

Appendix 1

Report in accordance with the Norwegian Transparency Act

1. General Description of the Organization

Foodora Norway AS and Delivery Hero Dmart Norway AS ("the company", or "foodora") provides online food ordering, quick commerce and other delivery services in Norway and operates from its registered office in Oslo. The company is a subsidiary of Delivery Hero SE headquartered in Berlin, Germany and the Delivery Hero Group is present in over 70 countries across Asia, Europe, Latin America, the Middle East and Africa.

1.1 Organization's Structure and Area of Operations

Foodora Platform

Foodora Norway AS operates as an internet platform under the brand foodora, offering an online food ordering service that connects users to a variety of restaurants and vendors, providing on-demand delivery services. The platform caters to the preferences of local customers, enabling them to choose from an extensive range of menu options from neighborhood restaurants. Orders can be placed through the foodora app or website and are completed using secure online payment methods. Customer orders are fulfilled by a dedicated delivery fleet, which includes both employed riders, freelancers, self-employed riders and independent logistics service providers, as well as partner restaurants.

Q-Commerce

In addition to food delivery, foodora offers quick commerce solutions. It collaborates with local vendors to deliver groceries, electronics, flowers, and other household items. The company also operates Dmarts under the brand "foodora Market" via Delivery Hero Dmart Norway AS. These Dmarts are strategically located in densely populated areas to facilitate the rapid delivery of groceries and convenience products within an hour.

This comprehensive service model not only meets the evolving demands of customers for convenience and speed but also supports local businesses by expanding their reach through foodora's extensive delivery network. Throughout the report, when "foodora" refers to both Foodora Norway AS and Delivery Hero Dmart Norway AS together, it is important to note that their risk assessment and due diligence practices are the same. However, any differences or aspects specific to one of the companies will be explicitly stated by referring to either company individually.

Applicability of the Norwegian Transparency Act

On July 1, 2022, the "Act relating to enterprises' transparency and work on fundamental human rights and decent working conditions" (the "Norwegian Transparency Act" or "Act") came into force. The objective of this legislation is to promote corporate respect for human rights and ensure decent working conditions throughout the company and its supply chain. Foodora Norway AS and Delivery Hero Dmart Norway AS both achieved a turnover and a balance sheet total that classified them as "major enterprises" subject to the reporting requirements of the Act. As subsidiaries of Delivery Hero Group, these companies fulfill their obligations within scope of the Act.

1.2 Guidelines And Procedures

Foodora and Delivery Hero Group acknowledge their responsibility in a global and dynamic workplace and are actively engaged in promoting responsibility and sustainability. To meet these expectations and responsibilities, it is essential that their business activities align with human rights standards.

Delivery Hero Group and foodora have committed to conducting its business in accordance with the following globally recognized standards and principles:

- **Principles of the United Nations Global Compact (UNGC):** Embracing the ten principles covering human rights, labor, environment, and anti-corruption, Delivery Hero Group integrates these principles into its strategies, policies, and procedures to establish a culture of integrity and responsibility.
- **Guidelines of the Organization for Economic Cooperation and Development (OECD) for Multinational Enterprises on Responsible Business Conduct:** These guidelines provide recommendations on responsible business conduct, covering areas such as employment, industrial relations, human rights, environment, anti-corruption, and consumer interests. Delivery Hero Group adheres to these guidelines to foster sustainable development and enhance the well-being of societies.
- **Conventions and Recommendations of the International Labour Organization (ILO) on Labour and Social Standards:** The ILO conventions and recommendations promote rights at work, encourage decent employment opportunities, enhance social protection, and strengthen dialogue on work-related issues. Delivery Hero Group ensures compliance with these standards to promote fair and equitable treatment of all workers.
- **The Universal Declaration of Human Rights of the United Nations:** This declaration sets out fundamental human rights to be universally protected. Delivery Hero Group aligns its operations with these rights to respect and support human dignity and freedom in all its activities.
- **United Nations Convention on the Rights of the Child:** Recognizing the specific rights of children, this convention outlines the rights to protection, education, health care, and good living conditions. Delivery Hero Group incorporates these principles to safeguard and promote the welfare of children in all its business activities.

By adhering to these globally recognized standards, foodora and Delivery Hero Group demonstrate their commitment to ethical business practices and their dedication to contributing positively to society.

