we can transfer into the various waste fractions the better, as these are recycled in new products. During the year, we strongly reduced the share of mixed waste by 5.6 percentage points.

Less plastic

Svensk Cater in Uddevalla is focusing on reducing its consumption of wrapping plastics by optimising how mesh trolleys are packed. We have successfully cut plastic consumption by over 75% during the past three years, reducing the negative impacts on the environment and climate, as well as our costs. We will now begin to look at where we can transfer this experience to other sites.

Food waste

Food waste has major consequences for both the climate and environment. We reduce food waste where we can. It is a global challenge which must largely be addressed locally.

We have focused on food waste internally in our own operations, and by helping our customers to address food waste in their part of the value chain.

Studies show that about half of the food which is discarded could have been eaten instead. This is a trend we are working to change, for example by promoting items that are close to their expiry date on our webshop.

In both Denmark and Sweden, we have new functionality in our webshop whereby we promote products that are approaching their expiry date. Under this initiative, we were able to sell 291 tonnes of products in Denmark during

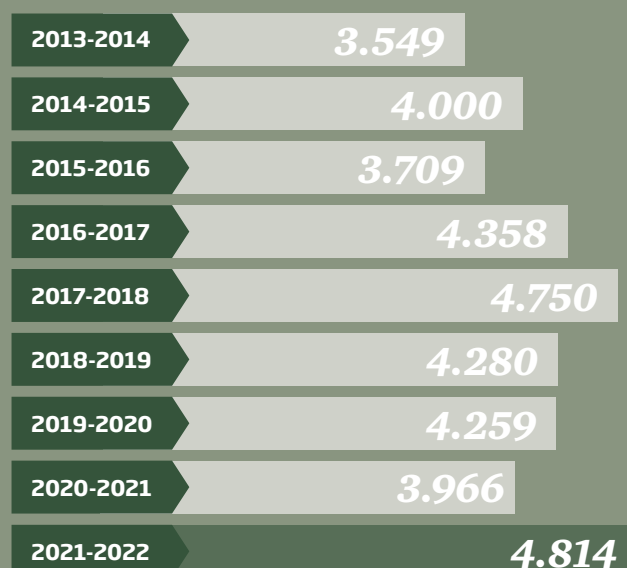
the past year which were at risk of becoming food waste, but were instead sold to and used by our customers. We sold a further 81 tonnes of potential food waste via telesales, where we actively contacted customers to find buyers for these sell-by date products. We can see that the webshop is gradually taking over sales of sell-by date products from our telesales, as planned. We still do not have figures for how much food waste we have prevented in Sweden, but are implementing this feature in our IT systems.

We are sorting our waste more and more. This means there will be a greater proportion of food waste (organic waste) for a time, because we are training our employees to sort the waste correctly and sustainably – from the container of mixed waste to the one with organic waste.

We are implementing measures to minimise food waste in our part of the value chain in parallel, and hope that this proportion will fall again over time. During the past year, our proportion of organic waste has thus risen by 3.8 percentage points. This is presumably also due to increased sales of perishable goods, such as fresh vegetables and meat, which naturally create more food waste.

WASTE

Waste (tonnes).



Waste in kg (per DKKm of revenue).



The calculated quantity of waste during the period may reflect the fact that the level of detail and procedures for registering waste have been continually refined.



Dansk Cater has joined 'Danmark mod Madspild', a voluntary agreement whereby we commit to halving our food waste by 2030. This corresponds to target 12.3 of the UN global goals, to halve global per capita food waste by 2030. We will therefore focus on collecting data for our food

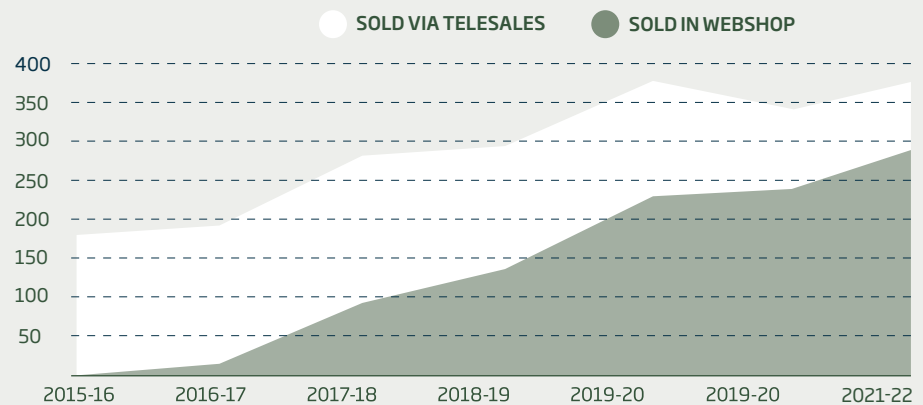
waste, and continuously minimising this.

Where possible, our organic waste is used to produce biogas, which generates climate-neutral electricity and heat. The residual product - biomass - is then used as an effective fertiliser in Danish agriculture.

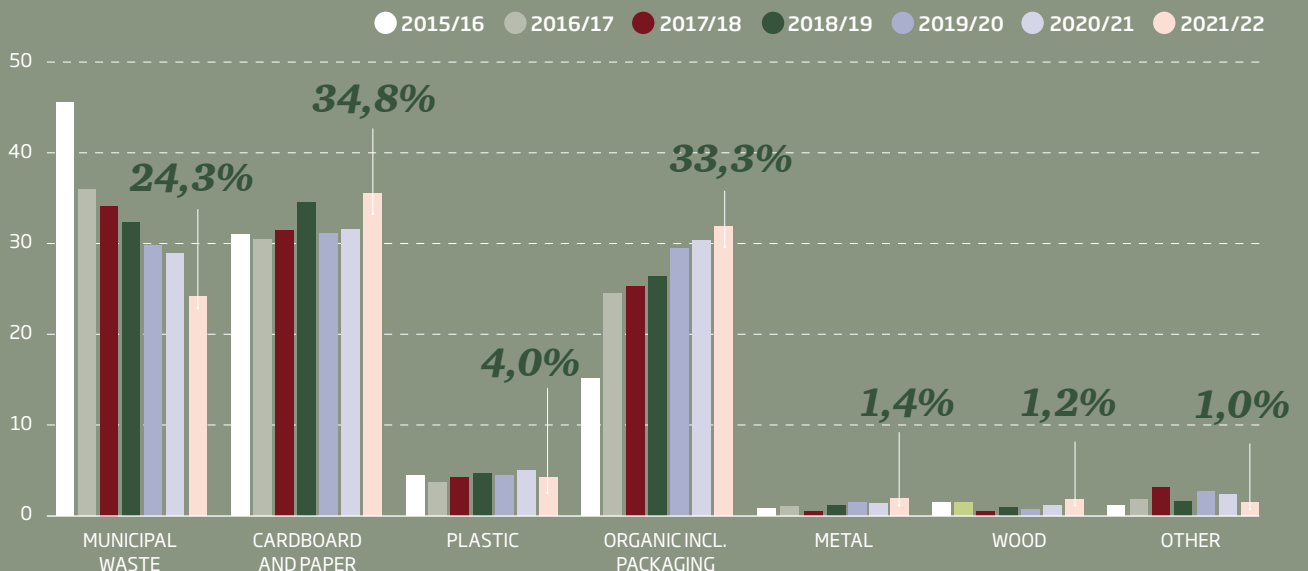
In Sweden, food waste from vegetables is used for biogasification at several sites.

We also have agreements with various wildlife parks and restaurants to receive sell-by date products, so as little as possible is wasted.

