



Good food, better impact

Corporate Social Responsibility Update 2025



Board members

(from left to right)

Kamiel Steendijk Chief Financial Officer

Francisco García Alonso Financial Director Audens Food

Harm van Tongeren Chief Commercial Officer

Berend Hut Chief Operating Officer

Dirk Van de Walle Chief Executive Officer

Sophie de Boeij Chief Human Resources Officer

Carles Bosch Serch Managing Director Audens Food

Corporate Social Responsibility at GoodLife Foods

Raising the bar together

Great food shouldn't just taste good, it should be made with care. At GoodLife Foods, we challenge ourselves to do better. Whether we're reinventing classics or creating new innovations, we're committed to making our food choices more responsible, one step, one product, one recipe at a time.

The year 2024 marked a major milestone for us. With Audens Food and Mekkafood joining the GoodLife Foods family, we're combining strengths, realigning our sustainability ambitions, and scaling up our impact across markets. In 2025 GoodLife Foods also acquired TNS, bringing exciting innovation and Belgian culinary expertise to our portfolio.

But it's not just about what we do internally. We're teaming up with our clients and partners to drive change across the supply chain, upstream and downstream. Because sustainability isn't a solo ride. It's a shared journey.

For us, Corporate Social Responsibility goes beyond sustainable choices. It's about shaping the future of food: exploring better ingredients, pushing the boundaries of technology, and creating products with care for people and planet.

Dive into our 2024 progress and get a glimpse of what's in store for 2025. We hope you're in for the ride.



Dirk Van de Walle
CEO

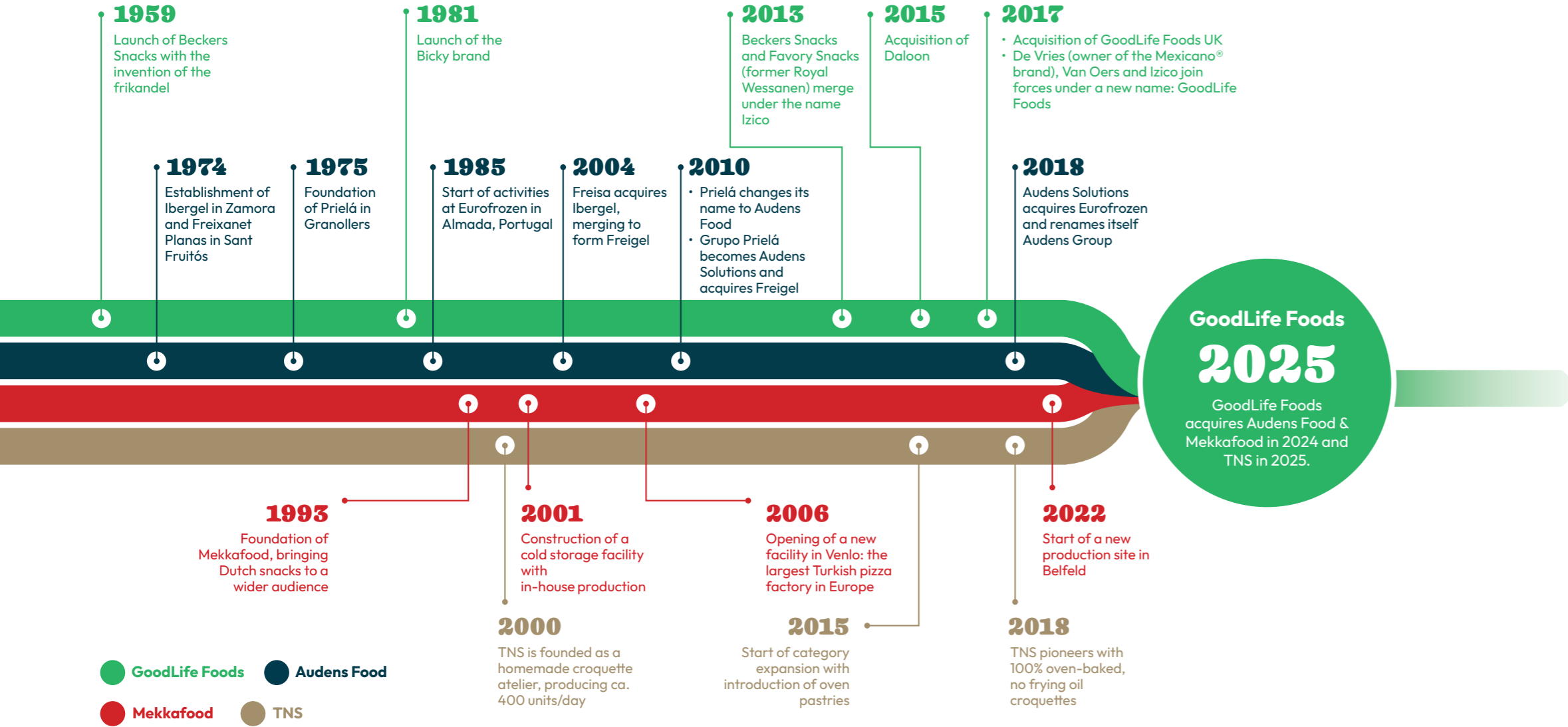
We're GoodLife Foods

We believe that great food brings people together and makes every moment more enjoyable. Backed by a team of over **1,700 professionals across Europe**, we are leading the way in frozen snacks and offer a diverse range of irresistible food. Each made with care, expertise, and the finest ingredients.

GoodLife
FOODS



Stronger together, tastier than ever



Since 2013, GoodLife Foods has grown boldly and strategically. What began with the merger of Beckers Snacks and Favory Snacks under the name Izico evolved rapidly through the acquisition of leading European brands like Daloon, De Vries, and Van Oers in 2015 and 2017. With Audens Food, Mekkafood and TNS now part of our family, we're shaping the future of the snack industry so you can serve the best, today and tomorrow.



With over 50 years of expertise, Audens Food brings the best of Spain's culinary traditions into the modern world, offering a variety of delicious snacks (from croquettes to breaded chicken) that capture traditional flavours while embracing innovation.



Previously known as Pure Ingredients and founded in 1993, Mekkafood has grown into the market leader in halal frozen foods. With a passion for bringing exciting flavours from around the world, Mekkafood stands for carefree enjoyment the way food should be. This vision reflects our commitment to evolving with the tastes and needs of today's society.



