

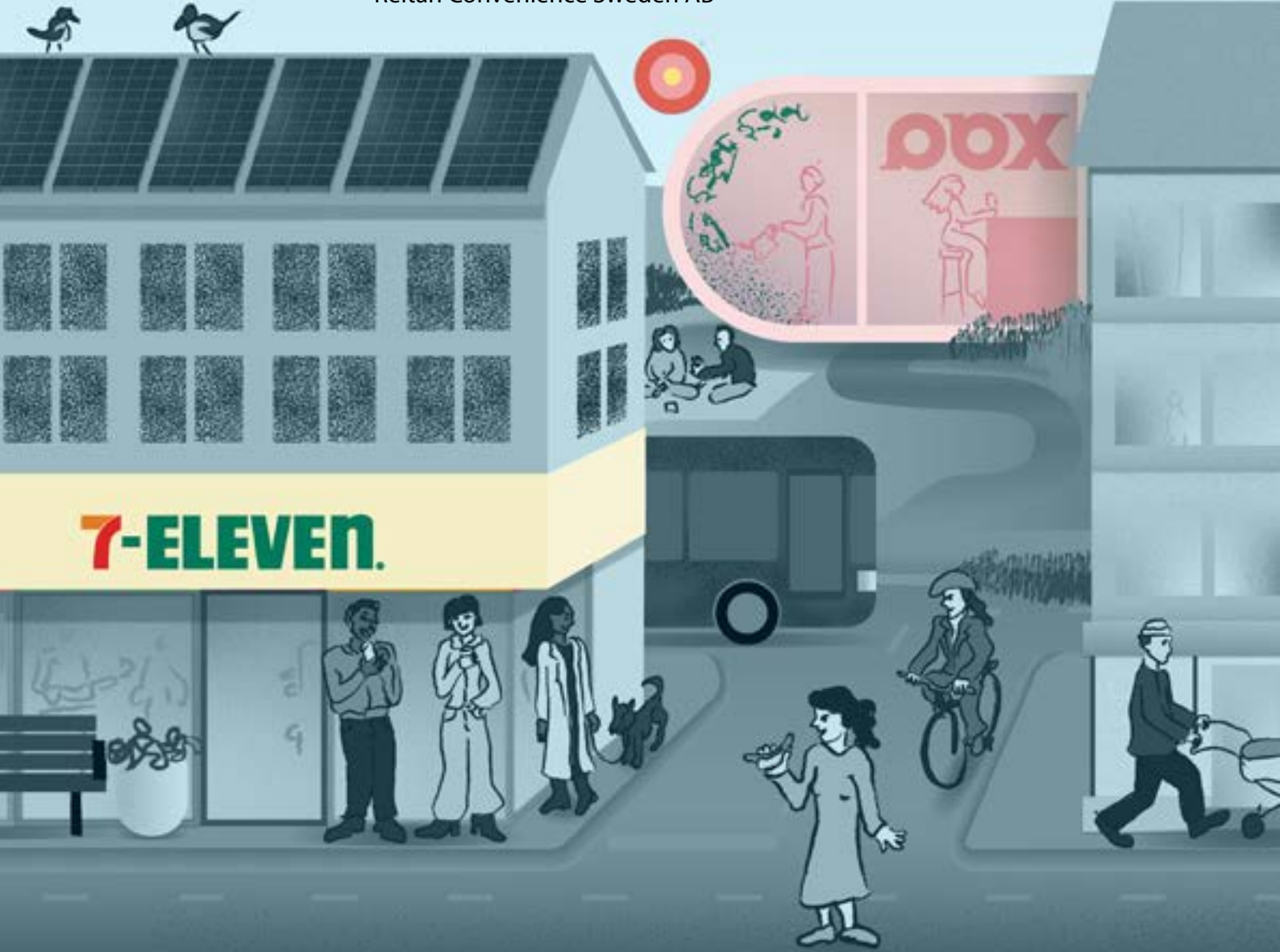


REITAN CONVENIENCE



# GRI-BILAGA 2023

Reitan Convenience Sweden AB



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# Om RCS GRI-redovisning

Sedan 2016 har Reitan Convenience Sweden (RCS) redovisat sitt hållbarhetsarbete genom en årlig hållbarhetsredovisning. 2023 års redovisning har upprättats i enlighet med Global Reporting Initiative (GRI) och beskriver hur RCS systematiskt arbetar för att i ännu högre grad integrera miljöfrågor och sociala frågor i kärnverksamheten. Tillsammans bedöms hållbarhetsredovisningen och denna GRI-bilaga uppfylla rapporteringskraven för rapportering "in accordance with GRI Standards 2021".

I medföljande GRI-index, med start på sida 6, ges hänvisningar till var i hållbarhetsredovisningen eller denna bilaga uppgifter om respektive GRI-indikator återfinns. Om inget annat anges hänvisar sidnumren till RCS hållbarhetsredovisning 2023.

