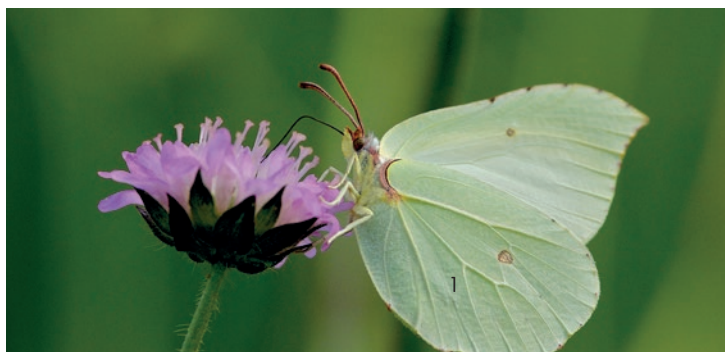




REMA 1000

CORPORATE SOCIAL RESPONSIBILITY

2023



REMA 1000 is expanding, so even more people can buy 'discount with attitude'

In a time marked by economic pressure for many Danish households, we continue to inspire our customers to make healthier and more sustainable choices at low prices. With our numerous openings of new REMA 1000 stores in former ALDI locations, more customers will have the opportunity to experience our approach to 'discount with attitude'.



Sustainable initiatives and investments in 2023

Throughout 2023, we at REMA 1000 have undertaken several significant investments and initiatives focusing on more sustainable and environmentally friendly solutions. One important milestone for the present and future has been the transition to electric transport vehicles, with 12 delivered in December 2023 and the remaining expected in 2024. As a result of this purchase, we are establishing charging stations at our headquarters in Horsens. These stations will be powered, among other sources, by the solar panels on the roof of our newly constructed distribution center.

The proportion of electricity consumption in Horsens covered by solar panels increased from 18.9% to 24.2% by the end of the year. This is due not only to increased capacity but also to optimization of the placement and use of solar energy.

A significant transition was also made with the switch from fossil CO₂ to biogenic cooling of our trailers, involving a substantial process change in the cooling system. Additionally, we have invested in recycling the excess heat from our refrigerated and frozen storage facilities. This heat is now reused to heat both offices and logistics facilities.

Approval of the acquisition of 113 stores

The competition authorities' approval of our acquisition of 113 former ALDI stores is a major milestone in the history of REMA 1000 Denmark and Reitan Retail.

We expect to open new REMA 1000 stores in between 60 and 80 former ALDI locations – meaning we can offer 'discount with attitude' in many more local areas, and our values-based culture will now extend to many new colleagues.

We reduce our waste volume and promote a circular economy

There are still increasing demands on companies for reporting, due diligence, and transparency in the value chain – but also for new environmental initiatives. In 2023, we expanded our waste sorting efforts in accordance with new legislation and in collaboration with several key partners. We were already well underway with our waste sorting, exceeding requirements and including more fractions than the law prescribed. We do this in close collaboration with our store owners, who welcomed the new waste management initiatives we introduced.

Sustainable first choice and prizes we are proud of

Throughout 2023, we received several awards for our efforts. In an image survey conducted by Greencheck among 13,000 Danes, we were chosen as the brand doing the most for the climate in the grocery trade. We were named the country's second most sustainable brand overall – and for the third year in a row, we were named number 1 in our industry – by Sustainable Brand Index. We also had the honor of receiving the Finance Impact Social Responsibility Award for our store owners and colleagues who support people on the edge of the job market on a daily basis.

We were honored with the Loyalty Prize of the Year from the Retail Institute – an acknowledgment highlighting that our store owners manage to create a community with values that emotionally touch customers – and for the 8th year in a row, we received the Loyalty Award for the highest customer loyalty in the Danish grocery trade. These awards are received with humility and pride, and they oblige and inspire our colleagues, store owners, suppliers, and partners to make an extra effort every day.

In 2024, we face a series of exciting sustainability initiatives while maintaining our focus on offering 'discount with attitude' to our customers. At REMA 1000, it's not me who's in charge – the customer is our ultimate boss. Our talented independent store owners are the key to success through local proximity, and our dedicated colleagues in stores and administration create the magic by delivering 'discount with attitude' through our REMA philosophy every day.

I would like to thank all customers, store owners, colleagues, suppliers, and partners for their great efforts during 2023. I look forward to continuing the work ahead.

1000 REMA regards,

A handwritten signature in blue ink, appearing to read 'Henrik Burkal'.

Henrik Burkal, CEO
REMA 1000 Denmark

Contents

This report constitutes the mandatory disclosure on corporate social responsibility and data ethics for the fiscal year 2023 according to §99a and §99d of the Danish Financial Statements Act for REMA 1000 Danmark A/S, REMA Etablering A/S, and REMA Distribution A/S. The report covers the financial period from 01.01.23 to 31.12.23.

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Our reporting on social responsibility is prepared in accordance with GRI 1: Foundation 2021. This report covers all topics defined by us as material. A complete GRI index is included in the appendix section of this report. A detailed description of the GRI standard as well as the individual topics and reporting requirements can be found at www.globalreporting.org.



INTRO

Much more 'Discount with an attitude'

Key figures

About REMA 1000 / Corporate social responsibility

REMA 1000 Danmark A/S is part of **Reitan Retail** – an international trading company operating in the grocery retail, service trade, and mobility sectors in **Norway, Sweden, Denmark, Finland, Latvia, Estonia and Lithuania.**

Reitan Retail encompasses the business areas of Reitan Convenience, Uno-X Mobility, REMA 1000 Norway, and REMA 1000 Denmark.

In total, Reitan Retail has **45,000** colleagues and **3,600** locations across the seven countries.



REITAN
RETAIL

Learn more about Reitan Retail and the company's sustainability efforts at reitanretail.no/vart-ansvar/rapportering

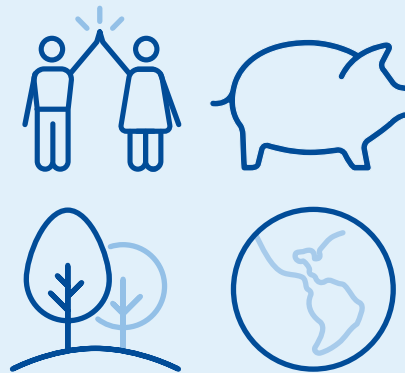


The most sustainable* brand in the grocery retail sector in 2023.

*) According to a consumer survey from the Sustainable Brand Index.



WE AIM TO DELIVER AFFORDABLE, HIGH QUALITY GOODS IN CONSIDERATION OF PEOPLE, CLIMATE, ENVIRONMENT AND ANIMALS.



22.9 bn DKK
in store turnover.
(2022: 20.8 bn DKK)

26.2 bn DKK
in group turnover.
(2022: 24.7 bn DKK)

175,1 million
customer transactions.
(2022: 165.6 million)

17,351
colleagues converted to 4,269 full-time positions.
(2022: 15,176 colleagues converted to 4,045 full-time positions)



We are a discount and franchise concept with operations in Denmark. We opened our first two stores in Skive in **1994**. By the end of 2023, we had **372 stores** nationwide operated by **local independent store owners**. Our headquarters are located in **Horsens**, and we have distribution centers in **Horsens, Vejle, and Avedøre**. We source goods from many places around the world directly and through importers.

Our values are the foundation of our success

About REMA 1000 / Corporate social responsibility

At REMA 1000, our daily work is anchored in our strong values. These values form the basis for creating innovative and simple solutions, all for the benefit of our ultimate boss: the customer.

OUR VALUES

- We stick to our business model.
- We keep high moral standards.
- We are committed to being debt-free.
- We encourage a winning culture.
- We are positive and proactive.
- We talk with each other, not about each other.
- The customer is our ultimate boss.
- We work for fun and profit.

Odd Reitan, Founder of REMA 1000



Our values characterise our entire company. They are our DNA and our way of speaking and acting.

It all started in April 1994 when we opened the first REMA 1000 stores in Denmark. Since then, we have celebrated many openings, and by the end of 2023, we had established 372 stores nationwide. All these stores are operated through a franchise model, where local, independent store owners run each store in close collaboration with their communities. REMA 1000 is the local grocer.

People are our focus. At REMA 1000, it's not just about goods – it's about people. We value the interaction between people behind and in front of the checkout counter and strive to create a shopping experience that is more than just a purchase. REMA 1000 symbolises common sense, proximity, and competence. We believe that simple solutions are not just okay, but brilliant!

For us, discount represents not only low prices but also offering high quality with respect for people and the environment. We achieve this through efficient operations and significant volumes of goods. A positive view of people means we trust each other and believe that our collective success is within reach.

We strive to be the most value-driven company. Therefore, we continuously work to strengthen our business foundation and create a culture where the customer is always at the center. Our values guide us in what we do and define who we are.

Our goal is clear: We want to win, and we want to be the best at what we do. At REMA 1000, we want employees with strong professional skills and deep inner values. We want our employees to make decisions, and our working environment to be characterised by collaboration, respect, and a shared pursuit of success.

Organising corporate social responsibility

About REMA 1000 / Corporate social responsibility

Describing how REMA 1000 manages its corporate responsibility is easy, but finding the words to describe the management style and the freedom under responsibility that constitute a central part of REMA 1000's philosophy can be a challenge. REMA 1000's CEO, Henrik Burkal, describes his management style as "freedom structured into a system".

Our discount concept is based on significant degrees of freedom within a franchise model, where each store owner owns their store. Although we have an overarching concept for REMA 1000, each store owner can adapt it to their local customer base, enabling quick and tailored actions based on knowledge and love for the customers and the store.

Our philosophy underscores the importance of a winning culture. Our main task is to help each employee realise their potential, achieve mastery, and provide support in both ups and downs. We believe in building great individuals, achieved by encouraging action through trust. This requires us to create spaces for trust and freedom where employees can grow. At the same time, it is expected that they use this freedom to take responsibility, act, and produce results.

We have incorporated corporate responsibility into all employees' daily work and tasks. For example, our logistics department focuses on reducing our carbon footprint within their areas of responsibility. Our buyers work on expanding the range with products that support our CSR strategy, which considers animals, people, and the environment. In the HR department and among our store owners, there is active work to promote inclusion, diversity, and ensure good working conditions for everyone in our organisation.

Corporate responsibility in relation to top management

The board of directors at REMA 1000 is our highest authority and bears the ultimate responsibility for our corporate responsibility work. They prioritise corporate responsibility as

a regular part of their annual calendar and review our strategy and results in this area. Here, it is assessed whether the strategy covers relevant topics, whether our procedures and processes are correct (due diligence), and whether there is progress in our objectives. The board is responsible for approving and submitting this corporate responsibility report.

In daily operations, the management is responsible for sustainability work. They ensure that all employees at REMA 1000 work in accordance with adopted strategies and procedures for corporate responsibility. The management also evaluates our policies in the field annually and assesses whether these need to be updated. Additionally, management is responsible for informing the board about updates, issues, and risks related to corporate responsibility on an ongoing basis.

Collaboration with Reitan Retail

We closely collaborate with Reitan Retail on corporate responsibility. Our management and selected employees actively participate in this collaboration, focusing on identifying and reviewing significant issues, developing common strategies and initiatives, as well as coordinating annual reporting and data. Further information about the overall work on corporate responsibility can be found on Reitan Retail's website.

Strategic partnerships for sustainability

We engage in strategic partnerships to work together towards our sustainable goals and implement the most effective initiatives. These partnerships ensure that we make well-considered decisions and base our strategies and objectives on expert knowledge.

OUR FIVE LEADERSHIP PRINCIPLES

1. Be conscious of your own values and leadership paradigms – and find the right place where you can express and develop them.
2. Find good and talented people with edge, shared values, and a strong desire to create together.
3. Dream big with your team. Be aware of which stakeholders are important to achieve the dreams for the future and create an attractive burning ambition.
4. Have a strong belief that individuals can and will – and have the courage to set them free with clear direction, explicit frameworks, and good support systems as well as high expectations for performance.
5. Keep challenging and developing both your organization and yourself. It's okay to be proud of your achievements, but never become complacent. If you believe you are fully developed, you are more finished than you are developed.



– We create spaces where individuals can step in and demonstrate what they can actually achieve.

Henrik Burkal, CEO, REMA 1000
to Lederstof.dk, May 2023



Corporate social responsibility policies

About REMA 1000 / Corporate social responsibility

To guide our employees, partners, and suppliers in corporate responsibility, we have developed a series of policies, guides and action plans. These support our materiality criteria and actively contribute to the fulfillment of our climate and social goals.

Our approach to corporate responsibility is integrated into our entire corporate structure and encompasses all employees, suppliers, and partners. Each year, REMA 1000's management reviews and approves our corporate responsibility policies.

Promoting and protecting the environment and people

We develop our policies based on international conventions and sustainable standards. Each standard or convention is described in detail in our policies.

Our policies are designed to protect and promote international human rights throughout our value chain. This includes protecting the rights of indigenous peoples and vulnerable populations. Our policies on climate and the environment are based on the precautionary principle, focusing on reducing our global impact and implementing measures to minimise adverse effects.

Implementing due diligence processes

All our policies are subject to due diligence processes. This includes committing to:

1. Clear and transparent communication of our commitments to people and the environment.
2. Continuously assessing and managing risks in our value chain.
3. Regularly reporting on our work and results.
4. Providing opportunities for justification to the parties involved in violations and actively involving affected parties in corrections.

Communication of our guides and policies

We share our policies with all our suppliers and include them as part of our trading agreement through our Supplier Code of Conduct.

Furthermore, our policies are freely available on our website, and all employees have access to information about our approach to corporate responsibility via our internal learning platform. We continuously update with new training courses.

Reporting of violations

We have established a whistleblower scheme available to both employees and external stakeholders, where any violation of our policies can be reported – also anonymously.

The whistleblower scheme is managed by an external third party, and access can be obtained on our [home page](#).



OUR CORPORATE SOCIAL RESPONSIBILITY POLICIES

Environment

- Climate and Environmental Policy.
- Biodiversity Policy.
- Packaging and Plastic Strategy.

Health

- Customer Satisfaction Policy.

People

- Employee Relations Policy.

Responsible trade

- Animal Welfare Policy.
- Ethical Trading Policy.
- Human Rights Policy.
- Policy and Action Plan for Responsible and Sustainable Soy.
- Policy and Action Plan for Responsible and Sustainable Palm Oil
- Deforestation Policy.
- Sponsorships and Donations Policy.
- Supplier Code of Conduct.
- Supplier Code of Conduct: Guide.
- Data Ethics Policy.
- Policy and action plan for the sustainable catching and farming of fish and shellfish.

Our Corporate Social Responsibility policies are available at our [website](#).

REMA 1000 has developed numerous policies to guide our work with corporate social responsibility.



Alle vores leverandører skal leve op til REMA 1000s Supplier Code of Conduct, som tilgås på vores hjemmeside på dansk og engelsk.

We work with four focus areas

About REMA 1000 / Corporate social responsibility

Our work on corporate responsibility has four overarching focus areas. Under each focus area, we have identified a number of material topics that are particularly important for us to work with and address in our operations.

Each focus area has a number of material topics associated with it. These material topics have been identified through a materiality analysis, where we have applied a “double materiality” approach. This means that we have reviewed our entire value chain to see where REMA 1000 has an impact on sustainable issues (economic, environmental, human), and where sustainable issues impact us as a company.

An overview of the identified material topics can be found in the table on the next page.

We focus on the topics where we either have a significant impact on the issue, or where the issue has a significant impact on us.

Stakeholder engagement

Dialogue with our stakeholders is important to us when identifying the topics that we incorporate into our corporate responsibility work.

We are constantly in dialogue with Reitan Retail, authorities, customers, colleagues, suppliers, experts, interest organisations, and sector initiatives.

Our dialogue takes place through meetings, direct inquiries from stakeholders and customers, workshops, projects, strategic partnerships, analyses, and sector initiatives.

Our dialogues ensure that we are constantly aware of new developments in sustainable issues, how these developments affect us as a company, and how we can contribute to influencing the issue and its development. We use this dialogue to verify our list of material topics at least annually – and thus efforts within our sustainability work.



OUR FOUR FOCUS AREAS

Environment



People



Health








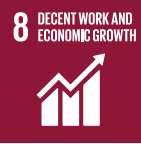




Responsible trade



We work with four focus areas (continued)

About REMA 1000 / Corporate social responsibility

FOCUS AREA	REMA 1000 DENMARK'S AMBITION	IDENTIFIED MATERIAL TOPICS*	STAKEHOLDER DIALOGUE	2030-TARGET	MATERIAL TOPIC	SDGS
Environment 	Our ambition is to minimise our environmental impact and meet the goals of the Paris Agreement by 2030.	<ul style="list-style-type: none"> Climate: <i>This includes reducing greenhouse gas emissions and energy consumption.</i> Resources: <i>This involves managing material usage, water, plastic and packaging, waste, and food waste.</i> Biodiversity: <i>This encompasses promoting organic and sustainable production practices, as well as offering meat-free alternatives</i> 	Customers, authorities, colleagues, suppliers, strategic partners, experts, interest organisations, sector initiatives, and Reitan Retail.	In 2023 we will not throw away food suited for human consumption. We will achieve this by reducing waste in the stores and through establishment of partnerships with organisations able to take over our excess food.	Waste / Food waste	
				At the same time, we strive to package our own-brand products in recyclable materials wherever possible, while ensuring food safety and adhering to international guidelines.	Materials / Plastic / Packaging	
				We only operate more environmentally friendly trucks in major Danish cities.	Climate / Greenhouse gases	
				We have an ambition of achieving net zero emissions in our own company (scope 1 and 2).		
Health 	We aim to promote public health through products and partnerships.	<ul style="list-style-type: none"> Products Partnerships 	Customers, authorities, colleagues, suppliers, strategic partners, experts, interest organisations, sector initiatives, and Reitan Retail.	We aim to make significant contribution to public health in Denmark through our range of products and activities. We will achieve this goal through our 16 health partnerships with organisations that promote physical and mental well-being.	Products / Partnerships	
People 	We strive to contribute to diversity and inclusion through value-based communities and good working conditions.	<ul style="list-style-type: none"> Employee turnover Working environment Education and training Diversity and equal opportunities 	Authorities, colleagues, strategic partners, sector initiatives, and Reitan Retail.	Minimum 15 % of our store owners are women.	Diversity and equal opportunities	
				We are committed to contributing to the creation of meaningful employment opportunities for individuals on the edge of the job market. This will be achieved by establishing value-creating and individual development programmes in our stores, as well as our headquarters, logistics center and warehouses.		
Responsible trade 	We will work towards transparent and responsible supply chains and engage in partnerships with organisations that share our values and goals.	<ul style="list-style-type: none"> Responsible supplier management (environmental and social) Products and certifications <i>Including deforestation, soy, palm oil, animal welfare, fish and seafood.</i> Partnerships Data security and ethics (including GDPR) 	Customers, authorities, colleagues, suppliers, strategic partners, experts, interest organisations, sector initiatives, and Reitan Retail.	Through our 29 strategic partnerships with other companies and organisations, we will ensure that we deliver on our 2030 goals.	Partnerships	

*) A comprehensive index of all the material topics, as well as where to find more information about our efforts in each area, can be found in the appendix section on pages 77-98.

Risk and opportunities

About REMA 1000 / Corporate social responsibility

At REMA 1000, we have conducted an analysis of the potential factors that pose a risk to our business.

By being aware of these challenges, it becomes easier to navigate and operate our business. It also enables us to make decisions that account for climate change, resource scarcity, social conditions, corruption and bribery, and global challenges in the supply chain.

A deeper understanding of the entire value chain and its challenges also gives us the opportunity to make more sustainable purchases. This insight empowers us to make the right choices and ensure the best and most environmentally friendly products for our customers.



	IMPACT FACTOR	DESCRIPTION OF THE POTENTIAL IMPACT	RISK / OPPORTUNITY
Urgent	Severe weather conditions affecting operations, including critical infrastructure, energy supply and access to essential raw materials.	Extreme weather conditions can cause physical damage to operational facilities and transport routes. These events have the potential to trigger power outages, which can have serious consequences for both distribution and store operations.	Risk
Chronic	Ongoing climate impacts such as drought, rising sea levels, and rising temperatures are disrupting both agricultural yields and electricity prices.	Long-term climate impacts have the potential to affect growth rates and operational areas, causing significant fluctuations in the supply of essential goods. Areas currently used to grow essential crops may also become unsuitable due to persistent climate change impacts. This can trigger rising prices and resource scarcity.	Risk
	Gradual changes in weather and seasonal patterns can affect consumer behaviour.	Persistent climate impacts, such as prolonged higher temperatures and long-term variations in weather patterns, have the potential to affect growth rates and create significant fluctuations in raw material supply. These variations can also affect customer behaviour and their demand for seasonal goods.	Both
Regulatory	Upcoming regulations that require actions and investments related to more sustainable business operations.	CSDDD (Corporate Sustainability Due Diligence Directive) will, among other things, require extensive investigations regarding environmental and human rights issues. The Packaging Regulation will commit to the increased use of recycled and recyclable materials for packaging. The EU Deforestation Regulation will require documentation that certain products do not originate from areas where deforestation has taken place.	Both
	Upcoming regulations that require actions and investments related to comprehensive ESG reporting.	The administrative tasks related to ESG reporting are expected to grow due to upcoming requirements in the CSRD (Corporate Sustainability Reporting Directive). The need for knowledge and dedicated resources will increase, leading to a potential risk of having to dedicate more time and focus on reporting and less on transformational activities. Having an effective system to ensure sufficient data and optimise resource use will be crucial.	Both
Technological	Lack of recyclable packaging material.	Limited availability of recyclable packaging materials creates demand and can potentially lead to higher prices. This can make it challenging to avoid the use of non-recyclable packaging and its disposal. On the other hand, there are opportunities to utilise rPET and other recycled materials as much as possible.	Both
	Gradual transition to more sustainable agricultural practices resulting in a more regenerative and innovative agriculture	Switching to more sustainable agriculture and organic raw materials can lead to increasing costs when choosing suppliers. At the same time, inaction can pose the risk of falling behind. However, agricultural innovation, such as regenerative agriculture with a focus on composting and minimising soil disturbance, can help counteract the disruption of biodiversity and ecosystems, contributing to a healthier planet.	Both
Market	Irregular supply of production resources due to climate due to climate impacts can lead to unstable prices.	Extreme weather conditions can alter supply chains and lead to price volatility, especially when it comes to insurance costs and commodity prices.	Risk
	Customer preferences change to climate friendly alternatives.	As customer preferences and behaviour change, so does the supply of climate-friendly alternatives. How profitable this is depends on whether changes in customer preferences and the products offered go hand in hand. Success or failure can affect the company's reputation and profitability.	Both
Reputation	Changes in expectations and priorities of partners, suppliers, franchisees, employees, owners and other stakeholders.	The market has an expectation for more sustainable operations due to the increased awareness of the climate impact of the goods traded. Both current and potential franchisees, employees and partners expect REMA 1000 to lead the green transition.	Both
	Sourcing products like palm oil, soya and cocoa degrades reputation and has potential negative effects on the planet.	Using high-risk raw materials in production can affect REMA 1000 due to the link to deforestation. Transparent and long-term collaborations and sector alliances ensure access to responsibly grown raw materials.	Both
Social Relations	Changing ways of working will place higher demands on working environment initiatives and social relationships.	REMA 1000's significant risks related to social and employee relations are assessed to be dissatisfaction and lack of focus on working conditions, which can lead to increased stress, sick leave, and loss of competent and qualified employees.	Risk
Anti-Corruption	Risks related to bribery and corruption primarily relate to interactions with suppliers.	REMA 1000 has assessed that the most significant risks related to bribery and corruption relate to interaction with suppliers. There have been no cases of corruption and bribery in the financial year.	Risk



ENVIRONMENT

Our ambition is to minimise our environmental impact and align with the Paris Agreement by 2030

2023 results: Environment

In our 2023 climate accounting, we have worked on **expanding our scope 3 reporting**, and this year, we were able to include all relevant categories.

Since 2022, we have reduced our scope 1 and 2 emissions* by **18.7%**

Our scope 3 emissions have **increased by 12.6%**. The increase is due to the expansion of the accounting, including capital goods and the expansion of purchased goods and services.



*) See climate accounting explanation, including scope 1, 2 and 3 on page 16.

Our* production of **electricity from solar panels** has increased by

34.8% 

*) The administration and stores together.



Slip haven fri!

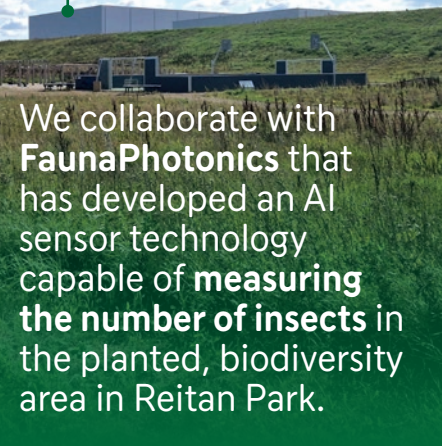
In 2023, we added Spring Heather to our Danish heather range. Planting heather is a great way to ensure that the plant can contribute to the garden and its insects year after year. Heather is also particularly good for bees, which are important for biodiversity.

WE HELPED SET THE GARDENS FREE

Once again this year, we have reduced our food waste by **10 %** by focusing on bakery products, deli meats, dairy, and fresh meat. As a result, our overall wastage percentage has been reduced to **1.56 %**.



The solar panels on the roof of the warehouse in Horsens produced 3,292,512 kWh of electricity in 2023 compared to 2,439,334 kWh in 2022. Out of the production in 2023, 2,665,683 kWh were consumed by REMA 1000, while the rest was resold. The portion consumed by REMA 1000 corresponds to 19% of the total electricity consumption for the year at our administration and distribution center.



We collaborate with **FaunaPhotonics** that has developed an AI sensor technology capable of **measuring the number of insects** in the planted, biodiversity area in Reitan Park.

At Gram Slot, we **prioritise untouched nature**, and in 2023, we planted an additional **30 hectares of forest**. This is one of our contributions to the future natural areas.



In 2023, we received **12 fully electric trucks**, which we put into operation as the first part of a total investment in 30 new electric trailers from both Volvo and Scania.



Approach in 2023: Environment

Approach / Climate / Resources / Biodiversity / Data

Our ambition is to reduce our CO₂ emissions in accordance with the Paris Agreement and achieve net-zero emissions for the entire REMA 1000 by 2050.

OUR GOALS FOR 2030

- We are working to reduce food waste. By 2030, we will not discard food suitable for human consumption. We aim to achieve this by reducing waste in stores and establishing partnerships with organisations that can take our surplus food.
- At the same time, we package our own-brand products, where possible, in recyclable materials while considering food safety and international guidelines.
- We only operate trucks in major Danish cities that have a smaller carbon footprint than conventional trucks.
- We have an ambition to achieve net-zero emissions within our own operations (scope 1 and 2).

At REMA 1000, we consider the environment one of our primary focus areas within our social responsibility. We acknowledge that our business activities and production of goods can impact the climate and nature around us, and we see this as an incentive to actively reduce any potentially negative effects.

We are aware that our business and global supply chains are connected to the global climate crisis and the environmental challenges the world faces. The changes occurring in global temperatures and ecosystems directly affect food production and create uncertainty about production conditions in many areas.

