



ARVID NORDQUIST

SUSTAINABILITY AT ARVID NORDQUIST



Table of Contents

INTRODUCTION & BACKGROUND

ARVID NORDQUIST COFFEE

SUSTAINABILITY WORK IN OUR VALUE CHAIN

OUR EMPLOYEES

- 4. INTRODUCTION
- 5. HIGHLIGHTS
- 6. ARVID NORDQUIST'S SUSTAINABILITY STRATEGY
- 8. SUSTAINABILITY RISKS IN OUR VALUE CHAIN
- 11. 100% CERTIFIED
- 12. ARVID NORDQUIST HALVES ITS CLIMATE IMPACT FROM COFFEE OPERATIONS
- 14. WORLD COFFEE RESEARCH
- 16. HOW ARVID NORDQUIST EMPOWERS FEMALE COFFEE FARMERS
- 18. NATURE RESTORATION & TREE PLANTING
- 19. REGENERATIVE AGRICULTURE
- 20. LEADING THE COFFEE ROASTERY OF THE FUTURE
- 22. ARVID NORDQUIST TEA
- 23. THE FUTURE OF LOGISTICS AT ARVID NORDQUIST
- 26. DIFFERENCE IN CONTROL OF THE VALUE CHAIN
- 27. SUSTAINABILITY IN OUR PRODUCT PORTFOLIO
- 29. WEINGUT STEININGER
- 32. BOLLINGER
- 34. HiPP
- 37. EMPLOYEES AT ARVID NORDQUIST
- 38. SUSTAINABILITY IS INTEGRATED INTO OUR WORK

Dear Reader,

This is a presentation of selected parts of the sustainability work currently undertaken by Arvid Nordquist. Our annual performance review is now available on our website. Arvid Nordquist reports on sustainability in accordance with the VSME (Voluntary Reporting Standard) as part of our annual report. As a complement, we have created this introductory brochure to share more detailed insights into how we implement and think about sustainability.

It has been a turbulent year for our coffee business. Prolonged droughts in key coffee-producing countries led to extreme price increases on green coffee. This has resulted in record-high retail prices affecting consumer demand. Building the infrastructure to implement the EU Deforestation Regulation (EUDR) has required significant resources only to have EU postpone implementation for another year. In addition, the coffee sector has been impacted by tariff threats and the withdrawal of various development projects funded by USAID.

Across our other product categories, inflation has led to increased demand for low-price products; a development not always favourable for products with a strong sustainability proposition.

I am proud of how Arvid Nordquist has navigated these challenging times, while at the same time building a new roastery and relocating our entire business. Our shared determination not to compromise on our high sustainability ambitions despite challenging times demonstrates a strong commitment to our promise to customers and consumers – and above all, to contributing to a better future.

The brand owners we represent face similar challenges. Some of these operate in countries coping with more difficult conditions than those we experience in the Nordic region. Yet they too remain steadfast in their commitment to transformation. We have all covered different distances, but we are moving in the same direction regardless of country. Ultimately, it is demand – the product that is chosen – that will determine development.

Erica Bertilsson, Hållbarhetsdirektör



**STOCKHOLM, HELSINKI,
OSLO & COPENHAGEN**

OFFICES

335

EMPLOYEES

1884

FOUNDED

**FOOD & CONFECTIONERY,
NON-FOOD, WINE & BEER,
COFFEE & TEA**

PRODUCT AREAS



41

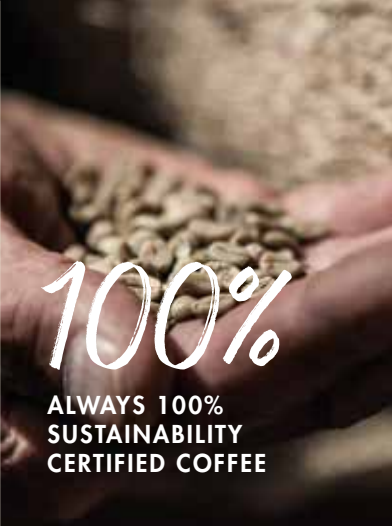
NUMBER OF
COUNTRIES OUR
PRODUCTS COME
FROM

154

DIFFERENT BRANDS
AND PRODUCERS WE
REPRESENT

2019

NUMBER OF PRODUCTS

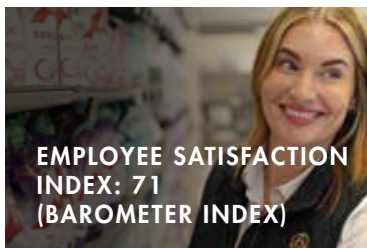


100%

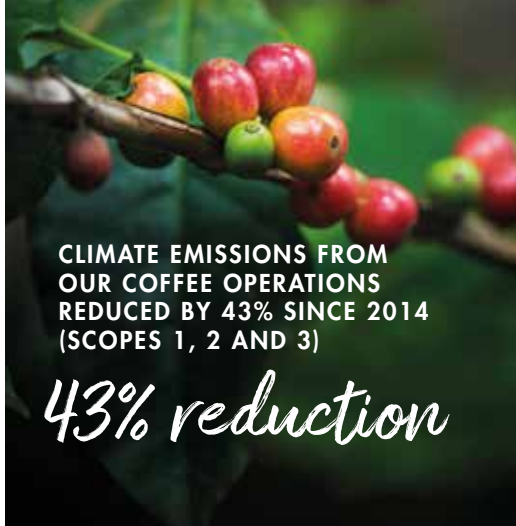
ALWAYS 100%
SUSTAINABILITY
CERTIFIED COFFEE



98%
ATTENDANCE RATE



EMPLOYEE SATISFACTION
INDEX: 71
(BAROMETER INDEX)



CLIMATE EMISSIONS FROM
OUR COFFEE OPERATIONS
REDUCED BY 43% SINCE 2014
(SCOPES 1, 2 AND 3)

43% reduction



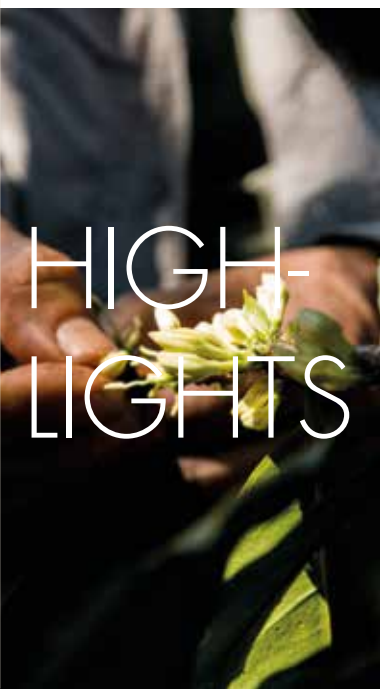
49% OF OUR WINE SALES ARE COVERED
BY THIRD-PARTY VERIFIED SUSTAINABILITY
CERTIFICATION

49%



15% OF NET SALES WITHIN THE FOOD &
CONFECTIONERY PRODUCT CATEGORY ARE
COVERED BY THIRD-PARTY VERIFIED AGRI-
CULTURAL SUSTAINABILITY STANDARDS

