



Committed to sustainability

As a family business, sustainable action is of particular importance to us at Griesson - de Beukelaer (GdB): We have set ourselves the goal of being a role model in responsibility for our environment and future generations as well as a responsible employer for our employees.

Based on this commitment, we have signed the United Nations Global Compact (UNGC) and are committed to labor and human rights, the environment and compliance guidelines in our company and in our cooperation with business partners. To this end, we train our employees in the rules of conduct and oblige them to comply with them: we do not tolerate discrimination, corruption or other violations of our compliance guidelines in our company. Honesty, sincerity and fairness are the benchmark for our dealings with each other and with our partners and the public. In addition, we encourage and oblige our employees to report violations and have established a multilingual complaints procedure that enables confidential and anonymous reporting. The procedure is also available to external stakeholders for reporting.

Challenges for our company

The past year brought major challenges for us, as it did for all market participants across all sectors and for everyone involved in the supply chain, including significant cost increases for raw materials, energy and packaging, fragile supply chains and continued high volatility on the procurement markets. Despite the complexity of the issues and tasks, we remain firmly focused on our sustainability goals in order to work together as a team to take responsibility for current and future generations.

The fact that we have mastered the challenges of the past year is a success for the entire GdB team. Our recipe for success is a strong team in which everyone counts. This is another reason why we are driving forward projects within the company that strengthen the health of each individual and the exchange of ideas within the teams.

The future is in our hands

We transfer our love of baked goods to our own, particularly demanding code for food safety, consumer protection and sustainability. Compliance with our high quality standards and cooperation with long-standing partners and suppliers, whose high-quality products are important for our product quality, are key factors in our daily work. We source our important raw materials cocoa and palm fat from sustainable cultivation and, since 2023, hazelnuts for our branded products. In 2023, we were also involved as a member of the Forum for Sustainable Cocoa and Forum for Sustainable Palm Oil (FONAP) in order to make a joint contribution to better living conditions in the countries where cocoa is grown.

Indulgence is always our top priority. Our indulgence should also be sustainable, which is why we are working on converting half of our products, measured in terms of total production, to purely plant-based recipes by the end of 2026. Even if the CO₂ reduction of an individual product through the replacement of egg and dairy-based raw materials is only small, every



tonne of CO₂ that we save counts in total. When it comes to our packaging, we focus on improving recyclability and reducing plastic, for example by using only transparent sorting inserts, dispensing with plastic sorting inserts for our Griesson Soft Cake and using paper sorting inserts for our Cereola cookies.

In 2023, our science-based targets for reducing CO₂ emissions were validated by the Science Based Target initiative (SBTi). In line with SBTi, we have committed to significantly reducing company-wide greenhouse gas emissions with short-term targets: Between 2020 and 2030, we aim to reduce CO₂ emissions in Scope 1 and 2 by 42 percent. GdB's reduction target for Scope 3 is 25 percent. By 2023, we will have achieved important reductions in CO₂ emissions on the way to these targets: minus 37% in direct greenhouse gas emissions from our own business activities, which are combined in Scope 1 and 2, and minus 17% in Scope 3, the indirect greenhouse gas emissions in the value chain. We are continuing to work towards our targets by expanding renewable energies at our sites.

EcoVadis, the leading international provider of corporate sustainability assessments, has once again awarded us the gold medal: We are among the top 2% in the four areas of environment, labor and human rights, sustainable procurement and ethics in the "Manufacture of other food products" industry rating. In regular audits, we like to have people look over our shoulder when it comes to the quality of our raw materials, processes and products. This also goes hand in hand with our responsibility along the supply chain, which we fulfill together with our suppliers. With this in mind, we have begun preparations for the Supply Chain Due Diligence Act. Our agenda for 2024 therefore includes the introduction of software for recording sustainability data and preparing for the CSR reporting obligation and the Deforestation Ordinance.

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Management board Griesson - de Beukelaer GmbH Co. KG