FOOD WASTE PREVENTED (IN KG)



WASTE DIVIDED INTO FRACTIONS



We expect the proportion of compostable waste to rise for some time, as we become better at sorting waste. We then expect that our food waste initiatives will cause this proportion to decline again.

Focus on sustainable initiatives in kitchens

Euro Cater works with various initiatives to inspire professional kitchens to make their daily operations a little greener.

Food waste

Our Stop Food Waste concept on our webshops has prevented 235 tonnes of food from being thrown away during the last financial year alone. When a given product approaches its expiry date, we give customers the opportunity to buy it at a reduced price. The products are thereby transformed into good food experiences, and our customers save money by buying products with a reduced shelf life.

Information on food waste is available to our customers on our website, such as tips, advice and inspiration on how to minimise waste in the kitchen in practice.

Waste sorting

We have developed the Affald i restaurationsbranchen (Waste in the restaurant industry) guide, which is freely available (in Danish) on our

website. In this guide, customers can learn more about what materials can be recycled, and read about cases that have tested different waste solutions and about reuse and recycling. We have also developed a waste sorting guide which is also freely available. The waste sorting guide goes through the various types of waste and customers can learn more about what kinds of plastic, cardboard, glass, food waste, etc. should be sorted and how they should be handled.

Food waste calculator

Each time food waste is sent for biogasification rather than incineration, it has a positive effect on the climate and environment. We therefore want to guide and inspire kitchen staff to handle their food waste in the best possible way, so that as little waste as possible ends up being incinerated. One way we do this is by referring them to Denmark's first independent food waste calculator, where they can enter the weight of their kitchen food waste and see what potential it has. For example, if you enter 20 kg of

waste, it corresponds to being able to fertilise 15.57 kg of potatoes.

The amount of waste is thus shown as a corresponding usable resource. We hope that the food waste calculator will help increase our customers' awareness in relation to sorting food waste.



Reusable boxes replacing disposable cardboard boxes

Packaging plays a major role in extending the shelf life of products and reducing food waste. But handling the packaging also places demands on kitchens. In this connection, we started using a folding box during the year, which is washed and recirculated. The box reduces cardboard consumption and saves kitchens having to dispose of it.

The new green packaging box is made of plastic. It can be used for an average of seven years and is then reprocessed and reused. The green boxes are covered by a deposit system, to ensure optimal recycling and rotation, and will eventually replace all cardboard boxes.

In addition to being reusable, the green boxes are more stable and provide better protection for products during transport. The boxes are also suitable for use from the outset, at the grower, where produce is harvested. They can be cooled quickly due to their design, with holes in the sides. This helps ensure the products are fresh and can reduce energy consumption.

Traditional cardboard boxes require a lot of handling for waste sorting and disposal, and our customers have received the new reusable box initiative with enthusiasm.

From packaging to green garden furniture

The boxes, which come from Euro Pool System, are easy to fold after use, taking up 86% less space than when unfolded.

The boxes are always washed after use at Euro Pool's washing facility in Horsens. They are also regularly quality inspected. When the boxes no longer meet the applicable standards, they are reprocessed and reused as green garden furniture.

The new green boxes are already being used to ship fruit and vegetables, and will be gradually phased in for other product groups and further up the value chain.

GartnerHjælpen – love for misshapen vegetables

GartnerHjælpen simply seeks to reduce food waste by saving misshapen vegetables from being left unharvested, making them available to suppliers instead.

Every day, large amounts of fruit and vegetables are harvested which do not always meet the desired or traditional requirements for size or appearance. Despite their misshapen appearance, these are premium quality produce that have unfortunately often ended up as food waste in the past. GartnerHjælpen is helping to change this practice.

GartnerHjælpen is a collaboration with Danish growers, where we help them sell surplus products that would otherwise be unsaleable, e.g. through Dansk Cater's webshop, where you can buy misshapen broccoli, leeks, mushrooms and other vegetables.

"Through GartnerHjælpen, we are making a major effort to save food waste at the first step in the supply chain. At the growers, many delicious vegetables and crisp fruits are discarded for the sole reason that they are a

little too small or too big, a little too misshapen or cut incorrectly. Reasons that do not affect the quality of the produce, only its appearance. When we have used the earth's resources to produce a vegetable, it should be eaten – even if it is a little misshapen – and we help ensure that through GartnerHjælpen," says Benjamin Larsen, Market Manager at Cater Grønt.

GartnerHjælpen has been so well received that products have sold out on several occasions. Since GartnerHjælpen has been so well received, there are plans to expand the volume and product types, to the extent that misshapen produce is available.

The Danish Ministry of the Environment reports that we throw out 700,000 tonnes of food each year that could have been eaten. Food waste from primary production and the food industry accounts for 233,000 tonnes of this.

GartnerHjælpen is a concept that helps reduce food waste and ensure more sustainable agriculture, as part of UN global goal 12.



Combatting food waste

We support the 'DANMARK REDDER MADEN' campaign, where we focus on how staff in professional kitchens can help combat daily food waste.

As part of its partnership with Danmark mod madspil and in connection with UN International Food Waste Day on 29 September, Dansk Cater marked the day by supporting the DANMARK REDDER MADEN campaign.

We encouraged Denmark's professional kitchens to mark the day and support the cause by putting out materials for staff and customers to make them aware of the campaign.

The materials could – and still can – be accessed via Dansk Cater's website, where you can download posters with tips for avoiding food waste, visual material for social media and intranets and screen messages. The materials are available in both English and Danish.

The materials included a catalogue of ideas for workplaces with concrete ideas and inspiration for how to minimise food waste at each site.

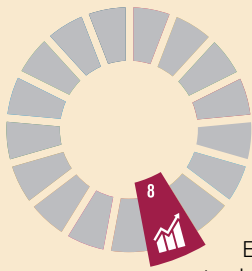
The campaign is the initiative of the ONETHIRD think tank, which has a special focus this year on food waste among food professionals such as canteens and restaurants.



Sustainable workplace

We strive to be a good, responsible workplace for our many talented employees. Our business is based on decency, and we give priority to creating a secure, positive environment for our employees. We therefore focus on a safe and healthy workplace, developing employee competences, and corporate governance.





HEALTH AND SAFETY

We employ around 2,300 staff, who invest much of their skill, time and energy in Euro Cater every day. We strive to give them a safe and healthy workplace, where well-being and a good working environment are in focus. It is therefore natural for all the group's sites to safeguard the working environment, to prevent accidents at work and employees from experiencing strain.

Some work functions involve heavy lifting and pushing products around when distributing them at warehouses or to customers, and some of our employees also work at refrigeration and cold storage facilities.

We continually invest in modern aids which can relieve the physical work as much as possible. When we buy new trucks, we have started to require that they normally be equipped with electric roller doors, to save the driver from opening rear doors. In Sweden, we have held courses on the working environment and occupational safety for more of the new members of local management teams during the year.

In Denmark, we have initiated a project at several pilot sites where we will develop a series of videos about working ergonomically, to minimise the risk of physical strain on employees. If it is well received, we will extend the system to the other sites.

Healthy workplace initiatives

Svensk Cater continuously works to improve the psychological working environment for offices, warehouses and drivers. Based on analyses conducted, action plans have been formulated for all sites, and we are now in the process of implementing the chosen improvements. For example, we have focused on ergonomics and health in connection with working from home.

