



Taking the **Right Steps** to Do the **Right Thing**

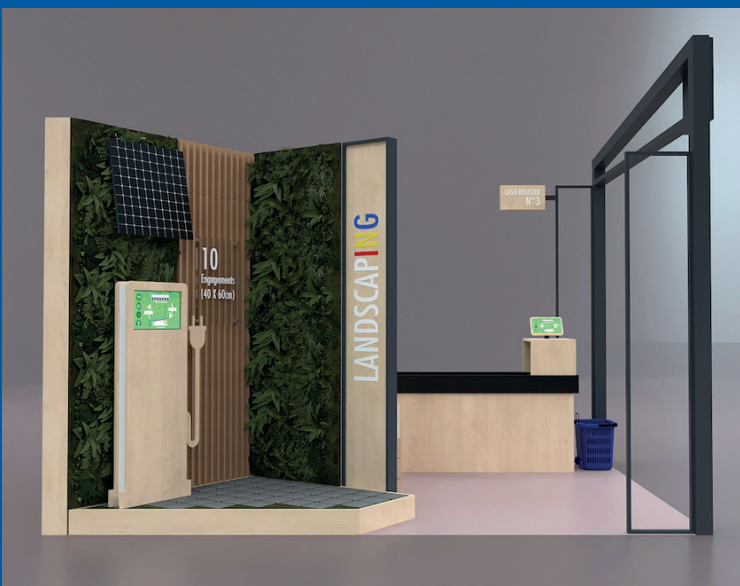
Our CSR Commitments for 2030

ChangeNOW 2025

ChangeNOW 2025

Lidl France, a pioneering company committed to facilitating the environmental and social transition

As the only retailer at ChangeNOW, Lidl is asserting its role as a company committed to the environmental and social transition. As a partner in the daily lives of French people, this event is an opportunity to present its concrete achievements and its ambitions for 2030 to reduce its environmental impact. Lidl will focus on three priorities of its roadmap: real estate (scopes 1 and 2), transport and logistics (scopes 1 and 3) and responsible purchasing (scope 3).



“ Aware of its responsibility towards the environment and society, Lidl structured its CSR commitments back in 2016 through its strategy «A better tomorrow». It's the heart of the brand's environmental approach to facilitate the environmental and social transition on a daily basis. In 2024, Lidl France has set itself 30 objectives to be achieved by 2030 to guarantee a healthy and sustainable offer to as many people as possible, reduce greenhouse gas emissions from its supply chain and its own activities (logistics platforms and supermarkets), and promote the deployment of social and solidarity initiatives.

We are able to carry out this ambitious strategy thanks to our unique model, in which nearly 90% of our products are private labels. On the one hand, it enables us to integrate social and environmental issues into our entire value chain to control our direct and indirect impacts, and on the other, to involve and raise awareness among all the players with whom we collaborate: producers/farmers, suppliers, transport and logistics players, and also consumers. ”

John Paul Scally
President of Lidl France

All these objectives are part of the **Group's Net Zero trajectory**¹ which aims to achieve zero net emissions by 2050 in all its supermarkets and supply chains worldwide. The «Net Zero» objective includes Scope 3 emissions, meaning emissions generated upstream and downstream of Lidl's value chain, which today account for over 90% of the company's total emissions.

Lidl has already reduced its operational CO₂ emissions (scopes 1 and 2) by 52% in all countries where Lidl operates, compared with 2019. In France, on scopes 1 and 2, Lidl has set itself a target of reducing its greenhouse gas emissions by 55% by 2030 compared with 2019 in France.

To meet this target, Lidl has adopted several measures, such as renewing 100% of its electricity contracts with renewable energy, replacing refrigerants with high global warming potential in its logistics platforms and supermarkets, or renewing its fleet of combustion-powered vehicles with low-emission vehicles (hybrid, electric).

Under scope 3, Lidl is helping its main suppliers to set greenhouse gas reduction targets, for the purpose of reducing their emissions and adapting to climate change. Lidl is also working on its product range, for example by increasing the plant-based protein content of its private label food products.