To address these challenges, we engage in actions and strategies aimed at minimising our environmental footprint. We invest in initiatives that promote sustainability in our supply chain and production processes. Our overarching goal is to ensure that our business model respects and protects the environment and biodiversity while maintaining sustainable production and delivering quality products to our customers. We are committed to being a positive force in environmental preservation and contributing to a sustainable future.

We work on three main points:

1. We work to reduce our CO₂ footprint

We have an ambition to reduce our direct and indirect CO₂e emissions and achieve net-zero emissions in our own business (scope 1 + scope 2) by 2030. We do this by optimising our operations and logistics, expanding the use of renewable energy sources, and phasing out harmful refrigerants from our stores and refrigerated trailers.

Additionally, we are mindful of our value chain emissions (scope 3)*, where we map out how our assortment, suppliers, and other indirect activities affect the climate.

We are transparent about our climate impact, and we publish an annual climate report that we continuously work to improve in collaboration with experts.

2. We minimise our consumption of critical resources, reduce our waste volume, and promote a circular economy

We have an ambitious goal to halve our food waste by 2030 internally within our organisation. Initiatives where we collaborate with suppliers, take surplus goods, and implement measures to help our customers reduce food waste.

*) See climate accounting explanation, including scope 1, 2 and 3 on page 16.

Our efforts towards environmentally friendly packaging are crucial. We focus on using the most efficient packaging solutions that both reduce waste and ensure food safety. We strive to create a more circular economy by minimising our use of plastic and packaging, recycling materials, and sorting our packaging for reuse.

Furthermore, we are committed to reducing our overall waste volume. We implement procedures to minimise waste production and ensure proper sorting and recycling of waste where possible.

Water consumption is also one of our metrics, where we monitor our consumption to ensure that our activities do not have a negative impact on the local water environment around our locations.

3. We contribute to better biodiversity

We sell products for the benefit of biodiversity and focus on making our own free areas more insect-friendly where possible.

At Gram Slot, we also prioritise biodiversity. In 2023, we planted 30 hectares of new forest.

At the same time, we focus on expanding our range of products that contribute to customer biodiversity and products that are produced more nature-friendly – including organic products and products with the Swan label (Svanemærket).



Focus area:
Environment

Progress in 2023: Environment

Approach / Climate / Resources / Biodiversity / Data

In 2023, we have placed a significant focus on mapping and reporting our indirect CO₂ emissions throughout the value chain. We have continued our efforts to make our operations more efficient and have installed renewable energy sources. At the same time, we have expanded our range of products that consider the environment and biodiversity.

Much more electric and green energy

In 2023, we purchased 30 electric trucks, with the first 12 being delivered and put into use in December 2023, and the next 18 electric trucks will be delivered in 2024. Consequently, charging stations need to be established, which will be powered by electricity from our new solar panel installation on top of the new logistics building. This is a continuation of our efforts to operate a business that utilises more renewable energy.

We have established a system to recycle surplus heat from our refrigerated storage, generating heat for both our offices and logistics facilities. This resulted in us being able to turn off our natural gas supply from June 2023 onwards.

Energy savings in the stores

We produced 34.8% more energy from solar panels compared to 2022. We are working on lighting and lighting control in all stores, where we have replaced early LED models with newer designs that provide better light distribution. It is difficult to measure the direct effect of the investment, but for the store owner, it is easier to regulate the light, and the stores' new, pleasant lighting provides customers with a better experience.

An assortment focusing on the environment and biodiversity

We have expanded our range of flower seeds that promote biodiversity, added heather, which is bees' favorite, and launched campaigns for "Slip Haven Fri" (Set the Garden Free). Our focus is to offer our customers a range of plants and flowers that benefit biodiversity in Denmark.

We have partnered with FaunaPhotonics, experts in understanding and documenting how to influence biodiversity. Their groundbreaking technology provides invaluable insight into insect populations, allowing us to monitor and evaluate our biodiversity footprint in Reitan Parken in the future.

We continue to focus on products with the Swan label, as well as our selection of vegetarian and vegan alternatives.

Resources and circular economy

We have entered into a new partnership with Madkulturen. Our common goal is to promote culinary joy, kitchen skills, and create awareness about healthy and sustainable food choices among future generations.

We introduced a new waste sorting system with more fractions of waste. It has been well received in the stores, where the store owners have gotten off to a good start. We have continued our efforts to minimise our use of packaging and replaced new plastic with better alternatives where possible.

The first 12 electric trucks were delivered in December 2023



FOCUS AREAS AND PRIORITIES FOR 2024

- In 2023, we established specific reduction targets and action plans for our scope 1 and scope 2 emissions. We are working hard to ensure that we can meet our climate ambition for 2030. We defined our reduction measures in 2023, and in 2024, we will set specific reduction targets for our entire ESG accounting, including scope 3. In 2024, we have ambitions to further improve our data quality, as this allows for even more accurate measurement of our emissions.
- In the 2023 climate accounting, we worked on expanding our scope 3 account and this year have been able to include all relevant categories. This provides a better understanding of our largest CO₂ footprint and in 2024 will allow us to begin work on setting reduction targets and action plans for our value chain. The data quality in scope 3 can still be improved, and this is something we continuously work on, both in terms of specific emission factors at the product level and the coverage of each scope.
- Additionally, we will continue our current efforts in climate, resources, and biodiversity.

*) See climate accounting explanation, including scope 1, 2 and 3 on page 16.



Focus area:
Environment

Our direct and indirect CO₂ emissions (scope 1 + 2)

Approach / Climate / Resources / Biodiversity / Data

We prepare an annual climate accounting report where we report on our direct and indirect CO₂ emissions (scope 1 + 2)

Our climate account is verified by DNV Business Assurance Norway. Read more about the verification and our calculation method on pages 99-100.

In 2023, our scope 1 and 2 emissions have decreased by 18.7 % compared to 2022, demonstrating progress in our ambition to achieve net-zero emissions in our own business by 2030.

Primary emissions in scope 1

Overall, we have observed a total reduction of our scope 1 emissions by 33 % compared to 2022.

Our CO₂e emissions from refrigerants now constitute 13 % of our scope 1 emissions.

Additionally, we have seen significant progress from 2022 to 2023, with the total CO₂e emissions from our use of refrigerants decreasing by 71 %.

Emissions from transportation represent another significant category in our scope 1. Here, we have observed a decrease in emissions by 5 % compared to 2022.

Primary emissions in scope 2

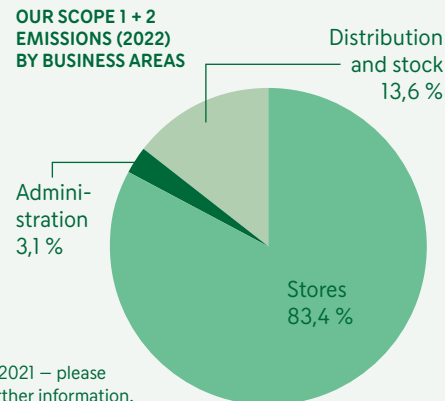
Our electricity consumption accounts for 93.6 % of our total scope 2 emissions. The remaining emissions relate to our heat consumption, where we have seen an increase in emissions by 2%.

We have become more self-sufficient, resulting in a 4 % decrease in our electricity consumption from the energy grid compared to 2022. This is due to increased production of our own electricity, reducing the need to purchase electricity from the Danish grid. Additionally, we have observed that electricity from the Danish energy grid in 2023 had a emission factor that was 13 % lower than in 2022. Together with the lower consumption of electricity from the Danish electricity grid, this has led to a 16 % decrease in total emissions from electricity from 2022 to 2023.

We have increased our own production of renewable energy by 34.8 % compared to 2022. This production comes from solar panels on our warehouse and selected stores.

Overall, we have seen a decrease in our scope 2 emissions by 15 % compared to 2022.

DEVELOPMENT IN OUR SCOPE 1 AND SCOPE 2 EMISSIONS (ALL FIGURES ARE GIVEN AS tCO ₂ e)				
	2023	2022	2021	CHANGE
SCOPE 1*	2,757.8	4,105.8	4,379.1	- 32.8 %
SCOPE 2	12,732.6	14,941.8	14,370.7	- 14.8 %
SCOPE 1 + 2	15,490.4	19,047.6	18,749.8	- 18.7 %
SCOPE 2 (market based)	42,340.7	41,742.1	39,457.4	+ 1.4 %



*) We updated our scope 1 accounting and compared it to 2021 – please find a description of our methodology on page 99 for further information.

Guide to Climate Accounting

What does "tCO₂e" mean?

Our climate accounting follows the international standard Greenhouse Gas Protocol (GHG), which is a recognised method for assessing greenhouse gas emissions converted into CO₂ equivalents (written as CO₂e).

When compiling a climate account, the total CO₂e emissions are reported in tonnes – written as tCO₂e.

The Three Scopes

The GHG Protocol dictates that a climate account should be divided into three scopes:

- **Scope 1: Direct emissions** cover the direct CO₂e emissions originating from sources that we control or own at REMA 1000. This includes refrigerants and heating fuels used in our warehouses and stores, as well as CO₂e emissions from the vehicles we own and operate.
- **Scope 2: Indirect emissions** encompass the electricity and district heating purchased from others for our buildings and stores.
- **Scope 3: Value chain emissions** consist of 15 different categories, covering emissions that arise in a company's value chains from sources it does not own or control. In REMA 1000, 12 of the 15 categories are relevant, including CO₂e emissions from the goods we sell, transportation of our goods, food waste at customers' homes, and more.

13 CLIMATE ACTION

Focus area:
Environment

Our value chain emissions (scope 3)

Approach / Climate / Resources / Biodiversity / Data

In 2022, we began the development of a comprehensive scope 3 account to assess our CO₂ impact throughout the value chain. Compared to 2022, one additional category from 2023 is now included in the scope 3 account: Capital Goods.

Our climate account is verified by DNV Business Assurance Norway. Read more about the verification and our calculation method on pages 99-100.

Capital goods typically refer to physical assets such as machinery, equipment, and infrastructure used in the production of other goods. In this year's climate accounting, there is also one category less than last year: downstream transportation and distribution. This is due to a revision of the emission source in this category, which resulted in a reclassification of the source in the climate account to upstream transportation and distribution.

Together with an external consulting firm, we have mapped all our significant scope 3 categories according to the GHG Protocol. We have identified that 11 out of the 15 categories are material for us to report on, and in 2023, all categories have been calculated and included in the climate accounting.

In 2024, we will continue our focus on increasing the data quality in our climate account. In several areas, we currently use calculations and estimates in our scope 3 account. Additionally, we use cost-based emission factors for selected emission sources, which provide a less accurate picture of emissions compared to activity-based emission factors, which unfortunately are not available at this time.

Over the next few years, it will be important for us to ensure the quality and accuracy of this data.

Our goods account for the largest CO₂ emissions

The goods we procure and sell in our stores account for 92.8% of our total CO₂ emissions in scope 3.

In the coming years, we will work to reduce the CO₂ emissions from our goods, including through our focus on increasing the supply of vegetarian alternatives to animal products, promoting the selection of Danish and local goods, and focusing on seasonal products. Additionally, efforts are being made on current products to help reduce emissions from our goods.

Together with the rest of Reitan Retail, we are working to establish an ambitious climate goal for our scope 3 emissions.

SCOPE 3 EMISSIONS (ALL FIGURES ARE GIVEN AS tCO ₂ e)	2023	2022
Purchased goods and services	1,399,427.1	1,281,238.2
Capital goods	7,768.6	—
Fuel- and energy-related activities	5,933.3	3,769.5
Upstream transportation and distribution	72,894.1	38,737.8
Waste	4,143.4	3,936.1
Business travel	173.0	43.0
Employee commuting	8,760.2	689.2
Downstream transportation and distribution	—	158.6
Use of sold products	2,755.0	161.0
End-of-life treatment of sold products	966.5	641.1
Downstream leased assets	528.7	825.8
Investments	5,287.5	4,813.2
SCOPE 3 TOTAL	1,508,637.2	1,335,013.5
SCOPE 1 + 2 + 3 TOTAL	1,524,127.6	1,354,061.2

CORRECTION OF CALCULATIONS

In the process of calculating our 2023 accounts, we have discovered errors in the calculations of selected scope 3 categories. These errors concern our upstream transportation and distribution, business travel, and employee commuting.

These calculation errors need to be corrected. As our 2022 accounts serve as our base year, and the base year needs to be recalculated in connection with our acquisition of ALDI Denmark in 2024, it has been decided that we will carry out the corrections of calculation errors and the recalculation of our base year at the same time during 2024.



Focus area:
Environment

Stores focus on energy optimisation and waste reduction

Approach / Climate / Resources / Biodiversity / Data

In 2023, we conducted a waste sorting campaign with the store owners titled "Get the Last Bit." We are proud of our store owners and their efforts towards even better waste management.

Waste must be sorted for recycling

As a company, there have been legal requirements for many years to sort waste for recycling.

In 2023, new legislation regarding waste sorting was introduced, requiring all businesses to sort their waste into a minimum of 10 fractions.

In our stores, we were already proficient in sorting some of the fractions: cardboard, paper, clear soft plastic, organic, and residual waste. Therefore, we launched a campaign to "Get the last Bit" (of waste). It was a challenge for some store owners, so the campaign focused on making it simple and easily implementable. It was a great success, and today, in collaboration with our stores and Waste Management Company Marius Petersen, we have implemented an efficient system for collecting even more waste.

Energy efficiency in stores

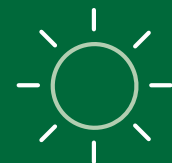
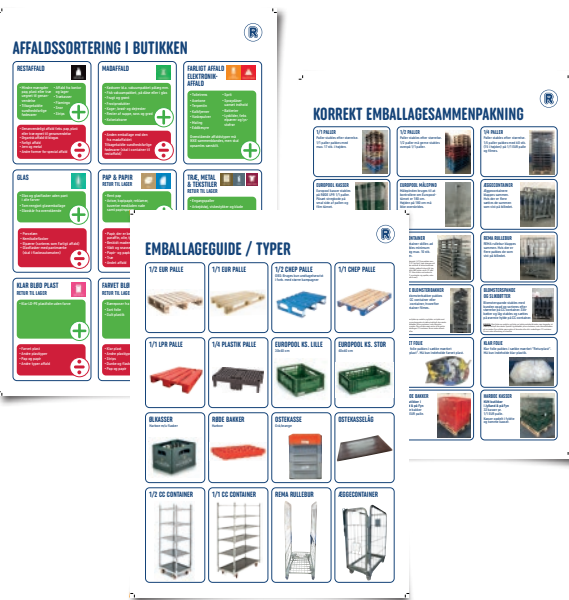
Over the years, our focus has been on three primary areas to achieve our goals: transitioning to LED lighting, implementing solar panel systems, and replacing our refrigeration systems with newer models with less impact on the climate.

There are several exciting pilot projects planned to be implemented in 2024. We are replacing natural gas with heat pumps in selected stores and exploring the utilisation of excess heat from the store's refrigeration systems to heat the stores.

In Skødstrup, Løgten, we have conducted a pilot project by constructing a facade using recycled bricks. The pilot project focuses on recyclability and optimising existing resources.



The façade om REMA 1000 in Skødstrup, Løgten is built out of recycled bricks.



15.1 % OF STORES HAVE SOLAR PANELS

We are investing in renewable energy in our stores, and in 2023, 15.1 % of the total store portfolio had solar panels installed. This marks an increase of 1.6% compared to 2022.



ALL STORES HAVE LED LIGHTING

In 2023, all lighting has been replaced with newer and more modern LED lighting, providing better light distribution and a more pleasant ambiance. It's also easier to control the brightness in the store.



95.4 % OF STORES HAVE REPLACED COOLING SYSTEMS

By 2023, we are nearly complete, with cooling systems replaced in 95.4 % of our stores. We still have three stores remaining in our efforts to replace them.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

Focus area:
Environment

We are investing in more electric trucks for our logistics

Approach / Climate / Resources / Biodiversity / Data

In 2023, we received delivery of 12 new 100% electric trucks. An additional 18 trucks have been ordered, with delivery scheduled for 2024.

30 units of 100% electric trucks were ordered in 2023. In December, the first 12 arrived and were parked at the logistics center in Horsens.

We are investing in electric trucks

By 2030, our aim is to exclusively use more environmentally friendly trucks. In December 2023, the first 12 electric trucks were delivered, with the remaining 18 expected to arrive in 2024.



A crucial milestone, both for the present and the future, was the beginning of the electrification of our truck fleet through the investment in 30 electric trucks. This investment in green transport has led to the establishment of charging stations at our headquarters in Horsens, powered by the solar panels on the roof of our newly constructed distribution center.

The proportion of electricity consumption covered by solar panels in Horsens increased from 18.9 % to 19 % by the end of the year. This result is not only due to increased capacity but also to optimisation of the placement and use of solar energy.

Additionally, we've invested in recycling surplus heat from our refrigerated and frozen storage facilities. This heat is now recycled to heat both offices and logistics facilities.

Cooling trailers with low climate impact

In 2023, there was a transformation in the process of cooling our trailers. This means there was a significant change in the way our trailers were cooled, as we transitioned from using fossil CO₂ to biogenic CO₂ as a refrigerant.

Biogenic CO₂ refers to carbon dioxide originating from biological sources or natural processes. This primarily includes emissions of CO₂ from living organisms and processes such as respiration and the decomposition of organic materials. REMA 1000's biogenic CO₂ is extracted by Horsens Bioenergi and certified by Nippon Gases.

At REMA 1000, we have a fleet consisting of a certain number of refrigerated trailers. Three of these trailers run on electricity, while 148 of them utilise a technology called Cryotech. It's worth noting that CO₂-cooled trailers are also very quiet. This means that residents near our stores experience a reduction in noise during the delivery of goods.

Currently, we do not have the ability to convert our last five diesel-powered refrigerated trailers, as they are necessary to reach our stores in Bornholm. As soon as technology allows, we will convert them to more environmentally friendly alternatives.

More efficient delivery

As part of efforts to reduce CO₂ emissions in Denmark, transport solutions that support the green transition need to be found. Duo2 or double-trailer semi-trucks are a very simple combination of a tractor and two standard trailers. This combination provides a trailer length of 32-34 meters.

In 2024, the first double trailers will operate on a trial route between Aarhus and Høje Taastrup. While a regular truck typically must be 18.75 meters long, the new double trailers, also called Duo2, can be up to 34 meters in length.

We aim to contribute to Denmark's reduction goals and help create greener transportation. Therefore, we have invested in Duo2 semi-trucks to operate between Aarhus and Copenhagen.



Focus area:
Environment

We focus on renewable energy in all our buildings

Approach / Climate / Resources / Biodiversity / Data

We focus on energy initiatives to reduce our carbon footprint.



REMA 1000 wins The Green Prize. The prize is awarded by Business Horsens.

In 2023, we truly saw the impact of our investments in energy efficiency and sustainable operations. The majority of the energy produced by the solar panels is consumed by us.

We have also invested in a heat pump that utilizes the surplus heat generated from our refrigerated storage, allowing us to gradually phase out our dependence on natural gas. In fact, we generated so much surplus heat in 2023 that we did not use natural gas in the administration and at our distribution centers in Horsens from June 2023 onwards.

More environmentally friendly rental leases

When we rent a building, it is important for us that the landlord understands our desire for more environmentally friendly initiatives as tenants. In our lease in Vejle, where we have a distribution center, we, together with the landlord, have made an investment by replacing all skylights with modern and more environmentally friendly windows.

This change is expected to result in an annual saving of 100,000 kWh – a benefit we enjoy even though we do not own the building.

Electrification with fast chargers

In 2023, we powered up two new fast chargers at our distribution center in Horsens. Both chargers have a capacity of 300 kW.

This means that the facility can charge four trucks simultaneously, and soon the facility will be upgraded to 400 kW.

The two new fast chargers are part of our efforts to electrify a much larger portion of our distribution transport. They will help meet the charging needs resulting from our investment in electric trucks.

In 2024, we plan to install at least seven fast chargers and 14 standard chargers in Reitan Parken next to the return terminal.

Our sister company Uno-X Denmark installed two new fast chargers at our distribution center in Horsens in 2023. The fast chargers are a step towards electrifying a larger portion of our distribution transport.



Focus area:
Environment

For 15 years, we have fought food waste

Approach / Climate / Resources / Biodiversity / Data

For 15 years, we have fought against food waste. We focus on reducing food waste in our supply chains and stores, while also developing solutions to reduce waste among our customers and ensure that surplus food helps combat food poverty.

We have been tracking food waste in our stores since 2020. This year, our waste percentage has dropped to 1.56 %*. Our goal remains to halve our food waste by 2030 and ensure that we do not discard food that is fit for human consumption.

At the beginning of 2023, we introduced a new system that allows us to better account for how much of our food waste is donated to local organisations working with food poverty in Denmark. Food poverty affects poor families, the homeless, and the socially vulnerable. Our goal is to become the preferred donation partner in the local community, and although many of our store owners donate to local organisations, it has taken time to change habits and record donations. We seek better data on food waste, and our focus in 2024 will be to establish accurate data and records.

Although we can still improve our data collection, we continue our relentless fight. For 15 years, we have had a close collaboration with the organisation Stop Spild Af Mad, which began in 2008 when we dropped quantity discounts and in 2023 also involved customers and their habits.

To take this fight even further, we launched a gamification campaign involving our customers. The message was, "How much do you know about food waste? Take our quiz and be one of 20 lucky winners of a REMA 1000 gift card worth 250 DKK." The campaign reached over 500,000 people on social media.

IN A DANISH FAMILY WITH TWO ADULTS AND TWO CHILDREN, FOOD WORTH **7,200 DKK** IS DISCARDED ANNUALLY**

15 YEARS AGAINST FOOD WASTE



12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Focus area: Environment

*) Food waste is measured by having our store owners record all discarded items (net weight of the item x number of discards). For fruits, vegetables, and fresh bread, you record waste by finding the difference between what you have purchased and sold (based on the item's average weight).
 **) Source: Danish Agriculture & Food Council

We reduce food waste in the value chain

Approach / Climate / Resources / Biodiversity / Data

We help our customers reduce food waste, and in the fight against food poverty, REMA 1000 aims to be the local community's preferred donation partner.

We show customers how to minimise food waste

At REMA 1000, we work every day to reduce food waste, so we also consider food waste in our daily operations. We run many campaigns and initiatives aimed at inspiring customers to only buy and use the food items that are necessary.

Foodbank Aalborg assists 400 families weekly, and REMA 1000's system monitors the donation

Foodbank Aalborg is a voluntary organisation that helps individuals struggling to make ends meet while collectively combating food waste. Foodbank Aalborg currently distributes food five times a week to over 400 recipients/families, with 90 volunteers assisting.

REMA 1000 has developed a system so that stores donating food to charitable organisations like Foodbank Aalborg can trace the donation back to the store and the item back to the supplier. The system was implemented in 2023,



but in 2024, we plan a campaign to ensure that the merchant records the donation in the system, thus ensuring traceability of the items. Just like in collaboration with Foodbank, the goal is to become the preferred donation partner in the local community so that as many people as possible can emerge from food poverty and food waste is reduced.



MISFIT PIES AND CANDIES HELP MINIMISE FOOD WASTE

We sell misfit surplus pieces from Carletti. The surplus pieces may not have the exact same size and shape, but they taste just as good as we know them. Therefore, they are now collected in a separate package instead of being thrown away. When you buy a package of surplus pieces, you also support Stop Food Waste's fight against food waste.

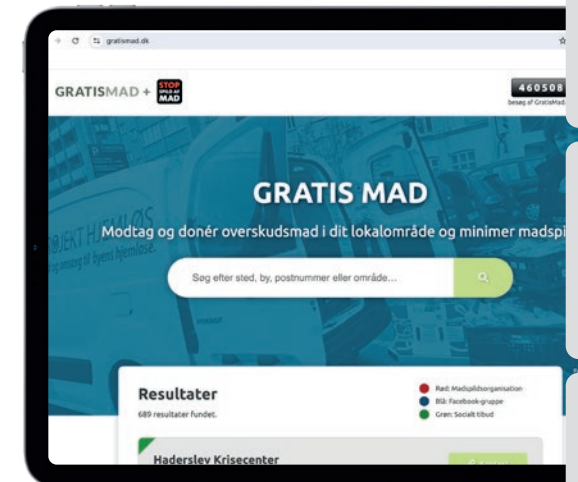
REDUCTION OF FOOD WASTE AT ALL LEVELS

... includes, among other things, that we

- do not offer multi-buy prices.
- encourage the customer to only buy what is needed.
- focus on items nearing their expiration date.
- offer a wide range of "weigh your own" vegetables.
- develop smaller packaging sizes, e.g., bread and meat packs - instead of buying a large pack of bread, you can simply buy the size you need.

A PLATFORM AGAINST FOOD POVERTY

Our long-standing partner Stop Food Waste (Stop Spild af Mad) has developed a platform that we encourage our merchants to use. GratisMad.dk is a free nationwide platform that makes it easy for Danes experiencing food poverty, including poor families, homeless individuals, and other socially disadvantaged groups, to quickly and easily access surplus food in their local areas. GratisMad.dk also makes it easier for grocery stores to connect with places such as shelters, hostels, and charitable food waste organisations to donate surplus food for free.



Focus area:
Environment

We work towards smarter use of plastic and packaging

Approach / Climate / Resources / Biodiversity / Data

We work to reduce our use of plastic and packaging, while also ensuring that the packaging we use can be part of a circular system.



We support the annual World Cleanup Day, led by Plastic Change in Denmark.

From 2025, around 42,000 Danish companies will take responsibility for all the packaging they use around their products. This obligation follows from the EU's extended producer responsibility for packaging, where food producers and similar actors become responsible for the entire lifecycle of the packaging.

The extended producer responsibility entails that approximately 8,000 companies, accounting for 80% of packaging waste, must develop plans to positively contribute to the circular economy.

Traditionally, Danish food companies have focused on safety aspects of packaging design and sorting, but the extended packaging responsibility now also requires consideration for recycling. The EU's goal is to connect the production phase with the waste phase so that producers pay the total environmental cost for their products. This creates an incentive to use packaging that can be more easily recycled.

The principles of extended producer responsibility are formulated in the Danish political agreement, where *"the producer responsibility should be placed with the company in the value chain that has the greatest influence on the design of the packaging, so the economic incentive to reduce material consumption and design for reuse and recycling hits the right place."*



12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Focus area:
Environment

Packaging changes in 2023

Approach / Climate / Resources / Biodiversity / Data

In connection with our packaging and plastic strategy efforts, we continuously implement changes to our packaging. We are actively working to reduce the amount of plastic and paper.

ALUMINUM FOIL IN PAPER BOX



We have changed our aluminum foil from 2 x 20m in plastic packaging to 1 x 40m roll in a paper box. This makes the packaging easier to sort for recycling, as it only consists of paper and cardboard. The change from foil wrapping to a paper box saves approximately 1,500 kg of plastic annually. The switch from two cardboard tubes to one (including the addition of a paper box) saves about 3,000 kg of cardboard annually.

