



Sustainability Report
2019–2022

Building a *sustainable* Home



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"How do we preserve our one earth for future generations and help ensure it can feed us all? We at Dr. Oetker have decided to take a big step forward with our Sustainability Charter. For our planet and all the people whose lives we influence with our actions. For the people who buy and enjoy our products. And for those who work on them."

Dr. Albert Christmann

Dear Ladies and Gentlemen,

We all know and feel it: Our world is changing – and with it the sphere of action in which we move. For a long time, we have lived in an environment of constant growth, where there was always more of everything: more sales, more products, more convenience. Almost everything we want to buy is available all the time, for us as individuals and as a company. But this apparent automatism is being decisively called into question: by the effects of the coronavirus pandemic, by the war in Europe with its consequences such as the energy crisis and considerable cost increases. And, of course, due to the consequences of climate change, which are becoming increasingly noticeable, such as floods, storms and forest fires.

We do well to think about how best to meet these challenges. We need answers to some big questions: How do we cope with fewer available resources? How do we protect our one earth for future generations – and ensure that it can feed us all? At Dr. Oetker, we have decided to take a big step forward. We will be making significant investments in critical areas: innovations, digitalization and not least sustainability, which will be inconceivable without innovations and digitalization.

With the tailwind of these investments, we will continue to advance our Dr. Oetker Sustainability Charter. We adopted comprehensive, ambitious and internationally valid sustainability goals for the first time in 2020 and made them public in 2021. I am proud of the path we have taken. Proud of the transparency it brings, its positive impact on the health properties of our products, climate protection, and the careful use of resources in terms of food or packaging waste. I am also proud of our stand against deforestation, for social justice, and for the people who produce our raw materials. And, of course, I am proud of our push for more diversity and inclusion, a fair wage, and occupational health.

I appreciate our achievements for our customers, planet and employees. You can read all about them in this report.

At the same time, we are already thinking one step ahead: Because in the future it will not be enough to act sustainably, meaning to reduce negative impacts on our environment to “zero.” We must look to operate regeneratively: to repair damage from the past and make our wonderful earth viable for ten billion people.

As a food manufacturer, the quality of our ingredients is influenced by the health and integrity of the soil. We want to help restore soil health using regenerative agriculture methods. This process can restore soil life, increase humus content, increase biodiversity, store water and carbon, and require fewer pesticides or optimally no pesticides at all. Although a pilot project – my project of the heart – and therefore an area that is still new to us as a company, I both believe and hope that it can grow into something big to help sustain us in the future. You can read more about it on → **page 68**.

I wish you exciting reading.

Sincerely yours,

Dr. Albert Christmann



Dr. Albert Christmann

General partner of Dr. August Oetker KG, the holding company of the Oetker Group and Chairman of the Dr. Oetker Executive Board. Responsible for the Strategy, Mergers and Acquisitions, Procurement and Group Communication departments. As a coach, he is responsible for the German local company.

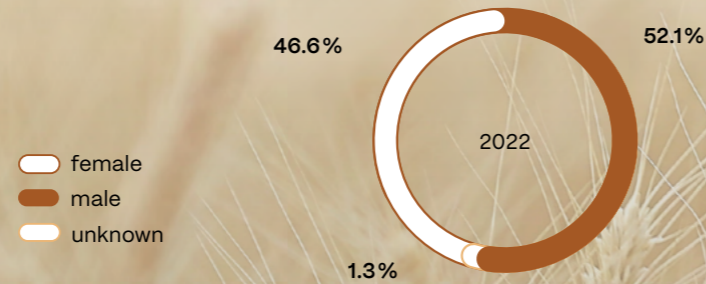
What we have achieved 2019-2022

440 M consumers reached¹

45 brands

2022
Sales
EUR **3.48** B

Employees



9 countries

licensed for Nutri-Score or NutriInform

150+ recipe adjustments

with optimized Nutri-Score



Vegan products, that are better for the climate:

-50% CO₂

Almost **50% less CO₂** emitted by ingredients in our Ristorante al Salame Vegano compared to those in our Ristorante Salame.

¹ Source: Internal calculation based on consumer panel data from GfK/Kantar (2022).

100% climate neutral at our locations



8 locations with photovoltaic systems

FSC® Recycled Label for The Good Baker



-35% compounds as packaging material per product tonnage

17 sites

on the way to ISO 45001 management system



32 Diversity & Inclusion sessions since 2021

~65,000 t CO₂ avoidance

in 2022 by switching to green electricity

266 human rights coordinators and managers trained worldwide

13% sustainable vanilla 2022



100%

RSPO certified, plus sustainably sourced ingredients via Rainforest Alliance, European Chicken Commitment, MSC

On the way to becoming a living wage employer according to criteria of the



"Fair Wage Network"

18 Local companies have supported SOS Children's Villages in 2022

We are Dr. Oetker

[GRI 2-1/2/6/7/9/11/17, 201/3-3, 201-1]

We at Dr. Oetker have been creating innovations together for over 130 years. We are proud to share the pioneering spirit of our founders by constantly reinventing ourselves. Times change, so we change with them. Food is the most powerful lever for improving people's health and reducing the environmental burden. We want to make delicious, enjoyable products increasingly sustainable and accessible to many people as possible. With this in mind, more than 14,800 employees at our company work every day to provide millions of people worldwide a taste of home through food. From pizzas to cakes to desserts, we know that good food that tastes great brings people together.

47%
of European households
bought at least one Dr. Oetker product in 2022

From our family kitchen to all family kitchens
In January 1891, Dr. August Oetker fulfilled a lifelong dream by acquiring a pharmacy in Bielefeld, from where he created nothing less than a food revolution. He aimed to research and create a way to simplify preparing food and baked goods. His first breakthrough? A ready-to-use baking powder that enabled even inexperienced bakers to reliably prepare perfect cakes. Other innovations quickly followed, such as vanilla sugar, numerous dessert powders, and finally our frozen pizzas.

More than 130 years later, we are still a family business, represented in more than 40 countries. When it comes to pizzas, cakes and desserts, we are one of the

leading food companies in Europe. More than 47% of European households² bought at least one of our products in 2022. Creating diverse products that are tailored to cultural and country-specific tastes means that you can find them in kitchens and homes all over the world.

From Bielefeld to the world
From the very beginning, our founder August Oetker thought big and demonstrated an entrepreneurial spirit. As early as 1908, he opened the first foreign production facility in Baden near Vienna, Austria, and exported his goods from Bielefeld to many neighboring countries. After the end of the First World War, he founded further branches in Europe. Encouraged by the great success,

² Source: Consumer Panel data by GfK/Kantar (2022).



A Taste of Home

"Creating a Taste of Home" is our purpose and international compass. As our connecting element, it provides orientation for employees, consumers and partners worldwide. Its origin? It is in our corporate DNA, inspired by the pioneering spirit of our company founder. The goal is to understand our origins, current business and future tasks. Our actions and business decisions align towards our environment, society, consumers and employees. Sustainability is the logical consequence of our purpose and our way of taking responsibility.

August Oetker ventured the next big step – the leap overseas. In 1928, an import base was set up in Sao Paulo, Brazil – where Götterspeise or jelly in particular became a bestseller. In the 1930s, Backin and pudding powder conquered the North American market.

After the end of the Second World War, the foreign business was in a desolate state

and many branches had to be written off. It was not until the German currency reform in 1948 that initial exports abroad became possible again – albeit on a very small scale. With the onset of the “years of the economic miracle,” Rudolf August Oetker rebuilt the foreign business in the 1950s, first in Europe and finally overseas. Only Eastern Europe remained out of reach for a long time due to the Iron Curtain.

45

well-known brands are being offered worldwide now

However, the situation changed abruptly with its opening in the 1990s. Dr. Oetker expanded very successfully at an early stage and was quickly able to build on old successes – now also in Africa, Asia and Oceania.

Today, we are represented by 45 brands in over 40 countries. Our oldest branch is in Austria, and the newest has been in

Morocco since 2019. The smallest branch offices include Bosnia and Herzegovina and New Zealand. Our largest foreign production locations are in Poland and Brazil, with 893 and 1,254 employees, respectively. What we are particularly pleased about: Despite all the growth, Dr. Oetker is still 100% family-owned and has been based in Bielefeld, Germany, since it was founded.

From quality to quality of life

Dr. Oetker has always stood for quality. Dr. August Oetker, the great-grandson of the founder and general partner of the company from 1981–2009, wrote in 1992: “Quality is seen by the company as what is demanded by the customer and consumer regarding the products.” Thus, “Quality is our best recipe” was the company’s slogan for many years. Today, we believe it is time to take our definition of quality to the next level – and think more about quality of life.

How do we create a better quality of life for our consumers and employees? What can we do for a more just society? For a more livable planet? We published our answers in 2021 as part of our international sustainability strategy in the Dr. Oetker Sustainability Charter. It clearly defines our goals for the future. By achieving these goals, we are continuously expanding our range of delicious products that are better for people and for our planet.

Dr. Oetker was already exporting products abroad in the early 1900s.



Dr. Oetker vans in Brussels in the early 1930s.



Dr. Oetker products were also available in the USA through importers. Here in 1932 in a store in New York City.



Rudolf August Oetker often traveled abroad in person for business; here on the deck of a cargo ship owned by his own shipping company in 1963.



International Dr. Oetker products of the 1970s.

At home worldwide: our products, platforms and services

Dr. Oetker – a taste of home



With several thousand products and a total of 45 brands, we inspire people all over the world. We track down international and local trends around the world and are constantly developing our range of products for everything to do with pizzas, cakes and desserts. The products are sold by more than 40 local companies which are geared to the local needs of consumers: → **Dr. Oetker | locations and brands.** In addition to the Dr. Oetker brand, the company has other strong brands in many countries that are known to consumers and firmly established in the market, some of which are:



Dr. Oetker Professional – convenience for professionals

With Dr. Oetker Professional, we offer over 1,500 high-quality convenience products for restaurants, hotels and commercial kitchens of all kinds in more than 27 countries. In addition to convenience products from the core ranges of pizzas, cakes and desserts, our range also includes holistic service concepts which, if desired, can contain the right pizza oven, advertising materials or recipe ideas. Dr. Oetker Professional thus sees itself as a problem solver who wants to relieve its customers of as much work as possible and at the same time as a partner at eye level who provides individual advice.



All About Cake GmbH – a digitally networked journey



With our subsidiary All About Cake GmbH, we create moments of pleasure outside the home. It forms the umbrella for new business models and ventures related to baking. Every day, consumers come into contact with our products in a wide variety of ways. We want to accompany them, get them enthusiastic about our brands and make them relevant offers: from the first impression to the purchase decision. With proven services such as the Dr. Oetker Back-Club, our cooking and baking seminars, and the Dr. Oetker online shop, as well as with new business models. We are also constantly exchanging ideas with providers of innovative solutions and start-ups that suit us.

Innovations and digitalization

We want to be where our consumers are. To do this, we are taking unfamiliar paths and relying on digital concepts that offer new opportunities for preparing and enjoying food together. We support start-ups as strategic partners and investors. Together with start-ups, we develop new business models and support them with our expertise, our global network and our passion. At the same time, we also benefit from the exchange and the know-how of the start-ups.

Dr. August Oetker Nahrungsmittel KG

[01] Key figures 2019–2022

Sales (in EUR billion)



Investments* (in EUR million)



Employees (by head)



* Without first-time consolidation.

3

Business units of the Oetker Group

Food, Beer and Non-Alcoholic Beverages, and Other Interests

The Oetker Group

In over 130 years of company history, we have always been thinking outside the box. Our production and sales companies in the numerous countries are part of the Oetker Group, which, with its headquarters in Bielefeld, is one of the largest German family companies – and is represented in more than 40 countries worldwide.

Since November 2, 2021, the Oetker Group has comprised the three business divisions Food (Dr. August Oetker Nahrungsmittel KG, Conditorei Coppenrath & Wiese), Beer and Non-Alcoholic Beverages (Radeberger Group, Getränke Hoffmann and DrinkPort) as well as Other Interests (Flaschenpost SE, Oetker Digital, the OEDIV, Handelsgesellschaft Sparrenberg mbH, Roland Transport and the hotels Brenners Park Hotel & Spa and Hotel du Cap-Eden-Roc).

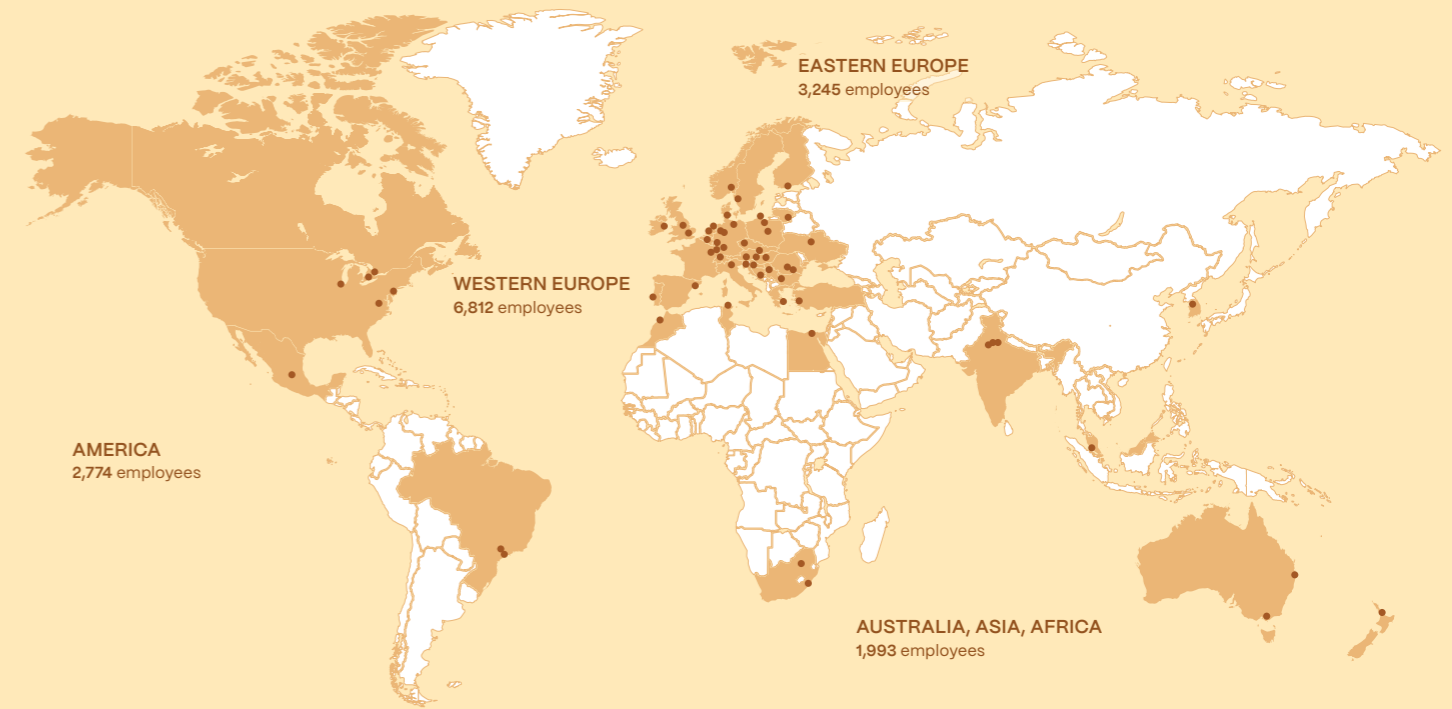
Previously, the companies Henkell & Co. Sektkellerei KG, Martin Braun Backmittel und Essenzen KG, Chemische Fabrik Budenheim KG, Atlantic Forfaitierungs AG, BELVINI.de GmbH, Columbus Properties, Inc. and Oetker Hotel Management Company GmbH with the hotels Hôtel Le Bristol S.A.S. and Hotel Château du Domaine St. Martin S.A.S. plus the art collection Rudolf August Oetker GmbH were also

included. These companies are now held as a newly founded holding company via Geschwister Oetker Beteiligungen KG and are no longer part of the Oetker Group.

As the holding company of the Oetker Group, Dr. August Oetker KG sets the strategic guidelines for a responsible corporate governance, coordinates finance and taxes and also provides central services and resources. Its Advisory Board is chaired by Rudolf Louis Schweizer and consists of shareholders as well as persons not belonging to the shareholder families. It oversees the implementation of the strategy adopted jointly with the shareholders and the Group Management. Members of the Group Management or from executive boards or local managements do not serve on the Advisory Board, too. As members of the Group Management, Dr. Albert Christmann and Ute Gerbaulet take over the operational management of the Oetker Group. Under the umbrella of the Oetker Group, the business divisions are in turn developed and expanded independently. Operational management is carried out by the executive boards of the individual companies; in the case of Dr. Oetker, they are supported by a separate advisory board, which is informed regularly about the company's developments on sustainability.

[02] Locations–world map – status December 2022*

Dr. Oetker locations worldwide



Production locations

WESTERN EUROPE

Germany Bielefeld, Oerlinghausen, Wittenburg, Wittlich
 France Schirmeck, Straßburg
 Italy Desenzano del Garda
 The Netherlands Leeuwarden
 United Kingdom Leyland

AMERICA

Brasil Itatiba, São Paulo
 Canada London, Mississauga
 Mexico Querétaro
 USA Ashland

EASTERN EUROPE

Poland Gdansk, Łebocz, Płock
 Romania Curtea de Arges, Oltenița
 Serbia Šimanovci
 Slovakia Boleráz**
 Czech Republic Kladno
 Turkey Pancar
 Hungary Jánossomorja

AUSTRALIA, ASIA, AFRICA

Egypt Cairo
 Australia Brisbane
 India Kaharani, Noida
 Malaysia Seberang Perai
 South Africa Durban, Johannesburg,
 Tunisia Tunis

Sales locations

WESTERN EUROPE

Belgium Diegem
 Denmark Glostrup
 Germany Ettlingen
 Finland Helsinki
 Ireland Dublin
 Netherlands Amersfoort
 Norway Kolbotn
 Austria Villach
 Portugal Lisbon
 Sweden Gothenburg
 Switzerland Obergösgen
 Spain Barcelona
 United Kingdom Leeds

AMERICA

USA Mount Laurel, Naperville

EASTERN EUROPE

Bosnia and Herzegovina Sarajevo
 Bulgaria Sofia
 Greece Nea Erythrea
 Croatia Zagreb
 Lithuania Vilnius
 Slovenia Trzin
 Ukraine Kiev
 Hungary Budapest

AUSTRALIA, ASIA, AFRICA

Australia Melbourne
 India New Delhi
 Morocco Casablanca
 New Zealand Auckland
 South Korea Seoul

* Deviations in the total are due to rounding.

** Production location to be closed in 2023.

The Executive Board



Dr. Albert Christmann

General partner of Dr. August Oetker KG, the holding company of the Oetker Group and Chairman of the Dr. Oetker Executive Board, responsible for the Strategy, Mergers and Acquisitions, Procurement and Group Communication departments. As a coach, he is responsible for the local company in Germany.



Claudia Willvonseder

Member of the Executive Board and responsible for the Marketing, Research and Development, Sustainability and Global Data Management departments. She acts as a coach for the local companies in Canada, the USA and Australia.



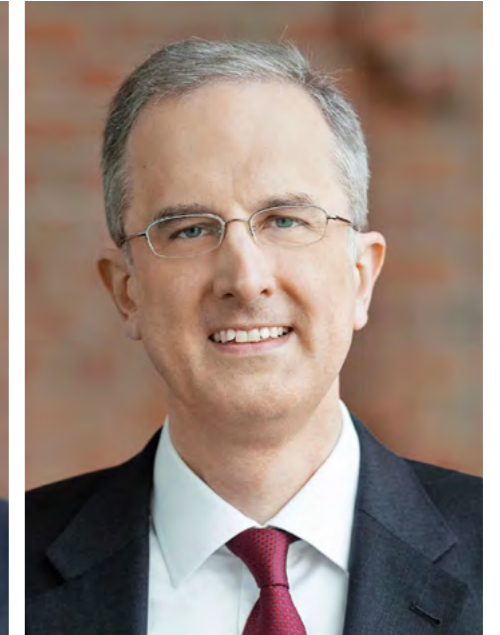
Dr. Alexander Edelmann

Member of the Executive Board, responsible for the Controlling, Accounting, Finance, Taxes, Insurance and IT departments. He acts as a coach for the local companies in Eastern Europe.



Georg Heerdegen Parsbo

Member of the Executive Board, responsible for Human Resources (People and Culture) and Global Sales. As a coach, he takes care of the regions of Western Europe, Asia and Africa.



Dr. Christian von Twickel

Member of the Executive Board, responsible for the Production and Technology and Logistics departments. As a coach, he takes care of the local companies in Central and South America.

Each local company is managed by one or more Managing Directors. The Managing Directors report to their coach in the international Executive Board.

