



Sustainability Report 2023

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In addition to being Geia Food's annual reporting on our corporate social responsibility, the report also constitutes our statutory reporting for Geia Food A/S including subsidiaries on our social responsibility, as stated in section 99 of the Danish Financial Statements Act.



”As we celebrate these achievements, we also recognize that our journey towards sustainability is ongoing.

Providing Food Responsibly

Dear stakeholders,

I am pleased to present to you our annual Sustainability Report, reflecting our commitment to creating a better future for our planet and our communities. At Geia Food, we firmly believe that our success is intricately linked to our ability to operate in a manner that not only creates value for our stakeholders but also preserves and enhances the world we inhabit.

Reflecting on the accomplishments of the past year, I am pleased to highlight several significant achievements that underscore our dedication to sustainability:

Building a Broadly Based ESG Team: One of the cornerstones of our sustainability efforts has been the establishment of a broadly based Environmental, Social, and Governance (ESG) team across all our business entities. This diverse team brings together expertise from various disciplines to drive innovation, foster collaboration, and ensure that sustainability remains at the forefront of our decision-making processes.

Clear Climate Improvements: We recognize the urgent need to address climate change, and I am pleased to report that we have made tangible improvements in reducing our carbon footprint. Our efforts have resulted in significant reductions in both Scope 1 and Scope 2 emissions, demonstrating our commitment to minimizing our environmental impact. Furthermore, we have conducted a comprehensive Scope 3 calculation, allowing us to better understand and address the indirect emissions associated with our value chain.

Ecovadis Silver Medal: It is with great pride that I announce our achievement of the Ecovadis Silver Medal. This prestigious recognition underscores our ongoing commitment to sustainability and responsible business practices. It is a testament to the hard work and dedication of our employees across the globe who continuously strive to uphold the highest standards of environmental and social responsibility.

Great Place To Work® Certification™: Our people are at the heart of everything we do, and I am delighted to share that all our business entities have been certified as Great Places to Work. This achievement reflects our unwavering commitment to creating a supportive, inclusive, and engaging work environment where every employee feels valued, empowered, and inspired to make a difference.

As we celebrate these achievements, we also recognize that our journey towards sustainability is ongoing. Looking ahead, we remain steadfast in our commitment to continuously improve our sustainability performance, set ambitious targets, and collaborate with our stakeholders to drive positive change.

I would like to express my sincere gratitude to our employees, customers, partners, and communities for their unwavering support and commitment to sustainability. Together, we will continue to make meaningful progress towards a more sustainable and equitable future for all.

Thank you for your continued trust and partnership.

Yours Sincerely,



Claus Ravnsbo
Group CEO, Geia Food A/S





EMPLOYEES

175

full-time positions

105

in Denmark

32

in Norway

23

in Sweden

15

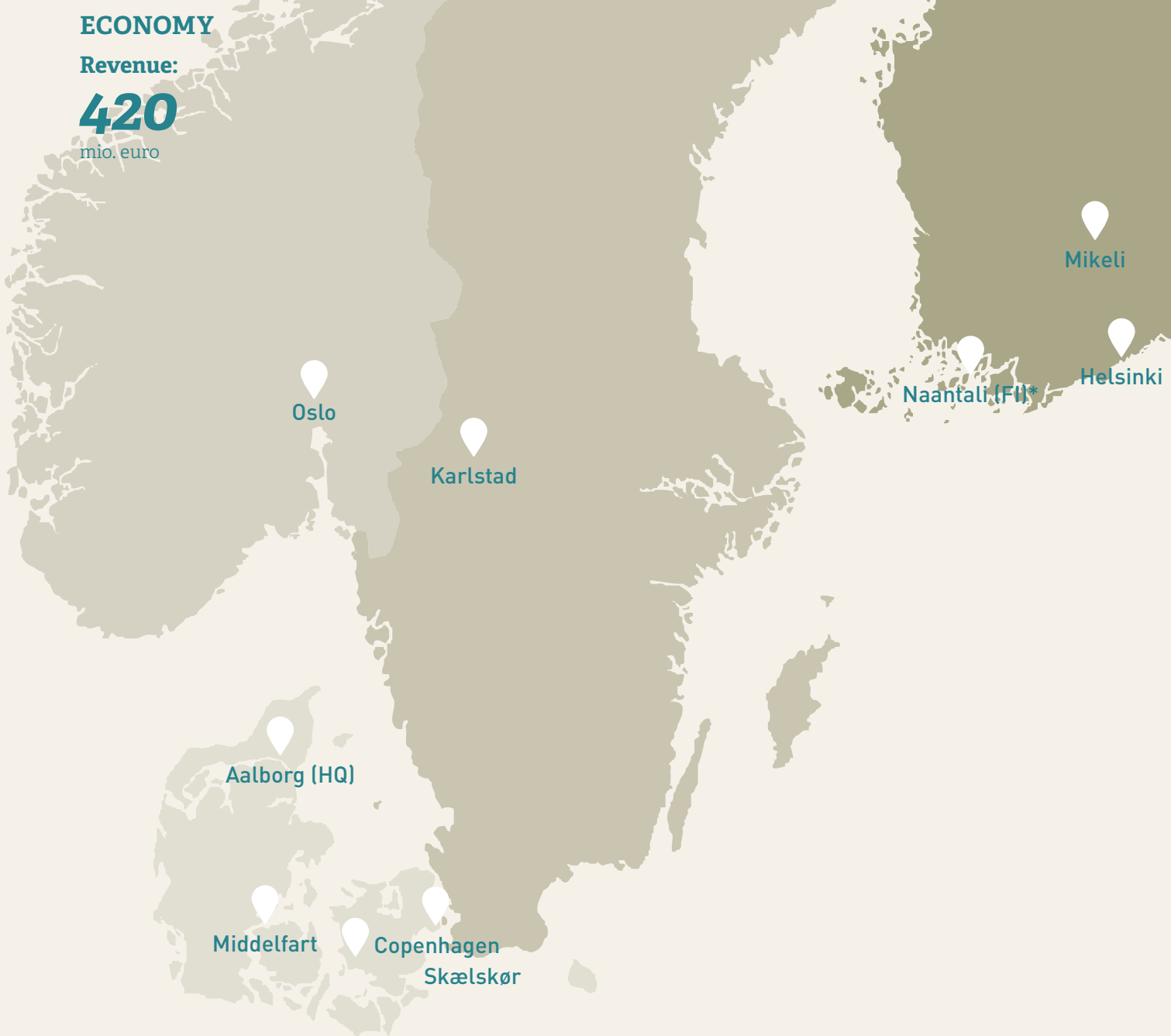
in Finland

ECONOMY

Revenue:

420

mio. euro



Locations

9

in the Nordics

Suppliers

+370

Worldwide

Pallets

7,500

Handled per week

Products

2,750

Different products sold

Trucks

8,500

Imported annually



* This report covers the Geia Food Group. The 2023 sustainability report will not include the recently acquired companies Food Partners World and Topfoods. In 2024, we will focus on collecting and improving the data quality from the acquired companies and implement those numbers in the 2024 report.

About Geia Food

Geia Food is a strong business partner with extensive expertise in a broad range of product categories – from groceries and convenience to seafood and beverages – available thanks to trusted partnerships with more than 370 loyal suppliers.

A strong solution provider

Geia Food is the value-adding link between suppliers and customers, developing food concepts for the Nordics through unique competences and a long track record as a trusted partner.

We create value for our customers by boosting product innovation, reducing operating complexity and increasing category profitability. Our best-in-class supplier network is a one-point-of-access solution for all the Nordic markets, profiting from an effective sales platform based on deep customer insights and a cost-efficient logistics and quality assurance platform.

A reliable partner all the way

We can assist with everything from generating ideas for new food concepts to packaging design and shop launches – always with a focus on responsible innovation, reliable execution, and rapid growth. We know the market conditions and offer the fastest time to market in the business.

Our vision

Our vision is to become the leading food concept provider in the Nordic countries.

With an attractive network of suppliers, an extensive product portfolio and a presence in all the Nordic countries, we generate business advantages for our customers and suppliers.

History and ownership

Geia Food was established on 1 January 2014, as a merger between A-Frost A/S and Mortensen Food A/S. In late 2017, the Norwegian investment firm Credo Partners acquired 55% of the equity in the company. The ownership was an active partnership between Credo Partners, the management team, and the original founders.

The ambition is to grow the company organically and through M&A, mainly in the Nordics, and to develop Geia Food's offerings.

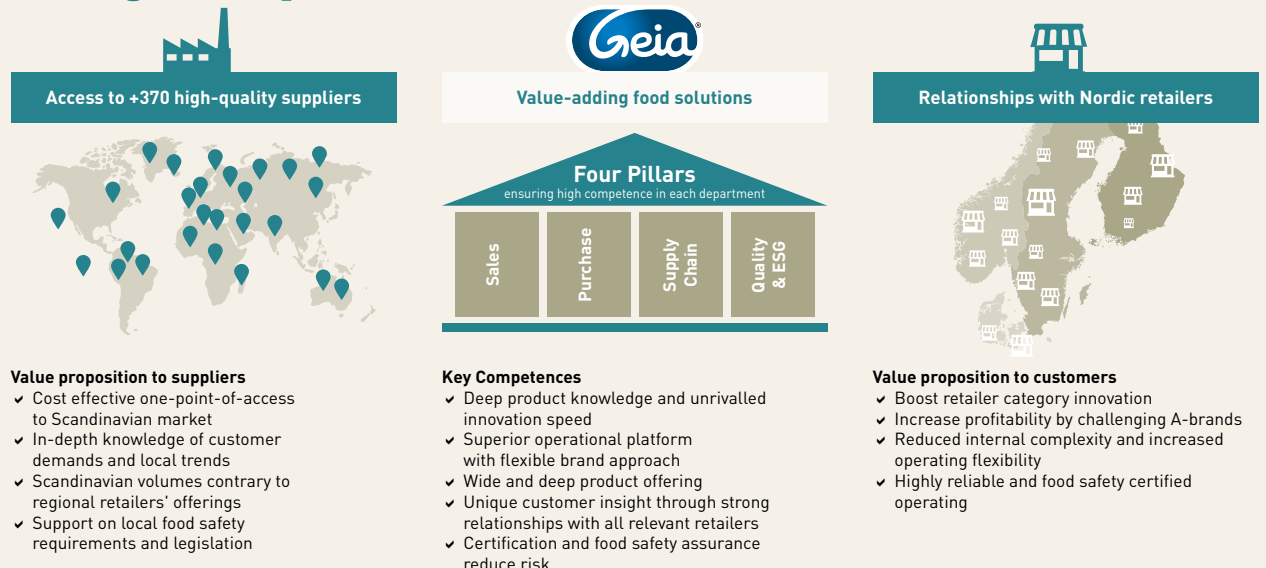
In 2020 Geia Food acquired BM Food AS and in 2021 ØFAS AS in Norway

In 2021, the private equity fund Triton acquired a majority stake of Geia Food. Triton invested in Geia Food alongside management and key employees.

In 2022, Geia Food acquired Food Partners World ApS, a Copenhagen based food provider within the convenience category. Also, the Danish importer of Asian specialties and seafood, Lauge Food Selection A/S and Camsac-Lauge Seafood A/S hereinafter Lauge Food, were acquired expanding our product range with Asian specialties and seafood.

