

Convini



Sustainability report

2025



Growth with direction and responsibility	3	Building the operational hubs of the future	21	The path to reducing food waste	41
Sustainable highlights 2025	4	Recognised in the Symbiosis Shortlist 2025	22	Our own Coffee Sustainability Expert	46
Convini's value chain	7	Smart and sustainable machines	25	ConviniStafetten and Let's GO	48
Our sustainability vision	10	Even closer to a 100% electric fleet	30	The power of community and engagement	50
Meet our sustainability heroes	12	A greener product range	34	The workplace in numbers	53
Our key sustainability issues	15	Growing demand for plant-based drinks	36	Ethics and responsibility	54
This year's carbon footprint in figures	17	Sustainability-labelled product range	38	Our focus for 2026	58
Climate targets approved by SBTi	20	Our good green friends	40	Moving forward with strength and focus	59

Growth with direction and responsibility

2025 was a year of continued growth and a strengthened position for Convini as the market leader in smart food and coffee solutions for workplaces. We are moving closer to our goal of becoming a billion-SEK company, with the ambition of becoming the preferred choice for workplaces across Europe.

The year was also marked by geopolitical uncertainty, economic volatility and rapid change. At times, sustainability was overshadowed by major global events, despite the very real environmental challenges and extreme weather. For us, it is the opposite. At its core, sustainability is about empathy, responsibility and long-term thinking. That perspective is more relevant than ever. Convini remains firmly committed to a clear direction, and I would like to highlight some of the year's key sustainability achievements.

We were recognised as one of nine companies on the Symbiosis Shortlist 2025 – an acknowledgement of businesses that combine growth with long-term responsibility. This recognition strengthens our ambition to lead by example in our industry and inspire others to take greater responsibility.

We are currently investing in new, state-of-the-art operational hubs. These are environmentally certified and combine efficient logistics with smart energy use. With solar panels on the roofs, expanded charging infrastructure and battery storage, we are building for the future while

creating modern, safe and inspiring workplaces for our employees. I look forward to these hubs becoming operational in 2026, when we will also move even closer to a fully electric vehicle fleet.

We have continued to reduce our overall climate footprint, achieving a reduction of 8.5% compared to the previous year. Food waste remains a key focus area for us, and this year we exceeded our target of halving food waste through effective processes and strong partnerships.

Being an attractive and responsible employer is a core part of our strategy. During the year, we were once again certified as a Great Place to Work. We also launched our new culture platform – Energizing People – which clarifies how we act, collaborate and lead as we continue to grow.

For me and for Convini, sustainability is not a side project. It is an integral part of our business. We still have much to do, and that drives us forward. I am proud that Convini continues to drive positive change and demonstrate that growth and responsibility can go hand in hand.

A warm thank you to all our fantastic employees, customers and partners who make this possible. Together, we continue to grow and build the sustainable workplace of the future.

Henrik Samuelson
CEO Convini Group



Sustainable highlights 2025


Reduced climate footprint
in our own operations

-8,5%

Reduced food
waste by

56%

Our SBTi target for
2030 is already met.



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Building the next
generation of sustainable
operational hubs



The sales share of vegetarian
meals increased to

18%

Convini
Shortlisted for
Symbiosis
2025

Symbiosis celebrates Sweden's top
responsible-growth companies.

Lunchrapporten 2025
We investigated Swedes'
lunch habits at work.

Through Let's GO and The
Ocean Cleanup, 23 tonnes
of plastic were removed
from the oceans

**We are Great Place
To Work® certified**



Launched a new
culture platform

Energizing People



This is Convini

Convini is a family business founded in 1995 by Anders Enqvist. Our mission has remained the same since the very beginning over 30 years ago – to help people at work feel good and achieve more.

We provide innovative and sustainable end-to-end solutions for food, coffee and fruit in the workplace; everything needed for well-being and energy at work, 24/7.

We take care of everything from installation to daily operations. Our employees visit our customers regularly to keep them stocked with coffee, tea, breakfast, salads, sandwiches, lunches, snacks and cold drinks.

Convini operates in Stockholm, Gothenburg and Malmö, as well as in Germany – in Berlin, Cologne, Hamburg and Düsseldorf.

The main owners of the Convini Group are the Enqvist family and AB Max Sievert. Convini's revenue streams come partly from more than 5,000 corporate client companies who have agreements with Convini as their service partner for food stores and coffee, as well as from the hundreds of thousands of consumers who buy products in Convini's stores every day.

A family business
founded in
1995

2 500
Convini stores

5 000
client companies

4 700
coffee machines

>350 000
consumers



Approximately
300
employees



Turnover in MSEK
2022-2025

*Figures on this page refer to Sweden and Germany. The content on the other pages of the report refers to Sweden only.





Our vision

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

Our mission

We help people at work feel good and achieve more.

Our business idea

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

Convini's value chain

Our value chain illustrates the most important flows in our business – from sourcing and logistics in the early stages, through our own operational processes, to how products and services reach customers and are ultimately handled at the end of their lifecycle.

By analysing the value chain, we can identify where value is created within the business and where our greatest impact on climate, environment and resources occurs. It also provides a foundation for prioritising actions in our sustainability work.



In dialogue with our stakeholders

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

We have an ongoing dialogue on sustainability with all these groups. We ask for their feedback, follow up on the issues that are relevant to them and adapt our sustainability strategy, priorities and actions accordingly.



Client companies

Approx. 5,000 companies, authorities and organizations, all of which are our customers and in turn employers.

Type of dialogue

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

Consumers

More than 350,000 consumers who use the services and products offered by Convini; food, drinks, coffee and fruit at workplaces.

Type of dialogue

Annual survey sent to all consumers. Ongoing communication via the Convini app, pulse measurements in the payment screen, email, customer service, telephone, social media and personal visits.

Employees

Approx. 270 employees at Convini in Stockholm, Gothenburg and Malmö.

Type of dialogue

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

Suppliers

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

Type of dialogue

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

Authorities

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

Type of dialogue

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

Contributing to the global goals

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

We are guided by the 17 Sustainable Development Goals (SDGs) set out by the United Nations in 2015. Of the 17 goals, we have selected five that are particularly important to us and our business:

No.3 Good health and well-being

No.5 Gender equality

No.8 Decent work and economic growth

No.12 Responsible consumption and production

No.13 Climate action





Our sustainability vision

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



From vision to action

For us, sustainability is a central part of our business and our responsibility. It encompasses environmental and climate impact, health and wellbeing, human rights, and our social responsibility – both within our organisation and in society at large.

- Our work is led by our Sustainability Manager, who is part of the management team and drives progress together with the organisation.
- Each year, we establish a strategic plan in which social, economic and environmental sustainability form the foundation. The plan includes clear targets and activities, approved by the Board of Directors and integrated into the overall governance of the business.
- Management continuously monitors progress to ensure we meet our ambitions, while perspectives from across the organisation contribute to a more robust and relevant direction.
- Convini is certified according to ISO 9001 (quality) and ISO 14001 (environment). This means our work is reviewed annually by independent auditors, confirming that our processes maintain high quality and continue to develop in the right direction.
- We actively work to embed sustainability throughout the organisation. The topic is a recurring item at company-wide meetings, kick-offs and team meetings, and each team has sustainability targets linked to its area of responsibility. Individual goals are also set during performance reviews, contributing to engagement, clarity and continuous development at all levels of the company.



Meet our sustainability heroes

Of course, corporate sustainability requires strategies, targets, analysis and reporting. But to become a reality, it requires efforts in many people's everyday work. At Convini, the commitment and concrete sustainability efforts are reflected in the work of our employees. Every day, all year round.

Linda Ljunghagen
Customer Service
Team Leader



”

In my role, I am responsible for collecting and compiling sustainability data from different parts of the business as well as from our suppliers. This includes key metrics related to energy and water consumption, travel, transportation and other aspects of our operations. The information is reported in Position Green and serves as an important basis for monitoring and developing our sustainability work.

Fanny Uvemo
HR Generalist



”

In my role, I work to promote a work environment where people feel well and can perform sustainably over time. I support managers in recruitment and employment law matters, and I develop our HR processes as well as our communication and learning functions.

During the year, we worked together with the organisation to develop a culture platform with clear core values and leadership principles that guide the way we work. I am proud that Convini invests in social sustainability to create a safe and supportive work environment where people can thrive and grow.

Robin Oddhammar
Coach Store Manager



”

As a coach for store managers, much of my day revolves around improving route efficiency and optimising our Convini stores – both in terms of assortment and store setup. I see it as a sport to achieve our goals of minimising food waste and driving sustainability overall.

Our partnership with MatRätt enables us to save products that are not sold in time in our Convini stores. Through a few simple steps, we minimise food waste while also creating direct social value – something I am truly proud of!

Magnus Persson
Vehicle Technician



My work involves reconditioning and repairing our vehicles to maximise their lifespan. I have developed a process to recover functional components from the cabinets of our decommissioned freezer vehicles, allowing them to be reused in our newer freezer vehicles.

I drain oil from compressors and fluid from cooling plates and ensure they are sent for recycling. Refrigerants are extracted and reported to the relevant regulatory authority. The remaining parts of the cabinets are sent for recycling, where materials such as metals, electronics, fibreglass and insulation are separated and recycled.

Josefine Lindersson
Category Manager



Sustainability is a natural part of my daily work and an important element of our strategic assortment development. We ensure that all suppliers meet our requirements and maintain an ongoing dialogue to jointly develop a more sustainable offering for consumers.

This includes everything from improving packaging to reducing the share of animal protein and promoting products with a lower climate impact. Small changes can make a big difference. At the same time, we aim to inspire behavioural change among our consumers and make it easier for them to choose products that are better – both for the individual and for the environment.

Emmy Jidberg
Store Manager



I actively work to reduce food waste by adjusting the assortment daily based on customer needs. Are Caesar wraps selling best? Then I increase those and remove items that are not moving. This allows us to maximise sales while keeping food waste close to zero.

When customers feel that the offering is tailored to their preferences, the store becomes more inviting – a place where people want to shop. With a strong sense for trends such as plant-based options and health, I aim to ensure that the right product reaches the right customer. If any items are approaching their expiry date, I make sure they are either collected for redistribution or donated to Stadsmissionen in good time. For me, it's like a sport – making sure every product is put to good use!