What we *eat*, is essential for *us* and our *environment*.





Strategy & Management

*Standing up
for our future*

1



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Strategy & Management

At Dr. Oetker, we think in terms of generations, not projects. We have always taken responsibility and understand that sustainability is highly relevant for those who manufacture, transport and sell our products, as well as for those who buy and enjoy them and those whose lives we influence directly or indirectly through our actions. We have clearly defined this in our ambition: "Inspired by our rich heritage we build a sustainable home to be a trusted partner for our consumers and customers, our people and our communities." Accordingly, sustainability is firmly anchored in the Dr. Oetker corporate strategy.

440
million
people are reached by our pizzas, cakes and desserts

1.1 Our sustainability strategy

[GRI 3-1/2]

At home in millions of households

440 million people around the world are reached by our pizzas, cakes and desserts.³ We have a great responsibility to all these people. So, we have set out on a journey: We want to offer more and more delicious products for a more balanced lifestyle and made from sustainably produced ingredients in each of our ranges. And show the details as transparently as possible, so that our consumers can make a conscious decision about what they eat.

It is important to us to continuously develop our products. After all, too many people around the world are still suffering from the health consequences of an unbalanced diet. Obesity, diabetes and cardiovascular diseases are a particular

challenge of today's industrialized societies – for example, 53% of all Europeans were considered overweight in 2019, in the U.S. it was 74%.⁴

We are aware that we have a great influence with our products on the health of our consumers and the environment. After all, our products are based primarily on agricultural raw materials, the production and processing of which have major ecological and social impacts. Just a few examples are the massive CO₂ emissions, large-scale deforestation, the decline in biodiversity, human rights violations in the form of child and forced labor, and incomes that do not provide a living wage.

We also have a great responsibility towards our employees. Around the world, more

³ Source: See page 4.

⁴ Sources: OECD, Eurostat.



Our ambition

"Inspired by our rich heritage, we build a sustainable home to be a trusted partner for our consumers and customers, our people and our communities."

A clear mandate



Dr. Judith Güthoff
Senior Executive Manager Sustainability and ESG

“The results from our 2019 materiality analysis have given us a clear mandate. They form the basis for the goals we set ourselves in the Sustainability Charter. It was particularly important not only to keep our own perspective in mind.”

than 14,800 people are committed to ensuring that consumers can trust our products. Without them, Dr. Oetker could not be economically successful. It is a matter of course for us to ensure that everyone who works for us can also make a good living – and feel at home in our team.

A clear perspective: the materiality analysis 2019

We see these global challenges and know the impact of our actions. As a player in the food industry, we see ourselves as part of the solution to avoid negative impacts and make positive contributions to sustainable development. However, given the multitude of challenges, we also realize that we cannot address them all at the same time. In order to use our capacities and resources wisely, we conducted a renewed materiality analysis in 2019, for the first time in our history with an international focus – and the clear perspective of deriving clear, measurable and scheduled targets for a Dr. Oetker Sustainability Charter.

Which sustainability issues are particularly important for Dr. Oetker? Where is there a need for action? This question was not only answered by managers in the Dr. Oetker local companies, our international management and the international department heads, but also by 3,500 consumers worldwide, whose opinions we want to hear and whose wishes we want to include. In addition, findings from the dialog with other important external stakeholders, such as non-governmental organizations, science, the media, retail, competition or politics, were incorporated. Because we are firmly convinced that we can only solve the major global challenges together.

The following key topics emerged from the analysis, which were later incorporated

into the Dr. Oetker Sustainability Charter with specific international goals:

- Transparent communication
- Products and product innovations for a more balanced and sustainable lifestyle
- Climate protection
- Reduction and circularity of packaging materials
- Avoidance of food waste
- Social and environmental standards in the supply chain
- Occupational safety
- Right to freedom of association and collective bargaining
- Equality and diversity
- Zero tolerance for discrimination and harassment
- Living wages

Other topics from the materiality analysis already form the basis for our entrepreneurial activities and are taken into account in every local company. As a responsible family business, we comply with the law and are socially committed. Our consumers can trust us to provide them with safe and high-quality food. And for our employees, we are a reliable employer that promotes training and development and guarantees a work-life balance. Accordingly, we also take these topics into account in our Sustainability Report. This materiality analysis was the first in which an international perspective was consciously adopted. Its results confirmed the topic areas already considered previously in our sustainability management.

Dr. Oetker Sustainability Charter

Our Dr. Oetker Sustainability Charter is closely linked to our purpose “Creating a Taste of Home” and bundles the ambitious sustainability goals in the three dimensions



[03] Dr. Oetker supports these SDGs in particular

Our Food, Our World and Our Company. With the goals in *Our Food*, we want to enable consumers to live balanced and more sustainable lifestyles. *Our World* bundles activities with which we want to improve the social and environmental impact of our actions. Finally, *Our Company* refers to what our employees expect of Dr. Oetker as a social actor and employer.

Valuable goals for people and the planet

A world in which all people can lead a just, peaceful and healthy life in the long term? We firmly believe that many players can achieve great things together. That is why we are particularly proud to have adopted our Sustainability Charter, the first comprehensive and ambitious set of internationally valid sustainability goals. In doing so, we also support the 17 Sustainable Development Goals of the United Nations. Achieving them by 2030 aims to ensure that everyone can live in a socially just world, receive a good education and do decent work. And that our economic growth is ecologically compatible with protecting our planet and our environment.

As a food manufacturer, we at Dr. Oetker primarily have an influence on achieving these goals:

- 5 – Gender equality
- 8 – Decent work and economic growth
- 12 – Responsible consumption and production
- 13 – Climate action
- 14 – Life below water
- 15 – Life on land

Our Sustainability Charter

Our Company



Zero tolerance of any kind of discrimination or harassment

- To guarantee this, we expand existing, or establish easily accessible and strictly monitored, grievance mechanisms for all employees.



Ensure the right of freedom of association and collective bargaining

- We work closely with employee representatives.
- We ensure that employees can form and join organizations of their choice for this purpose.



Pay every employee a living wage

- We ensure a living wage, enabling all of our employees to meet the basic needs of their families.
- Every two years, country-specific comparisons are made based on international organizations' guidelines at all Dr. Oetker locations. If necessary, we then adjust the wages accordingly.



Provide a safe working environment

- We want to avoid occupational accidents completely.
- By 2025 we will implement an occupational health and safety management system at all production sites that complies with the internationally recognized certification standard ISO 45001.



Warrant equality and value diversity

- We continuously strengthen our culture of diversity, inclusion and equality.
- We ensure equality for all people regardless of gender, sexual orientation, age, religion, culture and nationality, physical and mental ability, academic background or other characteristics, and promote diversity in the recruitment and development of staff.

Our Food



Full and best understandable transparency

- By 2025 we will provide our consumers with full transparency regarding the nutritional values and the sustainability of the ingredients in our products.
- In addition, we will offer more balanced alternatives for many products and communicate these clearly.



Improving the health credentials of our current products by 2025

- We are reducing the salt content of our pizza products to 1 g/100 g.*
- In our desserts, we are reducing the sugar content by 15%.*
- In our baking mixes, we are reducing the sugar content by 10%.*

* Sales weighted.



Investing in innovative, healthier food choices

- Since 2021, we have introduced ranges for a more balanced and sustainable lifestyle in all product categories.

Our World



Becoming climate neutral in all direct and indirect operations by 2050

- Since 2022, we guarantee climate neutrality at our own locations.
- We will reduce our carbon footprint in all direct and indirect areas of influence (scopes 1, 2 and 3 according to the Greenhouse Gas Protocol) by 35% by 2030.
- We will achieve complete climate neutrality in all direct and indirect areas of influence by 2050.



Reduction of food waste

- By 2025 we will reduce the food waste generated in our warehouses and production by 25%.
- We want to contribute to avoiding food waste that arises beyond our direct control, for example through cooperation with our suppliers and retailers.



Becoming plastic waste-free by 2030

- By 2025 we will achieve recyclability for 100% of our packagings.
- As far as sensible and possible, we will remove plastic as a packaging material.



Sustainable sourcing standards in our supply chain by 2030

- We continuously monitor and evaluate social and ecological aspects associated with our raw materials.
- We have been implementing a human rights due diligence in our supply chains via the Supply Chain Due Diligence Act since the beginning of 2023.
- We will establish deforestation-free supply chains by 2025; e.g. for paper, soy, sugar, palm oil and cocoa.
- We already purchase sustainably certified raw materials when procuring palm oil and cocoa; by 2023, 20% of the vanilla we use will be sustainably certified. By the end of 2025 we want to buy 100% of chicken meat according to the criteria of the European Chicken Commitment. Also, we are working on the sustainable sourcing of further raw materials.

1.2 The sustainability organization at Dr. Oetker

[GRI 2-12/13/16/17]

We can only achieve the ambitious goals of our Dr. Oetker Sustainability Charter together. Who works with whom on which issues? Who makes which decisions? A clear governance structure defines how we implement our progress in the organization.

Initial milestones through project governance

Since 2020, the implementation of our Dr. Oetker Sustainability Charter has been managed centrally by the Sustainability department, which reports directly to the international management. Due to the diversity of the goals, we initially put their implementation in the hands of cross-functional, international project teams. In each

case, the project was led by an employee with thematic expertise in relation to the target; project responsibility was assumed by our international Senior Executive Managers. The members of the international Executive Board acted as sponsors and, as such, committed themselves to the success of the projects. The colleagues in the Sustainability department were responsible for the overall progress of the program, advised on the projects, and actively participated and managed interfaces. To date, this structure has enabled us to make decisive progress in implementing our Sustainability Charter and to achieve initial milestones.

Further development: more power through central decisions

Three years after adopting our Charter and moving forward with implementation, we are currently adapting our governance. We are moving from a project-dominated approach to operational implementation

in functions and countries. This enables us to better integrate our sustainability goals into the main business processes such as investment planning or product development. From 2023, the central component of this new governance will be the cross-functional Sustainability Steering Committee with international responsibility. In addition to the revision and further development of our sustainability strategy, it is responsible for the right prioritization and thus resource allocation in the local companies and the international functional areas for the achievement of our goals. Additionally, it is responsible for the approval of successfully completed projects or the adoption of new projects and the clarification of potential conflicts of objectives.

Members of this body, which is in close and regular contact with the international Executive Board, include the Member of the Executive Board for Sustainability and the international Senior Executive Managers for the areas of Sustainability, Marketing, Research and Development, Procurement, Production, People and Culture, and the Domain Lead of our Global Portfolio and Project Management. The Sustainability department continues to centrally manage the Sustainability Charter Management and brings the current status of implementation and resulting recommendations to the committee.

Regular development and communication
The Sustainability department evaluates annually where potential opportunities and risks have changed and what new meaningful goals and priorities result from this. Proposed changes to the strategy must be approved by the Sustainability Steering Committee and the international Executive Board.

Since 2021, progress made, but also obstacles to achieving the goals, have been communicated transparently to all stakeholders by an interdisciplinary committee for integrated sustainability communication from the Sustainability, Group Communication, Marketing, and People and Culture departments.

1.3 In dialog with our interest groups

[GRI 2-28/29, 402-1]

In order to work successfully and sustainably, we need to know what moves our stakeholders. Through dialog with them, we build value-adding relationships with our most important interest groups – be it in personal exchange, via social media, by telephone or e-mail, whether internationally or in the local companies.

What is inside?

When it comes to sustainability, our stakeholders are still predominantly interested in what goes into our products:

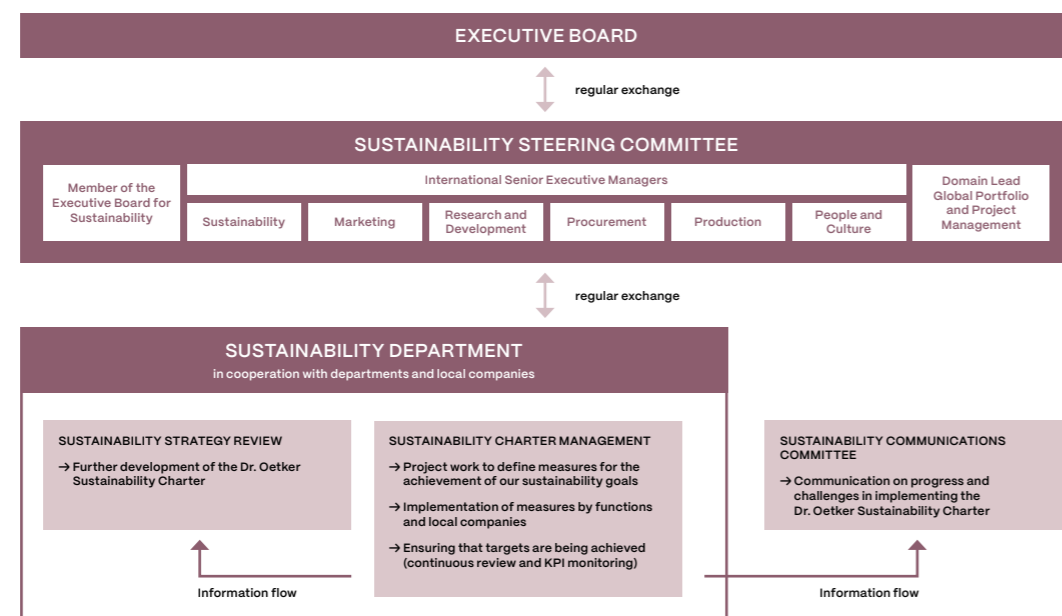
- Origin and sustainable production of our raw materials, such as regarding freedom from deforestation or the protection of human rights
- Animal welfare and vegan offers
- Use of additives
- Reduction of salt and sugar, calories and fat
- Consumer-friendly and clear product identification
- Packaging

In addition, the topic of *Diversity & Inclusion* comes to the fore.

Since
2020

we have consistently implemented our Dr. Oetker Sustainability Charter

[04] Further development 2023: our new Sustainability Governance





CONSUMERS

We want to know what moves our consumers – and give them answers to their questions. Most of our local companies have their own brand websites and social media channels and offer personal dialog by phone and e-mail. Many local companies in Europe as well as in Brazil, for example, have a dedicated consumer service.

Through this consumer service alone, we receive around 110,000 inquiries per year in Germany, for example via hotline, live chat or various social media channels, related to recipes, products and their preparation, sources of supply, ingredients, diets and other topics, as well as product complaints. In other large local companies such as the Netherlands, the figure is around 15,000 inquiries per year, in Italy, with cameo, between 10,000 and 15,000, plus several tens of thousands of recipe inquiries. Even in smaller local companies, we answer hundreds to thousands of inquiries per year.

In addition to developing countless recipes and checking the products for guaranteed success, our famous Dr. Oetker test kitchens invite consumers or students to cook and bake together.

RETAIL

We are in close contact with our retail partners so that our consumers can buy products for a more balanced and sustainable lifestyle and obtain information about them as transparently as possible in their local supermarkets.

SUPPLIERS AND SERVICE PROVIDERS

As strong partners at our side, our suppliers and service providers play a key role in being able to purchase more sustainable raw materials. We have set the common goal with them to become better. For them, for us and for our environment. → **Chapter 3.1 Considered from field through production to home** (see page 60)



ASSOCIATIONS, SCIENCE AND RESEARCH

Keeping our finger on the pulse: Thanks to our membership in associations and close cooperation with science and research, we learn about current consumer trends, political or technological developments, and relevant scientific findings.

MEMBERSHIP IN ASSOCIATIONS AND ORGANIZATIONS (SELECTION)

- AIM** European Brands Association
- BDSI** Bundesverband der Deutschen Süßwarenindustrie e. V. (Association of the German Confectionery Industry e. V.)
- BVE** Bundesverband der Deutschen Ernährungsindustrie e. V. (Federation of German Food and Drink Industries)
- CGF** The Consumer Goods Forum
- DTI** Deutsches Tiefkühlinstitut e. V. (German Institute for Frozen Foods)
- FNLI** Federatie Nederlandse Levensmiddelen Industrie (Dutch Food Industry Federation)

(POTENTIAL) APPLICANTS

We also get valuable impetus and fresh ideas from new colleagues. We look for them worldwide as part of our employer branding concept *Join the Taste*, implemented through numerous measures by our local People and Culture Teams, who are in contact with potential applicants around the globe. We are pleased to see that sustainability is increasingly becoming a criterion when choosing an employer for both experienced professionals and those starting their careers.⁵

EMPLOYEES

Our employees are the foundation of the company's sustainable success. Above all, our ambition for greater sustainability lives through them – our colleagues bring the topic to life and drive it forward day by day. And because not everyone can be involved to the same extent, we take everyone with us on our



journey – through continuous internal communication, both internationally and locally, as well as, for example, in quarterly Q&A sessions with the Executive Board that are accessible worldwide. That way, we ensure that we keep employees continuously informed about changes in the company. Employees can also actively contribute ideas through various ideas programs in numerous local companies.

POLITICS AND LOCAL COMMUNITIES

Wherever we are, we are part of the communities. It is therefore a matter of course for us to engage in local exchange. And we are committed to serving the local communities around our locations. → **Chapter 5 Social Commitment** (see page 106)

MEDIA REPRESENTATIVES, NGOS AND THE GENERAL PUBLIC

We want to keep media representatives, NGOs and the general public as well informed as possible: about what drives us, what we have achieved so far and what we would like to achieve in the future. In 2022, for example, we launched our international → **corporate website** where stakeholders can find information about the company that is valid worldwide. Inquiries from all over the world are answered there centrally by our international press office. In numerous local companies, such as in Germany, Italy and Poland, this is supplemented by local press offices. We want to know, of course, what NGOs, journalists and the public are demanding – and why. We network via corporate social media, in background discussions, interviews or press events, at business events or in working groups. In this way, we are open to learning how we can do things better.



⁵ Source: Marsh & McLennan Advantage Insights: ESG Workforce Strategy.

Those responsible for the digital communication channels, the consumer service, the press offices and/or the personnel managers regularly inform the relevant departments as well as the management in the countries or the international Executive Board about the incoming inquiries and topics. This ensures that suggestions and proposals for improvement reach the relevant departments, get processed there and, where necessary, product or process adjustments can be made.

tion, foreign trade regulations or data protection and data security.

The Code also stipulates that the personal interests of employees are strictly separated from those of the company and that business decisions must always be made in the best interests of the company. If employees identify a potential conflict of interest, for example when awarding contracts to suppliers or making personnel decisions, they must report it immediately to their supervisor. In addition, the Code describes further fundamental principles of the Oetker Group, for example on the conduct of employees towards each other and on the protection of the environment.

The *Code of Conduct Food Law* also applies, which relates to the handling of food products from the purchase of raw materials to food advertising and contains guidelines for behavior in the event of problems and crises. These documents, as well as fact sheets on topics such as anti-trust law or corruption and bribery, are accessible to Dr. Oetker employees, for example via the company's intranet.

The company's own Compliance Organization carries out risk analyses as well as prevention and awareness measures for Dr. Oetker. For example, compliance issues are considered and evaluated separately each year for all Dr. Oetker companies internationally according to relevance, probability of occurrence and potential damage, and reported to the international Executive Board. On the one hand, regular and systematic processing promotes

awareness of the regulatory framework to be followed, the existing risk potential and the consequences of a possible violation of (legal) requirements. On the other hand, it provides an opportunity to derive and implement measures to reduce the risk, if necessary.

Advice and training courses are intended to promote employees' understanding of compliance and its essential importance for the company's long-term success, and thus to prevent potential violations. In addition to face-to-face training, mandatory online training is offered for this purpose, covering the basics of compliance and the Oetker Code of Conduct. During the period under review, this training was increasingly rolled out internationally, so that it is now available in 26 local companies and in 13 different languages.

The Compliance Officer, the legal and other specialist departments or local compliance coordinators are also available to all employees as neutral and independent contact persons for questions. In the event of specific incidents or suspicious circumstances, not only all employees but also all external stakeholders and possibly affected parties can contact the Compliance Organization, completely anonymously if necessary, for example via the Oetker Group's, → **Compliance Hotline System** or via → **email**. All → **contact channels** of the whistleblower system can be found on the Internet.

Generally, the Dr. Oetker companies are not exposed to any significant corruption risks. Nevertheless, there was one case

in which an employee was accused of demanding services from a business partner for his personal benefit. The accusation was confirmed after an internal investigation, whereupon the accused employee was dismissed. No violations of antitrust and monopoly law due to anti-competitive behavior are to be reported. A total of 15 cases of discrimination, bullying and sexual harassment were brought to the attention of the Organization worldwide in the period under review. The company investigated all cases and, where the allegations were confirmed, took action in line with the respective facts. Due to an insufficient product declaration, we had to pay a fine of around EUR 81,500. There were also ten public product recalls, which are described in more detail under → **Chapter 2.1 Safe and high-quality food** (see page 40). Our international specialist departments are not aware of any further fines or non-monetary sanctions due to non-compliance with laws and regulations.

