

Circle K Danmark A/S • CVR: 28142412 • Borgmester Christiansens Gade 50 • 2450 København SV

Sustainability report

Financial year 2020/21



CIRCLE 

SUSTAINABILITY REPORT FINANCIAL YEAR 2020/21

(Statement of §99a & §99b)

CIRCLE K DANMARK A/S (CVR: 28142412)

BUSINESS MODEL AND VALUE CHAIN

Circle K Danmark A/S (Circle K Denmark) is part of the Canadian Alimentation Couche-Tard group which ultimate parent company's shares are listed on the Toronto Stock Exchange. Group-wide Alimentation Couche-Tard has a network of more than 14 200 convenience stores and stations and approximately 124 000 employees in different countries around the globe. The European and other regions store & site network comprised 3 067 locations.

Circle K Denmark operates three separate brands with a total number of 438 sites covering both passenger vehicles and heavy vehicles. Our sites are found throughout the country and 226 of these sites are full-service operations including stores with food, beverages, and car wash, in addition to fuels under the Circle K brand.

The company's other brands are INGO, 1-2-3 and Circle K Truck where the company operates 212 fully automated fuel sites open 24/7. 40 of INGO's sites also offer car wash.

The fuel sold by Circle K Denmark is mainly diesel with 7% biodiesel and gasoline with 10% ethanol, but Circle K Denmark also hosts electric vehicle quick chargers from third parties on our sites and has started the roll out of own branded quick chargers across our network.

Nationwide Circle K Denmark employs approximately 2900 people of which 80% are part-time or employed by the hour. 177 are employed at the Support Office in Copenhagen.

SUSTAINABILITY – PART OF OUR DAILY OPERATIONS

Our planet and environment are facing enormous challenges. As a convenience and fuel retailer, we recognize our part and opportunity in contributing to a more sustainable future.

Sustainability is a business lens in our everyday operations for Circle K Danmark as well as for the entire Alimentation Couche-Tard Group (ACT).

Last year ACT identified five sustainability priorities, which have become increasingly important for our customers, employees, stakeholders and our business in general: Fuel, Energy, Packaging & Waste, Workplace Safety. And recently Diversity & Inclusion was added as the 5th sustainability priority.

2025 targets and specific plans were on the agenda in financial year 2020-21 as well as 2030 ambitions. The global targets and ambitions are relevant for all parts of ACT and the local sustainability initiatives in Denmark are an important contribution.

Following the 2019 decision to elevate sustainability to a business lens, ACT has continued to develop its Sustainability Framework. The framework consists of three overarching pillars: Planet, People, Prosperity. Each pillar is mapped to the UN global goals highlighting our contribution towards global sustainable development.



SUSTAINABILITY GOVERNANCE

It is the Board of Directors who has the overall responsibility for the management of Circle K Denmark, which also includes issues related to sustainable business operations. The board approves the Sustainability Policy and the Code of Conduct among other governing policies. The CEO is responsible for executing the Board's decisions and strategies.

As support to the CEO and other operations, Circle K Denmark has a management group as well as line managers. It is included in the line managers responsibility to undertake analyses and assist members of management in executing the board's decisions, which includes sustainability related questions.

Main governing policies and guidelines

- Health, Safety and Environment policy
- Light of day policy
- ACT Ethics Code of Conduct
- Supplier declaration
- ISO 14001
- ISO 9001

ENVIRONMENTAL SUSTAINABILITY

Our impact, approach and outcome

The sale of fuels (both fossil and renewable) accounted for 61% of total sales during financial year 2020/21 and other services, food and beverage accounted for approximately 39%.

We cooperate with authorities and other stakeholders through our branch organization to establish activities with long term positive impact on the environment.

Together with COWI A/S we made a Green screening to identify areas in the value chain where green transition is possible in near future. The improvements should not only reduce environmental impacts but also be economically viable and easily implementable, thus ensuring that sustainable impacts are achieved. The initiatives should reduce climate impacts (CO₂), but potentially also other positive environmental outcomes such as water consumption and biodiversity.

