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Q3 2023 RESULTS

NOTEHOLDER PRESENTATION

8 November 2023



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ONE SELECTA

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HQ in **Switzerland**

Foodtech leader with a **GLOCAL** model
across **16 countries** in Europe

Clear purpose of **making people feel great**
and creating millions of
moments of joy every day



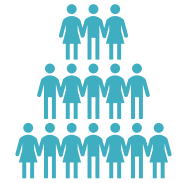
365,000 machines generating
€1.4 billion revenue in 2022

Sustainability is
at our core



Focused on **organic & accretive growth**

Best-in-class client service
through **6,200** passionate Selecta
owner-associates & associates



Innovative concept leader & technology driven



Leading distributor

#1 or #2 in coffee and
food in 10 markets

SPEAKERS

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CHRISTIAN SCHMITZ
Chief Executive Officer



NICOLE CHARRIÈRE
Chief Financial Officer



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AGENDA

1. Business Update
2. Financial Results
3. Conclusion

01

BUSINESS UPDATE

Christian Schmitz, Chief Executive Officer



9M UPDATE - BUILDING AN EFFICIENT BUSINESS AS WE GROW OUR FOODTECH

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1

FOODTECH GROWTH

- Group sales growth of +4.2%
- Group SMD of €12.3, up +13.8%, with new record high in Public SMD
- Continued strong Foodtech growth and building robust foundation for the journey ahead of us

2

MARGIN EXPANSION

- Price increase on track, 9M landed c.7%, leading to Gross margin recovery of +0.7pp quarter on quarter
- Strong Adj. EBITDA margin of 19.7%, up +1.9pp, driven by cost discipline and structural productivity gains

3

EBITDA GROWTH

- Adjusted EBITDA of €178.8m, up +15.5%
- Reported EBITDA of €161.2m, up +25.7%
- Supported by pricing initiatives and structural cost savings

4

CASH CONVERSION

- Cash generation projects in place leading to sustainable FCF conversion of 33.1% as higher rightsizing cash-outs hit in the year
- Liquidity headroom of €125.9m

We are improving the quality of the business in all facets which is reflected in SMD, profitability and quality of earnings

FEEDING THE FUTURE: GROWTH OF FOODTECH

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- Zealand University Hospitals in Denmark (Køge & Roskilde) with over 2,000 employees
- Selecta solution: Smartfridges & coffee
- Traffic of over 200k per year



- UK's 4th largest airport, part of Manchester Airport Group (MAG)
- Selecta solution: Smartfridges & coffee
- Traffic of over 27m passengers per year



- Swiss aerospace manufacturer, over 2,300 employees
- Selecta solution: Smartfridges, Snack market & coffee
- Potential to roll out



Foodies
From selecta

+47%

1,533

Total new units YTD Total points of sale



02

FINANCIAL RESULTS

Christian Schmitz, Chief Executive Officer
Nicole Charrière, Chief Financial Officer



PROFITABILITY TURNAROUND DEMONSTRATING SUCCESSFUL TRANSFORMATION

9M 2023 FINANCIAL SUMMARY

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Net sales

+4.2%

Sales of €908.8m

Adjusted EBITDA¹

€178.8m

+15.5% vs last year

Reported EBITDA

€161.2m

+25.7% vs last year

Adj. EBITDA¹ margin

19.7%

+1.9pp vs last year

Free cash flow (FCF)

€59.2m

33.1% conversion³
-2.6pp vs last year

Liquidity headroom²

€125.9m

- Strong **Reported EBITDA** growth demonstrates successful transformation driven by our strong profitability focus
- Structural productivity gains and cost discipline continue to support **Adjusted EBITDA margin** expansion of +1.9pp
- Continued growth of **LTM Adj. EBITDA** up 9.7% vly reached €240.7m
- **Sales growth** of 4.2% reflecting strong growth in SMD, price increase execution and strategic focus on profitability leading to intentional churn
- **Gross margin** (59.4%) increasing throughout the year driven by pricing, assortment and productivity actions
- Stable **FCF conversion** and robust **liquidity**

¹ Adjusted EBITDA: Earnings before Interest, Tax, Depreciation and Amortization and prior to one-off items (external and internal costs which are not related to the on-going business)

² Cash at Bank of €31.0m plus €94.9m available RCF

³ FCF conversion calculation: FCF / Adjusted EBITDA

STRONG REPORTED EBITDA GROWTH QUARTER

Q3 2023 FINANCIAL SUMMARY



<p>Net sales</p> <p>-1.5%</p> <p>Sales of €292.5m</p>	<p>Adjusted EBITDA¹</p> <p>€62.6m</p> <p>+10.7% vs last year</p>
<p>Reported EBITDA</p> <p>€54.3m</p> <p>+34.8% vs last year</p>	<p>Adj. EBITDA¹ margin</p> <p>21.4%</p> <p>+2.4pp vs last year</p>
<p>Free cash flow (FCF)</p> <p>€17.7m</p> <p>28.2% conversion³</p> <p>-18.9pp vs last year</p>	<p>Liquidity headroom²</p> <p>€125.9m</p>

- Strong **Reported EBITDA** increase of +34.8% as a result of higher Adj. EBITDA and transformation actions normalising lead to strong **Reported EBITDA margin** expansion of +5.0pp
- Strong **Adjusted EBITDA margin** expansion of +2.4pp
- **Sales** -1.5% reflecting strong growth in SMD, price increase execution and strategic focus on profitability
- **Gross margin** (60.0%) recovered +0.7pp vs prior quarter and +0.3pp vs prior year due to successful price increase pass through
- After step up of notes cash interest payment (up €17.5m vly) and higher rightsizing cash outs versus last year (up €8.8m vly), cash conversion action plan contributing to maintain robust **liquidity headroom**