To ensure that environmental, social and compliance standards are also adhered to along the supply chain, Dr. Oetker has laid down corresponding requirements for legally compliant and sustainable conduct by its suppliers in the → **Oetker Supplier Code of Conduct** and made it an integral part of its contractual relationships. The requirements relate, among other things, to the internationally recognized UN Guiding Principles on Business and Human Rights and the criteria of the International Labor Organization (ILO). In the future, this will be supported by the implementation of the Supply Chain Due Diligence Act (SCDDA), through which environmental

30

language versions

are available for the Dr. Oetker Code of Business Conduct

1.4 Compliance

[GRI 2-15/23/24/25/26/27, 205/3-3, 205-1/2/3, 206/3-3, 206-1, 406/3-3, 406-1]

For Dr. Oetker, compliance, i.e. adherence to laws, regulations, guidelines (internal) and, for example, observance of human, environmental or social rights, has always been part of a living corporate practice and culture of values, and is at the same time a decisive factor for the long-term success of the company.

A common compliance management system supports all companies and employees of the Oetker Group in dealing with legal requirements. An essential part of this is the Oetker Code of Business Conduct, which applies to all employees of the Group and is available in 30 language versions. The core statement that violations of applicable law will not be tolerated in the company is specified in individual chapters, for example on conduct in competition, combating corrup-

and human rights-related risks must be continuously analyzed and remedial and preventive measures taken where necessary. → **Chapter 3.1 Considered from field through production to home** (see page 60)

1.5 Data protection

[GRI 418/3-3, 418-1]

We assure our contacts that we treat the data entrusted to us by customers, business partners, employees and applicants with the greatest care and conscientiousness, taking into account the legal obligations.

All affiliated companies benefit from synergies via the overarching data protection management system of the Oetker Group: Here we make strategic decisions for data protection and derive central guidelines and processes from them. The respective management of the individual companies is responsible for ensuring that all data protection regulations are observed and implemented, in particular with regard to customer data protection. The operational basis of the data protection organization is formed by data protection coordinators and contact persons.

This system has been fully rolled out in Dr. Oetker's German companies. All other local companies are currently still responsible for their own data protection management, but will gradually be networked

with the international, Group-wide organization. In addition, there is a regular exchange between the data protection experts of the various companies of the Oetker Group, in which best cases are also discussed.

The data protection management system at Dr. Oetker was further maintained and expanded in the period under review. In addition, events such as the coronavirus pandemic and its consequences, the withdrawal of the United Kingdom from the EU ("Brexit"), the discontinuation of the Privacy Shield for data transfers to the United States (due to the so-called "Schrems II ruling" of the European Court of Justice) and the changed requirements for the use of standard contractual clauses required intensive data protection monitoring.

In 2019–2022, there were two cases at the German Dr. Oetker companies in which Dr. Oetker was notified of a breach of customer data protection. Both cases arose during order processing by service providers. 16 subscribers informed us about the incorrect delivery of the Dr. Oetker Back-Club magazine; 17 customers reported a data protection gap during the payment process as part of a marketing campaign. In both cases, awareness-raising and improvement measures were initiated to avoid these errors in the future. Beyond this, there were no other indications of data theft and data loss in connection with customer data. In the future, we want to improve transparency in this area and collect and consolidate data across different local companies.

"We are changing for the better: for people and the environment"

Why investing in sustainability is the only way forward for sustainable companies. And how Dr. Oetker wants to go down this path. An interview with **Claudia Willvonseder**, Member of the Executive Board (Marketing, Research and Development, Sustainability, Global Data Management).



Human-induced climate change increases extreme weather events such as severe storms, floods, forest fires and prolonged droughts. This has extensive effects: Famine, water scarcity, spread of pests and pathogens, and loss of biodiversity are just a few.

Claudia Willvonseder: "These environmental threats will, above all, increasingly have a direct and indirect impact on social issues as well. In 2050, around ten billion people worldwide will need to be fed, which collides with a decreasing

supply of natural resources. Unfortunately, not everyone in the world still has the same access to food: on the contrary, according to the → **World Food Program of the United Nations** more than 800 million people in the world go to bed hungry, 45 million of them are at acute risk of famine. At the same time, 53% of all Europeans were considered overweight in 2019, 74% in the US.⁶ As a company, we must act responsibly and help to minimize this imbalance."

⁶ Source: OECD, Eurostat.



People quite rightly expect companies to actively help solve climate problems.



However, the food system is one of the biggest causes of environmental damage and health problems: About a third of CO₂ emissions can be traced back to the food industry. Progressive agriculture has reduced biodiversity and soil health, and an unhealthy diet is a major cause of disease.

CW: "The food industry bears a great responsibility – and has a major potential impact on positive change. Let's change our perspective momentarily: Our nutrition is the greatest lever for positively influencing people's and the environment's health. Dr. Oetker products are used in approximately 175 million households worldwide, with an average of 2.5 people living in each household. That means we influence the way of life of approximately 440 million people⁷ around the world. Which means that we are invited and challenged to make our contribution to a balanced, sustainably produced diet."

What does that mean in concrete terms?

CW: "As a company, we have the potential to empower millions of people to live a more balanced, sustainable lifestyle. We are already using our influence to bring more plant-based raw materials into recipes, to rely less on meat, and to use raw materials that are produced in a sustainable way. For example, we have greatly expanded our range of vegan products – people do not have to do without their usual delicious products such as pizzas and desserts, but can eat a plant-based diet. We are also beginning to communicate the CO₂ footprint of our products. Our consumers can only make good decisions about the climate if

they have the information to help them choose.

We aim to reduce CO₂ emissions by 35 % by 2030, and ultimately be climate neutral by 2050. That requires many different measures, which we're now defining. Every step counts. But fortunately, we are not alone..."

What do you mean by that?

CW: "Everyone is involved: politics, companies, but also each and every one of us. Legislation and regulations demand changes – in more and more countries. Examples such as the Spanish climate change law, the advertising ban on junk food in England or EU regulations such as the ban on single-use plastic are setting an example. They will undoubtedly become more common in the coming years. I think it is good and right that it is happening, because it creates a level playing field and it accelerates and unites the path we must all walk together. As Dr. Oetker, we see it as our obligation to invest in sustainability to preserve or improve the world for future generations."

You also spoke about each individual. How do our consumers see this?

CW: "More and more people are aware that our current collective lifestyle is about to destroy the sensitive balance on our planet. Consumers' attitudes have also changed: 49 % have changed their diet to a more environmentally friendly lifestyle in the last two years. In the same period, 63 % globally have taken initial steps to minimize their environmental footprint.⁸ People quite rightly expect companies to actively help solve climate problems."

Dr. Oetker is a strong umbrella brand which has been around for over 130 years. So, how do these changes affect the brand?

CW: "The topic of quality is taking on a new meaning: In the future, our consumers will not only be able to continue to rely on our unique product quality, but also on the quality and reliability with which we as a brand and company assume further responsibility. Through our products, we promise more sustainable enjoyment – enabling people to take small steps toward a better, more sustainable planet. I am very pleased to continue this step with our 130-year-old brand."

Does that mean that Dr. Oetker has set the right course?

CW: "Yes, I am convinced. Imagine a pizza of the future – made by Dr. Oetker. The recipe of this pizza is based on a more balanced health concept, with many delicious vegetarian or vegan ingredients. These come from regenerative agriculture and are therefore climate-positive, deforestation-free and have been sustainably cultivated. The packaging is made from 100 % recycled material; there is no food waste in production. All the people in the supply chain who worked on this pizza – from growing the ingredients to selling it – were paid fairly and were not at risk of human rights abuses. That would be wonderful, wouldn't it? And that's exactly what we can achieve if we – as planned – consistently develop further and implement our Sustainability Charter together with our many partners."

How our pizza could look like in future.

⁷ Source: see page 4.

⁸ Sources: FMCG Gurus Top 10 Trends for 2022 Report, Sustainability 2022 Report.

Sharing *moments everyone can feel good about.*





Our Food

*Make conscious decisions
for deliciously sustainable
indulgence*



2

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Our Food

We know that what we eat today significantly affects the future of our world, our lives and our health. Our mission is to offer plenty of delicious products that are better for people and the environment. We want to include less salt and sugar in our products and use sustainably sourced ingredients. We aim to be more transparent with our ingredients, packaging, and the nutritional values of our food. This in turn will help consumers make a more informed choice about sustainability.

2.1 Safe and high-quality food in moments that count

[GRI 416/3-3, 416-1/2, 417-2]

We want people to know that choosing Dr. Oetker means more than pizzas, cakes and desserts. For over 130 years, we have created products of the highest quality, using carefully selected, strictly controlled ingredients. We guarantee strict compliance with hygiene regulations throughout the production and supply chain, going far beyond the legal requirements. We want to identify possible risks as early as possible and avoid them, whether that's on the field, in the supermarket or in our consumers' kitchens.

Certifications as a basis

In order to guarantee the safety of the goods produced in all Dr. Oetker plants, we rely on ISO 9001 certification for quality management and the globally applicable

management systems for food safety, ISO 22000 and the FSSC 22000 standard of Food Safety System Certification. Many of our plants worldwide are certified and we further plan to expand this. Up to and including 2022, 25 production locations were certified according to ISO 22000. In addition, 13 international plants are FSSC 22000 certified. 23 plants have an ISO 9001 certification.

In addition, Dr. Oetker carries out risk analyses according to the HACCP concept (HACCP = Hazard Analysis and Critical Control Points) which is required by law for food manufacturing companies. The entire production process, from raw materials to the use by the end consumer, is checked for potential health hazards and appropriate preventive measures are defined. As part of an external ISO 22000 certification, the HACCP concept is checked for effectiveness at all production sites integrated into the Dr. Oetker quality management system.

25
sites

are certified according to ISO 22000



Commitment

Our employees worldwide are committed to creating more and more products for a more balanced and sustainable lifestyle. On the one hand, popular international ranges, including Ristorante pizza, PAULA or Taylor & Colledge, are being developed further for people worldwide. On the other hand, we also offer country-specific products and brands, especially in the areas of cakes and desserts. Tastes and also legal requirements differ globally. It is therefore especially important to have colleagues who are present on site around the world and who know what is essential for our products to succeed.

Product safety is always our top priority, which is why we also have a central and international crisis management system and the in-house Rapid Alert System International (RASI).

Quality of raw materials

Dr. Oetker ensures the impeccable quality of the delivered raw materials through extensive supplier and specification management. All in all, we define quality both in the classic sense of aspects such as taste, nutritional values, appearance and food safety, as well as in terms of sustainability aspects.

Our → **Oetker Supplier Code of Conduct** sets out fundamental requirements relating to the sustainability of our raw materials and applies to the entire Oetker Group. Here our suppliers find binding criteria, for example for human rights, workers' rights and environmental protection. Classic quality requirements for suppliers are defined in the respective raw material and product specifications. These include requirements relating to food labeling, pesticides, allergens, origin and many other criteria. Dr. Oetker uses audits to continuously check whether suppliers and their services meet Dr. Oetker's high quality standards. → **Chapter 3.1 Considered from field through production to home** (see page 60)

In addition, as part of our incoming goods inspections, we check every raw material delivery received for harmful microorganisms/bacteria. Dr. Oetker also has a special

laboratory for testing pesticide residues and other contaminants. It goes without saying that only flawless raw materials are released for production or further processing.

Packaging requirements

When it comes to the safety and quality of food, packaging plays an essential role. On the one hand, it must meet high hygiene requirements and offer sufficient protection, while on the other hand, there must be no undesirable interactions with the food. For that reason, packaging manufacturers are obliged to prove the safety of their materials. We check their product protection through transport and storage tests.

Storage and transportation

The goods must not be damaged during storage and transport and the quality must be maintained. Dr. Oetker ensures this by means of risk analyses in accordance with the HACCP concept. This involves identifying where critical points are in the process and how product safety can be guaranteed. We contractually stipulate compliance with the agreements with the forwarding agents and ensure this through regular checks of the logistics process.

Despite the requirements, controls and safety measures described, public product recalls may occur in exceptional cases. If necessary, the central crisis team is convened by the company's crisis manager, who is also the safety officer. There were ten public product recalls during the

reporting period, six of which were due to a lack of allergen, hazard or best-before date labeling, one due to mold growth, one due to a manufacturing defect and two due to foreign objects on the product. In one case, this turned out to be a misjudgment. A fine was paid due to a missing declaration of an extremely small amount of genetically modified raw material. Of course, we are constantly working to avoid these cases even more reliably.

2.2 Achieving the best possible transparency

[GRI 417/3-3, 417-1/3]

The most important thing for us: We are not alone! Our consumers are moving with us on this sustainable journey. In the last two years alone, 49% have made their diet more environmentally friendly.⁹ We want to help even more people do this in the future and make it easier for them through our products. What are the nutritional values of my product? Does it contain special ingredients? What is the packaging made of? How can it be recycled? And what influence does my product have on the climate? In the future, each of our products will tell its own story in a very transparent way.

⁹ Sources: FMCG Gurus Top10 Trends for 2022 Report, Sustainability 2022 Report.

Trans-
parency



Dr. Petra-Alina Unland
Executive Manager International Food Law

"With Nutri-Score and NutrInform Battery we are making the nutritional profile of our products more transparent. We would, however, like to see a uniform label throughout Europe that all consumers and companies can use."



As part of our Dr. Oetker Sustainability Charter we are planning:

→ By 2025 we will provide our consumers with full transparency regarding the nutritional values and the sustainability of the ingredients in our products. In addition, we will offer more balanced alternatives for many products and communicate these clearly.

One way of making product information quickly comprehensible and easily comparable for consumers is to use certain recognized labels – either on the product packaging or provided digitally. In line with the Sustainability Charter, numerous teams are working with us to provide such labels for nutritional information, packaging materials and recycling options and the special features of the ingredients. It should also be possible to communicate the impact of our products on the climate transparently in the future.

9

countries

licensed for
Nutri-Score/
NutriInform
Battery

More transparent nutritional labeling

The European Food Information Regulation (EU) 1169/2011 forms the basis for the labeling of our food. Accordingly, the following mandatory information must be clearly legible on the packaging: designation, list of ingredients, nutritional information, allergen labeling, filling quantity information, best-before date and the name and address of the manufacturer. In addition, there are further (local) labeling regulations. We constantly adapt our packaging to the latest legal situation.

According to its European Food and Nutrition Action Plan (2015–2020), the World Health Organization (WHO) believes that additional nutritional information on the front of packaging helps consumers

to eat healthier. We therefore offer an additional label to the legally compliant nutritional labeling in many countries.

In 2021, for example, we equipped the first product packaging with Nutri-Score. By the beginning of 2024, all Dr. Oetker products eligible for labeling will bear the score on the front of their packaging in all EU countries that accept Nutri-Score: Spain, the Netherlands, Portugal, Switzerland, Germany, France, Belgium and Luxembourg. In all other markets, we are currently reviewing permitted and accepted alternatives. In Italy, for example, we will gradually introduce the NutriInform Battery Label, which has already been applied to our cake products there since 2021.

At the same time, Nutri-Score also serves as a reference value against which we constantly check whether we can improve a product in terms of its nutritional profile. Dr. Oetker has been working for a long time to reduce the sugar and salt content of the products and improve the nutritional profiles where possible. → Chapter 2.3 Proven recipes, continuously optimized (see page 47)

Recycle properly and feel good

For the Dr. Oetker masterbrand, we have developed our own label system, so our consumers can see at a glance what material the packaging is made of and how it can be recycled in the respective market. In the future, these labels will be communicated worldwide for all our Dr. Oetker products on the packaging and product websites – where there are different legislations, we will, of course, comply with them. → Chapter 3.4 Reduce, reuse, recycle (see page 73)

For even greater transparency and clarity, we have developed standardized icons for packaging and product websites that indicate special features of our ingredients or recipes. Where appropriate and possible, we also use independent labels from certifiers such as the Rainforest Alliance.

Promote conscious decisions for the climate

A product carbon footprint shows the impact a product has on the climate, from the cultivation of raw materials and production to trade and consumers. This allows us as a company to see how we can



Nutritional values at a glance

Nutri-Score is an advanced nutritional labeling system that is placed on the front of product packaging. The algorithm of this science-based approach was developed and is licensed by the French health authority Santé Publique. The evaluation is based on a fixed scheme – in which nutritionally beneficial nutrients and ingredients – such as protein, fiber, fruits, vegetables, nuts and certain oils – are weighed up against unfavorable nutrients such as sodium, saturated fatty acids, sugar and energy. This results in an overall evaluation in the form of a score. Using a 5-level color scale from A to E, consumers can then easily compare the nutritional value with foods from the same product group or alternative foods from a similar product group.

NutriInform Battery was developed in Italy by four Ministries (Health, Economic Development, Agriculture and Foreign Affairs), nutrition experts from the Higher Institute of Health and the Council for Economic and Food Research, as well as representatives of trade associations of the food chain and consumers associations. It indicates the nutritional values based on one portion of the product and their percentage in relation to the daily requirement. The proportion of energy and nutrients is represented graphically by the battery: The sum of what someone eats during the day can “fill up” or charge the battery. The system does not classify foods as “good” or “bad” based on their nutritional properties, but rather illustrates how each food contributes to daily needs.



Icons for packagings and product websites



make our products more climate-friendly. At the same time, this enables our consumers to make more conscious choices for products with lower carbon emissions. We are proud to be able to calculate the CO₂ footprint of our products ourselves in 2023. Next, we would like to communicate the values transparently to our consumers. → **3.2 Protecting the climate** (see page 64)

The challenge of international applicability
There are still major differences between countries in the acceptance of labels for nutritional labeling. Recycling systems also differ internationally: Materials cannot be recycled equally well in every country, or even at all in some cases. There is still no uniform basis for calculating the product carbon footprint, so values are hardly comparable. Because we consistently want to offer our consumers labels that are as relevant and understandable as possible for them, we closely monitor local and international developments and advocate for international solutions.

We evaluate the success of our measures quantitatively by the number of products on whose packaging or product website we display a label for nutritional labeling, the raw materials used, recycling, and later also the CO₂ footprint. The aim is to be able to offer this for all products and to

track it centrally via our product marketing department. In ongoing market research on our products and packagings, we regularly ask about the comprehensibility and use of the labels in order to assess the success of the measure in qualitative terms as well.

Communication with consumers

We want our consumers to know what they are buying. That's why we put appropriate labels on the packaging of our products and have also broken new ground digitally. Since 2022, we have separated our brand and corporate websites for the first time. The growing number of consumers who digitally research or purchase products online will find transparent information about products and our approach to sustainability, among other things, on their local brand website. The rollout started with → www.oetker.co.uk at the end of March 2022; the other local companies will follow successively. Local social media channels complement the websites. Of course, there will always be a personal exchange available via telephone and email in the future. Many local companies even have a consumer service set up specifically for this purpose. During the reporting period, there were no legal violations concerning marketing and communication measures. → **1.3 In dialog with our interest groups** (see page 27)

1.12

g/100 g salt

is the average salt content of our pizzas worldwide



2.3 Proven recipes, continuously optimized

[GRI 416/3-3]

We pride ourselves on constantly improving our products. Because the world is changing – and we are changing with it. As too many people around the world still suffer from the consequences of an unbalanced diet, we want to support our consumers with delicious products, that have better nutritional properties. For example, thanks to less salt and sugar. We have set ourselves the following global goals:

We will improve the nutritional profiles of our products* by 2025:

- We will reduce the salt content of our pizza products to 1g/100 g on average.
- We will reduce the sugar content of our desserts by 15%.
- We will reduce the sugar content of our baking mixes by 10%.

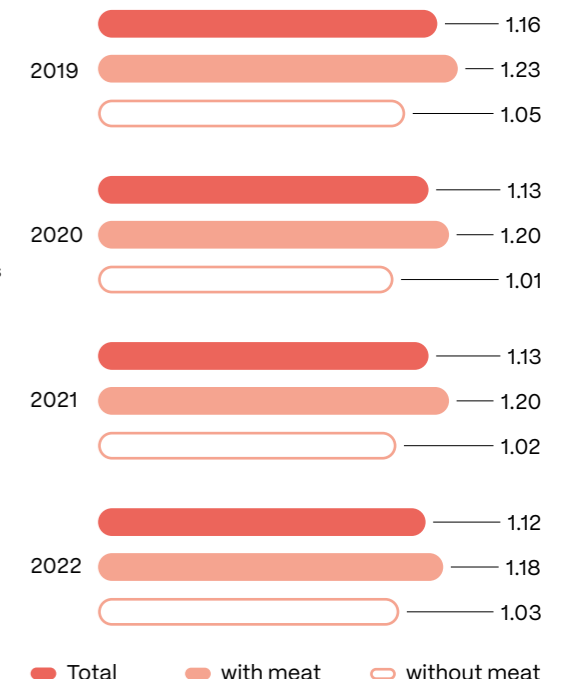
* We calculate the salt and sugar content as a sales weighted average across our ranges.