A SIMPLE PAPER BAND WRAP SAVES 2.4 TONNES OF PLASTIC ANNUALLY



We have replaced the plastic packaging with a paper band wrap on REMA 1000's All-Purpose Cloths. This results in a savings of approximately 2.4 tonnes of plastic per year.

GRAM SLOT REPLACES CHALK WITH CARTON

The first liter of organic milk from Gram Slot was sold in REMA 1000 in 2010, and since then, the milk has been sold in a lightweight bag packaging made of plastic and 35 % chalk.

In 2023, the chalk bag was replaced with a carton. The new waste sorting rules mean that the chalk bag is sorted as residual waste and therefore not recycled. Therefore, we are switching the bag to a traditional milk carton, which is sorted as recyclable food and drink cartons.

GREEN REUSABLE BOX READY FOR THE CIRCULAR ECONOMY

A green box can play a significant role in the green transition. On a European scale, 1.2 billion boxes circulate from Euro Pool System. In Denmark, 55 million boxes are handled annually at a washing facility next to REMA 1000's distribution center in Horsens. Previously, only fruit and vegetable boxes could be used, but now REMA 1000 and Euro Pool have made an agreement to also include meat and convenience items in a pilot project with a partner.

This eliminates the single-use of cardboard and transitions to the circular use of transport packaging.

An additional bonus of the system is that it also minimises cleaning in the refrigerated display, as products are taken directly from the pallet without the need to cut cardboard in the store. Stores are pleased with the new solution as it makes unpacking easier and keeps the refrigerated display cleaner.



We are co-owners of Gram Slot – Denmark's largest organic farm. This means that the milk from the estate's 1,200 organic dairy cows is sold exclusively in REMA 1000 stores nationwide. In 2023, the packaging was changed to improve recyclability.



Focus area:
Environment

We want to make it easy to opt for biodiversity

Approach / Climate / Resources / Biodiversity / Data

In 2021, we launched the campaign “Set the Garden Free” (Slip Haven Fri) together with the Danish Society for Nature Conservation (Danmarks Naturfredningsforening). Our goal was to assist 50,000 Danish homeowners in making their gardens more wild.



Spring heather is a new addition to our Danish heather assortment in 2023. Heather is perennial and contributes to the garden and its insects for a long time. The plant is particularly beneficial for bees and is therefore important for pollination and biodiversity.

SET YOUR GARDEN EVEN MORE FREE

The requirement for participation in “Set the Garden Free” is that one does not spray pesticides in their garden and aims to make at least 20% of the garden area nature-friendly. In 2023, 26,503 Danish homeowners had made their gardens more wild. But we are far from the goal of 50,000 homeowners, so we continue to work in the fight for biodiversity.

We are working on biodiversity on many fronts, and in addition to the already broad assortment in the “Set the Garden Free” initiative, we added a campaign with larger perennials in 17 cm pots in 2023. Customers received it well, and perennial sales increased by 25% in 2023 compared to previous years. In collaboration with the Danish Society for Nature Conservation, we have created four unique seed mixtures:

- **Bee Flowers:** A special blend created exclusively for REMA 1000 to promote biodiversity and support bees.
- **Butterfly Flowers:** A dedicated blend created specifically for REMA 1000 with a focus on attracting and supporting butterflies.
- **Flowers for clay soil:** An existing blend where we have carefully selected, removed irrelevant flower seeds, and added the most relevant seeds to adapt it to clay soil.
- **Roadside Flowers:** A blend where we have removed irrelevant flower seeds and added seeds that are suitable for a roadside.

Together, these four tailored seed mixtures, along with an existing blend, constitute a total of five unique seed mixtures, where each flower contributes to supporting and benefiting insects. The back of the bags is equipped with a QR code so our customers can easily access information about the contents of each blend. We are proud to provide products that are not only tailored to our customers but also positively contribute to the environment and biodiversity.



THREE GOOD TIPS FOR SETTING YOUR GARDEN FREE

1. Have plants in your garden.
2. Provide water for insects. They get thirsty too.
3. Create a pile of clippings from trees and hedges so insects can move in.

26,500

DANES HAVE SIGNED UP FOR “SET THE GARDEN FREE”, EQUIVALENT TO MORE THAN 28 MILLION SQUARE METERS OF GARDENS



Focus area:
Environment

We measure the difference we make for the insects

Approach / Climate / Resources / Biodiversity / Data

We understand why biodiversity is so important for our climate. Therefore, we also focus on optimising the areas where we can make a difference for the insects. We have partnered with Fauna Photonics, which documents biodiversity.

In 2023, REMA 1000 utilised FaunaPhotonics' innovative sensor technology to monitor biodiversity at three different locations within our 100,000 m² biodiversity park, Reitan Parken in Horsens, from July to October 2023. Fauna Photonics are experts in understanding and documenting how to influence biodiversity. Their groundbreaking technology provides invaluable insights into insect populations, allowing us to monitor and evaluate our biodiversity footprint in Reitan Parken. FaunaPhotonics provides data on insect activity, insect biodiversity score, insect biomass, as well as the number and activity of honey bees and bumblebees.

Data was collected from a water feature, an insect hotel, and a large flower meadow. The biodiversity park consists of various flowering plants, a water feature, insect hotels, large rocks, native trees, and fruit trees.

This data enables us to assess how our surroundings impact biodiversity in Reitan Parken. With more insight into insect life, we can make more informed decisions to promote a positive impact on our environment.

BIODIVERSITY IN CRISIS

Biodiversity is crucial for the health of our planet, and its loss poses a significant threat to the stability and well-being of all life forms, including humans. As human activities expand and alter the environment, the delicate balance of nature is disrupted, leading to the decline and extinction of countless plant and animal species.

The biodiversity crisis refers to the alarming and rapid loss of species and ecosystems on our planet. This crisis is primarily caused by habitat destruction, pollution, overexploitation, and the effects of climate change. Addressing this crisis requires urgent and coordinated efforts to protect and restore our natural world.

Insects comprise the most diverse group of organisms on Earth, with estimates of over one million described species and the potential for millions more yet to be discovered. Unfortunately, insect populations have declined by 75% in the last 30 years, resulting in a significant decrease in food for birds, reptiles, amphibians, and small mammals. Half of the world's bird populations are also declining, partly as a result of this loss of food.

Reitan Parken, located next to our distribution center in Horsens, is a recreational area with an outdoor space spanning 100,000 m². There are over 750 households within 1 km or less from Reitan Parken. The area offers nature experiences, playgrounds, running trails, and fitness equipment. Additionally, there is a children's and youth environment that provides a social framework for the area's children and young people. Reitan Parken is situated in the southern part of the Østerhåb area, which is the southwestern part of Horsens.



EXTRACT FROM COLLECTED DATA IN REITAN PARKEN 2023

Best months for biodiversity	July and September
Worst month for biodiversity	October
Total number of insects in the period	524,705, corresponding to high and medium-high biodiversity.



Focus area:
Environment

Gram Slot looks after biodiversity

Approach / Climate / Resources / Biodiversity / Data

Gram Slot, which REMA 1000 co-owns, continues its efforts for biodiversity and the surrounding nature. Over the past two years, director Svend Brodersen and his team have planned 30 hectares of forest.

In addition to the 30 hectares of newly planted forest, Gram Slot oversees 20 hectares of untouched forest, which is part of the castle's history. Untouched forest refers to an area that has not been significantly affected or altered by human activity. This means that the forest remains in a state where natural ecosystem processes mostly operate undisturbed. Protecting untouched forests is crucial for preserving ecosystem services, maintaining global biodiversity, and reducing greenhouse gas emissions.

More organic products from Gram Slot

Gram Slot and REMA 1000 have recently launched several organic products, including organic dippers and organic surplus potato dippers – potatoes sorted out for being too good to discard. Additionally, extra-large organic fries and organic cooking cream are among the latest offerings from the castle in Southern Jutland.

This development means that customers can now choose from 44 organic quality products from Gram Slot in their local REMA 1000 – directly from farm to fork.



UNTOUCHED FORESTS ARE CHARACTERISED BY

- 1. Lack of industrial exploitation:** Untouched forests have not been subjected to significant industrial or commercial activities such as logging, mining, or agriculture.
- 2. Minimal human intervention:** There is little to no human interference such as roads, settlements, or other infrastructure projects.
- 3. Intact ecosystems:** Natural ecosystems are maintained, and species diversity is typically high, with rich biodiversity.
- 4. Natural processes:** Natural processes such as the decomposition of dead organic matter, natural forest fires, and cycles of plant and animal life continue undisturbed.
- 5. Biodiversity conservation:** Due to minimal human impact, untouched forests are often important centers for biodiversity, where rare and endangered species can thrive.



Focus area:
Environment



Organic and gentle production

Approach / Climate / Resources / Biodiversity / Data

In REMA 1000, we believe that organic products should be accessible to everyone, which is why we offer high-quality organic items at affordable prices.

Organic products are a key focus area for us, which is why we continuously introduce new organic items in our stores. By the end of 2023, we offer 423 organic products in our assortment, covering the most common everyday groceries, making it easier to choose organic.



Salgssassistent, Søren Emil
Klem fra REMA 1000 i Ørestad
Syd sørger dagligt for billigt
og økologisk kvalitetsgrønt.



Focus area:
Environment

Our fragrance-free ultra-sensitive cleansing wipes are suitable for diaper changes and for the baby's body and hands. Additionally, they bear the Nordic Swan Ecolabel, the Vegan label, and the Asthma Allergy Nordic label.



IN 2023, WE HAD 145 ITEMS WITH THE NORDIC SWAN ECOLABEL

The Swan Ecolabel is a Nordic environmental certification for non-food products. Established by the Nordic Council of Ministers in 1989, Denmark joined in 1997. The label is used in all Nordic countries. Products with the label indicate that they are among the least environmentally burdensome in their respective product categories. In 2023, we added five new items with the Swan Ecolabel, bringing the total number of items to 145 today.



WE CO-OWN DENMARK'S LARGEST ORGANIC FARM

We are co-owners of Denmark's largest organic farm, Gram Slot in Southern Jutland. You can find more than 44 quality products from Gram Slot in our regular assortment.



8.6%

OF OUR TOTAL
TURNOVER CAME
FROM ORGANIC
PRODUCTS IN 2023

We continue our efforts to offer more organic 'discount with attitude'.



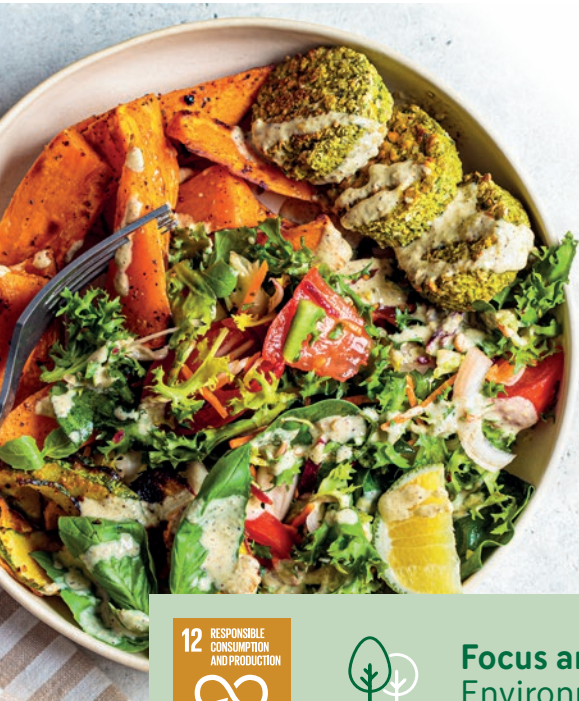
PlantPro aims to understand consumers' green eating habits

Approach / Climate / Resources / Biodiversity / Data

In REMA 1000, we aim to inspire our customers to choose more meat-free days. We have partnered with PlantPro to accelerate the green food transition.

PlantPro combines research on plant-based products, plant-based diets, and combating food waste by exploring upgraded food that repurposes otherwise wasted resources. The project, of which REMA 1000 is a part, aims to promote more sustainable behavior among consumers by promoting plant-based diets and reducing food waste. There are many gaps in our knowledge about consumer behavior towards more plant-based diets, and therefore the project seeks to increase the proportion of the population consuming a more plant-based diet and reducing food waste.

In this collaboration, the intention is for us to provide insights and recommendations, thereby supporting decision-makers in industry and the public sector to launch new products, design informative approaches, and implement strategies to reduce food waste.



PlantPro Poster - Making it Easier to Shop for Delicious Vegetarian and Vegan Meals

BETTER PRODUCT RANGE FOR VEGANS AND VEGETARIANS

In REMA 1000, we are working to expand our range of vegetarian and vegan products. In 2022, we had 127 products in our regular assortment, and by 2023, this number had increased to 130 products. In the coming years, we will continue to focus on making it easy for our customers to choose vegetarian or vegan products in our stores. This is one of the reasons why we have entered into a partnership with PlantPro, which will give us even better insight into customer behavior and demand.

DEVELOPMENT OF OUR RANGE OF VEGAN AND VEGETARIAN PRODUCTS			
	2023	2022	2021
NUMBER OF PRODUCTS	130	127	104
PROGRESS	+24 %	+221 %	—

WE CONTINUE OUR VEGETARIAN COLLABORATIONS

We continue our close collaborations with Mambeno, where we create vegetarian meal plans together, and with the Vegetarian Society, where we focus on vegetarian and plant-based recipes and inspiration.



Focus area:
Environment



Data: Our environmental efforts

Approach / Climate / Resources / Biodiversity / Data

CLIMATE: GREENHOUSE GASES AND ENERGY

GRI reference		Unit	2023	2022	2021
302-1	Energy consumption within the organisation	MwH	131,510.0	133,095.5	131,282.0
302-3	Energy intensity relative to revenue	MwH/ 1.000.000 DKK	5.0	5.4	5.9
302-4	Changes in energy consumption	MwH	-1,585.5	+1,813.5	+ 8,290.4
Own	Stores with upgraded refrigeration/freezing systems internally	Percent	95.4	93.9	93.0
Own	Stores with solar panel installations	Percent	15.1	13.5	12.7
Own	Stores with LED lighting	Percent	100	99.7	97.7
305-1	Direct green house gas (GHG) emissions (Scope 1)	tCO ₂ e	2,757.2	4,105.8	4,379.1*
305-2	Indirect green house gas (GHG) emissions from purchased energy (Scope 2)	tCO ₂ e	12,732.6	14,941.8	14,370.7
305-3	Other indirect green house gas emissions (Scope 3)	tCO ₂ e	1,508,637.2	1,335,013.5	n/a
305-4	Green house gas emisisions (scope 1+2) – intensity related to turnover	tCO ₂ e/ 1.000.000 DKK	0.59	0.77	0.84
305-5	Annual development in green house gas emissions (scope 1+2)	Percent	-18.7 %	+1.6 %	n/a
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant emissions gases	Tonnes	6.4**	2.5	2.1
Own	CO ₂ -cooled trailers as part of the entire fleet	Percent	96.3	94.9	96.2

*) We have updated our scope 1 calculation compared to 2021 – see our methodology section on p. 99 for further information.

**) A change in the method for calculating NO_x figures has led to an increase in the numbers from 2022 to 2023. This is due to a new source for calculating NO_x emissions, which corresponds to Reitan Retail's NO_x calculations. We consider, as with other emissions calculations, that it is more accurate to use the same source across the group.

Data: Our environmental efforts

Approach / Climate / Resources / Biodiversity / Data

RESOURCES: WASTE, FOOD WASTE, WATER USAGE, PLASTIC AND MATERIALS

GRI reference		Unit	2023	2022	2021
306-3	Waste generated	Tonnes	37,274.5	35,532.2	36,113.6
306-4	Waste diverted from disposal	Tonnes	30,869.8	25,232.3	25,473.6
306-5	Waste sent for disposal	Tonnes	6,404.8	6,685.6	7,273.2
Food waste	Food waste*	Percent	1.56	1.7	1.7
Annual	Annual development in food waste	Percent	-0.14	+0.0	-0.6
303-3	Water extract	m ³	55,283.6	46,270.0	47,772.4
303-4	Waste water	m ³	55,283.6	46,270.0	47,772.4
303-5	Water usage	m ³	–	–	–
Own	Annual development in sales of carrier bags	Percent	-8.0	-11.6	-15.1
Own	Annual development in sales of reusable bags	Percent	0.5	-1.4	51.0

*) Our food waste is measured by having our store owners register all discarded items (net weight of the item x number of discards). For fruit, vegetables, and fresh bread, we have recorded the waste by finding the difference between what we have purchased and sold (based on the item's average weight).

Data: Our environmental efforts

Approach / Climate / Resources / Biodiversity / Data

BIODIVERSITY

GRI reference		Unit	2023	2022	2021
Own	Vegetarian and vegan products	Amount	130	127	104
Own	Products with Swan label	Amount	145	140	122
Own	Organic products share of turnover	Percent	8.6	8.9	9.0

*) In the 2021 report, we only reported on private labels with Svanemærket. The reports from 2022 and 2023 cover the entire assortment.



HEALTH

We will promote public health through products and partnerships

2023 results: Health



We sent **37,400** children, adults, and families to Food Schools and camps with a focus on health, sports, and community in 2023. This is an increase of over **10 %** from the previous year.

We support **Generation Healthy Kids**, which works to ensure that children are part of safe communities that create a solid foundation for a long, active, and enriching life.



We are working to save our customers from **salt and calories** by improving the recipes of our own brand products.



80.8 % of the members of our baby and children's club would recommend the club to others.

28 %
OF ALL THE FOOD AND DRINKS WE SOLD IN 2023 WERE EITHER **KEYHOLE-LABELED (NØGLEHULSMÆRKET)** OR **WHOLE GRAIN.**



We expanded our collaboration with Madkulturen to promote the **joy of food, cooking skills, and awareness of healthy and sustainable food choices** among future generations.



We will make it easier to live healthier

Approach / Products / Partnerships / Data

In 2023, Danes made more than 175 million purchases in our stores. This gives us a unique opportunity to inspire and guide our customers towards healthier choices in their busy daily lives. Our goal is to contribute positively to public health and make the healthier choice the more accessible choice.



OUR HEALTH TARGETS FOR 2030

- We must significantly contribute to public health in Denmark through our range of products and activities. We aim to achieve this target through our 16 health partnerships with organisations that promote physical and mental well-being.



Focus area:
Health

Together with our selected partners, we work to create fun, educational, and socially engaging activities, testing their effectiveness. Our health focus is on food, movement, and the local community. Here, we can act and create solutions that enable customers to make healthier choices.

We commit to being a positive force for health promotion by offering a wide range of nutritionally sound products and promoting awareness of a healthy lifestyle.

This targeted approach is part of our commitment to promoting healthier lifestyle choices for our customers and contributing positively to overall community health and well-being.

For over 15 years, we have worked with health as a strategic focus. Our work is concentrated on two areas:

1. Expanding the assortment of healthier products

We focus on expanding our range of healthier products to make them the preferred choice for our customers. This involves a dedication to offering nutritionally advantageous alternatives that are not only available but also affordable. We strive to make healthier meals affordable for everyone.

At the same time, we focus on improving the health profile of our own brands. This involves ongoing optimisation of our recipes with the aim of reducing calorie content, limiting salt content, and increasing whole grain content. We are committed to delivering products that are not only tasty but also support our customers' health needs.

To ensure our progress, we continuously measure our results and set criteria for expanding our assortment. We aim to increase the proportion of products that are in line with and support the official Danish dietary guidelines.

2. Supporting and collaborating with health partnerships

However, our commitment does not stop at individual health. We do not just want to be a retailer of goods but also a partner in Denmark's efforts for better public health.

This reflects our overall mission to create partnerships that contribute to a more sustainable and healthy development at the societal level.

The UN Sustainable Development Goal 3.4 aims to reduce premature mortality from non-communicable diseases by one-third by 2030. This is to be achieved through prevention and treatment, while promoting mental health and well-being.



Progress in 2023: Health

Approach / Products / Partnerships / Data

In 2023, we continued our efforts to make it easier for our customers to choose healthier alternatives. We are committed to ensuring that a healthy lifestyle does not become a burden on the wallet.

WE NURTURED OUR HEALTH PARTNERSHIPS

- Participation in our camps and food schools increased by 10% this year, thanks to our health partnerships.
- We support the Danish systemic project, Generation Healthy Kids, which works to create healthy, safe, active childhoods.
- The think tank Frej and IDA brought together over 200 participants for a day focused on sustainability across the food chain. REMA 1000 participated in the debate.

We have expanded our health partnership with Madkulturen. The partnership aims to provide more children with the opportunity to experience community and physical activity. We want to contribute to creating access to positive and health-promoting activities for children in our society.

Our vision is to engage in initiatives that strengthen the community and bring about positive change. It is an integral part of our social responsibility, where we strive to be an active participant in building a healthier and more sustainable future.

WE MAKE THE HEALTHIER CHOICE CLEAR AND EASY

- We continued our efforts to make it easy and accessible for our customers to opt for a healthier and more varied diet. This effort has been particularly important in 2023, as many of our customers continue to experience increased financial pressure.
- With REMA 1000 through Vigo, "Scan selv", and Mambeno, we have developed apps that synchronise shopping lists, offers, and meal plans to make it easier for customers to buy what they need. This saves time, money, and prevents overconsumption and food waste.
- We continue our efforts to reduce salt and calories in our own brand products without compromising on taste. Although there has not been a reduction in the number of calories per item sold, we still have a strong focus on this area.
- We are in ongoing dialogue with experts and strategic partners on how to ensure continued positive development, making the healthier choice the easy and accessible choice.



Purchasing and Marketing Director Anders René Jensen participated in the debate on the future of food.

OUR HEALTH TARGETS FOR 2024

- We will continue to expand our range of healthier products by increasing the assortment of items with the Keyhole Label (Nøglehulsmærket) and Whole Grain Label (Fuldkornsmærket).
- Together with the other companies in Reitan Retail, we will update our health strategy and develop a new common targets within the focus area.
- We will continue our collaboration with our health partners and ensure that more children, young people, and adults experience community and gain knowledge about healthier eating and exercise.



Focus area: Health

We make the healthier choice easy

Approach / Products / Partnerships / Data

At REMA 1000, we aim to promote the official dietary guidelines by expanding our range of healthier products.



– REMA 1000 aims to create solutions and products for customers where they can receive assistance in eating healthier, more environmentally friendly, and with less packaging. In a busy daily life, it should be easy to make a more sustainable choice.

Anders René Jensen,
Purchasing and Marketing
Director, REMA 1000 Denmark



LESS SALT MORE WHOLE GRAINS AND FIBER

- We continuously improve the recipes of our own brand products to reduce salt and calories for our customers. In 2023, we have no reductions to report, but the work and focus in this area continue.
- In 2023, 28% of our food and beverage items were Keyhole (Nøglehulsmærket) or Whole Grain labeled (Fuldkornsmærket).

To earn the Keyhole label, a food product must meet requirements for dietary fiber, reduced fat, saturated fat, sugar, and salt, in line with official dietary guidelines.

The Whole Grain label ensures our customers a product with plenty of whole grains. This means that all parts of the grain are included – including germ and bran – where most fibers, vitamins, and minerals are found. In addition, the Whole Grain label sets requirements for the content of fat, sugar, salt, and dietary fiber in products with the Whole Grain label.



THE SEVEN DIETARY GUIDELINES FOR HEALTH AND CLIMATE

1. Eat a varied, plant-rich diet in moderation.
2. Eat more vegetables and fruits.
3. Eat less meat – choose legumes and fish.
4. Eat food with whole grains.
5. Choose plant oils and low-fat dairy products.
6. Eat less sugary, salty, and fatty foods.
7. Quench thirst with water.



Focus area:
Health

Harvest Market at Gram Castle

Approach / Products / Partnerships / Data

In 2023, we hosted our first Harvest Market at Gram Castle. We invited 3,500 customers to come up close and learn more about our work with organic farming, animal welfare, plant-based initiatives, and biodiversity.



In addition to Gram Castle and REMA 1000 itself, a wide range of other partners also participated in the Harvest Market: Dyrenes Beskyttelse (The Animal Protection), Økologisk Landsforening (Organic Denmark), Nielli and Tommy, DanHoney, DanRoots, Vallø Castle, Rokkedahl, Gasa Nord Grønt (Gasa North Green), Madkulturen, Ørskov Foods, Mambeno, and Globus Wine.

We celebrated the harvest by raising awareness of the journey from the earth to the table with our local Danish products.

We invited both children and adults to participate in the journey from the ground where crops are harvested all the way to the dinner table. The goal was to get closer to the groceries we consume and gain a better understanding of the surroundings and methods by which our food is produced. At the same time, we wanted to create a cozy day for the whole family, filled with inspiration, dialogue, tastings, and experiences in the beautiful, southern Jutlandic surroundings.

We approached the mission playfully by hosting exciting competitions such as "Golden Potato" and "Guess the Score," with the chance to win great prizes. Children and adults could enjoy a wide range of activities, including playing on hay bales, making twist bread, pony rides, carriage rides, castle tours, story reading by Sanne Brodersen, admiring impressive tractors, exploring the agricultural museum, visiting the mini-zoo and milking cows, admiring the fallow deer in the field next to the harvest market, participating in potato digging in the field, and taking a trip to the dairy farm to see the cows. For our hungry guests, there was an opportunity to buy delicious dishes and drinks from Gram Castle, which could be enjoyed outdoors or in the dining tent, and the REMA store offered great prices on products from REMA 1000 and their suppliers.

Overall, it was a fantastic day on the farm with happy customers, cozy conversations between suppliers, and everyone who participated. The Harvest Market was a memorable event that united the community in an atmosphere of joy and excitement.



Focus area:
Health

A digital universe of healthy, delicious recipes

Approach / Products / Partnerships / Data

In our extensive Food & Drink universe online, customers can explore a world of delicious recipes tailored to every occasion.



From everyday meals and festive occasions to special events like Christmas and Easter - we have it all at REMA 1000. Whether you're looking for gluten-free dishes or seeking inspiration for a meat-free day, our universe is designed to meet everyone's needs.

We know that meal planning and shopping not only save customers time and money but also reduce food waste. Our mission is to provide customers with a delicious menu to look forward to while also making healthier choices in the store when shopping for lunch or dinner.

The Food & Drink universe on our website is a helping hand in the busy everyday life, where time-saving is essential, while also being economically feasible and easy to buy fruits, vegetables, whole grains, and lean products. Our recipes offer delicious dishes suitable for the weekend menu, special occasions as well as weekday dinners and packed lunches - and they provide customers with plenty of inspiration for both familiar classics and new favorites with rich flavor.

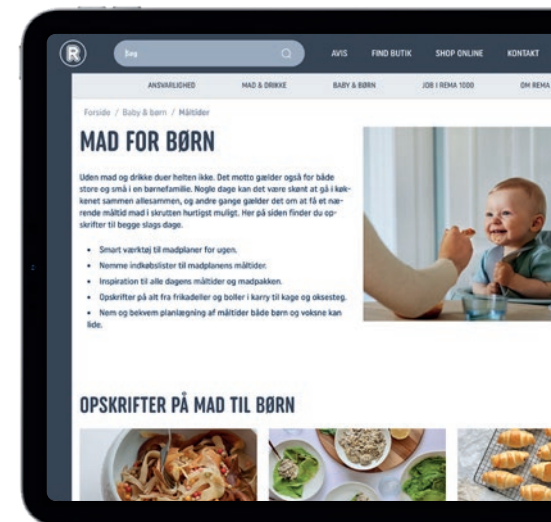
An approach to meat-free days

Meat is a staple of many Danish meals, but with increasing focus on climate and environment, more people prefer to reduce meat consumption and increase vegetable intake. Some even prefer to completely opt out of meat and choose vegetarian dishes. Our Food & Drink universe offers ideas and recipes for those who want to explore a meat-free day and make more sustainable choices in their dietary habits.