¹ Adjusted EBITDA: Earnings before Interest, Tax, Depreciation and Amortization and prior to one-off items (external and internal costs which are not related to the on-going business)

² Cash at Bank of €31.0m plus €94.9m available RCF

³ FCF conversion calculation: FCF / Adjusted EBITDA

CONTINUED SMD GROWTH & NEW RECORD HIGH IN PUBLIC

Q3 2023 GROUP – SALES PER MACHINE PER DAY



	Machines	Net Sales	SMD
Group	253k -13.4% vly	€233.2m -1.5% vly	€12.3 +13.8% vly
Private	184k -14.5% vly	€142.0m -3.8% vly	€12.0 +14.0% vly
Semi-Public	49k -13.8% vly	€36.5m -0.2% vly	€8.1 +15.8% vly
Public	19k +1.4% vly	€54.7m +3.9% vly	€30.5 +2.5% vly

- Group's SMD of €12.3 (+13.8% vly) supported by strong Public performance and Foodtech contribution, continues to be impacted by the removal of underperforming machines still ongoing as part of the SMD enhancement project
- **Private** sales (-3.8% vly) performance impacted by profitability enhancement projects led to SMD of €12.0 (+14% vly)
- **Semi-Public** sales (-0.2% vly) flat performance supported by strong growth in HoReCa led to SMD of €8.1 (+15.8% vly)
- **Public** sales (+3.9% vly) strong performance with already a strong base mainly driven Railways and Airports led to new record high SMD of €30.5 (+2.5% vly)

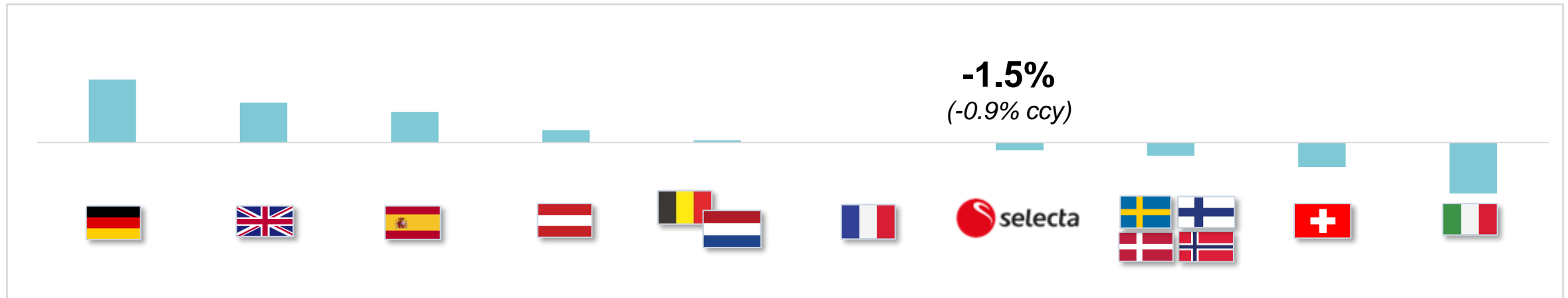


Note: **SMD calculation** = Net Sales / Machines / Working Days. **Net Sales**: excludes trade, water, microwaves, fridges & OCS and also machines which are only rented or technical serviced. **Machines**: 4-month average of all serviced machines both owned and leased by Selecta. **Working Days**: Group average for Private & 7 working days for Public and Semi-Public.

SLOWER SALES GROWTH WHILST CONTINUED PROFITABILITY FOCUS

Q3 2023 NET SALES BY COUNTRY VS LAST YEAR

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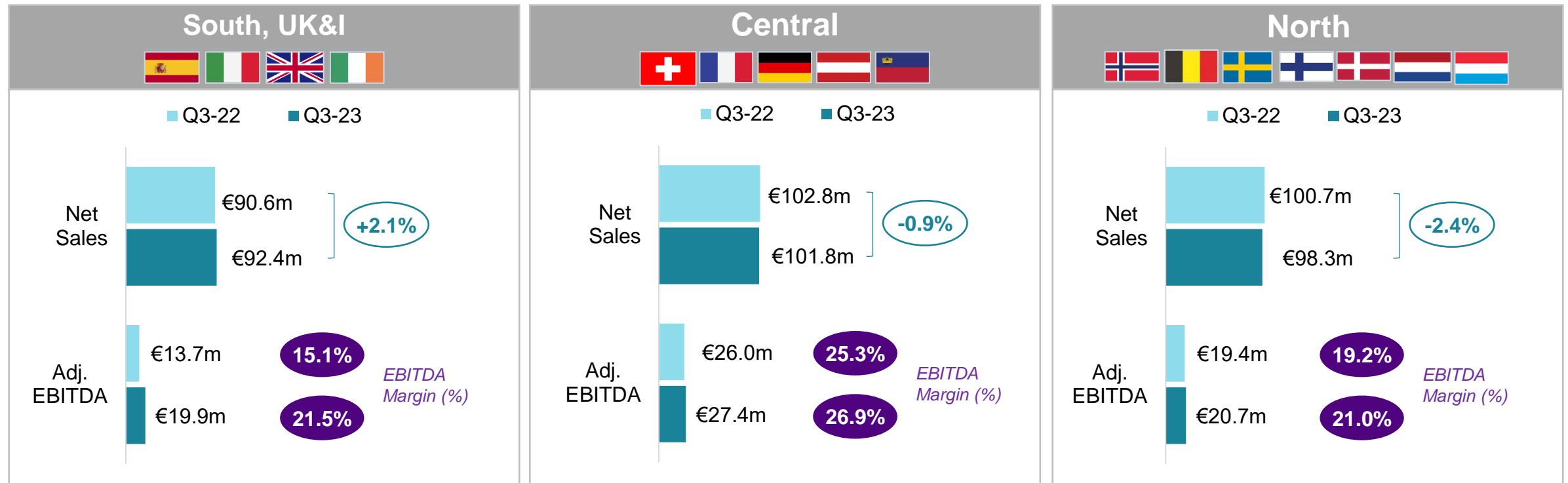