Founded in 2000 by Daphne Aers, TNS is a pioneer in 100% oven-baked artisanal croquettes, snacks and tapas bites. Now part of GoodLife Foods (2025), TNS brings exciting innovation and Belgian culinary expertise to our portfolio, blending craftsmanship with in-house oven-based production technology to create premium snacks for today's tastes.

Leading the EU snack industry

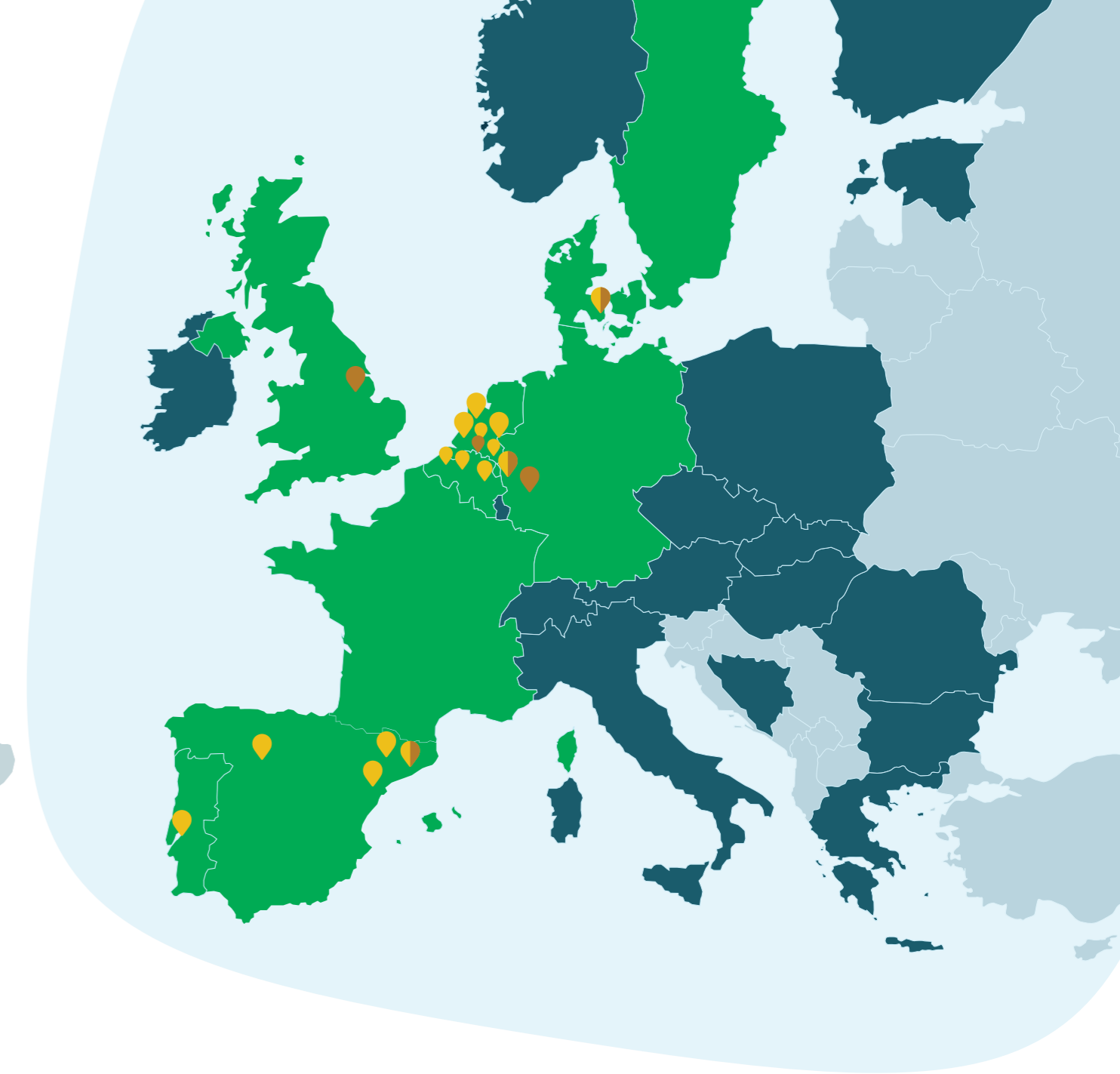
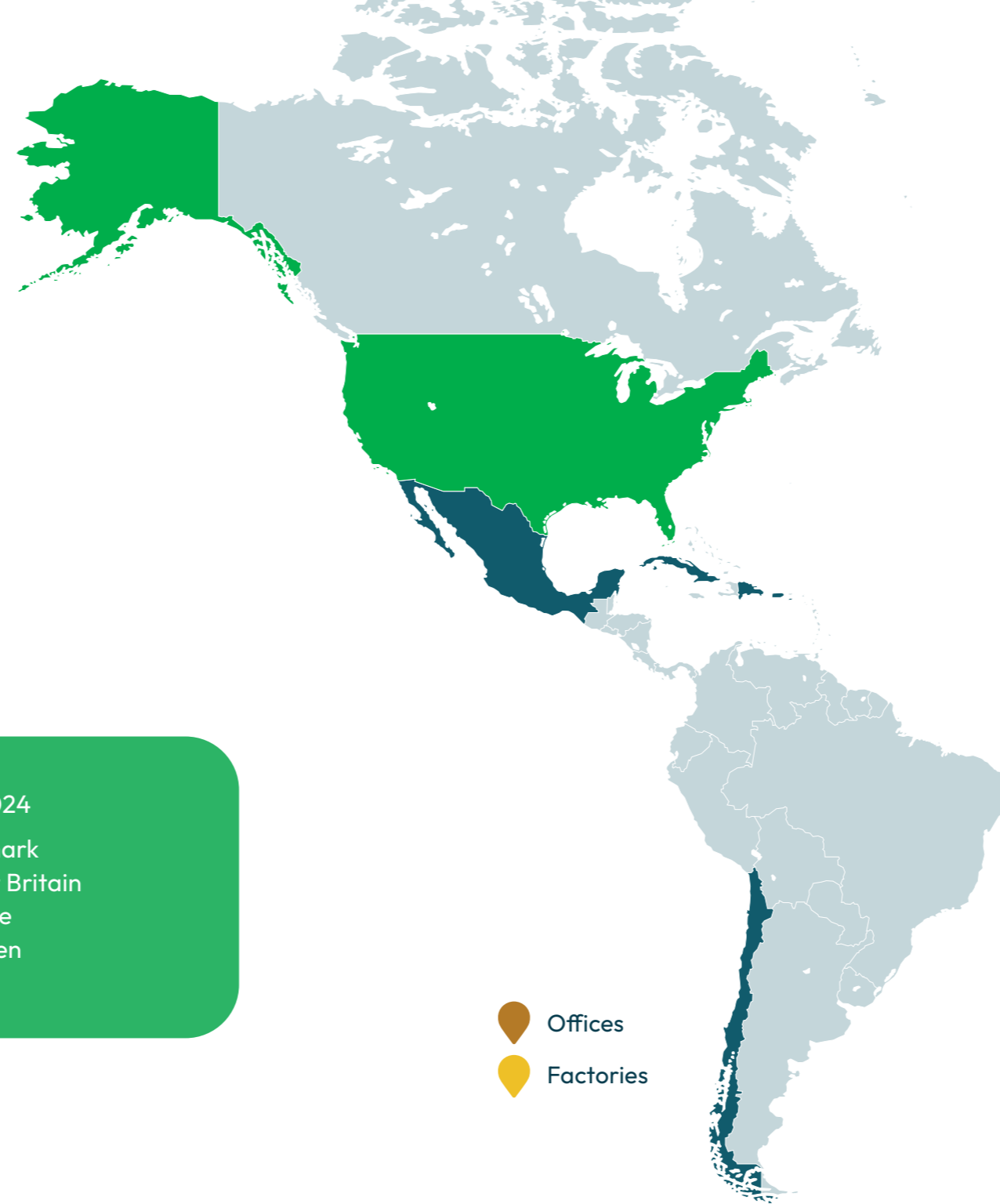
- **1,700+** professionals
- **16** factories
- Partner of **all large retailers and foodservice players** in Europe