För frågor om hållbarhetsredovisningen eller RCS hållbarhetsarbete, vänligen kontakta Linnéa Borgström, HR- & Hållbarhetsdirektör: [linnea.borgstrom@reitanconvenience.se](mailto:linnea.borgstrom@reitanconvenience.se).

RCS hållbarhetsredovisning för 2023 finns på:  
<https://reitanconvenience.se/hallbarhet/hallbarhetsredovisning>



Linnéa Borgström HR- & Hållbarhetsdirektör



# Väsentlighetsanalys och intressentdialog

Arbetet med att identifiera väsentliga hållbarhetsfrågor för RCS bygger på en forskningsbaserad omvärldsanalys som utgår från ett uttalat social-ekologiskt systemperspektiv. Både miljömässiga och sociala frågor har inkluderats, från ett inifrån-och-ut såväl som ett utifrån-och-in perspektiv. Det vill säga, strategin grundas på en analys av hur vår nuvarande verksamhet bidrar till och förvärrar globala hållbarhetsutmaningar, samt i vilken utsträckning RCSs verksamhet påverkas av en omvärld som förändras snabbt. När den här analysen först gjordes (2019) var inte begreppet "dubbel väsentlighet" etablerat, men det är den typen av tänk som ligger till grund för vår strategi. Huvudfrågan handlar om vilken roll vår affär har i ett hypersammankopplat globalt system där vi tänjer på gränserna för vad vår planet tål och där konsekvenserna börjar bli kännbara i form av exempelvis klimatrelaterade värdekedjerisker, ny reglering och förändrade marknadsprioriteringar.

**// Vår affär existerar i ett hypersammankopplat globalt system där vi tänjer på gränserna för vad vår planet tål**

Intressentanalysen är mer konventionell. Med intressenter avser vi alla personer och organisationer som påverkar eller påverkas av vår verksamhet. Dessa är således våra kunder, våra köpmän och medarbetare, våra leverantörer och alla som arbetar längs vår

värdekedja, tillsammans med våra ägare. Vi utforskar regelbundet dessa gruppers perspektiv på väsentliga hållbarhetsprioriteringar, vilket blir ett komplement till den forskningsgrund vi bygger vår strategi på. Sedan vi etablerade vår strategiska hållbarhetsinriktning

2019 har våra ägare, Reitan Retail, satt ambitiösa hållbarhetsmål kring ett par utvalda områden (exempelvis klimat och palmolja), och Reitan Convenience startade 2022 en omfattande gemensam hållbarhetsinsats över de sju nordiska och baltiska länderna. Vi har löpande under de senaste åren linjerat vår strategi med dessa prioriteringar för att säkerställa att vi inom koncernen drar åt samma håll.

Vårt hållbarhetsarbete syftar idag mot på att leda vägen mot framtidens convenience och fokuserar på fem fokusområden:

1. En klimatneutral och cirkulär butiksdrift
2. Ett hållbart och hälsosamt sortiment
3. Att engagera köpmännen och kunderna i förändringsresan
4. Att bidra till ett öppet och tryggt samhälle
5. En långsiktig och värderingsstyrd organisation

Inom ramen för detta arbetar vi med en lång rad frågor kring att minska vårt klimatavtryck i linje med Parisavtalets 1.5°C mål, hur vi kan förbättra vår resurseffektivitet och gå mot net-zero waste, hur vi kan förbättra de miljömässiga och sociala produktionsvillkoren i vårt sortiment, hur vi kan bidra till en bättre folkhälsa, och hur vi kan bidra till ett öppet och inkluderande samhälle där alla individer ges möjlighet att lyckas. Våra fokusområden och sakfrågor mappas mot GRI-indikatorer samt de globala hållbarhetsmålen i tabellen nedan, och kommentarer ges även kring frågor som uppfattas som prioriterade av olika intressentgrupper.