- Continued strong growth in Germany supported by Foodtech expansion
- Robust SMD growth mainly driven by Public and Semi-Public segments led to strong performance of UK and Spain

- Nordics performance impacted by FX headwind and SE profitability enhancement
- Switzerland performance impacted by greater profitability focus and less domestic travel
- Net sales in Italy continue to be impacted by transformation actions towards machine footprint and service optimization

STRONG PERFORMANCE IN SOUTH, UK & IRELAND, PROFITABILITY EXPANSION IN ALL REGIONS

Q3 2023 NET SALES AND ADJUSTED EBITDA BY REGION



STRONG PROFITABILITY AND MARGIN EXPANSION

Q3 2023 ADJUSTED EBITDA



€m	Q3-23	Q3-22	vly
Revenue	344.8	347.8	-0.9%
Vending fees	-52.3	-50.8	+2.9%
Net Sales	292.5	297.0	-1.5%
Adjusted Gross Profit¹	175.5	177.4	-1.1%
<i>% of sales</i>	60.0%	59.7%	+0.3pp
Personnel Expenses	-80.0	-85.4	-6.3%
<i>% of sales</i>	-27.4%	-28.8%	-1.4pp
Other Overheads²	-41.0	-43.9	-6.6%
<i>% of sales</i>	-14.0%	-14.8%	-0.8pp
Total Costs²	-121.0	-129.3	-6.4%
<i>% of sales</i>	-41.4%	-43.5%	-2.2pp
Adjusted EBITDA excl. IFRS 16	54.5	48.1	+13.3%
<i>% of sales</i>	18.6%	16.2%	+2.4pp
IFRS 16 impact	8.1	8.4	-3.8%
Adjusted EBITDA	62.6	56.5	+10.7%
<i>% of sales</i>	21.4%	19.0%	+2.4pp
One-off adjustments (net) ³	-8.3	-16.3	-48.7%
Reported EBITDA	54.3	40.3	+34.8%
<i>% of sales</i>	18.5%	13.6%	+5.0pp

Gross profit margin

- Recovered +0.7pp vs prior quarter and +0.3pp vs last year, although still impacted by inflationary pressure and mix impact

Costs ratio

Total costs ratio improvement of 2.2pp vly:

- Personnel expenses ratio improvement of 1.4pp** vly supported by productivity expansion. Minor furlough impact (€0.1m vs last year €0.3m)
- Other Overheads costs ratio improvement of 0.8pp** vly driven by disciplined cost management and inflation mitigation initiatives

Reported EBITDA & One-offs

- Reported EBITDA margin of 18.5%**, reached highest point over time, demonstrating successful transformation
- One-off adjustments (gross)³ of €9.5m related to transformation plan actions, down €7.9m versus last year



¹ Adjusted Gross Profit in 2022: prior to one off items (external and internal costs which are not related to the on-going business)

² Excludes IFRS 16

³ One-off adjustments (net) is the result of one-off adjustments (gross) being net out with the consolidation scope adjustments which have been re charged to Selecta Group AG, therefore out scope of consolidation for IFRS reporting purposes

AS TRANSFORMATION ACTIONS NORMALIZE WORKING CAPITAL WILL IMPROVE

Q3 2023 WORKING CAPITAL



Working capital¹

€m	Sep-23	Vs Jun-23 (%)	Vs Dec-22 (%)
Trade receivables	118.1	+0.1%	+2.8%
Other receivables	109.7	-5.6%	+9.6%
Inventories	120.6	-1.8%	+3.9%
Trade payables	-190.2	-4.1%	-3.2%
Other payables	-172.4	-8.8%	-9.9%
Provisions and other employee benefit	-43.9	-7.8%	-24.9%
Working Capital	-58.1	-25.4%	-49.7%

- Evolution of working capital driven by growth and inflation effect on Inventory and Accounts Receivables along with higher one-offs from transformation in Accounts Payables and provisions
- Cashed out one-offs in Q3-23 of c.€12.5m
- As transformation actions normalize working capital will improve