Fuel

Circle K Denmark is at the very centre of the ongoing shift towards a low-carbon economy as fossil fuel is a large contributor to greenhouse gas emissions (GHG). EU has set targets of reducing GHG emissions by 20% in 2020, 40% in 2030 and 80–95% by 2050. Denmark has set a national goal of reducing GHG emissions in sectors not covered by the European emissions trading system by 40 per cent by 2030 and a long-term goal of being independent of fossil fuels by 2050. As a consequence, Denmark has implemented mandatory emissions reductions legislation obliging retailers of fuels to gradually increase the share of renewables in the total fuel mix. From January 2020, gasoline contains 10% ethanol.

We strive to be part of future mobility solutions and we see renewable fuels as one part of a cleaner future. The fuel offer we have today contains low blend of renewable components. In our financial year 2020/21, the volume of renewable fuels made up 7,4% of total fuel sales, an increase of 1,1% versus last year.

Circle K DK began introducing EV on sites in December 2020. Currently we have introduced EV on 5 sites. By the end of FY22 we will have minimum 23 sites with EV and will therefore have 34 hyperchargers (150 kW) introduced offering 68 charging spaces across the Circle K network in DK.

To help the reduction of GHG emissions in the transportation segment we are increasing our presence with HVO (Hydrotreated Vegetable Oil) offering up to 90% GHG reduction. HVO can be used in most ordinary truck diesel engines without any alterations.

HVO, however is a product that is in severe undersupply resulting in prices of 5–6 DKK /litre above regular fossil diesel. In addition, a significant part of the production is based on palm oil. We do not accept HVO based on palm oil in our company.

HVO100 has been delivered in bulk for some time, but in January 2021 Circle K introduced HVO100 on 6 sites across the network and plans to have 8 sites with HVO100 by the end of calendar year 2021. The purpose is to support the truck segment towards a greener ambition.

With these initiatives, we see the value of educating our sales reps on green and future fuels/mobility which took place in financial year 2019–20 and financial year 2020–21. Our sales reps are ready and confident to take the dialogue with our customers towards products offering GHG reduction.

In November 2020, we made an agreement to purchase 50 mill litres of PtX (Power-to-X) methanol over a 5-year period from 2022 to blend into gasoline and biodiesel production. In addition, we will participate in two demonstration projects for alternative transportation fuels (Electro fuels / PtMET (Power to Methanol))

Energy

In addition, our own operations have an environmental impact. We consume energy at our stores, office and our car washes use fresh water, a resource becoming scarcer even in our part of the world.

Since 2010 Circle K Denmark has worked systematically to reduce the electricity consumption at our sites. This has included installation of an energy management system (EMS) to better understand which parts of a site that drives the consumption. The EMS is a remote control of the store's temperature, ventilation, and heating system. We have also replaced our lighting with LED and invested in improvement in relevant equipment to enable an energy efficient operation. Further we have replaced all Ice-cream freezers (during April/May 2021) with self-defrosting units that have an approx. 30% lower energy consumption.

Water consumption

In financial year 2020/21, we installed new water cleaning systems covering in total 7 car wash machines), resulting in a reduction of more than 60% of water usage per wash on these sites. Our plan is to update additional machines in the new financial year 2021/22, with the new water cleaning system.

Food, Packaging & Waste

Also, we have an indirect impact on the environment through the sourcing of some of the products we sell. This is in particular relevant for coffee and the palm oil content in some food products which, if not grown using sustainable practices, can cause deforestation.

Further we have an impact on the environment through the packaging of products we sell, which often contains plastic as well as for the waste e.g., on food for sale at our stores.

