

CSR-REPORT 2021

RYNKEBY FOODS A/S



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RYNKEBY FOODS A/S IS FULLY OWNED BY ECKES-GRANINI GMBH.	

This report constitutes the statutory statement of social responsibility and gender composition of the management, cf. the Annual Accounts Act sections 99a and 99b".

The report covers the financial year 2021 from 01.01.21 to 31.12.21.

Management

General Manager
Mark Ole Juel Hemmingsen, GM

Finance
Jens Christian Plauborg, CFO

Marketing
Carsten Mortensen, Director Marketing

Sales
Morten Thorsen, Director Sales

HR
Sidsel Marie Sindal, Director HR

Supply Chain
Jens Bang Termansen, Director Supply Chain

Board members

Rynkeby Foods A/S' board consists of 4 shareholder-elected and 2 employee-elected members.

Board members elected by shareholders:
Tim Berger, Eckes-Granini (chairman)
Sidney Coffeng, Eckes-Granini (Vice-Chairman)
Agnes Kovacs, Eckes-Granini
Ulrik Bunk, Eckes-Granini

Employees elected to the board:
Søren Reinholt Thomsen, Factory Manager
Lene Bøjden Lindstrøm, HR assistant

Report manager
Director HR
Sidsel Marie Sindal





INTRODUCTION

MARK OLE JUEL HEMMINGSEN

Sustainability and CSR are high on the agenda in Rynkeby. This report deals with our sustainability strategy and all the initiatives that translate the strategy into concrete efforts. Our long-standing dedication to the 10 principles of the UN Global Compact in the areas of human and labor rights, environment, and corruption is one of the key focal points, just as we relate to the 17 world goals set by the UN.

One of the major efforts in 2021 was our ISO 14001-EMAS certification. ISO14001 is the most recognized standard in environmental management systems, and it helps to strike a balance between the environment, society and the economy. At the same time, it forms the basis for obtaining an EMAS certification. EMAS (Eco-Management and Audit Scheme) is the EU's environmental management scheme. EMAS builds on ISO 14001 with a number of additional requirements - eg that we publish an annual environmental statement. With our environmental statement, we give the public insight into our common goals, policies and environmental work. We show the outside world, including our customers, investors, and authorities our commitment and dedication in climate efforts and environmental management in the form of reducing negative and unwanted environmental impacts. The overall goal of EMAS is to reduce both the direct and indirect environmental impacts.

Through our sustainability strategy and ISO14001 / EMAS certification, Rynkeby has a responsibility and obligation to work for and improve the company's environmental efforts.

2021, was another year marked by the COVID-19 pandemic, and therefore a number of derivative business challenges. Large parts of the country were closed down in the first four months of the year. Despite this, Rynkeby managed to deliver a nice profit through responsible changes and savings. This is not least due to our committed and competent employees. Rynkeby continues to have a strong focus on employee development through training and education. Competent employees are our foundation!

Team Rynkeby is our big CSR activity, and in 2021, due to COVID-19, we had to cancel the annual bike ride to Paris. Instead, it became a "Tour de Denmark". More than 1000 riders participated on the 19 teams that rode around in Denmark. The tour in Denmark was a huge success - well helped by fantastic weather. Along the roads, cars stopped, the riders were pushed and clapped forward. In the cities, civic associations and companies welcomed the riders with coffee depots and lunch.

Our owners, Eckes-Granini, also have sustainability at the top of the agenda. Our sustainability foundation is common across the entire group and is based on two basic pillars: PEOPLE and ENVIRONMENT. Under each of these themes, there are three focus areas. Together, the 6 areas form the backbone of our CSR and sustainability work.

Have fun reading!

MARK OLE JUEL HEMMINGSEN
General Manager Rynkeby Foods A/S.



BUSINESS RESULT 2021

2021 was a reasonable year. Increased activity in the Food Service sector and a positive development in chilled juice improved Rynkeby Food A / S 'revenue compared to 2020. The result for the year therefore ended with a profit of DKK 9.1 million after tax.

Rynkeby Foods A / S (hereinafter Rynkeby) has undergone many changes in recent years. A number of restructurings and changes have been implemented, which have contributed to increased efficiency and optimization of operations. 2021 has, as was also the case in 2020, been affected by COVID-19. The pandemic has left its clear mark on the business, where sales in Food Service in particular have been affected.

Market Development

Overall, the Danish market for juice, smoothie and dilutables has fallen. In 2021, juice has fallen by 1.0% in value. In this market, Rynkeby's share of the total market increased from 23.0% to 23.8 (+ 0.8%). The increase was primarily driven by a strong development of God Morgen® in 2021, where God Morgen® ended up as the market leader in chilled juice (volume sales). At the same time, Rynkeby has experienced great success with Tørst and Rigtig® Smoothies.

Revenue and Profit 2021

The societal handling of the COVID-19 pandemic with eased restrictions and the return of previous years' consumption habits led to a regained greater activity in the Food Service sector, which together with an increased campaign activity in selected business areas in Retail in Denmark and other markets meant that Rynkeby in 2021 realized a total turnover of DKK 913 million compared to DKK 864 million in 2020. The general increased activity combined with previous restrictions and closure of production and logistics facilities worldwide resulted in a general lack of several primary raw materials as well as increasing energy and freight rates, why it especially from the 2nd half of 2021 was necessary with extraordinary cost focus as well as an assessment of commercial contracts. For 2021, the company therefore delivered a result after tax of DKK 9.1 million in relation to DKK 1.1 million the year before.



Investments

Rynkeby continued to work on automatisations of

production equipment at the Ringe factory. In 2021, we optimized our juice preparation area. We established four new super tanks, where a new control system optimizes and structures mixtures for juice production. Furthermore, we established the World's first plant for thawing frozen raw materials in barrels. This made Rynkeby's production more efficient. The plant runs on an energy bank established by excess heat from boilers and compressors. This means a saving of more than 500 tonnes of CO2 and more than DKK 1 million per year.

Expectations for 2022

The consequences of the COVID-19 pandemic with rising raw materials, freight and energy prices already noted at the end of 2021 will continue in 2022. Unfortunately, this situation has worsened due to the war in Ukraine that erupted in March, and a more than doubled inflation rate is expected to significantly affect the market with changes in consumption habits as a result. The development and impact of the company's financial conditions will be closely monitored with the initiation of necessary measures. With a major cost focus and balanced efforts, management expects to be able to achieve a 2022 result on a par with 2021.

Industry Winner 2021

In 2021, Rynkeby was named Denmark's most sustainable brand in the beverage category.

A total of 6,800 Danish consumers gave their assessment of 236 brands across 24 industries. Overall, Rynkeby was in 17th place. The ranking is based on the consumers' assessment of environmental and social responsibility.

Data Ethics Policy

The company has assessed that our current GDPR and IT Code of Conduct policies with associated internal controls are sufficient in relation to the handling and provision of data, and therefore do not require an independent data ethics policy for the present. Should significant changes occur in the company's data environment and scope, management will initiate appropriate initiatives to enforce data ethics principles.

Goal for Women on Board and Management

The board of Rynkeby consists of four owner-elected board members for Eckes-Granini Group and two employee-elected members. It is the company's goal that both genders should be represented in top management by 2021 with at least 25% for the underrepresented gender. Out of the six members of the board, two are women. This corresponds to 33%, which meets the set target.

At other management levels, Rynkeby has a goal of a 50/50 distribution. In 2021, the gender distribution was 44% women and 56% men. Rynkeby finds that the balance in the management is satisfactory. Rynkeby works continuously to ensure the balance among managers, which is done through promotions and recruitments.



STRATEGY AND BUSINESS

Eckes-Granini's strategy plan, ONE Eckes-Granini, did set its mark on 2021 in Rynkeby, where three of the strategy's seven strategic focus areas in particular received attention. The sustainable agenda also took an even more central position in the business.

Rynkeby was acquired by Eckes-Granini Group in 2016. In this connection, a number of organizational changes were implemented in the form of e.g. transfer of production from Sweden to Ringe. This means that the production facilities in Ringe today account for the majority of Eckes-Granini's juice production in Scandinavia.

The factory in Ringe currently produces the following branded goods: Rynkeby, God Morgen® and Brämhults. Three strong brands in the Scandinavian market.

The Market

The juice and dilutables market is changing, and the COVID-19 pandemic of recent years has further influenced a consumer trend that points to more exciting products with functional properties. There are generally changes in our customers' consumption patterns, just as there are several sales channels in the process of changing. Consumers are more focused on health, they are looking for convenient shopping opportunities, and generally they are looking towards brands they trust.

The Strategy

In 2021, Eckes-Granini initiated a major strategic change. The journey towards ONE Eckes-Granini 2025 began.

The overall ambition of the strategy is to become an "Innovation Leader" in FJND and achieve 15% market share in Europe.

ONE Eckes-Granini 2025 contains seven overall strategic directions:

1. **Employees:** talent and career, management, organizational development
2. **Innovations:** higher degree of product innovation
3. **Marketing:** new ways of working and digital acceleration
4. **Commercial channel change:** new sales channels
5. **Geographical expansion**
6. **Sustainability:** a goal of being among the best
7. **Value chain:** a coherent and modern supply chain across countries

Eckes-Granini has juice companies in ten European countries, and it makes good sense for more knowledge and experience to be collaborated and exchanged across national borders. In the coming years, there will be a focus on optimizing synergies across borders.

The journey towards ONE Eckes-Granini 2025 is organized with a number of themed workstreams based on the above seven strategic directions. Common to all workstreams is that there is a focus on ensuring that you achieve an optimized workflow across national borders.