In 2023, Geia Food acquired the companies Topfoods Finland OY and TFR Topfoods Retailing OY, hereinafter Topfoods.

A strong solution provider



Proudly serving our customers

Category work

We have unrivalled speed and quality when it comes to developing food concepts, and we offer products in eight major categories.

Our sales team has in-depth sales and marketing expertise in each of these categories, which helps us respond to the fast-developing food market and create solutions that match demands as they arise. We offer more than 2,750 products.

At Geia Food, we work together across departments, and our sales team is supported by their colleagues in purchasing, quality & ESG, and supply chain. This allows them to give our customers the advice and guidance they need, regardless of product category.

We collaborate closely with our customers to provide flexible solutions and the fastest time to market in the industry. In other words, we try to make it easy to be our customer.

Our clients

We pride ourselves on the breadth of our clientele, which includes all major players in the Nordic market.

Our business relations with existing partners represent a wide variety of sales channels that new suppliers can benefit from. And we are constantly working on expanding our network.





Best in class suppliers

Strong relationships and high standards

Our suppliers are essential to our business. We therefore work hard to find the very best suppliers in every product category.

We provide feedback to our suppliers to help them improve the quality of their products and in that way, we contribute to our customers' growth. We see our suppliers as partners and have high standards for them to deliver the best products. Over the years, we have developed strong relationships with more than 370 suppliers worldwide.

Our suppliers must hold a GFSI approved certification to comply with our IFS certification. If a supplier does not hold a GFSI certification we evaluate according to our procedures the need of an audit.

That means that Geia Food can guarantee our customers not only a vast choice of products, but also product quality, food safety and supply security.



Sustainability Strategy

Geia Food aim to be the leading food concept provider in the Nordic countries, always having sustainability in main focus.

In 2023 we continued to improve and integrate the strategy into our daily work.

We continued our focus on responsible procurement, sustainable operation and good leadership and focused on taking

actions to reduce our negative impact and increase our positive impact on society.

We established our ESG team with members in our locations in Denmark, Sweden and Norway to create a solid foundation for our work and further emphasize our progress in integrating ESG in our existing management systems and continuous efforts.

In 2024 we plan to revisit the strategy and evaluate, based on our insights from our materiality assessment, on the focus areas and actions areas.



SUSTAINABILITY ORGANIZATION AND DUE DILIGENCE

We have carried out a large number of analyses and discussions to ensure our focus on sustainability and social responsibility is strategically based and core to our company. We have compared our opportunities with our goals and priorities and have selected the areas where we see the greatest opportunity to do better or minimise negative impact on the world.

We continuously update our decision bases for the sustainability efforts in order to keep our efforts updated to the changes around us. The goal is, naturally, to minimise – or, if possible, eliminate – risks arising from our own operations and across our value chain.

We review our sustainability strategy annually at top management level, and from there update the strategic sustainability efforts. Our Group Management has the overall ownership of the sustainability agenda, and the individual projects are delegated to members of Group Management, or further out in the organization. Our ESG team meet on a regular basis during the year to constantly improve and follow up on the process. They report progress to the management team.

STAKEHOLDERS

Identifying and improving our impacts on our stakeholders is an important aspect of our sustainability approach. We place great emphasis on mapping our stakeholders and understanding how we influence them positively or negatively. We have various groups of different stakeholders, and we engage with our stakeholders in many different ways to identify key impacts.








RISKS

To assess our impact on our surroundings, we assess the negative and positive impact that comes from the company as well as from the value chain. We monitor the potential risks that come from our own operations and from the value chain.

VALUE CHAIN

We have mapped our value chain from agriculture and raw materials to the disposal of waste from end users. For each part of the product journey, we have identified the areas where we and the rest of the value chain risks affecting society in a negative way.

	Agriculture & raw materials	Production & industry	Transport	Geia Food	Customers & consumers
 Environment	Chemicals Water consumption Wastewater Waste and recycling Raw material use Pollution Animal welfare Production methods Biodiversity Environmental accidents Food waste	Chemicals Water consumption Wastewater 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	CO2 emissions	CO2 emissions	CO2 emissions	CO2 emissions	CO2 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

It is critical to identify our key risks and material issues. By understanding which areas impact our stakeholders and business the most, we can determine where to prioritize our focus and actions. In 2023, we conducted a Double Materiality Analysis based on stakeholder engagement on impacts and risks. As a result of this analysis, we have identified risks and opportunities and adjust our strategies and priorities accordingly. Our material issues are listed below.

In 2024, we will update our Double Materiality Analysis according to the requirements in the EU Corporate Sustainability Reporting Directive (CSRD) and prioritise our efforts based on the results.

These material areas are the foundation for our sustainability strategy and policies, which are the basis for all efforts within sustainability and social responsibility.

Transparency	Resource consumption	Anti-corruption	Occupational safety
Local communities	Training	Traffic safety	Renewable energy
Job creation	Sustainable fishing	Tax	Environmental pollution
Marketing	Local produce	Discrimination	Animal welfare
Organics	Electricity consumption	Occupational health	Palm oil
Water consumption	Food waste	Private life	Chemicals
Heat consumption	Soy	Human rights	Diversity
Reuse	Particle emissions	Food safety	CO ₂ emissions
Customer health	Child labour	Forced labour	

THIS IS HOW WE SUPPORT THE UN SUSTAINABLE DEVELOPMENT GOALS

The UN Sustainable Development Goals (SDGs) address the most important global challenges, and we all own these goals. We must each find the one we can help work towards, while minimising our negative impact.

We have carefully matched our mission and operations with the SDGs to find our spot on the global scene of sustainability.

As a food concept provider, we find it natural to focus on SDG 3 – Good health and well-being. Our main priority is to provide our customers and consumers with a very high level of food safety,

and we strive to deliver a sustainable range with healthy choices in all our product groups.

We also have a focus on SDG 12 – Responsible consumption and production. We, like all other producing or trading companies, must optimise the way we purchase, transport, package and organise our operations.

Climate is the main global challenge. Consequently, we are focused on minimising our CO₂ emissions across the value chain, thus supporting SDG 13 – Climate Action.





Responsible Procurement

Our highest priorities for responsible procurement are a strong focus on food safety, responsible supplier management, and an ongoing effort to find more sustainable products.

For us, responsible procurement is about committing to seeking the right assortment to meet consumers' and customers' needs but also highly prioritizing food safety, responsible supplier management and an ongoing effort to find more sustainable products.

We want to offer products that are produced, sourced, and delivered in a more responsible way. We see this as a part of our social responsibility.

FOOD SAFETY

Food safety throughout the value chain is fundamental to our business and to secure safe, high-quality products. It is the single most important area in our operation and the license to operate.

To ensure that we provide safe products in all areas of our business, we apply national standards in food safety and quality management and use rigorous processes and quality systems to assess risks and mitigate risks to make sure labelling and information are transparent and correct.

Compliance with national food safety authorities

In 2023, all our sites have been in full compliance with all requirements from the national food safety authorities.

One of the central areas of food safety is labelling, as we need to make sure that e.g. people with allergies or other minority groups can stay safe and assured about the product properties.

As we source customized products directly to our customers based on their specific requirements, we must balance a huge list of very specific product specifications.

If we detect products with insufficient food quality or safety, we take immediate steps to address it to prevent repeat occurrences and to minimise potential incidents.

In 2023, we had 4 visits from the Danish food safety authorities, all without remarks.

The ultimate consequence of insufficient food quality or safety is a recall and in 2023 we had 2 recalls in total. Our ambition is 0 and we will continue to reinforce our quality and food safety procedures across our organization.

Certifications

We are committed to procure safe products from all our suppliers and take actions to reinforce our quality and food safety culture, strengthen the competences, perform testing and evaluation. Our rigorous processes and documentation requirements enable us to remain at the forefront of this business.



In 2023 Geia Food changed from BRC to IFS and was certified through the international standard IFS Broker which ensures that all products are compliant with the legal regulations and the product specifications.



Supplier Management

We cooperate with a wide range of suppliers to deliver our food concepts. Geia handles more than 2,750 different products from over 370 suppliers. This vast number of products and suppliers requires systematic procedures and risk management.

Geia is committed to respecting fundamental human rights within this range of suppliers to our own operations. We are committed to respect and improve the lives of the most vulnerable stakeholders affected by our operations and value chain.

Geia adheres to the human rights as described in the International Bill of Human Rights as well as the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the Children's Rights and Business Principles, and the OECD guidelines for Multinational Enterprises.

We will focus on and take actions to promote truly decent work and secure human rights of all people and we will continuously improve our processes to make sure appropriate actions are always taken if violations of human rights are identified.

RISK MANAGEMENT

If there is interest in a new product – whether a customer asks for it or one of our own skilled sourcing managers sees potential – we have a strict set of procedures to follow. All suppliers must be evaluated, and a very specific risk

analysis must be conducted. A key component is to classify the individual suppliers, depending on several factors, for example:

- Producers of meat, vegetables, fish, frozen and chilled goods are labelled high risk, while dry products and beverages rank as low risk.
- Producers inside the EU/EEA/Norway areas rank as a lower risk than producers outside this area.
- Goods where a large profit can be made from food fraud/false labelling are also ranked higher in the risk assessment.

We prioritize suppliers that hold a food safety certificate approved by Global Food Safety Initiative (GFSI) like IFS, BRC or FSSC 22000.

All suppliers are assessed on an ongoing basis, and a full assessment is done annually. This covers both the supplier and the products.

We evaluate the quality of our risk assessment system on an ongoing basis and make changes coherently.



Since 2021, Geia Food has been a member of Sedex, one of the leading global systems for responsible procurement. We are very proud of this, as it enables us to work with our suppliers to manage our social and environmental performance, ensure sustainable sourcing of products, and improve working conditions throughout the supply chain.

More than 85,000 member organizations from over 180 countries use the Sedex platform to exchange data, manage business risk, meet compliance, and drive positive impact in their supply chains. The core is an online platform, tools, and services to help businesses operate responsibly and sustainably, protect workers and source ethically.

With the Sedex membership, Geia Food is able to ensure responsible sourcing from our suppliers and their suppliers, and to pass this insurance on to our clients and their customers.

Through our Sedex membership we have the option to monitor suppliers who are Sedex members and if they have SMETA audits, we have an even better understanding of the measures they have taken to secure safe and sustainable working conditions for all employees. Using the SMETA audits, the supplier must do only one audit for all their clients when using the Sedex system. This removes a lot of administrative burdens from our suppliers and makes our relationship even stronger and more transparent.



SUPPLIER REQUIREMENTS

Geia Food has independent third-party approvals and certifications for our quality control and management systems.

The certification acknowledges for instance that our senior management has demonstrated commitment to food safety, that the company has qualified staff and documented procedures to assess hazard and risk and selects the right suppliers and products.

In line with our customers' expectations, Geia Food demand increasingly independent verification of our suppliers' ability to conduct proper food safety and quality control. We prioritize working with suppliers who have the same level of quality and food safety certification as ourselves.

Suppliers who do not meet the demands for certification are subject to individual auditing processes for us to verify their quality and safety procedures. After passing through the risk assessment phase, we set strict requirements for all our suppliers to ensure a high standard throughout the partnership.

