

A photograph of a person's hands planting a small green seedling into dark soil. The person is wearing a dark shirt. The background shows a vast field of similar young plants stretching to the horizon under a bright, hazy sky. A large, teal-colored word is overlaid on the top half of the image.

Corenza

**SUSTAINABILITY
PROGRESS
REPORT
2024**



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DEAR READER,

In the following, we present the fifth Sustainability Progress Report from Lorenz. Throughout all the changes, highs, and lows we've experienced in recent years, one thing has remained constant: our commitment to combining the carefree joy of life inherent in our brands with our responsibility toward people and the environment, as we continue to drive Lorenz's sustainable development forward.

In 2019, we set out on our journey and have since achieved important milestones – some even earlier than planned. We are proud that we were able to meet our ambitious target for salt content a full year ahead of schedule!

We have also made substantial progress in other areas. For example, we have extended our regenerative agriculture initiatives beyond potatoes to include other raw materials such as oil, wheat, and peanuts, with the relevant roadmaps now firmly embedded within our "Regenerative Agriculture" field of action. Our externally verified climate targets also confirm that we are on the right track: even with increased production, we managed to lower our emissions.

That said, there are also challenges we still need to address. When it comes to our packaging and overall plastic reduction, we have not yet managed to offset the effects of our growing business. As a result, despite considerable effort and relative savings, we will fall short of achieving our target of a 15 percent reduction in plastic use by 2025. We will therefore be defining new targets and exploring alternative approaches.

This clearly demonstrates that our journey toward sustainability hasn't always been straightforward. Moreover, we continue to navigate a highly dynamic environment. Amid the global crises and a stagnating economy, support for sustainability in public debate is diminishing. This presents challenges, but we remain undeterred. For us, it is clear: We're staying the course – focused, agile, and above all, united – within Lorenz and in collaboration with our partners and external stakeholders. As our experience over the past few years has shown, sustainability transformation involves much more than simply implementing measures to achieve targets. To act responsibly in every corner of the company and throughout the entire value chain, change is needed at all levels, starting with each and every one of us. Even the smallest changes made today move us closer to achieving our great targets of tomorrow.

And that is precisely why we're not slowing down. The enthusiasm and commitment of our employees continue to drive Lorenz forward, together with our many partners and companions along the way. So once again, a heartfelt thank you and a "keep it up!" to everyone helping us shape our transformation!

Yours sincerely,

Moritz, Rabea, Thomas, and Holger



**RABEA
HABEL-BECK**



**MORITZ
BAHLEN**



**THOMAS
ALTENDORFER**



**HOLGER
ROTHFUCHS**

WE ARE LORENZ

MEET LORENZ

We are ...

- ... a snack expert with over 130 years of experience
- ... one of Europe's leading snack manufacturers
- ... an independent family-owned company for four generations
- ... a devoted employer with more than 3,000 outstanding team members worldwide



Our brands and products are just as diverse and colorful as the world around us:

Whether it's our **potato chips**, **pretzel snacks**, **peanut flips** or other **puffed snacks**, or our **crackers**, **nuts**, or **popcorn** – we want to make life's precious moments just a bit more special in **more than 80 countries** across the globe.



In all of this, one thing is especially important to us:

WE COMBINE THE JOY OF LIFE AND RESPONSIBILITY

As a family business, we take a long-term approach and operate sustainably. We don't think in terms of generations. That's why we take responsibility for not only delivering top-quality products, but also for the ecological and social sustainability of our company's development. And every day we give our best to achieve this.



OUR PATHWAY TO SUSTAINABILITY

→ MILESTONES

As a fourth-generation family business, we have always taken a long-term approach and acted with sustainability in mind. With the generational shift in 2019, our journey toward sustainable transformation truly gained momentum. A great deal has happened since and we're proud of the milestones we've achieved so far.

2020

- ✓ Became a signatory to the UN Global Compact

2022

- ✓ Ensured all paper materials used are FSC® certified
- ✓ Acquired majority ownership of South African peanut processor VGM
- ✓ Began partnering with Plastic Bank
- ✓ Achieved the first reductions in plastic and salt in Lorenz brand products
- ✓ Switched to 100% renewable electricity at all Lorenz-owned locations

2024

- ✓ Set and adopted targets for the Nutrition Profile
- ✓ Audited all Lorenz sites according to SMETA standards
- ✓ Expanded the regenerative agriculture roadmap to include wheat, oil, and peanuts
- ✓ Piloted the reuse of packaging remnants for Saltlets trays
- ✓ Nearly achieved our target of 15% less salt across the entire product range – a full year ahead of schedule



2019

- ✓ Generational change: Company leadership handed over to Moritz Bahlse
- ✓ Launched our mission: "Combining the Joy of Life and Responsibility"
- ✓ Awarded EcoVadis Silver for Lorenz Germany

2021

- ✓ Became the first snack brand to use the Nutri-Score in Germany and Austria
- ✓ Adopted a group-wide sustainability strategy with defined targets
- ✓ Published our first sustainability report
- ✓ Commenced operations at our peanut processing facility in India
- ✓ Began supporting the Polish foundation WOŚP

2023

- ✓ Developed our Lorenz Nutrition Profile
- ✓ Achieved initial CO₂e reductions in potato cultivation through regenerative farming with our contract growers
- ✓ Received SBTi validation for our climate protection targets
- ✓ Earned 2nd Lean & Green star for logistics for Lorenz Germany

OUR PATHWAY TO SUSTAINABILITY

INTERVIEW

With the generational change five years ago, Lorenz embarked on an exciting journey: “Sustainability in the sense of climate protection, social justice, nutrition, and digitalization will become a stronger focus of our business activities in the years ahead,” stated Moritz Bahlens when taking office. Over the past five years, we’ve left no stone unturned in our company-wide pursuit of sustainability. What this journey entails – and the challenges and opportunities it brings – are highlighted by Ines Dzeko (CSR), Jennifer Mayus (Brand Transformation), and Petra Engl-Wurzer (Corporate Development) in the following interview.

Our goal is to combine the joy of life that is inherent in our brands with our responsibility to people and the planet as we continue to drive forward our sustainable development. Yet everyone views this from a different perspective. What does the sustainability transformation mean for you and your day-to-day work?

Jennifer: In the area of Brand Transformation, everything revolves around what makes us who we are: our brands and our snacks. We’ve set out to infuse our brands, which stand for the joy of life, with a sense of responsibility. The message to our consumers is: Enjoy life, enjoy our delicious products, and we’ll take care of the rest! This means making sure we use responsible production practices in the manufacturing of our products with attention to both the health of consumers and the environment. But what truly makes a snack better? That’s the central question we’re tackling in Brand Transformation. We’re working, for example, on packaging optimization, alternative packaging solutions, and finding ways to enhance the nutritional properties of our snacks and doing this across the entire group and brand portfolio.

Ines: I see sustainability transformation as continually evolving the company by actively addressing and shaping sustainability content and topics in concrete terms. What helps is the understanding that transformation isn’t about reaching a fixed end state but about seeing change itself as part of the journey. Our vision and corporate strategy help guide me in this for the long term.

To make progress today, we keep coming back to one question: What are the next three key steps to make our company more sustainable? To me, transformation means repeating those steps over and over again.

Petra: And of course, a key part of this journey is inviting people to be part of it. We can only put our corporate strategy into action if everyone is heading in the same direction with clear goals. To make that possible, we need a framework that not only allows but actively promotes this.

What framework does Lorenz have in place to bring everyone on board and ensure the successful execution of our corporate strategy?

Ines: A decisive step was our Executive Board declaring sustainability as the heart of our corporate strategy. That foundational decision enabled us to establish a clear framework: we identified seven fields of action where we could drive the most meaningful change. We then set concrete targets and derived related initiatives for each field. We also created new roles and responsibilities, including our tight-knit CSR Extended Team, which collaborates closely with numerous other colleagues across the company to advance our sustainability goals.



INES

PETRA

JENNIFER

Jennifer: I believe mindset is also a key factor in successful Brand Transformation, particularly as we are managing a delicate balance: on one side, we have products famous for their unique taste experience, and on the other are demands, for example, to reduce salt and fat. Navigating this requires a bit of courage, ongoing advocacy, and a long-term commitment, because not every attempt yields the desired result. In those moments, it's reassuring to know our foundation is firmly in place.

Petra: Change also always calls for openness and courage – the willingness and ability to try new things. Transformation is evolution, and it always begins with the individual. To support our cultural shift internally, we've established a framework that provides guidance for ourselves and all employees group-wide: the four Cornerstones of Cultural Change.



1. Pull instead of push:

The active involvement of all employees is encouraged – even beyond their individual areas of responsibility.



2. 80 is the new 100:

We work in iterative steps and share our results to gather feedback early on and continue improving. This pragmatic approach helps to achieve faster and better solutions.



3. Competence before hierarchy:

In our daily collaboration, we can take on different roles beyond the limits of our job titles.



4. Go for collaboration:

Our shared goals are reached through valued collaboration that spans departments and countries, with transparency as our guiding principle.

There's already a hint here that, despite all the progress, not everything always runs smoothly. What is currently the biggest challenge in your area?

Ines: At the moment, I see three major challenges. First, defining and accessing data across the entire value chain in order to measure the impact of our actions. For instance, we often lack emissions data from our suppliers. Second, the legal uncertainty surrounding some issues, which causes us to repeatedly revisit and reprioritize them. And third, the high demands these place on time, staff, and financial resources. Setting up data processes and adapting to new legal developments take a lot of time and energy, which is not immediately apparent to consumers. Balancing this requires perseverance from all of us.

Jennifer: When it comes to Brand Transformation, the biggest challenge is clearly the complexity involved in developing recyclable nut packaging. Our colleagues have been greatly dedicated to working on solutions for years, and we made solid progress last year. But new hurdles keep emerging – both internally and externally. This is currently the greatest test of our patience and motivation.

Petra: Our agile approach of working in short cycles supports us by allowing both goal setting in line with our mid- to long-term strategy and the implementation of planned actions within a manageable timeframe. This makes actions measurable in the short term and offers a more adaptive, lower-risk approach.

As a final reflection on the past five years: What would you say are the most important milestones and greatest accomplishments?

Petra: From a systemic perspective, it is a success when, as a company, we recognize that we're in the midst of an ongoing development and accept that transformation is always a continuous journey. This also holds true on a personal level, since every change starts with ourselves. In that sense, personal development is also organizational development. It's our mindset that makes it possible to achieve changes like those we have driven forward at Lorenz in recent years. Only then can frameworks, methods, structures, and processes truly take hold.

Ines: The past five years at Lorenz have been an exciting journey. What was important was making bold decisions – like setting our ambitious climate targets – and sticking to them consistently, even though it wasn't yet clear exactly how we'd get there. While it's not always easy to live with that uncertainty, I see it as a motivator to discover new solutions.

Jennifer: The fact that we've nearly achieved our salt reduction target as early as 2024 – a full year ahead of schedule! And that's despite having to prioritize other initiatives in recent years along the way.