We do business in 30+ countries worldwide

Top 10 countries in 2024

- | | |
|----------------|------------------|
| 1. Spain | 6. Denmark |
| 2. Netherlands | 7. Great Britain |
| 3. Belgium | 8. France |
| 4. Germany | 9. Sweden |
| 5. Portugal | 10. USA |



 Offices
 Factories



Fun
Chicken Rings

Bite into our snack universe

5 snack worlds and 4 cross-world concepts

With over 1,600 snacks in our range, we needed a simple yet effective way to bring structure to our assortment. That's why we created a system based on **5 snack worlds** and **4 cross-world concepts**.

Each snack belongs to one of the **5 snack worlds**. These categories reflect the core identity of the product. On top of that, a snack can also carry one or more **cross-world concepts**, depending on its characteristics.

For example, a snack might be both **chilled** and **halal**: crossing multiple concepts while still belonging to a single snack world.

Within each world, we offer a balanced mix of **Favourites** (our most loved, familiar snacks) and **Fun** items (playful and bold formats).



Favourite
Chili Cheese Nugget

5 snack worlds



Meat

From burgers to snacks, we're passionate about meat.



Chicken

Nuggets, tenders, crispy or juicy anything is possible.



Cheese

Savoury and crispy, cheese offers endless delicious possibilities.



Crumb

Classic finger food, available in all shapes and sizes.



Rolls, pizzas & pies

Golden dough and rich fillings: from crispy snacks to sweet treats.

4 cross-world concepts



Hybrid

Snacks combining meat and plant-based ingredients, offering variety and innovation.



Veggie & vegan

From indulgent veggie snacks to fully vegan innovations.



Halal

A broad range of delicious halal snacks. Certified and trusted by consumers since 1993.



Chilled

Bites in chilled formats with minimally additional additives, made possible by advanced production and packaging technologies.

Meet our brands

A lever for innovation and sustainability

Now, let's zoom in on the brands behind those 1,600 snacks. By bringing together **Audens Food**, **GoodLife Foods**, **Mekkafood** and **TNS**, we are building a strong and diverse portfolio. Our expertise spans trusted A-brands for consumers, private labels, our own retail brands, and an extensive range for the foodservice channel.

Making impact with our brands

What's important to know in light of innovation, is that our brands are the lever for sustainability and innovation. When experimenting with new, more sustainable products such as hybrid, vegan or halal options, we dare to launch them under the flag of our beloved brands. Why? Because we want to make a difference exactly where it matters and **where people are going to feel the impact.**

Hybrid frikandel

With our Beckers brand, we were the first A-brand in Western Europe to introduce a hybrid frikandel and burger with meat, equal protein, and no compromise on taste or quality. We're now rolling this out to private label products and are in discussions with major retailers to extend these innovations to their own brands, focusing on the protein transition and reducing beef consumption.



Vegetarian burgers

Bicky has been around since the eighties. Its formula remained unchanged for years, but since the surge of vegetarian and vegan trends, the brand has chosen the route of innovation and consumer trends. The launch of veggie burgers like the Bicky Bastard and Bicky Chickless serves as a great example of how we try to break the status quo and let our brands grow along with the preferences of our consumers.



Improving nutritional value

With brands such as Preli, we are making strides towards healthier, more responsible snack options. We have taken significant steps to improve the nutritional profile of our products, including reducing salt and fat levels, without compromising on taste.



Sustainability is all about innovation

When it comes to sustainability, thinking outside the box is essential. That's why we make co-creation an integral part of our company.



Our **think tank** brings together diverse perspectives to fuel new ideas.



We host **brainstorm sessions** with clients to tap into their insights.



Our **New Product Development team** drives innovation from concept to shelf, keeping the entire organisation involved and engaged.





Setting the stage for change

Tackling today's sustainability challenges takes more than ambition. It requires structure, science, and a sharp focus on what matters most. That's why we're setting the stage for change with a clear and data-driven approach.

We've mapped our climate impact and committed to bold targets through the **Science-Based Targets initiative (SBTi)**. We've conducted a **Double Materiality Assessment (DMA)** to understand where we can create the greatest value and where our biggest risks lie. And finally, we're building our **Corporate Social Responsibility (CSR)** strategy around four strong pillars, each with clear ownership across our organisation.