15%



HIGH-
LIGHTS



46% OF OUR NET SALES COME
FROM BRANDS WITH PUBLIC
CLIMATE TARGETS

46%



98.8% OF OUR NET SALES
COME FROM PRODUCTS
WITH A LOW RISK OF
UNSUSTAINABLE LABOUR
PRACTICES, EITHER THROUGH
PRODUCTION IN LOW-RISK
COUNTRIES OR THROUGH
RISK MITIGATION VIA
THIRD-PARTY MONITORING

98.8%



ARVID NORDQUIST COFFEE –
CATEGORY WINNER IN THE
SUSTAINABLE BRAND
INDEX 2025



Swedish consumers perceive
Arvid Nordquist to be the most
sustainable brand in its industry

industry winner



93% RECYCLABLE
PACKAGING MATERIAL

93%



88%

88% OF OUR OWN
TRANSPORT
OPERATIONS ARE
FOSSIL-FREE



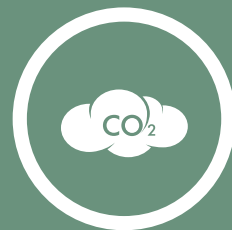
32% OF OUR NON-FOOD NET SALES
COME FROM ENVIRONMENTALLY
CERTIFIED PRODUCTS

Our sustainability strategy

We have a complex value chain where climate impact, resource use and social issues are critical for the future. As a coffee producer, we have full control over our operations – as well as our tea business. For our other product categories, where brands are owned by external partners, we work through dialogue, partnerships and by building understanding of the requirements and expectations that apply in our market.

Our strategy is to focus on areas where we have the greatest influence and to create sustainable change together with our brand owners. For the period 2026–2030, we have identified five focus areas that address the most significant sustainability challenges in our industry and contribute to the global goals.

Read more about our targets and progress within each focus area on our website: arvidnordquist.se/hallbarhet.



Climate & Energy

Reduced emissions and smarter energy use



Our goal is to **halve greenhouse gas emissions** linked to Arvid Nordquist coffee operations from cultivation all the way to the customer. We will achieve this by focusing on deforestation-free coffee, an energy-efficient production free from fossil fuels, green transport, and increasing recyclability of our packaging.

At group level, covering all our product areas, we are switching to renewable fuels in our own distribution, transitioning our vehicle fleet to 100 percent electric cars, and further reducing food waste in our warehouse.

For the brands we do not own, our aim is that all partner brands have climate targets with transparent follow up. We are also dedicated to increasing the share of products with product-specific carbon footprints.



Resources & Circularity

Circular and renewable packaging solutions



Material choices, packaging design and consumers' willingness to sort waste are crucial in reducing resource use and climate impact from packaging. Society's ability to recycle and reuse valuable materials plays a decisive role for the environment.

As a result, both legislative and consumer demands are increasing, making sustainable packaging solutions a strategic priority. **Through clear expectations of packaging suppliers** and active dialogue with our brand owners, we drive development towards more sustainable packaging solutions.



Responsible Product Range

Greater share of organic products and stronger social responsibility



Since 2014, **all our coffee has been sustainability certified through either Rainforest Alliance or Fairtrade.** Arvid Nordquist was the first roastery in the Nordic region to transition to 100 percent certified beans.

These certification standards include robust frameworks for fair working conditions, protection of human rights, preservation of biodiversity and reduced climate impact. They are also supported by recognised third-party verification, providing reassurance for our coffee customers.

Our ambition is to increase the share of sustainability-certified sales across our wider product portfolio, both through an expanded range and by supporting the sale of these products.



Transparent Supply Chain

Transparency through risk mapping



We work systematically to **map risks across our entire portfolio** and to monitor suppliers with production in and/or raw materials from high-risk countries.

By using digital due diligence tools, we gain a clear overview of risk levels and can prioritise initiatives where they make the greatest difference.



Workplace & Inclusion

A healthy, safe and inclusive workplace



At Arvid Nordquist, we work together to create a safe and inclusive workplace where everyone is valued equally. Our focus is to offer a stimulating work environment, opportunities for a healthy lifestyle, diversity and respect in everyday life at the office.

We strengthen wellbeing by encouraging wellness activities during working hours, by offering a health allowances as well as by providing a staff restaurant and an engaging schedule of activities via our sports club.

Our goal is to maintain high attendance rates, achieve a zero workplace accident rate and a culture that is continuously evolving as welcoming and fair. We monitor progress through regular employee surveys.



Sustainability risks in our value chain

Our diverse product portfolio is the main contributor to our environmental footprint; a fact reflected in our sustainability efforts.

We are responsible for both our own coffee and tea, where we control the entire chain from the requirements in agriculture to the finished product, and for all products in our portfolio that we represent in our market. The brands we represent in the product areas Food & Confectionery and Wine & Beer have similar challenges as Arvid Nordquist's own Coffee & Tea. In addition, we have Non-Food products such as detergents & cleaning products and batteries, with partly different sustainability challenges.

To detail our environmental impact, we use life cycle analyses that cover the entire value chain and include up to 15 environmental indicators, such as emissions and resource use as well as ecosystem impact. In food production, by far the greatest impact originates in agricultural practices. These practices inevitably result in greenhouse gas emissions and carry the risk of biodiversity loss, overuse of water, and careless use of chemicals. Choice of packaging materials and recyclability is a secondary concern. For the wine and beer portfolio, the picture is partly reversed as the large carbon footprint of producing and transporting glass bottles is the main factor.

Within the non-food product category, each sub-category is differently weighted; for detergents, for example, end-use accounts for more than half of both climate impact and resource depletion partly due to over-dosing and energy inefficiencies.

In addition to environmental risks, we also evaluate risks related to working conditions, occupational health and safety, and human rights. In general, we experience few problems with employment malpractices in our Nordic based operations. However, coffee and other crops included in our portfolio are typically grown in countries with greater social and ethical challenges. We identify the key potential risks in primary production and assess the processes in place to minimise these risks.

Learn more about these risk management processes on our website.

Key sustainability factors	Coffee	Food	Wine & Beer	Laundry & Cleaning	Batteries
Greenhouse gas emissions agriculture	●	●	●		
Greenhouse gas emissions packaging			●		
Greenhouse gas emissions along whole value chain				●	●
Contribution to eutrophication	●	●			
Chemical use and soil degradation	●	●	●		
Land use and biodiversity loss	●	●	●		
Water resource depletion	●	●	●	●	
Human rights/employment practices/occupational health and safety	●	●	●		●
Fossil resource depletion				●	
Acidification				●	
Particulate matter				●	
Non-readily biodegradable chemicals				●	
Plastic usage – circular packaging				●	
Use of chemicals				●	
Unsustainable extraction of environmentally hazardous minerals					●
Ecotoxicity from waste					●
Waste management					●

We have identified 17 sustainability factors: 15 environmental indicators, 1 indicator for circular packaging, and 1 indicator for working conditions and human rights.

The model shows how our different product categories — Coffee & Tea, Groceries & Confectionery, Wine & Beer, Laundry & Cleaning and Batteries — relate to these risks.

