

# NATURALLY IMPRINTED

*by responsibility*





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# DEAR *Reader,*

**For 133 years, Zentis has been refining natural raw materials. As one of the leading fruit-processing companies, nature is our most important supplier. Sustainability is therefore not a buzzword for us, but the foundation of our business model and the prerequisite for our long-term success.**

We are convinced that genuine growth comes from responsibility. As an independent family-owned company, we have both the freedom and the duty to shape our future consistently with a long-term, value-driven orientation. We are exercising this independence more decisively than ever, because sustainability has long been a decisive economic factor for us. In a world of volatile markets and multiple crises, responsible action safeguards our resilience, our capacity for innovation, and thus our global competitiveness.



*Hamed Hesami  
and Nico Stobinski*

In short: Those who do not operate sustainably today are undermining the foundation of tomorrow's growth.

Over the past two years, our world has continued to change dramatically. The effects of the climate crisis have become physically tangible and confront us as processors of natural raw materials with ever-new challenges. At the same time, Zentis has evolved and is now an internationally operating food solutions provider. With approximately 2,100 employees across six international production sites and customers in more than 60 export countries, we bear a global responsibility.

We have aligned our sustainability strategy accordingly, consistently and on an international scale. Under the guiding theme „Naturally imprinted with responsibility“, this report shows you our progress and goals. Our four fields of action, Climate Protection and Resource Conservation, Responsible Sourcing

of Raw Materials, Natural Products, and Our Employees, illustrate where we are setting priorities and what we concretely aim to achieve.

A milestone we are particularly proud of is the validation of our climate targets by the Science Based Targets initiative (SBTi) in April 2025. This scientifically underpins our ambition to make a measurable contribution to the Paris Climate Agreement. Among other commitments, we have pledged to reduce our absolute greenhouse gas (GHG) emissions in Scope 1 and 2 by 58.8 % by 2033. The numbers confirm we are on the right track: since 2019, we have already reduced our global Scope 1 and 2 emissions by 33 %.




Despite all technical metrics and strategic processes, one thing remains certain: it is people who drive this transformation. Without the expertise, passion, and commitment of our employees and partners, this progress would be inconceivable. The fact that sustainability is truly lived at Zentis is demonstrated by our more than 400 Sustainability Ambassadors. They bring sustainability to life in everyday working practice.

When we ask ourselves today: „Are we satisfied with our progress?“, our answer is an honest: „Yes and no.“ Yes, because we are proud of what we have achieved and the momentum within our company. And no, because we know that the path to climate-neutral production and sustainable supply chains still requires enormous effort, technological innovation, and closer collaboration with our partners. This report is therefore not a final report card, but an interim assessment and a promise for the future.

We invite you to accompany us on this journey. Read how we redefine our responsibility toward people and nature day after day, and enter into dialogue with us. Because only together can we shape responsibility.

We wish you an inspiring read.



**Hamed Hesami and Nico Stobinski**  
Management Board, Zentis

## Raw Materials as a Visual Language — Natural Textures in the Sustainability Report

What a company says about sustainability gains credibility when it is reflected in every detail, including the design. For the Zentis Sustainability Report, a visual language was therefore developed that does not illustrate but embodies: **raw materials from the company's own production become the graphic medium.**

Strawberries, raspberries, blueberries, oranges, peaches, almonds, and apples: raw materials that have been part of the Zentis product range for decades served as the starting material for handcrafted printing stamps. Their impressions

in ink on paper were created not on a screen, but at a table, by hand, with the material itself. Each texture is therefore unique: unrepeatable, organic, authentic.

The resulting prints were digitized and integrated as design elements into the report. What remains is more than decoration: a visible sign that resources were not consumed but transformed into a new form, entirely in keeping with the content this report conveys.





# ZENTIS SUSTAINABILITY STRATEGY: *Our fields of action.*

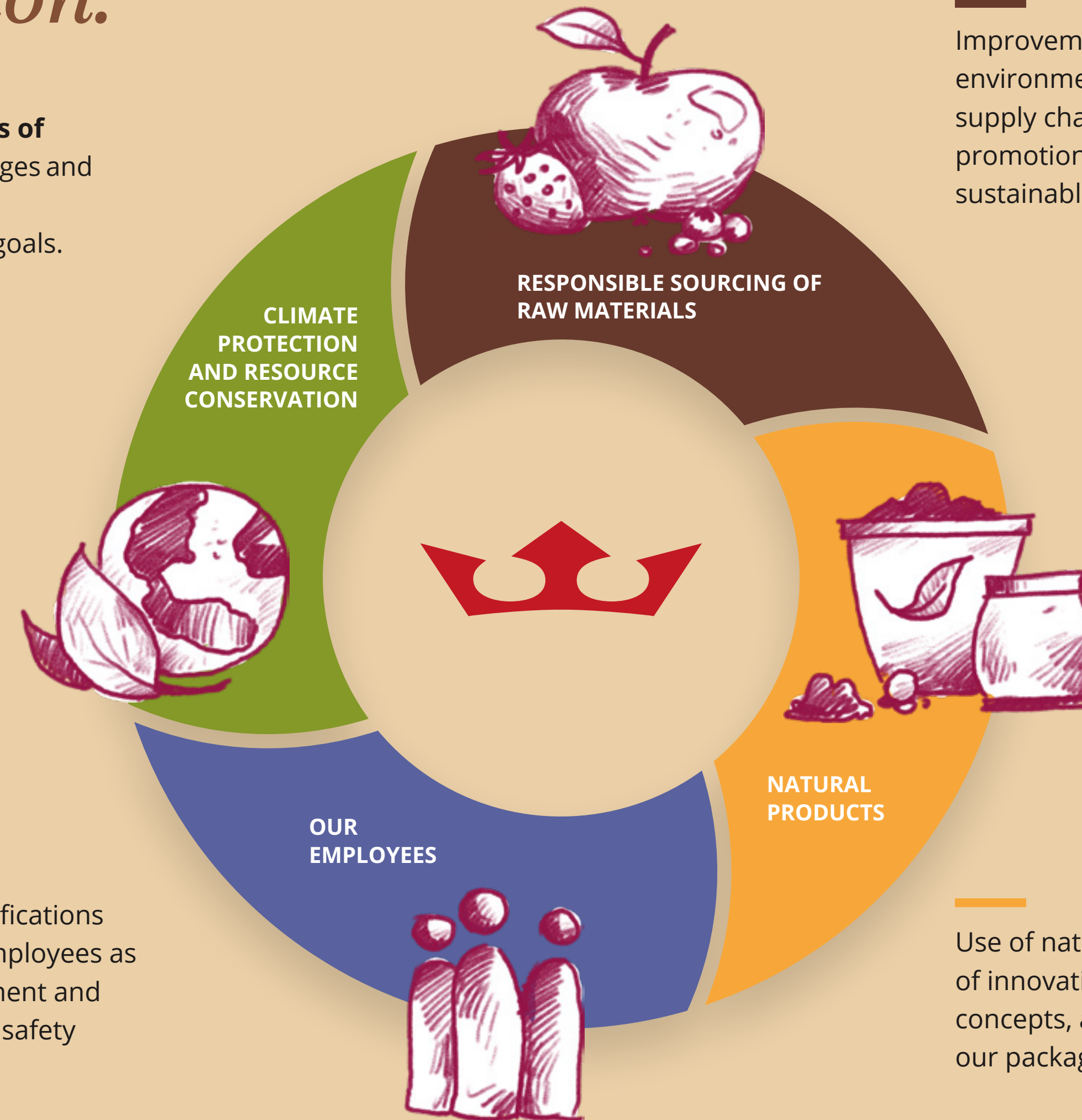
Our sustainability strategy is based on **four fields of action** and focuses on the most important challenges and opportunities for Zentis and our stakeholders. We regularly report on the progress toward our goals.

