

IMPACT REPORT 2022

 THE NEXT-
LEVEL EDITION



MATSMART
MGTATOS 

NEW YEAR, NEW IMPACT REPORT

Another wondrous year in the books in the food saving business. As our e-commerce has kept on growing, so has our impact. Over 25 000 tonnes of food and consumer products, valued at around 19 000 tonnes of CO2e, have been recirculated across our European markets. We couldn't be prouder of the fact that tens of thousands of new customers have come to our sites every month for sustainable bargain hunting. As the past year has been a tough one to a lot of people, we have felt a special sense of urgency around our mission. Our hopes are that peoples' purchases with us has made their everyday lives a little more fun and hopefully a tiny bit less challenging.

In this report we have done our best to map the positive impact that our business is contributing to, but also the negative effects it has on the environment, the social marks and contributions it has made and how we have ensured that things are done in an ethically and legally sustainable way. Quite a few data points within these areas have been added since our first report, released last year.

In 2023 we'll keep going. Because it just doesn't make sense to not make use of all the stuff produced when both the planet and peoples' wallets are hurting.



A blue ink handwritten signature of Hanna Thofelt Lindström.

Hanna Thofelt Lindström
Head of Communications and Impact

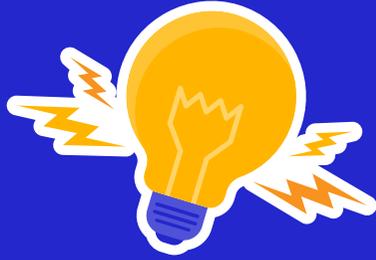


THE GOOD STUFF TO COME

Here's one hot tip: bring popcorn, because you're in for a treat. Below is a list of all the exciting topics you'll learn more about in this Impact Report:

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192.6 BRILLIANT MINDS
WORKING FOR US
(AKA EMPLOYEES)



EMPLOYEE COMMITMENT
INDEX OF 78% AND
ENPS OF 33



25 761 TONNES
OF SAVED FOOD AND
CONSUMER PRODUCTS



**A 2022
POLAROID SNAPSHOT**



885 MSEK IN REVENUE
(+22% COMPARED TO 2021)



19 766 TONNES
OF SAVED CO₂e



28 PRIVATE LABEL PRODUCTS WITH
PUBLISHED CLIMATE LABELS



ONLINE SHOPS IN FIVE
EUROPEAN MARKETS

A MOTATO STORY





AN OLDIES ARE GOLDIES STORY



It's an old story that never gets old: the one about how our business was founded. Back in 2014, three friends (Erik, Kalle and Uffe) saw how large amounts of great food were thrown away, for no good reason at all. They thought it was bonkers and decided to do something about it. So they started an e-commerce, where they sold food at risk of going to waste at really low prices. Soon, they spent days and nights packing boxes, as the order numbers started to grow. Little did they know that they had founded a movement, gathering bargain hunters and climate heroes from all around.

Nine years later, the movement (known as Matsmart-Motatos) has spread to multiple markets and saved more than 60 000 tonnes of food and consumer products. At this very moment, we bet you're thinking "what a happy ending to the story". Half of it is true. Happy - yes. Ending - no. This is just the beginning of a long food saving fairy tale.



WHY WE'RE IN THIS GAME

Currently, global food production represents around 30% of all greenhouse gas emissions.¹ Add to that our planet's growing population that will crave even more accessible food. In fact, the demand for food is expected to increase by more than 50% between 2010 and 2050. Can we do this? Well, it depends on how we do it. If the food system and the current production efficiency remain the same until 2050, feeding the planet would mean eliminating most of the planet's remaining forests, wiping out thousands of more species, and releasing enough GHG emissions to exceed the Paris Agreement's 2°C target - even if all other human-generated emissions were completely erased.²

As we see it, there are two options here: either we conclude that the future of food looks bleak, hope for the best and keep our fingers crossed. Or we decide to do something about it; we choose to contribute to a better future of food. What route do we root for? The second, of course. Not exactly a million-dollar question.

¹ United Nations (2021). Food systems account for over one-third of global greenhouse gas emissions [online] UN News. Available at: <https://news.un.org/en/story/2021/03/1086822>.

² Searchinger, Tim, Richard Waite, Craig Hanson, et al. 'Creating a Sustainable Food Future: A Menu of Solutions to Feed Nearly 10 Billion People by 2050', World Resources Institute, (2019).

TOGETHER IS BETTER

Creating a better future of food is anything but simple - it requires donkey work on many fronts and by many people.



The area where we decided to get to work is around food loss and waste. Today, one third of all food produced globally is wasted. All this food accounts for a mind boggling 8-10% of the global greenhouse gas emissions.³ It goes without saying: food waste has to end. It's simply madness to let farmers put resources and hard work into producing food that will later be thrown away. And it makes no sense at all that we emit all those greenhouse gases in vain.

Therefore, fighting food waste has, as you might have guessed, a special sense of urgency around it. But we're very humble to the fact that we can't save food on our own. We need top-class collaborations with other food saving heroes. Some of them are responsible suppliers, committed to avoid and reduce their food losses and waste. Others are customers wanting to make good deals and do the planet a favour. Whatever form the heroes come in, they help us every

day to co-create the future of food. One thing is clear: we owe them a big thank you from the bottom of our hearts. So let's seize the moment: here comes a BIG thank you from the bottom of our hearts!

³ United Nations Environment Programme. 'Food Waste Index Report 2021', (2021).

WORLD-WIDE TEAM WORK

In 2015, the world leaders agreed on 17 Sustainable Development Goals (SDGs) that provide a “shared blueprint for peace and prosperity for people and the planet now and into the future”.⁴ The plan is that these goals, together with their belonging 169 subgoals, should be met by 2030. How to get there? Joined forces across the world!

HOW WE MADE THE GLOBAL GOALS OUR ROAD MAP

Our impact business contributes to several SDGs. However, our favourite thing to do, saving food, primarily contributes to SDG number 12, or more precisely target 12.3 that calls for halving per capita global food waste at the retail and consumer levels and reducing food loss along production and supply chains (including post-harvest losses) by 2030.⁵ Working towards this goal has spillover effects on other SDGs too, as the goals are strongly interlinked. On top of that, our broadened impact scope (which will be explained in a bit) contributes to even more SDGs. To get an overview of all the sustainability goals that we contribute to in some way, we asked our design team to create a figure (which turned out to be a work of art) that illustrates all aspects of our impact. You'll find it on the next page!

⁴ United Nations (2015). The 17 Sustainable Development Goals. [online] United Nations. Available at: <https://sdgs.un.org/goals>.

⁵ United Nations (2022c). Goal 12 | Department of Economic and Social Affairs. [online] sdgs.un.org Available at: <https://sdgs.un.org/goals/goal12>.

AN SDG* ARTWORK

GOAL 12. RESPONSIBLE CONSUMPTION AND PRODUCTION

Ensure sustainable consumption and production patterns.

How? By saving food - both readily produced products and ingredients that are upcycled and turned into delicious SAVED By Motatos food items.

GOAL 1. ZERO POVERTY

End poverty in all its forms everywhere.

How? By donating food to food banks: Örebro Stadsmission's food central in Sweden and Die Tafel in Germany, and by donating 1% of the gross profit from By Motatos and SAVED By Motatos to The Hunger Project, which helps lift people out of poverty.

GOAL 16. PEACE, JUSTICE AND STRONG INSTITUTIONS

Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.

How? By taking a zero-tolerance approach towards any form of corruption and bribery, as articulated in both our Code of Ethics and Code of Conduct.

GOAL 3. GOOD HEALTH

Ensure healthy lives and promote well-being for all at all ages.

How? By offering vegetarian, nutritious and affordable pantry basics through By Motatos and SAVED By Motatos.