In 2021, three major strategic changes in particular affected Rynkeby:

1. Marketing - New Ways of Working

In 2021, the focus shifted from being country-focused to being brand-focused. All brands in Eckes-Granini are now handled in brand teams across national borders. In Rynkeby, this way of working has been known for several years. This has been the way we have been organized since Eckes-Granini bought Rynkeby. God Morgen® and Brämhults are led from Sweden, while Rynkeby is led from Denmark.

2. One R&D

Innovation is the key word in the coming years, and therefore we want to increase the number of innovations. This is done through a standardized innovation process across all Eckes-Granini units. At the same time, one entrance for projects will be established, just as innovations in future will be developed around the brand platform and not the individual countries. We believe that this change creates bigger and better ideas. In 2021, this strategic focus had the consequence that our Danish R&D teams became part of the international R&D Team.

3. ONE IT

IT moves seamlessly across borders, and therefore it also makes good sense for the area to be organized across the organization. From 1 January 2022, Rynkeby's IT employees joined the international team ONE IT. The new ONE IT is responsible for ensuring that all Eckes-Granini's systems, programs and IT projects are handled collectively and across national borders.

The strategy process extends over the next few years, and will certainly lead to a number of exciting new initiatives in Rynkeby.

Sustainable Future

The Eckes-Granini Group's vision is as follows: "We inspire consumers and customers with the best of fruit for all relevant needs and occasions." For us, it also means that we take an active responsibility for the environment and people.

Eckes-Granini Group is a family-owned company with over 160 years of history. In order for us to offer natural products of the highest quality in an environment worth being a part of, we are committed to sustainable resource protection.

We work continuously to strengthen our sustainability activities. For us, it is important that sustainability and business are closely linked, and for us they are prerequisites for each other. All of our sustainability initiatives are deeply rooted in our core business, which means they are not detached, stand-alone projects.

We engage with our employees, customers and consumers, who buy our products and who are inspired by our juices every day. Our goal is very clear:

We want to become one of the world's most sustainable juice producers

Our sustainability strategy translates into two overarching areas, where we take responsibility for 1) people and 2) the environment, respectively. Here, we have identified six specific focus areas, each with its own working group, where the participants form a broad representation in the group.

Each of the six areas also has dedicated resources at the Danish factory in Ringe. On the following pages, we will show our status, progress and upcoming initiatives for each focus area at the factory in Ringe.



RESPONSIBLE MANAGEMENT

At Rynkeby, we take responsibility for the decisions that are made. We distance ourselves from bribery, corruption and food fraud. In addition, we focus on respecting human rights.

Our approach to responsible management

Rynkeby must comply with the UN conventions and principles defined in the UN Global Compact. This means that we must work according to sustainable principles and seek solutions that take into account human and environmental conditions.

We undertake to show consideration for the issues that concern the local community around our company and in the countries where our raw materials come from.

At Rynkeby, we distance ourselves from any form of bribery and corruption, both with our own employees and with the suppliers we work with. In addition, we want a high level of food security and we do not tolerate food fraud.

We support and respect the enforcement of international human rights rules and ensure that we, as a company, or through the company's activities, are not to blame for any violation of human rights. For Rynkeby, human rights include, for example, health and safety in the workplace, which are given high priority, among other things, by offering health activities, ongoing competence development and training of all employee groups.

For Rynkeby, human rights also include that we offer fair salaries, insurance schemes, a senior scheme, and that we naturally follow applicable agreements and rules.

Risks

We are aware of potential risks related to corruption, bribery and human rights violations, especially in the countries where we are purchasing our raw materials..

We are aware of the risk of food fraud; for example ecological status of foods or the addition of non-original fruit to juices.

We are aware of these potential risks, but we also believe that timely care is exercised through requirements to suppliers and implemented procedures throughout the value chain, and that we therefore have an appropriate preparedness in relation to counteracting or eliminating any unintentional incidents in the area.

We are also aware of potential risks related to our production and associated activities, including environmental risks such as violation of our environmental and wastewater permits.

Actions

To ensure compliance with current legislation, both in relation to corruption, bribery and human rights, we have drawn up a code of conduct with concrete guidelines on how we should behave in these areas.

All employees have been given the Eckes-Granini Group's "Code of Conduct", just as it is handed out to all new employees when they start. Of course, we expect employees to familiarize themselves with the content. Therefore, it is up to the individual managers to ensure that employees in the various departments are familiar with the content.

To ensure that our suppliers also live up to the principles, all raw material suppliers must sign our Supplier Code of Conduct when entering into contracts. In addition, the largest suppliers must undergo an EcoVadis CSR evaluation at least once every year and a half. Targets have been set for what score our suppliers must achieve. The goals are described in more detail in the section on responsible procurement.

In 2021, we implemented a whistleblower scheme, which enables employees to report any concerns and observations regarding inconsistent and perhaps even illegal behavior in Rynkeby / Eckes-Granini in the safest possible way.

The scheme is an external communication platform that is in full compliance with the new EU regulation, equipped with the highest security standards and certified to submit anonymous or, if desired, named reports.

2021 was also the year in which we obtained environmental management certification in accordance with the requirements of ISO 14001 and EMAS, which has naturally led to an improvement in our environmental efforts.

In addition, we set a number of goals for the health, safety and well-being of our employees. These are described later in this report.

FOCUS AREAS

The Eckes-Granini Group and Rynkeby's work with CSR and sustainability roots in the group's sustainability strategy. In particular, five of the UN's world goals are clearly rooted in the strategy that embraces our two main areas: People and Environment.

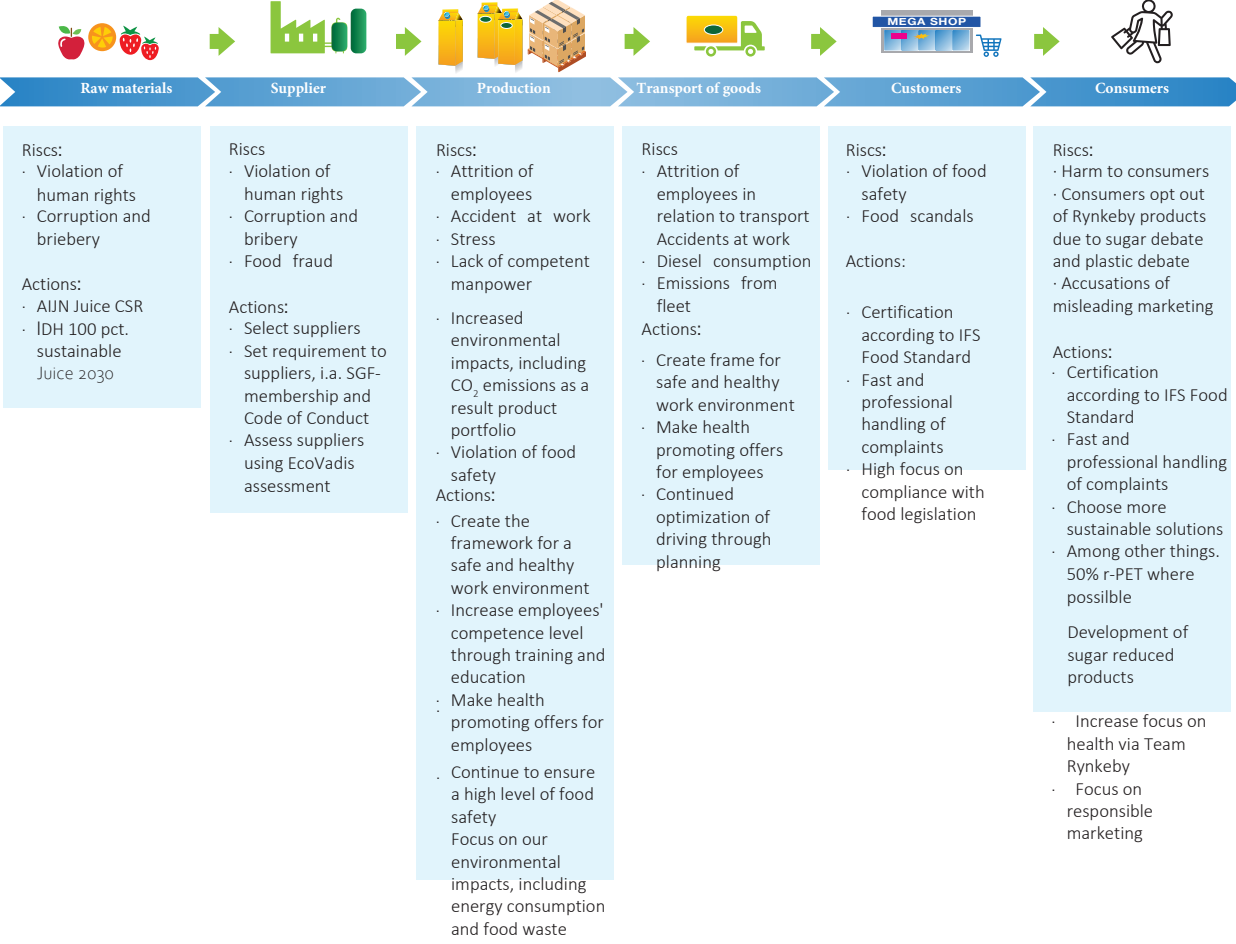
The Eckes-Granini Group and Rynkeby have a very clear sustainability strategy that has two key focus areas in the form of ENVIRONMENT and PEOPLE.

