



Euro Cater Sustainability report 2023//2024



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Respect for food, people, and the environment

Progress and change in the food service sector

We have experienced a 'cautious' foodservice market in 2023/24. The main trends have been characterised by consumer uncertainty following the major fluctuations in energy prices and food inflation in recent years, as well as subsequent interest rate hikes. The more cautious behaviour of consumers has influenced the Group's customer groups to varying degrees.

In the area of sustainability in the current year, we have seen that our customers have become increasingly ambitious in areas such as supplier management, ecology, animal welfare, and plant-based foods. In 2023/24, we began collaborating with DRC - Danmarks Restauranter og Caf er (Denmark's Restaurants and Caf es), with the aim of identifying barriers, wishes, and strategies to help professional kitchens create a greener profile and a more sustainable menu.

Despite the changing consumption patterns of consumers, we have a positive outlook on the future foodservice market, where we believe there are good opportunities to help even more professional kitchens - public and private restaurants, caf es, and canteens - deliver a good food experience under a common set of values: 'Respect for food, people, and the environment'.

Investments in greener transportation and operations deliver results

In recent years, we have made significant investments in electric trucks for the distribution of goods to our customers. The ambition was to have 48 electric trucks in Denmark and Sweden by the end of the 2024 calendar year. At the end of the financial year, despite delivery delays, we now have 43 electric trucks in operation - 35 electric trucks and vans in Denmark and eight electric trucks in Sweden. In Denmark, this corresponds to approximately 9% of our truck fleet being 100% electric, which is a significantly higher level than other food service operators.

In Sweden, the government has chosen to reduce the proportion of biodiesel in ordinary diesel from 30.5% to just 6% starting in January 2024. This development has a negative impact on our CO2 balance sheet, which is why we have accelerated the transition to the use of biodiesel (HVO) in Sweden this financial year. About half of our fuel consumption in Sweden has been biodiesel (HVO) this financial year. The aim is to completely phase out ordinary diesel in Sweden.

In operations, several investments in new cooling systems with heat recovery are starting to be fully implemented and operational, while another solar installation has been commissioned since last year. We have achieved a total reduction of CO2e emissions of 8.3% in Scopes 1 and 2 since last year. The majority of the reductions can be attributed to the transition to biodiesel (HVO) fuel in Sweden, increased

consumption of biodiesel (HVO) fuel in Denmark and the fact that the electricity we generally consume has become greener since last year.

At the same time, we can point to the fact that we at Cater Food have switched from using the well-known black meat trays to green trays that can be recycled if they are sorted correctly in kitchens. By switching to green trays, we ensure that 22.3 tonnes of plastic can be recycled every year and potentially made into new meat trays. In 2023/24, due to the new Producer Responsibility Law on Packaging in Denmark, we set up a working group to ensure that this is only the first step towards both better and less consumption of packaging at Cater Food more generally.

New learning system and Employee Code of Conduct

In 2023/24, an Employee Code of Conduct was drawn up as part of our responsible business conduct. An Employee Code of Conduct clarifies the ethical principles regarding food, people, and the environment that apply to our work. An internal, module based course has been prepared for distribution via a new online learning system. This system is intended to make it easy both for the individual employee to complete the course, and to document progress across the Group. Over time, it is the plan that all internal employee training is to be transferred to this new system - this applies to food safety, the environment, cybersecurity, health and safety, and internal sales training.

New legislation requires systems and structures

The EU's many new sustainability requirements - including CSRD and the EU Taxonomy - are putting pressure on ESG organisations in companies in general. Euro Cater is no exception, and even with more resources, it is important to create more automated structures for future data reporting. That is why we have also started implementing a new and comprehensive ESG data management program, which will be integrated across the Group in the coming years and will include all ESG reporting related to CSRD, Carbon Accounting, and the EU taxonomy.

This financial year, we became members of ETI Sweden - the Ethical Trading Initiative Sweden - and have also started using SEDEX, an internationally recognized supplier management platform. This platform will help us achieve greater transparency in our value chain and provide increased assurance that the products we sell and distribute are produced under conditions we can endorse, respecting people, the environment, and ethical business practices, such as anti-corruption.

Overall, 2023/24 has been a year in which both the level of activity and ambition within ESG has increased, but with added complexity as a result.

Enjoy your reading!

Steen D. Pedersen

CEO, Dansk Cater

Henrik Ellegaard

CEO, Euro Cater

Lars Carlsson

CEO, Svensk Cater



About Euro Cater

FINANCES



Revenue:

11.378

mio. DKK.

EBITDA:

825

mio. DKK.

Equity:

3.985

mio. DKK (end of year)

EMPLOYEES (FTE'ER)

2.574

full-time positions



1.848

in Denmark

726

in Sweden

SITES

29

distribution sites

3

inco Cash & Carry sites

TRUCKS



507

Number of conventional trucks



43

Number of electric trucks

Danmark: .

363

Sverige:

187

SELSKABER

- AB Catering
- BC Catering
- inco
- Cater Grønt
- Cater Food
- Svensk Cater
- Nordsjöfisk



About Euro Cater

Euro Cater is one of the Nordic region's largest players in the foodservice market with branches in Denmark and Sweden. We sell more than 90,000 different food, beverage, and non-food items to both private and public professional kitchens, restaurants, cafeterias, hotels, and cafés.

Lunch in the canteen, breakfast buffet at the hotel, food and drinks at the café, and packaging for storing food in restaurants across the country: Thousands of individuals and restaurant guests in Denmark and Sweden come into daily contact with the food, beverages, and non-food products that Euro Cater sells from our 32 Danish and Swedish branches.

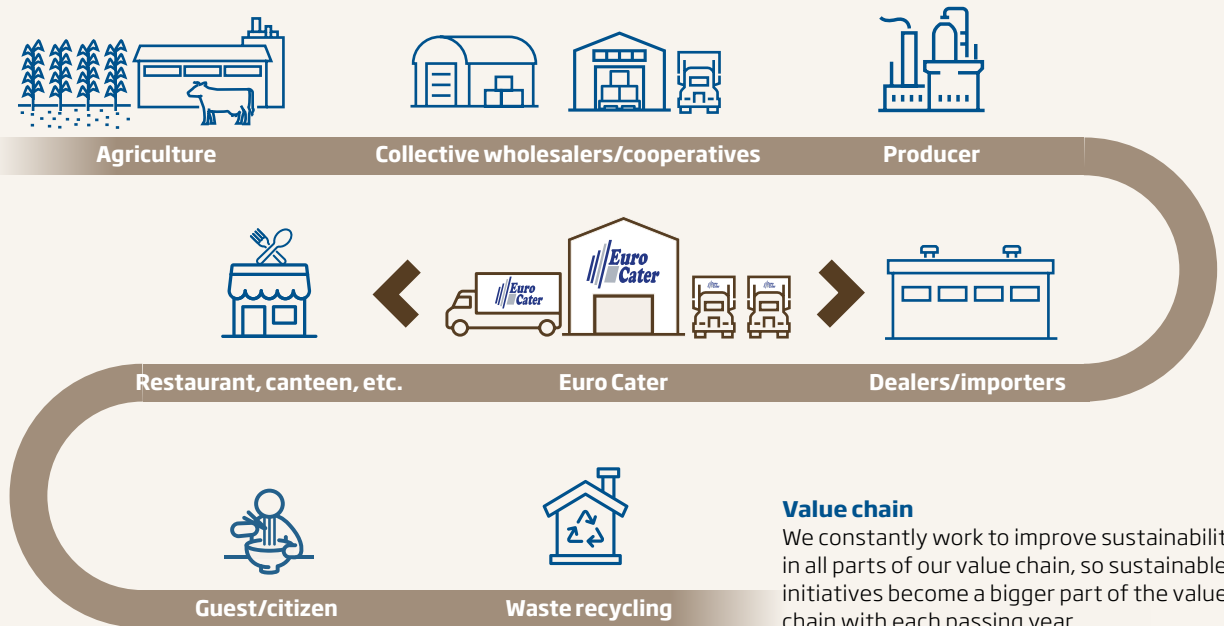
Since the Euro Cater Group was founded in 2006, we have been aware of the fact that our transport and refrigeration activities have a significant CO2 footprint, and that this comes with obligations. For many years, we have documented our reduction of resource consumption by working in a structured way with ISO 14001 environmental certification throughout the company.

Since 2016, we have been focusing on our sustainability strategy in order to better target our continued efforts. We want to reduce our impact on people and the environment every day. Since 2022, KIRKBI Invest A/S, the Kirk Kristiansen family's holding and

investment company (which, among other things, owns 75% of LEGO), has been a co-owner of the Euro Cater Group. KIRKBI has been a good and supportive partner for the Group on its sustainability journey.

Value chain analysis

In Euro Cater we own the transportation network* and operate distribution centers with cooling and freezing capacity. Additionally, we have a smaller, specialized in-house production of meat, fish, and vegetables tailored to our customers' needs.



Value chain

We constantly work to improve sustainability in all parts of our value chain, so sustainable initiatives become a bigger part of the value chain with each passing year.

*There are some individual departments that use external carriers in the Swedish part of the company.

** At Euro Cater, we produce meat and fish in smaller in-house facilities. We also repack vegetables from our suppliers.

Working together for sustainable development

In this report, we want to be transparent in relation to our efforts, goals, and actions, but also in relation to our challenges. This report also serves as a tool that guides us to improve, communicate more clearly, and remain ambitious in relation to the goals we have set for ourselves.

Our core task is to offer the products that our customers demand, but we

also have a shared responsibility to move in a more sustainable direction. This means that we try to influence, encourage, and 'nudge' our customers into making a more sustainable choice than they did yesterday.

We are the partner - in the middle - and we always try to influence how we, together with both our customers and suppliers, can improve and raise the bar for more responsible products in the value chain, and how

this can best be translated all the way to the final menu.

We want to make it easy for our customers to serve healthy, inspiring, and responsibly produced food, and we want to be the preferred local foodservice partner for our customers, suppliers, and employees - also when it comes to sustainability.

Sustainability strategy

Our sustainability strategy is inspired by the UN's Sustainable Development Goals and ensures that we have a broad focus on our impact on the environment and social responsibility.

Last year, we restructured our strategy and increased our focus on the environment. The world is changing, and it has changed a lot in relation to sustainability, especially when it comes to the climate and environment. However, this does not mean that we at Euro Cater are less focused on social initiatives, people, and employees, which is why we call our strategy Respect for Food, People, and the Environment.

The focus areas of the strategy are: Climate, Circular Economy, Responsible Assortment, and Responsible Business Conduct, and both the social and management aspects of sustainability are included.

In each of these focus areas, we have implemented sustainability initiatives, which appear on the following pages. The reporting of new activities and actions will follow the new structure so that we can better address and support the increased legislation and the new EU-initiated processes for sustainability and reporting.

Our sustainability strategy serves as a roadmap where we can constantly measure, improve, and demonstrate our development within the individual areas.

Due diligence process for double materiality and CSRD

The focus areas, actions, and initiatives in our sustainability strategy have always been created based on the analysis of our stakeholders, value chain risks, our own strengths and weaknesses, as well as technological and societal developments.

All input information goes through an analysis process that results in an overview of the most important areas where we can maximise our positive impact while reducing our potential negative impact.

As our ambitions in the area of sustainability grow larger and more pronounced, and especially in light of the upcoming CSRD legislation, we will continue to focus on developing more action plans and long-term goals in our sustainability policies going forward. That is why we have added new sustainability policies, while the existing ones will undergo a review process to ensure that they all comply with future requirements and meet our ambition level.

In the future, the materiality analysis at Euro Cater will not only depend on our impact on people, the environment, and the surrounding society, but will also show how the surrounding society, environment, and people affect, or could affect, the company's bottom line and performance – in the short, medium, and long term. The EU has chosen to call this type of analysis a double materiality analysis – because the analysis not only illustrates our impact on the surrounding society, but also examines how Euro Cater can be affected by the same conditions.

During this financial year, we have prepared our first double materiality analysis. It has been an important process and has, among other things, provided the basis for good internal discussions on sustainability while also making us aware of how we can improve the basis for the analysis in the coming financial year. At Euro Cater, we have to report in accordance with the new CSRD law for the 2025/26 financial year.

Sustainability is rooted in the Board of Directors

The work with sustainability is rooted in Euro Cater's Board of Directors. From here, responsibility is delegated to the board of directors at Dansk Cater and Svensk Cater, respectively. The Dansk Cater and Svensk Cater management boards are responsible for the specific implementation of the

adopted initiatives, which takes place in close cooperation with the approximately 45 department managers. Approximately every three months, the department managers are updated on the progress of our sustainability work.

A dedicated ESG/compliance team was set up in the spring of 2023, and in 2024 the team was expanded significantly with the addition of an ESG controller, a purchasing assistant focusing on ethical supplier management, and a sustainability manager. The ESG team is now managing the many initiatives, tasks, and analyses that are needed to drive sustainability work forward on a daily basis.

THE FOLLOWING SUSTAINABILITY POLICIES APPLY AT EURO CATER:

- Food Safety Policy
- Environment and Climate Policy
- Transport Policy
- Labour Conditions Policy
- Employee Code of Conduct (new)
- Diversity and Inclusion Policy
- Human Rights Policy
- Policy for Responsible Purchasing Practices and Due Diligence Process (new)
- Supplier Code of Conduct
- Anti-Corruption Policy
- Whistleblower Policy
- Privacy Policy
- Ethics Policy
- Information Security Policy
- Product Policies
 - Environmental Policy
 - Animal Welfare Policy
 - Fish and Seafood Policy
 - Local Supplier Promotion Policy
 - Palm Oil Policy
 - Egg Policy



Sustainability policies, objectives, and planned measures are prepared by the ESG group and subsequently approved by Euro Cater's Board of Directors.

Mission

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



13 CLIMATE ACTION



15 LIFE ON LAND



3 GOOD HEALTH AND WELL-BEING



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Climate

Circular economy

Responsible assortment

Responsible business conduct



UN Sustainable Development Goals and the impact on food, people, and the environment

The foundation of our business has always been to offer a wide assortment with a focus on quality and good service. This is still the case today, and since 2016 our work with responsibility has been continuously adapted and expanded in accordance with the challenges, opportunities, and new legislation that we are facing as a society and as an industry.

The UN Sustainable Development Goals form a framework for the sustainability work of organisations and companies, and at Euro Cater, our work with sustainability and our societal impact are related to four of the UN Sustainable Development Goals in particular:



Goal 3: Health and well-being

Through "nudging," inspiration, customer dialogue, networking, and increased promotion, we have a genuine opportunity to influence restaurateurs, chefs, canteen employees, municipal purchasers, restaurant guests, and citizens towards healthier and more sustainable product choices for the meals being served. We do not have a large production ourselves, but as a wholesaler, we have the opportunity to inspire a more responsible and healthier menu for our customers, end consumers, and citizens. Read more

about our latest efforts under the 'Responsible Assortment' section.



Goal 12: Responsible consumption and production

Every day, thousands of people eat meals made with ingredients that Euro Cater has sold, and our products are transported to kitchens, restaurants, cafés, and canteens - public and private, large and small - all over Denmark and Sweden.

This places high demands on the products we sell and means that we have a responsibility towards the people we employ. Every year we undergo environmental certification in accordance with ISO 14001 and focus on reducing our own consumption of resources such as energy, water, and diesel, as well as reducing packaging, residual waste, and food waste. Read more in the 'Climate', 'Circular Economy' and 'Responsible Business Conduct' sections.



Goal 13: Climate

As a large food wholesaler in both the Danish and Swedish market, we are aware of our responsibility to reduce our overall CO2 footprint. We are always

working to reduce the impact that our daily operations have on the climate by transitioning to both greener transport, with 100% electric trucks, as well as greener electricity consumption. We expect the same from our suppliers, and we see more and more suppliers who are ambitious about this agenda. Read more in the 'Climate' section.



Goal 15: Life on land

As a food wholesaler, we have a greater impact on areas such as biodiversity compared to other industries. This also gives us the opportunity to advance the agenda through innovative partnerships in the local communities where we operate. We are actively involved in promoting and disseminating knowledge about organic production, new varieties of fruit and vegetables, and new and innovative forms of agriculture, e.g. according to biodynamic or regenerative principles. This is an agenda that is very important to us and an area in which we are looking to expand our efforts. Read more about our current efforts under the 'Responsible Assortment' section.

