

THE WHOLE COMPANY

SUSTAINABILITY STRATEGY 2028



CONTENT

02
OUR HISTORY

06
SUSTAINABILITY REPORTING

10
CLIMATE
Science Based Target Commitment

16
ENVIRONMENT
Food waste
The waste of the future is a resource

04
MISSION AND VISION

08
OUR FOCUS AREAS

12
PRODUCTS
Our packaging
Responsibility throughout the value chain

20
MEDARBEJDERE
Employee well-being
Sustainability for all



At The Whole Company (TWC), sustainability is an integral part of our company DNA. We believe that responsible business and competitiveness must go hand in hand. That is why we constantly strive to reduce our environmental and climate impact while offering our customers tasty products which are produced with care for people and the world we live in. This is an exciting and challenging journey that requires us as a company to continuously evolve and keep pace with change. To navigate this journey, we have developed the following strategy towards 2028. The purpose is for you as a reader to gain insight into the areas and objectives we work with.

We look forward to involving you in this work and hope you will want to follow our progress.

Happy reading!



THE HISTORY OF TWC

More than 30 years ago, Henrik Winther-Olsen started the TROPE brand on his father's family farm - Toftkær. It all started with one pistachio nut in 1989, when Henrik was the first in Denmark to import the delicious nuts and dried fruits to Denmark. They were hand-packed at Toftkær, the family farm, where the whole family helped. It was a single small nut that would start lots of flavour experiences for Danes and become a big business adventure for The Whole Company.

It almost sounds too simple to be true. But that's just the way it was. It's the simplicity we have offered Danes for over 30 years in the form of good, natural products. We were the first in Denmark to bring tropical products like pistachios, banana chips and peanuts into the Danish diet and provide a healthier alternative to snacks. Today, the processes have been modernised, the selection increased, and the flavours have moved with the times. However, our core is still the same: We find good ingredients, give them a healthy flavour universe and adapt them to people's everyday lives. It's really that simple. And it will stay that simple.





BRANDS



FREDSTED SIDEN 1917

TRÔPE

Heidelberg

vitacare
naturl'vis

smuuk
SKIN



MISSION AND VISION

The Whole Company A/S is a Danish-owned company behind well-known brands within food, pharmaceuticals and dietary supplements.

The core of our business at The Whole Company is to provide quality products that make everyday life easier and healthier for our customers. We want to be the industry's preferred partner - known for our passion, our products and professional approach to our business.

These ambitions are founded on strong values that guide our daily work and strategic decisions. Our values ensure that we act responsibly, maintain high standards of quality and professionalism and always treating our customers and business partners with respect and integrity.

We believe that our dedication to these principles is the key to a sustainable and successful future for both our company and our surroundings.

OUR VALUES

Business acumen

A sensible balance of expenses and income makes us both a good business partner and a solid company for the benefit of our employees, customers and consumers.

Eye level

Only from this perspective can we see consumer needs clearly, and as colleagues, we thrive in an informal working environment that encourages openness, creativity and drive.

Energy

Our products are designed to create the energy and mental resources in everyday life, they also characterise us as a dynamic and goal-orientated company where we pride ourselves on delivering with pace.

Naturalness

Nature's fruits and plants are the substance of our products, and in the workplace, we value a natural, approachable and open-minded tone.

Accountability

As a company, we take responsibility for the planet and future generations. That is why we work with suppliers and customers to reduce climate and environmental impact and improve social conditions throughout the value chain.





SUSTAINABILITY REPORTING

The future of sustainability is far more data-driven than in the past, which places new demands on how we as a company work with sustainability. With the new Corporate Sustainability Reporting Directive (CSRD), the EU has attempted to streamline reporting and harmonise it across companies. At TWC, we are aware that many of our customers will be subject to these requirements already from 2024. Therefore, we have started our own work to

provide the necessary data for our customers. TWC itself will be subject to the sustainability reporting requirement in 2026.

In 2024, we will have a double materiality analysis performed, which will form the basis for our reporting. The purpose is to ensure that our sustainability efforts focus on areas that are not only relevant to the group, but also have a significant impact on our stakeholders and surroundings. This work will be included in next year's reporting.