We assess the suppliers on their input on the following areas:

- Food safety certification (e.g., BRC, IFS or FSSC 22000)
- Reference samples
- GMO
- AZO colours
- E-labelling
- Cage eggs
- Animal Welfare
- Palm oil
- Soy
- UTZ (Coffee, tea, cocoa, hazelnuts)
- Packaging material
- Corporate Social Responsibility (CSR)
- BSCI countries risk list
- Sedex
- Raw materials from BSCI high risk countries
- Halal certified
- Kosher certified
- Organic certified

In addition, the supplier must sign our Supplier Code of Conduct containing requirements on e.g.:

- Human rights and workers' rights including health and safety requirements, requirements on working hours, wages, employment and anti-discrimination
- Environmental management and environmental performance
- Business ethics

All suppliers are asked to fill in the questionnaire and sign our Supplier Code of Conduct every three years. Our current Supplier Code of Conduct has been signed by 100% of our food suppliers. In 2023, we have updated our Supplier Code

of Conduct and implemented a procedure for refusal. Our goal is that we have received supplier signed Code of Conduct documentation by end of 2024.

For storage and transport suppliers we have in 2023 included Supplier Code of Conduct in their new contracts.

AUDITS

Most of our suppliers are long-term, and we are in contact on a regular basis. This gives us a good feel for the operations and any changes in behaviour.

If a supplier or product comes from a high-risk country, or a product has a high kilo price and this causes a high risk of food fraud, we require extended documentation and do analyses and samples of the goods to see if the products are appropriate.



Sustainable Products

We follow the needs of our customers and consumers and will always try to offer a more healthy and more sustainably sourced product.

Our products are made from a wide variety of agricultural ingredients which we source from around the world.

As our markets are placed in the Nordic region, we are more often faced with obesity and malnutrition than hunger. Ultimately, the products we provide end up on the dinner tables in private homes. We support the recommendations of leading health authorities, and we understand and act upon food choices and work with a variety of different options and labels on this agenda.

We will collaborate with our customers on product offerings. Sourcing our products more sustainably, we have chosen to focus on packaging and increasing the numbers of certified products within these topics:

- Organic food
- Whole grain food
- Keyhole label
- Animal Protection
- Sustainable seafood
- Minority choices

Organic food

We have ensured a steady increase in the proportion of organic products in our product range, from 9% in 2022 to 10.3% in 2023 which is a positive development that we will continue to build upon. This increase is a result of our ongoing commitment to promote sustainability and increase access to sustainable products for our customers.



Wholegrain food

Geia Food is a proud member of the Danish Whole Grain Partnership initiative. Together with the Danish Cancer Society, the Danish Diabetes Association, the Danish Veterinary and Food Administration and other major Danish food companies, we promote the intake of more whole grain among Danish consumers.

It is a prerequisite that the products comply with requirements for the content of fat, sugar, dietary fibre, and salt, corresponding to the product categories in the current Keyhole label. This is to ensure that the whole grain logo is only used on nutritionally healthier products.

Sustainable seafood

Oceans are essential to life on Earth.

Covering more than 70% of the planet's surface, they regulate the climate and supply one of the main protein sources to a great deal of the world's population through fish and seafood.

Overfishing has become a heated topic as it impacts on marine populations and ecosystems have intensified the need to improve ocean management. One certification and eco-labeling program to highlight sustainable fisheries with low environmental impacts is The Marine Stewardship Council (MSC).

MSC labelled seafood products must cover these criteria and be supplied by a fishery holding the MSC certification:

1. Wild caught fish stocks are sustainable – enough fish remain in the sea to reproduce.
2. The marine environment is preserved so that it can support life in the sea indefinitely.
3. Good and responsible management is in place to be able to react quickly to changing environments, such as climate change.

In the same way as wild caught seafood, aquaculture may also be certified through the Aquaculture Stewardship Council (ASC).

To bear the ASC logo, products and producers must meet the 7 criteria listed below:

- Legal compliance with national and local laws and regulations
- Preservation of natural habitats, local biodiversity, and ecosystems.
- Preservation of water resources and quality.
- Responsible use of feed and other resources.
- Preservation of the diversity of wild population
- Improves fish health and controlled and responsible use of antibiotics and chemicals.
- Farms to be socially responsible toward their workers and the local community.

Geia Food offers a broad seafood assortment and we strive to do our part to offer a sustainable seafood assortment where possible and desirable to the customer.

At the end of 2023, 63% of our seafood assortment consisted of MSC and ASC certified products.





Ice creams with certified cocoa

For several years we have been working with certified cocoa, e.g. cocoa butter, cocoa mass, cocoa powder. Today, we have 105 Rainforest Alliance certified ice cream products.

During the last 10 years, the partnership has managed to increase the intake of whole grains from 36 grams per day to 82 grams per day – well above the recommended minimum of 75 grams.

In 2023 we had 19 products with the Whole Grain label.

Keyhole label

The Keyhole symbol has been used as a common Nordic labelling scheme on food products in Norway, Denmark and Sweden since 2009. Using the Keyhole symbol is voluntary, and it is the manufacturers' responsibility to follow the set of criteria set by the authorities. The Food Safety Authorities are responsible for monitoring compliance with the regulations regarding use of the label.

In 2023, Geia Food holds 204 products with the keyhole label.



Minority choices

A part of our commitment to meeting consumers' and customers' needs and a part of our social responsibility is to promote a wide and diverse assortment. We will continue to offer this part of our assortment in the coming years, e.g. vegetarian, vegan, lactose free, halal, animal welfare.

Sustainable packaging

Packaging is a great challenge in our industry. It plays a crucial role in protecting food, preventing food waste and ensuring the quality and safety of our products. Although packaging reduces food waste and associated emissions, packaging itself is a source of GHG emissions. In addition, comes the challenge of waste ending up in the environment.

Geia Food uses plastics for our packaging, among other packaging materials. Plastics offer a unique combination of shapeability, availability, hygiene and safety, making plastics ideal packaging materials.

We want to take on our responsibility in solving the challenges of packaging facing our planet and society. We are taking actions and focus on collaborating with our suppliers to find solutions that transform our packaging to more sustainable packaging solutions.

We will focus on

- how to reduce our packaging
- how to transform our packaging to recyclable
- how to increase the recycled content in our packaging
- how to eliminate the use of virgin plastic
- how to design the packaging for easier waste management.



Towards a more sustainable packaging

As part of the European Green Deal and the process to become climate neutral by 2050, the European Union implements several new regulations. One of them is the Extended Producer Responsibility that makes producers responsible for the entire life cycle of their products, which means from the development of the product to end-of-life treatment of the product, including waste collection and recycling.

In 2023, Geia Food initiated the process of meeting these new requirements. We have been at the forefront and became an early member of Vana, the preferred collective scheme for extended producer responsibility in Denmark. In close cooperation and dialogue with Vana in Denmark, Grønt Punkt in Norway, Näringslivets producentansvar (NPA) in Sweden, we shoulder our responsibility.

In practice, Geia Food has set up a project group, which in 2023 has intensively worked to create a set-up for uncovering Geia Food's packaging variants. This is in order to create an overview and, in the long term, to switch to further use of recyclable packaging as well as reusable packaging. This process will continue in the coming years.

RESULTS 2023

RISK	POLICY AREAS	KPI	OBJECTIVES	ACTIONS	RESULTS
FOOD SAFETY					
Food safety Customer health	Human rights policy	Compliance with national food safety authorities Number of sites in compliance with national food safety authorities	4 of 4	Strong focus on food safety procedures	4
Food safety Customer health	Human rights policy	GFSI Certification Number of sites with GFSI certification	4 of 4 (IFS Higher Level)	Strong focus on food safety procedures	4
Food safety Customer health	Human rights policy	GFSI audits (internal) Number of sites with internal GFSI audit this year	4 sites audited internally	Conducting 4 internal GFSI audits	4
Food safety Customer health	Human rights policy	Labelling Labels not in compliance with national food safety authorities	0	Strong focus on labelling procedures	0
Food safety Customer health	Human rights policy	Recalls Number of withdrawals	0	Strong focus on food safety procedures	2
SUPPLIER MANAGEMENT					
All	All	Risk assessment Risk assessment system	Risk assessment system updated according to European legislation	Screen for potential systems Implement new system	Risk assessment updated
All	All	Risk assessment % of annual purchase in DKK from suppliers with valid risk assessment	100 %	Assessment of potential new suppliers and renewal of existing suppliers	100% Based on routines and systems based on GFSI principles
All	All	New Supplier Code of Conduct Developed and approved	Yes	Develop and approve	95% signed SCoC
All	All	Update self-assessment Update of Supplier Self-Assessment with Sedex elements	Supplier Self-Assessment updated	Implement new system	Update in progress
All	All	Self-Assessment % of annual purchase in DKK from suppliers with valid self-assessment	100 %	Collect self-assessments from suppliers	100% food suppliers signed
All	All	Audit system New audit system	New audit system developed Introduced new audit system to some suppliers	Develop new audit system Communicate with suppliers	Yes
All	All	Improvement plans Improvement plan for suppliers	New improvement plan template and KPI template for suppliers developed	Develop improvement plan template Develop KPI template Develop Supplier Portal	Ongoing



RISK	POLICY AREAS	KPI	OBJECTIVES	ACTIONS	RESULTS
SUSTAINABLE PRODUCTS					
Animal welfare	Climate and environmental policy	Animal welfare Increase animal welfare in the production process	Assortment kept up to date with products approved by the Danish Society for Animal Protection	Dialogue with customers, suppliers, and the Danish Society for Animal Protection	Ongoing focus on products with animal welfare protection
Biodiversity Sustainable fishing	Climate and environmental policy	Biodiversity MSC/ASC certified products	Assortment kept up to date with MSC/ASC certified products	Dialogue with customers and suppliers	63% of our seafood assortment are MSC or ASC certified
Consumer health	Human rights policy	Organic Organic products	Increase share of organic products in our assortment	Dialogue with customers and suppliers	10.3 % of products in our assortment are organic
Consumer health	Consumer health	Whole Grains Whole Grain products	Assortment kept up to date with Whole Grain label	Dialogue with customers and suppliers	19 products in our assortment are Whole Grain labelled
Consumer health	Human rights policy	Keyhole label Keyhole label products	Assortment kept up to date with Keyhole label	Dialogue with customers and suppliers	204 products in our assortment are Keyhole labelled
Consumer health	Human rights policy	Minority choices Relevant assortment of special designed products for minority groups	Increase the number of special designed products for minority groups	Product development within e.g., halal, vegan, vegetarian, and lactose free	Ongoing focus on assortment of special designed products for minority groups
Water consumption Heat consumption Reuse Electricity-consumption Food waste Environmental-pollution Chemicals CO ² emissions Resource-consumption Renewable energy	Climate and environmental policy	Packaging Sustainable packaging	Client requirements regarding packaging screened Dialogue with customers and subject matter research	Implementation of new sustainable packaging solutions	Initial overview of next steps in development of more sustainable packaging Process to meet requirements of Extended Producer Responsibility (ERP) initiated



