Lorenz

SUSTAINABILITY PROGRESS REPORT 2025

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DEAR READERS,

This is the sixth Sustainability Progress Report by Lorenz. Since we began our journey in 2019, our goal has remained the same: We want to combine the carefree joy of life inherent in our brands with our responsibility toward people and the environment. Despite a consistently dynamic business environment, we continue our ambitious and transformative journey with determination and agility.

MORITZ BAHLSEN

RABEA HABEL-BECK

THOMAS ALTENDORFER

HOLGER ROTHFUCHS

Let's take a look at the results from 2025, in which we attained some of our goals:

We far exceeded our salt reduction target, achieving a 21 percent reduction instead of 15 percent! This improvement is also reflected in the results of our internal Lorenz Nutrition Profile. Ahead of our 2027 target, we have already raised over 25 percent of our brand portfolio to an improved nutritional quality (Levels 2 or 3) through reformulation. We are also continuously improving our carbon footprint, for example, through expanding our regenerative agriculture practices to include oilseeds, wheat, and peanuts. Our processes are robust: All (pre-)production sites have been re-audited according to SMETA.

Nevertheless, there are milestones we have yet to reach. Despite our best efforts, we were not able to reduce the amount of plastic by 15 percent compared to 2019; this goal had been identified as a major challenge the previous year. Despite extensive changes to product packaging, we were not able to offset the impact of our growing business. We also need to step up our efforts in the area of recyclability, but we are already anticipating future requirements.

In addition, it was important for us to remain agile at all times and make essential adjustments as needed. This applies, among other things, to our goal of achieving a deforestation-free supply chain by 2025. We have responded to new regulatory requirements and are working intensively on realigning and implementing our deforestation target.

In summary: Our investment in structures, processes, and systems for sustainability are paying off in full. By combining external standards with internal guidelines, we have established a solid foundation. This has been confirmed by an external source: In February 2026, we received the EcoVadis Gold Medal! We are delighted with this common success, which demonstrates that our sustainability management ranks among the best in the industry worldwide.

Of course, we're not resting on our laurels. On the contrary, we're focusing even more on implementation: Lower emissions, consistent improvements to our nutritional profiles, less and better packaging, and more sustainable farming practices for our raw materials. After all, measurable results are our top priority. They will also play a central role in the current revision of our sustainability strategy, which will incorporate the future requirements of the CSRD.

A heartfelt thanks to all our employees, partners, and supporters, whose enthusiasm and dedication help drive Lorenz forward. A big "Keep up the great work!" to everyone who's helping us transform!

Sincerely yours,

Moritz, Rabea, Thomas, and Holger

WE ARE Lorenz

WE COMBINE THE JOY OF LIFE AND RESPONSIBILITY

For over 130 years, Lorenz has stood for snacks that bring people together – and for values that endure. As a family-owned business, we think in the long-term and act not for the sake of quarterly results, but for the sake of future generations. Our ambition is clear: Enjoyment that delights today and lasts well into tomorrow. That's why we are committed not only to ensuring the high quality of our products, but also to the environmentally and socially sustainable growth of our company.

Precisely this perspective continues to shape us to this day. Our brands stand for joy of life and responsibility; two things that, for us, go hand in hand. Every day, we work with love, passion, and a big portion of fun.

5 FACTS ABOUT US

1 A LEADER IN THE EUROPEAN SNACK MARKET

We are one of the leading companies in the European snack market, with headquarters in Germany.

2 A FAMILY BUSINESS

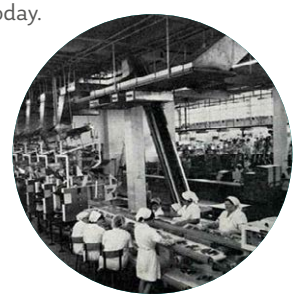
We are an independent, family-owned business led by Moritz Bahlsen, the family's fourth generation.

3 HOME TO STRONG BRANDS

For decades, we have been bringing irresistible flavors to store shelves with relevant innovations and strong brands, now in approximately 90 countries worldwide.

4 SNACK EXPERTS FOR 130 YEARS

It all began over 130 years ago. Hermann Bahlsen founded the Hannoversche Cakesfabrik with ten employees, thereby laying the foundation for our family business, Lorenz, as it exists today.



5 ENGAGED EMPLOYER

As a committed employer, we are dedicated to continuously developing ourselves and our more than 3,000 wonderful colleagues around the world, breaking new ground together and shaping the future of Lorenz.

OUR YEAR 2025

Take a look at our year 2025: These examples clearly illustrate what responsible business practices mean to Lorenz, from the field to the snack shelf.

December
Saltletts supports the aid organization, "Ein Herz für Kinder"

July
The Nac's Level initiative promotes equal opportunity

May
Start of the field trial on undersowing

March
Awarded the Lean & Green 3rd Star

July
Received our 4th Tafel Teller award for food bank participation

January
Crunchips partners with WOŚP (Great Orchestra of Christmas Charity Organization) for the 4th time

June
New solar power plants commissioned in Germany and Poland

June
SMETA audit: Goal achieved

LORENZ WINS THE ECOVADIS GOLD MEDAL

A milestone in our sustainability strategy: Our commitment was measured, assessed, and evaluated positively.

In March 2025, we were awarded the EcoVadis Silver Medal for our sustainability performance in the 2024 calendar year. And that was just the beginning: We improved our score in record time and received the EcoVadis Gold Medal in February 2026! A summary of our results:

TOP RANK: With a score of 81 out of 100, we rank among the top 5 percent of all companies accessed by EcoVadis worldwide over the past 12 months.

INDUSTRY LEADER: Within our peer group, we are actually in the top 1%.

OVERALL RATING: This rating confirms our commitment to the four core areas of the environment, labor and human rights, ethics, and sustainable supply chain.

"It clearly demonstrates that sustainability is approached professionally and results-oriented at Lorenz. This success motivates us to continue on our path with determination."

With a network of around 150,000 companies, EcoVadis is one of the world's largest platforms for corporate sustainability ratings. Further information about the award and the official scorecard are available on the EcoVadis Recognition Page.

OUR BRANDS, OUR RESPONSIBILITY

As diverse as our commitment to sustainability may be, all our activities have one thing in common: They are designed to improve the environmental and social impact of our snacks. In doing so, we consider the entire life cycle, from the cultivation of raw materials to packaging. Take a look at selected brands to see what we've already achieved.

Saltletts

Recipe:
Average salt reduction of 26 percent since 2019

Circular economy:
Since 2025, we have been recycling all tray scraps from production to make new trays

Recyclability:
Between 89 percent and 99 percent

Innovation:
Crunchy Bites now have an optimized nutritional profile with whole grain flour, flaxseed, and inulin from chicory root

Reducing plastic use:
Savings of approximately 45 tons per year since 2024 compared to the base year of 2019 (thinner foils, optimized formats)

Diverse diets:
15 vegetarian and 11 vegan varieties (as of 2025)

Social engagement:
Support of BILD hilft e. V. "Ein Herz für Kinder" with our promotional product Saltletts Hearts

Crunchips

Recipe:
Average salt reduction of 25 percent since 2019

Climate and biodiversity:
Helping farmers transition to regenerative practices

Recyclability:
Between 87 percent and 91 percent

Reducing plastic use:
Savings of approximately 118 tons of plastic per year since 2024 compared to the base year of 2019 (thinner films, optimized package dimensions)

Social engagement:
Partner with Poland's Great Orchestra of Christmas Charity (WOŚP) since 2021

Diverse diets:
36 vegetarian and 12 vegan varieties (as of 2025)

Lajkonik

Recipe:
Average salt reduction of 17 percent since 2019

Recyclability:
Between 89 percent and 91 percent

Innovation:
Dobry Chrup Mini Paluchy now has an optimized nutritional profile with whole grain flour, flaxseed, and inulin from chicory root

Reducing plastic use:
Savings of approximately 52 tons per year compared to the base year of 2019 with thinner foils, optimized formats, and other packaging changes

Social engagement:
Supports the Polish "Ratownicy Czytelnictwa" (Reading Rescuers) initiative to promote reading

Diverse diets:
26 vegetarian and 11 vegan varieties (as of 2025)

PROGRESS AGAINST TARGETS

	GOAL	2025 Status	Target value	Goal date	2023	2024	2025
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).	achieved	**-15%**	**2025**	-8.8%	-14.9%	**-21.1%**
	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).	partially achieved	**100%**	**2025**	66.7%	73.1%	**84.0%**
	By 2027, we will raise 75 percent of our brand product portfolio to Level 1 of the Lorenz Nutrition Profile.	in progress	**75%**	**2027**	29.8%	43.6%	**60.1%**
	By 2027, we will raise 25 percent of our brand product portfolio to Level 2 or 3 of the Lorenz Nutrition Profile.	achieved	**25%**	**2027**	12.2%	21.8%	**32.1%**
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).	not achieved	**-15%**	**2025**	14.8%	15.1%	**12.3%**
	By 2025, all primary packaging across our entire brand portfolio will be at least highly recyclable.	partially achieved	**100%**	**2025**	44.1%	49.3%	**53.2%**
	By 2026, we will collect five million plastic bottles in partnership with Plastic Bank.	in progress	**5 Mio.**	**2026**	2 Mio.	2.8 Mio.	**4.9 Mio.**
03 CLIMATE & RESOURCES	By 2030, we will reduce our absolute Scope 1 and 2 greenhouse gas emissions by 42 percent (compared to the base year 2020).[1]	in progress	**-42%**	**2030**	-21.4%	-23.3%	**-24.8%**
	By 2030, we will reduce our absolute Scope 3 FLAG greenhouse gas emissions by 30.3 percent (compared to the base year 2020).[2]	in progress	**-30.3%**	**2030**	2.5%[3]	-7.8%[3]	**-4.9%**
	By 2030, we will reduce our absolute Scope 3 non-FLAG greenhouse gas emissions by 25 percent (compared to the base year 2020).[4]	in progress	**-25%**	**2030**	-6.5%[3]	-10.1%[3]	**-12.0%**
	By 2050, we will achieve net zero greenhouse gas emissions along the entire value chain.	in progress	**-100%**	**2050**	-0.3%[3]	-3.9%[3]	**-2.8%**
	By 2050, we will reduce our absolute Scope 1 and 2 greenhouse gas emissions by 90 percent (compared to the base year 2020).[1]	in progress	**-90%**	**2050**	-21.4%	-23.3%	**-24.8%**
	By 2050, we will reduce our absolute Scope 3 FLAG greenhouse gas emissions by 72 percent (compared to the base year 2020).[5]	in progress	**-72%**	**2050**	5.4%[3]	-4.0%[3]	**-2.2%**
	By 2050, we will reduce our absolute Scope 3 non-FLAG greenhouse gas emissions by 90 percent (compared to the base year 2020).[6]	in progress	**-90%**	**2050**	-2.1%[3]	-4.6%	**-8.5%**
	By 2026, we will supply 25 percent of the electricity consumed in our German and Polish plants with self-generated electricity from renewable sources.	in progress	**25%**	**2026**	5.6%	5.3%	**6.1%**

[1] The target includes land-based emissions and removals from bioenergy feedstocks. Target coverage: excluding Scope 1 at the Kirishi site.
[2] The target covers Category 3.1: Purchased Goods and Services. FLAG emissions specifically refer to land-intensive sectors such as forestry, land management, and agriculture. The target includes FLAG emissions and removals. Target coverage: 68.2 percent.
[3] The value was retroactively adjusted following a recalculation. For more information, see "About this report".
[4] This target covers Categories 3.1: Purchased Goods and Services, 3.3: Energy and Fuel-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.