How we identify our material sustainability issues

There is so much to be done to create a sustainable future. No one can do everything, but everyone can do something. Convini prioritises the sustainability topics that matter most to our customers, society, employees and owners – and where we have the greatest opportunity to make an impact. That is why we carry out a structured analysis each year to ensure that our priorities are set in the right direction.

1. External and standards-based analysis

We begin by analysing regulatory requirements, industry developments and frameworks such as the EU's new ESRS standards. This provides us with a broad and up-to-date understanding of which issues may be relevant to us.

2. Impact assessment

We assess how our activities may impact the environment, climate, society and people – both directly within our own operations and indirectly across the value chain. This includes evaluating the scale of the impact, its potential severity and where in the value chain it occurs.

3. Assessment of business and financial impact

In parallel, we analyse how different sustainability issues may affect our business model, risk profile and long-term competitiveness. This includes aspects such as customer requirements, investment opportunities and climate-related risks.

4. Dialogue with key stakeholders

We gather input from consumers, suppliers, employees and owners to ensure that the analysis reflects both internal and external expectations. Their insights are an important part of our prioritisation.

5. Overall prioritisation and decision-making

Following the analysis, we compile the results into a double materiality assessment. The issues with the greatest significance – either for our surroundings or for our business – are identified as material and form the foundation for our sustainability reporting and our future targets.



Our key sustainability issues

Product range

Description of risks/impact

The products we sell impact the environment and climate through their ingredients, cultivation, production and packaging.

Management of risks/impact

The majority of products are sourced from suppliers with production in Sweden. Collaboration with suppliers actively working on sustainability issues. Striving to increase the share of products with a low climate footprint. Guidance, labelling and inspiration to make sustainable choices easier for customers. Sustainability declarations across the product range to clarify impact. Annual supplier reviews including risk and sustainability analysis.

Policies and guidelines

Code of Conduct
Risk & sustainability analysis
Purchasing policy

Indicators

Share of suppliers that have approved Code of Conduct.
Share of certified coffee.
Share of recyclable packaging.
Share of suppliers complying with our purchasing policy.
Amount of collected material.



Transport

Description of risks/impact

All customer deliveries are carried out using our own transport vehicles, which are powered by fuels that impact the environment and climate.

Management of risks/impact

Optimising delivery schedules and routes to reduce driving distances and emissions. Modern and energy-efficient technology is prioritised when purchasing new vehicles. Transport vehicles are fuelled with 100% fossil-free diesel (HVO100). Gradually introducing electric transport vehicles into the fleet. All company cars are 100% electric.

Policies and guidelines

100% HVO100
100% electric company cars
Vehicle policy

Indicators

Volume by fuel type
Share of renewable electricity
Number of kWh
Share of electric vehicles



Food waste

Description of risks/impact

A small share of the products we deliver to customers are not sold before their expiry date and therefore need to be discarded. This negatively impacts both the environment and society.

Management of risks/impact

Dialogue with suppliers to reduce the risk of food waste throughout the value chain. Working according to the FIFO principle to ensure correct product rotation. Collaborating with organisations and companies that take care of unsold products for further use. Optimising product mix and ordering routines to reduce the risk of unsold products. Monitoring food waste at store level to identify improvement measures.

Policies and guidelines

Handbook for store managers
Self-monitoring programme

Indicators

Number of rescued products
Waste value in relation to delivered and sold value



Equipment and machines

Description of risks/impact

The equipment and machines we provide impact the climate through their materials, energy consumption and manufacturing.

Management of risks/impact

Selecting equipment and machines with high quality and low energy consumption. Coffee machines automatically switch to energy-saving mode when not in use. Procedures for reusing machines. Recycling worn-out machines. Extending the lifespan of machines through maintenance and replacement of service parts.

Policies and guidelines

If equipment can be repaired and reused, it should be.

Indicators

Number of recycled machines
Value of recycled spare parts



Human rights and animal welfare

Description of risks/impact

Parts of our product range are cultivated and produced in countries where there is a risk that human and animal rights are not respected.

Management of risks/impact

Collaborating with suppliers established in the Swedish market that can demonstrate their sustainability efforts. Purchasing a high share of certified products to reduce risks related to human rights and animal welfare. Setting requirements through our Code of Conduct and carrying out risk and sustainability assessments before entering into partnerships. Conducting regular reviews and audits of high-risk suppliers. Following up on suppliers' work regarding working conditions, animal welfare and social sustainability.

Policies and guidelines

Code of Conduct
Risk & sustainability analysis
Purchasing policy

Indicators

Share of suppliers that have approved Code of Conduct
Number of high-risk suppliers



Our key sustainability issues

Food safety

Description of risks/impact

Risk of disruptions in the chilled and frozen supply chain, resulting in defective products and potential health risks.

Risk that suppliers and employees do not comply with rules and guidelines for food handling.

Management of risks/impact

Training and procedures related to hygiene and food safety.

Self-monitoring programme for ongoing quality assurance.

Additional inspections of high-risk suppliers through site visits and documentation reviews.

Regular checks of chilled and frozen supply chains in stores and logistics operations.

Collaboration with municipal environmental authorities during external inspections.

Policies and guidelines

Self-monitoring programme

Risk & sustainability analysis

Traceability requirements

Indicators

Reported customer cases

Number of high-risk suppliers



Health aspects of the product range

Description of risks/impact

Excessive consumption of unhealthy products, combined with sedentary lifestyles, can negatively impact health.

Management of risks/impact

Highlighting and inspiring healthier choices through our product range and communication.

Dedicated category management team ensuring a balanced assortment.

Evaluating products based on ingredients and health parameters.

Sustainability-declared product range where health is one of the weighted parameters.

Working to make it easier for customers to choose healthier alternatives.

Policies and guidelines

Our assortment strategy is based on four cornerstones: sustainability, health, variety and enjoyment.

Indicators

Share of products classified as better alternatives



Equality and a safe workplace

Description of risks/impact

For us, it is a given to promote equal treatment, inclusion and respect, but there is a risk that these principles are not always upheld by everyone. Some roles within our organisation involve risks of both physical and psychosocial health issues related to the nature of the work.

Management of risks/impact

Complying with laws and regulations to ensure a safe and healthy working environment.

Actively promoting equal opportunities, gender equality and zero tolerance for discrimination.

Collective agreements and secure employment conditions.

Regular employee surveys.

Safety inspections and work environment audits.

Promoting wellbeing through wellness allowances and wellbeing initiatives.

External inspections and audits.

Policies and guidelines

Employee handbook

Work environment policy

Alcohol & drug policy

Equality policy

Sustainability policy

Guidelines against abusive or offensive treatment

Indicators

Number of long-term and short-term sick leave cases

Gender distribution

Employee engagement



Ethic and responsible business

Description of risks/impact

There is a risk that companies and individuals do not act in an ethical manner.

In parts of our operations, there is a certain risk of corruption.

Management of risks/impact

Systems and procedures ensuring that ethical conduct is the norm.

Training on how employees should act ethically in business situations.

Regulating supplier relationships through our Code of Conduct.

External whistleblowing system.

External audit of the company's annual report.

Clear guidelines for anti-corruption and responsible conduct.

Policies and guidelines

Employee handbook

Work environment policy

Finance handbook

Anti-corruption policy

Whistleblowing procedure

Indicators

Any deviations identified during external audits

Number of reported suspected corruption cases

Financial key figures



Information security and data protection

Description of risks/impact

Risk that information systems are disrupted, misused or accessed by unauthorised parties, including risks related to personal data. Such incidents may affect service availability and data integrity, and could lead to financial damage, reduced trust and negative impact on our brand.

Management of risks/impact

Information security is managed as an integrated part of our operations and management processes, using a risk-based approach and a focus on continuous improvement.

Within our certified management system (ISO 9001 and ISO 14001), the IT process forms a central component, where risks related to systems and data are continuously identified and managed.

Key measures include controlled access to systems and sensitive information, strong authentication and a robust, well-managed IT environment.

Policies and guidelines

Privacy policy

IT policy

Indicators

Results from external vulnerability assessments and security evaluations.

Internal follow-up of system reliability and implemented security improvements.



This year's carbon footprint in figures

The climate footprint from our own operations continues to decrease, both in absolute terms and per SEK of revenue. Through our efforts, emissions have decreased by 90% since we began measuring them in 2019. In 2025, we recorded a clear reduction, both in absolute terms and per SEK of revenue.

Our total climate footprint amounted to 613 tonnes of CO₂e. This represents a decrease of 8.5%, corresponding to 13.6% per SEK of revenue, compared to the previous year. The reduction is primarily linked to developments within Scope 1.

Scope development 2025

- ➔ Scope 1 decreased by 69% – in 2024, refrigerant refilling was required, which explains the significant difference compared to 2025.
- ➔ Scope 2 increased by 5.9% – mainly due to higher electricity consumption.
- ➔ Scope 3 increased marginally by 0.4% – driven by slightly more tonne-kilometres from third-party transport.

Calculation method

The calculations follow the Greenhouse Gas Protocol (GHG) and include emissions from electricity and heating, company vehicles, business travel, transport, office materials and commuting.

Carbon offsetting and continued efforts

To balance remaining emissions, we continue to invest in climate projects while further reducing our climate footprint.

EMISSIONS FROM OUR ACTIVITIES PER GHG SCOPE	Tonnes CO ₂ e 2023	Tonnes CO ₂ e 2024	Tonnes CO ₂ e 2025
Scope 1	50	88	27
Scope 2	37	37	39
Scope 3	498	545	547
Total	585	670	613



Scope 1

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



Scope 2

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



Scope 3

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



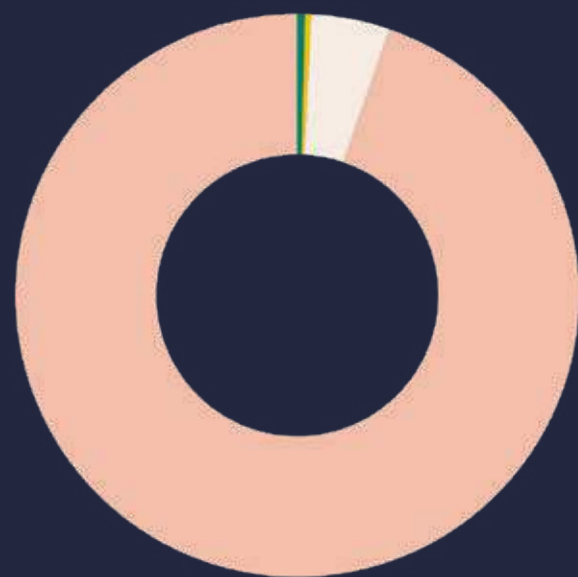
The table shows our total footprint in tonnes in relation our yearly turnover in MSEK.