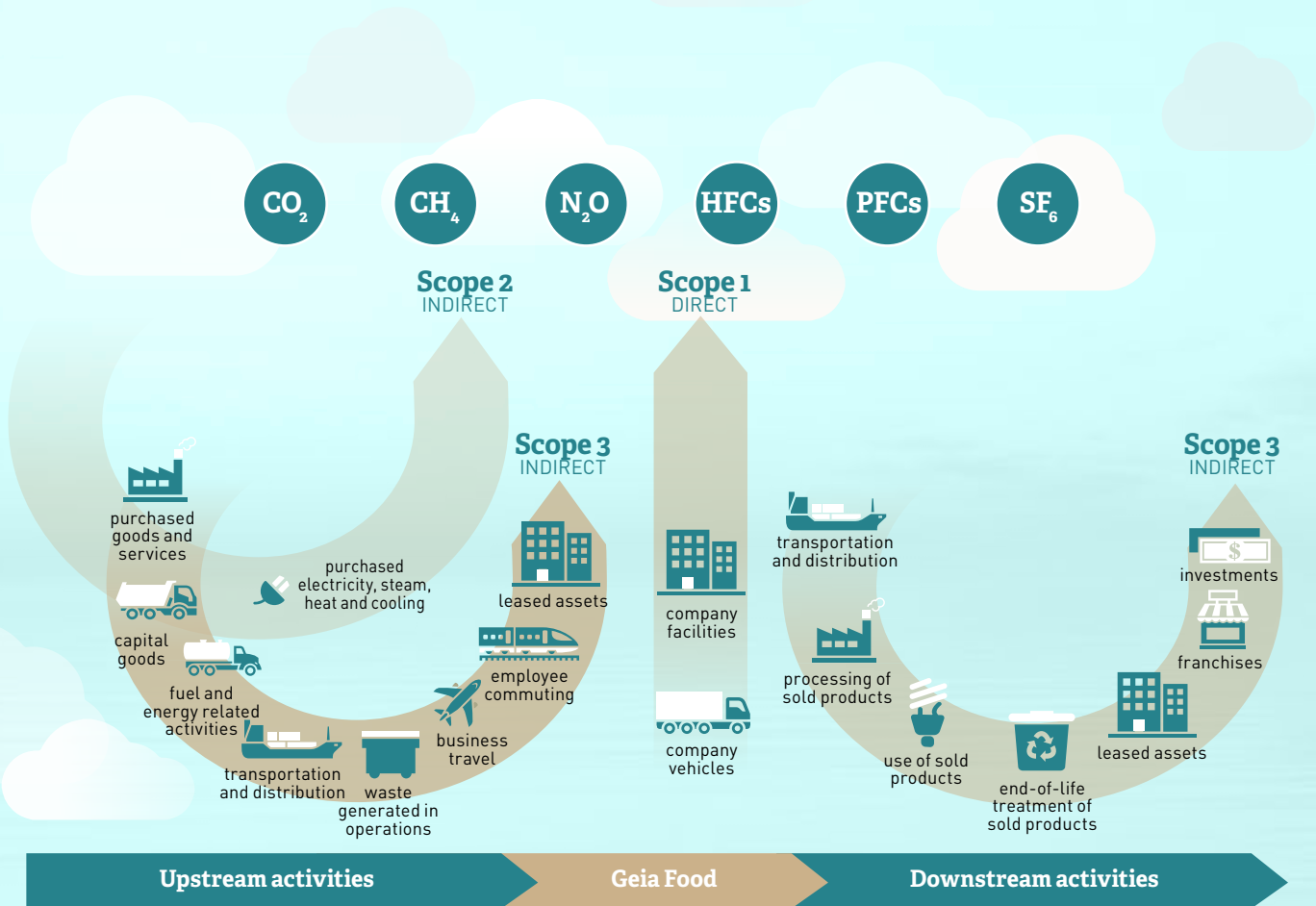
PLAN 2024

RISK	POLICY AREAS	KPI	OBJECTIVES	PLANNED ACTIONS
FOOD SAFETY				
Food safety Consumer health	Human rights policy	GFSI certification Number of sites with GFSI certification	4	Maintain GFSI certification on all sites.
Food safety Consumer health	Human rights policy	GFSI certification Number of GFSI audited sites with no KO-non-conformities	4	Review type of non-conformities, if any, at GFSI audited sites
Food safety Consumer health	Human rights policy	Labelling Avoid labels not in compliance with national food safety authorities	Identify points of improvement and improve knowledge sharing practices across Geia	Annual follow up DK, NO, SE to learn from withdrawals due to labelling
Food safety Consumer health	Human rights policy	Recalls Reduce number of recalls	Measure and reduce number of recalls year by year	Annual follow up DK, NO, SE to learn from recalls and reduce risk of more.
Food safety Consumer health	Human rights policy	Customer specifications Customer specifications and continuous expectation process set up for food safety	Implement continuous improvement process	Start-up internal process and procedures to improve expectations from customers.
SUPPLIER MANAGEMENT				
All	All	Risk assessment Update ESG risk assessment definition	Implemented	Review definition of ESG risk assessment practise including audits, internal training and improvement plans
All	All	Risk assessment Choose & implement new ESG supplier risk assessment system	30% of product suppliers	Risk assess suppliers
All	All	Risk assessment Implement new ESG product risk assessment system	Product risk assessment system implemented	Product risk assessment system implemented
All	All	Supplier Code of Conduct % suppliers who signed our SCoC	90%	Collect signatures on new SCoC from suppliers
All	All	Supplier Code of Conduct % of annual purchase in DKK from suppliers with valid self-assessment	Measure need and rate	Define need for further/ updated self-assessment system (Questionnaire i Collaboration Portal)

RISK	POLICY AREAS	KPI	OBJECTIVES	PLANNED ACTIONS
SUSTAINABLE PRODUCTS				
Animal welfare	Climate and environmental policy	Animal welfare Increase animal welfare in the production process	Assortment kept up to date with products approved by the Danish Society for Animal Protection	Dialogue with customers, suppliers, and the Danish Society for Animal Protection
Biodiversity Sustainable fishing Forest	Climate and environmental policy	Biodiversity policy Define policy	Define policies	Create a policy for biodiversity
Consumer health	Human rights policy	Healthier choices Update assortment with healthier choices	Assortment kept up to date	Dialogue with customers and suppliers
Consumer health	Human rights policy	Minority choices Relevant assortment of special designed products for minority groups	Increase the number of special designed products for minority groups	Product development within e.g. halal, vegan, vegetarian, and lactose free.
Water consumption Heat consumption Reuse Electricity - consumption Food waste Environmental-pollution Chemicals CO ² emissions Resource-consumption Renewable energy	Climate and environmental policy	Packaging Quantify packaging materials and report	map packaging component level.	Prepare for reporting on packaging component level.
Water consumption Heat consumption Reuse Electricity-consumption Food waste Environmental-pollution Chemicals CO ² emissions Resource-consumption Renewable energy	Climate and environmental policy	Packaging Present more sustainable packaging solutions to customers	Increase Geia Food awareness for packaging material.	Communicate and train all relevant employees.

* In 2024 we will update the program plan according to the results from our double materiality assessment

Sustainable Operations



Scope 1 – Direct emissions

Scope 1 emissions are direct emissions from company-owned and controlled resources. The scope 1 emissions are divided into four parts: 1) stationary combustion (fuels and heating sources); 2) mobile combustion (vehicles owned or controlled vehicles, burning fuel, like cars, vans, trucks); 3) fugitive emissions (leaks of greenhouse gases, like refrigeration and air conditioning); and 4) process emissions (released during industrial processes and on-site manufacturing, like production of CO₂ during cement manufacturing, factory fumes, chemicals).

At Geia Food, the scope 1 emissions primarily derive from heating at our own operations and mobile combustion from company cars.

Scope 2 – Indirect emissions

Scope 2 emissions are indirect emissions from the generation of energy purchased from a utility provider. This includes emissions from the consumption of purchased electricity, steam, heat, and cooling. At Geia Food, several of our locations use purchased electricity and heating at the offices.

Scope 3 – Indirect emissions

Scope 3 emissions are all the indirect emissions not included in scope 2. These are the emissions from our value chain, including both upstream (suppliers) and downstream (clients and end users). As seen in the graphic, scope 3 emissions are separated into 15 categories – 8 upstream and 7 downstream. Scope 3 holds the most significant part of our consolidated CO₂ emissions. Some of the main areas of upstream emissions are production of goods purchased, waste, transport, and distribution. Downstream emissions stem primarily from transport, distribution, and end-of-life treatment of the products.



We are aware of the impacts our own operations and our upstream and downstream value chain have on the world. We want to participate in reducing the negative impacts our business has on the environment.

As a food concept provider, we only have direct control of our offices. Production, transport, and warehouse logistics are outsourced.

Therefore, we don't only focus on our own operations but look at the entire value chain for opportunities and risks within our immediate circle of control. In 2023, we have prioritized three areas:

- climate impact
- resource use
- pollution from our operations

CLIMATE

Climate change is one of our biggest challenges in the world today. And food systems are contributors to this challenge. Topics such as land-use change, agricultural production, packaging, and waste management are linked to global greenhouse gas emissions.

The effects of climate change such as extreme weather e.g., droughts and floods are also major risks to food production and societies around it.

Taking action, collaborating, and delivering decarbonization of energy systems is one of our major priorities. We need to tackle the emissions linked to our own operations, energy generation, and supply chains.

We take a whole life cycle approach to determining the carbon footprint of our products. This process involves collaborating across our value chain with e.g., production, logistics providers and consumers.

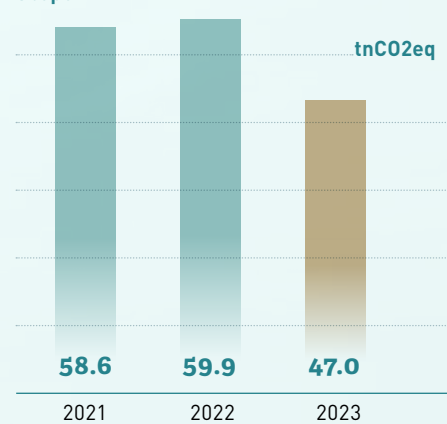
Climate data

In 2023, our Scope 1 emissions were 47 tonnes CO₂eq and our Scope 2 emissions were 29.7 tonnes CO₂eq. Our scope 2 emissions cover our energy consumption related to electricity for four offices and district heating consumption for three offices. In 2023 we also included included data from the 2022 and 2023 acquired companies, Food Partners World and Topfoods, in our Scopes 1 & 2 emissions. This demonstrates that even though expanding the scope of the data, we managed to decrease the emissions in 2023 as a result of our efforts in climate improvements.

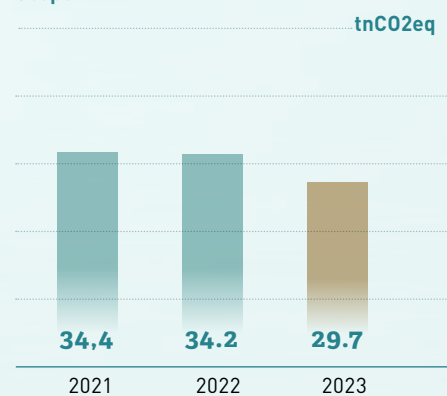
As a food concept provider, we recognize that the main CO₂ emissions come from our Scope 3 emissions. Therefore, in 2023 we took the next step and calculated our Scope 3 emissions. The data covered emissions from all 15 Scope 3 subcategories with the subcategory Purchased goods & services as the major contributor to the Scope 3 emissions. Our total Scope 3 emissions were 458,824 tonnes CO₂eq. The data does not include scope 3 emissions from World Food Partners and Topfoods.