Euro Cater is a decentralised organisation, with 32 sites in Denmark and Sweden which each have a high degree of self-determination. This ensures a strong sense of commitment among

local managers and employees, which is reflected in a large number of initiatives at the various workplaces. Many of the sites are involved in activities like sport, weight loss programmes and stop-smoking courses.

In the coming years, we will start collecting more data at group level on the physical and psychological working environment, in both Denmark and Sweden, so that it will be easier for us to make improvements across all sites in future.

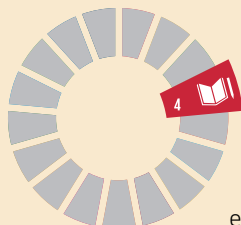
Working environment assessment (Denmark)



8 SITES

This year, 8 of our 15 Danish sites have achieved green health and safety smileys.

The assessment has been granted following visits by the Danish Working Environment Authority. One site received a yellow smiley, where one order was issued, which has already been complied with. Six sites have not received a health and safety smile - due to not having been inspected.



COMPETENCE DEVELOPMENT

We have a constant focus on developing employees' competences. We train our employees in a general understanding of social responsibility, our policies and what they actually mean for each person's daily work activities. This applies particularly to sales consultants, purchasers, managers, drivers and dispatchers.

During autumn, we had a selection of sales consultants, purchasing man-

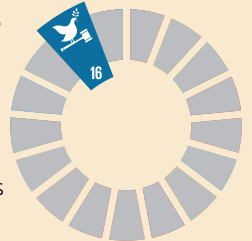
agers and site managers complete an e-learning course, where they gained greater insight into sustainability, so that employees receive up-to-date knowledge about food waste, the circular economy, biodiversity etc. This will make them even better equipped to discuss sustainability with customers.

In Sweden, we have sent site managers on two brief courses in sustainability, and the same is true for warehouse managers.

We will collect more data at the group level about our employees' competence development in the coming years.

CORPORATE GOVERNANCE

We run our business based on principles of decency. This means that we compete on market terms and act with decency, and always within the law.



Anti-corruption

We reject corruption, and have formulated an anti-corruption policy to support this. We developed an internal Employee Code of Conduct in 2021/22, in which anti-corruption is a key area. Our employees (primarily in procurement and sales) will receive training in this.

Anti-corruption is also integrated into our Supplier Code of Conduct and has therefore been incorporated as a focus area in our supplier relations.

We are not aware of any cases of corruption within our company or among our suppliers during the past year.





Fair tax payments

By paying taxes, we contribute to financing and developing society. The group seeks to observe all relevant tax legislation, not only the letter of the law, but also the intentions behind it. This is ensured by drawing on qualified advisers in these areas, and through regular contact with tax authorities, for example to clarify the understanding and interpretation of new or complicated legislation. The aim of this approach is to pay the correct amounts of tax.

In the annual report of Euro Cater Holding A/S, we transparently disclose the corporate tax paid during the year, and the corporate taxes payable for the given financial year. We provide this information for the entire group, split between Denmark and Sweden, which are the only jurisdictions in which we pay taxes. The group does not operate in tax havens. In Denmark, we have received a letter from the Danish Minister for Taxation

for several years running, thanking us for being one of the 100 largest payers of Danish corporate tax. We are proud of this.

Fair competition

We work in a highly competitive sector. This means we have to maintain a strong focus on staying within the framework of fair competition, so we can stand by all our actions – both legally and morally. We have had no cases during the past year where fair competition has been called into question.

Fair marketing

The consumer picture surrounding sustainability is complex, and the rules governing what sustainability is or what can be called sustainable are just as complex.

We work hard to tag all our products with all the relevant characteristics linked to sustainability, such as organic produce, MSC/ASC certification, the whole grain label or lactose-free.

We are very careful to observe all applicable rules for good and fair marketing. This includes complying with the latest guidelines published by the Danish Consumer Ombudsman.

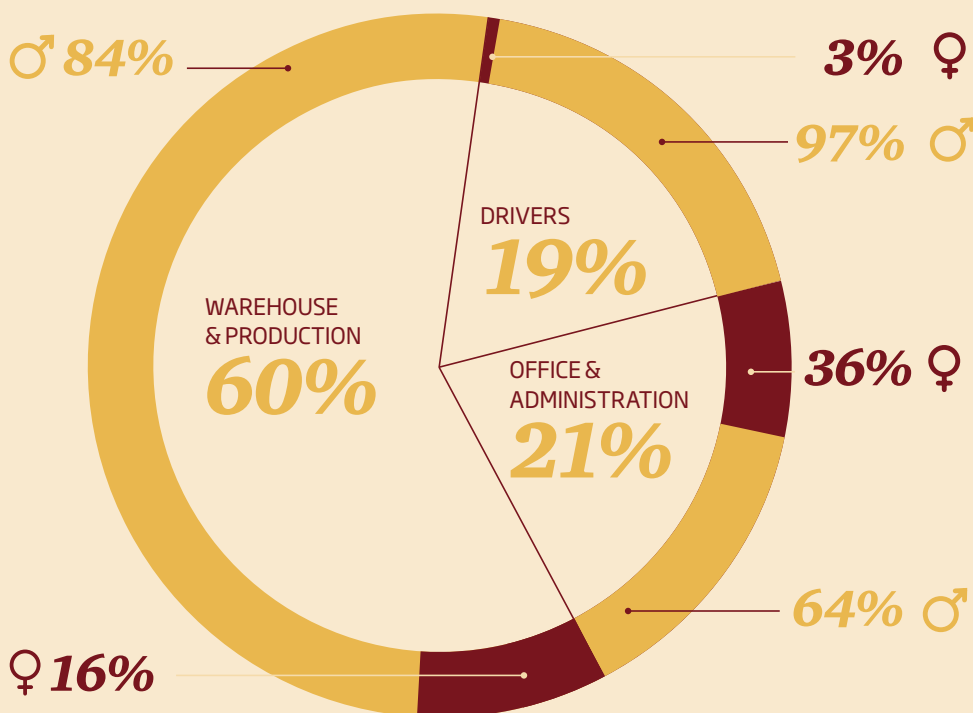
Donations and support

All sites are involved in supporting various local initiatives. We want to help to the best of our ability locally. We do this by donating time, money and food and beverages. We have a number of initiatives that help disadvantaged children and their families, and others that assist overweight children. We also sponsor a wide range of local sports associations.

Statement on data ethics

We worked with data ethics throughout 2021/22, and expect to approve our data ethics policy in 2022/23. The group's policy for data ethics, data use and data ethics behaviour is to always use data in a responsible and proper manner, in line with the company's IT security policy and applicable GDPR rules. The policy covers the customer data we collect and process, but also all other data that we may process, as well as data ethics considerations among the group's suppliers and partners.

The group's data ethics behaviour must contribute positively to customer confidence, based on the understanding that the data the customer entrusts to us is the customer's property and must be processed within the applicable legal framework. We ensure that personal data and other data is processed securely and is not stored for a longer period than is necessary for the purposes for which the data is processed. The policy for data ethics will be regularly reviewed, at least every three years.



NUMBER OF EMPLOYEES



2.294

GENDER DISTRIBUTION

Men

83% ♂

Women

17% ♀

Anti-discrimination and inclusion

We see diversity as a major strength. It is therefore important for us to be open and reflect the community around us.

We are a relatively large workplace, with 32 sites in two countries. We therefore have a strong focus on in-

cluding all employees, and never accept discrimination or harassment of any kind in the workplace.

Everyone – both employees and external stakeholders – has the opportunity to bring any disagreements or harassment to our attention. We therefore established a whistleblower scheme

in 2021 via which reports can be made anonymously. The scheme is operated by a third party, to ensure an appropriate separation of roles.