	GOAL	2025 Status	Target value	Goal date	2023	2024	2025
04 RESPONSIBLE SOURCING	By 2025, we commit to avoiding deforestation for our primary deforestation-linked raw materials.	not achieved	**yes**	**2025**	no	no	**no**
	By 2026, we will have assessed our raw material and packaging suppliers, who account for 90 percent of our purchasing volume, based on social, environmental, and human rights standards.	in progress	**100%**	**2026**	N/A	N/A	**82.1%**
	By 2026, 100 percent of our suppliers in the medium- or high-risk categories will be regularly audited according to social, environmental, and human rights standards (depending on the risk category identified).	in progress	**100%**	**2026**	N/A	N/A	**66.7%**
	By 2025, 100 percent of our buyers will be trained on social and environmental issues within the supply chain.	partially achieved	**100%**	**2025**	N/A	91.3%	**81.8%**
05 REGENERATIVE AGRICULTURE	By 2030, we will reduce greenhouse gas emissions from potato cultivation by 100,000 metric tons in collaboration with our contracted farmers using regenerative agriculture.	in progress	**-100,000 t CO_2e**	**2030**	-2,079 t CO_2e	-6,363 t CO_2e	**-11,033 t CO_2e**
06 OUR EMPLOYEES	We are steadily reducing our workplace accidents to zero.	in progress	**0**	**annually**	N/A	N/A	**54**
	By 2025, we will have all our Lorenz pre-production and production sites re-audited according to SMETA standards.[1]	achieved	**7**	**2025**	N/A	0	**7**
	By 2026, 100 percent of our employees will have the opportunity to participate in our regular engagement survey.[2]	in progress	**100%**	**2026**	N/A	N/A	**0**
07 CORPORATE CITIZENSHIP	We donate locally to social initiatives in Germany, Poland and Austria.	achieved	**number**	**annually**	36	47	**54**

[1] Excluding the Kirishi site
[2] We have revised the target to 2026.

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 FOCUS AREAS

- Brands that combine the **joy of life with responsibility**
- Assessment of the **nutritional profile** of our products (Lorenz Nutrition Profile)
- Ongoing **optimization of recipes**
- Combating food waste

LESS SALT: 2025 GOAL ACHIEVED ACROSS OUR ENTIRE PRODUCT LINE!

We combine the joy for life with the sense of responsibility; delicious snacks that are fun to eat and are constantly improving in terms of nutritional balance. To that end, we are constantly optimizing our recipes. We have achieved and even exceeded our goal of reducing the salt content across our entire product line by 2025. By consistently reducing the salt content in all our brands, we were able to reduce the average salt content across our entire brand portfolio by 21.1 percent compared to the base year of 2019. And we've made this significant change without compromising taste.

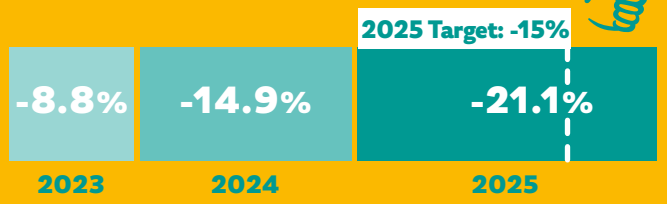
Particularly noteworthy are brands such as Monster Munch, Wiejskie Ziemniaczki and Chipsletten, which now contain at least 25 percent less salt than in 2019. With a few exceptions, our new products also contain at least 15 percent less salt than the average salt content of a brand or reference product in the base year of 2019.

Thanks to these successes, we have been able to further improve our recipes in line with the World Health Organization (WHO) recommendations. Even after achieving these goals, salt reduction will remain a key focus of our comprehensive Lorenz Nutrition Profile in the coming years and continue to drive further changes to our brands.

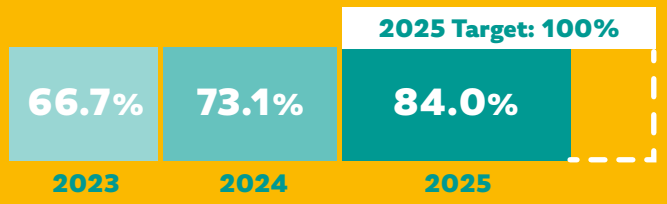
OUR PROGRESS

TARGET FOR SALT REDUCTION BY 2025:

FULL PRODUCT LINE:
A 15 percent reduction in salt content across our brand portfolio compared to 2019



NEW PRODUCTS:
100 percent of new products contain at least 15 percent less salt than the reference product from 2019



MAKING SNACKS EVEN BETTER

With the Lorenz Nutrition Profile, we have expanded our scope even further: Based on recommendations from respected organizations, such as the WHO, and the nutritional guidelines for the Planetary Health Diet, we have developed a comprehensive nutrient profile for our snacks: the Lorenz Nutrition Profile. We use this tool to evaluate and compare the ingredients and nutritional values of our snacks.

We distinguish between footprint and handprint criteria. Footprint symbolizes unhealthy nutrients, which, when consumed to excess, can have adverse health effects. These include, for example, salt, sugar, and saturated fatty acids. We aim to reduce these. Handprint is characterized by ingredients that are nutritionally superior, such as whole grain flour, nuts, and seeds. We plan to add more of these in the future and use them in new products. A good example is our Saltletts Crunchy Bites and Lajkonik Dobry Chrup Mini Sticks, which we introduced in 2025: We use whole grain flour, flaxseed, and inulin from chicory root in these products, making them a good source of dietary fiber.

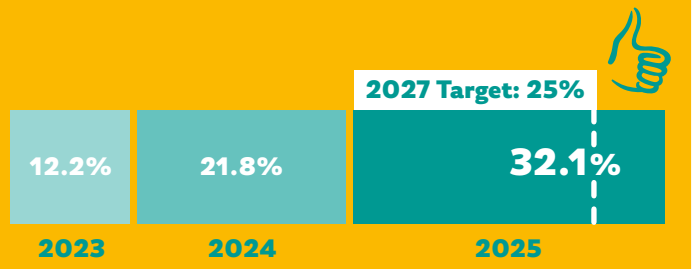
We have set clear goals and continue to work diligently to improve the Lorenz Nutrition Profile of our snacks to promote a balanced diet. To this end, we have conducted analyses across our entire brand portfolio and begun implementing initial measures. These include, for example, testing salt alternatives, testing frying technologies to reduce fat content, and enhancing seasonings by adding other ingredients.

OUR PROGRESS

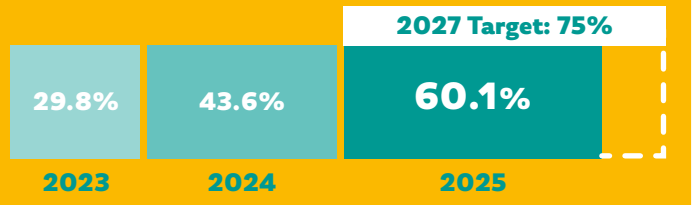
LORENZ NUTRITIONAL PROFILE, 2025 STATUS

GOAL: By 2027, we will raise 75 percent of our brand product portfolio[1] to Level 1 of the Lorenz Nutrition Profile and move the remaining 25 percent to Levels 2 or 3.

LEVELS 2 + 3:
A product earns points for further reducing its salt, sugar, and saturated fat content or for having positive nutritional properties.



LEVEL 1:
A product strictly adheres to the established limits for salt, sugar, and saturated fat, without exception.



[1] Weighted by production volume.

OUR HIGHLIGHTS

1 SUSTAINABILITY GOAL FOR SALTLETTS PRODUCTS ACHIEVE

A milestone in mindful snacking without compromising taste: Recipes for our Saltletts products were successfully updated during the reporting year. The Saltletts brand has thus made a significant contribution to the 2025 salt reduction target across the entire brand portfolio. In the future, we plan to add more nutritionally favorable ingredients and incorporate them into new products. For example, Saltletts Crackers are now made with whole grain flour as well as chia, flax, and sesame seeds.

2. MONSTER MUNCH SALT REDUCTION!

Since 2025, our tasty treat, Monster Munch, has been available with 25 percent less salt than the previous recipe. And it is just as tasty! In Poland, our most important market for Monster Munch, we highlighted the reduced salt content on our packaging during the reporting year. In 2026, we also plan to test thinner materials to further reduce our plastic use.

3. TOO GOOD TO TOSS!

Lorenz is a partner of Too Good To Go. For several years now, we have been supporting this initiative aimed at preventing food from being discarded prematurely. More than 40 Lorenz products in Germany carry the “Often good for longer” label.

In Austria, we raise consumer awareness and sell products nearing their best-by date through the Too Good To Go app. Let’s take a stand against food waste together!

02 PACKAGING

OUR FOCUS AREAS

- Reduce: **Less material** and plastic
- Recycle: **Increase recyclability**
- Replace: Test **alternative materials**

OUR APPROACH

Packaging materials are essential for preserving the taste and quality of our snacks. As a consumer goods manufacturer, we are mindful of our responsibility and consistently act in accordance with the "Reduce, Recycle, Replace" guideline. We are working to reduce our overall use of materials, particularly plastic. Our packaging should be as recyclable as possible and enter the recycling loop. In addition, we constantly test more environmentally friendly materials that meet our high quality standards.

OUR PLASTIC REDUCTIONS

We were able to save significantly in the plastic use for individual brands. This was achieved by using thinner foil, reducing package sizes, switching from stand-up pouches to flat pouches, and eliminating extra elements such as wrappers and promotional stickers. For example, during the reporting year, we successfully introduced thinner foil for our Rohscheiben potato chips, thereby reducing plastic use by 19 percent per package. We were also able to switch to a thinner material for additional foils in our Lajkonik brand.

Thanks to these measures, we have been able to reduce the amount of plastic used on many of our packaging lines, relatively speaking. However, this did not result in an absolute reduction in plastic use. Quite the contrary: In 2025, we used more plastic overall than we did in 2019. This is primarily due to our increased sales volume as well as higher material requirements resulting from major changes in the types of foil we use. Nevertheless, our commitment remains clear: We want to reduce packaging materials, especially plastic.

The Lorenz Packaging Profile, an internal evaluation system, plays a key role in this process. With it, we evaluate packaging based on criteria such as recyclability, life cycle assessment results, and material usage relative to the product. This enables us to compare all the packaging options and choose the most sustainable one. It also allows us to set specific goals to reduce our carbon footprint and continuously explore opportunities based on Reduce, Recycle, Replace.

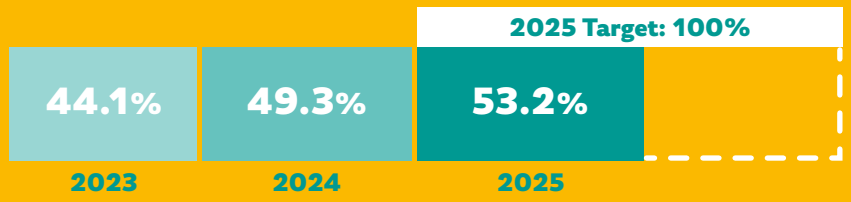
OUR PROGRESS

GOAL: By 2025, we will reduce plastic consumption for primary packaging across our entire brand portfolio by 15 percent (compared to the base year 2019).

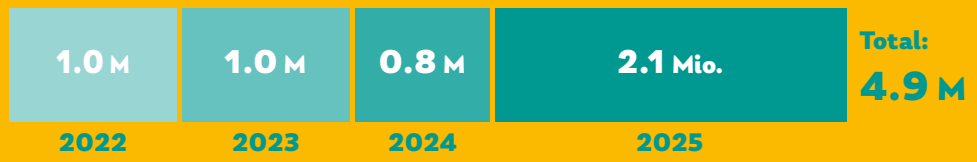
End 2025 Status:
We did not meet our primary packaging goal. In the reporting year, we used 12.3 percent more packaging material than in 2019 because we have grown. Although we have used less virgin plastic each year thanks to our reduction measures, these optimizations were not able to offset the disproportionate growth in some product lines.