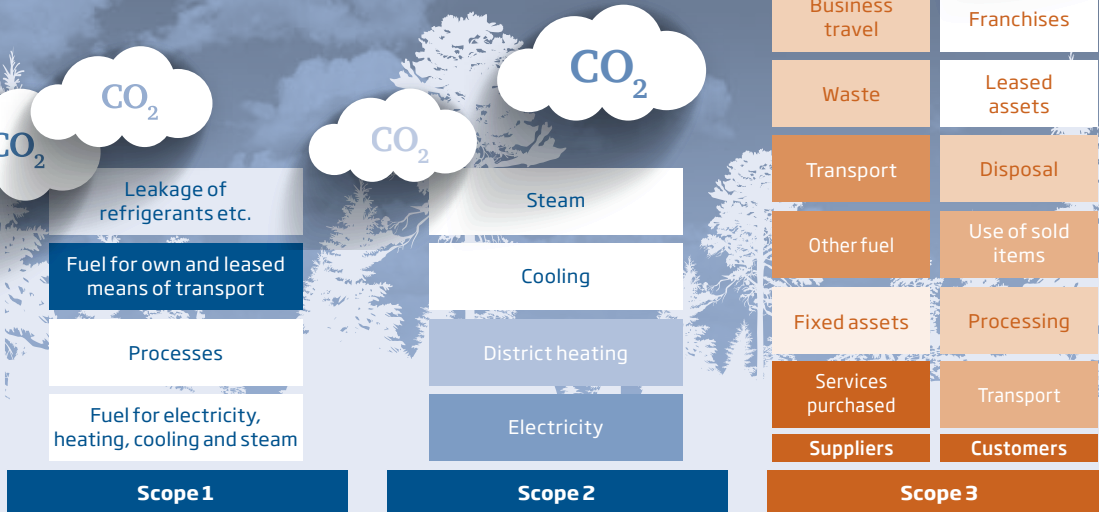
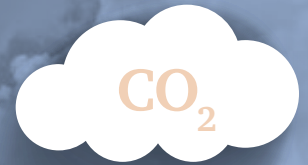


See also our reporting on all the Sustainable Development Goals at the end of the report.

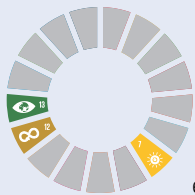


Climate

Electrification of our truck fleet, the use of biodiesel (HVO), own solar panel systems and green energy are some of the key components of our climate efforts. Additionally, we are ISO 14001 certified across all departments, committing us to continuous improvements in environmental and climate performance.



Explanation: Color coding of climate emissions - the darker the color, the higher the actual/estimated climate emissions.



CLIMATE FOOTPRINT

Global greenhouse gas emissions are one of the biggest challenges facing us today. First and foremost, we have a responsibility to reduce the impact and emissions that our own business generates - both directly and indirectly - and this is where our opportunity to steer things in a positive direction is also greatest. At Euro Cater, we currently have an Environmental and Climate Policy that commits us to minimising our environmental and climate impact through measures within transport, energy, waste management, food waste, and optimising our online shop. In the policy, we also commit to taking care of nature and biodiversity wherever we can. This is the point in the supply chain where, as a food wholesaler, our impact is greatest.

During this financial year, we have started using a new online Carbon Accounting reporting tool in which Scope 1, 2 and 3 data will be collected and calculated in the future. Our Scope 1 and 2 data is already partly in the new tool, which we hope will form the framework for reporting starting next year.

Preparation for CSRD

In preparation for the CSRD requirements, we collaborated with our

auditors on our sustainability data in 2023/24, focusing on our CO2 calculation and methodology, where we received input regarding changes and improvements to our data collection, process descriptions, and methodology improvements, which are included in this year's reporting of our CO2 calculation. The result of the review was that we have room for improvement in terms of ensuring the completeness of the data input, but that our methodology and calculation are in accordance with the GHG protocol.

We expect that our new Carbon Accounting tool will provide greater certainty regarding data completeness and improve the data collection process. At the same time, it will enable us to obtain more detailed CO2 data in the future, facilitating better analyses and action plans compared to today.

About climate impact at the company level

Every year we collect and calculate the Group's total climate footprint. All analyses of our carbon footprint are calculated in CO2 equivalents and are structured and calculated according to the international standards in the Greenhouse Gas (GHG) Protocol. The GHG Protocol measures a company's climate impact through greenhouse gas emissions in the following three areas:

- Scope 1 - direct emissions from the

company: Fuels, refrigerants, and stationary combustion.

- Scope 2 - emissions from the company's energy consumption: Electricity and district heating.
- Scope 3 - indirect upstream and downstream emissions caused by the company's value chain (but not included in Scope 2).

We update the data for our CO2 emissions in Scopes 1 and 2 annually, whereas Scope 3 is estimated for all 15 subcategories. We do not calculate a new Scope 3 estimate every year. Instead, we are working towards developing specific, effective methods for collecting Scope 3 data in a meaningful way.

Our emissions primarily come from our own trucks, purchased goods, transportation via other logistics companies, as well as from the processing and disposal of waste. Our greatest influence on transport is in our own trucks, which is therefore naturally a major area of focus for us.

Scope 1

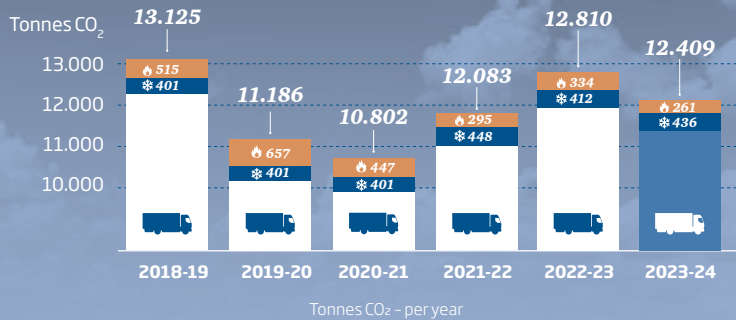
We have measured the diesel consumption of our trucks for a number of years, and have made ongoing efforts to minimise diesel consumption, which is described later in this report. We have carried out more detailed measurements in recent years, and reporting on the climate impact (in CO2 equivalents)



SCOPE 1 CO₂ CARBON EMISSIONS

Trucks, Coolant og Stationary combustion

Note: In 2022/23, stationary combustion was added to all reporting years (from Scope 2) and emission factors for diesel have been updated for all years.



We have increased our consumption of biodiesel (HVO) more than five times compared to last year.

Almost half of our consumption of diesel in Sweden is biodiesel. Our goal is to switch completely to biodiesel in Sweden.

In Scopes 1 and 2, we have reduced our CO₂e footprint by 8.3% since last year.

of our diesel consumption has become standard practice.

We have measured the consumption of refrigerants in our cold stores and freezers since 2020/21, so this is included in our overall climate impact in Scope 1 starting from this financial year. The vast majority of our Scope 1 emissions thus originate from our own trucks, and only a smaller proportion is from refrigerants.

CO₂ emissions related to the Group's Scope 1 have decreased by 2.6% compared to last year due to increased consumption of biodiesel (HVO). The fact that this reduction in emissions is not greater is primarily due to the fact that the biodiesel content in conventional diesel in Sweden has changed. It has gone from containing 30.5% biodiesel in 2023 to only 6% biodiesel in 2024.

During this financial year, we have reduced our natural gas consumption by 24%, which also contributes to the overall Scope 1 reduction.

We are focusing on the following initiatives to reduce consumption and emissions in Scope 1:

- Addition of 43 electric trucks, electric vans, and hybrid vans.
- Investment in CO₂ refrigeration systems that recover excess heat
- Use of biodiesel (HVO), especially in Sweden
- Replaced refrigerants
- Optimised delivery routes to customers
- Local participation in municipal climate partnerships
- ISO 14001 environmental certification.

Scope 2

We measure our electricity consumption at the department level and on different types of consumption within each department. We have implemented ongoing measures to minimise electricity consumption. We have also started an initiative to convert our electricity consumption to green energy. All electricity consumption at Svensk Cater has been green for several years. We also report on the climate impact of both our electricity consumption and heat consumption.

The majority of our CO₂ emissions in Scope 2 comes from our electricity consumption, and a smaller proportion comes from district heating. CO₂ emissions in Scope 2 have been positively affected this year by a lower emission factor from the Danish electricity grid. We have only seen a minor savings in electricity at the plant level this year,

while our total consumption of electricity has increased due to the implementation of electric trucks.

We have reduced our total Scope 2 emissions by 5.7% since the last financial year.

We are focusing on the following initiatives to reduce consumption and emissions in Scope 2:

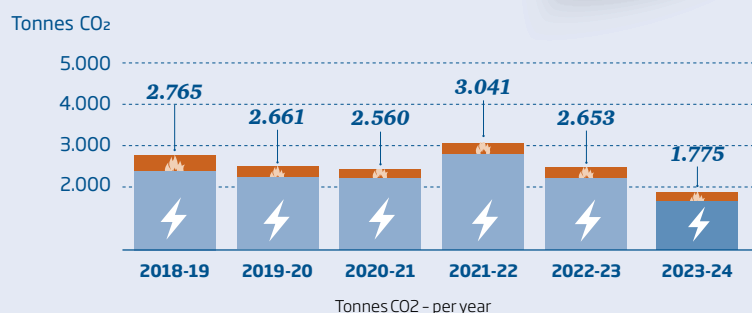
- Own solar panel systems one new installation this year, investment made in three new systems that will be in operation in 2024/25.
- Installation of LED lights, ongoing
- Installation of air curtains in cold storage, ongoing
- ISO 14001 environmental certification.



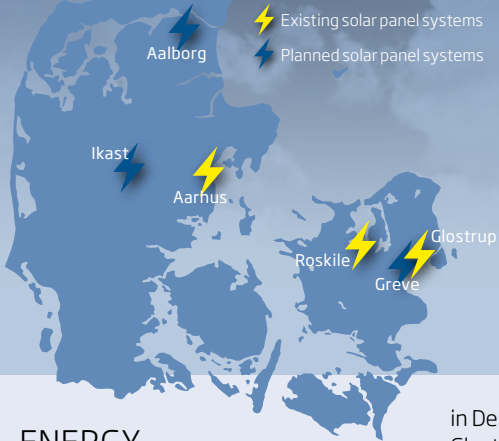
SCOPE 2 CARBON EMISSIONS

Electricity & District heating

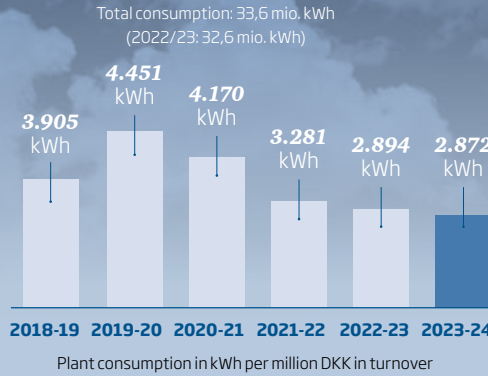
Note: In 2022/23, stationary combustion was removed from all reporting years (to Scope 1)



OWN SOLAR PANEL SYSTEMS IN DENMARK



ELECTRICITY CONSUMPTION



Since last year, our total consumption of energy that is generated by our own three solar panel systems has increased by 44%.

We have three more new solar panel systems on the way in Greve, Ikast and Aalborg, respectively.

Our calculated proportion of renewable energy has increased at the group level from 48.5% in 2021/22 to 53.3% in 2023/24.

ENERGY

Electricity consumption in the food-service industry is high because a large proportion of goods need to be stored in either a refrigerator or a freezer. That is why we are continuously working to reduce our energy consumption. Since 2003, we have set reduction targets in the individual departments and have continuously reduced consumption. This documented effort is also an integral part of our ISO 14001 environmental certification for each department.

In Sweden we now have nine departments, and 12 departments in Denmark, that have completely switched to CO2 refrigeration, while three departments in Denmark partially use CO2 refrigeration, which typically cuts energy consumption in half compared to earlier refrigeration systems. We are planning more investments in updated cooling solutions in the coming years. At both Dansk Cater and Svensk Cater, we continuously replace lights with more energy-efficient LED solutions wherever possible.

Our first installation of solar panels was in 2022 in our department at BC Catering Roskilde, and more systems have been added since then. Today, we have solar panels on the roofs of three locations

in Denmark: at BC Catering Roskilde and Glostrup, which were added in 2022/23, and another system was added to our department at AB Catering Aarhus in the 2023/24 financial year.

The solar panel systems in Roskilde and Glostrup will be able to produce about 1/3 of the current electricity consumption at the two locations measured over the year. A greater proportion will be produced in the months of the year when the sun is at its highest point in the sky. Since last year, our total consumption of energy that comes from our own solar installations has increased by 44%. During this financial year, we have decided on three more solar installations for our new buildings in Greve and Ikast, as well as for the new extension in Aalborg. The three new systems are all expected to be in operation in the coming financial year, 2024/25.

We expect to see greater electricity consumption as more electric trucks are added, but these emissions will be offset by the positive effect of our reduced diesel consumption. We will continue to look at the possibilities of installing additional solar panels in line with this development. The company's total electricity consumption has increased from 32.6 million kWh last year to 33.6 million kWh this year due to the implementation of electric trucks.

As shown in the figure on page 10 regarding scopes 1, 2, and 3, we expect the largest CO2 emissions to come from purchased goods, transportation, and fuel.

For the 'Purchased goods' category, which is the category that is expected to represent the largest emissions, we can see that several of our largest suppliers, particularly within dairy and meat, will soon be able to provide us with real and product-specific CO2 figures. Unfortunately, however, many of our other smaller suppliers are not ready to do so yet. For this reason, our collection of Scope 3 data and related calculations have been postponed until the coming financial year.

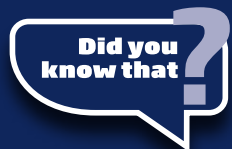
Overall, we are working on the following measures to reduce consumption and emissions in Scope 3:

- Reducing food waste from online sales and telesales
- Reducing our residual waste fraction
- Continuing to expand the use of reusable green packaging boxes instead of cardboard boxes
- Establishing a working group to focus on minimising and improving packaging in in-house production (NEW)

How climate reduction measures affect business

This financial year, we have calculated in greater detail which of the initiatives we have launched make the greatest difference and provide the greatest opportunity to reduce our emissions. We then put this in relation to the costs associated with the initiatives.

The result of the analysis is that we get the greatest possible effect from the initiatives by investing and prioritising in the following order for Scope 1: switching to electric trucks and using biodiesel (HVO) fuel, and for Scope 2: purchasing green electricity and investing in our own solar panel systems.



CO2 intensity from electricity and combined heat and power (CHP) production in Denmark has decreased by 32%.

In 2023, CO2 intensity in Denmark generally fell by 32% compared to the previous year. This drastic reduction is primarily due to coal-based CHP plants being phased out. Source: Energinet.

Scope 3

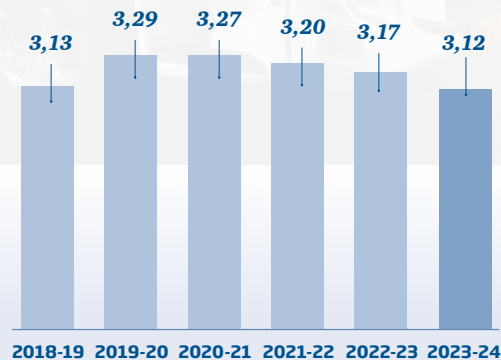
When calculating our climate impact in Scope 3, we rely on data from suppliers, customers, and other partners - unlike when calculating our climate impact in Scopes 1 and 2, where we are able to obtain data about our own activities independently. We have previously assessed the extent of all 15 categories in Scope 3. Of these, eight categories relate to suppliers and seven categories relate to customers and consumers. We have done this on a scale from 0 (no emissions) to 5 (massive emissions).



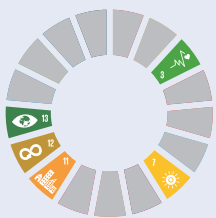
DRIVING AND FUEL

In 2022/23, Euro Cater drove 16.6 million km in its own vehicles (diesel and biodiesel HVO fuel).

This corresponds to 414 times around the world



Driving efficiency (km per litre of diesel).



TRANSPORT

During the past year, our own trucks have travelled 17 million km on the roads, and to that is added the transport covered by external carriers. At Svensk Cater, around 25% of the flow of goods to customers is distributed via external carriers, while transport in Denmark is almost exclusively in our own trucks - both diesel-powered and now also electric.