Double materiality approach

Planet and society



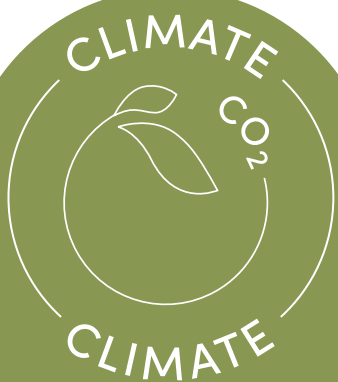
Impact materiality
(Inside-out)

Financial materiality
(Outside-in)



The whole
COMPANY

OUR FOCUS AREAS



At TWC, we take responsibility for the climate impact of our production and activities. We will continuously work to optimise our energy consumption and reduce greenhouse gas emissions.



At TWC, we want to offer tasty and healthy food, produced with care and quality. We will ensure that our ingredients and products are produced responsibly, and we will optimise existing and future packaging, so they are designed for the circular economy.



At TWC, we are conscious of the environmental impact of our products, which is why we want to address the challenges associated with our products. We will focus on the waste agenda, actively work on food waste and create solutions in close interaction with our value chain.



At TWC, we know that our employees are the foundation of a good business, which is why we want to foster a committed community where high well-being, inclusion and job satisfaction are in focus.

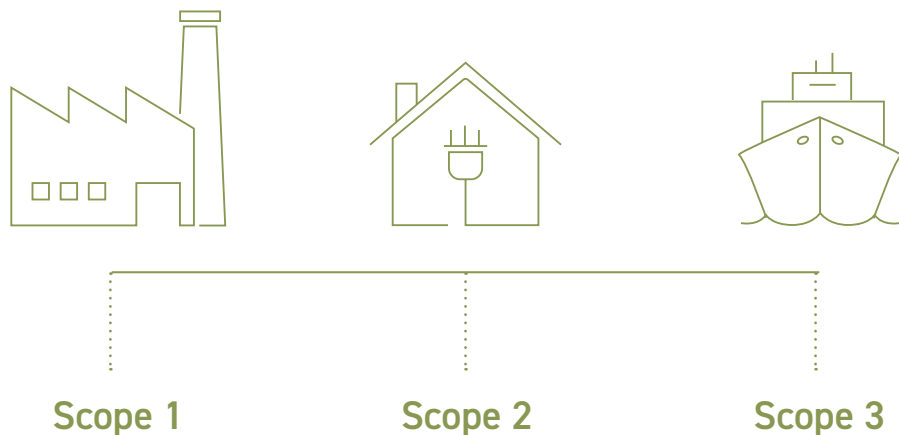
CLIMATE

At TWC, we have climate as an important priority in our sustainability work.

We are constantly working to minimise the negative impact that our own operations and production have on the climate. We believe this is a crucial start.

As a food producing company, we are aware that by far the biggest impact lies in our value chain. Therefore, we will continuously have discussions with suppliers and customers on how we can reduce our emissions.

Going forward, we will share the different initiatives we implement and report on their impact.



Science Based Target Commitment

At TWC, we want to take responsibility for limiting global warming by a maximum of 1.5 degrees. Therefore, our goal is to validate our climate ambitions in line with the Science Based Target initiative (SBTi). SBTi is the most widely used organisation to validate companies' climate targets.

When we choose to make a commitment through SBTi, we as a company, must reduce greenhouse gases in accordance with the Paris Agreement and so contribute to ensuring that global warming does not exceed 1.5 degrees. The first step in the process is to collect data on the company's Scope 1, 2 and 3, covering the entire TWC value chain. This work started in the second half of 2023 and is expected to be completed in 2024.

Then, in 2025, TWC will commit to SBTi and, in line with their process, validate our goals in this area.

Our goals for 2028

SBTi commitment in 2025

By 2025, Scope 1, 2 and 3 reduction targets will be defined and then validated by SBTi

TWC TWC will work with initiatives that ensure we meet our targets in Scope 1, 2 and 3



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

PRODUCTS

At TWC, we pride ourselves on delivering quality products with a focus on health and sustainability. This applies both in our packaging choices and when we work with our products and ingredients.