A part of our food program is to ensure that the packaging is sustainable. In 2019 a large packaging project has been run and we expect to continue our conversion of the current packaging to more sustainable solutions in the years to come – aiming at 100 % of our packaging to be recyclable or reusable packaging by 2030. We have in Financial year 2020/21 we started replacing plastic lids on some salads in our snack bar with MAP solution and a cardboard sleeve and will work further on this for the coming year.

Reduction of waste is also important to ensure environmental sustainability. To reduce food waste on our sites we finalised our test run in financial year 20/21 with Too Good to Go. Too Good to Go is an organization that resells food at a discount when nearing expiry, and in financial year 2020–21 we will do a nationwide roll-out across all stores. We expect to reduce our food waste with approx. 120 tonnes of food per year.

Responsible Procurement

The choices we make regarding which products and services to procure have considerable effects on the future of a more sustainable supply chain.

We engage with suppliers through a due diligence process to understand and assess supplier programs. We look at business integrity, quality, health and safety, labor conditions, human rights, environmental issues, and ethical practices, among other topics.

As an example, in January 2021, we entered into an agreement with a new mat supplier for our stores. The new carpets are made of 100% recycled nylon from discarded plastic, used fishing nets and plastic rescued from the world's oceans.

SOCIAL SUSTAINABILITY, INCLUDING EMPLOYEES AND RESPECT FOR HUMAN RIGHTS.

Our impact, approach and outcome

Circle K Denmark impacts the community in which we operate on several areas. Through the products we sell we have an indirect effect down the value chain and our analysis show that in addition to our fuels it is mainly with our coffee and the food containing palm oil that there are apparent risks. Just as there are environmental aspects to consider with regards to these products the working conditions of farmers as well as the risk of expanding plantations causing displacement of local communities are also important risks to consider in our sourcing processes.

The food we sell also affects our customers who often on the move and in need of something quick and easy to eat before continuing their journeys.

Another big area of influence is the thousands of people working at our sites, and office. Creating a tolerant, diverse, and safe workplace free from any form of discrimination is very important for us. Respect for your fellow co-workers as well as all our partners and customers are a pre-requisite for running a sustainable business and attracting the right talent. In line with previous year, during financial year 2020/21 there has not been any cases related to violations against human rights.

Food and beverage

All our coffee is Rainforest Alliance certified and 100% organic. Our food and coffee are high quality products and currently we have Danish meat in several of our products. Further we have 100% cage free eggs in all food products/food ingredients. We continuously work on developing our food offer including offering a range of vegetarian alternatives. On selected beverage products we also provide organic alternatives.

Our hotdog bread and bakery does not contain palm oil. However, there are third party products that contain palm oil. Our ambition is to only sell products which contain certified palm oil, but we are also working on finding ingredients which can replace palm oil.

Circle K Denmark's internal food and safety management system includes product recalls, log of food safety incidents as well as, unannounced audits performed by a 3rd party in all stores twice a year. The audits consist of three elements: a checklist based on our management system, coaching and sample analysis. To ensure learning and follow up from the audits, all store managers receive an individual audit report. The goal in financial year 2020–2021 was 97% approved site audits and we achieved 97%. The 3% was all approved after re-audit.

Børns Vilkår

In 2019, Circle K established a partnership with Børns Vilkår with an effort to raise money for Børns Vilkår to increase the capacity and opening hours on their phone hotline for children in need of an adult to talk to. Each year we are doing a fund-raising campaign for Børns Vilkår BørneTelefon (phone hotline for kids) supporting children in need. The target is to, through a we give-you campaign, reach a total of 1 mil. DKK. Every time a customer buys a coffee during this period, the customer donates 2,5 DKK and Circle K Denmark donates 2,5 DKK as well. Both customers and Circle K Denmark can choose to donate extra. For the financial year 2020/2021 Circle K Denmark raised in total 1.130.000 DKK and the money enabled Børns Vilkår to increase the opening hours of Børnetelefonen.