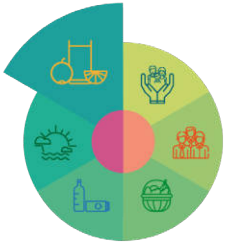
Despite this, however, we managed to complete our EMAS and ISO 14001 certification, which had been postponed from 2020 due to COVID-19, in particular.

2021 was a year still affected by COVID-19. The year offered several partial shutdowns and restrictions, which at Rynkeby resulted in operational consequences. These had an impact on the planned activities of the year, especially activities that required us to gather people.

In connection with the environmental certification, we carried out a major risk analysis of the company's strategy and environmental impacts. This has not led to significant changes in the overall risk assessment.

Value Chain: From grower to consumer





MORE SUSTAINABLE JUICE

Purchase

Most of the raw materials and primary packaging materials that we use at Rynkeby are purchased by our colleagues in Eckes-Granini Group in Germany. It is always a great advantage that we are part of a larger organization and thus can make demands on the supply chain, and as a result run a more sustainable business and development.

Access to Responsible Purchasing

We are determined to actively contribute to making global fruit growing and trade more sustainable and thereby more suitable for the future. We buy fruits and vegetables from all over the world, where the natural conditions are most favorable. For us, quality and taste are paramount, but we work to ensure that the purchase of sustainable raw materials is as important a parameter as the quality itself.

Actions - Sustainable Procurement for Successful Change

But how does sustainable procurement work at all? And what does "sustainable agriculture" mean? Eckes-Granini joined the Sustainable Juice Covenant (SJC) in 2019 to define and support an industry-wide, standardized rulebook. SJC is a sector-driven activity where members work towards purchasing all fruit and vegetable-based raw materials from sustainability-certified growers and producers. Via the connection to SJC, we set high standards to be able to document that i.a. human rights, anti-corruption and working and environmental conditions of our partners are respected. In addition, food safety, traceability and good business practice are the main elements.



OUR OBJECTIVE:
2030
↓
100%
SUSTAINABLE JUICE

Eckes-Granini has set a clear direction and a clear goal: By 2030, all our beverages will be produced exclusively using sustainably produced fruits and vegetables. In this way, we help to ensure that our procurement processes protect both the social conditions and the environment in the first part of the supply chain. That is a very ambitious goal. In 2019, the total volume of sustainably-certified raw materials was 22%. In 2021, that figure was 47%.

Visit SJC's homepage and learn more: [The Sustainable Juice Covenant: Covenant Document - IDH - the sustainable trade initiative \(idhsustainabletrade.com\)](#)

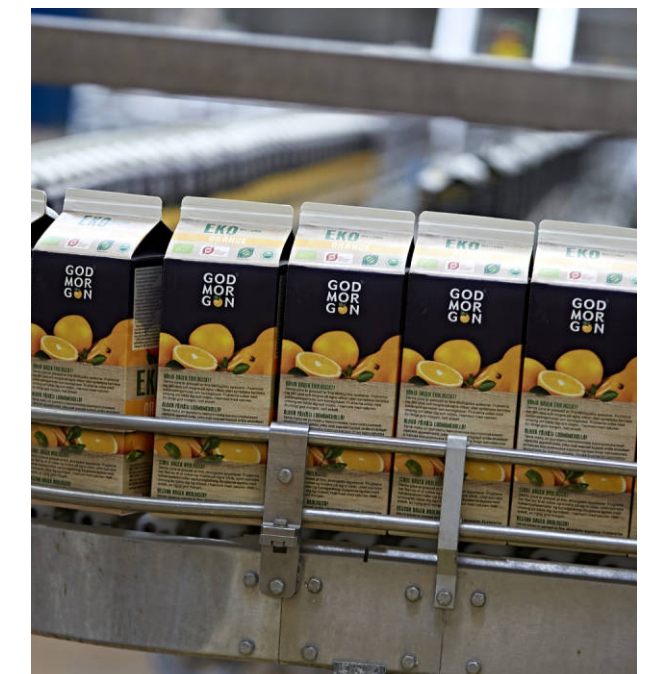
"Sustainable Initiative" - a Sustainable Choice

In addition, since June 2020, Eckes-Granini has been a member of the Sustainable Agriculture Initiative Platform (SAI Platform), which is one of the most important global initiatives for sustainable agriculture in the food and beverage sector.

One of our most recent initiatives is the "Sustainable Initiative" label. This labeling implies that, on the basis of a mass balance principle, we have purchased oranges that are included in the products, from growers, who are certified as sustainable. The certification implies that you in cooperation with the growers improve the environmental and social conditions in the orange plantations.



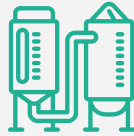
The growers undertake to follow the improvement program and make ongoing self-assessments using a wide range of questions. At this standard, a bronze level must be achieved to obtain the certification. The mass balance principle optimizes the process for growers to sell their sustainable harvest and is a catalyst for the sustainable agenda, and it motivates our suppliers to become more sustainable.



Sustainable Procurement According to SJC Standards



Raw material suppliers must meet at least bronze level in the SAI platform Farm Sustainability Assessment (FSA) or equivalent standards such as Rainforest Alliance™ or Fairtrade



All suppliers involved in the further processing of raw materials must comply with minimum social standards and be certified according to Sedex Member Ethical Trade Audit (SMETA 4 Pilar) or SA8000.



We guarantee the traceability with our rawmaterial suppliers based on the mass balance principle

Labeling with "Sustainable Initiative" is currently used on our Good Morning® Orange 1L. We have a guarantee that all orange juice concentrate that we import from Brazil is grown sustainably (ie has reached bronze level). We are constantly working to add more sustainably grown fruits and vegetables from several countries.

The results of the audit are reported with a score from 0 - 100. The goal is that min. 80% of suppliers score over 45 points. Since June 2021, Eckes-Granini has been a member of the Sedex Member Ethical Trade Audit (SMETA) platform, and going forward, it is mandatory for all sustainable suppliers to be audited according to SMETA 4-Pilar.

Visit SAI Platform homepage to learn more:
[SAI Platform — Sustainable Agriculture Initiative Platform](#)

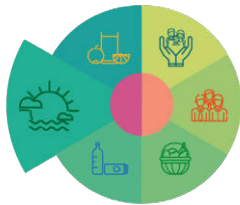
Assessment of Suppliers' Performance in the Field of Sustainability

In previous years, the performance of sustainable suppliers has been evaluated and audited using EcoVadis based on 4 topics:

- 1. Environmental impact
- 2. Human rights
- 3. Sustainable procurement
- 4. Fair Business Practice (Ethics)

	Result 2018 New baseline	Result 2019	Result 2020	Result 2021	Goal 2022
EcoVadis Self Assessment for suppliers	> 90% of suppliers achieved > 35 points	47% > 45 points	77% > 45 points	77% >45 points	Min. 80% > 45 points
Share of raw materials that are sustainability certified (based on mass balance principle)*	N/A	22 %	47%	Goal 2021 50% (Result found first medio 2022)	100% in 2030

*Calculated at EG Central Procurement Group level



CLIMATE PROTECTION

Environmental Policy

It is our goal to become one of the most sustainable companies in our industry. Our desire is to protect and prevent pollution from our company, therefore we undertake to comply with current environmental and occupational health and safety legislation. We work with continuous improvements of the environmental conditions in our company based on our environmental management system. In order to reach the goal of the continuous improvements, we focus on the following areas:

Energy and Transport

We must reduce energy consumption, and we always work to find energy-efficient solutions in both existing and new processes in our production. We want to reduce our consumption of fossil fuels through investments in relation to our trucks and optimization of driving.

Water and Wastewater

Through optimizations and investments, we ensure solutions that minimize water consumption without compromising on quality and food safety. By minimizing water consumption in our processes, we can also lower our wastewater discharges.

Waste and Recycling

We work consistently to avoid all types of waste including materials, fuel, energy, raw materials and other types of resources used in connection with our production and operation. We ensure that our waste is recycled and reused to the greatest possible extent. If waste still occurs, we ensure a sustainable disposal. Overconsumption is also waste, and therefore production, operation and consumption are monitored and optimized continuously.

Packaging and Plastic

We want to reduce our consumption of plastic and cardboard for packaging through increased focus on more sustainable packaging solutions.

ISO14001 + EMAS Certification

In 2021, we were certified in the environmental standards ISO 14001-EMAS. ISO14001 is the most recognized standard in environmental management systems, and it helps to create a balance between environment, society and economy. At the same time, it forms the basis for obtaining an EMAS certification.



ISO14001 helps to create the framework for how the organization can protect the environment and respond to changes in environmental circumstances. This is done by making an environmental policy, setting environmental goals with associated processes as well as following and monitoring our processes and initiating actions with a view to continuous improvement. The effectiveness of the environmental management system depends on the fact that all levels and functions in the organization are represented and that the management takes the lead. The standard helps the company to achieve the goals that are intended, while creating value for the environment, the company itself and its stakeholders. EMAS (Eco-Management and Audit Scheme) is the EU's environmental management scheme. EMAS builds on top of ISO 14001 with a number of additional requirements e.g., that we publish an annual environmental statement. With our environmental statement, we give the public insight into our common goals, policies and environmental work. We show the outside world, incl. our customers, investors and authorities, our commitment and dedication in climate action and environmental management in the form of reducing negative and unwanted environmental impacts.The overall goal of EMAS is to reduce both the direct and indirect environmental impacts. The direct environmental impacts in the organization are one's energy and resource consumption, waste production and emissions, e.g greenhouse gases and wastewater. The indirect environmental impacts come from suppliers, raw materials, customers and consumers.

