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Sustainability Report

2023 - 2024

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Sustainability Report

2023 - 2024

About this report

This is the fourth comprehensive Sustainability Report of Lidl Česká republika s.r.o., covering the financial years 2023 and 2024 (i.e., from 1 March 2023 to 28 February 2025). The report describes the company's strategic objectives, commitments, activities and projects that have a significant economic, social and environmental impact and are considered relevant by stakeholders. Significant topics are described in a total of nine chapters.

The report relates to the activities of the company's headquarters located in Prague 5, Nárožní 1359/11, and all stores and logistics centres in the Czech Republic (in Brandýs nad Labem, Cerhovice, Měřín, Olomouc, Buštěhrad and Bravantice).

Target audience

This report is intended for all stakeholders of Lidl Česká republika s.r.o. – employees, customers, suppliers and partners, the media, public officials, the non-profit sector, other professionals and general public.

Reporting cycle

Lidl Česká republika s.r.o. publishes sustainability reports on a biennial cycle.

Reporting methodology used

The report has been prepared in accordance with the GRI Standards using the „In Accordance" option (see „Consolidated Set of GRI Standards – Foundation 2021"). An overview of the GRI Standards used in this report is provided in the GRI Content Index on pages 103–108.

External audit

Verification of the most important quantitative indicators was carried out by the independent auditing firm Deloitte Audit s.r.o. The auditor's report can be found on page 110.

Contact:

Kateřina Kamarýtová, CSR Consultant

The report was published in 2026 by Lidl Česká republika s.r.o., Nárožní 1359/11, 158 00 Prague 5.
The graphic design of this report follows reference materials and guidelines of Lidl applicable at the time of its creation.
AI-generated images are marked with the appropriate symbol.
The Innovation Footprint agency contributed to the preparation of this report. We would like to thank Alžběta Polzová, Martin Walter and Jan Velický for their help and support.

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Message from the CEO
Company profile
Sustainability strategy and management

Introduction



Tomasz Kuźma, Chairman of the Board of Directors, Lidl Česká republika

Message from the CEO

Our responsibility as the leading player in the Czech retail market toward our customers, partners, employees, and the society as a whole is fundamental to us. This fourth sustainability report demonstrates how we have pushed the boundaries of modern and responsible business in 2023 and 2024.

Sustainability is a strategic pillar for us. It is closely integrated with our growth, investments, and everyday decision-making. Our ambition is to further strengthen our leading position in the Czech market while delivering tangible value for the wider company through a high-quality offering, support for local suppliers, and investment in communities.

We are a stable employer and an active partner to communities across the Czech Republic. We support education, sports, and charitable projects such as Srdce dětem, while making a long-term contribution to the development of the locations where we operate.

Over the past twenty years, we have become one of the country's most significant companies. From an initial 14 stores, we have grown to 320 stores and 6 logistics centres.

The foundation of our success lies in long-term relationships with Czech suppliers. We purchase goods worth more than CZK 34 billion annually from over 400 partners and support the export of Czech products valued at CZK 16 billion. Together, we create products that enhance the competitiveness of the Czech food industry and deliver real value to customers.

At the same time, Lidl has undergone a profound transformation. From a basic discounter, we have become a brand closest to Czech consumers – one associated with fairness, reliability, and trust. "It pays off" now means not only great value but also quality, transparency, and responsibility.

Behind this transformation is the work of our team. We directly employ over 11,200 people. We invest in fair remuneration, talent development, and an environment that offers long-term career opportunities.

We fulfil our responsibility to customers by promoting healthier and more sustainable nutrition. We improve the nutritional profile of our products, transparently communicate their properties via NutriScore, and expand our range of organic foods, vegan options, and certified products such as Fairtrade and Rainforest Alliance.

We are also making significant investments to reduce our environmental footprint. We are installing photovoltaics, expanding the number of EDGE-certified stores, combating food waste through the "S Lidlem šetříme jídlem" project, and digitalising processes to save resources.

Our sustainability journey is a long-term commitment to customers, employees, suppliers, and communities. This report openly shows what we have achieved and where we aim to go next. We are ready for the next steps that align with our role as market leader and society's expectations.

Company profile

Lidl in the Czech Republic

Lidl Česká republika was established on 5 June 2000 as a general partnership (v.o.s.) and is registered at Nárožní 1359/11, Prague 5, Czech Republic, company ID number 261 78 541. Its first 14 stores in the Czech Republic were opened in 2003. The company's main business activity is the sale of food and other goods in the Czech Republic. As at 2 December 2023, the company's legal form was changed from a general partnership (v.o.s.) to a limited liability company (s.r.o.). Lidl Česká republika s.r.o. is part of Lidl Stiftung & Co. KG based in Neckarsulm (registered office: Stiftsbergstr. 1, Neckarsulm, Baden-Württemberg 74172, Federal Republic of Germany). As at 28 February 2025, the statutory body of Lidl Česká republika s.r.o. consisted of the Managing Directors Tomasz Kuźma, Martin Molnár, Daniel Hans Siegfried Eichholz, Konrad Leszek Senger and Petr Krula. As at 28 February 2025, the company had a single shareholder: C E – Beteiligungs-GmbH, Neckarsulm, Federal Republic of Germany.

As at 28 February 2025, Lidl operated 320 stores in the Czech Republic supplied from six logistics centres (in Brandýs nad Labem, Cerhovice, Měřín, Olomouc, Buštěhrad and Bravantice) and employed 11,244 people.

Stores and logistics centres in the Czech Republic

In the 2024 financial year, customers of Lidl Česká republika had access to a comprehensive and high-quality permanent assortment of 3,918 individual items for their everyday needs. This was complemented by a further 2,511 products offered in special promotions. In addition to food, we also offer non-food products such as cosmetics, clothing and small electrical appliances.

This diverse range of private labels accounts for 74% of the assortment. Branded products make up 26%.

