



Sustainability report 2022

A hand holding a white mug with a black grid pattern, splashing brown liquid against a pink background. The hand is wearing a gold-colored sleeve. The background is a gradient of pink and orange.

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Photo: Thomas Atterberg

A RECORD YEAR AND CONTINUED FOCUS

Many thanks to all employees and customers in 2022, another strong year for Convin! This is despite the fact that the year presented a number of challenges. No sooner had the coronavirus pandemic started to loosen its grip on society than Russia invaded Ukraine and suddenly we again had a major war in Europe. The year was characterised by price increases, interest rate hikes and inflation, resulting in an unsettled economic climate.

In light of these external challenges, I am very proud that Convin is not only stable but is having a record year. We continued to grow and consolidate our position as the market leader in smart unmanned food shops and workplace coffee solutions. With an increase in turnover of 39%, we are now well on the way to our goal of becoming a company with sales of a billion SEK. The huge demand for our services has resulted in many new customers, a growing number of shops and more employees. Our growth has taken place both in Sweden and Germany, and we are now continuing our journey towards becoming a staple in workplaces across Europe.

A leading position in Europe brings greater responsibility for sustainability and more opportunities to make a difference. During the year, we have maintained our focus on sustainability and taken a number of important steps forward. Overall, our climate footprint decreased by 14% per SEK of sales compared to last year. While we are committed to developing a circular business model and continuing to reduce our footprint, we recognise that many challenges remain. For the first time, we have introduced annual funding for external climate projects. This means we are balancing the impact of

our activities by contributing to two carefully chosen projects.

On the transport and vehicle side, our transition to a 100% electric vehicle fleet continued alongside our intensive development of electric delivery vehicles that meet our requirements for an unbroken cold chain. It is a field in which we are pioneers and are driving development in the industry.

We are pleased to present this and other progress on sustainability in the areas of food waste, health, climate labelling, certifications, recycled machinery and more in this report.

We owe our progress to our outstanding employees. Being an attractive employer and a sustainable workplace is very important for us. We have made many efforts to strengthen the commitment, satisfaction and well-being of our employees. One acknowledgement of our success is that this year we were certified as a Great Place to Work®. The assessment uses an external benchmark based on our own employees' responses to questions about Convin as a workplace. It is an award we are proud of!

This is our fourth sustainability report. It covers our Swedish operations for 2022 and has been prepared in accordance with the Swedish Annual Accounts Act.

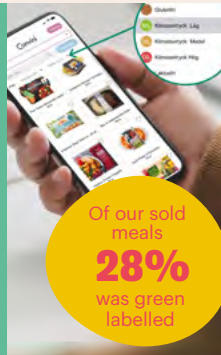
We have a clear vision to become a sustainability leader in our industry. We continue forward together, at full speed and with renewed focus!

Mats Palmquist, CEO

THIS YEAR'S SUSTAINABILITY HIGHLIGHTS

Our strategic goal is to be
CLIMATE POSITIVE
no later than
2025

Even more consumers chose dishes with a low carbon footprint. We continued to climate label all our meals according to WWF's One Planet Plate approach.



Great Place To Work®

Certifierad
MAJ 2022–MAJ 2023
SVERIGE

Certified as a Great Place to Work®. Measures and ranks our attractiveness as an employer and workplace.

Transport between our regional warehouses is carried out by vehicles powered by 100% biofuel.



We saved
51,000
products from being thrown away



We introduced 5 new electric vehicles – with the aim to be 100% electric before 2027.



We have reduced our carbon footprint by
14%
per SEK of turnover compared to last year.



Our recycling team gave new life to
434
machines



18% of our customers chose plant-based alternatives to milk in our coffee machines.



Promoted movement through the relay, Convinistafetten, which attracted about 11,000 runners, and the Convini Challenge, which resulted in 26,288 hours of activity.



We moved to a new sustainability platform for more efficient and accurate measurement.



We invested in 2 selected climate projects to balance our climate impact.



ABOUT CONVINI

Convini is a family business founded in 1995 by Anders Enqvist. Just as it was then, Convini's mission is to help people at work feel good and achieve more. We offer innovative and sustainable end-to-end solutions for food and coffee in the workplace – everything needed for wellbeing and energy at work, 24/7. We provide the highest quality coffee for workplaces on the market, and through our partner Fruktdalen we offer the highest quality fruit.

With Convini, our client companies get access to smart food shops, great coffee solutions and quality fruit. We take care of everything from installation to operation. Our employees regularly visit our customers to keep them stocked with coffee, tea, breakfast, salads, sandwiches, lunches, snacks and cold drinks.

Convini operates in Stockholm, Gothenburg and Malmö as well as in Germany in Berlin, Cologne, Hamburg and Düsseldorf. The Convini Group is owned by the Enqvist

family, AB Max Sievert and Tegnér & Co AB.

Our revenue streams come partly from our 4,300 client companies, to which Convini is contracted as a service partner for food and coffee shops, and partly from the hundreds of thousands of consumers who buy products in Convini's shops.

MISSION

We help people at work feel good and achieve more.

VISION

Together we are building a great company making us the preferred choice for any workplace.

BUSINESS IDEA

With smart food and beverage solutions, we provide people at work with positive energy round-the-clock - tasty, easy and convenient.

A family business
founded in
1995



2,200
Convini shops

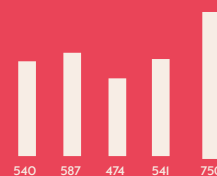
4,400
coffee machines

4,300
client companies

>300,000
consumers



approx.
300
employees



Turnover in MSEK
2018-2022

WE OPERATE ACCORDING TO THE UN'S GLOBAL GOALS

Convini works actively and broadly to ensure that sustainability permeates the entire organisation and is included in all relevant decisions and processes.

We operate based on the 17 Sustainable Development Goals (SDGs) agreed by the UN in 2015. Of the 17 goals, we have selected five that are particularly important to us and our organisation:

No. 3 good health and well-being

No. 5 gender equality

No. 8 decent work and economic growth

No. 12 responsible consumption and production

No. 13 climate action



OUR SUSTAINABILITY VISION

Convini contributes to society by being the leading sustainable company on the market for innovative food and drink solutions in the workplace.

For us, the word leading means that we:

- ✓ work towards a circular business model
- ✓ aim to be climate positive by 2025
- ✓ are a role model for other companies, customers and employees

FROM VISION TO ACTION

We see sustainability as having several dimensions, all of which are important: environment, health and well-being, human rights and social responsibility, both internally and externally.

The work is driven by our sustainability manager, who is part of the Convini management team.

Each year, a strategic plan is drawn up covering seven focus areas. All the areas are permeated by social, economic and environmental sustainability aspects. The strategic plan outlines activities and objectives that are then anchored and decided on by the management team.

The management team continuously monitors the status of this work and makes decisions to ensure that we work towards our established sustainability goals. The group represents different areas of the

company to ensure input and commitment from all of Convini.

In 2022, we changed our partner to Position Green, which helps us in our sustainability work and finding the right focus and guides us in how we can make a difference. Together we have identified our climate footprint.

Convini is quality certified according to ISO9001 and environmentally certified according to ISO14001. This means that we are evaluated by independent auditors every year.

