



2025 Corporate Sustainability Report

August 2025



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CEO Message



Étienne Lecomte
Chief Executive Officer
Europe Snacks

Dear Stakeholders,

At Europe Snacks, we believe we have an impact on our employees' well being and our communities, on health and on the planet, through the way we choose to perform our activities. As one of Europe's leading manufacturers of savoury snacks for our clients' brands, we have a clear ambition: to be a positive force in the food industry—not just through the products we make, but through the values we uphold.

Our vision for a sustainable future is rooted in four core commitments: growing our people, protecting our planet, innovating for healthier snacking, and contributing to local communities. This report lays out not just our ambitions, but some concrete indicators and targets guiding our efforts.

Growing our people means ensuring safety, equity, and wellbeing in every workplace. We are working toward zero accidents, 100% ethics training, and gender parity among our executives, alongside closing the gender pay gap and increasing representation of people with disabilities. We also aim to invest in our teams with regular training and an improved employee engagement score year-over-year.

Protecting our planet is a shared responsibility. We are deploying a robust decarbonization roadmap targeting ~80% Scope 1 & 2 reductions by 2030. We are conducting feasibility studies on heat recovery solutions across our production sites. We're promoting local sourcing, requiring supplier certifications and working to reduce energy, water, and total waste at every production site. Our packaging will be 100% recyclable with an increased recycled content year on year.

Zero food safety complaints is our goal. We're also innovating for healthier snacking, trying to maintain equivalent or superior nutritional profiles to those of reference products across all snacking categories and vs Nutriscore and non-HFSS frameworks.

Finally, we remain committed to contributing to local communities, building our strategy from the ground up with site-level targets and local ownership. Sustainability must be driven not just from the boardroom, but by every team member, in every plant, across every region.

This strategy is ambitious but achievable. Thank you for your continued trust as we work together to shape a more responsible, resilient, and regenerative food system.

Étienne Lecomte
Chief Executive Officer
Europe Snacks

Sustainability Pillars

At Europe Snacks, we believe our actions shape the well-being of our people, our planet, our health, and our communities.

Our four core pillars of sustainability are in alignment with SASB and Global Reporting Initiative (GRI) requirements. These focus areas also shape the structure of our corporate responsibility report. These areas ensure we focus on topics that are financially material to our business, and also material to our environment and communities. By focusing on the topics below we are able to drive long-term growth and value for Europe Snacks, our employees and our communities.

Overview



GROW OUR PEOPLE

We are committed to creating a workplace where employees feel safe, valued, and empowered to thrive.



PROTECT OUR PLANET

We recognize our responsibility to reduce our environmental footprint and help lead the transition to a more sustainable food system.



INNOVATE FOR HEALTHIER SNACKING

We are committed to developing healthier products by improving nutritional profiles and maintaining the highest standards of food safety.



CONTRIBUTE TO LOCAL COMMUNITIES

We believe our success should uplift the communities where we live and work.

Strategic Priorities

- Ensure a safe work environment with a goal of zero workplace accidents
- Promote diversity, equity, and inclusion across all teams
- Support employee development through training and regular engagement survey

- Reduce carbon emissions across all sites with clear decarbonization roadmaps
- Lower energy and water use, lower waste generated in operations and recycling of remaining waste
- Increase use of recyclable and recycled packaging materials
- Prioritize local sourcing of ingredients whenever possible

- Maintain the highest food safety standards with zero incident ambition
- Improve the nutritional value of our recipes against Nutriscore and non-HFSS frameworks vs. reference products in the snacking categories

- Support targeted local projects that address community needs
- Strengthen partnerships with schools, charities, and nonprofits