Together, these steps lay the foundation for real progress: targeted, measurable, and built for long-term impact.

Decarbonisation From measurement to action

Our decarbonisation roadmap is built around the climate science behind the Paris Agreement. To help limit global warming, we're setting targets aligned with the **Science-Based Targets initiative (SBTi)**. But we also know that meaningful progress requires more than generic frameworks. It needs a tailored, data-driven approach that fits our operations and value chain.

Together with our climate consultants, we're shaping a reduction pathway grounded in our actual footprint and business context. That means:

- 1. Measuring what matters**
We've mapped our full Scope 1, 2 and 3 emissions and defined separate base years: **2020 for Scope 1 and 2 and 2024 for Scope 3.**
- 2. Setting clear science-based targets**
Our 2030 climate goals follow the latest SBTi guidance:
Scope 1 and 2: ≥ 42% absolute reduction (1.5°C pathway)
Scope 3: ≥ 25% reduction (well-below 2°C pathway)
- 3. FLAG emissions**
≥ **30% reduction**, also under the **1.5°C pathway**

Building the roadmap together

We're now engaging internal experts to identify feasible and **high-impact reduction** options across our operations and portfolio. These insights will form the basis of a focused and realistic roadmap: one that balances ambition with practical execution.

What is FLAG?

FLAG stands for Forest, Land and Agriculture: emissions that come from farming and land use. FLAG accounts for roughly **22% of global emissions** and must be tracked and reduced separately under SBTi rules. At GoodLife Foods, we're preparing an absolute reduction target for FLAG, aligned with the 1.5°C pathway.

Focusing on what matters Double Materiality Assessment (DMA)

To build a future-fit company, we need to focus on what truly counts. That's why we carried out a Double Materiality Assessment (DMA): a thorough analysis of our impacts, risks, and opportunities across environmental, social, and governance (ESG) topics.

The DMA helps us pinpoint where we can create the greatest value and where the most significant risks lie, both within our operations and throughout the value chain. It's a cornerstone of CSRD compliance and a key requirement under the European Sustainability Reporting Standards (ESRS). But more than that, it's a strategic compass that sharpens our long-term sustainability ambitions.

“The DMA isn't just a compliance exercise, it's a strategic tool that helps us turn good intentions into focused action and deliver real-world impact.”

Méanne Genevace, ESG Specialist, GoodLife

What is CSRD?

The **Corporate Sustainability Reporting Directive** is a new EU rule that requires companies to be more transparent about their impact on people and the planet, and how sustainability risks and opportunities affect their business.



Material topics identified

Environmental

E1

Climate change

CO₂ emissions (Scope 1–3), climate risks & adaptation, energy use in operations, renewable energy, transition plan.

E3

Water & marine resources

Water use in production, water efficiency, water discharge (if relevant to operations).

E4

Biodiversity and ecosystems

Land use (e.g. sourcing impact), deforestation risks in raw material sourcing.

E5

Resource use & circular economy

Packaging sustainability, food loss & waste, use of secondary/recycled materials.

Social

S1

Own workforce

Health & safety, working conditions, employee well-being, training & development.

S2

Workers in the value chain

Working conditions at suppliers, human rights due diligence, living wage practices.

S3

Affected communities

Local community impact (e.g. noise, traffic), stakeholder dialogue in sourcing regions (if applicable).

S4

Consumers and end-users

Product safety & quality, affordability, responsible marketing.

Governance

G1

Business conduct

Business ethics, anti-corruption, animal welfare, whistleblower protection.

NOT Material

E2

Pollution

*These material topics were identified prior to the CSRD-related Omnibus changes.

Building a stronger commitment

Corporate Social Responsibility (CSR)

Our sustainability efforts are built around four key pillars, each currently led by a dedicated member of our CSR team. This setup reflects our existing organisational structure. As we continue to integrate Audens Food, Mekkafood and TNS, we're preparing to revise this framework for even stronger alignment across the group.

This approach will help us move from ideas to action, with clear ownership and impact across the organisation. On the following pages, we'll walk you through each pillar and the concrete steps we're taking to drive meaningful change.



Discover our four sustainability pillars:

-  **Good Food** → Read more on page **20**
-  **Good Planet** → Read more on page **26**
-  **Good Work** → Read more on page **32**
-  **Good Partner** → Read more on page **36**

Good Food

Snacking should feel good, in every sense. At GoodLife Foods, we believe indulgence and responsibility can go hand in hand. That's why we create snacks that not only taste great, but also support the idea of conscious indulgence. We're improving our recipes to reduce salt and fat, enhance Nutri-Scores and work toward cleaner labels.

- Reducing salt and fat and focusing on clean label products
- Lowering meat content and increasing of plant-based ingredients
- Ensuring that every product we develop supports both people and the planet



Progress in 2024

Healthier snack options

Better-for-you snacking isn't just a passing trend, it's the way forward. At GoodLife Foods, we're committed to enhancing the nutritional profile of our products while keeping the great taste you love. That's why our New Product Development guidelines focus on:



Clean labels

Simple, recognizable ingredients with no unnecessary additives. For example, we offer falafel that contains only 11 ingredients and has Nutri-Score B.

Better Nutri-Score

Snacking can only be so nutritious, but we still aim higher than a Nutri-Score E. Products like our veggie mini spring rolls, soy chickless burger and falafel already score well on the Nutri-Score scale.

Less salt

Several of our snacks, such as the spicy bean burger and Vietnamese spring rolls, also contain less than 1 gram of salt per 100 grams.

Less animal products in some of our cheese snacks

In our cheese snacks (like chili cheese bites, mozzarella sticks and cheese soufflés) we use microbial rennet instead of animal rennet. By doing so, we make these snacks suitable for vegetarians.

Higher Welfare Meat

Sourcing from suppliers committed to animal well-being.

23%

of the meat used by GoodLife Foods NL is "Beter Leven"*

*Better Life certificate



More veggie and plant-based options

We're growing and evolving to meet changing consumer preferences, particularly in the cheese and plant-based categories.



Cheese Finger Foods:

Strong Growth Across Markets Since 2022, our cheese-based finger food volumes have more than doubled. At Audens, this increase is the result of new product innovations tailored to the Quick Service Restaurant (QSR) channel. At GoodLife Foods, growth has come from our successful entry into the German retail market, where cheese bites have rapidly gained popularity with consumers.