1. En klimatneutral och cirkulär butiksdrift		
<p><b>Sakfrågor</b></p> <ul style="list-style-type: none"> <li>Klimatpåverkande utsläpp inom scope 1 och scope 2</li> <li>Matsvinn längs värdekedjan</li> <li>Net-zero waste, emballage och förpackningar</li> </ul> <p><b>Relativ prioritering för intressenter</b></p> <ul style="list-style-type: none"> <li>Högt fokus på klimatfrågan från ägare</li> <li>Högt fokus på frågor om avfall och förpackning från kunder</li> <li>Högt fokus på matsvinn från franchisetagare.</li> </ul>	<p>Ämnesspecifika GRI-indikatorer:</p> <p>301-1 302-1, 302-3, 302-4, 305-1, 305-2, 305-5 306-1, 306-2, 306-3, 306-4</p> <p>Företagsspecifika:</p> <ul style="list-style-type: none"> <li>Återvinning i butik</li> <li>Plast i förpackningar</li> </ul>	<p>Relevans för Agenda 2030:</p>
2. Ett hållbart och hälsosamt sortiment		
<p><b>Sakfrågor</b></p> <ul style="list-style-type: none"> <li>Klimatpåverkande utsläpp inom scope 3</li> <li>Sociala produktionsvillkor med särskilt fokus på riskråvaror, tex risk för barnarbete, arbetsrätt, mänskliga rättigheter</li> <li>Miljömässiga produktionsvillkor, inklusive risk för skogsskövling, förlust av biologisk mångfald, förorening</li> <li>Säker antibiotikahandtering och god djurvälstånd</li> <li>Kundernas hälsa</li> <li>Innovativa partnerskap för framtidens hållbara matsystem</li> </ul> <p><b>Relativ prioritering för intressenter</b></p> <ul style="list-style-type: none"> <li>Visst fokus på hälsa och djurvälstånd för kunder</li> <li>Marginellt fokus på riskråvaror från kunder</li> <li>Högt fokus på riskråvaror och värdekedjerisker från ägare</li> <li>Visst fokus på hälsa och riskråvaror från leverantörer</li> </ul>	<p>Ämnesspecifika GRI-indikatorer:</p> <p>201-1, 201-2 305-3, 305-5 308-1, 308-2 407-1 408-1 409-1 414-1, 414-2 416-1</p> <p>Företagsspecifika:</p> <ul style="list-style-type: none"> <li>Rött kött</li> <li>Kaloriinnehåll</li> <li>Palmolja</li> <li>Kaffe</li> <li>Ursprung - animalier</li> </ul>	<p>Relevans för Agenda 2030:</p>
3. Att engagera köpmännen och kunderna i förändringsresan		
<p><b>Sakfrågor</b></p> <ul style="list-style-type: none"> <li>Att driva efterfrågan på hållbar och hälsosam convenience</li> </ul> <p><b>Relativ prioritering för intressenter</b></p> <ul style="list-style-type: none"> <li>Visst fokus på att förenkla hälsosamma val från ägare</li> </ul>	<p>Ämnesspecifika GRI-indikatorer:</p> <p>-</p> <p>Företagsspecifika:</p> <ul style="list-style-type: none"> <li>Lokala hjältar</li> </ul>	<p>Relevans för Agenda 2030:</p>
4. Att bidra till ett öppet och tryggt samhälle		
<p><b>Sakfrågor</b></p> <ul style="list-style-type: none"> <li>Öppenhet, demokratiska värderingar press- och yttrandefrihet</li> <li>Trygghet och säkerhet i butik</li> <li>Lokala hjältar - bemötande av kunder och butikens roll i lokalsamhället</li> </ul> <p><b>Relativ prioritering för intressenter</b></p> <ul style="list-style-type: none"> <li>Högt fokus på att bidra till ett öppet samhälle från köpmän och medarbetare</li> </ul>	<p>Ämnesspecifika GRI-indikatorer:</p> <p>418-1</p> <p>Företagsspecifika:</p> <ul style="list-style-type: none"> <li>Varumärkesuppfattning</li> </ul>	<p>Relevans för Agenda 2030:</p>
5. En långsiktig och värderingsstyrd organisation		
<p><b>Sakfrågor</b></p> <ul style="list-style-type: none"> <li>Jämställdhet och mångfald på servicekontor och i butik</li> <li>Välmående &amp; inkludering på arbetsplatsen</li> <li>Kapacitet och lärande, för att utveckla medarbetare och rekrytera talang</li> </ul> <p><b>Relativ prioritering för intressenter</b></p> <ul style="list-style-type: none"> <li>Högt fokus på goda anställningsförhållanden från kunder</li> <li>Högt fokus på arbetsmiljö och utvecklingsmöjligheter från köpmän och medarbetare</li> </ul>	<p>Ämnesspecifika GRI-indikatorer:</p> <p>205-1, 205-2, 205-3 401-1 402-1 404-1, 404-2, 404-3 405-1, 405-2 406-1 407-1</p> <p>Företagsspecifika:</p> <ul style="list-style-type: none"> <li>Kapacitetsbygge</li> <li>Inflytande &amp; förmåga</li> </ul>	<p>Relevans för Agenda 2030:</p>

# GRI content index

Indexet hänvisar till GRI Standard 2021. Då det inte finns någon officiell översättning av indexet till svenska vid tillfället av publiceringen av denna GRI bilaga är hela GRI index inklusive generella, ämnesspecifika och kompletterande upplysningar på engelska. Sidhänvisningar avser RCS hållbarhetsredovisning 2023.

Statement of use:	Reitan Convenience Sweden AB has reported in accordance with the GRI Standards for the period 2023.01.01-2023.12.31
GRI used:	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s):	No applicable GRI Sector Standard

Disclosure Code & Name	Location	Omission			Additional Information
		Requirement(s) omitted	Reason	Explanation	
<b>GRI 2: The organisation and its reporting practices</b>					
2-1 Organisational details	2, 6	Does not apply			HQ located in Stockholm, Sweden.
2-2 Entities included in the organisation's sustainability reporting	See Additional Information				Reitan Convenience Sweden AB (RCS)
2-3 Reporting period, frequency and contact point	See Additional Information				Annually/same as fiscal year. Contact point: linnea.borgstrom@reitanconvenience.se
2-4 Restatements of information	See Additional Information				No restatements
2-5 External assurance	See Additional Information				The report has not been externally assured