Double Materiality

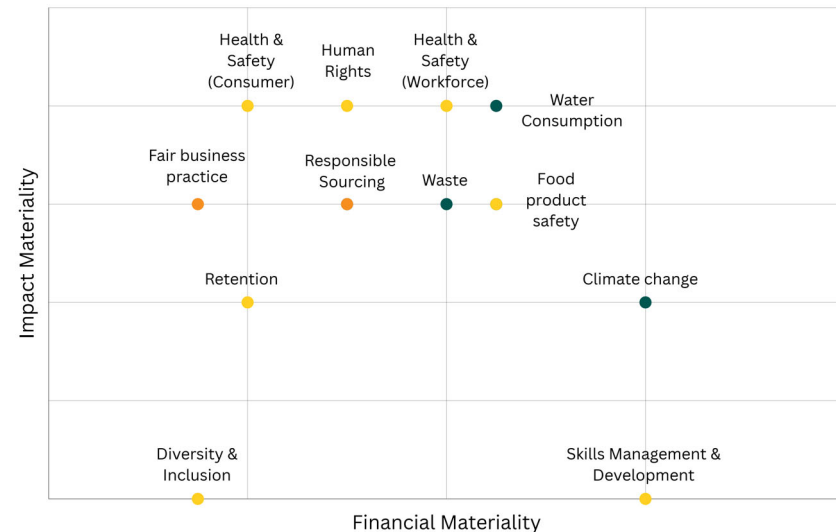
In 2024, Europe Snacks conducted its initial double materiality assessment to better understand both the outward impacts of our operations on people and the environment (impact materiality) and the inward effects of these issues on our business performance (financial materiality).

We began by identifying priority topics—ranging from carbon emissions and packaging waste to responsible sourcing and labor practices—through stakeholder engagement, regulatory reviews, and benchmarking against peers and customers.

- **Impact Materiality:** We evaluated the extent to which each topic could affect society or the environment, considering factors such as severity, scale, and our opportunity to make a positive difference. This process highlighted issues such as agricultural impacts, packaging circularity, and human rights in supply chains.
- **Financial Materiality:** We assessed how these same topics could influence Europe Snacks' long-term performance, resilience, and growth. This included analyzing risks such as rising compliance requirements, customer and retailer expectations, reputational pressures, and supply chain disruptions, as well as opportunities to innovate and differentiate through sustainability.

The resulting materiality matrix reflects both the importance of these topics to our stakeholders and their potential financial implications for Europe Snacks. This dual perspective ensures our sustainability strategy focuses on the most material environmental and social challenges while strengthening the competitiveness and long-term success of our business.

The chart shows Europe Snacks' 2024 double materiality matrix. Each circle represents a key sustainability topic shared with management and key stakeholders. The position of the circle reflects its importance: the further right, the greater the impact on people and the environment; the higher up, the greater the financial relevance for Europe Snacks.



Sustainability Progress



GROW OUR PEOPLE



PROTECT OUR PLANET



HEALTHIER SNACKING

Priority areas	Indicators	2027 Target	2024 Progress
Safety at work	# of accidents	0	67
	Accident frequency rate	0%	12.7
	% of employees receiving ethics training	100%	2.1%
Diversity & equal opportunities	% gender split among executives	50%	38%
	% of gender pay gap	No adjusted pay gap	Unadjusted gender pay gap of 11.3%, adjusted pay gap to be calculated
	% of employees with a handicap	10%	4.5%
Development of employees & wellbeing	Avg # of hrs of training per employee	>24	22
	Employee engagement score	80%	79% (as of last engagement survey 2023)
Limitation of carbon footprint	Decarbonization strategy	~80% Scope 1&2 reductions by 2030 on 2022 baseline	Emissions reporting on page 7
	European raw material sourcing	90%	80%
	Supplier spend with Sedex, Vitals, or Ecovadis	90%	70%
	Strategic suppliers signed code of conduct	100%	62%
Reduction of consumption & waste	Energy consumption	Perform energy consumption feasibility studies	Energy reporting on page 7
	Water consumption	Launch 1-2 water efficiency initiatives at main sites	Water reporting on page 8
	Share of reused / recycled waste	100%	Waste reporting on page 8
Sustainable packaging	% of recyclable product packaging	100%	To be monitored
	% of recycled content packaging	30%	To be monitored
Food safety	# of food safety complaints (# per million of units sold)	0	0.24

Emissions Reduction

At Europe Snacks, we recognize that meaningful climate action starts with measurement – and 2024 marked major milestones in advancing our measurement and decarbonization strategy.

In 2023, Europe Snacks completed a first comprehensive emissions inventory, covering Scope 1 (~40ktCO₂) and Scope 2 (~7ktCO₂). We have set an ambitious climate target: to reduce Scope 1 and 2 emissions in our sites up to 80% by 2030, using 2022 as our baseline year.