Gender distribution for job functions

Recruitment for leading positions in the Euro Cater group has primarily taken place internally in the past. It is therefore natural that the number of women in management positions roughly reflects the overall gender distribution in the group.

As a wholesaler, most of our job functions relate to warehousing and distribution, which traditionally attract more male applicants. This is also reflected in the gender distribution among the company's employees.

Our target is for two out of the five board members elected by the general meeting to be women before the end of the 2025/26 financial year. Currently, one of the five board members is a woman. Euro Cater Holding A/S was founded on 11 December 2021. That is why this is the first year

the company has prepared financial statements and a sustainability report. The company has therefore not previously set a target for the underrepresented gender on the Board of Directors. To meet the target, the board must add another woman. The group expects this to happen in the years ahead, and deems the existing Board of Directors to have the right skills and composition in relation to the group's strategic challenges and plans.

The group's management team currently consists of around 150 people, 14 of whom are women (9%). The group's management team is made up of people who are central to the group's operations and development. It is the group's policy that both genders must be represented in the group management. All management positions are filled on the basis of the group's general principle of employ-

ing the best-qualified person for the position, irrespective of gender. We seek to ensure that both genders are represented in the last round of the recruitment process, where this is possible given the field of applicants. The group generally stresses the importance of equal opportunities for all, regardless of gender, ethnicity, religion or disability.



Results, goals and aspirations





SUSTAINABLE TRADING

Results, goals and aspirations

RISKS	FOCUS AREA	ANNUAL RESULTS 2021/22			GOALS 2022/23	
		GOALS	ACTION	RESULT	GOALS	PLANNED ACTIONS
Food safety	Food safety POLICY Food safety	<ul style="list-style-type: none"> All sites ISO 22000-certified Internal audits of all sites carried out External audits of all sites carried out No admonitions in connection with inspections by the Danish Veterinary and Food Administration Improved handling of customer complaints Learning from corrective and preventive actions 	<ul style="list-style-type: none"> External ISO 22000 audits completed at all locations Internal ISO 22000 audits completed at all locations Implemented improvements in handling customer complaints Disseminated learning in all sites from corrective and preventive actions 	<ul style="list-style-type: none"> All sites ISO 22000-certified Internal audits of all 32 sites carried out External audits of all sites carried out 12 of 15 Danish sites have received elite smileys 	<ul style="list-style-type: none"> All sites ISO 22000-certified Internal audits of all sites carried out External audits of all sites carried out No admonitions in connection with inspections by the Danish Veterinary and Food Administration Improved handling of customer complaints Learning from corrective and preventive actions 	<ul style="list-style-type: none"> Carry out external ISO 22000 audits of all locations Carry out internal ISO 22000 audits of all locations
All risks	Supply chain management POLICY Human rights Worker rights Anti-corruption Environmental policy Climate policy	<ul style="list-style-type: none"> 65% of suppliers (by volume) have accepted our Code of Conduct 98% of suppliers (by volume) have been risk-assessed New Supplier Code of Conduct developed Euro Cater registered with Sedex Focus on transport suppliers Ongoing training of procurement staff in supply chain management Registered with ETI Sweden 	<ul style="list-style-type: none"> Code of Conduct sent to selected suppliers Risk assessment of existing and new suppliers New Supplier Code of Conduct being developed Registration with Sedex - completed Training of more procurement staff in supply chain management 	<ul style="list-style-type: none"> 72% of suppliers (by volume) have accepted our Code of Conduct 92% of suppliers (by volume) have been risk-assessed One training sessions in supplier management held with purchasers 	<ul style="list-style-type: none"> 74% of suppliers (by volume) have accepted our Code of Conduct 94% of suppliers (by volume) have been risk-assessed New Supplier Code of Conduct developed Euro Cater registered in international supplier management scheme Focus on transport suppliers Ongoing training of procurement staff in supply chain management Registered with ETI Sweden 	<ul style="list-style-type: none"> Send Code of Conduct to selected suppliers Risk assess existing and new suppliers Develop new Supplier Code of Conduct Register in international supplier management scheme Supplier Code of Conduct sent to five transport suppliers Training of more procurement staff in supply chain management
Transparency Human rights Carbon emissions Chemicals Environmental pollution Animal welfare Soy Palm oil Organics Resource consumption Sustainable fishing Local produce	Sustainable product range POLICY Product policy Environmental policy Climate policy	<ul style="list-style-type: none"> Still no cage eggs in own production Still only RSPO-certified palm oil in own production All relevant sites MSC/ASC-certified Internal MSC/ASC audits conducted for all relevant sites External MSC/ASC audits conducted for relevant sites External KRAV audits conducted for all Swedish sites Organic products etc. promoted in our webshop Procurement staff trained in the development of a sustainable product range Sales staff trained in sustainable selling Registered with 'Dansk Alliance for Ansvarlig Soja' 	<ul style="list-style-type: none"> Promoted RSPO palm oil Internal MSC/ASC audits conducted for all relevant sites External MSC/ASC audits conducted for selected sites External KRAV audits conducted for Swedish sites Promotion of non-cage eggs, organic products, etc. in webshop Training of procurement staff in the development of sustainable product range Training of sales staff in sustainable selling 	<ul style="list-style-type: none"> No cage eggs in own production No palm oil in fats in own production 60% of palm oil used in fats and oils (off-the-shelf products) is RSPO-certified All relevant sites MSC/ASC-certified Internal MSC/ASC audits conducted for all relevant sites Internal MSC/ASC audits conducted for selected sites External KRAV audits conducted for all Swedish sites Organic products etc. promoted in our webshop Procurement staff trained in the development of a sustainable product range Sales staff trained in sustainable selling Registered with 'Dansk Alliance for Ansvarlig Soja' 	<ul style="list-style-type: none"> Still no cage eggs in own production Still only RSPO-certified palm oil in own production All relevant sites MSC/ASC-certified Internal MSC/ASC audits conducted for all relevant sites External MSC/ASC audits conducted for selected sites External KRAV audits conducted for all Swedish sites Organic products etc. promoted in our webshop Procurement staff trained in the development of a sustainable product range Sales staff trained in sustainable selling Registered with 'Dansk Alliance for Ansvarlig Soja' 	<ul style="list-style-type: none"> Promote RSPO palm oil Conduct internal MSC/ASC audits for all relevant sites Conduct external MSC/ASC audits for selected sites Conduct external KRAV audits for Swedish sites Promote non-cage eggs, organic products etc. in webshop Train procurement staff in the development of sustainable product range Train sales staff in sustainable selling