References or Sources:
 LCA analysis – Coffee
 The EU Consumer Footprint, developed by the JRC Science & Knowledge Centre
 LCA analysis – The Nordic Monopolies
 AISE Sustainable Charter
 Article studies

Arvid Nordquist Coffee



100% certified

"Since 2014, we have exclusively purchased coffee beans certified under the Rainforest Alliance or Fairtrade standards."

Since 2014, we have exclusively purchased coffee beans certified under the Rainforest Alliance or Fairtrade standards, and our organic range is additionally labelled with KRAV and/or the EU Organic logo.

Both Rainforest Alliance and Fairtrade are recognized and comprehensive standards that help us minimize risks and take responsibility for growers, coffee workers, and natural resources in our value chain. The certifications ensure that necessary efforts are made to combat eutrophication, preserve biodiversity, and prevent child labor, forced labor, and discrimination.

An independent verification that the standards are being followed and that the coffee is grown responsibly, with care for both producer, coffee farm worker and the environment, provides assurance for our customers.



Arvid Nordquist also prioritises long-term relationships with cooperatives and farmers to create economic security and enable investment into sustainable agricultural practices and improved working conditions.

Arvid Nordquist halves its climate impact from its coffee operations

For over a decade, we have been actively working to reduce the climate emissions from our coffee operations. Since 2014, we have reduced emissions by 43 percent — from cultivation and production to distribution.

Our goal is to reduce emissions by 50 percent by 2030 compared with 2014. The largest part of the impact comes from land use and cultivation, where deforestation previously accounted for significant emissions. In 2025, we took important steps forward in our climate work, and our emissions have now decreased by 43 percent compared with 2014. The improvement in 2025 compared with 2024 is mainly due to our entire coffee range now being deforestation-free, as well as all sea transport being fossil-free through a mass balance solution¹.

Deforestation-free coffee is a crucial factor in preventing large carbon dioxide emissions while also contributing to the protection of biodiversity and ecosystems. Coffee trees that are also grown in the shade of other trees and with ground cover are healthier and contribute to improved soil health.



In the cultivation phase, synthetic fertilizers, energy-consumption, and land management are the main sources of emissions. The Rainforest Alliance and Fairtrade certification schemes require farmers to implement sustainable farming practices preventing over-fertilization while preserving biodiversity.



Transport accounts for a smaller portion of our emissions, and we use renewable fuels for 90 percent of our own transport. Using the book & claim accounting system, we purchase corresponding ISCC-certified liquid biogas (LBG) equal to our marine freights' fuel consumption. By doing so, we both help the shipping industry transition to renewable fuels, and we reduce the emissions associated with shipping our coffee. Arvid Nordquist also participates in Fossilfritt Sverige's transport challenge aiming for 100 percent renewable domestic transport by 2030.



Since 2017, **our roasters** have been powered by biogas, reducing emissions by 96 percent. Production is entirely powered by wind and hydropower, and the roastery is ISO 14001 certified. In 2025, we inaugurated Sweden's first wooden coffee roastery; a modern, resource-efficient facility with a minimal impact on the environment.

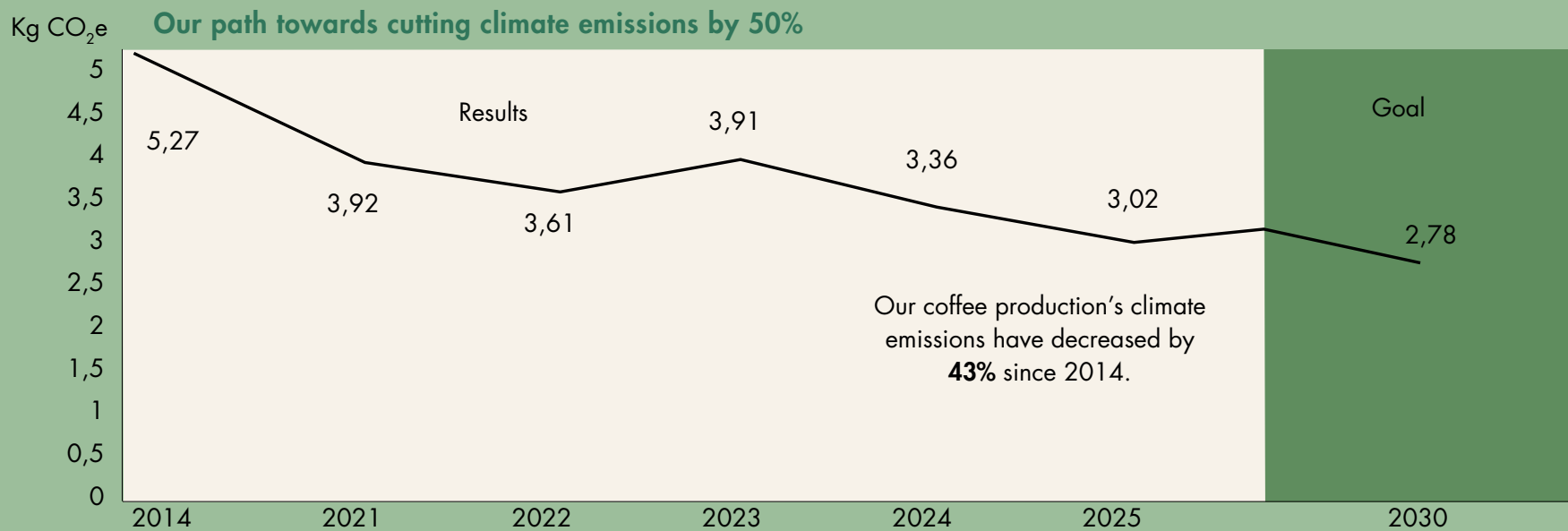
¹) Mass balance means that certified and non-certified raw materials may be mixed, but the volume of certified material is ensured through purchasing.

CLIMATE ACTIVATOR

Since 2025, Arvid Nordquist has been certified under the Climate Activator standard; a standard based on a third-party verified greenhouse gas inventory and which requires annual emission reductions along with investments in verified climate projects such as reforestation and agroforestry. It offers an independent verification that Arvid Nordquist is set to meet our goal of a 50 percent reduction in GHG emissions by 2030 and to be net-zero by 2050. Our greenhouse gas inventory is aligned to the ISO14067 and third-party audited by Preferred by Nature.



Anthesis



World Coffee Research

Arvid Nordquist is the first Swedish company to become a member of World Coffee Research (WCR). Through this partnership we actively contribute to research and innovation to secure the future of coffee production.

As part of WCR's global network, we support the development of new coffee varieties with higher resilience to climate change and improved quality. This engagement is a vital part of our sustainability strategy and strengthens both farmers' economic security and consumers' access to quality coffee.

Coffee is one of the world's most beloved beverages and a lifeline for millions of small-scale farmers, primarily in developing countries. At the same time, coffee is threatened by climate change, diseases, and reduced genetic diversity. Due to global warming, almost half of the land currently used to grow coffee will be at risk by 2050. Founded in 2012 as an international non-profit organisation, WCR seeks to secure the future of coffee through agricultural research and science-based solutions.

In addition to research, WCR shares knowledge and training to small-scale farmers, enhancing their ability to adapt methods and improve profitability. The organisation now brings together over 190 companies from 30 countries and has become a key player in the survival of the coffee industry.