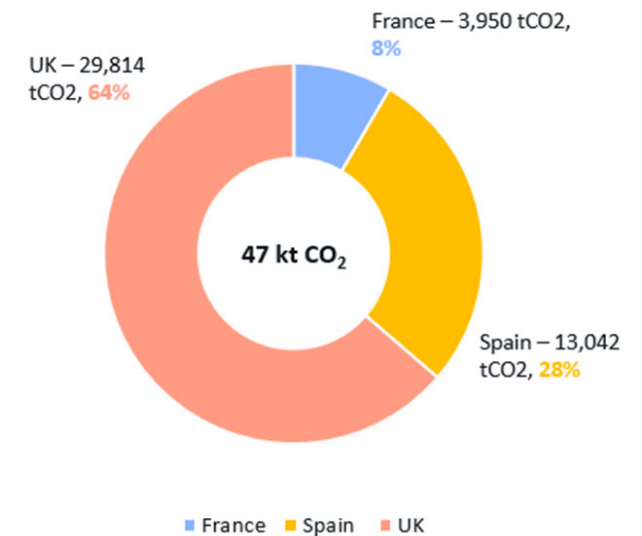
We have partnered with third-party experts to develop a comprehensive decarbonization strategy that will guide our roadmap to achieving this target.

In 2025, after feasibility studies of major initiatives, we will start translating insights from our emissions baseline and decarbonization roadmap into concrete action. Key focus areas of detailed studies include:

- Improving energy efficiency at our production sites (through fryers heat recovery valorization for our fryers and utilities as well as efficiency initiatives such as insulation solutions),
- Exploring on-site renewable energy opportunities (including opportunities to install PV panels in Spain and to investigate methanization solutions with potential partners),
- Transitioning to lower-emissions fuels and technologies (including through hybrid boilers alternatives),
- Engaging our supply chain to support shared emissions reduction (through our scope 3 measurement for the first time in 2025)

SCOPE 1 & 2 EMISSIONS (CO₂e) FY22

Europe Snacks CO₂ emissions per country in 2022



Water & Waste Management

At Europe Snacks, we recognize that responsible water and waste management is critical to maintaining operational resilience, minimizing environmental impact, and supporting circular resource flows across our value chain. We are strengthening our approach to water efficiency, effluent control, food waste reduction, and packaging-related waste prevention across all production sites.

WATER STEWARDSHIP

Water is a critical input in potato and corn processing, cleaning, peeling, and steam-based thermal systems across several of our sites - particularly in the UK and Spain, where regional water stress and seasonal variability are growing concerns due to climate change.

Our goal: Launch one water efficiency initiative at 1-2 pilot sites

Our actions to date

- Water consumption monitoring (by site, in progress)
- Review of site level controls to prevent leaks and identify potential reuse or recycling systems
- Water treated in accordance with national regulations
- Launch in 2025 of a detailed study in Spain with an objective to reduce water consumption for potato and corn processing
- Completed water risk screening across sites using WWF Risk Filter

WASTE AND CIRCULARITY

Europe Snacks is focused on minimizing waste across several key categories including food waste, fryer oil, packaging scrap, and general site waste.

Our goal: Reduce food waste at our production sites and aim for 100% of waste recycled or reused.

Our actions to date

- Food waste sold as animal feed
- Fryer oil recovered where possible and reused in-process or responsibly collected by certified partners
- Initiatives conducted in all countries to reduce packaging content and increase recyclable materials and recycled content in packaging where possible
- Initiatives launched in 2025 to improve our production processes and equipment to further reduce waste

Environmental Management

QUALITATIVE MEASURES

Impact Area	Key Measures & Initiatives
Energy Management	<ul style="list-style-type: none">Installation of energy meters on main consumers (process equipment or utilities) to monitor line-level consumptionEvaluating heat recovery solutions and hybrid boilers opportunitiesThird party partnership to build site specific decarbonization roadmap and lead detailed feasibility studies on prioritized solutions
Water Management	<ul style="list-style-type: none">Monitoring of water use across production sitesTargeted water efficiency improvements in potato washing and corn cooking and soakingReuse of water investigation through fryer vapor condensationImprovement through investment waste-water treatment plant capacity and reject
Air pollution	<ul style="list-style-type: none">Preventive Maintenance scheduled for emissions-critical equipment like fryers and compressorsFilters in place for powder handling zonesUse of enclosed frying systems with odor filtration
Materials & Chemicals	<ul style="list-style-type: none">Supplier restrictions on controversial additives and colorantsFood grade chemical use aligned with EU REACH standards
Waste Management	<ul style="list-style-type: none">Initiatives led across all production sites to reduce waste generatedFood waste repurposed into animal feed and biomass
Product End-of-Life	<ul style="list-style-type: none">Initiatives led on each country to reduce packaging (thickness reduction, removal of extra packaging, bulk solutions)100% of recyclable packaging targetedIncreased recycled content year on year
Customer Health & Safety	<ul style="list-style-type: none">Tight monitoring of food safety complaintsAllergen risk assessments across production linesHealthier axis for renovation and innovation projects
Biodiversity	<ul style="list-style-type: none">No direct operations in biodiversity sensitive areas