Less salt for our pizzas

Salt is very important in the human body: It maintains fluid balance and regulates blood pressure. However, if we eat too much salt, this can also lead to high blood pressure in the long run. Dr. Oetker therefore tries to keep the salt content in its pizzas as low as possible. From 2007 to 2018, we gradually lowered the salt content in our recipes for our international pizzas from 1.57 g/100 g to 1.18 g/100 g. From 2019* to 2022 we were able to lower it to 1.12 g/100 g.

Table salt not only supports the spicy taste, but also the dough production. It also helps to preserve raw products such as sausage or cheese. Where a lack of salt endangers the functionality, food safety or shelf life of our pizzas, other ingredients or even artificial preservatives would otherwise have to be used. If, like us at Dr. Oetker, you want to do without these, you are left with a residual amount of salt that ultimately cannot be reduced any further. Therefore, the limit for our meat-based pizzas will be a maximum of 1.2 g salt/100 g in the future. In some countries, such as the United Kingdom, the sales-weighted average salt content of all Dr. Oetker pizzas in 2022 is already below 1g/100 g.

[05] Development of the sales weighted salt content (in g/100 g)*



* In 2019, this value only applies to the pizzas produced in the German plants; all other values are sales-weighted average values for our international production locations (excluding South Africa).

Improving recipes



Christian Fretter
Executive Manager International Product Development Pizza

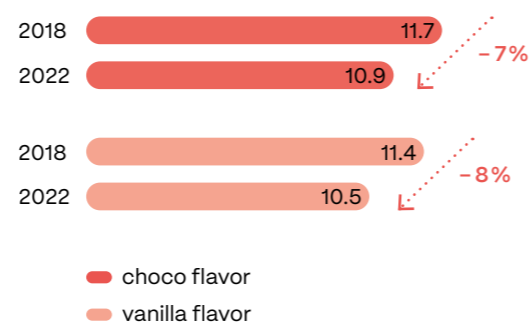
"It is important for us that consumers eat a more balanced diet – and we want to make our contribution to this. We are therefore gradually reducing the salt content in our pizzas and increasing, for example, vegetable proteins and dietary fiber. The most important thing: The quality and shelf life of the products must remain the same – and our pizzas must continue to taste delicious. That is why we are carefully changing our recipes accordingly."

For our desserts: step by step towards less sugar and fat

Sugar is not only a source of energy, but also fulfills many functions in food: It rounds off the taste, influences texture and consistency and has a natural preservative effect. Our products stand for indulgence – and at the same time we are aware that people should eat sugar in moderation. We therefore want to use it as sparingly as possible and take a close look at all our products to see to what extent we can reduce the amount of sugar they contain – while maintaining the same good taste.

For our range of chilled desserts, we have reduced the sugar content based on sales, for example from 2020 to 2021 by a total of 3.2% to an average of 13.1 g/100 g. At the same time, the fat content fell by a total of 1.8% to an average of 3.6 g/100 g. The main reason for this was the successful launch of the High Protein Pudding. With the relaunch of our PAULA range in 2022, we have reduced the average sugar content to below 12.0 g/100 g. Since 2013 we have reduced the sugar in our PAULA Pudding vanilla flavor with choco spots to 19%; in PAULA chocolate pudding with vanilla spots to 23%.

[06] Change in sugar content PAULA Pudding, 2018 to 2022 – in g/100 g



We expect the first significant effects of sugar reduction for our cakes products by 2023.

Nutritional values optimized, lists of ingredients improved

In the case of some products, manufacturing companies, as well as craftspersons or the cooks at home, cannot completely do without the use of additives: for example, raising agents are used so that the cake rises. Additives (also known as E numbers)

have always been used in the production of food – for example for product safety or to improve shelf life. Our principle is, therefore, as little as possible, as much as necessary. We have always consistently worked on using fewer additives or dispensing with them altogether – with better technologies and specifically enhanced recipes.



Sweet? Naturally

Since 2006, we have gradually reduced the average sugar content of the entire Vitalis range – starting from 24.6 g/100 g to 18.9%* by the end of 2022. When calculated over the year, that is almost 1,000 tons less sugar. Our Vitalis SuperMüsli with no added sugar contains only 1.8% sugar, which is found exclusively naturally in raw materials such as oat flakes.

* Sales-weighted average value in the German market.

Dessert powder less sweet

In the case of powdered desserts, the sugar content is also being reduced across the entire range in each of our local markets. We have already achieved our goal in many dessert powders in Brazil, the Czech Republic and Slovakia – as well as in Germany with our jelly, which now requires less sugar to cook.



Delicious cakes with less sugar

Many of our cameo baking mixes, also under our Paneangeli brand, are already on the shelves with new recipes – and have therefore already achieved the goal of our Sustainability Charter. In the UK, too, some baking mixes have already achieved this goal.

150+
recipes

with optimized
Nutri-Score

To date, we have also optimized the nutritional value profile of more than 150 recipes across the entire international range using the Nutri-Score as a benchmark. We have also closely looked at what we mean by products for a more balanced and/or sustainable lifestyle. The criteria derived from this will serve as the basis for the development and revision of all recipes in the future. This will apply internationally and also to our numerous local products.

2.4 Creating innovative, more sustainable products

[GRI 305-5]

Cakes, desserts and pizzas – you’ll find our products in people’s homes and lives worldwide. We influence their well-being, which is both a challenge and an opportunity. We will develop products supporting a more balanced and sustainable lifestyle, and numerous vegan products are just the beginning. In this way, we can enable a more sustainable lifestyle with positive effects, for people and the climate.

Our Dr. Oetker Sustainability Charter therefore states:

→ Since 2021, we have been introducing ranges for a more balanced and sustainable lifestyle in all product categories.

Of course, we want to offer innovations supporting a more balanced and sustainable lifestyle and that are relevant for

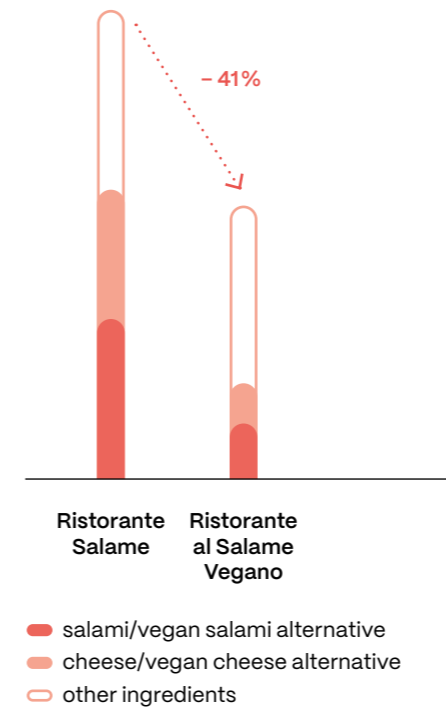
consumers. In May 2021, we therefore conducted an analysis with 9,905 test persons from eight countries to determine which sustainability aspects are important to people in relation to Dr. Oetker. A team of sustainability and purchasing experts is also currently working out which changes to our product range will enable us to reduce our carbon footprint by 35% by 2030. Our Consumer Trends team continuously tracks international trends and translates consumer wishes into product concepts.

Focus on vegan innovations

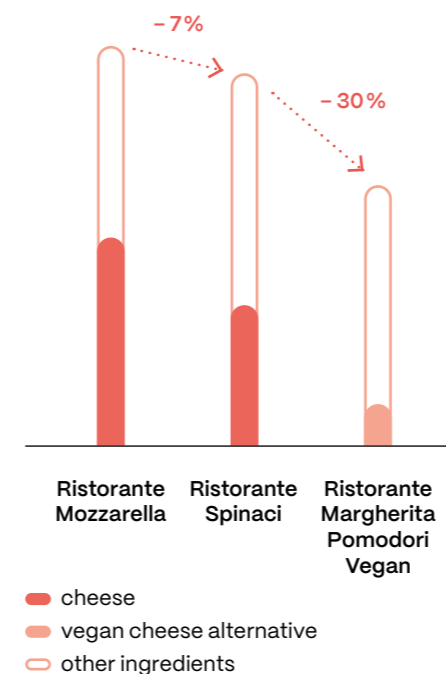
On the path towards more sustainable products, we are increasingly offering plant-based products and recipes, because – in addition to the positive impact on animal welfare – these have a significantly lower carbon footprint than meat- or dairy-based products. The → **Planetary Health Diet** of the renowned EAT Lancet Commission also focuses on more fruit, vegetables and plant-based rather than animal-based proteins.

And the first calculations of a CO₂ footprint for our products can also prove this: On average, the ingredients make up almost 40% of the carbon footprint of our pizzas. Those for our Ristorante Pizza al Salame Vegano produce just over half the CO₂ as those for our classic Ristorante Salame. Even the choice between vegan or vegetarian pizzas, with lots of vegetables or more cheese makes a difference: The ingredients in our vegan Ristorante Margherita Pomodori Vegan result in almost a third less CO₂ than the ingredients in Ristorante Spinaci, which has a slightly lower CO₂ footprint than Ristorante Mozzarella.

[07] Shares of the ingredients in the carbon footprint per pizza – Ristorante Salame vs. Ristorante al Salame Vegano



[08] Shares of the ingredients in the carbon footprint per pizza – vegetarian vs. vegan



“Does that also come as vegan?”



Marina Landgraf
Masterbrand Manager Dr. Oetker

“More and more of our consumers are asking for plant-based alternatives for their favorite products, for vegan preparation or for corresponding recipes. We are proud to already be able to offer them a large number of vegan products. We want to make it easier for our consumers to do something for climate protection. And we hope that more and more people will eat vegan more often.”



The feel-good pizza

The Good Baker, the first completely vegan or vegetarian pizza range from Dr. Oetker, has had the green Nutri-Scores A or B in addition to the well-known V-Label since autumn 2021.



Plant-based refinement

When it comes to refining sauces, dips and the like, Creme VEGA and Cuisine VEGA have been adding a fresh, creamy touch to dishes since 2017 – completely without animal ingredients.



VEGEGEL

We offer vegan gelling agents in Denmark, among other places; the product contains three ingredients of plant origin with high gelling power: agar, carob bean gum and konjac gum. It is labeled with the certified vegan label.

Feliciana Vegan

Our first vegan Dr. Oetker pizza on the Polish market, is a plant-based pizza with carefully selected vegetables, creamy sauce and Violife cheddar on a thin and crispy pizza base.



Chicago Town vegan range

Chicago Town vegan pizzas are packed with toppings, toppings and more toppings. Three great-tasting vegan varieties offer the perfect at-home treat: Sticky BBQ Jackfruit, BBQ Chick'n and Smokey Bac'n & Mushroom.



Creamy, plant-based, LoVE it!

Creamy, delicious Dr. Oetker Pudding from the chilled-products section has also been plant-based since 2021: LoVE it! is made with almond paste and brown cane sugar.



Vegan pizzas in the Ristorante range

There are now three vegan Ristorante varieties: Pizza Margherita Pomodoro with cocktail tomatoes, marinated tomato pieces, green herbal pesto and melt-in-the-mouth cheese substitute, the Ristorante Pizza Rossa Vegetale with grilled vegetables and green pesto and the Ristorante Salame al Vegano.

Oval-style vegan

With its oval shape and special base, La Mia Pinsa is also conquering freezers with a vegan version: spinach, tomato mix and vegan cheese alternative.



Classics succeed as vegan

The baking mixes for plant-based hazelnut muffins and plant-based brownies have been expanding the successful LoVE it! range; there are other local vegan baking mixes in the Netherlands, for example for chocolate brownies.

53%
growth

2021 to 2022 –
market for vegan
frozen pizzas
in Germany

A wide range encourages a vegan diet

We want to encourage our consumers to increasingly eat vegan. That's why, for example, we have been participating in Veganuary globally since 2021 with attention-grabbing communication measures, encouraging people worldwide to try out a purely plant-based diet in January and throughout the year. And our success proves us right: The market for vegan frozen pizzas is growing dynamically in Germany, most recently by a full 53% from 2021 to 2022 – and we are the driver in this market. In the UK, our Ristorante Margherita Pomodoro Vegan 2022 is the best-selling vegan frozen pizza in the market. The beauty of it: The more people appreciate our vegan products, the closer we also get to our goals of being carbon neutral by 2050 and saving 35% emissions by 2030.

Eat more consciously: organic, gluten-free, less sugar and high in protein
 More and more people want to eat more consciously – and we want to make this possible for them with more and more innovative products.

Bake organic

It all started in Denmark in 2017, and Dr. Oetker baking products are now available in organic quality in more and more European countries, marked with the EU organic logo. We also offer a decorating product in organic quality in Germany; baking cocoa in Serbia, vanilla sugar, a vanilla pod and baking powder as “organic” under the **Alsa** brand in France, in Italy there are baking articles from **Rebecchi**. The high-quality vanilla products of our **Taylor & Colledge** brand are available exclusively as organic goods in numerous European countries.

Gluten-free for pizzas, cakes and desserts

Whether cup cakes, puddings or baking mixes: In numerous countries, Dr. Oetker has introduced cakes and desserts that are also suitable for people with gluten intolerance. Thanks to a corresponding logo on the packaging, these are quickly recognizable for consumers. Also, there are gluten-free pizzas in our Ristorante range.



Reduced-sugar or sugar-free

More and more countries are offering reduced-sugar ranges: In Croatia, Slovenia and Bosnia-Herzegovina, for example, a whole range without added sugar was launched in 2022 under the name **Sweet Zero**, including muffins, pudding and vanillin sugar. All products are sweetened with erythritol and have few calories. In Serbia, the **Natural Vibes** range of baking mixes and oatmeal with no added sugar has been available since 2022.

Proteins, proteins

In numerous countries, consumers who value a protein-rich and conscious diet and do not want to forego great taste will get their money’s worth with our high protein products. Whether Dr. Oetker High Protein Desserts from the chilled section, in powder form mixed with hot milk or as a small meal, as a “Tassenkuchlein” mug cake or muesli – there is something for every taste. The chilled desserts do not contain any added sugar.



We are introducing these new product concepts with a great deal of commitment – and the knowledge that it is the right thing to do. At the same time, we are also aware that people have their eating habits and that innovative product concepts often still have to find their place. To increase consumer acceptance, we are continuously aligning our products even more closely to their wishes. Thanks to regular market research surveys, we can, for example, adjust the portion size, consistency and taste or ingredients of the products accordingly. With our defined set of criteria, we will also be able to evaluate product innovations as more balanced and/or more sustainable in the future. Furthermore we will increasingly promote the introduction of products that, for example, score better than other products in our portfolio on criteria such as animal welfare, carbon footprint and health attributes.



The Good Baker



Julia Klückmann
 Senior Brand Manager International

“In 2021 we launched The Good Baker pizza in several markets: The brand combines delicious indulgence with balanced nutritional profiles and contemporary sustainability aspects. Our slogan ‘feel-good pizza’ underlines the balance between these facets. It’s not about doing without, but about feeling good and having a clear conscience when enjoying pizza.”

Preserving natural *resources* for future *generations*.





Our World

*For a healthy environment
and a just society*



3

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Our World

For the preservation of our Earth: How can we repair past and present damage? What can we do better today and in the future to preserve our planet for future generations? We are actively committed to protecting the climate and want to use natural resources responsibly. For us, that means: Less CO₂ emissions, less waste, more sustainable raw materials and deforestation-free supply chains – that’s what we work towards every day. As a family-owned company, our focus is always on people, whether in our own production or in our supply chain.

7,500
suppliers

for raw materials, semi-finished products, packaging and merchandise

3.1 Considered from field through production to home

[GRI 2-6/23, 204/3-3, 308/3-3, 308-1, 414/3-3, 414-1]

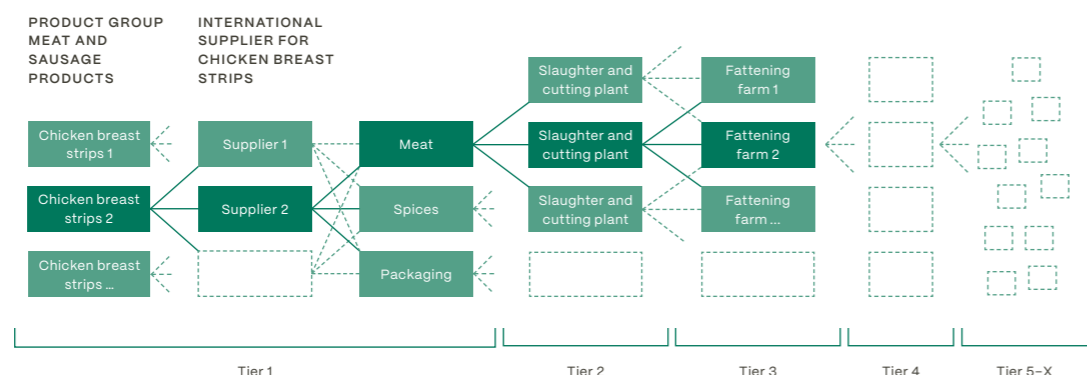
Water, air and soil provide us humans with a natural basis for life. For us at Dr. Oetker, they are also the basis for our agricultural raw materials. We want to protect this basis as it is important to us that our raw materials and products are manufactured socially responsible and environmentally friendly. High-quality and sustainability requirements must apply to all our locations and our entire supply chain.

Responsible procurement

We work with suppliers worldwide: If the growing areas or areas of origin of the products allow it, we usually consciously select suppliers who are close to our plants. We buy raw materials that we cannot source locally due to climatic conditions on the international market.

The products that we sell worldwide in our more than 40 local companies are manufactured at more than 30 production locations. In addition to a few plants with local purchasing, over 20 of these are linked to international procurement and are mainly supplied centrally via the commodity managers there. Together they look after

[09] Example of the chicken meat supply chain



From the field to home

We have always made efficient use of our resources – operational environmental protection has long played a decisive role at Dr. Oetker. Today, 21 production locations worldwide are certified to the ISO 14001 environmental management standard. This is managed centrally by the Environment and Construction department in Bielefeld, and there are also local people responsible for location-specific environmental protection in all local companies. However, we do not only assume responsibility at our own locations: With the selection of our raw materials, the countries of origin and our suppliers, we influence the environmental impact of our products as well as human rights conditions in the supply chain. And even when our products arrive at the consumer’s home, we still pay attention to our impact: for example, in terms of the energy used for preparation or the disposal of packaging.

around 7,500 suppliers of raw materials, semi-finished products, packaging and trading goods. With several thousand products on offer worldwide, Dr. Oetker faces the complex challenge of coordinating these supplier networks with a large number of other upstream suppliers – as can be seen in the chicken meat example (→ [page 60](#)).

Our commodity managers are responsible for the procurement of their respective

commodity groups for all affiliated plants around the globe. They pursue a specific commodity group strategy in which sustainability is an integral part alongside price, quality and availability. Through their expertise in the respective commodity group and targeted risk analyses, the commodity managers identify those supply chains in which compliance with sustainability standards cannot yet be ensured at all stages. If this is the case, they

develop opportunities for improvement and implement them together with the suppliers. From 2023, risks of human rights violations and environmental risks will also be analyzed and addressed using the mechanisms of the *Supply Chain Due Diligence Act*. → [Chapter 3.5 Sustainability in the supply chain](#) (see page 78)

Our Oetker Supplier Code of Conduct
Our quality and sustainability standards apply to the entire supply chain. Our requirements for careful use of natural resources and compliance with international social standards are set out in the → [Oetker Supplier Code of Conduct](#). This was completely revised in the reporting period and applies not only to Dr. Oetker but to the entire Oetker Group. The requirements contained therein are based on the internationally recognized UN guiding principles for business and human rights and the criteria of the International Labor Organization (ILO).

Among other things, we do not tolerate child or forced labor in our supply chains. The right to freedom of association and collective bargaining must also be guaranteed. The weekly working hours and the maximum permissible working hours must at least comply with the laws and guidelines customary in the country. In addition, the wages of employees must meet the legal or industrial minimum standard, whichever is higher. In addition to further regulations against discrimination and requirements for occupational safety, it also defines ecological aspects: from climate protection and freedom from deforestation to waste avoidance and animal welfare.

The *Oetker Supplier Code of Conduct* is part of all supplier contracts and applies both to purchasing via our commodity managers and to local procurement in the plants that are not managed internationally. Sustainability requirements that apply specifically to a raw material, such as certification via the Rainforest Alliance or the

Responsible procurement



Dr. Marco Schmidt
Senior Executive Manager Procurement

“To be able to fulfill our responsibility for the environment and society, we consider transparency and compliance with high social standards to be crucial success factors for responsible sourcing at Dr. Oetker.”

Our cameo Campus

Our cameo Campus in Desenzano del Garda, the headquarters of our Italian local company, was built according to high sustainability standards. The materials used have a low carbon footprint and have been selected for their health safety and minimal environmental impact. The building has a modern design and is served by a photovoltaic system and a geothermal plant. Due to these ecological attributes the building achieved the Gold level LEED® (Leadership in Energy and Environmental Design) certification.



