

SUSTAINABILITY REPORT 2021



ECKES granini

the best of fruit

DEAR FRIENDS OF ECKES-GRANINI



TIM BERGER

Eckes-Granini has a clear aspiration: We want to become one of the most sustainable companies in the juice and fruit beverage sector. We have been pursuing this goal very consistently for many years with a constant stream of new projects and initiatives and with the ambition to make significant progress each year. Of course, we have not yet arrived where we want to be! This report is intended as an interim summary and a means of ensuring that our sustainability activities are measurable and comparable going forward. We are providing frank insight into where we are, which aspects we are addressing, what we have planned and how we will approach our goals. Why are we doing this? Because we are convinced that engaging in transparent dialogue with you will make us better and to help us achieve these goals more quickly than would otherwise be possible.

This report addresses the period from 2019 to 2020. It is important to note that 2020 in particular was a challenging year for us. The devastating COVID-19 pandemic started, which left its mark on the employees of the Eckes-Granini Group and on everyone throughout the world. Strict corona measures were introduced in Europe that at times brought our out-of-home business to a standstill and endangered the livelihood of many business partners in the catering business. What is more, border closures and restrictions on logistics created difficulties along the supply chain. Naturally, also, the safety of our team and their family members was of the utmost importance, which led to changes in innumerable workflows. What I am trying to say is this: coping with the COVID-19 pandemic demanded a lot from our team – and still does. But we never lost sight of our sustainability goals. We even managed to make progress with our initiatives and activities.

There is no doubt in our minds that every investment in sustainability is necessary and immensely important for our company. That is why it is vital for us to keep a firm eye on the climate crisis, packaging questions or nutritional issues, even in the midst of the pandemic. The extreme weather phenomena observed during the summer of 2021 and the devastating floods in the immediate vicinity of our company sites in Germany, Switzerland as well as in Belgium, left me and the whole Eckes-Granini team deeply shaken. At the same time, these terrible events encourage us to keep pushing ahead with our sustainability efforts. All stakeholders within society are now called upon to minimise the negative impacts of their actions on humankind and the environment. We take our share of the responsibility seriously and act resolutely.

Thank you for your interest and support!

TIM BERGER,
CHAIRMAN OF THE EXECUTIVE BOARD,
ECKES-GRANINI GROUP

ABOUT THIS REPORT

In 2013, the Eckes-Granini Group began to address the issue of sustainability from a strategic perspective and with modern management methods at the corporate and product levels. This report provides initial insight into the group-wide process and the status quo, while also describing our goals and ambitions. It is intended to create transparency in regard to our sustainability activities and to emphasise that we are seeking to engage with our stakeholders in a frank and constructive dialogue on this important issue.

The report's content and structure are based on the recommendations laid down in the national and international sustainability reporting standards. Nonetheless, we do not claim at this time that we completely fulfill any of these standards. As a guide, we

refer to the Sustainable Development Goals (SDGs), whose significance for Eckes-Granini will be elucidated later on in the report. We plan to continue formalising our reporting structures going forward.

CONTENT OF THE REPORT

When developing our sustainability strategy, we also analysed the strengths and weaknesses of our company and assessed the expectations that internal and external stakeholders place in the company. This process led to the identification of six key fields of action, which are crucial for the sustainable orientation of our business activities: "Sustainable Juice", "Climate Protection", "Packaging", "Nutrition", "Social Responsibility" and "Employees". The issues addressed in this report take these fields of action as a basis.

FACTS AND FIGURES

All information refers to the Eckes-Granini Group, unless stated otherwise. Included in this group are Eckes-Granini Group GmbH, Eckes-Granini Deutschland GmbH, Eckes-Granini France SNC, Rynkeby Foods A/S, Eckes-Granini Finland Oy Ab, UAB Eckes-Granini Lietuva, Eckes-Granini Austria GmbH, Eckes-Granini Sverige AB, Eckes-Granini Suisse S.A., Eckes-Granini Ibérica S.A.U., Sió-Eckes Kft.

REPORTING PERIOD

The figures in the report mainly refer to the calendar years 2019/2020 (1 January to 31 December). In addition, relevant information and trends from 2021 were also taken into account, insofar as they were available by the editorial deadline of 31 August 2021.

NB: The names "Eckes-Granini" and "Eckes-Granini Group" are synonymous for the purposes of this report. Only for the sake of better readability we also use the generic masculine. The corresponding terms explicitly apply to all genders in the sense of equality. The abbreviated form of language is purely for editorial reasons and does not imply any valuation.

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01

ECKES-GRANINI GROUP



WHO WE ARE AND WHAT WE DO



The guiding principle of the Eckes-Granini Group is perfectly clear: "We bring every consumer the best of fruit for a healthy and enjoyable life – with respect and responsibility for people and planet". As an independent family business, we focus on our dedicated staff, strong brands and steady growth built on sustainable value creation – and this has not changed in over 160 years.

Today, the name "Eckes" stands for one of Germany's most tradition-rich brand name manufacturers and one of the most important beverage companies in Europe. Our subsidiaries distribute an innovative portfolio comprising fruit juices, fruit drinks, fruit syrups, smoothies, and fruit-based soft drinks – in 14 European markets. Our fruit drink brands are

firmly established in the food retail and catering sectors. Driven by the increased use of food and beverage delivery services, the e-commerce segment is rapidly gaining in importance as well. Moreover, we export our portfolio to more than 80 countries worldwide.

STRONG BRANDS GUARANTEE OUR SUCCESS

This success is largely attributable to our brands. Besides our two top international brands of granini and Pago, there are a total of eleven traditional regional brands such as hohes C in Germany, Joker in France, YO in Austria or Brämhults in Sweden. Eckes-Granini brands accompany families for generations – and we want things to stay that way! That's why we invest steadily in our brands. We aim to provide an enjoyable fruit experience in all areas of life: for families, the health-conscious and for sociable types – from breakfast in the morning to the bar in the evening.

A CLEAR COMMITMENT TO THE BEST OF FRUIT

The popularity of our brands stems from the high quality of our raw materials and recipes. Day after day, the Eckes-Granini team applies the highest

standards of process excellence and our clear commitment to the "best of fruit" to ensure genuine taste experiences in countless households around the world.

CONTINUING THE UPWARD GROWTH TRAJECTORY

We have defined clear priorities for our growth trajectory until 2025: first and foremost is product innovation that consistently reflect the wishes, expectations and needs of consumers. Besides quality and taste, this encompasses aspects such as sustainable packaging, healthy nutrition and the sustainability



"Our fruit juice and fruit beverage brands have a firm place in the retail food trade and the out-of-home market."



of our ingredients. This demands plenty of dedication and commitment from our entire team. The pandemic year 2020/21 demonstrated once again how strongly and flexibly Eckes-Granini is able to respond in challenging situations. As a corporate group, we are therefore convinced that we will also achieve the tasks and objectives we have defined for the years ahead.

OUR EUROPEAN MARKETS

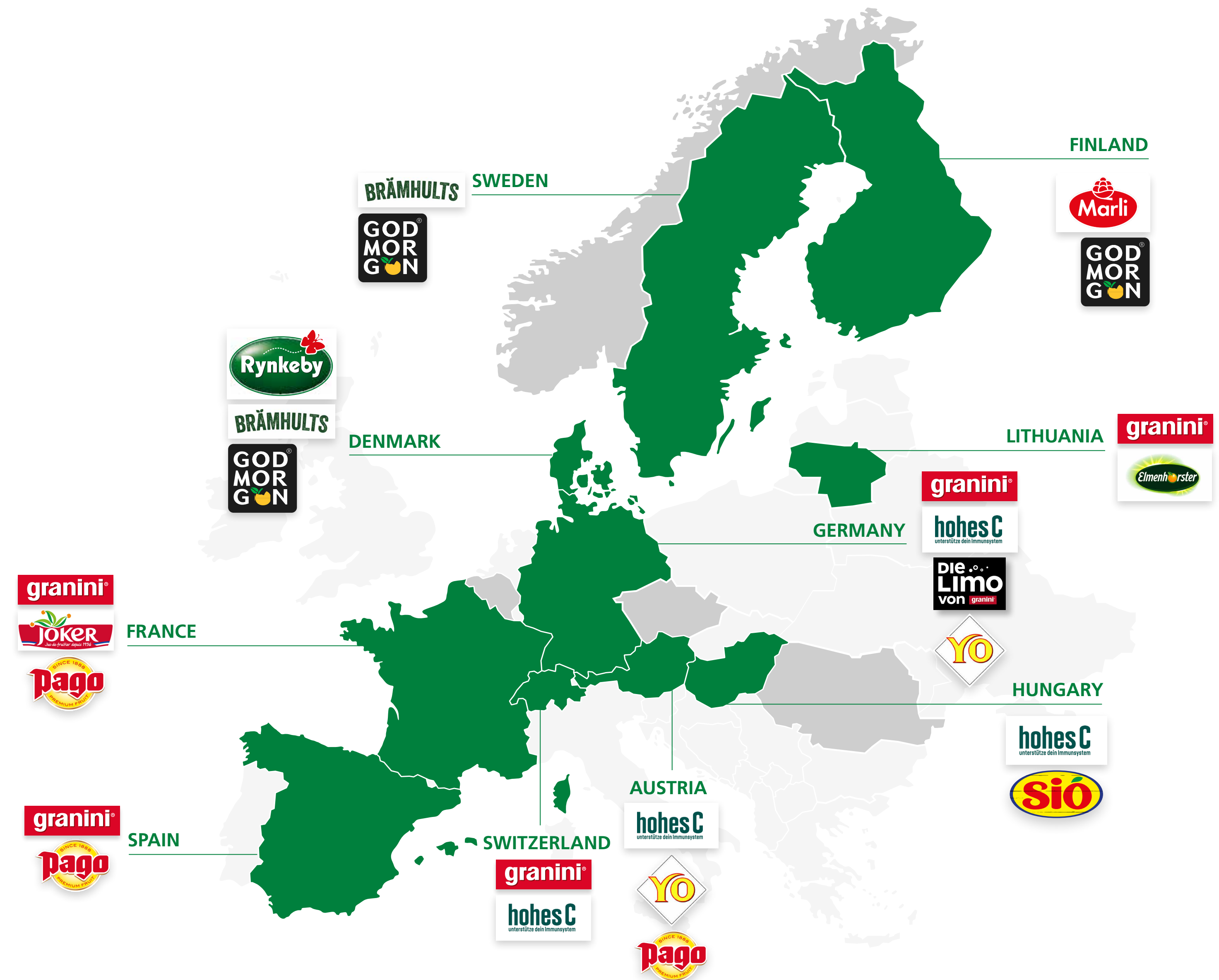
MARKETS OVERALL:

Austria, Belgium, Czech Republic, Denmark, Finland, France, Germany, Hungary, Lithuania, Norway, Romania, Spain, Sweden, Switzerland

IN THESE MARKETS, WE LEAD THE FIELD IN THE FJND* SEGMENT:

Austria, Denmark, Finland, France, Germany, Hungary, Lithuania, Spain, Sweden, Switzerland

SUBSIDIARIES	TOP BRANDS
Germany	hohes C, granini, YO, Die Limo
France	Joker, granini, Pago
Denmark	Rynkeby, God Morgon, Brämhults
Finland	Marli, God Morgon
Lithuania	Elmenhorster, granini
Austria	hohes C, Pago, YO
Sweden	Brämhults, God Morgon
Switzerland (51%)	granini, hohes C
Spain	granini, Pago
Hungary	SIÓ, hohes C
International	granini, Pago, YO



* (fruit juices, nectars, fruit drinks)



THE ECKES-GRANINI GROUP AT A GLANCE

The ECKES-GRANINI Group is a family business that is incorporated in the legal form of a limited liability company (GmbH). The company is run by the Chairman of the Executive Board, Tim Berger, and the other members of the Executive Board. Picture from left to right: Dr. Kay Fischer, Ágnes Kovács, Florence Frappa, Tim Berger, Ulrich Bunk, Sidney Coffeng.

HEADQUARTERS

Nieder-Olm

Germany (Rhineland-Palatinate)

RANGE

Fruit juices and fruit drinks

MARKET SHARE IN VALUE TERMS (2020)

12.9%*

EMPLOYEES

1,708

in 11 subsidiaries

SALES VOLUME (2020)

843

 million litres

REVENUE (2020)

EUR **873** million

EBIT (2020)

EUR **71** million

EXPORT

to more than **80**
countries worldwide

* COMPASS (data from eleven core countries): Austria, Belgium, Denmark, Finland, France, Germany, Hungary, Lithuania, Spain, Sweden, Switzerland.

MILESTONES IN OUR HISTORY

Eckes-Granini can look back on a corporate history spanning more than 160 years, in which people and brands play a crucial role. This history is built on entrepreneurial spirit and responsibility and defined by innovation and internationalisation in equal measure.



1959

Establishment of the **Institut für Getränkforschung** (Beverage Research Institute). It becomes the "Eckes calling card" for quality and innovation.

1958

Eckes launches the first ready-to-drink, bottled orange juice: **hohes C.**

1930er

The **production and marketing of fruit juice** (Eckes *Traubensaft*) is established as a second line of business.

1857

The haulage contractor, farmer and innkeeper Peter Eckes operates a small fruit and wine distillery in Nieder-Olm. His business will lay the cornerstone for the Eckes beverage company.



1974

Eckes joins other fruit-juice producers to found the **Schutzgemeinschaft der Fruchtsaft-Industrie** (Association of Fruit Juice Producers, SGF). Today, the self-regulatory body ensures the quality of fruit juice and fruit drinks worldwide.

1979

Eckes launches **Dr. Koch's Trink 10** on the retail food sector as the first **multivitamin juice**.

1991

Eckes is transformed into a public limited company (AG).

1993

European expansion begins with the takeover of **SIÓ Nektar Kft.** from Hungary.

1998

Takeover of the French company **Les Vergers d'Alsace**. Situated in Barcelona, the Spanish subsidiary **Eckes-Granini Ibérica S. A.** takes charge of distribution in Spain.

1996

The **plant in Bröl** (North Rhine-Westphalia, Germany) is the first business in the fruit juice industry to be certified in accordance with the European **Eco-Management and Audit Scheme**.

1994

Eckes takes over **granini** and therefore possesses its first brand with an international profile.



2000

Acquisition of an interest in the Finnish **Marli Group** opens the door to the Scandinavian and Baltic markets. This interest is increased to 100% in 2001.

2002

Joker and Les Vergers d'Alsace are merged to become **Eckes-Granini France**. **Eckes-Granini Austria** is established.

2004

Eckes AG becomes a **financial holding**. Operational activities are now entrusted to Eckes & Stock (spirits, wine and sparkling wine) and Eckes-Granini (fruit juice, fruit drinks).

2006

Exit from the spirits business: the strategic focus is placed on juices and fruit drinks. Expansion continues unabated with the establishment of the juice producer **Elmenhorster (Lithuania)** and the establishment of **Eckes-Granini Romania S. R. L.**

2021

The Eckes-Granini Group acquires a 49% stake in the ginger-shot start-up **Curameo AG** and its **Kloster Kitchen** brand.



2018

The Eckes-Granini Group acquires a 35% interest in **true fruits GmbH**.

2016

Yet another milestone: acquisition of the Danish fruit juice producer **Rynkeby Foods A/S**.

2012

Eckes-Granini builds its international market position in the premium segment by acquiring **Pago International GmbH** from Austria.

2007

The Eckes-Granini Group takes over the Swedish company **Brämhults Juice AB**.

CHAPTER

02

INTERVIEW WITH TIM BERGER



INTERVIEW WITH TIM BERGER

Mr Berger, Eckes-Granini has a variety of stakeholder groups with occasionally differing perceptions of what sustainable business entails. What is your view of the expectations that retailers, consumers, politicians and NGOs direct at you?

In recent years, we have seen a sharp rise in the wishes expressed by retailers and consumers and in the strict regulatory requirements enacted in the political realm. Clear expectations have been expressed in our direction, especially in regard to packaging and a reduction in sugar. We believe it is right to hold companies accountable. It will, after all, be a Herculean task to overcome the challenges presented by the climate crisis, the worrying state of the environment and the health risks associated with poor nutrition. We are unable to solve

these tasks on our own, of course, so we are eager to – and must – work with other companies, retailers and the government in many areas. This will only succeed if all societal stakeholders are involved in the process. However, every now and then I get the impression that the sheer complexity of sustainable management is neglected a little in public discourse. There are no "simple" solutions to these issues in my experience. That is why we are looking for our own way forward, one that is sensible for our company and its particular circumstances: In doing so, we attach particular importance to including our long-standing suppliers, producers and partners on our sustainability journey, to learning from each other and improving together.



TIM BERGER,
CEO OF THE ECKES-GRANINI GROUP

"There are no 'simple' solutions to these issues in my experience."

PERSONAL DETAILS



TIM BERGER (46) HAS BEEN CEO OF THE ECKES-GRANINI GROUP GMBH SINCE AUGUST 2020. BEFORE JOINING ECKES-GRANINI, HE WORKED FOR LEADING COMPANIES IN THE CONSUMER GOODS AND COSMETICS INDUSTRIES. HE SPEAKS SIX LANGUAGES, IS MARRIED AND HAS THREE CHILDREN.

Eckes-Granini has continuously advanced its sustainability management in recent years. The sustainability goals and measures were incorporated systematically and placed on a stronger strategic footing when you took office in August 2020. How do you think the group will benefit from this?

It is our goal to become one of the world's most sustainable companies in our industry. Eckes-Granini is on the right track, but still a long way from reaching this goal. We are, nonetheless, highly ambitious and invest heavily in our sustainable development. Some of our subsidiaries introduced modern environmental management systems years ago. We believe that group-wide goals, as well as the centralised measurement and monitoring of progress, will help us to forge ahead. Many of our subsidiaries are, of course, already taking a very systematic approach to advancing their sustainability issues. So if we strengthen coordination and control of these sustainability topics, it will become easier to pool and focus our resources going

forward. We aspire to create synergies and to learn from our mutual successes and failures.

You presented the new business strategy in spring 2021. Aside from sustainability, it sets out in particular how the topics of innovation and digitalisation will be pursued in future. Do you believe that these three areas can benefit from each other?

Absolutely. I am convinced that every innovation introduced at Eckes-Granini must also address sustainability. Not only will we get closer to achieving our corporate goals if we manage to perceive sustainability and innovation as a cohesive unit, we will also create the product experiences that consumers and retailers want from us. The digital transformation has a vital role to play here. From fruit cultivation to production and logistics, new digital solutions have the ability to make a huge contribution to improving the sustainability of processes and structures. I therefore view innovation,

digitalisation and sustainability as three parts of a whole in which none of the individual components can just be dispensed with.

"(...) The digital transformation has a vital role to play here."

The new strategy also makes clear that Eckes-Granini intends to continue its growth. How is it possible to successfully combine growth and sustainability?

Unfortunately, this is one of those questions to which there is no simple answer. Eckes-Granini has been growing for many years. We have also defined clear growth objectives we want to achieve by 2025. But we are also aware that the juice we sell is a natural product. This means that our growth in the

next 20, 50 or 100 years will also hinge on how well we manage – as a company, but also as a global community – to preserve the environment and our natural resources. Certainly, this is among the key incentives for us to continue developing new solutions that enable us to adopt more sustainable business practices. We are confident that protecting our environment and sustainable company growth can be reconciled. In doing so, we base our actions on the triple bottom line proposed by John Elkington. This means that to ensure sustainable growth, we actively track, manage, and optimise our economic, social, and environmental added value.

CHAPTER

03

OUR SUSTAINABILITY STRATEGY



WITH RESPECT AND RESPONSIBILITY FOR PEOPLE AND THE ENVIRONMENT

We define sustainability as a process of reconciling the ecological, social, and economic aspects of our corporate activities in the long term. As a family firm sustainable business is an integral part of our DNA. Eckes-Granini products have been made of natural resources since day one. Company founder Peter Eckes realised as far back as the mid-19th century: "Nothing can endure if it goes against nature." This awareness has been passed down from generation to generation in the family of owners and still shapes our corporate mission statement today.