In 2024, we will improve our methods and include more data in the Scope 3 categories. We will start a dialogue with our main suppliers to ignite a climate data collection on product level. We plan to start the process of LCA calculations for selected suppliers in 2024.

Scope 1:



Scope 2:



Scope 1 & 2 emissions cover data on the Geia Group including Food Partners World and Topfoods.



We are a proud member of Science Based Targets initiative

Geia Food is dedicated to reducing our greenhouse gas (GHG) emissions, and we've established a clear target for 2030 on how we'll achieve this reduction.

Climate goal

Crucially, we aim to do it right – in a way that is aligned with science and creates a lasting positive impact on our environment, biodiversity, and societies. Therefore, in December 2022 we have submitted our targets to the Science Based Target initiative (SBTi). This partnership, consisting of organizations such as CDP, the United Nations Global Compact, World Resources Institute (WRI), and the World Wide Fund for Nature (WWF), validates our commitment to reducing GHG emissions in line with the goals outlined in the Paris Agreement.

Key climate goals

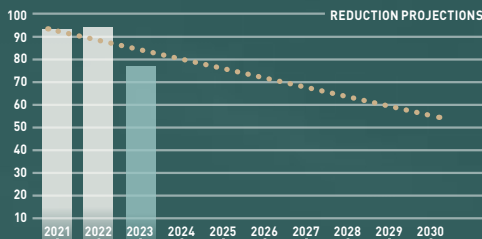


2030: 42% reduction in scope 1-2 emissions (from 2021)



2030: To measure and reduce its scope 3 emissions (from 2021)

By 2030, our aim is to achieve significant reductions in our Scope 1 and Scope 2 emissions. Specifically, we plan to reduce our emissions from company-operated vehicles and to transition to 100% green energy for our power usage within Scope 2, without compensation. Additionally, we are striving to reduce the environmental impact of our operations within Scopes 1 and 2, including compensating for emissions that we are unable to eliminate. We have already come far in this process and have made significant reductions in Scope 1 & 2 emissions by e.g., converting company cars to electric cars and energy optimisation. We compensate for all the remaining emissions. We plan to continue this process of improving our efforts in climate reduction.



The dotted line indicates our 42% reduction target and the green colour indicates what is compensated

Science Based Target Initiative (SBTi)

The SBT is an absolute target rather than a relative target and aims to reduce our total greenhouse gas (GHG) emissions, regardless of our volume growth. This change is aligned with current industry best practice and reflects an ambitious decoupling of our GHG emissions from our sales growth.

Geia Food, following the SME target-setting process, has set near-term absolute reduction targets for Scope 1 and 2 GHG emissions to be achieved by 2030. SMEs often face resource constraints in addressing Scope 3 emissions, so while near-term targets for Scope 3 are not mandatory, we are committed to measuring and reducing these emissions.

By signing this statement, Geia Food joins a diverse coalition of companies, reaffirming our science-based commitment to reducing carbon emissions in the near term.

Climate improvements

We constantly work on improving our efforts in reducing our impacts on climate change.

We are always looking into areas where we can improve. We have started the process of conducting energy efficiency audits according to the EU EED directive to investigate where we have the greatest opportunities to make improvements.

The audit showed opportunities for improvements in our vehicles fleet by conversion to electric or HVO vehicles. We have already started the process of converting our company cars to electric cars, and in 2024 we will continue our improvements and investigate how we can optimize and reduce our energy consumption in relation to our own transport.

We will reduce our consumption by energy optimization and the use of LED, sensors, and changed behavior. We are aware of the fact that most of our CO2e emissions come from our business relations in Scope 3.

We plan to create an overview of the abilities to reduce transportation and km driven by cooperating with our suppliers and customers. We will have a focus on the transportation of our goods from the supplier to our warehouses, and further on to our clients (scope 3). We will investigate the possibility of delivering the goods directly from our suppliers to our clients, without needing the goods to be stored at our warehouse. This would decrease the needs, storage cooling and prolong the shelf life in store.

In addition, we will map the usage of coolants at our storage suppliers. As coolants can be very potent climate gasses, a shift from a high emission to a lower emission coolant can have a major impact.

RESOURCES

To produce food products of high quality depends on diverse ingredients and requires use of many resources which may put stress on our planet from which our business depends. We therefore have a responsibility to influence our value chain – both the producers and our clients.

We will focus on reducing our negative impact on resources and will focus on improvements in the areas of biodiversity, forests, animals, and water systems.

Protecting our biodiversity

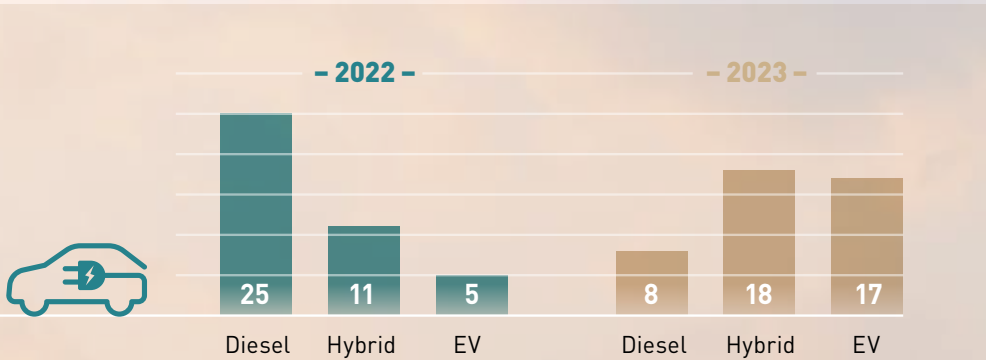
Biodiversity loss is one of the potentially biggest threats to society today.

Climate change and biodiversity loss are deeply interdependent. A third of all land is already used for crops and livestock. The growing global population and hence the growing demand for food and continued land use for food is destabilizing many natural systems that we rely on for our well-being and survival.

We risk facing more extreme temperatures and erratic rainfall brought on by climate change, water scarcity, collapsed fish stocks, exhausted soils, alarming declines in pollinating insects.

We need to change our food system in a way where we support healthy people and a healthy planet.

We are aware that some of the ingredients in our products are exposed to a higher risk due to the impact the production and harvest might have on climate, environment, biodiversity, working conditions or human rights.



COMPANY CARS

In 2023, we converted 17 of our company cars run on diesel fuel to mainly electric cars. Thus, in 2023 40% of our company cars were electric driven. From 2024, we have a policy that all new company cars must be electric cars, and we have a target that by 2027 all our company cars will be electric cars.





We climate compensate via renewable energy production and rainforest protection

After identifying possible improvements, we offset the remainder of the climate emissions in scopes 1 and 2 via two projects. The first project supports generation of renewable energy. Energy generation is one of the biggest emitters of greenhouse gases, and renewable investment is a fast and effective solution to reduce these emissions.

In addition, Geia Food contributes to a project of Gola Rainforest Protection in Sierra Leone. The Gola Rainforest National Park was established to better protect the 70,000-hectare Park, the 70,000-hectare buffer zone and the millions of tonnes of carbon that are locked within Gola's trees and the earth below it. Gola's previous Forest Reserve status did not prohibit small-

scale logging operations, industrial and artisanal mining, and agricultural activities, and the forest area was under threat of rapid deforestation and degradation.

The project is enabling local stakeholders (government, deforestation and national NGOs) to manage this entire landscape sustainably, to benefit local communities and wildlife. All the project's efforts, from National Park Forest Guard employment opportunities to the establishment of a cocoa farmer's co-operative, contribute to the rebuilding of lives after a decade of civil war and the recent Ebola outbreak.

Protection of our forests

Deforestation is another risk to biodiversity and climate change. Forests are home to more than half of all species found on land, a rich variety of life that keeps many of our most vital natural systems running – from keeping our climate stable by absorbing CO2 and releasing oxygen, to regulating our water supply and improving its quality.

The EU Deforestation Regulation (EUDR) are set to guarantee that the products EU citizens consume do not contribute to deforestation or forest degradation worldwide. Commodities include palm oil, soy, coffee, cocoa.

Cocoa is a product which has been part of many scandals, like child labor issues. We therefore focus on sourcing sustainable cocoa, and we have currently 105

products under the Rainforest Alliance certification. The Rainforest Alliance is an international non-profit organization that works on protection of forests, improvements of livelihoods of farmers and forest communities, promoting their human rights, and helping them mitigate and adapt to the climate crisis. The Rainforest Alliance certification thus represents a certification which promotes protection of forests and human rights throughout the production of the products.

We have several products containing sustainable certified soy, and this will continue to be a focus area.

Some of our products contain palm oil. We will prioritize to identify these products and how many of these contain sustainable certified palm oil. We will focus on changing entirely to sustainable

certified palm oil or replacing palm oil with a more sustainable ingredient. In 2024, we will develop and implement a risk system to map all products covered and execute a risk assessment on all relevant products and we will take actions towards being compliant with the EUDR regulations.

Protecting our water systems

For Geia, water stewardship is critical, for our business, for the communities in our value chain and for the environment.

In our own operation water usage is a smaller issue. As all production, storage and transportation is outsourced, we only use water from our offices. However, in 2024, we will calculate our water consumption and use the data to find potential improvements in our own operation.

POLLUTION

As all production, storage and transportation is outsourced, our own operation only generates pollution from our offices, and the amount is minimal.

In 2024, we will take actions to minimize our waste and increase our share of recycled waste. All other pollution sources from our own operation are estimated to be next to irrelevant.

Waste

Geia wants to minimise waste and keep resources in use.

The waste in our own operation, our offices, account for a small part of the waste in our supply chain. However, in 2023, we calculated our waste divided into material types and the destination of the waste.

In 2024, we will focus on waste throughout our supply chain and identify how we can eliminate waste, maximise the reuse and recycling of our ingredients. And we will continue to improve the internal waste sorting.

We will collaborate with our main suppliers to find examples of recycling or upcycling side materials or waste at the supplier sites. With this information we will be able to inspire and encourage the remainder of our suppliers to minimise waste.





Food waste

Globally, approx. 40% of all food produced is never eaten according to WWF. We produce enough food to feed the world population but still about 821 million people on planet are starving or malnourished.

Food waste is a great challenge in the food business. It is inefficient for the industry, and it negatively impacts the environment. It takes up land to produce the food and contributes to deforestation, extinction of species, indigenous populations forced to move and degradation of soil. All this for food that ultimately ends up in landfill.

To reduce the waste of good and healthy products, we are cooperating with the Danish organization Fødevarerbanken (The Food Bank). Fødevarerbanken collects food products at our warehouses in Denmark that are still good and healthy but might be close to the last day of sale or have scratches on the label and thus are not possible to distribute to our customers in Denmark, Norway and Sweden.

Instead of ending up in the bin, they are picked up by The Food Bank, who distributes them to those in need, e.g., the homeless. In 2023, we donated 7,722 kg food waste corresponding to 19,305 meals through the Food Bank.

We are sponsoring the Stop Wasting Food movement Denmark, which is Denmark's largest organisation against food waste. In 2024, we will continue to conduct an overview of the main causes of food waste in our value chain so we can develop a future action plan to decrease it.

Geia Food is a part of the initiative Denmark Against Food Waste (Danmark Mod Madspild), a voluntary agreement for companies and organisations with a goal of halving the food waste by 2030 and to reduce the food loss in the Danish food sector. We report our food waste and food loss to the initiative annually.