Julemærkefonden

With our brand INGO we are going into the 4th year of CSR collaboration with the organization Julemærkefonden and we are proud to support the children in need. Each year Julemærkefonden helps 1000 children to a better life without bullying, loneliness, and general poor well-being.

HR organization

HR quality is ensured in the Human Resources Functional Requirement. The performance management process People@Circle K ensures that all employees have targets and are given clear expectations. The Performance management process is an ongoing process throughout the year, where each employee has a plan with delivery- and development targets for the coming year. The development plan is being supported by a strength-based approach to development via the implementation of the Strengths Finder concept.

Tools for engagement is Gallup's myVoice employee survey, with subsequent review of results and measures for increased involvement in all teams. We are proud to be able to increase the result in a turbulent period due to Covid-19. Intensified focus with a structured plan, and Roadmap with initiatives to keep focus throughout the year on myVoice engagement in all teams, contributed strongly to all time high result in Circle K Denmark with an overall engagement score at 4,25 (the range is 1–5 where 5 is the highest possible result) which is an increase at +0,29 compared to last year.

Diversity within the Board of Directors and the company

As an inclusive employer, we aim to improve gender balance at all levels of our organization. We have a 50/50 target and focus to ensure a gender balance within our succession pipeline especially on Sales Market Manager level, where we have the biggest gap. This is supported by ongoing people reviews, mapping of employee qualifications, dialogue about competencies, work life balance and open discussions to avoid Bias

The Board of Directors consists of three males and one female. Equal gender balance has been achieved. At management level our gender balance is 62/38 % male / female. In total Circle K Denmark has a gender ratio of 52 % female and 48 % male.

To further improve diversity on support office, we have strengthened our talent pipeline to be more diversified e.g. a 50/50 male/female for candidates to key positions, including management roles. Further, all employees and qualifications are mapped for potential positions throughout the organization to avoid Bias as well as to ensure equal pay between genders.

We are committed to a workplace where all team members feel safe, respected, and able to develop their full potential. In addition to all our other activities, our continuously focus on "Minus the Bias" is ongoing. For the financial year 20/21, E-learning in all teams and by all employees at support office as well in the stores, has been completed.

Health and safety (HSE)

Strong efforts are made to ensure safety for all customers, contractors, and our employees. In all parts of our business HSE results are key and considered a license to operate. It is a management responsibility to secure that each employee continuously evaluates the risk and takes necessary actions to prevent incidents.

In financial year 2020–21 we implemented a completely new and global platform for registering HSE incidents. This gives us as a company with new opportunities for statistics and analysis in order to ensure the right preventive actions, and follow-up.

Safety work is an important factor for current and future employees. We invest significant resources in preventive measures for robberies and other types of serious incidents at our sites. In financial year 2020/21 we have continued the work with Anti Robbery Audits on all sites. The audits shall secure:

- That all employees are trained on how to act in the event of a robbery
- Robbery preventive signage
- Preventive equipment at all sites

During financial year 2020/21 Circle K Denmark had an increase from 8 to 15 robberies. Our goal remains to minimize the number of actual and attempted robberies towards zero with robbery preventive elements and training of employees.

During the corona pandemic the numbers of threats increased at our sites why an anti-conflict handling training was developed as online sessions to support our employees on high risk sites.

A complete APV (workplace safety assessment) including physical audits on all sites and a survey involving all site employees about the mental work environment were performed in financial year 2020–21. Action plans were made, followed up by all managers and approved by working environment employee representatives

COVID-19

To ensure timely and consistent handling of corona pandemic regarding our business, the Circle K Denmark Emergency response Team (ERT) has been united and coordinated the entire effort. The team was gathered through Teams meetings every day during the beginning of the pandemic and has continued to meet regularly during the entire year.

Guidelines and protective equipment were introduced in the office and in stores to protect customers, employees, and suppliers. A work from home policy was immediately implemented where only business critical tasks which was not possible to execute remotely were exempted.