QUANTITATIVE MEASURES

Metrics	Baseline	Data reported
Total mass (tCO2e) of Scope 1 greenhouse gas emissions emitted	2022	39,938 T
Total mass (tCO2e) of Scope 2 greenhouse gas emissions emitted	2022	6,796 T
Total amount of energy consumption of the entities owned or controlled, including renewable and non-renewable fuel consumption	2024	299,077,470 Kwh
Total energy production from renewable energy (e.g. solar)	2024	1,260 Kwh
Total weight (in metric tons) of solid waste generated	2024	28,315 T

SCOPING & GOVERNANCE

Metric	Key Notes
Coverage & Scope	Covers all Europe Snacks facilities and regions
Reporting Frequency	Annually
Governance	Oversight by sustainability committee, C-suite & Board



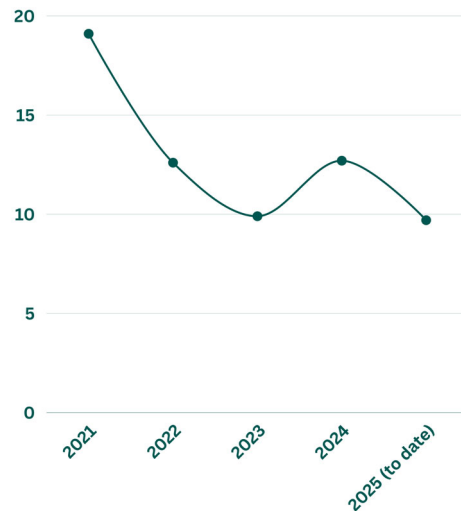
Europe Snacks' policy is to conduct all its operations in a way that protects the health and safety of its employees, contractors, customers, and external partners, while also contributing to environmental protection.

We believe that all accidents are preventable, and our goal is to achieve zero harm and zero accidents across all our sites.

Elise Steylaers, Group Head of Safety



Accident Frequency Rate (AFR2)
2021-2025



Health & Safety

At Europe Snacks, the health, safety, and well-being of our employees is non-negotiable. We are committed to fostering a zero-harm culture across all our sites. Our goal is to have zero incidents by 2027.

We have been strengthening our health & safety systems for several years through increased training, improved incident tracking, and proactive risk management. Looking ahead, our target is to achieve year-over-year reductions in workplace incidents, with a long-term ambition of zero lost-time injuries across all operations.

We are also working to align all production sites with leading industry health and safety standards and deepen our focus on preventive measures to avoid any accident.

10% of variable remuneration of all eligible employees is directly linked to safety results with leading and lagging indicators (accident frequency rate and number of observations and dialogues).

Human Rights

At Europe Snacks, we are committed to respecting and promoting human rights throughout our operations and supply chain, in line with the UN Guiding Principles on Business and Human Rights and International Labour Organization (ILO) conventions.

OUR COMMITMENT

We have implemented a formal Human Rights & Labor policy in our Code of Ethics Training and in our Suppliers' Code of Conduct that clearly prohibits:

- Child labor
- Forced or compulsory labor
- Discrimination of any kind
- Unsafe or exploitative working conditions

We also affirm the rights to freedom of association, collective bargaining, and fair, respectful treatment for all employees and contract workers. We do not employ anyone under the age of 18 and conduct age verification checks for all new hires across our sites to strictly enforce this policy.

OUR ACTIONS

- **Due Diligence:** We are conducting risk mapping across our value chain to identify and address potential human rights violations.
- **Supplier Code of Conduct:** All suppliers must agree to and comply with our human rights standards, including a firm prohibition on child and forced labor as stated in the Supplier's Code of Conduct.
- **Training:** we aim at training 100% of our employees to ethics, which we have started to deploy in 2024 (2,1% of employees trained – all executives positions) to identify risks and uphold labor standards.
- **Whistleblower Mechanism:** We maintain a confidential reporting channel for employees and third parties, with clear procedures for investigating and addressing concerns across all our geographies.