¹ This policy is in line with the Schwarz Group's membership of the Science Based Targets initiative (SBTi) and the carbon trajectory of the Schwarz Group, to which Lidl belongs, validated by SBTi. Lidl uses the Greenhouse Gas Protocol (GHG) method to produce its carbon footprint (greenhouse gas emissions in tCO₂e - tonnes of carbon equivalent).

A CSR Approach that is Part of Lidl's DNA

Sustainable development is a strategic issue for Lidl, supported at the highest level of management. Corporate social responsibility is an integral part of Lidl's business model. Because our brand seeks to promote sustainable development throughout the entire value chain, we set out our CSR strategy "A better tomorrow" back in 2016. This strategy is part of a continuous and dynamic approach. In view of current social and environmental challenges, a number of targets have been set out for 2030.

Lidl France's mission:

To facilitate the environmental and social transition in everyday life



Our strategy: A better tomorrow

This strategy gives structure to Lidl's social responsibility as a retailer, employer, business partner and stakeholder throughout France.



Lidl France's four CSR priorities for 2030:

- A healthy and sustainable offer
- A socially responsible approach
- Exemplary operations
- An efficient governance

2016



2022

The six pillars of Lidl's CSR strategy

- Preserving biodiversity
- Protecting the climate
- Conserving resources
- Acting fairly
- Promoting health
- Engaging in dialog

2024



Lidl France's Four Priorities

In 2024, in order to respond to the social and environmental challenges we face, Lidl France committed to four key priorities for 2030, as an extension of our CSR strategy "A better tomorrow".

A HEALTHY AND SUSTAINABLE OFFER

Promoting a high-quality range of products that are accessible to as many people as possible, encouraging responsible consumer behaviors, and supporting suppliers with their environmental and social transitions.



A SOCIALLY RESPONSIBLE APPROACH

Offering attractive working conditions and strengthening people's pride in belonging, anchoring important social and environmental values in everyone's daily work, and maximizing the positive societal impact on our ecosystem.



EXAMPLARY OPERATIONS

Showcasing our commitments in our stores through sustainable commercial real estate and continuing efforts to optimize logistics and waste management to reduce the impact of our operations.



AN EFFICIENT GOVERNANCE

Structuring effective and interdisciplinary management, integrating social and environmental performance in strategic decision making, and communicating progress transparently.



A healthy and sustainable offer

100%

of the fruit and vegetable sectors will implement a **sustainable roadmap**



100%

of our raw materials with social or environmental risks, marketed under private label, will be covered by **certification objectives**



Increase the percentage of promotions dedicated to **healthy and sustainable products****



-35%

reduction in the use of **plastic in the packaging** of our own-brand products compared with 2017

Increase the proportion of our sales generated by **healthy, sustainable products***

100%

of our tripartite contracts will include **environmental commitments**

100%

of our private label packaging will be **optimally recyclable**



By 2026,

support suppliers representing 75% of Lidl international's product-related greenhouse gas emissions (scope 3) in setting a science-based carbon reduction target (validated by the Science Based Targets initiative - SBTi)

0

advertising targeted at children for products considered unhealthy by the World Health Organization

Increase the **plant-based protein content** of our own-brand products*

A socially responsible approach

100/100
to the gender equality index

Recruit **1,100** apprentices and **6,000** students on permanent contracts per year*



80%

of employees will be satisfied with their **working environment**

Implement initiatives to **promote the inclusion of people with disabilities** within the framework of the obligation to employ disabled workers

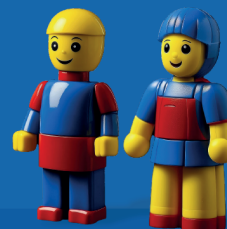
100%

of supermarket and logistics platform employees will receive **training to enhance their employability**

90%

of managers will continue to be **promoted from the company's ranks**

A fixed salary above the market average for employees in supermarkets and logistics platforms*



Set up experiments to **recruit senior profiles and employ RSA recipients***



Exemplary operations

100%
of buildings will continue to be covered by **ISO 50001 energy certification**

Increase the number of supermarkets with **photovoltaic panels in service***

Reduce energy consumption in **buildings***



50%
of supermarkets will be covered by the **EDGE eco-construction label**, covering energy, embodied energy of materials and water management