Primary focus on the following three areas:

- Propagating new coffee varieties with higher resilience to extreme weather, pests, and diseases.
- Testing the performance of new varieties in diverse climate conditions and using different cultivation methods.
- Developing nurseries to ensure that genetic advances reach farmers.





science for the coffee of the future





How Arvid Nordquist empowers female coffee farmers

Most of the world's coffee is grown by small-scale family farmers in countries with widespread poverty. Although women put in almost 70 percent of the labour required, few own their farms, and female leadership is rare. Without formal ownership, it is difficult for woman to gain access to the loans and investment and to improve their living conditions.

Through the Grown by Women, Arvid Nordquist helps empower female coffee farmers and improve their living conditions. Arvid Nordquist purchases the coffee grown by these women and also pays an additional premium specifically designated for the women's group. This strengthens their position within the cooperative and boosts their confidence. Over the years, the premium has been used to invest in side projects that increase their income and create long-term independence. The coffee we buy from their farms is featured in the products Amigas for consumers and Señoras for offices and restaurants.



"Through coffee, I am building a future for my family"

In the green coffee valleys of Peru, Maria runs her farm producing top-quality coffee. Her days start early, at five o'clock, preparing breakfast for her family and workers, getting the children ready for school, and then heading out to the fields. Harvesting, weeding, and pruning alternate with household chores and caring for animals. In the evening, after cooking the dinner, she helps her children with homework.

– It is a life full of responsibility and hard work, but also pride. It is crucial to have a women's committee in the cooperative. We help each other and educate ourselves – being a member has increased my confidence. I feel supported and motivated because as women we face the same challenges, she says.

Balancing farm work or agricultural labor with family life is a constant challenge. Farming requires physical strength, but Maria believes women are gradually proving fully capable of producing high-quality coffee. The challenges are many: the increasingly unpredictable weather, diseases such as leaf rust, the rising cost of fertiliser, and transport issues due to the poor conditions of the roads. However, despite it all, Maria is optimistic about the future.

– I want to replant my farm with more resilient plants. I want to continue my education to help increase my income and better support my family, she says.

The collaboration with Arvid Nordquist has been crucial to her development. Selling her coffee in Sweden is a source of pride.

– It motivates me to keep developing. That my coffee is appreciated for being grown by women gives me confidence and it opens new opportunities, she explains.

Maria has also begun keeping bees. She manages two hives with support from cooperative technicians. It is a new income stream while also sweetening the lives of her family. As an associated benefit, the bees help pollinate the coffee trees and thus they improve her yields.

– Beekeeping gives me more income, and I also learn something new, she says.

For Maria, organic farming is a natural choice. She wants to protect the farm's soil and water, as well as the health of her family.

– I don't use any chemicals. It's better for the environment, and buyers appreciate clean coffee, she explains.

Fairtrade certification also makes a significant difference through the additional premium paid and support offered for social and environmental projects.

– Thanks to Fairtrade, we can improve our farms and contribute to community development, she says.

Behind every cup of coffee, Maria believes, there is hard work, love, and dedication.

– Through coffee, I am building not only my farm but also a future for my family. I hope young women continue where we started, with knowledge, courage, and the will to create a better life.

Picture: Maria Emita Garcia Cordova



During 2025, Arvid Nordquist has deepened its collaboration with one of the women's groups – Las Damas de San Ignacio in Peru– and increased support for establishment of beekeeping. Meet Maria Emita Garcia Cordova from the cooperative Agraria Frontera San Ignacio Ltda, a grower of Arvid Nordquist's Amigas and Señoras coffee.





Nature Restoration & Tree Planting

– how Arvid Nordquist
Contributes in Burundi

"By planting 200,000 trees in the coffee plantations and renovating 1 million coffee trees, the ecosystem is strengthened in several ways: biodiversity improves, the soil's carbon storage capacity increases, soil erosion decreases, and farmers achieve higher yields from the renovated coffee trees."



Burundi lies in the highlands of central Africa. Farming conditions are excellent with coffee grown on fertile volcanic soil at altitudes between 1,200 and 2,000 meters. However, production is dominated by small-scale family farms. With limited resources and using traditional methods, Burundi farmers are particularly vulnerable to climate change, erosion, and economic fluctuations.

In addition, Burundi farmers are challenged by an underdeveloped infrastructure and difficulties with accessing international markets. Many farmers therefore subsist on very low incomes, often well below the minimum income standard.

Arvid Nordquist has launched a long-term sustainability programme in collaboration with **Sucafina Burundi and the Kahawatu Foundation**. The programme includes more than 5,000 farmers in the provinces of Ngozi, Muyinga, and Karusi in northern and northeastern Burundi. A comprehensive agroforestry² and renovation project is at the core of the programme. Together we will plant 200,000 trees in the coffee plantations and renovate 1 million coffee trees. As a result the ecosystem will be strengthened: biodiversity will grow, the soil's carbon storage capacity will increase, soil erosion will decrease, and yields will be higher. Approximately 8,000–10,000 farmers are expected to benefit from these initiatives, which are estimated to increase coffee harvests by 300–500 tons per year and sequester up to 5,000 tons of carbon dioxide annually.

Third-party verification carried out by AfriCert Ltd (Kenya) will ensure full transparency. AfriCert certifies agricultural and food production according to international sustainability and quality standards.

To strengthen household economies, the programme also includes social sustainability initiatives such as microloans and local savings groups **allowing farmers to invest in livestock and new crops**. These initiatives have been tested through small-scale pilot projects; the results show that farmers are able to quickly and significantly increase their income.

Our policy of exclusively buying Rainforest Alliance- or Fairtrade-certified coffee remains a key component of our sustainability strategy. However, our Burundi programme – and other collaborations – strengthen our supply chain. **We help our farmers increase their incomes as well as their resilience to climate change** which in turn helps us secure the long-term availability of high-quality coffee with attractive flavour profiles essential to our brand.

2) Agroforestry = a sustainable farming system where trees and shrubs are integrated with agricultural crops on the same land.



Regenerative Agriculture

Insights from One of Our Coffee Growers in Brazil



"We want to leave the land in better condition than when we took over" João och Carolina Marcos Crespo, explains.

In Brazil the rainforest is under threat by deforestation and conversion to pastureland. In response, many coffee growers are investing in regenerative agriculture to protect the climate, preserve ecosystems and secure sustainable livelihoods. By strengthening soil health and natural ecosystems, more resilient coffee farms are created, while growers contribute to safeguarding the country's valuable biodiversity.

In collaboration with Arvid Nordquist, Grano Trading help Brazilian coffee growers implement agroforestry and regenerative agriculture. Through close, practical cooperation. Grano helps farmers improve soil health and increase biodiversity. Grano also creates financial incentives and uses certifications such as Organic Brazil and Rainforest Alliance to help growers earn better income and access international markets.

In Cerrado Mineiro, one of Brazil's most important coffee regions, one of our growers has been working with regenerative agriculture for several years.

– Regenerative agriculture is about rebuilding the soil, not just about producing coffee. We want to leave the land in better condition than when we took over, João och Carolina Marcos Crespo, explains.