44% of the assortment consists of items supplied by national suppliers. In addition, our permanent and promotional assortment includes 262 organic items and 357 products certified by Fairtrade. As a discount retailer, Lidl focuses on simplicity and streamlined processes in its stores as well as in its regional and national companies. This enables Lidl to offer its customers an optimal price-quality ratio every day.



2-6, 2-7, 2-8, 2-9

Lidl Stiftung & Co. KG as part of Schwarz Group

The Lidl retail chain, based in Neckarsulm, is part of Schwarz Group and is one of the leading food retailers in Germany and Europe. Lidl currently operates around 12,350 stores and approximately 225 distribution and logistics centres in 31 countries. In addition, Lidl has employees in Asia. In total, Lidl employs around 375,000 people. Lidl Stiftung & Co. KG, headquartered in Neckarsulm, Germany, defines the framework for operations in coordination with the national companies. As a systems provider, it is responsible for designing and developing standardised processes worldwide.

About the companies of Schwarz Group

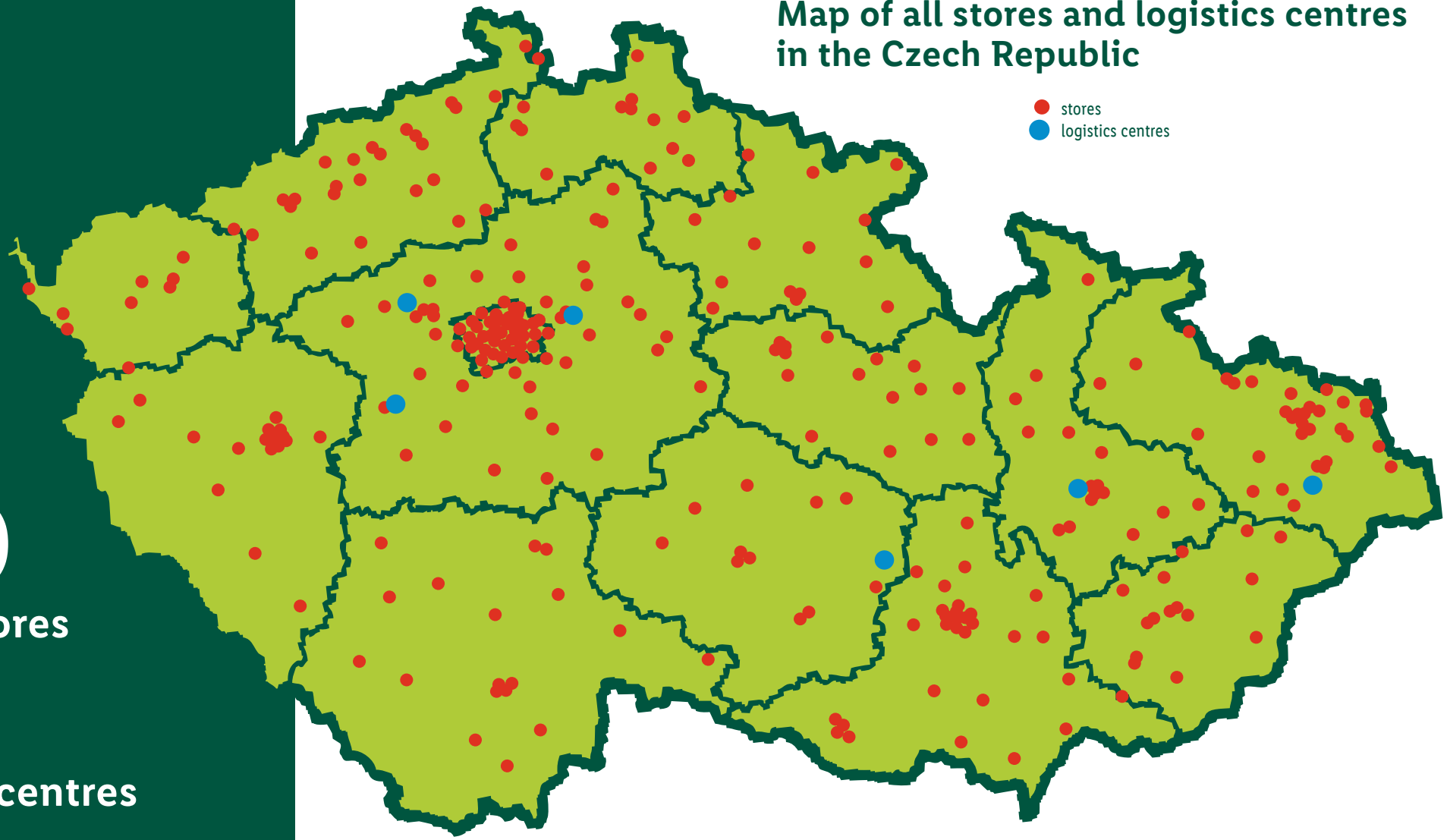
The companies of Schwarz Group, with business activities in 32 countries, together form one of the leading retail groups worldwide. With around 13,900 stores and 575,000 employees, the companies of the Schwarz Group generated total sales of EUR 167.2 billion by the end of the 2023 financial year. As one of only a few retail groups, Schwarz Group covers the entire value cycle, from production and retail to recycling and digitalisation. The retail divisions Lidl and Kaufland are the pillars of the Group's food retail business. Many private-label products on the shelves of Lidl and Kaufland – from ice cream to beverages – are produced by Schwarz Produktion. Particular emphasis is placed on the use of sustainable raw materials and on the production, use and recycling of environmentally friendly packaging. The environmental services provider PreZero pursues the vision of closed-loop recycling in the waste management sector and thus contributes to a cleaner future. Schwarz Digits, the IT and digital division, offers compelling products and services that meet strict German data protection standards. Schwarz Corporate Solutions, the Group's corporate services division, provides administrative and operational services – for example in controlling, finance and personnel – to all other companies of the Schwarz Group.