Action and Status of Environmental Improvements 2021

Based on our sustainability strategy and ISO14001 / EMAS certification, EG DK Rynkeby has a responsibility and obligation to work for and improve the company's environmental efforts. The overall goal of the strategy is to reduce our CO2 emissions as much as we can - and then compensate for the remaining CO2 emissions by investing in external projects that ensure a corresponding CO2 reduction elsewhere in the World. As of 1 January 2021, we have compensated for the CO2 footprint that is directly emitted from our activities at the factory and offices, i.e. GHGP scope 1 + 2 and parts of scope 3 i.a. business travel, leased cars and imprints from employees' driving to / from work. Eckes-Granini Group has entered into an agreement with ClimatePartner on CO2 compensation through a project in Portel, Brazil, which ensures protection of forest areas in the Amazon that were otherwise at risk of being harvested. The project is certified through Verified Carbon Standard (VCS), which is among the best standards in climate compensation. It is our guarantee that the CO2 compensation has taken place and makes a difference to the climate here and now.



At the same time, we have chosen a project that also benefits the local population, who are trained in forestry and alternative income opportunities, such as growing peppers.

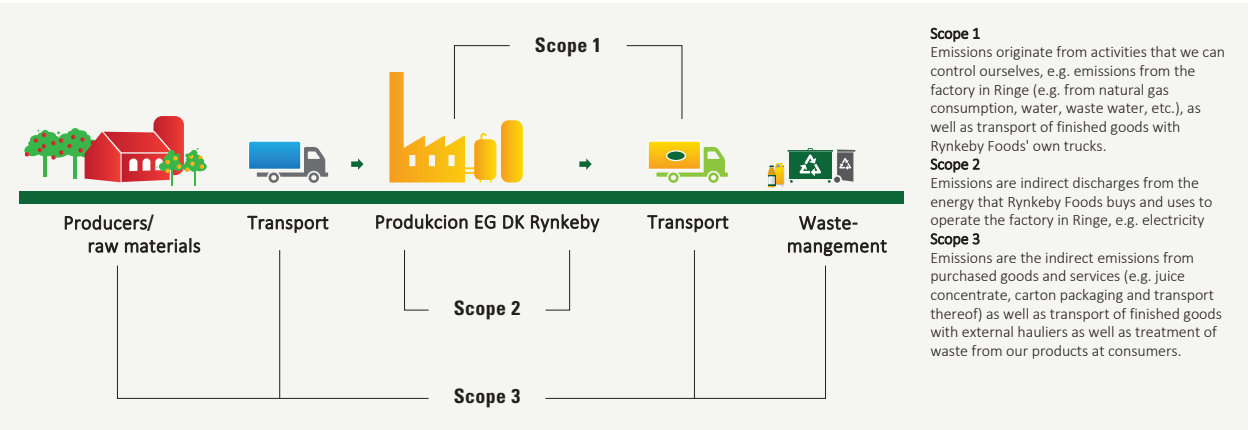
Science-Based Target (SBT)

The Science Based Target initiative is an independent association that helps companies with evidence-based goals to reduce greenhouse gases and thus limit global warming. Goals are considered science-based if they are in line with the latest climate research and within what is considered necessary to achieve the goals of the Paris Agreement.

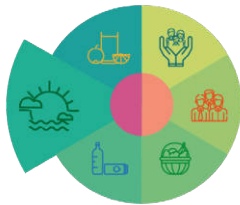
Eckes-Granini Group is proud to have set Science-Based Targets, which places us as a leader in the CO2 conversion.

The independent Science Based Target initiative has approved our emission reduction targets in accordance with the levels required to meet the targets in the Paris Agreement. The greenhouse gas emissions (GHG) from our production (scopes 1 and 2) are in line with the reductions needed to keep global warming to 1.5 ° C - the most ambitious target in the Paris Agreement. Our targets for the emission from our value chain (scope 3) meet SBTi's criteria for ambitious value chain targets, which means that they are in accordance with current best practices.

Eckes-Granini undertakes to reduce absolute scope 1 and 2 GHG emissions by 95% by 2030 from a 2019 base year and to reduce scope 3 GHG emissions by 50% per liters of product within the same time frame.



Greenhouse gases are divided into three categories or "scopes" by the most widespread international calculation standard, the greenhouse gas protocol (GHG)



ENERGY AND WATER

Due to an increased production volume, the key figure for Natural Gas increased by 4%. We produced 8 million liters more in 2021 compared to 2020 corresponding to an increase of 6.8%. The key figures are calculated per 1000 liters of produced product. In 2020, the key figure for electricity fell by 5.6% caused by optimization of processes in production.

In 2021, the actual consumption of electricity and natural gas increased: Electricity by 1.7%, and natural gas by 1.8%. Energy consumption increased as production volume increased, requiring more light, heat and machines that run etc.

The total water consumption was approximately on the same level as in 2020 (+0.5%), and this was also reflected in the key figure, which fell by 6.4%. We were better at optimizing our processes as product volume increased by a total of 6.8% compared to 2020. Total wastewater discharge increased by 9% compared to 2020, which was also seen in the key figure. A fact that could also be explained by the increased production volume.

Energy Vision

The EU Energy Efficiency Directive from 2012 requires that all large companies must carry out energy audits to limit their energy load. The directive has been implemented in Danish legislation, and since 2015 it is mandatory for all major Danish companies to have energy audits carried out every four years.

In 2021, we implemented our planned energy audit, where we laid out a concrete action plan for and prioritization of energy-saving projects. As part of our sustainability strategy and EMAS environmental certification, we work actively, strategically, and systematically to reduce our energy consumption and CO2 emissions.

The Danish Energy Regulatory Authority identified several savings potentials:

- Reduction of standby consumptions on weekends
- Replacement of ventilation system
- Control of ventilation system
- Utilization of heat from processes in production for heating
- Recycling of water in various processes

At the end of 2021, the first projects were initiated.

Civil Complaints

In 2021, we have received two complaints from our surrounding neighbors to the company regarding noise nuisance. The noise nuisance was to due to the offloading of juice barrels in the Spring. We received no coomplaints through the authorities and all the complaints were settled directly with the neighbors.

	Result 2018 New baseline	Result 2019	Result 2020	Result 2021	Goal 2021
Reduce product waste to a minimum (defined as waste from mixing to filling)	2,9 %	3,4 %	4,2%	4,39%	4%
Losses expressed as destruction costs total. 2018 is baseline index 100	100	47,8	47,0	38,3	36,9
Procurement 100% green el	-	-	100% green el implemented	100%	100%
Electricity consumption per 1000 L product	76,77	78,18	79,28	75,00	75,87
Water consumption per 1000 L product	3,22	3,21	2,97	2,78	2,79
Wastewater per 1000 L product	1,46	1,52	1,53	1,56	1,48
Gas consumption m³ per 1000 L product	11,65	12,21	12,31	11,68	12,76

TRANSPORT AND LOGISTIC

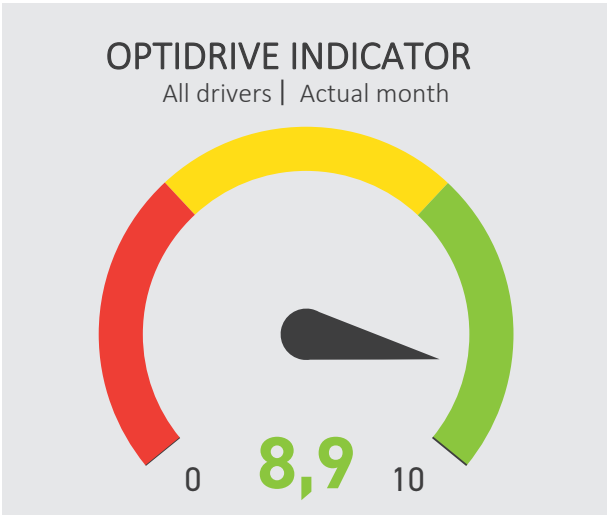


In 2020, our journey began with the replacement of our existing fleet management system in our trucks. In 2021, we reached our goal, and we have now installed a new and better system in all our trucks, which provides completely new opportunities for monitoring and controlling our trucks. The system is used especially to optimize driving planning, as the trucks physical position is visible in real time, but also to be able to analyze the drivers' driving performance based on different parameters. This is of great benefit to both the person in charge of the area and also the drivers themselves.

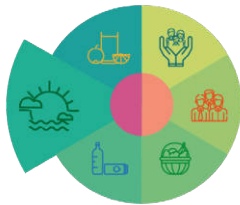
The system has e.g. a barometer function for simplification and easier understanding of data, which clearly gives an indication of the driver's own performance ability and good insight into the trucks' environmental performance. It leads to good evaluations, and at the same time makes it possible to make the mobile workforce more efficient and profitable. Finally, the system provides a good opportunity for optimal status and control.

Our goal with the trucks is to reduce CO2-emissions. We do this through increased focus on driving km/liter, where driving optimization both via the drivers' own performance ability and via route planning is the main essence.

In addition, in 2022, we will start testing the use of HVO biodisel on selected trucks. This will help to significantly reduce CO2 emissions and contribute to a greener transition.



WASTE AND RECYCLING



Focus on Waste

Again in 2021, the focus was on environmental improvement measures, with particular priority given to minimizing waste in production.

New environmental targets were set for waste:

- Product waste - defined as loss of product from mixing plant to filling plant in %.
- Product loss, which is an expression of total destruction costs, including both production losses and losses of products, that e.g. expire on the date before sale.

