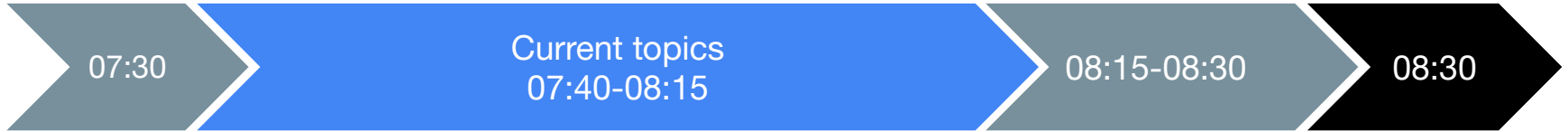


Staff meeting XL-version

We start with the agenda at 07.30

September 15, 2022



START

END

- Economic situation
- Employee Survey
- Salary specifications
- Sustainability

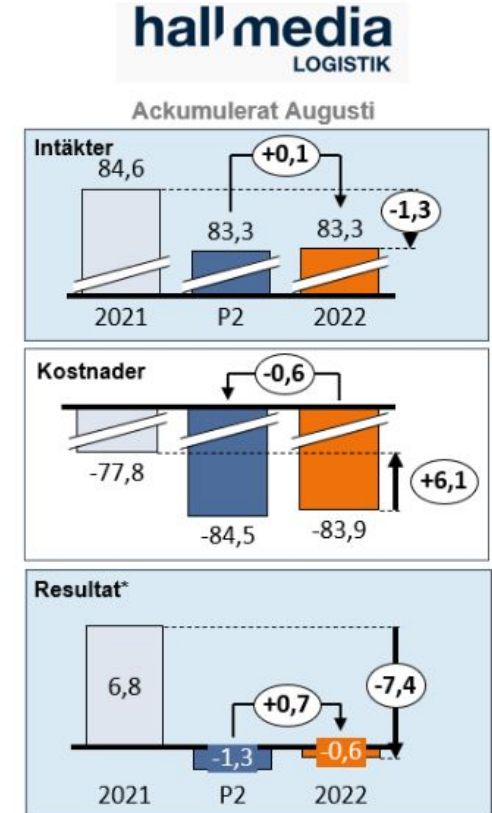
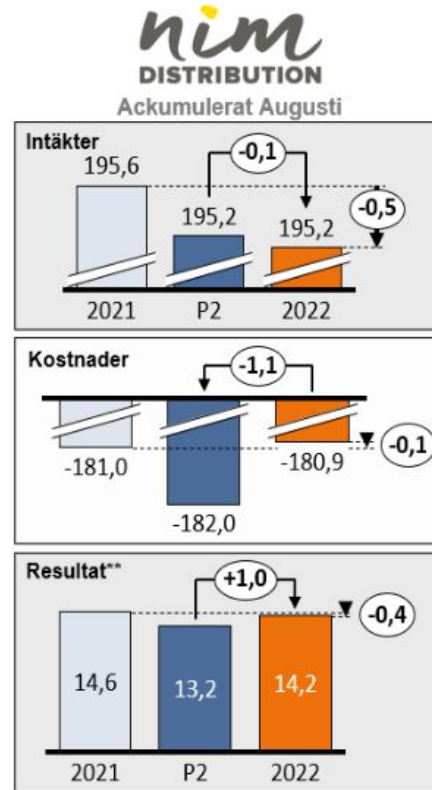
Economic situation

with Viktor from Economy

Economic situation

- Drop ~ 10% in morning papers
- Sees growth in packages and gaining market shares
- New package services underway but postponed
- Investments in the business - premises, vehicles, unbroken chain, competence and leadership

Intäkter = earnings
Kostnader = costs
Resultat = results



Employee Survey

with Louise from HR

First email sent out September 6th - please check Trash/Spam if missing or contact hr@nimdistribution.se

BONNIER NEWS

----- Forwarded message -----
Från: Brilliant Future <no-reply@brilliantinsights.se>
Date: tis 6 sep. 2022 kl 09:02
Subject: Välkommen till medarbetarundersökningen!

Välkommen till medarbetarundersökningen!

Vi behöver dina svar för att veta vad vi som organisation bör fokusera på framöver för att kunna utvecklas som arbetsgivare. Dina åsikter är viktiga!