FødevarerBanken

– en seriøs løsning på madspild

Fødevarerbanken is an organisation that promotes the elimination of food waste and food poverty in Denmark. They collect food from producers and retailers that are good to use but is not able to be sold in stores. It can be food that are close to expiration date or food with scratches on the label that are still good to use but not possible for us to sell to our customers in Denmark, Norway and Sweden.

Fødevarerbanken is the largest organization in Denmark that works structured and with a focus on food safety to distribute surplus food to vulnerable people in the Danish society. 210 volunteers work at the organization collaborating with 174 food contributors.

In 2023, they collected 1,370 tonnes of surplus food. This food was delivered to social organisations working for and with vulnerable people in society, e.g. shelters for vulnerable, summer camps for vulnerable children and young people, or breakfast clubs at elementary schools at disadvantaged areas. The social organisations prepare the meals. Fødevarerbanken collected food in 2023 corresponding to 3.4 million of meals delivered to 397 recipients.

Fødevarerbanken has by distributing surplus food saved society from emitting 1,274 tonnes of CO2 equivalents.

There are still people and households in Denmark that struggle to finance good and healthy food. Insecure access to food is still an issue for many vulnerable people in Denmark, and Geia Food is proud to have contributed to Fødevarerbanken's work and the agenda of eliminating food waste and food poverty in Denmark with our food surplus to ensuring that healthy food are delivered to more people.



RESULTS 2023

RISK	POLICY AREAS	KPI	OBJECTIVES	ACTIONS	RESULTS
CLIMATE					
Fuel consumption	Climate and environmental policy	Climate data Consumption data in all branches CO2e calculations (scope 1)	Scope 1 Climate impact from fuel calculated (scope 1)	Collect data on fuel volume consumption Calculation of CO2 e	Scope 1: 47 tCO2e Scope 2: 29.7 tCO2e Total: 76.7 tCO2e
Coolants consumption Transport consumption	Climate and environmental policy	Climate data Documentation of corporate climate emissions for scope 3	Climate emissions from coolants per storage supplier estimated (scope 3) Climate emissions from transport estimated (scope 3) Scope 3 emissions data documented - including agricultural emissions	Estimate # kg coolants (divided by type) per storage supplier (scope 3) Estimate # "kg/km" transport (scope 3) Route optimization Fleet conversion to electricity, HVO Measure scope 3 data	Scope 3: 458,824.00 tCO2e
Heat consumption	Climate and environmental policy	Climate improvements (scope 2)	Energy reductions	LED, sensor	Continuous improvements in energy reductions Three offices have converted to LED lights, and three offices have partly converted to LED lights
Electricity consumption Renewable energy CO2 emissions	Climate and environmental policy	100% green energy (scope 2)	Energy conversion to green energy	Certified green electricity	Total energy consumption: 1,076,209 kWh Energy consumption from renewable sources: 298.155 kWh
Product climate emissions	Climate and environmental policy	Product climate data Documentation of product climate emissions (LCA)	Initial product climate data collected	Collect product climate data from some suppliers	In process
Climate compensation	Climate and environmental policy	Climate offsetting Climate compensation for CO2 emissions	Possible offsetting options screened	Investigate offsetting options	Two projects have been financed via climate offsetting of scopes 1 and 2 emissions
RESOURCES					
Biodiversity Forest	Climate and environmental policy	Biodiversity data All products compliant with EUDR	Mapping no. of products	Mapping our assortment	Working group established. Mapping and management process initiated
Reuse Resource usage	Climate and environmental policy	Waste management Minimise amount of waste, sort waste and reuse waste throughout the value chain	Waste in kg divided in fractions calculated Waste in kg for reuse/recycled, incineration, deposit, donations etc. calculated	Measure own waste Ask main suppliers how they handle waste	Total waste: 10,23 tonnes (7.16 tonnes recycled)
Food waste	Climate and environmental policy	Food waste Minimise amount of food waste, sort food waste and use food waste throughout the value chain	Initial overview of causes of food waste in value chain analysed	Analyse causes of food waste in value chain Collect initial estimates	7,722 kg food waste corresponding to 19,305 meals donated through the Food Bank
Water consumption	Climate and environmental policy	Water data Minimise water usage	Water usage measured	Measure volume of water consumption	Total water consumption: 762.39 m3
Water consumption	Climate and environmental policy	Water data Minimise water discharge	Wastewater discharge measured	Measure volume of waste water	No significant waste water in own operations
POLLUTION					
Particle emissions Pollution Chemicals	Climate and environmental policy	Chemicals Minimise amount of chemicals and hazardous waste	Amount of generated hazardous waste calculated Amount of deposited hazardous waste calculated	Calculate # kg hazardous waste generated Calculate # kg hazardous waste deposited	No hazardous waste in own operations
Water pollution	Climate and environmental policy	Water data Documentation of contaminating substances to wastewater	Contamination substances in wastewater in m3, split in types of substances	Measure volume and type of contaminating substances in wastewater	No significant contaminated substances in wastewater

PLAN 2024

RISK	POLICY AREAS	KPI	OBJECTIVES	PLANNED ACTIONS
CLIMATE				
CO2 emissions	Climate and environmental policy	Climate goal setting 2030: 42% reduction i scope 1 og 2 (baseline 2021) and measure and reduce scope 3 emissions (baseline 2021)		Continuous improvements according to SBTi agreement
Fuel consumption Heat consumption	Climate and environmental policy	Climate data Scope 1+2 calculation	2023 numbers calculated	Find own emissions
Coolants consumption Transport consumption	Climate and environmental policy	Climate data Begin scope 3 data collection process	Ability to calculate FLAG and scope 3 data	Scan possibilites for retrieving FLAG emmissions and Scope 3 data
Product climate emissions	Climate and environmental policy	Climate data investigate progress on LCA data at selected suppliers	LCA data from selected suppliers	investigate progress on LCA data at selected suppliers
Fuel consumption	Climate and environmental policy	Climate impact improvements Reduction of litres of fuel (divided in types) (scope 1) & conversion to 100% electric carfleet	Reduction of litres of fuel (divided in types) (scope 1)	Find and calculate numbers All new cars to be electric
Heat consumption Electricity consumption Renewable energy CO2 emissions	Climate and environmental policy	Climate impact improvements Reduction of kwh for power usage (scope 2) & energy reduction initiatives implemented	Reduction of kwh for power usage (scope 2)	Find and calculate numbers Energy optimization (LED, sensors, behavior)
Heat consumption	Climate and environmental policy	Climate impact improvements Reduction of kwh usage for district heating (scope 2)	2023 numbers collected	Find and calculate numbers
Coolants consumption Transport consumption	Climate and environmental policy	Climate impact improvements # kg coolants (divided by type) per storage supplier (scope 3) & conversion to low emission coolants	2023 numbers collected	Find and calculate numbers (electricity + heating) Convert coolants to low emission where possible
Transport consumption CO2 emissions	Climate and environmental policy	Climate impact improvements # "kg/km" transport (scope 3) & optimize inbound transport	2023 numbers collected	Find and calculate numbers Optimise inbound transportation
Transport consumption CO2 emissions	Climate and environmental policy	Climate impact improvements % of goods delivered directly to client	2023 numbers collected	Find and calculate numbers Define need to deliver directly
Climate compensation	Climate and environmental policy	Climate offsetting #tons CO2e emission compensated	2023 numbers collected Compensation purchased	Find and calculate numbers Purchase compensation
RESOURCES				
Reuse Resource usage	Climate and environmental policy	Waste management % of waste in kg divided in fractions (e.g. wood, paper, cardboard, glass) own sites	Own baseline calculated (incineration)	Segregation analysis and estimation of waste at all sites Calculation incineration Assuring optimal reuse and recycling of all fractions
Reuse Resource usage	Climate and environmental policy	Waste management % of waste in kg for reuse/recycled, incineration, deposit, donations etc. in value chain	Value-chain: Waste estimated	Ask strategic suppliers how they handle waste Ask main suppliers if they use side products or waste products
Food waste	Climate and environmental policy	Food waste Food waste avoided by donating products to local NGOs	Decrease food waste wherever possible: Establish possibilities for donations at all sites	Cooperation with The Food Bank Dialogue internally in GF to raise awareness of possibility for donation Investigate possibilities for donation options in NO/SE Dialogue with costumers on food waste importance and possibilities
Water consumption	Climate and environmental policy	Water usage Suppliers # litres of water used	Supplier baseline on selected suppliers	Retrieve data on water usage from selected suppliers Ask selected suppliers how they handle water usage
POLLUTION				
Particle emissions Pollution Chemicals	Climate and environmental policy	Chemicals Hazardous waste & chemicals calculated	Start mapping of suppliers hazardous waste	Define hazardous waste and chemicals Begin dialogue with selected suppliers on hazardous waste and chemicals



Great place to work

Great Place To Work® Certification™ is the most definitive “employer-of-choice” recognition that companies aspire to achieve. It is the only recognition based entirely on what employees report about their workplace experience – specifically, how consistently they experience a high-trust workplace. Great Place to Work Certification is recognized worldwide by employees and employers alike and is the global benchmark for identifying and recognizing outstanding employee experience. Every year, more than 10,000 companies across 60 countries apply to get Great Place To Work-Certified.

Geia Food is proud to announce that we in November 2023 achieved the Great Place To Work certification. This is a significant recognition of our ongoing commitment to creating a workplace where our employees thrive and feel valued. We are pleased to report that an impressive 91% of our talented employees participated in the accompanying survey, demonstrating a high level of engagement and interest in shaping our work environment together. This high participation rate is a clear indication of our team’s commitment to continuously improving the work environment and ensuring that all employees have a voice and feel heard. Achieving this high participation rate is an honor for us and it reaffirms our commitment to fostering a culture where all employees thrive and can realize their full potential.

Good Leadership

Being a global player in the food industry gives us the privilege to cooperate with companies and people around the world. With this comes a responsibility to respect everybody we have relations with and behave decently.

We call this good leadership, and we focus especially on being a good workplace, ensuring a good

governance, and supporting the society where appropriate.

In 2023, we focused on consolidating our ESG team collaboration across our organization in Denmark, Norway and Sweden with great improvements.

Throughout 2023, we worked to further anchor our three values, introduced

in 2022, in our culture and our way of working. The values must be the common thread in everything we do and work with, and it must be our guideline in relation to value-based management.

The three values are:

#1 WE PROVIDE SOLUTIONS FOR OUR CUSTOMERS

#2 WE EXECUTE FROM START TO END

#3 WE COLLABORATE WITHOUT PREJUDICE

Good Workplace

As an employer, we have an important responsibility to ensure our employees have a safe, healthy, and developing work environment – both on a personal and professional level.

Employment

We take great care to ensure that our employees have the right employment conditions in all the countries in which we operate. It is important that remuneration, holidays, and leisure time, as well as other employee rights, are in place in the employment contract. To gather all the efforts done regarding the workplace, we have a policy for labour rights.

Work safety

Our employees invest a great deal of their time in our company, and we therefore feel obliged to take good care of them. This applies especially to safety, so no one is hurt or injured.

Attrition and absenteeism

A low rate of attrition and absenteeism is a sign of healthy, satisfied, and motivated employees. We thus strive to do what is in our power to lower the attrition and absenteeism rate.

In 2024, we will develop a program to reduce the likelihood of employees leaving Geia Food and a program to reduce absenteeism.