Moreover, a commercially successful company like Eckes-Granini that operates on the global stage must address the

"Eckes-Granini products have been made of natural resources since day one."

issue of its responsibility towards people with whom it engages. Our actions have consequences, for our staff, the people working for our partners and suppliers, the residents of the communities in which our offices and production facilities are

situated and naturally for the consumers who enjoy our products in a variety of everyday situations.

This means that sustainability is not a fleeting trend that we happen to have embraced. We take our responsibility towards people and the planet seriously and do so to make certain that we will continue to be able to offer natural products of the highest quality in a liveable environment. With this in mind, we developed a group-wide sustainability plan back in 2013, which has since become a linchpin of our corporate strategy. With the strategic alignment of our numerous sustainability activities, our company has succeeded in codifying and improving the structure of this vital intersectional task and in doing so has leveraged the impact of the individual measures and initiatives.

Responsibility for implementation and ongoing development of the Eckes-Granini sustainability strategy rests with the Head of Quality Assurance and Sustainability, Jérôme Mornet, at group level. Support is provided by the Key



Area Leaders, who each have central control over one of the six main fields of activity. Also involved are local sustainability managers in all our ten subsidiaries and in the International Business Development (IBD) unit, who promote our measures on the ground. The Quality Assurance and Sustainability Department reports directly to the Executive Board of the Eckes-Granini Group.

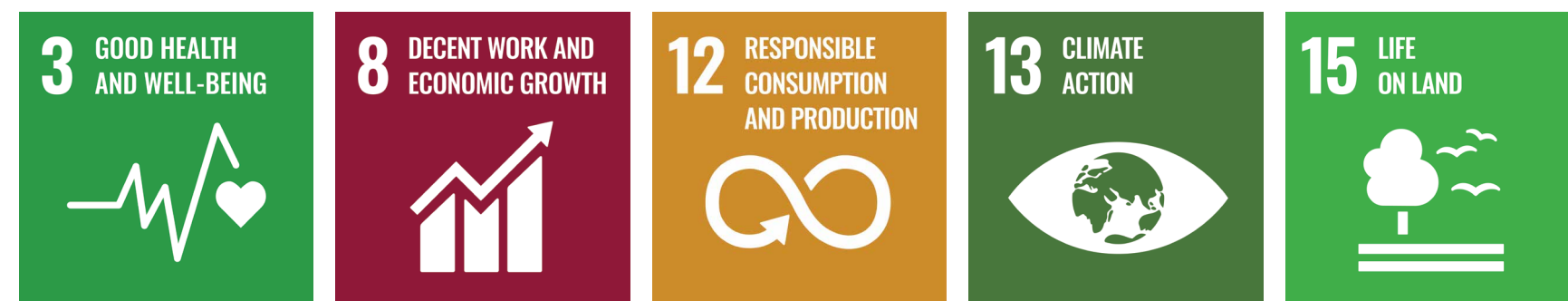
CONTRIBUTING TO THE GLOBAL SUSTAINABILITY GOALS

Meeting in New York, the United Nations General Assembly adopted 17 Sustainable Development Goals (SDGs) in September 2015. The SDGs address the entire range of sustainable actions and define a global agenda to reduce poverty and hunger, improve health, enable equality, protect the planet and much more. By doing so, they create a

first common understanding of the challenges that global society must address in order to enable sustainable development. Our company is convinced that the SDGs possess the potential to accelerate the process of creating a better and fairer world.



In its own sustainability strategy and the fields of action inferred from its intentions, the Eckes-Granini Group is seeking to contribute actively to achieving the following SDGs:



"Proceeding step by step, we want to become one of the world's most sustainable companies in the juice and fruit drink sector."

TIM BERGER, CEO


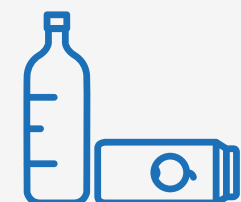
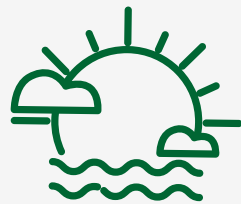
SUSTAINABLE BUSINESS: SYSTEMATIC, TRANSPARENT AND AMBITIOUS

We have defined six core fields of action to implement our sustainability strategy. They are: Sustainable Juice, Packaging, Climate Protection, Nutrition, Social Responsibility and Employees. We have defined ambitious, long-term goals for each of these fields of action. A few important milestones were reached during the 2019/20 reporting period on the way to achieving these goals:

Objectives:



What we have achieved so far:

 <p>SUSTAINABLE JUICE</p>	<ul style="list-style-type: none"> - By 2030 at the latest, all of our juices and purees will be produced using sustainably cultivated fruit - We define new sustainability standards and call for their establishment within the industry 	<ul style="list-style-type: none"> - We joined the Sustainable Juice Covenant (SJC) in February 2019 - At the end of 2020, 47% of the fruit and vegetables we processed came from sustainable agriculture in accordance with SJC guidelines - We are partner of a smallholder project in cooperation with Solidaridad Brazil since May 2020, which promotes sustainable orange cultivation - The Eckes-Granini Group has been a member of the Sustainable Agriculture Initiative Platform (SAI Platform) since June 2020, one of the most important global initiatives for sustainable agriculture in the food and beverage value chain
 <p>PACKAGING</p>	<ul style="list-style-type: none"> - Our PET bottles will be made entirely of r-PET (recycled PET) by 2025 - By 2025, we will reduce the packaging weight of our products (PET, glass, closures) by another 10% 	<ul style="list-style-type: none"> - The Eckes-Granini Group reduced the packaging weight of its entire portfolio by 10% between 2015 and 2020 - Every one of our PET bottles consists of 25% r-PET - Our PET bottles are 100% recyclable
 <p>CLIMATE PROTECTION</p>	<ul style="list-style-type: none"> - We have gradually introduced numerous measures to reduce or even eliminate harmful greenhouse gases that are emitted directly or indirectly due to our business activities. Where this is not possible, we offset our carbon footprint according to Scope 1 and 2 and Scope 3 emissions we can influence directly - Our Science-based targets (SBT) for emission reduction*: We intend to achieve a 95% reduction in our Scope 1 and 2 emissions by 2030 and lower our Scope 3 emissions per litre by 50% or by 40% absolute, assuming a 20% volume growth 	<ul style="list-style-type: none"> - Our cooperation with ClimatePartner has laid the foundation for climate neutrality at all Eckes-Granini locations. All of the Eckes-Granini subsidiaries have carried the ClimatePartner label "Climate Neutral Company" since 1 January 2021 - Almost 100% of the electricity to power our offices and plants is now obtained from renewable energies




(*) The SBT reduction targets officially submitted by Eckes-Granini were undergoing validation by SBTi (Science Based Targets initiative) at the time this report was published.



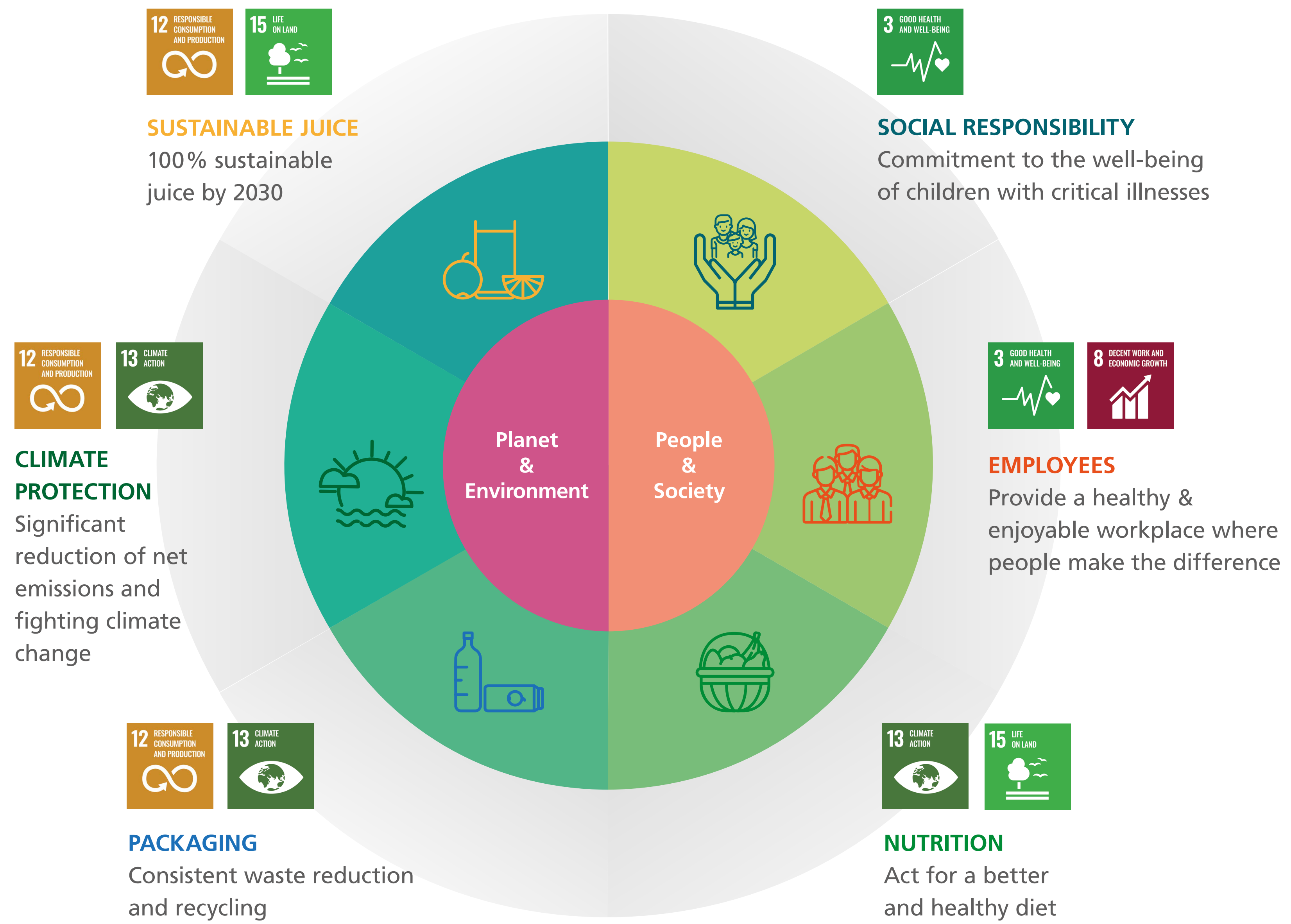
Objectives:



What we have achieved so far:

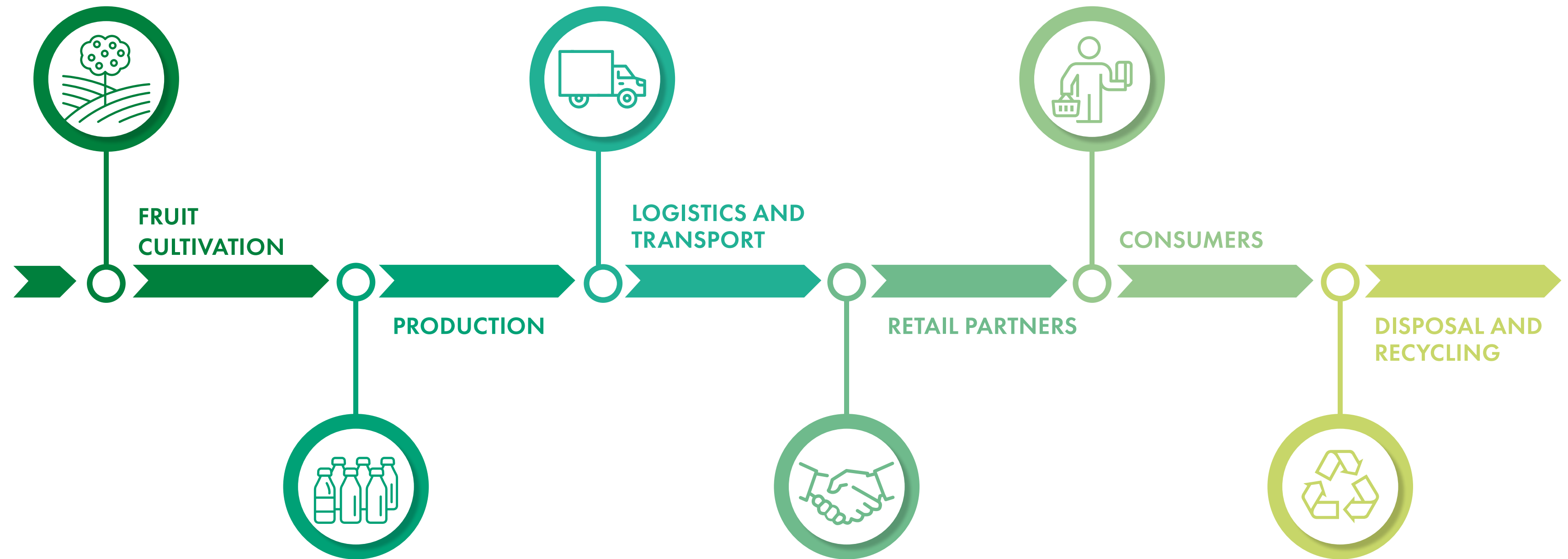
 <p>NUTRITION</p>	<ul style="list-style-type: none"> - We will reduce the content of added sugar in fruit beverages and nectars within our entire product range by another 10% by 2025 - We actively develop new, low-calorie products - We actively and transparently educate consumers about good nutrition, healthy nutrients and the ingredients contained in our products 	<ul style="list-style-type: none"> - We reduced the content of added sugar in our products fruit beverages and nectars by 10% between 2015 and 2020 - Eckes-Granini is constantly looking for new and innovative product concepts that contribute to a healthy diet. We do so in particular thanks to our varied recipes with additional health benefits
 <p>SOCIAL RESPONSIBILITY</p>	<ul style="list-style-type: none"> - We support the initiators of the Team Rynkeby charity cycling tour in raising at least EUR 100 million by 2025 to support seriously ill children and their families 	<ul style="list-style-type: none"> - Team Rynkeby collected EUR 10.6 million in donations during 2019. Despite the difficult circumstances facing tour organizers and participants due to COVID-19 restrictions in 2020, EUR 8.7 million was raised for seriously ill children and their families, with another EUR 9.7 million added in 2021 - In total, Team Rynkeby members raised more than EUR 75 million for good causes between 2002 and 2021
 <p>EMPLOYEES</p>	<ul style="list-style-type: none"> - Eckes-Granini offers its employees a healthy and enjoyable workplace that promotes excellent performance - We create a suitable environment that enables each member of the Eckes-Granini team to contribute to our sustainability strategy and corporate values 	<ul style="list-style-type: none"> - We established a group-wide reference framework for a healthy and attractive workplace by 2020, which we intend to build on going forward

ECKES-GRANINI SUSTAINABILITY STRATEGY IS BUILT ON THESE FIELDS OF ACTION:



RESPONSIBILITY ALONG THE VALUE CHAIN

We take responsibility for our entire value chain. It is our concern to develop measures and initiatives within our six fields of action that address each link in the value chain and that show impact in all areas, from cultivation of our fruit and the production of our juices to the recycling depot.



FRUIT CULTIVATION

Eckes-Granini cooperates closely with its suppliers as a means of helping farms and processing businesses to satisfy the standards enshrined in the Sustainable Juice Covenant for the environment, social and labour practices, ethics and procurement. Our initiatives are designed to contribute significantly to installing more sustainable structures within conventional fruit and vegetable cultivation around the globe.

PRODUCTION

Eckes-Granini has seven own production plants in ten European countries. We are determined to continue our growth, while at the same time reducing and offsetting our greenhouse gas emissions – starting with the company locations. To achieve this, we measure and analyse our carbon footprint and implement reduction and compensatory measures on this basis, while still maintaining the most rigorous standards of process and product quality, as well as offering a safe, healthy and pleasant working environment.

LOGISTICS AND TRANSPORT

We pursue active sustainability programmes and perform regular audits with our transport partners in Europe. Other measures include the testing of innovative logistics solutions with our retail partners. In doing so, our objectives are always to reduce incrementally the CO₂ emissions caused by transporting our products.

RETAIL PARTNERS

Our perception of market leadership encompasses more than just market shares and sales revenue. Inherent to our beliefs is also the category of thought leadership. This means that we actively shape and structure the individual areas of the beverage market and consistently introduce new trends to each of its segments. To do so, we need innovative, high-quality and sustainable products that convince our retail partners and consumers at the point of sale, surprising and inspiring them time and again.

CONSUMERS

By contributing to a healthy lifestyle, our product concepts and recipes help consumers to maintain balanced and conscious diets. Our focus is on sustainability, a steady reduction in sugar and calories and on nutrients with additional health benefits.

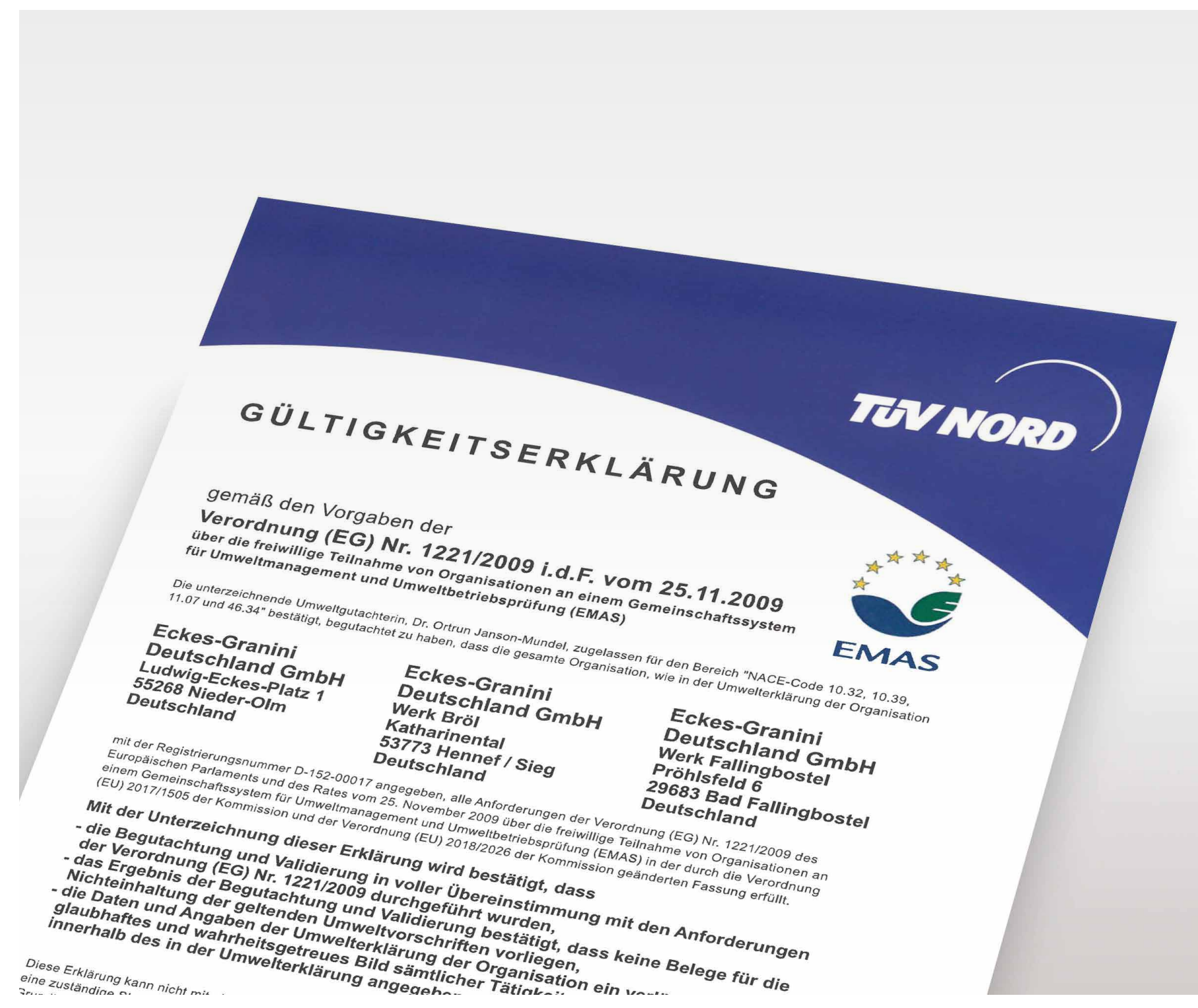
DISPOSAL AND RECYCLING

We want all our consumers to be able to select a sustainable packaging option – irrespective of whether they pick an Eckes-Granini product in PET, glass or liquid packaging board. It is our belief that this inevitably includes reducing the use of virgin PET and as much packaging material as possible. To this end, we invest in innovative packaging technologies, renewable and biodegradable materials, weight reduction and strengthening the circular economy.