GOAL 8. DECENT WORK AND ECONOMIC GROWTH

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

How? By bringing resource efficiency to the food system, close supply chain inefficiencies and supporting circular business practises. Also by promoting decent work for all and respecting human rights through our Code of Conduct.

GOAL 2. ZERO HUNGER

End hunger, achieve food security and improved nutrition and promote sustainable agriculture.

How? By donating 1% of the gross profit from By Motatos and SAVED By Motatos to The Hunger Project, our business contributes to fighting world hunger.

GOAL 13. CLIMATE ACTION

Take urgent action to combat climate change and its impacts.

How? By saving food we're improving our food systems and avoiding unnecessary emissions. We also make it easier to switch to a more plant rich diet by only including vegetarian products with small climate footprints in our By Motatos and SAVED By Motatos assortment.

GOAL 7. AFFORDABLE AND CLEAN ENERGY

Ensure access to affordable, reliable, sustainable and modern energy for all.

How? By investing in solar panels for our Nordic warehouse. Clean energy helps us save food!



*Chat GPT told us to write "An SDG" and not "A SDG".

BROADENING OUR IMPACT SCOPE



Even though saving food is our core and what we do best, we're also part-time multitasking in other future-of-food-related areas. How? Happy you asked!

As the saying goes, all good things come in threes - so does our broadened impact scope. The first part is our private label By Motatos, founded on the insight that our ever-changing saved assortment sometimes makes it hard for people to save food with us. By Motatos complements the saved assortment by offering stable pantry basics that make it easier for customers to fill up their boxes, simplifying saving food. But the products aren't only saving food helpers, they also make nutritious, vegetarian and affordable staple food accessible - all of which are important areas for the future of food - and that contribute to several of the SDGs.

The second part is our other private label, SAVED By Motatos, which offers pantry items made from saved ingredients that are being upcycled to oh-so-tasty food products. Thanks to SAVED By Motatos, we've upped our food saving game from only saving readily

produced products to moving up-streams in the supply chain: saving left-over ingredients. And just like By Motatos, SAVED By Motatos doesn't only help us save more food, but also makes vegetarian, nutritious and affordable food accessible to more people. A triple win, just the way we like it!

The third part of our extended impact scope is spelled give-back. Essentially, this means two things: donations to food banks and money to a world-hunger fighting organisation. Regarding the first part, we've established collaborations with Örebro Stadsmission's food central in Sweden and Die Tafel in Germany - two food banks that distribute food to those who have difficulty purchasing enough. These organisations receive all customer returns from our German and Nordic warehouses. In that way, we help each other - they get more food to distribute and we avoid food waste.

The second part of the give-back regards a collaboration with the international organisation The Hunger Project - working to end world hunger through mobilising change at grassroot level. Today, about one in ten people worldwide are suffering from hunger,⁶ a sad figure that hardly fits in a brighter future of food. To play our part, we're donating one percent of the gross profit from all By Motatos and SAVED By Motatos sales, or at least 100 000 SEK, to The Hunger Project every year. It's clearly a drop in the ocean compared to what the fight against world hunger needs. But you know how the saying goes: the little streams make the big rivers.

⁶ United Nations (2022). Goal 2 | Department of Economic and Social Affairs. [online] sdgs.un.org/goals/goal2.

OUR KIND OF STORYTELLING



You know how much we love saving food, right? You probably also know how much we love talking about saving food? Just imagine then how much we love talking about the food we've saved - it's love times a zillion! And people always say one should spread love, so here comes some!

1. UNINTENTIONAL EXPERIMENTATION

Pändy is a Swedish-founded company that probably loves snacks more than Winnie the Pooh loves honey. One day, some unintentional experimentation took place in the snacks production. More precisely, a bunch of cherry flavoured jelly candies were left to dry for a bit too long. Nothing spectacular happened, the candies just lost a bit of softness but the yummy taste remained the same. So all 18 816 packages were saved and enjoyed by our many food saving customers. The end!



2. TRUE BEAUTY COMES FROM WITHIN

Picture this: a dear supplier of ours (The Whole Company) decided to change its packaging design. Soon regular food stores no longer wanted the old packaging. A different kind of food store, however, still wanted it because it understood that true beauty comes from within. We're that different kind of food store, so we agreed to save the old packaging and fill it with fresh products. And just like that, 156 000 packages were saved!



3. LIGHTWEIGHT SOUP CANS

Nestlé produces yummy tomato soup made from twisted tomatoes at risk of going to waste. One day, a batch of soup cans was filled with too little soup, meaning there was a mismatch between the specified amount of soup on the label and the actual amount. Not good news in the eyes of regular supermarkets, but no biggie to us. Together, we saved more than 13 tonnes of tomato soup, corresponding to the weight of about 66 medium-sized tigers. Simply said by our colleague: "it's a saving I love from my head to-ma-toes".



THINGS THAT MAKE US PROUD AS PEACOCKS

There are some things we did in 2022 that we're particularly proud of. Therefore, we thought we'd take the opportunity to tell you a little more about these things! The following pages will tell you all about us:

- 1. OPENING UP IN THE UK**
- 2. BUILDING A NEW NORDIC WAREHOUSE**
- 3. PUTTING CLIMATE LABELS ON ALL OUR PRIVATE LABEL PRODUCTS**



1. HELLO UNITED KINGDOM



In June we launched our fifth market: the United Kingdom. Let's say one thing, if you ever heard that Brits are hospitable, we can confirm that this is true - we've been beyond welcomed!

Never could we have imagined how many Brits that would be keen to save food and money. In hindsight, over 30 000 people helped us save almost 400 tonnes of food and consumer products in only seven months.

Our short time in the UK has shown us not only that Brits are good at saving food, but also that they seem to like Chickpea Tikka Masala. How do we know? On the 29th of September, the International Day for the Elimination of Food Waste and Food Waste Prevention, we partnered with Mob Kitchen and launched Bring Your Own Food: a pop up event aimed at fighting food waste and poverty. Together with Mob Kitchen, we cooked and served 400 delicious meals (Chickpea Tikka Masala) to hungry passersby in Shoreditch, London. Meals were made from saved ingredients listed on our website, and all people had to do to get served was either to donate a food item from their cupboard or donate any amount of money. Food donations were handed to our charity partner, Hackney Foodbank, part of the Trussell Trust network, an NGO fighting hunger and poverty in the UK. And the best part? For all the food donated, we matched it with our own products.

In the end, the pop up resulted in satiated passersby, 183 food item donations for the Hackney Foodbank and £616.34 in cash donations. Now we're looking forward to more cool pop ups that benefit both people and planet - keep your eyes peeled!





SHOREDITCH HIGH ST

free food!

mob

SAVE IT

FREE MEALS

free food!

mob

SAVE IT

AP
TOS

POP UP:
**BRING
YOUR
OWN
FOOD**



2. SHINY NEW WAREHOUSE

**SUPER
SMART**

In March, we moved our Nordic warehouse from one Swedish city, Katrineholm, to another, Örebro. The move introduced us not only to a new neighbourhood, but also to a whole new breed of colleagues - robots.

Our new warehouse is about three football fields in size, fully automated and operated by 149 robots! Thanks to them and some other new warehouse equipment, we've been able to improve a lot of things that benefit both the employees and the planet - double victory!

From an employee perspective, the work environment has become a lot better. For example, our robots have helped reduce the number of kilometres our employees walk on a typical day, from fifteen kilometres to only three. Further, we've purchased ergonomic mats for the picking stations that are knee-friendly, installed air cleaners that remove 70% of all dust and improve the air quality, and silencers that make the warehouse quieter and kinder to the ears - and brains.