RSPO, are defined directly in the raw material specifications. In combination with the *Oetker Supplier Code of Conduct*, we thus clearly communicate our sustainability requirements to our suppliers.

Qualification of our suppliers

Potential suppliers must qualify to work with us: If they are not cooperative or unable to implement corrective measures, they will be disqualified for Dr. Oetker. Even successfully qualified suppliers are regularly monitored to ensure long-term compliance with all requirements. During the reporting period, no business relationships with our suppliers had to be terminated due to a poor assessment of environmental or social criteria.

→ **We will achieve complete climate neutrality in all direct and indirect areas of influence by 2050.**

Four-step plan for consistent climate protection

All our international locations have already been climate neutral since 2022. And that is just the beginning: On this basis, we continue to work according to a four-step plan to use less energy, to generate renewable energy ourselves or to purchase it in order to have to compensate as few unavoidable emissions as possible.

1. Reduce energy consumption

Dr. Oetker generated more than 110,000 metric tons of CO₂ annually by 2021 through energy consumption in production and in the office buildings, as well as through the fuel consumption of the company's own vehicle fleet. Most of the CO₂ emissions are attributable to the consumption of energy such as natural gas or electricity in production. To reduce this as much as possible, we have defined potential savings and set up various programs to ensure that energy is used more efficiently and consumption is significantly reduced.

This has enabled us to reduce relative energy consumption across our production sites from 2019 to 2020 by 60 kWh per metric ton of finished product, but increased again slightly by 2022. This is caused by changes in our capacity utilization and shifts in the product range. For example, the production of frozen products such as pizzas or baguettes is much more energy-intensive than producing muesli, baking mixes or dessert powders. In addition, the pizza assortments themselves vary considerably in energy intensity. On the bottom line, a reduction in relative energy consumption of 19 kWh/t was achieved in the reporting period. This is due to various measures, such as the optimization of production processes,

energy-related renovations or in some cases due to the exchange of lighting.

2. Generate renewable energies

Renewable energies are emissions-free and are generated from unlimited resources such as sun or wind. Dr. Oetker is therefore continuously working on generating them

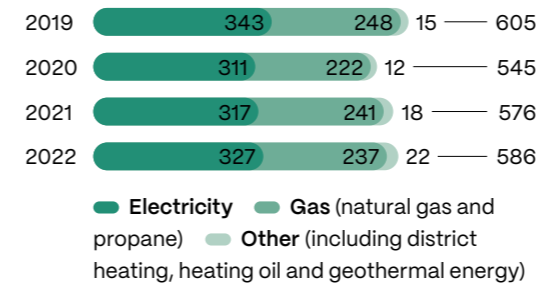
itself. At our location in Johannesburg (South Africa), a photovoltaic system has been providing more than 30% of the energy required on site since 2021. At the end of 2022, there were further systems in Bielefeld and Oerlinghausen (Germany), Desenzano del Garda (Italy), Curtea de Arges (Romania), Gdansk (Poland), Jánossomorja (Hungary) and Leeuwarden (the Netherlands). Various other locations are currently planning to install photovoltaic systems. We are aiming to produce 10% of our global electricity needs by themselves by 2030.

Our CO₂ emissions in Scopes 1 and 2 were thus also significantly reduced over the entire reporting period; only in 2020 did Scope 2 emissions increase due to a change in the mix of power supply that was necessary at short notice. In 2021, this development was reversed again by a greener electricity mix.

8
locations

with photovoltaic systems

[10] Energy use at production sites – in kWh/t*



* The 2022 value does not include data for the Ashland (USA) site. Deviations in the total are due to rounding.

100%

climate neutral at our own sites

3.2 Protecting the climate

[GRI 302/3-3, 302-3/4, 304-2, 305/3-3, 305-1/2/4/5]

Human-induced climate change has far-reaching effects – brought about by progressive agriculture, deforestation, livestock farming and fertilizer use, among other things. As a food-producing, internationally active company, we see our share of this and want to minimize it. That is why we support the Paris Agreement on climate protection and the goal of limiting global warming to 1.5 °C.

We have defined our contribution to this in our Dr. Oetker Sustainability Charter:

- We have been ensuring climate neutrality at our own locations since 2022 (Scopes 1 and 2 according to the Greenhouse Gas Protocol).
- We will reduce the carbon footprint in all direct and indirect areas of influence (Scopes 1, 2 and 3) by 35% by 2030.



19
kWh/t

Reduction of relative energy consumption from 2019 to 2022



We generate our own renewable energy, for example at our sites in Johannesburg, South Africa (picture above), and Bielefeld, Germany (picture left).

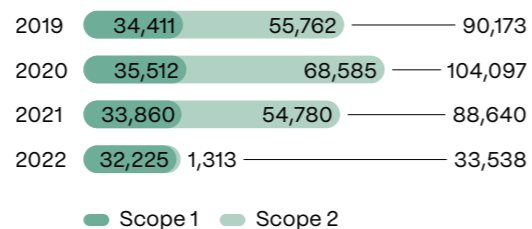
Generating electricity



Mpho Toolo
General Manager Dr. Oetker South Africa

“Dr. Oetker would like to generate as much electricity as possible for its plants independently and without emissions. We have the best conditions to do this at our location in Johannesburg: A photovoltaic system has been generating more than 30% of the energy required on-site since 2021.”

[11] Greenhouse gas emissions at production sites in Scope 1 and Scope 2 – in t CO₂e*



* The value for 2022 does not include data for the Ashland (USA) site. Furthermore, Scope 1 does not include greenhouse gas emissions from the vehicle fleet or fugitive gases from cooling systems.

[12] Intensity of greenhouse gas emissions in Scope 1 and Scope 2 – in t CO₂e/t*



* The 2022 value does not include data for the Ashland (USA) site.

3. Acquiring renewable energies

At the moment and in the foreseeable future, it is not possible to generate all of the energy for our locations ourselves. That is why Dr. Oetker has been buying, where possible, electrical energy from renewable sources such as solar or wind power everywhere since 2022. This measure alone reduced our CO₂ footprint by around 65,000 tons. At the same time, the relative CO₂ emissions per metric ton of finished product also dropped significantly. In addition, Dr. Oetker is intensively monitoring the market for gas from renewable sources and exploring possible options. At the same time, we are looking into a possible energy switch in order to be able to completely dispense with fossil gas.

4. Offsetting emissions

Emissions that cannot be avoided through the first three steps are compensated for through offset projects that remove CO₂ from the atmosphere elsewhere or help to avoid CO₂. We only buy our certificates from projects that meet the internationally recognized *Gold Standard* or *Verified Carbon Standard*. These projects not only off-

set CO₂, but also contribute to the Sustainable Development Goals of the United Nations.

In the long term, we plan to continuously improve steps one to three so that one day we will no longer have to compensate for CO₂ emissions.

– 65,000 t CO₂
through renewable energies since 2022



Planting trees in Kenya

Collecting seeds, planting trees and cultivating groves – this is on the daily agenda of the international small group and tree planting program → TIST. Participating farmers capture CO₂ from the atmosphere through their work and receive 70% of the revenue from the sale of carbon credits in return.

Investments in Turkish wind farm

Wind energy is particularly area-efficient and emissions-free. That is why Dr. Oetker is supporting a → project in Turkey in which 20 wind turbines supply the Turkish grid with clean energy instead of fossil fuels such as coal and natural gas. The project also creates jobs and brings new technologies and know-how to the Turkish economy.

Efficient cooking stoves in Ghana

According to the World Health Organization (WHO), around 3.8 million people die every year from domestic air pollution. The reason: cooking on open fireplaces and inefficient stoves, including those with coal or kerosene. A → project in Ghana supported by Dr. Oetker finances charcoal stoves that are economical, efficient and store heat. This saves costs and reduces indoor air pollution.



Regenerative agriculture

As a food manufacturer, we depend on intact and healthy fields – so for us, supporting regenerative agriculture is part of forward-looking business. Intensive agricultural management carries the risk that the humus content in the soil will decrease. However, this humus content can be increased with methods of regenerative agriculture: for example cultivating catch crops, undersown crops and crop rotation, minimizing tillage or creating habitats such as flower strips or hedges next to the fields. The result: The soil becomes healthier and contains “more life,” the water cycles are strengthened and the diversity of animals and plants is promoted.

Another advantage: Soil binds carbon and thus has the potential to contribute to climate protection. This is because the more carbon that is bound in the soil, the less CO₂ remains in the atmosphere – the greenhouse effect is reduced. Today, some 2.4 billion tons

of carbon are stored in agricultural areas in Germany alone. This means that the soil stores more than twice as much carbon as the entire tree population in German forests.¹⁰ A growing humus layer gradually reduces the need to use fertilizers and pesticides for the mass production of vital raw materials, the production and use of which generates greenhouse gases.

Since 2022, we have been working to promote various forms of regenerative agriculture and to source raw materials from regenerative agriculture. To this end, we have established initial direct relationships with farmers who farm regeneratively and have purchased and used flour from regenerative agriculture from a selected partner. For us, these are the first steps that we will continue to take, because we believe that this can result in something great for our future.

¹⁰ Source: Federal Information Center for Agriculture.

Preheating – is it really necessary?

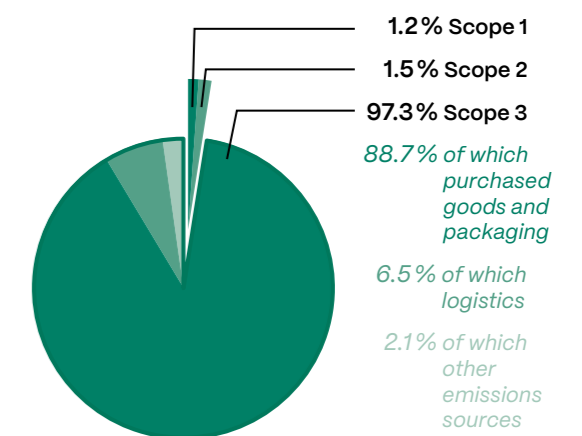
Almost 40% of the CO₂ footprint of our pizzas is generated at home during consumption. What electricity someone uses or how long the oven is heated makes a difference. Therefore the question is valid: “Preheating – is it necessary?” If you know your oven well or prepare our pizzas, baking mixes and recipes regularly, you can sometimes do without preheating. The baking process is usually somewhat longer, but is less significant than the preheating phase. This saves time and consequently energy. However: Since the temperature curve is somewhat different, the baking result must be checked more often and a test must be performed to see if the food is ready (more frequently). Small deviations from the optimum baking result can also occur. It is important to us to encourage our consumers to do more to protect the climate. That’s why we provide information on our website, our corporate social media channels, and via press releases on how they can save energy when preparing our products.



The next step: 35% less CO₂ by 2030

An initial milestone has been reached with climate neutrality at our own locations (scope 1 and 2 according to → [Greenhouse Gas Protocol](#)). Our next interim target is to reduce our CO₂ footprint in all direct and indirect areas of influence (Scopes 1, 2 and 3) by 35% by 2030. This target is particularly challenging as the majority of our emissions, around 97%, are in Scope 3. This primarily includes the raw materials purchased for Dr. Oetker products, but also the recycling of waste generated, as well as commuting and business trips by employees. Key levers here include CO₂-improved product concepts such as plant-based products, support for deforestation-free supply chains, the use of regenerative agriculture methods, and the avoidance of food and packaging waste.

[13] Scopes 1, 2 and 3 share of the carbon footprint



We are proud to be able to calculate our CO₂ footprint also for the majority of our products in 2023. → [Chapter 2.2 Achieving the best possible transparency](#) (see page 43). This gives us the opportunity to improve the carbon footprint of our products – and to enable our consumers to make conscious purchasing decisions.

25%

food waste reduction

by 2025

3.3 Reduce food waste

[GRI 306/3-3, 306-1/2]

Food is our passion, so we are committed to fighting food waste. Around 1.3 billion tons of food get thrown away every year. Food is often produced under difficult conditions and with valuable resources; many people in the world still need better access to food. To reduce this imbalance and out of respect for nature and the people involved, we are committed to the responsible use of food – and thus also to greater climate protection.

As part of our Dr. Oetker Sustainability Charter we are planning:

- to reduce the food waste generated in our warehouses and production by 25% by 2025,
- to help avoid food waste that occurs beyond our direct control, for example through cooperation with our suppliers and retailers.

United against food waste

According to a report by the German Federal Statistical Office from July 2022, 15% of food waste was generated during production in 2020. For efficiency reasons alone, we at Dr. Oetker have always made sure that we have as little waste as possible. To further optimize this, we are constantly improving our use of raw materials and our cooperation with suppliers and retailers.

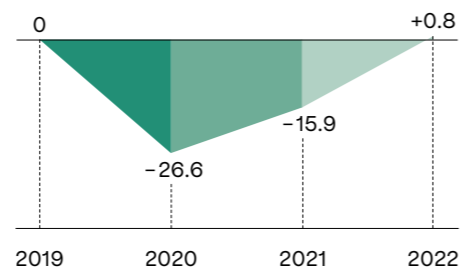
In-house production and storage

We define food waste in our production as organic waste that cannot be consumed by humans. Through precise and comparable measurements in all international plants, we can see where exactly these occur visualized on a dashboard. From now on, targeted measures are to improve the balance sheet step by step across all locations, not least by exchanging best practices internationally.

The challenges of new dough

Compared to the 2019 baseline, food waste in pizza production was initially reduced by 27% in 2020. In 2021, however, this value increased again to only a 16% reduction, and for 2022 it was just above the 2019 baseline. One reason for this was the introduction of new products with more demanding doughs, for which an optimum setting of the lines in Wittlich (Germany) and Leyland (United Kingdom) first had to be worked out. In Wittenburg (Germany) we first had to fine-tune a new machine; now we have significantly less food waste there than before. The clearly positive developments demonstrated by our plants in Lebcz (Poland) and London (Canada) show that it is possible, as well as how we can get on a good track – so we are still optimistic of reaching our target of a 25% reduction in food waste by 2025.

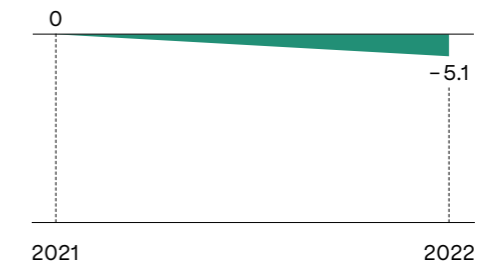
[14] Food waste in pizza production – in relation to the base 2019 – in %



Initial successes with Ambient

Compared to our pizza plants, there are many more production locations for our cakes and desserts, where we manufacture a wide variety of dry, non-refrigerated products. Both the determination of the current status and the derivation of measures were more complex here. In 2021 we were able to complete the analysis phase and are already seeing initial successes: In 2022 there was 5% less food waste than in the previous year.

[15] Food waste in Ambient production – in relation to the base 2021 – in %



Ideas to reduce food waste



Too small, too big, not round enough – who hasn't heard all of that when baking dough? Our pizza production also produces bases that do not meet our quality standards or cannot be reused in this way. However: These pre-baked bases are ground up and are the perfect addition to a new dough. They are being reused in more and more plants

for the next batch of dough. Cheese is also used again: If not all of the cheese lands on the pizza when it is sprinkled on, the cheese that falls on the side is neatly collected with a belt and can be recycled further. By the way: We use the waste heat from some of the ovens in pizza production to heat the buildings.

Low food waste at retailers and suppliers
Dry goods and frozen products usually have long remaining shelf lives. As a result, there is very little food waste between retailers and Dr. Oetker in an industry comparison. Depending on the category and country, there are waste volumes of 0.1% to 2.0% of invoiced sales per year.

Returns to our suppliers occur, for example, when the raw material is not the right size for processing by our machines, such as pieces of bell pepper. According to our suppliers, the few returns that we cause in this way are mostly processed into food. Food waste is well below 1% of all raw materials delivered; much of it can even be recycled into animal feed and biogas.

“Too Good To Go” at cameo

We are increasing our efforts to raise awareness: Since 2021, we have been working in Italy with “Too Good To Go” – one of the most committed initiatives against food waste. The aim is to explain to the consumer the difference between “use by” (expiry date) and “preferably use by/preferably before” (best before date). The expiration date means that later consumption of the product may pose a health risk. The best before date gives an estimate from the manufacturer of when the product will be at its best quality, but the products are often edible for much longer. Studies show that 10% of food waste in Europe is due to label mis-interpretation. That is why we have provided many products in our Italian Snack Friends range with the words “OFTEN GOOD AFTER”. This encourages people to “look, smell, taste” first – instead of disposing of the product right away.



At cameo, we have also saved fruit from ending up in the rubbish. With the “Sensi di Polpa” campaign, we called on consumers and employees in June 2021 not to throw away bruised, imperfect or poor-looking fruit, but to process it into jam, for example. In this way we were able to save 10,000 kg of fruit by September 2022.



In our direct sphere of influence, we therefore consider ourselves to be well positioned in terms of food waste – in the full knowledge that we must continue to monitor and optimize this. When developing recipes, for example, we always ensure that our consumers use food in its entirety. In the future, we will also communicate better and more transparently that the best-before date is only for orientation and that many products can also be consumed beyond that.

3.4 Reduce, reuse, recycle

[GRI 301/3-3, 301-1/2, 306/3-3, 306-1/2]

We depend on their protective function: Only properly packed we can guarantee our consumers freshness, safe transport and hygienic safety for our products. At the same time, we believe that this must not continue to happen at the expense of our planet. Packaging materials consist of valuable resources such as wood and petroleum; and production requires a lot of energy. We want to reduce our packaging to the essentials and consistently promote reuse or recycling.

That is why our Sustainability Charter states:

- We will ensure that our packaging is recyclable by the end of 2025.
- As far as it makes sense and is possible, we do not use plastic as packaging material.

As little material as necessary, as recyclable as possible

A world without waste – that’s not only good for the air and seas, but also saves resources and thus protects the climate. Our top priority is therefore to use as little material as possible in our product packaging. And that the material is as recyclable as possible. Over the reporting period, the amount (weight) of packaging material made of paper/cardboard, composites and plastics per production tonnage decreased slightly. Other packaging materials such as iron or glass play a much smaller role in terms of quantity. In particular, the 35% reduction in composite materials is a great success, as these are generally more difficult to recycle.

Clearly defined decision paths

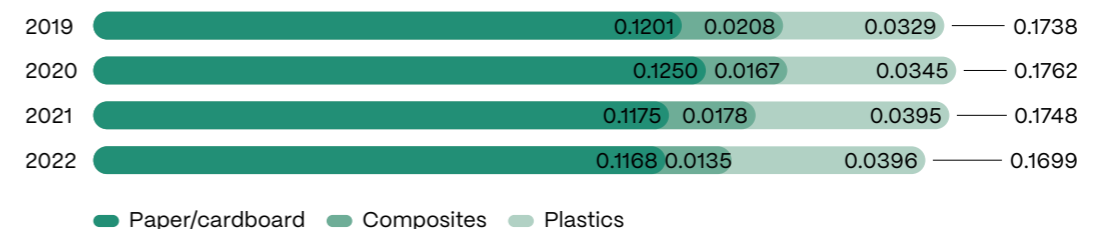
Recycling systems vary widely around the world: For example, the plastic polypropylene (PP) is technically very easy to recycle; however, it is not recycled in all countries, as is the case in Germany via the yellow



– 35%
composites

in our
packaging per
tonnage
produced from
2019 to 2022

[16] Material used for product packaging – in t/t*



* The values do not include data for the Ashland (USA) site.

Recyclability

Whether it's a pizza box, a dessert cup or a Backin sachet – in the future it must be possible to recycle each of our packaging in such a way that it becomes a new packaging, a component of a packaging or a secondary raw material. This applies to all components, from the lid to the label. We expressly exclude the energy recovery of the packaging and the associated use as secondary fuel.



I wasn't a drinks bottle!

could therefore make very good use of this recycled plastic. For PET cups, however, there is still no approved successfully established, food-safe recycling loop. After being used as a Dr. Oetker dessert cup, the material must no longer be used in direct contact with food – not even as a PET beverage bottle. As a result of this "downcycling", fresh PET would have to be produced again for the new bottle. That's why we don't use it – and help ensure that food-grade plastic can be permanently reused for new food packaging.

Why don't we use recycled beverage PET bottles for our packaging? Recycled content from single-use PET beverage bottles comes from an existing closed loop. According to food legislation, it may therefore be recycled both as a beverage bottle and, for example, as a dessert cup. We

bag rubbish system. The easiest way to avoid waste is therefore still: save materials. To make everything else as recyclable as possible, we looked at international public guidelines and recycling opportunities. The result: concrete guidelines for sustainable packaging made of particularly little and particularly recyclable material – binding for all local companies in the Dr. Oetker Packaging Handbook, with clearly defined decision paths.