More variety in plant-based snacks

(e.g. veggie fingers, veggie burgers, falafels)

New generation of vegan croquettes and bitterballen

Our new recipes features a richer taste experience through additional herbs, spices and vegetables, and less on industrial excipients such as soy isolates and emulsifiers.



Hybrid snacks

The shift towards plant-based eating doesn't have to mean giving up what we love. That's why we're pioneering **hybrid snacks**, a smart combination of meat and plant-based ingredients without compromising taste or texture and with the intention of lowering our environmental footprint.



Hybrid frikandel

Launched in the foodservice channel in 2024 and in the food retail market in 2025, under the Beckers brand and private label. **Both our 5% and 10% hybrid frikandels passed the Normec quality test.**



Hybrid meatballs & meatsticks

On the market since the start of 2026.



Beckers frying snacks

Beckers popular frying snacks (such as frikandels, hamburgers, meat sticks, boulets, bitterballen and party mix) are now available in a hybrid version with less meat and in a new design.

Better taste & texture

When it comes to plant-based eating, taste and texture are everything. Our team is experimenting with flavour combinations and advanced food tech to make meat-free snacking more delicious than ever.



Hybrid cheese snacks

Under our Good Foods ambition, we're developing hybrid cheese snacks that strike the right balance between animal-based and plant-based ingredients

A great example is our **Cheese Soufflé**, which combines dairy with plant-based elements to reduce the animal footprint while keeping the creamy, comforting bite consumers love.

Meat and beef reduction

We're cutting back on meat, especially beef, to reduce our carbon footprint, manage rising costs and future-proof our recipes. This shift also helps mitigate deforestation risk, a major concern associated with beef production and a key focus of the new EU Deforestation Regulation (EUDR). While EUDR brings new urgency, this transition has been on our radar for much longer. We've experienced the benefits of using less beef for years now, and we're acting on it. Through smarter recipes, new product development and the gradual phase-out of certain items.

“At our Nyborg factory in Denmark, we've reduced the share of beef used in spring roll production by 50% since 2021.”

Martijn Willems, Strategic Portfolio Manager, GoodLife



Less beef in spring rolls

At our Nyborg site in Denmark, we've cut the beef content in our spring rolls by 50% over the past four years, simply by improving and fine-tuning our recipes. In 2021, we used approximately 350 tonnes of beef. By 2024, that number dropped to just 160 tonnes. This 190-tonne reduction represents an estimated saving of 5,000 tCO₂e.

As the spring roll market leader in Scandinavia, we're now rolling out these changes to our private label partners too, helping reduce beef reliance and speed up the shift toward more plant-based alternatives.

Oven croquettes: a different take on indulgence

One of the recent innovations within our range comes from TNS: a unique line of oven croquettes made **without pre-frying in oil**. They meet our standards for taste, texture and nutrition, offering a lighter yet indulgent snack. We're exploring how this method can scale across markets and product lines, and its environmental impact. A promising step towards more conscious food experiences.

Some of our snacks are now suitable for airfryer making them quicker and easier to prepare at home.



No Fry Crumb

Our plans for 2025

Innovation is not just about launching new products. To us, it's a commitment to intertwine taste, health, and sustainability. Our team will continue to explore **new ingredients**, develop **new technologies**, and lead the way in **transforming the food industry** towards a more sustainable and responsible future.

Good Planet

A better future starts with responsible choices. Through our Good Planet pillar, we take measurable steps to reduce our environmental footprint and minimise waste across every stage of production. Our focus areas include:

- Lowering carbon emissions, implementing a clear decarbonisation roadmap
- Optimising energy efficiency across all our plants
- Reducing waste throughout our supply chain, from sourcing to packaging



Progress in 2024

Carbon footprint analysis

You can't reduce what you don't measure. In 2024, we completed a full carbon footprint analysis covering Scope 1, 2 and 3 emissions, in line with the Greenhouse Gas Protocol. This gives us a solid baseline to set science-based targets and focus our efforts where they matter most. Unsurprisingly, the biggest share of our footprint (97%) sits in Scope 3, with approximately 90% in Category 3.1: the purchase of raw materials and goods.



Sources we own or control
This includes emissions from natural gas used in our factories, fuel consumed by our company vehicles, and refrigerants used in our cooling systems.



From purchased energy
Emissions from generation of electricity we purchase for our operations.



Emissions as a result of our activities
Emissions that occur outside our own operations, but as a result of our activities. Approximately 90% of our total Scope 3 emissions come from Category 3.1 'Purchased Goods and Services', including for example raw materials and packaging.

“ You can only focus on reducing your carbon footprint if you know the numbers. Now that we have those numbers, we can take the next steps with confidence.”

Steven van Belleghem, Manufacturing Manager, GoodLife

“Operational excellence and sustainability go hand in hand. By reducing waste, optimising resources, and improving line performance, we make our operations more resilient and cost effective while lowering our footprint.”

Berend Hut, COO



Local bean sprouts production

We make every ingredient count. Our local bean sprout production in Denmark is an example of how we choose more sustainable ingredients and refine our product formulations. That’s how we aim to reduce the environmental footprint of our supply chain, without compromising on the high quality and taste you know and love.

Did you know that **12%** of our sales come from our spring rolls? **49%** of these spring rolls is made in our plant in Nyborg, using locally grown bean sprouts. A small but impactful way we’re making our supply chain more sustainable.



Bean sprouts usage in 2024
1,652,980 kg

of which
1,494,980 kg
(90.5%)

is grown by
GoodLife Foods Nyborg

of which
158,000 kg
(9.5%)

is bought from
external partner

Accelerating clean energy across our sites

GoodLife Foods is steadily expanding its on-site renewable energy generation to strengthen energy resilience and reduce reliance on external power supply. A substantial share of our solar power is generated at our site in Spain, where all electricity is consumed directly on-site. In 2025, we will further scale up our solar capacity with 900 additional panels at two production sites in Belgium and the Netherlands.