OUR STRATEGIC APPROACH

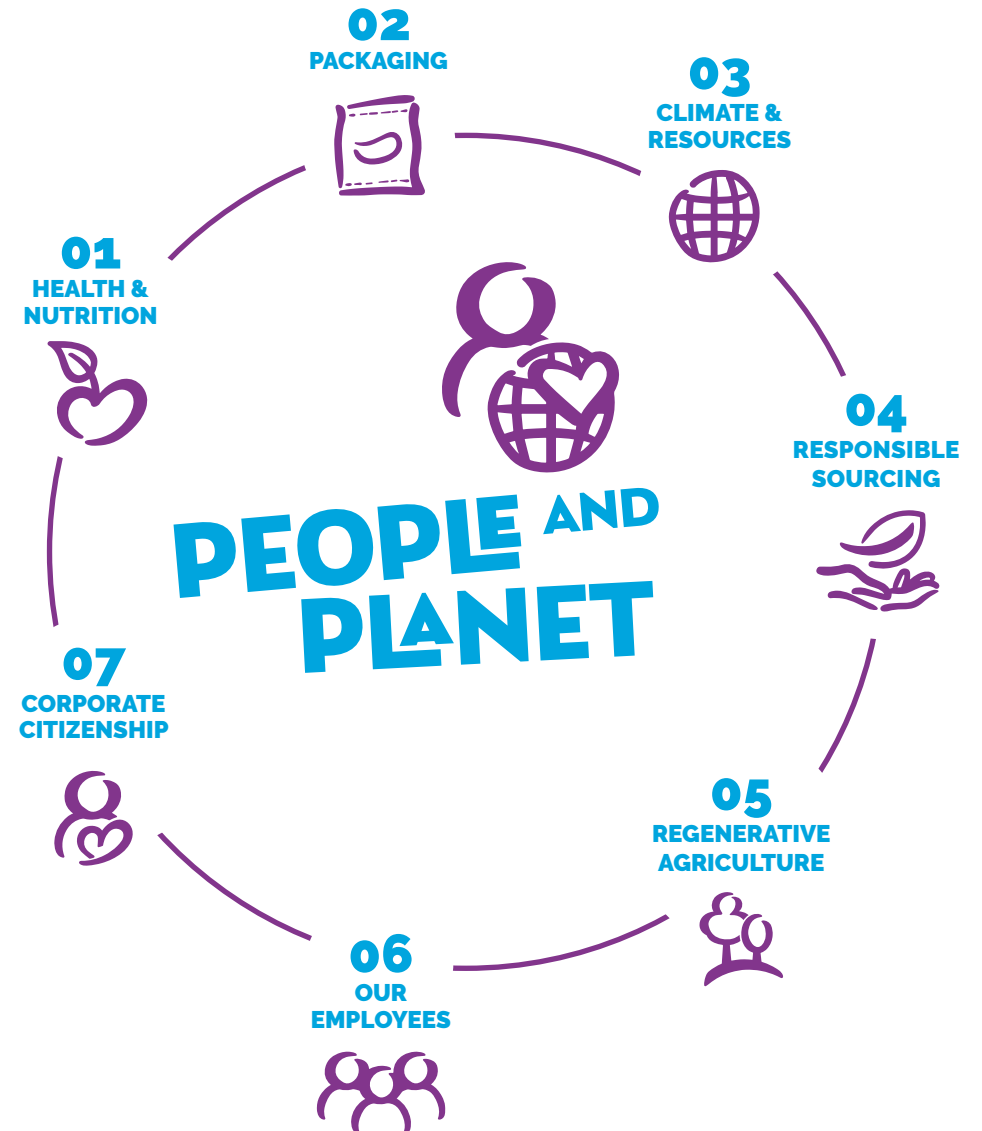
Bringing joy of life to people through our snacks while taking responsibility – that's our mission. We're committed to continuously improving the ecological and social impact of our activities.

When joy is our motivation, people must come first. And to ensure that carefree joy remains possible in the future, we need the environment and nature to remain intact. As a food producer, we take that responsibility seriously.

As we spread the joy of life through our products, we also draw on considerable resources. This is why we're taking bold steps to move both our company and the world toward a more sustainable and resilient future. Our aim is to safeguard, expand, and continuously improve our business for the benefit of future generations.

As part of our **People & Planet** initiative, we have ...

- ... defined **7 key fields of action** where we can drive meaningful change
- ... set **26 strategic short-, medium-, and long-term targets**
- ... bundled **diverse efforts** into our comprehensive Lorenz Sustainability Program (LSP).



PROGRESS AGAINST TARGETS

		Target	Target value	by	2022	2023	2024
01	HEALTH & NUTRITION	By 2025, we will reduce the salt content in our entire brand product portfolio by 15 percent (compared to the base year 2019).	-15%	2025	-1.5% ¹	8.8% ¹	-14.9%
		By 2025, 100 percent of new products will contain at least 15 percent less salt on average than existing products of the corresponding brand (compared to the base year 2019).	100%	2025	42.1% ¹	66.7% ¹	73.1%
		<i>new</i> By 2027, we will raise 75 percent of our brand product portfolio to Level 1 of the Lorenz Nutrition Profile.	75%	2027	N/A	29.8%	43.6%
		<i>new</i> By 2027, we will raise 25 percent of our brand product portfolio to Level 2 or 3 of the Lorenz Nutrition Profile.	25%	2027	N/A	12.2%	21.8%
02	PACKAGING	By 2025, we will reduce plastic consumption for primary packaging across our entire brand portfolio by 15 percent (compared to the base year 2019).	-15%	2025	19.9%	14.8%	15.1%
		By 2025, all primary packaging across our entire brand portfolio will, at a minimum, be highly recyclable.	100%	2025	46.9%	44.1%	49.3%
		By 2026, we will collect five million plastic bottles together with our partner Plastic Bank.	5 million	2026	1 million	2 million	2.8 million
03	CLIMATE & RESOURCES	By 2030, we will reduce our total Scope 1 and 2 greenhouse gas emissions by 42 percent (compared to the base year 2020). ²	-42%	2030	-18.9%	-21.4%	-23.3%
		By 2030, we will reduce our total Scope 3 FLAG greenhouse gas emissions by 30.3 percent (compared to the base year 2020). ³	-30.3%	2030	0.7%	2.6%	-7.9%
		By 2030, we will reduce our absolute Scope 3 non-FLAG greenhouse gas emissions by 25 percent (compared to the base year 2020). ⁴	-25%	2030	-6.4%	-6.6%	-9.7%
		By 2050, we will achieve net zero greenhouse gas emissions along the entire value chain.	-100%	2050	-1.5%	-0.2%	-4.0%
		By 2050, we will reduce our total Scope 1 and 2 greenhouse gas emissions by 90 percent (compared to the base year 2020). ²	-90%	2050	-18.9%	-21.4%	-23.3%
		By 2050, we will reduce our absolute Scope 3 FLAG greenhouse gas emissions by 72 percent (compared to the base year 2020). ⁵	-72%	2050	4%	4.6%	-6%
		By 2050, we will reduce our absolute Scope 3 non-FLAG greenhouse gas emissions by 90 percent (compared to the base year 2020). ⁶	-90%	2050	-3.9%	-2.0%	-4.6%
		By 2026, we will supply 25 percent of the electricity consumed in our German and Polish plants with self-generated electricity from renewable sources.	25%	2026	3.5%	5.6%	5.3%

¹ This figure was retroactively adjusted due to a recalculation. Further information can be found in the chapter [About This Report](#).

² The target includes land-related emissions and removals from bioenergy feedstocks. Target coverage: excluding Scope 1 of the Kirishi site.

³ The target includes category 3.1 Purchased goods and services. FLAG emissions refer specifically to the land-intensive sectors of forestry, land use, and agriculture. The target includes FLAG emissions and removals. Target coverage: 68.2 percent.

⁴ The target includes categories 3.1 Purchased goods and services, 3.3 Fuel- and energy-related activities, and 3.4 Upstream transportation and distribution. Target coverage: 68.2 percent.

⁵ The target includes FLAG emissions and removals. Target coverage: 91.9 percent.

⁶ Target coverage: 91.2 percent.

		Target	Target value	by	2022	2023	2024
04	RESPONSIBLE SOURCING	By 2024, we will have audited not only our production sites but also our two pre-production sites (India, South Africa) according to SMETA standards.	2	2024	0	1	2
		By 2025, we commit to avoiding deforestation for our primary deforestation-linked raw materials.	yes	2025	N/A	no	no
		<i>new</i> By 2026, we will have assessed 90 percent of our raw material and packaging suppliers based on social, environmental, and human rights standards.	90%	2026	N/A	N/A	N/A ¹
		<i>new</i> By 2026, 100 percent of our suppliers in the medium or high risk category will be regularly audited according to social, environmental, or human rights standards (depending on the identified risk category).	100%	2026	N/A	N/A	N/A ¹
		<i>new</i> By 2025, 100 percent of our buyers will be trained on social and environmental issues within the supply chain.	100%	2025	N/A	N/A	91%
05	REGENERATIVE AGRICULTURE	By 2024, we will engage 50 of our contract farmers in potato cultivation to actively apply methods of regenerative agriculture.	50	2025	N/A	12	26
		By 2030, we will reduce greenhouse gas emissions in potato cultivation by 100,000 tons using regenerative agriculture with our contract farmers.	-100,000 t CO ₂ e	2030	N/A	-2,079 t CO ₂ e	-6,363 t CO ₂ e
06	OUR EMPLOYEES	<i>new</i> We are steadily reducing our workplace accidents to zero.	0	annually	N/A	N/A	N/A ¹
		<i>new</i> By 2025, we will have all our Lorenz pre-production and production sites re-audited according to SMETA standards.	7	2025	N/A	N/A	0
		<i>new</i> By 2025, 100 percent of our employees will have the opportunity to participate in our regular engagement survey.	100%	2025	N/A	N/A	N/A ¹
07	CORPORATE CITIZENSHIP	We donate locally to social initiatives in Germany, Poland and Austria.	Number	annually	38	36	47

SUSTAINABILITY MANAGEMENT

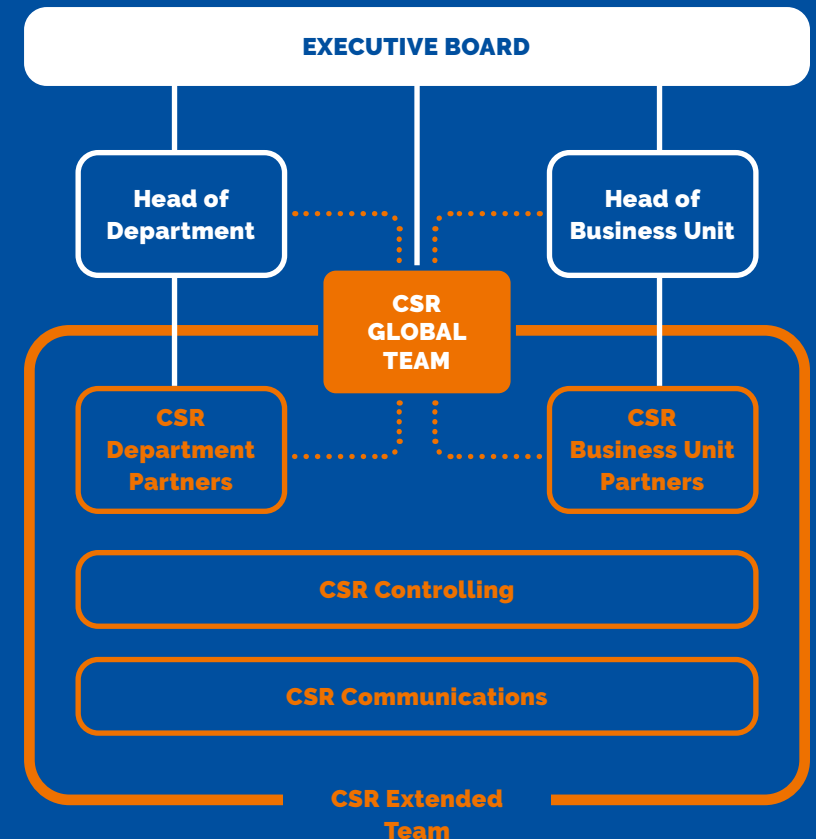


HOW WE MANAGE SUSTAINABILITY

Sustainability, also referred to as Corporate Social Responsibility (CSR) at Lorenz, is a top management priority:

- The **EXECUTIVE BOARD** holds overall responsibility and sets the strategic sustainability targets for the entire Lorenz Group.
- The **CSR GLOBAL TEAM** oversees our group-wide sustainability strategy, initiates projects, defines the respective fields of action, and coordinates implementation across the entire Lorenz Group. The Head of CSR Global reports regularly to the Executive Board on strategic decisions and developments, regulatory conditions as well as annually on the achievement of targets.
- The **CSR PARTNERS** support subject-specific and cross-functional networking, **CSR Department Partners** focus on guiding and advancing sustainability initiatives within their respective departments, while **CSR Business Unit Partners** do the same within the business units in Poland, Austria, Germany, and New Markets. Additional functions, such as **CSR Controlling** and **CSR Communication**, play a vital supportive role in tracking and communicating our sustainability efforts.