Within this scope, foodora has developed comprehensive policies and procedures constantly revised in accordance with current conditions that contain rules and guidelines for both itself and all its stakeholders for handling actual and potential adverse impacts on fundamental human rights and decent working conditions. These policies and procedures are reviewed and approved by the Board of Directors with a strong and dedicated tone at the top. Dedicated global and regional teams are in place to establish, enforce, and tailor these rules and processes as needed, and detect violations in light of the Compliance Management System (consisting of following elements: Awareness&Training, Third Party Management, Ongoing Monitoring, Reporting&Investigation).

Code of Conduct: This code outlines the ethical standards and behaviors expected from all employees and business partners. It also includes the company's stance and commitment to human rights, equal opportunity, non-discrimination and safe working environment. It serves as a foundational document to ensure integrity and accountability across all operations.

Human Rights Policy: This policy details the company's commitment to respecting and promoting human rights within its operations and supply chain. It includes specific measures to identify, prevent, and mitigate human rights risks. All key employees have received information and are specially trained within the scope of this policy.

Third Party Code of Conduct: This code sets forth the expectations for third parties regarding compliance with human rights, labor standards, and environmental practices. It ensures that third parties adhere to the same high standards that foodora upholds in its own operations.

Delivery Hero SE's Statement of Principles on Human Rights: Delivery Hero has published a statement publicly regarding the compliance with human rights standards, minimizing identified risks in the company, and meeting our company's expectations regarding third parties.

Reporting Mechanism: Foodora, as a part of Delivery Hero Group, has established a comprehensive whistleblower reporting system. This system allows employees and third parties to report potential violations of human rights and applicable laws at any time through special categories for human right related violations. All employees are required to report any serious situations occurring inside or outside the company that are likely to cause harm to natural or legal persons. All potential and actual violations that must be reported include breaches of Human Rights Policy, Code of Conduct, or other relevant standards.

All complaints received through the whistleblower system are treated with the utmost confidentiality, this encourages open and honest reporting without fear of exposure or breach of privacy. Foodora commits that no retaliation of any kind will be taken against individuals who make reports in good faith. This protection is crucial to maintaining a safe and supportive environment for whistleblowers, fostering a culture of transparency and accountability.

Continual Improvement: The Delivery Hero Group, including foodora, is committed to regularly reviewing and updating these guidelines and processes. This review process ensures compliance with changes in laws, regulatory requirements, and the evolving risks of the Delivery Hero Group. By doing so, foodora maintains its dedication to ethical practices and continuous improvement in alignment with international standards and the Norwegian Transparency Act. Foodora is dedicated to preventing or mitigating negative human rights impacts associated with its operations, products, or services, even in cases where foodora has not directly contributed to those impacts. The company consistently strives to use its influence to address adverse human rights impacts arising from its business relationships.

2. Due Diligence and Risk Assessment

Foodora and Delivery Hero Group regularly analyze potential risks of human rights violation within their supply chains. To this end, the company employs a specially developed risk management process that is reviewed at least annually.

This process enables the company to:

Create Transparency: Ensure visibility and transparency in both our business operations and across the supply chain. This transparency is crucial for identifying and mitigating potential human rights risks.

Identify Human Rights Violations: Proactively identify any existing or imminent human rights violations. This includes monitoring and assessing various stages of the supply chain to detect potential risks early.

Implement Necessary Measures: Take appropriate and timely actions to address any identified human rights violations. This involves implementing corrective measures to prevent future occurrences and to mitigate the impact of any violations. By adhering to this due diligence and risk assessment framework, foodora and Delivery Hero Group demonstrate their commitment to upholding high standards of corporate responsibility and human rights throughout their operations and supply chains.

2.1 Decentralized Approach to Risk Management

Delivery Hero Group employs a decentralized approach to risk management. The Group's risk management strategy is centrally established and managed at Delivery Hero, while regional and local compliance and sustainability teams support global programs and develop their own initiatives and projects.

This decentralized approach enables Delivery Hero Group to:

Leverage Centralized Expertise: Utilize centralized risk management strategies to ensure consistency and adherence to high standards across all regions.

Empower Regional Teams: Empower regional and local compliance and sustainability teams to tailor initiatives and projects to meet the specific needs and challenges of their respective markets.

Conduct Comprehensive Assessments: Performing both global and localized risk assessments to identify and address risks effectively. The annual global risk assessment provides a broad overview, while localized assessments focus on specific regional concerns, ensuring a comprehensive understanding of potential risks.