Reduction of our greenhouse gas emissions, our energy and water consumption, and the amount of waste we produce

Promotion of the qualifications and diversity of our employees as well as social commitment and ensuring occupational safety

Improvement of social and environmental standards in our supply chain, as well as the promotion of biodiversity and sustainable agriculture

Use of natural ingredients, development of innovative, sustainable product concepts, and further improvement of our packaging





# WE HAVE BIG *Goals.*



## CLIMATE PROTECTION AND RESOURCE CONSERVATION

- **Reduction** of our **food waste** by 50 % by 2030 (base year 2021)
- **Reduction** of our **water consumption** by 10 % by 2033 (base year 2025)
- **Reduction** of absolute **greenhouse gas emissions** by 2033:
  - Scope 1 and 2: -58.8 % (base year 2019)
  - Scope 3 Non-FLAG\*: -54.6 % (base year 2023)
  - Scope 3 FLAG\* emissions: -39.4 % (base year 2023)
- **Net-zero greenhouse gas emissions** along the entire value chain by 2050



## RESPONSIBLE SOURCING OF RAW MATERIALS

- **Review** of 100 % of our direct **suppliers** regarding defined social and environmental aspects by 2026
- **Qualification** of 20 relevant **suppliers** regarding social and environmental aspects by 2028
  - **Increase** in the proportion of **certified raw materials** by 2028
  - **Implementation** of four **projects** to promote **sustainable agriculture** in our supply chain by 2028



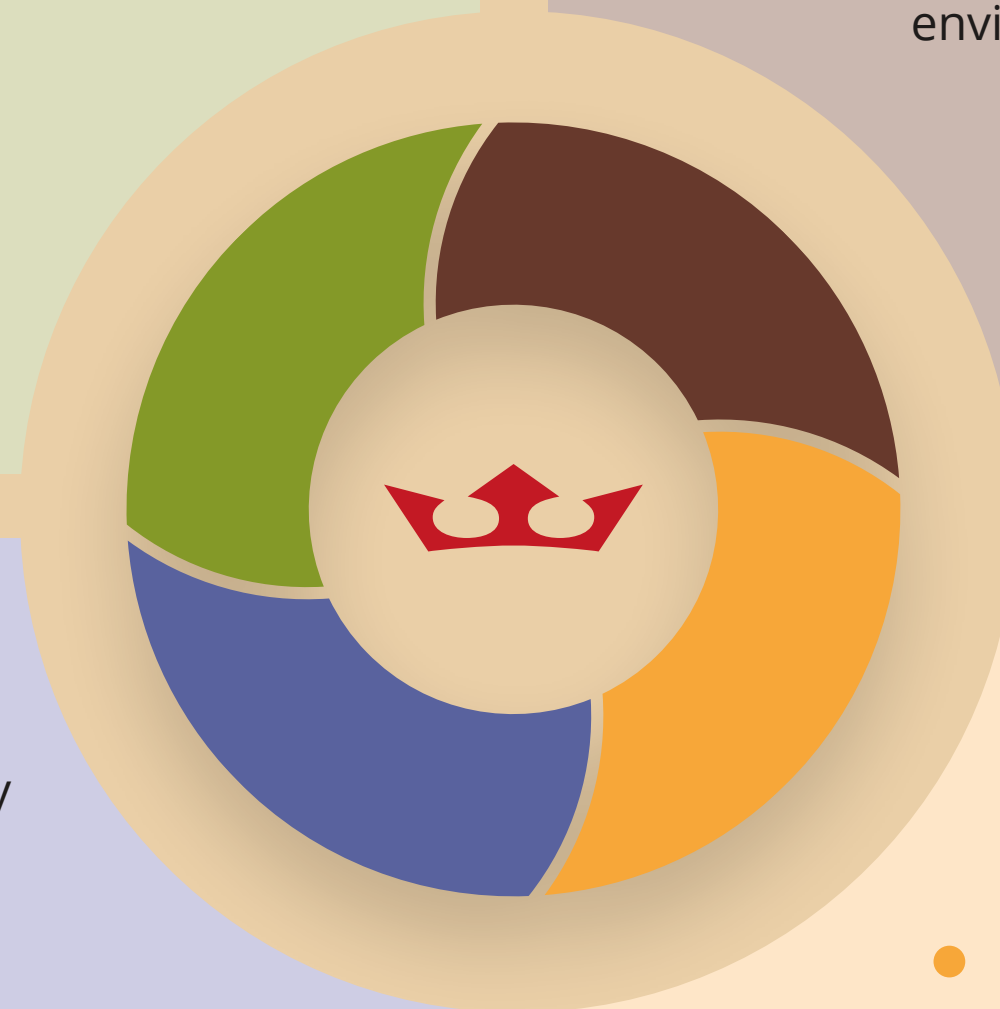
## OUR EMPLOYEES

- **Certification** of all production sites according to internationally recognized **social standards** by 2026
- **Training** of 25 % of our employees as **sustainability ambassadors** by 2028
- Demonstrable **promotion** of **diversity in the workforce** by 2030
- **0 workplace accidents** by 2030



## NATURAL PRODUCTS

- **Creation** of an action plan for the **circular economy of our packaging** by 2027
- **Increase** in innovation concepts with **Clean Label recipes** by 2028
- **Development** of a **product portfolio** with a **reduced CO<sub>2</sub>e footprint** by 2028



\*FLAG: Forrest, Land and Agriculture according to SBTi





INTERVIEW with Nina Siegel and Marie Heye  
from the Zentis Sustainability Team

**Zentis has been publishing sustainability reports since 2011. What is behind the new format?**

**Nina:** Our sustainability reports beautifully illustrate the development of Zentis. We ourselves like to browse through the old reports to see everything we have already achieved. We have substantially evolved our activities, strategies, metrics, and processes. Throughout, we have consistently maintained our commitment to acting and communicating with transparency and consistency. Reporting is becoming more technical, more formal, and more extensive. In this report, however, we are deliberately showcasing the essence of sustainability at Zentis: concise, clear, and accessible.

**What role does regulation play in your sustainability activities?**

**Marie:** The implementation of regulatory requirements such as CSRD, LkSG, and EUDR, to name just a few, plays an important role. These must be met. We view requirements as an opportunity to create added value for Zentis and our stakeholders, for example, by making our metrics even more efficient or strengthening communication with our customers. Since we have been advancing sustainability for over 15 years, we do not, however, change our course based on regulatory frameworks, but rather pursue what we consider important.

**What have you already achieved?**

**Nina:** We have now established our sustainability agenda across the entire Zentis Group and, for the first time, formulated consistent global targets in our sustainability strategy. In key areas such as raw material purchasing, product development, certifications, compliance, logistics, packaging, and HR, motivated



↑  
Our last Sustainability Report

and competent colleagues are implementing sustainability in their day-to-day and strategic decisions. We have already reduced our CO<sub>2</sub> emissions in global production (Scope 1 and 2) by 33 % since 2019, and have now set SBTi climate targets. Our communications on sustainability have also become more diverse, and more and more employees are actively involved, such as over 400 of our Sustainability Ambassadors.

**„ARE WE SATISFIED WITH OUR PROGRESS? YES AND NO.“**





**„WE HAVE FORMULATED  
OUR SUSTAINABILITY  
AGENDA CONSISTENTLY  
ON A GLOBAL SCALE.“**

## INTERVIEW

### Are you satisfied with your progress?

**Marie:** In our film on sustainability, we captured it well last year: Yes and no. We are proud of several concrete achievements and of the fact that sustainability has a truly stable foundation in our company. But there is still a great deal to do, and we know that the path forward also requires sustained effort. Reaching our climate targets, for example, will be a major undertaking. Technical aspects play a role there as well. In Aachen, we are currently examining whether geothermal energy could be an alternative to natural gas, a complex project that would only have an impact in the future. To be able to use more certified raw materials, we also need to inspire our customers for this. In sourcing countries with potential for more sustainable agriculture, we are carefully evaluating what role we can meaningfully play. Wherever possible, we want to align sustainability concretely with our business objectives.

### How do you put that into practice with your sustainability strategy?

**Nina:** Our sustainability strategy is based on four action areas, for each of which we set clear targets. Some objectives will occupy us for a long time, such as the implementation of our SBTi climate targets. We have also set shorter-term targets, such as developing a product range with a reduced CO<sub>2</sub> footprint and concrete projects for more sustainable agriculture, here we proceed step by step and learn along the way with our partners how best to tackle the complex challenges. It is important to us, as the Zentis sustainability team, to reliably support the various priorities and projects in a dynamic environment. Furthermore, we want to continually provide our colleagues in their respective areas with room for development and empower them to implement sustainability on their own initiative. ●





# **CLIMATE PROTECTION AND** *Resource Conservation*





# ZENTIS: AMBITIOUS ON *Climate Protection.*

As a long-term oriented family-owned company, Zentis pursues ambitious climate targets aligned with the Paris Climate Agreement. Our short- and long-term reduction targets have been validated by the Science Based Targets initiative (SBTi) and also encompass our supply chains.