Much more food joy with your child

At REMA 1000, we want to bring even more food joy into the kitchens of families with children. A fantastic way to start is by involving the children in cooking. On our website, we have created a universe with delicious and easy recipes that you can easily make together with the children, inspiring them to cook and enjoy time around the kitchen table.

The website also offers content that enhances children's knowledge of ingredients and sparks their curiosity about the journey from the earth to the table. Whether you want to spend time together in the kitchen or quickly create a nourishing meal, our website has recipes for every day and everyone's needs.



MAMBENO PUTS THE MEAL PLAN IN CUSTOMERS' HANDS

REMA 1000 has a partnership with the meal planning app Mambeno. Together, we make it easy, especially for families with children, to eat healthier and more varied meals at discount prices with recipes based on our weekly offers. With Mambeno's app for iPhone and Android, our customers have an even easier everyday life.



Focus area:
Health

Customers respond positively to our baby and children's club

Approach / Products / Partnerships / Data

For many years, we have been distributing baby starter packs to new parents, and since 2021, expecting and existing parents have also had access to our newsletters with tips and tricks for life as a family with children.

The newsletters of the Baby and Children's Club focus on food joy, games, activities, products, as well as tips and tricks that can inspire to make the busy everyday life both safer, more fun, and easier for families with children.

REMA 1000's baby starter pack is a free offer to new parents with selected, essential baby products. The baby starter pack and the Baby and Children's Club are two separate initiatives that are independent of each other.

A free membership of REMA 1000's popular Baby and Children's Club follows parents and their children from pregnancy to school age. The club offers a wide range of ideas and support, including age-related newsletters, play suggestions, activities, informative articles, as well as tips and tricks. In addition, each child can annually pick up a birthday gift from their first year of life until they turn 5. We hope that this contributes to establishing a special connection between the grocer, the child, and the family during the early childhood years.

The gifts are carefully selected with a focus on the child's development and life stage, just like REMA 1000's other quality products for the little ones. In addition, club members receive ongoing inspiration for activities, play, and child-friendly meals that can make everyday life easier and more enjoyable for families with toddlers.

The increased interest in our baby and children's universe motivated us to expand with the launch of the Baby and Children's Club, and the success is spreading: When we asked our members, 80.8% would recommend the club to others.



– Provides good inspiration for my son's age and needs, which are constantly changing.

Member of the Baby and Children's Club



The water bottle is one of the gifts that the child can receive as a birthday gift. It is very popular among four-year-olds.

– I receive emails with good ideas for things like themed birthdays, and emails tailored to my children's ages with good advice and tips and tricks. It feels like a club where they know me as a member.

Member of the Baby and Children's Club



Focus area:
Health

Health partnerships

Approach / Products / Partnerships / Data

We have set ourselves a target for 2030 to contribute to improving public health. Our health partnerships play a crucial role in this.

Our 16 health partnerships cover a wide spectrum. We collaborate closely with organisations that not only combat diseases but also promote physical and mental health as well as well-being.

We actively engage in supporting camps, schools, events, and other communities that focus on socialising, health, and exercise. Preferably in the local community but also nationwide.

It is a source of great pride for us to work together with passionate enthusiasts and experts who share our mission to promote public health.

Through our diverse partnerships, we ensure that we can achieve our goals and always have access to the necessary expertise and advice.



In 2023, we sponsored the Broløbet with over 10,000 runners participating in a half marathon of 21.1 km from Knudshoved in Funen to Korsør in Zeeland.

WE HAVE 16 HEALTH PARTNERSHIPS AIMED AT PROMOTING PUBLIC HEALTH BY 2030

3 GOOD HEALTH AND WELL-BEING

17 PARTNERSHIPS FOR THE GOALS

Focus area:
Health



Together, we promote public health and combat diseases

Approach / Products / Partnerships / Data

In 2023, we once again focused on the fight against sclerosis.



WE SPONSOR THE BOYS ACADEMY (DRENGEAKADEMIET)

DINNER WITH SOCIAL INTERACTION, CONVERSATIONS, AND THE FIGHT AGAINST SCLEROSIS ON THE MENU

For the fourth year in a row, REMA 1000 supported MS Dinner, organised by the Sclerosis Association. MS Dinner is a charity dinner where a host invites guests to a free dinner in exchange for guests donating an optional amount to the fight against sclerosis.

We are proud that over 950,000 DKK was raised for sclerosis research at MS Dinner 2023. As part of the concept, hosts at an MS Dinner were challenged to create a gastronomic experience for their guests, developed especially for the event by star chef Jack Cramer from Ruths Hotel in Skagen.

REMA 1000 supports MS Dinner by donating gift cards that the host can use to shop for the dinner.



Jack Cramer, Head Chef at Ruths Hotel at Ruths Hotel, Skagen.

– My dear father has had sclerosis for 15 years. I know what the disease does, and that it's important to raise funds for research (...) A huge thank you to all the fantastic people who have supported the project. You are all extremely important in the fight for a world without sclerosis. Thank you. A thousand thanks. It's absolutely amazing.

Jack Cramer, Head Chef at Ruths Hotel and recipe developer for MS Dinner 2023

The Boys Academy consists of a two-week learning camp. The target audience is 100 academically challenged boys in 7th and 8th grade from across the country. These are boys who have lost faith in their own worth and potential, and who are willing to spend two weeks of their summer vacation and the following school year catching up on academic backlog while working on themselves personally and socially.

At the Boys Academy, the boys are offered a fresh start, where they can turn negative school experiences into positive ones, rebuild a positive self-narrative, and regain motivation to learn. Here, the boys become part of a meaningful community of like-minded individuals, while being met with high, positive expectations from adult role models who see, want, and, most importantly, believe in them. The boys work hard to catch up on academic backlog in Danish and mathematics. They experience academic progress that strengthens their motivation for school and undergo significant personal and social development, giving them renewed faith in their own worth and potential.

The result in 2023 was that the boys improved by 19 percentage points in mathematics and 38 percentage points in reading, with 84% passing primary school.

External follow-up research shows, among other things, that the Boys Academy generally improves the mental health of the participating boys and has a positive effect on their readiness for education and whether they pass the primary school leaving examination.

REMA 1000 sponsored 100,000 DKK for food and beverages at the Boys Academy Camps in 2023.



Focus area: Health

Expanded collaboration with Madkulturen

Approach / Products / Partnerships / Data

In 2023, we initiated a strategic partnership with Madkulturen to strengthen the Madkamp project, a celebration of the subject of food knowledge, aimed at engaging students in a holistic manner.



Together with the students and Madkulturen, we continue our Food Battle

Our goal is to promote joy in cooking, kitchen skills, and create awareness about healthy and sustainable food choices among future generations.. The Food Battle project focuses on strengthening students' interest in sustainable ingredients, taste experiences, and experiments in the school kitchen. Through this project, we offer teachers inspiration for innovative teaching that engages students and enhances their academic development.

We aim to bring new energy and enthusiasm into food knowledge education at the intermediate level of primary school to enrich both teachers and students and promote the upcoming generation's knowledge of sustainable ingredients.



The Food Battle develops teaching materials, organises regional teacher training courses, and hosts the National Championship in Food Knowledge, all built on an innovative teaching method that actively involves students.

In the school year 2023/24, we focus on one of Denmark's most sustainable ingredients: cabbage. Teachers and students will explore this ingredient and use it as a basis for experiments in the kitchen.

In 2024, we offer teacher training courses early in the year, where food knowledge teachers can leave the course with a fully planned teaching course consisting of three to four sessions, including teaching materials.



THE MOST CLIMATE-FRIENDLY FOOD IS CABBAGE

Cabbage is particularly climate-friendly as a food*. This applies to virtually all types of cabbage, such as savoy cabbage, kale, white cabbage, and red cabbage. In addition to being particularly climate-friendly, cabbage is part of an anti-inflammatory diet that strengthens the immune system, aids digestion, and contributes to detoxification of the body. Furthermore, cabbage helps prevent cardiovascular diseases and type 2 diabetes.

The great thing about cabbage in Denmark is that we can produce it at various times throughout the year. It is especially well-suited as a seasonal product in the fall and late summer.

In addition to cabbage, root vegetables and onions are particularly climate-friendly foods. They can also be produced in large quantities in Denmark.

*) Source: foodjobnordic.com/da/klimavenlige-fodevarer/



Focus area:
Health

Partnerships for the next generation

Approach / Products / Partnerships / Data

In REMA 1000, we support a wide range of camps, food schools, and other initiatives every year where physical activity, community, and healthier food are the focus.



Photo: Carsten Andersen

CAMP/SCHOOL	PARTICIPANTS
Madskoler	1,746
DBU Fodboldskole	26,899
REMA 1000 SportsCamps	420
FamilieCamps	773
LæringsCamps	162
MakerCamp	169
GirlPowerCamp	213
REMA 1000 AquaCamp	6,390
REMA 1000 TennisCamp	253
SSA Sports- og Sundhedsakademiet	375
TOTAL	37,400

20 YEARS OF FOOD SCHOOLS

REMA 1000 aims to contribute to children and young people learning about good food and how to prepare it. Therefore, for a whole decade, we have supported the organisation of Food Schools.

In 2023, Food Schools celebrated its 20th anniversary. The theme for the summer holiday Food Schools was "Birthday." The menu was inspired by classic children's dishes with an extra touch of vegetables and whole grains. There was also room for some sweetness in the form of a birthday cake. During the autumn holidays, the focus of the "3 days with Food Schools" was on whole grains, eggs, and potatoes. Here, the children made dishes such as whole grain pizza, potato omelets, and autumn muffins. In total, 109 Food Schools were held in 2023.

The number of children in 2023 was 1,746, and since the start of Food Schools, 30,000 children have participated. To mark the anniversary, we also compiled the best recipes from Food Schools into a cookbook. The book was sold in REMA 1000 stores, and the proceeds went directly to the 4H's work with Food Schools.

A great volunteer-driven effort

We want to express our gratitude to our co-organizers, 4H and Agriculture & Food, and especially to the 369 dedicated volunteer instructors who made a significant effort at one or more Food Schools throughout the year. It is thanks to their dedication and commitment that we have achieved our goal of spreading food knowledge to Danish children and their families. Their invaluable contributions have made it possible for us to create understanding and joy in cooking among the next generation.



WE SUPPORT THE CHILDREN'S ACCIDENT FUND (BØRNEULYKKESFONDEN)

Bake for a Good Cause

REMA 1000 is the main sponsor of "Bag for en Sag" (Bake for a Good Cause). In 2005, "Bag for en Sag" started with the idea: Children across Denmark bake to support disadvantaged children. They bake in schools, institutions, families, and more. Afterwards, family and friends are invited to an event where the children sell their baked goods. Proceeds go directly and in full to an important cause. In 2023, the proceeds went to the Play Heroes at the Children's Accident Fund.

The Children's Accident Fund focuses on ensuring that all children have the right to a good life with active play and movement – including those affected by illness. That's why the Children's Accident Fund started the Play Heroes, who work to create more play and movement for the approximately 60,000 children aged 1-14 who are hospitalised in Denmark each year.

Joy of movement at the center

In partnership with the Children's Accident Fund, we invite the whole family to join the Tumble Caravan, celebrating the joy of movement.



Focus area:
Health

INTRODUCTION

ENVIRONMENT

HEALTH

PEOPLE

RESPONSIBLE TRADE

APPENDICES

Data: Our health efforts

Approach / Products / Partnerships / Data

PRODUCTS AND PARTNERSHIPS

GRI reference		Unit	2023	2022	2021
Own	Proportion of sold food and drink with the Keyhole or Whole Grain label	Percent	28	28.2	28.3*
Own	Products in the assortment with the official Keyhole label	Amount	519	536	518
Own	Products in the assortment with the official Whole Grain label	Amount	75	78	84
Own	Health Partnerships	Amount	16	15	15
Own	Number of children, youth, and adults at camps	Amount	37,400	33,878	31,745

*) In the 2021 report, we indicated that the figure for 2021 was 23.2%. In 2022 and 2023, we changed the calculation method, so the sales are measured as a proportion of food turnover and not out of the total turnover.

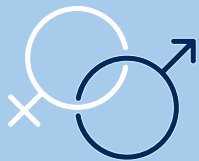


PEOPLE

We want to contribute to diversity, equity, and inclusion through value-based communities and good working conditions

2023 results: People

In 2023, **7.7% of the new store owners** were **women**. This is unchanged from 2022, but we continue to work towards having more female store owners.

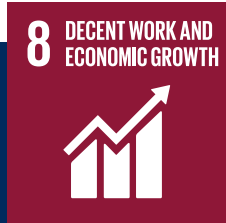



The board of directors at REMA 1000 Denmark A/S consists of **60 % women** and **40 % men**.



Brian Christensen from Skibby is one of the new REMA 1000 store owners we welcomed in 2023, who has opened a store in former ALDI premises. The takeover of several ALDI stores occupied much of our efforts with people in 2023. We welcome the new colleagues to REMA 1000.

95.5% of our stores have included **people from the margins of society** into the workplace.



In 2023, we gained **764**  **new colleagues** after taking over several former ALDI stores and warehouses. The substantial effort to train our new colleagues and find permanent employment continues in 2024.

We sent the last group of store owners and assistant managers to the development programme "our REMA," and we have thus completed over **30,000 hours of leadership training**.



Our colleagues represent **53** different nationalities*. This is an increase of **17.7 %** from 2022.

*) The number of nationalities is reported for the administration and distribution and thus does not cover the stores.

We are focused on building great people

Approach / Diversity / Working environment / Education / Data

At REMA 1000, we come together daily across gender, age, culture, and background—both in front of and behind the cash register. We are convinced that equality, trust in the individual’s abilities, and an inclusive community are the keys to our success.

At REMA 1000, over 17,000 colleagues embrace our values daily and contribute to practicing ‘discount with attitude.’ This has proven particularly beneficial during the takeover of several former ALDI stores, where we had to integrate the new employees into our REMA culture. While we remodel the stores, our store owners have warmly welcomed the new colleagues, who have been trained in our workflows, culture, and values.

REMA 1000’s culture is unique and is the key to our success. Therefore, it is crucial that new employees are trained in our values so they understand how fundamental they are to our business practices. Fortunately, our REMA 1000 store owners and the store team have supported us in this process. When the new stores open, we are not only ready with surroundings and goods but also with REMA 1000’s approach to responsibility, ethics, culture, and core values.

1. Increasing diversity in senior management and among store owners and creating meaningful employment for people on the edge of the labour market

We are working to increase the representation of women in our senior management and among our store owners. We have a strong focus on recruiting women for these positions and actively strive to raise the proportion of women in other managerial roles.

Simultaneously, we are actively working to create special employment opportunities for people on the edge of the job market. We always focus on each individual employee’s strengths and contributions and build upon them.

2. Creating a good and healthy working environment for all and helping our store owners succeed

We aim to establish a good and healthy working environment for everyone, assisting our store owners in building successful stores. Our store owners are independent entrepreneurs whom we offer education, coaching, and mentorship programmes to help them achieve their goals and ambitions while finding a solid work life balance

Additionally, we focus on creating a good and healthy working environment by preventing work accidents and stress. We engage in dialogue with our colleagues on how we can continuously improve our practices.

3. Educating our colleagues and future talents in the retail industry

Educating our colleagues and future talents is a strategic approach reflecting our belief that meaningful employment involves continuous development of competencies and knowledge. This approach underscores our commitment to investing in our employees’ personal and professional development.

Our education and training programme support a dynamic work culture that encourages learning and growth. This benefits the individual employee and strengthens our organisation as a whole. Employees who are updated with the latest knowledge and skills are better equipped to tackle new technologies, changing consumer needs, and market competition.



OUR GOALS FOR 2030

- By 2030, a minimum of 15% of our store owners should be women.
- We aim to contribute to providing meaningful employment for people on the edge of the job market by creating value-adding and individual programme in our stores as well as in our administration and warehouses.



Our education and training offerings include:

- Our REMA
- Black Belt
- Value Journey
- Philosophy Seminar
- Middle Management Training
- Talent Training
- Apprentice Leadership Training
- REMA Learning

5 GENDER EQUALITY

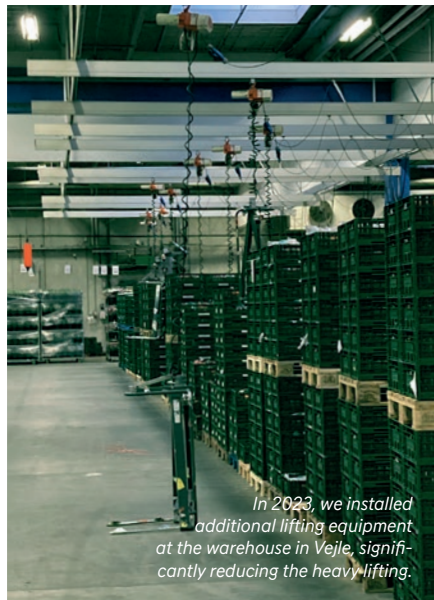
8 DECENT WORK AND ECONOMIC GROWTH

Focus area:
People

Progress in 2023: People

Approach / Diversity / Working environment / Education / Data

Throughout 2023, we have continued our efforts within our focus areas. We look forward to welcoming many new colleagues into our community.



In 2023, we installed additional lifting equipment at the warehouse in Vejle, significantly reducing the heavy lifting.

WE ARE WORKING TO INCREASE OUR DIVERSITY

At REMA 1000, we have been working for several years to increase the proportion of female store owners through a series of initiatives. One significant initiative has been to divide our store owners training into two separate programmes - a Middle Management Training and a Talent Training. This has encouraged more women to pursue a leadership education and build a career in REMA 1000. In this way, we have expanded the recruitment base to include more female store owners in REMA 1000.

WE MEASURE AND COMMUNICATE OUR EFFORTS

We have expanded our reporting within this focus area. A comprehensive overview of all data can be found on pages 102-107 of this report.

WE PRIORITISE TRAINING NEW TALENTS AND CURRENT COLLEAGUES

We have continued our significant focus on training apprentices, middle managers, and talents. We have also continued our major initiative "Our REMA," which is further education for our store owners and assistant managers aimed at reinforcing engagement and ownership in each store.

WE REDUCED THE EMPLOYEE TURNOVER AND IMPROVED OUR WORKING ENVIRONMENT

In 2023, we had 23 workplace accidents in our organisation. We try to remediate work accidents. At the same time, we have reduced our employee turnover. Both are indicators of whether we succeed in our efforts to create a safe and good working environment.

FOCUS AREAS AND PRIORITIES FOR 2024

- In 2023, we aimed to roll out a new mandatory training programme on our values and culture to all our colleagues in administration. Instead, due to restructuring and the introduction of a new high-bay warehouse, we have decided to roll out the training programme in 2024.
- We will continue to expand even more mini-courses on our online training platform (REMA Learning), where our colleagues can learn more about everything from working environment and service to social responsibility and participate in fun quizzes.
- Due to the acquisition of several former ALDI stores, we have decided to postpone the roll-out of mandatory training in anti-corruption and ethics until 2024.
- We will continue our existing efforts in diversity and inclusion and in creating special employment opportunities for people on the edge of the job market.
- We will continue to create a safe and secure working environment for all employees and store owners – both physically and mentally.
- We have added targeted initiatives towards store owners and stores to strengthen our winning culture.



Focus area:
People

Diversity

Approach / Diversity / Working environment / Education / Data

At REMA 1000, we strive for women to make up 15% of our store owners by 2030. As part of the Danish retail industry, we face challenges in attracting female store owners. Therefore, we are actively working to increase the number of female candidates in our pipeline.

IN 2023, WE JOINED THE DIVERSITY PACT

The Diversity Pact has the following five principles:

PRINCIPLES	REMA 1000'S APPROACH
Measurability Principle	We measure and have set targets for gender balance at all levels
Inclusion Principle	In 2023, we made organisational changes for greater transparency and gender equality
Supply Chain Principle	We actively work on internal recruitment. We have created a middle management training programme to promote female leaders
Role Model Principle	Significant focus in administration and stores. We have established network groups at various management levels
Board Principle	Our board consists of 60% women and 40% men

In 2023, women accounted for 7.7% of the new store owners we recruited. This figure remains unchanged from 2022, but in 2021, the figure was 17.8%. Thus, we continue to face a challenge in meeting our 2030 target. At REMA Distribution Danmark A/S and REMA 1000 Danmark A/S, women and men are offered equal opportunities, pay, and terms of employment for the same work or work of equal value. There is no distinction between women and men in our workforce.

In 2023, we launched several campaigns highlighting the stories of female store owners. We have also seen a slight increase in the proportion of women in our middle management and talent development programs, which are our primary sources for recruiting store owners. We hope that this trend will lead to more women choosing to become REMA 1000 store owners in the future.

Diversity at the top leadership level

In 2023, the board of directors at REMA 1000 Danmark A/S consisted of five individuals, of which three are women (60%) and two are men (40%). Thus, we have an equal distribution of men and women on our board, ensuring that the underrepresented gender constitutes a minimum of 40% of the total board.

In 2023, there were no changes in the executive management team at REMA 1000 Danmark A/S. The executive management team still consists of seven individuals, one of whom is a woman (14.3%) and six are men (85.7%).

At other management levels in REMA 1000 Danmark A/S, REMA Distribution A/S, and REMA Establishment A/S, we have 23 managers with direct personnel responsibility*. Out of these 23, 7 are women (30.4%) and 43 are men (69.6%). There has been a 6.6% increase in the proportion of women in other management levels.

We continue to work on increasing the representation of the underrepresented gender in our top leadership levels, with a particular focus on more diversity in our recruitment processes. In 2021, we set a goal to ensure that by 2025, a minimum of 40% of the leaders* we recruit are women. In 2023, we recruited 18 new leaders, of which 3 were women (17%).

We have also established a network group consisting solely of women from various management levels, where we receive input and inspiration for future efforts to make REMA 1000 an attractive workplace for female leaders.

*) Leaders are defined here as employees in administration with direct personnel responsibility and thus do not cover the stores.
 **) The number of nationalities is provided for the administration and distribution and thus does not cover the stores.



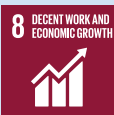
At REMA 1000 we have colleagues from 53 countries.

OUR COMMUNITY CONSISTS OF 53 NATIONALITIES



At REMA 1000, our colleagues come from many different countries around the world. In 2023, we had 53 different nationalities**, all sharing a common set of values.

Our actions and identity are shaped by our values. At REMA 1000, we are surrounded by colleagues who not only possess significant professional expertise but also share our strong values. It is this shared cohesion that forms the basis for a culture where the customer is always our top priority, regardless of our backgrounds.



Focus area: People

We win awards for inclusion of the socially disadvantaged

Approach / Diversity / Working environment / Education / Data

At REMA 1000, inclusion is an important part of our corporate social responsibility. We work with various employment schemes such as Jobbanken, supported employment, flexible employment, and KLAP jobs to include people on the edge of the labour market.

KLAPjob

Job til mennesker med kognitive handicap

REMA 1000 is the largest collaborative partner for the KLAPjob scheme under the LEV association, which has created 5,200 supported jobs in the past 11 years. KLAPjobs cater to individuals with developmental disabilities and other cognitive difficulties.

In 2023, we established 123 KLAPjobs, and over time, a total of 931 KLAPjob positions have been created at REMA 1000. Nearly 3 out of 4 KLAPjob employees remain in their positions for more than six months.

At the REMA 1000 store in the Stavtrup suburb of Aarhus, managed by store owners Lise Leander, Michael Jørgensen works 15 hours per week as one of 11 employees on an inclusion programme, as they cannot work full-time. As an independent store owner, Lise Leander has created an inclusive environment focused on diversity and social responsibility.

Michael Jørgensen, who has been part of the team for seven years, is grateful for the job, which has been crucial for his mental health. He has mentioned that if it was not for Lise Leander's decision to hire him, he might have ended up in psychiatric care again. The job has not only provided him with meaningful employment but has also resulted in him being medication-free.

Store owner Lise Leander emphasises the importance of a thoughtful effort to create space for employees facing challenges and acknowledges that it requires a collective effort to succeed.



Michael Jørgensen works 15 hours a week at REMA 1000 in Stavtrup.

She is proud of the store's diversity efforts and recognises the significant goodwill among the staff, although it requires a delicate balance, and targeted efforts are needed to maintain a positive working environment for all employees.

We see inclusion and diversity as a strength

The definition of individuals on the edge of the job market refers to people who, for various reasons, face challenges in finding or retaining traditional full-time jobs in the regular job market. REMA 1000's inclusion efforts for individuals on the edge of the job market include various employment schemes such as flexible and supported employment, as well as KLAPjobs, which create job opportunities for citizens with cognitive challenges.

HR Director Michael Skou emphasises that the goal is not to establish concrete targets for inclusion work, but rather to create individual pathways that employees and store owners can support and find meaningful.

At REMA 1000, we take pride in being a value-driven company and see inclusion as an integral part of our identity.

In total, 15.7% of the 17,351 individuals at REMA 1000 were in special employment programmes in the past year, and we recognise that the effort requires time and resources but consider it an investment in loyal employees and a satisfied workforce.

Award-winning inclusion efforts

In 2023, we won a FINANS IMPACT Social Award for our work in sustainability and social responsibility. We are incredibly proud of the jury's rationale (see below) for choosing REMA 1000 as the winner.

– The jury acknowledges that the work of social inclusion is a long, enduring effort. In Danish business, we need role models who prove that a targeted and professional effort makes it possible to uncover significant, hidden reserves in the workforce and create a better life for some of our most vulnerable citizens.

Rationale of the jury for awarding a FINANS IMPACT Social Award to REMA 1000



A healthy working environment

Approach / Diversity / Working environment / Education / Data

In 2023, REMA 1000 took a progressive step to improve the working environment in offices and distribution centers by implementing a series of health initiatives. These initiatives were designed to promote employee well-being and create a healthier working environment.

To improve employees' health and well-being, we implemented In-Body tests, providing insights into individual body composition and enabling customisation of health and fitness goals. Our fitness facility also received an upgrade with personal trainers tailoring exercise programmes to each employee, inspiring regular physical activity and personal growth.

Paddle events introduced a social and fun dimension, promoting physical activity and strengthening bonds among employees. To further support employee health, we introduced company-branded water bottles to encourage hydration and healthy fluid intake and enhanced our fruit provision to promote healthier eating habits and overall well-being.

Additionally, we entered into an agreement with Health Group, incorporating yoga sessions to allow our employees to reduce stress and enhance their mental well-being.

These initiatives illustrate REMA 1000's dedication to creating a positive and healthy working environment for everyone in the organisation.

Additionally, many of our employees participated in the Beringsstafetten, a local race in Horsens that promotes teamwork and collaboration and encourages physical activity and an active lifestyle.