By combining centralized strategy with localized execution, Delivery Hero Group ensures robust risk management and compliance across its global operations, maintaining high standards of corporate responsibility and sustainability.

2.2 Information on Actual Negative Consequences and Significant Risk

Through our due diligence efforts, foodora discovered a limited number of indicators of potentially problematic actions at the end of 2024 related to riders in subcontractors; however, no potential or actual negative impacts were identified at that time. In early 2025, foodora was contacted by Norwegian police regarding suspected unlawful actions concerning workers' rights among riders in subcontractors engaged by foodora.

Foodora takes this matter very seriously and is currently implementing several measures to mitigate the associated risks. However, as the matter is still under internal review, it is premature to provide a detailed description of the impacts we have identified. Foodora will update this statement once the internal review is completed and the full extent of the matter is clarified.

We further recognize the inherent risks present in our supply chain as described below. We remain committed to conduct human rights due diligence across our supply chain, with the aim of enhancing our understanding and management of these risks. The inherent risks for each stakeholder category and relevant risk assessment methodology are as follows

2.3 Delivery Hero Dmart Norway AS and Foodora Norway AS Suppliers

Foodora works with many suppliers with different intensities operating in different sectors and countries to carry out its activities. Due to these suppliers, it is exposed to risks in terms of human

rights and decent working conditions. The company has therefore developed a methodology to identify which suppliers pose more risk to the company in terms of human rights and working conditions. This methodology, which will be described below, identifies high-risk suppliers with greater precision than the methodology used last year.

Based on the evaluation of each supplier, they are assigned a rating ranging from low to high risk. Supplier due diligence is made for suppliers that are identified as a high risk supplier in the context of human rights and working conditions. This rating determines the level of additional measures required such as enhanced due diligence, screening, adverse media check etc. By implementing this rigorous evaluation and due diligence process, foodora puts efforts to ensure that all suppliers comply with human rights standards, maintaining the integrity and ethical values of the organization throughout the supply chain.

Suppliers Risk Assessment Methodology

The methodology uses the following data of each of our suppliers.

Legal Name	Legal entity name registered in the commercial register.
Location	Country of residence of the supplier.
Category	The category of goods and services the supplier provides to the company. For example, consultancy, retail products, construction, insurance etc.
Type (Size and Level of Corporateness)	Whether the supplier provides its goods and services globally and its level of corporateness (as Local, Regional, Global)
Amount Paid	The volume of the commercial relationship between the supplier and the company.

Based on the above data, four basic fundamental indicators with sub-risk indicators have been created. The indicators are as follows.

Human Rights Risk	<p>Child and Forced Labour Score: The provided products by suppliers are checked against the List of Goods Produced by Child Labor or Forced Labor published by the Bureau of International Affairs of the US Department of Labor. If child labor or forced labor is involved in the production of the product, it is scored as high risk.</p> <p>HDI Index Score: The countries in which each supplier produces products and services are identified and these countries are scored according to the Human Development Index developed by the United Nations Development Programme (UNDP)'s Human Development Report Office.</p>
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	<p>Category Risk Score: All suppliers have been categorized according to the goods and services they provide, such as insurance, consultancy, material goods, etc., and each category has been assigned a risk level in terms of human rights based on statistical studies conducted by reputable organizations.</p>
<p>Working Conditions</p>	<p>Labour Rights Index Score: The countries in which each supplier produces products and services are identified and these countries are scored according to the Human Development Index developed by independent non-profit organization WageIndicator Foundation.</p> <p>Global Rights Index Score: The countries in which each supplier produces products and services are identified and these countries are scored according to the Human Development Index developed by International Trade Union Confederation.</p> <p>Category Risk Score: All suppliers have been categorized according to the goods and services they provide, such as insurance, consultancy, material goods, etc., and each category has been assigned a risk level in terms of working conditions based on statistical studies conducted by reputable organizations.</p>
<p>Financial Relation</p>	<p>The size of the commercial relationship is scored to assess the risk of a potentially negative contribution from the company.</p>
<p>Area of Activity</p>	<p>The potential risk is assessed within the framework of the size and corporateness level of the supplier.</p>

Based on these sub-indicators, the final risk score has been calculated with the following formula.