We introduced a system for Reporting Corona absence divided into quarantined cases and tested positive cases. Policies were updated in line with authorities' regulations and guidelines.

The plans are dynamic, so they always follow the rules and guidelines that come from the authorities.

As our sale of fuel plummeted in the first days after the lockdown, we decided to send app. 700 employees' home. However, as sales recovered faster than first feared, the same employees were called back after app. 30 days. Further, as the financial impact from this downturn was not as severe as first indications suggested, our view was that other businesses were in greater need of government aid and thus decided not to seek compensation.

BUSINESS ETHICS AND SUPPLIER RELATIONSHIPS

Management approach and outcome

For Circle K Denmark, corruption is an inherent risk between our employees and our customers, suppliers, and other stakeholders. To minimise the risk of corruption, Circle K Denmark is working with several preventive measures on training, information and operational procedures i.e. co-signing of invoices, contracts, and expense reports.

Besides addressing corruption, we are aware that some of the impact with regards to environmental matters is not generated by us directly but indirectly by our business partners. We are therefore working actively with our business partners on, how to address sustainability and that they adhere to the same values and principles as we do.

Employees

The Ethics Code of Conduct and the Light of Day test are online courses assigned to all new employees through the Onboarding package. These communicate to all employees our requirements and expectations in term of Human Rights, ethics and treatment of our fellow colleagues and external stakeholders. The completion rate was 97% in 2020/21

Suppliers of fuel

The purchase of both renewable and fossil fuel, is handled at European level and Circle K Denmark is not directly involved in the sourcing of these products. Suppliers of biofuels must fulfil Circle K's eight sustainability criteria's, national laws, and EU regulations. To make sure that they do, we have implemented controls. All our suppliers of fuel need to sign our Supplier Declaration.

The greenhouse gas reduction must be 50% for biofuels, or 60% if the facility of the biofuel producers started their operations January the first 2017 or later. Beyond demands on emission reduction, our company requires that the production of the fuel does not cause any major harm to the surrounding land, areas with high biodiversity or water sources as well as not having a negative impact on working conditions or the local community.

SIGNIFICANT NON-FINANCIAL RISKS AND RISK MANAGEMENT

Risk	Risk management
<p>Shift from fossil fuels to renewables</p> <p>The shift from fossil fuels to renewables will most likely be fast and disruptive to society and many businesses, including our own. For Circle K Denmark this shift is not an isolated sustainability issue but at the heart of our entire business model.</p>	<ul style="list-style-type: none"> - Partnership with Ionity on charging stations at select Full Service sites and we have installed own chargers at 5 sites. Total of chargepoints 14 - 150kW - Participate in two demonstration projects for alternative transportation fuels (Electro fuels / PtMET (Power to Methanol)) <ul style="list-style-type: none"> o With Teknologisk Institut in Aarhus, Municipalities in Copenhagen and Aarhus (and others) to demonstrate the use of M85 (85% methanol and 15% gasoline) in ordinary petrol ICE (Internal Combustion Engine) cars offering significant GHG reductions. o With Blue World Technology to demonstrate the use of M100 in fuel cells combined with battery electrical vehicles o Pilot Workplace/home charging at our office in Borgmester Christians Gade o - Agreement to purchase 50 mill litres of PtX methanol over a 5-year period from 2022 to blend into gasoline and biodiesel production - We are moreover actively participating in the debate about future transportation energy through our industry organization Drivkraft Danmark, and in own name. We seek to engage in dialogue with politicians and other stakeholders to support the change agenda.
<p>Other environmental impacts</p> <p>Our operations entails environmental risks such as spills and risk of contamination of soil and water.</p>	<ul style="list-style-type: none"> - Systematic environmental work in accordance with ISO 14001 <p>https://www.circlek.dk/hse</p>
<p>Operational health & safety</p> <p>Some parts of our operations have elevated risks of personal injury to those working at the premises. Occasionally,</p>	<ul style="list-style-type: none"> - Implementation of anti-robbery audits on all sites which secures that all employees are trained for preventing and handling robberies as well as that each site have preventive equipment. - Anti-conflict training