HIGH STANDARDS FOR OURSELVES AND OUR PARTNERS

Besides our internal management system, we believe firmly in third-party validation in order to control and guide our sustainability goals and activities in the areas of the environment and climate and resource protection.

The following standards lay the foundation for our company processes and are certified regularly:



The Eckes-Granini Group operates in accordance with the internationally recognised EMAS environmental management system as a means of ensuring its environmental protection activities are transparent and verifiable for external parties. EMAS stands for "Eco-Management and Audit Scheme" and is a system that provides organizations operating in various sectors a standardised basis for continuously improving their environmental management system and performance. EMAS is also known as the EU Eco-Audit, as it was developed by the European Union. Membership in this scheme means that we regularly review our activities, products and services in regard to their environmental impact. All Eckes-Granini subsidiaries operating their own production facilities (Germany, France, Denmark, Hungary, Lithuania and Finland) are now EMAS-certified.



The standards we place in environmental protection and fair social standards are strict and extend to our suppliers and partners, besides ourselves. To this end, the sustainable practices of all relevant suppliers – currently around 140 – have been audited by the independent EcoVadis institute since 2015. Its experts analyse a total of 21 criteria that examine environmental, social and ethical aspects, as well as the value chain. Eckes-Granini uses the findings to conduct meaningful discussions with its suppliers as a means of initiating further improvements. We also submit to this strict assessment on a regular basis. Eckes-Granini Germany was awarded Platinum Rating in the most recent monitoring in 2020, placing it among the top 5% of all companies.

3.1 PACKAGING

OUR PACKAGING STRATEGY ADHERES TO THE PRINCIPLE OF REDUCE, RECYCLE, RECOVER

The content matters, but not exclusively. Here at Eckes-Granini, we are always racking our brains to find the perfect packaging for our products. Our goal is to ensure that customer always receive sustainable packaging, no matter which option they choose. That's why we work tirelessly to continue upgrading our packaging.

Our focus is on the systematic elimination of packaging material and weight, as well as on the use of recycled and bio-based materials.



Our main concern is to cultivate steady advancements within the circular economy and to close the recycling loops.



OUR OBJECTIVES:

2025

↓

100%

BOTTLES FROM R-PET

↓

10%

LESS PACKAGING WEIGHT THROUGHOUT OUR PORTFOLIO



THREE QUESTIONS ARE CRUCIAL FOR US WHEN IT COMES TO PACKAGING:

1. What do consumers want?
2. How can we ensure that our juices and fruit drinks are of top quality?
3. What is the best way to protect the environment and its resources?

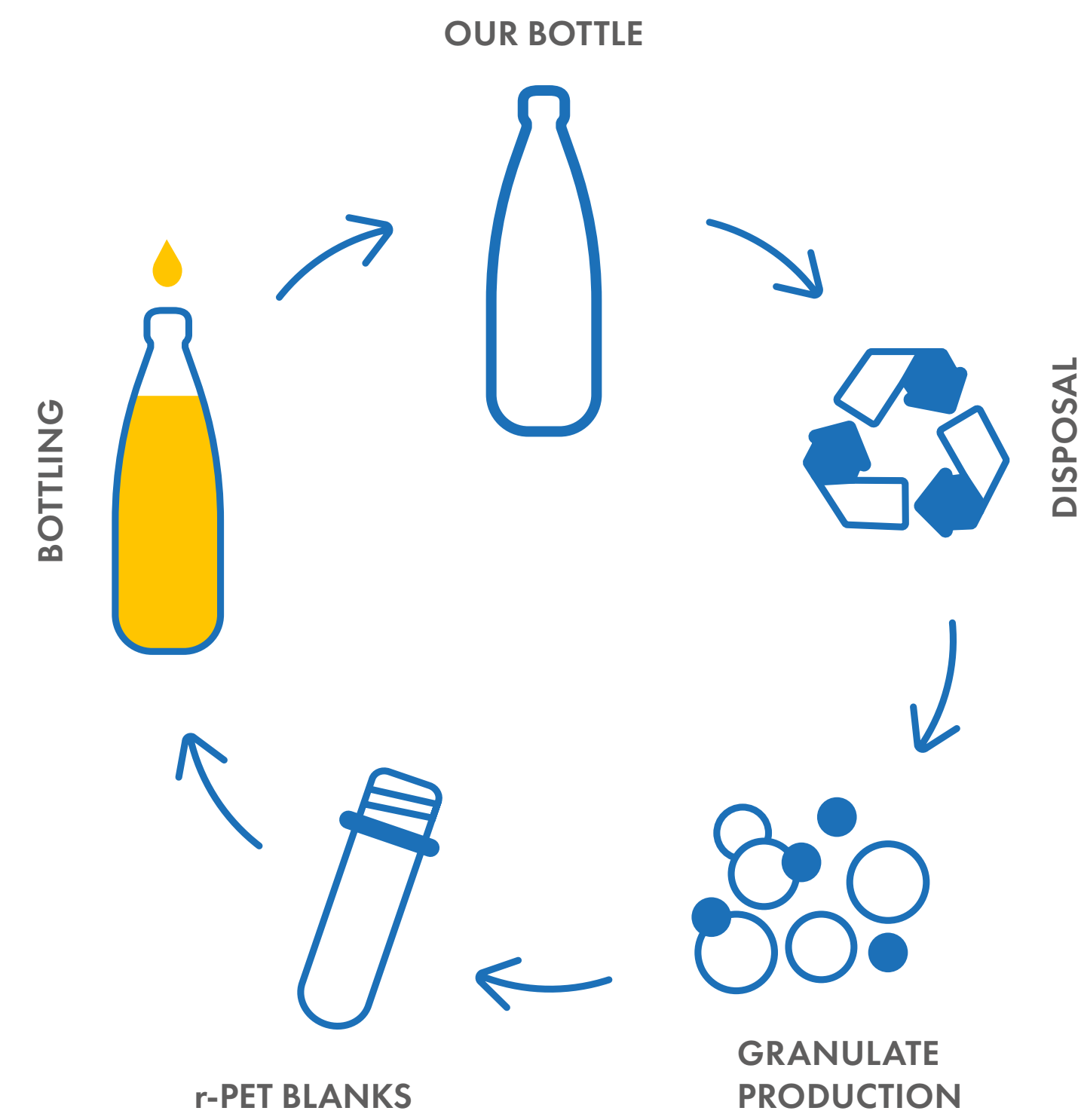
APPROACHING 0% VIRGIN PLASTIC



hohes C since mid-2021 with 100 % r-PET as a pioneer in the Eckes-Granini Group



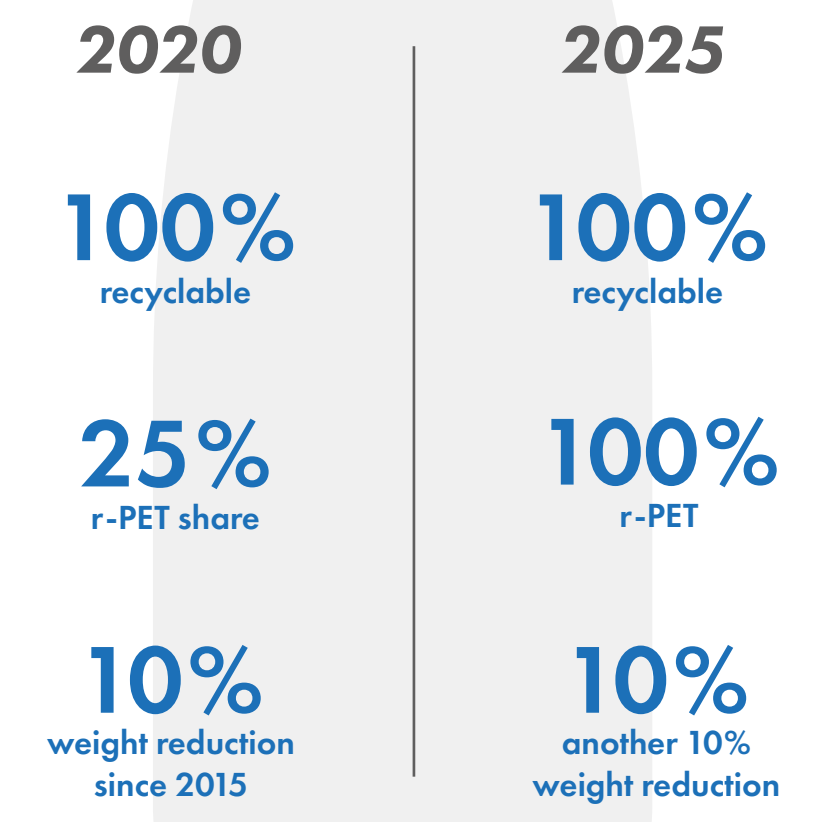
WE WANT TO CONVERT OUR PET VOLUMES 100% TO r-PET BY 2025



PET is still the most popular packaging material among our consumers thanks to the aspects of handling, weight, disposal, break resistance and risk of injury. Nevertheless, there is no doubt that disposable plastic weight harms our ecosystem. It is important to remember that virgin – so new – plastic is obtained from petroleum, a precious and finite resource. All of our bottles are 100% recyclable to ensure that they remain in the packaging cycle for as long as possible. At the same time, we are working on solutions to reduce packaging weight and to consequently increase the r-PET share. In Germany, we aim to use only PET bottles made from 100% recycled PET for all our German brands by the end of 2022, which will save around 9,000 tonnes of new plastic each year. What is more, these bottles will not use up even more crude oil and are already part of the recycling loop. As of this year, we are already using 100% recycled PET to make the bottles for our anchor brand hohes C, making it the first major juice supplier on the German market to take this step, as befits our

role as pioneers and key contributors to the circular economy. We currently use an average of 25% recycled PET across the group for all other brands. Our declared goal is to introduce as little plastic as possible into circulation and to contribute to closing the recycling loops. The vision is to create a genuinely closed loop, from bottle to bottle. Switching to 100% r-PET is an important element in our corporate sustainability agenda. It will apply to all our PET volumes in Europe by 2025.

OUR PET BOTTLE



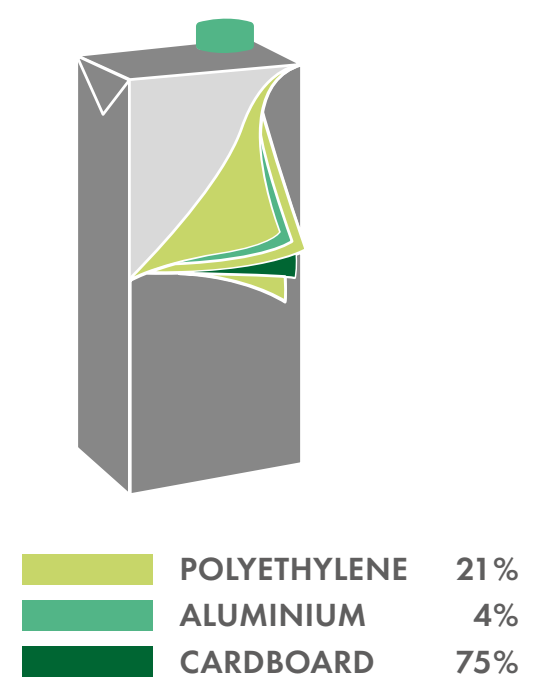
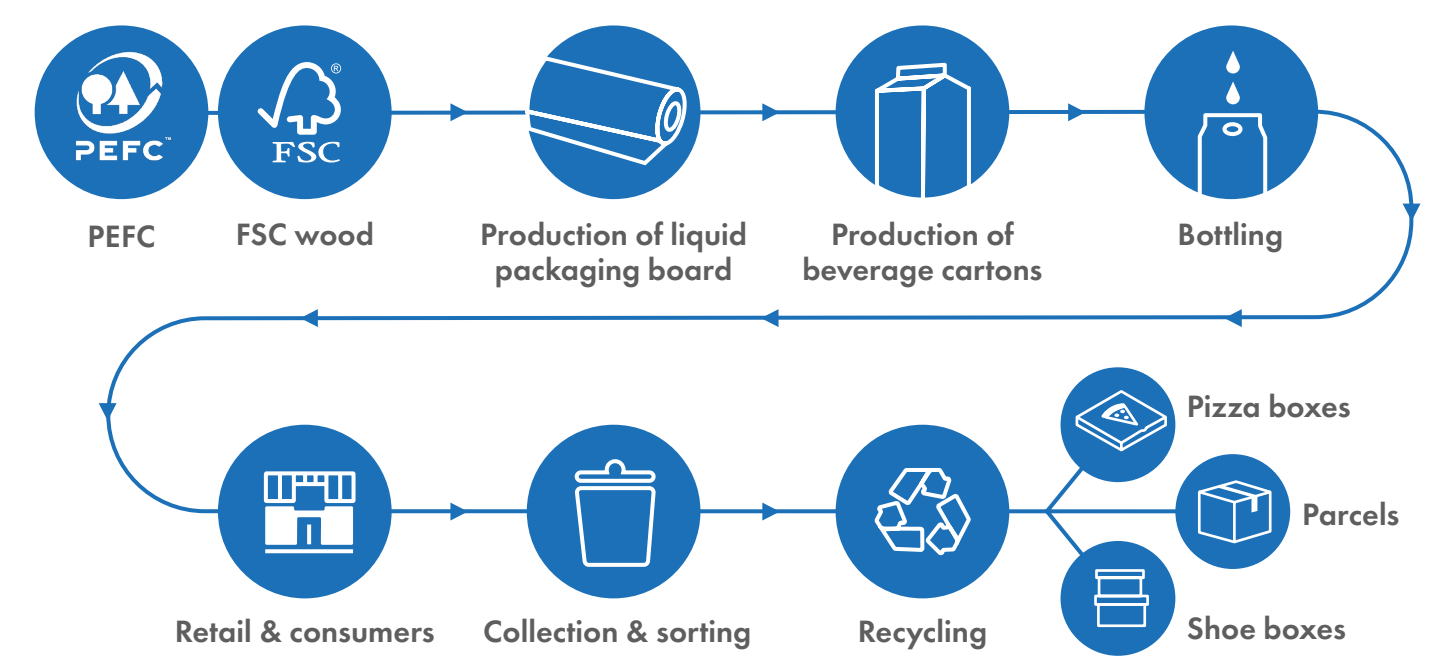
JUICE BOTTLES BELONG IN THE DEPOSIT SYSTEM

Many European countries have already introduced a deposit system for glass bottles, tins and certain PET beverage bottles. These programmes contribute to a closed loop and resource efficiency. For years now, the Eckes-Granini Group has advocated extending the system to juices, nectars and smoothies. The system in Germany is now scheduled for reform: Starting in 2022, a compulsory deposit will be collected on disposable beverage bottles made of plastic. Extending the deposit system to juice and nectar is a long overdue step in the creation of closed loops and more sustainable packaging solutions.

At present, the German deposit system is losing around 45,000 tonnes of PET. This is equivalent to just under ten per cent of the PET bottles currently in circulation. These PET bottles, which do not require the collection of a deposit, are currently disposed of in normal plastic bins and are largely only down-cycled due to contamination and mixing. By contrast, deposit bottles are collected cleanly in automatic systems and can therefore be recycled back into the food packaging sector or used for other valuable purposes. It follows, therefore, that larger quantities of recycled PET are available in the circular economy.



OUR SOLUTIONS FOR LIQUID PACKAGING CARTON AND PAPER



We are committed to upgrading our liquid packaging carton – always in close cooperation with our long-standing partners. Moreover, we have been using bio-based closures since 2018 and are currently looking for ways to dispense with aluminium foiling in the cartons themselves. Our partners worldwide are pursuing the goal of exclusively using liquid packaging board that is

obtained from responsibly managed sources. They ensure compliance by certifying all sites according to the standards of the Forest Stewardship Council (FSC) or the Programme for the Endorsement of Forest Certification Schemes (PEFC). FSC and PEFC stand for sustainable, environmentally sound, socially beneficial and economically viable forest management worldwide.

"I am now made of paper"



31-TONNES REDUCTION IN DISPOSABLE PLASTIC THANKS TO PAPER STRAWS

Eckes-Granini Finland and Lithuania became the first subsidiaries to switch to paper straws in November 2020, so even before the EU ban on disposable plastic entered into force. These straws are food-safe, recyclable and compostable. With the conversion of all national companies in 2021, Eckes-Granini will save about 31 tonnes of disposable plastic annually throughout the Group – the equivalent of about 78 million straws.



3.2 CLIMATE PROTECTION

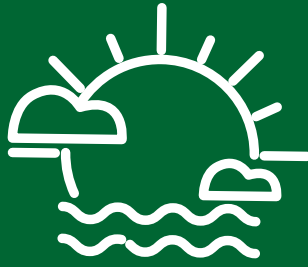
LESS IS MORE: IN HARMONY WITH THE PARIS AGREEMENT

Among its many other harmful impacts, the rise in global warming poses a massive risk to agriculture. But fruit and vegetable farming are vital to the success of Eckes-Granini. This merely heightens our commitment to acting in harmony with the Paris Agreement. Limiting global warming to 1.5 degrees Celsius is imperative. As a leading European juice producer, we are determined to send a clear signal: Among other things, this involves the gradual introduction of numerous measures to reduce or even eliminate harmful greenhouse gases that are emitted directly or indirectly due to our business activities. We have been reducing our carbon footprint in Europe for years now by modernising facilities, sourcing green

electricity, using r-PET, lowering packaging weight and cutting fuel consumption in the logistics fleet. Where this is not possible, we offset our carbon footprint according to Scope 1 and 2. We have joined a certified project of ClimatePartner to offset our Scope 1 and 2 carbon footprint at all European locations. We also offset the Scope 3 emissions we can influence directly, among them employee mobility, business travel, water consumption and emissions from waste generation. All Eckes-Granini subsidiaries have carried the ClimatePartner label "Climate Neutral Company" since 1 January 2021. For more information, see page 61.



Limiting global warming to 1.5 degrees Celsius is imperative. As a leading European juice producer, we are determined to send a clear signal.