2-6, 2-7, 2-8

320
stores

6
logistics centres

Map of all stores and logistics centres in the Czech Republic



Key indicators

	2022*	2023*	2024*
Number of stores	315	319	320
Number of items in the permanent food assortment	3,759	3,938	3,918
Share of private labels in the permanent assortment	69%	71%	74%
Exports of products from Czech suppliers	CZK 14.4 billion	CZK 17.0 billion	CZK 15.9 billion
Number of employees	11,569	11,507	11,244
share of women	75.1%	75.0%	70.4%
Average monthly basic salary for the position of salesperson/cashier (based on a 40-hour working week)	CZK 33,107	CZK 36,124	CZK 36,220
Sales revenue	CZK 84.2 billion	CZK 66.6 billion	CZK 107.6 billion
Profit before tax	CZK 5.2 billion	CZK 3.1 billion	CZK 3.3 billion
Net turnover**	CZK 86.1 billion	CZK 67.4 billion	CZK 109.5 billion
Total taxes, fees and other compulsory levies***	CZK 10.2 billion	CZK 10.1 billion	CZK 9.1 billion

* Data for the financial year. For the indicators of sales revenue, profit before tax and net turnover, the following needs to be taken into account: In 2023, due to the change in legal form from a general partnership (v.o.s.) to a limited liability company (s.r.o.), the financial year was shorter (1 March 2023 – 1 December 2023). In 2024, as a result of the changes made in 2023, the company had an extended accounting period (2 December 2023 – 28 February 2025).

** Includes sales of own products and services, financial revenue and other operating income.

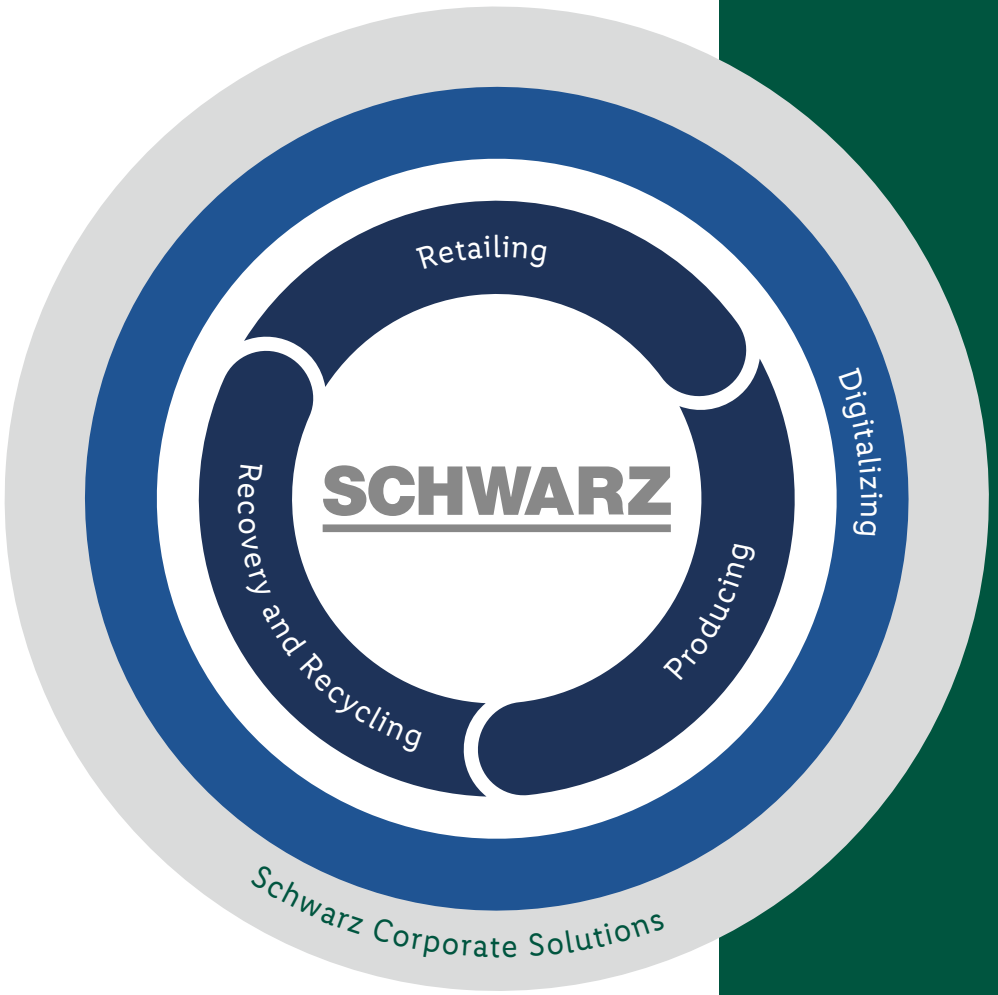
*** Includes corporate income tax, value added tax (VAT), excise duties, road tax, real estate tax, real estate acquisition tax and employer social security and health insurance contributions. Corporate income tax in the Czech Republic is paid by the shareholders C E – Beteiligungs-GmbH and Lidl Holding s.r.o. C E – Beteiligungs-GmbH regularly ranks among the TOP 20 taxpayers that pay the highest amounts of corporate income tax into the state budget of the Czech Republic. This ranking is announced annually by the Ministry of Finance of the Czech Republic together with the General Financial Directorate.

11,244
employees



2-6, 2-7, 2-8

Companies of Schwarz Group



Retail

The retail divisions Lidl and Kaufland offer their customers a wide range of products every day in 32 countries. Both divisions are continuously engaged in a broad range of measures across the entire value chain, such as protecting the climate, preserving biodiversity and conserving resources.

Administrative and operational services

At Schwarz Corporate Solutions, experts support the companies of Schwarz Group with administrative and operational services in fields such as accounting, finance, human resources and procurement.

Recovery and Recycling

In terms of waste and recycling management, the environmental service provider PreZero pursues a vision of closed-loop material cycles in eleven countries, thus investing in a clean future.