SUSTAINABLE OPERATIONS

RISKS	FOCUS AREA	ANNUAL RESULTS 2021/22			GOALS 2022/23	
		GOALS	ACTION	RESULT	GOALS	PLANNED ACTIONS
Carbon emissions Renewable energy Electricity consumption Heat consumption Water consumption	Energy POLICY Climate policy	<ul style="list-style-type: none"> Long-term goals set for energy and climate Decrease in electricity consumption per DKKm in revenue All sites are ISO 14001-certified Internal ISO 14001 audits conducted for all locations External ISO 14001 audits conducted for selected locations More climate figures for scope 3 	<ul style="list-style-type: none"> Development of long-term goals Local improvements in energy consumption Carried out internal and external ISO 14001 audits Continued investment in CO₂ refrigeration systems Proposals for investments in renewable energy Proposals for the use of surplus heat Found more scope 3 climate figures 	<ul style="list-style-type: none"> 21.3% annual decrease in electricity consumption per DKKm in revenue All sites are ISO 14001-certified Internal ISO 14001 audits conducted for all locations External ISO 14001 audits conducted for selected locations Climate figures for scope 1+2 (and scope 3 estimate) calculated Climate declaration attached to (almost) all food items 	<ul style="list-style-type: none"> Long-term goals set for energy and climate Decrease in electricity consumption per DKKm in revenue All sites are ISO 14001-certified Internal ISO 14001 audits conducted for all locations External ISO 14001 audits conducted for selected locations More climate figures for scope 3 Scope 1 and 2 calculations verified 	<ul style="list-style-type: none"> Development of long-term goals Local improvements in energy consumption Carry out internal and external ISO 14001 audits Continued investment in CO₂ refrigeration systems Proposals for investments in renewable energy Proposals for the use of surplus heat Find more scope 3 climate figures Get scope 1 and 2 calculations verified
Carbon emissions Particle emissions Traffic safety Local communities Environmental pollution Renewable energy	Transport POLICY Environment policy Climate policy Transport policy	<ul style="list-style-type: none"> Development project for sustainable transport announced Deploy fleet management systems Implemented HVO at more sites Electric or hybrid salesperson vehicles 	<ul style="list-style-type: none"> Partnered with sustainable truck manufacturer Extended fleet management systems to more sites Acquired HVO systems Plan for salesperson vehicles 	<ul style="list-style-type: none"> Training of drivers Continual upgrading to a safer and more eco-friendly fleet of trucks (e.g. hybrid and purely electric vehicles) 	<ul style="list-style-type: none"> Deploy fleet management systems Implemented HVO at more sites Electric or hybrid salesperson vehicles 	<ul style="list-style-type: none"> Extend fleet management systems to more sites Acquire HVO systems Plan for salesperson vehicles
Carbon emissions Chemicals Environmental pollution Food waste Resource consumption Reuse	Waste POLICY Environment policy Climate policy	<ul style="list-style-type: none"> Relevant employees trained in waste sorting Data collected from Marius Pedersen in Denmark Overview of whether we can take waste back from customers Overview of our suppliers' packaging strategies Measured prevented food waste in Sweden Disseminated experience from Swedish trial of plastic around mesh trolleys 	<ul style="list-style-type: none"> Trained relevant employees in waste sorting Internal competition between sites Data collected from Marius Pedersen in Denmark Investigated the possibility of consolidating all Swedish sites with one waste collection company Cover all Swedish sites using one waste collection company Identified whether we can take waste back from customers Began measuring prevented food waste in Sweden Disseminated experience from Swedish trial of plastic around mesh trolleys 	<ul style="list-style-type: none"> 372 tonnes prevented from becoming food waste Proportion of mixed waste has been reduced by 5.6 percentage points Greater awareness in the webshop of sell-by date products Fractionation of waste optimised Current and potential fractions for individual sites and waste collection companies partially identified All fractions from all Danish sites covered by one waste collection company 	<ul style="list-style-type: none"> Relevant employees trained in waste sorting Internal competition between sites Overview of our suppliers' packaging strategies Disseminated experience from Swedish trial of plastic around mesh trolleys 	<ul style="list-style-type: none"> Training of relevant waste sorting staff Implement internal competition between sites Identify our suppliers' packaging strategies Measure prevented food waste in Sweden Disseminate experience from Swedish trial of plastic around mesh trolleys





SUSTAINABLE WORKPLACE

RISKS	FOCUS AREA	ANNUAL RESULTS 2021/22			GOALS 2022/23	
		GOALS	ACTION	RESULT	GOALS	PLANNED ACTIONS
Human rights Occupational safety Occupational health	Safety and health POLICY Working conditions	<ul style="list-style-type: none"> Green working environment smiley for all sites in Denmark Inspirational catalogue on occupational safety implemented Inspirational catalogue on absence due to illness implemented Health and safety data collected at group level Collected information on local health initiatives 	<ul style="list-style-type: none"> Focus on occupational safety Developed parts of inspirational catalogue on occupational safety Developed parts of inspirational catalogue on absence due to illness Planned collection of health and safety data at group level Planned collection of information on local health initiatives 	<ul style="list-style-type: none"> 8 of 15 sites received green smileys 	<ul style="list-style-type: none"> No admonishments from the Danish Working Environment Authority Inspirational catalogue on occupational safety implemented Inspirational catalogue on absence due to illness implemented Health and safety data collected at group level Collected information on local health initiatives 	<ul style="list-style-type: none"> Focus on occupational safety Complete development of inspirational catalogue on occupational safety Complete development of inspirational catalogue on absence due to illness Collect health and safety data at group level Collect information on local health initiatives
Anti-corruption Training	Competence development POLICY Working conditions Anti-corruption	<ul style="list-style-type: none"> Overview of local competence development Training of sales staff Training procurement staff Training of managers 	<ul style="list-style-type: none"> Trained sales staff Trained procurement staff Trained managers 	<ul style="list-style-type: none"> Developed competences of procurement staff on sustainability Developed competences of sales staff on sustainability Developed competences of managers on sustainability 	<ul style="list-style-type: none"> Overview of local competence development Training of sales staff Training procurement staff Training of managers 	<ul style="list-style-type: none"> Collect data on local competence development Train sales staff Train procurement staff Train managers
Transparency Private life Human rights Tax Discrimination Local communities Job creation Marketing Diversity Anti-corruption	Corporate governance POLICY Working condition Gender policy in management Anti-corruption	<ul style="list-style-type: none"> Implemented Employee Code of Conduct Trained employees in anti-corruption Found strategic sponsorship Published more ESG data 	<ul style="list-style-type: none"> Employee Code of Conduct partially developed Training of employees in anti-corruption partially developed Scanning for strategic sponsorship commenced Found data on multiple ESG KPIs 	<ul style="list-style-type: none"> Local initiatives completed Published more data on ESG KPIs 	<ul style="list-style-type: none"> Implemented Employee Code of Conduct Trained employees in anti-corruption Found strategic sponsorship Published more ESG data 	<ul style="list-style-type: none"> Implement Employee Code of Conduct Train employees in anti-corruption Find strategic sponsorship Find data on multiple ESG KPIs

Stakeholder relations

We have a strong focus on our relationships with our many stakeholders, all of whom are important to us in our sustainability efforts.

All inputs from our stakeholders are included in our materiality analysis, so we can be sure to focus on the areas of sustainability that make a real difference among our stakeholders, and thus in our world.