## A Long Tradition of Climate Protection

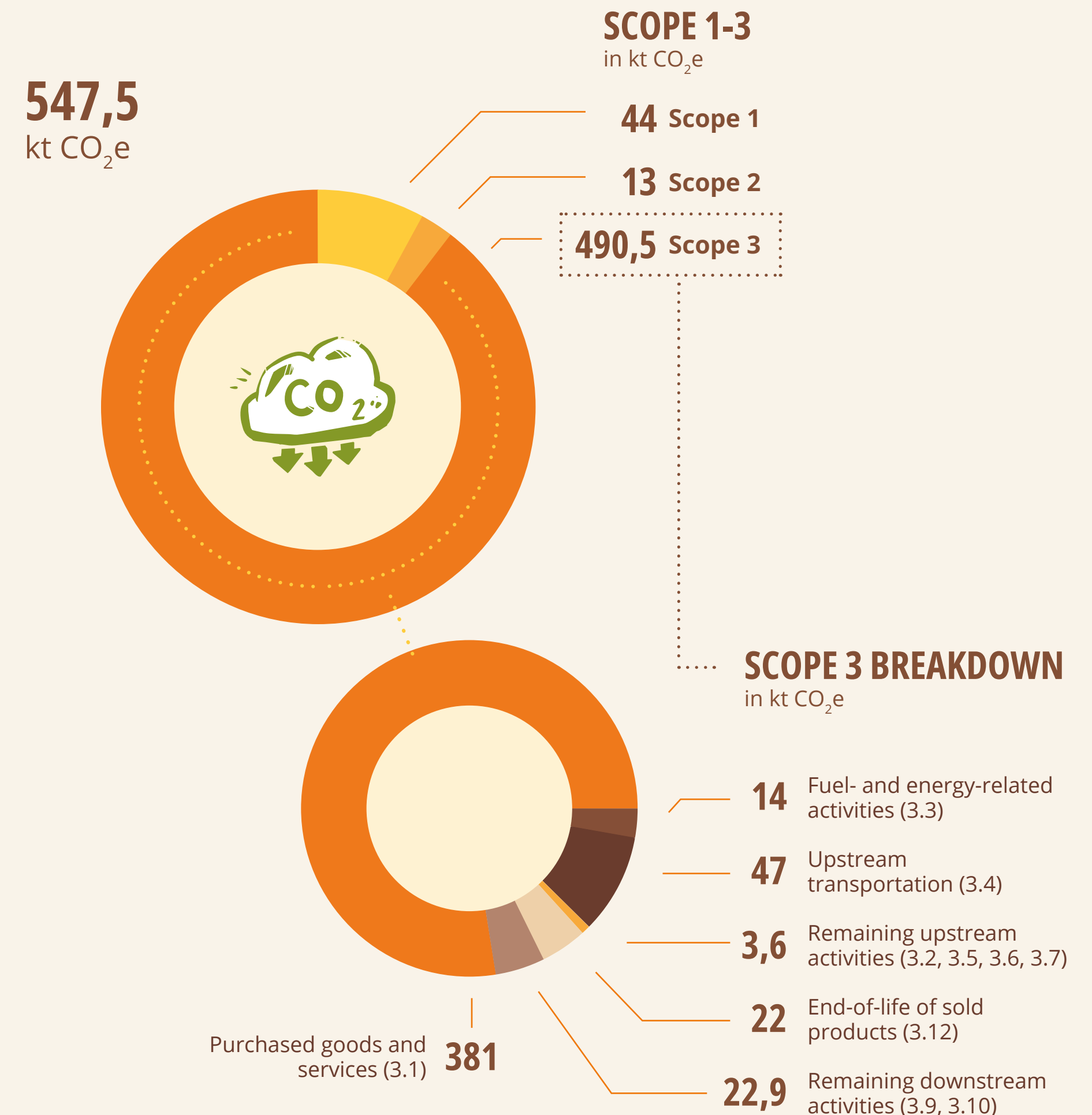
We source our raw materials almost exclusively from nature and therefore see a special responsibility to act in an environmentally and resource-conscious manner. Climate protection has therefore been among the highest priorities at Zentis for many years.

Our central management approach is the Corporate Carbon Footprint, which accounts for emissions in accordance with the Greenhouse Gas (GHG) Protocol across the entire value chain. In 2020, we determined this for the first time for all sites of the Zentis Group and

updated it for fiscal year 2023 in the course of the SBTi validation. A key finding was that our most significant emissions arise from purchased goods and services (3.1), transportation (3.4), the end-of-life phase of products (3.12), and from Scope 1.

Compared to 2019, our emissions (Scope 1 and 2) had already decreased by 21 % as of 2023, thanks in part to the procurement of renewable electricity, our own photovoltaic systems, and energy-efficient processes.

## GREENHOUSE GAS EMISSIONS OF THE ZENTIS GROUP 2023



Scope 3 categories 3.8, 3.11, 3.13, 3.14, and 3.15 are not relevant for Zentis. Naming and numbering per GHG Protocol; figures rounded.





## Climate Targets and Climate Roadmap

Based on emissions from fiscal year 2023, Zentis set climate targets in 2024 in accordance with the Science Based Targets initiative, which were officially validated in April 2025. We aim to contribute to reducing greenhouse gas emissions in line with the 1.5°C target of the Paris Climate Agreement. The SBTi-validated targets have been incorporated into our sustainability strategy.

In Scope 1 and 2, significant progress in emissions reduction has already been achieved through measures such as:

- Efficiency improvements at our production lines
- Transition to renewable electricity at the German sites since 2021 and at the U.S. sites since 2025
- Deployment of our first two photovoltaic systems in Germany

In addition, since 2024 we have been increasingly focusing on Scope 3, in particular the upstream supply chain, where 95 % of our Scope 3 emissions lie. We are therefore invol-

## ZENTIS SBTi CLIMATE TARGETS



	Scope 1 & 2 at own sites	Scope 3 Energy & industrial (Non-FLAG)	Scope 3 Agricultural emissions (FLAG)
Base year	2019	2023	2023
GHG emissions in kt CO <sub>2</sub> e	<b>68,1</b>	<b>250</b>	<b>202</b>
Target year <b>2033</b>	<b>-58,8 %</b>	<b>-54,6 %</b>	<b>-39,4 %</b>
Target year <b>2050</b>	<b>-90,0 %</b>	<b>-90,0 %</b>	<b>-72,0 %</b>

ving our suppliers and developing reduction measures for the Scope 3 categories Non-FLAG and FLAG. A key focus in 2025 was collaboration within the Scope 3 Action Group to involve and assess our most important raw material suppliers.

We are currently working primarily on the following tasks:

- Development of a climate transformation plan
- Planning of short-, medium-, and long-term measures with a focus on climate impact and consideration of the cost-benefit ratio

- Concept for involving suppliers (supplier communication, empowerment, and incentivization)
- Implementation of more climate-friendly formulations based on product carbon footprints



## Where Are We Targeting Scope 3 Emission Reductions?

As part of an upstream supply chain analysis, approximately 100 key suppliers from important categories such as fruits, sugar, cocoa, and starch were assessed with respect to climate maturity and climate performance.

The aim was to capture the progress of their climate protection efforts. Suppliers were grouped by level of development and were able to provide additional information through an in-depth survey. In this way, we laid valuable groundwork in 2025 for the next steps in our climate transformation plan.





### Calculating Product Carbon Footprints

Product Carbon Footprints (PCFs) are important for our customers in retail and industry as well as for consumers, as they show the emissions of individual products. Increasingly, primary emissions data are being requested, which are even more precise than the average emission factors commonly used. To meet this need, we have further invested in our internal PCF calculation, enabling us to collect data even faster and more efficiently. We are now able to calculate the emissions intensity of each product based on its formulation, the origin of raw materials and their mode of transportation, as well as the packaging.

In the future, our product development team will also use the PCF tool for decision-making when developing new recipes. Our goal is to develop our product portfolio into a more climate-conscious range.

The Product Carbon Footprint provides transparency on the emissions of our products along the value chain — illustrated here by our strawberry jam in the 230 g glass jar. Packaging accounts for nearly half of total emissions, followed by raw materials and upstream transportation.

### SHARE OF EMISSIONS IN THE PRODUCT CARBON FOOTPRINT (CRADLE-TO-GATE)

2,26 kg CO<sub>2</sub>e/kg d.h. per

**JAR OF STRAWBERRY JAM (230 g):  
0,56 kg CO<sub>2</sub>e**

### Climate-Neutral Aachen 2030 - Zentis Is On Board!

The city of Aachen has set the ambitious goal of becoming climate-neutral by 2030 (Scope 1–2) and is pursuing this path through the Aachen Climate City Contract. Aachen was selected as one of the 100 cities in the EU program „100 Climate-Neutral and Smart Cities by 2030,“ which are intended to serve as role models for other European municipalities.