WELL-BALANCED OWNERSHIP MODEL WITH PEAK CLIENT LEASE QUARTER

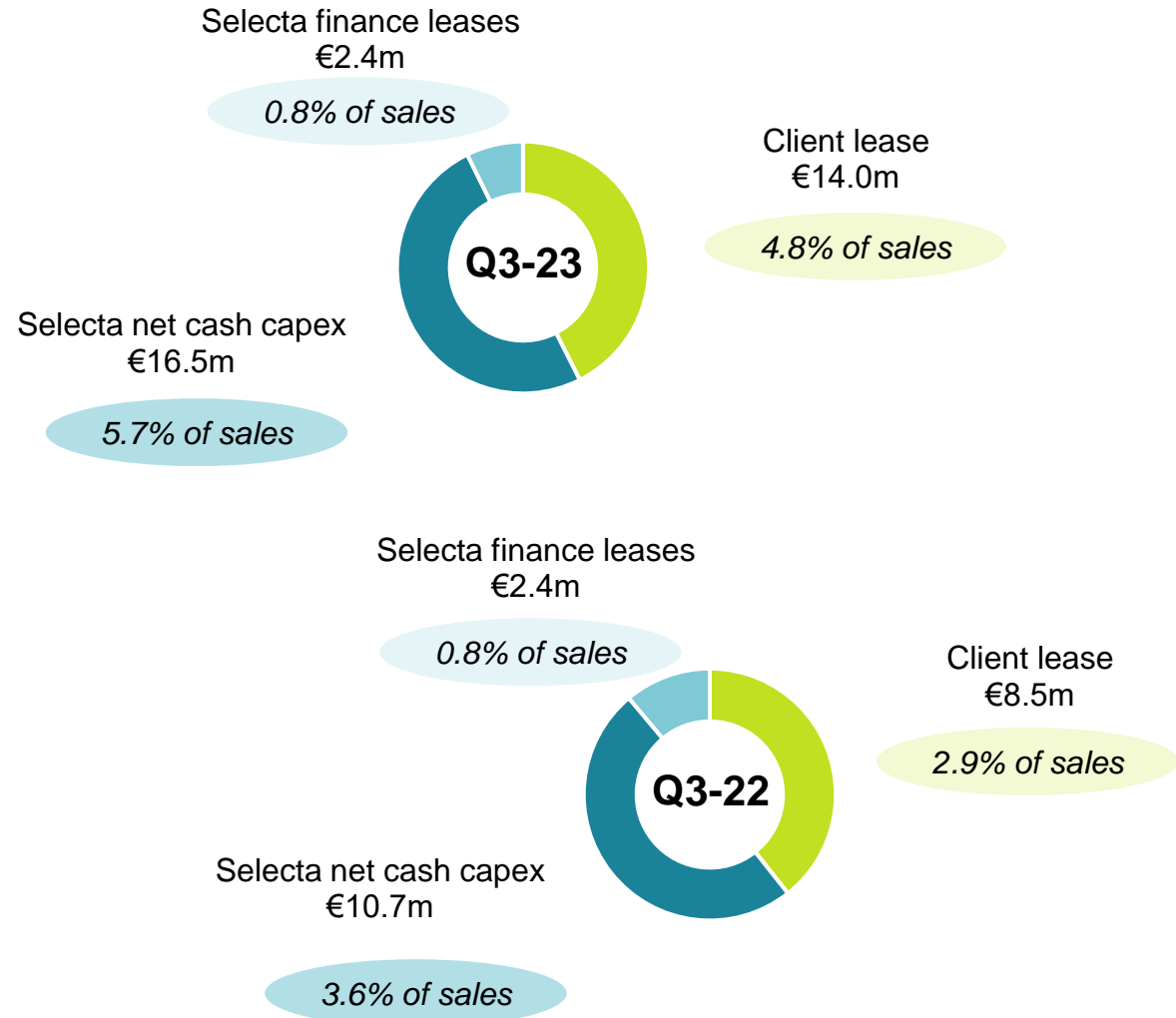
Q3 2023 ASSET FUNDING



Our asset funding is primarily driven by new business from existing or new clients, deriving primarily in cash capex which we continue to optimize through finance leases, client lease and refurbishment

Q3-23 Selecta's asset funding of €32.9m, was allocated in:

- 1. Net cash capex¹** of €16.5m, 5.7% of sales, increased +2.1pp vly mainly driven by phasing throughout the year
- 2. Finance leases²** of €2.4m, 0.8% of sales, flat vly
- 3. Client leases³** of €14.0m, 4.8% of sales, increased +1.9pp vly as a result of our focus on shifting our business towards a more asset-light model. Client lease has no cash impact for Selecta, as is the client who pays the lease to a lessor



¹ Net cash capital expenditures is net cash used in investing activities as per reported in cash flow

² Capex funded with finance leases

³ Client lease is a tri-party arrangement between Selecta, its client and a lessor, in which the client leases the machine from lessor and Selecta services it, therefore the asset won't be on Selecta's balance sheet