<p>our stations are subjected to robbery attempts. The COVID-19 pandemic is a new risk for our employees.</p>	<ul style="list-style-type: none"> - COVID-19 specific guidelines and routines to protect our customers and employees <p>https://www.circlek.dk/corona</p>
<p>Reputational risk</p> <p>Unethical business behaviour or association with companies or products which do not meet the public's expectations for responsible business can harm our brand, the trust we enjoy from the public and as a consequence possibly shareholder value.</p>	<ul style="list-style-type: none"> - Training and information to all new employees in our Code of Conduct during a mandatory on-boarding program. - "Light of Day". How we live up to what is good behaviour in our everyday interactions – in person, by phone, by email, online – is through the Light of day test. Everyone joining our company must read, sign and comply with this policy. And each year, we are required to review and acknowledge our understanding of it.

OUTLOOK FINANCIAL YEAR 2021–22 AND ONWARDS

In May 2021 ACT extended its commitment to sustainability to the financing of the operation. And via the issuance of our Green Bonds in May 2021, the first of its kind by a convenience and fuel retailer, we aim to finance a low-carbon and sustainable future by investing US \$350 million in projects that support sustainable solutions. These solutions cover six key categories: clean transportation, energy efficiency, renewable energy, pollution prevention and control, sustainable water and wastewater management, and green buildings. We hope the issuance of our Green Bonds will inspire other companies to do the same.

We will in the coming years increase investments in the quick charger market for EVs (Electrical Vehicles). This will cater for a market where especially private passenger cars will increasingly be EVs. The tipping point in price between EVs and traditional Internal combustion engine (ICE) cars is predicted to be in 2021–2023, where the sale of EVs is predicted to increase significantly.

To help the reduction of GHG emissions in the transportation segment we are increasing our presence with HVO (Hydrotreated Vegetable Oil) offering up to 90% GHG reduction. In January 2021 Circle K introduced HVO100 on 6 sites across the network and plans to have 8 sites with HVO100 by the end of calendar year 2021.

For heavy transportation, we believe that the PtX (Power to X) technology, where sustainable electricity via a chemical process is captured in liquid form (the simplest being methanol) will offer a viable solution. The PtX technology will also offer storage of excess electricity when production exceeds demand and thereby offer more predictable electricity prices for the producers offering them better return on capital invested. That is why we have engaged ourselves in the two demonstration projects described above and in the political debate.

Furthermore, in the Autumn of 2020, we will have invested in a large volume of low emissions produced methanol. The investment will result in several litres of methanol to be delivered over the course of 5 years. If the methanol is used as fuel in the transportation sector, the user(s) will be able lower its/their CO₂-emissions by 70–95% per tank full.

Further we have several other initiatives within our 5 five sustainability priorities: Fuel, Energy, Packaging & Waste, Workplace Safety and Diversity & Inclusion.

Corporate responsibility, animal welfare and meat-free options are important to us as a responsible retailer. During the summer 2020 we decided to join the European Chicken Commitment (ECC). The purpose of which is to ensure the best possible living conditions for the chickens that we use in our food production. The ECC compels to ensure more room, better living standards and better food for the chickens. In 2022, we change the chicken in our sandwich production to "Hjerte 1 chicken"

Circle K Denmark will continue the partnership with “Børns Vilkår” aiming for the hotline ‘Børnetelefonen’ to be open 24–7. INGO continues the support to Julemærkefonden. INGO will implement solutions where our customers can join in and support Julemærkefonden by topping up with a donation when fuelling or washing their car.

Our journey on sustainability has started and we will continue to develop our business and operations from a sustainable perspective for us as a company to contribute to a sustainable future.