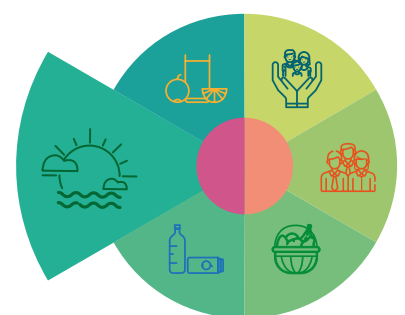
OUR OBJECTIVES:

2030

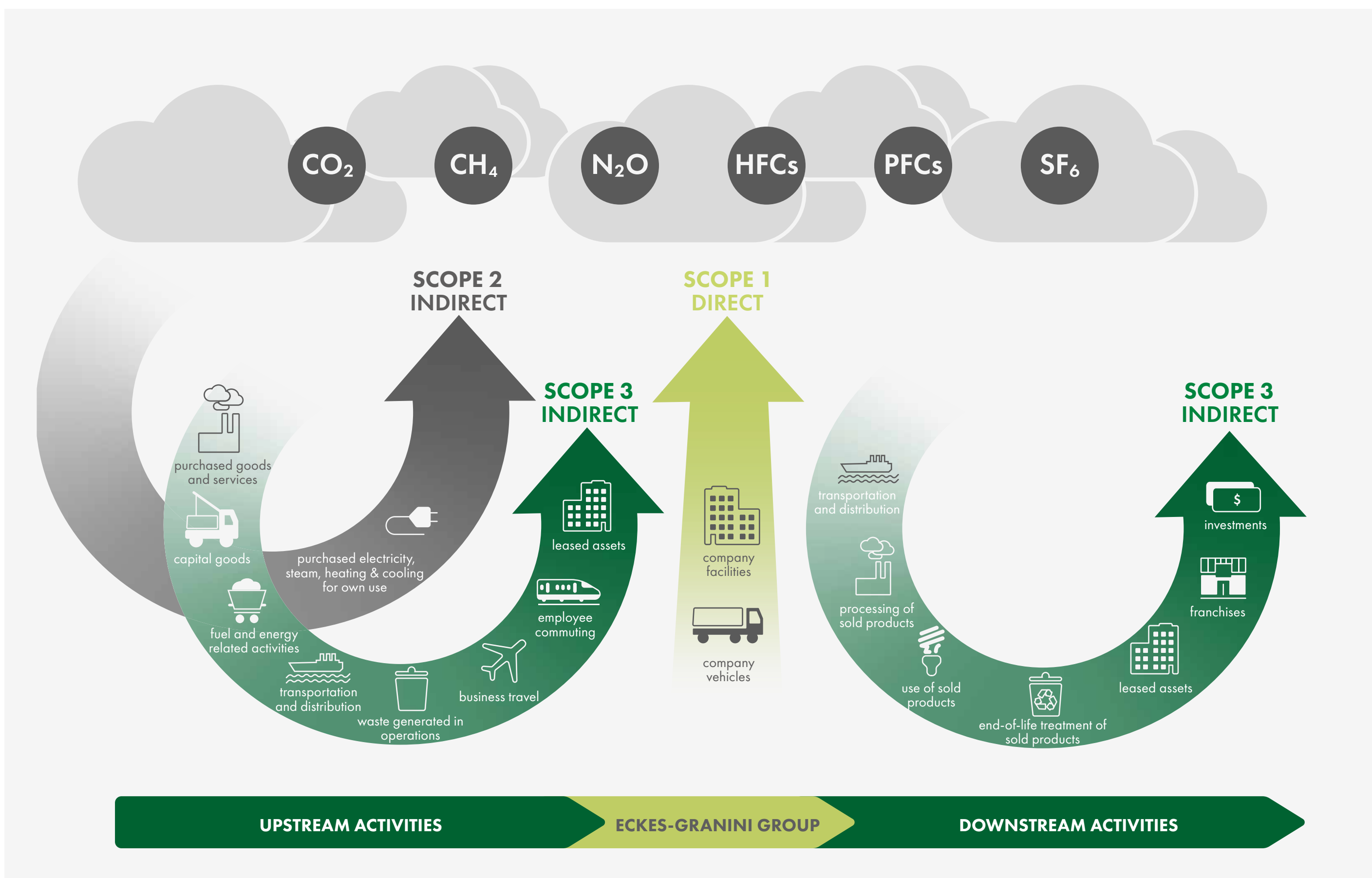
-95%
SCOPE 1 AND 2
EMISSIONS

↓

100%
SWITCH TO
CLIMATE-FRIENDLY
HEAT AND DRIVE
TECHNOLOGIES



GREENHOUSE GASES ARE DIVIDED INTO THREE CATEGORIES OR "SCOPES" BY THE MOST WIDELY USED INTERNATIONAL CALCULATION STANDARD, THE GREENHOUSE GAS (GHG) PROTOCOL.



SCOPE 1

Direct emissions from owned or controlled sources such as plants or vehicle fleets

SCOPE 2

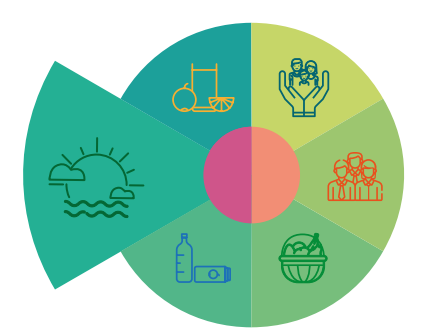
Emissions from the generation of purchased electricity, heating and steam

SCOPE 3

Indirect greenhouse gas emissions that are caused by the organization's activities but are often not under its control (e.g. caused by suppliers and service providers or by product distribution)

»»» In 2020 we have conducted a carbon footprint for the Eckes-Granini Group: We generated 25,896 tonnes of Scope 1 and 2 emissions and 595,635 tonnes of Scope 3 emissions*.

(* emissions from all Eckes-Granini subsidiaries (base year 2019), including EGSSA, our joint venture with Nestlé Waters in Switzerland.



OUR SCIENCE-BASED TARGETS (SBT) FOR EMISSION REDUCTION BY 2030*

The Science Based Targets Initiative (SBTi) provides companies with evidence-led objectives for reducing greenhouse gas emissions as a means of limiting global warming and mitigating the perilous impacts of climate change. Targets are considered "science-based" if they are consistent with what the latest suggestions within climate science for what would be necessary to achieve the

goals of the Paris Agreement, namely the limitation of global warming to well below 2 degrees Celsius above pre-industrial levels and continuing efforts to curb warming at 1.5 degrees Celsius.

<https://sciencebasedtargets.org/about-us>



– 95% SCOPE 1 AND 2 EMISSIONS

We believe in our responsibility to reduce emissions we can influence directly as much as we can. The aim is to achieve a 95% reduction in our Scope 1 and 2 emissions by 2030 as our contribution to curbing global warming at 1.5 degrees Celsius. In doing so, we are aware that some emissions simply cannot be reduced. We take our carbon footprint from 2019 as the benchmark.

Key measures to achieve the reduction targets:

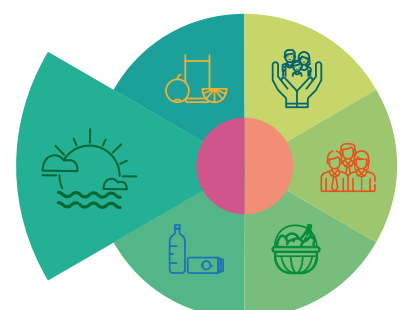
- Continuous reduction of our energy consumption (electricity, heat, steam) as well as proactive and early replacement of our heat and steam generation systems with climate-friendly alternatives to reduce our natural gas consumption
- Car and HGV fleet: 100% switch to climate-friendly drive technology

– 50% SCOPE 3 EMISSIONS PER LITRE – 40% ABSOLUTE, ASSUMING A 20% VOLUME GROWTH

Key measures to achieve the reduction targets:

- Raw materials:
 - Collaboration with suppliers and farmers to reduce emissions along the upstream value chain (fertiliser and pesticide use, energy consumption and emissions during storage and processing, as well as sequestration of carbon in the soil)
 - Positive action to include raw materials with a small carbon footprint in our overall portfolio
- Packaging material:
 - Switch to packaging materials from recycled and renewable sources
 - Continued reduction in our packaging weight
 - Cooperation with our suppliers to reduce emissions along the upstream value chain
- Logistics:
 - Continued optimisation of our network, its utilisation and load volumes
 - Switch to rail and shipping for additional transport volumes
 - Cooperation with external logistics service providers to use climate-friendly drive technology
- Business travel: Reduction in our emissions by 40% by curbing business travel and switching to virtual meetings and selecting alternative means of transport (e.g. trains instead of flights)
- Staff mobility: Increased working from home policies and support for our employees in switching to more sustainable means of transport (electric cars, (e-)bikes, train)

(*) The SBT reduction targets officially submitted by Eckes-Granini were undergoing validation by SBTi (Science Based Targets initiative) at the time this report was published.



GREEN ELECTRICITY



Consistent use of green electricity throughout the group reduced carbon emissions by 3,774 tonnes last year. This is equivalent to 4,440 flights from London to New York or mileage of 11,578,000 kilometres by car. All of our plants and company offices almost exclusively use green electricity.

SUPPORT FOR A RAIN-FOREST CONSERVATION PROJECT IN BRAZIL

The long-term avoidance and reduction of emissions are top priorities at Eckes-Granini. Naturally, though, direct and indirect emissions are and will continue to be produced along the value chain for the foreseeable future. This is why the Eckes-Granini Group has cooperated with ClimatePartner since 2020. ClimatePartner helps companies to measure and analyse their carbon footprint as a first step. A second step is then used to prepare reduction and offsetting strategies.

The group and its subsidiaries* offset 43,082 tonnes of CO₂e emissions in 2021, which were caused by the supply of energy and heat to office buildings and production facilities, waste processing or daily commuting and business trips, among other factors.

(*) Without EGSSA, our joint venture with Nestlé Waters in Switzerland.

The group has offset these emissions since the beginning of January 2021 by donating to ClimatePartner’s certified rainforest conservation project in Portel, Brazil. In doing so, Eckes-Granini is also ensuring that 17,872 hectares of Amazonian rainforest woodlands remain protected each year. The project we support is certified according to the Verified Carbon Standard (VCS) and CCBS Gold Level, which are among the strictest accreditations for forest conservation projects. It is validated by DNV (USA) Inc. (DNV GL).

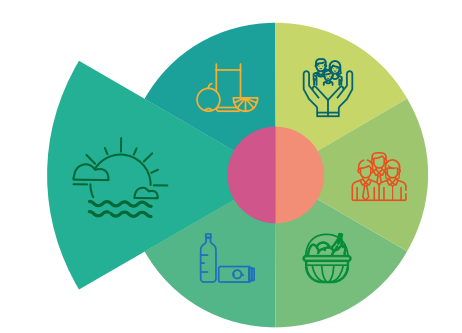
Besides measuring emissions and compiling the Corporate Carbon Footprint (CCF) at the Eckes-Granini Group level, we are also currently addressing the Product Carbon Footprint (PCF) generated by our various brands and products. In a first step, we calculated the carbon footprint of all our brands and products. We will now proceed to the second step of ensuring that selected brands become climate neutral.

17,872
Hectares forest

ECKES-GRANINI ENSURES, AMONG OTHER THINGS, THE PROTECTION OF AN AREA OF 17,872 HECTARES OF AMAZON RAINFOREST PER YEAR.

43,082
Tonnes CO₂e

THE GROUP INCL. ITS SUBSIDIARIES HAS OFFSET 43,082 TONNES OF THE EMISSIONS IN 2021.



WE ARE FIGHTING FOR CLIMATE PROTECTION ON MANY FRONTS

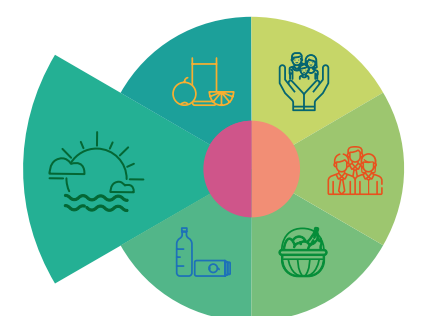
THE FOLLOWING LISTS A FEW OF OUR EUROPEAN ACTIVITIES



Reinventing logistics:

Eckes-Granini Germany is the first company to be certified and awarded the 3rd Star in the Lean & Green initiative by GS1 (Global Standards One) Germany. Starting in 2012, we have since successfully implemented a raft of measures affecting the eco-efficiency of our warehouse and logistics processes at our three locations in Nieder-Olm, Bröl and Bad Fallingbostel.

The Lean & Green sustainability initiative specifically aims at reducing greenhouse gas emissions. 4,838 tonnes of CO2e and therefore around 36% of logistics-related greenhouse gas emissions have already been saved over the last nine years.





ECR Award:

Eckes-Granini Germany and the food retailer Kaufland received the ECR Award (Efficient Consumer Response Award) for their cooperation in 2019. This annual award honours exemplary cooperation between industry and retail in the consumer goods sector and logistics

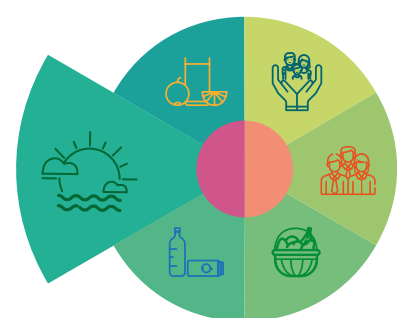
that promotes increased customer orientation. The partners used real-time data to control the flow of goods and hence improve efficiency in the assignment of HGV fleet cargo space, a reduction in demurrage and, as a result, a cut in carbon emissions.



E-fleet in Sweden:

As a member company of DLF (the Swedish trade association for companies supplying food to retailers, restaurants and catering facilities), Eckes-Granini Sweden has signed the National Transport Initiative 2025. Within this initiative, companies in Sweden commit to the transport of products from A to B without the use of fossil fuels by 2025. Sweden's politicians are determined to reduce carbon dioxide emissions from the transport sector by 70 per cent by 2030 compared to 2010 levels. DFL members like us must

eliminate fossil fuels in domestic transport – whether by a company or obtained from external providers – by 2025, which will contribute significantly to achieving this target. A glance at the data for companies endorsing the initiative shows that the share of fossil-free domestic transport was 59% in 2020.



3.3 SUSTAINABLE JUICE

SUSTAINABLE PROCUREMENT FOR SUCCESSFUL CHANGE

Eckes-Granini obtains fruits and vegetables from all over the world – wherever the natural conditions are most favourable. Impeccable quality and fabulous taste matter to us. But sustainable purchasing of raw materials is as important as quality itself. To this end, the Eckes-Granini Group enshrined the strategic cornerstones for the procurement of our ingredients in a Sustainable Sourcing Policy of June 2019. This policy is geared towards a clear goal: From 2030 at the latest, we will only source our fruit and vegetables from farmers and suppliers who apply sustainable agriculture and processing methods. In doing so, we are helping to ensure that our procurement processes protect humankind and the environment itself.

Depending on the country of origin, however, suppliers and farms may struggle to meet the various sustainability standards of different companies, industries and markets. This is why – as a reliable partner – Eckes-Granini supports its often long-standing suppliers and farmers in rising to this challenge. To this end, we engage in frank discussions with suppliers, farmers and NGOs. Eckes-Granini is also committed to uniform sustainability standards within the industry and supports projects for environmentally friendly, socially responsible fruit cultivation.




OUR OBJECTIVE:

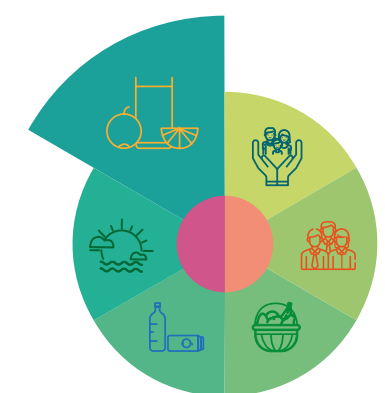
2030

↓

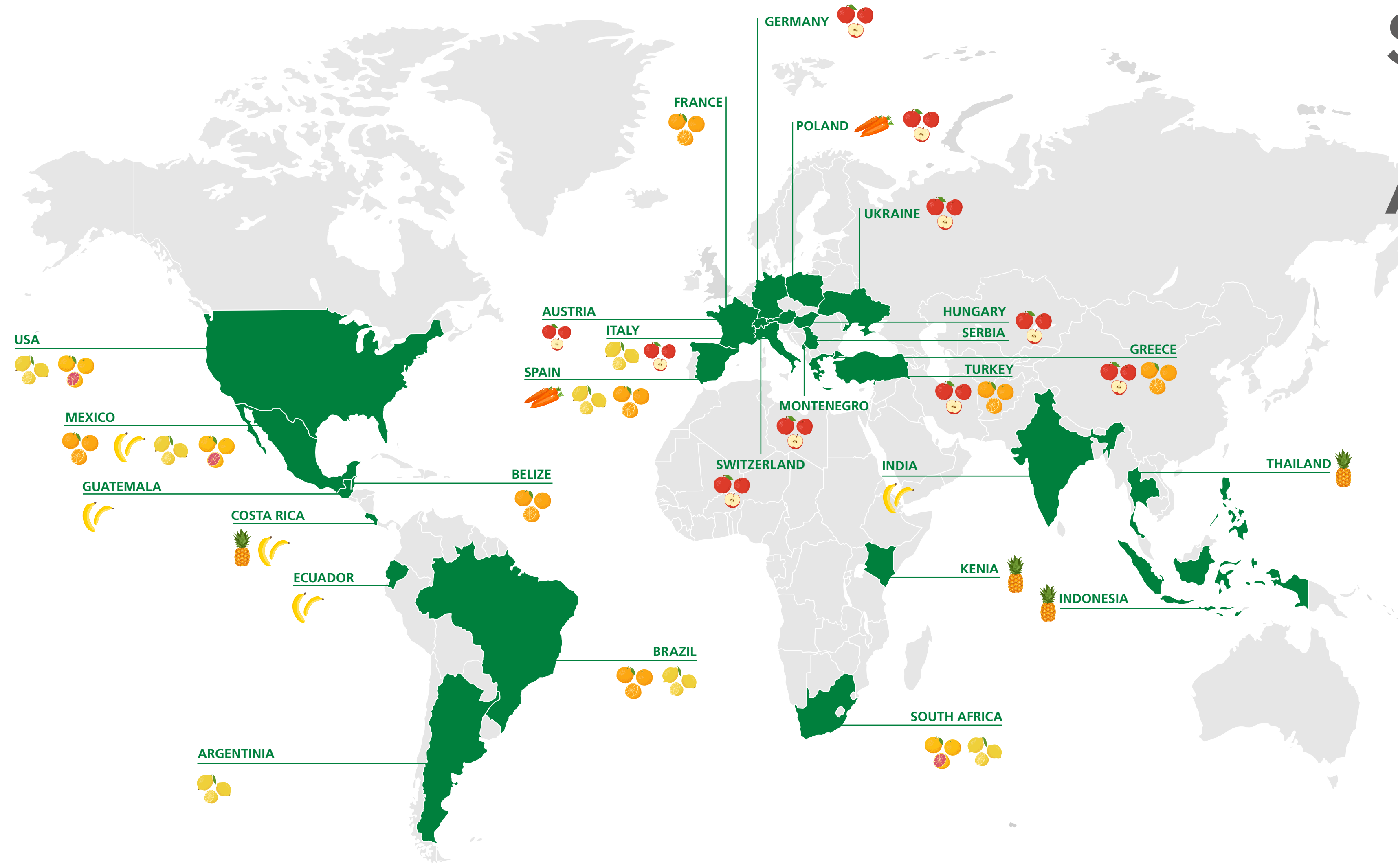
100%

SUSTAINABLE JUICE

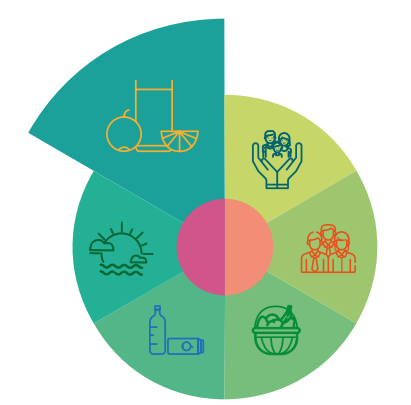
Eckes-Granini is determined to contribute actively to making global fruit cultivation and trading more sustainable and therefore fit for the future.



SUSTAINABLE FARMING AROUND THE WORLD



47% of the fruit we purchased was already obtained from sustainable agriculture in 2020. This included oranges, apples, pink grapefruit, lemons, bananas, carrots and pineapples.