ROBUST LIQUIDITY AND CONTINUED DELEVERAGING

Q3 2023 LEVERAGE AND CASH LIQUIDITY EVOLUTION^{1,2}



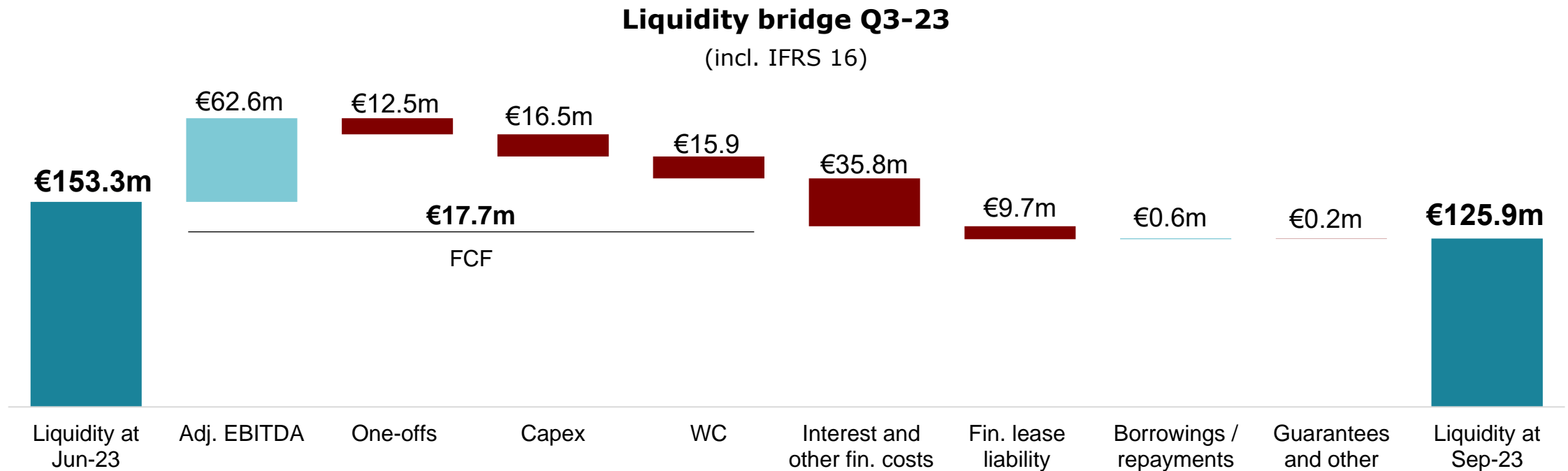
€m	Sep-23	Jun-23	Mar-23	Dec-22
Cash & cash equivalents	37.1	50.0	55.3	73.1
Revolving credit facility	55.0	40.0	64.3	59.7
Senior notes	1,069.1	1,054.1	1,053.6	1,023.0
Lease liabilities	23.7	24.7	24.4	25.4
Other finance debt	43.9	65.5	42.9	65.9
Gross senior debt	1,191.7	1,184.4	1,185.2	1,174.1
Net senior debt	1,154.7	1,134.3	1,129.9	1,101.0
Adjusted EBITDA¹ last twelve months	208.3	202.0	190.3	182.1
Leverage ratio	5.5	5.6	5.9	6.0

Reported EBITDA last twelve months	165.7	151.4	141.1	130.4
Leverage ratio	7.0	7.5	8.0	8.4

- **Group available liquidity of €125.9m** as per Sep-23 is defined as Cash at bank of €31.0m plus available Revolving Credit Facility (RCF) of €94.9m
 - **Cash at Bank of €31.0m** and cash in points of sale of €6.1m resulting in €37.1m cash and cash equivalents
 - **Available RCF of €94.9m** out of €150m total committed facility (€55.0m drawn RCF and €0.1m used for bank guarantees)
- First lien and second lien notes of €1,069.1m equivalent

LIQUIDITY AFTER STEP UP OF NOTES CASH INTEREST PAYMENT AND HIGHER RIGHTSIZING CASH OUTS

- FCF of €17.7m despite cashing c.€12.5m one-offs related to the rightsizing (up €8.8m vly)
- Notes interest of €30.2m paid on July 3rd (up €17.5m vly)



03

CONCLUSION

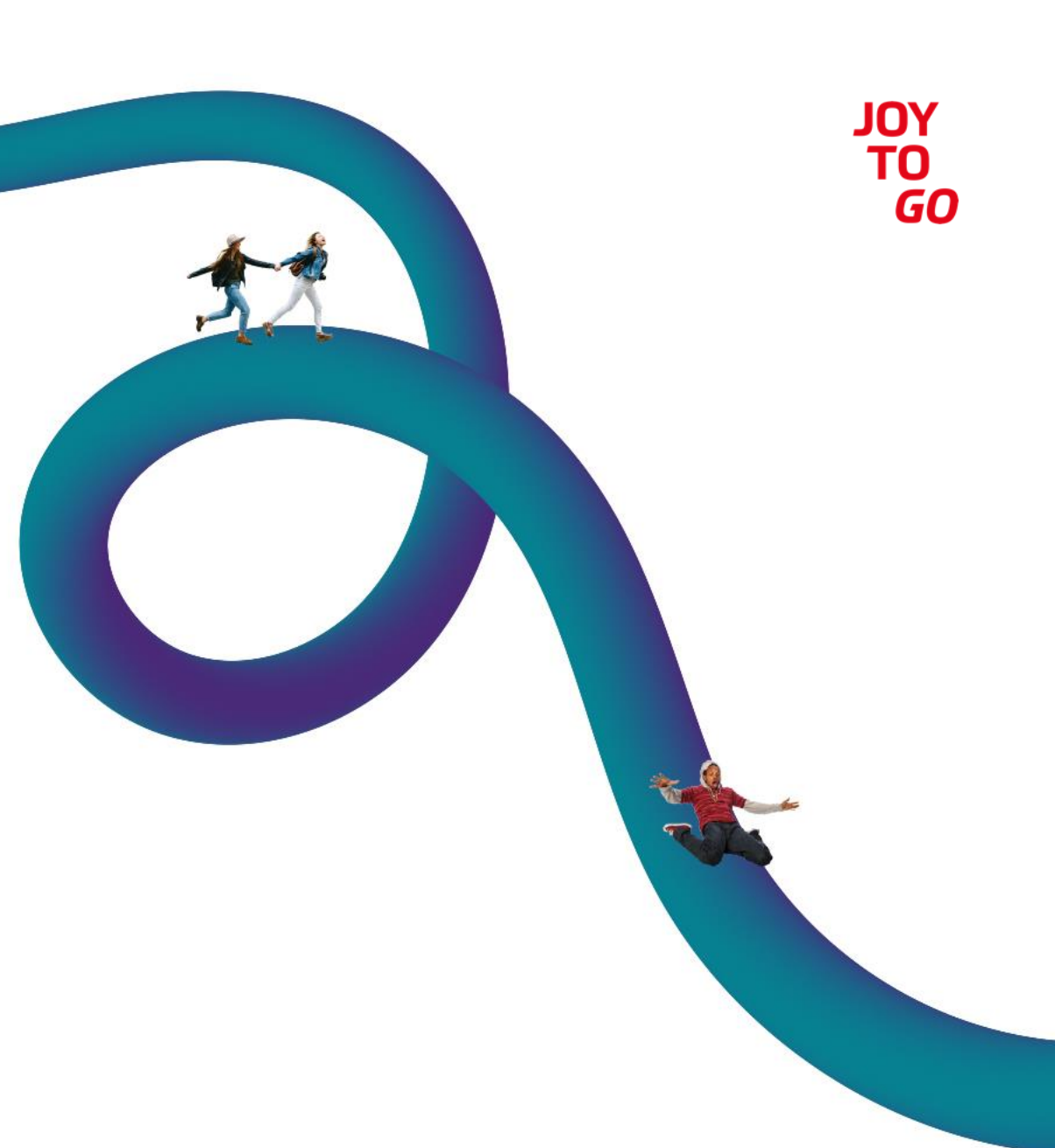
Christian Schmitz, Chief Executive Officer