REMA Cup 2023

In October, we held the annual football tournament REMA Cup 2023. Following the success of the previous year, we saw a much higher level of engagement in 2023.

Fifteen teams from different departments such as Horsens, Vejle, Avedøre, and local REMA 1000 stores participated. The day was characterised by great camaraderie and a lively atmosphere both on and off the field. The spectator stands were also well attended, with 150-200 enthusiastic spectators in addition to the players.

Ergonomic improvements to spare employees from heavy lifts in tonnes

In 2023, significant improvements were made in the working environment at our logistics centers in Vejle. The latest initiative includes the installation of additional lifting equipment in the fruit and vegetable area, where 14 cranes for EPS crates have been implemented. This investment has resulted in an impressive reduction of between 2.5-3 tonnes of lifting per employee daily. Not only does this increase efficiency, but it also has a direct positive impact on the health and well-being of employees.

We have relocated part of the goods packing in Horsens to a new automated warehouse with ergonomically designed packing tables, including height-adjustable features, and the results are remarkable. The total weight to be lifted at the manual locations has been significantly reduced, which not only creates a safer working environment but also helps minimise the strain on employees.

These initiatives demonstrate REMA 1000's commitment to creating optimal working conditions and underscore the company's focus on sustainable development and employee satisfaction.

EarlyCare

"It can often be a barrier to reach out for help when you are sick, and experiences show that early intervention can help ensure that you get the right help faster. This is extremely important for us to have a good well-being and prevent colleagues from being on long-term sick leave," says HR Director Michael Skou.

REMA 1000 promotes employee well-being by offering proactive assistance during sick leave through PFA EarlyCare. This offering, available to employees with PFA occupational disability insurance, involves PFA Health Guides contacting sick employees to offer an EarlyCare programme that addresses both physical and mental health, as well as well-being in the workplace and in private life. Participation is voluntary, and the information is shared confidentially with PFA. The goal is to help employees return to work quickly and permanently.



Focus area:
People



Congratulations to local winners

Approach / Diversity / Working environment / Education / Data

At REMA 1000, we celebrate our colleagues who lead the way and live by the ethos of 'discount with attitude'.

Here are a few of the many great examples of REMA 1000 stores making a big difference locally. Thank you for your efforts, and congratulations to all the stores that make a difference every day and continue to be the beating heart of the community.

1. Store of the Year 2023 is REMA 1000 Rønne – with Denmark's best fruit and vegetable department

At our annual Rigmøde, store owner Daniel Petersen took home the title of Store of the Year at REMA 1000. But Daniel Petersen and the whole team also won in the category of Denmark's best fruit and vegetable department. They scored highest on all parameters, including freshness, inspiration, relevance, and organisation – together they achieve excellent results.

2. Jonas Manøe, from REMA 1000 Danalien, Aalborg, was awarded Fighter of the Year

We also crowned Fighter of the Year at Rigmødet. The honor went to store owner Jonas Manøe from REMA 1000 Danalien in Aalborg, who fought for two years with

extensive roadworks in front of the store and a new competitor nearby.

3. Apprentices of the Year 2023 come from Odense and Svenstrup

The Apprentices of the Year in 2023 were Caroline-Mathilde Fihl from REMA 1000, Marienlund, Odense C, and Mads Langeland Jensen from REMA 1000, Godthåbsvej, Svenstrup, both of whom won a study trip to New York.

4. Denmark's Kindest Cashier 2023 is from Gevninge

Mia Strandgaard Flück from REMA 1000 in Gevninge near Roskilde won the magazine Hjemmets competition for Denmark's kindest cashier 2023.

5-7. Heart of the Community

The many REMA 1000 store owners across the country often engage in the community's challenges and are sometimes recognised for their engagement with awards. Here are three highlights among many examples from 2023:

- Torben Steffensen, store owners at REMA 1000 on Stormgade in Esbjerg, received the Integration Award of the Year in Esbjerg Municipality. The recognition is for his efforts to provide young people with minority backgrounds with a foothold in the labor market or opportunities for education.
- REMA 1000 in Tønder won the Social Enterprise Award, supported by Tønder Business Council and Tønder Municipality. Store owner Thomas Fogtmann Jordt was proud of the recognition and praised his entire team.
- Rotary Hinnerup's Initiative Prize 2023 went to REMA 1000 in Søften. Store owners Christian Møller and Anders Overgaard Riis, who lead REMA 1000 in Søften, received the prize for their local engagement.



Focus area:
People

We see the person and create the job

Approach / Diversity / Working environment / Education / Data

Kristina Hvelplund started her career as a store manager, while Jeppe Friis Nielsen and Mikkel Odgaard Mathiesen both embraced REMA 1000's values during their student jobs. Today, all three of them work in REMA 1000 Denmark's administration in Horsens.

MIKKEL ODGAARD MATHIESEN

Office Support Assistant,
REMA 1000 Danmark

"Good morning, Mr. Merchant"

"The greatest joy was when customers came in and said: 'Good morning, Mr. Merchant,' because it was more than just a greeting. It was a feeling of being a central part of the local community as the familiar and close store owner."

It all started when Mikkel got a student job in a supermarket. He initially planned to study at the business school, but after a conversation with a friend who was an assistant manager at REMA 1000, Mikkel changed course and began his journey with the goal of becoming a store owner. With his boss and mentor, who excelled at helping others grow, Mikkel experienced incredible development. The 18 months he spent there gave him responsibility and a sense of being seen and recognised as a person. Those were perhaps some of the most enriching 18 months of his life, where he learned that daring to share your dreams creates room to pursue them.

Later, Mikkel was contacted by another store owner who had challenges starting up his store. At just 22 years old, Mikkel became an assistant manager in Aarhus. Together with the store owner, they achieved great results, which led to Mikkel being named Student of the Year, and the store won the Fighter of the Year award. Concurrently, Mikkel took REMA 1000's middle management course with the hope of one day having his own store.

However, life took a turn when personal reasons led Mikkel to try something new. When this became known in the administration in Horsens, Mikkel was invited for a coffee to discuss the future with the purchasing and marketing director Anders Jensen. Mikkel

was offered a position as a support assistant. It was an exciting job change from a very operational role to one that supports the development of the store owners – a world Mikkel hadn't known from the store floor.

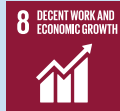
The Thread of Values

REMA 1000's values run like a red thread through everything we do - both in the administration and the stores. Once you become 'REMA-fied,' as Mikkel calls it, you gain a deep understanding that everyone's contribution counts, and no one is more important than another. There is a close connection to the stores, and despite the company's growth, everyone works to minimise bureaucracy and streamline decision-making processes by having all employees as culture carriers, so even new employees quickly understand how the business works.

Mikkel has now been a part of REMA 1000 for over ten years, despite being only 26. Like many others in the company, he can see himself contributing for many years to come, although there still smolders a small dream of becoming a store owner one day. He emphasises that the industry is fantastic and that the way forward doesn't require a university degree. There are many ways to become skilled, and if you land in the right place, you can advance based on your talent and hard work - not just grades on a diploma. Mikkel has had management responsibility for a store that turned over 80 million kroner a year. His desire for continued education was not about what others think he should do but about optimising his store as best as possible. At REMA 1000, you are recognised for the person you are and the shared values you uphold.

– When you become 'REMA-fied,' you gain a deep understanding that everyone's contribution counts, and no one is more important than another.

Mikkel Odgaard Mathiesen,
Office Support Assistant,
REMA 1000 Danmark



Focus area:
People

We see the person and create the job (continued)

Approach / Diversity / Working environment / Education / Data

Kristina Became the Representative for the Stores

Kristina became a store manager in 2016, and prior to that, she was recognised as Talent of the Year. In 2006, Kristina was hired as an assistant manager at REMA 1000 Stavtrup, and later she became an independent store manager in Jelling, where she lives. After many years of dedication as a store manager, Kristina began to reflect on her future. She wanted to prioritise more time for her role as a mother and family person. Although Kristina felt fully engaged as a store manager and wanted to stay with REMA 1000, her new priorities required a change. She

openly shared her thoughts with the regional manager. Shortly after, Kristina was contacted by HR Director Michael Skou, who offered her a position as Community Manager. Kristina sees it as a huge advantage that she can combine her experience as a former store manager with her new role.

REMA 1000's values play a crucial role for Kristina, as the company lives and breathes these values. Kristina feels at home in this environment and emphasises that there is heart in everything that happens at REMA 1000. Her experience in the industry has been valuable, and she has experienced the freedom to creatively and effectively contribute to achieving results without

constant restrictions. At REMA 1000, people are prioritised first, and results naturally follow. Kristina's great strength is her ability to make complex topics understandable, and she supports the stores with everything related to internal digital communication. While others handle the technical aspects, she is an important sparing partner for the store managers.

For example, if a store manager has challenges with marketing REMA 1000 with Vigo, they can turn to Kristina, and together they develop a plan specifically for that store. The store managers appreciate that Kristina understands the challenges of store life when she supports them in their daily work.



Kristina Hvelplund and Simon Søgaard, Store Owner at REMA 1000, Skolegade, Vejle

KRISTINA HVELPLUND

Community Manager, REMA 1000 Danmark

Kristina expresses her sense of freedom to think creatively and be heard at REMA 1000. There is room for unconventional and creative ideas; no idea is too outlandish, and she feels safe being herself. At REMA 1000, people are listened to, seen, and allowed to be authentic without walking on eggshells.

JEPPE FRIIS NIELSEN

CSR Employee, REMA 1000 Danmark

How Did You Become a CSR Employee?

"My application titled 'REMA-man seeks REMA land' fortunately caught the attention of a manager who shared my sense of humour.

I started at REMA 1000 in June 2018, when I was 21 years old and moved to Aarhus to study a Bachelor's in Marketing and Management Communication at Aarhus BSS. I applied for a student job at REMA 1000 on Vesterbro Torv, and it became clear during the interview that the culture was entirely different. The store manager emphasised that they worked with our eight values, the most important being that "the customer is our ultimate boss."

I was highly motivated and started three days later. It quickly struck me how few employees we had in the store, yet we always managed to get things done. I was given responsibility and independence, and in REMA 1000 the organisation is very flat – "You just make a decision," as the store manager said.



Studying Commercial and Retail Management, which REMA 1000 co-founded, was fantastic because it had practical applications. I decided to apply to the administration to gain a better understanding of the business and its culture. Here, I quickly felt that the culture emanated from the ground up, from REMA 1000's offices, where the directors are down-to-earth and take time for the employees. The informal tone and the intense but fair work ethic are pervasive.

Although I work in CSR, I still introduce myself as Jeppe, a former store employee. Coming from the store is a gift because I understand the daily life of the store managers and the implementation of tasks during busy work hours. My education, combined with my job at REMA 1000, motivated me to complete my thesis, and the joy of both made it the perfect match.



Focus area:
People

A Career Path as a Store Owner at REMA 1000

Approach / Diversity / Working environment / Education / Data

At REMA 1000, we see the person and believe in independent initiative.

How did you end up becoming a store owner at REMA 1000?

"I joined REMA 1000 in 2017 after spending a significant part of my career at McDonald's, where I started at 16 and worked my way up. Although McDonald's gave me solid experience, I felt constrained by the highly structured working environment and missed the freedom and opportunity for my own initiative. The dream of

independence led me to REMA 1000 and their franchise concept.

My journey at REMA 1000 started as a sales assistant in Marienlund, where I used the time to improve my skills. After advancing to assistant manager in another store, I finally had the opportunity to take over the store in Langeskov. The start was turbulent, as the former manager was on sick leave, and I had to restore the store. After a few years, my store now looks the way I want it to. Most importantly, we have created the culture that means a lot to me. In everything I do, I carry the values with me, and my employees are familiar with them, even if they may not be able to recite them in their sleep.

At REMA 1000, I experience freedom to run the store as I want. We have regular meetings with directors and management, and the distance between us and them is short. I feel comfortable calling someone who always has time and will listen. There is tremendous trust.

My colleagues are fantastic sparring partners, and there is support when things get difficult. Running a store is not always a walk in the park, but I have many confidants among my fellow store managers. There are so many people I can share my challenges with that I actually have to remember to inform my family about what I'm going through."



RUNE WILSTRUP

Store owner, REMA 1000 Langeskov

How did you end up becoming a store owner at REMA 1000?

"I am originally a nurse and have worked as a leader in the public sector for 25 years. In 2004, I got married, and my husband, Jan, opened a REMA 1000 store on Kastrupvej in Amager on November 8, 2008. I naturally stepped in and helped in the store on weekends and after work, as I already had experience in managing people and saw the opportunity to work together with Jan.

When Jan was hit by stress, I felt it was natural for me to take over. Although I had mostly dealt with the operational part of store management, I was now faced with new challenges in leadership and developing the store. Despite my insecurities, REMA 1000's regional manager supported me and backed me to take over.

The help from REMA 1000, both from the administration and other store managers, was enormous. Store managers spontaneously dropped by and offered help, and the regional manager helped me get things in order. It was a proud day when I heard that "the store has never looked better".

Customers appreciated that it was me who became the store owner. As the local store owner, we try to get to know our customers and take the time to listen to their stories – whether it's becoming a grandmother, struggling with challenges, or feeling lonely.

REMA 1000's values are part of me. Despite busy days, I have fun while making money. We strive to motivate a culture of winning and express our values in small phrases and actions. And as everyone knows, the customer is our ultimate boss. In REMA 1000, it's our values we live by."



MARIANNE KØRVELL

Store owner, REMA 1000 Amager Strandvej



Focus area:
People

We sent our leaders out into the stores

Approach / Diversity / Working environment / Education / Data

As part of a journey towards mutual understanding and dialogue, in 2023, we sent our leaders for in-store internships to gain insight into the tasks and workload of our store owners and their employees.

– I experienced nothing but happy customers all day long. It's nice for an office worker to be reminded of who we work for and with.

John Rosenløwe, Digital Director



In 2023, REMA 1000 implemented an innovative approach to leadership development by introducing a programme where leaders engaged in internships in the stores. This approach involved approximately 90 leaders, each spending a day as “interns” in different REMA 1000 stores across the country. The purpose of this initiative was comprehensive and multidimensional. Firstly, it aimed to create an understanding of the daily challenges and tasks faced by colleagues in the stores. The internship provided a great opportunity to experience and understand the work processes, customer interactions, and decisions made in the stores.

An essential objective was to strengthen the relationships and collaboration between the stores, logistics, and administration. The practical experience allowed leaders to connect theory with practice and develop a deeper understanding of the challenges faced by employees. This could potentially contribute to creating a more cohesive and collaborative working environment. The programme also had a strategic perspective by promoting knowledge sharing.

Leaders were encouraged to bring their insights and experiences from the internship period back to their colleagues and leaders. This fosters learning and improves collaboration across operational improvements to address daily challenges in our operations, ultimately serving our top boss – the customer – as best as possible.

– It was fantastic to sit at the checkout and meet our top boss, the customer. It was clear to feel the good atmosphere between customers and staff in the store. These are experiences I carry with me in my daily work.

Mads Nysted, Sales Director



– I've always found it motivating to see the outcome of one's work in the blink of an eye - to see the store take shape and stand sharp when systematically working through it, from early morning to late evening. To be a part of the big machine that keeps a store running.

Christina Burgsø Martens, Category Manager



– In-store practice with the fantastic team at REMA 1000 Vordingborg. Full speed from early morning - loud music and even louder spirits. Fruit and vegetables stocked up – then chill. A day when one of the local competitors opened with wild offers, yet daily sales were unaffected. Loyal customers are the best in the world.

Jonas Schrøder, Communications Manager



Focus area:
People

Data: People

Approach / Diversity / Working environment / Education / Data

COLLEAGUES

GRI reference		Unit	2023	2022	2021
2-7, 2-8	Employees				
	– Total	Amount	17,351	15,176	15,153
	Gender				
	– Women	Amount	7,854	7,044	7,238
	– Men	Amount	9,497	8,132	7,915
	Employment terms				
401-1	– Full time	Amount	4,268	2,728	2,196
	– Part time	Amount	13,083	12,448	12,957
	– Employees without guaranteed hours	Amount	0	0	0
401-1	Employee turnover				
	– New employees	Amount	1375	672	528*
	– Departures	Amount	753	553	513*
401-3	Parental leave				
	– Employees entitled to parental leave – total	Amount	90	45	56
	Gender				
	– Women on maternity leave	Amount	40	20	27
	– Men on paternity leave	Amount	50	25	29
	Retention				
	– Employees returned from parental leave still employed after 1 year – total	Percent	87	89	82
– Employees returned from parental leave still employed after 1 year – men	Percent	93	90	89	
– Employees returned from parental leave still employed after 1 year – women	Percent	94	88	73	

*) In 2022, we implemented a new payroll system. This led to an update of the 2021 data in the 2021 Corporate Social Responsibility report. The figures provided here are the correct ones.

Data: People

Approach / Diversity / Working environment / Education / Data

DIVERSITY

GRI reference		Unit	2023	2022	2021
405-1	Diversity among leaders*				
	– Leaders – in total	Amount	75	57	54
	– Ledere recruiters in the period	Amount	18	3	1
	Leaders, age				
	– below 18	Amount	0	0	0
	– 19-29	Amount	1	0	0
	– 30-39	Amount	11	2	4
	– 40-49	Amount	28	26	23
	– 50-59	Amount	31	26	24
	– above 60	Amount	4	3	3
	– Female leaders – in total	Amount	15	12	11
	– Female leaders recruited in the accounting period	Amount	3	1	0
	Female leaders, age				
	– under 18	Amount	0	0	0
	– 19-29	Amount	0	0	0
	– 30-39	Amount	1	0	1
	– 40-49	Amount	8	7	6
	– 50-59	Amount	6	5	4
	– over 60	Amount	0	0	0
	Executive management REMA 1000 Danmark A/S				
	– Executive management (REMA 1000 Danmark A/S) – in total	Amount	7	7	7
	– Females in the executive management (REMA 1000 Danmark A/S)	Amount	1	1	1
	– Board of Directors (REMA 1000 Danmark A/S) – in total	Amount	5	5	5
	– Women in the Board of Directors (REMA 1000 Danmark A/S)	Amount	3	3	3

*) Leaders are defined as employees in sections of administration and distribution with a direct employee responsibility and thereby this does not cover the stores. The indicated data for leaders thereby cover REMA 1000 Danmark A/S, REMA Etablering A/S and REMA Distribution Danmark A/S.

Data: People

Approach / Diversity / Working environment / Education / Data

DIVERSITY AND EDUCATION

GRI reference		Unit	2023	2022	2021
405-2	Compensation ratio between women and men (REMA 1000 Danmark A/S)	Ratio	28.5	26.7	28.5
	– Employees in the administration	Ratio	0.77	0.75	n/a
	– Employees with special responsibility	Ratio	0.67	0.65	n/a
	– Employees with leadership	Ratio	0.84	0.94	n/a
Own	Diversity among store owners, talents, and other employees				
	– Storeowners – in total	Amount	372	363	360
	– Storeowners – women	Amount	33	35	34
	– Recruited storeowners during the period	Amount	52	39	45
	– Female storeowners recruited during the period	Amount	4	3	8
	– Mid-level Management education – in total	Amount	83	86	75
	– Mid-level Management education – women	Amount	24	29	16
	– Talent education – in total	Amount	28	28	64
	– Talent education – women	Amount	5	2	6
	– Graduating talents during the accounting period – in total	Amount	29	31	27
	– Graduating talents during the accounting period – women	Amount	2	3	3
	– Graduating talents without a storeowner contract since 2008 including the accounting period – in total	Amount	60	50	50
	– Graduating talents without a storeowner contract since 2008 including the accounting period – women	Amount	7	7	8
	– Nationalities represented in the organisation*	Amount	53	45	41
	– Employees with special working conditions	Percent	15.7	15.4	15.0
	– Stores with employees with special working conditions	Percent	95.5	95.9	94.4

*) The number covers colleagues in our administration and distribution centres.

Data: People

[Approach](#) / [Diversity](#) / [Working environment](#) / [Education](#) / **Data**

WORKING ENVIRONMENT

GRI reference		Unit	2023	2022	2021
403-9	Work accidents	Amount	23	7	17
403-10	Sick leave (REMA 1000 Denmark A/S – administration)	Percent	4.6	4.1	2.7*
Egen	Robbery against employees	Amount	14	13	15
Egen	Cases regarding breaches of our internal Code of Conduct	Amount	18	8	6

*) In 2022, we implemented a new payroll system. This led to an update of the 2021 data in the 2021 Corporate Social Responsibility report. The figures provided here are the correct ones.

A photograph of a sunset over a field with cows. The sun is low on the horizon, casting a warm orange glow over the scene. The sky is filled with soft, wispy clouds. In the foreground, two cows are visible, their silhouettes dark against the bright light. The background shows a line of trees and a utility pole. The overall mood is peaceful and natural.

RESPONSIBLE TRADE

We work for transparent and
responsible supply chains

2023 results: Responsible trade



Farmers in Brazil have launched initiatives to promote **sustainable soybean production**. This focuses on the preservation of natural areas, the use of sustainable agricultural practices, and increased transparency in the supply chain. We purchased credits in Brazil to support **sustainable soybean production**.

We implemented our **new supplier management system** and conducted risk assessments of our own brand suppliers.



Our store owners supported **local associations** with more than **2,863 sponsorships***



*) Number of sponsorships awarded at a minimum of 1,000 kroner. In addition, there are a number of smaller sponsorships.



The number of products in our range with the **Fairtrade label** or **Rainforest Alliance certification** increased by **5.3 %** compared to 2022.



71.7%



OF OUR REVENUE FROM FISH AND SHELL-FISH WAS EITHER ASC OR MSC CERTIFIED.

WE HAVE

124



PRODUCTS IN OUR REGULAR ASSORTMENT WITH THE STATE ANIMAL WELFARE LABEL.

This is an increase of **9.7%** compared to 2022.

We work with responsible trade throughout our value chain

Approach / Supplier management / Data security / Products / Partnerships / Data

At REMA 1000, we offer goods from countries all over the world. We strive for our products to be manufactured under responsible, ethical, and sustainable conditions. We establish partnerships with companies and organisations that promote our sustainable targets, and we develop digital solutions with a focus on data security and ethics.

It is our commitment to ensure that the production of our goods complies with human rights, supports ethical business practices, combats corruption, promotes positive working conditions, and considers climate and environment.

We establish strategic partnerships and alliances with other companies and organisations that share our goals and values, and we actively engage in collective efforts to advance the agendas.

Furthermore, we take specific responsibility for preserving high data ethics, both towards our customers and partners, as we develop new digital concepts.

Our work on responsible trade is focused on four primary areas of action:

1. We promote responsible supply chains

We demand sustainability and responsible production from all our suppliers through our Supplier Code of Conduct. We work in alliances across the food industry to promote ethical trade, responsible working conditions, and sustainable production throughout the value chain – particularly in value chains where there is an increased risk that people and the environment may be negatively affected by international trade.

2. We focus on data ethics

Part of running a responsible business is having a good handle on data security. Our journey towards digitalisation should be based on data ethics – both when it comes to customers and partners.

3. We expand our range of products with focus on sustainability, animal welfare, and local Danish production

We have a special focus on expanding our range of products with third-party certifications that support a more sustainable production, taking into account people, animal welfare, and the environment.

At the same time, we collaborate with Danish farmers to deliver locally produced goods to our customers. This is part of our efforts to promote food awareness among our customers and support the Danish agricultural sector.

4. We engage in partnerships

At REMA 1000, we work to address a wide range of challenges in our sector related to the environment, health, employee satisfaction, diversity, and responsible trade. To address these challenges, it is crucial for us to collaborate with organisations and passionate individuals. Together, we can work to create positive change. It is essential for us to establish alliances with dedicated partners who share our core values.

We also engage in supporting initiatives and organisations actively promoting public health, sustainable development, and efforts against food waste and diseases.

OUR 2030 GOALS FOR RESPONSIBLE TRADE

- Through our 29 strategic partnerships with other companies and organisations, we aim to ensure that we deliver on our 2030 goals.



Focus area:
Responsible trade

Progress in 2023: Responsible trade

Approach / Supplier management / Data security / Products / Partnerships / Data

In 2023, we continued to work on ensuring responsible supply chains and expanded our range of products with sustainable certifications. We continued our collaboration with our partners and supported organisations working on the same focus areas as us.

We have continued to work on ensuring responsible conditions

With the help of a new system, we can request suppliers not only to sign our Supplier Code of Conduct but also to submit relevant audit reports.

We have expanded our range of products with the state animal welfare label

In 2023, we took another step towards better animal welfare by increasing the proportion of products with the state animal welfare label. An additional 11 items now bear the green animal welfare heart, putting us ahead of our action plan.

We will increase the selection of products with Fairtrade label and Rainforest Alliance certification

We aim to make it easier for our customers to choose items with independent third-party certifications like Fairtrade and Rainforest Alliance, which focus specifically on sustainable practices.

We have continued our local engagement through sponsorships

Our store owners have once again distributed a wide range of sponsorships to local associations. In 2023, there were 2,863 local sponsorships awarded.

FOCUS AREAS AND PRIORITIES FOR 2024

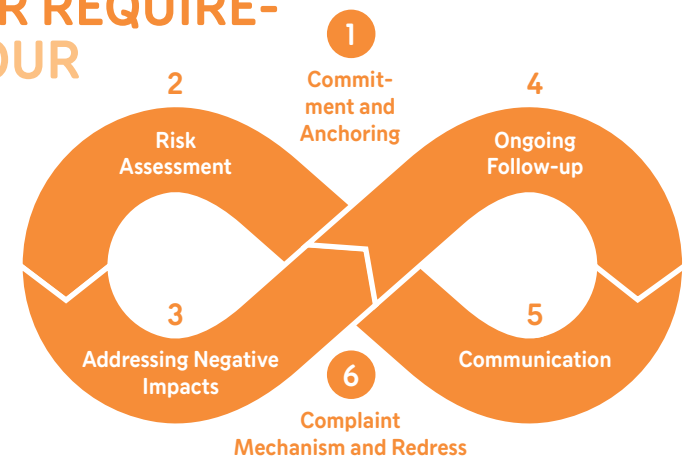
- We will implement our new system for responsible supplier management among all our suppliers, and in 2024, we will also include fruits and vegetables.
- We will continue our support for local community life and organisations that promote our sustainable focus areas.
- We will continue to work on implementing our action plans for responsible soy, responsible palm oil, and better animal welfare.
- We will continue to expand our range of products with recognised sustainable certifications, making it easier for our customers to make responsible choices when shopping.



Focus area:
Responsible trade

WE SET CLEAR REQUIREMENTS FOR OUR SUPPLIERS

At REMA 1000, we have a supplier system that incorporates "The Six Steps", where we conduct a mapping of the suppliers focusing on our private label products. We make a special effort to ensure that the suppliers can provide an approved audit report.



Promoting responsible trade

Approach / Supplier management / Data security / Products / Partnerships / Data

At REMA 1000, we have goods produced and sourced from many parts of the world. This places special demands on our efforts to ensure that human rights and working conditions are respected, and that the environment is protected during the production of our goods. We address this through close dialogue with suppliers and the rest of the industry.

We set clear requirements for our suppliers

At REMA 1000, we have a Supplier Code of Conduct that we require all our suppliers to sign every year as part of our trading contract.