STAKEHOLDER GROUP	METODER	EMNER
Owners	Board meetings, reports, annual reports, general meetings, ad hoc meetings, sustainability report	Strategic direction, finances, risks, sustainability, branding, M&A, organisation, positioning, investment, corporate governance
Employees	Manager interviews, performance and development reviews, WPAs, intranet, email, info screens, message boards, annual reports, training, whistleblower scheme, sustainability report	Working conditions, pride and purpose, colleagues, safety, health, remuneration, profit sharing, work tasks, sustainability, career, job security, competence development
Customers	Websites, webshops, daily administration, annual meetings, trade fairs, training, joint projects	Daily administration, strategic agreements, product development, sustainability, delivery, pricing, branding
Consumers	Information via customers, general market and trend analyses	Price, quality, taste, brands, sustainability
Suppliers	Daily administration, strategic agreements, Supplier Code of Conduct, training, audits, list of requirements, trade fairs, annual meetings	Daily administration, strategic agreements, product development, sustainability, delivery, pricing, branding
Authorities	Emails, inspections, websites	National legal requirements, EU legal requirements, standards, allowances, taxes, subsidies, prohibitions and orders Food safety, marketing, reporting, working conditions, employment conditions, etc.
Local communities	Local activities, sponsorships, donations, internships, visits, family, volunteer work	Support, sponsorships, knowledge, internships, no pollution, no traffic jams or noise, local pride, workplaces, tax
Development partners	Project meetings, emails, lectures, webinars, workshops	Know how, inspiration, innovative new products
Society/NGOs	Emails, meetings, social media, visits, complaints, whistleblower scheme	All our positive and negative impacts on the world (e.g. climate, pollution, animal welfare, tax payments, job creation, traffic, biodiversity, work safety, human rights and anti-corruption)



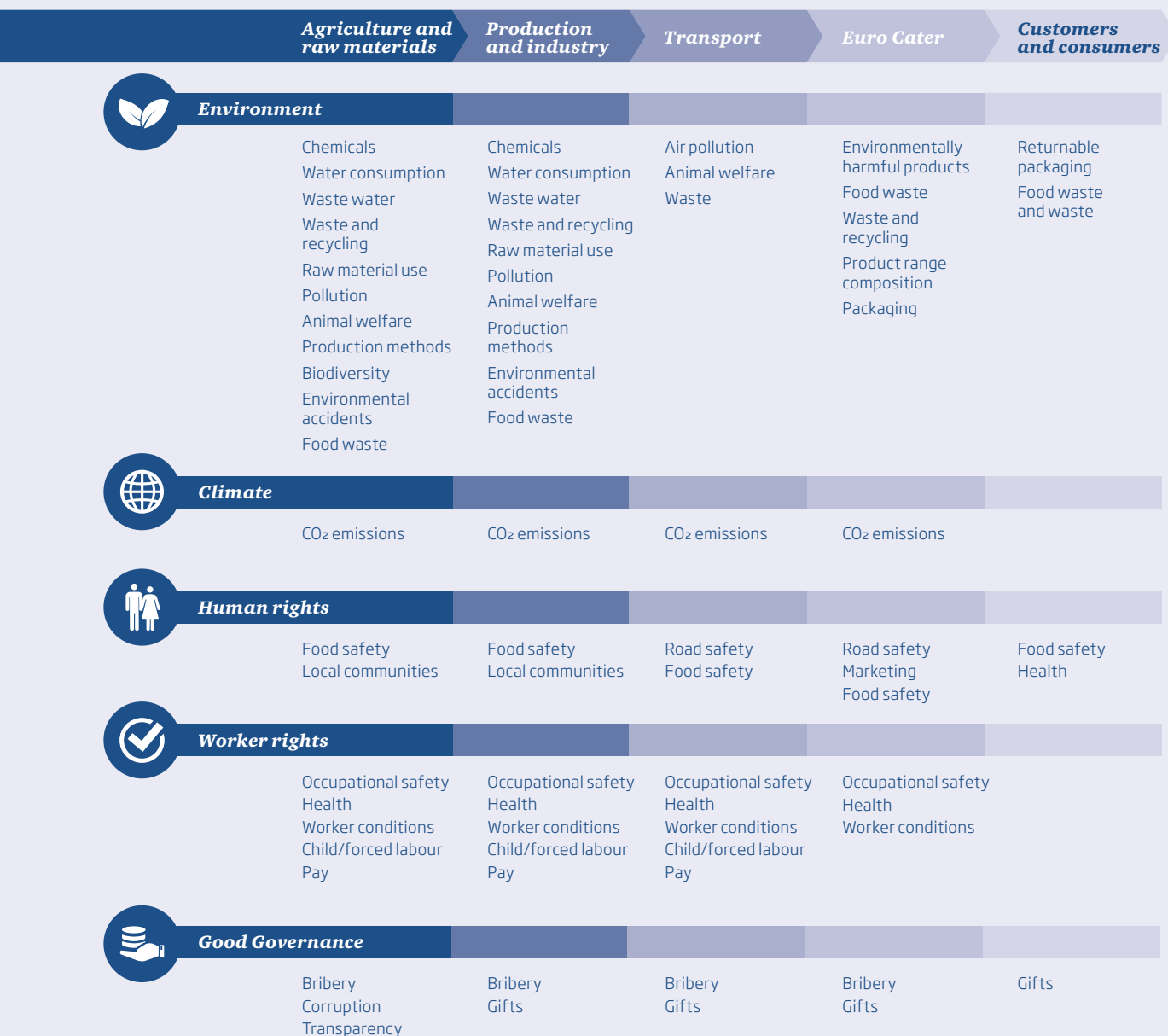
Risk analysis

VALUE CHAIN AND RISKS

Our sustainability strategy is based on a number of analyses that give us a continuous picture of the elements in our corporate social responsibility. One of the key analyses identifies the risks that we or the rest of our value chain could have a negative impact on the world.

We see it as our responsibility to continually strive to minimise these negative impacts.

We monitor these risks to ensure we exercise due diligence, and can thereby minimise or totally eliminate these risks, while also minimising or eliminating their effects, should they occur.



Materiality analysis

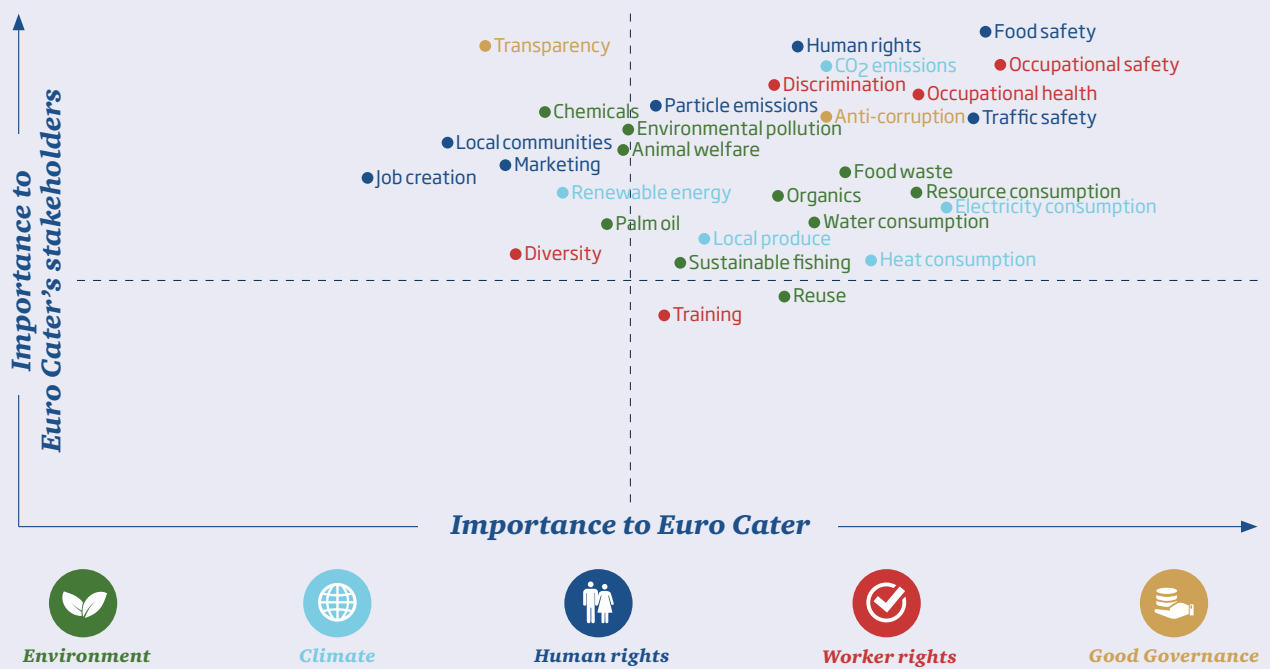
MATERIALITY ANALYSIS

We continually review sector trends, market needs and technological developments, and compile our knowledge in a materiality analysis.