OUR SUSTAINABILITY MANAGEMENT STRUCTURE



— Hierarchical reporting line
 Effective communication line

SUSTAINABILITY MANAGEMENT

MANAGING SUSTAINABILITY TOGETHER – OUR TEAM



CSR GLOBAL TEAM



INES DZEKO
Head of CSR



**HADWIG
BRENNÉ-FISCHER**
Sustainability Manager
Standards, Audits, Reporting



**ANTONIA
WESSLING**
Sustainability Manager
People & Human Rights



**SARAH
MÜLLER**
Sustainability Manager
Planet & Climate



**MAXIMILIAN
SCHWEIKERT**
Sustainability Manager
Planet & Climate

CSR BUSINESS UNIT PARTNERS



**BARTOSZ
SIKORSKI**
Poland



**MARIE
DÖRFLINGER**
Austria



**KRISTIN
BERG GALAHEER**
Compact



**SABINA
CORDES**
New Markets



**JENAN JASMIN
MOUHAMED ALI**
Germany

CSR DEPARTMENT PARTNERS



OLIVER SESTO
Nutrition



TOMASZ BIS
Packaging Poland



KIRSTEN BREUER
Packaging Germany



JENNIFER MAYUS
Brand Transformation



UTE EBERHARDT
Compliance International



ANDRÉ LANGER
Controlling



**PAULINA ELENA
MANTHEY**
Sourcing



BERNARD MAGIN
Logistics



MIRIAM WOLLNY
Energy & Engineering



STEFANIE HÖLLER
People & Culture

CSR Communications



**KRISTIN
LÜTTGER**



**ANDREA
SCHÜTZ**



**ALEKSANDRA
PACIOREK**

GUIDING PRINCIPLES

We are committed at the highest level to acting responsibly toward people and the environment. Our Code of Conduct outlines rules that apply to all employees and business partners. These include principles for ethical, legal, and economically sound behavior, as well as for climate protection, energy efficiency and conservation, waste and water management, and the preservation of biodiversity.

The Code of Conduct is based on the following standards and guidelines:

- UN Guiding Principles on Business and Human Rights
- United Nations Universal Declaration of Human Rights
- Core labor standards of the International Labour Organization (ILO)
- Principles of the UN Global Compact
- Agenda 2030: United Nations' 17 Sustainable Development Goals (SDGs)
- Ethical Trading Initiative Base Code
- The Paris Agreement

We train employees on various aspects of our Code of Conduct. We maintain an open-door policy for concerns, for example, via our Tell us! whistleblower portal, and foster a culture of transparency. This enables us to respond early, address potential misconduct, resolve conflicts, and prevent harm.

OUR CODE OF CONDUCT

Selected principles:



We firmly reject corruption



We disclose and resolve conflicts of interest



We support fair competition



We take responsibility toward the environment



We ensure workplace health and safety

OUR MANAGEMENT SYSTEMS AND CERTIFICATIONS



At Lorenz, quality has always been at the heart of everything we do. It's more than just a product feature; it's a core value running through our entire organization.

To uphold this high standard, our entire production process undergoes regular quality inspections by independent external institutes. All of our sites in Germany and Poland are **ISO 9001** certified – the internationally recognized standard for quality management systems (QMSs). Additionally, our production facilities are certified under the **IFS Food Standard** and the **BRC Global Standard for Food Safety**.



OUR CERTIFICATIONS AT A GLANCE

QUALITY MANAGEMENT
in accordance with
ISO 9001
(Germany, Poland)

ENERGY MANAGEMENT
in accordance with
ISO 50001
(Germany)

FOOD STANDARDS
in accordance with
IFS Food
(Germany, Poland)

FOOD STANDARDS
in accordance with
BRC Global Standard for Food Safety
(Poland)

IFS LOGISTICS CERTIFICATION
(Germany)

IFS BROKER CERTIFICATION
(Switzerland)

IN DIALOGUE WITH OUR STAKEHOLDERS

We believe that real progress toward a sustainable future can only be achieved through collective action. That's why we maintain regular dialogue with our stakeholders, which includes our management, employees, consumers, retail partners, suppliers, lawmakers and representatives from politics, business, and society. This exchange helps us learn and develop and implement effective measures within our fields of action. It also enables us to share our expertise and contribute resources and capabilities to joint efforts.

We use a variety of exchange formats, tailored to each stakeholder group. Topics from our fields of action are regularly discussed by the management bodies and featured in employee information events. We also speak regularly with our customers and business partners about our sustainability program through stakeholder dialogues, among other formats. Naturally, we also regularly report and discuss our plans, projects, and achievements. Internally, this happens via platforms such as our intranet and the employee magazine "Snack News." Externally, we rely on our social media channels and websites to share and engage.

We also participate in numerous projects and collaborate with other stakeholders to develop solutions to challenges in our supply chain and across our fields of action. This includes our own projects with suppliers and active participation in initiatives such as the Sustainable Nut Initiative. Naturally, it also encompasses our commitments to the UN Global Compact and the Science Based Targets initiative. For more details, see [Our Commitments & Memberships](#).



OUR CONTRIBUTION TO THE GLOBAL GOALS

We are a signatory to the [UN Global Compact](#) and actively support the United Nations' 2030 Agenda with its 17 Sustainable Development Goals (SDGs). These global goals aim to ensure a dignified life for all people worldwide by 2030 while preserving the natural foundations of life for future generations. The SDGs are directed at the global community, including companies. As an internationally operating company, we consider it vital to align with this agenda. We have examined the SDGs as part of our materiality analysis to determine where we can have the most positive impact. As a result, we have committed to the following five SDGs:



Good Health and Well-being

With our initiatives in the [Health & Nutrition](#) field of action, we actively contribute to this goal.



Decent Work and Economic Growth

We are working toward this in both our [Responsible Sourcing](#) and [Our Employees](#) fields of action.



Responsible Consumption and Production

Our activities in [Health & Nutrition](#) and [Packaging](#) contribute to this goal.



Climate Action

This goal is addressed through our efforts in [Climate & Resources](#).



Partnerships for the Goals

Partnerships are and will continue to be crucial in all our fields of action because together we achieve more. We provide examples under the [Responsible Sourcing](#) and [Our Commitments & Memberships](#) fields of action.



OUR FIELDS OF ACTION

01
HEALTH &
NUTRITION

02
PACKAGING

03
CLIMATE &
RESOURCES

04
RESPONSIBLE
SOURCING

05
REGENERATIVE
AGRICULTURE

06
OUR
EMPLOYEES

07
CORPORATE
CITIZENSHIP

01 HEALTH & NUTRITION

OUR APPROACH

At Lorenz, joy of life and responsibility go hand in hand – especially when it comes to what we do best: our snacks! They're made to be fun, enhance life's enjoyable moments, and of course, taste great. At the same time, we take it upon ourselves to continuously refine our recipes and snacks to promote balanced nutrition and make carefree snacking possible.

We reviewed each of our brands in detail and, as a first step, began reducing nutritionally less favorable ingredients such as salt. In 2024, we made significant strides toward achieving the salt reduction targets we had set for our snack products.

Our next step will involve enhancing our snacks by adding more nutritionally favorable ingredients. To support this, we've spent the past two years developing the Lorenz Nutrition Profile – a comprehensive approach that goes well beyond single components like salt.



LESS SALT, BRAND BY BRAND

A cross-functional team, comprising experts from Marketing, Quality Management, R&D, and Sensory Analysis, assessed the salt reduction potential for each brand, set tailored targets by product and category, and began putting them into action.

With Saltletts, for example, the team set out to bring the recipes of around 40 percent of the Saltletts portfolio in line with WHO recommendations by 2024. Between March and August 2024, the first products of the portfolio were gradually converted to a lower-salt recipe. The remaining portfolio will follow in 2025, with the salt content adjusted accordingly.

Contain **25% less salt** than conventional pretzel products: Saltletts Junior Farm, Lajkonik Junior Safari.



LESS SALT IN OUR PRODUCTS



Good news on our goal to reduce salt content by **15%** across our entire product range: we've already come close, achieving a **14.9%** reduction a full year ahead of schedule.

We've adjusted the salt content in a number of our brands, such as:

- 2024: Crunchips (additional products), ErdnußLocken/Curly, Saltletts/Lajkonik, NicNac's
- Since 2023: Crunchips, Rohscheiben, Wiejskie Ziemniaczki, Naturals, Pommels



OUR TARGET

By 2025, all new products will contain at least **15%** less salt compared to the brand's previous products – and we're well on our way. **73.1%** of newly launched products since 2021 already meet this target.



¹ Compared to the previous average for each brand (base year 2019).

THE LORENZ NUTRITION PROFILE

We want our products to be snacked on with a good feeling in every respect. We asked ourselves: What actually makes a better snack? How can we offer our consumers a product that fits their diet and brings joy at the same time? Savory snacks aren't vegetables – we know that. We still want them to contribute to a balanced diet. We understand that changing our snacks in line with the times means going beyond just salt reduction.

To guide us in, we created the Lorenz Nutrition Profile – an internal nutrient framework for our snacks built on recommendations from respected organizations like the WHO and the dietary principles of the Planetary Health Diet.

What exactly is a nutrition profile?

A nutrition profile refers to an overview of all the nutrients in a food product, presented in a table or graph, to enable comparability within individual food categories. Many companies use nutrition profiles to assess their own standards for nutrient composition, set nutritional goals, and develop new products in line with these criteria.

CREATING TRANSPARENCY

With the Lorenz Nutrition Profile, we have developed an evaluation system that enables us to measure, assess, and compare our snacks based on the composition of their raw ingredients and nutritional values. Using this transparent system, we can determine how a snack performs within our portfolio related to a specific ingredient, such as whole grains. This gives us a foundation to offer our consumers snacks formulated for better nutritional value.

CRITERIA FOR OUR SNACKS

Our Nutrition Profile differentiates between two criteria: footprint and handprint criteria.



The footprint stands symbolically for less favorable nutrients that should be reduced because, when consumed in excess, they can negatively impact health (such as salt content or the share of saturated fats).



The handprint stands for nutrients that have a positive impact on the nutritional profile, or ingredients that should be included more often in a balanced diet (for example, the proportion of whole grains, nuts, seeds, or legumes).

MAKING SNACKS BETTER STEP BY STEP



We evaluate our products internally using three distinct levels.

Level 1

For the first level, we have defined maximum thresholds for salt, sugar, and saturated fats that the products must comply with without exception.

Level 2

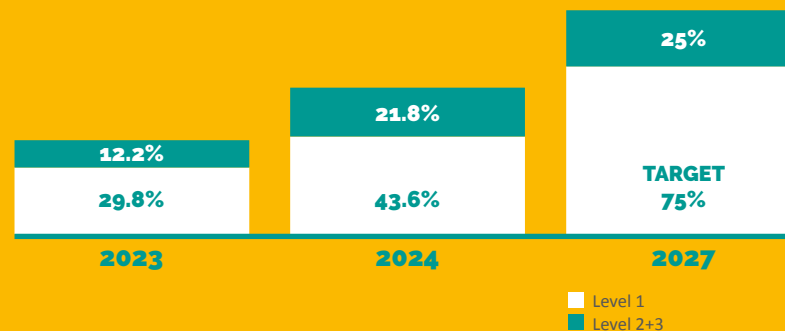
When these thresholds are adhered to, products can earn points to reach Level 2 – either for having values below the threshold of the footprint or handprint criteria on the left, indicating the presence of positive nutrients.