OUR TARGET

By 2030, ensure 100% of strategic suppliers have signed our Human Rights & Supplier Code of Conduct.
We will monitor compliance across our supply chain and continually strengthen our practices through collaboration, transparency, and independent review.

Health & Nutrition

At Europe Snacks, we recognize the role our products play in consumers' diets and are committed to making them as balanced as possible without compromising taste and enjoyment. Our strategy focuses on gradually reducing sodium, fat, and added sugars while also exploring innovative technologies to bring healthier options to market.

SODIUM

We are progressively lowering the salt content across our products, step by step, to allow consumers to adapt naturally to changes in taste. To maintain flavor, we enhance seasonings with specific ingredients that boost intensity without adding more sodium.

FAT

Much of the reformulation work to reduce fat content has already been achieved. Going forward, significant breakthroughs will depend on scaling up healthier manufacturing technologies — such as popped snacks — that deliver the same consumer experience with less fat.

SUGAR

We are aiming to reduce added sugars in our recipes and reformulating where possible. This includes replacing sugar with alternative ingredients such as dietary fibers that provide the same functional properties while supporting improved nutritional profiles.

OUR COMMITMENT

By taking a gradual, science-based approach, Europe Snacks is helping consumers enjoy savory snacks that are lower in sodium, sugar, and fat — while also investing in the next generation of healthier technologies. This is how we balance consumer expectations for taste with our responsibility to contribute to healthier diets.

Social Management

QUALITATIVE MEASURES

Impact Area	Key Measures & Initiatives
Working Conditions	<ul style="list-style-type: none">Break schedules, overtime hours, and rest periods comply with national and regional labor lawsEmployees provided PPE, safety training, and risk management protocolsEnsuring safe and clean working environmentsGrievance mechanism to report unsafe or unfair conditions
Social Dialogue	<ul style="list-style-type: none">Collective bargaining rights are respected in countries where applicableRegular meetings between site management and elected worker representatives
Career Management & Training	<ul style="list-style-type: none">Our employees receive a number of relevant training opportunities today (including safety, technical, ethics, etc.)Structured onboarding and skills development programs (including leadership development)Annual development reviews conducted for salaried roles
Diversity, Equity & Inclusion	<ul style="list-style-type: none">Inclusive hiring practices and flexible working arrangementsEmployee led resource groups (e.g. women's) to boost morale and enhance belongingTracking of key metrics such a gender balance, promotion rates and pay equity

QUANTITATIVE MEASURES

Metric	Key Measures & Initiatives
Hours worked	9,294,498
TRIR / LTFIR	0.03 / 11.5
Average hours of training per employee	22
# of work related accidents	67
% of women employed in the whole organization	36%
% of women at top management level	25%
% of women within the organization's board	0%
% unadjusted pay gap	11.3%

SCOPING & GOVERNANCE

Metric	Key Notes
Coverage & Scope	Covers all Europe Snacks facilities and regions
Reporting Frequency	Annually
Governance	Oversight by sustainability committee, C-suite & Board

Corporate Governance

Conducting business with honesty and integrity

At Europe Snacks, strong governance is the foundation of our long-term success. We are committed to ethical conduct, sound decision-making, and clear accountability across all levels of the organization. Our governance structure ensures alignment with our sustainability commitments, builds trust with stakeholders, and safeguards our reputation and performance.

Sustainability governance at Europe Snacks

Our ESG Committee plays a central role in guiding and overseeing our ESG agenda. It brings together leaders from across key business functions — including Legal, Health and Safety, Engineering, Procurement — and also countries referents to drive strategic alignment and accountability.

The committee meets once a month, bringing together group-level representatives and country-specific leads. It reviews major initiatives conducted, defines appropriate targets and ensures that information is effectively communicated across all countries where Europe Snacks operates.

BOARD SNAPSHOT

This committee is supported by the Board of Directors, which receives quarterly updates on material ESG topics, such as:

- Employee health & safety results and main initiatives conducted
- Operational efficiency and environmental performance
- Engagement and inclusion

The committee meets quarterly and plays a critical role in integrating sustainability into business decisions.