COMMITTED TO THE SUSTAINABLE JUICE COVENANT

But how does sustainable purchasing even work? And what does "sustainable agriculture" mean? Eckes-Granini joined the Sustainable Juice Covenant (SJC) in 2019 to define and support an industry-wide, standardised rulebook. It is coordinated by the IDH Sustainable Trade Initiative. Eckes-Granini has therefore committed to converting its portfolio to 100% sustainable juice by 2030. But the aims of the Sustainable Juice Covenant go beyond merely increasing the proportion of sustainable juices, purees and fruit drinks among beverage manufacturers. Instead, the agreement defines uniform standards for the entire industry. Member companies also initiate

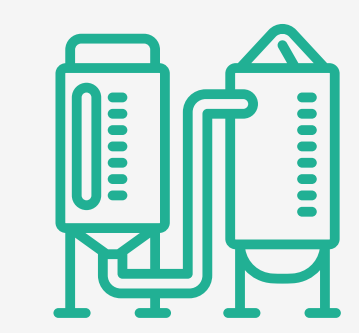
and support projects on social and ecological sustainability issues, such as the involvement of small-scale farmers, the responsible use of agrochemicals or soil and climate protection. Visit the SJC website to learn more about the standards.

<https://www.idhsustainabletrade.com/publication/the-sustainable-juice-covenant-covenant-document/>

SUSTAINABLE SOURCING ACCORDING TO SJC STANDARDS



Farms of origin must satisfy at least the Bronze level of the SAI platform's Farm Sustainability Assessment (FSA) or equivalent standards such as the Rainforest Alliance™ or Fairtrade.

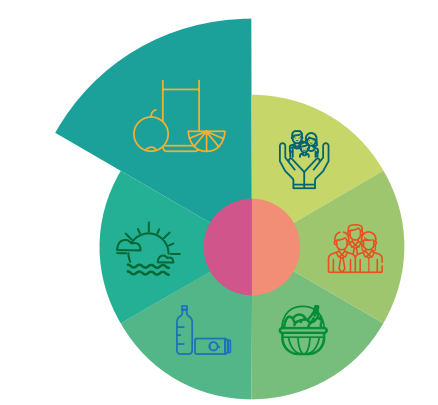


All suppliers involved in the further processing of raw materials must ensure their compliance with minimum social standards through a certification according to the Sedex Member Ethical Trade Audit (SMETA) 4-Pillar audit or SA8000.



With our suppliers, we guarantee the traceability of the relevant raw materials via mass balance.

THESE REQUIREMENTS ENSURE THAT BASIC ENVIRONMENTAL AND SOCIAL STANDARDS ARE CONSISTENTLY COMPLIED WITH FROM THE FARM TO PRODUCTION AND ARE REGULARLY REVIEWED.





THE SUSTAINABLE SUPPLY CHAIN BEGINS WITH SUSTAINABLE ORANGE FARMING

Investments in sustainable agriculture strengthen communities and entire regions. They are largely dominated by small family farms. It is at this point that the Small Holders, Big Opportunities project by Solidaridad, an international non-profit organization, steps in. Eckes-Granini has supported the initiative since 2020 together with its partners Cutrale, innocent, The Coca-Cola Company and The Coca-Cola Foundation. The project trains 480 small-scale Brazilian orange farmers over a three-year period in the use of sustainable agricultural practices and techniques. The goal is for at least



50 per cent of the trained smallholders to reach performance level Bronze in the SAI Platform’s Farm Sustainability Assessment (FAS) so that they can share their knowledge with other regional producers. Together with our project partners, the Eckes-Granini Group is committed to improving the protection of natural resources in the cultivation region of Brazil, while at the same time providing extensive training in resource management, business management, fair working conditions and other relevant matters to maintain the competitiveness of small, family-run orange plantations.

INTO THE FIELDS

Day after day, farmers around the world keep our supermarket shelves generously stocked and ensure that consumers can choose from a wide range of products. Agriculture is quite literally essential for our survival. Naturally, farmers play a vital role when we speak of sustainability. But the challenges they face are becoming increasingly varied as well: Price pressure, legal requirements, climate change, demographic change, labour shortages and social and political conflicts, to name just a few examples. Eckes-Granini depends on the agricultural sector and its high-quality products. This is why we are determined to offer our farmers active support. We engage with them directly to acquire a better understanding of which projects and initiatives can make a real difference.

Since 2020, we have been despatching our team directly to producers as part of our European Field Tour. The aim is to visit businesses and collaborate with stakeholders in the development of new inspiration for sustainable agriculture and sourcing.



ECKES-GRANINI TEAM ON FIELD TOUR



PROGRESS CAN ONLY COME FROM FRUITFUL DIALOGUE

Eckes-Granini firmly believes that reliably sustainable supply chains can only be built through alliances with other beverage companies, suppliers, farmers, NGOs and certifiers. We have therefore advocated industry initiatives for fair and responsible business practices within the farming community and supplier industry for years now. Included in this is our involvement in **The Juice CSR Platform by AIJN** – the European Fruit Juice Association – or our membership of the **Sustainable Agriculture Initiative (SAI) Platform**, a global initiative for sustainable agriculture.

OUR GOALS FOR THE YEARS AHEAD

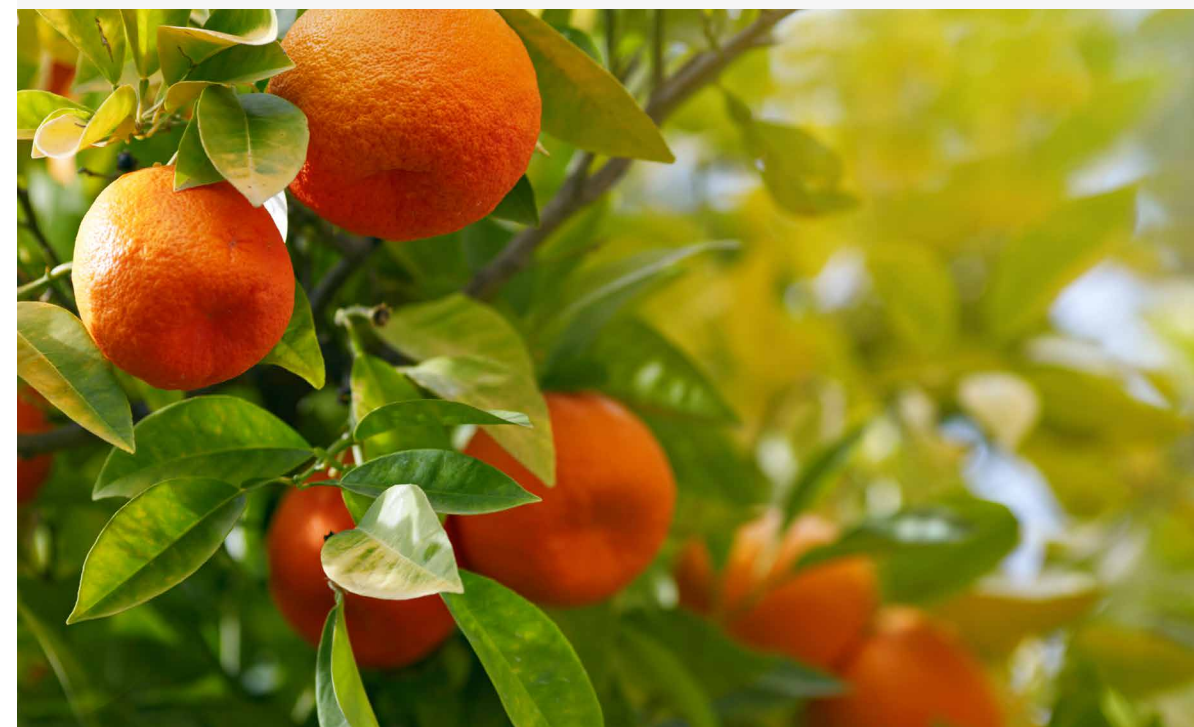
SUSTAINABLE JUICE

75% → 2025

75% sustainable juice by 2025

100% → 2030

100% sustainable juice by 2030



SUPPLIERS

100% → 2030

100% CSR audit for all our suppliers by 2030



3.4 SOCIAL RESPONSIBILITY

A MATTER OF CONVICTION

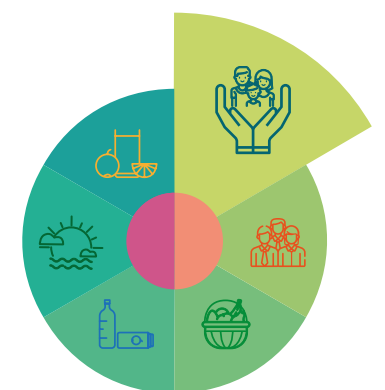
As a family firm, we are particularly concerned for the well-being of children. Children are, after all, at the heart of every family. We feel a special commitment to helping seriously ill children through our support of Team Rynkeby. The charity cycling initiative has been raising money for non-profits, research institutions and health services that care for young patients with life-threatening illnesses and their families already for over 20 years. For instance, donations are used to promote medical research

and treatment, services for parents and siblings, social funds or programmes in the field of experiential education. We are also committed to maintaining liveable communities, especially in the immediate vicinity of our locations and employees.



OUR OBJECTIVES:
2025
↓
EUR
100
MILLION

The aim is to help Team Rynkeby raise a total of EUR 100 million for seriously ill children and their families by 2025.





TEAM RYNKEBY – CYCLING FOR A GOOD CAUSE

Be kind to yourself, kind to others and spend quality time together": Guided by this motivational slogan, employees of the Eckes-Granini Group and other sponsors have embarked on an annual European rally that has ended in Paris since 2002. As part of Team Rynkeby, they collect donations for seriously ill children during the tour, before crossing the finishing line in Paris. Riders are organized into charity cycling teams. Most teams cover a distance of around a thousand kilometers after weeks of intensive training. In addition, numerous Eckes-Granini employees invest their time as service team supporters as a valuable

contribution to tour organization and smooth completion. Since 2016, following the acquisition of Rynkeby Foods, the Eckes-Granini Group has supported the international cycling initiative organized by the Team Rynkeby Foundation as a partner and main sponsor.

EUR
75
MILLION

TEAM RYNKEBY HAS BEEN ABLE TO DONATE MORE THAN EUR 75 MILLION FOR SEVERELY ILL CHILDREN AND THEIR FAMILIES SINCE 2002. THE INTREPID CYCLISTS SHATTERED THEIR RECORD BY RAISING EUR 10 MILLION IN 2019 – A STAGGERING ACHIEVEMENT!



TEAM RYNKEBY SUPPORTS IN THESE COUNTRIES



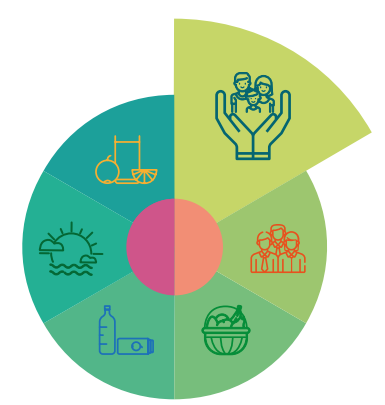
HOW A PERSONAL MISSION BECAME AN INTERNATIONAL LIGHTHOUSE PROJECT

The idea for the charity cycling tour was born in Ringe Denmark: Back in 2002, eleven employees of the Danish juice and fruit beverage company Rynkeby Foods A/S (now part of the Eckes-Granini Group) hopped on their racing bikes and rode to Paris to experience the final stage of the Tour de France live. The team event was sponsored by Rynkeby Foods. But EUR 5,000.00 remained from the sponsorship money after 1,200 kilometres of hard cycling, which was then donated to support the children's cancer ward at Odense University Clinic. Ultimately this turned a staff incentive into a pan-European charity project.

Team Rynkeby has since grown to become one of the world's largest amateur cycling events. Roughly 2,100 cyclists in more than 59 teams from ten European countries gathered to compete in the tour in 2021. Sadly the 2020 rally to Paris had

to be cancelled due to the COVID-19 pandemic. Instead the teams organized shorter regional tours that were held in compliance with the COVID-19 restrictions, yet still managed to raise more 'than EUR 9.74 million in donations.

Our Rynkeby, God Morgen and hohes C brands are all Team Rynkeby partners. They have been the main sponsors of Team Rynkeby Foundation since the acquisition of Rynkeby Foods. In addition, our national companies top up donations to local institutions at our locations through regular activities or launch marketing campaigns to raise additional funds.



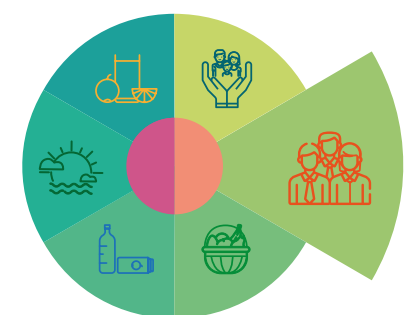
3.5 EMPLOYEES

SUCCESS BUILT ON SAFETY, HEALTH AND WELL-BEING

Around 1,700 employees currently work for the Eckes-Granini Group in eleven European countries. With its passion, creativeness and commitment, this team is responsible for the success of our whole company. Our employees are also the ones who ensure that our efforts in the interests of sustainability are actively implemented and advanced.



As employees, we do our best to maintain sustainable working practices and to embody the standards and values we share at this company.



As we gradually become one of the most sustainable companies in our industry, it is imperative to adapt our corporate culture in ways that foster transformation. We are determined to shape a working environment that reflects the needs of our staff and offers space for personal and professional development. Included in this are modern processes and tools, flexitime arrangements, regular training programmes and exciting career opportunities, along with clear governance policies and the resulting codes of management practice. Moreover, our sustainability strategy places a particular focus on the aspects of safety, health, well-being and corporate volunteering.

We firmly believe that these aspects strengthen the motivation, engagement and innovative drive of our team and are therefore crucially important to our long-term success:



The physical and mental safety of our employees at their place of work is among our most pressing concerns. This is why we encourage a culture of frank and transparent communication.

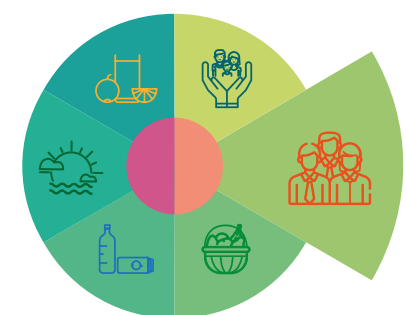


Besides that, we have introduced group-wide programmes to promote the physical and mental health of our employees and to nurture their well-being.

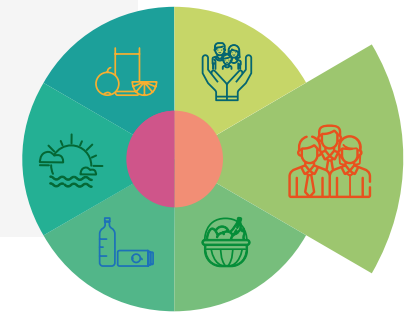
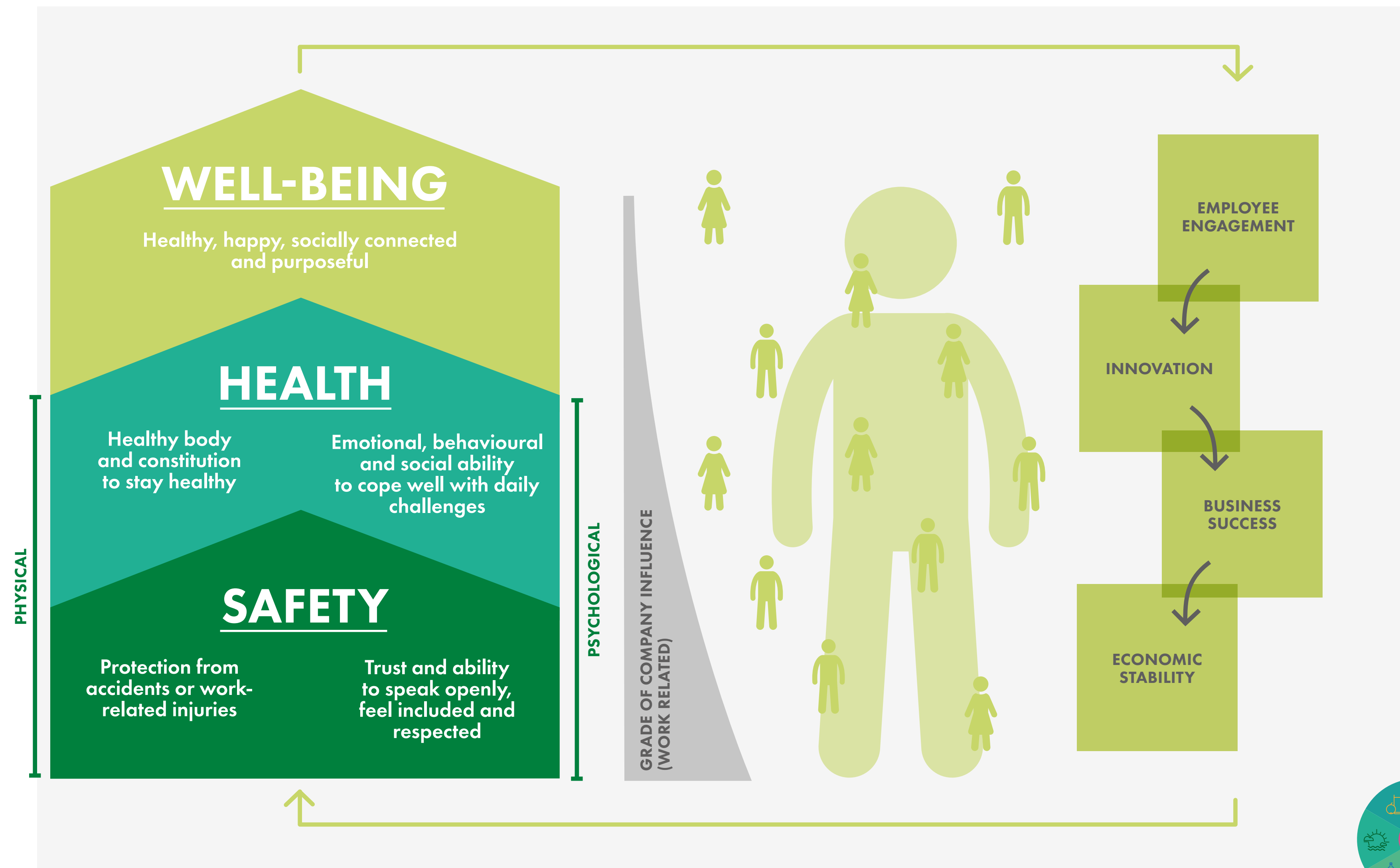


We create a common framework for corporate volunteering at all our company locations to involve all our staff in the issue of sustainability.

As an organization, we create a healthy and pleasant working environment where people can make a difference and do their best.



ECKES-GRANINI'S SHARED FUNDAMENTAL UNDERSTANDING OF SAFETY, HEALTH AND WELL-BEING CONTRIBUTES TO THE ACTIVATION OF EMPLOYEE COMMITMENT, TO MORE INNOVATIONS, TO BUSINESS SUCCESS AND THUS TO OUR ECONOMIC STABILITY.



SAFETY IS THE TOP PRIORITY

Safety plays a crucial role in work routines, not just in production. The following applies just as much at the offices and workplaces outside of our manufacturing facilities: We want to avoid accidents. To prevent them as best we can, we identify and analyse potential safety hazards: With this approach, we were able to reduce the number of sick days due to accidents that occurred at the sites or on the way to work from 2019 to 2020. The number of incidents that almost caused an accident without injuring anyone was also brought down group-wide. We are making every effort to maintain this trend.

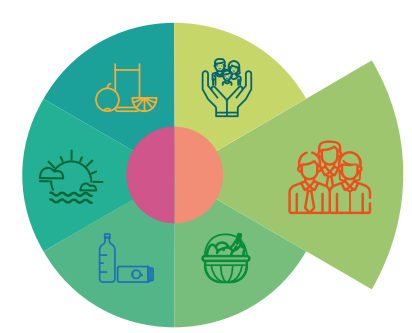
It hardly needs to be said that the COVID-19 pandemic has dominated our occupational health and safety efforts since March 2020, and we have had to take numerous additional safety precautions. Eckes-Granini hit the ground running and introduced uniform standards throughout the sites to protect employees and to prevent the spread of COVID-19 in our offices, sales services and production facilities. The main concern in the offices was to acquire IT equipment as quickly as possible so that people could work from home. Specially adapted hygiene concepts were developed for the production facilities. Social distancing, hygiene and face masks have



EMPLOYEES OF ECKES-GRANINI FINLAND

since defined working life in both areas, but have been instrumental in protecting employees and maintaining production and the supply chain as people go about their business. In addition, we were quick to launch suitable in-house campaigns to offer our employees a vaccination.