CONCLUSION

- We remain focused on profitable growth and free cash flow conversion in 2023
- We are improving the quality of the business in all facets which is reflected in SMD, profitability and quality of earnings
- Margin expansion through organic growth as well as price increase initiatives resulting in productivity gains
- We are prepared to address the needs of the new market landscape in an inflationary environment
- Our transformation actions since 2020 give us the confidence in achieving our strategic plan in 2023 and beyond

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APPENDICES



Q3 2023 P&L SUMMARY AND CASH FLOW STATEMENT

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Q3 P&L summary

€m	Q3-23	Q3-22	Var.
Revenue	344.8	347.8	-0.9%
Vending fees	-52.3	-50.8	+2.9%
Net Sales	292.5	297.0	-1.5%
Cost of goods sold	-117.0	-119.6	-2.1%
Gross Profit	175.5	177.4	-1.1%
Adjusted employee costs	-80.0	-85.4	-6.3%
Adjusted other operating expenses ¹	-41.0	-43.9	-6.6%
Adjusted EBITDA excl. IFRS 16	54.5	48.1	+13.3%
IFRS 16	8.1	8.4	-3.8%
Adjusted EBITDA	62.6	56.5	+10.7%
One-off adjustments (net) ²	-8.3	-16.3	-48.7%
Consolidation scope adjustments ²	1.2	1.1	+9.1%
One-off adjustments (gross) ²	-9.5	-17.4	-45.4%
Reported EBITDA	54.3	40.3	+34.8%
Depreciation	-31.0	-32.9	-5.5%
EBITA	23.2	7.4	n.m.
Amortisation and impairments	-8.6	-14.4	-40.2%
EBIT	14.6	-7.0	n.m.
Gross profit % of net sales	60.0%	59.7%	+0.3pp
Adj. EBITDA % of net sales	21.4%	19.0%	+2.4pp
Rep. EBITDA % of net sales	18.5%	13.6%	+5.0pp
EBIT % of net sales	5.0%	-2.4%	+7.4pp

Q3 Cash flow statement

€m	Q3-23	Q3-22
Reported EBITDA	54.3	40.3
(Profit) / loss on disposals	-1.0	-1.1
Changes in working capital, provisions & others	-19.2	-4.0
Non-cash transactions	0.1	2.2
Net cash used in operating activities	34.2	37.4
Purchases of tangible and intangible assets	-18.6	-12.7
Proceeds from sale of subsidiaries and other proceeds	2.0	2.0
Net cash used in investing activities	-16.5	-10.7
Free cash flow	17.7	26.6
Proceeds / repayments of loans and borrowings	14.7	13.8
Interest received and other proceeds paid	-35.8	-15.9
Capital element of finance lease liability	-9.7	-11.1
Net cash (used in) / generated from financing activities	-30.8	-13.2
Total net cash flow	-13.1	13.4



¹ Excludes IFRS 16

² One-off adjustments (net) is the result of one-off adjustments (gross) being net out with the consolidation scope adjustments which have been re charged to Selecta Group AG, therefore out scope of consolidation for IFRS reporting purposes

9M 2023 P&L SUMMARY AND CASH FLOW STATEMENT

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9M P&L summary

€m	9M-23	9M-22	Var.
Revenue	1,048.6	1,000.7	+4.8%
Vending fees	-139.8	-128.8	+8.6%
Net Sales	908.8	871.9	+4.2%
Cost of goods sold	-368.6	-346.6	+6.3%
Gross Profit	540.2	525.3	+2.8%
Adjusted employee costs	-256.7	-261.8	-1.9%
Adjusted other operating expenses ¹	-129.1	-135.3	-4.6%
Adjusted EBITDA excl. IFRS 16	154.5	128.2	+20.5%
IFRS 16	24.3	26.6	-8.6%
Adjusted EBITDA	178.8	154.8	+15.5%
One-off adjustments (net) ²	-17.6	-26.6	-33.9%
Consolidation scope adjustments ²	3.1	4.8	-35.4%
One-off adjustments (gross) ²	-20.7	-31.4	-34.4%
Reported EBITDA	161.2	128.2	+25.7%
Depreciation	-93.9	-99.3	-5.4%
EBITA	67.3	29.0	n.m.
Amortisation and impairments	-26.7	-43.5	-38.7%
EBIT	40.6	-14.5	n.m.
Gross profit % of net sales	59.4%	60.2%	-0.8pp
Adj. EBITDA % of net sales	19.7%	17.8%	+1.9pp
Rep. EBITDA % of net sales	17.7%	14.7%	+3.0pp
EBIT % of net sales	4.5%	-1.7%	+6.1pp