*The figures on this page refer to Sweden.

Low footprint in own operations

The share of our total climate footprint originating from our own operations in 2025 is 4%, which is slightly lower than the previous year. This means that a very small portion of our climate footprint comes from our own operations, as presented on page 17.

The largest share of our climate footprint comes from the products we sell. The main reasons for the low emissions from our own operations are our transition to fossil-free transport to customers, the use of green electricity at our facilities, and that all company cars are electric.



● Scope 1 ● Scope 2 ● Scope 3 ● Climate footprint of sold products

Footprint from own operations



We balance our climate impact

We work continuously to reduce our emissions and achieve net zero in our own operations. Net zero means that the amount of greenhouse gases emitted is balanced by an equivalent amount removed from the atmosphere, resulting in no net increase in greenhouse gases. We take responsibility by financing carefully selected climate projects that help balance the climate impact of our operations.



This means that we contribute to a reduction in greenhouse gases equivalent to the emissions generated by our operations. Through our climate financing, we support a sustainable transition globally – both from a climate and a social perspective.

When selecting climate projects, we place great emphasis on both the actual impact of the projects on the ground and their compliance with high standards through recognised certifications. In consultation with Atmoz Consulting, we have therefore selected two projects that align with Convini's sustainability ambitions.

Boreal Mix – biodiversity

Boreal Mix works to increase carbon storage and biodiversity in Swedish forests. By supporting Boreal Mix, we contribute to preserving forests with high natural values and promoting biodiversity.

FightCOtwo provides financial support to forest owners to conserve high nature value forests, thereby preserving forest carbon stocks and increasing diversity among species. This results in a more robust and resilient ecosystem, ready to face extreme weather and provide a safe place for many species to live.

Karnataka Solar – fossil-free solar energy

Karnataka Solar harnesses India's abundant sunlight and converts it into electricity that is fed into the national grid.

By replacing fossil-based power generation, the project helps reduce greenhouse gas emissions and supports the transition to a more sustainable energy system. At the same time, the initiative creates socio-economic benefits for the region through new job opportunities and improved access to stable and sustainable energy.

Climate targets approved by Science Based Targets initiative

We are proud that our climate targets are approved by the Science Based Targets initiative (SBTi). It is an important testament to our ambitious and science-based work.

SBTi is a global organisation that ensures that companies' climate targets are based on the latest science and are in line with global emissions targets.

Convini is actively working to encourage - and eventually require - our suppliers to meet the criteria and achieve their climate targets approved by SBTi. As an industry leader, we use our market position to influence and drive positive change. By engaging our entire supply chain, we aim to maximize our positive impact on the planet.

Target follow-up

Convini aims to reduce its climate footprint in Scope 1 and 2 by 46% by 2030, compared to the base year 2019. We are already well ahead of plan. Since 2019, we have reduced our Scope 1 and 2 emissions by 90%. In 2025, we also see a continued decrease compared to the previous year. This is a clear indication that we are moving in the right direction - and that the actions we are taking are making a difference.

Preparing the next step

During 2026, we will continue to assess and prepare for the possibility of joining the SBTi Net-Zero Commitment. This is a long-term effort that requires both analysis and preparation before a decision can be made.



About the Science Based Targets initiative

The Science Based Target initiative is a global collaboration between several major stakeholders and research bodies such as CDP, WRI, WWF, We Mean Business and the UN Global Compact. SBTi defines and promotes best practices for science-based targets. They guide companies in setting climate targets that are in line with what science says is needed to achieve the goals of the Paris Agreement.

Building the operational hubs of the future

During the year, we took several important steps to develop our business and strengthen both our environmental performance and working environment. One of the largest initiatives is the establishment of our new operational hubs in Stockholm and Malmö, which are now taking shape. They are designed to meet future demands for efficient logistics, smart energy use and safe, high-quality working environments.

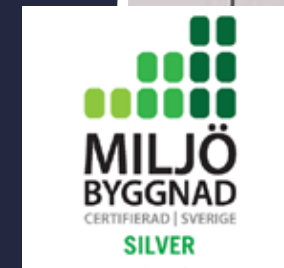
Both hubs are being certified according to Miljöbyggnad Silver. This means they meet high standards in terms of energy performance, material selection, ventilation and daylight. The certification confirms that we are building with quality and a long-term perspective, and that our investments contribute to more resource-efficient and climate-smart operations.

We are installing solar panel systems that generate renewable electricity directly on the rooftops. This enables a growing share of our operations to be powered by self-generated energy and reduces our dependence on fossil energy sources. At the same time, we are expanding the charging infrastructure for our

operational vehicles, creating the conditions for a faster transition to a fully electric fleet. The facilities are also being prepared for battery storage, which in the long term can help balance peak loads and further reduce our climate impact.

Environmental improvements are important, but equally important are the people who use these spaces as their workplace every day. Our employees are key to our success, and the working environment has therefore been a clear focus in the design process. The new facilities are planned with modern staff areas, a gym, well-designed logistics flows and improved workstations that promote safety, ergonomics and wellbeing. More spacious and brighter environments create better conditions for a safe, efficient workday and greater job satisfaction.

Through our investments in new operational hubs, we are taking a strategic step into the future. We are strengthening our capacity, improving our ways of working and building a solid platform for continued growth – while creating even better workplaces.



Recognised in the Symbiosis Shortlist 2025

We are very proud to be one of nine companies selected for the Symbiosis Shortlist 2025.

Symbiosis is an award and benchmarking initiative that identifies Sweden's leading companies in responsible growth. The initiative aims to highlight businesses that successfully combine profitability with a strong sense of responsibility in the areas of people, environment and business ethics – often summarised as People, Planet and Profit.

Each year, a comprehensive analysis and selection process is carried out among thousands of Swedish companies, where both financial performance and sustainability performance are assessed. The companies included in the Symbiosis Shortlist 2025 have been selected through this rigorous evaluation and are considered leading examples of how growth and responsibility can go hand in hand.

The recognition highlights companies that not only grow, but do so in a long-term and thoughtful way, with a positive impact on both society and the environment.

Convini
Shortlisted for
Symbiosis
2025

Symbiosis celebrates Sweden's top responsible-growth companies.

**YOUR WAY.
EVERY DAY.**



Circularity across the entire value chain

A circular business model is about extending the lifespan of products through reuse, refurbishment and recycling. By reducing waste and increasing value at every stage, we create benefits for both customers and the environment.

At Convini, quality and long-term thinking are fundamental. We have extensive experience in circular practices – from refurbishing and reusing machines to optimising handling and service to prevent unnecessary waste. Circularity also shapes how we work with our vehicle fleet, our equipment and our supplier requirements, not least when it comes to sustainable packaging.

Our ambition is clear: to increase circularity across the entire value chain and contribute to a more resource-efficient future.





Our recycling team
gave new life to

536

coffee machines

Smart and sustainable machines

Sustainable machines with long lifespans and the lowest possible energy consumption are a given for us. All coffee machines, water dispensers, refrigerators and freezers we install are carefully selected to deliver high quality and low operating costs. The coffee machines automatically switch to energy-saving mode, and the refrigerators and freezers in our Convini stores are of the highest energy class.

By working with sustainable and reliable machines, we reduce the risk of downtime and malfunctions. This leads to fewer service visits, less environmentally impactful transport and reduced waste – while also providing our customers with a more stable and better experience.

More than 2,300 of our coffee machines are now digitally connected. This enables us to monitor consumption, plan restocking at the right time,

quickly troubleshoot issues and prevent problems before they occur.

Around 5% of all service requests are already resolved digitally or via phone. Our goal is to continue increasing this share through training and technological development. In 2025, the trend continued in the right direction – service requests decreased by a further 3.6%.

Our technicians actively apply a circular approach, taking care of and reusing equipment and spare parts to maximise lifespan. Equipment that can no longer be used is either refurbished or recycled. When a machine reaches the end of its lifecycle, we ensure that disposal is handled in an environmentally responsible way.

Our goal is 100% recyclable packaging

The primary purpose of packaging is to protect its contents. For us, working with food, packaging is especially important, as the product purchased by the customer is meant to be eaten or consumed. In addition to protecting the contents, packaging also helps extend the product's shelf life.

Convini sets high standards for packaging. We maintain an ongoing dialogue with our suppliers on packaging solutions, and together we focus on three key areas:

1. Increasing the use of recycled materials

Recycling packaging is one of the most important actions we can take to reduce climate impact. In Sweden, we have generally come a long way in recycling materials such as glass, cans and paper, but we are less effective when it comes to plastic packaging, which is often incinerated. Improvements are being made, and the share of plastic packaging that is recycled in Sweden has increased to 42%, but there is still more to be done to improve collection and recycling rates.

Convini's goal is for all packaging in our assortment to be recyclable. Today, the level is above 90%.

2. Reducing the amount of packaging material

Many of our suppliers are working to reduce the amount of packaging material, for example by reducing packaging size or removing materials

that serve no purpose other than appearance. By reducing packaging volumes, we decrease the use of natural resources and enable more energy-efficient transport.

3. Switching to better materials

There is rapid development of new, more environmentally friendly packaging materials. Our suppliers are gradually transitioning to fossil-free plastics, recyclable plastics, or phasing out plastic altogether where possible.

Regardless of the packaging we use today and in the future, we all need to take responsibility for sorting and recycling, thereby contributing to reducing the burden on our environment.



Acting for sustainable plastic use

Naturvårdsverket has developed a roadmap for sustainable plastic use that aims to inspire companies to take action. The roadmap is based on existing legislation, strategies and targets at national, EU and global level.

Convini is contributing to the roadmap and working towards the targets set. The plan helps us understand the direction and what sustainable plastic use means.

So, what does sustainable plastic use mean? In short, it means that plastics are used in the right place, in resource and climate-efficient, non-toxic and circular flows with negligible leakage.

After the arrow symbols → we show how Convini acts on each point.

Resource-smart use

- Single-use plastic materials → Transition to reusable options in both plastic and other materials.
- Linear business model → Transition to a more resource efficient business.
- Unnecessary use and high waste → Reducing material use, avoiding unnecessary use and waste, increasing the lifetime of machinery and equipment.