It is important to us that we inform and engage all our employees on sustainability issues. Sustainability is a standing item at major meetings, kickoffs and departmental meetings. All teams have set their own goals in this area, while sustainability targets are also set at the individual level during employee appraisals.

MAKES SENSE!



IN DIALOGUE WITH OUR STAKEHOLDERS

Convini has five main stakeholder groups, each of which influences us and has expectations of us in terms of sustainability.

We engage in a continuous dialogue on sustainability with all these groups. We ask for their feedback, monitor which issues are relevant to them and adapt our sustainability strategy, priorities and actions accordingly.

Client companies

Approx. 4,000 companies, authorities and organisations, all of which are our customers and in turn employers.

Type of dialogue

Annual survey sent to all client companies.
Ongoing dialogue with contact persons via email, telephone and personal visits.

Consumers

More than 270,000 consumers who use the services and products offered by Convini: food, drinks, coffee and fruit in the workplace.

Type of dialogue

Annual survey sent to all consumers. Ongoing communication via focus groups, email, customer service, telephone, social media and personal visits.

Employees

Approx. 250 employees at Convini in Stockholm, Gothenburg and Malmö.

Type of dialogue

Annual employee survey. Ongoing info and opinion gathering via daily contact, meetings, the @convini app and pulse monitoring.

Suppliers

Approx. 150 suppliers, both local and global companies, who provide us with products and services.

Type of dialogue

Close, ongoing dialogue with all our suppliers and partners about the demands we place on them and how we can work together on sustainability issues.

Authorities

Authorities and institutions, such as the Environment & Health Protection Board, Swedish legislation, regulations and directives.

Type of dialogue






We closely monitor legislation, updates and news on rules and guidelines.

OUR KEY SUSTAINABILITY ISSUES

We have identified Convini's most significant sustainability issues and focus on these. Each area can also be linked to the selected UN goals.

SECTION	KEY SUSTAINABILITY ISSUES	DESCRIPTION OF RISKS/ IMPACTS	RISK/IMPACT MANAGEMENT	POLICIES AND GUIDELINES	INDICATORS
Environment and climate  	Product offering	The products we sell have an impact on the environment and climate through their content, cultivation, manufacturing and packaging.	The majority of the products we buy come from suppliers with production in Sweden. We co-operate with suppliers who work actively on sustainability issues. We aim to increase our share of products with a low carbon footprint. Through guidance, labelling and inspiration on our digital spaces, we make it easier for our customers to make active choices. We have climate labelled all our dishes to make it easier for customers to make active choices. Our suppliers carry out a risk and sustainability analysis.	Convini's Code of Conduct Convini's risk & sustainability analysis Convini's purchasing policy	Percentage of suppliers who have approved Convini's Code of Conduct. Percentage of suppliers who have submitted a risk & sustainability analysis. Share of certified coffee. Share of recyclable packaging. Percentage of suppliers that comply with our purchasing policy. Waste reporting
	Transport	All customer deliveries are made using our own transport vehicles; the fuel they use has an impact on the environment and climate.	Optimisation of delivery schedules and routes. Choosing the latest technology when purchasing new cars. Our transport vehicles are fuelled with 100% fossil-free diesel (HVO100). We have started to phase in electric transport vehicles. Our company cars are 100% electric.	100% HVO100 100% electric company cars Vehicle policy	Fuel type and volume Green electricity Total kWh
	Food waste	A small proportion of the products we supply to customers are not sold before their expiry date and therefore need to be thrown away. This has a negative impact on both the environment and society.	Dialogue with suppliers. We apply the principle of FIFO (first in first out) to minimise food waste. We work with organisations and companies to give products that would otherwise have been thrown away a second chance. Optimisation of product mix and fill rates at the shop level.	The handbook for shop managers Self-monitoring programme	Number of products saved. Cash transaction value of delivered and sold value
	Equipment & machines	The equipment and machinery we provide have an impact on the climate due to their components, energy consumption and manufacture.	We choose high-quality and energy-efficient equipment and machinery. Our coffee machines switch to economy mode when not in use. We have effective procedures for reusing and recycling machinery. We extend their lifespan by replacing worn-out parts. Used machines are recycled in accordance with current legislation.	We repair and reuse equipment whenever possible. Assessments are conducted by our recycling department.	Number of recycled machines
Sustainable supply chain  	Human rights & animal welfare	Some of our products are grown and produced in countries where there is a risk of human and animal rights not being respected.	We choose suppliers who are well established on the Swedish market and can clearly demonstrate the measures they take to minimise risk. We have a high proportion of certified products. We make demands on our suppliers through our Code of Conduct and carry out a risk and sustainability analysis before entering a cooperation agreement. Auditing of high-risk suppliers.	Convini's Code of Conduct Convini's risk & sustainability analysis Convini's purchasing policy	Percentage of suppliers who have approved Convini's Code of Conduct. Percentage of suppliers who have submitted a risk & sustainability analysis. Number of high-risk suppliers

OUR KEY SUSTAINABILITY ISSUES

SECTION	KEY SUSTAINABILITY ISSUES	DESCRIPTION OF RISKS/ IMPACTS	RISK/IMPACT MANAGEMENT	POLICIES AND GUIDELINES	INDICATORS
Health and well-being 	Food safety	There is a risk that the cold chain will be broken and products will spoil, resulting in health risks. Risk that suppliers and staff do not comply with food handling rules and guidelines.	We take preventive steps through our training and self-monitoring programmes for hygiene and food safety procedures. High-risk suppliers are subject to additional checks through site visits and document submissions. Working with suppliers who are well established in the market and sell through other channels. Vehicles with controlled cooling and freezing zones. External auditing of control bodies, e.g. the environmental administration in each municipality.	Self-monitoring programme Risk & sustainability analysis Traceability requirements	Reported customer complaints Controls on high-risk suppliers
Health and well-being 	Health aspects of product range	Excessive intake of unhealthy products combined with sedentary habits can have a negative impact on health.	We inspire people to choose a healthy lifestyle and highlight healthy product options. We have a product team that works continuously to ensure a balanced range.	Our product range is based on four cornerstones: sustainability, health, variety and enjoyment	Percentage of products classified as better alternatives
Our workplace  	Gender equality & safe workplace	For us, promoting equal treatment, inclusion and respect is a matter of course, but there is a risk that this is not adhered to by everyone. Some of our operations present a risk of both physical and mental health problems.	We follow health and safety laws and regulations to ensure a safe and healthy workplace, with room for differences and diversity, free from discrimination. As an employer, we are bound by collective agreements. We conduct regular employee surveys. There are safety representatives in each department to whom employees can turn. Safety audits are carried out every year. We encourage our employees to adopt a healthy lifestyle and offer a healthcare allowance. Audit of external control bodies in accordance with ISO certification rules.	Staff handbook Health and safety policy Alcohol & drug policy Gender equality policy Environmental & quality policy Safety representative policy Guidelines against bullying and harassment	Number of long- and short-term sickness absences Gender distribution Employee engagement
Financial sustainability and business ethics 	Ethics and responsible business	There is a risk of companies and individuals not acting ethically. In some of our activities, there is a given risk of corruption.	We have systems in place to ensure ethical business practices and employee behaviour. Our co-operation with suppliers is governed by our Code of Conduct. We implemented a policy on whistleblowing in 2021. Audit of the company's annual accounts by the company's selected auditor.	Staff handbook Health and safety policy Financial handbook Anti-corruption policy Policy on whistleblowing	Annual follow-up through external auditing Number of suspected corruption cases reported Key financial indicators

CONTINUED REDUCTION OF OUR CLIMATE FOOTPRINT

The total climate footprint of our own operations, calculated per SEK of turnover, continues to decrease.