9M Cash flow statement

€m	9M-23	9M-22
Reported EBITDA	161.2	128.2
(Profit) / loss on disposals	-3.7	-4.9
Changes in working capital, provisions & others	-57.2	-33.5
Non-cash transactions	-1.5	5.9
Net cash used in operating activities	98.8	95.7
Purchases of tangible and intangible assets	-49.4	-49.2
Proceeds from sale of subsidiaries and other proceeds	9.7	8.8
Net cash used in investing activities	-39.7	-40.4
Free cash flow	59.2	55.3
Proceeds / repayments of loans and borrowings	-7.1	36.6
Interest received and other proceeds paid	-58.4	-34.6
Capital element of finance lease liability	-29.3	-35.3
Net cash (used in) / generated from financing activities	-94.7	-33.3
Total net cash flow	-35.6	22.0



¹ Excludes IFRS 16

² One-off adjustments (net) is the result of one-off adjustments (gross) being net out with the consolidation scope adjustments which have been re charged to Selecta Group AG, therefore out scope of consolidation for IFRS reporting purposes

ADDITIONAL DEBT DETAIL



€m	Sep-23			Sep-22		
	Pre IFRS 16	IFRS 16	Post IFRS 16	Pre IFRS 16	IFRS 16	Post IFRS 16
Cash & cash equivalents	37.1	-	37.1	81.9	-	81.9
Revolving credit facility	55.0	-	55.0	85.0	-	85.0
Senior notes	1,069.1	-	1,069.1	1,034.5	-	1,034.5
Lease liabilities ¹	23.7	131.9	155.6	32.2	142.9	175.1
Other finance debt	43.9	-	43.9	41.9	4.8	46.7
Factoring facilities	6.1	-	6.1	7.0	-	7.0
Accrued interest	22.9	-	22.9	22.1	-	22.1
Other finance debt	14.8	-	14.8	12.8	4.8	17.6
Gross senior debt	1,191.7	131.8	1,323.6	1,193.6	147.7	1,341.3
Net senior debt	1,154.7	131.8	1,286.6	1,111.7	147.7	1,259.4
Adjusted EBITDA last twelve months	208.3	32.3	240.7	183.2	36.3	219.5
Leverage ratio	5.5	-	5.3	6.1	-	5.7

 ¹ Lease liabilities breakdown: Sep-23 €131.9m operating lease liabilities and €23.7m other lease liabilities; Sep-22 €142.9m operating lease liabilities; €32.2m other lease liabilities

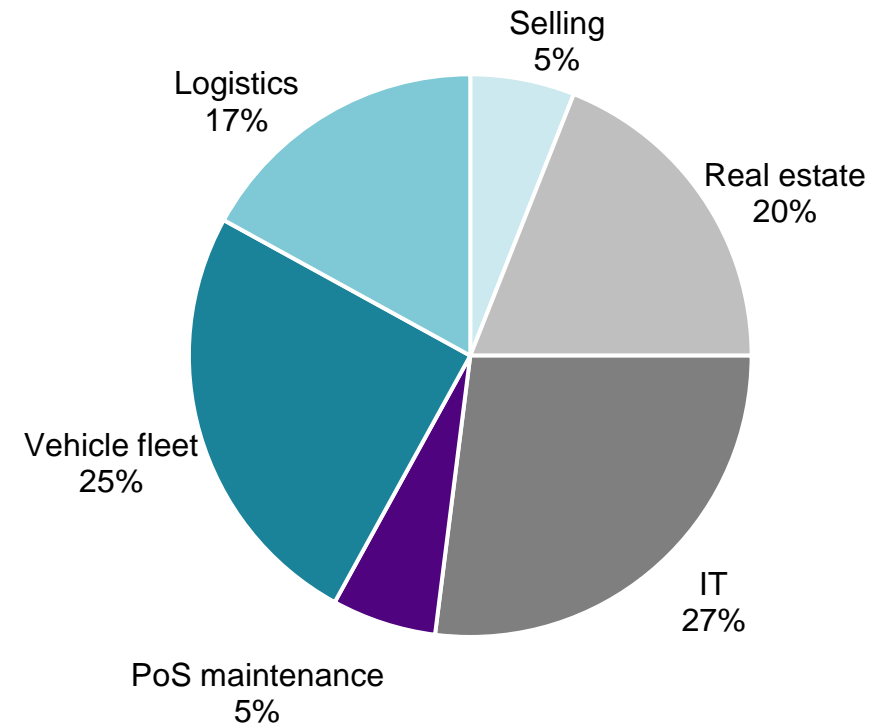
Q3 2023 OTHER OVERHEADS COSTS¹



€m	Q3-23	Q3-22	vly
Other Overheads ¹	-41.0	-43.9	-6.6%
% sales	-14.0%	-14.8%	-0.8pp

Q3-23 Other Overheads costs ratio improvement of 0.8pp
driven by disciplined cost management

Q3-23 Other overheads breakdown



Q3 2023 REVENUE AND REVENUE PER MACHINE PER DAY BY CHANNEL



Q3 2023 Revenue and RMD by channel

Revenue			RMD		
€m	Q3-23	Q3-22	€	Q3-23	Q3-22
Private	142.0	147.6	Private	12.0	10.5
Semi-public	44.8	44.7	Semi-public	9.9	8.5
Public	98.7	95.3	Public	55.0	53.8
Group	285.4	287.6	Group	14.4	12.6



Note: **RMD calculation** = Revenue / Machines / Working Days. **Net Sales**: excludes trade, water, microwaves, fridges & OCS and also machines which are only rented or technical serviced. **Machines**: 4-month average of all serviced machines both owned and leased by Selecta. **Working Days**: Group average for Private & 7 working days for Public and Semi-Public.