The work begins with the soil. By increasing organic matter, using compost and introducing permanent ground cover between plants, soil structure and water retention improve. This reduces erosion, strengthens microbiology and makes farms more resilient during both drought and heavy rainfall.

– In the past, water would quickly run off during downpours. Now it stays in the soil and benefits the plants, says Carolina.

Another key focus is reducing dependence on chemical inputs. By using nature-based products and balanced nutrition based on soil analyses, the number of natural predators of pests increases, reducing the need for pesticides.

The result is more resilient farms, healthier crops with less chemical use, more stable production, and a living ecosystem with pollinating insects throughout the year.

– It takes time before the results are fully visible. You must dare to trust the process, Carolina concludes.

Regenerative agriculture is not only about coffee – it is about giving back what we take from the soil and creating farms that will last for generations.



Leading the Coffee Roastery of the Future

– An Interview with Erika Waltré,
New Production Manager at Arvid Nordquist

As the new production manager of Arvid Nordquist's new coffee roastery, Erika Waltré is at the centre of one of the company's largest investments for years. Moving from Solna to the new facility in Järfälla not only introduces a modern approach to manufacturing; it also signals a clear commitment to a more sustainable coffee production.



Picture: Erika Waltré



– Stepping in here every day, knowing I get to help shape how we work in an entirely new roastery, is incredibly exciting. My role is as much about creating structure as it is about building culture and driving sustainable development, says Erika.

The move to Järfälla allows Erika to configure our production set-up from scratch with new machinery, workflows, and systems – all housed in one of Sweden’s most sustainable industrial buildings.

– The roastery is built almost entirely of wood, which significantly reduces climate impact and creates a warm, pleasant work environment. We have modern gas purification systems and use excess heat from roasting to heat the building. This allows us to run production entirely without fossil fuels. It is important for me to showcase that industrial manufacturing process can be both efficient and responsible, says Erika.

Our sustainability efforts go far beyond the building itself. Arvid Nordquist works toward halving

our emissions from coffee production by 2030 with initiatives including energy-efficient processes, new packaging solutions, and regenerative cultivation methods.

– We have already introduced 95 percent ISCC-certified bio-based packaging material made from a byproduct of the forestry industry, and we are now developing mono-material solutions that can be effectively recycled. It is complex process but entirely necessary, she says.

As a manager, Erika describes herself as transparent and inclusive. She wants employees to feel ownership of and pride in the product, the workplace, and how they collectively contribute to a more sustainable coffee production.

– This roastery gives us the chance to think outside the box, test solutions, and genuinely be responsible. It is truly one of the most exciting challenges of my career to date.



“Stepping in here every day, knowing I get to help shape how we work in an entirely new roastery, is incredibly exciting.”

Facts:

- A structure built in wood has 40–65 percent lower CO₂ emissions compared to concrete.
- Less noise and environmental impact during construction.
- Heat recovery from the roasting process reduces energy consumption.
- 100 percent renewable production.
- Silver certification under the Swedish Environmental Building standard, exceeding legal minimum requirements for energy efficiencies, climate impact, and indoor environment.



Arvid Nordquist Tea

Both coffee and tea are among the world's most beloved beverages. But behind each cup lie two very different sustainability stories, affecting both the environment and the people who grow the raw materials in distinct ways.

The coffee industry has developed extensive sustainability programs and international certifications over many years. The climate sensitivity of the coffee plant has put strong pressure on the industry to take action. At the heart of coffee cultivation are small family farms struggling with low and volatile incomes.

Tea, on the other hand, is often grown on large plantations where hired workers – often women – handle the harvest. Wages are low, union rights may be limited, and many families rely on the employer for housing, healthcare, and schooling. Environmental challenges differ from those in coffee and mainly involve heavy pesticide use, soil erosion on steep slopes, and water management issues.

Transparency is often lower in the tea industry, and sustainability certifications vary widely between countries and regions. Like coffee, tea production is

affected by climate change: monsoon rains are increasingly uneven, dry periods are longer, and heat and new pests impact both yield and quality.

Through **Fairtrade certification**, Arvid Nordquist ensures that tea farmers receive **fair conditions and better opportunities to develop their farms** and communities. Farmers receive a stable minimum price and a Fairtrade premium that can be used for education, healthcare, and sustainable farming projects. Fairtrade also includes complaint systems and whistleblower mechanisms, allowing workers to anonymously report irregularities and influence working conditions. Farming is carried out with respect for the environment, while producers can participate in decisions affecting their work. Arvid Nordquist's tea range thus combines care for people and the environment with genuine, high-quality taste experiences.



"Through Fairtrade certification, Arvid Nordquist ensures that tea farmers receive fair conditions and better opportunities to develop their farms and communities."



**Fairtrade-certified tea
with a Scandinavian twist**



The Future of Logistics at Arvid Nordquist

Efficiency and Sustainability in Focus

Arvid Nordquist operates a high-tech logistics organisation where sustainability and efficiency go hand in hand. AI-based planning tools allow us to forecast sales up to 18 months ahead, while EDI³ enable efficient workflows with full traceability.

Our warehouses in Sweden, Norway, and Finland handle everything from dry goods and chilled products to alcohol and hazardous materials, with warehouse solutions tailored to each category. As one of the larger transport buyers in the Nordics, we assert a great deal of control over our inbound transport, allowing us to reduce climate impact through fossil-free fuels.

Thanks to a robust S&OP model⁴, long-term planning is combined with flexibility in deliveries. This enables logistics that are not only efficient but also sustainable and future-proof.

During 2025, we have taken significant steps toward an even more sustainable logistics operation. In autumn 2024, we changed the storage and distribution set-up for Duracell batteries to introduce renewable deliveries. However, the greatest impact stems from a collaboration with PostNord to exclusively use renewable fuels for our deliveries of food, coffee, and beer across Norway. This year's results reflect the full reduction in emissions. The increasing obligation to reduce emissions of our Swedish operation also contributed. Going forward, it is expected that Systembolaget's requirement for suppliers to transition to renewables will further accelerate the transition.