Convini's total carbon footprint from its own operations amounted to 593 tons CO₂e in 2022. This represents a decrease of 14% per SEK of turnover compared to last year. The calculations, conducted according to the Greenhouse Gas Protocol GHG, include emissions from electricity and heat consumption, our own vehicles, supplier deliveries (third-party transport), business travel, office supplies and commuting to and from work.

The change in Scope 3 is linked to our strong growth, greater sales volumes and increased business travel. In this year's measurement, we have also included employee travel to and from work (equivalent to 81 tons of CO₂e). If we were to exclude this, we would also see an overall reduction, not just in terms of emissions per SEK of turnover.

With regard to the emissions caused by our own operations, we have chosen to invest in two climate projects to balance our climate impact. We know that we need to do even more and we will continue to reduce our footprint. Read more about the projects on page 13.

Scope 1

Direct emissions from fossil fuels in our own operations: e.g. transport vehicles, company cars, leaked refrigerants in our facilities.

Scope 2

Indirect emissions from energy (electricity/heat) in owned or leased facilities.

Scope 3

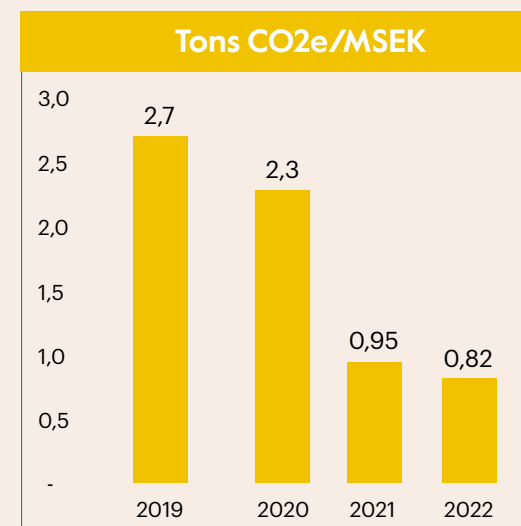
Indirect emissions from all other sources in our own business: e.g. business travel, third-party transport, office supplies, commuting to and from work.

Our carbon footprint decreased by

14%

per SEK of turnover*

The table on the right shows our total footprint in tons in relation our yearly turnover in MSEK.



EMISSIONS FROM OUR ACTIVITIES PER GHG SCOPE	Ton CO ₂ e 2020	Ton CO ₂ e 2021	Ton CO ₂ e 2022
Scope 1	463	92	27
Scope 2	229	97	33
Scope 3	394	324	533
Total	1 086	513	593

INVESTING BY FINANCING TWO CLIMATE PROJECTS

We are constantly working to reduce our emissions to net-zero. We are not there yet. That is why we are taking another step in our sustainability journey and introducing annual funding for climate projects. The year 2022 will be the first when we not only calculate our carbon footprint but also balance the climate impact of our operations. That means we are contributing to reducing greenhouse gases equivalent to the increase from our activities. Climate financing helps facilitate a sustainable transition in other parts of the world, both from a climate and social perspective.

Convini's choice of climate projects is based partly on actual on-site contributions and partly on quality guarantees in the form of certifications. Together with Atmoz Consulting, we have selected two projects that match Convini's ambitions.

Tropical Mix tree planting

Tropical Mix is a tree planting project in Panama that contributes both climate (sequestering carbon) and environmental benefits (restoring biodiversity) while also taking social responsibility by providing jobs that include social security benefits, such as pensions and insurance. Tropical Mix is the only tree planting project in the world that is triple-certified, which we see as a mark of quality and real contribution.

Nirosha solar energy

We have also chosen to fund the Nirosha project in India, which focuses on fossilfree solar energy. In addition to climate benefits, Nirosha provides jobs and access to green energy for local residents and businesses. The focus on sustainable energy is particularly important as we actively work to transform our own operations.

The combination of funding in these two projects means that we are not only offsetting our carbon footprint but also contributing to five of the UN Global Goals: 7, 8, 12, 13 and 15. For us at Convini, it feels especially rewarding to support projects in other parts of the world, so everyone has better opportunities to be part of a more climate-friendly world.



MORE CIRCULAR FLOWS

Linear or circular thinking – what is the difference? The vast majority of today's business models are linear. In simple terms, it means producing, using and ultimately disposing of products. Instead, a circular business model is based on keeping materials and products in circulation and minimising waste – making, using and reusing. The circular model aims to create value and benefit for the customer and preserve that value through reuse and recycling. Simply put, it's more sustainable!

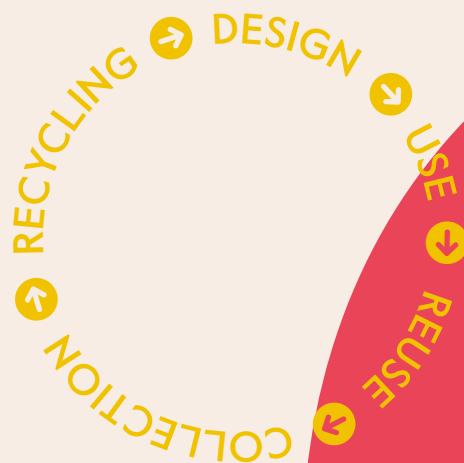
Convini has always had quality as a value, and long-term thinking is in our DNA. And we have extensive experience in working in a circular way, e.g. by extending the life of machinery and refurbishing and recycling as a normal part of our work. Several of the activities and targets linked to circular thinking are described in this sustainability report.

Convini is moving towards a circular business model. More concretely, this

means contributing to more circular flows, reduced use of virgin materials and reduced waste management.

We see a need for more knowledge about circular thinking both internally at Convini and with our partners. This knowledge gap is emphasised in the Circular Economy Outlook Report 2021. It describes both progress and challenges amongst a range of companies, and we recognise ourselves in these descriptions. We continue to learn and share knowledge internally to increase the circularity of our operations.

In 2023, we will conduct an analysis to measure the extent of our circularity using the web-based tool Circulytics. The results of the analysis will be used to support future decisions and activities.



We support Sweden's action plan and four circular economy initiatives:

- ✓ Circular economy through sustainable production and product design.
- ✓ Circular economy through sustainable consumption and use of materials, products and services.
- ✓ Circular economy through non-toxic and circular cycles.
- ✓ Circular economy as a driver for industry and other stakeholders through measures that promote innovation and circular business models.

MORE CLIMATE-SMART RANGE

The food and drinks we sell create a carbon footprint through their content, cultivation, production and packaging. Sustainability is therefore an important parameter in the development of our product range and how we choose products and suppliers. The majority of the products we sell are produced or processed in Sweden, and in many cases our exact place of operation. This proximity to our suppliers is important to us and beneficial for the climate. The suppliers we work with are well established in the Swedish market and are all focused on reducing their carbon footprint.