From a planetary perspective, a newly installed box sealing machine has helped us reduce the size of our boxes, by cutting them as small as possible with respect to their contents. Thanks to that, four more boxes fit on each pallet we send. This means about two pallets fewer are shipped per week - amounting to around 100 pallets per year. To power the box sealing machine and all the robots, solar cells have been installed on the warehouse roof, covering about 40% of the annual energy consumption. So in a way, sunshine helps us save food!





WAREHOUSE SNEAK PEEK



3. CLIMATE LABELS



Hurray! In 2022, all our By Motatos and SAVED By Motatos products got climate labels.

How? We simply (or honestly not so simply) calculated the climate footprints of our products by performing life cycle assessments (LCAs): from farm to warehouse. Essentially, that means we quantified all emissions from production, refinement, packaging and transporting of one kilogram of a specific product.

Calculating all these steps can be pretty hard. Therefore we performed them on a platform called CarbonCloud. Once our modelling of the footprints are done on the platform, CarbonCloud's team double-checks everything, and if our analyses look good, they verify them.

Wondering why we put a lot of effort into calculating climate labels? Here are three reasons. Firstly, they make it easier and less overwhelming for customers to make more sustainable choices when shopping. Calculating climate labels yourself is hard, but comparing numbers is easy. Secondly, we're 100% responsible for the emissions connected to our products, so we want to keep track of them. By keeping track, we also get a better understanding of how we can reduce our negative impact. Thirdly, climate labels help us contribute to more climate and supply chain transparency, which we believe will push the food system in a more sustainable direction.

CLIMATE SUCCESS STORY!
When calculating the climate footprint of our chopped tomatoes we realised that the choice of packaging had a huge impact. So we decided to change from aluminium cans to tetra paks, and as a result the climate label went from 1.3 kg CO₂e/kg to 0.3 kg CO₂e/kg.

Curious about our climate labels? You can find a bunch of them down below!



A BUNCH OF CLIMATE LABELS:



PLANET



PLANET DEEP-DIVE

Welcome to the part of the Impact Report that tells you all about our corporate climate footprint.

As promised last year, we've refined and extended our Scope 3 measures for this year's edition. In addition to last years' calculations of the footprints from our carrier services, waste and private label products, this report also covers: Purchased Goods and Services, Capital Goods, Business Travel and Employee Commuting.

Gathering all this data and calculating emissions isn't a walk in the park. It can be pretty difficult and challenging at times, hunting all the data and pairing it with correct emission factors. We're humble to the fact that we can improve our data and emissions calculations further. But we're also happy and confident that this year's emission calculations are more comprehensive than last year's. Let's dive into it!

PLANET MEASURES

Scope 1 covers our direct emissions from sources we own or control, while Scope 2 includes all indirect emissions from purchased electricity, heating and cooling. Our Scope 3, includes all upstream and downstream emissions considered most significant to our business based on a materiality analysis. In the Scope 3 section, you'll find a table with all measures that have been included in Scope 3.

APPROACH

Our climate footprint, or GHG emissions, are reported in accordance with the Greenhouse Gas Protocol standard which divides emissions into three scopes: Scope 1, Scope 2 and Scope 3. When consolidating the data, an operational control approach has been applied, meaning that 100% of the emissions from operations over which we or our subsidiaries have operational control, are accounted for.⁷

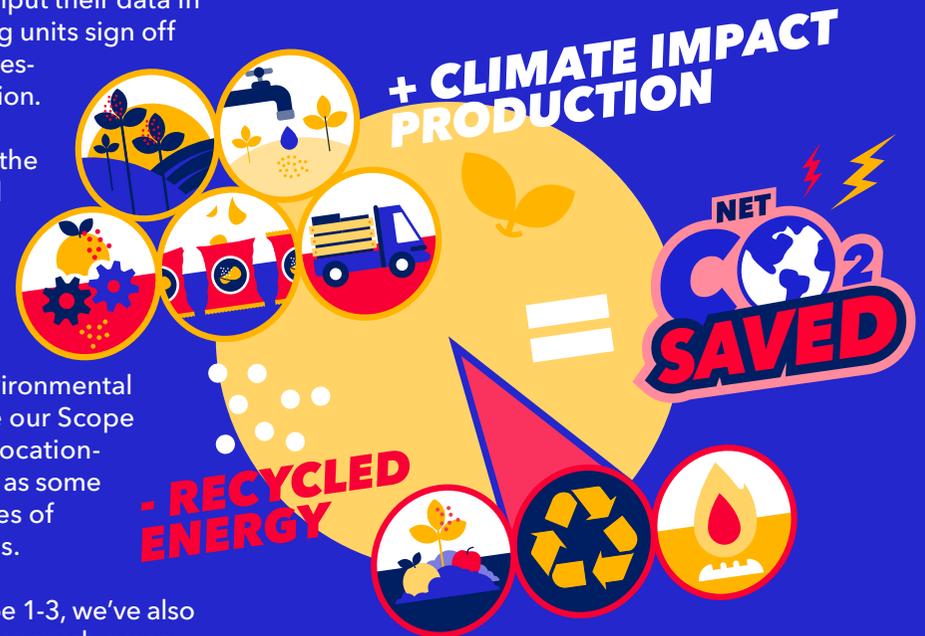
Data has been collected in January and February 2023. For the reporting, stakeholders have input their data in our Worldfavor platform. The reporting units sign off the reported data themselves and are responsible for reporting correct information.

To calculate GHG emissions based on the gathered data, we have primarily used the Conversion Factors 2022: Full Set from DEFRA,⁸ and Production Mixes from AIB 2021.⁹ For the full list of all emission factors applied, please see the Emission Factors section. Further, we've contracted IVL, the Swedish Environmental Research Institute to help us calculate our Scope 1 and 2 emissions. For Scope 2, only location-based emissions have been calculated as some data on energy sources and guarantees of origin are missing for a few of our sites.

In addition to the GHG Protocol's, Scope 1-3, we've also calculated Avoided Emissions, that's how much greenhouse gases have been avoided by recirculating food and consumer products through our sites. Those calculations are based on research suggesting that buying a recycled item or an item at risk of going to waste eliminates the need to buy a newly produced item. So, instead of buying one new and discarding one old and recovering some energy from the waste process, only the old one is needed and the production impact of one product is saved. Or, almost saved, as the energy that can be recovered if the product is burned or anaerobically digested must be deducted.¹⁰

From the above logic, IVL helped us compile LCA data for our standard orders to better understand their climate impact. Those numbers and our business' total avoided emissions are presented in the Avoided Emissions section.

AVOIDED EMISSIONS FROM SAVING FOOD:



⁷ Revised Edition, W.R.I. and W.B.C. for S.D. (2004). A Corporate Accounting and Reporting Standard The Greenhouse Gas Protocol. [online] GHG Protocol, pp.1-114. Available at: <https://ghgprotocol.org/sites/default/files/standards/ghg-protocol-revised.pdf> [Accessed 3 Mar. 2023].

⁸ Department for Environment Food & Rural Affairs (2022). Greenhouse gas reporting: conversion factors 2022. [online] GOV.UK. Available at: <https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2022> [Accessed 3 Mar. 2023].

⁹ AIB (2022). European Residual Mixes 2021 Association of Issuing Bodies European Residual Mixes Results of the calculation of Residual Mixes for the calendar year 2021. [online] Available at: https://www.aib-net.org/sites/default/files/assets/facts/residual-mix/2021/AIB_2021_Residual_Mix_Results_1_1.pdf [Accessed 16 Mar. 2023].

¹⁰ Wranne, J. (2020). Produktdatabaser: miljöfördelar med återbruk Klimatfördelar med återbruk av IT-produkter samt metod för databasskapande. [online] Available at: <https://www.ivl.se/download/18.34244ba71728fcb3f3f938/1591705295673/B2372.pdf> [Accessed 8 Mar. 2023].