Level 3

When a product reaches a certain number of points, thereby demonstrating positive nutritional properties, it moves to Level 3.

OUR GOAL

By 2027, we aim to raise **75%** of our **branded product portfolio**¹ in the Lorenz Nutrition Profile to **Level 1** and **25%** to **Level 2** or **3**.



¹ Weighted according to the volume produced.

02 PACKAGING



OUR APPROACH

Packaging materials are essential to preserve the unique taste and quality of our snacks. As a consumer goods manufacturer, we place packaging materials into circulation with every product we sell. We recognize our responsibility and approach sustainability in this area as a holistic commitment.

Our approach is "Reduce, Recycle, Replace." We are working intensively to reduce materials overall – especially plastic. We continually test eco-friendlier materials that still provide product protection and meet our high quality standards. We are doing everything we can to improve the recyclability of our primary packaging. And since recyclable packaging also needs to be disposed of properly, we are actively involved in Poland, Germany, and Austria, educating consumers about recycling and motivating them to participate.

FOCUSED ON OUR TARGETS

We've set ambitious targets for our packaging: by 2025, we aim to reduce plastics by 15 percent compared to 2019 and ensure strong recyclability for primary packaging in our branded products. We're close to achieving the second goal: a large share of our packaging is already rated good or highly recyclable under the cyclos-HTP Institute's standards.

RELATIVE VS ABSOLUTE SAVINGS

We've made major strides in our efforts to reduce plastic use through thinner films, smaller formats, switching from stand-up to flat pouches, and eliminating extras like bands and promotional stickers. Still, while we have used relatively less plastic in recent years, overall consumption has not decreased. Despite significant savings in plastic use for individual brands, we are using more plastic overall than in 2019 due to our increase in sales. We are therefore continuing to work on the challenge of reducing material use in absolute terms.

THE WAY FORWARD

What's next? Reducing plastic and improving recyclability remain clear mandates in our Brand Transformation, and we'll continue implementing these step by step across all brands. We're also in the process of developing the Lorenz Packaging Profile to more fully evaluate the path forward toward more sustainable packaging. Many of the insights gained from our work in recent years – what has worked well and what hasn't – are being incorporated into this framework. Based on this, we will set new packaging targets.

LESS PLASTIC, MORE RECYCLEABILITY



Our goal is to use less plastic and also improve the recyclability of our primary packaging.

Plastic savings per year:



Without our reduction measures, our plastic use in 2024 would have been about 6% higher.



92% of our primary packaging is at least **good recyclable**¹.

49.3% of which is classified as **highly recyclable or better**.

¹ According to the cyclos-HTP institute CHI standard, "good recyclable" corresponds to a recyclable content of 70–90% (Class A), "highly recyclable" to >90–95% (Class AA), and "excellent recyclable" to >95% (Class AAA).

TESTING ALTERNATIVE MATERIALS

We are researching alternative packaging materials that incorporate paper-based, bio-based, compostable components, and recyclates. To evaluate the environmental impact of both the current materials we use and alternative options, we have been using software-based life cycle assessments since 2023.

In 2024, as part of a pilot project with Amcor, we developed a completely new monomaterial for our nut segment that not only enables recyclability but also features improved environmental performance. This successful implementation paves the way for further projects in the nut category and marks an important step toward our goal of using highly recyclable primary packaging across our entire product range.



EXPLORING NEW PATHS

We also take a holistic view of material flows in our production facilities and are continuously exploring ways to improve them.

In Poland, for example, we are testing methods to repurpose production waste into new products. For example, in the punching of our Saltlets trays, film is produced that we feed into closed-loop systems. The resulting pure polypropylene (PP) is collected at the Polish site and returned to the supplier, who then uses it to produce material for our trays. This pilot project involves numerous individuals from Lorenz and our supplier. The CSR team in Poland oversees and coordinates the process across departments. The Procurement, Packaging Development, and Production departments support this initiative, among others, by checking batch traceability and monitoring material handling. Employees from the Production department, in turn, exchange their experiences with thermoforming.

Another example is the collaboration between Lajkonik and the company ML Polyolefins, which reuses our leftover film – typically discarded – to manufacture new products like lawn grids. In recognition of its circular economy commitment, Lorenz Poland received the “Packaging Circular Economy Certificate” from ML Polyolefins at the 14th Safe Packaging Conference in November 2024.

We are confident that the openness and drive of our colleagues to explore alternatives will continue to open up new and exciting opportunities.

RAISING CONSUMER AWARENESS

Keeping as many valuable materials as possible in circulation requires a joint effort. That's why it is important to us to take action beyond our products in collaboration with partners. In Poland, Austria, and Germany, we support initiatives aimed at raising consumer awareness about issues such as waste separation and recycling and encourage them to participate.

Crunchips was on-site at Austria's two largest music festivals – Novarock and FM4 Frequency – in the summer of 2024. With campaigns like “Crunchips. Crunch with us! – Collect with us!” at the Novarock Festival, attendees were encouraged to collect their trash and hand it in at designated drop-off points.



In the summer of 2024, Crunchips also partnered with ARA's nationwide out-of-home awareness campaign. ARA is Austria's leading packaging collection and recycling system. Since 2022, it has been working to raise public awareness in Austria about the concept of the circular economy.

LORENZ STORY

PLASTIC BANK – ALL GOOD THINGS COME IN THREES!

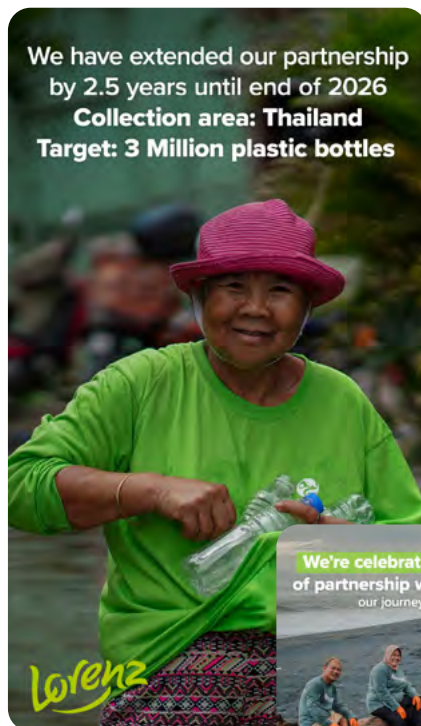
Our collaboration with Plastic Bank continues! Again, in 2024, we prevented plastic bottles – this time, around 835,000 – from ending up in the ocean. Lorenz works with Plastic Bank in countries where comprehensive waste management infrastructure and recycling systems for packaging materials are still lacking. Following projects in Egypt and Indonesia that each collected one million bottles, we are now supporting efforts in Thailand. Our goal: to collect and recycle a total of five million bottles across all countries by 2026, while supporting additional income opportunities for people in the local communities.



»We clearly see plastic as a valuable material – one that must be used with care and responsibility. We are thankful for the opportunity to contribute to the circular economy through our partnership with Plastic Bank and, at the same time, improve the lives of collectors in coastal communities. Many thanks for three years of collaboration, Plastic Bank!«

SABINA CORDES

Product Manager New Markets & CSR Business Partner



AMCOR – INNOVATIONS FOR THE NUT SEGMENT

Nuts demand a great deal from packaging: excellent barrier properties, reliable sealing, and strong visual appeal. Until now, these requirements could only be met using multi-layer materials, which are often difficult to recycle. To make recycling possible, we piloted a monomaterial solution for nuts. This innovation debuted with our new Lorenz Lentil Peanuts, launched on the Austrian market in March 2024. At first glance, the special packaging of this special product doesn't look unusual. But it's capable of a great deal and sets a new benchmark for sustainable packaging.



In fact, the AmPrima™ packaging solution from Amcor isn't just recyclable – it also meets the strict environmental standards established by CE-LEX for a circular economy. In countries with PE or PP recycling streams, the packaging is certified as recyclable. It achieves a 51 percent reduction in carbon footprint, a 41 percent decrease in the use of non-renewable energy, and a 51 percent drop in water consumption compared to traditional non-recyclable packaging options. This means that the CO₂ and water footprints are both half of what they were with our previous packaging for dough-coated nuts. This successful implementation paves the way for additional projects in the Lorenz nut segment.

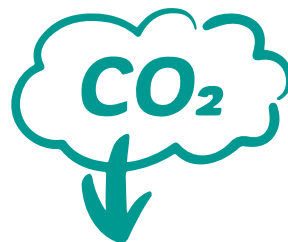


»The project with Amcor clearly shows that even in the demanding nut segment, sustainable snack packaging is possible. Its successful implementation inspires us to continue and fully transition our entire nut range to recyclable packaging.«

MARIE DÖRFLINGER

Brand Management Austria & CSR Business Partner

03 CLIMATE & RESOURCES



OUR APPROACH

At Lorenz, we take responsibility for the planet. We are firmly convinced that we, as a company, can make a substantial contribution to climate protection, and we are committed to actively shaping that role. According to the Intergovernmental Panel on Climate Change (IPCC), there is still an opportunity to limit global warming to 1.5° C. This makes our active involvement in the fight against climate change all the more vital. As a manufacturing company, we are aware that our operations can have negative effects on the climate. We see ourselves as part of the solution and are committed to reducing our greenhouse gas emissions in order to minimize negative impacts as much as possible.

That's why we have set ourselves ambitious science-based climate targets (according to the SBTi, Science Based Target initiative), with which we aim to achieve net zero greenhouse gas emissions across the entire value chain – from the cultivation of raw materials to the finished product on the supermarket shelf – by 2050. We rely on measurable reduction measures and actively seek solutions – also with our suppliers and other business partners. This is because a significant portion of our emissions arise in our upstream and downstream value chains.

Our publicly accessible [Environmental and Energy Policy](#) defines the framework for the sustainable use of resources and the implementation of advanced energy and environmental practices. With our Code of Conduct, we also commit both our suppliers and ourselves to the responsible use of resources.

DEFINED TARGETS FOR EMISSIONS REDUCTION

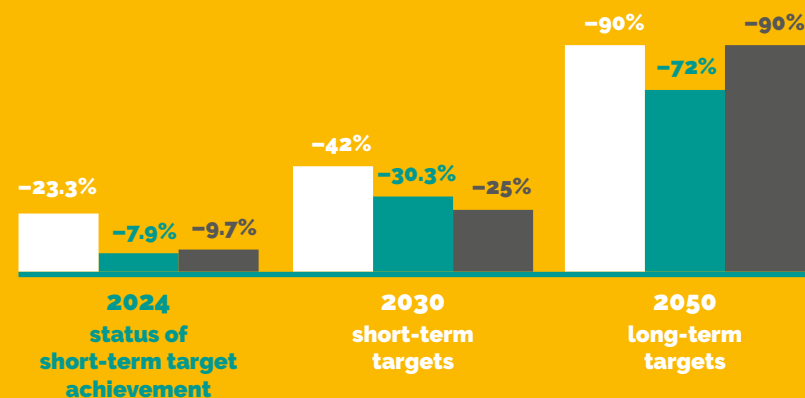
To make the strongest possible contribution to the 1.5-degree goal of the Paris Climate Agreement, we have adopted science-based targets. Using 2020 as the base year, we've defined targets for all three scopes through 2030 and 2050. These targets have been validated by the SBTi. Our greenhouse gas emissions are calculated according to the globally recognized Greenhouse Gas Protocol (GHG Protocol). Our primary focus is on direct emissions reduction (decarbonization). Any remaining emissions – limited to a maximum of ten percent – are intended to be neutralized in line with SBTi criteria.

OUR CLIMATE PROTECTION TARGETS

We are among the first companies in our industry to set not only conventional emissions reduction targets but also reduction targets in the agricultural sector (FLAG)¹, along with a long-term net zero target.