Despite the fact that product composition has become more complex with several types of products and raw materials, and bottled in smaller batch sizes, it was possible to maintain the level of product waste. This was achieved through the implementation of several process improvements in the filling area, training and education of our employees, and that there was focus and follow-up on KPIs. Data are shown in the table below.

By reducing product waste, we could purchase smaller quantities of raw materials per liter of juice produced, just as it reduced the COD content of our wastewater.

Although product waste in % stagnated, the training efforts and the increase in competences meant that the amount of internal mixing and filling errors in production decreased, with a positive environmental effect as a consequence.

As can be seen from the table below, the destruction costs were reduced by 8.7% compared to last year and as much as 61.7% compared to 2018. A very good result which is expected to be maintained in the future.

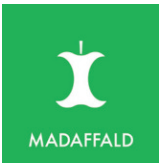
	Result 2018 New baseline	Result 2019	Result 2020	Result 2021	Goal 2021
Reduce product waste to a minimum (defined as waste from mixing to filling)	2,9 %	3,4 %	4,2%	4,39%	4%
Losses expressed as destruction costs total. 2018 is baseline, index 100	100	47,8	47,0	38,3	36,9
Procurement 100% greener electricity	-	-	100% green el implemented	100%	100%
El consumption per 1000 L product	76,77	78,18	79,28	75,00	75,87
Water consumption per 1000 L product	3,22	3,21	2,97	2,78	2,79
Wastewater per 1000 L product	1,46	1,52	1,53	1,56	1,48
Gas consumptin m³ per 1000 L product	11,65	12,21	12,31	11,68	12,76

Waste and Recycling

We work consistently to avoid all types of waste including materials, fuel, energy, raw materials and other types of resources associated with our operations. We also ensure that our waste is recycled and reused to the greatest possible extent. If spillage still occurs, we ensure a sustainable disposal. Overconsumption also leads to waste. Therefore, operation and consumption are continuously monitored and optimized.

In 2021, we carried out a major analysis of our waste streams and identified opportunities for increased sorting. By the end of 2022, our household waste must be sorted into ten fractions. We started sorting in 2021, and now we sort waste from kitchens, canteens, kitchenettes, meeting rooms and offices into seven fractions according to the common pictogram system in Denmark.

There is no longer a waste paper bin in offices. Instead, employees must bring their waste for joint sorting in kitchens or selected locations. It provides both better sorting and less work for the cleaning staff of emptying bins.



TOO GOOD TO GO



Every year more than 47 million tons of food are wasted in European homes, which in Denmark is more than 1/3 of all food*

Too Good To Go & Rynkeby –Together Against Food Waste

In line with our sustainability strategy, which translates into two overall areas, where we take responsibility for 1) people and 2) the environment, Rynkeby plays a key role in helping to minimize food waste. In fact, our focus on food waste began as far back as 1934, when Inger Rasmussen began pressing juice out of fallen apples. She resented seeing so many apples being thrown out every single day, and from this arose the idea of making home-pressed juice from apples.

All to minimize food waste. This is what you know today as Rynkeby.

To contribute even more actively in the fight against food waste, Rynkeby, in 2021, entered into a collaboration with Too Good To Go in Denmark on the sale of products with short shelf life. Too Goo To Go's mission - to inspire and give all Danes the opportunity to make a difference in the fight against food waste - is well connected with our focus on sustainability. Therefore, we believe, that together we can make a difference which matches our desire to contribute to more sustainable juices.

Too Good To Go Collaboration

The collaboration with "Too Good To Go" includes the sale of Rynkeby's colonial juice products. Approximately once a month, offers are placed on Too Good To Go's app and website, where everyone has the opportunity to buy Rynkeby products with a shorter shelf life.

The offers are in full packages and are handed out at the reception. The first test went well with happy customers who picked up their goods at our address in Ringe - a total of 756 liters of juice and 62.5 kg jam were sold to local citizens.

"Often Good After"

Rynkeby has for a long period of time used the 'LOOK-SMELL-TASTE'-icon on most packaging to encourage consumers to use their senses to reduce food waste easily and quickly.

However, surveys show that more than half of Danish consumers do not understand the difference between "last use date" and "best before". Many people think that the two have the same meaning and many foods therefore end up unnecessarily in the waste bin. Exactly, it is estimated that 10% of all food waste is due to confusion around date labelling.



MERE END 1/3 AF AL MAD SPILDES

2,4

millioner mennesker redder allerede mad i Danmark

4.064

caféer, restauranter, supermarkeder, bagerier, hoteller (og meget andet!) er i appen

9

millioner måltider reddet i Danmark - indtil videre

Kilde: www.toogoodtogo.dk



That is why we at Rynkeby, and in line with our collaboration with Too Good To Go, have chosen to create even greater awareness of reducing food waste and ensuring recognisability across food packaging. In addition, Rynkeby has joined a coalition of the country's largest food companies, which together improve the date marking on the packaging so that consumers can more easily navigate via the icon that shows "often good after".

We have a shared responsibility to combat food waste and want to support consumers in making responsible and conscious choices. Therefore, Too Good To Go is also an obvious, strong partner for Rynkeby, where we support the good initiative and add the label "Often good after" on a large number of our products, which will be implement on most Rynkeby packaging during 2022. All to maintain our founder Inger Rasmussen's vision of minimizing food waste.

Source: www.toogoodtogo.dk



PACKAGING



Rynkeby continues the journey of incorporating sustainability into our packaging development. Our ambitious packaging strategy with environment at the center gives us a clear starting point for making the most environmental friendly decisions whenever possible.

Approach to Packaging

The development of sustainable packaging is no longer an option, but a necessity, and we are pursuing several paths to make our packaging more environmental friendly and to reduce the overall CO2 footprint of our packaging. We work both towards reducing the packaging material and the weight, and we strive to make use of recycling and biobased materials. Our goal is to ensure that customers always takes sustainable packaging, no matter what product they choose.

**100%
GENANVENDT
PET FLASKE**

Actions

We set high environmental requirements for ourselves and therefore also for suppliers and partners. Since 2019, we have been ambitious in our goals of constantly

increasing the recycling rate of our plastic bottles. We started with a goal of 25% recycling and then increased the goal to 50% in 2020. The year 2021 was no exception. During the summer all our monolayer PET-bottles went from 50% to 100% recycled plastic.

We are extremely proud of that, which is equivalent to a volume of 6 mill. bottles. With these changes we are setting a clear direction for the future when it comes to sustainability and contributing to an important environmental effort without compromising food safety.

In addition to increasing the recycling rate in PET bottles, our focus were on optimizing the label materials on these bottles. Here, too, we made a significant shift compared to over half of our portfolio. On our absolute largest chilled series, we converted the label material from plastic to 100% recycled paper, and in addition to reduced plastic consumption, fossil fuels were reduced by almost 50%. In addition, the new material also aims to ensure a higher recycling rate in the subsequent return process of the deposit systems, as the new material is easier to clean than hitherto.

Bioplastics shares increased from 76% to 83%, and with this change we reduced up to 38 tonnes of CO2 compared to 2020, even though the volume increased in 2021. Another improvement project was to change the material on our 1L Elopak cartons. With the new material, the total consumption of both fiber and PE material was reduced. This meant, solely due to this material reduction, that the cartons' CO2 emissions was reduced by 1.5%, converted to a 2.25 tonne CO2 reduction in 2021.

Our journey and level of ambition does not stop here. In 2022, we will work hard to realize an increased recycling rate in our remaining plastic bottles and to convert more labels into a more sustainable material than what we use today.



Despite our ongoing optimizations and our reduction of material consumption in our cartons, we can assure you that it has no quality impact of the juice. The new materials have the same properties as in the previous packaging, but are now only available in a more environmentally friendly material, without compromising on product quality or food safety.

Cartons

Cartons form a large part of Rynkeby's business, and also here in 2021, we made significant material optimizations. The first significant change was in our large 1.75L Tetra carton series, where we made adjustments to the material and replaced fossil plastics with more bio-based plastics. The change meant that the cartons have become more environmentally friendly through e.g. removing limescale on the inside of the carton and switching to sugar cane plastic.



THREE QUESTIONS ARE CRUCIAL FOR US WHEN IT COMES TO PACKAGING:

1.

What do consumers want?

2.

How can we ensure that our juices and fruit drinks are of top quality?

3.

What is the best way to protect the environment and its resources?

OUR OBJECTIVE:

2025



100%

BOTTLES FROM R-PET



10%

LESS PACKAGING WEIGHT THROUGHOUT OUR PORTFOLIO



EMPLOYEES

Rynkeby wants to be a responsible and attractive workplace. Therefore, it is natural that Rynkeby aims to create happy, healthy and competent employees. We do this by taking responsibility for the individual employee's security and development.

Our committed and competent employees are crucial for us to be able to meet our goals for the company.

Health and Working Environment

One of the most important focus areas is employee well-being. It is our employees' commitment and competencies that make it possible to develop Rynkeby. We will always prioritize care for the employees' physical and mental well-being.

In recent years, we have worked purposefully with our safety culture, and we have, among other things a very ambitious goal of zero work-related injuries.

In 2021, we continued our focus on the registration of incidents and in particular the registration of "near-by-situations", which are broadly on a par with 2020. "Near-by-situations" can be used preventively and contribute to fewer accidents.

The number of "Minor accidents" has increased. Fortunately, these are not accidents in which employees are seriously injured. And at the same time, we are pleased that we have become even better at registering even the smallest accidents.