Raw material and production with minimal environmental impact

- Plastics made from fossil raw materials → Increase the share of recycled or bio-based materials in packaging.
- Lack of knowledge about content → Clear and easily accessible information for our consumers and customers.
- Lack of design for circularity → Putting pressure on producers to make it easier to recycle or reuse.

Significantly increased and high-quality material recycling

- Less than 10% of the plastic used in Sweden is recycled → Increased recycling of plastics, making a significant contribution to meeting climate targets.
- In the past, the focus has been on collection volumes and mixed flows → Putting pressure on producers to make recycling easier.

Reducing leakage of plastic into nature

- Plastic entering the environment → Ensure that no material enters the environment through accessible collection and recycling.

For more information on what the roadmap means, see www.naturvardsverket.se

SINNESSCHYSST
KAFFEE!



Secure transport – makes sense

Convini visits customer companies on a daily basis, and all deliveries are carried out using our own vehicles and employed drivers. By maintaining full control over the transport chain, we ensure high quality, reliability and flexibility in our deliveries. Our efficient route planning reduces both transport time and environmental impact, contributing to a more sustainable logistics solution.

A key objective is to gradually transition to a fully electric vehicle fleet, which not only reduces our climate footprint but also contributes to a quieter and more sustainable urban environment.

When it comes to temperature-controlled transport, Convini stands out in the industry with its specially built 3.5- and 4.25-tonne vehicles, ensuring that products are transported under optimal conditions within an unbroken cold chain. These vehicles are designed to meet the highest standards of temperature control, guaranteeing that sensitive goods are delivered in perfect condition.

YOUR WAY. EVERY DAY.



An electric vehicle charging station with a black cable and a charging head. The station has a digital display showing a lightning bolt icon and a progress bar. The background is a light blue gradient.

Even closer to a 100% electric fleet

Hi Joakim! You are the Fleet Manager here at Convini, and your work is largely focused on how we can make our vehicles and transport as sustainable as possible. One key objective is to transition to a 100% electric vehicle fleet by 2030*.

What would you say are the most important achievements during 2025?

1 Construction of new operational hubs with optimised charging infrastructure

In 2025, we initiated the construction of new, modern operational hubs in Stockholm and Malmö, which will be completed in 2026. Significant time and effort have been dedicated to planning and optimising the charging infrastructure in these new facilities, enabling us to reach our goal of a 100% electric fleet. Read more about the operational hubs on page 21.

2 Even more electric vehicles for chilled and frozen transport

Our new 100% electric vehicles for chilled and frozen products have been a great success. In addition to being better for the environment, they also contribute to a quieter traffic environment. They have also been very positively received by our drivers. The working environment is experienced as more comfortable, quieter and safer – with modern safety systems providing support in daily operations. Following the successful introduction, we have now ordered additional vehicles for delivery in 2026. During the transition to a fully electric fleet, our remaining fossil-fuelled vehicles are powered exclusively by HVO.

3 Reduced F-gas volumes from 9.63 to 3.21 tonnes

During the year, we developed a new generation of temperature-controlled transport solutions that significantly reduce the amount of F-gas in our vehicle cooling systems. The new solution reduces emissions from 9.63 tonnes of CO₂e to 3.21 tonnes per vehicle. This work will continue in 2026, with a long-term goal of reducing levels to 0.005 tonnes of CO₂e per vehicle.

**Our previous target of a 100% electric fleet by 2028 has been revised to 2030, as replacing fully functional vehicles is not justifiable from an overall environmental impact perspective.*

What are you looking forward to continuing to work on in 2026?

Above all, continuing to electrify our vehicle fleet and working towards our clear goal of 100% electric operations. In 2025, we reached a total share of 60% electric vehicles (compared to 45% the previous year). For 2026, we have a very ambitious target – to reach 75%.

We have already achieved 100% electric vehicles for coffee deliveries and technical service in Gothenburg and Malmö. When our new operational hub in Upplands Väsby is completed in 2026, we will also reach 100% electric operations for coffee deliveries and technical service in Stockholm.



Joakim Ölund

Smarter use of vehicles

In addition to the important electrification, we are also working to increase the efficiency and utilisation of the vehicles we already have. For Convini, as a growing company, it is important to explore how we can enable continued growth and increased product flows without necessarily expanding the vehicle fleet at the same pace.

During the year, significant efforts have therefore been made to map how our vehicles are currently used and to identify changes that can enable us to deliver the same level of service with fewer vehicles.

Actions in 2025/2026

1 Optimising driving distances

We carefully plan our routes to deliver to as many customers as possible with the shortest possible driving distance. As tools, we use our own scheduling system and vehicles that are constantly connected, providing real-time data on location and temperature.

2 Optimising battery size

We have mapped the driving range of each vehicle and will tailor battery capacity accordingly, avoiding unnecessary use of resources. For an individual vehicle, this can mean up to 300 kg less battery weight and lower energy consumption over its lifetime.

3 Scheduling optimisation

We will test new and creative approaches to scheduling. This may include double shifts, longer working hours and weekend deliveries. The goal is to increase utilisation per vehicle within the existing fleet, while also improving service levels for our customers.





YOUR WAY. EVERY DAY.

What our consumers think

We conduct annual surveys among our customers and consumers, both to measure satisfaction and to gather feedback and suggestions for improvement. This year's surveys generated thousands of responses, providing us with a wealth of valuable insights to build on.

We can clearly see that sustainability is an area of strong engagement. When asked, "Which of the following sustainability issues do you consider most important for Convini?", half of consumers identified reduced food waste as the top priority, closely followed by a sustainable product range and recyclable packaging.

We aim to be a role model in sustainability

Convini's sustainability vision is to be a role model in sustainability within our industry. We are humble and recognise that we still have a lot to do to get there.

We asked our consumers to respond to the statement: "Convini is a role model in its industry in the area of sustainability." The results showed a consistently high score on a seven-point scale. This motivates us to continue our efforts and strive for even stronger results.

Top 3

- ➔ Reduced food waste **50 %**
- ➔ Sustainable product range **42 %**
- ➔ Recyclable packaging **41 %**

Convini is an industry leader in sustainability

average 5,4 out of 7

Convini is clear about its sustainability ambition and goals

average 5 out of 7

A greener product range

After several years of declining demand for vegetarian and vegan ready meals, we saw a long-awaited shift in 2025, driven by a number of targeted initiatives.

During the year, the share of vegetarian ready meals increased to 18% of total revenue, compared to 16% the previous year. The growth is primarily driven by chilled ready meals, soups and salads. We see a clear increase in demand for quick, affordable and flavourful plant-based meal solutions – not only among vegetarians and vegans, but across a broader audience. One key explanation is our increased focus on communicating taste and food enjoyment, rather than solely highlighting the vegetarian or vegan content of the meals.

Vegetarian options accounted for 27% of the total product range, measured by number of products, which is also an increase compared to the previous year. This shows that we continue to expand and strengthen our plant-

based offering where possible, in line with our ambition to make sustainable choices more accessible and attractive to more people.

In 2025, we also gave vegetarian options a more prominent place in our campaign planning and now ensure that we always offer attractive deals on vegetarian lunch options.

At the same time, we see a continued need for hybrid products (e.g. 50% meat and 50% vegetables) and for gradually challenging the share of animal protein in our current product range. Demand remains strong for vegetarian and vegan alternatives that can fully compete with traditional dishes in terms of taste, quality and price.

The sales share of vegetarian meals increased to

18%



Our coffee is 100% certified

Naturally, our coffee range is 100% sustainably certified. The range spans from classic Swedish favourite blends to specialty coffee from smaller craft roasteries and Italian family-owned roasters. The largest share of certified coffee in our range is Rainforest Alliance-certified (RFA), followed by organic-certified products, reflecting both market availability and our customers' clear preference for more sustainable choices.

We are proud of the close and long-term partnerships we have with our coffee suppliers – both large and small. Through our requirements, we have contributed to more players transitioning to certified production. By ensuring that our coffee meets high sustainability standards, we support better working conditions for coffee growers, help preserve biodiversity and contribute to more sustainable production. We want our coffee not only to taste good, but also to do good – for people and the environment.

In recent years, global coffee prices have increased, driven by several factors. Climate change and extreme weather have led to reduced harvests in many coffee-producing countries, while demand continues to grow. This creates significant challenges for growers worldwide. By consistently offering certified coffee, we take responsibility and support a more sustainable and resilient coffee production.

Sustainability, however, goes beyond cultivation and raw materials. We are also very proud that a large share of our coffee is roasted in Sweden – more than 96%. This means shorter transport distances, lower climate impact and more jobs within the Swedish coffee industry. Our goal is to continue offering a 100% certified range while supporting both local and global initiatives for more sustainable and fair coffee production.



Growing demand for plant-based drinks

In 2025, interest in plant-based drinks continued to grow, both among our customers and in society at large. Changing consumption habits, increased awareness of climate impact and a stronger focus on healthy choices contributed to more people actively seeking plant-based alternatives in their daily routines – not least in their coffee.

For us, the transition to plant-based solutions is an important part of our efforts to reduce our climate footprint across the entire value chain. Plant-based drinks generally have significantly lower emissions compared to traditional milk and therefore contribute directly to our sustainability goals.

THREE KEY INITIATIVES IN 2025

- 1 Expanded and refined product range**
We further expanded our range of plant-based drinks to meet growing and more diverse demand. The focus was on taste, foamability and functionality – key qualities to ensure the drinks perform well at home, in offices and in professional environments. During the year, we also introduced more portion-sized options.
- 2 Improved machine and brewing solutions**
Together with leading machine suppliers, we developed new brewing settings to optimise the use of plant-based drinks. The goal was to ensure consistent quality regardless of raw material and machine model. This has resulted in fewer disruptions, reduced waste and a more consistent beverage experience.
- 3 Clearer guidance throughout the customer journey**
To increase the use of plant-based drinks in workplaces, we developed new training materials and communication tools for our customers. Through improved instructions, clearer signage and inspiring flavour recommendations, we have made it easier to choose plant-based options every day.

2025 development in numbers

- The share of plant-based drinks increased to 15% (from 14% the previous year)
- Our long-term goal is for at least 25% of all drinks we deliver to be plant-based by 2030.

Our focus for 2026 – towards an even greater sustainability impact

- Further development of our product range
- Improved solutions for machine calibration
- Increased communication with our consumers and customers

Our ambition is to make choosing plant-based options just as easy – and just as enjoyable – as any other choice.