SCOPE 1 AND 2

All emissions connected to Scope 1 and 2, belonged to our rented offices in Denmark, Finland, Germany, Sweden and the UK, and our warehouses in Germany, Sweden and the UK. In total, all Scope 1 and 2 emissions amounted to 169.52 tCO₂e. Out of these, 10.38 tCO₂e came from stationary combustion adhering to Scope 1, while the remaining 159.14 tCO₂e came from the consumption of electricity, district heating and district cooling belonging to Scope 2.

The stationary combustion belonging to Scope 1, covered kerosene (4.50 tCO₂e) combusted in the UK warehouse, and natural gas (5.88 tCO₂e) combusted in the German and UK offices. The natural gas used to heat the German office is an estimate due to lack of heating data from the landlord. To arrive at a number, we decided to make conservative estimates based on the size of the office (100 m²) and the average energy consumption per square metre for old buildings (55W).¹¹ Further, natural gas was picked as the energy source, based on the fact that it's commonly used to heat up buildings in Germany.¹² For next year's report we'll work hard to get actual numbers from our German landlord.

If we look in more detail at the emissions for Scope 2, the electricity consumption equalled 85.13 tCO₂e, district heating 74.01 tCO₂e and district cooling 0 tCO₂e. Of all Scope 2 emissions, 93.40% related to our energy consumption in our warehouses in Örebro, Sweden and Grossbeeren, Germany.

In the table below, you can find an overview of all Scope 1 and 2 emissions. As can be seen, 6.12% of emissions came from Scope 1 and the remaining from Scope 2 (93.88%), with electricity accounting for the largest share.

¹¹ Holm, A.J.F. (n.d.). Bra att veta. [online] Energipojkarna AB. Available at: <http://www.energipojkarna.se/sida/bra-att-veta> [Accessed 3 Mar. 2023].

¹² Aizarani, J. (2023). Germany: household heating sources 2020. [online] Statista. Available at: <https://www.statista.com/statistics/1189752/household-heating-sources-germany/#:~:text=Natural%20gas%20and%20oil%20are> [Accessed 20 Mar. 2023].

| MATSMART-MOTATOS Impact Report Scope 1 and 2 for 2022 | ENERGY CONSUMPTION IN KWH | tCO ₂ e EMISSIONS | SHARE OF EMISSIONS % |
|----------------------------------------------------------|---------------------------|------------------------------|----------------------|
| SCOPE 1 | 32247.03 | 10.38 | 6.12% |
| Stationary Combustion | 32247.03 | 10.38 | 6.12% |
| SCOPE 2* | 1971708.23 | 159.14 | 93.88% |
| Electricity | 953913.11 | 85.13 | 50.22% |
| District Heating | 1010803.54 | 74.01 | 43.66% |
| District Cooling | 6991.58 | 0.00 | 0.00% |
| TOTAL | 2003955.26 | 169.52 | 100.00% |

*Location-based emissions. No market-based emissions have been calculated due to missing data

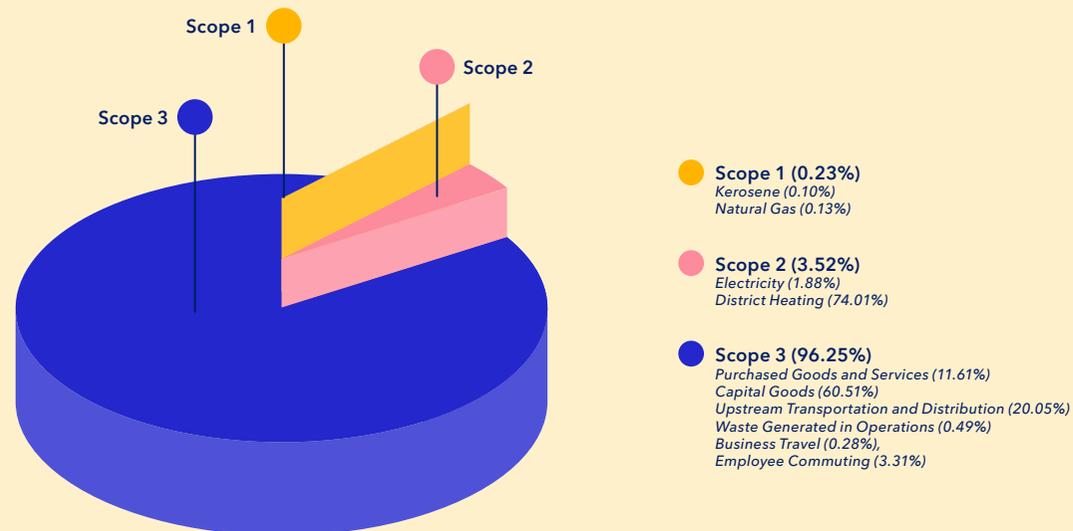
SCOPE 3

Scope 3 covered all other indirect emissions from our value chain. Based on a materiality analysis, the following measures were included: Purchased Goods and Services, Capital Goods, Upstream Transportation and Distribution, Waste Generated in Operations, Business Travel and Employee Commuting.

In the table to the right, you can find all emissions that have been accounted for in each category, which together summed up to a total of 4 351 tCO₂e. The largest part, 62.86%, came from Capital Goods, which include the Solar Panels and Robot System that have been purchased and installed in the Nordic Warehouse in 2022. Second came all upstream Transportation and Distribution. This category stood for 20.83% and represented all deliveries that we've purchased to transport products from our suppliers and to our customers. This was followed by Purchased Goods and Services (12.06%), Employee Commuting (3.44%), Waste Generated in Operations (0.51%) and Business Travel (0.29%).

| CATEGORY | tCO ₂ e | SHARE % | INCLUDED ACTIVITIES | EXCLUDED ACTIVITIES |
|------------------------------------------|--------------------|----------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|
| Purchased Goods and Services | 524.79 | 12.06% | By Motatos and SAVED By Motatos. IT Equipment. | Office consumables. Boxes and packing material. |
| Capital Goods | 2735.16 | 62.86% | Solar Panels and Robot System for the Nordic Warehouse. | - |
| Upstream Transportation and Distribution | 906.44 | 20.83% | Deliveries from warehouse to customers in Denmark, Finland, Germany and Sweden. Deliveries from suppliers to warehouse in Denmark, Finland, Germany and Sweden. | Deliveries from warehouse to customers in the UK. Deliveries from suppliers to warehouse in the UK. |
| Waste Generated in Operations | 22.21 | 0.51% | Waste generated in our Nordic and German warehouse. | Waste generated in any of our offices and in our UK warehouse. |
| Business Travel | 12.81 | 0.29% | Business travels booked via our central booking system. | Business travels booked outside of our central booking system. |
| Employee Commuting | 149.61 | 3.44% | All commuting via car, bus, train, metro, bike and walk. | - |
| TOTAL SCOPE 3 | 4,351.02 | 100.00% | N/A | N/A |

SHARE (%) OF EMISSIONS PER SCOPE:

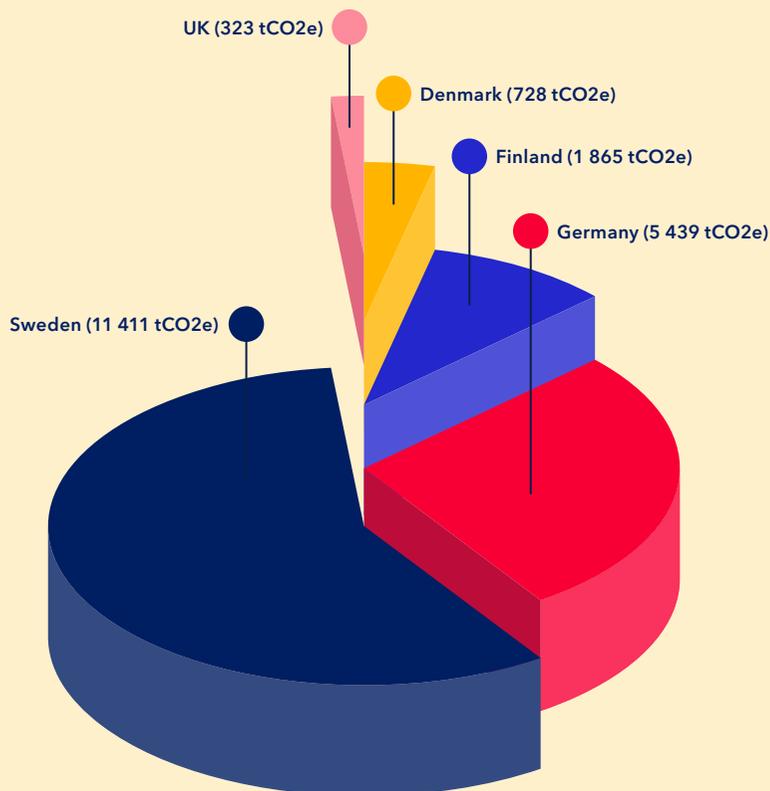


AVOIDED EMISSIONS

Ever since we started saving food back in 2014, we've always known that saving food is very planet-friendly. But thanks to IVL helping us to compile LCA data for standard orders for each of our markets, we now know how planet-friendly it actually is. According to IVL's LCA data, the net average CO₂e savings per order in 2022 were around 6.1 kilos in Denmark, 8.3 kilos in the UK, 9.1 kilos in Germany, 10.7 kilos in Finland and 13.3 kilos in Sweden.¹³

Based on these numbers and the amount of orders sold in each country, the total net carbon dioxide equivalent savings across markets in 2022 were 19 766 tCO₂e (+28% compared to 2021). That's as much emissions that it takes to charge a smartphone 2 billion times, or provide close to 4000 homes with electricity for a full year.¹⁴ We know - holy guacamole! It tells you all about how good (and important) saving food is!

AVOIDED EMISSIONS PER MARKET:

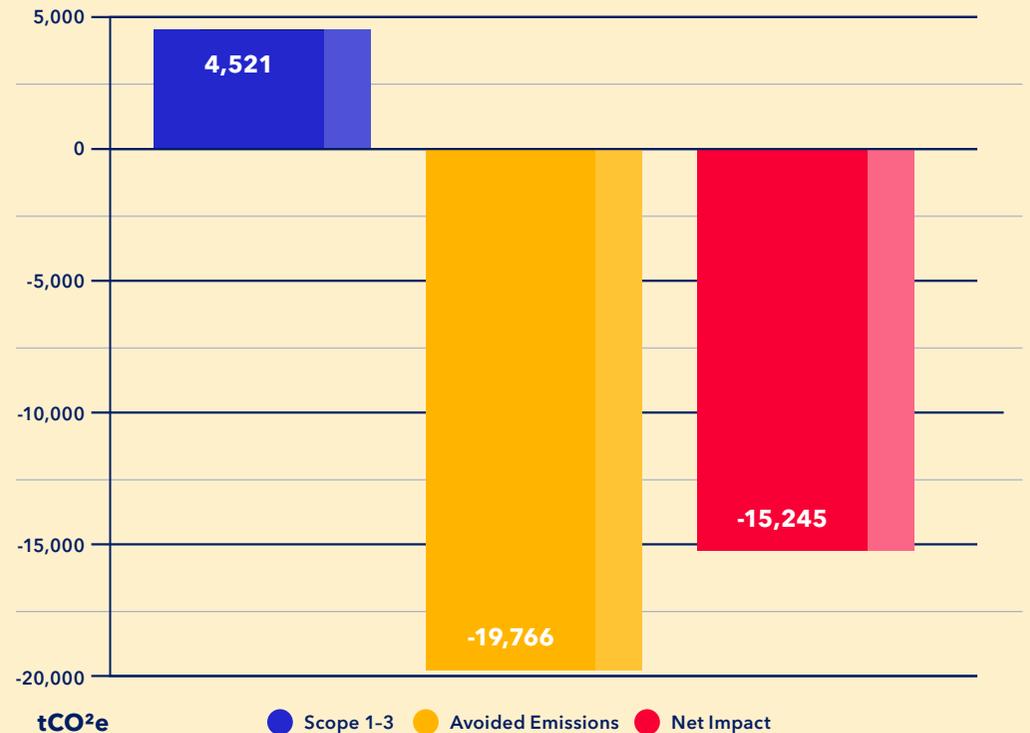


PLANET CONCLUSION

Craving a summary of all the planet data we've presented? Here you go! Based on Scope 1, Scope 2 and the categories we've included in Scope 3, our business emitted a total of 4 521 tCO₂e in 2022. That's an increase of 3 388 tCO₂e from 2021, largely due to the expansion of the number of KPIs measured and our investments in solar cells and robotic systems for the Nordic warehouse.

At the same time, we saved over 25 000 tonnes of food and consumer products, which made us avoid 19 766 tCO₂e emissions - an increase by 4 322 tCO₂e from 2021, largely as a result of more food being saved. In the end, our business had a net positive impact of 15 245 tCO₂e, an increase by 934 tCO₂e from 2021. If that makes us happy? We've been walking on sunshine ever since we found out!

OUR TOTAL IMPACT:



¹³ Molin, E. and Billstein, T. (2023). Climate benefits from saving food with Matsmart-Motatos. No. U6707. IVL Swedish Environmental Research Institute.
¹⁴ EPA (2019). Greenhouse Gas Equivalencies Calculator | US EPA. [online] US EPA. Available at: <https://www.epa.gov/energy/greenhouse-gas-equivalencies-calculator>.

PEOPLE





SUPER EMPLOYEES

We have super-duper employees constantly working hard to turn food saving dreams into reality. For natural reasons, they mean the world to us. Not only are they remarkable humans filled with super powers and skills, but they're also the creators of an amazing company culture (humble hint: our culture).

In the next few pages, you'll get a deeper look into what's been happening on the employee side in 2022. Our People department consists of a bunch of very ambitious people, so be ready to digest a lot of information.

YOU ARE A HERO





**EMPLOYEES IN
HEADCOUNT: 195
189 FULL-TIME
6 PART-TIME**

PEOPLE FACTS

In 2022, we had 192.6 full-time employees (FTE) working for us in our offices and warehouses across five markets: Denmark, Finland, Germany, Sweden and the UK. Out of these, we said hello and warmly welcome to 86.25 FTEs who started working with us, and goodbye and (hopefully) see soon again to 66 FTEs who stopped working with us. That gives us an employee turnover rate of 34%, a holy-smoke-number to say the least. The reason for why the number is so high is because we moved our Nordic warehouse from Katrineholm to Örebro in March 2022, which unfortunately (but understandably) wasn't optimal for all warehouse employees. All employees were still offered to join the move and 70% chose to move with us. We take that as the best of compliments!