<b>GRI 2: Activities and workers</b>					
2-6 Activities, value chain and other business relationships	See Additional Information				Reitan Convenience Sweden AB (RCS) operates as the Swedish branch of Reitan Convenience, a leading convenience store franchisor in Scandinavia. RCS manages the franchise operations of Pressbyrå and 7-Eleven in Sweden, two of the most recognisable convenience store brands in the country. Through franchising, Reitan Convenience AB enables individual entrepreneurs to run their own stores under these established brand names, providing them with operational support, branding, and supply chain logistics to ensure a consistent customer experience across all locations.
2-7 Employees	GRI appendix 14				

Disclosure Code & Name	Location	Omission			Additional Information
		Requirement(s) omitted	Reason	Explanation	
2-8 Workers who are not employees	See Additional Information				RCS uses consulting services and currently engages 36 consultants. The bulk of these consultants are sourced from a consultancy firm under fixed-term contracts, typically for various short-term projects lasting from 6 months to 2 years. Most of these consultants work within the IT department. It's important to note that consultants are not counted as part of the company's employee headcount, except in specific instances where long-term consultants may be considered employees for survey purposes.
2-4 Restatements of information	See Additional Information				No restatements
2-5 External assurance	See Additional Information				The report has not been externally assured

<b>GRI 2: Governance</b>					
2-9 Governance structure and composition	GRI appendix 15				
2-10 Nomination and selection of the highest governance body	See Additional Information				Reitan Convenience Sweden AB is fully owned by Reitan Convenience AS. The highest governance body's members, including the CEO and CFO from the parent company and country managers from the Nordic countries, are appointed based on their roles. Mariette Kristenson, CEO of RC AS, is the chairman, and CEO Anna Wallenberg is a member of the board.
2-11 Chair of the highest governance body	See Additional Information				Mariette Kristenson, CEO Reitan Convenience AS
2-12 Role of the highest governance body in overseeing the management of impacts	See Additional Information				The highest governance body oversees the management of impacts by reviewing business strategy, economic performance, and sustainability progress during quarterly board and management team meetings, as well as through regular business review meetings. The foundation for these reviews is Reitan Convenience Sweden's Strategy for the Anthropocene.
2-13 Delegation of responsibility for managing impacts	8				
2-14 Role of the highest governance body in sustainability reporting	52				
2-15 Conflicts of interest	See Additional Information				Employees with key responsibilities, such as members of the management team and purchasing and category managers, are asked about their close relatives direct or indirect interest in companies with supplier or client relation to Reitan. They are also asked about positions held in companies with client/supplier relations to Reitan. No significant conflicts of interest have been discovered in this process.

Disclosure Code & Name	Location	Omission			Additional Information
		Requirement(s) omitted	Reason	Explanation	
2-16 Communication of critical concerns	See Additional Information				Continous flow of information in meetings, formal and informal. Flat organisational structure and value driven leadership with close ties between management and board facilitates transparency.
2-17 Collective knowledge of the highest governance body	See Additional Information				The board of Reitan Convenience Sweden AB has completed three full-day training sessions in transformative leadership for leading in the Anthropocene.
2-18 Evaluation of the performance of the highest governance body	See Additional Information				The performance of the board is, via the parent company Reitan Convenience AS, evaluated by the board of the parent company, Reitan Retail AS. Reitan Retail AS's climate accounting, which encompasses all their subsidiaries, is audited by DNV.
2-19 Remuneration policies	See Additional Information				The board sets the CEO's salary, while the CEO sets management team remuneration. Employee pay follows a collective bargaining agreement. Annually, the CEO decides on bonuses, based on the company's finances.
2-20 Process to determine remuneration	See Additional Information				Reitan Convenience Sweden AB conducts salary mapping to prevent unjustified pay disparities. The salary audit allows for negotiation.
2-21 Annual total compensation ratio	See Additional information				2023: 4,2 2022: 3,6
<b>GRI 2: Strategy, policies and practices</b>					
2-22 Statement on sustainable development strategy	8-9				
2-23 Policy commitments	8, 12-18				
2-24 Embedding policy commitments	See Additional information				Ref: Reitan Retail's Code of Conduct and Supplier Code of Conduct: <a href="https://www.reitanretail.no/en/about/governing-documents">https://www.reitanretail.no/en/about/governing-documents</a>
2-25 Processes to remediate negative impacts	See Additional information				Ref: Reitan Retail's Code of Conduct and Supplier Code of Conduct: <a href="https://www.reitanretail.no/en/about/governing-documents">https://www.reitanretail.no/en/about/governing-documents</a>
2-26 Mechanisms for seeking advice and raising concerns	See Additional information				Ref: Reitan Retail's Code of Conduct and Supplier Code of Conduct: <a href="https://www.reitanretail.no/en/about/governing-documents">https://www.reitanretail.no/en/about/governing-documents</a>
2-27 Compliance with laws and regulations	See Additional Information				No known instances of non-compliance.
2-28 Membership associations	See Additional Information				Convenience Stores Sweden Handelns Säkerhetsgrupp Svensk Handel Svenska Franchise Föreningen Läsrörelsen (Pressbyrån) Reportrar utan gränser (Pressbyrån) Svenskt Näringsliv Norsk-Svenska handelskammaren Science Based Targets Initiative Regnbågsfonden Prostatacancerförbundet