350
action plans

pursuing more sustainable packaging

Project approach supervised in all local companies

Based on their weight, 88.7% of our packaging materials at the locations in Bielefeld, Oerlinghausen, Wittlich, Wittenburg (all Germany), Janossomorja (Hungary) and São Paulo (Brazil) had a "very good" recyclability of over 90% in May 2021 – according to the current status of a definition by the EU. Based on this status analysis, project teams in almost 20 countries are currently working at full speed on more than 350 action plans to make all our packaging recyclable. Priority is given to packaging that is used particularly frequently, is only recyclable to a limited extent, or interferes with the mechanical recycling of recyclable materials.

The changeover is supported centrally by the international packaging development department, which pays attention to synergy effects and provides technical support when challenges arise. After all, the development of packaging is complex: In addition to our sustainability requirements, the result must still meet hygienic and legal requirements, offer the product protection during transport and storage, be easy to process in production, and be accepted by consumers.

Eliminate the lid for fresh desserts

Since 2022, snap-on lids have no longer been used for Löffelglück products, i.e. Sahnepudding, Grießpudding and Fruchtgrütze, as well as High Protein Pudding. Our LOVE it! range also does not use a single-use lid. In this way, we can expect to avoid around 117 tons of plastic per year, which corresponds to around 40 full truckloads.



Less plastic for dessert packaging

The amount of plastic in the packaging has been reduced for both our powdered desserts and our fresh desserts in the chilled section. The outer layer of powder

Paper wins

Our product packaging is already largely based on paper, which can be completely recycled after use. With The Good Baker, we are offering a pizza range that for some markets is the first time in which the cardboard for the folding boxes is made entirely from recycled material. Proof of this is provided by the → FSC® Recycled Label, which is used on the packaging. All other folding boxes already consist of 70–80 % recycled material. We also mainly use paper-based material for transport packaging.

Plastic? As recyclable as possible

In addition to product safety and the lowest possible use of materials, recyclability has been our top priority when using plastics for over 30 years. Our cups are mainly made of the best recyclable, transparent plastic, just like the films for our pizzas. In addition, we are working to make packaging as light and thin as possible – while maintaining product protection and transport safety.

Recycling initiatives:

HolyGrail 2.0 and 4evergreen

As a member of the cross-industry, European → HolyGrail 2.0 initiative, we promote digital watermarks on plastic packaging. They help the sorting and recycling plants to recognize the individual components of the packaging and to be able to allocate them to individual material flows accordingly. The goal: a higher recycling rate and higher-quality recycling. Promoting the sustainability of fiber-based packaging materials is the goal of → 4evergreen, a cross-sector, European alliance of companies that includes Dr. Oetker. Together, we are committed to achieving a recycling rate of 90 % for fiber-based packaging by 2030.

dessert packaging, such as that of Dr. Oetker Paradies Creme, is now produced with less plastic. Puddings such as the Wölkchen dessert also now have thinner cups and are still resilient enough.



I can now be recycled

Since 2021, the popular four-chamber cups of our decor products in the UK are no longer made of polystyrene (PS) but of polypropylene (PP) and can therefore be recycled. At the same time, we have significantly reduced the weight of the packaging. Soon they will also be available in many other countries.



More recycled material in Dr. Oetker packaging

Of course, we are also pushing the use of recycled materials: With our paper or cardboard packaging, this is usually 70–80%,

with transport packaging and our product The Good Baker even 100%. However, it is not permitted to use recycled plastics from non-closed material cycles in direct contact with food. Here, the EU needs to revise the approval requirements so that as much recycled plastic as possible can also be used in the food industry. Appropriate packaging materials must also be available on the market that are safe in terms of health aspects and therefore admissible.



Everyone can contribute

Materials that are disposed of separately after use can be better recycled. Our fresh dessert packaging, for example, is sorted more reliably by the sorting facilities if the sealing lids are completely separated from the cup before disposal in the household. Both can then be put in the yellow sack or yellow bin for recycling. The cardboard sleeves should be separated from the cup and put in the waste paper.

We would like to offer our consumers more support in recycling our packaging. In the future, a label system on our product packaging will show them what material the packaging is made of at a glance, and how it can be recycled – based on the respective market. We will also make this information available on our product websites. Because we believe that the better we communicate how our packaging is recycled, the more often it will be disposed of correctly.

Use of recycled materials



Farina Voss

Executive Manager International Packaging Development

“We would also like to use more recycled plastic for our packaging. However, this would require revised EU approval requirements and correspondingly safe packaging materials made from recycled plastic on the market.”



With methods of regenerative agriculture raw materials can be cultivated less CO₂-intensive.



Human rights and environmental standards are proved and certified, for example, through the Rainforest Alliance.

266

3.5 Sustainability in the supply chain

human rights coordinators trained

[GRI 2-6/23/24, 204/3-3, 304/3-3, 304-2, 308/3-3, 308-1/2, 407/3-3, 407-1, 408/3-3, 408-1, 409/3-3, 409-1, 414/3-3, 414-1/2]

Our supply chains are diverse, and each raw material brings its challenges from a sustainability perspective. Human rights and environmental challenges come to light where cocoa is grown; thousands of square metres of tropical rainforest have been cut down for many decades for palm oil or soy production. We want to consider how agriculture can be more regenerative and less CO₂-intensive.

The conditions under which we at Dr. Oetker obtain the raw materials for our products have direct ecological and social effects. It is therefore our responsibility to address and improve the social and environmental challenges in our supply chains: Environmental standards can reduce the use of environmentally harmful pesticides and fertilizers and prohibit the clearing of forests for purely agricultural use. Other standards are aimed at species-appropriate animal husbandry; social standards set minimum wages as well as measures to protect workers, for example in minimizing risks relating to forced labor, discrimination and occupational safety. Without the work of many people along our sometimes global supply chains, we would not be able to offer our consumers the high-quality products they know from Dr. Oetker.



Dr. Judith Güthoff is the Human Rights Officer of the Oetker Group.



Our commitment is reflected in the Sustainability Charter which states:

- We continuously monitor and evaluate the social and ecological aspects of our raw materials.
- We have been implementing a human rights due diligence in our supply chains via the Supply Chain Due Diligence Act since the beginning of 2023.
- We will establish deforestation-free supply chains by 2025; this applies to paper, soy, sugar, palm oil and cocoa, for example.
- We already source sustainably certified raw materials for palm oil and cocoa.
- By the end of 2023, 20% of the vanilla we use will be sustainably certified.
- By the end of 2025 we want to source 100% chicken meat according to the criteria of the European Chicken Commitment.

Uphold human rights

As diverse as our products are, as varied are the raw materials we use – and as diverse are our supply chains, with the challenges that lie within them. We are aware of our responsibility and are addressing these challenges step by step. For example, we have carried out a detailed risk assessment in which we analyzed all purchased materials according to the so-called input-output model, not only with regard to their environmental risks, but also with regard to social risks. Taking into account the countries of origin and the wider supply chain, we were thus able to identify high-risk groups of goods in conjunction with the volumes purchased. Based on this, we are adapting our purchasing strategies and, for example, are already buying critical raw materials such as cocoa or palm oil almost exclusively certified.

We are further expanding our activities in the wake of the Supply Chain Due Diligence Act. The law is intended to help uncover and end existing human rights violations or prevent potential violations. A management system has been set up to implement the law, including a Group-wide Human Rights Committee and Human Rights Officers. In addition to our updated → **Oetker Supplier Code of Conduct**, we have published the → **Declaration of Principles on the Human Rights Strategy** of the Oetker Group, which we revise annually and as necessary. Our existing complaints procedure has been updated and supplemented.



Our Oetker Supplier Code of Conduct



Deforestation-free supply chains for high-risk commodity groups by the end of 2025 at the latest.

This is the framework within which we will conduct a risk analysis at least once a year from 2023 onwards to identify human rights and environmental risks in our own business and with our direct suppliers – supplemented by ad hoc analyses with sub-suppliers if we become aware of human rights violations with them. Where we see human rights risks or violations, we will implement preventive and remedial measures to prevent, stop or minimize their extent. Annually, we will publish a report on the fulfilment of all due diligence obligations mentioned.



With the Dr. Oetker Sustainability Charter, we are taking action against the deforestation of rainforests.

Promote deforestation-free supply chains

Trees absorb CO₂ from the atmosphere, bind the carbon (C) and release oxygen (O₂) back into the air. If trees are felled, the bound carbon is released back into the atmosphere which increases climate change. One of the main reasons for deforestation worldwide is the use of land for agriculture. In order not to exacerbate its impact on the climate and the resulting loss of biodiversity, Dr. Oetker aims to establish deforestation-free supply chains by 2025 at the latest. Specifically, this means not using raw materials grown on land that was deforested after January 1, 2020. This so-called cut-off date can also be much earlier for some product groups.

To implement this goal, Dr. Oetker first defined high-risk commodity groups: In addition to palm oil and cocoa, these include soy, meat and dairy products, as well as cane sugar from Brazil. After an intensive analysis of the specific deforestation risks, we develop solutions for these commodity groups and integrate them into our purchasing processes. Examples that have already been implemented include Rainforest Alliance certification of products containing cocoa and RSPO certification of products containing palm oil.

Certified raw materials

Cocoa

Our cocoa is almost exclusively **Rainforest Alliance Certified**; newly acquired companies are given a transitional period of three years to implement existing contracts. Dr. Oetker had previously worked with the organization UTZ and decided to continue when it merged with the Rainforest Alliance.

Our consumers are increasingly interested in where our raw materials come from and how they are produced. Therefore, with the transition to the Rainforest Alliance, we have also started to communicate our commitment in terms of products by applying the Rainforest Alliance seal on the packaging. Only a few Dr. Oetker products bear this seal at the moment, although only certified cocoa is purchased for almost all products. With upcoming relaunches of packagings worldwide, more are to come in order to provide consumers transparent information directly on the packaging of as many products as possible. More on → www.ra.org.



Palm oil

We have been a → **member** of the **RSPO** (*Roundtable on Sustainable Palm Oil*) since 2012, and apply the criteria established by the RSPO for the sustainable cultivation of palm oil. In order to counteract the global destruction of forest areas, we aim to only use palm oil in our products around the world that has the RSPO standard "Segregated." We have already met this target internationally for the palm oil that we buy directly by more than 90%, as can be read at the → RSPO website.

For newly acquired companies, we grant a transitional solution, as we may have to take over existing supply contracts. These may also include raw materials or products that are not RSPO-certified at all or not according to the "Segregated" standard. The companies must comply with the "Mass Balance" standard after three years at the latest, and the conversion to the "Segregated" standard must have taken

100%



RSPO-certified palm oil

place after five years at the latest. Particularly for ingredients in which palm oil is only a very minor component of the raw material, such as emulsifiers, it is sometimes challenging to obtain them in "Seg-regated" quality.

Dr. Oetker tries to keep the consumption of palm oil as low as possible, but currently does not consider the complete abandonment to be feasible or sensible: According to recent studies, the production of sunflower or rapeseed oil takes up almost five times the acreage required for the production of palm oil. In addition, there are still no standards comparable to the RSPO for many of the oil types in question. This means that it is currently difficult to assess the possible ecological and also social consequences in the producing countries.



international food manufacturers and the vanilla industry. Its aim is to improve the sustainability and quality of vanilla production in the long term, especially in Madagascar, the world's largest vanilla growing region.

In addition, we will intensify our efforts for sustainable vanilla in the future and are increasingly involved in local initiatives. In 2022, 13% of the vanilla we used was sustainably certified; In 2023 it will be 20%.

For more animal welfare and environmental protection

In order to protect the climate and reduce the ecological and social consequences of factory farming, we are increasingly offering vegetarian and vegan products – also as part of our classic ranges. At the same time, we are working to improve husbandry, catching, slaughtering and transport for the products we source.

Chicken meat

By 2025, we have set ourselves the goal of only sourcing chicken meat that at least meets the criteria of the **European Chicken Commitment (ECC)**. Since 2016, part of



13%

sustainably sourced vanilla in 2022

Vanilla

We work together with our vanilla suppliers according to international standards. Of course we want it to be produced under socially and environmentally compatible conditions. For example, we are a member of the Sustainable Vanilla Initiative (SVI). This initiative was launched in 2015 by

the chicken meat we buy has met the criteria of this commitment. In 2022, among other things, we already purchased the chicken meat for the Ristorante Pollo, which is produced in our pizza plants in Germany and Poland, completely according to these criteria. Unfortunately, the availability of this meat standard cannot be guaranteed throughout, so that there are occasional shortfalls. We are constantly working to ensure the availability of ECC quality chicken meat.



Pork

The pork that we process in Germany is certified by the QS program of **Qualität und Sicherheit GmbH**. However, we are also working here worldwide on the definition and implementation of higher animal welfare standards. Challenges exist here not only in terms of cost, but above all in terms of the availability of animal products of some sustainability standards.

Tuna

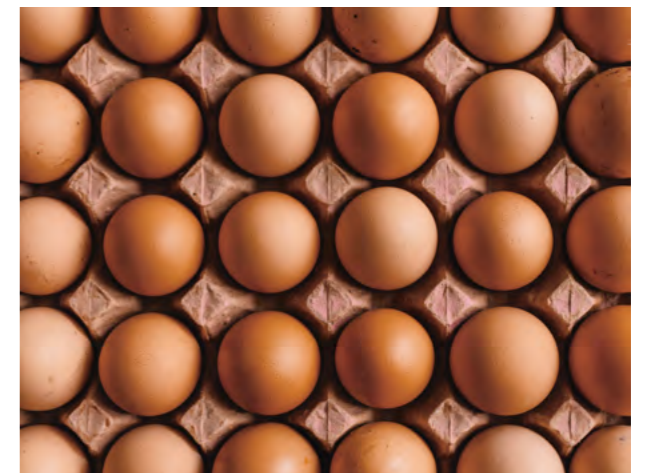
We only buy the **Skipjack** (Katsuwonus pelamis), which is not considered endangered. For some of our pizzas we also use



tuna from fisheries certified to the **Marine Stewardship Council (MSC)** standard for sustainable fishing: this applies to our Tradizionale, Die Ofenfrische, Casa di Mama, Bistro Baguettes, La Mia Grande, Intermezzo and Perfettissima. Where this is not yet possible, the following criteria apply: To avoid bycatch of non-target species, which might include dolphins, the tuna is caught without the use of decoy buoys (FAD-free) and we only accept suppliers who meet the Earth Island Institute's inspection requirements.

Eggs

Dr. Oetker almost exclusively uses cage-free eggs and egg products worldwide. For newly acquired companies, we grant transition periods in accordance with existing supply contracts for a maximum of three years.



Together we can achieve great things.





Our Company

Diversity as an opportunity



4

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Our Company

At Dr. Oetker, we focus on people. To be precise: the more than 14,800 people who work for us worldwide. These people are behind our success and help drive us towards a more sustainable future. We are aware of our responsibility towards every one of our employees. We're committed to a corporate culture based on respectful interaction, a safe working environment and a diverse workforce. This is because we believe that a diverse, safe and appreciative environment leads us to more creativity, innovation and sustainability.



4.1 The way we are

[GRI 2-7, 401/3-3, 401-1, 402/3-3, 404/3-3, 404-2/3, 405/3-3, 406/3-3, 407/3-3, 407-1, 408/3-3, 408-1, 409/3-3, 409-1]

We're only as strong as the people who work with us. You need a strong foundation everyone can rely on to have strong employees. Our employee value proposition is based on Accountability, Togetherness, Responsibility, Innovation and Career Opportunities. This is what we live on the inside and communicate authentically to the outside world.

ACCOUNTABILITY

We stand by our word. For over 130 years, we have been turning our commitments into action. We say what we do and do what we say. This is not just a statement; it's how we do business.

This is also anchored in our code of conduct for employees, which aims to ensure equal, fair and friendly treatment of everyone: The *Oetker Code of Conduct* regulates cooperation at Dr. Oetker and includes

compliance with high social standards and employee rights. A zero-tolerance position against any kind of discrimination or harassment has been stipulated here since 2011. As part of the Supply Chain Due Diligence Act, the Code of Conduct will be updated in 2023. In addition, the → **whistleblower and complaints procedures** regulated by law further institutionalize not only external but also internal human rights violations or indications of potential risks.

In doing so, we are implementing a goal of our Dr. Oetker Sustainability Charter:

→ **Zero tolerance of any form of discrimination or harassment:**
To guarantee this, we are expanding existing or establishing easily accessible and strictly monitored complaints mechanisms for all employees.

Our measures on → **Chapter 4.4 Diversity & Inclusion: We encourage diversity** (see page 99) and → **Chapter 4.2 Essential: A fair wage** (see page 94) are also fixed and essential components of this pillar.



*Are you curious?
So are we!*

We want to break new ground as an employer. In 2022, we completely redesigned the presence of our employer brand. In the accompanying "Join the Taste" concept, we focus on our employees. Here, employees talk about their careers, passion and motivation. With an authentic behind-the-scenes look, we seek talented people worldwide who dare to do things differently. People who tackle the pressing issues of our time, who inspire and think ahead. Team players who want to make the Dr. Oetker purpose of "Creating a Taste of Home" possible for millions worldwide.

TOGETHERNESS

Successful together: Driven by a common purpose, we are determined to achieve our goals together. We learn and grow as a team. This is how we succeed.

This applies not only to the way we work together, but also to representing all interests.



For example, our Dr. Oetker Sustainability Charter defines a right to the freedom of association and collective bargaining:

- We work closely with employee representatives.
- We ensure that employees are free to form and join organizations of their choice for this purpose.

In the reporting period, there were no reported violations or identified risks relating to the right to the freedom of negotiation, child labor or forced labor in our own business area. In a supply chain analysis, we identified risk regions in 2021; via the Supply Chain Due Diligence Act, this will be continued on an annual basis and as required as part of the annual risk analyses and monitored with regard to possible and necessary measures. According to the 2021 analysis, Dr. Oetker production sites where the risk of human rights violations per working hour is highest, are Turkey, Tunisia, South Africa, Mexico, India, Egypt, Brazil, Romania, Malaysia and Serbia. The Netherlands, France, Germany, Italy, Canada, the United Kingdom, Slovakia and Poland have the lowest risk.

During the reporting period, a total of 15 cases of discrimination, bullying and sexual harassment were reported and dealt with accordingly. → **Chapter 1.4 Compliance** (see page 30)

RESPONSIBILITY

With this, we build a bridge to the topic of sustainability: We take responsibility and pursue ambitious sustainability goals. Because we care for our employees, consumers and the environment. Not just today but also tomorrow.

INNOVATION

We break new ground: Innovation is part of our DNA. We are constantly evolving through bold ideas and new business models. This curious spirit has guided us since day one.

TOGETHERNESS

ACCOUNTABILITY

INNOVATION

CAREER OPPORTUNITIES

RESPONSIBILITY



CAREER OPPORTUNITIES

For employees

We create the conditions for individual professional and personal development with targeted support measures and learning opportunities with a high degree of personal responsibility. We want to live a learning culture that supports all employees and leaders and in which learning is geared equally to the needs of the individual and those of the company. Our learning management tool, #peoplenet Learning provides international and local seminars, programmes, e- and blended learning for demand-oriented and self-directed learning. The main topics were project and change management, essential leadership and Microsoft 365.

The company also intensively promotes on-the-job training. In addition, employees should receive feedback and information on further development opportunities in regular meetings with their managers. For all non-tariff employees, this is done via a controlled performance management system with regular annual appraisals.

Learning opportunities are offered locally via the local companies. According to the slogan "We ♥ to learn@Dr. Oetker," we offer a wide range of learning opportunities in Germany, from feedback training to project management training, health care and foreign language courses, as well as the opportunity for individual coaching. Special leadership trainings are on offer for (potential) leaders. In digital espresso

sessions, employees offer short presentations for their colleagues on a broad range of topics.

For career starters

The concept of apprenticeship is practiced intensively in Germany for both the commercial and industrial sectors as well as for training-oriented degree programs – including a period abroad. Our aim is to take on apprentices as soon as possible after they have completed their training, and we are successful in doing so for a large proportion of them.

Dr. Oetker's international trainee program, which is aimed at university graduates, has been in existence since 1979. The 18-month trainee program includes on-the-job training, among other things, a four to six-month stay abroad in one of the over 40 local companies. All trainees receive a permanent employment contract right away.

For students and university graduates, there are offers for challenging internships or student trainee positions in many local companies; we also offer the opportunity to write final theses with us.