Q3 2023 ADJUSTED EBITDA BY REGION



Q3 2023 Adjusted EBITDA by region

€m	Q3-23	Q3-22
South, UK and Ireland	19.9	13.7
Central	27.4	26.0
North	20.7	19.4
Corporate	-5.3	-2.5
Group	62.6	56.5

Q3 2023 FOREX TRANSLATION IMPACT



Q3 2023 Net sales

VLV growth	FX impact
Denmark	-0.2pp
Norway	-13.2pp
Sweden	-8.1pp
Switzerland	+1.0pp
UK	+0.3pp
Group	-0.6pp

Q3 2023 Adjusted EBITDA

VLV growth	FX impact
Denmark	-0.4pp
Norway	-11.7pp
Sweden	-8.8pp
Switzerland	+1.1pp
UK	+2.0pp
Group	-0.4pp

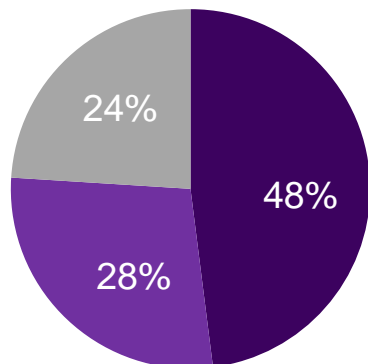
OUR SOLUTIONS AND WHERE ARE THEY



Our solutions

- **Coffee & Water:** owned and partner premium coffee brands and water
- **Vending & Food:** diverse range of snacks, cold drinks and food
- **Trade:** sale of coffee and ingredients

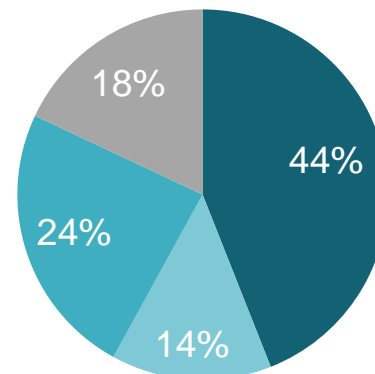
FY-22 revenue (%)



Our segments

- **Private:** serving employees of private businesses (Service, Admin & Other and Manufacturing & Logistics)
- **Semi-public:** serving semi-public sites (Education, Healthcare and HoReCa)
- **Public:** serving public locations (Railways, Energy and Airports)
- **Trade:** coffee and ingredient sales in private, public and semi-public segments

FY-22 revenue (%)



Our sectors

Private

1. Manufacturing & Logistics
2. Services, Administration and Others

Semi-Public

1. Education & Healthcare
2. Distribution, Retail, Entertainment & Others
3. HoReCa

Public

1. Energy
2. Railways
3. Airports

THE FOUNDATION OF OUR ESG AMBITION

1 RESPECTING THE ENVIRONMENT

As a sourcing and distribution company we aim to reduce CO₂ impact across our value chain, from farm to cup. In our operations this is being done through route optimization and shifting our fleet toward electric vehicles. We take steps to reduce CO₂ emissions in our supply chain, to learn and increase impact overtime and achieve Carbon Neutrality by 2050. We will radically reduce and recycle waste in our production.

2 HEALTHY & SUSTAINABLE PRODUCTS

We aim to bring sustainable products and integrate circularity in our client solutions, including sustainable packaging, waste collection and recycling and smart and sustainable vending machines. We also aim to expand the healthy food and beverage options we offer and drastically reduce food waste. We offer fully certified and sustainable coffee in mono-material packaging.

3 SUSTAINABLE SUPPLY CHAIN

We assess our suppliers against the Selecta Code of Conduct, based on the 10 Principles of the UN Global Compact. Through the Selecta Coffee Fund, we actively contribute to long-term improvements in quality of life for local farmers and the environment in the origins of Selecta coffee. We work on collaboration and transparency in our supply chain.

4 EMPLOYER OF CHOICE

We strive to make Selecta a great place to work for our Associates of all backgrounds by ensuring individuals are supported through necessary training to do their jobs safely and develop professionally

OUR ESG TARGETS

1 RESPECTING THE ENVIRONMENT

CO₂ emissions reduction >5% p.a.
targeting net zero by 2030 for scope 1&2,
& by 2040 for scope 3

2 HEALTHY & SUSTAINABLE PRODUCTS

100% own coffee will have recyclable
packaging by 2025, 50% of all products by 2030

60% of Fresh Food and 30% of snack market
products with Nutriscore A/B by 2025

3 SUSTAINABLE SUPPLY CHAIN

100% of CO₂ in coffee supply chain
compensated or reduced by 2025

Supporting 2.5k farmers by 2025 through
our Selecta Coffee Fund

4 EMPLOYER OF CHOICE

40% women of all Selecta &
40% of first-level leadership roles
by end of 2024



JOY
TO
GO

**AT SELECTA, WE ARE
PASSIONATE ABOUT
BRINGING MILLIONS OF
MOMENTS OF JOY TO OUR
CLIENTS
AND THEIR CONSUMERS,
WHEREVER THEY ARE,
WHENEVER THEY NEED IT**