Transport is an important theme in our work with our CO2 footprint and social responsibility - both in our own core business and in our value chain. We work with responsible transport in

terms of pollution and the climate, and we have adopted a Transport Policy that summarises our responsibility and commits us to improving in this area.

Particle pollution

With many diesel trucks on the road, we try to minimise particulate emissions on an ongoing basis. We therefore have a guideline for purchasing new vehicles that sets requirements for environmental sustainability and Euro standards.

We train our drivers more environmentally responsible driving. All truck drivers in Sweden and Denmark are legally trained in environmentally responsible driving.

In several departments, we have continuously invested in monitoring systems in our trucks to help drivers, guiding them to drive as environmentally responsible as possible.

Climate action and transport

As we drive many millions of kilometers annually, our fuel consumption constitutes a significant part of our carbon footprint. Therefore, we view the transition to electric transportation and biodiesel (HVO) as an essential part of our climate efforts.

Naturally, we are working continuously to reduce the consumption of fossil fuels and several initiatives in this area are currently underway in our departments.



COMBINED FREIGHT- reduces up to 70% of transport to departments for certain suppliers

At Svensk Cater, we collaborate with other suppliers to reduce transport to the departments and shipping costs.

This collaboration with suppliers helps to reduce transport to the departments by 50-70% for the roughly 20 suppliers involved in the collaboration.

In concrete terms, this means that the departments receive one combined delivery from 20 suppliers each week by using the scheme - instead of 20 different suppliers making separate deliveries each week.

In Sweden, we have decided this financial year to increase the proportion of biodiesel (HVO) we use. We expect this proportion to increase even more in the coming years.

In this financial year, there are nine departments at Svensk Cater that only refuel with biodiesel (HVO), and five departments that are in the transition phase and partially refuel with biodiesel (HVO).

In Sweden, a political decision was made in 2023 to reduce the proportion of biofuel in ordinary diesel from 30.5% to just 6% to mitigate rising inflation in Sweden, which is a significant difference that unfortunately has a negative effect on our CO2 balance sheet this year.

In Sweden, we currently have four hybrid vans that run the first kilometres on electricity before switching to diesel.

Every month and year, we measure our driving efficiency - i.e. how many kilometres we get out of one litre of diesel. It is still slightly decreasing, which is why we will continue to focus our efforts on this area in the coming years. As a new initiative, we measure kilometres driven per kWh. We have driven 0.64 km per kWh this financial year.

Also this financial year, 4% of our total kilometres in Denmark have been driven using electricity. Electric trucks have been implemented in operations

throughout the year, and we expect that many more kilometres will be covered by electric trucks next year. We expect to significantly increase our kilometres driven on electricity next year compared to this year.

Many more electric trucks on the road

In autumn 2022, Dansk Cater was the first in the Danish foodservice industry to put three 100% electric trucks into operation. In 2022/23, 10 more trucks were added, and by the end of this financial year we reached a total of 43 electric trucks in the Group.

Our ambition is to reach a total of 48 electric trucks by the end of 2024, and we are well on our way to achieving this goal. Today, we have a total of 35 electric trucks on Danish roads and eight electric trucks on Swedish roads. We are a large company and we own many trucks across both Dansk Cater and Svensk Cater. These 43 electric trucks represent about 8% of our truck fleet.

The option of switching to electric trucks in our industry is a relatively new possibility and at the same time an expensive one, as an electric truck costs about 2.5 times the price of a diesel truck, not counting the investment in charging equipment and electric capacity. However, this is a priority area that we are monitoring closely and where we expect both the technology and the usage possibilities to improve in the coming years.





More electric trucks on the roads

Positive feedback and an improved working environment for drivers with the implementation of eight new electric trucks at Svensk Cater

During 2023-2024, Svensk Cater worked on more sustainable transport and, by the end of the financial year, we had eight new electric trucks, which were put into operation throughout the year.

The electric trucks have received a lot of attention and a very positive response from not only our drivers, but also from customers and the public, who have expressed their appreciation for our commitment to taking more responsibility for the environment. Our drivers find that the electric trucks have improved their working environment through reduced noise levels, an easier driving experience, and the convenience of not having to refuel – they simply plug in the charging cable when they return from their route.

At Svensk Cater, electric trucks cannot be implemented at the same rate due to the long distances, which is why biodiesel (HVO) fuel is used to a

greater extent. This saves a significant proportion of CO₂e emissions compared to conventional diesel fuel. At Svensk Cater, nine departments have completely switched to refuelling with biodiesel HVO.

Transitioning to greener transport is an important part of offering our customers more environmentally friendly delivery solutions and an important step towards a more sustainable food industry.

The ambition we set last year at the group level was to reach 48 electric trucks by the end of 2024, and by the end of the financial year we reached 43 electric trucks across the Group, which corresponds to 8% of our truck fleet.



At Euro Cater we now have 43 electric trucks in operation. This corresponds to approximately 8% of our total truck fleet.

Circular economy

We aim to use resources responsibly and minimise our food waste. We implement recycling solutions where possible. In addition, we aim to contribute to new packaging solutions and ensure better recycling together with our suppliers and customers.

At Euro Cater, circular economy is a new focus area in our reporting. However, this is not a new area for us to work with, as packaging, waste, sorting, and minimising food waste have long been part of our sustainability efforts to minimise potential negative impacts on the environment and climate.

Circular economy as a focus area includes our overall work to minimise and improve our packaging for in-house production, our waste volumes and handling, as well as our overall efforts to minimise food waste through sales in our online shop.

PACKAGING

In an industry where the transport and shipping of food is a large part of the business, packaging helps to protect food during transport and to ensure a longer shelf life. The packaging for our range of products plays a major role in minimising food waste and cannot be avoided.

As a wholesale company, we don't have a great deal of influence on how the packaging is designed for most of our products that come from our suppliers, but we do have an influence on, and the opportunity to work with, the packaging that we ourselves use in connection with our in-house production of meat and fish.

Reducing and recycling

Packaging solutions can in many cases be made smarter and more environmentally responsible, and we continuously challenge our current solutions. We mainly use cardboard and paper, and to a lesser degree, plastic and expanded polystyrene in our in-house production. Overall, and specifically in relation to the new producer responsibility for packaging, we aim to work in a more structured

way to minimise the use of plastic in our in-house production in both the Swedish and Danish parts of the business.

In 2023/24, we set up a cross-functional packaging team at Cater Food to work on minimising and improving the current packaging for our in-house production. Most of this packaging consists of plastic, and the packaging team focuses on minimising and improving the packaging so that it can be better recycled after it has been sorted.

At Svensk Cater, Stockholm, we replaced plastic bags for fruit and vegetables with paper bags this year, and many departments in Sweden use reusable SRS boxes to pack goods instead of cardboard boxes – a return system for packing boxes that is very widespread in Sweden, and which is similar to the green Euro Pool crates we use at Dansk Cater.

In our departments in Gävle and in the Skellefteå department of Svensk Cater, we initiated projects in 2023/24 to save between 5% and 10% on the stretch film used for packing cages.

Recycling

In the value chain, we have continued working with manufacturers and customers to replace single-use packaging with more circular packaging that can be recycled and taken back. We have almost fully switched to using green Euro Pool crates at Cater Grønt, while at Cater Food we have also switched to green Euro Pool crates for pre-packaged products. Previously, we used a combination of open cardboard boxes and red reusable meat crates at Cater Food. Today, we only use cardboard boxes for frozen products at Cater Food.

At Euro Cater, we aim to contribute to reducing single-use plastic for customers and guests, and last financial

year we tentatively started selling coffee cups from New Loop at inco Cash & Carry Copenhagen. New Loop makes reusable coffee cups and other deposit-based packaging solutions that have traditionally been single-use. This financial year, we have expanded the range with two different types of beer mugs and the coffee cup, which can now also be purchased in the inco department in Glostrup.

Both mugs, the coffee cup, and the beer mug, can be purchased at inco and can be returned at inco for the deposit. At inco Cash & Carry, we work closely with the company behind it to find the best possible way to educate customers about the concept of reusable packaging and the related flexible deposit-return system. The cups and beer mugs are taken back by scanning a QR code. This does not require a physical machine.

If more customers used the system, it would be possible to influence behavior patterns more quickly – which is one of the barriers to transitioning to reusable packaging in restaurants, cafés, and events, where single-use packaging is still commonly used today.

Overall, our work with circular economy and packaging is achieved through the following initiatives:

- Phasing out black plastic
- Minimising packaging
- Minimising stretch film for cages
- Predominant use of recycled packaging instead of cardboard boxes: green Euro Pool crates, red meat crates, SRS crates
- Ensuring a range of returnable packaging and other reusable packaging solutions in our online webshop

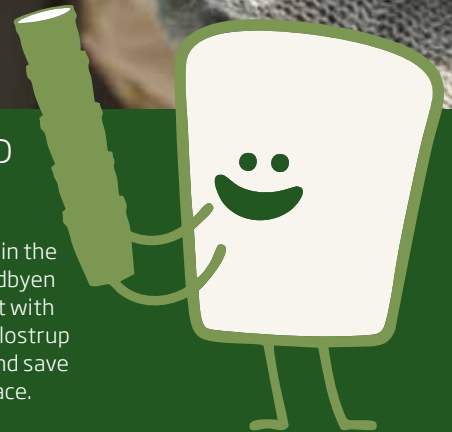


LOOP - REUSE YOUR COFFEE CUP OR BEER MUG AND AVOID THE FUTURE PACKAGING FEE

We expanded the range of New Loop recyclable packaging at inco Cash & Carry in the last financial year. Last year, we tested the coffee cup from New Loop in our Kødbyen department in Copenhagen, and this financial year we expanded the assortment with two different types of beer mugs, and now we also have the coffee cup in our Glostrup department. New Loop cups and beer mugs are reusable, recyclable in-store, and save resources and the environment because of the disposable packaging they replace.

'Although the coffee cup has been in the assortment for longer than the beer mug, it seems that the beer mug is easier for customers and guests to use because it is used at closed events. Cups and beer mugs from New Loop are reusable, depositable in the store, and save resources while protecting the environment from the single-use packaging they replace.'

It is important that many more cafés and restaurants use the concept, so that guests get used to taking their cup back instead of producing waste at home or in the city', says Kristina Guterud, Marketing Manager, inco Cash & Carry, Copenhagen.



ABOUT THE UPCOMING PACKAGING DIRECTIVE

A new EU Packaging Directive will come into force in Denmark in 2025, and we hope that it can boost sales of reusable packaging.

The new Packaging Directive is based on the 'polluter pays' principle, and if you have an influence on the composition and design of your takeaway packaging, you are responsible for it and will be charged a fee in relation to the quantity you use, and you must also report to a collective system.

The purpose of the Packaging Directive is to support the circular economy by providing an economic incentive to either minimise and improve your packaging or to switch to reusable packaging altogether.

In relation to improving the design of packaging for consumers, we take inspiration from the Plastindustrien (Plastics Industry) publication that was prepared in collaboration with Copenhagen Municipality and several packaging suppliers: Plastindustriens genanvendelseskatalog (Plastics industry recycling catalogue) | plast.dk



About the green reusable Euro Pool crate

The green returnable Euro Pool crate is made of plastic and can be reused for an average of seven years, after which it is recycled and transformed into a new product. The crates are part of a deposit system to ensure optimal recycling and rotation.

The crates come from the logistics supplier Euro Pool System and are easy to fold after use, which takes up 86% less space than when they are unfolded. The boxes are always washed after use at Euro Pool's facility in Horsens, where they are also regularly checked for quality. When the crates no longer meet applicable standards, they are turned into garden furniture.

It has been a couple of years since we first launched the use of the green Euro Pool crate at Dansk Cater, but it has been a success, and it continues to be spread wherever possible in operations.



SWITCH TO GREEN MEAT TRAYS AT CATER FOOD

At Cater Food, we switched from the black meat tray to a green recyclable tray made from a minimum of 85% recycled PET in the spring of 2024. The Danish sorting machines run with NIR scanners, which means they cannot recognise the black colour of the trays. Switching to a green tray ensures that the trays are recognised in the sorting system and can be sorted out for recycling.

'The fact that the tray is made of PET means that it can be turned into a food packaging again after proper sorting and recycling. It is circular, which is why it is now even more important for professional kitchens to sort their packaging once the meat has been thrown into the pan', says Bruno Mikkelsen, Sales Manager for Cater Food.

We use 447,060 trays per year, so this ensures that 22.3 tonnes of plastic each year can now be recycled and become new food trays if sorted properly for recycling.

Our packaging journey has just begun

At Cater Food, we have set up a working group this financial year to look at the total procurement of packaging, and especially our flexible films, which are more difficult to recycle than the rigid plastic types.

When it comes to flexible films, we need to compare the properties and precise composition of the films in relation to their sustainability and function.

'In our work, it is important for us not to compromise on functionality, to seek greater durability, such as through vacuum packing, as well as to have the greatest possible focus on minimising the packaging in relation to the weight. At the same time, it is important that the new packaging is thoroughly tested and only then can new packaging be selected', says Christian Schmidt, Purchasing Manager at Cater Food.



WASTE

We look at the waste fractions we handle on an ongoing basis, including how the fractions are defined and how they are processed by the waste disposal companies we use.

To simplify this process, we placed all waste disposal handling at a single waste disposal company for our Danish departments last financial year. In 2023/24, we mapped out which waste disposal companies we use in all our Swedish departments, and in Sweden, the conclusion is that we are not able to consolidate the collection of our

waste due to the long distances and existing municipal agreements.

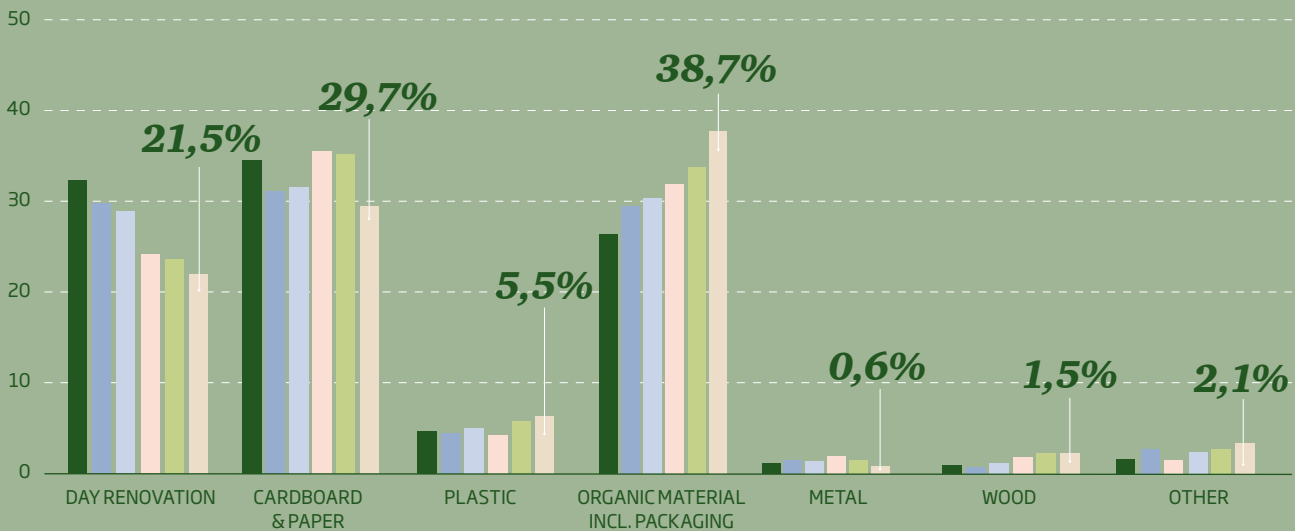
One of our goals is to minimise the amount of mixed daily waste we generate, which is used only for energy production in incineration plants. The more of this that we can transfer to the other waste fractions, the better, as there is a chance of these fractions being recycled as materials in new products. In Sweden, new rules for waste management have been introduced, which we have implemented in all departments on an ongoing basis.

During 2023/24, we reduced the proportion of municipal waste - i.e. residual waste - by 0.5 percentage points, which corresponds to a 2.4% reduction compared to last year.