GOAL: By 2025, all primary packaging across our entire brand portfolio will be at least highly recyclable[1].

End 2025 Status:
We had not fully achieved this goal by the end of 2025.



GOAL: By 2026, we will collect five million plastic bottles in partnership with Plastic Bank.



[1] "Highly recyclable": Recyclability is > 90%.

INCREASE RECYCLABILITY (RECYCLE)

Improving the recyclability of our primary packaging is a key component of our sustainability strategy, anchored in the "Recycle" principle. This is because our packaging should be as recyclable as possible so it can enter the recycling loop and be recycled. We took the initiative to improve our recyclability well before any legislative deadlines. Due to these early steps, we are already well prepared to meet the requirements of the Packaging Regulation (EU) 2025/40 (PPWR). We are already using the PPWR's recyclability performance levels A, B, and C internally as a guide for managing our progress.

To keep as many recyclable materials as possible in the cycle, we are working actively with our partners. In Poland, Austria, and Germany, we support initiatives aimed at raising consumer awareness of issues such as waste separation and recycling as well as encouraging consumers to get involved. One example is our Crunchips campaign with the ARA packaging collection and recycling system in Austria, which continued into 2025.

TESTING ALTERNATIVE MATERIALS (REPLACE)

To reduce our reliance on fossil fuels, we are actively promoting research into alternative packaging materials. For example, during the reporting year, we tested the impact of adding recycled plastic to our chip packaging. We subjected the foils containing recycled material to a rigorous, interdisciplinary evaluation: Colleagues from various departments assessed the safety and compatibility of the materials with our products, taking into account food safety regulations, technical requirements, and environmental considerations related to plastic recycling.

The foils were, of course, also tested in the laboratory and on the production lines. The initial results were promising and showed that the proportion of recycled plastic did not affect the quality. However, the availability of recycled plastics that meet food safety standards is currently still very limited.

OPTIMIZING MATERIAL FLOWS (REDUCE)

We're also constantly looking for ways to improve material flows at our production facilities. One current example is the optimization of wrapping programs at our plants. The stretch film processed there is used as tertiary packaging to secure all pallets coming from production. In an effort to reduce plastic use, all equipment and wrapping programs were modified and tested as part of a comprehensive review to determine whether the necessary load-securing could still be ensured, for example, by using thinner foils, fewer wrappings, and adjusted tension. As a result, we were able to reduce material usage by more than a third at a single plant alone. This translates to a savings of over six tons of plastic per year for this facility and production process.

OUR HIGHLIGHTS

1. STACKED CHIPS, NEW PACKAGING

The challenge: Putting our popular stacked chips in sustainable packaging. The solution: Wickeldose 2.0 (wrap can), an innovative composite packaging solution that is primarily paper-based and highly recyclable. This development, achieved in close collaboration with our material and equipment suppliers, is based on two key changes:

1. **Visible change:** The previous metal base has been replaced with a new paper base.
2. **Invisible change:** We replaced the previous functional barriers in the composite material with a significantly more recyclable alternative.

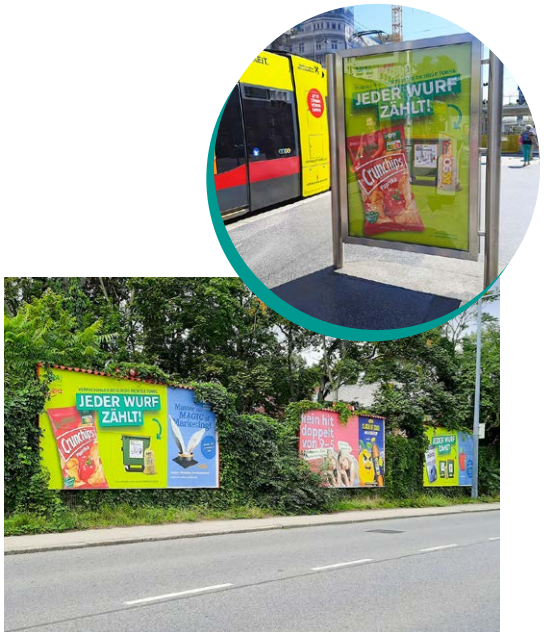
These changes also make the can lighter and boost its recyclability from 25 percent to an impressive 88 percent!

2. EVERY TOSS COUNTS

Together with ARA, Austria's leading packaging collection and recycling system, we have once again put recyclable branded packaging in the spotlight.

Under the motto: **"EVERY TOSS COUNTS"** our Crunchips brand launched its second large scale campaign. After all, recycling is a team effort; it only works if everyone does their part.

The Awareness Out of Home campaign targeted urban areas throughout Austria and generated over 4.4 million net impressions from July 28 to August 7, 2025. The campaign was augmented by a social media presence on Meta and TikTok to introduce younger audiences to the topic of the circular economy.



03 CLIMATE & RESOURCES

OUR FOCUS AREAS

- Reducing our own **CO_2 emissions (Scope 1-2)**
- Reducing **CO_2 emissions in supply chains (Scope 3)**
- Efficient and intelligent **logistics**

WHAT WE'RE DOING TO PROTECT THE CLIMATE

As a manufacturing company, we see ourselves as part of the solution when it comes to climate protection and are committed to reducing our greenhouse gas emissions. To contribute as effectively as possible to the 1.5-degree target of the Paris Agreement, we have set ambitious science-based aims (in accordance with the Science Based Targets initiative, SBTi). Our goal is to achieve net-zero greenhouse gas emissions across the entire value chain by 2050, from the cultivation of raw materials to the finished product on supermarket shelves.

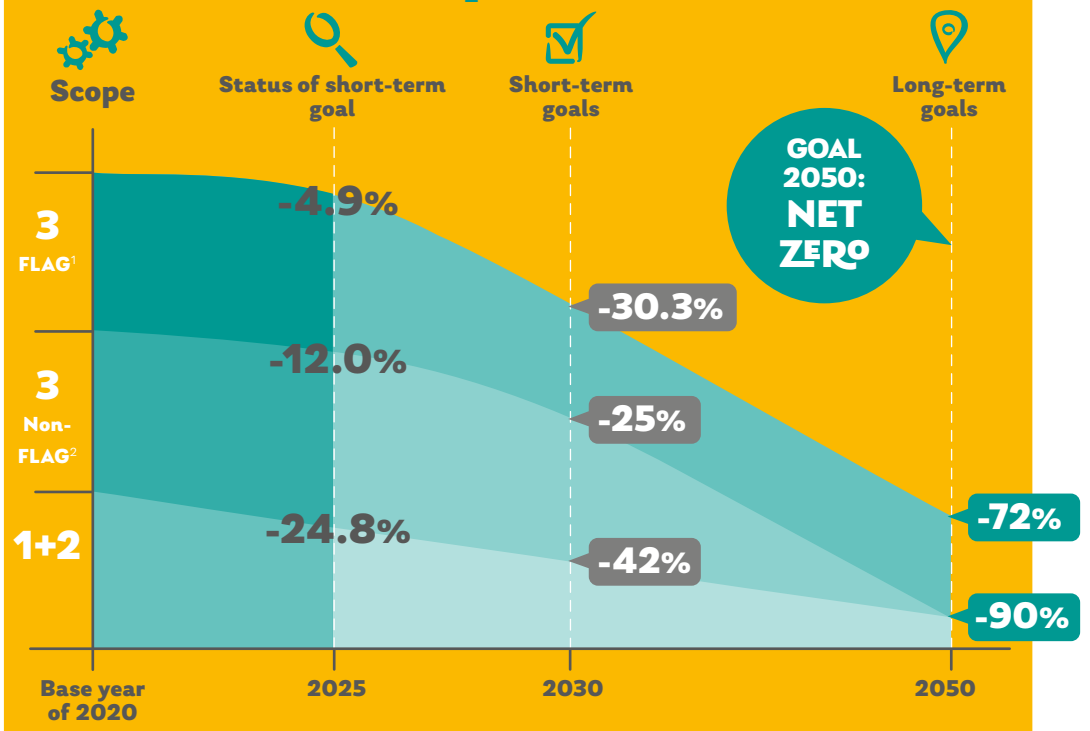
Using 2020 as the baseline year, targets for 2030 and 2050 have been set for all three scopes and validated by the SBTi. Our greenhouse gas emissions are calculated in accordance with the globally recognized Greenhouse Gas Protocol (GHG Protocol). We focus on direct emissions reductions (decarbonization). We focus on measurable reduction measures and actively seek out solutions, including collaborations with our suppliers and other business partners. This is because a significant portion of our emissions originates in our upstream and downstream value chains.

OUR PROGRESS

Our short- and long-term goals are absolute targets and are defined in accordance with the SBTi's Net-Zero Standard. We are one of the first companies in our industry to set reduction targets for the agricultural sector (FLAG) and a long-term net-zero target. Progress toward our long-term goals is reported on page 7.

Within our own sphere of influence (Scope 1 and 2), we have already been able to significantly reduce emissions. Thanks to our intensive efforts over the past few years, we have achieved initial success in our value chain (Scope 3).

OUR LORENZ CO_2 REDUCTION TARGETS



[1] FLAG: Forest, Land and Agriculture. Including reductions and removals. Target coverage 2030: -68.2%, 2050: 91.9%.
[2] Non-FLAG: Emissions not covered by FLAG, such as emissions from industrial processes, energy production, and transportation. Target coverage 2030: -68.2%, 2050: 91.2%.

HOW WE AIM TO ACHIEVE OUR GOALS

Our path to net-zero greenhouse gas emissions is challenging. Through significant efforts in recent years, we have reduced our emissions across all three scopes, particularly in relative terms. In absolute terms, the reduction has only been slight so far because we have grown compared to the base year of 2020.

Within our own sphere of influence (Scope 1 and 2), we have already achieved more than half of our 2030 reduction target through energy savings and the switch to green electricity. Various initiatives are helping us to further advance the transformation of our energy-intensive processes. Among other things, we are working with the Institute of Low-Carbon Industrial Processes at the German Aerospace Center (DLR) and other companies to develop a pilot plant for a high-temperature heat pump at one of our production sites in Germany.

This technology enables a highly efficient, demand-driven supply of heating and cooling from renewable energy sources and has the potential to become a key component in the decarbonization of energy-intensive industries.

The majority of our emissions are generated in the upstream and downstream value chain (Scope 3). That is why regenerative agriculture is a key lever for achieving our Scope 3 reduction targets. Given the relatively high emissions associated with raw materials such as potatoes, peanuts, and oils, we are implementing targeted projects to reduce emissions in this area (see page 21).

This strategy requires close collaboration with farmers and suppliers. Another priority is to collect more data directly from our partners to enable accurate emissions calculations.

OUR GREENHOUSE GAS EMISSIONS, 2025

Our greenhouse gas inventory is updated annually. A detailed overview of emissions, including Scope 3 categories, can be found under Figures at a Glance, details on the methodology are provided in the About This Report section.

	2025 (t CO_2e)	Δ 2025 to 2024	Δ 2025 to 2020
Total	**545,775**	**1.2%**	**-2.8%**
Scope 1	66,329	-2.3%	3.8%
Scope 2 (market-based)	3,210	5.5%	-82.7%
Scope 3[1]	476,236	1.7%	-0.6%

[1] The absolute Scope 3 emissions for 2025 already include reductions and removals totaling 5,294 t CO_2e, which we were able to achieve through our projects promoting regenerative agriculture.

OUR APPROACH TO ENERGY

Our approach to resource management is defined by our publicly available Environental and Energy Policy which set the framework for progressive energy and environmental practices. Systematic process optimization and the use of state-of-the-art equipment are part of the everyday practice at Lorenz.