Safety Culture

Our common understanding of safety is essential in order to reduce the number of injuries. Naturally, everyone must follow safety regulations and procedures, whether they are busy or not. We must help each other with safe behavior. We must stop actions - both our own and those of our colleagues - that are not safe.

We work constantly with our common culture and behavior around safety, among other things through a full-day course in safety culture for all production staff.

Health

Already in 2020, we decided to have further focus on healthy eating and exercise for our employees. Health is, as is well known, many different things, and health is an entirely individual matter. For most people, however, it is about being healthy and not sick, to have the energy to do the things we want both physically and mentally.

In Rynkeby, we have chosen to initiate several health initiatives, based on the results of our health surveys from 2020. In 2021, we introduced canteen food, that is based on SENSE dietary principles living up to the Danish Health and Medicines Authority's recommendations of 600 gr. vegetables/day. We offered the employees that they could sign up for an eight-week diet program. We introduced morning gymnastics and initiated a major effort for a smoke-free Rynkeby.

The Road to a Smoke-Free Workplace

In 2021, we focused on being a 100% smoke-free workplace - also outdoors.

We refocused on smoking cessation courses and trained our own smoking cessation coach. 25% of employees who smoke signed up in 2021, and almost all those enrolled became smoke-free.

Employee Well-Being

In the spring of 2021, we conducted a satisfaction survey among our salaried employees - approx. 100 employees. At a time when Rynkeby was undergoing many changes, including a change of four positions in the management team, a new strategy from our owner Eckes Granini and many ongoing projects, employees may have experienced greater pressure and increased confusion about the company's direction.

	Result 2018 New baseline	Result 2019	Result 2020	Result 2021	Goal 2021
Registered "Nearby" situations	38	89	238	228	No goal
Registered minor accidents (without absence)	17	22	24	39	0
Registered occupational accidents	17	13	15	12	0
Absence due to illness (total, incl. long-term illness)	4,5 %	5,1 %	4,4%	4,7%	Max. 4%

The survey showed, to our great delight, an increase in satisfaction with 77% satisfied with their jobs. As expected, however, it also showed that the employees feel pressured in relation to resources, that there was a negative development in the experience of work-life balance, which is worrying, and that employees experienced less power to carry out their jobs, and many also expressed that they experience ambiguity about their expectations.

As a consequence of the study, we made an action plan, which focuses on developing our managers, creating clarity about the framework and direction, optimizing resource management and helping employees to rediscover the work-life balance and not least continue to give employees tools for managing change and new work processes.

Education

We are in a time of many changes in the form of digitization of processes and of production equipment, which requires well-trained employees. That is why we continued to focus on educating and developing our employees. We have a lot of internal education and training, but in addition, for the past four years we have worked systematically to upgrade the skills of unskilled employees to obtain a skilled education. Thus, we now have 9 employees who have obtained the process operator or warehousing exam. In addition, we have apprentices in our technical department. We are proud of this, and we will continue to offer these opportunities in the coming years.



Covid19

Like in 2020, it's difficult to mention 2021 without talking about COVID-19. We produce food from fresh ingredients, and therefore, we cannot shut down production without major consequences. This meant that for much of 2021, we had a number of restrictions that were to protect our production in the form of physical distance between shifts, limited open in the canteen, etc.

Again in 2021, we had to send home office staff for large parts of the year, and at no time there were "normal conditions". Despite this, we managed to deliver a good result. Throughout 2021, we had a very high level of service to our customers of more than 98% despite problems with raw materials, transport, and limited access in parts of production. We can only thank our very committed and competent employees for that.

COVID-19 is the primary reason why in 2021 we saw a small increase in our total sickness absence.

"Code of Care" - Social Responsibility

Rynkeby has entered into a partnership with Faaborg-Midtfyn Municipality and the organization "Code of Care". This is a task force that focuses on corporate social responsibility and the inclusion of people without employment. The partnership means we have employees who work a few hours a week. We are proud to be part of this task force, as it is important that we as a company embrace our social responsibility and help where we can.

8 weeks diet program

10 employees signed up for guidance and help and received simple guidance on how to eat healthy. The project showed the participants how simple it can be done if you want to live healthy and lose weight at the same time.

3 main meals, each containing:

Vegetables / fruits: 12 handfuls

Starch: 1 handful

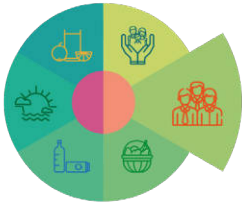
Protein: 1 handful

Fat: 1 handful

The 10 participants lost a total of 53.5 kg in 8 weeks.

As one of the participants states:

"The course gave me insight into details about diet that I had never thought could be useful. I have become aware of what I consume in everyday life. I have gained more energy and sleep better at night "



PSYCHOLOGICAL SECURITY
— AN EXPLANATION

Over the past year, we have focused on psychological security in Rynkeby. We have done this because we believe that psychological security is an important factor in creating a good workplace where employees thrive.

The question is how to create a psychologically safe work environment? And what is a psychologically safe work environment? In Rynkeby, it is a work environment with a well-functioning collaborative culture, satisfied, efficient and innovative employees, where everyone has the courage, desire and motivation to contribute fully.

Psychological security in Rynkeby is the desire that we all feel we can freely express opinions and attitudes, ask questions, come up with new ideas without feeling ignored, exposed, talked down to, and without negative consequences. Psychological security is about being able to share knowledge and about learning from each other. A psychologically safe workplace is a place where we all, both employees and managers:

- Dare to speak our opinion
- Dare to make mistakes without fear of ridicule, humiliation, or negative consequences
- Dare to stop a colleague or manager performing inappropriate behavior
- Dare to give constructive and sincere feedback
- Dare to challenge each other in a constructive and respectful way

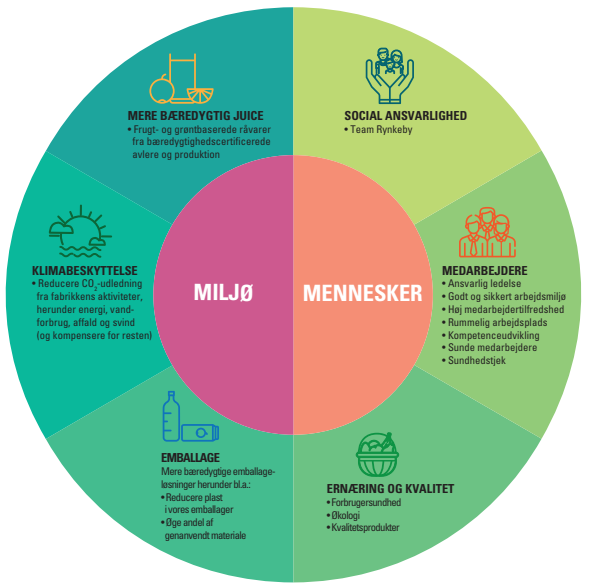
We focused on this very topic on October 29, 2021 at our Sustainability Day.

Sustainability Day, 29 October, 2021

Eckes-Granini had decided that all companies in the group must set a date to focus on sustainability.

We chose that the theme for the day should deal with **Employees**. And how was that related? Yes, it is also sustainability when you focus on the employees at Rynkeby thriving and having a high degree of job satisfaction. That is why we chose Psychological Security as the theme for the day.

We wanted us to discuss psychological security together on the day, what it meant to us, and how we can work with it.



An important point is that psychological security does not come by itself. We create security together. It is an endeavor that must have focus on all levels. At organizational and management level, at team level as well as at individual level in order for us to succeed in improving the psychological security throughout the organization. During the day we had many good discussions, among other things, the question

How can I contribute to improve security at Rynkeby and strengthen cooperation across the company?

Input was, among other things, that we through knowledge sharing, feedback and better evaluation increase awareness to learn and not least to be proactive with knowledge sharing and helping others. Input was also given that we can generally improve our communication and that the management must contribute to setting a better framework. The following issues were therefore also discussed:

What can I do for my colleague so we can work even better?

Some of the feedback was, that we should all be more open, sincere and curious and not least show confidence. We can become better when we are sharing knowledge and experiences and helping each other. We must remember to praise one another and show recognition.

The Training Organization

As mentioned, psychological security does not come by itself - we are all responsible for creating that. It requires training, and we must help each other with that. We need to become better at getting involved, asking questions and giving and receiving feedback on an ongoing basis.

In 2022, a number of initiatives are planned to train the organization in psychological security.

EFFORTS MANAGMENT

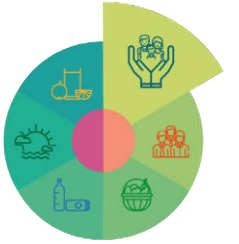
- Training of leaders in tools to create psychological security
- Well-being survey is conducted as a follow-up on efforts

EFFORTS IN GENERAL

- Psychological theme at all relevant meetings
- Job change or job rotation
- Feedback training
- Increase knowledge sharing across the organization
- Courses in Team Collaboration



Picktures from Sustainable Day 29 October 2021



20 YEARS WITH TEAM RYNKEBY

At a Christmas party in 2001 at Rynkeby, one of the employees, Knud Vilstrup, came up with the idea - to organize a tour where you had to cycle from Ringe to Paris to experience the end of the Tour de France - the World's largest cycling race.

Seven other employees went along with the idea, and they were joined by a doctor, a priest and a funeral director from the local area. Sponsorship funds were raised for the tour, and in July 2002, the team went on a bicycle tour to Paris.

The profits from the tour were donated to sick children, and a tradition was thus established. In 2021, Team Rynkeby could therefore celebrate its 20th anniversary, which i.a. was marked with a 20-year logo and a special film.