WASTE DISTRIBUTED IN FRACTIONS

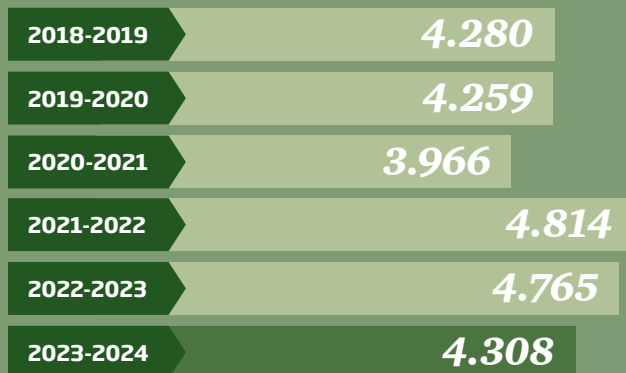
● 2018/19 ● 2019/20 ● 2020/21 ● 2021/22 ● 2022/23 ● 2023/24



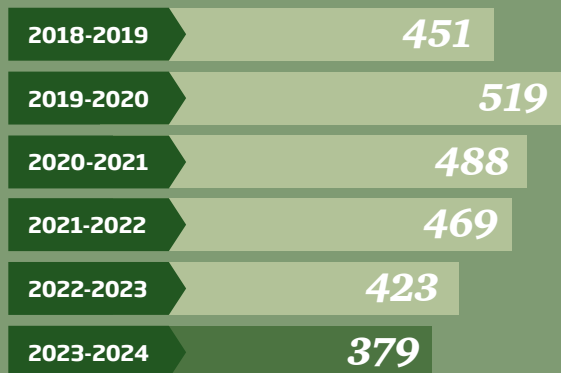
We expect the proportion of compostable waste to rise for some time, as we become better at sorting waste. We then expect that our food waste initiatives will cause this proportion to decline again.

WASTE

Waste volume (in tonnes).



Waste in kilograms (per million DKK in turnover).



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.

FOOD WASTE

Food waste has major consequences for both the climate and the environment, and as a food distributor we also have a responsibility to reduce total food waste wherever possible. This is a global challenge, but a challenge that needs to be solved locally at large.

Studies show that, at the global level, we, as a population, waste more than a third of all the food produced in the world. In Denmark alone, 873,014 tonnes of food that could have been eaten are wasted every year (2024), and according to the organisation Stop Spild af Mad (Stop Food Waste), food waste is distributed across the food value chain as follows:

- 5.5% comes from primary production
- 47.7% comes from food production
- 11.7% come from retail and wholesale
- 5.1% come from restaurants and commercial kitchens
- 28.8% comes from Danish households

At Euro Cater, our food production activity is small in relation to the total quantities of food handled, which is why it is natural for us to focus on reducing food waste in our wholesale business, where our activity and volumes are greatest.

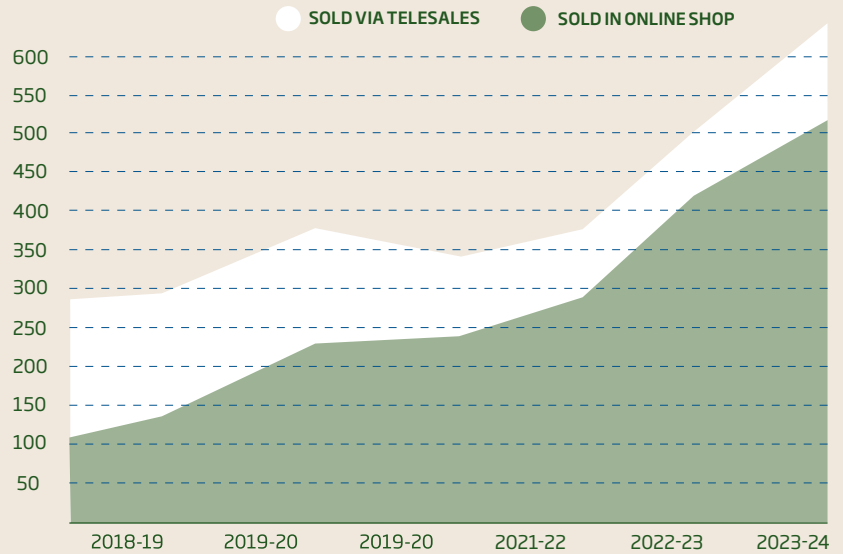
Today, we sell products through our online shop's special 'stop food waste' filters, as well as through outbound telesales and special discount schemes that make it attractive to buy products that are nearing their last sell date in our warehouse and in the online shop.

Last financial year, the statement included food waste data from our Swedish online sales for the first time, and this financial year we were able to include data on food waste from Swedish telesales, so that our food waste data now represents online sales and outbound telesales from both Denmark and Sweden.

In the past year across Denmark and Sweden, the special functionality of our online shop allowed us to sell a total of 519 tonnes of products that otherwise risked becoming food waste. In addition, we sold 161 tonnes of potential food waste via outbound telesales, i.e. we actively contacted customers to sell products nearing their expiry date.

In addition, we regularly donate surplus food to various charities – at Svensk Cater Stockholm we donate to Vid din Sida (By Your Side), an organisation for homeless people, while at Ängelholm we donate

FOOD WASTE PREVENTED



Note: From 2022/23, online shop sales from Swedish sites are included, and from 2023/24, food waste sales from both online shops and telesales from the Swedish sites are included.

food to Gatulaget (The Street Team) in Hittarp, a local football team that takes on a great deal of social responsibility.

It is up to the individual departments to decide who to donate to. This is an effort that is difficult to centralise, as short shelf-life products and distribution are best planned locally, which is why there are no common guidelines for how to do this. It only needs to comply with the national Food Agency's regulation for traceability.

At the same time, we are continually getting better at sorting our waste, and this means that for a period there will be a greater proportion of food waste registered in our own waste sorting, i.e. our own organic waste. Over the past

year, our proportion of organic waste has increased by 3.9% points.

Overall, the following activities are currently underway in the area of reducing and utilising food waste and other waste:

- Online sales and discount schemes in the online shop
- Telesales and discount schemes via outbound sales
- Donations of surplus food to social and/or charitable organisations
- Donations of food waste to zoos, for example
- Reporting of food waste to Danmark mod Madspild (Denmark Against Food Waste)
- Food waste is sent to a biogas plant after sorting



DANMARK MOD MADSPILD

MEDLEM

Dansk Cater is registered in Danmark mod Madspild, which is a voluntary agreement in which we commit to measuring, reporting, and cutting our overall food waste in half by 2030.

This is in line with the ambition of the UN Sustainable Development Goal 12.3, which aims to cut global food waste per capita in half by 2030.

Where possible, our organic waste is used for biogas production, which generates electricity and heat. The residual product – the biomass – is subsequently used as effective fertiliser on Danish fields. In Sweden, the food waste from several departments is also used for biogas production.

Every year, we have a number of local agreements with restaurants, charities, and zoos to collect products nearing their expiry date so that as little as possible goes to waste.

Responsible Assortment

High food safety, sustainability consulting, and a wide selection of local ingredients and products certified within sustainability are the main ingredients in our efforts to promote the development of sustainable trade with our customers and suppliers.

At Euro Cater, our mission is to make it easy for our customers to serve healthy, inspiring, and responsibly produced food. As a rule, we sell the products that our customers demand, but at the same time we try to influence and nudge our customers and make it easier for them to choose more sustainable alternatives.

In addition, we have increased sales to customers who, like us, focus on both local products and more sustainable products than the ones they bought yesterday. We take an active part in disseminating knowledge about sustainability and, for example, create greater knowledge and awareness of regenerative cultivation and other ecological principles for our suppliers, customers and colleagues.

We have many different and more sustainable alternatives in our product categories, and customers in our online shop have the option of making an active choice when shopping with us. We are constantly optimising the online shop's functionality to make it easy to find more sustainable and/or certified product groups.

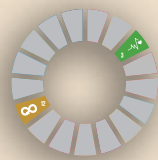
We believe this is the best possible approach to changing consumption, purchasing, and production norms in the foodservice industry, in both the short and long term.

Product policies need to be revised

To ensure that our stance on sustainability in the product assortment is communicated consistently across the

organization, we have developed a catalog of product policies. This catalog includes information about our overall position and more specific policies for areas such as organic products, animal welfare, seafood, local goods, palm oil, and eggs.

The catalogue of product policies provides sellers and buyers with a common guideline and a comprehensive overview of ethical and environmental requirements and issues, which we update and adjust as necessary. In the coming financial year, we will reassess all our product policies to ensure that they align with customer requirements, opportunities for making a positive impact, and our ambitions in each area.



FOOD SAFETY

An uncompromising approach to food safety. That is the starting point for everything we do. Our customers should always find working with our various departments to be a safe and secure experience.

That is why all departments are certified to the ISO 22000 standard for food safety. As part of our ISO 22000 certification, we carry out internal audits in all 32 departments every year, and in addition, we have had external and independent third-party audits in all departments from January to April 2024.

As part of our ISO 22000 certification, we 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 employee training.

In 2024, we had one department that received warnings from the Danish Food Agency. Since then, this department has had extra internal oversight in terms of food safety, updated pro-

cedures, and repeated training for all relevant staff. The Danish Food Agency was able to close the case during their first follow-up. Food safety is a top priority in all Euro Cater departments, which is why we take such warnings so seriously.

BIODIVERSITY & PALM OIL

Palm oil is the most produced and traded vegetable oil in the world and is used for many food and non-food products. Unfortunately, the production of palm oil can also lead to extensive deforestation with loss of biodiversity as a result.

That is why we have such a strong focus on minimising our use of palm oil, and last year we decided to phase out the use of palm oil in our own production. We report on developments in this area each year to the Roundtable on Sustainable Palm Oil (RSPO). In the 2023 calendar year, we calculated the proportion of certified palm oil to be 100%. In collaboration with our suppliers, we have only had certified palm oil in our conventional oils and margarine products for several consecutive years.

Large segments of the world's animal and plant species are under pressure today. Our fish stocks and marine areas in particular are threatened by overfishing, by-catch, and destroyed habitats. That is why we also have a strong focus on being able to offer seafood products that are certified as sustainable, and where there is extra assurance that fishing is legal, does not contribute to overfishing, that by-catches are minimised to the extent possible, and that fishing has the lowest impact possible with the available technology.

Each year, departments in Denmark and Sweden, that sell MSC (wild-caught fish) and ASC (farmed fish), undergo internal audits while selected departments undergo external independent third-party audits.

ISO 22000 certification

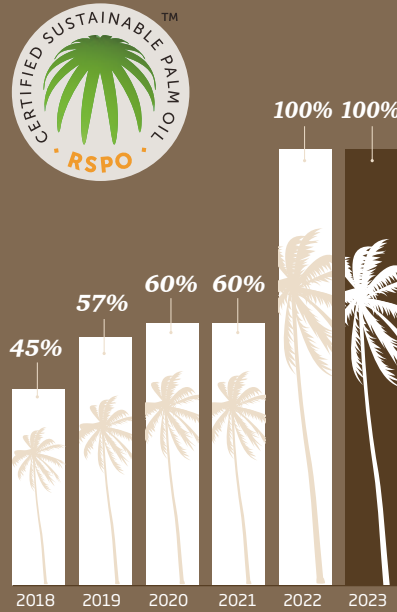


ISO 22000 certification is a third-party verification of our food safety management. It guarantees that the company identifies, and controls food safety risks and therefore demonstrates that the certified company has implemented and complies with policies and procedures for safe food handling.

This means that we can offer products from certified sustainable fisheries throughout the company.

At Dansk Cater, we have been Demeter certified in the relevant departments for the third consecutive year. This certification guarantees that we can lawfully supply and promote Demeter-certified products.

Demeter-certified products involve the product being produced according to the Demeter standard's biodynamic principles, is based on a holistic view of nature, agriculture, food quality, and health, and that it is traceable through our company.



RSPO (Roundtable on Sustainable Palm Oil)

RSPO is a global organisation that works with all parts of the value chain to ensure that the largest possible proportion of global palm oil consumption is sustainable. RSPO has developed a set of guidelines to ensure that special consideration is given to nature, the environment, and the local population.

The other things, the environmental certification prohibits the clearing of old-growth forests and natural areas with high biodiversity in order to make room for more palm oil plantations. It also stipulates that the most environmentally harmful pesticides in cultivation must be phased out. RSPO certification also ensures better labour rights and responsible working conditions for the locals working in the fields and on the plantations. RSPO has more than 3,000 members worldwide – including Euro Cater.

The proportion of certified palm oil (in off-the-shelf products: oils and fats, not as an ingredient)



ORIGINAL

Become an ambassador for greater biodiversity and the preservation of Denmark's traditional fruit, vegetable, and grain varieties.

We support Danish biodiversity together with the ORIGINALER association. Among other things, we do this by maintaining the production of older varieties, so we'll have an exciting, tasty, and varied selection of kitchen vegetables in the future.

The ORIGINALER Association, under the trademark ORIGINAL, is an organic concept working to increase demand and reintroduce Danish native plant varieties into the food system, for example, by involving professional kitchens.

In 2023/24, the association launched a new Ambassador Corps project in collaboration with Fonden for Plantebaserede Fødevarer (the Danish

Foundation for Plant-Based Food) and our customers. The project appoints ambassadors from among Dansk Cater's customers who are particularly interested in actively promoting biodiversity, ecology, and the preservation of Danish fruit, vegetable, and grain varieties. Over a period of two years, these ambassadors will participate in training, trade fairs, events, and cooking with the Danish varieties.

The ambassador project aims to provide professional kitchens with "more strings to their bow." A carrot is not just a carrot; one variety might be good for baking, another variety with a large core might be better for pureeing or mashing, a third variety with a very distinctive

appearance would be better to serve whole in a vegetarian main course.

The professional kitchens are specially selected as ambassadors because of their role. They have the expertise to work with the ingredients, but they also have the opportunity to convey the message to colleagues and their guests alike.

In 2023/24, we were able to expand our assortment with ORIGINAL branded products and manufacturers.

The latest addition to the online shop is:

- **Carrots: Chantenay Red Cored, Sørís**
- **Beetroot: Detroit of Dark Red, Sørís**
- **More Danish grains: Boris rye and Danish spelt**



About the KRAV label and certification

KRAV is a Swedish sustainability certification and label that guarantees a higher organic standard than the EU's minimum requirements for organic food production. Both Swedish food products and imported food products can be certified, and the certification applies throughout the Nordic region and the EU.

KRAV certification and third-party audits are carried out in accordance with the applicable KRAV standard for the activity in question. The requirements include both organic principles – that the food is produced without the use of chemicals

– as well as requirements for animal welfare and working conditions.

The KRAV certification stands out from the EU's minimum standard for organic production by setting higher requirements for a reduced climate footprint, as it is a requirement that all certified producers may only use energy from sustainable sources.

Again, this year, all departments at Svensk Cater, including Nordsjöfisk, have received the KRAV certification following an external audit.

ANIMAL WELFARE

We have a strong focus on promoting more sustainable and organic products in our assortment.

In 2020, we phased out all whole eggs from caged hens in our in-house production, and according to our product policy for eggs, our ambition is to phase out all caged eggs (both liquid and whole eggs) as a trade product by 2025. In relation to this goal, we are pleased to announce that agreements have been made so that, as of 31 December 2024, we will no longer have whole eggs from caged hens in our range, and we will have fully switched to other types of eggs with better animal welfare.

We generally want to inspire our customers to choose products with better animal welfare, such as heart-labelled or KRAV-certified products, which is why we often market these in our catalogues, in campaigns, and in our online shop. In 2023/24, we have had 1,208 campaigns with the heart labelling scheme at Dansk Cater, while we have marketed KRAV-certified products 49 times on the Swedish market.

COLLABORATION WITH DRC ON MORE SUSTAINABILITY ON THE MENU



In 2023/24, we began collaborating with DRC – Danmarks Restauranter og Caf er (Denmark's Restaurants and Caf es), with the aim of identifying barriers, wishes, and strategies to help professional kitchens create a greener profile and a more sustainable menu.

The project laid out the external framework, set the objectives, and started to prepare and distribute a large survey amongst DRC members to disclose the barriers to, and wishes for, a greener profile and a more sustainable menu. The survey can then be used to plan which initiatives will best support professional kitchens, and to plan strategies for rolling out the initiatives.

'At Dansk Cater, we have a seat at the table and are active in planning the project, and we have to contribute purchasing knowledge and relevant data to the project. First of all, we lack a broader knowledge of what, from the perspective of restaurants and caf es, represents the greatest challenges in relation to creating a more sustainable menu – this is important knowledge for us, and it is important knowledge for the industry', says Jan Kristensen, Development Manager at Dansk Cater.