Disclosure Code & Name	Location	Omission			Additional Information
		Requirement(s) omitted	Reason	Explanation	
<b>GRI 2: Stakeholder engagement</b>					
2-29 Approach to stakeholder engagement	GRI appendix 4-5				
2-30 Collective bargaining agreements	See Additional Information				The franchise agreement requires that all stores and thus all employees in the stores must be members of a collective agreement, meaning the figure should always be 100 %. No known deviations from this have been noticed.
<b>GRI 3: Disclosures on material topics</b>					
3-1 Process to determine material topics	GRI appendix 4-5				
3-2 List of material topics	GRI appendix 4-5				
3-3 Management of material topics	GRI appendix 4-5				
<b>Economic disclosures</b>					
201-1 Direct economic value generated and distributed	7, 33				
201-2 Financial implications and other risks and opportunities due to climate change	See Additional Information				The financial implications, risks, and opportunities presented by climate change are multifaceted and significant, particularly for industries reliant on key agricultural commodities such as coffee, sugar, and maize. The observed and anticipated changes in climate patterns—characterised by drying and heating trends—pose substantial risks to the productivity of these crops. These risks are not only immediate but are expected to persist and intensify over the coming decades. The likelihood of these risks materializing is high, as is the magnitude of their potential impact on value chains. Understanding these dynamics is crucial for developing effective mitigation and adaptation strategies.
205-1 Operations assessed for risks related to corruption	GRI appendix 15				
205-2 Communication and training about anti-corruption policies and procedures	GRI appendix 15				
205-3 Confirmed incidents of corruption and actions taken	GRI appendix 15				

Disclosure Code & Name	Location	Omission			Additional Information
		Requirement(s) omitted	Reason	Explanation	
Environmental disclosures					
301-1 Materials used by weight or volume	GRI appendix 15-16				
302-1 Energy consumption within the organisation	GRI appendix 16				
302-3 Energy intensity	GRI appendix 16				
302-4 Reduction of energy consumption	12, 20-21 + GRI appendix 16				
305-1 Direct (Scope 1) GHG emissions	12, 20-21 + GRI appendix 16				
305-2 Energy indirect (Scope 2) GHG emissions	12, 20-21 + GRI appendix 16				
305-3 Other indirect (Scope 3) GHG emissions	12, 20-21 + GRI appendix 16				
305-5 Reduction of GHG emissions	12, 20-21 + GRI appendix 16				
306-1 Waste generation and significant waste-related impacts	See Additional Information				For RCS, the biggest waste concerns are food waste and packaging. Most of this waste comes from two sources: packaged goods and disposable items, with the main issues being packaging waste and unsold food. The problem of food waste is especially serious due to the quick spoilage of perishable items, which make up a large part of our waste. Also, using single-use items adds to this problem. The effects of food waste go beyond just what happens in our stores. It includes waste from making and transporting our products, as well as how customers dispose of packaging. That's why reducing food waste and packaging is a key part of our environmental efforts.
306-2 Management of significant waste-related impacts	See Additional Information				RCS strive for a high sorting degree in recycling efforts, though conditions for waste management differs among stores. Additionally, as a key part of the circularity measures, Reitan Convenience Sweden collaborate with third-party rescue apps to diminish food waste. Complementing this, RCS offer short-date discounts to serve a similar objective.
306-3 Waste generated	GRI appendix 16				
306-4 Waste diverted from disposal	GRI appendix 16				
308-1 New suppliers that were screened using environmental criteria	GRI appendix 17				
308-2 Negative environmental impacts in the supply chain and actions taken	GRI appendix 17				

Disclosure Code & Name	Location	Omission			Additional Information
		Requirement(s) omitted	Reason	Explanation	
Social disclosures					
401-1 New employee hires and employee turnover	GRI appendix 17				
402-1 Minimum notice periods regarding operational changes	See Additional Information				In accordance with collective bargaining agreements.
404-1 Average hours of training per year per employee	GRI appendix 17				
404-2 Programs for upgrading employee skills and transition assistance programs	See Additional Information				Available to all employees and franchisees, cultural training and access to the RC Academy is offered, which includes numerous digital training sessions. Additionally, an extensive introduction program for franchisees is offered, as well as office-based training sessions in leadership, innovation, sustainability, and global trends.
404-3 Percentage of employees receiving regular performance and career development reviews	See Additional Information				All employees and franchisees are provided with regular performance and career development reviews, ensuring comprehensive support for career progression and performance evaluation across the entire organization.
405-1 Diversity of governance bodies and employees	GRI appendix 14-15				
405-2 Ratio of basic salary and remuneration of women to men	GRI appendix 17	405-2a	Information unavailable/incomplete	Data not available by employee category	
406-1 Incidents of discrimination and corrective actions taken	See Additional Information				The has been no confirmed incidents of discrimination among the employees of Reitan Convenience Sweden AB.
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	14-17				
408-1 Operations and suppliers at significant risk for incidents of child labor	15				
409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	14-17				
414-1 New suppliers that were screened using social criteria	GRI appendix 17				
414-2 Negative social impacts in the supply chain and actions taken	GRI appendix 17				