The Team Rynkeby Foundation was founded a few years later by Rynkeby on 15 October 2013. The purpose of the foundation is to operate and provide support, grants and donations to socially beneficial and non-profit activities, including activities of a health, social, cultural, humanitarian and educational nature.

On Tour in Denmark

In the 2020/21 season, there were still COVID-19 restrictions, but they loosened up in the summer of 2021. However, it was not possible to go to Paris. Instead, it was decided to carry through national tours. The tour in Denmark was a huge success - well helped by a fantastic summer weather. Along the roads, cars made stop, and the riders were pushed and clapped along. In the cities, civic associations and companies welcomed the riders with coffee depots and lunch.

Team Rynkeby makes a big difference for the Children's Cancer Foundation. In 2021, Team Rynkeby collected DKK 18,128,000 to the Children's Cancer Foundation. Team Rynkeby's enthusiastic volunteers make it possible for the Children's Cancer Foundation to distribute financial support, which contributes to more children surviving cancer today. Since 1995, the Children's Cancer Foundation has distributed more than DKK 400 million to Danish scientists, secured support for the families, and contributed to increased information.

Today, 6 out of 7 children survive their cancer diagnosis. Although survival is high, over 50% of children live with late sequelae. Today, therefore, research focuses on what life children live for, so that they can have quality of life on a par with their peers.

RESPECT was started 10 years ago at Rigshospitalet with funds from Team Rynkeby, and has since been rolled out in all four pediatric cancer wards in Denmark. It is a project where children and young people with cancer receive visits at the hospital by ambassadors who are their classmates. The visits help sick children and young people to maintain the social and professional connection to school and life.

The project also focuses on teaching classmates and teachers about children's cancer as well as physical training from the time of hospitalization.

The SchoolRun Insures Crucial Research

Since 2015, there have been school runs where children are running for children. In 2021, it was again possible to carry through the run after the corona cancellation in 2020. Over 73,000 children participated from 261 schools, SFOs and kindergartens.

The Team Rynkeby volunteers made a huge effort to recruit schools to participate in the run and on the day of the run they were also present to help out. The many thousands of children ran for their lung-sick comrades, and the money was raised from people who supported the fundraiser as sponsors for the children.

The school run and the participants' "My Collection" received a total of DKK 5,579,326.29 for the Children's Lung Foundation. The large amount is of crucial importance to the Children's Lung Foundation. 70% of the funds go directly to research, and in 2021, they have chosen to support studies in asthma among children and young people.

- In 2021, Team Rynkeby was represented in 8 countries and with 59 teams
- In Denmark there were 19 teams. A total of 1,023 riders and service people participated as well as 892 members of Team Rynkeby Cycling Club
- In Denmark, 16 employees participated in Team Rynkeby and a total of 55 from all over Eckes-Granini
- Rynkeby / Eckes-Granini provides great support to Team Rynkeby. Financial grants are given to the foundation's administration, office space for the foundation's employees, management representatives on the foundation's board and practical assistance for the project as well as delicious juices for e.g. The school race

Asthma is a chronic inflammatory condition of the lungs and the most common disease in childhood. There is a lot that is not yet known about the disease and some of the funds raised have therefore gone to studies that examine asthma.

The remaining 30% of the money raised goes to activities, information and counseling for the benefit of children with lung disease and their families - including an annual family camp for the sick children and their families.

A Faithful Volunteer Stops

Team Rynkeby is carried forward by many faithful volunteers. One of them is Arne Jørgensen - employee in Rynkeby since 1984. Arne has participated in Team Rynkeby a total of 14 times, the first time in 2016. Most times with Team Rynkeby Ringe and twice with Team Rynkeby Silkeborg.

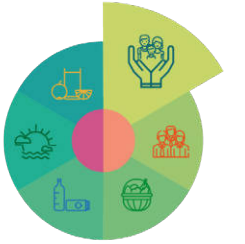
In 2017, he was appointed a member of Team Rynkeby Hall of Fame, which pays tribute to people who for a number of years have made an extraordinary contribution to Team Rynkeby. The members are all passionate people who have left their clear mark on Team Rynkeby and helped shape the culture that characterizes Team Rynkeby today. Now he resigns.

For Arne Jørgensen, it is the cause itself that matters most and makes it fun to participate. If you ask him what experiences he especially remembers, he thinks that all tours have been unforgettable and fantastic. But it is the weather that he especially remembers two years for.

- I clearly remember 2006, when we drove to Paris in over 40 degree heat, and where a number of riders became dehydrated during the tour. And then there was the tour in 2014, where we had a whole week of daily rain and temperatures of 8 degrees celcius in "yellow lycra". It was a cold, yet amazing.

In 2016, Arne helped start up TR Silkeborg (Søhøjlandet), and as team captain helped to ensure that the new team could drive around the Arc de Triomphe in Paris. – The togetherness and the community, the common cause and the motto of the training "all out, all home", made it possible, and it was a very special joy to get the team ready, he says.

In 2021, it was not possible to drive to Paris due to COVID-19. Instead, the riders rode tours in Denmark. Arne thinks that it was also a great experience, even if it was in a different way. - It is my experience that everyone enjoyed both the Danish nature, the many hills up and down and then a Danish summer, where the weather showed itself from the most beautiful side. There was great support throughout the tour. It is rare to meet so many people along the road supporting us. They both clapped and stood ready to wave us on. At the same time, we could wave to the other Danish teams during the tour in exactly the same way as when we cycle to Paris.



A TOUR FOR LIFE

In Rynkeby, we place a high value on health. Health both for consumers and for our employees. We believe that health leads to a better quality and enjoyment of life. We believe that employees' health is crucial for their well-being and job satisfaction, which is a large part of our social responsibility at Rynkeby. Therefore, in June 2021, we gave the opportunity for all employees to take part in "A Tour for Life".

Team Rynkeby's 20th Anniversary

In order to celebrate Team Rynkeby's 20th anniversary and in reality do what is in Rynkeby's DNA – namely to make a difference – we gave some serious thoughts as how to celebrate best possible Team Rynkeby's 20th anniversary. And the idea arose to establish Denmark's largest bicycle tour for the whole 'Denmark family.'

The title became "A Tour for Life" and the purpose was that all Danes could participate, regardless of whether it was the Petersen family or a Team Rynkeby rider.

There were two very clear purposes for "A Tour for Life":

- Get the Danes out cycling over the summer
- Live up to our vision of making a difference – and thus contribute to supporting children with critical illnesses via Team Rynkeby



Denmark's Largest Cycle Tour - Cycling Individually

We knew that approx. 66% of Danes would spend their holidays in Denmark in 2021 – and what would they do? Due to COVID-19, many chose to spend the holidays on adventures in nature and to be in Denmark. This, combined with the fact that a great many Danes spend time on physical activity during their holidays, where cycling was among the favourites, meant that Rynkeby took the lead and organized Denmark's largest cycling tour. In order for the event to become Denmark's largest bicycle tour, we were of course supported by Team Rynkeby and the Children's Cancer Foundation, and we allied ourselves with DGI, who via their local branches and associations helped to activate A Tour for Life!

Make a difference

There are good explanations why activities such as "A Tour for Life" are important for Rynkeby. The reason being, that it is good for everyone's physical and mental health to exercise, but it is also an activity that helps support the fantastic work that Team Rynkeby has done for the past 20 years by donating money to the Children's Cancer Foundation and the Children's Lung Foundation with the aim of supporting children with critical illnesses.



Success in the Danish Summer Landscape

"A Tour for Life" was a campaign that offered many different communication and marketing-related activities. Everything from great store displays with POS elements at consumer eye level, massive advertising on social media, store competitions with prizes, an ad in Politikken's cycle holiday section to a TV spot on TV2 PLAY, where we encouraged everyone to jump on the bikes and participate in "A Tour for Life" and help Team Rynkeby collect even more money for the good cause.

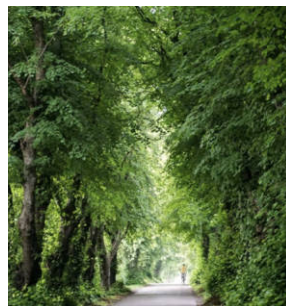
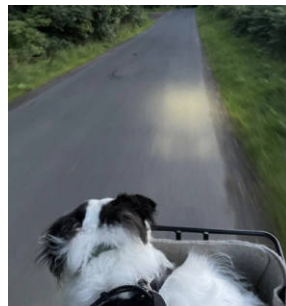
Throughout the campaign, many cool Danes were out cycling in the Danish summer, both young and old, who eagerly shared pictures of their cycling tours on social media. It was so fantastic to note that the Danes engaged themselves and wanted to cycle with Rynkeby on "A Tour for Life"

A Tour for Life Will Return Stronger in 2022

In order to repeat the success from 2021, and create an even greater synergy between Rynkeby and Team Rynkeby, we have chosen to resume the campaign "A Tour for Life in 2022". We are already looking forward to this.



- **TV2 Play:** Approx. 890.000 displays
– of which 97 % watched the video to the end
- **Facebook:** Approx. 5.3 million exposures
from 6 May to 8 August
- **Instagram:** Approx. 2.2 million exposures
from 6 May to 8 August
- **Banner advertising:** TV2 - Ekstra Bladet - BT
– approx 6.2 million exposures
- **www.enturforlivet.dk** – approx. 6,000 has
signed up on the site
- 1263 exhibitions with POS elements around the
country!