Competence development

The value of our company is heavily reliant on our workforce. Our employees are the backbone of everything we do and accomplish. Therefore, we want to recruit and develop our employees into an optimised organisation with an interesting career path for all.

In 2024, we will create specific development plans for our employees, and we will screen our workforce for talents, to create a fast-track career path.

Data security

A part of labour rights is respecting the personal data of our employees. This has, due to the European GDPR legislation, been a focus point. We comply with all data legislation and will continue to keep an eye on the development to ensure that our employees and people applying for positions in the Geia Group can feel safe about our data handling.

We process a large amount of data every day. We are very aware of both the security and data ethics risks in this. We have several elements in existing policies and procedures that describe data ethics. We have a Data protection policy and a Cyber security policy. In 2024, we plan to increase our training of employees in these areas.

Diversity, Equity & Inclusion

We believe that diversity, equity, and inclusion foster greater creativity, innovation, and connection with the markets we serve.

We have a Diversity, Equity & Inclusion (DEI) program. As part of this we track any unadjusted gender pay gap in the organisation and find a solution to close the gap.

We will also have a focus on ensuring special job positions in the organisation for persons on the edge of the labour market, including trainees and apprentices.

Gender balance

The Board of Directors of Geia Food have reflected the gender distribution prevailing in the business where the Group operates, and for which reason it is characterized by an underrepresentation of women. In 2023 the Board constituted of five members, whereas one is female.

We have a target of minimum two female directors on the Board of Directors. Number of women in Group Management is 0. The leadership team reporting directly to the CEO consists of 0 women and 8 men. In 2024, we will set a goal for share of women in the leadership team. To ensure traction of the DEI policy and to support that we manage to increase the share of women in the leadership team, we will focus on understanding the DEI policy and our unconscious biases. Total number of women in the work force is 46%.

Good Governance

Respect for society

With a strong focus on accountability and transparency, we base our work on decency and respect for our stakeholders, and we take pride in always respecting the legislation.

As an international group, we see it as our responsibility to support the national communities in which we operate. Thus, we restrain entirely from aggressive tax planning and pay our taxes and fees according to the national legislation.

Loss prevention, business continuity and crisis management

We upgrade our programs for risk management continuously.

The program for risk management includes conducting a loss prevention audit, developing, and approving a new business continuity plan and a crisis management plan, and looking into potential new insurance coverages on cybersecurity, D&O (director and officer liabilities), business continuity and property.

In addition, we will ensure that our organisation is in compliance with the new due diligence legislation in Norway, as well as prepare for the coming EU due diligence directive. One of the elements is to create a risk register on e.g., environment, health & safety, supply chain, and compliance risks.

In 2023, our auditor conducted four internal audits, and we will keep the same ambition for 2024.

Board oversight

The strategic direction of our sustainability approach is guided by the Group Management and the Board. Sustainability have become a part of the agenda of every Board meeting, i.e., six times annually.

In 2023, we also introduced information on ESG matters at the quarterly staff information.

Transparency

For the last 3 years we have published an annual sustainability report with an increasing number of KPIs and documentation.

In 2023, we initiated the process of analysing and reporting according to the EU Taxonomy and will continue this process in 2024. We will continue with high ambitions and re-evaluate the current ESG KPIs and if relevant add new.

Policies

We have policies in the areas of human rights, labour rights, environment and climate, Health & Safety, Supply Chain, Anti-harassment, Computer & Internet use, working from home, DEI, Anti Money Laundering (AML), Anti-trust, Cybersecurity.

In 2024, we plan to develop training programs for employees in relevant policies. In addition, all members of the Group Management and the Board will be trained in Anti-Corruption and Bribery Policy (ABC).

Code of Conduct

As a natural implementation of the series of policies, we have an internal Code of Conduct.

In 2024, we will develop new training program for employees in the internal Code of Conduct.

In 2023, we had no cases reported through the whistleblowing system. In 2024, we will update our whistleblowing policy and train employees in the policy.

Compliance

To ensure that we are not subject to corruption, unfair competition, or unfair marketing, we have some internal guidelines for regulating these areas. In 2023, we were not presented with any cases of corruption or violations to tax payment.

A potential area of corruption in our industry is food fraud. We have strict measures in place to ensure that our products are not subject to food fraud, as described under supplier management and food safety.

Organisations and charters

As a part of taking the relevant responsibility, we want to become members of the relevant organisations focusing on areas within sustainability, in which we have a material interest. This goes for signing relevant charters as well.

Since 2021, we have been members of Sedex. This gives us access to suppliers Sedex-profiles and SMETA audits, where available.

Ecovadis

In 2023, we signed up for the international sustainability ratings standard, EcoVadis. EcoVadis has rated more than 130,000 companies on their performance within Environment, Ethics, Labor & Human Rights, and Sustainable Procurement. The rating is based on a comprehensive questionnaire with questions on ESG topics. Geia responded to the questionnaire and received the Silver medal rating, which means that we are among the top 15% of companies rated by EcoVadis.



Support to Society

We want to be a positive part of society, respecting the rights of others and adding value to the communities we are a part of. We divide the focus of our corporate citizenship into donations and support, and impact on local communities.

Donations and support

As part of being a good corporate citizen, we support a variety of organisations.

We continue our strategic partnership with the Migrant Children Learning Center of the Raks Thai Foundation in Thailand, which we have been supporting since spring 2020. The support is material to our business since the Foundation is linked to our value chain.

Geia Food sources a lot of food from Thailand, and especially from the province where the learning center is situated. Many of the employees of our suppliers are Myanmar migrant workers, and we see partnering with the learning center as our way of supporting the most vulnerable people in our value chain.

At Geia Food, we support the purpose through various initiatives and facilities. The projects in 2023 included:

- Supporting salary for an additional full-time teacher to ensure that more children can receive education.
- Ensuring a safe playground for the children by installing a special rubber on the 200 square meter playground.
- Renovating outdoor areas which included building a new student restroom.
- Improving the canteen with new chairs and tables.

Local communities

Like every other company, we have an impact on the direct surroundings of our premises. Since we basically only operate from offices, the negative impact is very limited.

In order to make a positive impact and support the local communities, we use local suppliers to the highest possible extent.

Geia Food is, in many ways, a truly international company. But at the same time, we are also a local company. In our natural home bases, we are committed to local support and sponsorships. We aim to support quality activities that both employees and the communities we are part of can relate to. In 2023, we, among others, supported Danish Cancer Society, Children Camp Skælskør (Julemærkehjemmet), GESTUS, Christmas Charity (Dansk Folkehjælp), and Det Kærlige Måltid.

Det Kærlige Måltid



Det Kærlige Måltid

Furthermore, Geia Food has been collaborating with the non-profit organisation "Det Kærlige Måltid" since 2020. The organization is based in Aarhus and Aalborg and is dedicated to promoting community, citizenship, and healthy food. The program involves young volunteers who work together to prepare meals for families who are facing acute life-threatening illness or trauma. The families receive free meal deliveries, providing them with much-needed comfort during a challenging time. At Geia Food, we are proud to have partnered with an organization that makes a significant difference in the lives of both the affected families and the young volunteer in the kitchen. We will continue to support Det Kærlige Måltid.

RESULTS 2023

RISK	POLICY AREAS	KPI	OBJECTIVES	ACTIONS	RESULTS
GOOD WORKPLACE					
Discrimination Occupational safety Child labour Forced labour	Labour rights policy	Employment conditions Employees on valid working contracts	100% of employees on valid working contracts		100 %
Occupational health Occupational safety	Labour rights policy	Working conditions Safe and healthy workplace	0 injuries	Focus on work safety	0
			0 injuries resulting in Lost time (LTI)	Focus on work safety	0
			0 days lost to injury	Focus on work safety	0
			0 fatal accidents	Focus on work safety	0
			Health & Safety program implemented	Develop program Approve program	Program implemented
			Measure attrition rate	Improve employee satisfaction program	14.81%
			Program to reduce attrition approved	Improve employee satisfaction program	Program approved
			Program to reduce absenteeism approved	Develop program	Program approved
			Measure absenteeism rate	Improve employee satisfaction	1.3%
			100% of actions arising from the survey results have been completed	Develop procedure	Ongoing (first year)
Labour rights	Labour rights policy	Competence development Training and education of employees	100% of employees with a development plan	Conduct interviews with employees	100% Employee development (MUS) conducted
			100% of employees screened for talents	Interview managers Screen employees	100% Part of employee development plans (MUS)
Discrimination Occupational health	Labour rights policy	Diversity, Equity & Inclusion Ensure an equal organisation with diversity and inclusion	Unadjusted gender pay gap measured	Calculate pay according to gender	35%
			% of special job positions of all employees	Focus on special jobs	7.2 %
			Measure number of women at leadership level	Measure	0 women in Group Management
			Measure % of women in total workforce	Measure	46% women in workforce
			Measure number of women at Board of Directors	Measure	1 woman of 5 members of Board of Directors
			Understanding of DEI policy and unconscious bias	Training	Yes

RISK	POLICY AREAS	KPI	OBJECTIVES	ACTIONS	RESULTS
GOOD GOVERNANCE					
All	All	Policies All relevant policies approved and implemented	All policies updated when relevant	Policies updated	Yes
			100% of relevant employees annually trained in each policy	Develop training platform Train relevant employees	100%
			100% of members of Group Management and Board annually trained in Anti-Corruption and Bribery Policy (AB)	Develop training platform Train leaders	100%
Anti-corruption Transparency Fair marketing	Anti-corruption policy	Code of Conduct Implementation of policies and values through an internal Code of Conduct	100% of relevant employees annually trained in internal Code of Conduct	Develop training Conduct training	99.4%
All	All	Compliance Full compliance with all legal and moral requirements	No violations on tax payments, fair competition, fair marketing nor corruption	Develop legal overview Adjust if needed	No violations
All	All	Loss prevention, business continuity and crisis management Minimising risks and mitigating potential negative consequences through planning and preparing	Loss prevention review conducted	Develop template Conduct review	Yes
			0 unscheduled, non-maintenance shutdown events (i.e., for more than 24 hours) as a result of a loss prevention event	Adjust to minimise risks	0
			Business continuity plan approved	Develop business continuity plan	Yes
			Crisis management plan approved	Develop crisis management plan	Yes
			Insurance coverage on cybersecurity, D&O, Business continuity/ interruption and Property planned	Screen current insurance coverage Adjust where relevant	Yes
			Risk from environment, H&S, Supply Chain, and Compliance covered in the risk register	Develop risk register	Risk register developed
			Due diligence system implemented	Develop due diligence system to comply with Norwegian legislation	Yes
			Annual audits on this agenda	Topic treated on annual audits at board meetings	4 audits conducted
All	All	Board oversight Anchoring strategic sustainability at Board level	Six Board meetings annually with ESG on the agenda	Add ESG to the agenda Add ESG to CEO reporting	6 Board meetings
Transparency	All	Transparency Being a transparent organisation based on KPIs and documentation	More ESG KPIs published in annual ESG report	Define ESG KPIs Calculate ESG KPIs	ESG KPIs calculated and published in ESG report Process initiated to meet new EU regulations on ESG KPIs
			EU Taxonomy results published	Calculate % of activities eligible for EU Taxonomy (revenue, OPEX and CAPEX)	Process initiated
SUPPORT TO SOCIETY					
Human rights	Human rights policy	Sponsorships Strategic approach to donations and support	Continuous support to Raks Thai school	Close cooperation with project responsible in Thailand	The support has continued