As an Aachen-based family company, Zentis has naturally signed the Climate City Contract, whose targets correspond with our own Scope 1 and 2 reduction plan. Together with more than 150 other local stakeholders, we are taking responsibility for a livable, healthy, CO<sub>2</sub>-neutral Aachen!

Klimaneutrales Aachen 2030 /

*i* More information: <https://klimaneutrales-aachen-2030.de/>



- 45 % Packaging
- 32 % Raw material
- 14 % Upstream transportation
- 6 % Processing
- 3 % Packaging raw material



# RESOURCE CONSERVATION: *A Matter of Course.*

## Energy Efficiency Projects at the Sites

Energy management plays a central role in designing resource-efficient production processes, both for cost reasons and because it directly contributes to climate protection. For production, we primarily require energy for heating and cooling processes as well as for operating production equipment. We cover our energy needs through electricity and natural gas and consumed 332,561 MWh for the entire Zentis Group in 2025. Our energy consumption has increased compared to 2023 due to higher production volumes and new production lines in the U.S.

All sites regularly identify potential improvements in energy management and implement corresponding projects. At the plants in Aachen and Poland, for example, new energy-saving compressed air compressors with heat recovery were recently installed. Our plant in

**At our production sites, we are committed to resource conservation and focus in particular on the following areas: energy, water, waste, and logistics.**

Plymouth, U.S., installed new, high-efficiency air conditioning systems, which reduces electricity consumption. In addition, reductions in compressed air losses, optimization of process cooling and refrigeration, and the modernization of lighting (LED/sensors) were achieved there.

In Hungary, the thermal insulation of technical systems and associated fittings was completed in 2025, reducing energy consumption at the site by 6 % compared to 2023. Through the ongoing development of efficiency measures and the gradual transition to renewable electricity, we were able to reduce our Scope 1 and 2 emissions group-wide by 33 % since 2019.



↑  
*Our photovoltaic system at the  
Aachen site*

## Clean Energy from Our Rooftops

We generate our own electricity from photovoltaics (PV) at multiple sites and plan further expansion. In addition to our existing PV system at our main site, a further system was installed in 2025 at our confectionery production site in Aachen.

At the end of 2025, Zentis Hungária Bt. installed a PV system that will in the future cover one-third of the site's annual electricity consumption in Drégelypalánk. In the U.S., the Plymouth site has fully switched its electricity supply to renewable energy through its energy provider.



↗  
*New thermal insulation in Hungary*





## Responsible Use of Water and Wastewater

Water plays only a minor role as a component of our products; we use it primarily for cleaning production equipment and want to operate as efficiently as possible here as well. Through sensible efficiency-improvement initiatives such as optimized automatic cleaning of equipment, repair of leaks, and reduced post-cleaning cycles, it was possible in the U.S. to achieve a disproportionately small increase in water consumption per production unit. At the German sites, the cleaning programs of production equipment were modified, and the

use of cleaning agents and water was reduced to the necessary minimum. In Poland and the U.S., new wastewater treatment systems are currently being implemented.

Overall, water and wastewater volumes depend on the production structure and therefore vary over time and across sites. In 2025, total water withdrawal for the Zentis Group was 1,849 million m<sup>3</sup>, an increase of 13 % compared to 2023.

Charging our electric truck



## Efficient Logistics Operations

Part of Zentis is our own logistics company, which, with more than 150 employees, manages both raw material procurement and transport between our European plants and delivery to our customers. Through the systematic consolidation of orders, we increase the utilization of our transport capacity while simultaneously reducing unnecessary trips.

In 2025, 14 new trucks were procured, reducing average fuel consumption from 26.5 l to 22.5 l per 100 km, and thus significantly lowering CO<sub>2</sub> emissions per kilometer driven. In addition, since 2024 the first electric truck has been

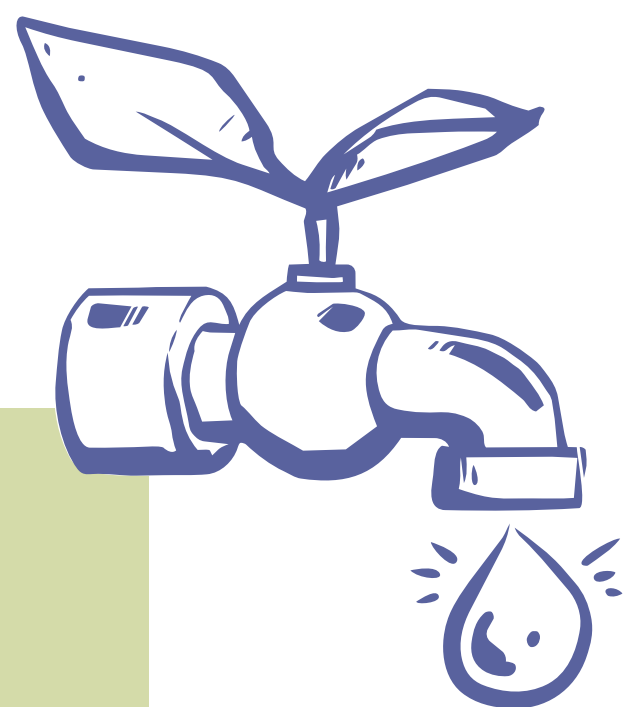
deployed in Zentis Logistics, making multiple daily pickups from a supplier whose site is approximately 35 km from Aachen.

In the warehouse, too, we are committed to energy efficiency: an investment in a new fresh air system makes it possible to use filtered outdoor air for cooling when outdoor temperatures fall below 10°C. This allows the conventional cooling units to be shut off entirely for periods of time, reducing energy consumption.

In addition to our own transportation fleet, selected third-party logistics providers continue to be used in Germany; in the U.S., Poland, and Hungary, operations are carried out entirely with external partners.

# -10%

Our goal: **10% less water** by 2033 compared to 2025.







**Waste Less.  
Achieve More.**

We aim to reduce our food losses by 2030 to half the 2021 level. These are the food losses that arise in our production. Together with other manufacturers and retailers, Zentis supports the global United Nations goal of drastically reducing food waste and losses in the production and supply chain by 2030.

In Germany, we have already reduced our food losses by nearly 30 % since 2021. At other sites, we have now established accurate tracking of food losses as a foundation for our global reduction target. Globally, we have already reduced our food losses by more than 15 % since 2021. However, due to increased production volumes, food losses rose again in 2025.

In the U.S., a current focus is on avoiding food losses in upstream stages and through expanded reprocessing pathways. In Germany, we have focused on utilization: pumpable material from residues and off-spec batches of fruit preparations and jams is now being processed in regional biogas plants, which leads to reduced CO<sub>2</sub> emissions.

Reducing food losses will remain one of our priorities in the years ahead.

**CLIMATE PROTECTION AND RESOURCE CONSERVATION**



↑  
*Our reusable stainless steel containers*

**Reducing Waste**

We want to minimize waste generation globally, reuse remaining residual waste in the most environmentally friendly way possible, or, where necessary, dispose of it in a proper manner. A special focus is on food losses.

About two-thirds of our manufactured fruit preparations are transported globally in approximately 33,000 durable reusable stainless steel containers to our industrial customers, significantly reducing packaging

waste in the industrial customer business. In the U.S., the recycling rate has increased in recent years due to standardized recycling streams and consistent waste separation in the plants. Employees responsible for production, cleaning, and maintenance were trained with a focus on waste separation quality.