Most of our sites already operate on certified green electricity, and we are working to transition the remaining sites away from grey power. While these solar projects do not directly reduce Scope 2 emissions at already-green sites, they contribute to long-term energy cost stability, reduce dependence on grid infrastructure, and support the shift towards a decentralised renewable energy system, **making our operations more resilient and future-proof.**

Refrigerant transition

Four of our factories have fully transitioned their cooling systems to natural refrigerants, with low or zero Global Warming Potential (GWP), such as CO₂ and ammonia. This shift holds strong potential for expansion to other sites, further reinforcing our commitment to the Science-Based Targets initiative (SBTi).



Solar panels in 2024

10,980
at Audens Food

Extra solar panels in 2025

900
At GoodLife Foods

Estimation for 2025

1.4 MWp installed solar capacity

Expected to generate

1,270,000 kWh of clean electricity per year

Equal to the annual energy use of
~400 average household

Our plans for 2025

Decarbonisation Roadmap

In **2025**, we'll take the next big leap by aligning with the Science-Based Targets initiative (SBTi). Together with a global sustainability consultancy, we're developing a **near-term emissions reduction plan for 2030** across all our plants. This means setting clear, measurable goals to cut emissions and doing our part to keep global warming well below 2°C. Our main focus will be on **Scope 3 emissions**, which account for **97% of our total carbon footprint**. A longer-term **net zero plan for 2050** will follow.

“Let's not treat sustainability as something separate. It's something we need to embed across all our business operations.”

Evelyne van Oosterhout, QE Manager, GoodLife



Our carbon reduction goals for 2030

≥ 42%
on Scope 1 and 2

We're lowering direct and indirect emissions by improving our own energy efficiency.

≥ 25%
on Scope 3

Scope 3 emissions are the hardest to reduce, as they come from our value chain, not our own operations.

Right now, we're setting up a clear approach to look critically at our purchased goods and services, source lower-emission products, and rethink both existing and new recipes. All to reduce our footprint without compromising on quality.

≥ 30% reduction
on FLAG emissions

At GoodLife Foods, we're preparing an absolute reduction target for FLAG, aligned with the 1.5°C pathway.

Decarbonisation: from data to action

In 2025, we move from insight to implementation. With our full carbon footprint mapped, we're now identifying where we can make the biggest difference. By combining internal expertise with guidance from our sustainability partner, we're developing a reduction roadmap that's science-based and grounded in the reality of our operations.

1. Spot the hotspots

We mapped our Scope 1, 2 and 3 emissions to identify the biggest impact areas, especially in Scope 3.

2. Engage the experts

Production, procurement and R&D teams are now exploring feasible ways to cut emissions, both operationally and commercially.

3. Build the roadmap

Together with our partner, we're shaping a science-based reduction pathway aligned with SBTi guidance and our long-term goals.



Reducing food waste, one snack at a time

We're actively reducing food waste by giving broken, surplus or slightly imperfect products a second life. Together with our waste management partner, we're developing several projects, including the **Buitenbeentjes (“Outsiders”) initiative**, which started with spring rolls and now includes frikandellen.

With our co-branded mini spring rolls, we sell broken pieces that would normally go to waste. This product alone saved 243,000 kg from going to waste. Since February 2025, we've also extended this concept to our 100 g spring rolls in the foodservice channel, proving that even 'imperfect' can be perfectly delicious.

At Audens Food we have renewed the **“Zero Waste”** certification of AENOR for our four plants in Spain: Granollers, Parets, Balsareny and Roales.

This certification recognises that more than **90% of our waste is recovered**, guaranteeing its reuse and minimising its environmental impact. In addition, it ensures that we have:

- A management system that complies with AENOR requirements.
- Total traceability of waste, from its origin to its recovery.
- Compliance with all legal regulations on waste management.

This achievement reflects our ongoing commitment to sustainability. We continue to work to build a more responsible future.

Good Work

A strong, successful business starts with its people. As we grow together, we're laying the foundation for one GoodLife Foods. By connecting teams, aligning processes, and building a culture that amplifies the strengths of every company in our group.

Our international footprint continues to grow, bringing together teams from diverse backgrounds, cultures, and languages. We support inclusion and connection through multilingual tools, townhalls, and shared digital platforms.

Connection, by linking professionals across the group to harmonise processes and share best practices.

Communication, by establishing a strong mix of group-wide tools and platforms within our communication plan, complemented by locally driven initiatives that reflect the unique needs and culture of each region. This dual approach ensures transparency, strengthens internal connection, and supports an inclusive, group-wide culture.

One culture, by building a shared identity that strengthens collaboration across countries and teams.



Progress in 2024

1,700+ professionals across Europe

Welcoming the teams from Audens Food and Mekkafood was a major milestone for GoodLife Foods in 2024. It brought fresh energy and new complexity, accelerating our transformation into a connected and inclusive organisation. In mid-2025, we proudly welcomed TNS to the GoodLife Foods family. As a strong player in coated snacks and ovenable products, TNS brings new capabilities and talent to our group. Their addition marks another step in building a more connected and innovative international organisation.

As diverse cultures and perspectives come together within GoodLife Foods, we are committed to celebrating that richness while fostering one shared culture: a culture that is unifying, and still leaves room for local flavour. We strive to ensure that all employees feel valued, and connected.

“ GoodLife Foods is dedicated to building a safe environment where every individual can thrive.”

Sophie De Boeij, CHRO

Empowerment: equipping people to grow

Empowerment means giving our teams the tools, training, and environment they need to do their job well, and grow in it.

In 2024, we launched a **Middle Management Training** program to help team leaders develop their skills and grow personally and professionally.

At **Audens Food**, lean management is used to engage teams and boost performance. Focused on safety, quality, cost, and productivity, this approach combines structured training and peer-to-peer coaching to create a workplace where improvement and motivation go hand in hand.

Engaged workforce: building connection and clarity

Engagement is about creating a culture where people want to work, and feel proud to be part of the journey.

Group townhalls: Monthly online meetings in English help everyone stay connected and informed.

Smart tools: Our internal communication platform supports automatic translation to include all languages and locations.

Our plans for 2025

Enhancing **English language skills** to strengthen collaboration across teams

Implementing a **group-wide HR Information System** to streamline people processes and better support international talent development

Launching new initiatives to promote both **physical and mental well-being** among staff

Occupational Health & Safety: a group-wide priority

At GoodLife Foods, including Audens, we believe that a safe and healthy workplace is a fundamental right for all employees. To support this commitment, we have established dedicated Health & Safety (H&S) structures across our group.