Through actively working on our product range together with our suppliers, we now have a wide selection of eco-labelled products, products with a low climate footprint and recyclable packaging.

Summarising 2022

We see more and more customers choosing products with a low carbon footprint. Of all single-portion meals sold, 28% had a low carbon footprint; see more information on page 17.

In 2022, vegetarian options accounted for 34% of our total range. Nevertheless, vegetarian dishes accounted for only 23% of the total volume sold. We therefore see a need for more effective communication to promote the vegetarian range.

We continue to see strong interest in certified coffee. The share of certified coffee remained at 93% in 2022 – we are still aiming for our target of 100%. We also see more and more people choosing plantbased milk alternatives for their coffee. Our target for 2022 was for 15% of the milk we sell to be plantbased, and the result was 18%. We aim to increase this share to 25% during 2023.

To make it easier for consumers to make active choices, we have climate-labelled all our dishes. They are labelled with one of three colours: green, yellow or red, according to the WWF criteria. During 2023, we will continue to climate label even more products.

Our customers are highly interested in our range and we have received many tips and suggestions through our annual customer survey. This is a great help to us as we develop our product range. Other issues such as packaging have also increased significantly in 2022. Read more in the section on packaging, page 17.

93%
of our coffee is
certified



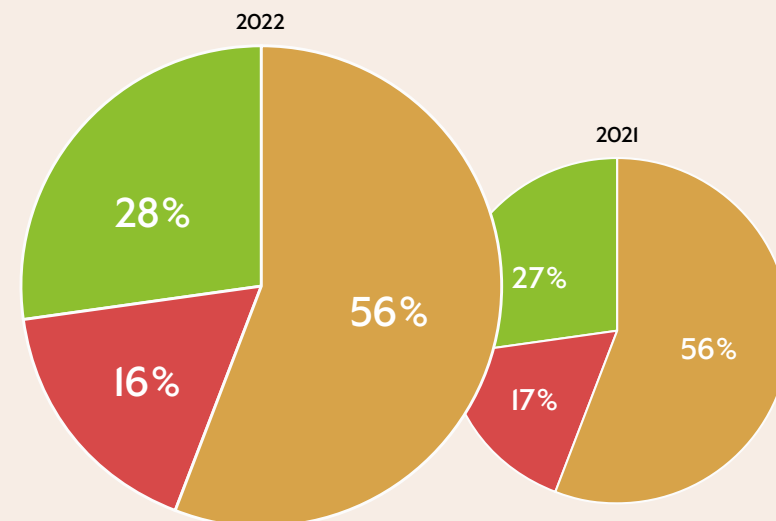
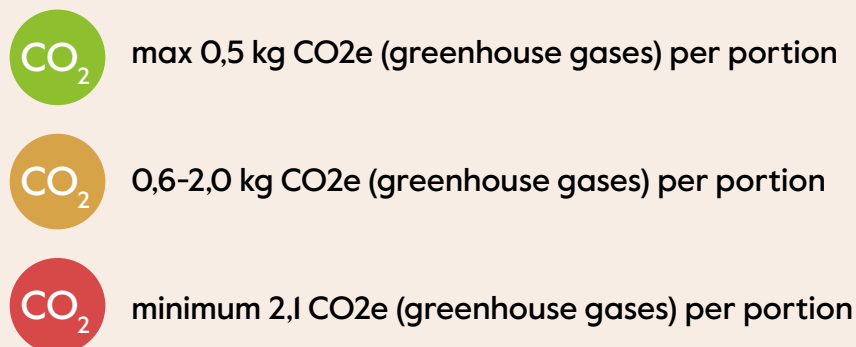
IT IS POPULAR TO CHOOSE DISHES WITH A LOW CLIMATE IMPACT

To help our customers make sustainable choices in their daily lives, we have climate labelled all our dishes based on their carbon footprint. Dishes are labelled with green, yellow or red symbols according to the WWF criteria. The more green dishes, the better for the climate. The labels are easily searchable using a function in the Convini app and on convini.se.

WWF's One Planet Plate is the basis for our climate labelling. It has calculated a 'climate budget' for the maximum impact a meal should have if we are to remain under the target of a maximum of 1.5 degrees of global warming. Today, a lunch or dinner in Sweden produces an average of 2 kg CO₂e (greenhouse gases). According to WWF calculations, each meal should ideally be equivalent to about 0.5 kg CO₂e on average.



Breakdown by climate label and dishes sold



MORE RECYCLABLE PACKAGING

Many of our customers have questions about packaging and want to know what Convini is doing in this area. We asked Convini's Head of Sustainability Oscar Nordbrandt to clarify the issues.

So, how does Convini think about packaging?

Before we get into the how, I think it's important to talk about the purpose of packaging and why there are different types of packaging. The primary role of packaging is to protect its contents. For those of us in the food industry, packaging is particularly important when a customer is buying a product to eat or drink. As well as protecting its contents, packaging also extends the life of the product. With the right kind of packaging, a product that would otherwise have been thrown away after one day can last for seven days, which is also good for the environment. It is important to bring this to the discussion.

The most common packaging question our customers ask is why so many products are packaged in plastic. What do you say to this?

The reason is that plastic as a packaging material has a number of advantages:

- Plastic is a lightweight material. This means it requires less energy to

transport compared to materials like glass and metal.

- Plastic has good barrier properties that protect contents from, e.g., moisture and oxygen. In addition, costs are relatively low as less material is needed to achieve the same barrier properties compared to other packaging materials. Due to its properties, plastic helps preserve food quality for longer, which is positive for reducing food waste.

These are the benefits of plastic. And what are the disadvantages?

- A lot of plastic is produced from fossil resources such as oil and gas, which has a negative impact on the environment.
- At a societal level, we are not as far along in creating a circular system (recycling) for plastics as we are for other materials, e.g. metal, glass and paper.

And now back to how Convini works on the packaging issue. What concrete steps are you taking?

We set high standards and are in constant dialogue with our suppliers regarding packaging. Together with our suppliers, we work on three focus areas:



Oscar Nordbrandt
Supply Chain &
Sustainability Manager

A large background image showing a stream of golden-brown coffee being poured from a glass carafe into a light-colored, ribbed ceramic cup. Another similar cup is visible in the background to the right.

Say hello to our new coffee mugs, HuskeeCup! They are made from the by-products of coffee production, 'coffee husks' or silverskin as it is often called. It doesn't get more circular and sustainable than that. And they look pretty good too, we think!

✔ More recycled materials

Recycling packaging is one of the most important things we can do to reduce our climate impact. In Sweden, we have come a long way when it comes to recycling materials such as glass, cans and paper, but we are less good at recycling plastic, which is often incinerated. Only 10%–20% is turned into new products. Convini's goal is for all packaging to be recyclable. During the year, several of our suppliers switched to recyclable packaging.

✔ Reduce the amount of packaging material

Many of our suppliers are working to reduce the amount of packaging material they use, e.g. by reducing the size of packaging or removing material that only has an aesthetic purpose. By reducing packaging material, we reduce our use of the earth's resources and ensure more energy-efficient transport.