# **RESPONSIBLE SOURCING** *of Raw Materials*





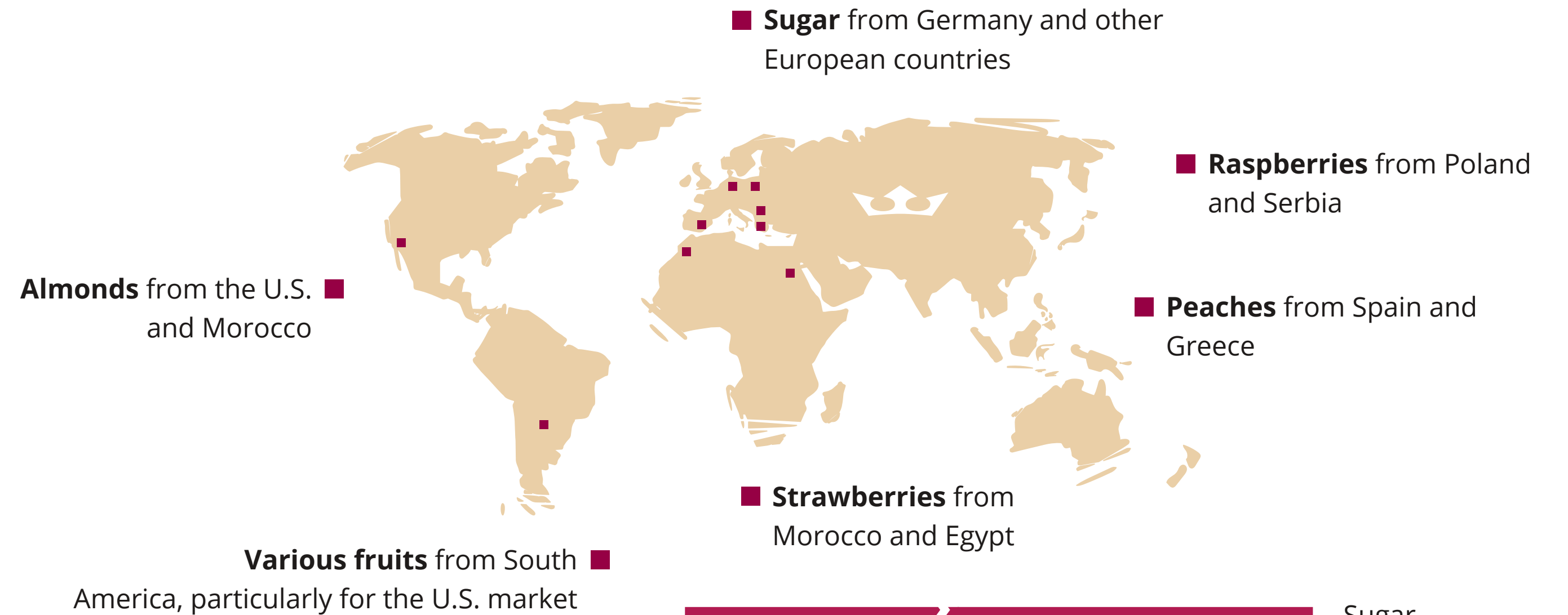
# OUR MOST IMPORTANT SUPPLIER: *Nature.*

For our products, we use almost exclusively natural raw materials. We inspect these carefully and source them from selected suppliers who meet our high quality and sustainability requirements.

## Our global procurement sources

We source our natural raw materials from around the world and therefore attach particular importance to responsible raw material sourcing. Fruits form one of the central product categories for us, and among these, strawberries, peaches, blueberries, and raspberries are among the most important. Together with sugar, almonds, and cocoa, they form the core of our products.

We obtain our raw materials wherever growing conditions are at their best. This can also be regional: a significant portion of our sourcing at the German main site in Aachen comes from suppliers in North Rhine-Westphalia as well as the adjacent French and Dutch regions. Our sugar is one example of this. Beyond that, we source most of our raw materials globally.



## TOP RAW MATERIALS 2024/25 (BY PURCHASING VOLUME)



\*all processing forms and components





# HOW WE MANAGE OUR *Supply Chains.*

**We embed sustainability strategically and organizationally in procurement, thereby ensuring the availability, quality, and transparency of our raw materials.**

## Sustainability Anchored in Procurement

When sourcing our raw materials from around the world, we prioritize rigorously tested quality as well as the protection of human rights and the environment. Certifications and long-standing partnerships with suppliers are important levers in our supply chains. In recent years, responsible raw material sourcing has gained in importance due to increasing requirements, and we are also focusing on this topic with dedicated responsibility in procurement. In addition, our Fruit Scout works directly with suppliers on the ground to gain better insights into harvesting and processing, to actively support projects, and to strengthen supplier relationships.

## Making Our Supply Chains More Sustainable and Resilient

The availability and prices of our raw materials are strongly dependent on global supply and demand dynamics, weather conditions, and geopolitical factors. To meet the demands of a volatile market environment and growing regulatory requirements, we are implementing numerous measures. These contribute to greater sustainability and resilience in our supply chains. In the past 24 months, we have further aligned our procurement toward more sustainable raw material sourcing through:

- Introduction of robust traceability systems
- Digitization of our risk analysis and supply chain management
- Introduction of digital systems for real-time monitoring of supply chain risks
- Integration of sustainability criteria into commodity group strategies
- Diversification of sourcing regions to reduce geopolitical and climatic risks
- Raising standards in supply chains
- Development of new, innovative raw materials and packaging materials

↓ Strawberries at incoming goods inspection



Through the consistent further development of our processes, standards, and digital systems, we have established a robust foundation for meeting the growing requirements of sustainable and resilient supply chains. At the same time, we are creating the conditions to engage our customers even more closely in our processes in the future and to ensure end-to-end traceability from field to finished product. Through these measures, our procurement makes a significant contribution to value creation, cost optimization, supply security, and sustainability.





*„As part of our strategy for responsible sourcing, we maintain long-term supplier relationships and promote regional sourcing. We apply measures such as certifications and collaborations to foster sustainability and biodiversity in our supply chain.“*



Myriam Lhuissier,  
Sustainability Officer in Procurement

### Sustainability in Commodity Group Strategies

We have achieved a milestone through the integration of sustainability aspects into our commodity group strategies. In this way, we can manage our raw materials and their associated suppliers even more systematically with respect to risks and potential.

We have analyzed our fruits and other raw materials (e.g., cocoa, almonds, sugar, vanilla) as well as auxiliary and additive substances (e.g., flavorings, stabilizers) in detail with respect to economic criteria (e.g., purchasing volume, impact on costs and quality, limited origins) and sustainability. The sustainability criteria were examined specifically for each commodity group, covering the following aspects, among others:

- Improvement of social and environmental standards
- Certifications, e.g., Fairtrade, Rainforest Alliance, RSPO
- Use of organic or regional goods
- Transparency regarding origin and production methods



- Sustainable agricultural practices, e.g., water consumption or pesticide management
- Relevance with respect to CO<sub>2</sub> reduction targets in the supply chain

Based on our analysis, raw materials were classified into risk groups and further steps were defined. We have set concrete targets for expanding certified raw materials and implemented measures in supplier development and for strategic partners. Cross-cutting requirements such as ensuring traceability, supplier assessments, and compliance with regulatory requirements are naturally addressed in our action plans.







## Participating in the Fairtrade Child Protection Programme

The Fairtrade label identifies products from fair trade. Fairtrade is committed to combating the structural causes of child and forced labor and pursues a holistic approach: this encompasses binding certification standards, payment of Fairtrade minimum prices and the Fairtrade premium, as well as accompanying programs such as the „Fairtrade Child Labour and Forced Labour Prevention and Remediation Programme“ (also referred to as: Fairtrade Child Protection Programme).

The program provides urgently needed resources for Fairtrade cocoa cooperatives in Ghana and Côte d'Ivoire. Its aim is to strengthen children's rights and sustainably end harmful practices. Concretely, children are supported, for example, through the construction and renovation of schools, the provision of school materials, and bicycles for safe school commutes. Zentis has long processed Fairtrade-certified goods and has participated in the Fairtrade Child Protection Programme since 2025.

## RESPONSIBLE SOURCING OF RAW MATERIALS

Selection of our raw material certifications →



Cocoa  
ra.org



RSPO-1106082



# AT THE CORE: *Certifications* AND MEMBERSHIPS.

**We use certifications and memberships in relevant organizations as central instruments of our sourcing strategy. Because many of the social and ecological topics in our supply chain can only be addressed together with other stakeholders.**

## Important Certifications of Our Raw Materials

Zentis uses a wide variety of certifications that are available in the market and requested by customers. The share of products certified by us varies accordingly. Many certifications are applied directly for product labeling, such as Fairtrade, Rainforest Alliance, and Organic.



## PERCENTAGE OF CERTIFIED COCOA

**38.9 %** Cocoa, in total

**98.0 %** Cocoa, Zentis own brand

**61.5 %** Chocolate, in total

## Memberships for Greater Sustainability

As a member of FONAP (Forum for Sustainable Palm Oil) and RSPO (Roundtable on Sustainable Palm Oil) as well as SEDEX (Supplier Ethical Data Exchange) and Food for Biodiversity, we are committed to moving our entire industry in the direction of sustainability. We value the exchange with other stakeholders and are engaged in selected projects, particularly on the important topic of biodiversity. For example, as part of our Food for Biodiversity engagement, we implemented a pilot project to promote biodiversity in apricot cultivation. We have now anchored in our strategy the goal of advancing three further projects to promote sustainable agriculture by 2028.