IT and Digitalization

Schwarz Digits is the IT and digital division of Schwarz Group. The brands of Schwarz Digits provide IT and digital solutions worldwide and develop them further, for example for digital production facilities, stores and e-commerce formats as well as loyalty programs. In addition, they offer external customers superior cloud services, cyber security, AI and retail media solutions.

Production

The companies of Schwarz Produktion manufacture beverages, chocolate, ice cream, baked goods, nuts and dried fruit, coffee, pasta and paper for Lidl and Kaufland. Three plastics and recycling plants are also part of a unique PET material cycle.

4×
2×

Significant awards for 2023 and 2024

Retailer of the Year 2023, 2024
(People's Choice Award, Food Retailer of the Year)

Most Trusted Brand 2023, 2024
(category Retailer – food retailers)

TOP Responsible Large Company
(2023 – rating 83.6%, 2024 – rating 80%)

TOP Odpovědná velká firma 2023 CENA BYZNYSU PRO SPOLEČNOST

TOP Responsible Company in Innovation
(project Take-Back of PET Bottles and Cans 2024)

TOP Responsible Company Supporting Local Communities
(project Edible School Gardens 2024)

TOP Responsible Company in the Environment
(project Saving Food with Lidl 2023)

National Award of the Czech Republic
(for corporate social responsibility 2023)

Sustainability Star Award 2023
(case study Reduction of Plastics as a Step towards More Sustainable Packaging)

Top Employer 2023 a 2024



Employees

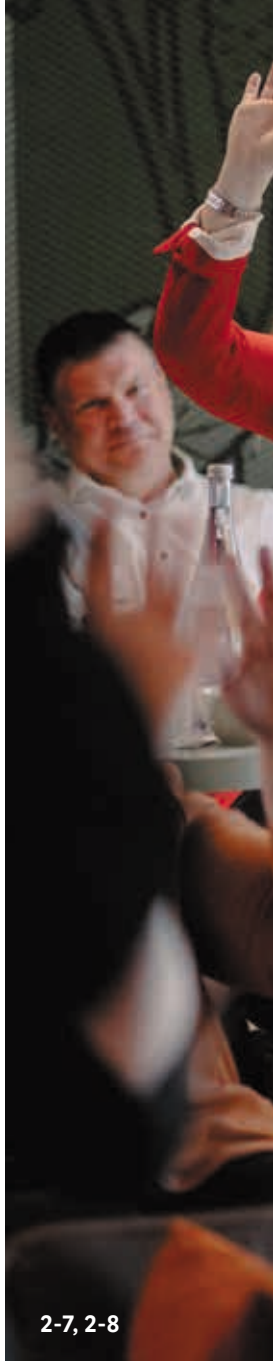
In the 2024 financial year, Lidl Česká republika employed 11,244 employees. The majority, 55.1%, worked full-time and 90.8% had permanent contracts. During the reporting year, we also hired a total of 2,347 new employees.

Employees of Lidl Česká republika by type and duration of employment

	2022*	2023*	2024*
Full-time	5,608	5,841	6,191
Part-time	5,961	5,666	5,053
Permanent contracts	11,451	11,378	10,212
Fixed-term contracts	118	129	1,032
Total	11,569	11,507	11,244
of which women	8,688	8,629	7,912
of which men	2,881	2,878	3,332

* Data for the calendar year.

We also employ people who are not directly employees of Lidl Česká republika and therefore are not reported as our own employees. These are mainly agency workers, who enable us to cover temporary peaks in demand and respond efficiently to short-term situations. Temporary agency workers must be treated in the same way as direct employees. We ensure that the employment agencies assigning workers on a fixed-term basis strictly comply with labour law requirements as part of our CMS HR Compliance programme.





Lidl as employer

2-15, 2-16

Corporate values

TRUST

WE BELIEVE EACH OTHER AND IN EACH OTHER.

We
- communicate openly and honestly
- are reliable – our word counts
- rely on each other and see mistakes as learning opportunities.

PERFORMANCE

WE THRIVE TOGETHER AND SURPASS OUR OWN LIMITS.

We
- passionately pursue ambitious goals
- are constantly developing ourselves – standstill is not an option
- proactively look for the best solutions – we turn challenges into opportunities.

GROUNDED

WE DREAM BIG WHILE STAYING DOWN TO EARTH.

We
- are approachable and treat each other as equals
- focus on results and choose simplicity over complexity
- keep our word and manage our strengths and weaknesses constructively.

RESPECT

WE PUT PEOPLE AT THE CENTER OF WHAT WE DO.

We
- treat each other fairly – talk to one another, not about each other
- ensure equal opportunities and value diversity as a strength
- appreciate the commitment and contribution of each individual.

BELONGING

WE ARE STRONGER TOGETHER THAN WE ARE ALONE.

We
- stand up for each other and stick together
- work together and leverage our strengths
- focus on long-term relationships – we can only be successful together.

Ethical approach

Lidl Česká republika is continuously working to integrate its corporate due diligence principles into best practice processes. We strive for partnership-based and legally compliant relationships with our suppliers and, in particular, we require respect for human rights and environmental standards. The **Business Partner Code of Conduct** jointly elaborated by the companies of Schwarz Group sets out our fundamental principles for cooperation with suppliers.

We have been using this Code of Conduct for many years in our dealings with suppliers in order to encourage them to comply with these principles and standards. We also strive to ensure that our direct suppliers appropriately address the provisions of this Business Partner Code of Conduct within their supply chains and enforce them vis-à-vis their own contractual partners through suitable contractual regulations.

In addition, we have developed a human rights strategy for purchasing, which defines clear principles, objectives, standards and responsibilities for the protection of human rights – the **Principles of responsible assortment development**. We are currently extending the implementation of corporate due diligence to the entire company.

> **we comply with applicable laws and guidelines**

We also use various measures to inform our employees and raise their awareness of the principles that apply at Lidl. These include, for example, an internal purchasing manual, which translates the principles of respecting human rights into specific measures and objectives.