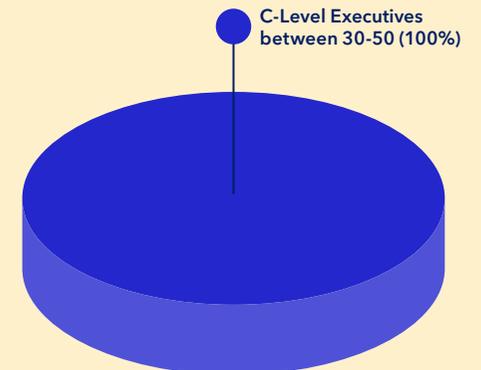
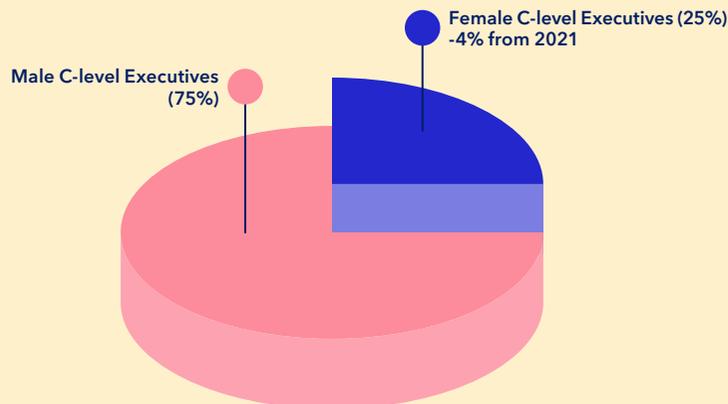
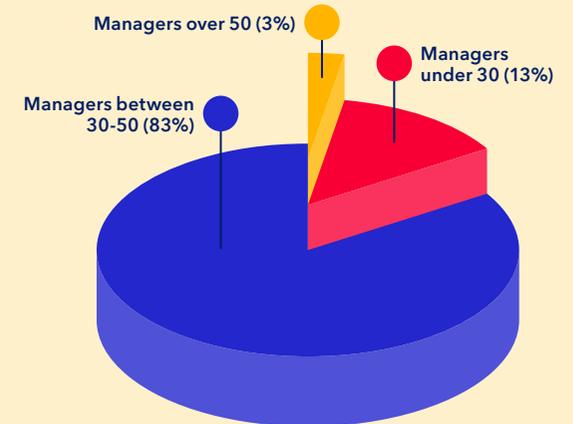
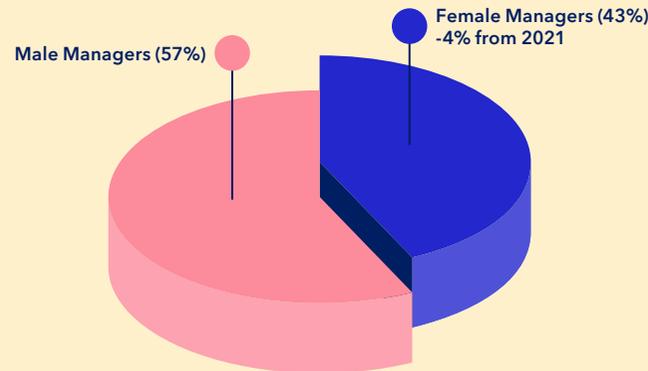
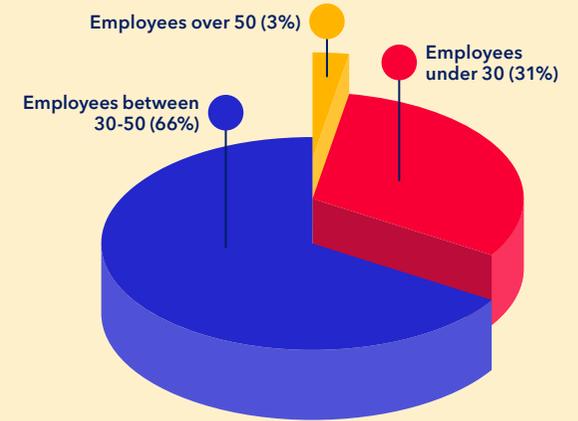
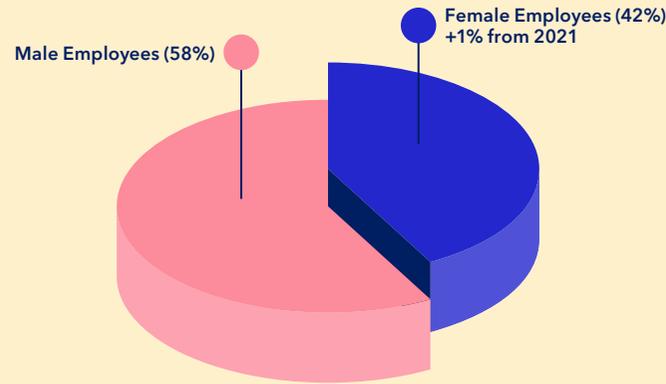
NUMBER CRUNCHING O'CLOCK

DIVERSITY

Someone once said that "less is more". In some cases that might be true, but certainly not when it comes to diversity (or saving food). In those cases, "more is more" is the one and only motto to live by.

As a natural part of that motto, we want every employee to feel at home at Matsmart-Motatos. We want to attract all kinds of unlike-minded people with opposing views and perspectives that can challenge our way of thinking (and who we hopefully can challenge back). In that way, we'll not only create a better workplace, but also contribute to a more fair and equal world. A true double win!

To attract unlike-minded people and ensure that our recruitment processes are non-discriminatory, we introduced a new recruitment process in 2022 that aims to reduce unconscious bias by applying a competence-based approach with objective tools such as assessment tests.





HEALTH, SAFETY AND WELL-BEING

Making sure our employees are the healthiest, safest and happiest they can be, is a top priority under our roof. Therefore, we're very happy to see that our sick leave percentage was only 4.1%, a sharp decrease (-15.9%) from 2021, largely due to reduced covid19 and restrictions being lifted. Looking at incidents and injuries, one injury has been recorded which gives us an accident rate of 1.96. In total, all employees worked 280 183 hours in 2022, and 440 hours were lost due to the reported injury. That gives us a LTIFR (lost time injury frequency rate) of 4 315. The excessively high LTIFR rate is due to a truck accident where one of our employees broke their foot. To avoid future accidents from happening, safety rules and routines have been reviewed and improved.

To further prevent ill health and promote a good working environment, we've initiated several training sessions throughout the year. Except for basic CPR and fire training, all Nordic warehouse managers have also been trained in how to improve our work environment. On the latter topic, all office employees have also been offered ergonomic work furniture for home use to improve the work environment when working remotely.



SATISFACTION AND COMMITMENT

Two brand new measures in this year's Impact Report are employee satisfaction and commitment.

These VIP-KPI:s were measured for the very first time in 2022.



The employee satisfaction was measured by asking our employees the classic eNPS question: "how likely are you to recommend us as an employer to family and friends?", on a scale from 1 to 10. On the basis of the responses (participation: 60%), the net promoter score was calculated, which turned out to be 33. Google says that a score above 30 is considered really good and a score of 50 is excellent. Let's just say, our dear CEOs and CPO (Chief People Officer) were all quick to say "let's aim for a score of 50". And just like that, an ultimate goal and guiding star was formulated!

The next newcomer, employee commitment, was measured by asking six commitment questions on a scale from 1 to 5. Thereafter, an index was created and all responses scoring 4 or higher were clustered together and labelled as committed employees. Can you guess our employee commitment score? We won't keep you in the dark: it's a whopping 78%, a number that makes us prappy: proud and happy!



DEVELOPMENT

We want all our employees to grow with us. Just like water is essential for plants to grow, we believe great leaders are essential for employees to grow. Therefore, we've initiated a leadership training programme in 2022 that we've given the name Leadership Lab.

The purpose of the Leadership Lab is to define our kind of leadership, set a common foundation and toolbox, create a leadership community and (perhaps most importantly) learn together. By doing so, we're confident that we'll be able to create the conditions for employees to grow, thrive and perform at their best. And that will (hopefully) contribute to two of our favourite things in the world: make us even better at saving the food while also putting more smiles on our employees' faces. All music to our ears!

CULTURE

Remember how we started this Impact Report's People section by humbly saying that our employees are the creators of an amazing company culture, namely ours? Well, we did say that. And no matter how overconfident it may seem, we stand by our statement. Let us explain why!

Ever since our very early food saving days, we've always felt that our company has been filled with one-of-a-kind-ers that make a really good culture. 2022 was the year we went from having a feeling for what our company culture is like to asking our employees for their views on the topic. Because at the end of the day, their perceptions are all that matters.