In 2023, we implemented our new system among all suppliers of our private label brand. This system takes it a step further by collecting additional documentation on responsible trade and sustainable production. This is especially relevant for suppliers producing goods in countries where there is an increased risk of negative impact on people, ethics, and the environment.

Our ambition is to trade responsibly and sustainably throughout our supply chain, and for our suppliers to be committed to these important requirements.

Worldwide, approximately 370 million tonnes of soybeans are produced annually, making it the tenth most produced food globally. Denmark imports 1.7 million tonnes of soybeans per year, giving us one of the highest deforestation footprints per capita in Europe. Soybean production poses one of the greatest global threats to deforestation and can lead to biodiversity loss, excessive use of pesticides, and conflicts over land ownership.



Focus area:
Responsible trade

RESPONSIBLE SOY

We increase traceability in soy production and support responsible production through credits

At REMA 1000, we work to enhance traceability for all our products. Due to the low certification of soy, we believe it is crucial to collaborate for a more sustainable soy production. REMA 1000 is among six Danish companies cooperating to promote a more responsible soy production through credits.

These credits represent financial support to soy farmers who cultivate soy responsibly in accordance with 108 criteria set by the Roundtable for Responsible Soy (RTRS). The credits aim to prevent deforestation, improve social conditions, and prevent Brazilian authorities from taking over farmers' lands.

Currently, only 3.5-4% of the current soy production is certified. By purchasing credits, REMA 1000 contributes to better conditions in soy cultivation. The next step will be to develop the market so companies can purchase physical soy directly from sustainable farms in the future.

Investments are necessary

Investments are necessary to prevent deforestation and preserve biodiversity and nature. By investing in regional credits in high-risk areas, participants contribute to halting the exploitation of nature. At the same time, it opens opportunities for physical traceability of supply chains from the region in the long term. Through this agreement, the Alliance supports soy producers practicing responsible cultivation, thus making responsible soy more accessible in the market. The goal is for all soy imported into Denmark to be produced responsibly and in accordance with legislation by 2025.

REMA 1000's Head of Private Label Products, Gunhild Nørgaard (left), participated in the panel debate at the People's Food Festival.



WE WORK SYSTEMICALLY AND ENGAGE IN DEBATE

We participated in the People's Food Festival on Lolland, where we contributed to the panel debate on coffee. The debate addressed the challenges facing the coffee industry and the responsibility we have as consumers, retailers, and processors when buying and consuming coffee. The panel's focus was on whether transparent value chains and certifications are enough to ensure the future of coffee.

MADENS
FOLKEMØDE

Responsible data

Approach / Supplier management / Data security / Products / Partnerships / Data

To ensure that the shopping experience at REMA 1000 is as good as possible, we are very interested in further expanding digitalisation. We have established four principles for how we handle our customers' and partners' data.

It is essential that our customers experience first-class service, both when physically visiting our stores and when using our digital solutions. In 2022, we launched the four data ethical principles that serve as the compass for our approach to data.

These principles guide us in the development and design of our digital solutions, ensuring transparency regarding the purpose and use of data. Ensuring our customers' safety and protecting their private data is of utmost importance to us. We also emphasise responsible handling of data from our partners, only using the information in accordance with agreed-upon purposes

Principle #1. The good customer experience and artificial intelligence

We believe that creating digital solutions tailored to the individual customer's needs enhances customer experiences. However, we are also mindful that data is only used to support the targeted customer experience, that no more data is collected than necessary, and that data must not be opinion-forming or in any way limit customers' or partners' decisions.

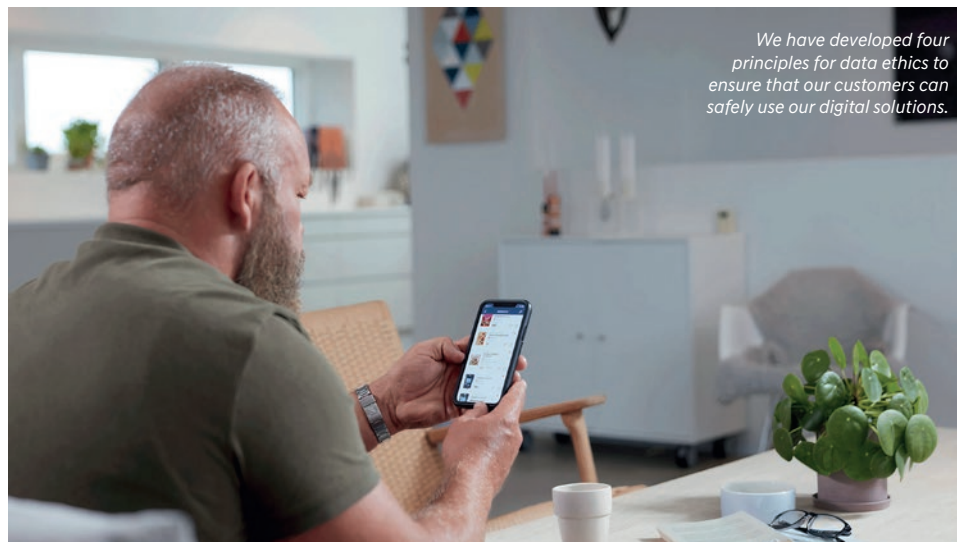
STATUS IN 2023

- In 2023, we received 18 inquiries through our whistleblower system, of which 0 concerned data security and GDPR.
- We followed up on these inquiries according to our principles and Danish regulations.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Focus area:
Responsible trade



Principle #2. Data is valuable

The data we collect is used only for the purpose we inform about and for which consent is given. This is both an expression of our unwillingness to profit from personal or needs data and our commitment not to disclose information collected through our digital solutions in any other way. Our customers' data is safe with us.

Principle #3. Data ethics in motion

The perception of good data ethics is constantly evolving, as is our work with data ethics and our principles. Therefore, we have incorporated procedures that allow us to continuously revisit the decisions and considerations underlying the established framework.

This ensures that we not only assess new initiatives based on the reality we find ourselves in but also can evaluate previous data ethical questions and decisions in a future light. It is also important for us that our customers have full transparency regarding any changes in our approach.

Principle #4. Data handling and access

We do everything to ensure that the handling of our customers' data is secure and confidential. This naturally means that employees working with personal data are bound by full confidentiality and have also signed a confidentiality agreement, which is an additional agreement to the employment contract. REMA 1000 has a whistleblower system that can be used to alert potential issues that may pose data ethical risks. There are also established procedures for how we handle data.

Even more animal welfare

Approach / Supplier management / Data security / **Products** / Partnerships / Data

At REMA 1000, we demand sustainability and responsible production from all our suppliers. At the same time, we actively work on expanding our range of products that carry recognised sustainability certifications.

In 2023, REMA 1000 took another step towards better animal welfare. This was achieved by increasing the proportion of products bearing the national animal welfare label, with an additional 11 products now carrying the green animal welfare heart. With this, we are ahead of a schedule set in collaboration with Dyrenes Beskyttelse (Animal Protection) to achieve a goal of only selling chicken products from slower-growing breeds by 2025.

REMA 1000's efforts to increase the proportion of products with the national animal welfare label continue, and now REMA 1000 also offers chicken nuggets and chicken strips with an animal welfare heart in the freezer section.

Additionally, a large part of the chicken production has been relocated to Denmark.

In the autumn of 2022, REMA 1000 phased out the fastest-growing chicken breed in favor of slower-growing breeds in all fresh chicken, and in the spring of 2023, we achieved the same goal with raw frozen chicken products. Both initiatives applied to both regular and promotional items. In 2023, there was additional focus on processed products.

REMA 1000 is working towards more responsible production and has had a partnership with Dyrenes Beskyttelse (Animal Protection) since 2021 to promote animal welfare among suppliers of animal products..



ANBEFALET AF
**DYRENES
BESKYTTELSE**



— We experience more customers wanting to purchase goods with high animal welfare standards, recommended by Dyrenes Beskyttelse (Animal Protection), because there is immense trust in the label. A trust that we share and want to provide customers with the opportunity to choose to an even greater extent.

Anders René Jensen, Purchasing and Marketing Director, REMA 1000 Denmark



12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Focus area:
Responsible trade

Visit bit.ly/dyrevelfaerd-rem1000 to learn more about our and our suppliers' work on animal welfare.



INTRODUCTION

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APPENDICES

Why is animal welfare important for REMA 1000?

Animal welfare reflects society's and individuals' responsibility towards animals. Animal welfare involves ensuring that animals have access to water and food according to their needs, as well as living in a good physical environment with suitable habitats. It also entails ensuring the animal's good health and mental well-being.

Additionally, the animal's social needs must be met depending on its species-specific requirements, and it should be protected from pain, anxiety, and suffering. Good animal welfare can have positive economic consequences by improving productivity and the quality of products. Overall, animal welfare is an essential part of our social and ethical responsibility, and by prioritising this aspect, we can achieve a more sustainable and responsible relationship with animals.

In 2024, REMA 1000 also aims to take responsibility for the entire animal. In practice, this means that products made from the less-known cuts of meat will be more readily available with the recommendation of Dyrenes Beskyttelse (The Danish Animal Protection), so it is not just pork roast and chicken breast that are available in the refrigerated section.

In 2023, we handed over a check for 165,000 kroner to our partner Dyrenes Beskyttelse (The Danish Animal Protection). The amount was collected in week 40. For each Excellent Pet product sold in REMA 1000 stores, 2 Danish kroner went to Dyrenes Beskyttelse, which does tremendous work for animals across the country.



Responsible fishing and aquaculture

Approach / Supplier management / Data security / **Products** / Partnerships / Data

For REMA 1000 it is important to take care of our nature and ensure that future generations will also have access to healthy seas with abundant life and a variety of species.

From 2024, we have a responsible fish and seafood policy to ensure sustainable fishing and aquaculture.



In 2024, we are launching a policy for fish and seafood to ensure that the fish products our customers find in our assortment come from suppliers who fish or farm responsibly. We ensure this, among other things, through MSC and ASC certifications.

When products are certified, our customers can rely on the product meeting standards developed in collaboration with experts, the fishing industry, and environmental groups, based on internationally recognised research in fisheries.

REMA 1000 has anchored the trade in fish and seafood in concrete initiatives to ensure both healthier seas and fish stocks. We have committed to a range of targeted measures to promote sustainability and the preservation of marine ecosystems.

This includes striving to expand the range of fish products using gentle gear to minimise damage to the marine environment and reduce bycatch and discards. We also aim to actively contribute to maintaining a healthy fish stock by managing fisheries carefully and maintaining ecosystem balance.



REMA 1000 is a part of the Danish Alliance for Sustainable Fisheries and Aquaculture. The goal is to promote more sustainable conditions for marine animals and plant life.



We address the decline in the proportion of certified fish

Sometimes, progress does not always move forward smoothly, and in 2023, we saw a decline in the proportion of certified fish. But we are taking action.

The explanation for the decline is not that fewer labeled products were sold, but rather that the sale of yellowfin tuna increased significantly in 2023 compared to 2022. Yellowfin tuna, both in water and oil, had an index of 165 in 2023 and is not MSC-certified, while the MSC-certified skipjack tuna had an index of 102. This is because some container shipments were moved to ensure supply. Our goal is for our yellowfin tuna to be MSC-certified by the end of 2024.

In 2023, we also faced challenges in sourcing a sufficient amount of MSC-certified cod fillet. However, as a significant portion of the Norwegian cod stocks have been re-certified during the period of 2023-2024, we expect that there will be more MSC-certified cod available on the market, which will positively impact our results in 2024 in terms of the quantity of certified fish.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Focus area: Responsible trade

Our apps help customers plan their everyday lives

Approach / Supplier management / Data security / **Products** / Partnerships / Data

At REMA 1000, we negotiate high-quality goods at low prices, and our digital solutions make it easy to plan purchases – that way, you can save money and avoid food waste.

REMA 1000 can't help solve the family calendar gymnastics, but on the other hand, we have developed a range of digital solutions that can make everyday life a little simpler. Digital Director John Rosenløwe elaborates: "I would like to highlight our digital shopping list. It makes it easy to plan the week's shopping directly in the REMA 1000 app and share the shopping list with family and friends. Afterwards, you can choose to shop yourself, possibly with our scan-and-pay solution, or have the groceries delivered via our REMA 1000 with Vigo solution."

REMA 1000 collaborates with Stop Food Waste, and Selina Juul – founder of the organisation – highlights, among other things, the discount chain's digital solutions as good tools for reducing food waste: "We need to get better at planning and portioning. I myself use REMA 1000's digital shopping list. Everything has become more expensive, so it pays off to plan a little more. It is difficult to portion but try to serve the food gradually. If there's food left over, it can be eaten the next day instead of being thrown away," says Selina Juul.

According to Selina Juul, portioning and reducing food waste can be done simultaneously by prioritising quality over quantity, and REMA 1000's digital tools make this discipline much simpler. With the "Favorites on Sale" feature, you can easily mark your favorites in the REMA 1000 app and automatically receive notifications when they are on sale. This feature is a great tool for saving time and easily finding the discounted items that are relevant to each customer.

Much easier: Two apps – one login

As a REMA 1000 customer, you can easily and quickly become part of our digital universe. As soon as you create a user in one of our apps, you are ready to explore both the scan-and-pay app and the REMA 1000 app with the same login. When you sign up, you automatically gain access to various tools, all of which can make shopping at REMA 1000 even easier.

WITH THE REMA 1000 APP, YOU CAN...

- Create your own flyer and get notified when your favorite items are on sale
- Create your own shopping list or shared shopping lists
- Find information about all items in REMA 1000's regular assortment
- Have your items delivered right to your door via REMA 1000 with Vigo, a platform where customers can have items delivered and shop for each other
- Send your shopping list to the scan-and-pay app and quickly shop the list
- Become a REMA 1000 with Vigo shopper and help others with their grocery shopping



Do you always have a specific item in your basket when you shop? REMA 1000 can assist you by notifying you when the item is on sale. We call the concept Favorites on Sale. And if you have previously shopped using our apps – REMA 1000 or the scan-and-pay app – we can help you by suggesting the items that you are likely to add to your favorites.



Download the REMA 1000 scan-and-pay app



Download the REMA 1000 app (shopping list etc.)



Focus area:
Responsible trade

Our partners ensure progress

Approach / Supplier management / Data security / Products / Partnerships / Data

At REMA 1000, we know that our partners help ensure that we are constantly at the forefront of developments within our brand matters. Together, we go further.

In 2023, we entered into a strategic partnership with Madkulturen.

At REMA 1000, we see partnerships as crucial to achieving our 2030 targets. Our partners play a central role in ensuring that our initiatives are effective while keeping us constantly updated on the latest sustainability developments.

In 2023, we entered into our 28th and 29th partnerships with Madkulturen and the Danish Alliance for Sustainable Fisheries and Aquaculture, respectively, as elaborated on pages 43 and 69. We would like to thank all our partners for their input and expertise, which contribute to addressing the challenges that we actively seek to address at REMA 1000.



17 PARTNERSHIPS FOR THE GOALS

Focus area: Responsible trade

REMA 1000 HAS 29 STRATEGIC PARTNERSHIPS



REMA 1000 participates in Christmas Surplus

Approach / Supplier management / Data security / Products / Partnerships / Data

At REMA 1000, we have Christmas surplus and distribute Christmas aid to those in need.

— Today, we have participated in packing 1,400 packages for possibly Denmark's largest single Christmas aid distribution. With the assistance of REMA 1000 Denmark, we have packed 700 kg of butter, 700 liters of cream, 700 kg of sausage, and 3.5 tonnes of pork roast. We have wrapped over 2,000 Christmas gifts. The first 750 aid packages have been delivered, and the remaining ones will be distributed at two distribution events. We are making 2,000 apple slices for all the families who come to collect. Thanks to REMA 1000 Vejgaard for DKK 30,000 applied through KFI. It provides 100 additional families with a better Christmas. The next project is distribution tomorrow afternoon on Tuesday for 500 Ukrainian refugees and on Christmas Eve, the 24th, for over 50 singles and homeless individuals. This is done with the assistance of REMA 1000 in Gug and their application for DKK 30,000 for Christmas aid through KFI.

Jacob Dalgaard, Store owner,
REMA 1000 Stenbjergvej, Aalborg Ø

REMA 1000 Denmark, Danish People's Aid, and Stop Wasting Food were the first to start nationwide Christmas distributions of surplus food on December 23rd. Thus, the first nationwide Christmas distribution of surplus food took place on Christmas Eve 2015 from REMA 1000 stores across the country in collaboration with Danish People's Aid and Stop Wasting Food and became the three-year project "Christmas Surplus".

Since then, it has become a movement, and many other retail chains and organisations have their own Christmas distributions on December 23rd. This year, Jacob Dalgaard from REMA 1000, Stenbjergvej in Aalborg Ø, wrote the greeting to the left on our internal social media, Workplace – what a Christmas party and what a surplus.

Supermarket chains often experience a certain surplus of food on the evening before Christmas on December 23rd. Stop Wasting Food, led by Selina Juul, took the initiative to combat this waste as early as 2011 through distributions of surplus food in collaboration with partners such as REMA 1000.



Employees busy packing so the stores can participate in Christmas Surplus 2023.

From a humble beginning, Project Christmas Surplus grew and evolved into a source of inspiration for others fighting food waste. Its influence sparked a wave of similar initiatives and distributions of surplus food across the entire nation. This movement has now taken on a life of its own, fueled by a collective desire to make a difference.

REMA 1000, Danish People's Aid, and Ekstra Bladet turn deprivation into Christmas joy

In Denmark, more than 50,000 children live in poverty, and these children already experience many deprivations in their daily lives. For many of them, Christmas Eve unfortunately becomes an evening like any other, as their parents do not have the financial means to create a festive Christmas with food and gifts.

At REMA 1000, we share the organisers' belief that all children in Denmark deserve a joyful Christmas. Therefore, REMA 1000 participated in the Business Panels' Christmas Aid in 2023 for the eighth year in a row.



In 2023, Dansk Folkehjælp and Ekstra Bladet conducted a Christmas aid fundraising campaign with businesspeople from across the country and from various industries who participated in business panels and mobilised their networks to collect donations. Thanks to our customers who supported Christmas aid by purchasing support barcodes.

Danish People's Aid experienced the highest number of applications for Christmas aid for the fourth consecutive year, and it was therefore particularly gratifying that they received a record amount of 24,041,723 Danish kroner. This amount ensured assistance to 13,273 families and a total of 23,946 children. The Christmas aid consisted of 800 DKK for food per family and 500 DKK for Christmas presents per child (maximum 2,800 DKK in total per family), ensuring that thousands of poor children in Denmark can enjoy Christmas food and receive a gift under the tree.

REMA 1000 contributed to the fundraising by selling support barcodes in stores, and the total amount collected for Christmas aid ended up being 831,829 Danish kroner. Thanks to our customers for supporting the initiative.

— Christmas aid is about much more than gifts and a lavish dinner table. It's about the opportunity to feel included in society just like one's peers and to experience abundance and joy within the family

Mirka Mozer, Secretary-General
Dansk Folkehjælp

17 PARTNERSHIPS FOR THE GOALS

Focus area: Responsible trade

Awards and price checks

Approach / Supplier management / Data security / Products / Partnerships / Data

During 2023, we received several awards for our efforts. These awards are received with humility and pride, and they commit and inspire our colleagues, store owners, suppliers, and partners to make an extra effort every single day.



For the 8th year in a row, REMA 1000 won the Loyalty Award presented by Loyalty Group. We look forward to continuing to live up to this.

We also won the Loyalty Award at the Retail Customer Awards, presented at the Refresh Retail retail conference. The award was presented by the Retail Institute Scandinavia on behalf of the customers who determined that we should receive it, making us even happier about the award!

YouGov has named REMA 1000 the strongest brand in Denmark in 2023. The ranking is based on the average of six image parameters: quality, overall impression, value for money, recommendation, reputation, and customer satisfaction, assessed through interviews with 200 people daily.

We also moved from 22nd place to 9th place in Berlingske's annual image analysis of the 100 largest Danish companies, conducted in collaboration with IFO – the Institute for Opinion Analysis. This pleases and motivates us to continue our work.

#1 in climate and sustainability

We are proud and humbled to be industry leaders in climate and sustainability in two recent polls:

1. We are no. 1 on Voxmeter Greencheck's list of brands with the best climate efforts in the grocery retail category – an image poll based on 13,000 annual interviews with Danes.
2. The Sustainable Brand Index™ 2023, which identifies the most sustainable brand in Denmark according to a consumer survey, has also recently been published. Here, we are named the country's second most sustainable brand overall – and number 1 in our own industry.



Focus area:
Responsible trade



Three REMA 1000 stores receive disability awards for inclusion and engagement

REMA 1000 on Milnersvej in Hillerød, led by Brian Hviid Hauge (1), received the Disability Award of the Year from Hillerød Municipality. But Brian is not alone in receiving recognition for his work on inclusion. REMA 1000 in Munkebo, led by store owners Brian Holm Egdal (2), and REMA 1000 in Skovby, led by store owner Morten Rævsgaard Rasmussen (3), have also received this year's disability awards in Kerteminde and Skanderborg municipalities, respectively.

Winner of Finans Impact Social Responsibility Award 2023

We received the award for our work in including people on the edge of the labor market. Nearly all our stores employ people from the fringes of the job market, and although numbers and results speak to success in this area, the most important thing for us is to create good, individual pathways that store owners and employees can see themselves in - because it's about people.

REMA 1000 wins price checks

In Avisen Danmark, REMA 1000 has the cheapest basket! The survey is based on a meal plan consisting of 21 different items, where the prices reflect the actual prices customers encounter in stores. We also won in a price check conducted by B.T. in June.

NATIONWIDE PRIZES 2023

- Finans Impact Social Award
- Danmarks Sødste Kassedame – Mia fra Gevninge
- Voxmeter Greencheck – bedste klimaindsats
- Sustainable Brand Index – landets næst mest bæredygtige varemærke og nr. 1 indenfor dagligvarehandel
- Loyalty Award for 8. år i træk
- Retail Customer Award – loyalitetspris
- GfKs Danish Grocery Retailer Award
- Berlingske Image – nr. 9
- B.T. og YouGov – kvalitet
- B.T. og YouGov – laveste pris
- B.T. og YouGov – her vil danskerne helst handle ind
- YouGov – Danmarks stærkeste brand
- Horsens Inspire – Den Grønne Pris
- CSR People – Jobtaskforcen Horsens Alliancen

LOCAL PRIZES 2023

- Årets Handicappris i Kerteminde kommune
- Årets Handicappris i Skanderborg kommune
- Årets Handicappris i Hillerød kommune
- Årets Integrationspris i Esbjerg Kommune
- Den Sociale Virksomhedspris i Tønder
- Rotary Hinnerups Initiativpris

PRICE CHECKS 2023

- Pristjek Avisen Danmark November
- Pristjek B.T. June

We support organisations through the sale of our products

Approach / Supplier management / Data security / Products / Partnerships / Data

Every year, we and our customers support a range of organisations with the right intentions. This year, we donated a total of 5,845,000 Danish kroner from the sale of selected products.

Since 2019, REMA 1000 has entered into a partnership with the Night Owls (Natteravnene). The purpose of the partnership is to create even more well-being and safe environments among young people in the nightlife throughout the country. A group that is strongly represented among REMA 1000 employees.

Our mission and ambition with support and donations

REMA 1000 aims to support initiatives and organisations actively working to promote awareness of healthy food and lifestyle.

We are also committed to supporting organisations and projects that, like ourselves, focus on

promoting sustainability in consumption, production, animal welfare, food waste, and biodiversity.

Our support extends both locally through our network of local store owners, as well as nationally and internationally by collaborating with charitable organisations making a positive difference in our focus areas and aligning with our values.



The Night Ravens (Natteravnene) help make the nightlife in cities safer. We support the Night Ravens with 1 kr. for every bag of organic REMA 1000 coffee sold.

WE SUPPORT:



Focus area:
Responsible trade

Data: Responsible trade

Approach / Supplier management / Data security / Products / Partnerships / Data

SUPPLY CHAIN MANAGEMENT AND COMPLIANCE

GRI reference		Unit	2023	2022	2021
Own	Suppliers that signed up for REMA 1000's Supplier Code of Conduct	Percent	100	100	100
Own	Cases reported via our whistle blower system	Amount	18	11	0*

PRODUCTS

GRI reference		Unit	2023	2022	2021
Own	Share of sold fish with an MSC or ASC certification	Percent	71.7	74.6	82.9**
Own	Development in products with the Fairtrade label or Rainforest Alliance certification***	Percent	5.3	5.6	67.4***
Own	Products with the official animal welfare label****	Amount	124	113	86****
Own	Private label brands with palm oil which is RSPO certified	Percent	100	100	100

PARTNERSHIPS

GRI reference		Unit	2023	2022	2021
Own	Number of strategic partnerships	Amount	29	27	26
Own	Number of local sponsorships*****	Amount	2,863	1,860	+500

*) Our whistle blower system was introduced by the end of 2021. This is the reason why there were no registered cases in 2021.

**) This number is updated from the number given from the 2021 reporting, due to a systemic defect.

***) In the 2021 report, it was stated that the development in products with the Fairtrade label or Rainforest Alliance certification were 'own-brand products.' This is not the case. The figure covers all products in our assortment.

****) In the 2021 report, it was stated that the number of products with the official animal welfare label were 'own-brand products.' This is not the case. The figure covers all products in our assortment.

*****) Number of sponsorships awarded with a minimum of DKK 1000. Additionally, there are several smaller sponsorships.



APPENDICES

Our GRI index, climate accounting, donations,
memberships and stakeholder analysis

GRI index

DISCLAIMER: APPLICATION OF THE GRI STANDARD	
REMA 1000 Danmark A/S has reported in accordance to the GRI standards for the period January 1st 2023 - December 31st 2023.	
Applied GRI standard	GRI 1: Foundation 2021
Applied GRI sector standard(s)	No relevant sector standards were identified

GRI index / Climate accounting / Donations and memberships / GRI data

GRI § and description	Source and page	Information omitted pursuant to GRI requirements	Reason	Comment
1. General information				
GRI 2: General information 2021				
2-1 Organisational details	Corporate Social Responsibility 2023, intro p.5.			
2-2 Entities included in the organisation's sustainability reporting	Corporate Social Responsibility 2023, intro, p. 3.			
2-3 Reporting period, frequency and contact point	<i>Reporting period:</i> 1. January -31. December 2023 <i>Frequency:</i> Annual reporting <i>Date of Publishing:</i> 3. May 2024 <i>Contact:</i> Jonas Schrøder, Director of Communication, jos@rema1000.dk			
2-4 Restatements of information	Corporate Social Responsibility 2023, p. 15, 17, 39, 41, 49, 50, 65, 69.			
2-5 External audit	DNV Business Assurance Norway AS completed a State Authorised Auditor Statement with limited assurance regarding greenhouse gas emissions and energy data for Reitan Retail AS, for presentation in the 2023 Corporate Social Responsibility Report of the corporate group. As one of the business areas of Reitan Retail, REMA 1000 Danmark A/S is a part of this audition and statement.			