To ensure this, we successfully recertified our ISO 50001-certified energy management system at our headquarters and all three production sites in Germany in 2025. We will fully integrate our Polish sites in Stanowice in 2026 and in Skawina in 2027 into the management system.

Production processes such as frying potato chips are energy-intensive and rely primarily on natural gas. Since more sustainable alternatives are still limited, we are focusing on reducing natural gas consumption through heat recovery and energy-efficient machinery. Real-time monitoring allows us to quickly identify and address any deviations in our energy consumption. Total energy consumption for the reporting year was 365,316 MWh, a 4% decrease compared to 2024.

100 percent of the electricity used at our European production sites comes from renewable energy sources. Our goal is to increase the share of self-generated renewable energy at our German and Polish production sites to 25 percent by the end of 2026. By 2025, we had reached 6.1 percent.

OUR HIGHLIGHTS

1. MORE SPACE – MORE POWER!

We continue to make progress toward our goal of expanding self-generated electricity. During the reporting year, we successfully commissioned solar power plants in Hankensbüttel and Neunburg vorm Wald. The Kreba site is scheduled to begin operations in the summer of 2026.

We are already planning additional solar projects for the future, including an expansion of the Hankensbüttel facility on the building housing the new potato washing plant, an expansion in Neunburg vorm Wald, and the construction of a solar farm in Kreba.

These new facilities complement our existing solar power plants and our biogas plant, which is combined with a combined heat and power plant. Thanks to these efforts, we are now able to meet 6.1 percent of the total electricity needs of our five German and Polish sites with self-generated renewable energy; in Germany, we expect this to exceed 20 percent by 2026.

Generating more of our own energy from renewable sources offers two key benefits: lower energy costs and greater energy independence. Here, economic efficiency and sustainability go hand in hand!

KREBA RAW MATERIAL WAREHOUSE & DRYING FACILITY

NEUNBURG VORM WALD POTATO WASH

HANKENSBÜTTEL LOGISTICS

2. OTHER ACTIVITIES TO CONSERVE RESOURCES

We place great importance on the responsible use of all resources.

- **WATER MANAGEMENT**
  We are constantly working to optimize water consumption in our production processes. By using water treatment systems, we reduce our consumption of fresh water and the amount of wastewater we produce.

- **WASTE MANAGEMENT**
  We want to minimize our waste generation and further develop our processes toward a circular economy. To this end, we analyze and sort our material streams and direct them to the best possible recycling option. We have strict protocols in place for the handling, storage, and disposal of hazardous materials to prevent any potential release into the environment.

- **RESOURCE-EFFICIENT LOGISTICS MANAGEMENT**
  In our logistics operations, we are constantly making our processes more efficient and environmentally friendly. By improving the coordination of our vehicles, we were able to increase capacity utilization and significantly reduce empty runs, to both customers and internally. Furthermore, we are working with partners to leverage the opportunities offered by digitalization in the logistics sector to conserve resources and reduce emissions (see page 17).

THE LORENZ STORY

HOW WE ARE SHAPING OUR LOGISTICS FOR THE FUTURE

We are constantly improving our logistics to make them more efficient and environmentally friendly. Transparency, automation, and digitalization are key factors in the success of our supply chains.

Using innovative solutions, we automate and digitalize the exchange of information in our transportation processes. This benefits not only us, but also our customers and the environment. Three recent examples from Lorenz Germany illustrate how we are shaping our logistics for the future in collaboration with our partners.

- Since 2025, we have been working with Shippeo to make GPS data from our freight forwarding partners directly usable. This will allow us to track shipments in real time and receive status updates as they happen. Greater transparency leads to faster processes and improved service levels for our customers.

SHIPPEO

- Digital shipping documents save paper, time, money, and reduce emissions. We use the Cloud4log platform for digital delivery notes, which was jointly developed by the German Logistics Association (BVL) and GS1 Germany. Senders, carriers, and recipients can view, exchange, and add additional information to delivery notes stored in the Cloud in real time.

Digital shipping documents promote transparency and efficiency.

- Through our partnership with shipzero, we have direct access to the actual, primary consumption data from our contracted carriers. This allows us to track CO_2 emissions from logistics much more accurately than before and improve our transport efficiency as a result. In July 2025, we began integrating the first carriers and their primary data.

shipzero

Since 2014, Lorenz has reduced transportation emissions in Germany by more than 38 percent. In recognition of this, we have been awarded a star from the Lean & Green initiative a total of three times; most recently in 2025, when we received the 3rd Star, the initiative's highest honor for systematic and verifiable emissions reductions in logistics.

LEAN & GREEN EUROPE

2014-2025: -38.4%

THIS SUCCESS IS BASED ON INITIATIVES IN THREE AREAS:

- **Transport efficiency:** through optimized load capacity, higher pallet layers, optimized route planning, and the use of long-haul trucks
- **More efficient warehouse logistics:** reduced frequency of deliveries to central warehouses
- **Energy management:** certified green electricity at our production site in Neunburg vorm Wald and simultaneous optimization of natural gas consumption

More info: Join the Movement for Green Logistics | GS1 Germany

STEFAN BENDER,
Head of Logistics at Lorenz, explains:
"This award is both a recognition and an incentive for us. Sustainability is an integral part of our corporate strategy. In logistics, we consistently pursue this approach. We owe our success in achieving this goal to our close collaboration with our customers and logistics partners. Together, we will continue to work toward making our supply chain even more efficient and environmentally friendly."

04 RESPONSIBLE SOURCING

OUR FOCUS AREAS

- High **ethical standards** in supply chains
- Supplier **evaluation and auditing**
- **Direct** procurement channels
- **Initiating projects** and participating in initiatives

HOW WE ORGANIZE RESPONSIBLE PROCUREMENT

We take our responsibility in our supply chains very seriously. Whenever possible, Lorenz relies on direct and regional sourcing. For example, the potatoes used for our chips come from local farms near our production sites in Europe. In Germany, the potatoes for our Crunchips brand are grown near our German plants in Hankensbüttel and Neunburg vorm Wald.

We source some raw materials (e.g., peanuts, cashews, spices) from global markets, from countries where social and environmental standards are relatively less established. We are stepping up our efforts there to ensure compliance with ethical principles, particularly human rights and high social standards, as well as climate and resource protection throughout our supply chains. We put this into practice, among other things, in projects carried out directly at the source by supporting local farming communities in places such as Mozambique, India, and South Africa.

Our policies and processes form the foundation of our commitment and demonstrate how seriously we take our duty of care throughout the entire supply chain. They serve as an effective safety net to ensure compliance with ethical and environmental standards:

- Our Code of Conduct
- Lorenz Responsible Sourcing Commitment
- Membership in SEDEX and in raw material initiatives, such as SAI, SNI, and SSI
- Supplier evaluation in the annual supply chain sustainability risk assessment
- Survey of selected suppliers on social and environmental standards as well as human rights
- Annual training for Lorenz buyers on responsible procurement
- Tell us! Whistleblower Portal: External parties can also use this channel to submit feedback on responsible procurement.

OUR PROGRESS

82% **Our suppliers of raw materials and packaging materials, who account for 90 percent of our purchasing volume, have already been assessed based on social, environmental, and human rights standards.**

67% **Our suppliers in the medium- or high-risk categories have been assessed for compliance with social, environmental, and human rights standards.**

82% **of our buyers will have received training on social and environmental issues within the supply chain.**

89% **of raw material suppliers and**

100% **of packaging material suppliers have signed our Code of Conduct or committed to their own comparable code.**

GOAL: Our commitment to avoid deforestation in connection with our primary raw materials associated with deforestation by 2025 could not be met and has been revised. We are now working intensively on defining a new deforestation target based on the SBTi recommendations and are developing specific roadmaps for our various raw materials. We will post more information on our website throughout 2026.

OUR HIGHLIGHTS

1. TIME TO SPICE THINGS UP

Spices are an essential ingredient in our snacks and play a key role in the flavor diversity of our product portfolio. Lorenz has been a member of the Sustainable Spices Initiative (SSI), since July 2025, an industry alliance dedicated to promoting sustainability and ethical practices in the global spice sector. The shared goal is to improve the economic, social, and environmental conditions of spice production while ensuring a reliable supply of high-quality spices. We will play an active role in shaping supply chains, engage in dialogue with other industry stakeholders, and collaborate on relevant issues.

2. PROGRESS IN MOZAMBIQUE AND INDIA

We provide targeted support to farmers and local cooperatives to ensure the quality of our raw materials while measurably improving local social and environmental conditions. In Mozambique, we continue to work with the Nut Development Fund on sustainable cashew cultivation and have expanded our efforts to include peanuts. We were able to bring our local partners (AflaLivre and Norgesvel) together with ICRISAT (International Crops Research Institute for the Semi-Arid Tropics) and conduct the peanut trials under their supervision. The breeding material came from both ICRISAT and our subsidiary VGM. In this way, we provide long-term support to our project partners in professionalizing peanut cultivation in Mozambique, leading to higher quality and more stable incomes.

Since 2022, we have been working in India with partners such as the German Society for International Cooperation (GIZ) to promote sustainable and traceable peanut supply chains. We involved over 300 farmers from four different cooperatives. One result: Thanks to this collaboration, we have been able to integrate traceability for peanuts from India into our procurement process. This is an important step toward ensuring transparency regarding the origin of our raw materials. Once the funded project has been completed, our colleagues will continue to ensure traceability and establish it as an integral part of our sourcing strategy.

3. THE FUTURE OF PEANUTS IN SOUTH AFRICA

As a peanut specialist, our subsidiary VGM in South Africa is proactively investing in the resilience and long-term supply security of our raw materials. Since peanuts are not traditionally a major crop in South Africa, there is no established seed industry. That's why VGM ensures long-term stability and consistent quality through its own seed production. This strictly controlled process typically takes five years, from the cultivator's seed to the finished planting material. We are focusing on two key innovations:

- **Development of climate-resilient varieties:** Through its collaboration with renowned institutions such as the Agricultural Research Council (ARC) and ICRISAT, VGM, as a member of the South African Groundnut Association (SAGA), is testing new varieties with improved characteristics in an industrywide initiative. The focus is on quality, drought tolerance, disease resistance,

and short growing cycles that adapt cultivation to changing climatic conditions. We are joined in this by the agricultural and consulting service provider Sion Agri.

- **Improved farming methods:** VGM promotes sustainable peanut farming by providing producers with access to an independent agricultural specialist who shares scientifically sound expertise on efficient farming methods. The focus is on regenerative methods, such as no-till farming to preserve soil moisture, as well as innovative approaches to seed treatment and organic fertilization. Through joint field trials and targeted knowledge sharing, we promote agronomic resilience and responsible sourcing of raw materials at the local level.

05 REGENERATIVE AGRICULTURE

OUR FOCUS AREAS

- **Reducing CO_2 emissions** in supply chains
- Promoting **healthy soils and biodiversity**
- **Collaboration with partners** such as SAI or SNI

WHAT REGENERATIVE AGRICULTURE MEANS

"Farming for today, transforming for tomorrow" - this aptly sums up why we are committed to regenerative agriculture. We want to continue sourcing the ingredients for our snacks from healthy soil. To define exactly what the term "regenerative agriculture" means to us, we have adopted the definition provided by our partner, the Sustainable Agriculture Initiative (SAI) Platform: Regenerative agriculture is a results-oriented approach to farming that protects and improves soil health, biodiversity, the climate, and water resources, while also promoting the development of farms. Through the SAI Platform's "Regenerating Together" program, Lorenz and other members are working to transform agriculture for the future using regenerative methods.

What makes this approach so results-oriented? Agricultural land is considered on a case-by-case basis. An assessment is made to determine the best possible outcome given the specific agricultural conditions (region, soil type, raw materials, etc.). This could be, for example, maximum carbon sequestration or optimized water use. A baseline value is determined here, which then needs to be improved upon. Next, appropriate practices are chosen to achieve the desired result. Such practices may include, for example, crop rotation, strategic legume planting, undersowing, flower strips, minimum tillage, and similar methods.