# Long-Term PARTNERSHIPS WITH SUPPLIERS.

**We build long-term relationships with our suppliers and producers, systematic review and targeted qualification, as well as selected projects.**

## High Standards for Suppliers

We have been working with many suppliers for a long time. With our core suppliers (also known as „Preferred Suppliers“), we collaborate on targeted measures. Especially in the sourcing of critical raw materials such as cocoa and palm oil, we develop Preferred Supplier programs together with suppliers. For other selected raw materials, currently vanilla, for example, we develop sustainability roadmaps together with suppliers. Our core suppliers actively contribute to achieving our corporate objectives, for instance through raw material security, climate protection, and innovation. These suppliers receive multi-year contracts and special terms. They must meet high requirements, such as holding certifications, complying with social and environmental standards, providing origin data, striving for continuous improvement, and participating in audits.

## Sourcing at the Origin

Where possible, we source as directly as possible from producers in the country of origin. For some fruits, we have shortened supply chains in Europe. This allows us, among other things, to exert greater influence on producers and to place topics such as sustainable cultivation methods and resource-efficient processing. Increased sourcing directly in the country of origin will also help Zentis in the long term with supply security and will facilitate the verification of social and environmental standards.

## Assessment, Review, and Development of Suppliers

Thorough pre-screening and selection of suitable suppliers are crucial to our success. Working with Zentis requires high ethical standards and compliance with human rights. We have expanded and automated our supplier assessments and risk management processes to include sustainability aspects. Part of our strategy is the review of all suppliers on social and environmental topics by 2026. In addition, we are qualifying 20 of our relevant suppliers on social and environmental topics by 2028.

For our core suppliers, we conduct a comprehensive annual supplier assessment. In addition to criteria such as quality and delivery reliability, we also review sustainability compliance using scorecards and identify potential for improvement. Where required, we audit

our suppliers on site. In 2024/25, our quality management team in Germany conducted a total of 29 supplier audits.

Supplier development is strongly dependent on the respective region and its requirements. In some regions, we begin by visiting suppliers and conducting on-site training sessions to clarify their role as a responsible part of the supply chain and train them, for example, on product-related quality topics. In Europe, supplier development targets, among other things, the development of new raw material sources and the optimization of water consumption.



Strawberries in fruit preparation





### ALMONDS FROM EUROPE

We have succeeded in establishing a strategic supplier for almonds in Europe. Although transportation distances are shorter, the logistical footprint of truck transport across Europe is comparable to that of shipping almonds from California. What are the advantages beyond the fact that we are investing in strong European supply chains?

Our partner achieves a water saving of 35–50 % per hectare through a water project and the associated irrigation system in almond cultivation in Portugal. Through the supplier’s solar PV water pumping project, many tons of CO<sub>2</sub> are also saved annually. In addition, the by-products generated during almond production are used for energy generation and as animal feed.



# INSIGHTS INTO OUR SUPPLIERS' Projects.



### PARTICULARLY COMMITTED TO QUALITY CHOCOLATE

We have intensified our collaboration with a chocolate supplier who demonstrably advocates for greater sustainability. In the selection and increased consideration of this partner, ecological, social, and ethical criteria were the focus.

Our supplier is committed to more environmentally friendly cocoa cultivation through responsible stewardship of soils and water, as well as programs to reduce negative environmental impacts. At the same time, the partner advocates for fair working conditions, transparent trading structures, and appropriate remuneration for cocoa farmers. A further focus is on supporting local communities in growing regions, through training programs, long-term purchase agreements, and initiatives to improve living and working conditions on the ground.



### ENVIRONMENTAL IMPROVEMENTS IN FRUIT CULTIVATION

We work with a partner in Egypt who supplies us with strawberries, our most important fruit. The company invests in advanced environmental protection measures in the resource-intensive cultivation of strawberries.

One focus is the precise measurement of water consumption with the aim of using up to 15 % less water over the next three years. An intelligent energy management system identifies potential and integrates the gradual use of renewable energies. A heat exchanger is used to reduce gas consumption for water heating.





# **NATURAL** *Products*





# INNOVATIVE VARIETY FROM NATURAL *Raw Materials.*

The raw materials processed by Zentis are largely of natural origin. With future-oriented expertise, we produce a diverse range of products from these materials. Sustainability aspects are incorporated into product development alongside our high standards for taste, quality, and safety.



Our product development laboratories

## Naturalness as a multifunctional Concept

We process natural raw materials — various fruits, almonds, sugar, or cocoa. This gives us an inherent connection to naturalness, backed by more than 130 years of experience. Today we are globally one of the leading manufacturers of fruit preparations and marzipan paste for the processing industry and retail. In addition to innovative ingredient solutions for the dairy and bakery industries as well as foodservice, we are known for our fruity spreads and confectionery.

APPROX. **110**

... product developers across all sites.  
Each global site has its own laboratories.

Customer satisfaction is at the heart of everything we do, and our customers are increasingly requesting attributes associated with naturalness in their products. We help industrial customers to use, for example, Clean Label formulations, sugar-reduced fruit preparations, or other natural and certified ingredients in their products. Our expertise in processing fruits and other natural raw materials leads to new flavor profiles and innovative products such as Vegan Balls in confectionery, sugar-reduced marzipan, vegan ice cream, and natural proteins for the food processing industry, as well as naturally based Boba-Balls.

## Boba-Balls in Natural Flavors and Colors

Our Boba-Balls demonstrate how we swiftly translate a trending topic using our expertise in processing natural raw materials. The small spheres with a liquid center represent a growing global market. They are used in many product categories and reach new segments among manufacturers and consumers.

Zentis Boba-Balls are manufactured locally in Poland and the U.S., allowing us to respond to demand immediately. They are produced without artificial colorings and flavorings, and without preservatives. Through recipe optimizations of the filling, we were able to halve the number of cooking cycles in production last year. The products are packaged for industrial customers in reusable steel containers, and we are working on an environmentally friendly, aseptic bag for packaging smaller quantities.





## How Sustainability Enters Our Product Development

Taste and quality are prerequisites for our products. In product development, sustainability in all its facets is taken into account as early as possible. The identification and prioritization of action areas for greater sustainability in product development has been actively advanced in an interdisciplinary team at Zentis over the past two years.

We are working on the following priorities:

- Resource conservation: CO<sub>2</sub> balances, certified raw materials, fewer animal proteins, no palm oil, organic products
- Health-conscious products: sugar reduction, Clean Label, Nutri-Score, high protein, use of vegetables and legumes
- Plant-based proteins (dairy alternatives, oat) and cocoa alternatives
- Local, regional, and seasonal raw materials/products

# ~30%

of our fruit preparations are **Clean Label.**



## Our Innovations: Health-Conscious and Resource-Efficient



Our traditional product Aachener Pflümli has been expanded with the new variant **Zentis Pflümli ZERO**. The formulation contains no granulated sugar and derives its sweetness from the natural fruit sugar and the addition of sweeteners.



The innovative **Vegan Balls** from Zentis promise a delicious, guilt-free snacking experience. The finely coated almond spheres in the trendy flavors Popcorn and Brownie convince with Fairtrade-certified cocoa and vegan indulgence in a resealable bag.



In our new **macaron-type preparation**, an apricot kernel paste replaces the almonds. It is produced in a resource-efficient manner from the by-product of the apricot and can be used, for example, in dairy products or as a filling for chocolates and baked goods.





**INTERVIEW with Susanne Dilger, Director Product Development B2B, and Roland Küpper, Head of Research**

# „OUR NATURAL RAW MATERIALS FORM THE BASIS FOR DELICIOUS, INNOVATIVE PRODUCTS.“

**Susanne and Roland, you are responsible for B2B product development and research at Zentis.**

**Susanne:** We manage the global activities around product development in Aachen and work closely with our colleagues abroad. In the development laboratories at our sites in Germany, the U.S., Poland, and Hungary, we

are 110 employees; alongside our branded products, the B2B business — i.e., industrial customers — plays a particularly important role.

**Roland:** Our task is to develop innovative, enjoyable, and as healthy as possible products from natural raw materials that are relevant for our customers. Sustainability is always part of our approach.

**What exactly does sustainability mean in product development at Zentis?**

**Roland:** It means implementing resource conservation and high social standards along the entire value chain in our products — from raw material sourcing to the packaging of the finished product.

**Many claim sustainability for themselves. How does Zentis put this aspiration into practice?**

**Susanne:** Integrating sustainability into the everyday product development process is achieved through concrete criteria, for example, to reduce the ecological impact of our products. This includes the selection of raw materials, the design of the formulation, the assessment of the ecological footprint

and nutritional values. We have developed solutions to avoid raw materials considered critical, such as soy and palm oil, from our formulations, and we use upcycling raw materials, such as citrus fibers as well as paste from apricot kernels.