A person in a light-colored sweater is pushing a shopping cart in a supermarket. They are holding a smartphone in their right hand, looking at the screen. The background shows shelves stocked with various products, including canned goods and packaged items. The lighting is bright, typical of a grocery store.

Making sustainable choices easier for our consumers

During the year, we carried out an extensive project to better understand what influences people's willingness to make sustainable choices in their daily lives. The goal has been to identify insights and strategies that help us make it easier to choose sustainably – both through our product range and in the customer experience.

Barriers to sustainable choices

The analysis shows that there are five clear barriers for consumers:

1. Financial constraints
2. Limited availability
3. Insufficient knowledge
4. Established habits
5. Taste preferences

Together, these factors mean that even individuals with a clear ambition to live sustainably do not always change their behaviour.

How we can influence choices

The project has provided us with several important insights. Sustainability labels create transparency, but are rarely sufficient on their own to change behaviour.

To make a real difference, sustainable options need to be easy to choose – presented at the right time, in the right context and with clear relevance to the customer. Motivation is not only about information,

but also about emotions linked to identity, goals and purpose.

This means that data-driven insights will play an increasingly important role going forward, both in how we develop our product range and how we communicate.

We have explored several behavioural science methods, such as how choices can be framed, how timely reminders can nudge behaviour, how social identity can be activated and how visual cues can guide customers towards more sustainable options. These approaches are now part of our ongoing development work.

The way forward

During the year, we have gained a clearer understanding of what truly drives sustainable choices. This gives us a clear direction going forward: to continue developing solutions that lower barriers, strengthen motivation and make it easier to choose sustainably – every day.

Sustainability-labelled product range

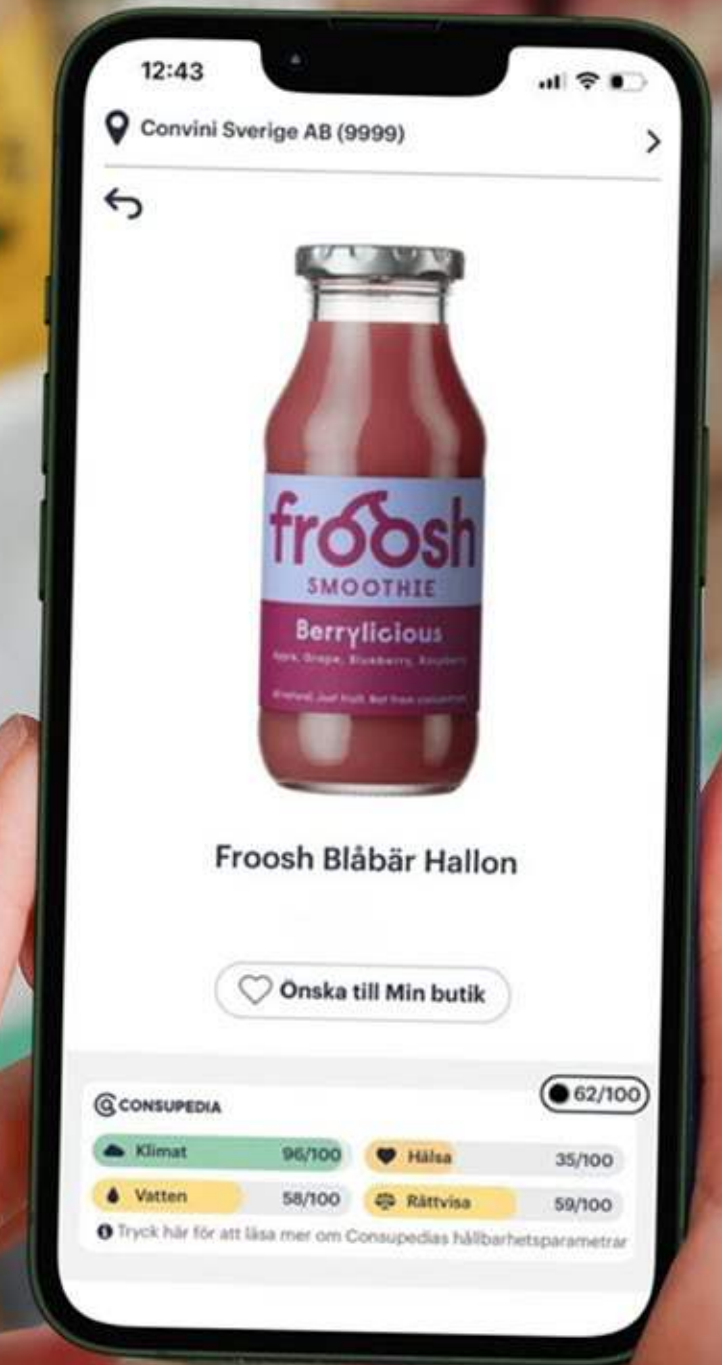
To make it easier for our customers to make informed choices, we have sustainability-labelled our entire product range in collaboration with Consupedia, the world's largest database of comprehensive sustainability information on food.

In the Convini app, consumers can easily access the sustainability rating of each product. Using AI-based analysis, Consupedia assesses the impact of products across health, fairness and environmental dimensions. Each product is assigned a score on a scale from 0 to 100, where 100 represents the most sustainable choice.

With every purchase in a Convini store, sustainability scores are presented across four areas. Whether it's a quick energy boost or a lunch on the go, consumers are supported in making choices that are closer to a more sustainable option – every day.

By making this information open and easily accessible, we aim to help our consumers make informed decisions that benefit health, social responsibility and the environment.

The sustainability-label covers four areas: Climate, Water, Health and Fairness.



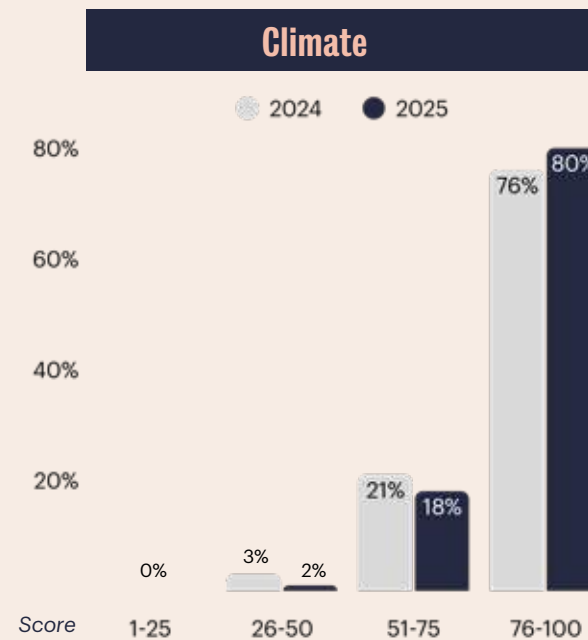
Our consumers made more sustainable choices

In 2025, we saw a clear shift towards more sustainable consumption choices in Convini stores. More customers chose products with higher health scores and strong climate performance, reflecting a growing awareness of both personal health and climate impact. In addition, the positive development continues in both fairness and water, with several product categories showing improved results compared to previous years.

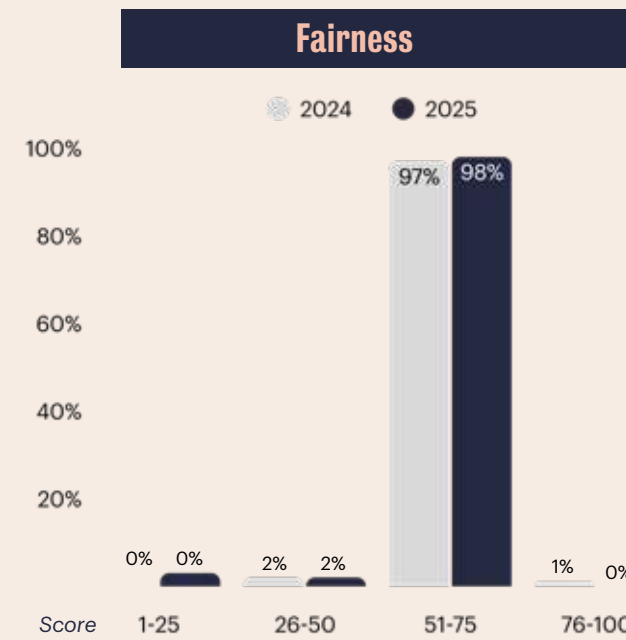
It is encouraging to see that consumers are increasingly prioritising products that make a difference – both for themselves and for the planet. This trend provides us with valuable insights for our continued sustainability efforts. Looking ahead, our ambition is to further strengthen this positive momentum through improved product information, clearer sustainability communication and a product range that makes it easy for customers to make choices that benefit health, fairness, climate and water resources.

About Consupedia's scoring system

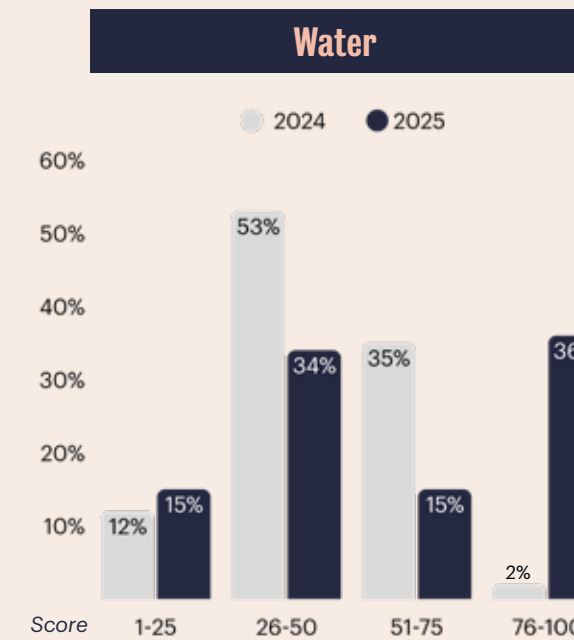
Consupedia's 1-100 scoring system is based on years of research from KTH and AI-driven analysis. It reflects a product's overall sustainability impact across 21 parameters within environment, health and fairness. A sustainable choice is a product with a high score. All sustainability data is sourced from leading knowledge organisations such as the UN (FAO), the Swedish Food Agency, the European Food Safety Authority (EFSA), RISE Research Institutes of Sweden, among others.