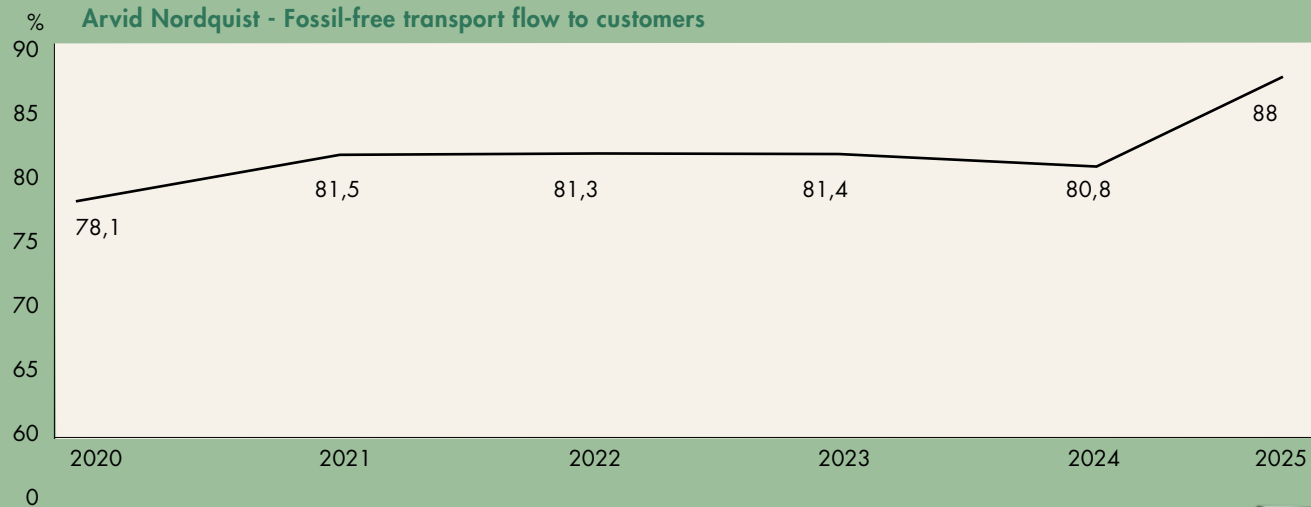
3) EDI automates the exchange of information between companies, such as orders and deliveries.

4) S&OP (Sales & Operations Planning) connects sales, production, and logistics to balance demand and resources efficiently.



24

Arvid Nordquist - Fossil-free transport flow to customers



The improvement 2025 was primarily driven by the greater use of HVO100 in the flow to the Norwegian grocery trade. At the same time, Systembolaget's increased requirements for fossil-free distribution open up further improvements in the coming years.



A detailed photograph of a restaurant table. In the center, two bottles of Tabasco sauce (one red, one green) are in a metal caddy. To the left are wine glasses and a wooden pepper mill. To the right are more wine glasses, some containing white wine or champagne. In the foreground, a silver tray holds several oysters on ice, garnished with lemon and small flags. The background shows a person in a dark uniform.

Our product portfolio



Food &
Confectionery



Wine &
Beer



Non-Food

Difference in Control of the Value Chain

Arvid Nordquist distributes a wide range of brands within the categories of Food & Confectionery, Wine & Beer, and Non-Food. As a distributor, we do not control the entire value chain. Brand owners or producers design their products based on requirements from customers and the consumer group they want to reach, and they have their own sustainability initiatives.

For Arvid Nordquist, it is important to have a dialogue with brand owners so they understand the requirements and expectations of our market and so that we can communicate their sustainability work in a good way.

The difference in control means that Arvid Nordquist's sustainability work takes on different expressions in different parts of the portfolio. Regardless of whether we act as a producer or distributor, we strive to contribute to increased transparency, responsibility and long-term sustainability at all levels where we have the opportunity to influence.

Sustainability in Our Product Portfolio

Our ambition is that all brand owners in our product portfolio have ambitious climate targets and report progress with transparency. Several of our brand owners, like Arvid Nordquist, are aligned to the Science Based Targets Initiative.

To reduce our environmental impact, we aim to increase sales of products produced in accordance with third-party verified sustainability standards. Sustainability standards not only cover sustainable working conditions, but also resource-efficient production and responsible use of water and chemicals. Certifications also make it easier for consumers to make informed choices.

Another key aspect of our sustainability strategy is to promote circular and recyclable packaging. Examples include introducing cans and PET bottles in collaboration with Joluca, Martinez Bujanda (Cosecheros Y Criadores), and parts of the Asahi and Peroni product segments.

We measure and monitor packaging materials as part of our sustainability reporting. Through collaboration with industry initiatives such as Fossilfritt Sverige and the Beverage Industry Climate Initiative, we collectively drive the development of a more sustainable future free from fossil fuels. With these efforts, we aim to ensure transparency, responsibility, and long-term sustainability across our entire product portfolio.





Sustainability work in our value chain



WEINGUT STEININGER

**Sustainable Craftsmanship
for Future Generations**



Weingut Steininger is a family-owned winery located in the heart of Kamptal, one of Austria's most respected wine regions, renowned for its elegant white wines and unique terroir. The estate has earned a reputation for producing fresh, mineral-driven interpretations of Riesling and Grüner Veltliner – two of Austria's most distinctive grape varieties.

In addition to still wines, Weingut Steininger is also known for its high-quality sparkling wines, produced using traditional bottle fermentation (Méthode Traditionnelle), a craft that demands both precision and patience.

Combining traditional expertise with modern wine-making techniques, the Steininger family strives to create wines that not only express their origin but also reflect a conscious responsibility towards nature and future generations.



Three focus areas for a sustainable future

At Weingut Steiner, sustainability permeates the entire process, from wine to finished bottle. Climate change, resource scarcity, and increasing social responsibility requirements drive the development of new working methods.

Their sustainability efforts focus on three key areas:

Energy efficiency:
using natural cellar cooling, solar energy, wood-chip heating sourced from the estate's own forest, and heat recovery from wine tanks.

Biodiversity:
cover crops, wildflower fields, birdhouses, stone piles, and grazing sheep, all of which strengthen the vineyard ecosystem.

Eco-friendly packaging:
80 percent of bottles are lightweight and made from recycled glass, reducing the carbon footprint of both production and transport.



Biodiversity as a quality factor

Chemical pesticides are used sparingly in the vineyards. Instead, natural systems are encouraged by planting herbs and flowers between the rows, creating a favourable environment for pollinators and beneficial insects, which in turn strengthen the vineyard's ecosystem. Cover crops, organic fertilisers, and minimal soil cultivation support soil health and biodiversity, enhancing both the environment and the complexity of the wine.

The people behind the wine

Social sustainability is just as important as ecological. Weingut Steiner provides seasonal workers with fair working conditions and a safe working environment. They also collaborate exclusively with suppliers who adhere to international human rights guidelines. The winery engages with the local community by supporting educational projects and social initiatives.

A wine with responsibility

A clear example of Weingut Steiner's sustainable approach is the Riesling DAC Kamptal. Produced according to sustainable principles, using grapes from their own vineyards and selective harvesting to ensure concen-

tration and resource efficiency, it is a wine that conveys both the character of the place and the long-term commitment behind every bottle.

Certified sustainability

Weingut Steiner is certified under Sustainable Austria, a programme covering environmental, social, and economic criteria. The certification provides a solid foundation to meet the EU's new sustainability requirements. Transparency and documentation are integral parts of their work.

A future in every bottle

At Weingut Steiner, sustainability is a philosophy that permeates the entire operation. By combining traditional winemaking with a modern, responsible mindset, they create wines with depth, quality, and forward-looking vision. Each bottle tells a story of respect for nature, people, and future generations.





CHAMPAGNE BOLLINGER

MAISON FONDÉE EN 1829

Champagne with Soul: Sustainability and Heritage

In the heart of Champagne, among the rolling hills of Aÿ, lies one of the world's most respected Champagne houses: Bollinger. Renowned for its powerful yet refined cuvées and uncompromising quality, this family-owned house has carried its legacy forward since 1829. Today, it is not only its craftsmanship that stands out but also a focused, long-term commitment to sustainability that permeates every part of the business.