As a first step, we are focusing on minimizing our greenhouse gas emissions (Scope 3) and maximizing carbon sequestration in order to achieve our climate protection goals. At the same time, we are working to integrate all other key areas of impact, such as soil health, water storage, and biodiversity, more fully into our projects in the future.

OUR PROGRESS

GOAL: By 2030, we will reduce greenhouse gas emissions from potato cultivation by 100,000 metric tons in collaboration with our contract farmers using regenerative agriculture.

Reductions (in t CO_2e)

Total: -11,033

REDUCING EMISSIONS IN THE SUPPLY CHAIN

We see regenerative agriculture as a key tool for achieving our climate goals. That is why we focus on the raw materials most relevant to our Scope 3 emissions. Our procurement and sustainability teams have worked together to analyze how we can reduce emissions and have established specific plans for the main ingredients in our brands: Potatoes (used in products such as Crunchips and Naturals), wheat (used in Saltletts and Lajkonik products), oils, and peanuts (used in NicNac's and our peanut curls, ErdnußLocken or Curly). Other ingredients, such as cashews and spices, are currently being prepared.

Through our projects to promote regenerative agriculture, we have already generated 12,223 metric tons of CO_2e reductions and removals at participating farms between 2023 and 2025, with potatoes accounting for the largest share (11,033 metric tons of CO_2e).

The Scope 3 emissions assessment and the eligibility of reductions are subject to ongoing development in current standards. For this reason, we continuously review our goals, calculation methods, and actions and adapt them in close consultation with organizations such as the SBTi.

TOGETHER IN TRANSFORMATION

To maximize our impact, we work closely with external organizations and our partners throughout the supply chain. We are convinced that the transition to regenerative agriculture can only succeed through an open and professional exchange of knowledge. Since this topic is challenging for the entire industry and the learning curve is steep, we feel a responsibility to actively share our knowledge while continuing to learn through our projects:

- **With our partners:** We are constantly looking for ways to attract new farmers, suppliers to our projects, foster professional and personal exchanges among them. The annual Lorenz Soil Days, for example, provide us with an an opportunity for this.
- **In the industry:** Lorenz actively participates in the international discussion on regenerative agriculture, such as at the SAI Platform 2025 annual event in Paris or in cross-sector projects.

OUR HIGHLIGHTS

1. ROBUST PROJECTS IN KEY RAW MATERIALS

Potatoes
- Continuation of our projects with farmers in Germany and Poland, expansion of the cultivated areas, and increase in the number of participating farmers
- Undersowing trial in Germany
- Soil Days
- Four hectares of flower strips established in collaboration with farmers and beekeepers in Germany and Poland

Wheat (flour)
- Regenerative wheat farming: Collaborative project with three mills in Poland to ensure a sustainable flour supply
- Collaboration with a supplier on their own regenerative agriculture project

Oilseeds
- 2026: Launch of a project with a supplier specializing in sunflower and rapeseed cultivation

Peanuts
- Project with the SAI and other stakeholders in the Argentinian food industry

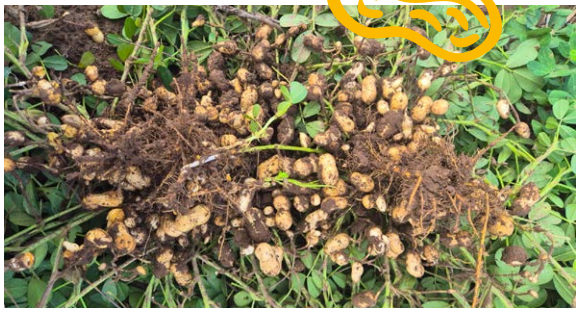
2. HEALTHY SOIL FOR OUR POTATOES

Potatoes are one of our most important raw materials and the cornerstone of our potato chip brands. We support potato farmers in adopting regenerative farming practices so that, together, we can ensure the long-term viability of this raw material that is so important to us. Our long-standing, trusting relationship with many of our contracted farmers helps us in this regard.

Our project to promote regenerative agriculture in potato farming began in Germany in 2023 and in Poland in 2024. By 2025, we had expanded our cultivated area in Poland from approximately 90 hectares to about 550 hectares, thereby significantly increasing CO_2e reductions and removals throughout the supply chain. Regenerative agriculture in potato farming specifically focuses on reducing the use of fertilizers and pesticides, as well as on measures to improve soil health, water storage capacity, and biodiversity. In 2025, another practical method was tested in a trial involving undersowing in Germany (see page 22).

3. PHASE 2 OF THE ARGENTINA PROJECT HAS BEGUN

As part of an initiative by the SAI Platform (SAI = Sustainable Agriculture Initiative), we have been collaborating with other companies in the industry since 2024 to reduce greenhouse gas emissions and strengthen the agricultural sector's resilience to climate change. The Argentina Peanut Project (2025-2028) is building on its previous success and has moved into the implementation phase. Guidelines and a training program are now being developed to equip suppliers with best practices in regenerative agriculture. Moreover, a contribution system will be introduced that rewards measurable improvements and uses a Monitoring, Reporting, and Verification (MRV) system to collect reliable data for Scope 3 reporting.



In the second phase, the project will also be expanded to include more suppliers and locations. Another goal is to strengthen cooperation between farmers and processing & purchasing companies. We share the insights we have gained with the entire industry via the SAI platform and apply them to further develop our own global programs, such as those in South Africa and India.

THE LORENZ STORY

THE DOUBLE HARVEST: HOW A SECOND CROP STRENGTHENS OUR SOIL

Does undersowing work as a soil-protecting secondary crop in potato cultivation? We tested this regenerative agriculture method in a field trial in collaboration with Klim and our farmers. We discussed the results at the Soil Days this fall.

Undersowing serves a simple but crucial purpose: It covers the ground like a natural protective layer, retains moisture, binds nutrients, and prevents wind or rain from washing away the fertile soil. In short: It makes the soil more durable. This time, the potato plants used for our Lorenz chips received this type of cover crop from contracted farmers in Bavaria and Lower Saxony as part of a large-scale field trial. The goal was to investigate the effects of undersowing on yield and potato quality, as well as assess its practical suitability for our contracted farmers.

The seed mixture was spread by a drone.

State-of-the-art drone technology was used for this task, quickly spreading the under-sowing seed mixture—a blend of ryegrass, flax, legumes, and herbs—from a height of about three meters. Important for farmers: The technology leaves no tracks in the tilled potato field and therefore does not interfere with potato growth.

This fall, Lorenz once again hosted the Soil Days in Neunburg vorm Wald and Hankensbüttel. Together with our project partners, Klim and Deutsche Saatveredelung AG (DSV), we focused on the undersowing trial this time. Employees from Lorenz, Klim, and the DSV engaged in an in-depth discussion with local farmers about the trial results. We visited the potato fields and learned detailed background information as well as valuable tips on how to get started with undersowing. Another goal was to inspire new farmers to adopt regenerative agriculture. The positive feedback from the participating farmers was evident: The undersowing trial did not make harvesting more difficult, nor did it adversely affect the yield or quality of the crop. Whether undersowing will actually produce the desired positive effects in the long term can only be determined through long-term observation. The plan is therefore to continue the field trial.

Potatoes are the key ingredient of our chip brands.

Lorenz is committed to regenerative agriculture as

- **agriculture has great potential** to sequester CO_2 and reduce emissions
- **Healthy soils** not only store **CO_2** more effectively, but also **retain water better** and promote biodiversity
- Agriculture becomes **more resilient** to climate change and we strengthen our **security of supply for raw materials**
- Because we want to actively **support farmers**

Visitors to Soil Days included local farmers, representatives from the DSV, and employees from Lorenz and Klim.

The Lorenz team visits the field in Hankensbüttel.

"Droughts and heavy rains are becoming more frequent and more intense. Regenerative agriculture offers the potential to make our fields more resilient. Cover crops protect the soil from the sun and wind, their roots help stabilize the soil during heavy rain, and they bring new life to the soil. Later, the additional plants that were sown will help provide shade and retain moisture. We wouldn't really want to spread the cover crops by hand, so using drones is a great solution."

Farmer Karsten Lüdde, Sassenburg

06 OUR EMPLOYEES

OUR FOCUS AREAS

- High **social standards** at our locations
- Job **Security** and **Health Promotion**
- **Learning** at the Lorenz Campus
- Enable business **transformation**

EVERY EMPLOYEE HELPS SHAPE OUR FUTURE

For generations, Lorenz has been synonymous with high-quality snacks and the joy for life. This forms our strong company foundation. We remain committed to our traditions and values, while at the same time evolving into an agile organization. What makes Lorenz special? Our people, now over 3,000, with all their ideas, skills, experiences, and potential. When each individual thrives, we thrive as a whole.

What matters most to us is working together, e.g., meeting up, exchanging ideas, talking to one another, and collaborating on projects with joy and enthusiasm, whether in person or online. For example, through the Lorenz Campus, our international hub for professional development, all employees have access to a wealth of opportunities for professional and personal growth.

Our services range from subject matter expertise and executive training to personal development, compliance, and sustainability. We offer courses on current topics such as AI and agile work methods, resilience, and a wide range of language courses. Many of our programs are designed to be digital and flexible, allowing employees to seamlessly integrate professional development into their daily work routine.

LEARNING ON THE LORENZ-CAMPUS 2025

63,840
global learning hours, up 19 percent from 2024

With an average of **19.5** hours, we actively invest in the long-term success of our employees by providing hours of targeted professional development per person

OUR PROGRESS

GOAL: We are steadily reducing our workplace accidents to zero.
In 2025, we had 54 accidents, and we continue to work hard toward our goal of zero accidents. Part of achieving this is regular audits at our sites for occupational safety and health by an external body as part of the SMETA audits.

GOAL: By 2025, we will have all our Lorenz pre-production and production sites re-audited according to SMETA standards.
We reached our goal of having all (pre-)production facilities re-audited according to the strict SMETA standard by the end of 2025.
(See page 25)

GOAL: By 2025, 100 percent of our employees will have the opportunity to participate in our regular engagement survey.
The target date has been postponed to 2026, and the Global Engagement Survey will be conducted in March 2026.

TOGETHER IN TRANSFORMATION

We are constantly evolving to successfully address current and future challenges and achieve our sustainability goals. To this end, we rely on agile frameworks such as OKRs and support our managers through agile leadership training. These measures had already yielded tangible results in corporate management by 2025, which we highlight in our report.

“We promote personal development by strengthening Lorenz competencies and our feedback culture”—that was one of our internal corporate goals for 2025. That is why we have developed a new global feedback and development process that provides a clear and shared framework for discussions, reviews, and planning next steps at Lorenz. The global feedback and development process consists of three elements: self-reflection, dialogue with the manager, and optional peer feedback. Starting in 2026, the standardized process will support professional development in the day-to-day workplace.

High employee satisfaction is important to us. At Lorenz, this is reflected, among other things, in long employment periods. We know: Employee engagement is essential for identifying with the company, one’s role within it, and one’s responsibilities—and thus for personal and organizational success. As part of our Global Engagement Survey, in March 2026, we asked all Lorenz employees to provide honest feedback.

OUR HIGHLIGHTS

1. ACHIEVING GOALS TOGETHER

For over a year now, we have been using OKRs (Objectives and Key Results) for corporate management. The agile framework helps us put our transformation into practice and was initially tested at our German and Polish locations.

What are OKRs?
OKR is an agile framework that helps organizations implement their strategy through transparent and focused goals.