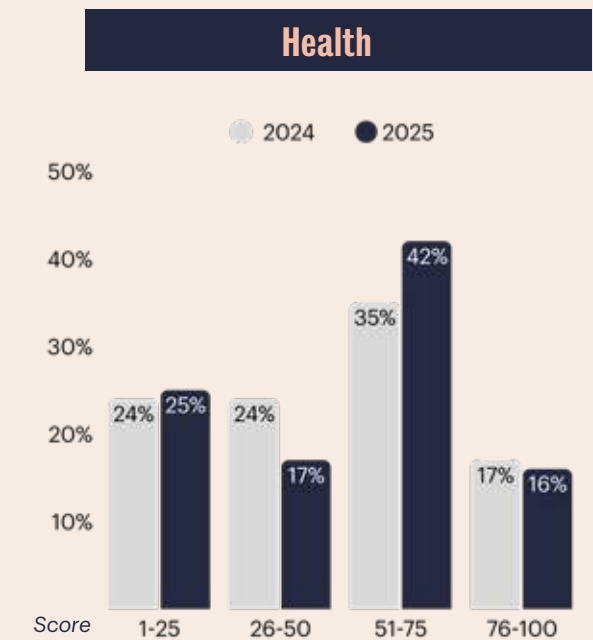
98% of all items purchased had a climate score of 51 or higher.



98% of what we sold had a fairness score of 51 or higher.



51% of items sold had a water score of 51 or higher.



58% of what we sold had a health score of 51 or higher.

Our good green friends

In our pursuit of offering the most sustainable product range possible, we work hand in hand with our suppliers. We maintain a close and open collaboration, engaging in ongoing dialogue about products, packaging, certifications, and development ideas. Many times, it's a mutual exchange of knowledge and inspiration. We are good friends working together for a greener future! Here are a few of our suppliers who stand out with a clear focus on sustainability.

Farmers & Chefs – plant-based without compromise

At Farmers & Chefs, vegetables take centre stage. With the philosophy of plant-based without compromise, they develop products where taste, quality and sustainability go hand in hand. The result is food that makes it easy to choose more plant-based options – without compromising on flavour.

The products are made in Sweden, and several of their sauces have lower CO-emissions than traditional alternatives. At Convini, we offer their flavourful soups – a simple and delicious way to incorporate more vegetables into everyday life. These soups are appreciated by many Convini consumers.

With chef Niklas Ekstedt at the forefront, Farmers & Chefs combines culinary craftsmanship with a clear ambition – to inspire more people to give vegetables a greater place on the plate while caring for the environment.



Arvid Nordquist – for a richer flavour

Many Convini consumers enjoy coffee from Arvid Nordquist every day. In addition to tasting great, it feels good to know that Arvid Nordquist works with sustainability throughout the entire coffee journey – from cultivation to cup. Their coffee is produced with care for both people and the environment.

Arvid Nordquist purchases only coffee certified by Rainforest Alliance or Fairtrade. This helps protect human rights and preserve biodiversity. Their organic range is also certified by the EU Organic label and KRAV, supporting soil health and ecosystems. They roast their coffee using biogas, use renewable energy and package their products with biocircular materials. By investing in climate projects, research and initiatives that support coffee growers – especially women – they contribute to long-term sustainable communities. Simply put: coffee that tastes good and does good!

Picadeli – making the transition delicious

In Convini stores, you'll find fresh salads and hearty wraps from Picadeli – the salad pioneer known for its smart salad bars and convenient grab-and-go products, all without red meat. They have a clear mission: to democratise healthy food by making it tasty, affordable, sustainable and accessible to everyone.

Picadeli believes that the sustainable transition has to be... well, delicious. Otherwise, why would anyone choose it? People want to make good choices – as long as it's easy. That is why Picadeli works with nudging: small, friendly prompts that make it easier for people to act on their intentions.

Picadeli calculates both the climate impact and health value of every product. Clear information makes it easier to make the right choice – and green options are naturally the best. Of course, they never compromise on flavour when making food more sustainable. Because when sustainability tastes good – that's when real change happens.



The path to reducing food waste

As we reflect on 2025, we are proud to conclude that we not only reached our goal of halving food waste – we exceeded it by a significant margin. Together with our partners, we reduced food waste by as much as 56%.

Reducing food waste is one of the most important sustainability issues for our customers. Through improved routines, more efficient processes and closer collaboration across the value chain, we have taken a major step forward.

Continued focus on sustainable flows

Food waste is a global challenge, but our commitment is concrete and part of our daily work. During the year, we refined our logistics flows, shortened lead times from producer to customer and developed new ways of identifying products at high risk of waste. This has enabled us to save more products than ever before – at the right time and in the right volumes.

Engagement across the organisation

Minimising food waste requires involvement from the entire organisation, from warehousing and logistics to purchasing, sales and customer teams. We have

strengthened training and internal expertise in sustainable product handling, while also clarifying roles and responsibilities in preventing waste.

Through faster identification of at-risk products, improved internal communication and more proactive ways of working, we have turned potential losses into sustainable gains.

The way forward means even higher ambitions

Despite this year's record results, there are still opportunities to further improve our flows and reduce waste. In 2026, we will continue to invest in smarter analytics, new forecasting tools, more efficient processes and the next phase of our collaborations with external partners.

Reduced food waste by

56%

6 steps to reduce food waste

1. Collaboration with suppliers on shelf life, volumes and delivery intervals.
2. Dialogue with our customer companies to optimise their product range.
3. Efficient warehouse management and logistics.
4. Thorough operational routines for deliveries and in-store processes.
5. Ongoing follow-up to align supply with demand.
6. Saving products through external partnerships.



MatRätt

MatRätt is a social supermarket in Gothenburg. They sell functional food surplus – food with a short shelf life and products with cosmetic imperfections that are still fully edible and retain their nutritional value. MatRätt is part of Räddningsmissionen, an organisation that carries out social work to create inclusive communities and meet people with dignity and respect.



Matmissionen

Matmissionen is Stockholm Stadsmission's social grocery store initiative, creating positive impact for both people and the environment. In addition to providing affordable food for members and reducing food waste, Matmissionen offers opportunities for people to gain work experience and move closer to the labour market.

Hjälpenhemlös.se

Hjälpenhemlös.se is an initiative based in Malmö that, with support from local businesses and the private sector, collects various types of resources which are then distributed to homeless and vulnerable people. The resources range from food, clothing, hygiene products and camping equipment to services such as haircuts.

Driving progress together with our suppliers

We operate in a rapidly changing world, where global conflicts and disruptions affect supply chains and the availability of goods. In this environment, close dialogue, flexibility and shared responsibility become even more important. Through long-term collaboration with our suppliers, we have succeeded in maintaining a high level of service and stable availability.

For us, it is essential to build partnerships based on trust, transparency and a shared ambition to advance sustainable business models. Convini works with a broad supplier base, ranging from local family-owned businesses to international companies, and it is important to us that all of them share our view on sustainability and responsible production.

Strengthened sustainability analysis with an improved and refined questionnaire

In 2025, we took an important step in our sustainability work by updating and expanding the questionnaire used in our supplier assessments. The revised framework now covers additional dimensions – environmental impact, social conditions and business ethics – as well as clearer requirements and more detailed follow-up opportunities. The aim is to gain an even more comprehensive understanding of each supplier's sustainability performance and identify risks at an earlier stage.

Requirements for raw materials and responsible production

We work consistently to ensure that our suppliers produce and deliver raw materials in a responsible way.

For example:

- Palm oil must be 100% certified if included in a product.
- Wild-caught fish and seafood must be MSC-certified.
- Cocoa must come from suppliers that can verify social and environmental sustainability.
- Animal welfare standards must comply with applicable industry requirements and regulations.

Our suppliers are important long-term partners, and through clear expectations we can together develop more sustainable and efficient solutions.

Even stronger partnerships

The outcome of the assessment determines whether further review is needed, such as site visits, additional documentation or audits, and whether the supplier meets our requirements. Going forward, we will continue to intensify our efforts to strengthen our relationships and create even better conditions for collaboration.



Progress in animal welfare efforts

During the year, we continued our efforts to strengthen animal welfare throughout our supply chain. An important part of this work is our commitment to follow the criteria of the European Chicken Commitment (ECC), currently the most widely recognised standard for improved broiler welfare conditions in Europe. Our latest assessment of supplier practices shows that progress is moving in the right direction, although challenges remain.

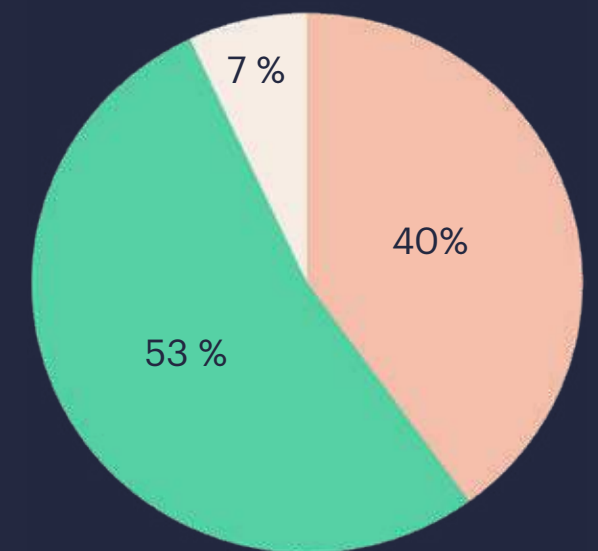
This year's analysis shows that 40% of our suppliers support the ECC, meaning they are committed to working towards criteria such as improved environmental enrichment, lower stocking densities and the phase-out of fast-growing breeds. In addition, 53% of our suppliers are affiliated with Svensk Fågel, whose industry standards include high levels of animal health, biosecurity and food safety. The remaining 7% of suppliers comply with other recognised animal welfare standards, meaning that all suppliers now operate under some form of clearly defined animal welfare programme.

One significant achievement during the year is that cage eggs have now been completely phased out in Sweden. This means that we can fully avoid purchasing

products involving caged housing systems. This is in line with the broader development within the industry, where retailers, wholesalers and public-sector organisations have for several years taken a clear stance against cage eggs.