Nature and Scope of Business Activities	Ability to Influence	Expected Severity & Likelihood of a Violation	Contribution to the Risk or the Violation	Final Risk Assessment
<p>Refers to the risk posed by the relevant supplier's area of operation in terms of human rights and working conditions. The following values are averaged.</p>	<p>Refers to the capacity of the relevant supplier to influence the company. The following values are averaged.</p>	<p>Refers to the likelihood of a breach occurring from a relevant supplier and its potential impact. The following values are averaged.</p>	<p>Refers to the company's potential contribution in the event of a breach by the supplier. The following values are averaged.</p>	<p>Refers to the overall risk assessment of the supplier in terms of human rights and working conditions. The following values are averaged.</p>

<ul style="list-style-type: none"> ● Child and Forced Labour ● HDI Index ● Category Risk ● Labour Rights Index ● Global Rights Index ● Area of Activity 	<ul style="list-style-type: none"> ● Area of Activity ● Financial Relation 	<ul style="list-style-type: none"> ● Child and Forced Labour ● HDI Index ● Category Risk ● Labour Rights Index ● Global Rights Index ● Area of Activity 	<ul style="list-style-type: none"> ● Financial Relation 	<ul style="list-style-type: none"> ● Nature and Scope of Business Activities ● Ability to Influence ● Expected Severity & Likelihood of a Violation ● Contribution to the Risk or the Violation
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As a result of the risk assessment, suppliers with high risk for the occurrence of the following violations through them or their supply chain/sub-suppliers are identified.

- Child Labour
- Minimum Wage
- Unequal Treatment
- Freedom of Association
- Working Hours
- Employee Safety
- Freedom of Association

2.4 Foodora Norway AS: Employed Riders, Freelancer and Third Party Logistics

Since one of the most important suppliers of Foodora Norway AS are its riders, the biggest risk is in its operation. For our riders the logistics team is responsible for regularly conducting due diligence and identifying and assessing risks and impacts in our own operations. We are currently reviewing the matter regarding working conditions of riders associated with foodora, as described in Section 2.2. However, as the extent of the matter is not yet clarified, foodora will update this statement at a later stage. In addition to all the measures and assessments carried out by foodora, 3PL companies also have contractual due diligence responsibilities in this regard.

2.5 Foodora Norway AS: Restaurants and Shops

The majority of Foodora Norway AS business partners are restaurants and shops. Foodora has reviewed its partner onboarding process to better identify any potential violation of human rights. The restaurant industry is an area where risk of potential violations in decent working conditions, freedom of associations and working hours are particularly sensitive areas. It is known that there are issues in the restaurant industry where restaurants do not pay their workers properly or not have decent working conditions with unreasonable working hours. Foodora has implemented these risks in our due diligence assessments and follow-up measures of the restaurants and shops.

3. Measures to Reduce Risk

3.1 Delivery Hero Dmart Norway AS and Foodora Norway AS Suppliers

All suppliers are obliged to comply with foodora's Third Party Code of Conduct in order to ensure our values and ethics are applied further down in our supply chain.

Foodora also has sent out an expanded questionnaire to last year to all high risk suppliers to provide justified information on the following topics:

- Regulatory Environment
- Child Labour
- Slavery & Minimum Wage
- Unequal Treatment
- Overworking
- Employee Safety
- Freedom of Association
- Findings from Inspections and Corrective Measures
- Measures regarding Sub-suppliers & Due Diligence Efforts

Based on the feedback received from the questionnaire, we have not identified any new risks or potential negative consequences. However, we remain vigilant and are closely monitoring the situation to ensure that any emerging risks are promptly addressed. We are committed to taking proactive measures as necessary to maintain high standards of human rights and working conditions within our supply chain.

Where any points of improvement or deviation are found in the due diligence process, the supplier will be given a deadline to implement necessary changes. In order to further reduce the risk in the supply chain, foodora has set a long term goal of increasing the number of suppliers we are including in our risk assessment and follow up measures as part of our due diligence process.

Moreover, all the high risk suppliers are periodically screened via a sophisticated system for the detection of violations, allegations of violations, legal proceedings or adverse media.

3.2 Employed riders, Freelancer and Third Party Logistics

As part of its commitment to safer deliveries, foodora has diverse measures in place across its markets to support rider well-being and encourage adherence to local traffic rules.