GRI index / Climate accounting / Donations and memberships / GRI data

GRI § and description	Source and page	Information omitted pursuant to GRI requirements	Reason	Comment
1. General information				
GRI 2: General information 2021				
2-6 Activities, value chain and other business relationships	Corporate Social Responsibility 2023, intro, p. 5. Corporate Social Responsibility 2023, Responsible trade. p. 63-66 and p. 68-71. Annual report 2023, Management report, p. 7.	2-6 d: In 2023 there were no significant changes regarding sectors, activities or legal entities.	Not relevant.	
2-7 Employees	Corporate Social Responsibility 2023, appendices, p. 102. c. i. Data are reported as number of employees. c. ii. Data was collected as per December 31st 2023, and thereby include changes during the reporting period.	2-7 a +b: Data regarding the locations or regions of the employees are not reported, given that REMA 1000 Danmark A/S only has employees in Denmark 2-7 e: There was no significant fluctuation in the data during the reporting period or between reporting periods.	Not relevant.	
2-8 Workers who are not employees	Corporate Social Responsibility 2023, appendices, p. 102. c. i. Data are reported as number of employees. c. ii. Data was collected as per December 31st 2023, and thereby include changes during the reporting period.	2-7 c: There was no significant fluctuation in the data during the reporting period or between reporting periods.		

GRI index / Climate accounting / Donations and memberships / GRI data

GRI § and description	Source and page	Information omitted pursuant to GRI requirements	Reason	Comment
1. General information				
GRI 2: General information 2021				
2-9 Governance structure and composition	Corporate Social Responsibility 2023, p. 7, 50, 59, 107. The Executive Board of REMA 1000 does not have special commissions or committees. Instead, the Executive Board works according to a set annual cycle annual cycle strategic and management elements are discussed.			
2-10 Nomination and selection of the highest governance body	The Executive Board consists of persons with internal experience from the Reitan Retail group, in addition to one person who is a franchiser of REMA 1000 Danmark. The Executive Board focuses on gender diversity and that the members possess relevant knowledge within retail and franchise.			
2-11 Chair of the highest governance body	Ole Robert Reitan is not part of the daily operation of REMA 1000 Danmark A/S.			
2-12 Role of the highest governance body in overseeing the management of impacts	Corporate Social Responsibility 2023, intro, p. 7.			
2-13 Delegation of responsibility for managing impacts	Corporate Social Responsibility 2023, intro, p. 7.			

GRI index / Climate accounting / Donations and memberships / GRI data

GRI § and description	Source and page	Information omitted pursuant to GRI requirements	Reason	Comment
1. General information				
GRI 2: General information 2021				
2-14 Role of the highest governance body in sustainability reporting	Corporate Social Responsibility 2023, intro, p. 7.			
2-15 Conflict of interest		2-15 b.	Not relevant.	Family owned business
2-16 Communication of critical concerns	The Executive Board is continuously informed regarding relevant critical worries regarding REMA 1000 Danmark A/S' impact and other conditions related to the core business.	2-16 b.	Information unavailable/incomplete	
2-17 Collective knowledge of the highest governance body	There has been no new measures taken in 2023.			
2-18 Evaluation of the performance of the highest governance body		2-18.	Not relevant.	Family owned business
2-19 Remuneration policies	REMA 1000 Danmark did not determine a specific policy for remuneration. Remuneration is currently negotiated individually. REMA 1000 Danmark does not pay remuneration to members of the Board of Directors.			
2-20 Process to determine remuneration				
2-21 Annual total compensation ratio		2-21.	Not relevant.	Family owned business
2-22 Statement on sustainable development strategy	Corporate Social Responsibility 2023, intro. p. 2.			
2-23 Policy commitments	Corporate Social Responsibility 2023, intro, p. 8.			

GRI index / Climate accounting / Donations and memberships / GRI data

GRI § and description	Source and page	Information omitted pursuant to GRI requirements	Reason	Comment
1. General information				
GRI 2: General information 2021				
2-24 Embedding policy commitments	Corporate Social Responsibility 2023, intro, p. 8.			
2-25 Processes to remediate negative impacts	Corporate Social Responsibility 2023, intro, p. 8.			
2-26 Mechanisms for seeking advice and raising concerns	Corporate Social Responsibility 2023, intro, p. 8.			
2-27 Compliance with laws and regulations	REMA 1000 Danmark A/S has no cases or investigations in 2023.			
2-28 Membership associations	Corporate Social Responsibility 2023, appendices, p. 101.			
2-29 Approach to stakeholder engagement	Corporate Social Responsibility 2023, intro p. 9.			
2-30 Collective bargaining agreements	Corporate Social Responsibility 2023, appendices, p. 102.			

GRI index / Climate accounting / Donations and memberships / GRI data

GRI § and description	Source and page	Information omitted pursuant to GRI requirements	Reason	Comment
2. Material topics				
GRI 3: Material topics 2021				
3-1 Process to determine material topics	Corporate Social Responsibility 2023, intro p. 9.			
3-2 List of material topics	Corporate Social Responsibility 2023, intro p. 9.			
3-3 Management of the material topic	Corporate Social Responsibility 2023, intro p. 9-10. Annual report 2023, Management report, p. 8-11.			

GRI § and description	Source and page	Information omitted pursuant to GRI requirements	Reason	Comment
3. Economic performance				
GRI 201: Economic performance 2016				
201-1 Direct economic value generated and distributed	Annual report 2023, Management report, p. 6.			
201-2 Economic consequences and other risks and opportunities following climate changes	Corporate Social Responsibility 2023, intro p. 11.			

GRI index / Climate accounting / Donations and memberships / GRI data

GRI § and description	Source and page	Information omitted pursuant to GRI requirements	Reason	Comment
4. Environment – Materials, water, plastic, packaging, waste, including food waste				
Materials				
GRI 3: Material topics 2021				
3-3 Management of the material topic	Corporate Social Responsibility 2023, intro p. 9-10. Corporate Social Responsibility 2023, environment p. 14.			
GRI 301: Materials 2016				
301-1 Materials used	Corporate Social Responsibility 2023, environment p. 23-24, 31.			
301-2 Recycled input materials used	Corporate Social Responsibility 2023, environment p. 23-24, 31.			
Own				
Own Annual development in the sale of shopping bags	Corporate Social Responsibility 2023, environment p. 31.			
Own Annual development in the sale of recycled shopping bags	Corporate Social Responsibility 2023, environment p. 31.			

GRI index / Climate accounting / Donations and memberships / GRI data

GRI § and description	Source and page	Information omitted pursuant to GRI requirements	Reason	Comment
4. Environment – Materials, water, plastic, packaging, waste, including food waste				
Waste				
GRI 3: Material topics 2021				
3-3 Management of material topic	Corporate Social Responsibility 2023, intro p. 9-10. Corporate Social Responsibility 2023, environment p. 14.			
GRI 306: Waste 2020				
306-1 Waste generation and significant waste related impacts	Corporate Social Responsibility 2023, appendices p. 103.			
306-2 Management of significant waste related impacts	Corporate Social Responsibility 2023, appendices p. 103.			
306-3 Waste generated	Corporate Social Responsibility 2023, appendices p. 104.			
306-4 Waste diverted from disposal	Corporate Social Responsibility 2023, appendices p. 104.			
306-5 Waste directed to disposal	Corporate Social Responsibility 2023, appendices p. 104.			
Own				
Own Food waste	Corporate Social Responsibility 2023, environment p. 21-22.			
Own Annual development in food waste	Corporate Social Responsibility 2023, environment p. 31.			

GRI index / Climate accounting / Donations and memberships / GRI data

GRI § and description	Source and page	Information omitted pursuant to GRI requirements	Reason	Comment
4. Environment – Materials, water, plastic, packaging, waste, including food waste				
Water and waste water				
GRI 3: Material topics 2021				
3-3 Management of material topic	Corporate Social Responsibility 2023, intro p. 9-10. Corporate Social Responsibility 2023, environment p. 14.			
GRI 303: Water and waste water 2018				
303-1 Interactions with water as a shared resource	Corporate Social Responsibility 2023, appendices p. 103.			
303-2 Management of water discharge-related impacts	All REMA 1000 locations comply with requirements from Danish authorities concerning handling of wastewater. No plans or standards have been established.			
303-3 Water withdrawal	Corporate Social Responsibility 2023, appendices p. 103.			
303-4 Waste water	Corporate Social Responsibility 2023, appendices p. 103.			
303-5 Water consumption	Corporate Social Responsibility 2023, appendices p. 103.			

GRI index / Climate accounting / Donations and memberships / GRI data

GRI § and description	Source and page	Information omitted pursuant to GRI requirements	Reason	Comment
5. Environment – Energy				
GRI 3: Material topics 2021				
3-3 Management of material topic	Corporate Social Responsibility 2023, intro p. 9-10. Corporate Social Responsibility 2023, environment p. 14.			
GRI 302: Energi 2016				
302-1 Energy consumption in the organisation	Corporate Social Responsibility 2023, environment, p. 16. Corporate Social Responsibility 2023, appendices p. 103.			
302-2 Energy consumption outside the organisation	We report indirectly regarding our energy consumption outside the organisation via our scope 3 accounting. This is available in this report. Corporate Social Responsibility 2023, appendices p. 103..	302-2	Information incomplete.	We work continuously on improving our scope 3 data, including improving our data on energy consumption outside our organisation.
302-3 Energy intensity	Corporate Social Responsibility 2023, environment, p. 16, 30.			
302-4 Reduction in energy consumption	Corporate Social Responsibility 2023, environment, p. 13, 16. Corporate Social Responsibility 2023, appendices p. 103.			
302-5 Reduction in energy requirements of products and services		302-5	Information not available/ incomplete.	

GRI index / Climate accounting / Donations and memberships / GRI data

GRI § and description	Source and page	Information omitted pursuant to GRI requirements	Reason	Comment
5. Environment – Energy				
Own				
Own Stores with exchanged refrigerating systems	Corporate Social Responsibility 2023, environment, p. 30.			
Own Stores with solar panels	Corporate Social Responsibility 2023, environment, p. 30.			
Own Stores with LED lightning	Corporate Social Responsibility 2023, environment, p. 30.			

GRI § and description	Source and page	Information omitted pursuant to GRI requirements	Reason	Comment
6. Environment – Green house gases				
GRI 3: Material topics 2021				
3-3 Management of material topic	Corporate Social Responsibility 2023, intro p. 9-10. Corporate Social Responsibility 2023, environment p. 14.			
GRI 305: Green house gases 2016				
305- Direct CO ₂ e emission (scope 1) (Scope 1)	Corporate Social Responsibility 2023, environment, p. 30.			
305-2 Indirect CO ₂ e emissions (scope 2) (Scope 2)	Corporate Social Responsibility 2023, environment, p. 30.			
305-3 Other indirect CO ₂ e emissions (Scope 3)	Corporate Social Responsibility 2023, environment, p. 30.			

GRI index / Climate accounting / Donations and memberships / GRI data

GRI § and description	Source and page	Information omitted pursuant to GRI requirements	Reason	Comment
6. Environment – Green house gases				
GRI 305: Green house gases 2016				
305-4 CO ₂ e emissions – intensity relative to turnover	Corporate Social Responsibility 2023, environment, p. 30.			
305-5 Reduction of GHG emissions	Corporate Social Responsibility 2023, environment, p. 30.			
305-7 Nitrogen oxide (NO _x), sulfuroxides (SO _x), and other significant air emissions	Corporate Social Responsibility 2023, appendices p. 103.			
Own				
Own Percentage of CO ₂ -cooled trailers in the total fleet	Corporate Social Responsibility 2023, environment, p. 30.			
7. Environment – biodiversity				
GRI 3: Material topics 2021				
3-3 Management of material topic	Corporate Social Responsibility 2023, intro p. 10. Corporate Social Responsibility 2023, environment p. 25-29, 32.			

GRI index / Climate accounting / Donations and memberships / GRI data

GRI § and description	Source and page	Information omitted pursuant to GRI requirements	Reason	Comment
7. Environment – biodiversity				
GRI 304: Biodiversity 2016				
304-1 Operational sites owned, leased, or managed in or adjacent to protected areas and areas of high biodiversity value outside of protected areas	REMA 1000 Danmark has no locations in protected areas or with high biodiversity outside the protected areas.			
304-2 Significant impacts of activities, products and services on biodiversity	Corporate Social Responsibility 2023, environment p. 25. Corporate Social Responsibility 2023, responsible trade, p. 65-66.	304-2	Information not available/ incomplete.	REMA 1000 Danmark still does not have a full overview of all our indirect impacts on biodiversity through our value chain. We continuously work with this topic and focus on special high risk factors in our value chain.
304-3 Habitats protected or restored	Corporate Social Responsibility 2023, environment, p. 26.			
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations		304-4	Information not available/ incomplete.	REMA 1000 Danmark still does not have a full overview of all our indirect impacts on biodiversity through our value chain. We continuously work with this topic and focus on special high risk factors in our value chain.
Own				
Own Products with Svanemærket	Corporate Social Responsibility 2023, environment, p. 32.			
Own Organic products share of turnover	Corporate Social Responsibility 2023, environment, p. 32.			
Own Vegetarian and vegan products	Corporate Social Responsibility 2023, environment, p. 32.			

GRI index / Climate accounting / Donations and memberships / GRI data

GRI § and description	Source and page	Information omitted pursuant to GRI requirements	Reason	Comment
8. Health				
GRI 3: Material topics 2021				
3-3 Management of material topic	Corporate Social Responsibility 2023, intro p. 9-10. Corporate Social Responsibility 2023, health, p. 45.			
GRI 416: Customer health and safety 2016				
416-1 Assessment of the health and safety impacts of product and service categories		416-1	Information not available/ incomplete	We continuously optimise recipes for our private label in order to reduce calories and salt. A collective, quantitative assessment is to be performed.
Own				
Own Share of food and drinks sold with the Key Hole or Whole Grain label	Corporate Social Responsibility 2023, health, p. 45.			
Own Products in the assortment with the Key Hole label	Corporate Social Responsibility 2023, health, p. 45.			
Own Products in the assortment with the Whole Grain Label	Corporate Social Responsibility 2023, health, p. 45.			
Own Health partnershops	Corporate Social Responsibility 2023, health, p. 45.			
Own Number of children, young people and adults on camps	Corporate Social Responsibility 2023, health, p. 45.			

GRI index / Climate accounting / Donations and memberships / GRI data

GRI § and description	Source and page	Information omitted pursuant to GRI requirements	Reason	Comment
9. People – Employee turnover				
GRI 3: Material topics 2021				
3-3 Management of material topic	Corporate Social Responsibility 2023, intro p. 9-10. Corporate Social Responsibility 2023, people, p. 47-48.			
GRI 401: Employee turnover 2016				
401-1 Employee turnover	Corporate Social Responsibility 2023, appendices, p. 105.	401-1	Information unavailable/incomplete	The information was not reported from regions, only for gender and age. REMA 1000 Danmark A/S only has employees in Denmark.
401-2 Benefits provided for full time employees, which are not provided for temporary employees or part time employees	Corporate Social Responsibility 2023, appendices, p. 105.			
401-3 Parental leave	Corporate Social Responsibility 2023, appendices, p. 105.			
10. People – Working environment				
GRI 3: Material topics 2021				
3-3 Management of material topic	Corporate Social Responsibility 2023, intro p. 9-10. Corporate Social Responsibility 2023, people, p. 48, 52.			

GRI index / Climate accounting / Donations and memberships / GRI data

GRI § and description	Source and page	Information omitted pursuant to GRI requirements	Reason	Comment
10. People – Working environment				
GRI 403: Occupational health and safety 2018				
403-1 Occupational health and safety management system	Corporate Social Responsibility 2023, people, p. 52.			
403-2 Hazard identification, risk assessment, and incident investigation	Corporate Social Responsibility 2023, people, p. 49.			
403-4 Worker participation, consultation and communication on occupational health and safety	Corporate Social Responsibility 2023, people, p. 49.			
403-5 Worker training on occupational health and safety	Corporate Social Responsibility 2023, people, p. 49.			
403-6 Promotion of workers' health	Corporate Social Responsibility 2023, people, p. 52.			
403-7 Prevention and mitigation of occupational health and safety impacts directly related to business relationships	Corporate Social Responsibility 2023, people, p. 49, 52.			
403-8 Workers covered by an occupational health and safety management system	Corporate Social Responsibility 2023, appendices, p. 106.			
403-9 Work-related accidents and injuries	Corporate Social Responsibility 2023, people, p. 47. Corporate Social Responsibility 2023, appendices, p. 106.			
Own				
Own Breach of internal Code of Conduct	Corporate Social Responsibility 2023, people, p. 61.			

GRI index / Climate accounting / Donations and memberships / GRI data

GRI § and description	Source and page	Information omitted pursuant to GRI requirements	Reason	Comment
11. People – Training and education				
GRI 3: Material topics 2021				
3-3 Management of material topic	Corporate Social Responsibility 2023, intro p. 9-10. Corporate Social Responsibility 2023, people, p. 48.			
GRI 404: Training and education 2016				
404-1 Average hours of training per year per employee	Corporate Social Responsibility 2023, people, p. 49.	404-1	Information not available/ incomplete.	Extracting this data from extant systems is not possible. All employees have access to training, however.
404-2 Programmes for upgrading employee skills	Corporate Social Responsibility 2023, people, p. 49.			

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GRI § and description	Source and page	Information omitted pursuant to GRI requirements	Reason	Comment
12. People – Diversity and equal opportunities				
GRI 3: Material topics 2021				
3-3 Management of material topic	Corporate Social Responsibility 2023, intro p. 9-10. Corporate Social Responsibility 2023, people, p. 50-51.			
GRI 405: Diversity and equal opportunities 2016				
405-1 Diversity among governance bodies and employees	Corporate Social Responsibility 2023, appendices, p. 106-107.	405-1 a.iii 405-1 b.iii	Legal limitations	GDPR
405-2 Ratio of basic salary and remuneration of women to men	Corporate Social Responsibility 2023, appendices, p. 106-107.	405-2	Not applicable	Data is based on employee category and not location as prescribed in the GRI standard given that REMA 1000 Danmark only has employees in Denmark.

GRI index / Climate accounting / Donations and memberships / GRI data

GRI § and description	Source and page	Information omitted pursuant to GRI requirements	Reason	Comment
12. People – Diversity and equal opportunities				
Own				
Own Diversity in the executive board	Corporate Social Responsibility 2023, people, p. 47, 106.			
Own Percentage of female store owners recruited during the accounting period	Corporate Social Responsibility 2023, people, p. 50, 60.			
Own Talent education – total	Corporate Social Responsibility 2023, people, p. 60.			
Own Talent education – women	Corporate Social Responsibility 2023, people, p. 60.			
Own Mid-level management education – total	Corporate Social Responsibility 2023, people, p. 60.			
Own Mid-level management education – women	Corporate Social Responsibility 2023, people, p. 60.			
Own Graduating talents during the accounting period – total	Corporate Social Responsibility 2023, people, p. 60.			
Own Graduating talents during the accounting period – women	Corporate Social Responsibility 2023, people, p. 60.			
Own Graduating talents without a store owner contract since 2008 – total	Corporate Social Responsibility 2023, people, p. 60.			
Own Graduating talents without a store owner contract since 2008 – women	Corporate Social Responsibility 2023, people, p. 60.			
Own Employees with special working conditions	Corporate Social Responsibility 2023, people, p. 60.			
Own Nationalities represented in the organisation	Corporate Social Responsibility 2023, people, p. 60.			

GRI index / Climate accounting / Donations and memberships / GRI data

GRI § and description	Source and page	Information omitted pursuant to GRI requirements	Reason	Comment
13. Responsible trade				
GRI 3: Material topics 2021				
3-3 Management of material topic	Corporate Social Responsibility 2023, intro p. 9-10. Corporate Social Responsibility 2023, responsible trade, p. 65.			
GRI 308: Environmental assesment of suppliers 2016				
308-1 New suppliers screened via environmental criteria	Corporate Social Responsibility 2023, responsible trade, p. 65.	308-1	Not applicable	REMA 1000 Danmark uses a risk based approach to the work with supply management, which does not correspond to the GRI reporting standard.
308-2 Negative environmental impacts in the supply chain and actions taken	Corporate Social Responsibility 2023, responsible trade, p. 65.	308-2	Not applicable	REMA 1000 Danmark uses a risk based approach to the work with supply management, which does not correspond to the GRI reporting standard.
GRI 414: Social assesment of suppliers 2016				
414-1 New suppliers screened via social criteria	Corporate Social Responsibility 2023, responsible trade, p. 65.	414-1	Not applicable	REMA 1000 Danmark uses a risk based approach to the work with supply management, which does not correspond to the GRI reporting standard.
414-2 Negative social impact in the supply chain and actions taken	Corporate Social Responsibility 2023, responsible trade, p. 65.	414-2	Not applicable	REMA 1000 Danmark uses a risk based approach to the work with supply management, which does not correspond to the GRI reporting standard.

GRI index / Climate accounting / Donations and memberships / GRI data

GRI § and description	Source and page	Information omitted pursuant to GRI requirements	Reason	Comment
13. Responsible trade				
Own				
Own Suppliers who signed REMA 1000's Supplier Code of Conduct	Corporate Social Responsibility 2023, responsible trade, p. 75.			
Own Cases reported via our whistle blower system	Corporate Social Responsibility 2023, responsible trade, p. 75.			
Own Number of strategic partnerships	Corporate Social Responsibility 2023, responsible trade, p. 75.			
Own Share of sold fish with an MSC or ASC certification	Corporate Social Responsibility 2023, responsible trade, p. 75.			
Own Development in products with the Fairtrade label or Rainforest Alliance certification	Corporate Social Responsibility 2023, responsible trade, p. 75.			
Own Products with the official animal welfare label	Corporate Social Responsibility 2023, responsible trade, p. 75.			
Own Own brands including palm oil which is RSPO certified	Corporate Social Responsibility 2023, responsible trade, p. 75.			
Own Number of local sponsorships	Corporate Social Responsibility 2023, responsible trade, p. 75.			

Our Climate Accounts

GRI index / Climate accounting / Donations and memberships / GRI data

Our climate accounts have been prepared in collaboration with the Norwegian consulting firm CEMA sys.com AS. DNV Business Assurance Norway has conducted an independent external statement (limited assurance) on our climate data for 2023 for scope 1, scope 2, and scope 3.

The statement can be found in Reitan Retail's ESG report, which is available at reitanretail.no/vart-ansvar/ansvarsrapport.

The complete methodology description for the climate accounts can be found on the next page.

Guide to Climate Accounts

What does "tCO₂e" mean?

Our climate accounts follow the international standard Greenhouse Gas Protocol (GHG), which is a recognised method for calculating the emission of greenhouse gases converted into CO₂ equivalents. This is written as CO₂e.

When creating a climate account, the total CO₂e. emission is reported in tonnes – this is written as tCO₂e.

The Three Scopes

The GHG Protocol stipulates that climate accounts are divided into three scopes:

- *Scope 1: Direct emissions* cover the direct CO₂e emissions that come from the sources we control or own in REMA 1000. This includes, among other things, the refrigerants and heating fuels we use in our warehouses and stores, as well as the CO₂e emissions from the company cars we drive.
- *Scope 2: Indirect emissions* cover the electricity and district heating that we purchase from others for our buildings and stores.
- *Scope 3: Value chain emissions* consist of 15 different categories that cover emissions arising in companies' value chains from sources they do not own or control themselves. In REMA 1000, 12 of the 15 categories are relevant and include, among other things, the CO₂e emissions from the products we sell, the transportation of our goods, food waste in Danish households, and more.

EMISSIONS DIVIDED INTO SCOPES	UNIT	2023	2022	2021	PROGRESS
SCOPE 1					
Refrigerants	tCO ₂ e	356.6	1,234.2	1,608.2	- 71.1 %
Transportation	tCO ₂ e	1,656.5	1,744.6	1,510.0	- 5.0 %
Stationary combustion	tCO ₂ e	744.6	1,127.0	1,260.9	- 33.9 %
SCOPE 1 TOTAL	tCO₂e	2,757.8	4,105.8	4,379.1	- 32.8 %
SCOPE 2					
Electricity	tCO ₂ e	11,922.9	14,147.4	12,394.6	- 15.7 %
District heating and refrigerants	tCO ₂ e	809.7	794.5	1,976.1	+ 1.9 %
SCOPE 2 TOTAL	tCO₂e	12,732.6	14,941.8	14,370.7	- 14.8 %
SCOPE 1 + 2 TOTAL	tCO₂e	15,490.4	19,047.6	18,749.8	- 18.7 %
Scope 2 (market based)	tCO ₂ e	42,340.7	41,742.1	39,457.4	+ 1.4 %
SCOPE 3					
Goods and services acquired	tCO ₂ e	1,399,427.1	1,281,237.7		+ 9.2 %
Capital goods	tCO ₂ e	7,768.6	–		–
Fuel and energy related activities	tCO ₂ e	5,933.3	3,769.5		+ 57.4 %
Upstream transportation and distribution	tCO ₂ e	72,894.1	38,737.8		+ 88.2 %
Waste	tCO ₂ e	4,143.4	3,936.1		+ 5.3 %
Business trips	tCO ₂ e	173.0	43.0		+ 302.3 %
Employee commuting	tCO ₂ e	8,760.2	689.2		+ 1,171.1 %
Down stream transportation and distribution	tCO ₂ e	–	158.6		–
Use of sold products	tCO ₂ e	2,755.0	161.0		+ 1,611.2 %
Final processing of products sold	tCO ₂ e	966.5	641.1		+ 50.8 %
Down stream leased activities	tCO ₂ e	528.7	825.8		- 36.0 %
Investment	tCO ₂ e	5,287.5	4,813.2		+ 9.9 %
SCOPE 3 TOTAL	tCO₂e	1,508,637.2	1,335,013.5		+ 13.0 %
SCOPE 1 + 2 + 3 TOTAL	tCO₂e	1,524,127.6	1,354,061.2		+ 12.6 %

Our Climate Accounts

GRI index / Climate accounting / Donations and memberships / GRI data

Method for Preparing Our Climate Accounts

Our climate accounts include all 372 stores, including new openings in 2023, distribution centers, administration, and subsidiaries (REMA 1000 with Vigo and the web shop at rema1000.dk), as well as REMA 1000's 49% ownership share in Gram Slot.

In 2022, we conducted an analysis of our scope 3 emissions and found that 12 out of 15 scope 3 categories were relevant for us to report on. Eleven of these categories were included in the accounts last year. In 2023, the remaining category, capital goods, is also included. One of the categories included in the accounts last year, downstream transport, has been reclassified to upstream transport in 2023 after a reassessment of the emission source. Therefore, 11 out of 15 categories are still included in our total climate accounts.

In 2023, we have worked on including the last scope 3 category that was not yet included in the accounts and also on ensuring better data quality for each emission category. This improvement work has included a review of the method for calculating employee commuting and an effort to ensure that more of the suppliers delivering directly to our stores could provide data for our share of their transport this year. Additionally, we have been even more thorough in our mapping of the product list. This has been made possible through a larger selection of emission factors and expanded quality control of the mapped products.

With these changes and additions to the climate accounts in 2023, we consider our climate accounts to be complete.