*Development of our fruit preparations*





Zentis orange jam

## INTERVIEW

In the collaborative project „NewFood-Systems, Sustainable Protein Ingredients,“ Zentis is working with other companies and research institutions in a project funded by the Federal Ministry of Education and Research (BMBF) to develop sustainable protein ingredients and new food systems.

### What are the opportunities from such innovations?

**Susanne:** We are convinced we are doing the right thing, it aligns with our values and our positioning. At the same time, it is naturally also advantageous from a customer perspective. Customers want flavor and quality - as sustainable as possible. This strengthens our market positioning based on our long-standing expertise and opens up new business fields. In parallel, we are looking for ways to increase efficiency and reduce costs.

### Is there a downside - where are the challenges?

**Susanne:** There are always challenges along the way. Everyone knows that more sustainable raw materials, e.g., regional or certified raw materials, are more expensive. Here we must constantly make trade-offs together with our customers. If a product cannot hold its own in the market, we have to discontinue

# „CUSTOMERS WANT FLAVOR AND QUALITY - AS SUSTAINABLE AS POSSIBLE.“

it, regardless of how convinced we are of it, as we experienced last year with the NaturRein range. Implementing sustainable products is also more complex and requires greater coordination, for example between research and development, procurement, marketing, and sales. Often we also have to balance different requirements, one example is sugar reduction, which we have to bring into balance with the Clean Label requirements of our customers. Instead of sugar, we can use sweeteners, which incidentally are more resource-efficient than sugar.

However, sweeteners are poorly biodegradable and not ideally compatible with the Clean Label aspiration. Our approaches to finding the right balance are varied: sugar reduction through sweeteners, natural sweetness from agave syrup, and also biotechnologically produced sweetening alternatives such as allulose and stevia. These are exciting and simultaneously complex challenges!

### Speaking of Clean Label: What is the Zentis approach here?

**Roland:** We have set ourselves the goal of offering an increasing number of fruit preparations as Clean Label. While there is no clear definition, at Zentis we have defined three tiers based on differing customer requirements: first, „Standard Clean Label,“ in which we pursue a gradual reduction of additives and aim for a minimalist ingredient list overall. Then we offer „Natural Clean Label,“ which encompasses only fruit and sugar. We go even further with the third tier, in which fruit preparations contain only fruit with no addition of refined sugar, here the sweetness comes from the fruit or alternatively, for example, from dates or agave syrup. Clean Label should deliver taste without compromising quality. From our expertise in getting the best out of fruits, we are able to fulfill the wishes of different customers here. •



# HOW WE WILL PUT OUR PRODUCTS UNDER THE *Microscope.*

We had set ourselves the goal of developing a sustainability roadmap for our product development. What does this look like in practice? Our products are diverse, and sustainability is complex. We present a list of criteria that product developers consider when working on formulations, among other things.



## 01 RAW MATERIAL SELECTION

- ✔ Use of **certified raw materials**, e.g., Fairtrade, Rainforest Alliance, RSPO
- ✔ **Reduction of critical raw materials**, e.g., palm oil, soy
- ✔ Use of **local and seasonal** ingredients
- ✔ Use of **by-products and upcycling** to reduce food waste, e.g., apple and carrot pomace, apricot kernel paste



## 02 ENERGY AND RESOURCE EFFICIENCY

- ✔ **Optimized production processes**, e.g., shorter cooking times
- ✔ Use of **fewer raw materials**, e.g., during testing
- ✔ **Implementation of technologies** such as Flavor Recovery and Late Differentiation



## 03 CO<sub>2</sub>- AND WATER BALANCE

- ✔ Starting points from the product **carbon footprint**
- ✔ Potential for **lower Scope 3 emissions**, e.g., shorter transport routes, lower-emission raw materials
- ✔ Consideration of **water consumption optimization**



## 04 HEALTH AND CLEAN LABEL

- ✔ **Reduction of sugar and additives**
- ✔ **Clean Label:** focus on a minimalist ingredient list and natural ingredients
- ✔ **Nutri-Score** optimization
- ✔ Use of **natural binders**
- ✔ **Dairy alternatives**, e.g., oat and soy drinks, vegan desserts
- ✔ More **legumes and vegetables** (e.g., fermented)



# PACKAGING: ALWAYS *in Focus.*

**Packaging is a central topic for customers and society. We work comprehensively to optimize and reduce our packaging from a sustainability perspective.**

Packaging development at Zentis focuses on the efficient use of packaging material and is closely linked with product development in terms of sustainability aspects. Recyclability, material composition and reduction, as well as reusability are among the important priorities for our packaging.

Reducing plastic consumption is an important topic, even though our plastic share is already small and we use it predominantly in confectionery. Thinner films and mono-materials are the focus here. For jams, plastic is only used in the form of PET mono-films for the sleeves of jars.

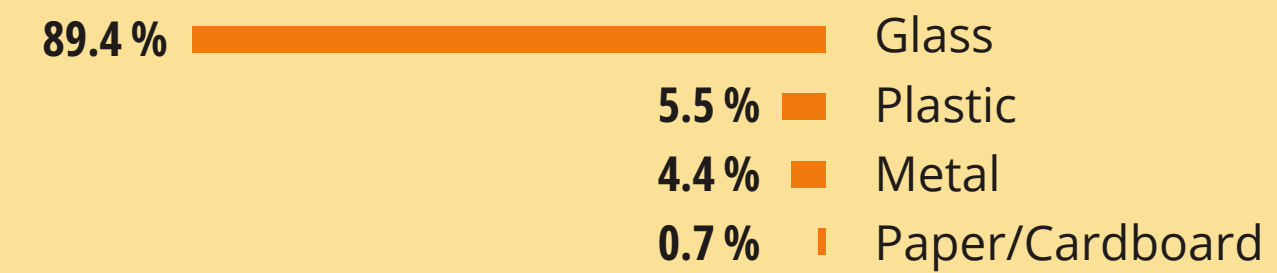
Large-volume units for industrial customers make up the majority of our manufactured fruit preparations and are transported unpackaged in tank trucks, reusable stainless

steel containers, and occasionally bag-in-box systems. This results in very low material use and waste in the industrial customer business.

The Zentis Food Solution division offers beneficial, low-packaging, stackable bulk containers for institutional catering. Our U.S. site has introduced a dosing pump system into the packaging portfolio for B2B business, which is refillable and thereby reduces waste.

By volume, glass is our most widely used material due to its high inherent weight. We therefore source our glass packaging primarily regionally and want to continuously reduce its weight where technically and economically feasible. Paper-based packaging such as paper labels, sleeves, and transport cartons are used across all business segments but account for a small share of total packaging volume.

## SHARE OF PACKAGING IN 2025 BY TOTAL CONSUMPTION ( IN %)



Packaging in the B2C segment; we have this only in Germany.



Zentis Toppings with reduced packaging

## Our Delicious Bärchen® Fruit Spreads

In August 2025, the Bärchen® fruit spreads were introduced, combining aspects of natural products and sustainable packaging.

- 30 % less sugar than conventional jams, 60 % fruit content
- No flavorings or preservatives
- Glass packaging: in product communications, we encourage customers to reuse the Bärchen jars for creative purposes
- The sleeves of the jars will in the future be fitted with a perforation for easy removal, to facilitate reuse and recycling

Bärchen® is a brand of BIPEM GmbH & Co. KG







**OUR**  
*Employees*







# SUSTAINABILITY STARTS WITH *Our Team.*

**Our employees contribute essentially to the company's success through commitment, a spirit of innovation, and expertise. We create a working environment at our sites where respect and responsibility are at the center.**

## Living Diversity and Equal Opportunity

Sustainability starts with our employees — as Sustainability Ambassadors, idea generators, and team players, they shape the future of Zentis every day, sustainably, together, and with passion. At Zentis, employees from 47 different nations work together and form teams across age groups and other dimensions of diversity. We are convinced that a diverse workforce enriches, and we are committed to equal opportunity. The different experiences and perspectives foster inspiration and innovation. Zentis tolerates no form of discrimination and consistently monitors compliance with this principle.

Fair compensation, team spirit, and equal opportunities for all employees are the foundations of our working culture. Particularly important to us is the individual development of potential. At the Aachen site, for example, employees whose first language is not German are deployed in a way that optimally matches their language skills wherever possible, for instance in international procurement. Others are offered German language courses during the onboarding phase to facilitate integration.