Net zero



■ Scope 1 and 2
■ Scope 3 FLAG¹
■ Scope 3 non-FLAG²

In 2024, we made significant progress across all our climate goals. We're headed in the right direction! Still, we recognize there's much more work ahead to meet our ambitious objectives.

¹ FLAG stands for Forest, Land, and Agriculture. The key raw materials will be integrated by 2030; by 2050, all raw materials will be integrated.

² Non-FLAG refers to emissions not covered by FLAG, such as those from industrial processes, energy production, and transportation.

OUR CURRENT STATUS

Our path to net zero greenhouse gas emissions is challenging. Our business is energy-intensive, particularly due to our production processes.

In addition, some of our main raw materials, such as peanuts and oil, are linked to relatively high emissions. We have identified points of action for every scope and every emissions hotspot in our raw materials and are now rolling out measures step by step to reduce these emissions. Close collaboration with farmers and agricultural suppliers is important for achieving our Scope 3 targets, which account for the majority of our emissions. We have already initiated some promising pilot projects in this area; see the chapter [Regenerative Agriculture](#). Alongside implementing measures, another key focus of our collaboration is the increasing collection of direct data from our suppliers and business partners for emissions calculation.

In recent years, we have made significant reductions in our emissions through considerable efforts, particularly in relative terms. In absolute numbers, the reduction so far has been modest due to our growth compared to the 2020 base year. Reaching our emissions targets will require us to continually seek new approaches going forward.

OUR ENERGY APPROACH

At our German sites and in parts of the Stanowice site, we have implemented certified energy management systems in accordance with ISO 50001. We aim to expand this to our Polish locations by 2027. Systematic process optimization and the use of modern equipment are part of everyday operations at Lorenz.

Our production processes, such as frying our popular potato chips, are energy-intensive, and currently we rely mainly on natural gas. While we are actively seeking more sustainable alternatives, their current limited availability means our focus is on reducing natural gas consumption. We do this by using heat recovery systems and energy-efficient machinery. We also monitor our energy use in real time, allowing us to quickly identify and correct deviations.

Our total energy consumption in the reporting year was 380,573 MWh, a 0.4 percent reduction compared to 2023.

We're placing a strong emphasis on generating our own energy at various sites. This currently includes a photovoltaic system at the Hankensbüttel site, biogas plants in Neunburg and Stanowice, as well as combined heat and power (CHP) plants in Neunburg and Kreba. Our goal: By 2026, we aim to cover 25 percent of the electricity needs of our five German and Polish production sites with self-generated electricity from renewable sources. In 2024, we had already covered 5.3 percent of our electricity needs ourselves. By the end of 2024, we had made significant progress expanding photovoltaic capacity at our German sites. As a result, we expect a substantial increase in self-generated electricity at those locations starting mid-2025.

With these measures, we are also working to gradually reduce our dependence on non-renewable energy sources and to contribute to a more sustainable energy landscape.

OUR GREENHOUSE GAS EMISSIONS (t CO₂e)

Our absolute greenhouse gas emissions (t CO₂e)

	(Base year) 2020	2022	2023	2024	2024 vs 2023	2024 vs 2020
Total	564,749	556,209	563,445	542,319	−3.8%	−4.0%
Scope 1	63,910	67,527	68,443	67,873	−0.8%	6.2%
Scope 2 (market-based)	18,556	3,512	3,224	3,043	−5.6%	−83.6%
Scope 3	482,283	485,169	491,778 ¹	471,403 ¹	−4.1%	−2.3%

Greenhouse gas emissions are updated annually. Further information can be found in the chapter [About this Report](#). A detailed breakdown of emissions, including the individual Scope 3 categories, is available in the chapter [Figures at a Glance](#).

¹ Our absolute Scope 3 emissions for 2023 and 2024 already reflect reductions and removals achieved through our project to promote regenerative agriculture (2023: 2,079 t CO₂e; 2024: 4,850 t CO₂e). For more details, see the chapter [Regenerative Agriculture](#).



We have long been sourcing
100% of the electricity
for our production sites
from renewable
energy.

PROTECTION OF RESOURCES

We are strongly committed to using resources responsibly, with a focus on energy, water, waste, and logistics. Preventing environmental pollution is important to us. By regularly maintaining our systems and training our employees, we minimize risks to water, air, and soil. Our actions are guided by our Environmental and Energy Policy, which is based on current environmental legislation and reviewed regularly.

Water Management

We recognize that water is a precious resource. That's why we continuously work to optimize our water use, particularly in our production processes. By using water treatment systems, we're able to reduce our consumption of fresh water and wastewater production.



Waste Management

We strive to minimize our waste generation and further advance our processes toward a circular economy. We analyze and sort our material flows and assign them to the best possible disposal option. Production residues from chips and dough, for example, are used – depending on the location – in our own or external biogas plants to generate energy or introduced into other local value chains. We also have strict protocols in place for the handling, storage, and disposal of hazardous materials to prevent possible releases into the environment.

Logistics Management

We source our potatoes in Germany and Poland, for example, primarily from local farmers. This regional approach keeps transport distances short and the related emissions for potatoes are correspondingly low.

Logistics is a key area for sustainability and is evolving rapidly, driven in part by the possibilities of digitalization. Together with our partners, we are making our processes increasingly more efficient and environmentally friendly. Over the past few years, we've improved vehicle coordination to optimize load utilization and minimize empty trips for both customer deliveries and internal transport. In addition, we are working on various projects to use digitalization in logistics management to conserve resources or pilot new transport options.

SUSTAINABILITY IN LOGISTICS

Things are moving... Our logistics team continues to work intensively on pioneering projects to optimize our logistics. Current examples from the world of Lorenz:

1. With the launch of the "Digital Delivery Note" in October 2024, our German logistics team initiated its first paperless pilot project for internal transport between the central warehouse in Hankensbüttel and the external warehouse in Peine. This move helps save paper, time, and emissions. The potential of digitalization in freight logistics is substantial, especially since delivery notes and other accompanying transport documents are still printed for every shipment.
2. In Poland, an electric truck was tested over several months during the reporting year on the route between the Lajkonik warehouse and the distribution center. The CO₂ savings potential is promising!
3. In our transport tenders at the end of 2024, sustainability requirements played an increasingly important role. This lays the foundation for further reducing CO₂ emissions together with our contract freight forwarders.



The digital delivery note/waybill is a method in which the delivery note is stored electronically and exchanged among the shipper, freight carrier, and recipient.

04 RESPONSIBLE SOURCING



OUR APPROACH

We feel a responsibility toward the people connected to Lorenz. Upholding ethical principles, such as human rights and climate and resource protection, is a priority within our supply chains. To lead by example, we regularly have our own sites audited in accordance with SMETA standards. Our purchasing team at Lorenz also receives regular training on responsible sourcing.

Together with our suppliers, we aim to ensure fair and respectful working conditions throughout the entire value chain. This effort is guided by our Code of Conduct and our Responsible Sourcing Commitment. We also survey our suppliers on social and environmental issues. Each year, we assess our supply chains through a Sustainability Risk Assessment to identify potential risks along our raw materials supply chain. In addition, we support a range of sustainability projects in local communities.

HIGH STANDARDS AT LORENZ

To identify and manage risks and opportunities in our supply chain, our own sites must operate as role models. Our Code of Conduct is binding for all employees. Through our Tell us! whistleblower portal, both employees and external parties can report violations of the Code of Conduct, regulations, and laws.

All production sites, including pre-production, undergo external and independent SMETA audits every three years. This well-respected audit standard, developed by Sedex, reviews compliance with labor rights, health and safety, business ethics, and environmental standards. In 2024, the first SMETA audit was successfully completed at VGM, the peanut specialist in South Africa in which we hold a majority interest.



95% of our raw material and packaging suppliers and **88%** of our indirect suppliers have either signed our Code of Conduct or committed to an equivalent code of their own.



TRAINING FOR OUR PURCHASING TEAM



During the reporting year, our procurement teams in Germany, Poland, and Switzerland focused intensively on a range of topics related to responsible sourcing. Alongside our Lorenz sustainability approach and the UN Global Compact, regulatory requirements were also on the agenda. Climate protection and strategies for reducing emissions were also discussed and drafted – critical areas since about 71 percent of our CO₂ emissions are linked to purchased goods.

To help our purchasing teams make informed decisions based on the latest developments, we offer specialized, hands-on training to our buyers. Using interactive methods, we demonstrate the link between sustainability and real-world purchasing and outline practical steps that can be incorporated into everyday operations.



Focused participation during the training session in Neu-Isenburg, November 2024.

REGIONAL AND GLOBAL SUPPLY CHAINS

To produce our snacks, we require numerous raw materials from various regions of the world. The potatoes for our chips are primarily grown locally near our production sites across Europe. We source peanuts and cashews from countries such as South Africa, India, Argentina, and Mozambique.

An essential part of our purchasing strategy is to seek direct contact with farmers and suppliers and establish partnerships based on trust. The aim is to strengthen local structures and thereby positively impact the surrounding communities. We want to create greater transparency in the supply chain and improve social and environmental standards as much as possible.



Stephan Hochstein and Antonia Weßling from Lorenz at the biannual Sustainable Nut Initiative (SNI) meeting in Eschborn, near Frankfurt

DOING.BETTER.TOGETHER.

Stronger together! That's why we've been actively engaged for many years in international projects with partner organizations. Our goal is to make agriculture more sustainable and empower people in local communities.

In Mozambique, we are continuing our commitment to sustainable cashew cultivation in collaboration with the Norwegian organization Norgesvel and the Nut Development Fund Mozambique. We support small-scale nurseries and our partner Central Nursery Namaita (CNN), which is developing innovative plastic-free propagation methods. Despite political challenges, a total of 510,000 cashew seedlings were sold and 13 new cooperatives were established. Our target for 2025: 750,000 seedlings and the expansion of sustainable cultivation methods, accompanied by extensive training programs.

We are also continuing our efforts in India – one of the world's largest peanut producers. In collaboration with our partners GIZ and Synergy, we are successfully committed to sustainable and traceable supply chains for peanuts and sesame, see [next page](#).

Together with the Sustainable Nut Initiative (SNI), we are working toward a more sustainable nut supply chain. Since 2023, Stephan Hochstein, Managing Director of Lorenz Switzerland, has been a member of the SNI board, which brings together international stakeholders in the nut industry. Key focus areas include ensuring decent working conditions, developing livelihoods that ensure a living income, and improving environmental performance. In the reporting year, a series of new goals through 2030 were adopted, which are now binding for all SNI members.

TOGETHER FOR FEWER EMISSIONS

We will not reach our climate goals alone – they require teamwork. That's why we are bringing our suppliers on board to jointly bring our efforts into action for reducing CO₂ emissions in the supply chain (Scope 3).

We actively involve our suppliers in the transformation toward more sustainable supply chains. The initial focus involved communicating our climate goals and shared responsibility, mapping out where emissions occur, and identifying reduction strategies. Now the focus is on putting plans into action. Drawing on insights from our procurement team training, our buyers are continuously reviewing their product categories and developing action plans.

Our internally developed guide for meeting the SBTi 2030 targets helps us to keep an overview – from status checks, such as sustainability questionnaires, to the planning of specific measures. Raw materials such as potatoes, wheat, or peanuts play a major role in our Scope 3 emissions targets (see the chapter [Climate & Resources](#)) and are also a focus of our regenerative agriculture projects, as described in the chapter [Regenerative Agriculture](#).





PEANUTS AND SESAME IN INDIA – WORKING TOGETHER FOR BETTER SUPPLY CHAINS

In India, we are undertaking an ambitious project with two partners. Together we are working to solve the question of how to improve peanut quality, enhance traceability, and raise incomes for local communities – all at the same time.

In Gujarat, India, we are working with the help of local partner Synergy on a project for sustainable farming methods and traceable supply chains for peanuts and sesame. From 2022 to 2025, this initiative is being supported by the German development agency Gesellschaft für Internationale Zusammenarbeit (GIZ). Peanuts are a particularly important ingredient for us, used among other things in ErdnußLocken. Over 1,000 farmers from various cooperatives are participating in the project, producing several tons of raw materials.