BOARD COMPOSITION & DIVERSITY



0% board diversity (female)

SENIOR LEADERSHIP COMPOSITION & DIVERSITY



38% leadership diversity (female)



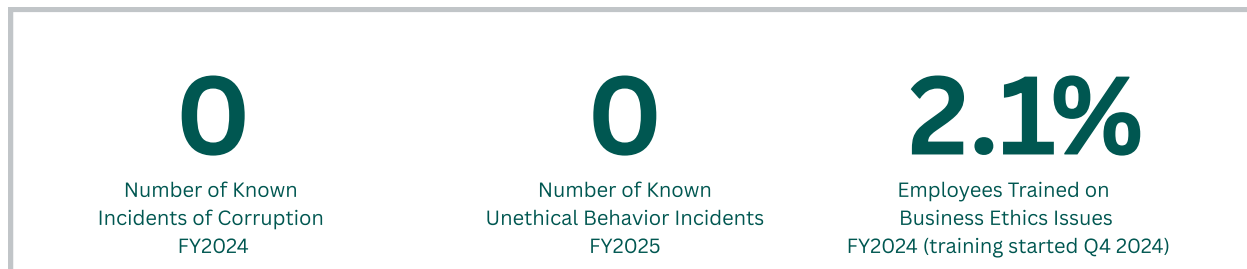
Compliance & Ethics

Our commitment:

At Europe Snacks Group, (“the Company”) we are guided by our Company values. These values are the foundation of how we conduct ourselves and interact with each other, our clients, members, suppliers, shareholders and other stakeholders. The Company is committed to ensuring corporate compliance and promoting ethical corporate culture by observing the highest standards of fair dealing, honesty and integrity in our business activities.

Our Code of Ethics and its Training Support guides employees in making responsible decisions, and we maintain clear policies on respect for persons, respect of hygiene, safety and environment, food safety, anti-corruption, fair and free competition, conflict of interest prevention, data privacy and protection of personal data, confidentiality, preservation of the image on social media, and whistleblower protection. Regular training, internal audits, and third-party assessments help us ensure compliance and foster a culture of accountability. Our goal is to ensure 100% of managers are trained on ethics and compliance by 2027.

Key Metrics (2024)



Responsible Sourcing

Responsible Sourcing Performance

62%

Strategic suppliers who have signed our Supplier Code of Conduct

80%

European raw material sourcing

100%

Buyers trained on responsible sourcing

100%

Strategic suppliers engaged on Scope 3 reporting initiative

At Europe Snacks, we believe the way we source our raw materials is critical to both our business resilience and our responsibility to people and the planet. Our responsible sourcing strategy focuses on ensuring our ingredients and packaging are produced ethically, sustainably, and in line with customer and regulatory expectations. Our target is to get to 100% of strategic suppliers who have signed our supplier code of conduct by 2027.

1

Supplier Standards

All suppliers are expected to adhere to our Code of Conduct, which sets clear requirements on human rights, fair labor practices, and environmental responsibility. We require third party audits (e.g. SEDEX audits or Amfori BSCI) or certifications (Ecovadis) from strategic suppliers

2

Packaging & Circularity

Packaging suppliers are required to provide data on recyclability, recycled content, and compliance with the EU Packaging and Packaging Waste Regulation (PPWR) and Extended Producer Responsibility (EPR) schemes (as relevant). This ensures that our products meet both customer targets and future regulatory requirements.

3

Carbon & Climate






We are engaging suppliers to disclose greenhouse gas emissions, set reduction targets, and provide product carbon footprints for key raw materials. This supports Europe Snacks' Scope 3 reporting under CSRD and enables collaboration on low-carbon innovations.

4

High-Risk Commodities

Palm oil represents less than 1% of our total spend, and all volumes are 100% RSPO certified. We also source paper-based packaging, which is procured from suppliers that follow responsible forestry standards such as FSC or PEFC. We do not source other commodities commonly linked to deforestation (such as soy, cocoa, rubber, or cattle). This means our exposure to high-risk raw materials is limited, but we continue to monitor our supply base to ensure ongoing compliance with customer expectations and EU regulatory requirements.