Each part of the organization has its own H&S responsibilities in place, ranging from central coordination to plant-level support. They ensure that safety practices are embedded locally while aligned with broader group objectives. This setup enables us to:

- Minimise risks
- Promote well-being
- Maintain high standards of occupational health and safety across all our operations

Training and education

We're expanding our training programs to reach a wider group of employees, ensuring a smooth integration of Audens Food, Mekkafood and TNS. By working with **select test groups**, we can gain deeper insights into the unique needs of different teams and tailor our programs for **maximum impact**.

Safety roadmaps - 5S

In 2025, we will expand on our Safety roadmap, with a focus on execution of task risk assessments and the 5S Implementation Roadmap.

What is the 5S methodology?

This methodology stands for Sort, Set in Order, Shine, Standardise, Sustain. It's a simple but effective approach to workplace organisation, increased productivity and improved safety.

“By aligning our 2025 strategy with employee feedback and lessons from past initiatives, we aim to enhance satisfaction, engagement, and productivity across all levels of the organisation.”

Sophie De Boeij, CHRO



Employer branding

At GoodLife Foods, we're all about giving opportunities for professional advancement and creating a support work environment. By showcasing our commitment to employee growth, we're also strengthening our position on the labour market. In 2025, we'll launch a **group-wide values initiative** to define a shared cultural foundation that reflects the diversity of our growing organisation.

Good Partner

“If you want to go fast, go alone. If you want to go far, go together.” In today’s interconnected food chain, collaboration isn’t just beneficial, it’s essential. Sustainability goes beyond what we do alone; it’s about how we work with others. From sourcing ingredients to packaging, we focus on being a responsible partner both upstream and downstream. That’s how we make a real impact across the entire supply chain.

Downstream: We support our customers (retailers, foodservice partners, and consumers) by developing innovative, sustainable food solutions.

Upstream: We have begun targeted engagement with our highest-impact suppliers to improve transparency. By focusing first on the suppliers that account for the largest share of our upstream footprint, we can jointly identify data gaps, set clear expectations, and lay the groundwork for future impact-reduction initiatives.

Packaging: Our entire packaging portfolio is undergoing a major transformation, but we’re not stopping there. Beyond improving packaging, we’re also optimising pallet utilisation.



Good partner Downstream

At GoodLife Foods, we believe in the power of long-term partnerships. We’re not a traditional supplier, but a dedicated partner who collaborates with customers to drive innovation and sustainability. Whether it’s helping optimise product assortments or making plant-based options more accessible, we aim to **create real value** beyond just supplying products.

“**Our customers expect more than tasty snacks. They expect us to be a reliable partner that brings sustainable solutions, transparency, and innovation to the table. By working closely with them, we create products and concepts that not only meet today’s demand, but also anticipate tomorrow’s needs.**”

Harm van Tongeren, CCO

Creating added value in your category

We do more than just supply products, we help our customers grow. As a category partner, we collaborate closely to determine the best approach for each category. How? By helping businesses make informed choices that **unlock potential** and **boost performance**.

- ✓ **Providing market insights on trends,** consumer preferences, and category dynamics.
- ✓ **Helping customers decide** between branded and private label solutions to maximise value.
- ✓ **Developing innovative products** and formats that enhance category performance.
- ✓ **Collaborating closely** to drive growth, adaptability, and long-term success.



New and fun snack concepts

Since 2021, we've been working with a major international fast food chain. What started in Southern Europe has grown into a **global partnership**. We now supply them worldwide and co-develop unique snacks, including bold flavour collaborations inspired by iconic tortilla chips.

Although this project didn't start with a sustainability goal, it led to a new way of thinking about snack development. The resulting snacks (meat-free and part of our Cheese world) are designed to make snacking even more fun.



A strategic retail partnership

A clear example is our long-standing collaboration with a leading Spanish retailer. For years, we've been their exclusive snack partner. This partnership goes beyond co-creation: we align our production lines with their needs, and the majority of their snack assortment is tailor-made. Each week, our teams meet to discuss innovations and co-develop new products.

Driving the protein transition

The food industry has a big role to play in creating a more sustainable future. A key step? Shifting from animal-based to plant-based proteins. At GoodLife Foods, we're making this transition easier by developing tools like our **Impact Menu Card** and **hybrid product development**.

Plant-Based Alternatives in Different Variants:

We offer plant-based alternatives with **5%, 10%**, and even **20% plant-based content**, giving customers a choice of options to suit their preferences.



Hybrid frikandel



Impact Menu Card: helping our customers make sustainable choices

To help customers achieve their sustainability targets, we developed the Impact Menu Card, a practical tool that offers product options including:

Hybrid items

Vegetarian or vegan variants

Less meat
(specifically less beef)

This approach supports customers in reducing CO₂ emissions and making more sustainable choices in their assortment. We launched the concept in 2024 with major Dutch retailers, and are now scaling up with more products, more customers and expanded offering to out-of-home partners.



Broadening our halal assortment

The acquisition of Mekkafood has opened new opportunities to expand our halal offering across Europe. As a trusted and recognisable brand, Mekkafood enables us to offer culturally tailored, high-quality products that meet the dietary preferences of consumers who choose halal. In doing so, we support the growing demand for food choices that reflect Europe's cultural and religious diversity.



Chilled Business

Our chilled fresh range helps us reach a broader customer base and introduce them to our products in a new way. It opens up opportunities across multiple channels to highlight innovation. With fresh finger food snacks and meal components, we make it easy for people to enjoy good food with friends and family.



Good partner Upstream

Strong relationships at the source help us build better foundations for every product we create. We're working towards a harmonised procurement approach across the entire group. With a central upstream decarbonisation team in place, we can align efforts and move more effectively toward our sustainability goals.

Upstream chain analysis to SBTi action

We are mapping the sustainability impact of our procurement chain (our upstream supply). By working closely with first-tier suppliers and partners, this comprehensive chain analysis and footprint measurement will reveal where the biggest improvements can be made.

STEP 1

We're conducting initial conversations and surveys as part of our Double Materiality Assessment (DMA) with selected suppliers. They were asked to share preliminary data, laying a strong foundation for the Double Materiality Assessment and supporting CSRD compliance by 2028

STEP 2

These insights will inform a decarbonisation roadmap launching in 2025, aimed at maximizing impact through shared initiatives.