Despite this positive progress, we recognise that there are challenges in reaching our long-term goal of a full transition to ECC compliance throughout the supply chain. The availability of ECC-certified chicken is still limited on the market, and some suppliers are in the early stages of transition. We therefore continue to work closely with our suppliers through dialogue, joint action plans and clear requirements in order to gradually increase the share of suppliers meeting ECC criteria.

Through these efforts, we not only strengthen animal welfare but also contribute to greater transparency and sustainability throughout the value chain. Our ambition remains clear: to ensure that all products we offer come from suppliers who share our view on animal welfare and responsible production. We recognise that change takes time, but we also see that development is moving steadily in the right direction.



- Committed to the ECC criteria
- Svensk Fågel standards
- Other standards



We help people at work feel good and achieve more.

MAKES SENSE!



Our own Coffee Sustainability Expert

Convini's own Master Barista and Authorized SCA Trainer, Matte Carlson Wahlberg, became the first person in Sweden to be certified in the Coffee Sustainability Program at two different levels – Foundation Level and Intermediate Level. This sustainability training, with a focus on coffee, is provided by the global industry organisation SCA (Specialty Coffee Association) in collaboration with sustainability experts The Chain Collaborative.

Matte is also one of only a few people in Sweden licensed to train and certify others through the Coffee Skills Program, the world's largest education system developed by the Specialty Coffee Association. Through his

certification in Coffee Sustainability, he shares his sustainability expertise in coffee throughout Convini.

In his role as Coffee CX Manager and active trainer within Convini, this knowledge is highly valuable in the day-to-day work involving the coffee range, supplier relations, packaging and the consumer experience.

During 2025, Matte also served on the board of Specialty Coffee Association Sweden, a clear reflection of his coffee expertise and extensive experience. SCA Sweden organises competitions, events and activities aimed at identifying Sweden's top baristas in different disciplines.



A unique Barista Team driven by engagement

All Convini employees working with coffee are certified baristas through the Specialty Coffee Association. Having our baristas certified and continuously trained through SCA is a clear mark of quality – and something that makes us unique in our industry.

Our specially trained Barista Team consists of 20 people, whose members have completed additional advanced training and certification through SCA. The team acts as a mobile coffee experience, offering a variety of barista events such as launch events, coffee tastings and courses – all aimed at enhancing the consumer experience.

In addition to creating a better coffee experience for our customers in the workplace, the Barista Team also plays an important role in the professional development of Convini employees. Team members come from different departments across the company and are given the opportunity to further deepen their coffee expertise through advanced training and certifications via the Specialty Coffee Association.

Convini's Barista Team is truly passionate about sharing its extensive knowledge and enthusiasm for coffee. Being part of the team also brings variety to the daily work, as our baristas occasionally step away from their regular roles to visit customers and host events and training sessions – something they find both enjoyable, rewarding and motivating.



Convinistafetten and Let's GO – promoting movement and community

Sweden's largest corporate relay race

At Convini, we are passionate about inspiring movement and wellbeing – both among our own employees and our customers. One of our biggest initiatives is Convinistafetten, which every August brings together tens of thousands of runners. In partnership with Marathongruppen, our ambition is to strengthen community and create healthier workplaces. In 2025, the event once again became a true celebration filled with running joy, where around 15,000 participants ran or walked in teams and enjoyed a great picnic, coffee and fun activities hosted by Convini.

Let's GO – every minute counted

We also launched Let's GO 2025 – a wellbeing initiative running from May to August, where we invited all our customers to take part in a challenge designed to boost wellbeing and team spirit in the workplace. Through a free app, participants gained access to a wide variety of activities, ranging from mindful breaks to high-energy workouts. They collected points and received plenty of inspiration to move more in everyday life.

Every minute counted – walks, strength training, live running sessions with coaches, yoga and recovery activities. Together, we achieved a result equivalent to 231,825 minutes of movement.

Physical activity helping remove plastic from the oceans

Through Let's GO, we also contributed to environmental efforts together with Sprintcrowd and their collaboration with The Ocean Cleanup. Every minute of physical activity registered through Let's GO helped remove plastic from our oceans. For every 10 points collected through activities, 1 kg of plastic was removed from the sea.

The result was an incredible 23,182 kg of plastic removed – equivalent to approximately 46,000 plastic bottles. The Ocean Cleanup is a non-profit organisation that develops and scales technologies to remove plastic from the world's oceans.



Long live the workplace lunch!

For the second year in a row, Convini has taken the pulse of Swedes' lunch habits at work. What do we choose to eat – and why? How long is our lunch break really? How does stress affect our eating habits? And new for 2025 – how much do we actually move during the workday? The survey is conducted in collaboration with Kantar Sifo and complemented by expert interviews. The results were presented in the Lunch Report 2025.

Everything indicates that the lunch break is both important and highly valued. People need nourishment and energy to feel well and perform better throughout the workday. There is also the social aspect – the sense of community, wellbeing and enjoyment at work. Protecting the lunch break is good for both individuals and businesses.

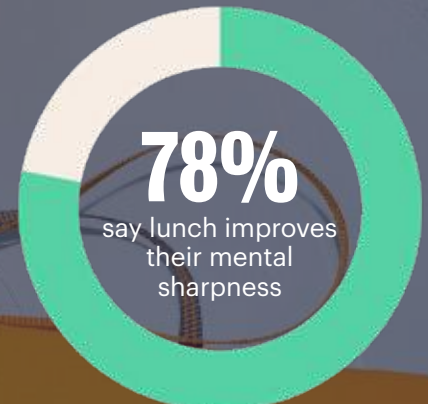
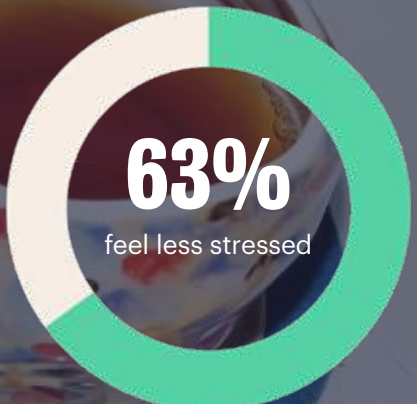
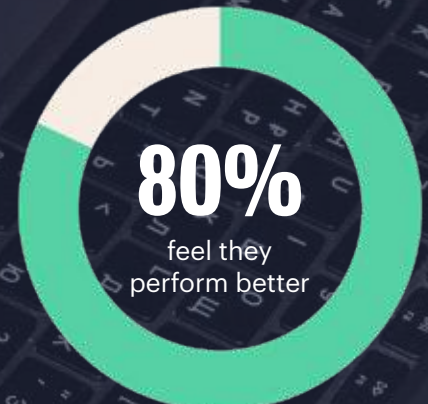
Despite this, we see that many people skip lunch, often due to stress and lack of time. A majority spend most of the workday sitting down and do not take active movement breaks.

For us at Convini, this confirms that we fulfil an important role in workplaces. Through our Convini stores, we provide more people with

access to tasty, convenient and affordable lunches every day. And because our solutions are close at hand, they free up time for socialising and doing other things people enjoy during lunch. The workplace lunch is an important part of creating a sustainable and enjoyable workplace.

This year's report provides insights into workplace lunch and movement habits and sends a clear message: lunch is about more than just food. It is an opportunity to unwind, shift focus and share a laugh with colleagues. It is where job satisfaction, creativity and team spirit are boosted.

We also want to encourage more people in Sweden to move more and sit less. We do this through initiatives and challenges such as Convinistafetten and Let's GO. The combination of good food, breaks and movement – that is something all of Sweden benefits from!



The power of community and engagement

We strongly believe in the power of community and the engagement that arises when people collaborate and create together. Feeling good and engaged at work is a central part of our identity and our mission – to help people in working life feel better and perform better. This applies both to our 5,000 customer companies and to our own employees.

We see wellbeing, a sense of belonging and engagement as essential for a sustainable working life and successful businesses. During the year, we continued to develop this work and took several important steps forward.

Measuring engagement and employer attractiveness

Our ambition is for every employee to come to work fully engaged every day – a vision and long-term goal that we work strategically to achieve. However, engagement is something that needs continuous attention and active effort. That is why we conduct frequent pulse surveys and work actively with measurement, analysis, adjustments and follow-up. We consistently achieve strong results around 80, confirming a generally high level of engagement, while continuously working to identify and improve the areas where we score lower.

We know that wellbeing is an important foundation for an engaged workplace where people thrive and can perform at their best. A healthy workplace is built on a strong physical and psychosocial work environment, a balanced workload, strong social cohesion and the opportunity to influence one's working day. We also see that active sustainability efforts are motivating for employees, and that many people want to work for a company that takes responsibility.

Great Place To Work® certified

To strengthen our employer brand, we continued our partnership with the survey and certification company Great Place To Work®. Each year, our employees participate in a comprehensive survey that provides us with valuable insights into how we are perceived as an employer.

As the survey is answered by millions of people globally, it gives us a clear understanding of how we compare with other companies and which areas we can develop further to become an even more attractive workplace. During the year, we continued to deliver strong results at high levels, something we are very proud of.

In the areas where we see potential for improvement, we actively work to assess the current situation and ensure that concrete actions are in place to drive meaningful change.