In collaboration with DRC last year, we helped to develop an idea catalogue for how restaurants and caf es can initiate various climate and environmentally

responsible initiatives in their own operations. This particular project is about how restaurants and caf es can position themselves strategically and what products they choose for their menus.

At Dansk Cater, we want to make it easy for our customers to purchase more sustainably, and we believe the potential is great. The aim of the project is to find the right solutions to move restaurants and cafes in a greener direction.

GROSSHANDLARN

Focus on local and small producers, offering inspiration for your kitchen

In the Swedish foodservice market, we publish the inspiration magazine Grosshandlarn (Wholesaler) 13 times a year. Each issue has dedicated space for a sustainability topic under the title 'Sustainability in focus'.

Grosshandlaren issue Nos. 1 and 9 of 2024 were both concerned with food waste. In the first issue, we explained how to easily search for and buy products that are close to the 'best before' date through our online shop and new food waste filter, which allows customers to buy more environmentally responsible products with discounts. The 'best before' date can often be translated into 'often good after', which is important to remember if you want to help reduce food waste.

In issue 9, we provided tips on how to avoid food waste in the professional kitchen by:

- Focusing on how you shop,
- Focusing on freezing goods that are close to their expiry date, and the storage temperature of raw materials, as well as

- Focusing on how to use the last leftovers of products creatively in your kitchen.

Through the many articles and interviews in Grosshandlaren, we pay a good deal of attention to informing readers about the many local products and small producers and suppliers you can buy from via Svensk Cater. We are committed to working closely together and providing opportunities for everyone - large and small suppliers alike. This contributes to local development and a

good dining experience for guests and the local community.

If you have been inspired by the articles in Grosshandlaren Nos. 1 and 9, you can find them and many more inspiring publications online at: svenskcater.se/inspiration/tema-2024/



Filters

- On Sale
- Focus Products
- Popular products
- Stop Food Waste
- Agreement
- Top 200
- Wholegrain
- Keyhole
- Halal
- Organic
- Plant based
- Local products
- MSC
- ASC
- Frozen
- Chilled
- Danish
- Fairtrade
- GMO Free
- Gluten Free
- No Added Sugar
- Lactose Free
- Animal Welfare



DIVERSITY AND PREFERENCES

With an increasingly diverse population, we focus on having a wide assortment that addresses all groups of consumers and individuals in society - regardless of taste, preference, or belief.

Consumers can choose which foods to eat based on ethical reasons, such as vegan or vegetarian food; religious reasons such as kosher or halal; or for health reasons, such as gluten-free, lactose-free, or whole grain. We want to be able to offer our customers the right combination of products for their menu no matter their preferences, which is why we make it easy to filter by preferences in our online shops.

Responsible Assortment

The Big Climate Database

In the Danish webshop, we base our approach to product climate footprint on Den Store Klima Database - The Big Climate Database, published in 2020 by the independent Danish green think tank, Concito. The database includes the 500 most traded foods, and based on these, we have been able to map the CO2 footprint of more than 50,000 of our products. For some products, the database will lead to a precisely calculated CO2 footprint, but because of the database's limited amount of data, there will be a certain margin of error for other products.

For the time being, all CO2 figures for our products must be taken as the best possible basis of knowledge, which we naturally point out in our webshop.

- it is easy to calculate the CO2 footprint of your dishes with our CalcuEasy tool?

We are the only foodservice wholesaler in Denmark to have the CalcuEasy tool, where customers can easily calculate the total climate impact of their dishes and menus. In addition, it is possible to create a complete overview of the nutritional content, allergens, and organic percentage of the meals you serve in your restaurant, canteen, or café.

The tool can also be used for other purposes, such as monitoring purchase prices and their development, tracking inventory status, and creating a comprehensive overview of what is in stock in the hopes of minimizing food waste. You can also plan menus in CalcuEasy and then generate purchases based on the menu.

Sales and marketing on the webshop

It should be easy for our customers to choose more sustainable products from the online shop, and we are constantly working on small and large adjustments that can increase their visibility. Every year, we develop new guides, publish articles, and make tools available to our customers that can help them 'calculate their sustainability', making it easier to shop on an informed basis.

In 2023/2024, we published the following articles and reference works, where we provide good advice on energy-saving measures and guide customers to where they can find products from local suppliers:

- **Overview map with local suppliers:** Here, customers can learn more about local suppliers with whom the departments do business.
- **'Knowledge of':** A reference work created in collaboration with DRC, which provides detailed insight into how customers can work with energy-saving measures, packaging, waste sorting, food waste, responsible purchasing practices, biodiversity and cultivation methods, and climate footprint.
- **Dietary advice for meals:** Inspiration page with practical advice and inspiration on how to implement 'The Green Principles' in professional kitchens.

In addition, we are the only foodservice supplier in Denmark to offer the CalcuEasy tool, where customers can calculate the total climate impact of their dishes and menu. It is also possible to use it to create a complete overview of the nutritional content, allergens, and organic percentage of meals. The tool can also be used, for example, to monitor purchase prices and their development, keep track of inventory status, and create a comprehensive overview of what is in stock.

Last year, efforts were made to redesign the Danish and Swedish webshops. The redesign focused on making filters visible to the user. By pressing on a single product category, customers are now always presented with the filters and can more easily find Fair Trade products, organic products, MSC/ASC-certified seafood, etc.

As something new in 2023/24, we have optimised the visibility of food waste products and made a 'Stop food waste' filter. The filter now makes it easier to search for products

- as an independent category, as well as across product types. Customers are now also presented with a 'Stop food waste' alternative when clicking into a product category.

On Dansk Cater's online shop, we provide an estimate of the climate footprint in the form of a calculated CO2 footprint per product, which is calculated in The Big Climate Database from Concito. The carbon footprint can be read for each individual product, which makes it easier to compare CO2 footprints across product categories. It is still difficult, however, to compare within the individual categories. In 2023/24, Concito updated its database and footprint for the seafood category, among others. Naturally, we at Dansk Cater have also updated our CO2 figures on the webshop.

Just as the new food waste function suggests alternatives, we also encourage customers who choose more CO2-heavy foods to also click on products that are less CO2-heavy as an alternative to their menu composition. In this way, we try to nudge customers in the direction of better choices directly in the sales situation and on our webshop.

On the webshop, you can also always find 'Tips for a sustainable transition', a comprehensive and updated information page where we regularly present videos, tools, and good industry information about waste sorting, more sustainable takeaway packaging, a food waste calculator, etc.

Education that supports sustainability

We want to support our customers' businesses with knowledge and initiatives within sustainability, which is why we continuously train our sales employees to advise customers and make it easier for them to choose the more sustainable solutions in our range.

At Dansk Cater, we had 43 sales employees on courses in sustainability and sales in 2023/24. At the same time, the sales managers have also been trained in how to best support sales and sustainability internally in the organisation.

All our previous e-learning sales courses have been moved to the new online Cater Academy training site this financial year, which allows new sales staff to be able to quickly access the relevant online training when they start.



DANSK CATER IS A MEMBER OF THE DANISH VEGETARIAN ASSOCIATION

We are a member of Vegetarisk Forening in Denmark, as we have a shared focus on a healthier life, climate change, and animal welfare. We want to provide our customers with as many good options as possible on an ongoing basis. Vegetarisk Forening is a good partner that offers knowledge about new possibilities for a wide range of products.

In 2023/24, we jointly developed materials to promote adding more fruit and vegetables to the menu. These materials have been shared with customers along with their deliveries from Cater Grønt.

Read more about the association here: vegetarisk.dk



BLUS FOOD MAGAZINE

- now also BLUS podcast

Twice a year, Dansk Cater publish a large foodservice magazine to indulge and inspire the gastronomes in Danish professional kitchens. It's a magazine full of new food ideas, new products, and inspiration for more sustainable choices.

The magazine is a tribute to the foodservice industry, a tribute to the passion for good food, and to food with plenty of taste and a good conscience. In this magazine, we promote possibilities for a more sustainable assortment, and inform our customers about them, through both articles and advertisements.

As something completely new, we also launched the BLUS PODCAST in March 2024, where you can listen to exciting interviews with industry professionals while in your kitchen, on the go, or whenever it suits you.

In the March 2024 issue of the magazine, we talked about Claus Meyer's Nordic Kitchen Manifesto, which celebrates its 20th anniversary this year, while BLUS PODCAST invited Claus

Meyer to talk about what the focus on local ingredients and taste has come to mean in the Nordic region and the rest of the world. According to Meyer, the next big trend is legumes and vegetables. He highlights legumes as unique vegetables due to their high protein content, and Danish legumes stand out particularly for their excellent taste.

You could also find 'A guide to tasty vegetables', where we explain how the preparation of vegetables is as important as it is for meat, that cabbage is tastier and healthier than lettuce, and that you need to remember umami when preparing vegetables.

Beetroot, celery, artichoke and asparagus can have a completely different taste, as the cooking options are endless - just like their taste is.

If you're curious to read the stories from BLUS, you can scan the QR code here:



Responsible business conduct

We strive to be a good and responsible workplace for our many talented employees. We also aim to ensure that the well-being of workers in our value chain is considered and that we make responsible purchasing decisions. Furthermore, we are committed to running our business on a foundation of integrity, local engagement, and strong leadership.

In terms of responsible business conduct, we focus on our own employees, occupational health and safety, training and education, and on how we ensure responsible purchasing practices, and we also focus on good corporate governance with due diligence processes across the company.



HEALTH AND SAFETY

At Euro Cater, we employ more than 2,500 people, and it is important for us to work actively with the negative impacts and positive opportunities we encounter in our daily work and operations. Employees spend a large part of their time and energy at Euro Cater every day, and we are responsible for providing them with a safe and healthy workplace, where safety and a good working environment are always in focus.

For this reason, it is natural for all departments in the Group to take care of the working environment in order to prevent our employees from experiencing occupational injuries or stress, for example. There is also an open culture across our locally rooted departments with a focus on good dialogue between employees and managers.

Part of the work functions, especially for drivers and warehouse employees, involves heavy lifting and hauling when distributing the goods from the warehouse to the customer.

Based on preliminary analyses, the key to fewer occupational injuries is better ergonomics, which is why we developed four training videos in Denmark last year with a focus on ergonomics and work safety in offices, warehouses, slaughterhouses/production, and for drivers.

During this financial year, we have translated the videos into Swedish

and English and implemented them at Dansk Cater and Svensk Cater via our new Cater Academy training site, where we can better report on the distribution, scope, and training efforts among our employees going forward.

In the coming years, some central functions will be strengthened, while we work to find the right balance in the process to simultaneously support the strong local engagement we see in the departments.

Healthy workplace initiatives

In line with legislation, Svensk Cater is working in a more structured way with the psychological working environment and action plans have been prepared for all departments. At Svensk Cater, we are working to ensure that our health and safety efforts, including psychosocial aspects, can be transferred to the new online Cater Academy training site in the 2024/25 financial year.

Self-determination in the local departments ensures a high level of local commitment among managers and employees, and this is reflected in a wide range of initiatives at the individual workplaces. Many departments are really good at engaging their employees in sports, weight-loss programmes, and smoking cessation courses.

During this financial year, we prepared a preliminary occupational injury analysis in Denmark for use in our double materiality analysis and in connection with our preparations for CSRD reporting.

The double materiality analysis gave us detailed insight into impacts and opportunities and determines the reporting level for us as a Group, including when it comes to our working environment. In the coming financial year, we will link the Swedish sites to the analysis so that we can get an overall picture of our greatest risks and opportunities for optimising our work environment efforts.

We have also assessed the possibility of reporting on the number of 'lost time' work injuries, i.e. work injuries that resulted in employee absence. It is also important to look at the total number of occupational injuries in any company, because any injury is significant for the individual employee and should be prevented. However, there is a consensus that reporting across companies and industries is best calculated in terms of the number of work-related injuries that result in absence, as these have the greatest significance for employees, the company, and society.

Denmark and Sweden have different guidelines and approaches for when to report work-related injuries to the authorities, which is why these are not comparable today. We have therefore chosen not to report the number of work-related injuries with absence until next year, so we are completely sure that the procedures behind the number of work-related injuries are both comparable and correct.

In the coming years and in general, we will collect more data about the physical and psychological working environment in both Denmark and Sweden, which will make it easier for us in the future to follow any trends and help prioritise efforts and training across departments.

Training and further education

We focus on continuously developing our employees through ongoing training and education. All internal training, whether statutory or voluntary training within food safety, environment, working environment, and safety, takes place locally and is planned in the departments. Among other things, we train our new employees in the general understanding of social responsibility, our policies, and what they mean specifically for the individual's everyday life. This applies to sales consultants, buyers, management, drivers, and dispatchers.


Did you know that?
- We have a whistleblower scheme

At Euro Cater, we have a whistleblower scheme that everyone can use, whether you are internal or external, an employee, manager, supplier, or customer of Dansk Cater or Svensk Cater. A whistleblower system and its use help protect our business.

A whistleblower scheme allows all stakeholders to report, for example, fraud, discrimination, violence, environmental pollution, or other illegal activities.

Euro Cater's whistleblower scheme is handled by a third party to ensure an impartial assessment and handling of all reports. If desired, reports can be made anonymously, and all reports are handled in accordance with GDPR legislation and our privacy policy.

In the 2023/24 financial year, one of the modules in our Employee Code of Conduct dealt with the whistleblower scheme. In part, it was a reminder to all employees that the whistleblower scheme exists, and it also served as training about when it is possible and important to use the scheme.

A new learning system and Employee Code of Conduct

During this financial year, we have implemented a new internal training system across the Danish and Swedish parts of the business. We increasingly need to manage, document, and report employee training, which is why we have chosen to implement a new system that gathers all training in one place. We previously had an online training site with training in sustainability, but it was only targeted at the sales departments.

We will gather all internal training on the new 'Cater Academy' platform, and it will thus include training in sales, sustainability, food safety, the environment, working environment, and information security, all accessible through a single-entry point for employees. The platform is aimed at employees in the warehouse, production, office, and drivers, and it offers internet and app

access so that employees do not need to use a computer.

The training can be read aloud on the platform, and it is also easy to switch between Danish, English, and Swedish. All this is important for us so that we are able to implement training across employee types, across language differences, and with different levels of literacy.

In 2023/24, we launched an Employee Code of Conduct and Whistleblower training for all employees via the new learning system. In the financial year, 81% of employees at the group level received the training, which we consider to be satisfactory, given that it was launched in a new system that employees had to learn to use for the first time. Our goal is for a minimum of 85% of all employees to go through the training in this first round, and that the training will be implemented for new hires thereafter.

At Cater Grønt - 95% of employees have been trained in the Employee Code of Conduct

'At Cater Grønt, we had the opportunity to dedicate time to this initiative, and it paid off, because now we are at 95% for our 180 employees. However, it took a deal of coordination work to get people trained with the variable working hours and a holiday period', says Majken Ravnkilde, who is the Training Manager at Cater Grønt.

Cater Grønt has full-time and part-time employees among its 180 employees. We also have both a morning and evening shift in the warehouse, so even though the new platform is flexible, experience has shown that it is necessary to help many employees complete the training because it is a new system that they are using for the first time.

In addition, some Cater Grønt employees needed to receive the training in small groups and with an interpreter. This is a smaller group of employees, albeit an important group to be trained because the language barrier can mean a weaker connection and less understanding of the Danish labour market and their rights and opportunities.

'All employees have taken this training seriously, and there have been questions, for example, about when you can and when you should use our whistleblower scheme, which shows the importance of having this discussion in the department', says Majken Ravnkilde.



Responsible business conduct

RESPONSIBLE PURCHASING PRACTICES

Within the group, our purchasing is concentrated, with approximately 75% sourced from major, well-known brand suppliers with whom we have collaborated for many years. The remaining approximately 25% of purchases are made from a wide range of local trading partners, among others.

As a wholesaler, we buy some of our products either directly or indirectly from third-world countries, and it can be in transit for a long time before the production stage. This opens the possibility that issues such as a lack of consideration for the climate and the environment or poor working conditions, which we cannot accept given our own standards and ethical considerations, might go unnoticed.

New due diligence system and policy

In 2023/24, we took a major step in the direction of responsible trade by becoming an active buyer member of Sedex. As a Sedex member, we are committed to responsible purchasing practices and to working to create more responsible and ethical supply chains.

SEDEX is a recognised international organisation for responsible and ethical supply chains, as well as a risk and supplier management platform with tools that collect additional documentation from our supply chain and create more transparency.