Scope 1

Scope 1 includes direct emissions from all business areas. This means fossil fuels from our cars, other transportation owned by REMA 1000, stationary combustion, and emissions from refrigerants. The emissions cover administration, distribution centers, stores, and subsidiaries. Scope 1 data is largely based on activity data with only a few exceptions where we have had to estimate our consumption.

The emission of refrigerants is based on information about refilling in stores and distribution centers. Before the 2022 carbon footprint, emissions from REMA 1000's refrigerated trailers, whose cooling systems are powered by CO₂ (CryoTech technology), have been reported in scope 1. However, the CO₂ used in the tanks is a byproduct of ammonia production by a third-party company, and in connection with this production, CO₂ is already subject to taxes. The CO₂ is thus part of the ammonia producer's scope 1 accounting. Since double reporting of the same emissions is discouraged in scope 1 and 2 according to the GHG protocol, this emissions category has not been included in our scope 1 since 2022. Upstream emissions related to the transportation of CO₂ are included in our scope 3 accounting, as in 2022.

The fuel consumption of cars and other transportation is collected through company agreements with our suppliers.

The consumption of natural gas and heating oil comes from our distribution centers and stores. Here, consumption has decreased as we increasingly switch to alternative heat sources such as district heating and residual heat generated by machinery.

Scope 2

Scope 2 includes emissions associated with the consumption of electricity and district heating in our 372 stores, administration, distribution centers, and subsidiaries. These data are based on activity data from meters or received directly from utility companies. Not all stores have been able to provide their kWh consumption, and for these stores, which account for approximately 1.3% of all stores, we have estimated their consumption based on similar stores.

Scope 3

In 2023, there has been a focus on introducing capital goods to the carbon footprint. This category was identified as a relevant category for our carbon footprint in 2022, but it was not possible to include the category in the 2022 report. Furthermore, emissions from the transportation of goods through REMA 1000 with Vigo are included this year in upstream transportation instead of being listed separately under downstream transportation. The 11 categories reported by REMA 1000 DK in the 2023 report constitute our total value chain emissions. Below, we have listed an overview of all our relevant scope 3 categories, as well as how we calculate them.

OVERVIEW OF SCOPE 3 CATEGORIES

Purchased Goods and Services: In 2023, we calculated emissions from approximately 96% of our product list based on revenue. The remaining 4% of goods had to be excluded from this year's carbon footprint due to 1) the item falling outside our core products: food, beverages, and other groceries, or 2) inadequate data regarding the product, either on the product side (weight/quantity) or due to lack of emission data for the product (recognised emission factors, life cycle analysis, or similar).

Emission calculations are based on activity data through our sales list, providing an overview of sales of each product. For most products, an emission factor directly matching the product has been used. Where this was not possible, an emission factor based on the primary ingredient from the product label was chosen. Finally, some average factors have been used where relevant.

Products purchased for customers' use in stores, such as pick-and-mix candy bags, fruit and vegetable bags, and bread bags for bakery items, are also included in this year's report.

Additionally, we have included other purchases and services in this year's carbon footprint for administration (including stores and subsidiaries) and distribution. This covers our purchases of office supplies, marketing expenses, and other professional services. Excluded from this account are costs associated with consultant and legal services. This exclusion is made based on the understanding that these services primarily occur behind a desk, resulting in insignificant emissions, whereas costs associated with such services can be high. Since we currently do not have the capability to include consultant and legal services based on activity data and must use cost-based emission factors, this figure would be highly skewed due to poor correlation between costs and emissions in the existing emission factors. It is assessed that these services are insignificant from an emission perspective, although they are significant from a cost perspective, and therefore it is not expected that these activities will be included in the carbon footprint over time.

(continued on the next page)

Our Climate Accounts

GRI index / Climate accounting / Donations and memberships / GRI data

OVERVIEW OF SCOPE 3 CATEGORIES

(continued)

Capital Goods: This category is included in the carbon footprint for the first time in 2023 and includes construction projects at administration and distribution sites as well as minor renovation projects in stores that are part of our expenses. Additionally, purchases of major electronic appliances for stores, mainly refrigerators, are included.

This category is calculated based on cost-based data, and in the coming years, efforts will be made to increase the accuracy in this category, as we assess that cost-based emission factors are deficient, as they may not necessarily account for macroeconomic conditions such as inflation and price variation among products with similar emissions.

Fuel and Energy-related Activities: Calculated based on activity data from our scope 1 and scope 2 data, this category includes all upstream emissions associated with emission sources in these two scopes.

Upstream Transportation and Distribution: Our upstream transportation is divided into four categories. First and foremost, transportation is based on information from our carriers responsible for transporting products between distribution centers and stores. The carriers' trucks are powered by either diesel, biogas, or electricity. Secondly, we have a range of suppliers who transport their goods directly to our stores, and therefore, their goods are not received through our distribution centers. The transportation between the supplier and the stores is data provided directly by the suppliers, indicating emissions data, ton-kilometers, or liters of diesel for REMA 1000's share of the suppliers' total transportation.

Transportation between suppliers and distribution centers is based on the distance between the supplier and the relevant REMA 1000 distribution center, as well as the total weight transported per product throughout the year. Finally, the transportation of goods carried out through REMA with Vigo's customer coordination this year is categorized under upstream transportation and distribution instead of downstream transportation and distribution, as it was in 2022. This decision was made based on the fact that customers who transported goods through Vigo on behalf of other customers received "pocket money" for this transport, meaning REMA 1000 pays for the transportation of sold products, and therefore, it is considered an upstream activity according to the guidelines of the GHG protocol. Our calculation method for transport emissions is thus based on the hybrid method, using both activity data and estimated calculations.

Waste: Emissions from waste are calculated using both activity data and estimates where activity data could not be obtained. Waste emissions are based on waste reports from waste management companies and data from administration, distribution, and stores. For about 43% of stores, it was necessary to estimate waste data based on their waste figures for 2022, as it was not possible to obtain the data in time for the report. All other stores have received waste reports from their waste management companies. For two smaller offices, employee waste is estimated based on average waste quantities for office workers.

Additionally, packaging waste from distribution is included based on a 1:1 ratio between purchased packaging and disposed packaging, as well as data on the number of pallets and roll cages discarded during the year.

Business Travel: Emissions from business travel are based on company-specific data from the finance department's IT systems and include business trips for administration, stores, and distribution. All calculations are based on activity data.

Employee Commuting: Employee commuting is an estimate based on our number of employees and national statistics on commuting habits from Statistics Denmark and DTU (Technical University of Denmark).

A change in the method, based on an assumption that our young workers (under 18 years old) neither own nor drive a car to work, has led to a change in our methodology for calculating employee commuting from 2022 to 2023.

Downstream Leased Assets: At our distribution center in Horsens, a third-party company leases space. Scope 1 and 2 emissions from this company's activities in the premises are calculated and included in this category based on activity data.

Downstream Transportation and Distribution: As the emission source in this category has been revised, and we have found that the source should be included in upstream transportation and distribution, this category is no longer relevant for our accounting.

Use of Sold Products: Calculated based on activity data from our sales list on our sale of products containing propane and butane. This includes sales of gas and lighters.

End-of-life Treatment of Sold Products: Emissions related to the end-of-life of products are estimated based on REMA 1000's market share and national statistics on household waste. Additionally, products purchased for customers' use in stores, such as pick-and-mix candy bags, fruit and vegetable bags, and bread bags for bakery items, are included.

Investments: We include emissions associated with our ownership of Gram Slot. Since ownership is under 50%, and we do not have operational control over agricultural activities, the castle is not considered part of our scope 1 and 2 emissions. Data in this category is calculated from activity data received from Gram Slot and includes emissions from agricultural processes, livestock, heat, fuel from machinery and vehicles, propane gas for use in the farm restaurant, and electricity consumed on Gram Slot's premises.

REMA 1000's Donations and Memberships in 2023

GRI index / Climate accounting / Donations and memberships / GRI data

At REMA 1000, we support a large number of organisations sharing our focus areas and values. In 2023, we supported the following organisations:

SPORTS

- AC Horsens
- Alt for Damernes Kvindeløb
- Beringsstafetten
- Christiansborg Rundt
- DBU Fodboldskoler
- Den Store Svømmedag
- Eremitageløbet
- HCA Marathon
- Helteløbet
- Horsens Svømmeklub
- Hero Run
- Kids Tour
- Ladies Mud Race
- Lillebælt Halvmaraton
- Løkkefonden
- REMA 1000 AquaCamp
- REMA 1000 Din SportsCamp
- REMA 1000 Sports- og Sundhedsakademiet
- Team Rynkeby
- TennisCamp
- Viking Atletik
- Aarhus Motion

CHILDREN AND YOUTH

- Julemærkefonden
- Madkulturen
- Madskoler
- Mindzone
- MOT
- Natteravnene
- Smagens Dag
- Ungdommens Røde Kors

HEALTH

- Børneulykkesfonden
- Diabetesforeningen
- Hjerneskadeforeningen
- Hjerteforeningen
- Kræftens Bekæmpelse
- Scleroseforeningen

AID AND EMERGENCY AID

- Danmarksindsamlingen
- Dansk Flygtningehjælp
- Red Barnet

Our store owners handed out more than

2,800

LOCAL SPONSORSHIPS IN 2023*



*) Number of sponsorships donated of minimum DKK 1,000. In addition, there are a number of smaller sponsorships.

REMA 1000 is a member of a number of initiatives and alliances. Below we have listed our memberships in 2023:

ORGANISATIONS

- Danmark Mod Madspild
- Dansk Alliance for Ansvarlig Palmeolie
- Dansk Alliance for Ansvarlig Soja
- DagSam
- Dansk Erhverv
- DSK - De Samvirkende Købmænd
- Fuldkornspartnerskabet
- Fødevarepartnerskabet for sundhed og klima
- Horsens Alliancen
- ICC (Det Internationale Handelskammer)
- Initiativ for Etisk Handel Danmark
- Norwegian-Danish chamber of Commerce and Culture
- PlantPro – Accelerating an efficient green consumer transition
- Røgfri Fremtid
- Stop Spild af Mad
- Tænk tanken Frej

GRI data: General information

GRI index / Climate accounting / Donations and memberships / GRI data

GRI 2-7 EMPLOYEES*	2023		2022		2021	
TYPE	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN
Permanent employment	507	872	502	827	460	764
Temporary employment	7	22	4	9	0	0
Zero hour contracts	0	0	0	0	0	0
Total (type and gender)	514	894	506	836	460	764
TOTAL	1,408		1,342		1,224	

GRI 2-7 EMPLOYEES*	2023		2022		2021	
CAPACITY	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN
Full time	413	739	410	700	269	349
Part time	101	155	96	136	191	415
Total (capacity and gender)	514	894	506	836	460	764
TOTAL	1,408		1,342		1,224	

GRI 2-8 EMPLOYEES NOT EMPLOYED**	2023		2022		2021	
TYPE	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN
Permanent employment	3,154	2,679	2,702	5,077	3,476	3,122
Temporary employment	4,186	5,924	3,836	2,219	3,302	4,029
Zero hour contracts	0	0	0	0	0	0
Total (type and gender)	7,340	8,603	6,538	7,296	6,778	7,151
TOTAL	15,943		13,834		13,929	

GRI 2-8 EMPLOYEES NOT EMPLOYED**	2023		2022		2021	
CAPACITY	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN
Full time	635	1,174	556	1,062	556	1,022
Part time	6,705	7,429	5,982	6,234	6,222	6,129
Total (capacity and gender)	7,340	8,603	6,538	7,296	6,778	7,151
TOTAL	15,943		13,834		13,929	

GRI 2-30 LABOUR MARKET AGREEMENTS***	2023	2022	2023	2022	2023	2022
	EMPLOYEES NOT EMPLOYED*		EMPLOYEES		TOTAL	
Total employees	15,943	13,834	1,408	1,342	17,351	15,176
Employees covered by labour market agreements	15,571	13,463	1,243	1,120	16,814	14,583
Percentage of employees covered by labour market agreements	97.67	97.32	88.28	83.46	96.91	96.09
TYPE OF LABOUR MARKET AGREEMENT	EMPLOYEES NOT EMPLOYED*		EMPLOYEES		TOTAL	
3F	0	0	597	529	597	529
HK	15,571	13,463	646	591	16,217	14,054

*) The numbers cover employees in the administration and distribution. The self employed store owners and employees in the stores are not included.

**) Our colleagues in the stores are employed by the store owner and not by REMA 1000 Danmark A/S.

***) Our colleagues in the stores are employed by the store owner and not by REMA 1000 Danmark A/S. In the stores the store owners are not covered by a labour market agreement, because they are self employed. Primarily the store owners and those in distribution are the ones not to be covered by a labour market agreement. The working conditions of their colleagues follow the Danish Employers' and Salaried Employees' Act. The data for 2021 is not accessible.

GRI data: Environment

GRI index / Climate accounting / Donations and memberships / GRI data

ENERGY CONSUMPTION DIVIDED INTO SCOPES	UNIT	2023	2022	2021
SCOPE 1				
Refrigerants	MWh	0.0	0	0
Transportation	MWh	6.670.8	7.274.4	6.308.5
Stationary combustion	MWh	6.059.0	7.574.1	7.703.7
SCOPE 1 TOTAL	MWh	12.729.7	14.848.5	14.012.2
SCOPE 2				
Electricity	MWh	96.130.2	99.629.3	99.156.7
District heating and cooling	MWh	18.236.1	17.856.6	17.426.3
Electricity (Transportation)	MWh	99.1	–	–
Renewable energy produced at our locations*	MWh	4.314.9	3.200.5	686.8*
SCOPE 2 TOTAL	MWh	118.780.3	118.247.0	117.269.8
SCOPE 1 + 2 TOTAL	MWh	131.510.0	133.095.5	131.282.0
Percentage renewable energy – scope 1	Percent	19.5	13.2	10.9
Percentage renewable energy – scope 2	Percent	79.5	72.0	69.5
TOTAL ANDEL VEDVARENDE ENERGI	Percent	73.7	65.4	63.3

GRI 303 WATER AND WASTEWATER**	UNIT	2023	2022	2021
GRI 303-3: Water extraction	m ³	55.283.6	46.270.0	47.772.4
GRI 303-4: Wastewater	m ³	55.283.6	46.270.0	47.772.4
GRI 303-5: Water consumption	m ³	–	–	–

GRI 305-7.7 NITROGEN OXIDES (NO _x), SULFUR OXIDES (SO _x), AND OTHER SIGNIFICANT EMISSION GASES***	UNIT	2023	2022	2021
NO _x	Tonnes	6.3	1.8	1.5
SO _x	Tonnes	0.01	0.7	0.6

GRI 306 WASTE****	UNIT	2023	2022	2021
Residual waste	Tonnes	6,375.2	6,685.6	7,273.2
Organic waste, processed	Tonnes	3,172.3	3,614.3	3,366.8
Waste wood	Tonnes	979.8	21.4	3,018.1
Cardboard waste, recycled	Tonnes	23,054.0	22,702.3	21,195.9
Plastic waste, recycled	Tonnes	2,742.3	2,279.8	1,064.8
Metal waste, recycled	Tonnes	148.0	36.8	4.8
Glass waste, recycled	Tonnes	50.9	87.5	55.8
Other waste, recycled	Tonnes	752.0	104.4	134.9
TOTAL AMOUNT OF WASTE	TONNES	37,274.6	35,532.1	36,114.3

*) Locations include REMA 1000's administration, warehouses, and stores. The figure for 2021 only covers stores. The production for 2022 has been recalculated compared to the Corporate Social Responsibility 2022 report, as the figure provided in the report only accounted for the production of renewable energy in stores, and therefore was not comparable with the reported production for 2023.

**) Data covers water and wastewater in the stores, administration, and distribution. REMA 1000 Denmark does not have production. Therefore, it is assumed that all the water we have drawn from the public water system (GRI 303-3) is also the amount of water we have discharged as wastewater (GRI 303-4). Thus, the net water consumption is 0 (GRI 303-5).

***) NO_x and SO_x calculations are based on conversion factors, where our consumption of gasoline, diesel, and heating oil in scope 1 is used to calculate the emissions. A change in the method for calculating NO_x figures has led to an increase in the numbers from 2022 to 2023. This is due to a new source for calculating NO_x emissions, which corresponds to Reitan Retail's NO_x calculations. We assess, as with other emission calculations, that it is more accurate to use the same source across the group.

****) The 2023 data for waste is categorised in more detail on page 104 of this report. The table on this page is included for comparison with previous years.

GRI data: Environment – detailed waste data

GRI index / Climate accounting / Donations and memberships / GRI data

GRI 306-3 WASTE GENERATED	UNIT	2023
ONSITE		
Residual waste, incinerated	Tonnes	6,375.2
Hazardous waste, incinerated	Tonnes	0
Other waste, incinerated	Tonnes	29.4
Organic waste, recycled	Tonnes	5,885.2
Paper and cardboard waste, recycled	Tonnes	23,054.0
Hazardous waste, recycled	Tonnes	0.3
Plastic waste, recycled	Tonnes	640.9
Other waste, recycled	Tonnes	1,288.2
Other waste, landfill	Tonnes	0.1
TOTAL AMOUNT OF WASTE GENERATED ONSITE	TONNES	37,274.6
OFFSITE		
Organic waste, treated	Tonnes	40,040.0
Plastic waste, recycled	Tonnes	190.5
Other waste, recycled	Tonnes	0
Residual waste, incinerated	Tonnes	198.9
Hazardous waste, incinerated	Tonnes	0
Other waste, incinerated	Tonnes	0
Other waste, landfill	Tonnes	0
TOTAL AMOUNT OF WASTE GENERATED OFFSITE	TONNES	40,429.4
TOTAL AMOUNT OF WASTE GENERATED ON- AND OFFSITE	TONNES	77,704.0

GRI 306-4 WASTE DIVERTED FROM DISPOSAL	UNIT	2023
ONSITE		
Organic waste, recycled	Tonnes	5,885.2
Paper and cardboard waste, recycled	Tonnes	23,055.3
Hazardous waste, recycled	Tonnes	0.3
Plastic waste, recycled	Tonnes	640.9
Other waste, recycled	Tonnes	1,288.2
TOTAL AMOUNT OF WASTE GENERATED ONSITE, RECYCLED	TONNES	30,869.9
OFFSITE		
Plastic waste, recycled	Tonnes	190.5
TOTAL AMOUNT OF WASTE GENERATED OFFSITE, RECYCLED	TONNES	190.5
TOTAL AMOUNT OF WASTE GENERATED ON- AND OFFSITE, RECYCLED	TONNES	31,060.4

GRI 306-5 WASTE SENT FOR DISPOSAL	UNIT	2023
ONSITE		
Residual waste, incinerated	Tonnes	6,375.2
Hazardous waste, incinerated	Tonnes	0
Other waste, incinerated	Tonnes	29.4
Other waste, landfill	Tonnes	0.1
TOTAL AMOUNT OF WASTE GENERATED ONSITE, NOT-RECYCLED	TONNES	6,404.8
OFFSITE		
Organic waste, treated	Tonnes	40,040.0
Residual waste, incinerated	Tonnes	198.9
TOTAL AMOUNT OF WASTE GENERATED OFFSITE, NOT-RECYCLED	TONNES	40,238.9
TOTAL AMOUNT OF WASTE GENERATED ON- AND OFFSITE, NOT-RECYCLED	TONNES	46,643.7

GRI data: People

GRI index / Climate accounting / Donations and memberships / GRI data

GRI 401-A NEW EMPLOYEES*		2023		2022		2021**	
AGE	UNIT	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN
below 18	Number	3	12	4	12	0	0
19-29	Number	143	275	163	319	125	273
30-39	Number	30	92	33	101	36	77
40-49	Number	17	61	17	39	9	38
50-59	Number	4	23	6	12	2	14
above 60	Number	2	20	1	4	3	4
TOTAL PER GENDER	Number	199	483	224	487	175	406
TOTAL	Number	682		711		581	

GRI 401-B DEPARTURES*		2023		2022		2021**	
AGE	UNIT	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN
below 18	Number	0	-6	-3	-5	0	0
19-29	Number	-141	-274	-117	-257	-97	-233
30-39	Number	-26	-92	-37	-96	-31	-97
40-49	Number	-20	-33	-13	-41	-10	-43
50-59	Number	-2	-11	-3	-11	-3	-23
above 60	Number	-2	-9	-4	-1	-5	-6
TOTAL PER GENDER	Number	-191	-425	-177	-411	-146	-402
TOTAL	Number	-616		-588		-548	

GRI 401-2 2 BENEFITS PROVIDED FOR FULL TIME EMPLOYEES NOT PROVIDED TO TEMPORARILY EMPLOYED INDIVIDUALS OR PART TIME EMPLOYEES	
Parental leave	Only available to full time employees
Offering of an extra health insurance	Depending on the pension conditions and age (please see GRI 403-6)

GRI 401-3* MATERNITY / PATERNITY LEAVE		2023		2022		2021	
AGE	UNIT	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN
Employees entitled to maternity / paternity leave	Number	40	50	20	25	27	29
Employees on maternity / paternity leave	Number	40	50	20	25	27	29
Employees returned from maternity / paternity leave during the accounting period	Number	37	17	17	23	25	29
Ratio for return	Percent	62,5	34	85	92	93	100
Employees returned from maternity / paternity leave still employed after 1 year	Number	17	23	25	26	16	24
Retention ratio	Percent	100	100	88	90	73	89

*) The figures cover employees in administration and distribution including the store owners. Employees in the stores are not included.

**) In 2022, we implemented a new salary system. This has led to an update of the 2021 data reported in the Corporate Social Responsibility 2021 report.

GRI data: People

GRI index / Climate accounting / Donations and memberships / GRI data

GRI 403-6 PROMOTING EMPLOYEE HEALTH*	UNIT	STORES	ADMINISTRATION AND DISTRIBUTION
Employees – number	Number	15,943	1,408
Employees with additional health insurance	Number	5,469	824
Share of employees with additional health insurance	Percent	34.3	58.5

GRI 403-8 EMPLOYEES COVERED BY THE PROCESS FOR IMPROVING WORKING CONDITIONS**	UNIT	STORES	ADMINISTRATION AND DISTRIBUTION
Employees – number	Number	15,943	1,408
Employees covered by process	Number	15,943	1,408
Employees covered by process	Percent	100	100

GRI 403-9 WORK ACCIDENTS***	UNIT	2023	2022	2021	PROGRESS (PERCENT)
Work accidents	Number	23	7	17	-58,8

GRI 403-10 SICK LEAVE***	UNIT	2023	2022	2021
Working hours during the period	Number	1,860,994.0	1,757,390.0	1,593,103.4
Absentee hours during the period	Number	86,055.3	94,842.1	74,694.7
Sick leave	Percent	4.6	5.4	4.7

GRI 405-1.A. DIVERSITY IN THE BOARD OF DIRECTORS	2023					
NAME	YEAR	GENDER	NATIONALITY	SECTOR EXPERIENCE	ON THE BOARD	OCCUPATION OUTSIDE THE BOARD
Ole Robert Reitan (Bestyrelsesformand)	1971	Male	Norway	Retail 25 years+	2005	CEO, Reitan Retail AS
Tom Kristiansen (Næstformand)	1955	Male	Norway	Retail 30 years+	2001	CEO, REMA 1000 Norge AS
Lise Leander Andersen	1969	Female	Denmark	17 years as self-employed REMA 1000 storeowner	2021	Managing Director, Lise Leander, 723 Stautrup ApS
Kristin Solheim Genton	1971	Female	Norway	Retail 24 years	2021	CFO, Reitan Retail AS
Monica Ødegaard	1973	Female	Norway	Retail 4 years, food production, management and strategic consultancy	2021	COO, Reitan Retail AS

GRI 405-1 B. DIVERSITY BASED ON AGE***	2023		2022		2021		
AGE	UNIT	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN
below 18	Number	3	12	1	7	0	0
19-29	Number	200	374	209	372	177	327
30-39	Number	115	210	109	211	114	213
40-49	Number	96	156	100	128	91	118
50-59	Number	74	95	63	84	58	77
above 60	Number	26	47	24	34	20	29
TOTAL	Number	514	894	506	836	460	764

*) Most of our employees covered by health insurance are covered through our pension scheme, which offers health insurance. Employees without a pension can purchase health insurance if they wish. In the stores, the option to purchase health insurance is only available to employees who are over 20 years old.

**) REMA 1000 has established a Work Environment Organisation covering all stores and all employees, regardless of the size of the store and regardless of the number of weekly hours spent at the workplace by the employee.

***) The figures cover employees in administration and distribution. Store owners and employees in the stores are not included.

GRI data: People

GRI index / Climate accounting / Donations and memberships / GRI data

GRI 405-1 B. DIVERSITY REPORTED BASED ON EMPLOYEE CAPACITY*		2023		2022		2021	
KAPACITET	UNIT	WOMEN	MEN	WOMEN	MEN	WOMEN	MEN
Full time	Number	413	739	410	700	269	349
Part time	Number	101	155	96	136	191	415
TOTAL	Number	514	894	506	836	460	764

GRI 405-1 B. DIVERSITY BASED ON CATEGORY*		2023		2022		2023		2022		2023		2022	
CATEGORY	UNIT	REMA 1000 DANMARK A/S				REMA DISTRIBUTION DANMARK A/S				REMA ETABLERING A/S			
GENDER		W	M	W	M	W	M	W	M	W	M	W	M
Warehouse employee linked to HK	Number					138	201	167	244				
Warehouse employee linked to 3F	Number					126	470	119	411				
Store owner candidates in store training	Number		15										
Employees in the administration	Number	92	39	70	24	127	76	124	78	7	1	6	1
Employees with special responsibility**	Number	2	11	2	14	8	33	6	15	1	5	1	5
Employees with leadership	Number	8	23	7	22	4	12	3	14		1		1
C-suite	Number		5		5	1	1	1	1		1		1
TOTAL	Number	102	93	79	65	404	793	420	763	8	8	7	8

GRI 405-2 COMPENSATION RATIO BETWEEN WOMEN AND MEN***		2023	2022	2023	2022	2023	2022
CATEGORY	UNIT	REMA 1000 DANMARK A/S		REMA DISTRIBUTION DANMARK A/S		REMA ETABLERING A/S	
Warehouse employee linked to HK	Women/Men			0,96	0,92		
Warehouse employee linked to 3F	Women/Men			0,97	0,96		
Store owner candidates in store training	Women/Men	n/a	n/a	n/a	n/a		
Employees in the administration	Women/Men	0,85	0,91	0,88	0,85	n/a	
Employees with special responsibility**	Women/Men	n/a	n/a	1,03	0,93	n/a	
Employees with leadership	Women/Men	0,92	0,92	n/a	n/a	n/a	
C-suite	Women/Men	n/a	n/a	n/a	n/a	n/a	
GRI 405-1 and 405-2	At REMA Distribution Danmark A/S and REMA 1000 Danmark A/S, women and men are offered equal opportunities, equal pay, and equal terms of employment for the same work or work of equal value. No distinction is made between women and men.						

*) The figures cover employees in administration and distribution. Store owners and employees in the stores are not included.
 **) "Employees with special responsibilities" refers to employees who have a specific area of responsibility without personnel management duties.
 ***) The figures cover employees in administration and distribution. Store owners and employees in the stores are not included. There must be a minimum of 5 or more employees of each gender in the respective categories before salary differences are disclosed.



REMA 1000