So this is what we did: we organised workshops with all departments across all countries with the aim of gathering all employees' perceptions of our culture together with their expectations on us as a company, the leadership and how they believe we can increase the sense of belonging between our hubs. We believe you might guess what our next step in 2023 will be? Levelling up our culture to make it even more awesome. In other words, there is a high risk that we'll boost our culture even more in next year's Impact Report. Brace for impact!



POLICY

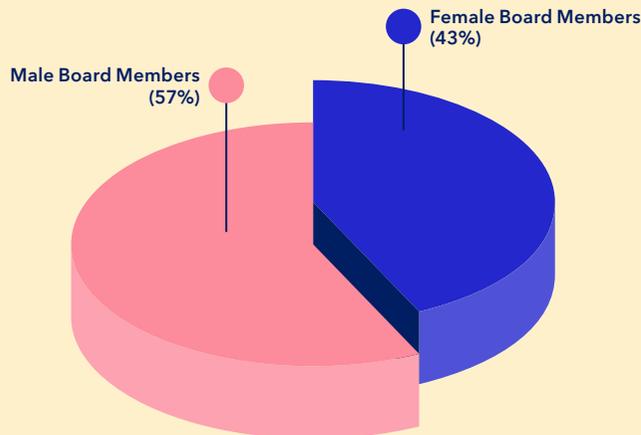


THE FINEPRINT

Dear reader, it's time for you to put on your fingerprint glasses because the policy reporting is just about to start. In this year's Impact Report, two topics have become four: Governance Body Composition, Data Protection and Cyber Security, Legal Risk Minimization and Business Ethics.

GOVERNANCE COMPOSITION

In 2022, our Board of Directors consisted of seven people. Four of them identified as males (57%) and three of them as females (43%).



DATA PROTECTION AND CYBER SECURITY

Protecting our customers' privacy and cyber security are of paramount importance to us. Therefore, we have rigorous internal processes in place to ensure that customer data is protected, properly managed and deleted on a continuous basis. Further, only a narrow group of employees have access to the data, and no unnecessary data is ever collected. For more detailed insights on how we handle personal data, [please read our privacy policy](#).

To further enhance our cyber security, several measures have been taken in 2022. Among them, an IT Security Manager has been appointed, IT Security Guidelines have been implemented and all employees have been trained in cyber awareness on a continuous basis throughout the year. Are you the kind of person who craves IT security details? Here's a gift for you: [Our entire IT Security Guidelines to be read and enjoyed](#). Happy reading!



LEGAL RISK MINIMIZATION

In order to avoid all kinds of legal risks as far as possible, our Legal Department is involved and integrated in the whole company and its processes. Additionally, tools are being integrated that make it easier for the organisation to carry out certain low-risk legal assignments on its own without risking non-compliance with the law or company policies. Employees are also trained on relevant topics to ensure that they know what to consider and are up to date on the latest legislation, meaning the risk is further reduced. In summary: risk minimization was pretty much an around-the-clock activity for our Legal Department in 2022.

BUSINESS ETHICS

We came into the food saving business to change the way things are done and contribute to a better future of food. That's about more than just reducing food waste - it's also about contributing to a fair and livable future for all. To achieve this, we're committed to acting ethically and with integrity in all our business activities. And we expect all parties working for or with us to do the same thing - to do good.

To establish common ground around what world we want to co-create with our suppliers, [we have a written Code of Conduct](#) that lays out the foundation of how things should be done and what kind of legacy we want to leave behind. So far it's been signed by 49 of our suppliers. In 2023, a top priority will be to make sure to skyrocket that figure!

In addition to our Code of Conduct, [we also have a Code of Ethics](#) that stipulates our zero-tolerance approach to any form of corruption or bribery. Moreover, it's also intended to set out responsibilities and guide all people working for us on how to conduct our business in a legal and ethical manner. The intention is also to help people recognise corruption and bribery, and make them aware of possible risks and misconducts within our company and supply chains. In 2023, we'll up our Code of Ethics game further by rolling out training for our employees. Stay tuned!



FUTURE



A WORD ABOUT THE FUTURE

The attentive reader of last year's Impact Report may recall that we had three master plans for 2022?

The plans included launching **SAVED By Motatos**, launching in the UK and producing an even better Impact Report for 2022. We'd like to say we've ticked all three boxes! So what's next? Happy news is that we've created three new master plans for 2023 that we'd like to present. Here they come!



MASTER PLAN 1

Last year we asked you to not be surprised if we would expand to even more countries in the future. With that in mind, we guess it won't surprise anyone that we've recently launched in our sixth market: the country of classical music, Wiener schnitzel and Sacher torte, also known as Austria! The reasoning behind our expansion is the same as it's always been - to have a real impact on the global food system, we need scale. Now that we've launched in Austria, 180 million people (!) can wake up on any day and save food with us. Just imagine how much food we'll be able to save in 2023!

MASTER PLAN 2

The next item on our to-do list for 2023 is to work hard towards financial sustainability, aka profitability. Especially in our Nordic markets. Does that mean we don't plan to grow or save more food? Nope! We still want to do all that, we're just going to have a better balance between growth and profitability. Because we want to keep doing what we're doing for many decades to come. In this way, we like to think we're future-proofing ourselves.

MASTER PLAN 3

Our third part of the master plan for 2023 is to set up a long term collaboration with a local food bank - or similarly great purpose organisation - in the UK. But hey wait a minute, didn't you just brag about donating food in London during your Shoreditch pop up with Mob Kitchen, is maybe what you're thinking now? Yes we did, and as proud as we are of that, we still haven't formed a longer term agreement with any UK organisation. And as long term is like the twin brother of sustainability, this deserves a top ranking on the list.



LAST BUT NOT LEAST: LET'S DO SOME MYTH- BUSTING

When meeting new people, we often get the question: can your business really be sustainable?

Don't all your last mile transports eliminate the climate benefit of saving food? The short answer is: no. The somewhat longer answer goes like this: Up to 83% of our food's climate footprint comes from the resources going into production. Transport, on average, accounts for less than 10% of the food's climate footprint.¹⁵

These numbers speak for themselves - the best way to reduce the environmental impact of food is by making sure we make use of all the food that already has been produced. Still not convinced? Think about all the CO₂e that we saved thanks to our food savings in 2022 (19 766 tonnes), then compare that figure to the emissions from our transports (906.44 tonnes), and voilà, the positive effect becomes crystal clear!

¹⁵ Pyrgioti, S. (2022). The great debunking of climate myths: Transportation - CarbonCloud. [online] CarbonCloud. Available at: <https://carboncloud.com/2022/03/28/climate-myths-transportation%EF%BF%BC/> [Accessed 2 Mar. 2023].



MOLTATOS



NO WASTE

IT'S POSSIBLE TO RECYCLE
A BOX OF GREAT TASTE
WITH A MINOR INVESTMENT
AND A LITTLE CARE.