Disclosure Code & Name	Location	Omission			Additional Information
		Requirement(s) omitted	Reason	Explanation	
416-1 Assessment of the health and safety impacts of product and service categories	13-14, 17-18 + Additional Information				Reitan Convenience Sweden AB is committed to ensuring the health and safety of all products and services. We constantly assess and strive to improve the health and safety impacts of significant product and service categories. The most significant challenge lies in our tobacco sales, which account for 17 % of total sales volume.
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	See Additional Information				In the reporting period, there were zero substantiated complaints from outside parties or regulatory bodies about breaches of customer privacy, and no identified leaks, thefts, or losses of customer data.

Company specific					
Share of stores that are supported by a commercial or public recycling system. (%)	GRI appendix 17				
Out of the stores that are supported by a commercial recycling system, how many percent of the stores have in-store sorting facilities? (%)	GRI appendix 17				
Sales from products with red meat divided by total food sales. (%)	13				
Investment in capacity building among staff relating to sustainability, innovation and/or leadership (total hours/employees)	GRI appendix 17				Trainings were specifically designed to build capacity among staff in areas of sustainability, innovation, and leadership. They focus on value-driven leadership and emphasise 'employee empowerment', which is integral to our sustainability strategy. Additionally, these trainings aim to foster innovation in response to global trends.
Employee self assessment of empowerment & capacity	GRI appendix 18				
Sales from baked goods with a calorie content lower than 300 kcal per portion divided by total sales from baked goods. (%)	17				
Risk commodity palm oil	14				
Risk commodity coffee	16				

Disclosure Code & Name	Location	Omission			Additional Information
		Requirement(s) omitted	Reason	Explanation	
Sales of meat, dairy or egg products with a known country of origin for animal content divided by total sales from meat, dairy or egg products. (%)		Company Specific	Information unavailable/incomplete	Omitted; awaiting system support. System implementation is set to initiate at the beginning of 2024.	
Investments in local hero initiatives	26	Company Specific	Information unavailable/incomplete	Partially omitted, the text highlights the significance of these initiatives, yet a coherent method for obtaining comparable investment figures is not in place.	
Customer brand affinity - responsible actor	GRI appendix 18				
Share of campaigns expected to improve sustainability KPIs. (%)	GRI appendix 17				
Customer brand affinity - sustainable actor	GRI appendix 18				
Sales from items without plastic packaging divided by total sales.	See additional information				20 %

# GRI reference tables

2-7 Employees						
The numbers are reported as head count and refer to the numbers as per the end of the year. The number of employees has not fluctuated significantly during the reporting period.						
	2023			2022		
RCS employees	Women	Men	Total	Women	Men	Total
Full time	64	48	112	57	45	102
Part time	5	0	5	4	0	4
<b>Total</b>	<b>69</b>	<b>48</b>	<b>117</b>	<b>61</b>	<b>45</b>	<b>106</b>
Permanent	61	46	107	56	45	101
Temporary	7	2	9	4	0	4
Non-guaranteed hours	1	0	1	1	0	1
<b>Total</b>	<b>69</b>	<b>48</b>	<b>117</b>	<b>61</b>	<b>45</b>	<b>106</b>

	2023			2022		
Franchisees and their employees	Women	Men	Total	Women	Men	Total
Full time	106	109	215	337	302	639
Part time	1 453	978	2 431	1 360	866	2 226
<b>Total</b>	<b>1 559</b>	<b>1 087</b>	<b>2 646</b>	<b>1 697</b>	<b>1 168</b>	<b>2 865</b>
Permanent	1 093	779	1 872	1 118	799	1 917
Temporary	126	77	203	171	92	263
Non-guaranteed hours	340	231	571	408	277	685
<b>Total</b>	<b>1 559</b>	<b>1 087</b>	<b>2 646</b>	<b>1 697</b>	<b>1 168</b>	<b>2 865</b>

	2023			2022		
Employees systemwide	Women	Men	Total	Women	Men	Total
Full time	170	157	327	394	347	741
Part time	1 458	978	2 436	1 364	866	2 230
<b>Total</b>	<b>1 628</b>	<b>1 135</b>	<b>2 763</b>	<b>1 758</b>	<b>1 213</b>	<b>2 971</b>
Permanent	1 154	825	1 979	1 174	844	2 018
Temporary	133	79	212	175	92	267
Non-guaranteed hours	341	231	572	409	277	686
<b>Total</b>	<b>1 628</b>	<b>1 135</b>	<b>2 763</b>	<b>1 758</b>	<b>1 213</b>	<b>2 971</b>