In recent years, packaging has been a major focus area for consumers and the political scene - a trend that will continue. At TWC, we want to support this important agenda, which is why we strive to design our packaging for a circular economy. We believe this is vital to solve both the climate and environmental challenges associated with packaging.



Our packaging

Packaging is an essential part of TWC's products as it helps ensure that our products maintain their high quality during storage and transport.

At TWC, we use a wide range of different materials, all carefully selected with a focus on ensuring high product quality for our consumers. As technology develops, new and less climate and environmentally damaging options emerge. This is something that we at TWC are constantly monitoring. Together with our suppliers, we strive to explore these possibilities and ensure that our packaging is designed in the best possible way.



Our goals for 2028

By 2028, all our packaging should be designed to be recyclable

All cardboard and paper are to be FSC-certified deforestation-free by 2028

We want to minimise the material and volume of packaging¹

Sorting guidance on all packaging by 2025

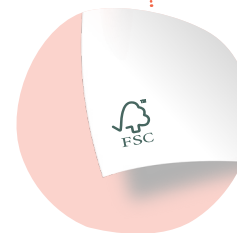
¹ But without compromising on functionality

From 1 October 2025, the extended producer responsibility for packaging will come into effect, which means that companies in Denmark must pay for the costs of collecting, sorting and waste treatment of their packaging. At TWC, we are preparing for this and are happy to talk with customers and suppliers about it.

Recyclable packaging



FSC-certified



Reduction of material



Sorting guidelines



Responsibility throughout the value chain

At TWC, responsibility throughout the value chain is an important focus area, which applies to social, economic, environmental and climate issues. We continuously assess our suppliers based on a number of parameters and work actively with the risks inherent in our various supply chains. The close dialogue and good collaboration with our suppliers are essential to contribute to positive development and improvements in this area.

We will continue this work towards 2028 by continuously evaluating the requirements we place on our suppliers in close collaboration with our customers.

Our goals for 2028

Risk assessment of suppliers will be carried out in 2024

All suppliers must sign and comply with TWC's Code of Conduct

We aim to collaborate with and support the growth of suppliers in high-risk countries²

Working with an increased focus on social audits and certifications

² see the AMFORI list of high-risk countries





ENVIRONMENT

At TWC, we have an intense focus on ensuring that we reduce the impact our business has on the environment. We are constantly working internally to optimise our waste sorting while focusing on reducing our production waste and the amount of rejects.

We also have an ambition to consider how we, as a company, can contribute to solving the biodiversity crisis by 2028.

In 2025, the EU Regulation on deforestation-free products will come into force, which means that it is no longer possible to import commodities (seven commodities are covered) into the EU that are associated with deforestation. At TWC, we will be covered by this and are in the process of ensuring that we meet the requirements.



Food waste

In Denmark, 870,000 tonnes of food is thrown away every year.³ Globally, this is a huge problem that we at TWC are determined to act on.

That is why we work to minimise food waste through both internal and external efforts. TWC has several meaningful collaborations with different actors in this field. These include DanChurchAid, which receives surplus products and rejected goods. We also have a partnership with Motatos and Too Good To Go, where seasonal items or items approaching their expiry date can be sold at favourable prices. In cases where we have products or ingredients that need to be rejected, we currently collaborate with DAKA ReFood and Adival to ensure that our products and ingredients can be used for animal feed or biogas.

³ The Ministry of Food, Agriculture and Fisheries, the Danish Environmental Protection Agency, the Danish Agriculture & Food Council, Kantar Public for Stop Wasting Food



Our goals for 2028

Minimise our internal production waste to a minimum

We strive to find the best solutions to all the waste in our factories

Non of our products are discarded⁴

By 2024, we will establish metrics for production waste and rejects

⁴ Unless it is due to contamination

Waste of the future is a resource

At TWC, we see waste as a vital resource in a circular economy, which is why we believe in the importance of sorting our waste in the best possible way. In 2023, it was decided that Danish companies must sort waste into 10 waste fractions. At TWC, we consider this initiative extremely important as it allows us to give these used resources a new life. We are therefore in the process of implementing this sorting at all our facilities.

Furthermore, we are working to minimise our waste volumes and increase the proportion that is recycled.