Today, all new suppliers sign our Supplier Code of Conduct. As part of the new due diligence process, we conduct a risk assessment in accordance with Sedex and we then, using their system, set higher requirements for suppliers with a potentially higher risk of breaching our Supplier Code of Conduct.

If a supplier has a potentially greater risk of breaching our Supplier Code of Conduct, the supplier will be asked to answer a Sedex Supplier Assessment Questionnaire (SAQ) and may need to document an ethical audit from a third party if, after reviewing the SAQ, the supplier is still at high risk of not complying with our ethical standard.

The new policies are implemented in dialogue with suppliers and customers, and they are also in accordance with the requirements of the EU's new Due Diligence Directive.

Dansk Cater has been a member of Etisk Handel Danmark (Ethical Trade Denmark) for several years, and Svensk Cater became a member of the sister organisation ETI Sweden this financial year. The two organisations have the same purpose: more responsible and ethical supply chains. Throughout the year, they work on different subjects and network groups that are relevant to Dansk Cater and Svensk Cater, respectively.

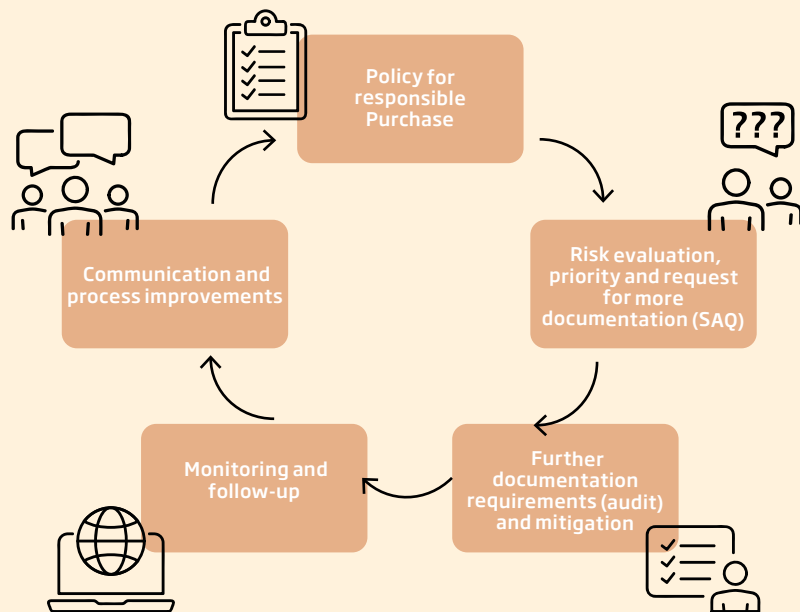
Our goal was to have updated our Supplier Code of Conduct in accordance with the new policy this financial year, but this task has been postponed until autumn 2024.

Euro Cater's new due diligence system is inspired by SEDEX's recommendations for best practices and Dansk Etisk Handel's publication 'The six steps: The six due diligence steps - The six steps



Euro Cater is a buyer member of SEDEX

In 2023/24, the Euro Cater Group became a member of Sedex. Sedex is an international ethical risk and supplier management platform. The platform provides tools for risk assessment, exchange of qualified documentation in the form of supplier questionnaires (SAQ), and third-party audits at the production level.



Dansk Cater is a member of Etisk Handel Danmark and Svensk Cater of ETI Sweden

Etisk Handel Danmark is a Danish organisation whose purpose is to promote ethical international trade. This entails a sharp focus on respect for human and labour rights, consideration for the environment and climate, as well as ethical corporate governance,

including anti-corruption, non-discrimination, and good corporate governance.

ETI Sweden is Etisk Handel Danmark's sister organisation and works with the same purpose, but with different agendas throughout the year.

Read more at etiskhandel.dk and etisverige.se

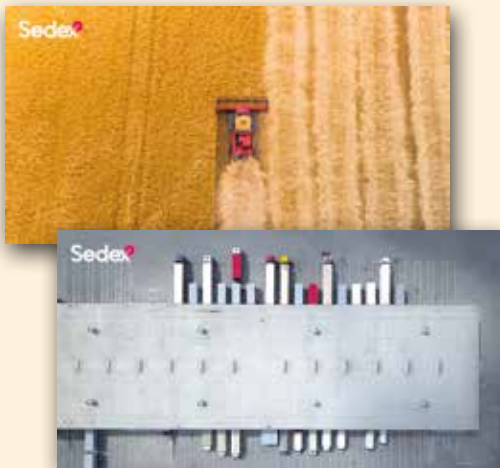
Supplier Code of Conduct

We set formal requirements for our suppliers' responsibilities by having them sign our Supplier Code of Conduct. In Denmark and Sweden, suppliers representing 96% of total purchasing revenue have adopted our Supplier Code of Conduct this far, compared to 85% last year. In sheer numbers, suppliers who have signed our Supplier Code of Conduct represent as much as 93% in Denmark, while they represent 69% in Sweden.

Risk assessment of suppliers in a new system

As a Sedex member, we now use the RADAR tool to assess all our suppliers' potential sustainability risks.

The tool not only assesses suppliers' ESG risks in relation to their national context, but also in relation to the supplier's industry and activity. The tool uses a comprehensive set of updated factors and international best practice knowledge on compliance with ethical rules and legislation. The risk assessment is more detailed with a better foundation than our previous risk assessment.



During this financial year, we have completely succeeded in transitioning to the new risk assessment system, and we have reached last year's level, where suppliers representing 91,5% of our purchasing revenue have been risk assessed after extraordinary efforts in the purchasing departments of both Dansk Cater and Svensk Cater.

The risk assessment has given us more insight into our supply chain and we can now better locate supply chains, product categories, and suppliers that are at greater risk of breaching our Supplier Code of Conduct and prioritise and target efforts for more documentation from there.

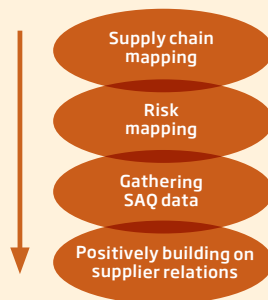
Supplier assessment questionnaire

After signing the Supplier Code of Conduct and risk assessment, we collect additional information in the system in the form of a Supplier Assessment Questionnaire (SAQ) as well as any SMETA audit reports from the suppliers and manufacturers that have a higher risk of violations of, for example, labour and/or human rights, as well as environmental and corruption standards. A Supplier Assessment Questionnaire details the manufacturer's practices, management systems, and policies within four pillars of sustainability: 1. Labour and human rights 2. Health and safety 3. The environment 4. Anti-corruption practices

If a SAQ shows that the supplier still poses a higher risk, the supplier/manufacturer will be asked to provide proof of compliance with the ETI standard and our Supplier Code of Conduct in the form of a third-party SMETA audit.

A SMETA audit report is a standardised report and audit methodology that documents a supplier's ethical and social practices in areas such as working conditions, health and safety, environmental impact, and business ethics.

If, according to the audit report, a supplier is assessed as not living up to the standard, a dialogue is initiated with the supplier in order to draw up an action plan for compliance. If the process is not considered sufficient, the business relationship may be terminated on this basis if necessary.



Training of purchasers

We prioritise ongoing training of our employees in responsible purchasing practices. Over the past year, we have developed a purchasing philosophy with sustainability as an integral part. This philosophy is gradually being implemented throughout our purchasing organisation.

Together with our purchasing managers, we have developed a common

approach to supplier meetings. This ensures that we not only focus on commercial aspects, but also discuss the suppliers' approach and our stronger attitude towards sustainability. Topics such as product range, marketing, logistics, packaging, and animal welfare are central to these conversations. Purchasing managers meet approximately 10 times a year to discuss and share knowledge.

At Svensk Cater, we hold regular courses where buyers and sales managers receive training in supplier agreements, the food waste filter, and locally produced products and sustainability.

GOOD CORPORATE GOVERNANCE

We conduct our business with integrity. This means that we compete on market terms, conduct our business properly, and always within the legal framework.

Anti-corruption policy

We naturally distance ourselves from corruption and have developed an anti-corruption policy to support this. We have assessed that the most significant risks of bribery and corruption relate to interactions with suppliers and the receipt of gifts.

During this financial year, we have drawn up an Employee Code of Conduct, in which anti-corruption and money laundering are central areas of focus, as a supplement to the local staff handbook. The Employee Code of Conduct has been sent to all employees through the Cater Academy as online training in 2023/24. Anti-corruption is also part of our Supplier Code of Conduct.

We are not aware of any cases of corruption in our own company during the last financial year. Cases of corruption can be reported through our anonymous whistleblower scheme. Going forward, we will continue to fight corruption and bribery by training employees and monitoring reports from our established whistleblower scheme. In the coming financial year, we will create a specific online training course that only covers anti-corruption and is targeted at the most vulnerable employees internally.

Fair competition

We work in a competitive industry, which is why we focus on staying within the framework of fair competition so

Responsible business conduct

that we can stand by our actions, both legally and morally.

In the past year, we have not had any cases where fair competition was questioned.

Fair marketing

The rules around what sustainability is, or what can be referred to as sustainable, are complex. This is an area that is constantly evolving and is particularly difficult to navigate. Today, we place great emphasis on tagging all our products with all relevant characteristics related to sustainability in both the Danish and Swedish webshops. This could be, for example, ecology, MSC/ASC certification, labelling as whole grain, or KRAV certification.

We also pay great deal of attention to complying with the applicable rules for good and fair marketing, whether we communicate on the online portal, in reports, or on social media. Therefore, it is also important that we continuously train ourselves internally and remind ourselves what good practices within green marketing are.

In August and September 2023/24, we put on an online course on how to talk about the company's sustainability work in a proper and balanced manner. During this financial year, the training covered marketing teams in both Denmark and Sweden, and our department managers in all departments were also invited.

Donations and support

All departments are involved in supporting various local initiatives. We want to help as much as we can and we want to help locally. We do this with labour, monetary donations, and donations of food and beverages. We have a number of initiatives that help vulnerable children and their families, and we also have initiatives that help overweight children. We also sponsor a wide range of local sports clubs.

Data ethics and information security

The Group's information security and data ethics policies are designed to have adequate and responsible protection and processing of customer and supplier data at all times. The Group's cybersecurity and data ethics conduct must contribute positively to the security and trust of customers and suppliers in the Group.

In 2023/24, we continue to focus on information and cyber security in the company. We have implemented an information and cybersecurity

management system as well as privacy protection inspired by ISO 27001. We have updated our policies, procedures, and controls to internally document compliance with the new NIS2 directive, which is designed to protect businesses and critical infrastructure from cyberattacks.

In 2023/24, we contributed to the 'Cyber-secure food value chains' project funded by the Industriens Fond (Danish Industry Foundation), which works to strengthen cybersecurity in food value chains by developing and disseminating tools for small and medium-sized companies. We participated in this project to support the security of supply in the industry as a whole.

In 2023/24, all members of the Group's Executive Board and Board of Directors underwent training in NIS2 and information security to ensure that our efforts remain anchored within management.

We will continue to work actively on strengthening information and cyber security in 2024/25. One of our initiatives is to offer information security training materials to all relevant employees on our new learning platform, Cater Academy.

Non-discrimination and inclusion

With 32 departments spread over two countries, we have a large workplace, and we want there to be room, space and opportunities for everyone in our company. That is why we are focused on including all employees – regardless of background, religion, nationality, etc. – and never accept discrimination or harassment of any kind in the workplace.

Over the course of the year, we have seen several examples from the departments of employees with language barriers, refugee backgrounds or, for example, previously convicted individuals with good experience, joining our company. We are generally proud of the fact that we are a company where there is room for diversity, not only on paper but also in practice.

Proper behaviour and the company's attitude towards non-discrimination, harassment, and inclusion are also part of the new Employee Code of Conduct, which has been sent out via the new Cater Academy as online training.

We have a whistleblower scheme at Euro Cater. Everyone – whether an employee or an external stakeholder – can anonymously bring any discrepancies

or harassment to our attention. The scheme is managed by a third party in order to ensure appropriate unbiased treatment.

Gender distribution in management

Historically, recruitment for management positions in the Euro Cater Group has primarily taken place internally. For this reason, the number of women in management positions reflects the overall gender distribution in the Group. As a wholesale company, the main focus of our job functions is within warehousing and distribution. These are areas that traditionally attract primarily male applicants. This is therefore also reflected in the gender distribution among the company's employees, who are predominantly men.

The Group's policy is that both genders need to be represented in the Group's management, and that they need to be more representative than today.

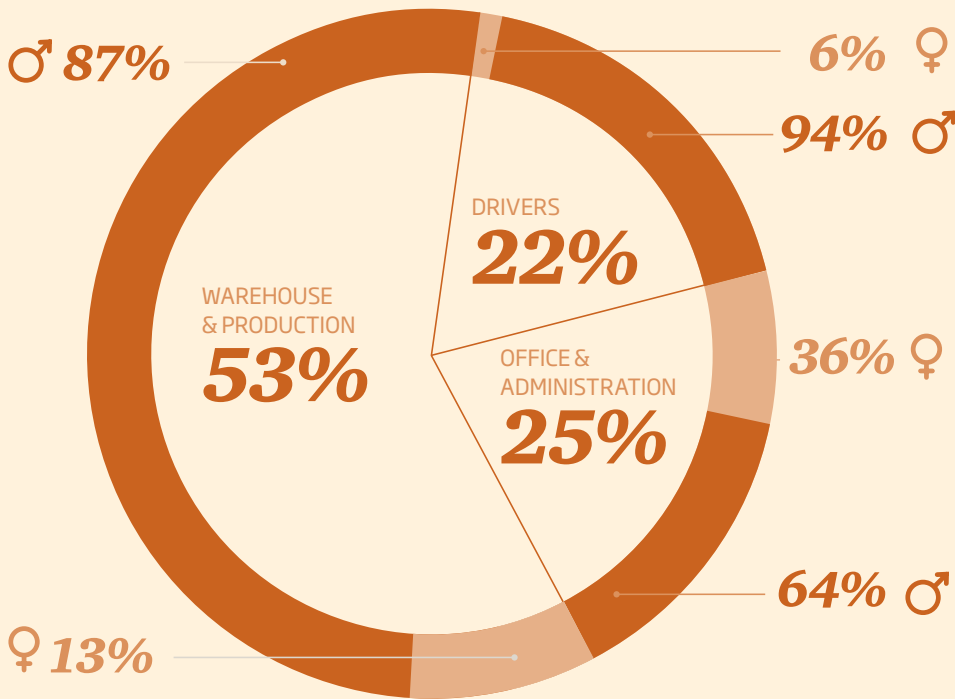
For all management positions, people are appointed based on the Group's general principle of hiring the most qualified person for the position, regardless of gender. For example, we always strive to ensure that both genders are represented in the last round of the recruitment process.

The Group's management team currently consists of 145 people, 10% of whom are women. The Group's management team consists of people who are central to the Group's operations and development, and in the coming reporting year we will review the company's policy for the underrepresented gender and look at how we can increase the number of women in the management team.

Our goal is for two out of five board members elected at the general meeting to be women by the end of the 2025/26 financial year. Currently, only one of the five board members is a woman. In the 2023/24 financial year, there have been no changes in the board of directors.

We have updated our diversity and inclusion policy during this financial year. The group always emphasizes providing equal opportunities for everyone, regardless of gender, ethnicity, religion, and disability.

The Group has prepared the statutory report on gender distribution, cf. Section 99 b of the Danish Financial Statements Act, and published this in the Euro Cater Holding A/S management report within the annual financial report.



Note: The distribution of gender and job functions is based on the number of employees (full-time/part-time). The number of employees is calculated as FTEs.

NUMBER OF EMPLOYEES



2.574

GENDER DISTRIBUTION

Men

83% ♂

Women

17% ♀



BC "NEXT GEN"-FRITIDSJOBPROJEKT FOR 15-17-ÅRIGE ER EN SUCCES

At BC Kolding, a unique youth employment project has been set up, and it delivered the exact outcome that was intended.

'We have attracted more young people, spread awareness of our industry, and now two young people from the second round of BC Next Gen have applied for Warehouse and Logistics training in Kolding. We are very satisfied with the project and the young people who have been part of it', says Carsten Tønning Larsen, Department Director at BC Catering, Kolding.

BC Next Gen is a youth employment project for 15- to 17-year-olds, which is offered to a total of eight young people each year in collaboration with the secondary school in Kolding Municipality. In the project, the young people are selected in collaboration with the municipality, and they receive training every Friday in the warehouse department starting week 36 and five weeks onwards. They will then have the opportunity to join the Saturday packing team.