✔ Changing to better materials

There is rapid development of new types of packaging materials that are better for the environment. Our suppliers are replacing black plastic with recyclable plastic, switching to packaging made of better materials,

such as bio-plastics, or phasing out plastics completely where possible. Fossil-free plastics are on the rise and are currently produced mainly from biomass, such as sugar cane and cellulose, although there is limited availability on the market. Even the unwanted greenhouse gas carbon dioxide will be used as a raw material to produce plastics in the future. There are already a number of companies using plastic made from the carbon dioxide molecule as a raw material.

So how can we summarise it all?

Plastic has many good properties as a material and is likely to remain an important packaging material for the food industry. It is now a matter of working to overcome the disadvantages by becoming better at sorting plastic so that it can be recycled and producing more plastic from fossil-free raw materials. Regardless of the packaging we use today and in the future, we all need to take responsibility for sorting and recycling and thus contribute to reducing the burden on our environment.



**SINNES
SCHYSST!**



OUR OWN COFFEE SUSTAINABILITY EXPERT

Convini's own Master Barista & Authorised SCA Trainer, Matte Carlson Wahlberg, was the first person in Sweden to be certified in Coffee Sustainability at two different levels, Foundation level and Intermediate level. This coffee-focused sustainability training is hosted by global industry organisation SCA, the Specialty Coffee Association, in collaboration with sustainability experts The Chain Collaborative.

Matte is also one of three people in Sweden licensed to provide training and certification through the Coffee Skills Programme, the world's largest training system developed by the Specialty Coffee Association. With the Coffee Sustainability certification, Matte shares his sustainability knowledge within Convini. As a member of Convini's product team and an active trainer at Convini, the knowledge will come in handy in his daily work with the coffee range, supplier contacts, packaging, etc.

New for 2022, the Convini Coffee Portfolio Wheel provides an overview of the entire Convini coffee range and associated sustainability certifications.

SINNES
SCHYSST!



COFFEE
SUSTAINABILITY
PROGRAM



A COFFEE CHAT WITH MATTE

Hello Matte! You are Convini's foremost coffee specialist and coffee geek. With a big added dose of sustainability.

What do you think is important when it comes to sustainability and coffee?

The most important thing is that the coffee is grown under ethical conditions, that farmers are paid fairly and that cultivation is done with minimal impact on the environment. Sustainability certifications make it clearer to coffee drinkers that the coffee has been grown under the right conditions and carefully checked by a third party. Safe and *Sinnesschysst* as we say at Convini!

Can you tell us about 3 key coffee issues that we have been working on at Convini in 2022 to become more sustainable?

- 1** Our unique collaboration with Varesina Caffè, a family roastery in northern Italy that we have been working with since 2003. Together, we have developed a brand-new Fairtrade espresso. It will be the final piece of the puzzle to reach our goal of a 100% certified coffee range. It is super exciting that this espresso will soon become part of our range!
- 2** Our new collaboration with Sandby Kafferosteri, a local, small coffee roastery in Skåne. Our coffee, roasted specially for Convini, is Rainforest Alliance certified and 100% traceable back to the coffee farm and farmer.
- 3** Rapidly increasing our offering of plant-based milk alternatives to our customers. Together with our coffee machine suppliers, we have ensured that more and more machines can properly froth plant-based milk drinks. We have also developed a smaller milk frother for customers who want to froth plant-based milk alongside their regular coffee machine. All so that more coffee drinkers can enjoy plant-based milk alternatives in the best possible way.

Finally, what are you looking forward to when it comes to coffee in 2023?

Moving into our new, super-modern showroom in Stockholm in early summer. There we will have better opportunities to showcase our smart coffee machines and sustainable coffee range.



A GREENER DELIVERY

All deliveries to customers are made with Convini's own vehicles and drivers. By controlling the entire supply chain, we can better ensure that our vehicles are used efficiently. Through careful route planning, we ensure that deliveries to our customers are as efficient as possible.

Our delivery vehicles run on studless tyres during the cold season to reduce wear and tear on the roads and minimise the release of harmful particles into the air. The automotive department maintains an ongoing dialogue with car manufacturers to keep abreast of technological developments. Their job is to select the right technology for our needs and ensure that the cars we buy fulfil the environmental class requirements.

Our transition to a fully electric vehicle fleet continues. By the end of 2022, the share of electric vehicles was about 30% of our total fleet (including company cars). Five new electric cars were deployed in our operations.

For business travel between regions, it is our policy to travel by train whenever possible. When flying is necessary, we offset the carbon emissions of the trip.

**SINNES
SCHYSST!**

**We run on
HVO100 and
electricity!**



AIMING FOR 100% ELECTRICALLY POWERED

Hello Joakim! You are the Vehicle Manager here at Convini and your work is very much focused on how we can make our cars and transport as sustainable as possible. What would you say are the 3 most important issues we worked on in 2022 to become more sustainable in terms of vehicles and transport?

- 1** Our ongoing development of a 100% electrically powered 3.5-ton delivery truck that can deliver both chilled and frozen products, maintaining an unbroken cold chain to our customers. It is a really fun and challenging project that we are running together with the Gothenburg-based company Rearq.
- 2** In addition to being able to carry out our journeys with new vehicles that run on 100% green electricity, our goal is to reuse the existing refrigerator and freezer bodies from our current vehicles. An equally important piece of the puzzle in contributing to Convini's circular flows.
- 3** Our long-term goal is to carry out all journeys across our business areas with 100% electric vehicles by 2027. This journey continued in 2022 with no loss of momentum. Today, about 30% of our fleet is 100% electrically powered, and in 2023 just under half the fleet will be electric.

What are you looking forward to working on in 2023?

Many customers, suppliers and the general public associate us with our vehicles almost as closely as our products and services. The commissioning of our first electric refrigerated vehicles is a major step for this iconic and unique part of Convini. A true dream project!

What do you see as the biggest challenge ahead for transitioning our fleet to electric vehicles?

The biggest challenge in the transition to a fully electrified fleet is that different areas of the business have different requirements. This, alongside rapid technological development, a general transition in society and a regulatory framework that needs to be adapted to the increased weight of electric vehicles, presents a number of challenges for us and other actors. But we continue to work with the goal of 100% electric power in mind. We will get there!



THE CHALLENGE OF FOOD WASTE

Food waste is a major challenge for our society, both locally and globally. Every day we are actively working to minimise food waste in all parts of the value chain. Of course, we want to avoid throwing away food and drink as much as possible and have a carefully planned system for this. We minimise the risk of food waste through clear internal processes, careful operating procedures, efficient logistics and short lead times between manufacturers and customers. In addition, we provide incentives at the individual level to ensure every employee does what they can to minimise waste.

The percentage of products that needed to be discarded increased during the year to 6.4% (the corresponding figure in 2021 was 5.3%). This is partly due to an increase in our total sales volume. It is also partly a result of adding many new employees during the year as it takes time

for them to get to know customers and demand. Fortunately, we can see that we managed to save more products from being thrown away compared to last year. Over 50,000 products were given a second chance and delivered to our partner Matmissionen.

Convini's goal is to reduce food waste in our operations by 50% by 2025. To achieve this goal, we need more partners, in addition to those we are currently working with, so as much as possible can be saved.

On top of these initiatives, in autumn 2023 we will conduct a project together with the Stockholm School of Economics to further accelerate the fight against food waste.