<p>Road Safety Onboarding</p>	<p>Riders have the option to follow safety-focused onboarding training with videos, quizzes or practical tips.</p>
<p>Communications to riders</p>	<p>Foodora communicates through newsletters or push notifications, road safety tips regularly and weather alerts with real-time notifications to help riders adapt to city landscapes and weather changing conditions.</p>

Protective Gear	Foodora provides options for riders to get safety equipment such as helmets and jackets.
Rest breaks	Foodora encourages breaks so riders maintain alertness and prevent fatigue.
License verification	Foodora makes sure that all motor vehicle riders have a valid driver's license.
User-friendly rider app	Foodora's rider app makes routes clearer and reduces stress on the road. At the same time, riders can instead choose to use their favourite third party navigation app.

Moreover, a comprehensive due diligence is conducted including age checks, collecting work permits, visa, drivers license and verifying the validity of the documents to prevent relevant human rights risks. The foodora logistics team confirms the results of the due diligence by conducting random document checks in order to ensure compliance. We have also elected safety representatives for employed riders that regularly assess risks connected to the work environment and EHS. These due diligence routines are currently under scrutiny due to the matter concerning workers' rights among riders in subcontractors engaged by foodora, as mentioned in Section 2.2, to ensure continuous improvement.

Rider Accident Management

Delivery Hero has appointed a rider safety team on a global level in order to promote health and safety with a focus on rider safety. The key goal of this approach is to gain an understanding of rider injuries and fatalities. A dashboard and reporting tool has been created in order to provide transparency of rider accidents and rider safety. The likelihood of accidents amongst our riders is one we expressly aim to reduce. Our accidents questionnaire aims to help us understand why accidents are happening in our operations and define what contributed to the occurrence of an accident and how it could be avoided in the future. Delivery Hero and foodora are constantly working on improving the data maturity in order to create more accurate data reports.

Global Rider Program

Our network of riders forms the core of our business and we want to ensure that their working conditions are fair and meet necessary local and international regulatory standards. In order to further ensure decent working conditions amongst our riders, foodora is part of the Global Rider Program, an initiative led by Delivery Hero Group with the goal to improve the flexibility and working conditions amongst our riders regardless of their contractual relationship with foodora. Within the platform industry in Norway, foodora stands alone as the only company with a collective bargaining agreement for riders which covers foodora's employed riders.

3.3 Restaurants and Shops

As mentioned, the restaurant and shop sector are at high risk in terms of human rights and decent working conditions. Foodora is committed to continuously improve its onboarding process and ensure that our partners understand and follow human rights and decent working conditions within the scope of the Norwegian law system. For all restaurants, foodora's routine is to check social fees paid compared to number of employees, number of employees, and the partner is also screened in the database E-innsyn in order to identify any violations.

Being an ethical and responsible business also means working to create a more sustainable restaurant and food delivery ecosystem. To do this, foodora also encourages its business partners to make more sustainable choices by offering them support, education and incentives through environmental programs and initiatives. These programs address topics such as the availability of vegan or vegetarian options, the use of sustainable packaging, and the origin and environmental impact of ingredients in food within restaurants.

3.4 Response to Human Rights Violations

by Third Parties

In the event that a human rights violation by any third party (including but not limited to suppliers, business partners, or riders) comes to foodora's attention, the company will allow the third party time to rectify the situation and implement necessary improvement measures. However, in more severe cases, actions may include the termination of the respective business relationship.

Key measures include:

- **Audits and Monitoring:** Audits can be conducted upon request by foodora, especially when a high-risk supplier or a violation is identified. Access to audits is stipulated in contracts with third parties. The primary aim of these audits is to reduce risk and ensure compliance with human rights standards.
- **Remediation and Improvement:** Third parties are given an opportunity to address and rectify the identified human rights violations. They are expected to implement corrective measures to prevent future occurrences.
- **Severe Case Actions:** In cases of severe violations, foodora may terminate its business relationship with the offending party. This decisive action underscores the company's commitment to maintaining high ethical standards throughout its operations and supply chain.

By maintaining these response mechanisms, foodora ensures that any potential or actual human rights violations are promptly addressed, reinforcing its dedication to ethical business practices and the protection of human rights throughout its operations and supply chains.

Within foodora's Own Business

Foodora is equally committed to address human rights violations within its own operations. In the event that a human rights violation is identified within the company, foodora will take immediate action to solve the situation and implement necessary improvements.