SOCIAL DISTANCING, HYGIENE, FACE MASK – ESSENTIAL CONCEPT FOR EVERYDAY WORK TO PROTECT EMPLOYEES AND MAINTAIN PRODUCTION AND SUPPLY CHAIN.



HEALTH FROM A HOLISTIC PERSPECTIVE

At Eckes-Granini, we firmly believe that staff health is crucial for job satisfaction and a sense of well-being at the workplace. We create a common framework for safety, health and well-being in our corporate environment that promotes open dialogue. That is why we focus on many activities within and outside of the company that contribute to promoting health. We take a holistic approach to health in this regard. Our subsidiaries have various programmes to strengthen the physical and mental health and well-being of our staff. Included in these programmes are areas like:



Training and further education



Communication



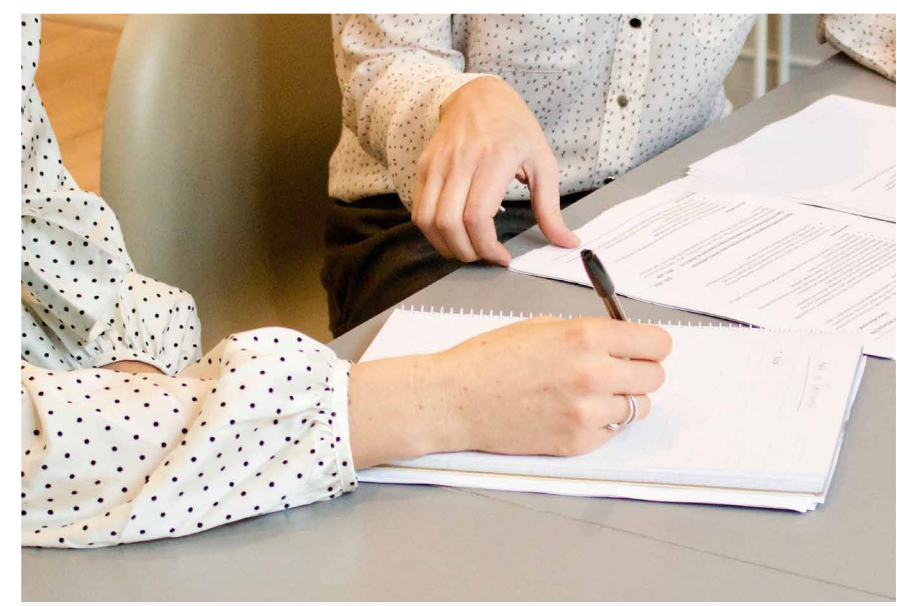
Flexitime arrangements



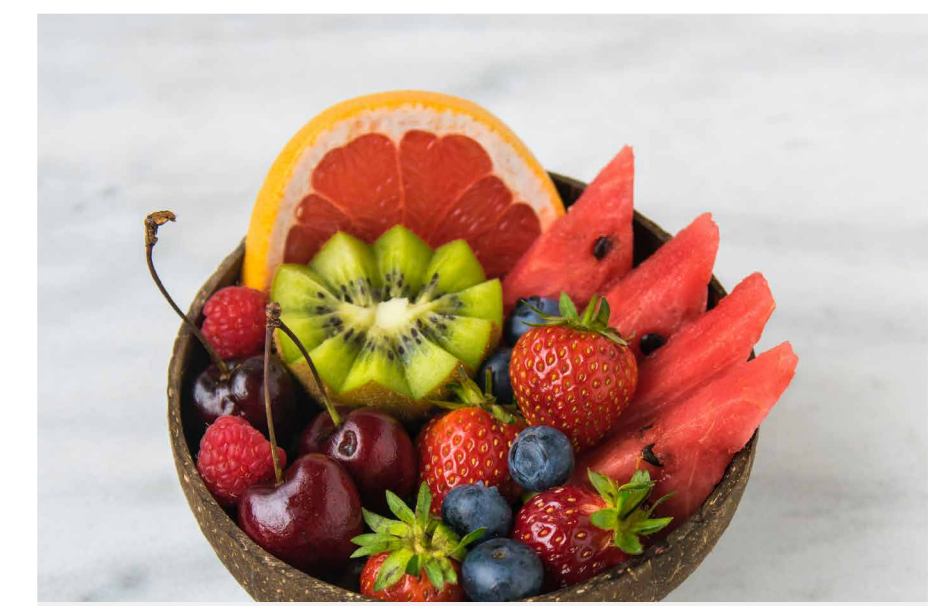
Events and joint activities



Safety and ergonomics at the workplace



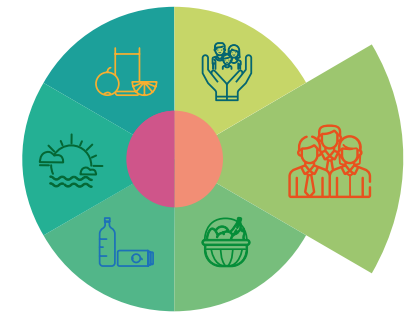
Health-related services



Nutrition



Sport and wellness



The voluntary programmes are very popular with our staff. Besides that, we have launched a variety of dialogue formats such as our regular Pulse Checks – short staff surveys – and virtual networking formats to ensure open cooperation and exchange between managers and employees. This forms a basis for continuous improvement.

GREAT MARKS FROM OUR STAFF

The Eckes-Granini Group conducted enterprise-wide staff surveys from 2015 to 2019. Valuable insight was obtained from these surveys thanks to the excellent response rate of around 80%. This feedback is important not only to prepare local action plans, but also for the development of our leadership culture, employee sustainability targets and our "Employer of Choice" branding initiative.

SUSTAINABILITY DAY 2021: SUPPORTING PET PROJECTS

Staff commitment is a crucial requirement in order to achieve our sustainability goals. We have therefore adopted a corporate volunteering approach to make sustainability tangible and a matter of concern for us all. In September 2021, the Eckes-Granini Group initiated its first Group-wide "Sustainability Day" for employees at their respective locations. For one working day, everyone was able to get actively involved in a project close to their hearts. Together as ONE Eckes-Granini, real, visible change was thus created in our immediate environment. In each country, one or more core action areas of our sustainability strategy were brought into focus through the corresponding activity. The Sustainability Day will take place every year in the future.



ECKES-GRANINI EMPLOYEES AT THE SUSTAINABILITY DAY IN GERMANY



Sustainability Day 2021
ECKES-GRANINI



ECKES-GRANINI EMPLOYEES AT THE SUSTAINABILITY DAY IN AUSTRIA

3.6 NUTRITION

VITAMIN-RICH PRODUCTS FOR A CONSCIOUS DIET

People are increasingly aspiring to embrace a healthy lifestyle. A balanced diet is a crucial element in this. With innovative recipes, scientific research and nutritional education, we help consumers to enjoy a healthy diet. The variety of fruit and vegetables contained in our juices provide the body with many valuable nutrients such as natural vitamin C, as well as other vitamins, minerals and secondary plant substances. Our focus in this is on naturalness. Our 100% fruit juices are produced in accordance with the Fruit Juice Ordinance (FSV) and naturally do not contain added sugar, colourings or

preservatives. We also try to avoid artificial additives as far as possible in our other product categories, such as nectars and fruit juice drinks. Besides that, we work steadily on reducing the calories even more. We do so either by developing new, low-calorie concepts – like in our lemonades and soft drinks – or by continuing to reduce the added sugar in our nectars.



OUR OBJECTIVE:

2025

↓

-10%

LESS SUGAR

Our objective by 2025:
Another 10% reduction in added sugar throughout the portfolio.



LESS SUGAR, SAME TASTE

USING INNOVATIVE RECIPES TO REDUCE SUGAR

In recent years the Eckes-Granini Group has pushed ahead with reducing the sugar in numerous products – in new recipes as well as in established ones. In doing so, we invest not only in cutting the added sugar, but also in ingredients with naturally low sugar contents such as coconut water. Besides introducing innovative recipes, we constantly test the use of new technological and physical approaches to sugar reduction.

We again launched new, reduced-calorie recipes with little sugar on our markets in 2019 and 2020.

They include:

- *Die Limo Ultra Leicht* in Germany, which has 75% less sugar than *Die Limo Original*
- *Elmenhorster* without added sugar in Lithuania as a low-calorie refreshment
- *Réa Délice* in the French Overseas Territories with 30% less sugar than the original
- Coconut water is used to reduce sugar in the *Joker* and *Granini* brands in Switzerland and France
- *Granini Light'n Clear* as a low-sugar fruit drink in Romania

FOR MORE WELL-BEING

Eckes-Granini is constantly looking for new and innovative product concepts that contribute to a healthy diet. We do so in particular thanks to our varied recipes with additional health benefits:

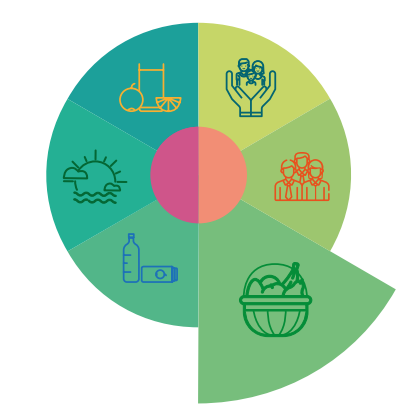


The new *Benefit Range* by God Morgon from Sweden comes with additional, healthy vitamins and nutrients such as vitamins C, D and E.

At the end of 2020, *Brämhults* gave Danish and Swedish consumers a real burst of energy for the dark season with the new **Brämhults Shots**. The tasty shots, which are available in flavours such as chilli and ginger, contain ingredients that contribute to a positive effect on physical well-being.



OUR LOW-CALORIE DRIVE BETWEEN 2015 AND 2020 ALREADY CUT THE SUGAR CONTENT IN OUR GROUP-WIDE PORTFOLIO BY 10% ON AVERAGE. IN ADDITION, WE HAVE SET OURSELVES THE GOAL OF REDUCING ADDED SUGAR BY ANOTHER 10% ON AVERAGE BY 2025.





LES **Bien** **Faits**



People are increasingly paying a lot of attention to their health – and awareness of a balanced diet is growing steadily. In Germany and Austria, **hohes C** has offered juices with added benefits since 2013 in the form of its successful **PLUS juice range**. The Plus range embodies diversity, as each product comes with very particular health benefits. Comprising seven juices in total with fruit compositions that have been adapted to different needs, they

provide important nutrients for a healthy and balanced lifestyle and also taste great. In addition to the vitamin C from our fruit, the vegan ones contain other added nutrients like vitamins or the minerals iron, magnesium or zinc, depending on the variety.

In France, Joker has launched **Les Bien Faits** with additional varieties that strengthen the immune system. These contain, for example, vitamins A, C and E

or a combination of vitamins C, D, as well as folic acid that occurs naturally in orange juice.

LEARNING ABOUT A MORE CONSCIOUS DIET

We are determined to advance research in the areas of fruit juice and health. Eckes-Granini has therefore taken a leading role in the Fruit Juice Science

Centre initiative launched by the European fruit juice association AIJN in 2016. It communicates evidence-based information about fruit juice as an entirely natural product to consumers, journalists and health specialists. In doing so, the initiative focuses on the role of fruit juice in nutrition.





HOW HEALTHY IS ORANGE JUICE?

Eckes-Granini is synonymous with high-quality orange juice like no other beverage company. The leading orange juice brand on all of our markets is made by Eckes-Granini. Orange juice remains immensely popular – rightly so. After all, 100% orange juice is brimming with valuable ingredients.

- Vitamin C is good for the immune system, improves iron absorption and protects the cells
- Folic acid supports the immune system and normal cell division
- Potassium supports muscle function and helps to keep blood pressure normal
- Antioxidants protect against free radicals

For more scientific information about micronutrients in orange juice, visit:

<https://fruitjuicesciencecentre.eu/en/diet-and-nutrition/what-are-the-benefits-of-drinking-orange-juice>

Vitamin

C

A SMALL GLASS OF 100% ORANGE JUICE (150 ML) ALREADY PROVIDES MORE THAN 50% OF THE DAILY VITAMIN C REQUIREMENT – AND DOES SO WITHOUT ADDED SUGAR. AFTER ALL, 100% JUICE IS AN ENTIRELY NATURAL PRODUCT.



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ESTABLISHING TRANSPARENCY IS THE KEY CHALLENGE

INTERVIEW WITH JÉRÔME MORNET,
DIRECTOR OF QUALITY ASSURANCE AND SUSTAINABILITY
AT THE ECKES-GRANINI GROUP



Mr Mornet, you have been Director of Quality Assurance and Sustainability for the Eckes-Granini Group since the beginning of 2021. How would you describe your purview and remit?

In my case, the job title already says a lot about what I do. My team and I make sure that our strict quality guidelines are adhered to throughout the manufacturing process. This extends to the grades of raw materials we purchase to the quality of the end product. I am also in charge of implementing and advancing our enterprise-wide sustainability strategy. This means making everything we do consistent with the

INTERVIEW WITH JÉRÔME MORNET

principles of sustainability. It is not a one-man job. It requires the commitment of our entire workforce; our partners, customers and suppliers must be brought actively into the process as well. I support our subsidiaries in my role, in particular by using modern environmental management systems to control and optimise their sustainability activities. Besides that, I represent Eckes-Granini in various industry initiatives and associations that are committed to quality and sustainability at industry level.

Eckes-Granini operates in a variety of countries and markets. Are the expectations placed in corporate sustainability the same everywhere?

Yes and no. EU legislation naturally provides a uniform standard in our core markets. The expectations that other stakeholders such as consumers, retailers or NGOs place in good corporate governance tend to be very similar across Europe. It is true nevertheless that public debate in our markets is not always dominated by the same issues at the same time. It is possible, for instance, that packaging forms are the main focus of attention in Sweden, while the French are discussing sugar in food and the Germans are concerned with sustainable supply chains. Overall, however, it is correct to say that sustainable actions are becoming increasingly important around the

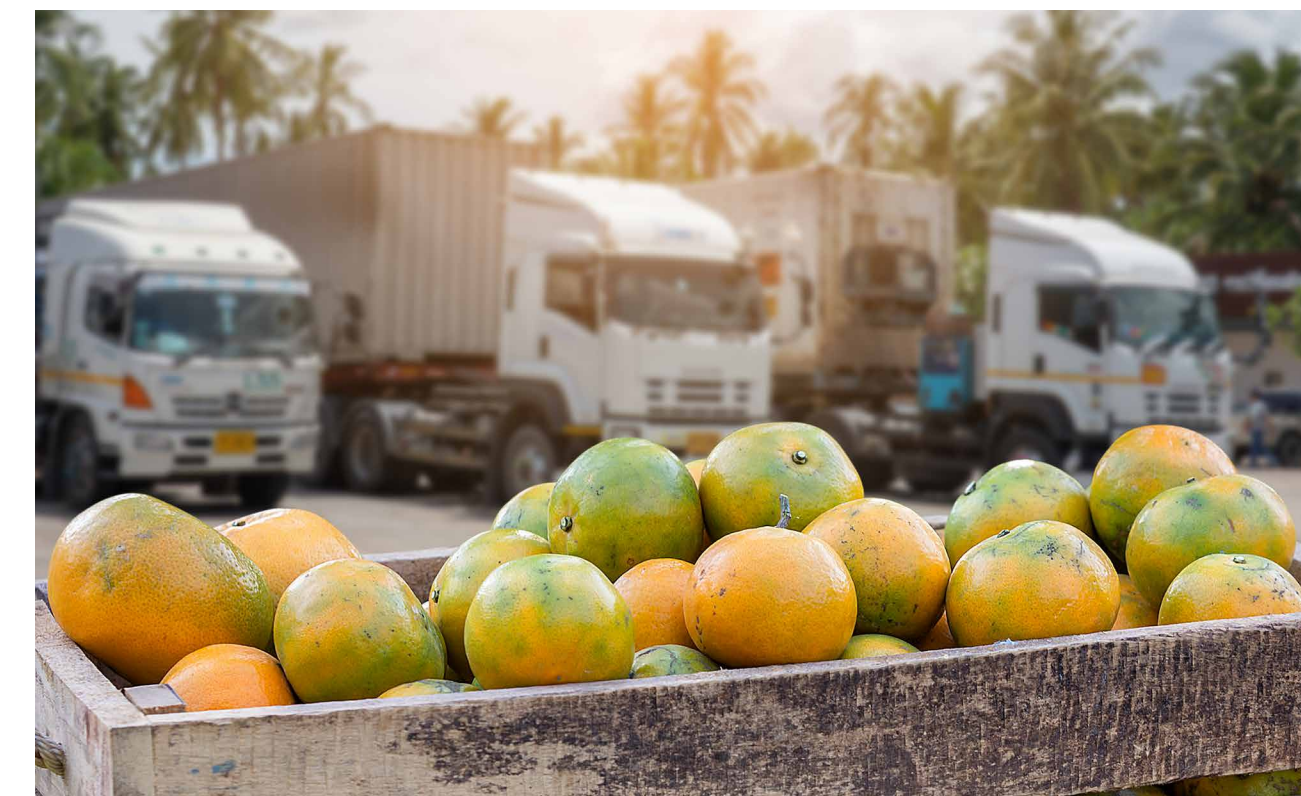
world. I for one welcome this trend. Here at Eckes-Granini, we have a keen awareness of the impact that our business activities and our industry have on consumers, society and the environment. At the same time, we believe that improvements in the area of sustainability are clearly compatible with our economic growth and the expansion of our international business activities.

You source raw materials and ingredients from all over the world. Which challenges are inherent to a global supply chain in regard to efficient and effective sustainability management?

"MY TEAM AND I MAKE SURE THAT OUR STRICT QUALITY GUIDELINES ARE ADHERED TO THROUGHOUT THE MANUFACTURING PROCESS."

Establishing transparency is the key challenge in my view. Our supply chain traverses the globe. We rely on long-standing, trusting business relationships with certified and audited suppliers to ensure that the quality, environmental and social standards we set are adhered to. International environmental, social and sustainability standards help to foster transparency. One thing is true as well: Producers and suppliers who have difficulty meeting these standards are now at risk of losing their businesses. That's why we are taking a good look at the circumstances on the ground. We cooperate with a

We rely on long-standing, trusting business relationships with certified and audited suppliers.



INTERVIEW WITH JÉRÔME MORNET



Failed harvests or reduced yields caused by extreme weather events are becoming increasingly frequent.

variety of partners to support fruit and vegetable farmers in particular to continue developing their methods and business practices and to meet the requirements of international environmental and sustainability standards. Regular communication with our suppliers, also the small and big steps forward that our producers make – which we track day by day – are exciting things, not only from a professional perspective. These achievements are very valuable and satisfying for me and my team, also on a personal level.

Are there any developments, trends or initiatives you are currently observing that will have a significant influence on Eckes-Granini's sustainability activities in the years ahead?

There are a few developments that will affect our sustainability activities. If we consider the farming regions, failed harvests or reduced yields caused by extreme weather events are becoming increasingly frequent. Here we must stand side-by-side with the farmers and share insight with other disciplines to develop suitable

solutions to these challenges. At the same time, technological progress is delivering a constant stream of new packaging innovations that require less material, are made from plant-based resources or offer other benefits. That is an exciting field for us, and we hope to be able to offer more sustainable packaging options going forward. New, reduced-sugar recipes for refreshing beverages is another important trend for me. Natural ingredients such as coconut water can significantly reduce a product's sugar and calorie content, without sacrificing taste. I expect that the



coming years will bring important innovation in this field as well, and that they will bring us a significant step closer to achieving our sustainability goals in this area. I think we have shown that we want to be a leader in sustainability and we try to convince people that all together we can inverse the direction of the wheel. I feel optimistic about our ambitious plans. It is a pleasure to be part of this development and help shape its progress.