KEY PERFORMANCE INDICATORS

	2020/21	2019/20	2018/19	2017/18
Share of fossil fuels sold (%)	92,62	93.74	94.35	94.44
Share of renewable fuels sold (%) ¹	7,38	6.26	5.65	5.56
Numbers of sites with Circle K EV chargers	4	0	0	0
Numbers of Circle K EV chargers	10	0	0	0
Average kWh charged per Circle K EV chargers per day	322	0	0	0
Average kWh charged per day on all Circle K chargers	1611	0	0	0
Energy consumption within the organization (MWh) ²	44 196	42 762	44 355	43 251
GHG emissions (t CO ₂ e) ³				
- Scope 2	5489	14 476	11 122	10 486
- Scope 3	4212	4 509	4 714	4 919
Significant environmental incidents ⁴	0	0	0	0
Total waste (sites) tons	4605	5081	-	-
Water consumption (litres/m ³) car wash	137 M litres	137 M litres	-	-
Water consumption (litres/m ³) total	206 M litres	218 M litres	-	-
Share of fuel suppliers which have accepted the supplier declaration (%)	100	100	100	100
Number of non-fuel suppliers that have signed supplier declaration	38	-	-	-
Share of part-time employees including employees employed by the hour (%)	84	78	78	81
Share of female employees (%)	52	51	52	52
Share of female station managers (%)	56	54	54	51
Share of female managers (%) (Store & Support office)	52	23	30	35
Share of female in executive management (%)	38	25	33	25
Share of female on the Board of Directors (%)	25	25	0	33
Age balance <35 years	23%	-	-	-
Age balance 35-55 years	60%	-	-	-

¹ Calculated as ton of renewable-based fuel sold compared to fossil-based fuel. The calculations include both amounts sold at both Circle K and INGO.

² Includes consumption of electricity at full-service sites. Values are measured or reported from our electricity provider.

³ Scope 2 includes emissions from production of the electricity which is consumed at full-service sites. Emission factor for Nordic residual electricity mix is used and has been collected from the Swedish Energy Market Inspectorate. GOO Water electricity has been purchased since Sept 2020. GOO Water is considered as zero emissions. Scope 3 includes transportation of fuel between terminals and stations. Up- and downstream emissions have not been taken into account. Emission factor for fuel used by the delivery trucks has been collected from the European Commission. In the coming years the ambition is to broaden the reporting and include scope 1 as well.

⁴ Defined as level 1 or 2 on a scale of 1-5 in Circle K's internal seriousness classification matrix and corresponds to accidental spill to; land larger than 5 m³, to water larger than 500 liters and to air larger than 50 liters.

Age balance >55 years	17%	-	-	-
Absence due to sickness % ⁵	6	5	4	5
Reported amount of serious work related accidents/incidents ⁶	12	17	22	39
Share of certified coffee sold in stores (%) ⁷	100	100	100	100
Community Engagement - Youth at risk (DKK per year)	1.130.000	1.000.000	1.000.000	
Community Engagement - INGO - "Julemærkefonden" (DKK per year)				
Gallup MyVoice - People Q My company's effort to make a positive impact on people in my community makes me proud to work for them	4,24	4,06	4,00	
Gallup My Voice Planet Q My company's effort to make a positive impact on our planet makes me proud to work for them.	3,95	3,66	3,40	
Gallup MyVoice - Engagement score	4,25	3,96	3,92	

⁵ Calculated as the number of working hours reported as sick leave in relation to the total number of hours worked during the financial year. (The figures for FY21 also include all employees with Corona quarantine and illness)

⁶ Indicates the number of accidents/incidents which have resulted in more than one day of sick leave and classified as serious according to Circle K's internal incident classification matrix. In last year's report the total recordable injuries were reported, from this year we report the lost time injuries for all reported years.

⁷ Refers to the freshly brewed coffee sold at our sites.