0
net soil artificialisation for all new Lidl supermarkets under the "Climate and Resilience" law

95%
of waste generated by Lidl's operational activities will be recycled

- 50%
of organic and food waste

- 10%
greenhouse gas emissions linked to freight transport

Reduce
greenhouse gas emissions in scopes 1 and 2*



100%
of new supermarkets will comply with the **10 commitments of the landscape and biodiversity strategy**

30 CSR OBJECTIVES FOR 2030

An efficient governance

1 CSR ambassador
per business unit, per supermarket and per region

Integrate
social and environmental performance in all strategic decision-making by the Executive Committee



Promoting Healthy and Sustainable Products

Taking the right steps today:

72,6%

of our fruit and vegetables are of French origin (excluding citrus and exotic fruits)

100%

of our coffees, green, black and roibos teas, and bananas are certified

1,030

permanent-range products are **certified by independent bodies**

100%

French beef

Our key targets by 2030:



Increase the proportion of our

sales

generated by healthy and sustainable products*

Increase the percentage of

promotions

dedicated to healthy and sustainable products*



Doing the right thing: “Terre de Progrès” potatoes

Since 2021, Lidl has been selling the “Terre de Progrès” range of potatoes, from regenerative agriculture. This agricultural model is all about protecting soil biodiversity and restoring its fertility by ensuring that the soil is permanently covered by plants (or the residue of previous crops), alongside long rotations, and even reduced plowing. It also helps combat climate change by capturing and storing more carbon in the soil. Lidl is working with three potato suppliers on this initiative, Terrea, Parmentine, and Pom’Alliance, in addition to eight producers located in the Loiret, Normandy, Hauts-de-France and Champagne regions.

Supporting Farmers



Doing the right thing: tripartite contracts

Ever since Lidl signed its first tripartite contract back in 2016, we have been developing an ethical model that offers everyday support to the French agricultural community and aids the development of local farmers and producers.

In 2024, more than 5,000 French producers of beef, pork, dairy and potatoes were part of a tripartite contract with Lidl. By letting producers set the purchase price of their products according to their own production costs, tripartite contracts guarantee them fairer pay and medium- to long-term visibility.

Taking the right steps today:

5,000

producers benefit from
fairer pay thanks to
tripartite contracts

12,500

days of paid leave
for farmers since 2021
through a partnership with
Service de Remplacement

Our key target by 2030:

100%

of our tripartite contracts
will include environmental
commitments



Showcasing our Commitments in our Stores



Doing the right thing: our landscape and biodiversity strategy

In 2021, Lidl France became the first supermarket brand to commit to implementing a “global landscape, biodiversity and conservation strategy” in partnership with CDC Biodiversité and OPIE (the French Office for Insects and their Environment).

As a result, Lidl has set out new specifications and methodologies so that experts can help design our new landscaping projects. This approach is based on ten tangible commitments (greener storefronts, collecting rainwater, mowing grassy areas more sustainably, etc.) to be put into effect based on the particular characteristics of individual sites and by systematically applying specific environmental recommendations on each project. In 2023, 25 biodiversity referents were appointed and trained across Lidl France’s 25 regional directions to help roll out this strategy.

Taking the right steps today:

15%

less energy consumption
per m² of sales space in
Lidl stores between 2017
and 2023

515,000m²

of solar panels

4,800

charging points
for electric vehicles,
including 6 i-stations

100%

of real estate is
ISO 50001 energy
certified

Our key targets by 2030:



Reduce

the energy consumption of
real estate*

100%

of new Lidl stores will comply
with the ten commitments of
our landscape and biodiversity
strategy

Developing Sober Logistics

Taking the right steps today:

90,8%
of waste is recycled

First
green hydrogen truck
now operating in France

20%
of our fleet of trucks now runs
on **alternative fuels**

Our key targets by 2030:

50%
less organic waste
and food loss

-10%
greenhouse gas
emissions linked to
transporting goods*



Doing the right thing: reverse logistics

To recycle our waste, at Lidl, we've introduced a reverse logistics system, where waste is collected in store before being consolidated and stored at our logistics centers. Every day, trucks leave our logistics centers to deliver to stores. This daily flow of trucks has been optimized, as they now collect the waste produced and pre-sorted the day before in stores. This waste is taken to the logistics centers to be consolidated and stored in suitable containers. The whole operation makes it possible to find local organizations willing to collect and process recyclable waste.