QUALITY AND FOOD SAFETY



As a responsible manufacturer, it is our most important task to ensure that our products are safe to consume. We have ensured this for many years through good management of raw materials, supply, hygiene, production and finished goods via our certified management system. Rynkeby is certified according to the IFS Food standard, which was updated to version 7 during a 3-day audit in December 2021, in which requirements for food safety culture was emphasized. Food safety culture is also included in the 2021 update of the EU's hygiene regulation.

it is the culture of a company that makes the management system live clearly in everyday life, and the food safety culture is of course of crucial importance and part of Rynkeby's policy for quality and food safety. It is an ongoing process to keep the food safety culture alive, where education, training and communication are three crucial factors. It is the culture of a company that makes the management system live clearly in everyday life.

In 2021, an internal course was arranged with a teacher from the Technological Institute, where the Supply Chain director, HR director, the production management and the quality department together received training in food safety culture. An education in the standard guidelines and how we as a company can work further with the food safety culture. The goal in 2022 is to continue working with culture via teaching and rotations in production with a focus on building culture. Furthermore, a review of the content and set-up of courses for both new employees and our annual internal training days must be carried out. New employees receive an introduction to food safety culture from the quality department.

In order to ensure the high quality and produce safe products, we have implemented a wide range of procedures and instructions in all stages of our production. The IFS Food certification is, among other things, a check that these procedures are under control. We are also approved by the Danish Veterinary and Food Administration for organic production.

As part of Eckes-Granini, most of the raw material documentation is handled centrally. Requirements are passed on to suppliers via specifications and questionnaires, and our own laboratories quality control the raw materials. Rynkeby has its own laboratory with four laboratory technicians employed. The laboratory carries out microbiological and chemical analyzes on both raw materials and finished goods, but also water analyzes and process controls, e.g. verification of cleaning is done internally. In addition, samples are sent to

QUALITY AND FOOD SAFETY POLICY

It is a shared responsibility that all employees at Rynkeby make each other directly aware of complying with and taking an active part in the food safety culture.

For Rynkeby, food safety is crucial for the trust and expectations our customers and consumers have in our products. Therefore, it is imbedded in our culture that we, as employees at Rynkeby, are all aware of and take responsibility for ensuring that our products cannot harm the consumer. We understand the importance of always meeting the requirements of the authorities and are certified according to international standards.

This must be done through:

- Food safety and quality management continue to meet the requirements of standards, authorities, customers and consumers.
- Errors and defects are dealt with immediately and are not forwarded to customers.
- Motivate and inspire all employees to an increased understanding of the importance of quality, food safety and environmental considerations.
- Relevant environmental, quality and food safety requirements are set for suppliers.
- Great demands are placed on communication "From farm to table" so that correct information can reach all levels and thereby ensure that sub-suppliers, suppliers, customers etc. have the necessary knowledge to be able to supply safe food.

an external laboratory, where internal analyzes are not possible. An example is vitamin analyses, but also random samples of raw materials, where fraud with food and organic status are tested.

Food fraud is continuously evaluated, and a plan is drawn up in the form of a risk assessment with a focus on taking samples. This is done especially in connection with suppliers who are not members of SGF (Sure Global Fair). SGF is a German-founded industrial association that monitors food fraud focusing on free and fair market conditions in the juice industry.

Internal audits are an important tool for creating ongoing improvements and ensuring verification of the management system. Internal audits are carried out by a group of employees trained in this very process, and audits are assigned so that the auditor in question is impartial. In 2021, a training day was held for internal auditors with a focus on simplification and streamlining, but also retraining the audit corps and discussing how improvements can be achieved.

Complaint Processing and Revocation

Despite good management throughout the supply chain and continuous checks both before, during and after production, we naturally receive inquiries from customers who are not completely satisfied with our products. All customer inquiries are thoroughly reviewed in the quality department in close cooperation with the production department. In the quality department, we continuously measure our complaints and follow up on whether there is a trend that we need to respond to, this could be in relation to taste deviations, pulp or problems with packaging. The key figures show that there is a big difference in consumer behavior in the Nordic countries. In Sweden, we generally experience a higher level of consumer complaints per 1 million liters of product sold compared to Denmark.

As can also be seen from the figure, we receive the most complaints about Bråmhults products measured in ppm. This is because Bråmhults is a premium product, where there can be flavor variations in the finished products, as the raw materials during the year come from different parts of the world, and the product is a fresh product with a shorter shelf life. In 2021, there were no major complaint cases on Bråmhults products - here we saw a decrease in the number of complaints, so that we were below the target for Bråmhults complaints. In the Danish market, the number of complaints in 2021 was on a par with 2020, and there were no major complaint cases.

In Sweden, there were fewer complaints in 2021 despite the fact, that there were two major cases where the consistency of blueberry and rose hip soup was not homogeneous. This meant that consumers experienced the soup as thin, which resulted in a total of 110 complaints. The cause turned out to be problems with agitation in a specific tank, which was naturally rectified when the error was discovered.

None of the consumer inquiries gave rise to a risk to food safety, which is our primary target for complaints.

The table below shows the number of complaints per 1 million liters of product sold in each category: Denmark, Sweden and the Bråmhults brand, which is sold primarily in Sweden.

But even good production processes are unfortunately not always enough, so December 2021 was the year we had a public recall of Bråmhult's apple in Denmark and Sweden. The withdrawal took place on the basis of an analysis result that showed an exceedance of the limit value for patulin.

Patulin is a mycotoxin that can occur in apples, and in some cases occur due to internal mold in an apple, even if the apple is not visibly damaged or destroyed on the surface. Therefore, it can be very difficult to detect if the apple is bad. Mold growth inside an apple can occur as a result of an insect attack or something else.

The best method for reducing patulin in apples is general good production practice, which ensures that all fresh fruit is washed, sorted and inspected before pressing. This is also our internal procedure in Rynkeby. There is no requirement as to how often patulin must be analyzed, but we have decided in our own control that samples for analysis for patulin are sent weekly to an accredited laboratory in Germany or France, as the analysis cannot currently be carried out by a Danish laboratory.

Normally we have a very low patulin content in our apples, which indicates that we are getting good healthy apples and that our control and sorting of apples is working as intended.

	Result 2018 New baseline	Result 2019	Result 2020	Result 2021	Goal 2021
Private customer complaints/ppm - Denmark	N/A	2,6	3,1	2,7	Max. 2,0
Private customer complaints/ppm - Sweden	N/A	8,7	16,6	11,6	Max. 9,0
Private customer complaints/ppm - Bråmhults® (SE)	N/A	46,4	70,8	31,7	Max. 48

COMPLETE OVERVIEW
CSR GOALS AND RESULTS

	Result 2018 New baseline	Result 2019	Result 2020	Result 2021	Goal 2022
Proportion of women at top management level (board)	0%	0%	25%	25%	Min. 1 woman among owner elected 4 members of board. Achieved in 2022
Proportion of women at other management levels	36%	41%	41%	44%	50%
Orders/judgements re. misleading marketing	0	0	0	0	0
Proportion of suppliers who have signed Rynkeby or AIJN CoC.	100%	100%	100%	100%	100%
EcoVadis Self assesment for suppliers	>90% of suppliers obtained > 35 points	77% >45 points	77% > 45 points	77% >45 points	Min. 80% > 45 points
Proportion of raw materials that are sustainability certified (based on mass balance principle)	N/A	22 %	47%	Goal 2021 50% (Result to be found medio 2022)	100% i 2030
Proportion of Major errors in IFS audits.	0	0	0 Majors	0 Majors	0 Majors
Complaints from local community (number of citizens)	4	8	4	2	0 complaints
Staff turnover	17%	17%	17%	17,8%	12%
Private customer complaints in ppm - Denmark	N/A	2,6	3,1	2,7	Max. 2,0
Private customer complaints in ppm - Sweden	N/A	8,7	16,6	11,6	Max. 9,0
Private customer complaints in ppm - Brämhults® (SE)	N/A	46,4	70,8	31,7	Max. 48
First aid course incl. use of defibrillators	Offer for all	Offer for all	Offer for all	Offer for all	Offer min. 1 time/year
Registered "Nearby" situations	38	89	238	228	No goal
Registered minor accidents (without absence)	17	22	24	39	0
Registered occupational accidents	17	13	15	12	0
Absence due to illness (total incl. long-term illness)	4,5 %	5,1 %	4,4%	4,7%	Max. 4%
Reduce product waste (defined as waste from mixing to filling)	2,9 %	3,4 %	4,2%	4,39%	4%
Losses expressed as total destruction costs. 2018 is the baseline, index 100	100	47,8	47,0	38,3	36,9
Purchase 100% green electricity	-	-	100% green el implemented	100%	100%
Electricity consumption per 1000 L product	76,77	78,18	79,28	75,00	75,87
Water consumption per 1000 L product	3,22	3,21	2,97	2,78	2,79
Waste water per 1000 L product	1,46	1,52	1,53	1,56	1,48
Gas consumption m³ per 1000 L product	11,65	12,21	12,31	11,68	12,76
CO ₂ neutral factory	NA	NA	NA	Climate neutrall factory 1 January 2021 (compensation of CO ₂)	Climate neutral factory
ISO 14001 / EMAS certification	NA	NA	NA	Obtained certification	Maintain certification
Reduce plastic consumption for packaging Reduce gram weight on PET bottles (2020).	-	-	OK	100% r-PET i monolayer PET bottles	Replace HDPE bottles with 100% R-PET
Sugar reduction	-	Decided to start projects	5 %	5,3%	5,3%
Carry out health checks every 2 years	75% participation	-	76% participation		Next check is in 2022

*Calculated at EG Central Procurement Group level



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