Key measures include:

- **Whistleblower System:** Establishing a confidential whistleblower system where employees can report any human rights violations without fear of retaliation. This system ensures that violations are reported and addressed promptly.

- **Remediation and Improvement:** Should a violation be identified, foodora will take swift action to implement corrective measures and prevent future occurrences. This includes revising internal policies and procedures as necessary.
- **Zero Tolerance Policy:** In severe cases, foodora maintains a zero-tolerance policy towards human rights violations. Disciplinary actions, including termination of employment, may be enforced to uphold the company's commitment to ethical standards.

By maintaining these response mechanisms, foodora ensures that any potential or actual human rights violations are promptly addressed, reinforcing its dedication to ethical business practices and the protection of human rights throughout its own business.

3.5 Information Requests

Foodora has established clear processes and procedures to effectively respond to requests for information. This ensures transparency and compliance with relevant regulations. Key components of this process include the task force which is responsible for managing information requests comprises the Regional GRC Team of Delivery Hero Group along with local teams from foodora, including Legal, Sustainability, and Finance Departments. Also, foodora has defined an approach to handle information requests, ensuring timely and accurate responses. This structured approach facilitates the efficient management of requests, maintaining transparency and accountability across all operations. All information requests can be forwarded to designated email address humanrights@foodora.no.

4. The Way Forward - planned actions

Foodora expressly promotes respect for human rights in all its internal and external activities, and expects relevant third parties to adhere to the same principles. This commitment is embedded in the company's core values and operational practices, ensuring that human rights are a fundamental aspect of its business conduct. Foodora integrates human rights principles into its internal policies and procedures, ensuring that all employees are aware of and adhere to these standards. The company extends its commitment to human rights beyond its immediate operations by expecting suppliers and partners to uphold the same principles. Within this scope, foodora aims to take further actions in the following areas.

Increasing Awareness and More Comprehensive Due Diligence for Restaurants&Shops: As it is a high-risk sector as mentioned before, the company aims to expand its efforts in this area. In this context, it is targeted for the coming year to carry out awareness and due diligence activities for key restaurants.

Supplier Due Diligence: Delivery Hero Group, including foodora, is actively working to enhance its due diligence process by developing procedures for mapping suppliers and assessing actual and potential negative impacts on fundamental human rights and decent working conditions. Since last year's report, we have implemented a much more inclusive and highly accurate supplier risk assessment process that provides more detailed insights into our supply chain, updating our supplier questionnaire to capture more detailed information (such as pay equality, due diligence efforts of the suppliers). However, we recognize that the risk assessment process is always open to improvement. We therefore aim to further develop the methodology and adapt it to changing sociological conditions in the coming year if it is needed.

Furthermore, to further strengthen our approach to human rights due diligence, we will retrospectively review our existing governance, risk, and compliance processes and routines. This reflection will help us identify potential gaps, enhance integration of human rights considerations,

and ensure that our practices remain effective, relevant, and aligned with the expectations of the Norwegian Transparency Act.

5. Other Internal Actions

Amnesty International Collaboration:

- **Armband Sales:** Foodora commenced selling Amnesty International's armbands emblazoned with the powerful declaration, "to love is a human right" on the foodora platform without taking any commission, ensuring all proceeds support Amnesty's initiatives.
- **Seminar Sessions:** Amnesty International visited foodora to deliver a course on human rights, enhancing employees' understanding and commitment to these principles.
- **Ad Spot Donations:** Foodora donated advertising spots within the foodora app to Amnesty to further promote their cause.
- **Vendor Outreach:** Foodora reached out to its vendors, encouraging them to donate to Amnesty.
- **Social Media Engagement:** Frequent posts about the collaboration on social media platforms to raise awareness and engagement.

Foodora also dedicated significant efforts to celebrate and promote inclusion during Pride Month through various internal campaigns and activities:

- **Pride Committee:** Establishing a dedicated Pride committee within foodora to plan and organize various initiatives throughout Pride Month.
- **Internal Campaigns:** Conducting internal campaigns to promote diversity and inclusion among employees.
- **Pride Afterwork:** Organizing Pride Afterwork events to foster a sense of community and celebration among employees.
- **Parade Participation:** Watching the Pride parade together as a group of employees to show solidarity and support.


Moreover, foodora collaborates with the Norwegian Bike Organization for following activities:

- **Advocacy**
- **Awareness campaigns**
- **Road safety training**

Oslo, 04.07.2025


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