Our goals for 2028

The implementation of new waste sorting at all facilities by 2024

We strive to find the best solutions to all the food waste in our factories

Implement initiatives to reduce waste and ensure high recycling rates

From 2024, we will measure our waste volumes and treatment method annually



EMPLOYEES

Employee safety and a good working environment are top priorities at TWC. We are committed to improve health and safety throughout the organisation, which is reflected in our continuous development and streamlining of production facilities to ensure that employees avoid inappropriate strain and work-related injuries.

Diversity and inclusion are core values for us, which is reflected in our broad representation of nationalities and age groups. These values will continue to guide us towards 2028.





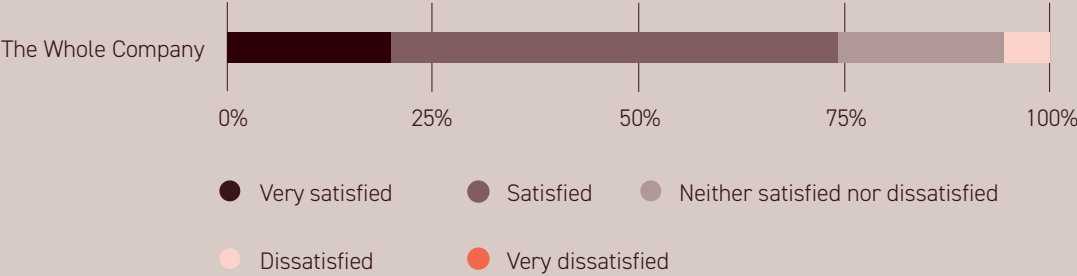
Employee well-being

We believe that every employee should thrive and enjoy their work at TWC. Our 2021 Workplace Risk Assessment report showed that 75% of our employees were very satisfied or satisfied with working at TWC. At the same time, it showed that 73% of our employees considered work to be very important to them. This figure was higher than a market study conducted by NFA in 2018.⁵ These are figures we are proud of and something we want to maintain.

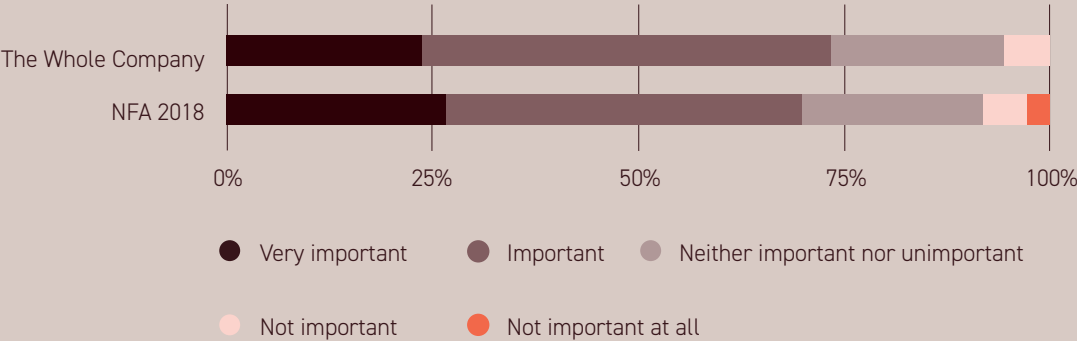
⁵ NFA 2018 - National Research Centre for the Working Environment, NFA, benchmark for 2018

Overall satisfaction

How satisfied are you with your job overall, all things considered?



Is your work important to you (besides the income)?





It's an incredible opportunity for me at The Whole Company. This is my first full-time job here in Denmark and I'm very happy to have ended up here. As I have no previous experience in production and warehouse work, it was all new to me, but luckily there is room to make mistakes from time to time and you just try to remember what you need to do differently next time." Joamie

Our goals for 2028

We want to have an employee satisfaction rating of "satisfied" or "very satisfied" of 75% or higher

Establishing a sustainability group

TWC will set further targets in this area by 2028

Sustainability for everyone

Sustainability must be an integral part of our company. It's a shared task that should be part of every employee's working day. At TWC, we have established a sustainability committee that unites the entire company in this effort. Established in late 2023, the committee works to educate employees and highlight both small and large sustainability opportunities and challenges. We believe that everyone's contribution is essential to drive and ensure the sustainable development of the company.



THANK YOU FOR READING