The harvest and processing of raw materials have been repeatedly affected by mold-related quality issues, along with fluctuating productivity. The solution: fostering sustainable farming practices and integrating innovative techniques in peanut and sesame cultivation to better handle challenges, some of which are climate-related.

Using a digital platform, farmers can access real-time information, for example, on the weather, best practices, and market prices. Data on cultivation and harvest details are also systematically collected. Farmers receive training tailored for this purpose. Training on good agricultural practices and post-harvest techniques has a direct impact on the quality of raw materials, particularly on reducing aflatoxin.

The project has delivered positive results: both productivity and quality have increased, and traceability has improved. Our initiatives are already supporting better harvests, higher incomes for local people, and more stable supply chains for peanuts and sesame. And we're not stopping there: our goal is to ensure the project in India remains economically viable even beyond the current funding period.



05 REGENERATIVE AGRICULTURE



OUR APPROACH

Without agricultural products, there would be no Lorenz. Potatoes, wheat, oil, nuts – all these raw materials make our products what they are. They are the foundation for our products.

However, the cultivation of these raw materials has a direct impacts on our environment. Conventional methods such as intensive soil cultivation, monocultures, and the use of synthetic fertilizers can lead to soil erosion, loss of biodiversity, and higher emissions.

We are convinced that regenerative agriculture can make a crucial contribution to solving these challenges. By actively supporting farmers in transitioning to regenerative practices, we aim to promote cultivation that not only conserves resources but also strengthens the long-term health of soils, biodiversity, and the resilience of our ecosystems. At the same time, it is important to us to support the economic development of agricultural operations and to foster fair partnerships.

METHODS FOR HEALTHY SOIL AND BIODIVERSITY

Healthy, humus-rich soils are the foundation of sustainable agriculture. They store nutrients and carbon, are essential for high-yield harvests, and provide natural resilience against extreme weather events. Regenerative methods go beyond merely maintaining soil quality and aim to actively improve it.

We rely on a variety of measures aimed at increasing soil fertility and promoting biodiversity. These include cultivating cover crops, reducing soil tillage, and using diverse crop rotations, among others. These practices not only contribute to improving soil health but also help bind CO₂ from the atmosphere and store it in the soil over the long term. This significantly supports our efforts in achieving our net zero climate target (see the Climate & Resources field of action for more information).

ACHIEVING MORE TOGETHER

We are working with farmers and partners across Europe and globally on projects focused on our key raw materials. Our shared goal is to find solutions to current challenges such as climate change and secure a stable, long-term supply of raw materials.

WHAT WE ACHIEVED IN 2024

- ✓ **A total of 4,850 t CO₂e reductions and removals achieved through regenerative agriculture measures (Potatoes: 4,284 t CO₂e; Wheat: 566 t CO₂e)**
- ✓ **Potatoes:**
 - 2,844 ha cultivated using regenerative farming methods
 - Project launched in Poland in March 2024; expansion of activities in Germany
- ✓ **Oil:** Development of a roadmap, intensive discussions with suppliers to advance emissions reductions, joint evaluation of various approaches; in 2025, we plan to launch the first projects with suppliers in sunflower and rapeseed cultivation
- ✓ **Wheat:** Launch of a pilot project in Poland with three mills to explore how regenerative agriculture can lead to CO₂e reductions
- ✓ **Peanuts:** Completion of the first phase of an industry-wide project on peanut cultivation in Argentina; goals: reduce CO₂e emissions and increase resilience through regenerative farming practices
- ✓ **Wildflower meadows:** 130 ha established in collaboration with farmers and beekeepers in Poland and Germany



AT THE HEART OF OUR PRODUCTS: THE POTATO

What if we could bind more CO₂ in potato cultivation than is emitted during the process and even improve soil health in the process? This is the vision we are pursuing at Lorenz, together with farmers from Germany and Poland, the countries where our potatoes originate. We began in 2023 with a project to promote regenerative agriculture in potato farming in Germany, and in March 2024, we expanded our efforts to Poland. As a result, our potatoes are increasingly sourced from regenerative agriculture, thereby enhancing soil fertility, promoting biodiversity, and protecting the climate.



During the field visit, Lorenz colleagues lend a hand by sorting potatoes at the inspection belt

TAKING NEW PATHS TOGETHER

We support our farmers in adopting regenerative practices by encouraging open dialogue, fostering peer exchange among growers, and providing financial incentives. Our long-standing partnerships with many of our contract potato farmers play a key role in this effort. Rather than seeking quick, one-off wins, we're focused on driving a broad transformation in the way this vital crop is grown.

Our goal: to embed regenerative agriculture so firmly that by 2030, we will have reduced emissions from potato farming by 100,000 t CO₂e and enabled long-term carbon storage in the soil.



Trial field in Neunburg with winter barley used as undersown vegetation

WHAT'S HAPPENING IN THE FIELD?

On more than 2,844 hectares, methods such as cover crops, legumes, catch crops, and undersowing are being tested. Regenerative agriculture also relies on reduced use of fertilizers and pesticides. These measures support soil health, water retention capacity, and biodiversity. They contribute to carbon sequestration in the soil and reduce CO₂e emissions. These methods are well known – the unique aspect lies in testing them in combination and making their impact on climate and soil measurable. Extensive field trials are necessary to measure the effects of the measures. Farmers contribute their time, ideas, and experience to training sessions, field trials, and peer exchange.

Together, over the past two years, we have already achieved 6,363 t CO₂e reductions and removals on participating farms – a strong start and a clear motivation for us to continue and strengthen our efforts.

AT A GLANCE: Facts and figures for project "Regenerative Potato"



- Project launch in Poland in Stanowice in March 2024
- **35** contract farmers on the platform (2023: 27)
- **26** actively participating farmers (2023: 12)
- **2,844** ha cultivated using regenerative farming methods (2023: 1,291 ha)
- **6,363** t CO₂e already reduced and permanently stored
- Webinars and expert conferences conducted
- Establishment of a regular newsletter

LORENZ STORY

IN THE PEANUT FIELDS OF ARGENTINA

With peanuts being a key ingredient in several of our brands, we are contributing to an industry-wide project supporting peanut cultivation in Argentina.



In collaboration with 25 Argentine farmers and other companies in the industry, we have embarked on an exciting journey, with the opportunity to transform 7,500 hectares of land in the Córdoba region into a flourishing example of regenerative peanut cultivation.



»The collaboration on this project has delivered real, data-based insights into how regenerative agriculture improves soil health and reduces emissions. Working together with industry peers, suppliers, and farmers has been invaluable in developing practical and scalable solutions.«

MAXIMILIAN SCHWEIKERT

Sustainability Manager Lorenz

As part of an initiative led by the SAI Platform (SAI = Sustainable Agriculture Initiative), we are working with other companies in the industry to reduce greenhouse gas emissions and strengthen agriculture's resilience to climate change.

In 2024, the first year of the project, the primary focus was on assessing the status quo. Where do the 25 peanut farmers currently stand in terms of regenerative agriculture? Which practices are they already implementing, and which are they not? Where is there room for improvement? Analyzing actual emissions using primary data was one of the key objectives of this initial phase.

In November 2024, our colleague Maximilian traveled to Argentina to work with farmers and peanut producers on planning the next steps. Topics ranged from calculating greenhouse gas emissions and understanding the effects of droughts to exploring the potential of regenerative agriculture – there was much to discuss and uncover.

As part of the SAI Platform collaborative project, and with GapGreen serving as our local implementation partner, roadmaps for adopting regenerative agriculture practices are being developed for each of the 25 participating farms. We exchange ideas and experience, raise awareness for regenerative agriculture, and in doing so, create a strong community that works together for a more sustainable future.

And the best part? We share the knowledge we gain from this project. This includes sharing internally with colleagues such as Hector from Lorenz South Africa, who also traveled to Argentina to apply the knowledge gained in South Africa, as well as with the farmers in the industry in Argentina. Together, we're helping to make a positive impact on the Argentine peanut industry and ensure future generations can continue to enjoy the joy of life packed into every peanut.



GOOD TO KNOW:

Argentina is one of the world's largest peanut-growing countries, and we source a significant portion of our peanuts from there. While there has been progress in sustainable peanut farming in Argentina in recent years, conventional cultivation methods still dominate. The Argentine peanut sector faces the challenge of quantifying and reducing greenhouse gas emissions to meet EU expectations.

06 OUR EMPLOYEES



OUR APPROACH

Shaping the future together: More than 3,000 employees at sites around the world are what define Lorenz. Our tradition, corporate culture, and values provide a strong foundation.

We firmly believe that every individual plays a role in shaping our future. That's why we offer a wide range of continuing education opportunities and uphold high standards for our employees. We recognize that responsible behavior is our path to the future and promote this through agile structures and work methods. As part of our health management program, we provide a variety of additional services at our locations. High employee satisfaction is important to us, which is reflected, among other things, in the long tenures of our employees with the company.

COMPLIANCE AND ETHICS AT LORENZ

In the course of developing our international Compliance Management System (CMS@Lorenz), which includes all of the necessary tools and processes, adhering to compliance provisions and our ethical guidelines must be ensured. Together with Haufe Akademie, we have set up a comprehensive, multilingual training program – our Compliance College – covering a wide range of compliance topics, including data protection, IT security, anti-corruption, and supply chain management.

Many of these training sessions are mandatory for all employees. In 2024, nearly 6,800 hours of compliance-related learning were completed group-wide.



LEARNING ON THE LORENZ CAMPUS

Through Lorenz Campus, our international training hub, all employees have access to a broad range of opportunities for both professional and personal development.

Our training program covers everything from technical skills and leadership training to personal development, compliance, and sustainability expertise. We offer training on timely topics such as artificial intelligence, agile work practices, and resilience, along with a wide selection of language courses. Many of our offers are available in a digital and flexible format, allowing training to be seamlessly integrated into the workday. In-person events, such as workshops on our corporate values and culture or training sessions on current topics like the EU Green Deal, complement the program. In addition to external speakers, many of our employees also serve as trainers, coaches, and speakers, sharing their experience and expertise.

This is another example of: Doing.Better.Together.

2024

53,554

learning hours globally, with 924 hours focused on sustainability

85%

of participants rated the content as relevant to their work



Around 17

hours of training for employees on average



TOGETHER IN TRANSFORMATION

For generations, Lorenz has stood for high quality snacks and the joy of life. This tradition forms our strong foundation. But the world is changing rapidly. To respond to these changes and achieve our sustainability goals, we are pursuing a path of transformation. We are holding on to values and traditions while at the same time evolving into an agile organization and an aligned corporate management. One of the agile frameworks we are relying on for this is OKRs (Objectives and Key Results).

We began introducing OKRs in 2024, with the first teams successfully applying this method. So far, ten teams – comprising about 70 colleagues – have worked with OKRs. They are accompanied and supported by certified internal and external coaches.

At the same time, Agile Leadership Trainings were held to help support our managers in this transformation. Additionally, we held “Snack & Learn Sessions” – short webinars designed for all interested employees, focusing on agility, agile working, OKRs, and other methods. Our aim is to shape the transformation and achieve our targets as one organization. What is especially important to us is collaboration – coming together, exchanging ideas, having conversations, and working on topics with energy and enjoyment, whether face-to-face or online.



PROMOTING HEALTH

No workplace accidents – that is our goal. We utilize SMETA¹ at our sites to drive continuous improvement in areas related to occupational health and safety. A wide range of initiatives promote the health and well-being of our employees. Here is a selection of our offers.