The conduct of Lidl and its employees is governed by the principle “We comply with applicable laws and internal guidelines”. This core corporate principle is binding for all Lidl employees. Lidl attaches great importance to compliance with laws and regulations and sees it as part of its social responsibility to act with integrity. Breaches of applicable legislation can also result in financial damage and reputational harm to Lidl. In addition, such breaches may lead to personal liability for damages and criminal prosecution of individual employees or members of the management. Lidl and its management therefore explicitly commit to upholding and protecting this corporate principle.



Code of Conduct

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Principles of responsible assortment

2-15, 2-16, 2-25, 2-26 2-27

Compliance

Lidl has implemented a compliance system (CMS). Its main objective is to prevent breaches of applicable laws and internal guidelines and to consistently investigate and sanction any identified infringements (“zero-tolerance principle”). The CMS focuses on areas such as anti-corruption, fraud, accounting offences, data protection, competition law, business partners, HR, tax and product safety.

Compliance measures consist mainly of issuing and communicating regulations (for example, on the handling of gifts and data protection rules), conducting training sessions and investigations, and monitoring all significant internal and external indications of potential legal violations. Implementing the CMS requires the support of all employees and managers as well as an appropriate organisational structure for ensuring compliance.

The department responsible for compliance regularly reviews the CMS in terms of its suitability, effectiveness and potential for improvement. In order to avoid compliance violations, a key topic aside from the continuous identification of compliance risks is raising awareness amongst employees and management by means of training. Training and awareness-raising measures are organized soon after employees join the company and at regular intervals thereafter. This involves identifying potential compliance risks in the context of work activities and teaching appropriate and correct behavior when such risks arise. Employees are given risk-oriented training on the compliance issues that are relevant to them based on their roles and responsibilities. Lidl conducts both mandatory in-person training courses and online training courses for this purpose. We also provide information to employees via the intranet and our employee app. As a rule, business partners and suppliers are also obliged to comply with statutory requirements pursuant to a corresponding contractual clause.

If a compliance violation occurs or a corresponding risk arises despite these measures, we have a whistleblower system in place that both employees and external parties can use to report information on potential compliance violations or risks. Tips concerning potential compliance violations can be reported to the compliance officers or the compliance units via various reporting channels. An external lawyer is available to receive notifications about unlawful conduct and to review them independently. Another way of reporting unlawful or unethical behaviour is to use the BKMS online whistleblowing system or to contact our company by e-mail at compliance@lidl.cz. For reasons of data protection and to safeguard the identity of the whistle-blower concerned, we do not disclose any information about such reports here. Every report is treated as strictly confidential. Any significant findings resulting from the tips are used to identify risks and further develop compliance measures

Due to international supply chain structures, social, human rights and environmental grievances can occur in supply chains. In order to fulfill its corporate duty of care, Lidl maintains the whistleblower channels described above, which can also be accessed by those affected within our Lidl supply chains via the Lidl website

Customer privacy

We began to address privacy systematically several years before the General Data Protection Regulation (hereinafter "GDPR") came into effect. To this end, we created a separate Data Protection department whose task is to incorporate a privacy perspective into every new process planned within Lidl. After the adoption of GDPR, this department also took on the role of Data Protection Officer. Employees, customers and business partners of our company can contact this department with their complaints and questions relating to GDPR at the following e-mail address: ochranaosobnichudaju@lidl.cz. In 2023 and 2024, one case concerning a possible breach of obligations when processing personal data linked to unnecessary requests for consent was handled with the Office for Personal Data Protection, and one inspection regarding the processing of personal data by means of cookies is still ongoing.

4.1 million

customers per week



External initiatives and membership in associations

Lidl Česká republika sees itself as an active partner in social and political discussions. Monitoring legislation, exchanging views with stakeholders on policies or association work on opinion-forming processes in our sector is therefore an integral part of our work. The primary objective is to translate legal requirements into operational practice quickly and smoothly and to work with suppliers in good time on future topics.

Membership in industry associations and initiatives in the Czech Republic:

- Confederation of Commerce and Tourism of the Czech Republic
- Czech-German Chamber of Commerce and Industry
- Business for Society
- Association of Social Responsibility
- Diversity Charter

2-27, 2-28

Lidl Česká republika is also represented in the following international associations, organisations and initiatives through Lidl Stiftung (selection):

- ACT – Action, Collaboration, Transformation
- Alliance for Water Stewardship
- amfori Business Social Compliance Initiative (BSCI)
- Partnership for Sustainable Textiles
- Women Empowerment Principles (WEP)
- Charter of Diversity
- Danube Soya
- Econsense
- Ethical Tea Partnership
- Ethical Trade Initiative
- Food for Biodiversity
- Forest Stewardship Council (FSC)
- Fur Free Retailer
- GlobalG.A.P., GlobalG.A.P. GRASP Technical Committee
- Global Roundtable on Sustainable Beef (GRSB)
- ILO Better Work
- International ACCORD
- International Network of Leading Executives Advancing Diversity (LEAD)
- Leather Working Group
- Roundtable on Responsible Soy (RTRS)
- Roundtable on Sustainable Palm Oil (RSPO)
- RMG Sustainability Council (RSC) Bangladesh
- Sustainable Nut Initiative
- Sustainable Rice Platform (SRP)
- World Banana Forum
- World Wide Fund For Nature (WWF)

Lidl Česká republika is a member of the following institutions through companies of Schwarz Group (selection):

- Ellen MacArthur Foundation
- UN Global Compact
- Science Based Target initiative

Lidl also cooperates with the following partner organisations (selection):

- Aquaculture Stewardship Council
- Fairtrade Czech Republic and Slovakia
- Compassion in World Farming
- Cotton made in Africa (CmiA)
- Downpass
- Rainforest Alliance
- Marine Stewardship Council
- Oxfam

Lidl Česká republika is aware of its particular responsibility for sustainable development and acts in such a way that its day-to-day activities promote social, health and environmental awareness. Lidl Česká republika aims to make this clear commitment to sustainability transparent to the public.