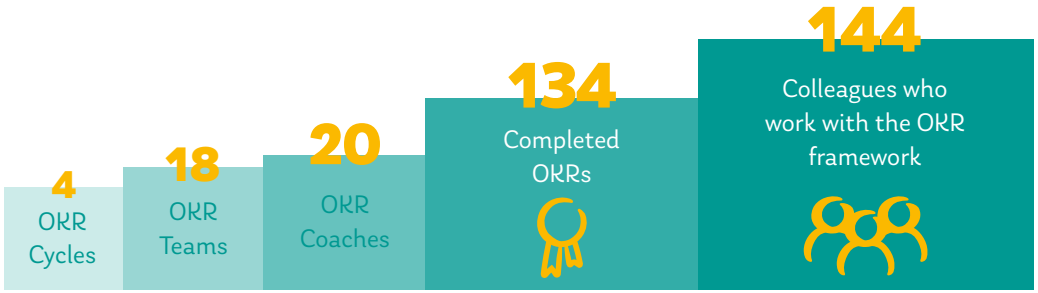
“O” stands for “Objective” (the goal): What do we aim to achieve? “KR” stands for “Key Results”: How do we plan to get there?

Because OKRs are shared within and between teams, the framework ensures consistent alignment across the entire company. Short review and planning cycles make it easier to respond to changing requirements and conditions.

What do we aim to achieve with OKRs?

- Align and focus the entire organization on the most important business and sustainability goals
- Establish a seamless and transparent link between corporate strategy and operational implementation
- Empower teams around the world to make their contribution to overall success measurable and visible

We have grown as an organization and have made significant progress in this regard over the past year. And: We're moving forward!



2. DONATING TO WETLAND CONSERVATION WITH EVERY NEW EMPLOYEE

We have been committed to sustainability from day one: For every new hire in Germany, we make a donation to NABU’s wetland conservation projects. Our donations go to a peatland fund run by the renowned environmental organization. One of NABU's key priorities is wetland restoration, which strengthens the vital role that wetlands play in regulating waterways. The marshland protects the surrounding area from flooding, keeps the landscape moist during dry periods, and reduces greenhouse gas emissions.

In Brandenburg, for example, NABU purchased about five hectares of land to restore lowland moors and has already rewetted ten hectares of degraded marshland by constructing temporary dams. The project also includes extensive data collection, for example, on water levels and greenhouse gases.

We are delighted that we—and all our new employees—are able to contribute to these important projects. With every new hire, not only does our team grow, but so does our contribution to climate protection.

THE LORENZ STORY

TRUE RESPONSIBILITY STARTS WITH US

We expect a lot from our partners, and we consistently apply these high standards to ourselves at all our locations. Our goal was clear: By the end of 2025, all (pre-)production facilities should have been re-audited based on the strict SMETA standard. We achieved the goal!

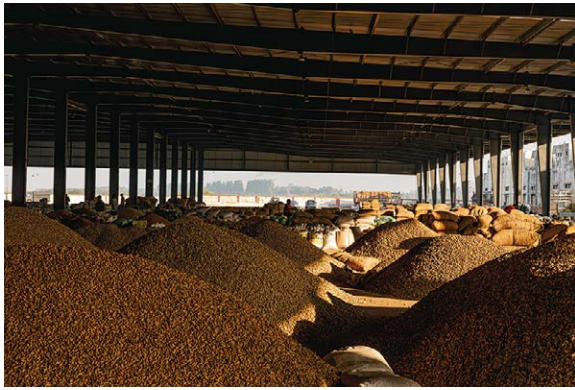
SMETA (Sedex Members Ethical Trade Audit) is an audit that assesses standards related to working conditions, environmental performance, and ethics. We encourage our suppliers to conduct SMETA audits to demonstrate their commitment to human rights and due diligence in their supply chains. Of course, we hold ourselves accountable as well!

Proud to be a Sedex Member

Since 2022, we have been conducting a phased external audit of our sites, and most recently we have also included our pre-production facilities in India (2023) and South Africa (2024) in the SMETA audit. In 2025, all European sites as well as the Indian site were re-audited. This means that all locations have already completed two audit cycles.

For us, these reviews are much more than just a routine check: They are a well-established tool that we use to continuously improve our processes and working conditions at Lorenz. The audits conducted in 2025 confirmed a significant structural improvement in direct operational processes at the Lorenz sites. In particular, the requirements identified in the area of occupational safety in the first audit were consistently implemented, and a high standard was achieved. Our Polish sites in Stanowice and Skawina received praise, particularly for their regular internal audits in the area of occupational safety and health, as well as for measures that raise employee awareness of a safe work environment.

SMETA is conducting increasingly detailed analyses and applying stricter standards, which is why further improvements have been recommended. High standards, clear implementation recommendations, and continuous improvement: SMETA is an important standard for Lorenz!



A look at our pre-production facility in Rajkot, India, which successfully passed its re-audit in 2025.

"For us, SMETA audits are much more than just a formal assessment: They serve as a valuable source of inspiration, helping us regularly assess our social responsibility against the realities on the ground. We view these audits as an integral part of our learning culture, which helps us objectively uphold social standards and continuously and transparently advance our responsibilities as an employer."

Johannes Begrich, Director of People & Culture

07 CORPORATE CITIZENSHIP

OUR PROGRESS

In 2025, we donated to 54 initiatives in Germany, Poland and Austria.

OUR FOCUS AREAS

- Support for numerous **social and environmental initiatives**
- **Focus on communities** in our locations
- **Targeted assistance** through financial support, in-kind donations, and personal commitment

TAFEL DEUTSCHLAND

GERMANY AND AUSTRIA

SUPPORTING FOOD BANKS SINCE 2018

Lorenz Deutschland (Germany) has been a long-time supporter of local food banks and Tafel Deutschland e. V., a non-profit food bank network in Germany. Food banks distribute food to people living in poverty and often organize additional services, such as hot lunches or homework help for underprivileged children. Lorenz regularly supports this valuable work through in-kind donations, in collaboration with other companies. Since 2018, over 5,500 pallets of donated goods have been delivered.

Lorenz has received the Tafel Teller award from the umbrella organization Tafel Deutschland e. V. for the fourth consecutive year.
Since late 2025, Lorenz Austria has also been actively involved with Die Tafel Österreich, Austria's food bank network. The company supplies a central warehouse in southern Vienna with donated goods, which are then distributed nationwide to partner organizations and directly benefit people affected by poverty.

Bärenherz Stiftung für schwerstkranke Kinder

GERMANY

LONG-STANDING PARTNERSHIP WITH THE BÄRENHERZ FOUNDATION

For many years, Lorenz Germany has supported the Bärenherz Foundation in Wiesbaden, which provides support to terminally ill children and their families. During the reporting year, Lorenz donated 25,000 euros.

KÄRNTNER IN NOT

AUSTRIA

HAND IN HAND FOR CARINTHIA

Since 2017, our colleagues in Austria have been supporting "Kärntner in Not", an aid organization to help people in Carinthia facing hardship.

The organization provides financial and practical assistance to people in the region who have been struck by misfortune. Most recently, a Christmas donation of 5,000 euros helped a family with five young children whose father had suddenly passed away.

posadzimy.pl

POLAND

MAKING POLAND GREENER

Lorenz Poland once again took part in posadzimy.pl, a tree-planting campaign held throughout Poland. In 2024, we planted 1,565 trees, and another 100 were planted as part of the 2025 spring campaign. We will continue this campaign in 2026 as well. Every new employee receives a certificate documenting the planting of a tree. We want to send a clear message and emphasize how important climate protection and biodiversity are for all of us.

plasticbank®

INTERNATIONAL

COMMITMENT TO CLEAN OCEANS AND POVERTY ALLEVIATION

Our partnership with Plastic Bank continues: In 2025 alone, approximately 2.1 million plastic bottles were collected, which is equivalent to about 41,000 kilograms of plastic.

From 2022 through the end of 2025, we collected a total of 4,885,060 plastic bottles, bringing us closer to our goal of collecting 5 million plastic bottles by 2026! Waste is collected in countries such as Egypt, Indonesia, and Thailand, where there are currently no comprehensive systems for recycling packaging materials. At the same time, Plastic Bank's projects provide local residents with an additional source of income.

ENGAGEMENT OF OUR BRANDS

SALTLETTS
TOGETHER, WE CAN DO IT!

As part of a charity campaign, Saltletts 2025 made a major donation to BILD hilft e.V.'s A Heart for Children initiative. For every purchase of the special edition snack, Saltletts Hearts, during the promotional period, 10 cents went to the organization. A total of 150,000 euros was donated.

© Ein Herz für Kinder, [A Heart for Children], Peter Müller

CRUNCHIPS
CRUNCHIPS PARTNERS WITH WOŚP FOR THE FOURTH TIME

For over 30 years, WOŚP has been touching people's hearts and improving medical care in Poland, especially for children and seniors. Every year, the Great Orchestra of Christmas Charity (WOŚP) mobilizes millions of people. It is a national event that brings all of Poland together to do good and celebrate. This year, the initiative once again raised funds for pediatric hematology and oncology.

This was Crunchips' fourth time as a sponsor. To celebrate the partnership, the limited edition Crunchips X-cut Sour Cream & Onion and Crunchips Spicy Chicken Wings were created, for which Jurek Owsiak, the co-founder of WOŚP, designed unique packaging specifically for the organization.

As every year, our Polish colleagues supported the initiative with great enthusiasm by making a personal contribution to the annual charity auction. Whether it was a nighttime snowcat ride, homemade bread, a face-painting workshop, a canoe trip, or hand-painted pictures, the Lorenz employees' enthusiastic involvement took many forms, and their dedication was immense. The total amount raised went to the 33rd Final; this year, the total was 135,495 PLN (over 32,000 euros).

With over 68 million euros raised by WOŚP in 2025, it was yet another impressive achievement for the community.

NICNAC'S
PROMOTING URBAN YOUTH CULTURE

The NicNac's brand has launched a social initiative with Nac's Level to promote equal opportunities for young people.

By supporting urban cultural forms such as rap, beatmaking, and dance, NicNac's aims to provide a visible platform for creative talent and highlight concrete opportunities. The goal is to give young people a voice and visibility and encourage them to "rise above themselves" (empowerment).

In the summer of 2025, NicNac's did just that with rapper reezy as part of the Germany-wide Nac's Level Rap campaign: Under the slogan #BeissDichDurch ("FightThrough" with a play on the word "bite"), up-and-coming rap artists were given the chance to showcase their talent on stage at festivals and community events. The goal is to promote creative expression, shed light on the realities of life, and empower young talent no matter where they come from.