Challenges for a classic producer in a changing world

In the Champagne region, climate change is a tangible reality. Rising temperatures, unpredictable rainfall and increasingly extreme weather conditions affect both grape ripening and wine quality. For a house like Bollinger, whose style is built on precision, structure and elegance, it is essential to adapt without losing its unique character.

Sustainability challenges extend far beyond the climate. The environmental impact of production, transport and packaging also demands attention and action. At the same time, awareness of social sustainability is growing — including employee wellbeing, working conditions in the vineyards and the house's wider role in the local community.

A strategy for sustainable development

In 2022, Bollinger launched its sustainability strategy under the motto "People, Earth and Roots" — a long-term roadmap encompassing environmental, social and cultural dimensions, guiding the house towards its 200th anniversary in 2029.

Although Bollinger's sustainability journey has been underway for many years, it gained new momentum in 2023 when the house became one of the few Champagne producers to achieve B Corp certification. This independent verification covers everything from climate impact and working conditions to governance and transparency. It is a clear sign that Bollinger is not content to follow progress — but is determined to lead it.

Climate action in practice

Reducing its carbon footprint is one of Bollinger's key priorities. The goal is to cut greenhouse gas emissions by **40 percent across scopes 1, 2 and 3** by 2029, compared with 2019 levels.

Energy is already used in production, and the internal logistics are fully powered by renewable HVO fuel, which increases efficiency and significantly reduces the carbon footprint. Packaging is being reviewed with the aim that, by 2029 at the latest, all components will be recyclable and made from recycled materials, while the weight of the bottles will be reduced by at least 7 per cent. These measures contribute to lowering emissions from both transport and glass production.

20 percent of the tractors are now electric, while the rest run on HVO — a renewable, fossil-free diesel made from waste materials — which cuts carbon emissions by around 80 percent.

Sustainable viticulture in the vineyards

Climate adaptation is equally crucial in the vineyards. Bollinger works continuously to improve soil health and implement climate-resilient farming practices. Since 2016, no herbicides have been used. Instead, cover crops, grassed rows and natural soil management are employed, promoting biodiversity and enhancing the soil's ability to store carbon.





Environmental care at every stage

Bollinger is a pioneer in environmental certification. All estate vineyards are certified under **High Environmental Value (HEV)** and **Viticulture Durable en Champagne (VDC)**, — two of France's most respected sustainability standards.

In production, ongoing efforts focus on energy efficiency, waste reduction and circular systems. Bottles, labels and packaging are constantly reviewed to become more recyclable and resource-efficient.

Responsibility for people and heritage

For Bollinger, sustainability also means caring for people — both within and beyond the company. By preserving traditional craftsmanship such as cooperage⁵, hand riddling⁶, and manual disgorgement⁷, unique skills are passed down while providing employment and pride in the local community. In 2012, the House became the first in Champagne to receive the prestigious **Entreprise du Patrimoine Vivant** (EPV — Living Heritage Company) label, a government distinction celebrating French companies renowned for their exceptional industrial and artisanal craftsmanship.

Workplace wellbeing is a central focus, with fair conditions, training and professional development offered to all employees, alongside strong emphasis on safety, inclusion and overall welfare.

Guided by the mission to care for people and the planet, the Madame Bollinger Foundation supports social and environmental initiatives that contribute to the strengthening and long-term resilience of our territories. Priority is given to projects based in the regions where the Bollinger Group's Houses are established, encouraging collaboration and active engagement from local stakeholders.

5) Cooperage is the making of oak barrels.
6) Hand riddling is the manual turning of bottles to collect the yeast sediment.
7) Manual disgorging involves removing the sediment without freezing the bottle neck.

A responsible glass of bubbles

At Champagne Bollinger, sustainability forms the foundation for the future — of both the wine and the legacy behind it. Environmental and social commitments are closely linked to the quality of the Champagne and the preservation of craftsmanship.

Through its three pillars — **People, Earth and Roots** — Bollinger strives for continuous improvement and long-term vitality. It unites classic artistry with sustainability, crafting Champagnes where quality and responsibility truly go hand in hand.





– The Family Company Committed to Organic Quality for 70 Years

HiPP is a family-owned company that has produced baby food for more than 125 years, always maintaining high standards for nutrition, safety and environmental responsibility. Today, it is one of the world's largest producers of organic baby food and is led by Stefan HiPP, representing the fourth generation of the family business.



Corporate environmental performance at HiPP

Since 1995, HiPP has applied the Europe-wide Eco-Management and Audit Scheme (EMAS) at its site in Pfaffenhofen. At that time, the family-owned company was the first food manufacturer and the third company in Germany to adopt this rigorous environmental management system.

Today, all HiPP sites within the European Union (EU) are EMAS-validated. As an EMAS user, HiPP continuously demonstrates improvements in its corporate environmental performance, verified by an independent external auditor.

We IMPACT complements the EMAS environmental management system to form a comprehensive sustainability standard by also integrating social and economic perspectives. It replaces the EMASplus standard that HiPP has applied since 2018. In 2024, all European sites were certified according to the requirements of We IMPACT for the first time.



Organic farming at the core

HiPP has been cultivating its products organically on selected farms since the 1950s. Cultivation is carried out with respect for the soil, without pesticides, GMOs or antibiotics.

Today, the threats to biodiversity are an increasing challenge. Climate change and soil degradation make ecosystems more vulnerable. To address this, HiPP operates model farms where sustainable farming methods are tested and developed – a way of combining production with nature conservation. The positive impact of organic farming is also confirmed by a biodiversity study conducted by HiPP in collaboration with leading scientists since 2018, which compares conventionally farmed agricultural land with organically farmed land.

Soil health as a climate strategy

HiPP regards healthy soils as crucial for both sustainable agriculture and climate balance. By increasing humus content and promoting rich microbial life, soil fertility and the ability to sequester carbon are improved, while productivity also rises.

A key method is aerobic composting, a process that reduces methane emissions and converts organic waste into nutrient-rich compost. This method has been used for more than 20 years at HiPP's own organic farm, and the knowledge is now shared with partners.

Benefits of composting:

- improved soil structure and water retention
- reduced greenhouse gas emissions
- increased carbon sequestration
- strengthened biodiversity



Tangible climate results

HiPP's initiatives have achieved measurable results. At one of HiPP's five production facilities within the EU, located in Pfaffenhofen, greenhouse gas emissions from finished products have been reduced by 90 percent between 1993 and 2021. At the other four production facilities, energy-related emissions have been halved over the past two decades. Since 2016, the Herford site has operated a combined heat and power plant, and since 2021 it has used only renewable electricity. HiPP has surpassed its goal to reduce emissions by a further 20 percent by 2025. The company has set the Science Based Targets initiative (SBTi) commitment as a key sustainability goal.

HiPP's sustainability challenges – packaging

HiPP places great emphasis on improving the sustainability performance of its packaging, for example by making it as recyclable as possible. This presents a challenge, since food packaging must also meet strict food safety requirements. Because HiPP serves such a sensitive target group, the company prioritizes the highest standards of safety and purity. So far, no recycled plastic has met these strict requirements for direct contact with food, which limits the extent to which recycled materials can be used in the company's packaging.