The materiality analysis shows which sustainability areas are most important to Euro Cater and the world around us.

It gives us an overview of the areas we should prioritise in our future sustainability strategy.

This figure only shows the most important sustainability areas.



SDG reporting

SDG REPORTING

SDG stands for Sustainable Development Goals – the UN's 17 global goals.

As mentioned earlier in the report, we focus primarily on goal 3 (Good health and well-being), goal 12 (Responsible consumption and production) and goal 13 (Climate action).

There are also a number of other global goals that we see as our secondary goals.

We do not have as much opportunity to work towards these goals, but they still have some relevance. They are described below.

GLOBAL GOALS	RELEVANCE	OUR STATUS	FUTURE PLANS
1		Import products, directly or indirectly, from third world countries where jobs are created. Supplier requirements in the Supplier Code of Conduct.	Greater demands on suppliers to pay employees a living wage. Greater focus on Fair Trade, cooperatives and social suppliers.
2		Import products, directly or indirectly, from third world countries where jobs are created. Supplier requirements in the Supplier Code of Conduct.	Greater demands on suppliers to pay employees a living wage. Greater focus on Fair Trade, cooperatives and social suppliers.
3		Nudge customers to choose healthy alternatives. Offer healthy alternatives in all product categories. Specifically market healthy alternatives such as organic products, keyhole label, whole grain, KRAV-certified, etc. Train customers in organic products, etc.	Offer more healthy alternatives in all product categories. More marketing for healthy alternatives. More training in healthy food for customers.
4		Internal employee training. Train customers in organic products, etc.	Implement e-learning so that internal training can be prioritised. More training for customers in areas other than organic products. Training and support for selected suppliers to increase sustainability in the value chain.
5		Focus on anti-discrimination in-house. Focus on gender distribution in management. Supplier requirements in the Supplier Code of Conduct.	Greater focus on attracting more female employees and managers at all levels. Greater demands on suppliers for gender equality.
6		Effective wastewater discharge.	Greater demands on suppliers regarding wastewater management, drinking water extraction and sanitation.
7		Energy optimise own facilities – LED lighting, CO ₂ refrigeration, heat pumps, utilise surplus heat, phase out oil and natural gas boilers, insulation, airlocks in cold rooms, etc. Svensk Cater uses 100% green power.	Dansk Cater will make the transition to 100% green power. Better use of surplus heat. Long-term group targets for energy consumption and intensity. More demands on suppliers regarding renewable energy and energy optimisation.
8		Local focus on occupational health and safety. Health and safety smileys in Denmark. Purchase of safety equipment such as safety clothing, lifting gear and protective equipment. Supplier requirements in the Supplier Code of Conduct.	Set group targets for occupational health and safety. Group-wide initiatives. Data collection at the group level. Greater demands on suppliers.
9		-	-
10		Import products, directly or indirectly, from third world countries where jobs are created. Supplier requirements in the Supplier Code of Conduct.	Greater demands on suppliers to pay employees a living wage. Greater focus on Fair Trade, cooperatives and social suppliers.
11		Pilot projects trialling less polluting and noisy heavy vehicles in cities	Greater use of trucks that do not emit hazardous particles or make noise in cities.
12		Waste sorting. Packaging optimisation. Sustainable product range. Supply chain management. Corporate governance. Nudging customers towards more sustainable purchases. Minimising pollution.	Less waste. Better waste sorting and recycling. Extra sustainable alternatives in range. Phasing out unsustainable products. Greater demands on suppliers. More nudging of customers.
13		Energy optimisation. Renewable energy. Phasing out use of fossil fuels in vehicles. Surplus heat utilisation. Climate data (scope 1+2+3). LCA climate data for products.	More energy optimisation. Transition to 100% green energy. Climate compensation. Collect more climate data (scope 3). Additional supplier requirements (e.g. KPIs for energy consumption and climate data for products). TCFD climate risk reporting.
14		MSC/ASC-certified fish. Minimise use of plastic. Supplier requirements.	More MSC/ASC-certified fish. Less plastic in packaging. Greater demands on suppliers. Special seafood suppliers.
15		Products with a focus on biodiversity. Less pollution. RSPO palm oil.	FSC/PEFC-certified packaging. Afforestation. Supplier requirements. Certified soy.
16		Anti-corruption policy. Supplier requirements.	Training in anti-corruption. Greater demands on suppliers. Selected support projects.
17		Development projects in areas such as packaging, fossil-free transport and product development.	More projects focusing on areas such as developing sustainable products, packaging, energy optimisation and use of surplus heat.

ESG reporting

ESG REPORTING

ESG stands for Environmental, Social and Governance – the three main areas of sustainability.

We want to be as transparent in our work with sustainability as possible. We use Nasdaq's principle of transparency in ESG data in the table structure below.

We report on all the data we have available which also has high data quality. We are continually developing our ESG data, and will regularly expand the reporting in this table.

INDICATOR	UNIT	GOAL	2021/22	2020/21	2019/20	2018/19	2017/18	2016/17
Environment data								
CO ₂ e, scope 1	Tons	0	12.988	11.610	11.653	13.140	13.023	11.674
CO ₂ e, scope 2	Tons	0	3.397	3.117	3.318	3.280	4.790	4.666
Energy consumption (electricity)	kWh/DKKm i omsætning	-	3.281	4.170	4.451	3.905	4.045	4.159
Social data								
Full-time workforce	FTE	-	2.294	2.120	2.263	2.367	2.262	2.191
Gender diversity	%K	-	17	17	16	16	16	16
Gender diversity at other management levels	%K	20	9	10	10	10	9	10
Governance - management data								
Gender diversity in the Board of Directors	%K	40	20	0	0	0	0	0
Attendance at Board of Directors meetings	%	100	96	100	100	100	100	100



Sustainable trading

FOOD SAFETY

ISO 22000 certification

Count of sites that have a valid ISO 22000 food safety certification.

ISO 22000 - Internal audits

Number of ISO 22000 audits carried out at our own sites via Euro Cater employees who do not normally work at the given sites, i.e. first-party audits. This is usually the Environment and Quality Manager for Dansk Cater and Svensk Cater.

ISO 22000 - External audits

Number of ISO 22000 audits carried out at our sites via people who do not work for Euro Cater, i.e. third-party audits. We typically use auditors from DNV.

Elite smileys

Count of Danish sites with a valid elite smiley, awarded by the Danish Veterinary and Food Administration via third-party audits. The Danish Veterinary and Food Administration phased out elite smileys at the end of 2021.

SUPPLY CHAIN MANAGEMENT

Supplier risk assessment

As part of the group's supplier data, various risk parameters are specified for each supplier. These include strategic importance, country, access to facilities and

violations of the Supplier Code of Conduct. Purchases in DKK for the past financial year for all suppliers (creditors) that have been risk assessed are summed and divided by the total purchase volume in DKK for all of Euro Cater.

Supplier Code of Conduct signatories

Proportion of purchase volume in Euro Cater that is covered by our central Supplier Code of Conduct. Total purchases in DKK for the past financial year for all suppliers (creditors) that have signed our central Supplier Code of Conduct are summed and divided by the total purchase volume in DKK for all of Euro Cater.