1. SUSTAINABLE JUICE

FRANCE

VISITING A TOMATO FARMER IN THE PROVENCE

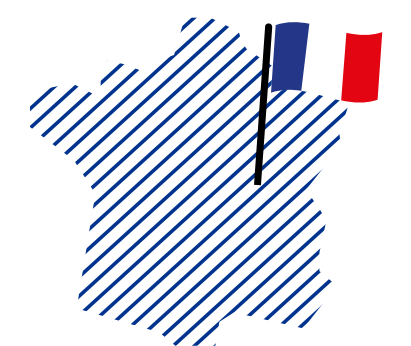


We use our field tours as a welcome opportunity to visit our suppliers and partners in the agricultural sector. Our intention is to learn more about cultivation and processing so that we can join with them to work on more sustainable solutions for the future. One business we visited in 2020 is Panier Provençal, a tomato juice supplier in the Provence region of France. A team of employees from Eckes-Granini France and the Eckes-Granini Group was given the opportunity to spend a day with the farmers out in their tomato fields. We were also given a guided tour of the processing plant to learn more about where the tomatoes come from that we use later on in our juices. The frank and open

discussions with everyone there was truly inspiring and instructive. For instance, our tomatoes do not need a greenhouse as they have adapted to the Provence climate. In addition, the tomatoes are cultivated according to the principles of sustainable agriculture to minimise the use of chemical pesticides and synthetic fertilisers. The freshly harvested tomatoes are then processed just a few kilometres from the fields. This preserves the juice, along with the full bouquet of flavours and vitamins.



MAGAZINE



1. SUSTAINABLE JUICE

HUNGARY

SAVING THE HUNGARIAN PEACH WITH FARMERS AND START-UPS



SIÓ-Eckes, our subsidiary in Hungary, took part in an innovation project organized by the National Chamber of Agriculture last year. The TechLab connects start-ups from different technology sectors with agricultural businesses to develop innovative solutions for current farming challenges.

The start-ups contribute fresh perspectives and technological solutions, for instance to make Hungarian peach farming more sustainable and competitive. Hungary has a good climate for growing peaches. But the areas assigned to farm the popular fruit have shrunk dramatically since the 1970s. Another factor is that Hungary is also increasingly affected by extreme weather events brought on by climate change. For instance, extreme weather wiped out almost all of the country's peach harvest in 2021. For the Hungarian peach to remain viable, it is imperative that growers choose the right varieties, the right locations for them and use the right cultivation techniques to improve their resilience in the face of global climate change. The TechLab start-ups inject fresh approaches into the farming community.



The start-ups and established companies like SIÓ-Eckes also show the fruit farmers how to develop and implement innovative and sustainable business models. Valuable relationships were established during the collaboration. The project also helped to communicate a better understanding of market trends and raise public awareness for the challenges within the segment of peach farming. The solutions proposed by the start-ups are currently being analysed in regard to economic efficiency. The next steps will be defined once this process is complete.



2. CLIMATE PROTECTION



DENMARK

OUT OF THE JUICE PRESS AND INTO THE FEEDING TROUGH



Peels and food residue from production tend to be discarded immediately or sent to the biogas plant. In Ringe, however, the Eckes-Granini Denmark production site, the waste from the juice press takes an unusual but sustainable circuitous route before it ends up at the biogas plant: Our production residues are fed to cattle in cooperation with a number of farmers and the landscaping company HedeDanmark. This is a

welcome opportunity to find a secondary use for the 5,000 tonnes of fruit and vegetable waste that accumulates on average each year. The project demonstrates that plant waste is a valuable resource and can be used quite easily for another purpose before being strewn as cow dung across the fields or despatched to the biogas plant.

THE PRODUCTION RESIDUES SUCH AS SHELLS ARE FED TO CATTLE.

2. CLIMATE PROTECTION

GERMANY

**ECKES-GRANINI
GERMANY REACHES
FOR THE STARS**

Our sustainability goals touch every link in the supply chain. In this context, we attempt to eliminate any activity that might harm our planet from our logistics processes. As part of the non-profit Lean & Green initiative by GS1 Germany, Eckes-Granini Germany is continuously working on measures to reduce greenhouse gas emissions in warehousing and logistics processes, and the efforts are paying off: In 2021, Eckes-Granini's subsidiary became the first German business to be certified with the **3rd Star in the Lean & Green initiative** by GS1 Germany.

Eckes-Granini Germany developed a wide-ranging action plan to achieve this goal: Among other things, we share transport space with our retail customer Kaufland and cooperate with DB Cargo to shift multi-modal domestic transports to the railways. Another important element is converting the logistics fleet into LNG-powered trucks.

These measures have already reduced the logistics-related emissions of greenhouse gases by around 36% since 2012.



2. CLIMATE PROTECTION

FRANCE

REDUCING TRANSPORT EMISSIONS WITH FRET21



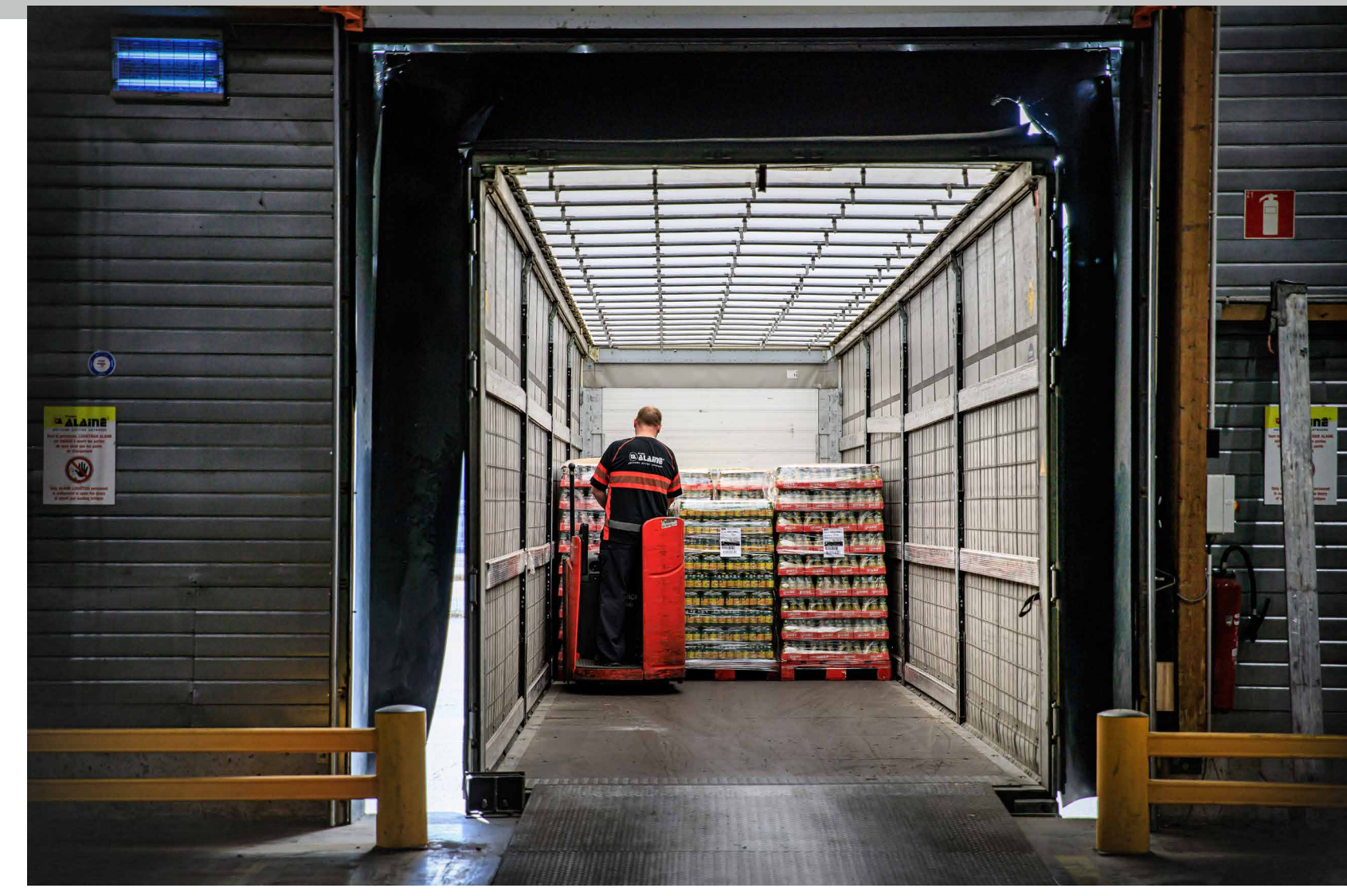
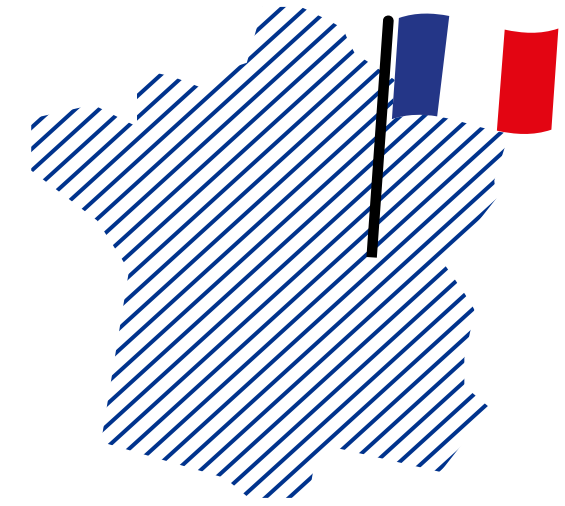
As a responsible producer of fruit juice and fruit beverages, we want to reduce our environmental impacts along the entire production chain, from the tree to the juice in the glass. Numerous climate protection measures are taking place as part of the Group-wide sustainability strategy. One of them is to reduce our CO₂ emissions.

On the top of the measures taken regarding the production site, it was essential for Eckes-Granini France to reduce impacts across the supply chain.

By joining FRET 21, a governmental initiative which helps companies acting as contractors for transport operators to better integrate the impact of transport in their sustainability strategy, Eckes-Granini France commits to reduce 7% of CO₂ emission across the supply chain by 2025.

The objectives focus on transports and logistics upstream, downstream and in between sites. They can be structured in four action areas:

PRODUCTION HALL IN MÂCON, FRANCE



PILLAR 1

Loading ratio: Improve palettization to increase the number of bottles transported on pallets.

PILLAR 2

Means of transport: Increase the multi-modal shipping on raw material supply for the production site and clients' delivery.

PILLAR 3

Entfernungen: Internalisierung bestimmter Produktionen vor Ort in Mâcon.

PILLAR 4

Responsible purchasing: Encourage our transportation partners to join a CO₂ emission reduction program and take into account this criterion when selecting our partners through tenders.

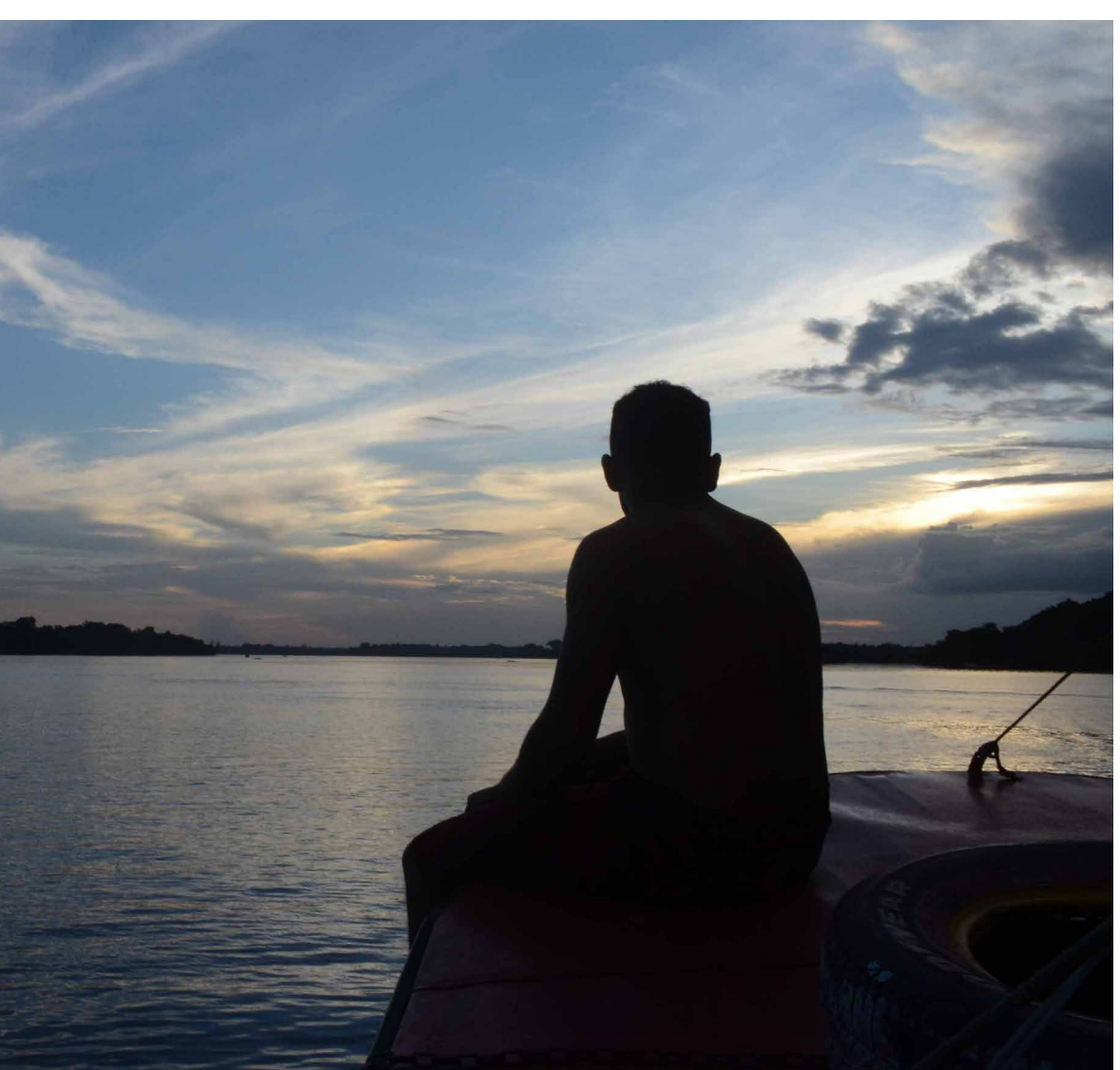
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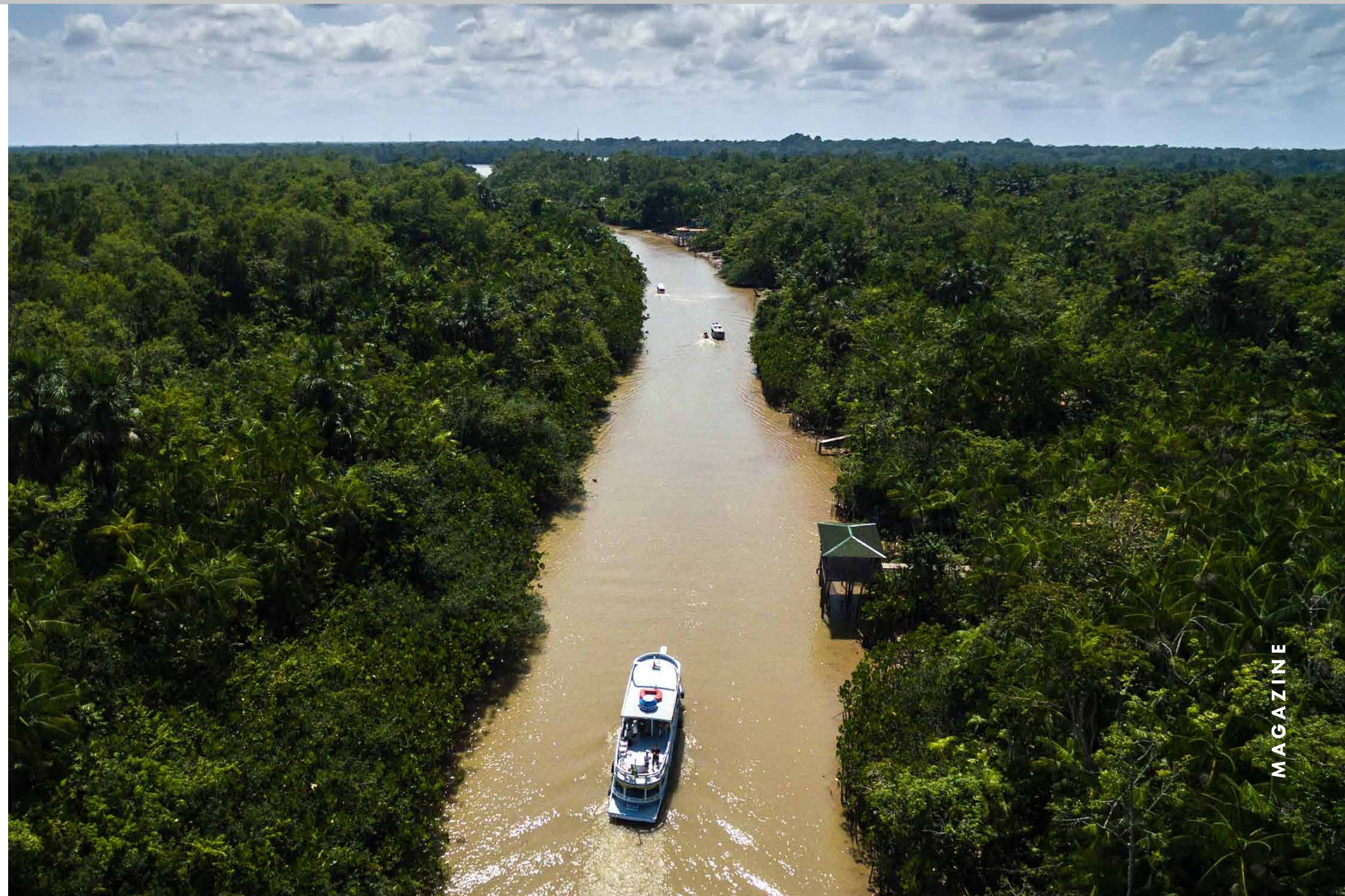
JOINING FORCES TO PROTECT THE CLIMATE



RAINFOREST CONSERVATION PROJECT IN THE AMAZON



All locations within the Eckes-Granini Group have been climate-neutral since the beginning of 2021. We offset the emissions according to Scope 1 and 2 that we cannot currently avoid by supporting a rainforest conservation project in Portel, in the Brazilian state of Pará. Under Brazilian land law, nature reserves count as unused land that can be farmed and deforested by anyone. The rainforest conservation project in Portel enables us to offset around 43,000 tonnes of CO₂ emissions each year, while also helping to protect and preserve 17,872 hectares of Amazon forest. This is equivalent in size to around 25,000 football pitches. Project leaders team up with the local communities to protect the area from



MAGAZINE

negative impacts, as well as to create educational opportunities and alternative sources of income for residents, for example in pepper cultivation or by training forest wardens. The declared objective is for land titles to be officially awarded to the community of Portel. In total, the project protects 151,150 hectares of forest each year and improves the livelihoods of more than 300 families.

Since 2021, we have been offsetting unavoidable emissions via the provider ClimatePartner with the rainforest conservation project in Portel, Brazil. ClimatePartner's projects are certified and verified by independent third parties. The project we support is certified to the Verified Carbon Standard (VCS) and CCBS Gold Level. It is verified by DNV (USA) Inc. (DNV GL).