*„Diversity is lived reality for us. Regardless of gender, age, background, or personal experience, what counts here is the potential of each individual. From young talents to experienced experts: we develop our employees along their individual path. We believe in diversity, not because it is a trend, but because it makes our company stronger.“*

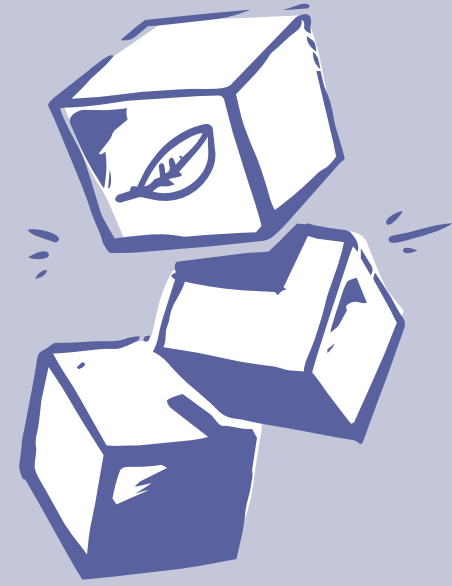
Hamed Hesami, Managing Director Zentis





## Over 400 Sustainability Ambassadors

Our Sustainability Ambassador program imparts knowledge, skills, and values and encourages employees to advocate for sustainability in the workplace and in their private lives. Since 2021, employees have been able to take part in an e-learning program and qualify as Sustainability Ambassadors. More than 400 Sustainability Ambassadors are now active at our sites in Germany and the U.S. As knowledge carriers, motivators, and multipliers, they are entrusted with ensuring that sustainability remains a natural and actively lived part of Zentis's corporate culture.



In addition to our Ambassador program, we use a wide variety of communication channels to embed sustainability in the company: the topic is presented comprehensively on the website, and our sustainability team speaks through blog and vlog posts. In a current film, employees describe our Zentis Sustainability Journey.



## OUR EMPLOYEES

# DEVELOPING AND *Empowering employees.*

**Our employees ensure that sustainability at Zentis is a successful shared project. To that end, we offer, among other things, further training programs.**

In Germany, apprentices are an established part of the company; we currently offer 39 young people an apprenticeship position.

### Supporting Employee Development

Our employees are intensively supported in their professional development, for example toward a bachelor's or master's degree, a technician qualification, or industrial foreman certification. All positions can be applied for through internal job postings. We also enable advancement qualifications for colleagues without vocational training, from semi-skilled to skilled workers, on a needs-oriented basis.

In Poland, employees receive financial support for English courses outside working hours and access to a language learning platform. In the U.S., a training program for plant managers and supervisors from production was introduced. In Hungary, internal training sessions are held to raise awareness of responsible resource use, waste avoidance, and ethical business practices. Programs such as our talent management and leadership development are organized globally and are actively used. The Sustainability Ambassador program has now also been rolled out globally.

### Zentis Awards as an Employer







# FOR SAFE WORKPLACES AND STRONG *Communities.*

We offer our employees health programs, and we are engaged in the communities around our sites.

## Strengthening Occupational Safety and Health

Occupational safety holds a high priority in our company and is clearly regulated in various guidelines and processes (e.g., workplace hazard assessment) and communicated to our employees through training. The prevention of accidents is our stated goal, even though the number of recordable workplace accidents varies over time and between sites.

The promotion of physical and mental health is organized individually at the sites to meet local needs. A focus in Germany, the U.S., and Poland is on promoting physical activity among employees. In addition, targeted workshop programs to improve mental health were developed in Germany. In Hungary, the Medicare health insurance was introduced, offering employees comprehensive health services and promoting occupational safety.



Employees in our laboratories



Zentis as shirt sponsor at Alemania Aachen

## Locally Rooted

As a mid-sized yet globally operating company, we are committed at all our sites to our employees and, beyond that, to the local community. For more than 130 years in Germany, 30 years in Poland, and in 2026 we celebrate our 20th anniversary in the U.S., we are rooted in our sites and part of the community.

Beyond our role as a local employer, we are engaged in socially relevant causes. Since the teams at the sites know the relevant topics best, they coordinate their activities locally. A few examples illustrate the wide variety:

- In **Germany**, fundraising campaigns for social causes in Aachen are held several times a year. Our apprentices, for example, organize a popular initiative each Christmas season: in 2025, the proceeds from the sale of self-baked cookies went to a school in Aachen, which was able to redesign its break area. In a long-standing

partnership with Lebenshilfe Aachen, we also enable people with severe disabilities to have a structured role in the production environment of our confectionery operations.

- Our site in **Plymouth, USA**, supports the local food bank for those in need, promotes local artists, and is engaged in further social causes.
- In **Hungary**, colleagues are currently supporting initiatives to preserve the historic heritage of Drégelypalánk, including the preservation of Drégely Castle and historically significant activities of surrounding villages that are to be made accessible to the public.



## KEY FIGURES AT A GLANCE

All figures encompass, unless otherwise stated, the entire Zentis Group.

	Unit	2023	2024	2025
Revenue	EUR million	830.0	868.0	904.0
Employees	Number	2,172	2,017	2,088
Nationalities (Germany only)	Number	39	n/a	47
Apprentices (Germany only)	Number	48	39	39
Recordable accidents per 1,000 employees	Number	13.2	18.5	28.2
Cases reported via whistleblower system	Number	0	0	0
Confirmed corruption cases	Number	0	0	0
Confirmed discrimination cases	Number	0	0	0
Absolute CO <sub>2</sub> e emissions, total	t CO <sub>2</sub> e	547,459.4	n/a	n/a
Absolute Scope 1 CO <sub>2</sub> e emissions, total	t CO <sub>2</sub> e	43,957.3	n/a	43,414.5
Absolute Scope 2 CO <sub>2</sub> e emissions, total	t CO <sub>2</sub> e	13,002.1	n/a	4,894.5
Absolute Scope 3 CO <sub>2</sub> e emissions, total	t CO <sub>2</sub> e	490,500	n/a	n/a
Absolute Scope 3 CO <sub>2</sub> e — upstream, total	t CO <sub>2</sub> e	445,600	n/a	n/a
Absolute Scope 3 CO <sub>2</sub> e — downstream, total	t CO <sub>2</sub> e	44,900	n/a	n/a
Energy consumption	MWh	234,964	281,833	332,561
Natural gas consumption	MWh	194,492	233,720	276,150
Electricity consumption*	MWh	40,472	48,113	56,411
Fresh water withdrawal	1,000 m <sup>3</sup>	1,629,086	1,738,515	1,849,426
Waste	t	11,777	14,071	15,405
Food losses	t	n/a	6,161	6,465
Change since 2021	%	n/a	-19.5	-15.5
Rainforest Alliance & Fairtrade certified				
Cocoa	%	n/a	46.1	38.9
Cocoa, Zentis own brand	%	99.0	n/a	98.0
Chocolate	%	n/a	55.1	61.5
Share RSPO-certified palm oil (Germany only)	%	> 99.0	n/a	> 99.0
Packaging by weight (Germany only)**				
Glass	%	87.9	90.7	89.4
Plastic	%	5.8	4.9	5.5

\* Purchased electricity only; data do not include own production from our combined heat and power plants.

\*\* Packaging in the B2C segment; we have this only in Germany.





# IMPRINT

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## **Image Credits**

Unless otherwise noted, all images are from the Zentis Group image archive or were produced as part of company projects.

## **Report Information**

This is our 8th Sustainability Report, covering fiscal years 2024 and 2025 (January 1 – December 31). We report voluntarily and without a reporting standard. If needed, the GRI reporting standard of our Sustainability Report 2022/23 (published June 2024) can be consulted.

Data were collected internally. All figures refer, unless otherwise stated, to the entire Zentis Group, i.e.: Zentis Germany (incl. Zentis GmbH & Co. KG, Zentis Süßwaren GmbH & Co. KG, Zentis Logistik Service GmbH, and Zentis Holding GmbH) as well as our subsidiaries in the U.S. (sites Plymouth and Philadelphia), Poland, and Hungary, and our sales location in Russia. We prepared our CO<sub>2</sub>e balance based on the Greenhouse Gas (GHG) Protocol for fiscal year 2023 and had it reviewed by SBTi. This report is publicly available on our website at: [www.zentis.de](http://www.zentis.de).

## **Disclaimer**

The contents of this report were prepared with the greatest possible care. Nevertheless, we assume no liability for the completeness, timeliness, or accuracy of the information presented.

## **Contact**

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