SUSTAINABLE PRODUCT RANGE

MSC/ASC-certified sites

Count of sites that have a valid MSC/ASC certification.

MSC/ASC - Internal audits

Number of MSC/ASC audits carried out at our own sites via Euro Cater employees who do not normally work at the given sites, i.e. first-party audits. This is usually the Environment and Quality Manager for Dansk Cater and Svensk Cater.

MSC/ASC - External audits

Number of MSC/ASC audits carried out at our sites via people who do not work for Euro Cater, i.e. third-party audits. We typically use auditors from DNV.

KRAV-certified sites

Number of Swedish sites with a valid KRAV certification via third-party auditing.

KRAV - External audits

Number of KRAV audits carried out at our sites via people who do not work for Euro Cater, i.e. third-party audits. We normally use auditors from Kiwa Certification AB.

Palm oil (own production)

Euro Cater has a small in-house production of food products. Among these, the quantity of ingredients used that derive from palm oil is measured. The proportion of these palm oil ingredients that are RSPO-certified is calculated annually.

Palm oil (off-the-shelf items)

The proportion by weight of palm oils sold (off-the-shelf products, not as ingredients) that are RSPO-certified is calculated.

Training procurement staff

Each site has its own purchasers, who are trained in our sustainability policies and sustainable product range. This takes place at local and central procurement meetings, and on internal or external training programmes - which sometimes focus on sustainability and sometimes have sustainability as a sub-topic.

Training of sales staff

Each site has its own sales staff, who are trained in our sustainability policies and sustainable product range and

sales. This takes place at local and central sales consultant meetings, and on internal or external training programmes, which sometimes focus on sustainability and sometimes have sustainability as a sub-topic.

Sustainable operations

CLIMATE

ISO 14001-certified sites

Count of sites that have a valid ISO 14001 environment certification.

ISO 14001 - Internal audits

Number of ISO 14001 audits carried out at our own sites via Euro Cater employees who do not normally work at the given sites, i.e. first-party audits. This is usually the Environment and Quality Manager for Dansk Cater and Svensk Cater.

ISO 14001 - External audits

Number of ISO 14001 audits carried out at our sites via people who do not work for Euro Cater, i.e. third-party audits. We typically use auditors from DNV.

Scope 1 carbon emissions (direct)

Total CO₂e emissions at Euro Cater from a) fuel for electricity, heat, cooling and steam, b) processes, c) fuel for own and leased means of transport, and d) leakage of refrigerants, etc. Calculated in CO₂e (equivalents) according to



the GHG Protocol and national calculations.

Scope 2 carbon emissions (indirect)

Total CO₂e emissions at Euro Cater from a) electricity, b) district heating, c) cooling and d) steam. Calculated in CO₂e (equivalents) according to the GHG Protocol and national calculations.

Scope 3 carbon emissions (suppliers and customers)

Total CO₂e emissions at Euro Cater from the supply chain and customer chain. Emissions from suppliers are divided into a) purchased goods and services, b) fixed assets, c) other fuel and energy, d) transport, e) waste, f) business travel, g) employee transport and h) leased assets. Emissions from customers are divided into a) transport, b) processing of products sold, c) use of products sold, d) disposal of products sold, e) leased assets, f) franchises and g) investments. Calculated in CO₂e (equivalents) according to the GHG Protocol and national calculations.

Electricity consumption

The total electricity consumption is registered and compared to the total revenue in DKK.

TRANSPORT

Diesel consumption

The total diesel consumption for Euro Cater's own trucks is registered and compared to the total revenue in DKK. In addition, the number of kilometres driven in

our own trucks is registered, and the number of kilometres per litre of diesel is calculated. Company cars in Denmark are included, but account for an almost insignificant proportion.

Training of drivers and dispatchers

Each site has its own drivers and dispatchers, who are trained in eco-driving, safe traffic and the working environment. This takes place at local dispatch meetings and on internal or external training programmes.

WASTE

Volume of waste (total)

The total volume in kilograms is measured for each site and consolidated for the entire group. The amount of waste is viewed in relation to the total revenue in DKK.

Volume of waste (fractions)

The total volume in kilograms is measured for each site per waste fraction.

Since the fractions are defined by the type of container, and hence by the waste management company used, our fractions are pooled in slightly broader groups. The volume either comes directly from the waste collection companies (e.g. by accessing the database on the website) or via data entered from invoices. Data is stored in a central Excel spreadsheet.

Food waste prevented

The quantity of products (in kilograms) sold through the Danish webshop that are close to their expiry date is calculated. The quantity of such products (in kilograms) sold via telesales in Denmark is also calculated. These two numbers are added together.

Sustainable workplace

HEALTH AND SAFETY

Working environment smiley

Count of Danish sites with a valid green working environment smiley, awarded by the Danish Working Environment Authority via third-party audits. A company can only receive a green smiley if it has undergone a review of its core working environment. This means that it has had a risk-based inspection, where the Danish Working Environment Authority has found that the company does not violate the working environment rules.

COMPETENCE DEVELOPMENT

Training of managers

Each site has its own management team, which is trained in our sustainability strategy, sustainability policies and procedures, etc. This takes place at local and central manager meetings, and on internal or

external training programmes - which sometimes focus on sustainability and sometimes have sustainability as a sub-topic. The training of purchasers, sales consultants, drivers and dispatchers has been described earlier.

CORPORATE GOVERNANCE

Women on the Board of Directors

The number of women sitting on the Board of Directors for Euro Cater Holding A/S is noted. This is then calculated as a proportion of all members of the Board of Directors elected by the general meeting.

Women in management

The proportion of women in the extended management team at Euro Cater is calculated. This group comprises the management teams at the various sites and department heads at the head offices in Denmark and Sweden.

Attendance at Board of Directors meetings

The average attendance rate at this year's Board of Directors meetings in Euro Cater Holding A/S.



COMPANY PROFILE

ORGANISATION

- ▶ **Company name** Euro Cater Holding A/S (CVR# 42899194) (founded on 11 December 2021). Last year's sustainability report was published by the former Euro Cater Holding A/S (CVR# 35230173). This company changed its name to EUCH A/S in connection with a change of ownership in the group on 1 February 2022. The information in this sustainability report covers the period from 1 October 2021 to 30 September 2022, describing the group's actions in the 12-month period following last year's sustainability report.
- ▶ **Web** Euro-cater.com
- ▶ **Head office** Vidalsvej 6, 9230 Svenstrup J, Danmark
- ▶ **Primary brands** AB Catering, BC Catering, Inco, Cater Food, Cater Grønt, Dansk Cater, Svensk Cater, Nordsjöfisk
- ▶ **Ownership** Kirkbi Invest A/S owns 31% and ManCat A/S owns 69% of the group (applies to the period 1 February 2022 to 30 September 2022).
- ▶ **Number of employees** 2,294 FTE

REPORT

- ▶ **Reporting period** 1 October 2021 to 30 September 2022
- ▶ **Reporting practices** We have reported in accordance with section 99 of the Danish Financial Statements Act and section 10 of the Annual Accounts Act (Årsredovisningslagen) (Sweden)
- ▶ **Companies covered** Covers all companies in the Euro Cater Holding group

GOVERNANCE

- ▶ **Contact person for the report** Henrik Ellegaard, CEO (he@euro-cater.com)

Euro Cater Holding A/S
Vidalsvej 6
DK-9230 Svenstrup
Tel. +45 9637 2020
www.euro-cater.com