PLAN 2024

RISK	POLICY AREAS	KPI	OBJECTIVES	PLANNED ACTIONS
GOOD WORKPLACE				
Discrimination Occupational safety Child labour Forced labour	Labour rights policy	Employment conditions % of employees on written working contracts	100% of employees on valid working contracts	Measure
Occupational health Occupational safety	Labour rights policy	Working conditions Safe and healthy workplace	0 injuries	Focus on work safety
			0 injuries resulting in Lost time (LTI)	Focus on work safety
			0 days lost to injury	Focus on work safety
			0 fatal accidents	Focus on work safety
			Health & Safety program implemented	Develop program Approve program
			Measure attrition rate	Improve employee satisfaction program
			Program to reduce attrition approved	Develop program
			Program to reduce absenteeism approved	Develop program
			Measure absenteeism rate	Improve employee satisfaction
			100% of actions arising from the survey results have been completed	Develop procedure Conduct Great Place to Work survey
			Work safety awareness (campaign)	
Health related awareness				
Labour rights	Labour rights policy	Competence development Training and education of employees	100% of employees with a development plan	Conduct interviews with employees Identify job framework
			100% of employees screened for talents	Identify high potential employees through an annual talent review process
Discrimination Occupational health	Labour rights policy	Diversity, Equity & Inclusion Ensure an equal organisation with diversity and inclusion	Diversity & Inclusion Program approved	Develop program
			No unadjusted gender pay gap	Calculate pay according to gender Implement evaluation and adjustment process
			0,5% of special job positions of all employees	Focus on special jobs Investigate options Definitions in place covering DK, NO & SE
			Measure number of women at leadership level	Measure
			Understanding of DEI policy and unconscious bias	Training
GOOD GOVERNANCE				
All	All	Policies All relevant policies approved and implemented	All policies updated when relevant	Policies updated
			100% of relevant employees annually trained in each policy	Develop training platform Train relevant employees
			100% of members of Group Management and Board annually trained in Anti-Corruption and Bribery Policy (AB)	Develop training platform Train leaders

RISK	POLICY AREAS	KPI	OBJECTIVES	PLANNED ACTIONS
GOOD GOVERNANCE				
Anti-corruption Transparency Fair marketing	Anti-corruption policy	Code of Conduct Implementation of policies and values through an internal Code of Conduct	100% of relevant employees annually trained in internal Code of Conduct	Develop training Conduct training
			100% of members of Non-Executive Board and Executive Board annually trained in Anti-Corruption and Bribery Policy (ABC)	Conduct training
			100% of relevant employees annually trained in whistleblowing system	Train employees in using the whistleblowing system
All	All	Compliance Full compliance with all legal and moral requirements	No violations on tax payments, fair competition, fair marketing nor corruption	Develop legal overview Adjust if needed
			Compliance management system setup	Evaluate current practices on compliance management and improve if needed
			Approval of compliance manager	Find and approve
All	All	Loss prevention, business continuity and crisis management Minimising risks and mitigating potential negative consequences through planning and preparing	Loss prevention review conducted	Develop template Conduct review
			0 unscheduled, non-maintenance shutdown events (i.e., for more than 24 hours) as a result of a loss prevention event	Adjust to minimise risks
			Business continuity plan approved	Develop and approve business continuity plan
			Crisis management plan approved	Develop crisis management plan
			Insurance coverage on cybersecurity, D&O, Business continuity/interruption and Property planned	Screen current insurance coverage Adjust where relevant
			Risk from environment, H&S, Supply Chain, and Compliance covered in the risk register	Develop risk register Outline risks and implement necessary actions to eliminate risks
			Due diligence system implemented	Develop due diligence system to comply with Norwegian legislation
2 financial audits conducted by auditor	External consultants to conduct 2 financial audits (DK)			
All	All	Board oversight Anchoring strategic sustainability at Board level	Six Board meetings annually with ESG on the agenda	Add ESG to the agenda Add ESG to CEO reporting
Transparency	All	Transparency Being a transparent organisation based on KPIs and documentation	More ESG KPIs published in annual ESG report	Define ESG KPIs Calculate ESG KPIs
			EU Taxonomy results published	Calculate % of activities eligible for EU Taxonomi (revenue, OPEX and CAPEX)
			CSRD compliance DMA performed ESRS KPIs according to CSRD published	Perform double materiality analysis (DMA) and GAP analysis
SUPPORT TO SOCIETY				
Human rights	Human rights policy	Sponsorships Strategic approach to donations and support	Continuous support to Raks Thai school	Close cooperation with project responsible in Thailand

KPI Definitions

RESPONSIBLE PROCUREMENT

FOOD SAFETY

IFS certification

Number of sites with a valid IFS food safety certification.

IFS internal audit

Number of sites on which we have conducted an internal IFS audit. Normally this is facilitated by our Quality Manager.

IFS external audit

Number of sites on which third party auditors have conducted a IFS audit. Normally this is done by DNV GL.

Compliance with national food safety authorities

Number of sites in compliance with national food safety authorities. GFSI Certification
Number of sites with a valid GFSI certification. GFSI audits [external]
Number of sites on which third party auditors have conducted a GFSI audit.

GFSI audits (internal)

Number of sites on which we have conducted an internal GFSI audit. Normally this is facilitated by our Quality Manager

Labelling

Number of labels not in compliance with national food safety authorities.

Recalls

Number of recalls of products.

SUPPLIER MANAGEMENT

Risk assessment

% of annual purchase in DKK from suppliers with a valid risk assessment.

Supplier Code of Conduct

% of annual purchase in DKK from suppliers who signed our new Supplier Code of Conduct (SCoC).

Self-assessment

% of annual purchase in DKK from suppliers with a valid self-assessment.

SUSTAINABLE PRODUCTS

Animal welfare

The main focus is currently on our cooperation with the Danish Society for Animal Protection (Dyrenes Beskyttelse).

Whole grains partnership

Danish initiative focusing on increasing the intake of whole grains by the end users in Denmark.

Keyhole label

Nordic initiative focusing on healthier food, e.g., content of fat, salt, and fibres.

MSC/ASC certification

Independent certification system focusing on sustainable fish products.

Minority choices

Number of products in assortment within the categories of e.g. halal, vegan, vegetarian and lactose free.

Packaging

Materials used for primary packaging (with food contact) and secondary packaging (without food contact).

SUSTAINABLE OPERATION

CLIMATE

Energy

Number of kWh used in Danish branches.

Climate emissions from scope 1 and 2

Number of CO₂ e emitted from scope 1 (direct emissions) and scope 2 (energy usage) in Geia Food.

Climate emissions from scope 3

Number of CO₂ e emitted from scope 3 (indirect emissions at suppliers and clients) in the value chain of Geia Food.

Climate emissions from products (LCA)

Number of CO₂ e emitted from a product seen from a life-cycle perspective.

Climate emissions from fuel (scope 1)

Number of litres of fuel (divided in types) (scope 1)
Climate emissions from power usage (scope 2)
Number of kwh for power usage (scope 2)

Climate emissions from power usage from renewable sources (scope 2)

% of power usage in kwh from renewable sources (scope 2)

Climate emissions from district heating (scope 2)

Number of kwh for district heating (scope 2)

Climate emissions from coolants per storage supplier (scope 3)

Number of kg coolants (divided by type) per storage supplier (scope 3)

Climate emissions from transport (scope 3)

Number of "kg/km" transport (scope 3)

Climate emissions from goods delivered directly to client (scope 3)

% of goods delivered directly to client (scope 3)

RESOURCES

Waste fractions

Waste in kg divided in fractions

Waste destination

Waste in kg for reuse/ recycled, incineration, deposit, donations etc.

Food waste

Initial overview of causes of food waste in value chain analysed

Water usage

Number of litres of water used

POLLUTION

Generated hazardous waste

Number of kg hazardous waste generated

Deposited hazardous waste

Number of kg hazardous waste deposited

GOOD LEADERSHIP

GOOD WORKPLACE

Work accidents

Number of registered work accidents on all sites.

Absence due to work accidents

Number of days of absence due to registered working accidents on all sites.
Gender balance – Board Share and number of women on the Board of Directors of Geia Food A/S.

Gender balance

– Leadership

Team Share and number of women in the Leadership Team of Geia Food A/S reporting directly to the CEO.

Valid working contracts

% of employees on valid working contracts according to relevant legislation.

Work injuries

Number of injuries resulting in lost time (LTI).

Days lost due to injuries

Number of days lost due to work injuries.

Fatal accidents

Number of fatal accidents.

Attrition rate

(Total number of leavers in a year / average number of employees in a year) * 100



Absenteeism rate
 (Number of hours taken off for unauthorised absence / Total hours scheduled by the workforce over the period) * 100.

Annual employee engagement survey actions
 % of actions arising from the survey results completed

Development plan
 % of employees with a development plan

Talent screening
 % of employees annually screened for talents

Unadjusted gender pay gap
 The difference between average gross hourly earnings of male paid employees and of female paid employees as a percentage of average gross hourly earnings of male paid employees.

Special job positions
 % of special job positions of all employees

GOOD GOVERNANCE Policies
 Internal guidelines on e.g., human rights, labour rights, environment, climate, and good governance.

Violations
 Number of violations of marketing, competition and anticorruption legislation carried out or caused by Geia Food.

Policy employee training
 % of relevant employees annually trained in each policy.

Policy leadership training
 % of members of the Group Management and the Board annually trained in Anti-Corruption and Bribery Policy (ABC)

Internal Code of Conduct training
 % of relevant employees annually trained in internal Code of Conduct.

Unscheduled, non-maintenance shutdown events
 Number of unscheduled, non-maintenance shutdown events (i.e. for more than 24 hours) as a result of a loss prevention event.

Internal audits
 Number of internal audits conducted by auditor.

Board meetings
 Number of Board meetings annually with ESG on the agenda.

ESG KPIs
 Number of ESG KPIs published in annual ESG report

SUPPORT TO SOCIETY Donations and support
 Financial and/or other support to third party organisations and initiatives from Geia Food A/S.

Local communities
 Number of negative impacts on local communities, i.e., physical surroundings of Geia Food owned premises.

COMPANY PROFILE

ORGANISATION

- ▶ Company name: Geia Food A/S
- ▶ Website: www.geiafood.com
- ▶ Head office: Fuglevænget 9, 9000 Aalborg, Denmark
- ▶ Ownership: FCP HoldCo ApS, Fuglevænget 9, 9000 Aalborg, No. 42150606 through FCP BidCo ApS, Fuglevænget 9, 9000 Aalborg, No. 42315249
- ▶ Number of employees: Average number in 2022 is 160 employees

REPORT

- ▶ Reporting period: 1/1/2022 – 31/12/2022
- ▶ Reporting practices: We have reported in accordance with the Danish Financial Statements Act, Article 99

Geia Food is represented in Sweden through the subsidiary Geia Food AB and Geia Food Holding AB, in Norway through the subsidiary Geia Food Norge AS and Geia Food AS and in Finland through the subsidiary Geia Food OY (empty shell).

GOVERNANCE

- ▶ Contact person regarding the report and the overall sustainability officer is Claus Ravnsbo, Group CEO (cra@geiafood.com).



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