At sites in Germany and Poland:

- On-site physicians offering services such as flu vaccinations
- Health days, such as those held in Neu-Isenburg and Hankensbüttel



At sites in Poland:

- Health insurance coverage options for family members
- “Lajkonik Meal” – a subsidy for hot lunches for production staff



At sites in Germany and Austria:

- Sports programs and team events like running and tennis
- Services from the pme Family Service



At sites in Germany:

- Company reintegration programs
- Bike leasing through JobRad
- EGYM Wellpass corporate fitness program

¹ SMETA is a globally recognized audit standard that assesses compliance with labor rights, health and safety, environmental protection, and business ethics.

07 CORPORATE CITIZENSHIP



OUR APPROACH

As a family business, we're deeply rooted in the communities where we operate – not just economically, but also socially. We strive to be a reliable partner for local residents and the surrounding region, taking on social responsibility. Our mission is to create added value for society beyond our core operations, to give something back to local communities and support people in need. Many of Lorenz's sites have long supported charitable institutions and social initiatives through both financial and in-kind donations. In 2024, Lorenz supported 47 different social organizations.

GERMANY: RECOGNIZED SUPPORT FOR TAFEL FOOD BANKS

Germany is home to over 970 local Tafel food banks, which provide food to those in need and, in some locations, offer additional services such as hot meals and childcare for people affected by poverty. Lorenz regularly supports this valuable work, alongside other companies, through in-kind donations. As a long-standing partner and in recognition of its exceptionally dedicated support, Lorenz received the "Tafel Teller" award for the third time from the umbrella organization Tafel Deutschland.

→ [More about Tafel Germany](#)



GERMANY: LONG-STANDING PARTNERSHIP WITH THE BÄRENHERZ FOUNDATION

Lorenz in Germany has been a longtime supporter of the Bärenherz Foundation in Wiesbaden, which provides care for terminally ill children and their families. In the reporting year, Lorenz donated 25,000 euros to this organization.

→ [More about Bärenherz Stiftung](#)

AUSTRIA: RELIABLE SUPPORT FOR "KÄRNTNER IN NOT"

Our Austrian colleagues have been donating for some time to support people affected by hardship. This support – both financial and practical – is organized by the association "Kärntner in Not." In 2024, the donation benefited a family whose youngest child relies on a wheelchair due to a genetic disorder. The funds are being used, among others, for barrier-free modifications to their home.

POLAND: PLANTING TREES IN POLAND

In November 2024, more than 1,500 trees were professionally planted by Posadzimy.pl on designated plots in Poland – one symbolic tree for every person employed at Lorenz Group in Poland. For every new employee who joins, another tree is planted.

With the trees planted, we aim to send a clear message and highlight how important climate protection and biodiversity are for all of us.

→ [More about Posadzimy.pl](#)

CRUNCHCHIPS JOINS WOŚP AS A PARTNER FOR THE THIRD YEAR

WOŚP (Wielka Orkiestra Świątecznej Pomocy) is Poland's most prominent non-governmental charity organization, raising funds nationwide for a specific medical cause. For the third consecutive year, Crunchchips was an official partner of the Grand Finale and contributed a record-breaking donation. Supporting WOŚP has become a valued tradition, embraced with enthusiasm and commitment by our Polish colleagues.

On January 28, 2024, thousands of volunteers participated in the 32nd Grand Finale of the "Great Orchestra of Christmas Charity." Among them were many of our Polish colleagues, who contributed with enthusiasm and dedication to collecting donations. Internal auctions of items, such as honey from our own beekeeping and local experience packages, sparked excitement and raised generous funds. Influencers and streamers also got involved, promoting Crunchchips' brand initiatives at this year's WOŚP finale and encouraging their fans to donate.

Thanks to
our initiatives,
we raised a total
of **286,613 złoty**
– around **€ 67,000** –
in 2024, setting a
donation record
for WOŚP.



FIGURES AT A GLANCE

Further information
on data collection is
available in
[About this Report.](#)

ENVIRONMENT

	Unit	2020	2022	2023	2024
CLIMATE¹					
Total greenhouse gas emissions	t CO ₂ e	564,749	556,209	563,445	542,319
Total Scope 1 greenhouse gas emissions	t CO ₂ e	63,910	67,527	68,443	67,873
Total Scope 2 greenhouse gas emissions (market-based)	t CO ₂ e	18,556	3,512	3,224	3,043
Total Scope 2 greenhouse gas emissions (location-based)	t CO ₂ e	44,985	47,269	46,018	47,022
Total Scope 3 greenhouse gas emissions ²	t CO ₂ e	482,283	485,169	491,778	471,403
Scope 3 Upstream greenhouse gas emissions	t CO ₂ e	467,184	474,698	481,050	460,959
Scope 3.1 Purchased goods and services	t CO ₂ e	387,685	415,221	410,964	384,777
Scope 3.2 Capital goods	t CO ₂ e	13,207	8,789	9,212	15,935
Scope 3.3 Fuel- and energy-related activities	t CO ₂ e	16,130	15,777	16,412	17,041
Scope 3.4 Upstream transportation and distribution	t CO ₂ e	43,976	28,360	36,176	33,884
Scope 3.5 Waste generated in operations	t CO ₂ e	1,543	1,901	2,450	2,836
Scope 3.6 Business travel	t CO ₂ e	219	224	287	414
Scope 3.7 Employee commuting	t CO ₂ e	4,377	4,391	5,519	6,040
Scope 3.8 Upstream leased assets	t CO ₂ e	47	34	30	33
Scope 3 Downstream greenhouse gas emissions	t CO ₂ e	15,099	10,472	10,728	10,445
Scope 3.9 Downstream transportation and distribution	t CO ₂ e	5,703	3,535	3,500	3,570
Scope 3.12 End-of-life treatment of sold products	t CO ₂ e	9,396	6,936	7,228	6,875

	Unit	2020	2022	2023	2024
Total greenhouse gas emissions saved through the regenerative agriculture methods used by our contracted potato farmers	t CO ₂ e	N/A	N/A	2,079	4,284
Total greenhouse gas emissions per employee	t CO ₂ e	174	179	182	167

	Unit	2022	2023	2024
OTHER ENVIRONMENTAL DATA				
Total electric power consumption	MWh	65,114	62,088	63,067
Total energy consumption (production)	MWh	373,067	382,278	380,573
thereof gas	MWh	315,197	321,247	318,885
thereof electricity	MWh	57,870	61,031	61,688
Share of self-produced energy from renewable sources	%	3.5	5.6	5.3
Share of renewable energy to total electric power consumption	%	100	100	100
Contracted potato farmers actively using regenerative agriculture methods	Total	N/A	12	26
Area cultivated by contracted potato farmers using regenerative agriculture methods	ha	N/A	1,291	2,850
Wildflower meadows planted per year	ha	118.3	84	130.2

¹ Our Corporate Carbon Footprint is calculated annually and corrected retroactively when necessary. As a result, the data is not directly comparable with that of the Sustainability Progress Report 2023.

² Starting in 2023, our total Scope 3 emissions include reductions and removals achieved through our project to promote regenerative agriculture.

For details, see the chapter [Regenerative Agriculture](#).

PRODUCT

	Unit	2022	2023	2024
HEALTH & NUTRITION				
Share of new products containing at least 15 percent less salt than existing products from the respective brand (compared to base year 2019)	%	42.1 ¹	66.7 ¹	73.1
Average salt content in our brand recipes	%	1.91	1.77	1.65
Salt content listed in the nutritional information per brand				
Crunchips	%	1.72	1.53	1.35
Naturals	%	2.15	1.96	1.94
Wiejskie	%	1.89	1.30	1.21
Curly/ErdnußLocken	%	2.16	2.27	2.14
Saltletts	%	3.27	3.12	2.92
Lajkonik	%	2.49	2.37	2.2
NicNac's	%	2.03	2.06	1.77
Share of vegetarian products	%	57.3	55	61
Share of vegan products	%	40.5	29	34
Share of certified chocolate (Rainforest Alliance)	%	N/A	97.1	95.4
Share of brands with Responsibility icon on the packaging	%	84	91.7	96
PACKAGING				
Share of FSC®-certified packaging materials	%	100	100	100
Plastic inserts (primary packaging)	t	4,433	4,246	4,255
Plastic inserts (primary packaging) per ton of product	t	N/A	0.04	0.04
Plastic saved through reduction measures	t	3.9	93.3	110.2
Share of at least good recyclable packaging used in total portfolio	%	91.5	92	92
Share of highly recyclable packaging used in total portfolio	%	31.1	29.4	34.1
Share of excellent recyclable packaging used in total portfolio	%	2.5	14.7	12.8
Share of at least highly recyclable packaging used in total portfolio	%	46.9	44.1	49.3
Plastic bottles collected with our collaboration partner Plastic Bank	Millions of Bottles	1	1	0.8
Plastic collected with our collaborating partner Plastic Bank	kg	20,000	20,000	16,705

¹ This value was adjusted retroactively due to a recalculation. For more information, see [About this Report](#).

² This is included in the training on the Code of Conduct.

SOURCING AND CORPORATE GOVERNANCE

	Unit	2022	2023	2024
SUPPLY CHAIN				
Share of raw material and packaging material suppliers who have signed our Code of Conduct or an equivalent of their own	%	96	95	95
Raw materials	%	94	95	94
Packaging materials	%	98	93	97
Share of raw material and packaging suppliers who have completed the Sedex questionnaire	%	61	36.3	44
Raw materials	%	66	43.2	52.2
Packaging materials	%	45	18.3	22.1
Share of raw material and packaging material suppliers in the high risk group audited according to SMETA or an equivalent standard	%	N/A	35.4	33
Raw materials	%	N/A	34.8	32.6
Packaging materials	%	N/A	50	50
OWN COMPANY				
Production sites with SMETA audit	Total	5	5	7
Share of production sites with SMETA audit	%	83.3	83.3	87.5
Share of buyers who have received training on sustainable sourcing practices	%	N/A	100	91
Share of employees who have completed corruption prevention training ²	%	60.1	79.7	85.2
Reported cases of corruption relating to reporting year	Total	0	0	0
Reported cases of corruption relating to the previous year	Total	0	0	0
Tell us! cases	Total	4	8	7
Share of resolved Tell us! cases	%	100	100	100

EMPLOYEES AND CORPORATE CITIZENSHIP

	Unit	2022	2023	2024
EMPLOYEES				
Employees	Total	3,314	3,089	3,244
Female	Total	1,674	1,480	1,561
Male	Total	1,640	1,609	1,684
Employees by age group				
< 20 years old	Total	42	36	45
20–29 years old	Total	520	385	418
30–39 years old	Total	796	726	767
40–49 years old	Total	817	812	841
50–59 years old	Total	850	814	816
≥ 60 years old	Total	289	316	357
Share of employees by age group				
< 20 years old	%	1.3	1.2	1.4
20–29 years old	%	15.7	12.5	12.9
30–39 years old	%	24	23.5	23.6
40–49 years old	%	24.7	26.3	25.9
50–59 years old	%	25.6	26.3	25.1
≥ 60 years old	%	8.7	10.2	11
Average duration of employment	Years	10.9	11.7	11.3
Women in management positions	Total	154	139	150
Share of women in management positions	%	37.4	35.7	36.6
Nationalities working at Lorenz	Total	30	29	30
Employees with severe disabilities	Total	85	83	87
Share of employees with severe disabilities to total employees	%	2.6	2.7	2.7
Employees covered by collective labor agreements¹	Total	1,111	1,077	1,784
Share of employees covered by collective labor agreements¹	%	33.5	34.9	55

¹ Germany only.