405-1 Diversity of governance bodies and employees						
	Management team			Other positions		
Support office	Women	Men	Total	Women	Men	Total
<30	0	0	0	10	2	12
30-49	9	8	17	30	19	49
≥50	3	4	7	17	15	32
<b>Total</b>	<b>12</b>	<b>12</b>	<b>24</b>	<b>57</b>	<b>36</b>	<b>93</b>
% Gender	50 %	50 %	100 %	61 %	39 %	100 %
Of which have foreign background	-	-	-	-	-	21 %*

\*The figure encompasses both the management team and other positions within the support office

Franchisees	Women	Men	Total
<30	24	19	43
30-49	140	116	256
≥50	63	50	113
<b>Total</b>	<b>227</b>	<b>185</b>	<b>412</b>
% Gender	55 %	45 %	100 %
Of which have foreign background	-	-	50 %

Support office and franchisees	Women	Men	Total
<30	34	21	55
30-49	179	143	322
≥50	83	69	152
<b>Total</b>	<b>296</b>	<b>233</b>	<b>529</b>
% Gender	56 %	44 %	100 %
Of which have foreign background	-	-	45 %

2-9 Governance structure and composition			
RC Sweden operates as a fully owned division of Reitan Convenience AS, leading to the formation of an internal board through elections. Membership on the board is determined by the specific roles individuals hold. This board consists of the CEO and CFO from the parent company, along with the country managers from the other Nordic nations. Mariette Kristenson, the CEO of RC AS, serves as the board's chairperson, while CEO Anna Wallenberg holds a position as an ordinary board member. Gender distribution: women 57 % - men 43 %.			
Name	Start date	Role	Other missions
Mariette Kristenson	2013-03-07	President	CEO Reitan Convenience AS
Anna Wallenberg	2021-09-08	Commissioner	CEO Reitan Convenience Sweden AB
Anna-Maria Carnemark	2022-05-16	Commissioner	CEO Reitan Convenience Norway AB
Rita Forsberg	2005-08-11	Commissioner	CFO Reitan Convenience AS
Jesper Ostergaard	2007-11-09	Commissioner	CEO Reitan Convenience Denmark AB
Teemu Rissanen	2016-07-04	Commissioner	CEO R-Kioski Oy Finland
Jakob Westergård	2020-01-22	Employee representative Unionen	N/A

205-1 Operations assessed for risks related to corruption, 205-3 Confirmed incidents of corruption and actions taken	
Total number of operations	388
Total number and percentage of operations assessed for risks related to corruption.	0 %
Confirmed incidents	0

\*Total number of operations' is the total number of sales outlets per 31st December 2023.

205-2 Communication and training about anti-corruption policies and procedures	
Does your company have an anti-corruption policy?	Yes
Is the policy communicated to the service office?	Yes
Is the policy communicated to your suppliers?	Yes
Have you organised training around anti-corruption?	Yes

301-1 Materials used by weight or volume	
Type of material	Quantity of items and percentage of renewables
Lids	9 474 972
Plastic	8 %
Paper	92 %
Bags	14 158 784
Plastic	5 %
Paper	95 %

The numbers represent absolute quantities, distributed between renewable and non-renewable materials as indicated by the percentages.



301-1 Materials used by weight or volume (continued)	
Type of material	Quantity of items and percentage of renewables
Cutlery	4 945 532
Plastic	0 %
Wooden	100 %
Coffee cups	11 739 794
With plastic lining	100 %
Without plastic lining	0 %

The numbers represent absolute quantities, distributed between renewable and non-renewable materials as indicated by the percentages.

302-1 Energy consumption within the organisation & 302-3 Energy intensity	
Total (fossil) fuel consumption within the organisation (liters)	59 214
of which petrol (liters)	57 081
of which diesel (liters)	2 132
Total (renewable) fuel consumption within the organisation (liters)	0
Total	
1. electricity consumption (MWh)	31 135
2. heat consumption (MWh)	5 663
Total	
1. sold electricity (MWh)	Not relevant
2. sold heat (MWh)	Not relevant
Total energy consumption within the organisation (MWh)	37 329
Energy intensity (MWh/sales outlet)	96
Standards, methods, assumptions and/or calculations used	Electricity and fossil fuel consumption data are derived from supplier records. Heating costs are determined based on a standard rate per square meter.
Source of emission factors used	Cemasys

302-4 Reduction of energy consumption				
Reduction (%)	2023	2022	2021	2020
Service office	-20	-12	9	11
Stores	-12	1	-19	-5
Total	-12	1	-18	-5

305-1 Direct (Scope 1), 305-2 Indirect (Scope 2), 305-3 Other indirect (Scope 3) GHG emissions, 305-5 Reduction of GHG emissions						
Ton CO2e	2023	2022	2021	2020	2019	% (comp w 2019)
Scope 1	286	515	242	298	190	51
Scope 2	613	630	628	754	1924	-68
Scope 3	49 000 *	36 478	39 180	40 155	69 860	-30

\*This figure has been adjusted and may not fully align with the figure disclosed by the parent company, Reitan Retail AS.