For this reason, companies of Schwarz Group joined the United Nations Global Compact (UNGC), the world's largest and most important initiative for responsible corporate governance, at the beginning of 2020. By doing so, they commit to upholding the ten universal principles of the UNGC in the areas of human rights, labour, environment and anti-corruption. In this way, a global framework for the Group's commitment to sustainability has been established, which has grown over the years.

Sustainability strategy and management

Lidl is aware of its responsibility for the impacts of its business activities wherever they affect people or the environment. Our sustainability strategy responds to key global sustainability challenges that the retail sector can influence.

The Lidl Responsibility Model (LRM) is a long-term, continuously updated framework for setting strategic priorities, their practical implementation and the management of the sustainability agenda.

It provides a structure for analysing impacts and risks, assessing stakeholder needs and priorities, and defining the company's key directions of action towards sustainability.

The Lidl Responsibility Model comprises six priority areas – Protecting Climate, Conserving Resources, Respecting Biodiversity, Acting Fairly, Promoting Health and Engaging in Dialog. These six areas are broken down into a total of 17 detailed topics where Lidl's business has an impact and that can be actively influenced by Lidl.

Lidl's sustainability strategy provides responses to these global challenges. It is reflected in specific projects and commitments that capture both the international priorities of the Lidl Group and the specific needs and conditions of Lidl's operations on the Czech market.

Our vision for responsible, long-term sustainable business at Lidl is: "We offer our customers the best price-quality ratio through simple and sustainable actions." This vision is embedded throughout our entire value chain.

We strive to continually improve the nutritional quality of our food offer. Our close cooperation with suppliers goes beyond the core areas of food quality and safety. It also covers ethical, environmental and social sustainability criteria. We systematically apply our know-how and best practices to reduce our environmental footprint across all activities. We are purposefully building our position as a preferred employer on the Czech labour market. Supporting specific local needs and communities where we operate is also an integral part of our activities.

2-22, 2-23, 2-24



Protecting Climate
- 1.5 Degrees

Conserving Resources
- Freshwater resources
- Raw materials
- Circular economy
- Food waste

Respecting Biodiversity
- Ecosystems

Acting Fairly
- Animal welfare
- Human and labour rights
- Fair remuneration
- Diversity and inclusion
- Business relations and integrity
- Corporate citizenship and local development

Promoting Health
- Conscious nutrition
- Occupational health and safety
- Responsible products

Engaging in Dialog
- Enabling
- Dialog and collaboration with stakeholders

2-22, 2-23, 2-24



> we monitor the impacts of our business

Sustainability management

Sustainability is embedded in the business of Lidl Česká republika as a key strategic and operational objective. Overall responsibility for managing the company's sustainable business lies with the General Manager. The General Manager decides on the composition of the team responsible for managing and coordinating the sustainability agenda (the "CSR Team").

The team coordinates the sustainability agenda across all areas of the business, including the elaboration and implementation of the company's international commitments, preparing decision-making inputs for the Managing Directors on steps necessary to implement the sustainability strategy. Finally, the team is also responsible for managing and sharing sustainability data within the company, in relation to Lidl International headquarters, and for preparing regular Sustainability Reports.

The outputs and feedback from the CSR Team also serve as inputs for the Board of Managing Directors for their decisions on strategic management, due diligence procedures, risk assessment and the adoption of measures to prevent or mitigate risks.

The General Manager, after consultation with the Board of Managing Directors, appoints a Sustainability Policy Coordinator ("CSR Coordinator") who is responsible for the work of the CSR Team. The coordinator position is organisationally embedded in the Communications Department. The Coordinator oversees the coordination of cross-departmental activities related to sustainability and reports (directly or via the Head of Corporate Communications) to the General Manager. The Coordinator is responsible for regular communication with Lidl International headquarters, including the adoption or adaptation of internationally applicable methodology for managing the sustainability agenda.

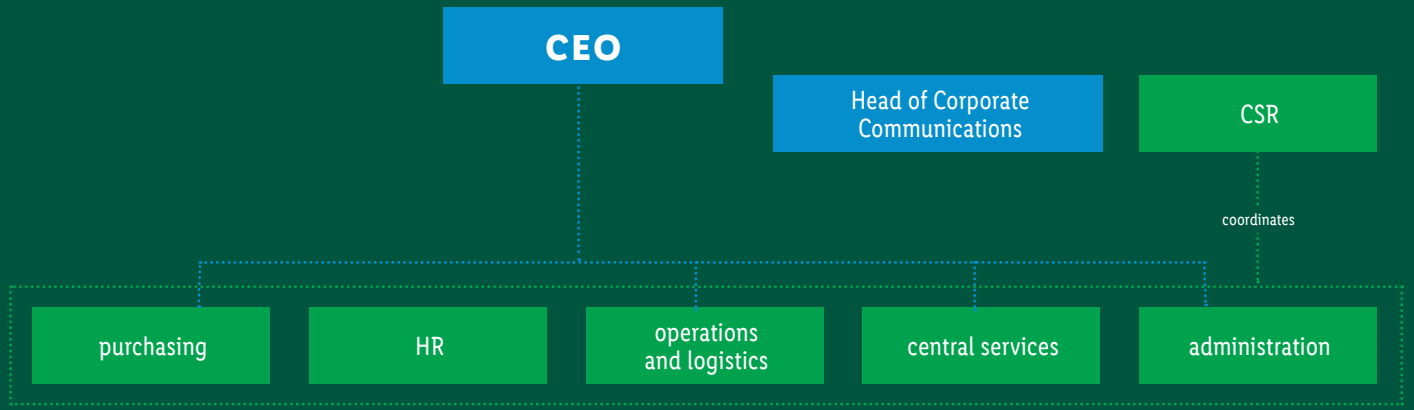
The CSR Team consists of representatives from all key departments of Lidl Česká republika (purchasing, HR, operations, logistics, central services, administration). Team members are appointed by the Managing Director responsible for the respective area. The Sustainability Coordinator is also responsible for supporting the training and capacity-building of team members to strengthen their know-how and ability to perform their role. Training on sustainability topics is therefore organised in cooperation with domestic suppliers and Lidl International headquarters. A regular training cycle takes place four times a year.