Guaranteeing an Attractive Working Environment

Taking the right steps today:

94%

of managers are promoted from within

99%

of employees are on permanent contracts

1,622

health and quality of life in the workplace representatives (one per store)

6%

more than the minimum wage* is offered when hiring multi-skilled team members

*over 13 months

Our key target by 2030:



80%

of colleagues are happy with their working environment

Doing the right thing: the Lidl Academy

Founded in 2021, the Lidl Academy provides training for employees with or without qualifications for the positions of assistant manager and store manager and allows them to obtain recognized professional qualifications, such as a CQP (vocational qualification) in operational store leadership or operational store management. The aim is to attract and retain future managers within Lidl France by offering certified training courses to all new recruits and existing employees. At Lidl, we're committed to achieving our target of 100% of our employees — in stores and logistics centers — receiving training to increase their employability by 2030.



Upholding Diversity and Inclusion



Doing the right thing: Lidl'her

Supporting, training, developing skills and inspiring women: these are the objectives of our internal female leadership program known as Lidl'her. Launched in 2021, the scheme is dedicated to helping women access senior management positions. In line with Lidl's identity and in keeping with our HR policy that encourages fairness and promoting from within, Lidl'her aims to remove any obstacles that could stand in the way of career development within the company. The program is built on two pillars: Start'her (a comprehensive training course) and Boost'her (identifying potential).

Taking the right steps today:

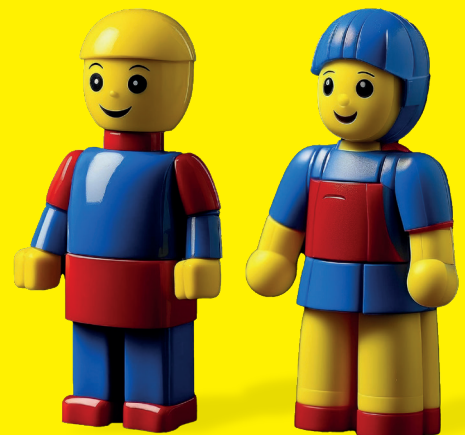
94/100
gender equality
index score

788
buddy pairs formed during
Duoday in 2024

13%
of employees
are students

Our key target by 2030:

Implement trials to
**recruit older
people and
employ those
in receipt of
low-income
benefits***



Bringing our Employees On Board



Doing the right thing: YOU, the internal sustainable development program

Lidl is implementing an international program to communicate and raise awareness of the challenges involved in CSR among our colleagues. The aim is to empower Lidl France's 45,000 employees and show them how they can each contribute to the objectives of our CSR strategy in the course of their work.

In 2025, all employees will receive training on sustainable development issues and the company's CSR strategy. To help make these topics part of everyday life, Lidl is creating a community of CSR ambassadors on a national scale. From November 2024, in-store CSR ambassadors will work to bring their teams on board to help in the fight against food waste.

Taking the right steps today:

40

CSR ambassadors at head office

170

employees trained by *The Climate Fresk* since 2023

Our key targets by 2030:

Integrate

social and environmental performance in all strategic decision making by the Executive Committee

A CSR ambassador

in every job area, store and region



The Lidl Model

Proximity

1,622

stores

Simplicity

26

regional offices

Transparency

44,300

employees

Modernizing

stores by integrating environmental transition practices since 2012

A unique retail concept

83%

of food and non-food products
are distributor brands

**Best value for
money**

72,6%

of fruit and vegetables are of French origin*

A single price

throughout the whole of France

73,4%

French suppliers

Best Chain

of Stores 2023–2024 in the
Supermarkets and Fruit & Vegetables
categories for the 12th year in a row**



* Excluding citrus and exotic fruits

** Research carried out in France by Qualimétrie for Gabaon from March 30 to July 10, 2023, among 583,677 consumers



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