3 steps to manage food waste

1.

We work with our suppliers to reduce food waste

2.

We minimise food waste through careful operating procedures and efficient logistics

3.

We save products through partnerships with organisations such as Matmissionen



SUSTAINABLE EQUIPMENT – FOR US IT IS A MATTER OF COURSE

The coffee machines, water dispensers, refrigerators, freezers and other equipment we install for our customers are carefully selected, of the highest quality and have the lowest possible energy consumption. The coffee machines we offer enter energy saving mode when not in use, and the fridges and freezers in our shops are of the highest energy class.

We naturally work with high quality and long-lasting machinery and equipment. This reduces the risk of breakdowns and faults, which in turn means fewer service visits, fewer environmentally damaging journeys and fewer rejects. And happier customers!

Our technical department is made up of highly skilled and experienced people. They work daily on preventive maintenance and repairs to ensure that we always maximise the life of equipment. When it is finally time to dispose of a machine, they make sure to recycle it in the most sustainable way.

More than 2,300 of our customers' coffee machines are digitally connected. This means that we can monitor remotely and in real time how they are used, whether they are working, faults that occur and how much coffee is consumed. Some errors can be resolved online or via telephone support.

We can also determine if the amount of coffee raw material is sufficient and when it is time for a refill. This minimises service visits and vehicle usage, which impacts traffic and the environment.

Today, about 5% of reported fault are resolved digitally or via telephone support. Our aim is to increase this figure through training and technology development.

Our technicians work actively with a recycling system, which means that we take care of and reuse equipment to maximise its lifespan.

Our recycling team
gave new life to

494
machines



A woman with short dark hair, wearing a bright pink blazer over a white collared shirt, is smiling and looking upwards. She is reaching her right arm up towards a shelf in a filing cabinet. The filing cabinet has several rows of light green folders with white labels. The background is a blurred office setting.

**We help people at
work feel good and
achieve more.**

REQUIREMENTS ON SUPPLIERS FOR A SUSTAINABLE VALUE CHAIN

Over the past year, the effects of the coronavirus pandemic have posed major challenges for many companies' purchasing and logistics flows, including Convin. Flexibility, a clear focus and close dialogue with our suppliers have allowed us to maintain a high level of service and availability for our customers. Many companies have been made aware of the importance of a sustainable supply chain, from raw material to finished product. As consumers, we have also had our eyes opened to the reality that a product is not guaranteed to be on the shelf when we need it.

We place great importance on building long-term business relationships that develop and inspire us and our suppliers for a sustainable future. Convin has a wide range of suppliers, from local family businesses to global corporations. For us, every collaboration is equally important and we hold everyone to the same high standards. Before a supplier starts working with us, they must agree to our Code of Conduct and undertake a risk and sustainability assessment. The outcome of the assessment determines whether further scrutiny is required, e.g. through unit visits or the presentation of audit reports or other documents that prove compliance with our rules and guidelines. The assessment includes social, environmental and economic criteria, as well as factors such as security of supply and food safety. The risk and sustainability analysis provides a broader picture of our suppliers' sustainability work and their approaches to Convin's key sustainability issues and goals.

We value suppliers who work with certified products and raw materials. We require any palm oil used in products to be 100% certified. Wild-caught fish or seafood must be MSC certified and cocoa used in products must be certified or have a sustainability label. As quality is one of our values, we choose established suppliers to reduce our exposure to risk. Our suppliers are far advanced in their sustainability work and many of our goals are shared by our suppliers. This puts us in a better position to achieve our long-term goals as a company.

To further hone and control our supply chain, we have implemented a new platform that helps us collect data from our suppliers more efficiently. This information supports us to classify the risk of our suppliers and also enables us to influence our suppliers to switch to more sustainable production. In 2023, we will continue to develop this approach to ensure that our suppliers work towards a sustainable future. If a supplier does not meet our requirements, we will terminate our partnership.

Our target for 2023 is for 50% of our existing suppliers to have completed the online supplier assessment. In the case of new suppliers that want to work with Convin, the supplier assessment must be carried out prior to any partnership.



SAFE FOOD HANDLING IS KEY

Since Convini deals with food, proper and hygienic handling is of utmost importance. The most common causes of food poisoning, for example, are improper handling of food or a break in the cold chain. We have purpose-built trucks with both freezing and cooling zones to ensure that products are kept at the right temperature during transport and when they are restocked for our customers.

As an employer, we are responsible for ensuring that our employees have sufficient knowledge of food handling. Our self-monitoring programme includes a number of guidelines and procedures to ensure that Convini's operations are

conducted securely, safely and legally. The self-monitoring programme includes procedures for hygiene, training, purchasing, receipt and handling of goods, temperature control and cleaning. It also includes procedures for managing complaints.

Our employees are briefed on the self-monitoring programme and its contents. Supervisors and managers of employees who handle food are required to have indepth knowledge of food hygiene.

External audits are conducted annually to ensure compliance with rules.



INSPIRING HEALTHY HABITS



We want people at work to feel good and perform better, so it is important for us to actively inspire our customers to make better and healthier choices more often. We emphasise health and well-being in our communication with customers. This can be seen on our website as well as in newsletters, campaigns and messages in the Convini app and shop displays.

In our communications, we want to highlight healthy products and inspire people to choose more vegetarian options, eat regularly for a better energy balance and make time for a much-needed break, or even a workout, at lunch.

In our strategy for our product range, health is one of four main areas that we focus on. We are working with our suppliers to offer more dishes, snacks and drinks with nutritious ingredients that contribute to better well-being.

Today, we classify about 50% of our products as a healthier alternative. Our ambition is to increase that share by 2023 and add more nutritional information to our products to make it easier for consumers to make active choices.



PROMOTING MOVEMENT AND WELL-BEING

We are working on several initiatives to encourage activity and well-being among our own employees and those of our customers. One of the biggest events is the relay, Convinistafetten, which takes place in August every year. Tens of thousands of runners will gather for Sweden's largest company relay. Convini has been one of the event's main sponsors since 2016, and in 2022 we became the title sponsor and deepened our cooperation with the organiser Marathongruppen.

We share a common ambition to promote community and healthy workplaces. The event in 2022 was a fantastic two-day festival with about 11,000 runners running in teams and enjoying a lovely picnic, coffee and other activities organised by Convini.

In autumn 2022, we also launched the Convini Challenge pilot project, in collaboration with the health company Challengez. The challenge ran for seven weeks with the aim of encouraging participants to move more with their colleagues. More than 500 people participated in the inaugural edition of the Convini Challenge. Using a handy app, they collected points for

their teams by recording everything from dog walks to household chores and rounds of golf. Together, 26,288 hours of physical activity were recorded, the equivalent of 2.81 laps around the world, 2,673 marathons or 12,755 ascents of Mount Everest.

The aim of the Convini Challenge was to reduce sedentary behaviour, lower the threshold for everyday exercise at home and at work and encourage people to engage in activity with their colleagues in a fun way. We hope to encourage movement and well-being and that participants will maintain their new good habits.

As well as increasing activity levels by 11.6%, the Convini Challenge contributed to a range of mental health benefits, such as improved well-being and better sleep. The stress level of participants decreased by as much as 8.5 per cent during the period.