2-9, 2-10, 2-11, 2-12, 2-13, 2-14, 2-17, 2-19, 2-20

Members of the CSR Team perform their duties in parallel with the responsibilities associated with their positions in their respective departments. Their responsibilities regarding the sustainability agenda and their role in the CSR Team are defined in internal regulations (ARIS). Rules on remuneration are also set out in internal regulations. As Lidl employees, all team members are fully subject to our ethical commitments, including the exclusion of conflicts of interest and corrupt conduct (see Compliance).

Performance appraisal and remuneration of CSR Team members are linked to the job descriptions and responsibilities associated with their specific roles in the departments from which they have been delegated to the CSR Team. Because sustainability is embedded across all departments, the link between performance evaluation and pay and the sustainability agenda depends on the scope, focus and KPIs of the project or task undertaken by the individual within the relevant department. CSR Team members are not remunerated separately for their membership in the coordinating CSR Team.

CSR Team

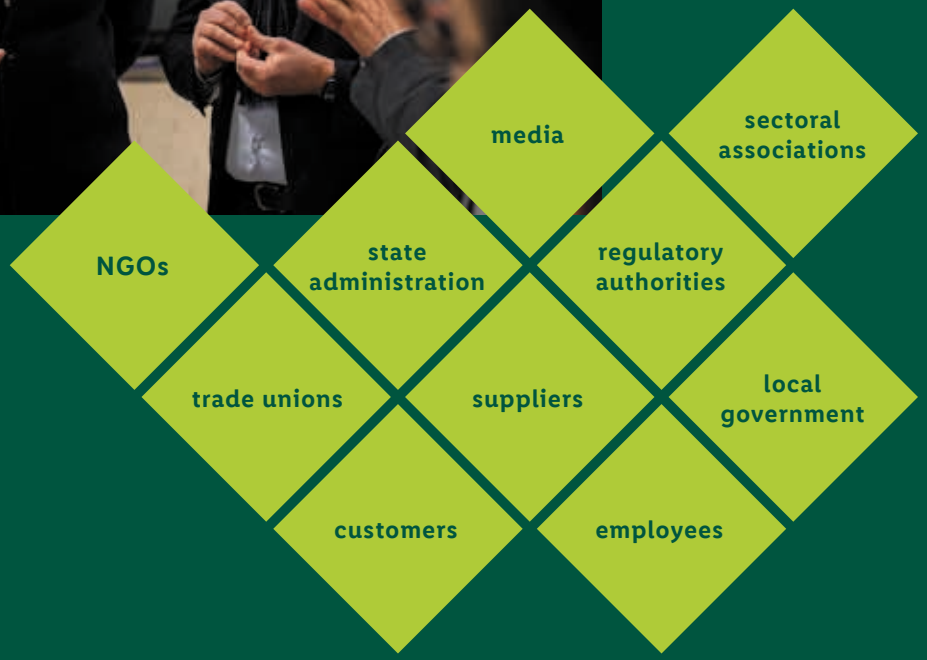


2-9, 2-10, 2-11, 2-12, 2-13, 2-14, 2-17, 2-19, 2-20 2-29

Stakeholder management

Ongoing exchange of information with our internal and external stakeholders – i.e. customers, non-governmental organisations, public-sector bodies and local authorities, business partners, employees and the media – is an essential part of sustainability management at Lidl Česká republika. We actively inform our stakeholders. To do so, we use various formats such as sustainability reports, press releases, leaflets and brochures for customers, social media, expert contributions at conferences, as well as the intranet portal and the employee magazine Paleta. The exchange of information with stakeholders is two-way. Through various events and direct discussions, we enable and promote direct and mutual information exchange. Thanks to their expertise, observations and critical yet constructive dialogue, stakeholders provide us with valuable feedback that is reflected in our work. Lidl Česká republika is also involved in a variety of platforms and participates in dialogues and information exchanges initiated by third parties. An overview of the extent and forms of stakeholder dialogue is provided on pages 95–96. As part of our stakeholder surveys, we assess the importance of sustainability issues for Lidl Česká republika. At regular intervals, we evaluate our stakeholders‘ attitudes toward topics relevant to our company‘s business.





Stakeholders

Materiality analysis

In 2022, Lidl revised its materiality analysis process. We are responding to the new and amended regulatory requirements, including the updated definition of materiality under the GRI 2021 standards and the new European Corporate Sustainability Reporting Directive (CSRD). The basis for the new process is the Lidl Responsibility Model (LRM) 2.0, which has also been updated and now includes 17 topics (see Sustainability strategy). The relevance of topics was assessed in two ways:

- on the one hand, the positive and negative impacts of Lidl on people, the environment and society (“inside-out perspective”);
- on the other hand, the influence of individual topics on Lidl’s business success (“outside-in perspective”).

The materiality analysis is updated every two years as part of sustainability reporting. It is standardised for all countries where Lidl operates, while allowing for the inclusion of national perspectives. The analysis takes place in three steps:

- a standardised international Lidl survey on impact relevance (consisting of an exposure analysis and expert interviews),
- assessment of business relevance for Lidl in individual countries through workshops,
- validation and consolidation of results in a country-specific materiality matrix..

2-29, 3-1

Impact assessment

In this phase, we examine the impacts of Lidl's business on people, the environment and society as a whole in all national Lidl companies in a two-stage process consisting of exposure analysis and expert interviews at Lidl International level.