Rapper reezy for the Nac's Level 2025 campaign

FIGURES AT A GLANCE

For more information on data collection, see the About This Report section

ENVIRONMENT

CLIMATE

		Unit	2020	2023	2024	2025
Absolute greenhouse gas emissions		t CO_2e	561,379[1]	559,745[1]	539,214[1]	**545,775**
Absolute Scope 1 greenhouse gas emissions		t CO_2e	63,910	68,443	67,873	**66,329**
Absolute Scope 2 greenhouse gas emissions (market-based)		t CO_2e	18,556	3,224	3,043	**3,210**
Absolute Scope2 greenhouse gas emissions (market-based)		t CO_2e	44,985	46,018	47,022	**46,158**
Absolute Scope 3 greenhouse gas emissions		t CO_2e	478,913[1]	488,079[1]	468,299[1]	**476,236**
Scope 3	Upstream greenhouse gas emissions	t CO_2e	463,814[1]	477,351[1]	457,855[1]	**465,919**
Scope 3.1	Purchased goods and services	t CO_2e	384,354[1]	407,939[1]	381,728[1]	**383,544**
Scope 3.2	Capital goods	t CO_2e	13,207	9,212	15,935	**23,080**
Scope 3.3	Fuel- and energy-related activities	t CO_2e	16,130	16,412	17,041	**16,196**
Scope 3.4	Upstream transportation and distribution	t CO_2e	43,937[1]	35,502[1]	33,812[1]	**35,055**
Scope 3.5	Waste generated in operations	t CO_2e	1,543	2,450	2,852[1]	**2,475**
Scope 3.6	Business travel	t CO_2e	219	287	414	**429**
Scope 3.7	Employee commuting	t CO_2e	4,377	5,519	6,040	**5,106**
Scope 3.8	Upstream leaded assets	t CO_2e	47	30	33	**34**
Scope 3	Downstream greenhouse gas emissions	t CO_2e	15,099	10,728	10,445	**10,317**
Scope 3.9	Downstream transportation and distribution	t CO_2e	5,703	3,500	3,570	**3,503**
Scope 3.12	End-of-life treatment of sold products	t CO_2e	9,396	7,228	6,875	**6,814**
Total Scope 3 FLAG (including reductions and removals)		t CO_2e	240,475	260,500	239,437	**241,931**
Total Scope 3 Non-FLAG		t CO_2e	238,438	227,578	228,861	**234,305**
Absolute greenhouse gas emissions per employee		t CO_2e	173	181	166[1]	**166**

OTHER ENVIRONMENTAL DATA

	Unit	2023	2024	2025
Total electric power consumption	MWh	62,088	63,067	**60,795**
Absolute energy consumption (production)	MWh	382,278	380,573	**365,316**
Gas	MWh	321,247	318,885	**306,021**
Electricity	MWh	61,031	61,688	**59,295**
Share of renewable energy to total electric power consumption	%	100	100	**100**
Share of self-produced energy from renewable sources	%	5.6	5.3	**6.1**
CO_2e reductions and removals through regenerative agriculture practices	t CO_2e	2,079	4,850	**5,294**
Absolute emission reductions achieved through sustainable methods in potato cultivation (Contracted farmers)	t CO_2e	2,079	4,284	**4,670**
Cumulative CO_2e reductions and removals since the launch of the Regenerative Potato project	t CO_2e	2,079	6,363	**11,033**
Area cultivated by contracted potato farmers using regenerative agriculture methods (Contracted farmers)	ha	1,291	2,844	**4,293**
Wildflower meadows planted per year	ha	84.0	130.2	**3.9**

[1] The value was retroactively adjusted following a recalculation.

PRODUCT

HEALTH & NUTRITION		Unit	2023	2024	2025
Share of new products containing at least 15 percent less salt than existing products from the respective brand (compared to base year 2019)		%	66.7	73.1	**84.0**
Average salt content in our brand recipes		%	1.77	1.65	**1.53**
Salt content listed in the nutritional information per brand	Crunchips	%	1.53	1.35	**1.35**
	Naturals	%	1.96	1.94	**1.92**
	Wiejskie	%	1.30	1.21	**1.09**
	Curly / ErdnußLocken	%	2.27	2.14	**1.86**
	Saltletts	%	3.12	2.92	**2.51**
	Lajkonik	%	2.37	2.20	**2.04**
	NicNac's	%	2.06	1.77	**1.75**
Share of vegetarian products		%	54.5	60.9	**67.4**
Share of vegan products		%	28.8	33.9	**33.5**
Share of certified chocolate (Rainforest Alliance)		%	97.1	95.4	**97.5**
Share of brands with Responsibility icon on the packaging		%	91.7	96.0	**96.0**

PACKAGING	Unit	2023	2024	2025
Share of FSC®-certified packaging materials	%	100	100	**100**
Plastic inserts (primary packaging)	t	4,246	4,255	**4,152**
Plastic inserts (primary packaging) **per ton of product**	t	0.04	0.04	**0.04**
Additional plastic saved through new reduction measures	t	93.3	110.2	**17.6**
Share of at least good recyclable packaging used in total portfolio	%	92.0	92.1	**91.7**
Share of highly recyclable packaging used in total portfolio	%	29.4	31.1[1]	**24.6**
Share of at least highly recyclable packaging used in total portfolio	%	44.1	49.3	**53.2**
Share of excellently or fully recyclable primary packaging in the total portfolio	%	14.7	18.2[1]	**28.5**
Plastic bottles collected in collaboration with our partner Plastic Bank	bottles in millions	1	0.8	**2.1**
Plastic collected in collaboration with our partner Plastic Bank	kg	20,000	16,705	**40,996**

SOURCING AND CORPORATE GOVERNANCE

SUPPLY CHAIN	Unit	2023	2024	2025
Share of raw material and packaging material suppliers who have signed our Code of Conduct or an equivalent of their own	%	94.5	95.2	**91.3**
Raw materials	%	95.1	94.4	**88.8**
Packaging materials	%	93.0	97.1	**100.0**
Share of raw material and packaging suppliers who have completed the SEDEX self-assessment	%	36.3	44.0	**23.8**
Raw materials	%	43.2	52.2	**23.0**
Packaging materials	%	18.3	22.1	**26.8**
Share of raw material and packaging suppliers in the high-risk group that have been audited based on SMETA or a comparable standard	%	35.4	33.3	**40.0**
Raw materials	%	34.8	32.6	**35.7**
Packaging materials	%	50.0	50.0	**100.0**
Share of our suppliers in the medium- or high-risk category who are assessed against social, environmental, or human rights standards	%	N/A	N/A	**66.7**
Share of buyers who have received training on sustainable procurement practices	%	100.0	91.3	**81.8**

OUR COMPANY	Unit	2023	2024	2025
Production sites with SMETA audit	Total	5	7	**7**
Share of production sites with SMETA audit	%	83.3	87.5	**87.5**
Share of employees who have completed corruption prevention training[2]	%	79.7	85.2	**36.6**
Reported cases of corruption relating to the reporting year	Total	0	0	**0**
Reported cases of corruption relating to the previous year	Total	0	0	**0**
Tell us! cases (Whistleblower portal)	Total	8	7	**3**
Share of resolved Tell us! cases	%	100.0	100.0	**100.0**

[1] The value was retroactively adjusted following a recalculation.
[2] Part of the Code of Conduct training through 2024; separate training on corruption prevention starting in 2025.

EMPLOYEES AND CORPORATE CITIZENSHIP

EMPLOYEES	Unit	2023	2024	2025
EMPLOYEES	Total	3,089	3,244	**3,278**
Female	Total	1,480	1,561	**1,577**
Male	Total	1,609	1,684	**1,701**
Employees by age group				
< 20 Jahre	Total	36	45	**45**
20-29 Jahre	Total	385	418	**410**
30-39 Jahre	Total	726	767	**783**
40-49 Jahre	Total	812	841	**858**
50-59 Jahre	Total	814	816	**813**
≥ 60 Jahre	Total	316	357	**369**
Share of employees by age group				
< 20 Jahre	%	1.2	1.4	**1.4**
20-29 Jahre	%	12.5	12.9	**12.5**
30-39 Jahre	%	23.5	23.6	**23.9**
40-49 Jahre	%	26.3	25.9	**26.2**
50-59 Jahre	%	26.3	25.1	**24.8**
≥ 60 Jahre	%	10.2	11.0	**11.3**
Average length of employment	Years	11.7	11.3	**11.3**
Women in management positions	Total	139	150	**155**
Share of women in leadership positions	%	35.7	36.6	**36.4**
Nationalities working at Lorenz	Total	29	30	**33**
Employees with severe disabilities	Total	83	87	**76**
Share of employees with severe disabilities to total employees	%	2.7	2.7	**2.3**
Employees covered by collective labor agreements[3]	Total	1,077	1,784	**1,799**
Share of employees covered by collective labor agreements	%	34.9	55	**54.9**
Accidents	Total	N/A	N/A	**54**

TRAINING	Unit	2023	2024	2025
Total hours of training	Hours	63,338	53,554	**63,840**
Female employees	Hours	29,081	22,797	**29,519**
of which in management positions	Hours	2,162	3,682	**6,264**
Male employees	Hours	34,257	30,757	**34,321**
of which in management positions	Hours	4,421	7,673	**8,433**
Average training hours per employee	Hours	20.5	16.5	**19.5**
Female employees	Hours	19.6	14.6	**18.7**
of which in management positions	Hours	15.6	24.5	**40.4**
Male employees	Hours	21.3	18.3	**20.2**
of which in management positions	Hours	17.7	29.5	**31.1**

CORPORATE CITIZENSHIP	Unit	2023	2024	2025
Donations to nonprofit organizations	Euro	590,000	519,174	**1,256,540**
Number of beneficiary organizations	Total	36	47	**54**
Donations to political organizations	Euro	0	0	**0**

[3] Germany only

IMPORTANT COMMITMENTS & MEMBERSHIPS

UN GLOBAL COMPACT

In December 2020, we signed the UN Global Compact and committed ourselves to transparent and responsible corporate governance.

WE SUPPORT

UN GLOBAL COMPACT

SUSTAINABLE DEVELOPMENT GOALS

We actively contribute to five of the United Nations' 17 Sustainable Development Goals for 2030.

For more information on our contribution to the SDGs, see the 2024 Sustainability Progress Report, page 14

SUSTAINABLE DEVELOPMENT GOALS

SCIENCE-BASED TARGETS INITIATIVE

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

For more information on the SBTi and our targets, see page 14

SCIENCE BASED TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

EU PLEDGE

As signatories to the voluntary initiative launched by leading companies, we commit to not displaying ads to anyone under the age of 14.

→ *More info*

FOREST STEWARDSHIP COUNCIL (FSC®)

Since 2022, our locations in Germany, Poland, and Austria have been sourcing only FSC®-certified packaging materials (FSC-C133957).

→ *More info*

NUTS DEVELOPMENT FUND MOSAMBIK

Since 2018, we have been participating in a project aimed at promoting the social and economic development of cashew farmers in Mozambique.

NUTRI-SCORE

Since 2023, we have been printing the Nutri-Score on all products in our standard product line in Germany and Austria, thereby providing consumers with transparency on nutritional values.

→ *More info*

POLSKI PAKT PLASTIKOWY

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

→ *More info*

ROUNDTABLE ON SUSTAINABLE PALMOIL (RSPO)

By associating with the RSPO, we support the global initiative to make sustainable palm oil the market norm by protecting biodiversity and preventing deforestation, upholding human rights and fair labor standards, and empowering smallholder farmers through a transparent supply chain.

→ *More info*

SUPPLIER ETHICAL DATA EXCHANGE (SEDEX)

Through Sedex, we work with our suppliers to establish sustainable business practices throughout the supply chain.

→ *More info*

SUSTAINABLE NUT INITIATIVE (SNI)

Together with other stakeholders in the international nut industry, we are working to promote greater transparency and higher sustainability standards in the nut supply chain.

→ *More info*

SUSTAINABLE SPICE INITIATIVE (SSI)

As part of SSI, we are committed to sustainable standards throughout the entire value chain for our spices, herbs, and dried vegetables, ensuring quality that already begins in the field.

→ *More info*

TOO GOOD TO GO

We support the initiative and feature the label on many of our products; this is how we help prevent food waste.

→ *More info*

ABOUT THIS REPORT

This is the Lorenz Group's sixth sustainability progress report. Through this voluntary reporting, we regularly inform stakeholders and the general public about how we integrate sustainability into our corporate strategy. To this end, we highlight the key areas of our sustainability management, our approaches, and selected goals, progress, measures, and key performance indicators.

The report covers the 2025 fiscal year (January 1 through December 31, 2025) and will be published in June 2026. The deadline for submissions was April 30, 2026; no external review was conducted. The previous sustainability progress report was published in June 2025 for the 2024 fiscal year.