TOP 10 ACTIVITIES CONVINI CHALLENGE 2022

1. Steps/walks
2. Dog walks
3. Strength training
4. Cycling
5. Household work
6. Power walking
7. Squats
8. Sit-ups
9. Working at a standing desk
10. Push-ups



LET'S DO IT TOGETHER!

We truly believe in TOGETHERNESS and in the commitment that arises when people do things collectively. Engagement and well-being in the workplace are interconnected and fundamental to our mission: to help people at work feel good and achieve more. This applies to both our 4,000 client companies and Convini as a workplace. We recognise that commitment, community and well-being are key factors for a sustainable working life and long-term enterprise. During the year, we took on a wide range of initiatives in these areas.

Measures engagement and appeal

Our long-term goal is to reach 100% employee engagement. We take frequent pulse readings via a handy app. At the end of the year, we reached an engagement level of 81, indicating a stable and steadily increasing level of engagement. We know that employees who feel good are more likely to be engaged. Workplace well-being is in turn linked to factors such as physical and psychosocial working environments, workload, social cohesion and influence over one's own daily work.

To strengthen our brand as an employer, we began two major initiatives during the year. First, we have started a co-operation with the research company Great Place to Work®. Each year, our employees complete an in-depth survey about us as an employer and the results are benchmarked against other companies.

Frequent
pulse monitoring

The Great Place to Work® survey is conducted globally and collects millions of responses every year. This gives us a clear idea of how we stand in relation to other companies and what we need to work on to become one of the most attractive workplaces in our industry.

To develop our employer brand externally, whilst also strengthening it internally, we partnered with the Stockholm School of Economics for the Executive Trainee Module (XTM) of their master's programme during the year. The collaboration aimed to highlight the complexity of our operations and further our development with the help of brilliant training. The outcome was very successful on both sides and we will continue the collaboration in 2023.

Great Place
to Work®
certified

Collaboration
with the School of
Economics

Great
Place
To
Work®

Certifierad

MAJ 2022 – MAJ 2023
SVERIGE



Interaction
with the app
@convini

Convini Wellness
for well-being
& community

Convini Wellness for well-being and community

Convini Wellness is an ongoing initiative, driven by our employees, that seeks to promote health, well-being and community at Convini as a workplace by providing related activities. In 2022, this work was greatly strengthened by the Convini Challenge, a major initiative in which both internal and external employees challenge each other in teams to do more exercise in their everyday lives. The challenge led to high levels of engagement and new habits for many.

Increased engagement and stronger internal communication with @convini

During the year, we launched our new internal digital platform and app @convini. It offers a whole new way for us to share news, introduce and recognise colleagues, celebrate successes and gather information. Since our business is geographically dispersed and our employees are in different locations throughout the working day, @convini has made it easier to communicate and reach out to the organisation in an efficient and playful way. Through the app, we have also been able to improve our pre- and onboarding process for new employees, partly by offering access to some of our core elements before someone even starts work and partly by providing lots of information in one place so they quickly feel a sense of inclusion and community.

New career paths through internal development

The importance of retaining talented people in the organisation is always being reinforced and requires new opportunities for career progression and development. All vacancies are advertised on @convini, giving everyone the opportunity to apply and resulting in many employees developing in completely new roles. In this way we develop a breadth of competences, which contributes to better cooperation and greater understanding between teams and business areas within the company. We have also been able to offer several colleagues roles in Germany to assist in the acquisition. In this way, we have established both our expertise and culture outside Sweden, which we believe is crucial for long-term growth.

The expansion
continues



Investing in leadership with Convini Leaders

Excellent leadership is essential for a sustainable working life. That's why we launched the Convini Leaders programme in 2021, an initiative we continued in 2022. The programme aims to promote and develop self-leadership amongst our leaders and improve their ability to lead and develop teams and individuals. In addition to theoretical elements, the programme consists largely of self-reflection closely linked to the individual's own work and coaching at both the team and individual level.

As well as developing the skills of our leaders, the programme aims to build important bridges between our business areas. We also want to create networks for our leaders and thereby new insights. In the future, we will also launch preparatory training groups as part of developing long-term and sustainable leadership.

Continuous improvement with everyone's help

We continued to work actively on our continuous improvement process. Our employees are encouraged to contribute ideas for improvement and suggestions for their implementation. The continuous improvement process complements team meetings and appraisals. This way we have several forums for everyone to express their opinions and make suggestions to develop their own working practices and those of Convini more broadly.

In 2022, our employees suggested 265 improvements, an average of just over one per employee. We think this is something to be proud of! Half of these suggestions were implemented, leading to improvements in the organisation. Our power comes from within, from all of us who work at Convini. No idea is too small to take off! Together, through continuous improvements in our everyday work, we are developing a sustainable and great company.

We invest in leadership!

265 suggested improvements



Camilla Wemné
HR Manager



**We are Convini.
The people who
work here.**

THE WORKPLACE IN NUMBERS

At Convini, we have about 250 employees in three locations in Sweden: Stockholm, Gothenburg and Malmö.

We are pleased to see that we have increased the proportion of women employed, both in senior positions and overall. We see a continued need to attract and recruit for a more equal gender balance. During the year, we will develop our approach to recruitment to contribute to greater diversity in the company.

Diversity is important and contributes to a more inclusive environment in which differences are seen as an asset that contributes positively to teams and organisations. This is something we are actively working on in all our workplaces and in all respects. This enriches the workplace and gives us greater connection with our customers. When we recruit, we do so on the basis of merit, experience and education. We believe that everyone has equal value and the right to equal treatment and respect regardless of gender, age, nationality, sexual orientation, etc. At Convini, we have zero tolerance for harassment and discrimination.

We measure and monitor sickness absence both in the short and long term. Total sickness absence increased marginally compared to last year. We see that long-term sickness absence has decreased while shortterm absence has increased. This is due to the ongoing pandemic at the start of the year, which led to a high rate of absences within the organisation. At times, this has posed some challenges. But it has also made us more solution focused as a company and improved teamwork across departments.

We continue to have low levels of workrelated sickness absence. We work preventively to identify problems of workrelated stress through close dialogue with our employees and have thus been able to prevent sickness absences.

Our systematic management of the working environment is carried out in co-operation between safety representatives and employers. To safeguard the psychosocial work environment, we encourage day-to-day dialogue about our working environment between managers and staff.

Gender distribution	Total employees		In leadership roles	
	2022	2021	2022	2021
Andel kvinnor	33%	32 %	19%	15%
Andel män	67%	68%	81%	85%

Sickness absences	Total		Short term		Long term	
	2022	2021	2022	2021	2022	2021
Årsgenomsnitt	4,02%	3,99%	2,69%	2,17%	1,33%	1,82 %

We measure & follow up

ACTING ETHICALLY AND RESPONSIBLY

Long-termism is and always has been a fundamental principle at Convini. The company must be profitable, survive and develop for many generations to come. Long-termism goes hand in hand with sustainability, responsibility and ethics. It is greatly important to us that we act responsibly and ethically at all times, both socially and environmentally. We have developed a range of policies and procedures to ensure that we act appropriately and manage how we deal with discrepancies.