306-3 Waste generated	
Food waste	Quantity and estimated weight
Number of unsold products within edible categories that go to disposal	2 982 874
Estimated* weight, metric tonnes	328

The source data, pertaining to the number of product units, is obtained from surveys answered by company representatives. The weight is determined by this unit count and an estimated average of 110 grams per portion. This figure is based on the median weight for non-drink food items, assuming that drinks are less frequently sold in this manner.

\*The weight is determined by this unit count and an estimated average of 110 grams per portion. This figure is based on the median weight for non-drink food items, assuming that drinks are less frequently sold in this manner. The figure also covers donations.

306-4 Waste diverted from disposal	
Food waste	Quantity and estimated weight
Number of unsold products within edible categories sold through channels aiming to minimize waste (e.g. third-party rescue apps or with inhouse short-date discounts)	318 176*
Estimated** weight, metric tonnes	35

\*of which 97 912 were donated to charity.

\*\*The weight is determined by this unit count and an estimated average of 110 grams per portion. This figure is based on the median weight for non-drink food items, assuming that drinks are less frequently sold in this manner. The figure also covers donations.

308-1, 308-2, 414-1, & 414-2 New suppliers that were screened using environmental and social criteria and negative environmental impacts in the supply chain and actions taken	
Does your organisation have a Code of Conduct?	Yes
Percentage of new suppliers that were screened using environmental criteria	100 % for PBX, else 0 %.
Has your organisation terminated any relationships with suppliers due to the results of environmental assessments?	A few suppliers have been terminated because they did not meet the established criteria for PBX.
Percentage of new suppliers that were screened using social criteria	0 %
Has your organisation terminated any relationships with suppliers due to the results of social assessments?	No

Please note that Reitan Convenience Sweden AB has a new (launched 2023) CoC which includes both social and environmental criteria. That being said, the process for due diligence is still under development, which is why Reitan Convenience Sweden AB still cannot claim to perform regular environmental or social screening, although the CoC requires sustainable practices in the value chain.

401-1 New employee hires and employee turnover						
	RCS			Franchisee		
	New hires	Resignations	Net change*	New hires	Resignations	Net change*
Total employees <30	3	0	+2	11	6	+1
Women <30	1	0	+0	4	5	-6
Men <30	2	0	+2	7	1	+5
Total employees 30-49	14	6	+6	28	24	-4
Women 30-49	9	3	+7	13	10	-1
Men 30-49	5	3	-1	15	14	-3
Total employees ≥50	4	3	+3	3	13	+4
Women ≥50	4	3	+1	0	6	+3
Men ≥50	0	0	+2	3	7	+1
Total employees	21	9	+11	42	43	-1
Women	14	6	+8	17	21	-4
Men	7	3	+3	25	22	+3

\* Including transfer between age intervals.

404-1 Training and education, company specific	
Average hours of training per year per employee	30
Has the training included sustainability?	Yes

Data is not broken down by gender and employee category due to unavailable data.

405-2 Ratio of basic salary and remuneration of women to men	
Median: women to men ratio	0,95
Average: women to men ratio	0,97
Span: women to men ratio	(0,85 - 1,12)

The data is displayed on an aggregated level across Reitan Convenience Sweden AB's different positions.

Company specific	
Recycling	
Share of stores supported by a public or commercial recycling system	64 %
Of which do have in-store sorting	61 %
Innovation	
Share of campaigns expected to improve sustainability KPIs	38 %
Number of ideas in the idea channel	111
Number of participants in innovation activities	104*
Number of implemented ideas from the idea channel	2

\*The actual participant count is between 104 to 128. Given a possible overlap of 24 individuals, the smaller number is reported.

Empowerment and inclusion						
Empowerment: On average, to what degree (on a scale 1-100, where 1 is not at all and 100 is very much) do employees feel that they have the support and authority to make the decisions necessary for accomplishing their work?						86
Inclusion: On average, to what degree (on a scale 1-100, where 1 is not at all and 100 is very much) do employees feel that they can be themselves in the workplace, without feeling fearful?						94
Diversity	Support Office	Support Office (2022)	Franchisees	Franchisees (2022)	Store employees	Store employees (2022)
Number of people	122	115	391	413	2 141	2 186
Swedish	79 %	82 %	50 %	54 %	53 %	54 %
Minority Group	21 %	18 %	50 %	46 %	47 %	46 %

The variation in employee numbers compared to the data in sections 2-7 is due to the survey being conducted in November. The diversity numbers reflect the headcount at the time the survey was administered.

Perception score: 'Making the service industry more sustainable' (0-100)	
Pressbyrån	56
7-Eleven	51
Average	54

Based on brand-specific survey results. Data on PBX is not available.

Perception score: 'Opportunity to succeed in working life' (0-100)	
Pressbyrån	55
7-Eleven	55
Average	55

Based on brand-specific survey results. Data on PBX is not available.



Reitan Convenience Sweden AB  
Strandbergsgatan 55  
Box 30185  
104 25 Stockholm  
08-587 490 00  
[linnea.borgstrom@reitanconvenience.se](mailto:linnea.borgstrom@reitanconvenience.se)



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