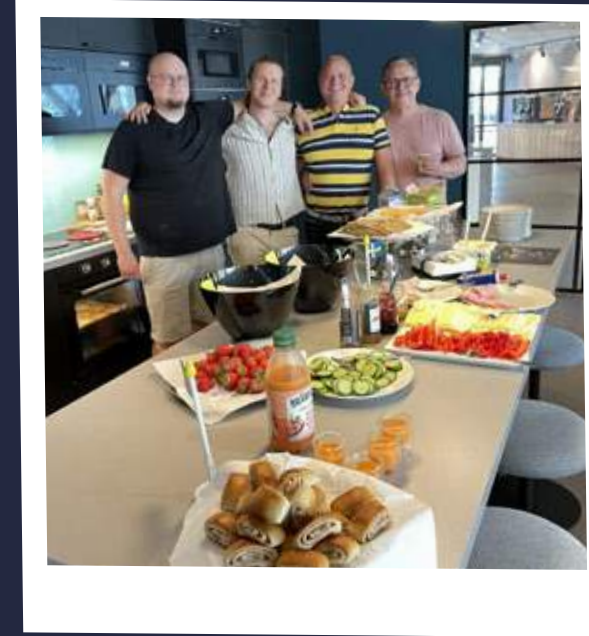
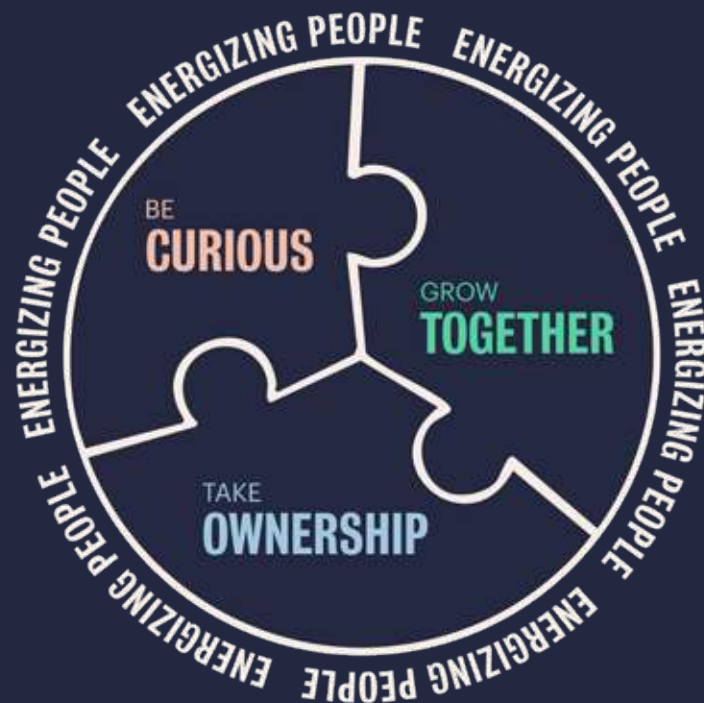
A new platform to strengthen our culture

During the year, extensive work was carried out around culture and values – a project aimed at creating the right conditions for delivering on our strategic plan and defining the path forward. The project was based on understanding who we are today and where we need to be in the future, in order to strengthen a culture built on the behaviours required for our long-term success.

Energizing People – our guiding principle in everyday work

In addition to clarifying who we are today and who we aspire to be in the future, an important part of the work was to create a narrative that clearly reflects our strong heritage. We believe that we need to stay strong and energise one another in order to deliver the very best customer experience.

With Energizing People, we bring this to life. Through our core values – Be Curious, Take Ownership and Grow Together – we make it part of everyday work, every day.



Taking root and growing through our digital universe

Energizing People – we do this best when we support one another, share moments and recognise behaviours that stand out. During the past year, we have continued to strengthen the role of our digital platform, @convini, as the natural channel for building connections and strengthening internal communication.

Continued partnership with the Stockholm School of Economics

One collaboration that has continued successfully during the year as part of strengthening our employer brand long term is our partnership with the Stockholm School of Economics and the Executive Trainee Module (XTM) programme. The collaboration aims both to highlight the complexity and development-driven nature of our business, and to support our continued growth with the help of highly talented students.

During autumn 2025, we once again welcomed two students who supported us in important projects related to both sustainability and methods for continuous improvement.



Camilla Wemner, Head of HR

A photograph of three people in a kitchen setting. In the foreground, a woman with brown hair tied back is smiling and eating a piece of food. Behind her, a man is also smiling. To the left, a woman with blonde hair is smiling. The background shows kitchen shelves and a blurred 'Convini' logo.

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

The workplace in numbers

At Convini in Sweden, we have approximately 270 employees across three locations: Stockholm, Gothenburg and Malmö.

The gender distribution between women and men has remained relatively stable during the year. Within leadership positions, however, we continue to see a need to achieve a more balanced gender distribution over time through a structured approach to talent development and future leadership succession.

Diversity is important to us and contributes to a more inclusive working environment where differences are seen as an asset and create positive value for both teams and the business. When recruiting, we do so based on qualifications, experience and education. We believe in equal value, equal treatment and respect for everyone, regardless of gender, age, nationality or sexual orientation, for example. We have zero tolerance for harassment and discrimination.

As part of our systematic work environment management, we continuously monitor sick leave at both aggregated and individual levels. Total sick leave for the year amounted to 3.8%, of which short-term absence accounted for 2.3%, placing us in the lower range of what is generally considered normal short-term absence.

The fact that society today is less tolerant of presenteeism in the workplace, combined with the reality that most of our employees do not have the opportunity to work remotely, makes it difficult to significantly reduce short-term sick leave further.

We prioritise psychosocial wellbeing and a healthy work environment through ongoing dialogue and open communication between managers and employees, as an important part of our systematic work environment efforts. We have almost no work-related sick leave, and we see that our initiatives to strengthen leadership and overall management capabilities have had a very positive impact.

Sick leave	Total		Short-term		Long-term	
	2024	2025	2024	2024	2024	2025
Annual average	3,5%	3,8%	2,4%	2,3%	1,1%	1,5%

Gender distribution	Total employees		In leadership positions	
	2024	2025	2024	2025
Share of women	35%	33%	21%	23%
Share of men	65%	67%	79%	77%

*The figures on this page refer to Sweden.

Ethics and responsibility are a natural part of our culture

Long-term thinking is a cornerstone of our business. We strive to be a profitable company that develops responsibly with future generations in mind. For us, sustainability, ethics and responsibility go hand in hand. That is why we always aim to act fairly and transparently – socially, environmentally and ethically in business. Our policies and procedures ensure that any deviations are identified and handled in a structured and secure way.

Responsibility starts with us

Our responsibility includes both how we treat one another internally and how we act towards customers, suppliers and other stakeholders. We are guided by fundamental human rights, a healthy work environment, inclusion and equal treatment. These principles are clearly embedded in our Code of Conduct and employee handbook.

Safe working environment and whistleblower protection

Our employees play a central role in maintaining a responsible business. We therefore provide a safe working environment where everyone can report suspected misconduct – such as corruption, bribery or other irregularities – without risk of retaliation. Our external whistleblowing system

complies with legal requirements and helps prevent misconduct while strengthening trust in our business.

Clear guidelines against bribery and misconduct

To prevent unethical behaviour, we maintain a clear and consistent anti-corruption policy throughout the organisation. During the year, no suspicions or deviations were reported. All suppliers and business partners are expected to comply with equivalent ethical standards in accordance with our Code of Conduct.

Responsible suppliers

An important part of our work is ensuring that the entire supply chain reflects our values. We conduct regular risk assessments and actively work with due diligence. We prioritise suppliers that meet recognised certifications such as KRAV and Rainforest Alliance, or equivalent standards. This strengthens the quality of our sourcing and ensures compliance with ethical, social and environmental requirements.

**ZERO TOLERANCE
FOR CORRUPTION!**





Safe handling every step of the way

As a food supplier, safe handling is a natural part of our business. To guarantee high product quality and an unbroken cold chain, we use specially adapted transport vehicles with separate chilled and frozen compartments. This ensures the correct temperature all the way from our warehouse to the end consumer.

We take our responsibility as an employer very seriously. All employees working with food undergo training in hygiene and safe handling and follow a comprehensive self-monitoring programme. The programme includes procedures covering everything from personal hygiene and cleaning to goods reception, temperature control and complaint handling.

Supervisors and responsible managers also have advanced knowledge in food safety to support and ensure that procedures are followed in day-to-day operations.

As an additional safeguard, external audits are conducted annually to ensure that our handling complies with all legal requirements and industry standards.



YOUR WAY. EVERY DAY.

Big and small initiatives



**Certified according to
ISO 9001 & 14001**



**Preparing to join the SBTi
Net-Zero Commitment**



**Sorting and recycling
at source**



**Sustainability-labelled
assortment**



100% certified coffee



**100% fossil-free
fuels in our delivery vehicles**



**All our company cars
are electric**



**Our code of conduct sets
requirements for suppliers**



**Climate goals
approved by SBTi**



**Food waste is reduced
through various
partnerships**



**Renewable electricity
in all our offices**



**Great Place To Work®
certified**

Our focus for 2026

Convini continues to work with determination to achieve our sustainability vision. For the coming year, our efforts will be concentrated in five key areas:

- 1** Ensure an efficient launch and operational start-up of our new sustainable operational hubs.
- 2** Continue assessing the possibility of joining the SBTi Net-Zero Commitment.
- 3** Intensify efforts to reduce food waste and save more products from being discarded.
- 4** Inspire and guide our consumers to make sustainable choices.
- 5** Deepen collaborations and increase requirements for suppliers to create a more sustainable value chain.



Moving forward with strength and focus

It is with great joy that we see our journey continuing forward with strong momentum. A great deal has happened during the year, and our new strategic plan – where sustainability is integrated throughout – provides us with an even clearer direction. One of our most important next steps will be the launch of our new operational hubs, a key part of our continued sustainability efforts.

What I am most proud of is the strong engagement across the entire organisation and the progress we achieve when working together. By listening to our customers and consumers, setting clear goals and working with focus towards them, we create real change.

It is important not only to look back at what we are satisfied with, but also to reflect on what we have learned and how it can help move us forward. Continuously developing, deepening our knowledge and strengthening the organisation's expertise in sustainability is both motivating and essential.

At the same time, regulations continue to evolve. The EU and the Swedish government have decided to postpone the introduction of CSRD reporting by two years for companies included in the upcoming reporting phase, which also includes us. This gives us additional time to prepare for the extensive requirements. However, a delayed implementation does not mean lower expectations – rather, it provides an opportunity to further strengthen our processes, data flows and ways of working.

We are fully aware that the road ahead is long and not without challenges. But we have taken important steps in the right direction. I am confident that we will continue to meet both opportunities and expectations with strong commitment and even greater focus.

1 Focus on development

When we have focus and clear goals, we create momentum. The sustainability landscape is changing rapidly, and we continuously develop our work to stay ahead.

2 Focus on tangible results

Our determined efforts deliver clear results. A strong example is that we exceeded our target of halving food waste – proof of what real focus can achieve.

3 Focus on the future

The future is shaped by those who dare to look ahead. By thinking beyond day-to-day operations, we identify opportunities, understand change and act in time. We aim to drive sustainability efforts forward and help shape future development.



Oscar Nordbrandt
Sustainability Manager

Energizing People

Energizing People is our vision and commitment, as an employer and for our customers & consumers.

We are passionate about creating environments where everyone feels refuelled – inspired to deliver and empowered to act. Together with our leadership principles, these values form the foundation of a culture that energizes people – a culture where we all contribute, evolve, and thrive. Constantly spreading that energy inside as well as outside Convini.