Diversity desired:

We are Dr. Oetker – in figures

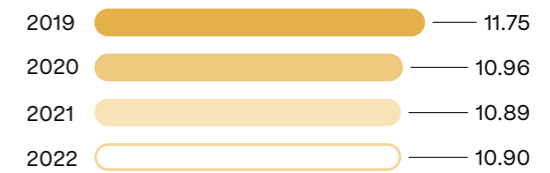
In 2022, Dr. Oetker had more than 14,800 employees, of which, over the entire reporting period, less than half were female, and more than half were male. The age structure is balanced overall; during the reporting period, the proportion of

employees under 30 years of age increased slightly, while the proportion of those over 50 years of age decreased at roughly the same rate. We regard it as very valuable to have a balanced gender and age ratio and support its continuation.

Thanks to attractive remuneration and social benefits, targeted training and further education measures, the value-based corporate culture with the opportunity to act independently and an exciting focus on sustainability and innovations, Dr. Oetker employees feel a special sense of belonging to the company. Our approach of offering optimum framework conditions

for career prospects and a good balance between family and career is also noticed and appreciated by our employees. The appreciation shown towards the employees is also reflected, in the long tenures with the company.

[18] Average length of service in years



[17] Employee figures by gender and age group*

	2019 in %	2020 in %	2021 in %	2022 in %
Employees	100	100	100	100
male	52.4	52.0	52.6	52.1
female	47.4	48.0	47.2	46.6
unknown	0.2	0.1	0.2	1.2
under 30 years	12.7	13.9	14.3	20.4
30–50 years	56.8	55.5	56.3	56.0
over 50 years	30.4	29.6	28.9	22.0
unknown	0.2	1.0	0.5	1.6

* The figures do not include data from our locations Egypt, South Africa, Malaysia and our Wilton (USA) and Rebecchi (Italy) locations. Deviations from 100 % are due to rounding.

In the reporting period, the average length of service was relatively stable across our international locations at around 11 years. This value is roughly in line with the EU average and can be considered high in the international environment, where a significantly higher turnover is common in countries such as the USA.¹¹

Younger people under 30 have increasingly joined the company. This is accompanied by a decline in the hiring of people between 30 and 50 and over 50. Nevertheless, the age structure remains balanced. On average, men and women were offered new jobs at Dr. Oetker at roughly the same proportion during the reporting period. We are pleased to be growing steadily, taking care to foster a diverse workforce.

¹¹ Source: Socio-Economic Panel, 2022, IW Medien/iwd.

Approx. 11 years
is the average length of service

[19] New employees by gender and age group*

	2019 in %	2020 in %	2021 in %	2022 in %
New employees	100	100	100	100
male	49.0	50.9	50.6	50.1
female	51.0	48.6	49.2	45.3
unknown	0.0	0.5	0.2	4.6
under 30 years	35.9	37.0	46.9	43.2
30–50 years	52.8	48.1	44.4	43.6
over 50 years	11.4	10.5	8.0	8.8
unknown	0.0	4.4	0.7	4.4

[20] Personnel departures by gender and age group*

	2019 in %	2020 in %	2021 in %	2022 in %
Personnel departures	100	100	100	100
male	45.6	53.4	48.9	52.8
female	54.4	46.6	51.0	46.9
unknown	0.0	0.0	0.1	0.3
under 30 years	27.4	28.8	33.6	35.2
30–50 years	46.9	47.5	39.6	44.9
over 50 years	25.7	23.7	25.1	19.1
unknown	0.0	0.0	1.7	0.7

* The figures do not include data from our locations Egypt, South Africa, Malaysia and our Wilton (USA) and Rebecchi (Italy) locations. Deviations from 100% are due to rounding.

**4.2 Essential:
A fair wage**

For us, respectful cooperation also means that we pay our employees fairly, because we can only remain successful and sustainable with qualified and motivated employees.

In accordance with the Dr. Oetker Sustainability Charter, we have committed ourselves to

- Paying all 14,825 employees worldwide a living wage.
- Every two years, country-specific comparisons are made based on international organizations' guidelines at all Dr. Oetker locations. If necessary, we then adjust the wages accordingly.

For us, fair pay means at least that all employees receive a living wage that enables them to have a basic, reasonable standard of living and a corresponding quality of life. This wage level, which exceeds the national statutory minimum wage, is referred to internationally as the living wage. Dr. Oetker thus strives to be a living wage-compliant employer. In addition, we at Dr. Oetker aim to pay our employees well in line with their qualifications, irrespective of their gender, and in line with the industry average, and check this in regular salary benchmarks.



On the way to becoming a living wage-compliant employer

We use the concept of the Fair Wage Network to assess whether the company is living wage-compliant. This non-profit organization provides carefully researched living wage benchmarks in countries around the world. These benchmarks are used by several well-known organizations committed to the well-being of their employees and their families.

In 2021, we reviewed whether employees receive a living wage in accordance with local requirements for all locations based on the concept of the Fair Wage Network: In most countries, we have no employees below the living wage threshold. In those countries where action is still required, the corresponding wages will be raised in the future. Every two years, we reassess whether we are paying a Living Wage everywhere and make any necessary adjustments. In this way, we sustainably anchor the topic of *fair pay* and the *living wage approach* in our global remuneration systems.

**4.3 Indispensable:
Occupational safety**

[GRI 2-24, 403/3-3, 403-1/2/3/4/5/6/7/8]

We care about our employees' safety. Of course, it's essential in production areas with heavy machinery, but the coronavirus pandemic also highlighted that occupational safety (in this case, infection prevention) is central to all employees.

In line with our sustainability goals, we are significantly developing the topic of *occupational safety*:

- We want to completely prevent occupational accidents.
- By the end of 2025, we will implement an occupational safety management system at all production sites that comply with the internationally recognized certification standard ISO 45001.

Becoming a **living wage employer**



Cooperating respectfully applies to all 14,825 employees at Dr. Oetker.



17 sites

on the way to ISO 45001 management system

Ten fundamentals for a safe and healthy working environment at Dr. Oetker:

- 1 Responsibilities and Organization
- 2 Occupational Health and Safety Policy
- 3 Risk Assessment and Limitation
- 4 Performance Measurement and KPIs
- 5 Management Review and Objectives
- 6 Legal Compliance and Documentation
- 7 Audits and Continuous Improvement
- 8 Crisis and Incident Management
- 9 Competences and Training
- 10 Safety Culture and Commitment

Launch for 17 locations

By 2025, the ISO 45001 standard will apply to all of the approximately 10,000 Dr. Oetker employees at our production locations. By the end of 2022, 17 locations employing around 7,500 employees were already working on or had completed the introduction of the standard: Bielefeld, Oerlinghausen, Wittenburg and Wittlich (Germany), Desenzano del Garda (Italy),

Leeuwarden (the Netherlands), Leyland (United Kingdom) Gdansk, Łebocz and Płock (Poland), Boleráz (Slovakia), Kladno (Czech Republic), Jánossomorja (Hungary), Pancar (Turkey), London and Mississauga (Canada) and Kaharani (India). In 2023, the success of the measures will be measured for the first time in the locations mentioned and used as a basis for comparison for the following years: according to the type, severity and relative frequency of accidents and work-related illnesses as well as the resulting number of days absent.

Corporate culture that promotes occupational health and safety

ISO 45001 systematizes and standardizes the process of risk assessment, action planning and implementation at the company level. This provides a methodological framework to help plants meet locally applicable risk assessment requirements. Attention is paid, for example, to mechanical or electrical hazards caused by work equipment or hazardous substances, as well as hazards caused by the working environment, such as in noise or dust areas. In addition, the standard stipulates that a continuous improvement process is established in occupational safety, which requires the intensive participation of employees at all levels and functional areas. Risks are pointed out on an ongoing basis, in the course of inspections by occupational safety officers; alternatively, employees anywhere can report risks themselves and submit suggestions for improvement via a defined process. The internal networking and international exchange paves the way for the establishment of a corporate culture that promotes occupational health and safety, in which everyone at Dr. Oetker can actively participate.

The implementation of ISO 45001 provides for a corresponding training system for each plant location, with regular offerings for all employees. The training takes place on a cross-site and activity-related level, and supplements the company's instruction obligations resulting from local occupational safety legislation with additional offers. For example, new employees or those returning from parental leave receive special training. It is also specified at what intervals this must be renewed and whether it is mandatory training. Mandatory training includes fire safety instructions and first-aid training.

Monitoring and measures

There is one person responsible for the management system for occupational safety at each plant, who also records the success of the measures. The implementation package also includes the introduction of an occupational safety committee in the plants worldwide. Here, participants from the areas of management, occupational safety and occupational medicine, together with employees and employee representatives, record the occupational safety situation at regular intervals, discuss noteworthy incidents or changes in the internal and external context, and initiate new measures for the continuous further development of the system.

There are company doctors at all sites that have already implemented ISO 45001, whose advice is available to employees. There are also numerous local initiatives, such as sports activities, local health challenges, heart checkups and vaccination campaigns.

Promote safety



Roman Adamec
People and Culture Executive Manager
Czech Republic and Slovakia

"Health and safety concern all employees and should be part of the company culture. Clear safety rules are important, as is the recognition of risks. I believe that the introduction of the new system will help us to involve employees more in continuous improvement in this area."



A blue light projected onto the floor in front of and behind the truck helps to avoid accidents.



Where many machines are running, it is noisy: To protect hearing, earplug dispensers are available in many places in the production area.

Over
80%
of the maximum possible score was achieved by all our sites in the coronavirus spot audits

Occupational safety during the coronavirus pandemic
From March 2020 until the end of the reporting period, the global coronavirus pandemic posed a challenge – and as a company, Dr. Oetker was not immune. To protect the health of employees, working from home or in individual offices was made possible, and at times non-business-critical meetings were prohibited. At the production sites, for example, we stipulated a clear separation of shifts and distance rules due to changes in the production process.

These measures were audited and documented in March/April 2021 at 27 production locations in 21 countries as part of so-called coronavirus spot audits. All locations

achieved very good implementation of the measures and were audited with over 80 % of the maximum possible score, in the categories workplace, cafeteria/break rooms/smoking areas, ventilation, field service/meetings/travel, remote work, access to workplaces and company premises by external parties, responses to suspected cases and crisis management, psychological stress as a result of the surrounding conditions due to the coronavirus, instruction and training, and measures for employees in production, warehousing and quality control.

Also recognizable were largely standardized coronavirus measures, with overall satisfactory and also outstanding results.



Our purpose is lived in all our local companies, here in our office in India.

4.4 Diversity & Inclusion: We encourage diversity

[GRI 2-24, 405/3-3, 405-1, 406/3-3]

“Creating a Taste of Home” – that is our purpose. It’s also our promise to employees: We shape our corporate culture so everyone feels at home here. We firmly believe that a diverse, international and inclusive corporate culture enables better decisions, meaningful innovations and sustainable actions. That’s why we at Dr. Oetker want to be as diverse as those who buy our products.

It has been scientifically proven that diverse teams work more efficiently and effectively than more homogeneous teams: For example, teams made up of different cultures make 83 % better decisions and twice as fast. Highly diverse companies are 1.7 times more likely to be innovation leaders.¹² Dr. Oetker is also committed to equal opportunities: For us, promoting diversity and inclusion is not a trendy topic, rather we believe that both belong in an enlightened modern world that is networked like never before and changing every day.

¹² Sources: BCG (2017) // The mix matters: Innovation through diversity; Josh Bersin (2015) // Why Diversity and Inclusion Has Become a Business Priority; Harvard Business Review (2017) // Teams Solve Problems Faster When They’re More Cognitively Diverse.



Living diversity



Diversity & Inclusion Week

The relevance of networks and supporters was just one of the many topics of the first international *Diversity & Inclusion Week* in May 2022, where colleagues participated in sessions by both internal and external speakers. Interactive, inspiring and lively discussions with international participation formed the core of this in-house event, initiated for the first time that year.

In the *Women in Business* session, experts from our international People and Culture department dealt with gender issues and stereotypes and how we can overcome them – for example by questioning our own thinking. Equal

rights and gender-independent equal opportunities were the topic of the *Leader's Panel Discussion*. In one of the external sessions, participants gained insights into the successful establishment of the *Pride Community* in a global automotive company and learned more about the speaker's personal story.

We want to establish a culture where everyone feels welcome just the way they are: Another focus in the future will be to fill so-called *Employee Resource Groups* – in other words associations of employees on a defined topics – and communities, such as the *Rainbow Community*, with even more life.

A mosaic for diversity

Since the founding of our Turkish local company, our local colleagues have been working for equality and diversity at Dr. Oetker. For example, they published a recipe booklet in Braille to make baking accessible to everyone. Most recently, the colleagues offered workshops for children with autism and special educational needs in their test kitchen. They are also working on a positive culture of trust, including training for supervisors and interviews with staff. To send a signal for more diversity, they created a mosaic called *Çeşitliliğin güzelliği* (Turkish for "beauty of diversity"), which adorns the canteen area in Izmir. The message inspires: "If you put the different parts of diversity together, you will see that it is much more beautiful as a whole."



Female Leaders Talk

In international, virtual *Female Leaders Talks*, female managers at Dr. Oetker have been sharing their individual career paths, successes and experiences since 2021. The events are intended to inspire and encourage people to get involved and network. The first speakers were Cécile van Zandijcke, Senior Executive Manager Business Development and Integration, Doris Abeln, Managing Director Dr. Oetker Germany, and Dr. Judith GÜthoff, back then Senior Executive Manager Sustainability and Compliance. The number of females among the international Executive Board, local managing directors as well as international senior executive managers and executive managers, currently remains constant at slightly less than one-third. → **Graphic [21] Executives by gender** (see page 103) We would like to increase this not least through such formats.





And this is what our Dr. Oetker Sustainability Charter says:

- We continuously strengthen our culture of diversity, inclusion and equality.
- We ensure equality for all people regardless of gender, sexual orientation, age, religion, culture and nationality, physical and mental ability, educational background or other characteristics and promote diversity in the recruitment and development of employees.

A team for diversity & inclusion

Since autumn 2020, an international team has been working continuously on effective changes for the topic *Diversity & Inclusion* within the company – there have been similar initiatives in Dr. Oetker subsidiaries for a long time. The team’s goal is to promote an environment of openness and responsibility throughout the company



and thus build a culture in which everyone feels responsible.

1. **Raising awareness:** A variety of workshops deal with topics such as inter-cultural awareness and inclusive language; open formats and hands-on activities impart knowledge and enable an exchange of perspectives and experiences.
2. **Questioning the status quo:** Application processes – from the job advertisement to the onboarding process – are reviewed with regard to diversity and inclusion and concepts for improvements are developed.
3. **Further develop processes:** Processes are to be made even more inclusive, for example by using inclusive language in our application system and at many other touchpoints.

We value diversity in all our divisions and local companies: in the office and in the field, in the laboratory as well as in research and development, in production and in our test kitchens.



[21] Executives by gender*

	2020 in %	2021 in %	2022 in %
Executives Total	100	100	100
male	69.6	69.3	69.3
female	29.6	30.4	30.5
unknown	0.8	0.4	0.2

* The figures do not include data from our locations Egypt, South Africa, Malaysia and our Wilton (USA) and Rebecchi (Italy) locations. Deviations from 100% are due to rounding.

Valuing individuality



Nina Hofmann
Executive Manager Talent, People and Culture, International

“We value individuality and promote more diversity and inclusion at Dr. Oetker. Not because the topic is a current trend, but because we are convinced that it brings out the best in all of us.”



Together with heart and soul.



Social Commitment

*Because we care about
communities*

5

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Social Commitment

We believe in shaping the world of tomorrow with everything we do today, and that's why sustainable action means being committed to a more socially responsible society. For Dr. Oetker, this has been the case for over 130 years. Our company founder, Dr. August Oetker, and his wife, Caroline, were committed to charitable projects. They gave generous financial support for cultural education and research; the well-being of children and families was essential to them. We continue this commitment in the future.

18

local companies

supported SOS Children's Villages 2022

5.1 Giving children a home: SOS Children's Villages

[GRI 203/3-3, 203-1]

"Every child should grow up in a family – be loved, respected, supported and protected": This is the central concern of SOS Children's Villages. The organization enables many children to live in the family with all its positive values.

15 years, numerous national associations Since 2008, with SOS Children's Villages, we have been focusing on the family as a "piece of home." Every year, local companies of Dr. Oetker around the world are involved at SOS Children's Villages

locations – continuously or on a project basis. In 2022, these included Germany, Italy, Poland, Portugal, Hungary, Croatia, the Czech Republic, Austria, Romania, the Netherlands, Belgium, France, Bosnia and Herzegovina, Finland, Serbia, Spain, Lithuania and Denmark.

The support is not linked to the sale of Dr. Oetker products. However, a specially designed logo, which can be seen on a wide range of Dr. Oetker products in numerous local companies, refers to the partnership. Which plans and activities we support financially in the respective countries is determined each year together with SOS Children's Villages on a country-specific basis.

Closely connected for many years



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We have a particularly close connection with SOS Children's Villages, for which we bundle our commitment worldwide. At the same time, we find that local proximity is essential to assess where we can contribute best. The decision as to which initiatives we support when and how is, therefore in the hands of the respective local companies.

Help for SOS Children's Villages – Examples



Giving confidence:

Dr. Oetker Germany supports several SOS Children's Villages locations; in the reporting period, financial support was provided primarily for the construction of a café in the new SOS Family Centre Dulsberg in Hamburg. The partnership is also lived out through various activities for and with the children and teenagers. Every year, Dr. Oetker employees fulfill the children's wishes for presents at the Christmas tree campaign. The children traditionally bake at Christmas with colleagues from the Dr. Oetker test kitchen. We also organize an annual open training day for school-children for their job orientation during the Easter holidays, to which young people from the SOS Children's Villages facilities are also invited. In addition, a colorful flower meadow blooms in front of the Dr. Oetker World in Bielefeld every summer – our employees pick bouquets there and donate a voluntary amount to SOS Children's Villages in return.



Orientation when starting a career:

In addition to annual financial support for projects, **cameo**, in Italy, helps the children who leave the SOS Children's Village programs with their professional development through its *AutonoMY* initiative. The project, which was launched in 2016, has so far enabled 335 young people to qualify for a profession through internships and on-the-job training. In 2021, there has also been a mentoring program carried out by local colleagues that enables young people to identify their strengths and passions so that they can enter the job market in the best possible way. During the Christmas season, the partnership is further strengthened by mutual gift-giving initiatives.



Sports Sundays:

Dr. Oetker Serbia supports SOS Children's Villages by continuously generating donations for the largest house in the local SOS Children's Village. In addition, the Serbian colleagues have created "Sports Sundays," on which they organize sporting and creative activities for the children. This also includes visits to museums, cinemas and the zoo.



Cultivating friendships:

Dr. Oetker Finland has a long history with SOS Children's Villages and financially supported to build new villages in Tampere, Espoo and Vantaa. It has also helped to have many fund raising campaigns and events building up friendship skills and good spirit among families in the villages and also outside.



Christmas party:

Dr. Oetker Czech Republic and Slovakia provide financial support to an SOS Children's Village, and annually prepare an event where children and adults decorate Christmas cookies together.



Sponsorship with Kenya:

Dr. Oetker Denmark has been a partner of SOS Children's Villages for over ten years. Since there is no facility in Denmark itself, an SOS Children's Village facility in Mombasa, Kenya, receives financial support.



Baking workshops:

In addition to financial support, **Dr. Oetker France** donates baking mixes for children's workshops to SOS Children's Villages locations in the country.



Developing relationships:

Dr. Oetker Austria is financially involved in many projects for SOS Children's Villages. We have also established a close relationship with our sponsor house, where we regularly offer Dr. Oetker products and help with renovations in the house and garden. Our colleagues also go on excursions with the SOS Children's Villages children or bake Christmas cookies together.



Support donations:

Dr. Oetker Netherlands donates a fixed amount to SOS Children's Villages every year and doubles regular donations from employees. The cooperation is put into practice with a joint baking event each year.



A sign of solidarity: the pudding miracle in the Dr. Oetker Welt in Bielefeld “wears” the colours of the Ukrainian flag.

Over
130
years
of social
commitment



Dr. August Oetker
Foundation
website

5.2 Dr. August Oetker Foundation

With the division of the Oetker Group, the foundations of the Group company were also divided up as of December 2021. The DR. AUGUST OETKER STIFTUNG is always affiliated with Dr. August Oetker Nahrungsmittel KG.

The DR. AUGUST OETKER STIFTUNG is a private, non-profit foundation. It supports projects and institutions, in particular, but not limited to, in the fields of science and research, youth and elderly welfare, education, popular and vocational training, environmental protection, public health and sports.

Further information can be found here:
→ [DR. AUGUST OETKER STIFTUNG](#)

5.3 We are committed worldwide

[GRI 203/3-3, 203-1]

Our local companies help people around the world with monetary, product or material donations. They are committed to helping people in need, promoting cultural and educational projects as well as providing financial support, for example in the event of a pandemic or natural disaster.

Help for Ukraine

Millions of people have been fleeing from Ukraine since the Russian attack on their country on February 24, 2022. The shareholders, the management and many Dr. Oetker employees immediately took action to help those affected by the war,

both in Ukraine and those who had fled the country. At the beginning of 2022, together with the company’s shareholders, we decided to make a targeted donation of EUR 500,000: Two SOS Children’s Village locations were evacuated from Kyiv and from eastern Ukraine to Poland – with traumatized and starving children.