	Unit	2022	2023	2024
TRAINING				
Total hours of training	Hours	49,768	63,338	53,554
Female employees	Hours	18,908	29,081	22,797
of which in management positions	Hours	3,995	2,162	3,682
Male employees	Hours	30,860	34,257	30,757
of which in management positions	Hours	7,212	4,421	7,673
Average training hours per employee	Hours	15	20.5	16.5
Female employees	Hours	18.4	19.6	14.6
of which in management positions	Hours	28.3	15.6	24.5
Male employees	Hours	11.5	21.3	18.3
of which in management positions	Hours	25.9	17.7	29.5
CORPORATE CITIZENSHIP				
Donations to non-profit organizations	Euros	741,000	590,000	519,174
Number of beneficiary organizations	Total	38	36	47
Donations to political organizations	Euros	N/A	0	0

WE ARE A SIGNATORY OF THE UN GLOBAL COMPACT



WE SUPPORT



In December 2020, we signed the UN Global Compact, making us part of the world's largest initiative for responsible corporate governance.

»Our goal is not only to change ourselves but also to help address global environmental and social challenges. This is why we have joined the UN Global Compact and are dedicated to upholding and promoting its ten principles. We are committed to doing what we can to protect human rights, ensure fair labor conditions, advance environmental and climate protection, and combat all forms of corruption.«

MORITZ BAHLSEN

→ [More about our progress reports on the UN Global Compact](#)

→ [More about the UN Global Compact](#)

THE 10 PRINCIPLES OF THE UN GLOBAL COMPACT

PRINCIPLE 1

Respect of international human rights

PRINCIPLE 2

Avoidance of human rights violations

PRINCIPLE 3

Upholding freedom of association and collective bargaining

PRINCIPLE 4

Elimination of forced labour

PRINCIPLE 5

Abolition of child labour

PRINCIPLE 6

Elimination of discrimination

PRINCIPLE 7

Preventative principle in dealing with environmental problems

PRINCIPLE 8

Promoting environmental awareness

PRINCIPLE 9

Environmentally friendly technologies

PRINCIPLE 10

Fighting against corruption

OUR COMMITMENTS & MEMBERSHIPS

SUSTAINABLE DEVELOPMENT GOALS (SDGs)

We support the United Nations' 17 Sustainable Development Goals. Through this commitment, we aim to help ensure decent living standards for people worldwide by 2030 and safeguard our planet's natural resources for the long term.

→ [More info](#)

UN GLOBAL COMPACT (UNGC)

As part of the world's largest initiative for responsible corporate governance, we are actively committed to the ten universal principles of the UN Global Compact.

→ [More info](#)

SCIENCE BASED TARGETS INITIATIVE (SBTi)

As a member of SBTi, we are committed to achieving climate protection through science-based targets in line with the 1.5-degree target of the Paris Climate Agreement.

→ [More info](#)

"CLIMATE-FRIENDLY SMES" VEA INITIATIVE

By signing a voluntary commitment to VEA's "Climate-Friendly SMEs" initiative, we are working with a number of companies on developing a climate-friendly SME sector in Germany.

→ [More info](#)

respACT

We are a member of respACT, Austria's foremost corporate platform for sustainable business practices.

→ [More info](#)

SUPPLIER ETHICAL DATA EXCHANGE (SEDEX)

Our membership in the global organization Sedex supports us in working together with our suppliers to establish responsible and sustainable business practices across the entire supply chain.

→ [More info](#)

SUSTAINABLE AGRICULTURAL SUPPLY CHAINS INITIATIVE (SASI)

As a member of SASI, we work alongside numerous stakeholders from the private, social, and government sectors to support resilient global agricultural supply chains, while also aiming to improve the livelihoods of smallholder farmers.

→ [More info](#)

SUSTAINABLE NUT INITIATIVE (SNI)

As a member of SNI, we join forces with various stakeholders from the international nut industry and advocate for greater transparency and higher sustainability standards, specifically in the nut supply chain.

→ [More info](#)

CASHEW DEVELOPMENT FUND (CDF)

Since 2018, we have been actively involved in the CDF in Mozambique to promote social and economic development to improve the incomes of smallholder farmers.

SUSTAINABLE AGRICULTURE INITIATIVE PLATFORM (SAI-PLATTFORM)

Together with more than 1,990 other companies, we are working toward a sustainable, healthy, and resilient agricultural sector while also creating stronger and more secure supply chains.

→ [More info](#)

EU PLEDGE

As a signatory to the voluntary initiative of leading food and beverage companies, we are committed to refraining from advertising to audiences under 14 years of age.

→ [More info](#)

NUTRI-SCORE

Voluntary, consumer-friendly food labeling provides more transparency regarding nutritional values in processed foods.

→ [More info](#)

OFT LÄNGER GUT

To help combat food waste, we're participating in Too Good To Go's "Oft länger gut" ("Often best beyond") campaign, applying this label to many of our products.

→ [More info](#)

POLSKI PAKT PLASTIKOWY

Alongside other stakeholders, we are participating in the Polish Plastics Pact, with the goal of establishing a closed-loop system for plastic packaging in Poland by 2025.

→ [More info](#)

ROUNDTABLE ON SUSTAINABLE PALMOIL (RSPO)

We are a member of the Roundtable on Sustainable Palm Oil (RSPO) through our chip and extruder sites.

→ [More info](#)

FOREST STEWARDSHIP COUNCIL® (FSC®)

We are an FSC® member, with our facilities in Germany, Poland, and Austria certified to the FSC® standard for responsible forest management. Since 2022, we have used only FSC®-certified packaging materials (FSC-C133957).

→ [More info](#)

ABOUT THIS REPORT

This is the Lorenz Group's fifth Sustainability Progress Report. Through this voluntary reporting, we provide stakeholders and the interested public with regular updates on how we integrate sustainability into our corporate strategy. We outline the key areas of our sustainability management, including our strategic approaches, and selected goals, as well as our progress, actions, and metrics.

This report covers the 2024 fiscal year (January 1 to December 31, 2024) and was published in June 2025. The editorial deadline was May 15, 2025. This report was not externally audited. The previous report was issued in July 2024 for the 2023 fiscal year.

SCOPE OF CONSOLIDATION

The scope of consolidation for this Sustainability Progress Report includes companies within the Lorenz Group that produce salty snacks, employ personnel, and in which we hold a majority stake, which means we are able to manage them strategically and operationally and exert influence. In this context, we distinguish between production sites, sales organizations, and service-providing entities. These companies include the following:

Germany

- The Lorenz Bahlsen Snack-World GmbH & Co. KG Germany
- Lorenz Snack-World Holding GmbH

Poland

- Lorenz P. S. A. (formerly The Lorenz Bahlsen Snack-World Sp. z o. o.)
- Lajkonik Snacks Sp. z o. o.
- Lorenz Services Sp. z o. o.

Austria

- The Lorenz Bahlsen Snack-World GmbH Austria

Other international sites

- Lorenz Egypt for Brands and Distribution
- Lorenz Snack-World China Co. Ltd.
- Lorenz Switzerland AG including Lorenz Snacks India Private Limited, Lorenz South Africa (Pty) Ltd and Vaalharts Groundnuts Marketing (Pty) Ltd (VGM)
- Lorenz Snack-World Russia and Lorenz Snack-World Production Kirishi Ltd (independently operating since 2022)

DATA COLLECTION

All data and information have been compiled by the responsible departments. Unless otherwise noted, the data applies to the following areas within our scope of consolidation:

- Data on climate, employees, and corporate governance covers the entire Lorenz Group.
- Additional environmental data is collected for the production sites of our European subsidiaries.
- Data related to the fields of action Health & Nutrition and Packaging pertains to the Lorenz Group's product brands.
- The data for Health & Nutrition, Packaging, Responsible Sourcing, and Corporate Citizenship does not include information from the Russian business units Lorenz Snack-World Russia and Lorenz Snack-World Production Kirishi Ltd. These entities have been operating independently since 2022.
- Data for our majority holding in Vaalharts Groundnuts Marketing (Pty) Ltd (VGM) in South Africa is only reflected in the climate data.
- For packaging, recyclability is calculated and categorized using the CHI standard from the cyclos-HTP institute:
 - Category A (70 – 90%): good recyclability
 - Category AA (90 – 95%): high recyclability
 - Category AAA (>95%): excellent recyclability
 Our metric "at least highly recyclable primary packaging" also includes fully recyclable primary packaging.

METHODOLOGY FOR COLLECTING GREENHOUSE GAS EMISSIONS DATA

We calculate our greenhouse gas emissions each year as part of our Corporate Carbon Footprint (CCF), based on the official Greenhouse Gas Protocol (GHG Protocol). We use the operational control approach to define the system boundaries. This means we include emissions from all operations under our operational control. Emissions from entities in which we hold a stake but lack operational control are excluded. Minor rounding differences may occur when values are reported without decimal places.

We fully calculate our Scope 1 and 2 emissions in accordance with the GHG Protocol. For Scope 2, we apply both the market-based and location-based calculation methods. The year 2020 is used as the base year for monitoring our emissions development over time.

An assessment was conducted to identify the relevant Scope 3 emissions, resulting in ten of the fifteen categories being classified as material. These include categories 3.1 through 3.9 and 3.12. Categories 3.10, 3.11, 3.13, 3.14, and 3.15 are not applicable to Lorenz. Categories 3.10 and 3.11 are not applicable, as there is no further “processing of sold products” or “use of sold products” beyond snacking. As Lorenz neither rents nor leases tangible assets nor operates a franchise business model, categories 3.13 and 3.14 do not apply. Additionally, Lorenz makes no investments that would fall under category 3.15.

In our report, we present the complete carbon footprint of the Lorenz Group. In accordance with SBTi requirements, our science-based climate targets cover different scopes depending on the time horizon (short-term targets, long-term targets, net zero). Therefore, it is essential to always consider the scope of coverage when interpreting our climate targets.

To calculate our emissions, we primarily rely on secondary emission factors from recognized databases. We are gradually incorporating primary data whenever we obtain emission factors directly from our suppliers, such as those providing electricity or raw materials. We are intensifying collaboration with our suppliers in order to continuously improve our greenhouse gas accounting by using primary emission factors. Our absolute Scope 3 emissions for 2023 and 2024 already include reductions and removals (long-term carbon storage) that we were able to achieve through our project promoting regenerative agriculture (2023: 2,079 t CO₂e; 2024: 4,850 t CO₂e). For details on the project, see the chapter [Regenerative Agriculture](#).

Our carbon accounting is subject to a continuous improvement process. In the reporting year, corrections were made to the activity data, some of which also affected previous years. For this reason, recalculations were carried out for prior years. Therefore, the climate balance data from the various reports are only comparable to a limited extent.

RESTATEMENTS AND SIGNIFICANT CHANGES

The enhanced depth of our reporting has led to a number of updates and restatements.

Changes in the scope of consolidation:

Lorenz Snack-World Holding GmbH is now explicitly listed, though it was already included in the data of prior reports. The previously consolidated entity The Lorenz Bahlse Snack-World Sp. z o. o. is now consolidated under the new name Lorenz P.S.A. Additionally, Lorenz Egypt for Brands and Distribution has been newly added in the scope of consolidation.

Revisions to key metrics:

In the last report, the key figures for calculating the salt content in our branded products reflected the annual value rather than the cumulative figure. The figure has been adjusted to reflect cumulative shares and reported accordingly for 2024. In our previous report, the data for primary packaging of our branded products was presented as an annual value rather than a cumulative one. This was revised for 2023 and appropriately reflected in the 2024 figures. Additional adjustments are highlighted in the relevant sections of this report.



This Sustainability Progress Report is publicly available on our website as a PDF file and is also provided in Polish and in the original German version. In the event of linguistic discrepancies, the German version shall prevail.

For inquiries related to sustainability or our reports, please contact Ines Dzeko at: ines.dzeko@lbsnacks.com



This Sustainability Progress Report has been prepared with reference to the GRI Standards 2021, including GRI 1: Foundations 2021, issued by the Global Reporting Initiative (GRI), and applies to the 2024 fiscal year (January 1 to December 31, 2024). GRI Sector Standards do not apply. The information is based on the most recent version of the GRI Standards available at www.globalreporting.org/how-to-use-the-gri-standards/gri-standards-english-language.

Disclosure

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Comments

GRI 2: General Disclosures 2021

1. The organization and its reporting practices

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