People at the centre

HiPP's work for social sustainability is as ambitious as its environmental efforts. The focus is on good working conditions, diversity and community engagement. The company offers secure employment with high standards, flexible working hours and opportunities for training and development.

Through apprenticeship programmes and collaboration with schools, HiPP invests in the next generation of talent. A clear Code of Conduct applies to the supplier chain, ensuring that ethics, respect and social responsibility permeate the entire organisation.

A future of sustainable baby food

HiPP demonstrates that high product quality, organic integrity and ambitious climate goals can go hand in hand. With seven decades of experience in organic production and a comprehensive sustainability approach, HiPP is already setting the standard for the baby food of the future.



Gentle skincare with care for both children and the environment

HiPP's baby skincare range contains carefully selected, mild ingredients and is developed to remove the risk of irritation. Free from unnecessary additives and created with respect for both skin and the environment, the range offers a gentle option for everyday skincare.

HiPP products are made with natural and nutrient-rich ingredients. The company consistently excludes substances such as microplastics, mineral oils and synthetic additives. Instead, ingredients like cold-pressed organic almond oil are used – known for their nourishing, soothing and moisturising effects on dry and sensitive skin. In line with EU cosmetics regulations, none of the products are tested on animals, and many are vegan.

HiPP is actively working to reduce its environmental impact through sustainable packaging solutions. For safety reasons, recycled plastic is not yet used in direct contact with the product, but recycled materials are used for outer packaging such as boxes and leaflets – a balance between environmental responsibility and child safety.





Employees at Arvid Nordquist

At Arvid Nordquist, our employees are our greatest asset. A healthy workplace environment is not just about safety; it is as much about creating an environment where everyone feels seen, at ease, and motivated to contribute. Through regular employee surveys and by monitoring health-related absences we ensure that our employees are happy and healthy.

Health and well-being are essential for a healthy everyday life. On-site fitness facilities at our head quarter, wellness allowances, an active sports club as well as healthy lunches options make it easy for employees to stay fit, while training increases competences and well-defined work routines provide security.

Our new office in Järfälla, inaugurated in 2025, embodies these values. Bright, open spaces are combined with quiet zones and meeting rooms, and strategically placed glass partitions create transparency and a sense of togetherness.



Sustainability Is Integrated into Our Work

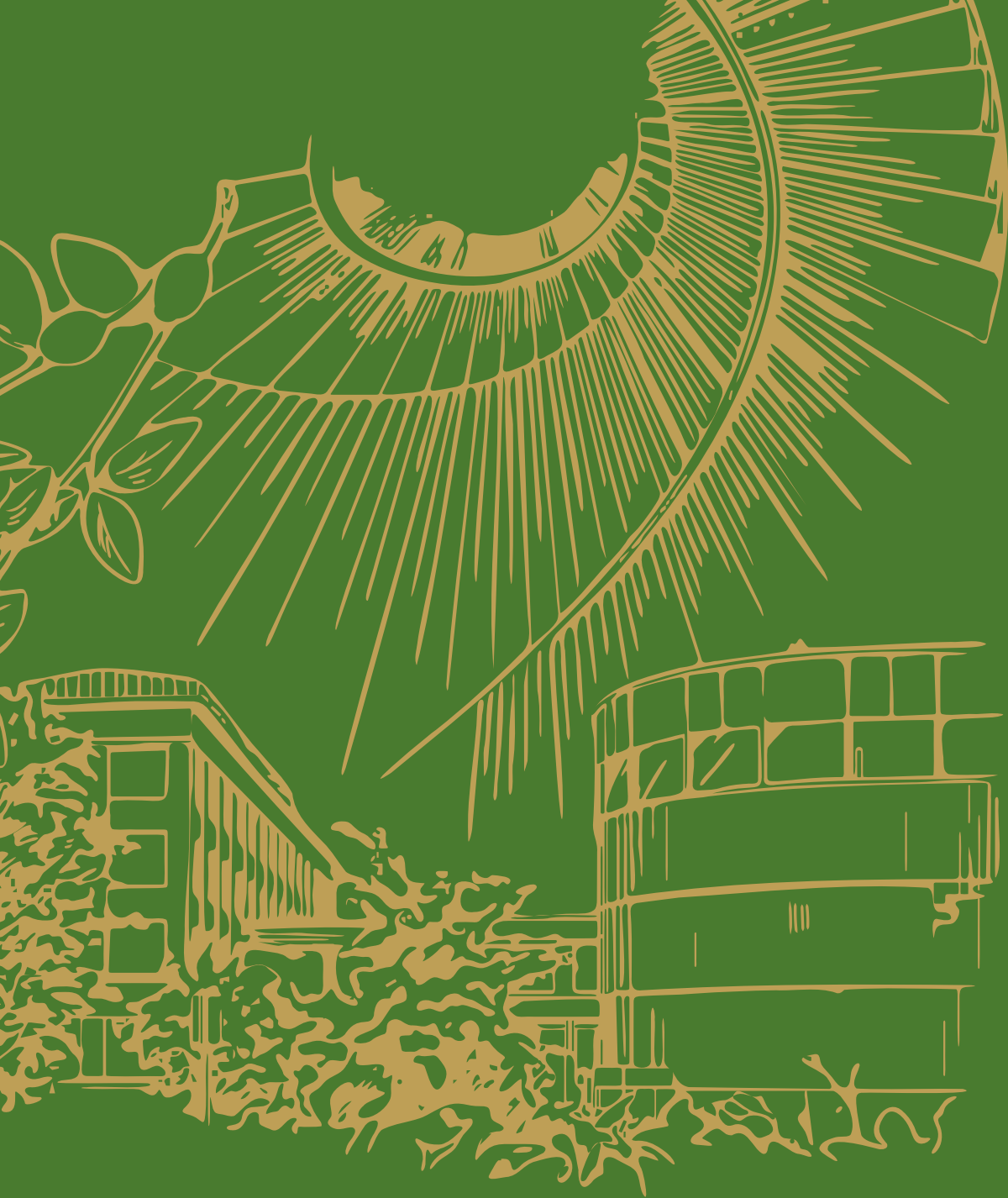
At Arvid Nordquist, we work to integrate sustainability throughout the entire business and in all relevant decisions and processes. Sustainability is a natural part of our daily work, and we recognize that every employee can contribute, regardless of function or role.





Photo: Sustainability Team:
Erica Bertilsson, Annika Skogvik, Peter Dannqvist,
Jenny Nilsson, Malin Bolander, Carl Johan Svaton,
Tomas Skenbäck, Erik Juhlin, Anette Wyrén, Klara Larsson,
Fredrik Revera, Maria Keskitalo, Fredrika Dannqvist, Lisbet Ryg Olsen.

Missing from the picture:
Ola Liljeqvist, Erika Waltré, Tobias Snellman, Anders Lerche Frederiksen,
Eirik Klemetsen, Joachim Malmberg, Cecilia Mérus, Jan Kleven,
Beatrice Wahlström, Ira Nyström.



Märket för
ansvarfullt
skogsbruk

ARVID NORDQUIST HAB

Phone: +46 (0)8-799 18 00
E-mail: info@arvidnordquist.se
www.arvidnordquist.se