In order to be able to participate in the project, BC Catering Kolding has customised the work processes and IT system to the young people's work, and established a youth packing task. This system ensures that the young people are not assigned to pack goods that are too heavy for them. On the Saturday when the young people are at work, all forklift driving in the warehouse is stopped, which can be a major challenge in the industry, and in addition, the number of hours the young people work is carefully monitored. The project has been run for the third time this year, and the results are now speaking for themselves.

At BC Catering Kolding, we can see that the young people who have been part of the project have begun to come back and are now interested in an industry they were not familiar with before. It is important that we expand interest in warehouse and driver work in general so that we don't face labour shortages in the future. It is a more hands-on profession that isn't as visible

when young people are choosing their secondary education paths.

At the same time, the Kolding team are proud to give these young people, some of them with special challenges, a successful experience. The project always ends with a major event where diplomas and gifts are presented for a job well done, and almost all young people have been offered permanent youth employment in the warehouse department after the project has ended.

The overall aim of the project is to support young people's interest in the profession and increase their interest in engaging in the labour market at an earlier age. It is also intended to help them build their professional and social skills and strengths so that they can better complete their upcoming secondary education.

Reporting on goals and actions

CLIMATE

		ANNUAL RESULTS 2023/24			GOALS 2024/2025	
RISKS	AREA OF FOCUS	GOALS	ACTION	RESULTS	GOALS	PLANNED ACTIONS
CO2 emissions Air pollution Local communities Environmental pollution Energy Traffic safety	Transport and company operations, Scope 1+2 POLICY Environment and climate Transport	All relevant departments are ISO 14001 certified (including internal and external audits)	Conduct internal and external audits in relevant departments	All departments are 14001 certified	All relevant departments are ISO 14001 certified (including internal and external audits)	Conduct internal and external ISO 14001 audits in all departments
		Annual reporting of proportion of renewable energy		We now have three solar installations in operation The proportion of renewable energy is 53.3% (location-based) Annual decrease of 0.8% in total electricity consumption per million DKK in turnover	Increase the proportion of renewable energy	Invest in and implement solar panels
		Group plan for implementing electric trucks, solar panels and CO2 systems	Identify the environmental and financial impact of climate initiatives	Internal tool for measuring impact versus financial impact has been developed A total of 43 electric trucks have been implemented in operations There are now nine departments at Svensk Cater and 12 departments at Dansk Cater that have implemented CO2 systems We have reduced our CO2 emissions by 8.3% in Scope 1 and 2.	Reduce fossil fuel consumption Continue to increase the proportion of HVO fuel, especially at Svensk Cater Increase the number of kilometres driven in electric trucks by optimising driving	
CO2 emissions Particle emissions Traffic safety Local communities Environmental pollution Energy	Value chain, Scope 3 POLICY Environment and climate Transport	Initiate Scope 3 data collection	Expand reporting within food waste Expand reporting within packaging consumption	Additional reporting within food waste has been postponed Packaging data have been collected and reported to VANA A packaging group for development of in-house production has been set up	Initiate Scope 3 data collection	Report on Scope 3 in the most significant areas (out of a total of 15)



CIRCULAR ECONOMY

		ANNUAL RESULTS 2023/24			GOALS 2024/2025	
RISKS	AREA OF FOCUS	GOALS	ACTION	RESULTS	GOALS	PLANNED ACTIONS
CO2 emissions Waste and recycling Pollution Recycling Resource consumption Packaging Water usage	Waste, recycling and water consumption POLICY Environment and climate	Continue to reduce the 'residual waste' fraction		The residual waste fraction has been reduced by 0.59%	Reduce the 'residual waste' fraction	
		Continue to increase recycling fractions for waste, with special focus on plastics and organic waste		The plastic recycling fraction has increased by 0.6%, while the organic waste fraction has increased by 3.9%	Increase waste recycling fractions, with particular focus on plastics and organic waste	
		Calculate consumption per type of packaging in in-house production	Measure consumption of packaging per material type in kg	The consumption of packaging in in-house operations and covered by our packaging responsibility has been reported to the VANA collective system	Reduce the consumption of packaging per material type in kg in in-house production	Start work in the Cater Food packaging team
		Issue annual report on water consumption	Initiate water consumption measurement at Swedish sites	Water consumption 46,263 m3 m3/MDKK turnover 4.07	Issue annual report on water consumption	
Food waste CO2 emissions Recycling Resource consumption	Food waste POLICY Environment and climate	Cut food waste in half by 2030	Start more uniform reporting at Dansk Cater	We have reported food waste data to Danmark Mod Madspild (Denmark Against Food Waste)	Cut food waste in half by 2030	Reduce potential food waste through continued increased sales of products nearing their expiry date online and via telesales
		Calculate the reduction in CO2 based on the annual sales of food waste products via online sales and telesales	Convert food waste in kg to CO2 reduction	Postponed.	Include food waste data in Scope 3 data. Convert food waste in kg to CO2 reduction	
		Include food waste data via telesales for Swedish departments	Measure food waste in Swedish departments via telesales	Food waste for the Swedish sites is included.		



Reporting on goals and actions

RESPONSIBLE ASSORTMENT

RISKS	AREA OF FOCUS	ANNUAL RESULTS 2023/24			GOALS 2024/2025	
		GOALS	ACTION	RESULTS	GOALS	PLANNED ACTIONS
Food safety	Food safety POLICY Food safety	All departments are ISO 22000 certified (including internal and external audits)	Conduct internal and external audits in all departments	All departments are ISO 22000 certified	All departments are ISO 22000 certified (including internal and external audits)	Conduct internal and external audits in all departments
		No warnings from the Danish Food Agency's inspection visits		Warnings in one department	No warnings or discrepancies from inspection visits by the authorities	
Pollution Deforestation Biological diversity Lack of transparency CO2 emissions Local communities Chemicals Wastewater	Biological diversity POLICY Ecology, Animal welfare, Seafood, Promotion of local suppliers, Palm oil, Egg	All relevant departments are MSC/ASC certified (including internal and external audits)	Conduct internal and external audits on relevant sites	All relevant departments are MSC/ADC certified	All relevant departments are MSC/ASC certified (including internal and external audits)	Conduct external audits on relevant sites
		All relevant Swedish departments are externally KRAV-certified	Conduct internal and external audits on relevant sites	All relevant departments are externally KRAV-certified	All relevant Swedish departments are externally KRAV-certified	Conduct external KRAV audits on all relevant sites
		Report on products in the range that are certified to MSC and ASC	Calculate the total number of products in the range that are certified to MSC and ASC	3,989 pieces, corresponding to a proportion of 28%	Report on products in the range that are certified to MSC and ASC	Calculate the total number of products in the range that are certified to MSC and ASC
		Report on KRAV-certified products in the range (SE)	Calculate the total number of KRAV-certified products in the range	475 pieces	Report on KRAV-certified products in the range (SE)	Calculate the total number of KRAV-certified products in the range
		Continue not to use any non-RSPO-certified liquid oils and margarines in in-house production	-	No use of RSPO-certified palm oil in in-house production	Continue not to use any non-RSPO-certified liquid oils and margarines in in-house production	-
		Continue to use 100% RSPO-certified products: liquid oils and margarines	-	100% use of RSPO-certified palm oil in off-the-shelf products: Liquid oils and margarines	100% RSPO-certified off-the-shelf products: liquid oils and margarines.	-
		Prepare reduction plan for non-RSPO-certified oil as an ingredient	Prepare reduction plan for non-RSPO-certified oil as an ingredient	Discontinued	-	-
		Continue not to sell any conventional bananas on the Danish market	-	100% of the sales of dessert bananas on the Danish market are organic	Continue not to sell any conventional bananas on the Danish market	Targeted customer dialogue in the Swedish market
		Phase out sales of conventional bananas on the Swedish market	-	89% of the sales of dessert bananas on the Swedish market are organic	Phase out sales of conventional bananas on the Swedish market	

Reporting on goals and actions

RISKS	AREA OF FOCUS	ANNUAL RESULTS 2023/24			GOALS 2024/2025	
		GOALS	ACTION	RESULTS	GOALS	PLANNED ACTIONS
Animal welfare Biological diversity	Animal welfare POLICY Ecology, Animal welfare, Egg	Report on campaigns that promote products labelled with the animal welfare heart symbol, as well as KRAV and Svensk Fågel products	Promote products that are KRAV-certified and those labelled with the animal welfare symbol and Svensk Fågel	Data on animal-welfare-labelled products have been collected 1258 campaigns promoting products labelled with the animal-welfare heart or KRAV-certified products	Continue to collect data on campaigns promoting products labelled with the animal welfare heart symbol, KRAV and slow-growing chicken breed products	Promote products that are animal welfare-labelled, KRAV-certified, or use slow-growing chicken breeds.
		Map out the use of fast-growing chicken breeds in in-house production	Mapping out the use of fast growing chicken breeds in in-house production	Mapping out the use of fast-growing chicken breeds has been completed: A total of 22% comes from slow-growing chicken breeds in-house production	Reduce the use of fast-growing chicken breeds in in-house production (DK)	Develop an action plan to minimise the use of fast-growing chicken breeds in in-house production.
		Continue not to use any caged eggs in in-house production		No use of caged eggs in in-house production	Continue not to use any caged eggs in in-house production	
		Map out how caged eggs can be limited as off-the-shelf products. Our ambition is still to phase out caged eggs by 2025	Mapping out additional possibilities to limit caged eggs as off-the-shelf products	Mapping is discontinued. Whole eggs from caged hens will be phased out by 2025 (but not liquid eggs).	Phase out caged eggs before the end of 2025; whole eggs and liquid egg products in the range	Continued dialogue with suppliers regarding phasing out caged eggs, especially in liquid egg products
Health Human rights	Diversity and preferences POLICY Human rights	Report on products in the range that are keyhole-labelled and those labelled as whole grain (DK)	Calculate the total number of products in the range that are keyhole-labelled and those labelled as whole grain	Data have been collected on keyhole-labelled products and products labelled as whole grain in the range	Continue to collect data on keyhole-labelled products and products labelled as whole grain in the range (DK)	Report on the total number of products in the range that are keyhole-labelled and labelled as whole grain.

Reporting on goals and actions

RESPONSIBLE BUSINESS CONDUCT

RISKS	AREA OF FOCUS	ANNUAL RESULTS 2023/24			GOALS 2024/2025	
		GOALS	ACTION	RESULTS	GOALS	PLANNED ACTIONS
Human rights Work safety Occupational health	Health and safety POLICY Working conditions Human rights Workers' rights	Initiate reporting of absences caused by illness at the group level	Collect the following per employee category: 1. number of sick leave days 2. number of days of absence due to accident and 3. number of 'lost time' work accidents	Data project to determine the number of 'lost time' work accidents per employee type was initiated but not completed. Data on the number of sick days at the group level has been postponed.	Working conditions: Initiate reporting on group level, health and safety, occupational accidents, and related absence.	Complete the already started data project for work accidents and absence related to work accidents.
		Initiate reporting of employee turnover rate at the group level	Measure employee turnover rate at the group level	Postponed	Report on employee turnover rate	Measure employee turnover rate at the group level
		Focus on work safety	Implement four training videos on good ergonomics and safety.	Four training videos on good ergonomics and safety will be implemented in October 2024 7 injunctions adhered to	All employees must be trained in good ergonomics and safety All new employees must be trained in good ergonomics and safety as part of their onboarding Focus on good safety culture	Follow up on ergonomics and safety training in Cater Academy Launch campaign promoting a good safety culture
All risks	Responsible purchasing practices POLICY Responsible purchasing and due diligence Supply chain Human rights Workers' rights Working conditions Diversity and inclusion Environment and climate Anti-corruption	Implementation of the EU Due Diligence Directive	Implement new supplier management system including new risk assessment and supplier self-assessment	New risk and supplier management system implemented in Sedex Supplier management system according to CSDDD implemented	Ensure that the new Responsible Purchasing Practices and Due Diligence Policies are implemented	Ensure that the policy is implemented at Svensk Cater.
		Updating the Supplier Code of Conduct	Prepare and implement new Supplier Code of Conduct	Postponed to autumn 2024	Implement new Supplier Code of Conduct	Updating the Supplier Code of Conduct
		Proportion of suppliers who have signed the Supplier Code of Conduct (SCOC)		96% of all suppliers (measured by purchase turnover) have signed the SCOC	Implement the new Responsible Purchasing Practices and Due Diligence Policies, cf. the requirement for the Supplier Code of Conduct to be signed	Continue to collect Supplier Code of Conduct signatures
		Calculate the proportion of suppliers that have been risk assessed	Implement new risk assessment system	New risk management system implemented in Sedex 91,5% (measured by purchase turnover) are risk-assessed in the new system	Implement the new Responsible Purchasing Practices and Due Diligence Policies, cf. the requirement for a supplier risk assessment	Calculate the proportion of suppliers that have been risk assessed Report on the risk level for our suppliers
		Calculate the proportion of suppliers who have conducted a self-assessment	Implement new supplier self-assessment	Action plan for new supplier self-assessment in Sedex according to the new policy for responsible purchasing practices and due diligence has been carried out	Implement the Responsible Purchasing Practices and Due Diligence Policies, cf. the requirement for the supplier self-assessment to be completed	Collect Self-Assessment Questionnaire (SAQ) for high-risk suppliers
		Internal skills within responsible purchasing practices and due diligence processes: Obtain Swedish membership in Etisk Handel Sverige (Ethical Trade Sweden).	Approval of submitted application	Svensk Cater is a member of ETI Sweden and has participated in training seminars. In addition, Euro Cater are now also Sedex members		

Reporting on goals and actions

RISKS	AREA OF FOCUS	ANNUAL RESULTS 2023/24			GOALS 2024/2025	
		GOALS	ACTION	RESULTS	GOALS	PLANNED ACTIONS
All risks	Good corporate governance POLICY Human rights Workers' rights Working conditions Anti-corruption Environment and climate Diversity and inclusion Data ethics Information security	Start implementation of: CSRD, EU Taxonomy, and Deforestation Directive	Prepare CSRD materiality assessment Conduct GAP analysis Prepare a due diligence policy	First preliminary DMA analysis prepared in the new ESRS reporting system Gap analysis postponed to 2024/25 Due diligence (ESRS) policy has been postponed to 2024/25 Initial analyses according to the Deforestation Directive completed.	Start implementation of: CSRD, EU Taxonomy, and Deforestation Directive	Conduct ESRS Gap Analysis Preliminary review of first DMA analysis Prepare CSRD ESRS due diligence policy and process Conduct annual DMA analysis Complete Deforestation Directive management system Internal analysis in accordance with EU taxonomy
		Responsible business operations: Implement Employee Code of Conduct (COC)	Implement COC in internal onboarding processes and contracts Prepare training material in COC	New Employee Code of Conduct has been implemented in the onboarding process. Training material in the Employee Code of Conduct and the whistleblower scheme has been prepared and implemented in the new Cater Academy learning system	Responsible business operations: Implement Employee Code of Conduct (COC)	Follow-up on Employee COC in onboarding process
		Updating the diversity and inclusion policy and adopt new actions to increase the proportion of the underrepresented gender at the company level	Create target figures for the underrepresented gender in 'other management tiers' based on the new definition	Diversity and inclusion policy has been updated	Implementation of updated diversity and inclusion policy	
		Train relevant employees in Good Governance practices: COC, anti-corruption, whistleblower scheme, supplier management and information security	Prepare 'Good governance' employee training: COC, anti-corruption and whistleblower	81% of all employees have completed Employee Code of Conduct training in the new learning system	Responsible business operations: Train relevant employees in Good Governance practices: COC, anti-corruption, whistleblower scheme, supplier management	Prepare anti-corruption training in the new Cater Academy learning platform Prepare and train all key employees based on an anti-corruption risk assessment Prepare information security training Train key employees based on the information security risk assessment
		Expansion of current CSR organisation	Employ an ESG manager for the Swedish departments	Svensk Cater has hired an ESG controller	Alignment of current ESG organisation centrally and decentrally.	Appoint and train local ESG controllers on how to handle ESRS datasets Hire a purchasing assistant at Svensk Cater
					Implementation of an information security management system developed with inspiration from ISO 27001	Conduct internal information security audits in selected departments

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)

Stakeholder, risk and materiality 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.