SCOPE OF CONSOLIDATION

This sustainability progress report covers those companies within the Lorenz Group's savory snacks division in which we hold a majority stake, that employ staff, and that are managed by us both strategically and operationally. We distinguish between production sites, sales companies, and service providers. This includes:

Germany
- Lorenz Snacks GmbH & Co KG (formerly: The Lorenz Snacks GmbH & Co. KG Germany, name change in 2025)
- Lorenz Holding GmbH (formerly: Lorenz Snack-World Holding GmbH; renamed in 2025)

Poland
- Lorenz P. S. A.
- Lajkonik Snacks Sp. z o. o.
- Lorenz Services Sp. z o. o.

Austria
- Lorenz Snacks GmbH & Co KG (formerly: The Lorenz Bahlsen Snack-World GmbH Austria; renamed in 2025)

Other international locations
- Lorenz Egypt for Brands and Distribution
- Lorenz Snack-World China Co. Ltd.
- Lorenz Switzerland AG
- Lorenz Snacks India Private Limited
- Lorenz South Africa (Pty) Ltd.
- Vaalharts Groundnuts Marketing (Pty) Ltd.
- Lorenz Snack-World Russia und Lorenz Snack-World Production Kirishi Ltd. (operating independently on-site since 2022)

DATA COLLECTION

All data and information were compiled by our relevant departments. Rounding errors can occur when decimal places are not displayed. Unless otherwise stated, the data covers the following areas of our consolidated group:

- Data on the environment, employees, and corporate governance cover the entire Lorenz Group.
- Our majority stake in Vaalharts Groundnuts Marketing (Pty) Ltd (VGM) in South Africa is consolidated only in the climate-related data.
- We collect additional environmental data for the production sites of our European subsidiaries.
- Data for the Health & Nutrition and Packaging categories refer to the product brands of the Lorenz Group.
- The data on the areas of Health & Nutrition, Packaging, Responsible Sourcing, and Social Engagement does not include information from the Russian business units, Lorenz Snack-World Russia and Lorenz Snack-World Production Kirishi Ltd. The Russian company has been operating independently on site since 2022. Kirishi is therefore not included among the production sites to be audited under SMETA.
- When it comes to the recyclable portion of packaging, we follow the requirements and evaluation criteria of the CHI standard established by the cyclos-HTP Institute: Category A (70-90%): good recyclability, Category AA (90-95%): high recyclability, Category AAA (> 95%): excellent recyclability. Our metric for "primary packaging that is at least highly recyclable" also includes fully recyclable primary packaging. Going forward, we will be guided by PPWR proficiency levels.

METHODOLOGY FOR COLLECTING GREENHOUSE GAS EMISSIONS DATA

Our greenhouse gas emissions are calculated annually as part of our Corporate Carbon Footprint (CCF) in accordance with the official standards of the Greenhouse Gas Protocol (GHG Protocol). The operational control approach was used to define the system boundary.

Our science-based climate targets (SBTi ID for Lorenz: 40015363) are absolute targets. The SBTi criteria for net-zero emissions (Version 5.0) were used to set the target, and a combination of the "Cross Sector Pathway" and the "FLAG Sector Pathway" was applied. The targets include different coverage levels for the various time horizons (short-term targets, long-term targets, net zero) based on SBTi guidelines. When interpreting our climate targets, it is therefore important to always take target achievement into account. The year 2020 has been designated as the base year; it serves as a benchmark for tracking emissions trends.

In accordance with the GHG Protocol, we calculate our Scope 1 and Scope 2 emissions in full. Scope 2 emissions calculated using the market-based approach are used as the basis for the SBTi climate targets. In addition, we report the figure using the location-based approach in the key figures table. An assessment was conducted to identify the relevant Scope 3 emissions, and ten of the 15 categories in Scope 3 were classified as essential. This includes categories 3.1 through 3.9, as well as category 3.12.

Categories 3.10, 3.11, 3.13, 3.14, and 3.15 do not apply to Lorenz. Categories 3.10 and 3.11 do not apply, since after the sale there is neither "processing of the sold products" nor "use of the sold products" (other than snacks). Since Lorenz does not rent or lease any property or equipment, nor does it operate under a franchise business model, categories 3.13 and 3.14 are also not applicable. In addition, Lorenz does not make any investments that fall under category 3.15.

Our absolute Scope 3 emissions for 2023, 2024, and 2025 already include reductions and removals (long-term carbon storage, carbon sinks) resulting from ongoing projects within our own supply chain (in-setting). These carbon sinks are not intended to offset the company's entire carbon footprint.

To calculate our emissions, we rely largely on secondary emission factors from recognized databases. We are gradually integrating primary data-based emission factors from suppliers (such as electricity or raw material suppliers) and strengthening our collaboration to continuously improve the calculation of our greenhouse gas footprint through the use of primary emission factors.

NEW PROVISIONS AND IMPORTANT CHANGES

The companies in Germany and Austria were renamed in 2025.

We have refined the wording of one of our "Responsible Procurement" goals that was newly published in our last report: We evaluate the suppliers of raw materials and packaging materials, who account for 90 percent of our purchasing volume.

Changes in key performance indicators

In accordance with the SBTi, we now report total Scope 3 FLAG and total non-FLAG emissions, and have added figures for 2023 and 2024 to the base year of 2020 and the current value for 2025.

Our carbon accounting is subject to a continuous improvement process. During the reporting year, adjustments were made to the activity data, some of which also affected previous years. For this reason, retroactive calculations were performed for previous years. As a result, the carbon footprint data from the various reports are only comparable to a limited extent. As part of the recalculation, we have adjusted some of the metrics for achieving our SBTi climate targets retroactively for 2022, 2023, 2024, and the base year of 2020; this has been noted accordingly.

In the "Figures at a Glance" section, we have added decimal places to the figures from previous years in several instances to further enhance consistency and transparency.

This progress report is publicly available on our website as a PDF file and is also available in English and Polish. In the event of any discrepancies between language versions, the German version shall prevail.

For questions regarding sustainability and our reports, please contact Ines Dzeko: ines.dzeko@lbsnacks.com

GRI-INDEX

"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 2025 fiscal year (January 1 to December 31, 2025). 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.

GRI STANDARD	DISCLOSURE	PAGES	COMMENTS
GRI 2: General Disclosures 2021			
1. The organization and its reporting practices			
2-1	Organizational details	4, 32, 38	
2-2	Entities included in the organization's sustainability reporting	32	
2-3	Reporting period, frequency and contact point	32, 33	
2-4	Restatements of information	33	
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2. Activities and workers			
2-6	Activities, value chain and other business relationships	4, 6, 18, 31	
2-7	Employees	30	Only by gender; only employees with guaranteed working hours
3. Governance			
2-12	Role of the highest governance body in overseeing the management of impacts	Lorenz Sustainability Progress Report 2024: Page 11	
2-13	Delegation of responsibility for managing impacts	Lorenz Sustainability Progress Report 2024: Page 11	
2-14	Role of the highest governance body in sustainability reporting	Lorenz Sustainability Progress Report 2024: Page 11	
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4. Strategy, policies and practices			
2-22	Statement on sustainable development strategy	3	
2-23	Policy commitments	5, 18, 31 and additionally Lorenz Sustainability Progress Report 2024: Page 13	
2-24	Embedding policy commitments	31 and additionally Lorenz Sustainability Progress Report 2024: Pages 13-14	
2-25	Processes to remediate negative impacts	18, 29 and additionally Lorenz Sustainability Progress Report 2024: Pages 13-14, 24-25	Focus on grievance mechanisms
2-28	Membership associations	31	

GRI STANDARD	DISCLOSURE		PAGES	COMMENTS
GRI 2: General Disclosures 2021				
5. Stakeholder engagement				
2-29		Approach to stakeholder engagement	31 and additionally Lorenz Sustainability Progress Report 2024: Page 14	
2-30		Collective bargaining agreements	30	Germany only
GRI 3: List of Material Topics 2021				
3-1		Process to determine material topics	Lorenz Sustainability Progress Report 2024: Pages 8, 14	
3-2		List of material topics	9 and additionally Lorenz Sustainability Progress Report 2024: Page 8	
Health & Nutrition				
GRI 3-3: Management of material topics			7, 10-11, 29	
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	10-11, 29	
GRI 417: Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	31	Examples of product information and labeling
Packaging				
GRI 3-3: Management of material topics			7, 12-13, 29	
GRI 301: Materials 2016	301-1	Materials used by weight or volume	29	For major packaging materials
	301-3	Reclaimed products and their packaging materials	11, 12-13, 26	Products: Redistribution via initiatives such as food banks ("Tafeln") and Too Good To Go as examples.Packaging materials: Approach and examples for alternative materials.

GRI STANDARD	DISCLOSURE		PAGES	COMMENTS
Climate & Resources				
GRI 3-3: Management of material topics			7, 14-15, 28, 32-33	
GRI 201: Economic Performance 2016	201-2	Financial implications and other risks and opportunities due to climate change	Lorenz Sustainability Progress Report 2024: Pages 21, 27	General classification of the disclosure
GRI 302: Energy 2016	302-1	Energy consumption within the organization	15-17, 28	
	302-4	Reduction of energy consumption	15-17, 28	Selected measures
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	16	General description
	303-4	Management of water discharge-related impacts	16	General description
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	7, 14-15, 28, 32-33	
	305-2	Energy indirect (Scope 2) GHG emissions	7, 14-16, 28, 32-33	
	305-3	Other indirect (Scope 3) GHG emissions	7, 14, 17, 20-21, 28, 32-33	
	305-4	GHG emissions intensity	28	Per employee
	305-5	Reduction of GHG emissions	7, 17, 20-21, 28, 33	In own operations and in the supply chain; approach and examples
GRI 306: Waste 2020	306-2	Management of significant waste-related impacts	16	General description
Responsible Sourcing				
GRI 3-3: Management of material topics			8, 18, 29	
GRI 205: Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	18, 29	For the supply chain (responsible sourcing), the focus is on buyers.
	205-3	Confirmed incidents of corruption and actions taken	29	
GRI 308: Supplier Environmental Assessment 2016	308-2	Negative environmental impacts in the supply chain and actions taken	18-19, 20-22, 29	
GRI 412: Human Rights Assessment 2016	412-1	Operations that have been subject to human rights reviews or impact assessments	23, 25, 29	
	412-2	Employee training on human rights policies or procedures	18-19, 29	
GRI 414: Supplier Social Assessment 2016	414-2	Negative social impacts in the supply chain and actions taken	18-19, 29	

GRI STANDARD	DISCLOSURE		PAGES	COMMENTS
Regenerative Agriculture				
GRI 3-3: Management of material topics			8, 20-22, 28	
GRI 101: Biodiversity 2024	101-2	Management of biodiversity-related impacts	20-22	Approach and selected measures for various raw materials
Own Indicator: Promoting biodiversity by creating wildflower meadows			21, 28	
Own Indicator: Activities to promote soil health and reduce greenhouse gas emissions			8, 20-22	
Our Employees				
GRI 3-3: Management of material topics			8, 23-25, 30	
GRI 401: Employment 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Lorenz Sustainability Progress Report 2024: Pages 30-31	Our company benefits are available equally to full-time and part-time employees.
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	8, 23, 25 and additionally Lorenz Sustainability Progress Report 2024: Page 31	
	403-5	Worker training on occupational health and safety	Lorenz Sustainability Progress Report 2024: Page 31	Exemplary
	403-6	Promotion of worker health	23 and additionally Lorenz Sustainability Progress Report 2024: Page 31	
	403-9	Work-related injuries	8, 23, 30	Target for reducing accidents, number of accidents
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	23, 30	
	404-2	Programs for upgrading employee skills and transition assistance programs	30 and additionally Lorenz Sustainability Progress Report 2024: Page 30	Competencies only
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	30	Employees only
Corporate Citizenship				
GRI 3-3: Management of material topics			8, 26-27	
GRI 415: Public Policy 2016	415-1	Political contributions	30	
Own Indicator: Cooperations with non-profit organizations			26-27	

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