Of course, it starts internally, i.e. how Convini as a company acts towards our own employees, customers, suppliers and those we encounter in the course of our business. Responsible business practices encompass everything from human rights, safe products and environmental responsibility to corporate social responsibility to promote diversity, gender equality and good working conditions. This is regulated in several documents, including our staff handbook, financial handbook, and health and safety policy.

It is also about the behaviour of our own staff towards customers and suppliers. Guidelines for this are covered in our staff handbook and induction training. Our whistleblowing function allows employees and external persons to report suspicions of corruption. Through this function, we

comply with the Whistleblowing Act and contribute to counteracting corruption, financial irregularities and other abuses in society.

As in any business, there is a risk of Convini employees being exposed to bribery. Our anti-corruption policy clarifies our rules and how employees should act. We have zero tolerance for corruption. No suspected cases were reported during the year. We also expect our suppliers and partners to act responsibly and ethically, in accordance with a code of conduct that we ask them to sign up to. It contains requirements and expectations for suppliers regarding the environment, labour conditions, working environment, anti-corruption, ethics and health.

This year, to further increase control over our supply chain, we implemented a data-driven platform for collecting sustainability data from our suppliers. Some 70 questions are asked and the answers are used to create a risk profile. This allows us to evaluate suppliers and take action if necessary.

The fact that we choose a large proportion of certified products (e.g. Fairtrade, Rainforest Alliance, KRAV) for our range also ensures that our suppliers act responsibly.



**ZERO TOLERANCE
OF CORRUPTION!**

JUST SOME OF THE STEPS WE ARE TAKING



Certified according to ISO
9001 & 14001



Sorting and recycling
at source



Our goal is to be climate
positive by 2025



Climate labelling of
all meals



93% certified coffee



100% fossil-free
fuels in our delivery vehicles



All our company cars
are electric



Our code of conduct sets
requirements for suppliers



Highlighting
plant-based dishes



Food waste is reduced
through various
partnerships



Renewable electricity
in all our offices



Digitally connected
coffee machines

WHAT DO OUR CUSTOMERS THINK?

In 2022, we conducted surveys of our customers and consumers to measure their satisfaction and obtain feedback and suggestions for improvement in various areas. This year's surveys generated around 9,000 responses, a response rate of about 5%. This was a fantastic response and provided lots of invaluable insights for us to work with.

We are pleased to confirm that sustainability continues to attract attention. When asked "Which of the following sustainability issues do you see as being most important to Convini?" almost half of respondents answered Recyclable packaging, Sustainable product range or Food waste.

We want to be a model for sustainability

Convini's sustainability vision includes being a role model for sustainability in our industry. However, we know that we have a lot of work to do to get there.

Out of curiosity, we asked our consumers to evaluate the statement "Convini is a role model in its industry in the field of sustainability"; the responses showed an average score of 5.3 on a scale from 1, strongly disagree, to 7, strongly agree. We feel motivated to keep working and strive to reach even higher values!

TOP 3

Recyclable packaging	48%
Sustainable product range (veg, eco, KRAV, etc.)	46%
Food waste	46%

Convini is an industry role model in the field of sustainability	average value 5,3
Convini is clear about its ambitions and objectives for sustainability	average value 4,9



OUR CONSUMERS INSPIRE US

A huge number of consumers have provided enthusiastic comments, ideas and suggestions for sustainable measures. We value all these ideas highly and they feed into our sustainability work and future projects. Many also want to know more about Convini's sustainability work, what we do and our achievements. This means a lot to us and motivates us to increase our communication and make it clearer.

"Communicate sustainable options more clearly. Provide incentives to promote sustainable options."

"Perhaps provide informational notices telling people how to recycle the products they have bought?"

"One suggestion is to have a shelf where it is made clear that it contains sustainable products."

"When you think about sustainability, it is important to think about people's sustainability as well. There's demand for healthier drinks with no additives (no E substances, no added sweeteners or sugar)."

"Sustainability and environmental awareness throughout, from product sourcing, transport to equipment, handling and food waste. Responsibility and transparency throughout the Convini product chain."

"To encourage food suppliers to further reduce their environmental impact through better and smaller packaging. Even more environmentally friendly. Perhaps offer food that can be bought on a porcelain plate with only a plastic lid. The lid can be recycled while the plate is returned to Convini, washed and reused again by companies. There is too much single-use packaging!"

"If something is nearing its expiry date, it would be good if that product was sold at a lower price so it doesn't have to be thrown away."

"Locally grown products produced in Sweden."

"Ensure that customers can recycle materials on site. For example, if there is no plastic collection, choose other packaging in your product range or get the customer to facilitate recycling. Reward buyers in the app with points when they buy climate-smart food, then give them a discount after they've bought 10 climate-smart choices."

"Focusing on transport, improving machinery, CSR and recyclable packaging can be done without negatively affecting the customer in any significant way."

OUR FOCUS FOR 2023

Convini is working hard to achieve our sustainability vision. For 2023, we formulated 15 concrete and measurable targets that we continuously monitor. Our focuses for the coming year can be grouped into these five main areas.

Analyse our level
of circularity

Apply to have our
goals approved by
the SBTi

Continue to develop
a sustainable
workplace

Minimise
food waste

Transition to an
electric fleet
of vehicles

A YEAR OF PROGRESS AND LESSONS LEARNT

Looking back over the past year, we are proud of the progress we have made on sustainability, from an economic, social and environmental perspective. The continued reduction of our carbon footprint is clear evidence that our efforts are paying off. Even initiatives that do not directly affect our footprint have also had positive effects, such as investing in our role as an employer and workplace. This is also progress for our sustainability!

But of course, we are never completely satisfied. It is important not only to look back at what we are pleased with, but also to reflect on what we have learnt and how it can take us forward. Overall, it is encouraging that we are constantly learning and increasing our organisational competence on sustainability, often with the help of knowledgeable partners.

These are some of the lessons we are taking with us into 2023:

- 1** Collecting climate information on the products we sell – i.e. our food, drinks and coffee range – can be challenging. However, we believe we have found a solution to make this process safer and more efficient in 2023.
- 2** It has been exciting to implement a new, data-driven platform for reporting sustainability data. Convini has been involved in the development of the platform. Our involvement in developing it for our organisation and needs has been both fun and instructive and provided us with a good foundation for further development.
- 3** We have seen some changes in what is important to our customers. To some extent, the economic situation in society seems to have caused sustainability to slip down the list of customer priorities. But we will continue our journey and make the necessary investments to reach our goals.

The year of sustainability 2023 is full of new initiatives, targets and projects. We are continuing to work towards the vision of becoming a model for sustainability in our industry.

Thank you for your interest in our sustainability work. If you have any questions or ideas that you would like to raise, please do not hesitate to contact me. Convini's sustainability journey continues, join us for the ride!

Oscar Nordbrandt
Supply Chain & Sustainability Manager



We are Convini. An unpretentious crew characterized by team spirit, service focus and professionalism – with a constant drive to do and be better.

At Convini, happy faces, commitment and being a problem solver is a part of our everyday life. It is in our DNA. We encourage you to take personal responsibility and initiatives. It is in this spirit that we challenge ourselves and think differently, every day.

Join us on our journey. Together we develop a great company – today and tomorrow.



Convini

Convini



Convini