Brilliant

Ibland blir det fel! Vi behöver ett av dina svar igen

Hej,

Sometimes mistakes happen and if you sent your answer during the first day you will receive another email with another chance to answer one question - employee Net Promoter Score (eNPS)

Last response 27/9

Group	Response rate
Total	19%
Distribution	18%
Pre-Distribution	24%
Other White collar	80%

Salary specifications

with Jörgen from payroll (HR)



Starting with the salary payment in September, we have a new function for digital salary specifications for you who are a distributor.

Information from [HR](#) about how the service works and how you can access your salary specification will soon be found on Hall's website/Nim's dBlogg.



Sustainability

with Marina from Pre-distribution

Why is sustainability important to Hall Media & Nim Distribution?

The world faces significant challenges linked to climate change, health, and equality.

The UN's 17 Global Goals show the way towards a more sustainable society and development.

Our focus on three dimensions of sustainable development:

- environmental sustainability



Why is sustainability important to Hall Media & Nim Distribution?

Why?

A sustainable business is the base to be **long-term profitable** and to **attract, develop and keep the right skills.**

A sustainable business is a decisive factor for success.

Hall Media & Nim Distribution - a part of Bonnier News

Bonnier News sustainability strategy is based on four focus areas, each connected to United Nations 17 Global Goals for sustainable development.

- Freedom of speech
 - Business ethics
 - Equality and inclusion
 - Environmental- and resource efficiency
-

The role of the environment in sustainability work

- Bonnier News, like other businesses, is affected by the challenges linked to environmental and climate impacts that the world is facing
- In addition to complying with relevant work environment and environmental legislation, we must enable wise and efficient use of both physical and financial resources as well as our employees' time
- Our direct environmental impact is limited but varies a lot given our broad operations
- Our goal for the focus area "environmental and resource efficiency" is therefore to purposefully work to reduce our climate footprint and our direct impact in the value chain



But what can we do?

Our goal for the focus area "environmental and resource efficiency" is therefore to purposefully work to reduce our climate footprint and our direct impact in the value chain

Emission free
2025



No fossil fuels

Goal 2025: As of 31/12, we shall be completely emission-free in the value chain

Goal 2022: Replace 80 fossil vehicles
Status today 15/9 48 vehicles have been exchanged for emission-free vehicles

Phasing out
of plastic for
bundles



In the beginning of September 2022 two strapping machines arrived which means that we have the opportunity to phase out plastic around our bundles. (Read more in the Newsletter)



The role of distribution in the environmental work

- Hall & Nim's direct impact is relatively small, but we want to be a green leader and sit in the driver's seat regarding fossil emissions.
- Between the years 2019 and 2021, our fossil driving decreased by approx. 3.4%. It is a development that must continue.
- Coordinate our transports so they go empty as little as possible.
- Important factors with which we can and need to contribute with
 - - Optimize districts/routes so the total driving distance is reduced
 - - Increase the percentage of emissions-free miles
- In August 2022, each package "cost" 0.19 kg CO₂ in Hall and 0.03 kg CO₂ in Nim
- In August 2022, 36.2% of the vehicle fleet was emission-free in Hall and 54.4% in Nim (all our fine electric bicycles contribute to this)
- And the total emission-free mileage is 5.8% in Hall and 22.7% in Nim. (We then count last mile from delivery location/node to customer).

What more can we do?

If Turning Torso was built out of paper...

We use paper as cover sheets, shift lists and to much more. In total, there will be approx. 180,000 sheets of A4 paper in one month. It is a pile that is 18 meters high and in a year the pile will be higher than Turning Torso. Of course, we would like to reduce our paper consumption as much as possible.



Recyclable plastic

We have moved from bus shelters to premises, and then the need for plastic is not as great, to protect against, among other things, rain. In September, two strapper machines came to our packing halls, which means that we can bundle with tape instead of plastic. We still have two machines left that do plastic, but these are also to be phased out. Until then, be as careful as you are today about sorting and getting the plastic back.



You make a difference

We do our best to ensure that nothing is thrown away and that everything that can be recycled does. How we handle our waste in delivery premises/nodes, packing rooms and offices is very important in our environmental work. Thank you for helping!



Sustainability

You and I have a responsibility to make sure our part of the agreement is kept. Both at work and privately.

Hope you are as proud as I am to work in a business that takes its share of that responsibility.



THE GLOBAL GOALS
For Sustainable Development

Questions and/or thoughts?



Welcome to email them to: valeria.fridrik@bonniernews.se

Thank you for your attention!

next XL meeting 17 November

*Contact us as soon as possible if you like to have a specific
topic on the agenda*

valeria.fridrik@bonniernews.se