MOLTATOS



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EMISSION FACTORS:

| SCOPE 1 | | | |
|---------------------------------------------|---------------------------|--------|---------------------------------------------------|
| TOPIC | EF IN kgCO ₂ e | UNIT | SOURCE |
| Burning oil (also known as kerosene) | 2,54514 | litres | DEFRA 2021 |
| Natural gas | 0,18316 | kWh | DEFRA 2021 |
| SCOPE 2 | | | |
| TOPIC | EF IN kgCO ₂ e | UNIT | SOURCE |
| Electricity Production mix DK | 0,18134 | kWh | AIB 2021 |
| Electricity Production mix DE | 0,37764 | kWh | AIB 2021 |
| Electricity Production mix FI | 0,09584 | kWh | AIB 2021 |
| Electricity Production mix GB | 0,22225 | kWh | AIB 2021 |
| Electricity Production mix SE | 0,00767 | kWh | AIB 2021 |
| District Heating - Copenhagen | 0,0345 | kWh | HOFOR 2021 |
| District Heating - Helsinki | 0,182 | kWh | Helen 2021 |
| District Heating - Katrineholm | 0,009 | kWh | Tekniska verken, Katrineholm 2022 |
| District Heating - Stockholm/Södermalm | 0,042 | kWh | Lokala miljövärden 2021 |
| District Heating - Örebro | 0,086674 | kWh | E-on miljövärden 2021, Hallsberg - Örebro - Kumla |
| District Cooling - Helsinki | 0 | kWh | Helen 2021 |
| District Cooling - Stockholm/Södermalm | 0 | kWh | Stockholm Exergi AB |
| SCOPE 3 | | | |
| PURCHASED GOODS AND SERVICES | | | |
| TOPIC | EF IN kgCO ₂ e | UNIT | SOURCE |
| By Motatos - climate labels | | | |
| Chopped Tomatoes 400g (MS118150) | 1,3 | SKU | CarbonCloud |
| Spagetti (MS118143) | 1,8 | SKU | CarbonCloud |
| Linguini (MS118144) | 1,8 | SKU | CarbonCloud |
| Tortiglioni (MS118146) | 1,9 | SKU | CarbonCloud |
| Trucioli (MS118148) | 1,9 | SKU | CarbonCloud |
| Kalamata Olives (MS118152) | 1,9 | SKU | CarbonCloud |
| Chickpeas (MS118153) | 0,63 | SKU | CarbonCloud |
| Red Kidney Beans (MS118154) | 0,78 | SKU | CarbonCloud |
| Blackbeans (MS118155) | 0,69 | SKU | CarbonCloud |
| Chopped Tomatoes 390g (MS126462 + MS206175) | 0,35 | SKU | CarbonCloud |
| Japanese Soy (MS209032) | 1,6 | SKU | CarbonCloud |
| Cashews (MS209046) | 12 | SKU | CarbonCloud |
| Hazelnuts (MS209047) | 4,6 | SKU | CarbonCloud |
| Olive Oil (MS118149 and MS210688) | 3 | SKU | CarbonCloud |
| ByMo mandler 800g (MS216437) | 6,2 | SKU | CarbonCloud |

| TOPIC | EF IN kgCO ₂ e | UNIT | SOURCE |
|--------------------------------------------------|---------------------------|----------------|-------------------------------------|
| SAVED By Motatos - climate labels | | | |
| Lager with surplus bread (DK deposit) (MS206816) | 0,37 | SKU | CarbonCloud |
| Lager with surplus bread (FI deposit) (MS206815) | 0,37 | SKU | CarbonCloud |
| Lager with surplus bread (SE deposit) (MS206814) | 0,37 | SKU | CarbonCloud |
| Easter chocolate Eggs (MS204004) | 0,52 | SKU | CarbonCloud |
| Pesto Paprika Cashew (MS204003) | 3,6 | SKU | CarbonCloud |
| Fussili Corn and chickpeas (MS203989) | 0,88 | SKU | CarbonCloud |
| Fussili Corn and lentils (MS203988) | 0,49 | SKU | CarbonCloud |
| Mixed Milk Chocolate (MS203987) | 0,52 | SKU | CarbonCloud |
| Hummus Pumpkin (MS203986) | 3 | SKU | CarbonCloud |
| Spread Tomato and herbs (MS203985) | 2,8 | SKU | CarbonCloud |
| Spread Paprika picant (MS203984) | 3,4 | SKU | CarbonCloud |
| Pesto Sweet Potato Walnut (MS203983) | 2,8 | SKU | CarbonCloud |
| Pesto Pumpkin pumpkinseed (MS203982) | 2,3 | SKU | CarbonCloud |
| Potato soup with leek (MS203981) | 3,3 | SKU | CarbonCloud |
| Carrot soup with ginger (MS203980) | 1,9 | SKU | CarbonCloud |
| Pumpkin soup with coconut (MS203979) | 1,9 | SKU | CarbonCloud |
| Granola (MS209048) | 1,8 | SKU | CarbonCloud |
| Almond Spread (MS212670) | 1,2 | SKU | CarbonCloud |
| Cashew Spread (MS212669) | 1,4 | SKU | CarbonCloud |
| IT Equipment | | | |
| Electrical items - IT | 24865,48 | tonnes | DEFRA 2022 |
| Laptop | 248,5 | laptop | phys.org 2021 |
| Screens/monitors | 233 | screen/monitor | DELL 2021 |
| Smartphones | 72,1429 | smartphone | Apple 2021 |
| CAPITAL GOODS | | | |
| TOPIC | EF IN kgCO ₂ e | UNIT | SOURCE |
| Robot system - Nordic warehouse | | | |
| Average plastics | 3116,29 | tonnes | DEFRA 2022 |
| Metal | 4018 | tonnes | DEFRA 2022 |
| Electrical items - IT | 24865,48 | tonnes | DEFRA 2022 |
| Solar panels | | | |
| Solar panel | 650 | Solar panel | Soltech Energy Solutions (supplier) |
| Transportation of solar panels | 1000 | truck | Soltech Energy Solutions (supplier) |

UPSTREAM TRANSPORTATION AND DISTRIBUTION

| TOPIC | EF IN kgCO ² e | UNIT | SOURCE |
|--------------|---------------------------|---------------------|--------------|
| Airmee | 62680 | Total WTW emissions | Airmee |
| Budbee | 44150 | Total WTW emissions | Budbee |
| DHL GoGreen | 374640 | Total WTW emissions | DHL GoGreen |
| Instafreight | 13067 | Total WTW emissions | Instafreight |
| Posti | 99280 | Total WTW emissions | Posti |
| PostNord | 312620 | Total WTW emissions | PostNord |

WASTE GENERATED IN OPERATIONS

| TOPIC | EF IN kgCO ² e | UNIT | SOURCE |
|---------------------------------|---------------------------|-------|------------|
| Commercial and industrial waste | 21,28 | tonne | DEFRA 2022 |

BUSINESS TRAVEL

| TOPIC | EF IN kgCO ² e | UNIT | SOURCE |
|----------------------------------------------------------|---------------------------|--------------|----------------------------------------|
| International flight, to/from non-UK - Average passenger | 0,18362 | passenger.km | DEFRA 2022 |
| National rail | 0,03549 | passenger.km | DEFRA 2022 |
| Regular taxi | 0,20826 | km | DEFRA 2022 |
| Hotel night - Denmark | 0,0076 | room | GreenView Hotel Footprinting Tool 2022 |
| Hotel night - Finland | 0,0057 | room | GreenView Hotel Footprinting Tool 2022 |
| Hotel night - Germany | 0,0132 | room | GreenView Hotel Footprinting Tool 2022 |
| Hotel night - Sweden | 0,0019 | room | GreenView Hotel Footprinting Tool 2022 |
| Hotel night - UK | 0,0104 | room | GreenView Hotel Footprinting Tool 2022 |

EMPLOYEE COMMUTING

| TOPIC | EF IN kgCO ² e | UNIT | SOURCE |
|------------------------------------------|---------------------------|----------------------|------------|
| Homeworking (office equipment + heating) | 0,34075 | per FTE Working Hour | DEFRA 2022 |
| Average car diesel | 0,170824 | km | DEFRA 2022 |
| Average car petrol | 0,17048 | km | DEFRA 2022 |
| Average car hybrid | 0,12004 | km | DEFRA 2022 |
| Average car battery electric | 0 | km | DEFRA 2022 |
| National rail/subway | 0,03549 | passenger.km | DEFRA 2022 |
| Local bus (not London) | 0.10778 | passenger.km | DEFRA 2022 |