3. PACKAGING

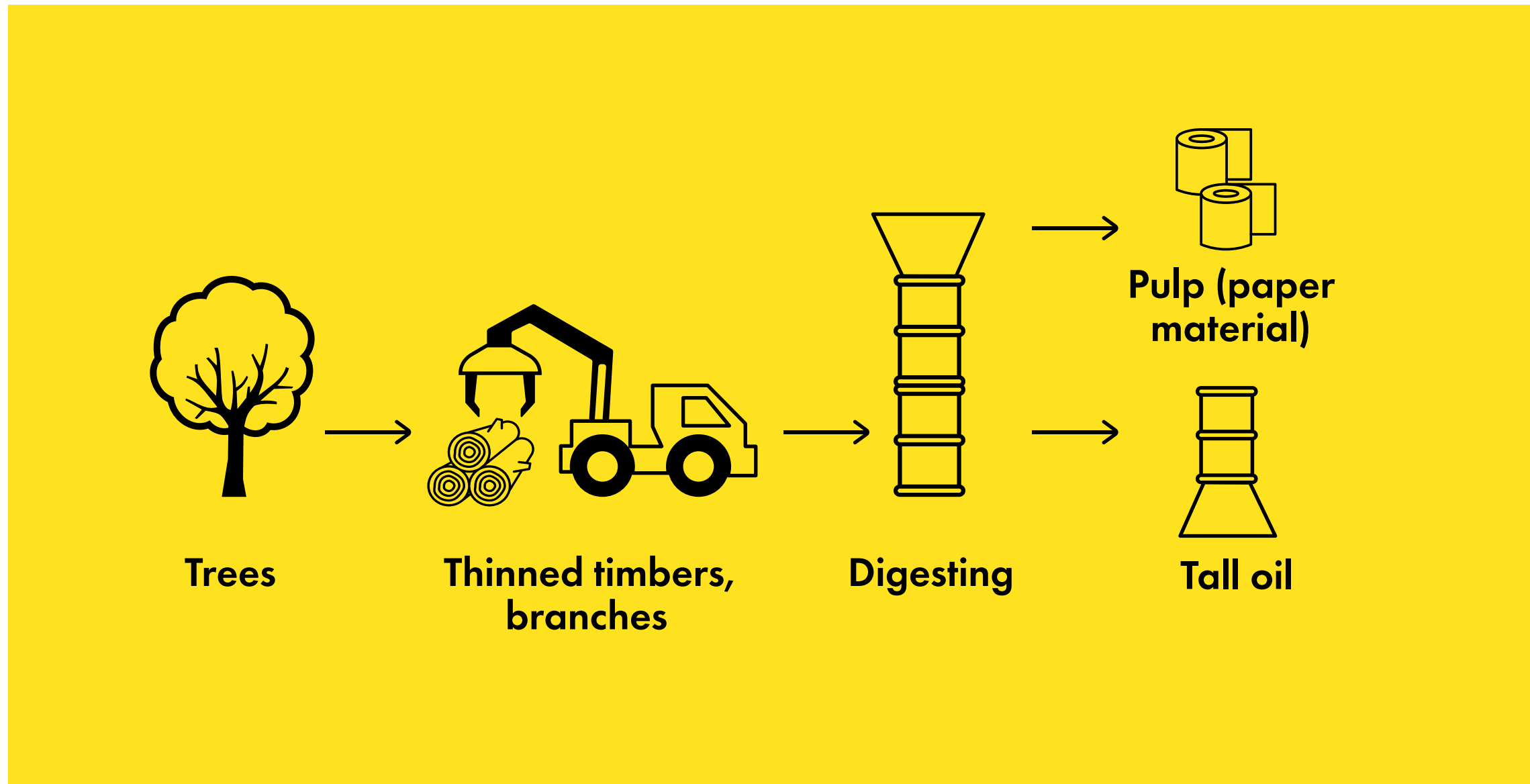
SWEDEN

GOD MORGON CATCHES THE EYE WITH ITS CLIMATE-NEUTRAL PACKAGING DESIGN

The juices by our Swedish brand God Morgen adopted a significantly more sustainable look at the end of 2020. The new 1-litre cartons by Elopak catch the eye with their modern design and are 100% climate-neutral. Until now, plastic or petroleum-based materials have been used for the thin plastic layer and the closures. They have now been replaced with "tail oil" material, which are timber-based products made of Nordic Pine residues from pulp and paper production.



As a second generation material, it even helps to strengthen the circular economy. This reduced the carton's carbon footprint by 25% compared to the previous 1-litre packaging. The remaining greenhouse gas emissions generated during packaging production are offset by projects in cooperation with Elopak and Natural Capital Partners.



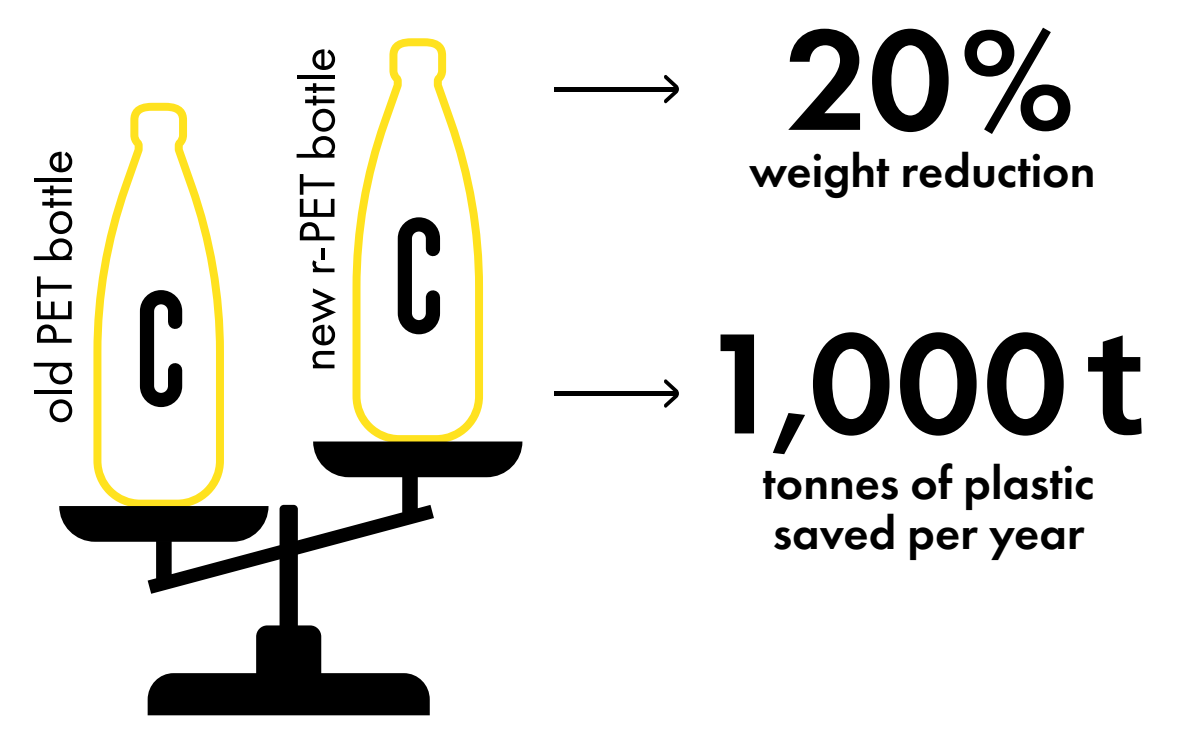
3. PACKAGING

GERMANY



**100 % r-PET,
100 % INNOVATION**

Hohes C is the first Eckes-Granini brand in Germany to close the loop for recycled plastic (r-PET). The 1-litre bottle has consisted of 100% r-PET since May 2021. The smaller version of hohes C was switched to its new container in September. In total, this saves more than 4,000 tonnes of plastic (virgin PET) per year that is not produced from scratch using petroleum. This reduction is equivalent to 8,000 tonnes of CO₂ that is no longer released directly into the atmosphere. Eckes-Granini is therefore the first major juice company from Germany to launch a bottle made 100% of r-PET. For all other brands by Eckes-Granini Germany we aim



to convert to 100% r-PET by the end of 2022. This will account for savings of around 9,000 tonnes of virgin plastic.

At the same time, Eckes-Granini Germany is working steadily to make the PET bottles even lighter. Another gramme was shaved off the weight of the hohes C PET bottles in 2019. Overall, we have already been able to reduce the bottle weight by 20% (around 7 grammes) since its introduction in 2003, which is equivalent to 1,000 tonnes of plastic each year. Aside from hohes C, all other brands are of course working to reduce the weight of their bottles. Granini, for example, has so far lowered its bottle weight by 25%, which means a cutback in plastic of 700 tonnes per year.

We are delighted that a deposit will finally be collected on juice bottles in Germany from 2022, as this will make the closed recycling loop work even more effectively in future. This is because PET bottles with deposits are collected without contamination at the machine, which will bring Germany a vital step nearer to our

OUR VISION: FROM ONE HOHES C TO THE NEXT

Our declared goal is to close the recycling loop for our hohes C bottles. After all, keeping our bottles in circulation for longer and in a better condition will help to protect the environment even more. But it will take many steps to fulfil our vision of a perfect circular economy.

goal of establishing a closed recycling loop for our bottles. Thanks to a transitional period, Eckes-Granini is even able to collect deposits on our bottles at an earlier date: FruchtTiger was first off the mark in mid-July 2021, followed by granini in August and hohes C in September 2021.

It is important to note that the hohes C brand gives consumers a clear sustainability promise: "Already made for tomorrow's world" (Schon heute für morgen). This is substantiated by the three factors of hohes C's packaging made from 100% r-PET, climate-neutral production and sustainable fruit farming.



3. PACKAGING

AUSTRIA

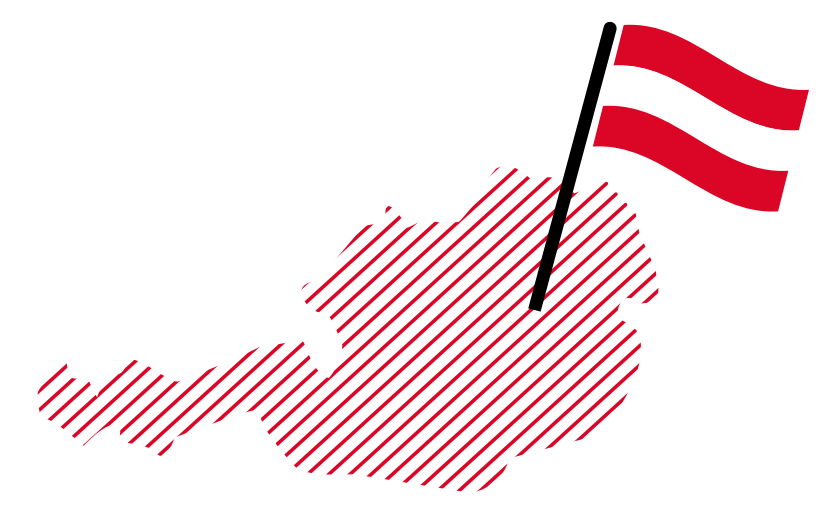
APP REWARDS FOR RECYCLING

—
JOINING FORCES TO CREATE A CIRCULAR ECONOMY: EMPLOYEES OF ECKES-GRANINI AUSTRIA (LEFT) WITH THE OTHER MEMBERS OF THE INITIATIVE AND THE PROJECT OWNERS AT THE RECLAY GROUP.

By 2029, 90% of disposable beverage packaging is to be recycled. This was decided by the EU last year. Eckes-Granini Austria has been committed to closed material loops and a functioning recycling system for years. This also includes the fact that our Austrian company has joined with other regional beverage producers to support the Reclay

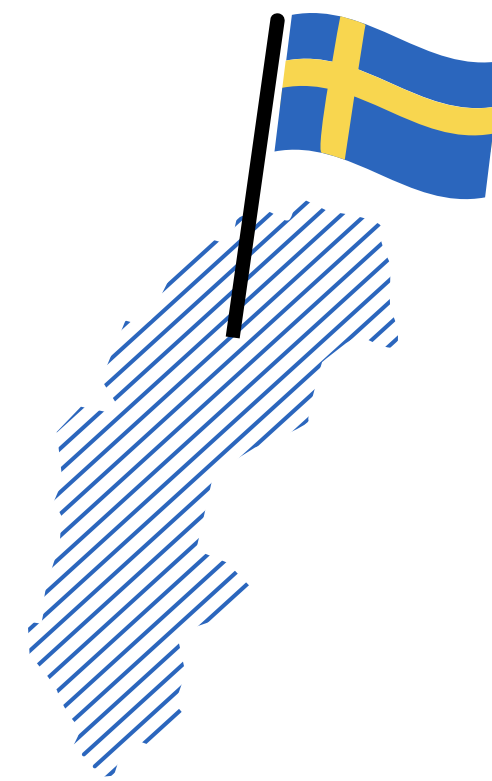
Group's "RecycleMich" initiative, which launched in 2020. The initiative is built around an app that rewards recycling and is designed to increase the collection quota for beverage containers made of PET and aluminium.

The app uses a points system. Users photograph the yellow bin, scan the barcode on the PET bottle or can, and then dispose of it properly. The user collects points for every registered packaging item, which qualifies them to enter a competition. Among other things, 150 vouchers for restaurants, gym sessions or sustainable products are raffled off each week. The idea is promising: A study by the Austrian media analysis agency OBSERVER shows that 63 per cent of respondents state it increases their willingness to recycle correctly. The app will initially be piloted in Vienna.





4. SOCIAL RESPONSIBILITY



SWEDEN

EMOTIONAL FILM PROJECT IN SUPPORT OF CHILDREN SUFFERING FROM CANCER

Lights, camera, action: Eckes-Granini Sweden is supporting the charity cycling event by its own company team "Team Rynkeby – God Morgon" with an emotional film concept. For 20 years now, the largest charity cycling project Team Rynkeby has organized an annual rally to Paris to raise money for severely ill children and their families. The digital marketing campaign is intended to raise awareness for the purpose of the project and the commitment shown by the volunteers. In the film, Eckes-Granini puts the well-known Finnish-Swedish TV presenter and UNICEF ambassador Mark Levengood in the spotlight together with children. He asks children questions about life in a variety of natural environments, effortlessly conveying the message of the project: Children have a lot on their minds all the time as they explore

the world and attempt to understand how it works. They really should not have to worry about cancer.

In Sweden, Eckes-Granini's God Morgon brand has been the principal sponsor of Team Rynkeby since 2016. In 2021, a total of 9.74 million euros was raised, of which 3.5 million euros were donated to the Swedish childhood cancer foundations Barncancerfonden (The Childhood Cancer Foundation) and to Barnhjärnfonden (The Childhood Brain Foundation).



4. SOCIAL RESPONSIBILITY

HUNGARY

SIÓ-ECKES EQUIPS CHILDREN FOR A SUCCESSFUL START AT SCHOOL

All families with school-age children know: satchels, learning materials, gym bags and the like are expensive. That is why Sió-Eckes launched the "Köszönjük, Sió!" (in English: Tanks, Sió!) programme 12 years ago to help low-income families in Hungary buy everything they need for a successful start at school: From comfortable backpacks and writing utensils to the popular Sió VitaTigris products. The children's primary schools sign up to participate in the programme.

And it is a resounding success: Since the programme launched in 2008, 12,000 families have already received fully equipped school bags as extremely welcome financial assistance.

As part of the application process for the school bag campaign, Hungarian pupils can take part in a national painting competition and win a Sió party for themselves and their classmates. Almost 30,000 artworks have been submitted since 2008. Altogether, this is a highly successful project for Eckes-Granini Hungary that even won an award last year: "Köszönjük, Sió!" received the 2020 CSR Award Hungary, which is organized by CSR Hungary, a subsidiary of Atlantis Press.



4. SOCIAL RESPONSIBILITY

LITHUANIA

ECKES-GRANINI LITHUANIA SUPPORTS BLOOD DONATION CENTRE



Eckes-Granini Lithuania has supported the National Blood Donation Centre since 2014. Operating mobile donation units, it is the country's largest blood donation service by far. The organization and every single blood donation help to save lives. After all, anyone can suffer an accident or illness. In these situations, injured or sick patients require helpers who donate their blood. The cooperation between Eckes-Granini Lithuania and the National Blood Donation Centre therefore aims to achieve a moderate increase

in the willingness to donate. A thank-you package is used as a small incentive to attract donors. Among other things, the gift contains a juice from our Elmenhorster brand. Whereas 10,000 Elmenhorster drink packs were given away every twelve months just over seven years ago, the number has now risen to almost 60,000 juices. Each of the juices symbolises a blood donation. Over time, Eckes-Granini Lithuania has helped the National Blood Donation Centre by giving away more than 300,000 drink packs.



4. SOCIAL RESPONSIBILITY

EUROPE

ECKES-GRANINI DONATES 500,000 LITRES OF JUICE FOR COVID-19 HELPERS



ECKES-GRANINI JUICE DONATIONS FOR NON-PROFIT ORGANIZATIONS



Last year, the eleven European subsidiaries within the Eckes-Granini Group distributed more than 500,000 litres of juice, fruit drinks and smoothies to public health services, social institutions as well as hospitals, food banks and nursing homes. The motto of our donation was "The best of fruit for a healthy and united community", and it was intended as a small

sign of solidarity to the many front line heroes who kept everyday life going in the midst of the pandemic. The idea was that the juices should keep the COVID-19 helpers fit and healthy. At the same time, we were keen to donate products in support of non-profit organizations and social institutions that ensured a reliable meal for people in need during the time of crisis. Social cohesion is immensely important, especially when circumstances are challenging. We as a company are called upon as well to do our bit.



5. EMPLOYEES

DENMARK

PSYCHOLOGICAL SAFETY AT THE WORKPLACE

At Eckes-Granini, we firmly believe that psychological safety is of immense importance for open communication, constructive collaboration, job satisfaction and therefore for the health and well-being of our employees as well. That is why Eckes-Granini Denmark is taking part in the Psychological Safety project, with external support from JobLife. The project aims to develop methods, processes and measures that promote psychological safety at the workplace.

It was launched in October 2020 at our production site in Ringe (south Denmark) and is scheduled to run for 18 months. To take stock, a staff survey was conducted on topics such as collaboration, well-being and workload. The findings reveal a high level of psychological safety within the organization, which is a positive place

to start. Eckes-Granini Denmark will now use these findings to organize workshops together with the project team. The first workshop will focus on the topic of teamwork. We look forward to seeing the results of the project.



EMPLOYEES AT THE PRODUCTION SITE IN RINGE

5. EMPLOYEES



SPAIN

COLLECTING WASTE FOR A GOOD CAUSE

We believe in rolling up our sleeves when it comes to sustainability. Our Eckes-Granini team in Spain showed how it is done this summer. In a joint action, they donned their dungarees on 12 June 2021 and collected rubbish in a forest area in Barcelona.



The event took place as part of a national day of action "1m² against waste" that was initiated by the Proyecto Libra and Ecoembes organizations. On this day, 11,000 people took to the streets, in forests and beaches of Spain and collected more than 114 tonnes of rubbish. The project was launched in 2017 to mitigate the impact of waste on the various Spanish ecosystems.

6. NUTRITION

ROMANIA

GRANINI LIGHT'N CLEAR SHAKES UP THE ROMANIAN BEVERAGE MARKET

Light, fruity and refreshing: Granini Light'n Clear hit the shelves of Romanian supermarkets in summer 2020 – and became a runaway success. The lemon-mint and cranberry-mint flavours contain just 19 calories and less than five grammes of sugar per 100 ml – without any artificial sweeteners. The project therefore fits perfectly with the growing demand for

natural, low-sugar refreshments. One million litres of Granini Light'n Clear were sold in September 2020 alone, placing the product among the top 5 best-selling Granini products in Romania. With Granini Light'n Clear, we have successfully satisfied consumers expectations and wishes for a contemporary drink that sits well with a conscious lifestyle.



IMPRINT

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PHOTO CREDITS

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 forest protection, Portel, Brazil,
 climatepartner.com/1086 (p. 61),
 Solidaridad / Brazil (p. 36), Unsplash:
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