STEP 3

We'll develop Scope 3 decarbonisation plans aligned with the SBTi process, focusing on the highest-impact categories.

STEP 4

In the following phase, we'll work with suppliers to define concrete reduction targets.

Responsible sourcing

We require from our suppliers:

- ✓ to offer fair labour conditions
- ✓ not to engage in child labour, forced labour, or exploitation of workers

We collaborate with reputable certifications, such as:

- ✓ IFS (International Featured Standards)
- ✓ Animal Welfare labels like "Beter Leven"
- ✓ We purchase FSC-certified cardboard for packaging

Good partner Packaging

Packaging and transport are a key part of what we do at GoodLife Foods, so we might as well do it the right way. To make sure we're always **making the best choices for both the environment and our customers**, we developed a packaging policy in 2024. This policy helps us stay on top of the latest sustainability standards, regulations, and consumer expectations, ensuring that our packaging decisions are always informed and impactful.

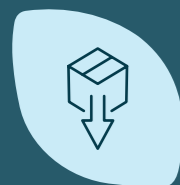
“ In recent years we’ve worked hard to reduce and improve our packaging. While we’re not there yet, we’re well on our way, preparing our portfolio step by step for upcoming PPWR requirements.”

Goffe-Jan Mellema Packaging Development Manager



Aligning with PPWR

In response to the upcoming EU Packaging and Packaging Waste Regulation (PPWR), we're preparing a new packaging data management system.



Reducing the amount of packaging we use



Alternative packaging solutions

Removing PE liners where possible (like in our spring rolls from Nyborg) while maintaining the highest standards in quality and food safety.



Minimising packaging waste

By reusing packaging in industrial transport and by using recycled content in packaging materials.



Cardboard packaging: more FSC, less PE

We're committed to making our packaging more sustainable. Not just through small tweaks, but through meaningful shifts in materials, certification, and design. Two major focus areas: **reducing PE (plastic) coatings and increasing the use of FSC-certified** cardboard.



Can PE-coated cardboard still be recycled?

That's the key question driving our group-wide analysis today. We're currently assessing:

- Whether **12 g/m² PE** coatings interfere with recycling streams
- The recyclability of **all folding carton packaging across GoodLife Foods and Mekkafood**



Reduced plastic film usage in Nyborg

In our Nyborg facility, we're reducing the thickness of certain plastic films (from 70 microns to 40 microns) to cut down on material use. This initiative targets films that are 60 microns or thicker, which represent **9% of our total GoodLife Foods portfolio**.

We're also switching from multilayer to mono-material films in Nyborg, to improve packaging recyclability. This step covers an additional 9.3% of our total portfolio.

Nyborg is a strategic focus point for package reduction, accounting for 16%* of total group film use.

* 20% within Mekkafood and GoodLife Foods combined.

Smarter packaging at GoodLife Foods

At GoodLife Foods, the shift from cardboard packaging to reusable Dolav crates has been an ongoing effort over several years. By reducing the use of single-use packaging, this change contributes to a more circular transport system within our operations.

Some results of 2024:

- ✓ Around **19.5 million kg** of product was transported in Dolavs instead of traditional cardboard packaging.
- ✓ Of this total, about **6.7 million kg** went directly to customers, while **12.8 million kg** covered internal transport between our factories.

Packaging reduction at Audens Food

We track our packaging efforts using two KPIs: grams of plastic per kg of finished product, and total packaging per kg. These indicators help us monitor progress and identify where we can reduce material use. We're also exploring more recyclable solutions:

- ✓ Assessed replacing multi-material plastic films (LDPE + PP) with **mono-materials** like LDPE or PP to improve recyclability (pending cost analysis)
- ✓ **Reduced tray thickness** for a major retail client from 800 to 500 microns, **saving approx. 16,500 kg** of plastic per year (about 3.7% of our total plastic use)
- ✓ Eliminated plastic packaging in bulk cannelloni, **cutting 228 kg of plastic** per year (around 0.05% of the total)




Packaging reduction at GoodLife Foods and Mekkafood

- ✓ **3 PE-free designs** already in production in the Nyborg factory, representing a **large share of production volume**
- ✓ GoodLife Foods and Mekkafood now use **100% FSC-certified cardboard (up from 0% just one year ago)**, with 25 carton designs converted to FSC in the past year (out of 57 designs)
- ✓ **PE coating reduced from 15 g/m² to 12 g/m² in 19 packaging designs** for Good Life and Mekkafood
- ✓ **18 carton designs** are now completely PE-free for GoodLife Foods and Mekkafood
- ✓ Frikandel packaging in Bocholt switched from cardboard boxes to Dolav crates, **saving 62,350 kg of cardboard** per year




Key packaging initiatives for 2025


We have big ambitions when it comes to improving and minimising our packaging. The goal is to keep reducing and replacing complex materials, like multi-layer films and coated papers, with recyclable mono-material alternatives, and removing them entirely where possible. We're aiming to make our portfolio fully recyclable by 2030 and are also taking it up a notch in our pallet optimisation project.



Defining the first steps to make our packaging portfolio fully recyclable by 2030.



Clean up our packaging data.
This will lead to clearer risk and opportunity analysis regarding sustainability and CO₂ impact.



Optimising pallet utilisation
by standardising pallet heights across all plants.

Getting ready for PPWR

The EU Packaging and Packaging Waste Regulation (PPWR) is a legislative proposal by the European Commission to reduce packaging waste. Three major principles in this regulation are:

- 1. Greater transparency**
- 2. Stronger collaboration**
- 3. Enhanced circularity**

To get fully PPWR-ready, we need clear and consistent packaging data across the supply chain. Guided by our packaging policy, we're developing a structured approach to make data collection and reporting easier and more reliable. **The goal?** To consistently share up-to-date packaging data with our customers and stakeholders and work more closely with suppliers to improve data flows.

Sustainability isn't a solo mission

We're making progress every year, creating products with care for people and the planet. Together, we can do even more. Join us in improving our supply chains and driving positive change!

If you have any questions regarding this publication, please reach out to csr@glfoods.com





GoodLife Foods
Minervum 7035
4817 ZL Breda
The Netherlands
glfoods.com