	Agriculture and raw materials	Production and industry	Transport	Euro Cater	Customers and consumers
Environment	Chemicals Water consumption Waste water Waste and recycling Raw material use Pollution Animal welfare Production methods Biodiversity Environmental accidents Food waste	Chemicals Water consumption Waste water Waste and recycling Raw material use Pollution Animal welfare Production methods Environmental accidents Food waste	Air pollution Animal welfare Waste	Environmentally harmful products Food waste Waste and recycling Product range composition Packaging	Returnable packaging Food waste and waste
Climate	CO ₂ emissions	CO ₂ emissions	CO ₂ emissions	CO ₂ emissions	
Human rights	Food safety Local communities	Food safety Local communities	Road safety Food safety	Road safety Marketing Food safety	Food safety Health
Worker rights	Occupational safety Health Worker conditions Child/forced labour Pay	Occupational safety Health Worker conditions Child/forced labour Pay	Occupational safety Health Worker conditions Child/forced labour Pay	Occupational safety Health Worker conditions	
Good Governance	Bribery Corruption Transparency	Bribery Gifts	Bribery Gifts	Bribery Gifts	Gifts

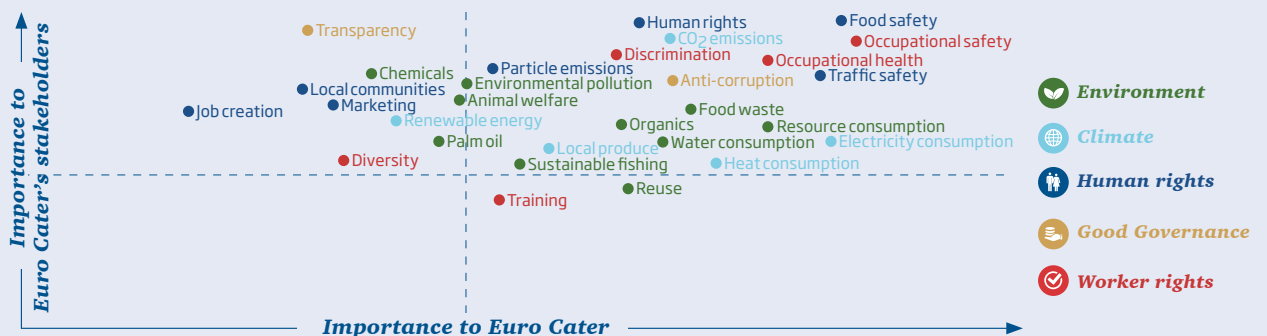
MATERIALITY ANALYSIS

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

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

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

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 Environment, Social and Governance - the three main areas of sustainability.

We use the below table structure from FSR's principles on ESG-data transparency.

We are continuously developing our ESG data and will continue to expand reporting in this table.

INDIKATOR	ENHED	MÅL	2023/24	2022/23	2021/22	2020/21	2019/20	2018/19
Environment								
CO ₂ e, scope 1*	Tons	0	12.409	12.810	12.083	10.802	11.186	13.125
CO ₂ e, scope 2*	Tons	0	1.775	2.653	3.041	2.560	2.661	2.765
Energy usage (electricity)	kWh/mil. DKK in revenue	-	2.884	2.894	3.281	4.170	4.451	3.905
Energy usage (electricity)	mill. kWh		33,6	32,6	33,7	33,9	35,6	36,5
Renewable energy proportion (location-based)	%		53,3	49,6	48,5			
Water usage	m ³ /mil. DKK in revenue		4,07					
Water usage	m ³		46.263					
Social								
FTE	FTE	-	2.574	2.482	2.294	2.120	2.263	2.367
Gender diversity	%K	-	17	17	17	17	16	16
Gender diversity, other management levels (Top 145)	%K	20	10	9	9	10	10	10
Governance								
Diversity in the Board of Directors	%K	40	20	20	20	0	0	0
Attendance at Board of Directors meetings	%	100	100	100	96	100	100	100

*The method has been updated in accordance with the GHG Protocol in 2023/24. All historical years have been adjusted to follow the same practice. The change has only resulted in minor corrections to the comparison years.

Definitions



Climate

ISO 14001-certified departments

Count of departments that have a valid ISO 14001 environmental certification.

ISO 14001 - internal audits

Completed ISO 14001 audits on company sites by Euro Cater employees who do not work at this site on a daily basis, i.e. first-party audits. This is usually the environmental and quality manager for Dansk Cater and Svensk Cater, respectively.

ISO 14001 - external audits

ISO 14001 audits on company sites by people who do not work for Euro Cater, i.e. third-party audits. We typically use auditors from DNV

Scope 1 CO2 emissions (direct)

Total CO2e emissions in Euro Cater from a) fuel for electricity, heating, cooling, and steam, b) processes, c) fuel for both company-owned and leased vehicles and (d) leakage of refrigerants etc. listed in CO2e (equivalents) according to the GHG protocol and national calculations.

Scope 2 CO2 emissions (indirect)

Total CO2e emissions in Euro Cater from a) electricity, b) district heating, cooling, and steam. Calculated in CO2e (equivalents) according to the GHG protocol and national calculations. Location-based and market-based calculation.

Electricity consumption

Total electricity consumption is recorded and shown in relation to the overall turnover in DKK.

Diesel consumption

Total diesel consumption for Euro Cater company-owned trucks are recorded and shown in relation to the total turnover in MDKK. Company cars in Denmark are included, but they represent a very insignificant portion.

Driving efficiency, diesel

The number of kilometres driven in company-owned, diesel-powered trucks and vans and the number of kilometres per litre of diesel are calculated. The number of kilometres driven by electric trucks is not included in the calculation.

Driving efficiency, electric

The number of kilometres driven in company-owned electric trucks and electric vans and the number of kilometres per kWh are calculated. Two leased electric trucks are included in this calculation.

Share of Renewable Energy

Share of renewable energy, stated as % of the company's total energy consumption (electricity) that comes from renewable sources. Renewable energy/total energy consumption) * 100 = renewable energy share in %.

Circular Economy

Waste

Waste volume (total)

The total volume in kilos is measured for each department and consolidated for the entire Group.

The amount of waste is calculated in tonnes and shown in relation to the total turnover in MDKK.

Waste volume (fractions)

The total volume in kilos is measured for each department per waste fraction. Because the fractions are defined by the type of container, and thus by the waste disposal company used, our fractions are collected in slightly broader groups. The volume comes either directly from the waste disposal companies (e.g. via access to the database on the website) or via data entered from invoices.

Food waste prevented

A calculation is made concerning how many products, in kilos, are sold via Danish and Swedish online shops for products that are about to expire. In addition, the quantity of products nearing expiration, in kilos, sold via telesales in Denmark and Sweden is also calculated. These two figures are added up.

Water consumption

Water consumption is recorded and measured in m³.

Responsible Assortment

ISO 22000 certification

Count of departments that have a valid ISO 22000 food safety certification

ISO 22000 - internal audits

Completed ISO 22000 audits on company sites by Euro Cater employees who do not work at this site on a daily basis, i.e. first-party audits. This is usually the

environmental and quality manager for Dansk Cater and Svensk Cater, respectively.

ISO 22000 - external audits

Completed ISO 22000 audits on company sites by people who do not work for Euro Cater, i.e. third-party audits. We typically use auditors from DNV

Food safety regulations

Number of mandates and urgent mandates received during one of the inspections by the Danish Veterinary and Food Administration (Fødevarestyrelsen) during the financial year. The number of inspection visits the company receives varies greatly from year to year, which is why this figure can vary.

MSC/ASC certified departments

Count of departments that have a valid MSC/ASC certification

MSC/ASC - internal audits

Number of completed MSC/ASC audits on company sites by Euro Cater employees who do not work at this site on a daily basis, i.e. first-party audits. This is usually the environmental and quality manager for Dansk Cater and Svensk Cater, respectively.

MSC/ASC - external audits

Number of completed MSC/ASC audits on company sites by people who do not work for Euro Cater, i.e. third-party audits. We typically use auditors from DNV.



Total number of MSC/ASC-certified items in the range

The number of active MSC/ASC-certified products in the range. The numbers are always taken on 30 September. There may be minor variations in the number of active products over the year.

KRAV-certified departments

Count of Swedish departments, that have a valid KRAV certification from third-party audits

KRAV - external audits

Completed KRAV audits on company sites by people who do not work for Euro Cater, i.e. third-party audits. We typically use auditors from Kiwa Certification AB.

Total number of KRAV-certified products in the range

The number of active KRAV-certified products in the range. The numbers are always taken on 30 September. There may be minor variations in the number of active products over the year. This number is only taken for the Swedish market.

Total number of wholegrain/keyhole-labelled products in the range

The number of active products in the range that are keyhole-labelled and labelled as whole grain. The numbers are always taken on 30 September. There may be minor variations in the number of active products over the year. This number is only taken for the Danish market.

Phasing out conventional dessert bananas

Phasing out conventional bananas includes dessert bananas but not cooking bananas. As of this date, we will only have organic dessert bananas in our range.

Phasing out caged eggs in the range, whole eggs and liquids

Phasing out egg products from caged hens includes whole eggs and liquid egg products in the range. As of this date, we will only have whole eggs and liquid egg products in our range that do not come from caged hens. This does not include eggs that are used as an ingredient in another product.

Proportion of slow-growing chicken breeds, in-house production (DC)

The proportion of slow-growing chicken breeds used in in-house production. Cater Food's direct resale without processing has been deducted. The figures are only relevant to Cater Food.

Palm oil (use in in-house production)

Euro Cater has a smaller in-house production of food products. Of these, we measure the amount of ingredients used that are derived from palm oil. We make an annual calculation of the proportion of these palm oil ingredients that are RSPO certified. This calculation includes palm oil that is both segregated- and mass-balance-certified.

Palm oil (as off-the-shelf product)

A calculation is made regarding the proportion, in kilos, of the traded palm oil (off-the-shelf, not as an ingredient) that is RSPO certified

Responsible Business Conduct

Number of mandates from the Danish Working Environment Authority (Arbejdstilsynet) (DC)

Count of the number of mandates/urgent mandates issued during a visit by the Danish Working Environment Authority. A mandate can be issued in connection with unannounced inspections and in the event of an inspection of a work accident. The number of unannounced visits the company's departments receive varies from year to year.

Staff turnover rate

The average number of employees employed by the company and those who resigned from it. The employee turnover rate is calculated as follows (voluntarily + involuntarily leaving FTEs)/FTEs * 100.

Signing the Supplier Code of Conduct

Proportion of purchasing volume in Euro Cater that is covered by our Supplier Code of Conduct. Total purchase volume in DKK for the financial year for all suppliers (creditors) who have signed our Supplier Code of Conduct are added up and then divided by the total purchasing volume in MDKK for the entirety of Euro Cater. Purchasing volume is calculated excluding sister-company sales.

Calculation of the proportion of suppliers that have been risk assessed in the Sedex system

As a minimum, risk assessment of suppliers is based on: country, sector, and industry division (e.g. Germany

+ manufacturing + manufacturing of beverages) and is carried out in the international risk and supplier management platform, Sedex. All suppliers are assessed based on their knowledge of the country of production or origin, sector, and industry division, as registered in GS1. The supplier is risk-assessed based on the type of products the supplier delivers and then scored in Sedex in terms of environment, human and labour rights, and business ethics. The scope of the risk assessment is set in relation to the purchase volume in MDKK.

Women on the Board of Directors

A calculation is made concerning the number of women sitting on the Board of Directors for Euro Cater Holding A/S. This is calculated as a proportion of all members of the Board elected by the General Assembly.

Women in management

A calculation is made concerning the proportion of women in the extended management team at Euro Cater. This group consists of the management team in the individual departments and department managers at the head offices in Denmark and Sweden.

Attendance at board meetings

The average attendance rate at the annual board meetings at Euro Cater Holding A/S.

In-house production

In-house production includes the companies Cater Food, Nordsjöfisk, Svensk Cater Nordströms as well as independent butcher or repackaging departments, AB Catering Aalborg, Inco Glostrup, Inco Copenhagen, Inco Århus, and BC Skanderborg.



COMPANY PROFILE

ORGANISATION

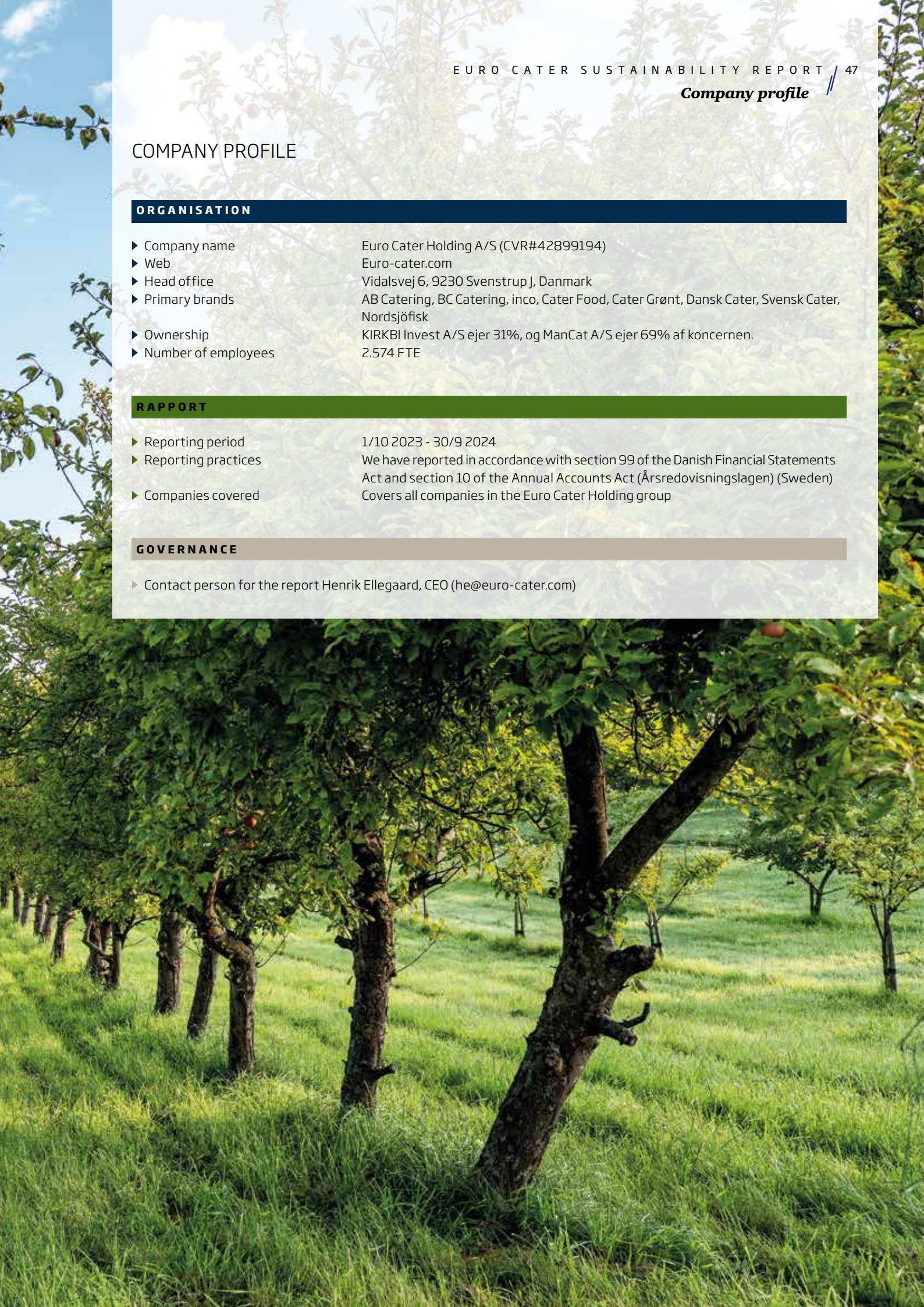
- ▶ Company name Euro Cater Holding A/S (CVR#42899194)
- ▶ Web Euro-cater.com
- ▶ Head office Vidalsvej 6, 9230 Svenstrup J, Danmark
- ▶ Primary brands AB Catering, BC Catering, inco, Cater Food, Cater Grønt, Dansk Cater, Svensk Cater, Nordsjöfisk
- ▶ Ownership KIRKBI Invest A/S ejer 31%, og ManCat A/S ejer 69% af koncernen.
- ▶ Number of employees 2.574 FTE

RAPPORT

- ▶ Reporting period 1/10 2023 - 30/9 2024
- ▶ 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)





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