The Dr. Oetker local companies in Belgium, Germany, Hungary, Romania and Austria supported numerous aid organizations with product donations.

Our Polish local company is in a special situation due to the direct border with Ukraine and the large number of refugees

in the country. A large group of Dr. Oetker employees in Poland is present on a voluntary basis each day near the border, taking care of food distribution, welcoming Ukrainians into their homes, organizing shelters and helping to transport people to safer places. Our Polish colleagues provide support along the entire Polish-Ukrainian border as well as on the ground in the Pomerania region – where our production facilities are located – and throughout Poland.

In both Gdansk (food products) and Łebcz (frozen products), our employees have also organized large collection campaigns, so that since the beginning of the Russian invasion of Ukraine, they have been able to provide food, clothing, medicines and medical care, as well as legal assistance to refugees arriving in Poland. The donations collected are still being sorted and distributed in the aid centers to the people who urgently need them.

Dr. Oetker Poland also supports with food. Jelly, pudding, baked hot pizzas and other products were and are handed out to the people waiting on the Polish-Ukrainian border. These products are also regularly brought to Ukraine by special transport.

Further support in the countries

Standing together in the face of natural disasters

Dr. Oetker Croatia provided relief to those affected through a donation to the Red Cross after a devastating series of earthquakes caused major damage in Sisak-Moslavina and many other Croatian counties in 2020.



At the border crossing in the eastern Polish village of Dorohusk, among other places, Dr. Oetker pizzas are prepared daily in food trucks and distributed to the arriving people from Ukraine.

Donations for families in need

Every year on International Children's Day, **Dr. Oetker Hungary** fries pancakes for a good cause. The proceeds are donated to families in need. In addition, our employees donate toys, clothing and much more to local social institutions at Christmas.

Support for people with disabilities

Dr. Oetker Austria has been committed to the *Vier Jahreszeiten* day care center for people with disabilities for many years and promotes the regional network *Verantwortung Zeigen!* The latter connects companies and institutions that are committed to sustainable business practices.

Hand in Hand fürs Ehrenamt

The program which when translated means "Hand in hand for volunteering" sees **Dr. Oetker Germany and the Netherlands** support employees and retirees who do voluntary work. A committee decides which projects are funded and to what extent.

Supporting children

Dr. Oetker Brazil takes care of the development of socially disadvantaged children

in several social projects; for example, with the Organization *Practicatum* for music lessons or with the Institut *André Franco Vive* for sports, cultural and vocational training.

Recycling for a good cause

Dr. Oetker France collects bottle caps for the *Bonchons Bonheur 67* association, which sells them to recycling companies. People with disabilities receive support from the proceeds; at the same time, the population is made aware of recycling.

5.4 Too good to throw away: Food products

[GRI 203/3-3, 203-1]

Food is our passion – that's why we want to make sure that overproduced food gets to where it is needed most. We are helping to prevent waste through various initiatives around the topic of food waste.



Dr. Oetker Austria is committed to *Vier Jahreszeiten*; in **Germany** the *Hand in Hand* program supports voluntary work.



Our colleagues at *cameo* prepare products for donation to *Banco Alimentare*.

Dr. Oetker Denmark supports the six *WeFood* supermarkets, which sell food beyond the best-before date. The proceeds benefit the Danish NGO *Folkekirkens Nødhjælp*, which supports people inside and outside the country.

Dr. Oetker Germany has been cooperating with the association *die Tafel e.V.* for many years and provides them with food donations.

Dr. Oetker Mexico supports the local food bank and *the Red Cross* with product donations. By doing so, people in need are helped quickly and easily.

Dr. Oetker Queen Australia supports the aid organization *Foodbank Victoria* with food donations. In 2021, our colleagues donated 5,000 pizzas and 3,000 packages of baked goods, which the Foodbank distributed to over 168 charities.

Dr. Oetker Switzerland has been working with *Caritas Switzerland* since 2018, and supports their markets with products. There, people who only have a small budget can buy at a lower price. In addition, the

Tischlein deck dich organization also receives product donations.

Dr. Oetker UK has supported the local *FareShare* initiative since 2020 and donates 120,000 meals per year. In 2022, an additional 120,000 meals were funded as part of brand initiatives. The company also passes on overproduced goods to *FareShare*.

cameo, in Italy passes on excess food produced to the Italian organization *Banco Alimentare* and other regional social organizations. In this way, we ensure that they arrive where they are most urgently needed.

Dr. Oetker Brazil regularly donates to organizations such as *Mesa Brasil*, which supports people who have too little to eat, or to institutions that supply hospitals with food.

Dr. Oetker Norway gives overproduced goods to the organization *Matsentralen*, a member organization of the *European Food Banks Federation*, where poorer people can pick up food for themselves and their families.



Inspired by our *rich heritage*, we build a *sustainable home*, to be a *trusted partner* for our consumers and customers, for our people and our communities.

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2-25	Processes to remediate negative impacts	1.4 Compliance	30		
2-26	Mechanisms for seeking advice and raising concerns	1.4 Compliance	30		16
2-27	Compliance with laws and regulations	1.4 Compliance	30		
2-28	Membership associations	1.3 In dialog with our interest groups	27		

5. STAKEHOLDER ENGAGEMENT

2-29	Approach to stakeholder engagement	1.3 In dialog with our interest groups	27		
2-30	Collective bargaining agreements	-	-	Information unavailable/incomplete: We guarantee the right to collective bargaining in our Sustainability Charter. However, we do not have the information on how many employees are covered by collective bargaining agreements.	8

GRI 3: MATERIAL TOPICS 2021

3-1	Process to determine material topics	1.1 Our sustainability strategy	20		
3-2	List of material topics	1.1 Our sustainability strategy	20		

GRI 201: ECONOMIC PERFORMANCE 2016

201/3-3	Management of material topics	Portrait	6		8
201-1	Direct economic value generated and distributed	Portrait	6		9
201-2	Financial implications and other risks and opportunities due to climate change	-	-	Information unavailable/incomplete: We will assess climate-related risks and opportunities in a structured process in our next materiality analysis.	13
201-3	Defined benefit plan obligations and other retirement plans	-	-	Confidentiality constraints: We do not disclose details of retirement plans.	
201-4	Financial assistance received from government	-	-	Information unavailable/incomplete: The amount of financial support from any government is not recorded uniformly in the local companies.	

GRI Standards and indicators		Chapter and page reference		Reason for omission	SDG
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GRI 203: INDIRECT ECONOMIC IMPACTS 2016

203/3-3	Management of material topics	5.1 Giving children a home: SOS Children's Villages	108		1
		5.3 We are committed worldwide	112		3
		5.4 Too good to throw away: Food products	114		5
					8
203-1	Infrastructure investments and services supported	5.1 Giving children a home: SOS Children's Villages	108		9
		5.3 We are committed worldwide	112		11
		5.4 Too good to throw away: Food products	114		
203-2	Significant indirect economic impacts	-	-	Information unavailable/incomplete: We do not systematically record indirect economic impacts.	

GRI 204: PROCUREMENT PRACTICES 2016

204/3-3	Management of material topics	3.1 Considered from field through production to home	60		8
		3.5 Sustainability in the supply chain	78		
204-1	Proportion of spending on local suppliers	-	-	Not applicable: We procure goods for our globally distributed production and sales locations largely through our central purchasing organization. A supplier that could be defined as local for one location would not be so for other locations. Furthermore, we also purchase goods from local traders whose origin and thus the main part of the value creation is in another region. Therefore, we do not consider this indicator to be meaningful.	

GRI 205: ANTI-CORRUPTION 2016

205/3-3	Management of material topics	1.4 Compliance	30		16
205-1	Operations assessed for risks related to corruption	1.4 Compliance	30		
205-2	Communication and training about anti-corruption policies and procedures	1.4 Compliance	30		
205-3	Confirmed incidents of corruption and actions taken	1.4 Compliance	30		

GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016

206/3-3	Management of material topics	1.4 Compliance	30		16
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	1.4 Compliance	30		

GRI Standards and indicators		Chapter and page reference		Reason for omission	SDG
GRI 301: MATERIALS 2016					
301/3-3	Management of material topics	3.4 Reduce, reuse, recycle	73		8
301-1	Materials used by weight or volume	3.4 Reduce, reuse, recycle	73		12
301-2	Recycled input materials used	3.4 Reduce, reuse, recycle	73		
301-3	Reclaimed products and their packaging materials	-	-	Not applicable: Food products are consumed and therefore cannot be recycled by us at the end of the use phase. We want to make our packaging recyclable by 2025 so that it can be recycled after disposal by organizations in the packaging industry. Food waste in production is being processed for the most part (see chapter 3.2).	
GRI 302: ENERGY 2016					
302/3-3	Management of material topics	3.2 Protecting the climate	64		7
302-1	Energy consumption within the organization	-	-	Confidentiality constraints: We do not publish our absolute energy consumption as this is sensitive information from our production plants.	8 12 13
302-2	Energy consumption outside of the organization	-	-	Information unavailable/incomplete: We do not record energy consumption outside the organization. This is also of little relevance to us. Instead, we focus on the recording of CO ₂ e emissions in Scope 3.	
302-3	Energy intensity	3.2 Protecting the climate	64		
302-4	Reduction of energy consumption	3.2 Protecting the climate	64		
302-5	Reductions in energy requirements of products and services	-	-	Not applicable: Reducing the energy required to prepare our products is not a key strategic objective and is therefore not captured.	

GRI Standards and indicators		Chapter and page reference		Reason for omission	SDG
GRI 304: BIODIVERSITY 2016					
304/3-3	Management of material topics	3.5 Sustainability in the supply chain	78		6
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	-	-	Information unavailable/incomplete: We do not know details of the biodiversity value in the areas of our sites.	14 15
304-2	Significant impacts of activities, products and services on biodiversity	3.2 Protecting the climate 3.5 Sustainability in the supply chain	64 78		
304-3	Habitats protected or restored	-	-	Not applicable: Protecting or restoring habitats in projects is currently not in focus of our sustainability efforts.	
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	-	-	Information unavailable/incomplete: We do not know details of endangered or protected species in areas affected by our operations.	
GRI 305: EMISSIONS 2016					
305/3-3	Management of material topics	3.2 Protecting the climate	64		3
305-1	Direct (Scope 1) GHG emissions	3.2 Protecting the climate	64		12
305-2	Energy indirect (Scope 2) GHG emissions	3.2 Protecting the climate	64		13 14
305-3	Other indirect (Scope 3) GHG emissions	-	-	Information unavailable/incomplete: To date, we have carried out initial calculations for Scope 3 emissions. We are currently working on increasing the robustness of this data and will publish it as soon as it is available.	15
305-4	GHG emissions intensity	3.2 Protecting the climate	64		
305-5	Reduction of GHG emissions	2.4 Creating innovative, sustainable products 3.2 Protecting the climate	50 64		
305-6	Emissions of ozone-depleting substances (ODS)	-	-	Not applicable: We do not produce ozone-depleting substances.	
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	-	-	Information unavailable/incomplete: Details of significant air emissions are not known to us.	

GRI Standards and indicators		Chapter and page reference		Reason for omission	SDG
GRI 306: WASTE 2020					
306/3-3	Management of material topics	3.3 Reduce food waste	70		3
		3.4 Reduce, reuse, recycle	73		6
306-1	Waste generation and significant waste-related impacts	3.3 Reduce food waste	70		8
		3.4 Reduce, reuse, recycle	73		11
306-2	Management of significant waste-related impacts	3.3 Reduce food waste	70		12
		3.4 Reduce, reuse, recycle	73		15
306-3	Significant spills	-	-	Confidentiality constraints:	
306-4	Transport of hazardous waste	-	-	We do not publish absolute values on our waste, as this is sensitive information from our production plants.	
306-5	Water bodies affected by water discharges and/or runoff	-	-		
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016					
308/3-3	Management of material topics	3.1 Considered from field through production to home	60		
		3.5 Sustainability in the supply chain	78		
308-1	New suppliers that were screened using environmental criteria	3.1 Considered from field through production to home	60		
		3.5 Sustainability in the supply chain	78		
308-2	Negative environmental impacts in the supply chain and actions taken	3.5 Sustainability in the supply chain	78		
GRI 401: EMPLOYMENT 2016					
401/3-3	Management of material topics	4.1 The way we are	88		3
401-1	New employee hires and employee turnover	4.1 The way we are	88		5
					8
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	-	-	Not applicable: There is no internationally uniform procedure here.	10
401-3	Parental leave	-	-	Information unavailable/incomplete: Information on parental leave is not available due to international differences in handling.	
GRI 402: LABOR/ MANAGEMENT RELATIONS 2016					
402/3-3	Management of material topics	4.1 The way we are	88		8
402-1	Minimum notice periods regarding operational changes	1.3 In dialog with our interest groups	27		

GRI Standards and indicators		Chapter and page reference		Reason for omission	SDG
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018					
403/3-3	Management of material topics	4.3 Indispensable: Occupational safety	95		3
403-1	Occupational health and safety management system	4.3 Indispensable: Occupational safety	95		8
					16
403-2	Hazard identification, risk assessment, and incident investigation	4.3 Indispensable: Occupational safety	95		
403-3	Occupational health services	4.3 Indispensable: Occupational safety	95		
403-4	Worker participation, consultation, and communication on occupational health and safety	4.3 Indispensable: Occupational safety	95		
403-5	Worker training on occupational health and safety	4.3 Indispensable: Occupational safety	95		
403-6	Promotion of worker health	4.3 Indispensable: Occupational safety	95		
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	4.3 Indispensable: Occupational safety	95		
403-8	Workers covered by an occupational health and safety management system	4.3 Indispensable: Occupational safety	95		
403-9	Work-related injuries	-	-	Information unavailable/incomplete: Work-related injuries and ill health were not yet recorded uniformly in all local companies in the reporting period. With the implementation of the management system for occupational safety we will significantly improve data collection on these indicators in the coming years.	
403-10	Work-related ill health	-	-		
GRI 404: TRAINING AND EDUCATION 2016					
404/3-3	Management of material topics	4.1 The way we are	88		4
404-1	Average hours of training per year per employee	-	-	Information unavailable/incomplete: The hours of training is not recorded uniformly in all local companies.	5
					8
					10
404-2	Programs for upgrading employee skills and transition assistance programs	4.1 The way we are	88		
404-3	Percentage of employees receiving regular performance and career development reviews	4.1 The way we are	88		

GRI Standards and indicators		Chapter and page reference		Reason for omission	SDG
GRI 405: DIVERSITY AND EQUAL OPORTUNITY 2016					
405/3-3	Management of material topics	4.1 The way we are	88		5
		4.4 Diversity & Inclusion: We encourage diversity	99		8
405-1	Diversity of governance bodies and employees	4.4 Diversity & Inclusion: We encourage diversity	99		10
405-2	Ratio of basic salary and remuneration of women to men	-	-	Information unavailable/incomplete: Equal treatment of all employees is defined in the Oetker Code of Business Conduct. This principle also applies to remuneration. We have not yet collected data on the ratio of basic salaries and remuneration between women and men.	
GRI 406: NON-DISCRIMINATION 2016					
406/3-3	Management of material topics	1.4 Compliance	30		5
		4.1 The way we are	88		8
		4.4 Diversity & Inclusion: We encourage diversity	99		
406-1	Incidents of discrimination and corrective actions taken	1.4 Compliance	30		
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016					
407/3-3	Management of material topics	3.5 Sustainability in the supply chain	78		8
		4.1 The way we are	88		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	3.5 Sustainability in the supply chain	78		
		4.1 The way we are	88		
GRI 408: CHILD LABOR 2016					
408/3-3	Management of material topics	3.5 Sustainability in the supply chain	78		5
		4.1 The way we are	88		8
408-1	Operations and suppliers at significant risk for incidents of child labor	3.5 Sustainability in the supply chain	78		
		4.1 The way we are	88		
GRI 409: FORCED OR COMPULSORY LABOR 2016					
409/3-3	Management of material topics	3.5 Sustainability in the supply chain	78		5
		4.1 The way we are	88		8
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	3.5 Sustainability in the supply chain	78		16
		4.1 The way we are	88		

GRI Standards and indicators		Chapter and page reference		Reason for omission	SDG
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016					
414/3-3	Management of material topics	3.1 Considered from field through production to home	60		5
		3.5 Sustainability in the supply chain	78		8
414-1	New suppliers that were screened using social criteria	3.1 Considered from field through production to home	60		16
		3.5 Sustainability in the supply chain	78		
414-2	Negative social impacts in the supply chain and actions taken	3.5 Sustainability in the supply chain	78		
GRI 416: CUSTOMER HEALTH AND SAFETY 2016					
416/3-3	Management of material topics	2.1 Safe and high-quality food in moments that count	40		16
		2.3 Proven recipes, continuously optimized	47		
416-1	Assessment of the health and safety impacts of product and service categories	2.1 Safe and high-quality food in moments that count	40		
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	2.1 Safe and high-quality food in moments that count	40		
GRI 417: MARKETING AND LABELING 2016					
417/3-3	Management of material topics	2.2 Achieving the best possible transparency	43		12
417-1	Requirements for product and service information and labeling	2.2 Achieving the best possible transparency	43		16
417-2	Incidents of non-compliance concerning product and service information and labeling	2.1 Safe and high-quality food in moments that count	40		
417-3	Incidents of non-compliance concerning marketing communications	2.2 Achieving the best possible transparency	43		
GRI 418: CUSTOMER PRIVACY 2016					
418/3-3	Management of material topics	1.5 Data protection	32		16
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	1.5 Data protection	32		

About this report

[GRI 2-3/4/5/14]

The family-owned company Dr. Oetker first presented an environmental report back in 1994. In 2003, the regularly published environmental reports were expanded and replaced by more comprehensive sustainability reports. For the first time, the present seventh Sustainability Report has international validity. In it, Dr. Oetker provides information on the main topics and challenges of sustainable development and presents the sustainability strategy and the status implementation of the Dr. Oetker Sustainability Charter. The report is aimed at consumers, employees and business partners of the company, as well as the partners of the company, the media, non-governmental organizations, associations, politics, science and the social environment.

Scope and data quality

Unless otherwise stated, the information provided in this report refers to the operations at all international Dr. Oetker sites, as shown on the map on page 13. The figures presented are based on various data sources and methods and were collected with the greatest care, but have not been verified by an external body. There may be limitations and uncertainties in the data collection and analysis, which may affect the accuracy and completeness of the reporting. However, continuous efforts are being made to improve data quality, for example through internal controls and the use of industry-wide standards and benchmarks. The quantitative data in this report covers the period from January 1, 2019, to December 31, 2022. Thus, this report replaces the Dr. Oetker Sustainability Report

2016-2018, which was published in March 2020. For the future it is planned to shorten the reporting cycle to every two years, so the next Sustainability Report will be published for 2023/2024.

Report structure and content

The report structure is based on the fields of action which were identified in the materiality analysis: Our Food, Our World, Our Company, and also on the social commitment. The first of the five chapters provides an introductory description of the Dr. Oetker Sustainability Strategy including the Dr. Oetker Sustainability Charter and presents the organization of the company's sustainability management. For the second time in the company's history the Sustainability Report has been developed in accordance with the globally recognized GRI standards. The previous report was prepared as a GRI "Core" version. The current one is based on the new universal standard (valid since January 1, 2023). In addition to the management approaches, the chapters contain the corresponding topic-specific information for each material topic. In order to meet the information needs of the stakeholders as best as possible, Dr. Oetker informs, where it can, beyond the required disclosures. The references to GRI indicators can be found in the GRI index on → [page 118](#).

Further information:

The → [Sustainability Report](#) is available digitally in PDF format in German and English on the website.

Forward-looking statements

This Dr. Oetker Sustainability Report contains forward-looking statements that are based on assumptions and expectations at the time of its publication. Various factors, which are not always necessarily under the influence of the company and are difficult to estimate, may cause a deviation of the results which are stated here. These factors may include future market

conditions and economic developments, the behavior of other market participants or legislative and political decisions. Forward-looking statements in this report are therefore not guaranteed to be regarded as safe in the future.

Editorial note

In the interests of readability we have refrained from naming the legal forms.

Imprint

[GRI 2-3]

Published by

Dr. August Oetker Nahrungsmittel KG
Lutterstraße 14
33617 Bielefeld, Germany
Phone: +49 521 155-0
Email: → media@oetker.com

→ www.oetker.com

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Your feedback

We want to improve and develop our Sustainability Management. Therefore we look forward to your feedback.

Dr. August Oetker Nahrungsmittel KG

Group Communication

Katharina Ahnepohl

Phone: +49 521 155-2407

Email: → katharina.ahnepohl@oetker.com

→ sustainability@oetker.com