UN SDG Alignment

Europe Snacks Sustainability Activity	Europe Snacks Metric / Disclosure Location	UN SDG
At Europe Snacks, we are committed to: <ul style="list-style-type: none">End all forms of discrimination against all womenEnsure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public lifeCommitted to no adjusted gender pay gap and parity amongst executives	Europe Snacks 2025 Corporate Responsibility Report pg.13	
At Europe Snacks, we are committed to improving energy efficiency in order to reduce our carbon emissions. We are currently investigating fryers insulation in Spain, fryers heat recovery on steam for oil heating via heat pumps in France, as well as the opportunity to install PV panels in Spain and hybrid boilers in France.	Europe Snacks 2025 Corporate Responsibility Report pg.6	
At Europe Snacks, we promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. <ul style="list-style-type: none">We protect labour rights and promote safe and secure working environments for all workersBy 2030, we want to achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	Europe Snacks 2025 Corporate Responsibility Report pg.10-13	
At Europe Snacks, we want to ensure sustainable consumption and production patterns. <ul style="list-style-type: none">We promote public procurement practices that are sustainable, in accordance with national policies and priorities.we encourage our suppliers to adopt sustainable practices and to integrate sustainability information into their reporting cycle.By 2030, we aim at substantially reducing waste generation through prevention, reduction, recycling and reuse.	Europe Snacks 2025 Corporate Responsibility Report pg.7,16	
At Europe Snacks, we take action to combat climate change and its impacts. We integrate climate change into our strategy and work on climate change mitigation, adaptation, and impact reduction	Europe Snacks 2025 Corporate Responsibility Report pg.6-7	

Europe Snacks is proud to be aligning our sustainability activities to the United Nations Sustainable Development Goals (SDGs). We strive to make meaningful contributions to our industry and global sustainability goals through our sustainability programs, initiatives, and activities.



The United Nations Sustainable Development Goals (UN SDGs) are a set of 17 global goals adopted by all United Nations Member States in 2015 as part of the 2030 Agenda for Sustainable Development. These goals address a wide range of interconnected issues, including poverty, hunger, health, education, gender equality, clean water, and climate action.

The SDGs provide a comprehensive framework for countries, businesses, and individuals to work towards a more sustainable and equitable future. Organizations often highlight their efforts aligned with specific SDGs to showcase their commitment to responsible and sustainable business practices.

Source: United Nations

SASB Index

The following disclosure is aligned to the Sustainability Accounting Standards Board (SASB) framework for the sector denoted as “Processed Foods (FB-PF).” Europe Snacks will continue to evaluate the disclosure of additional topics as these emerge, considering relevance, availability of high-quality data, and competitive sensitivities.

Disclosure Topic	Metric	SASB Code	Units	Europe Snacks Metric / Disclosure Location
Energy Management				
	Scope 1, Scope 2 Emissions	FB-PF-110a.1	Metric tons CO ₂ e	pg.6
	% electricity from renewable sources	FB-PF-110a.2	Metric tons CO ₂ e	pg.9
Water Management				
	Total water withdrawn	FB-PF-140a.1	Cubic meters	pg. 8
Food Safety				
	# of recalls issued	FB-PF-250a.1	Number	pg. 5
	total units recalled	FB-PF-250a.1	Units	9517 UDS
Health & Nutrition				
	Description of strategy to reduce sodium, sugar, and other nutrients of concern	FB-PF-260a.2	Narrative	pg. 12
Packaging Lifecycle Management				
	% of packaging made from recycled / renewable materials	FB-PF-410a.1	%	pg. 5
	% of packaging that is recyclable, reusable, or compostable	FB-PF-410a.2	%	pg. 5
Environmental & Social Supply Chain				
	% of raw materials sourced from suppliers with third-party environmental/social audits	FB-PF-430a.1	%	pg.16

Conclusion

As we close our 2025 Corporate Responsibility Report, we reflect on a year of meaningful action—strengthening our environmental and social impact while laying the groundwork for long-term progress. From advancing our decarbonization roadmap to strengthening employee wellbeing and local community support, Europe Snacks remains focused on embedding responsibility into every part of our business.

Our strategy is guided by a clear ambition: to drive sustainability across our operations, products, and value chain. This year, we made significant progress through measurable actions—initiating third-party-supported decarbonization planning, launching carbon scopes 1, 2 and 3 measurement on 2024 baseline, involving our partners in our environmental led initiatives, starting to prepare our CSRD report and complete the CDP questionnaire, adding packaging expertise at group level.

We continue to align with the United Nations Sustainable Development Goals and are actively working to improve our EcoVadis score through stronger governance, data transparency, and human rights safeguards. These efforts reflect both our progress and our growing accountability to do better each year.

Looking ahead, we are committed to reaching our 2030 emissions reduction targets and deepening our impact through innovation, collaboration, and inclusion. Grounded in purpose and driven by our people, we aim to create a more sustainable future for our consumers, our teams and our planet.

Europe Snacks
August 2025