Exposure analysis

The exposure analysis serves to identify potential direct and indirect impacts of Lidl and to assess risks that Lidl's business activities may pose to people, the environment and society. The analysis and collection of environmental and social impacts were carried out quantitatively on the basis of economic, inintra-company company and sector data across the international value chain. To take account of the international nature of Lidl's activities, we also identified any country-specific needs that might require action. This made it possible to compare potentially relevant topics. To identify the countries in which Lidl potentially has a strong impact, the next step was to model the value chain on the basis of sales data, sector information and economic data. This made it possible to determine direct and indirect economic activities for individual countries and to take account of their economic weight.

This approach particularly highlights those countries where Lidl shows a high level of activity and thus potentially has a greater impact on specific sustainability topics. The combination of need for action and economic relevance resulted, in the final step, in impact relevance scores for the individual CSR topics, and thus in the first component of impact relevance.

Expert interviews

Following the exposure analysis, the statistical results were validated through a qualitative survey. The combination of methods increases the depth of analysis, enables more precise conclusions and reduces possible weaknesses of individual methods. For this purpose, nine international experts from different stakeholder groups were selected to gain a deeper understanding of Lidl's impact on the 17 topics in the Lidl Responsibility Model.

When selecting experts, account was taken of the differing needs of the markets in individual countries and the diversity of sustainability topics. The interviews were prepared, conducted and evaluated by an external partner. Combining the exposure analysis and expert opinions produced impact relevance values for the 17 sustainability topics, which also represent the values on the x-axis of the materiality matrix. In combining the results of the exposure analysis and expert interviews, we took into account their relative weight – in other words, we compared the exposure analysis with the outcomes of the expert interviews, taking into consideration the quality and availability of the underlying data..

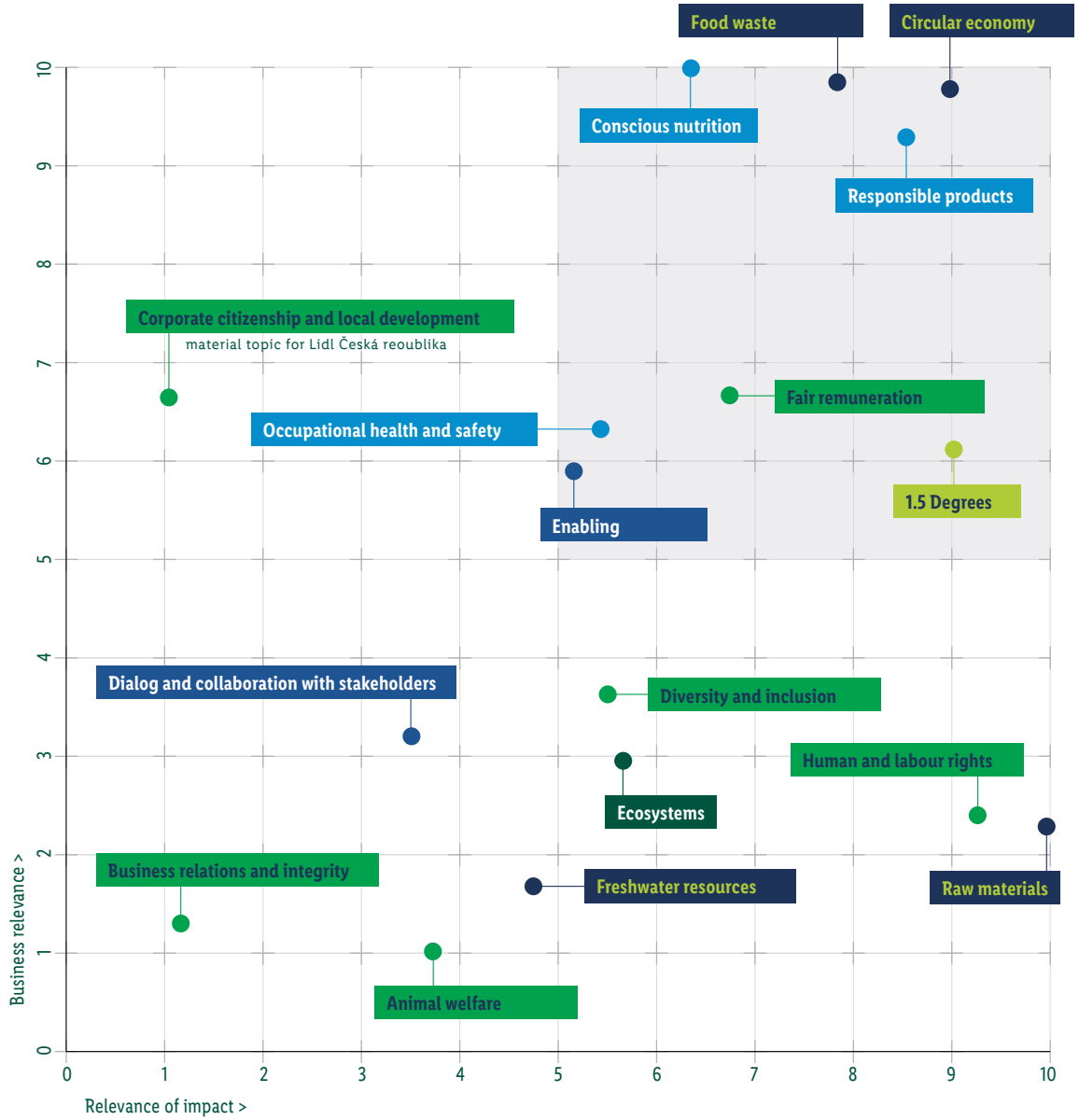


Assessment of business relevance

To assess business relevance for Lidl in the Czech Republic, several internal workshops were held in the first half of 2025 to determine the significance of the 17 topics listed above for Lidl's business activities in the Czech Republic. The results of these workshops were subsequently validated by the Board of Managing Directors and transferred to the y-axis. Consolidating the results of the entire process of relevance determination on the x- and y-axes produced the materiality matrix.

Materiality matrix – Lidl Česká republika

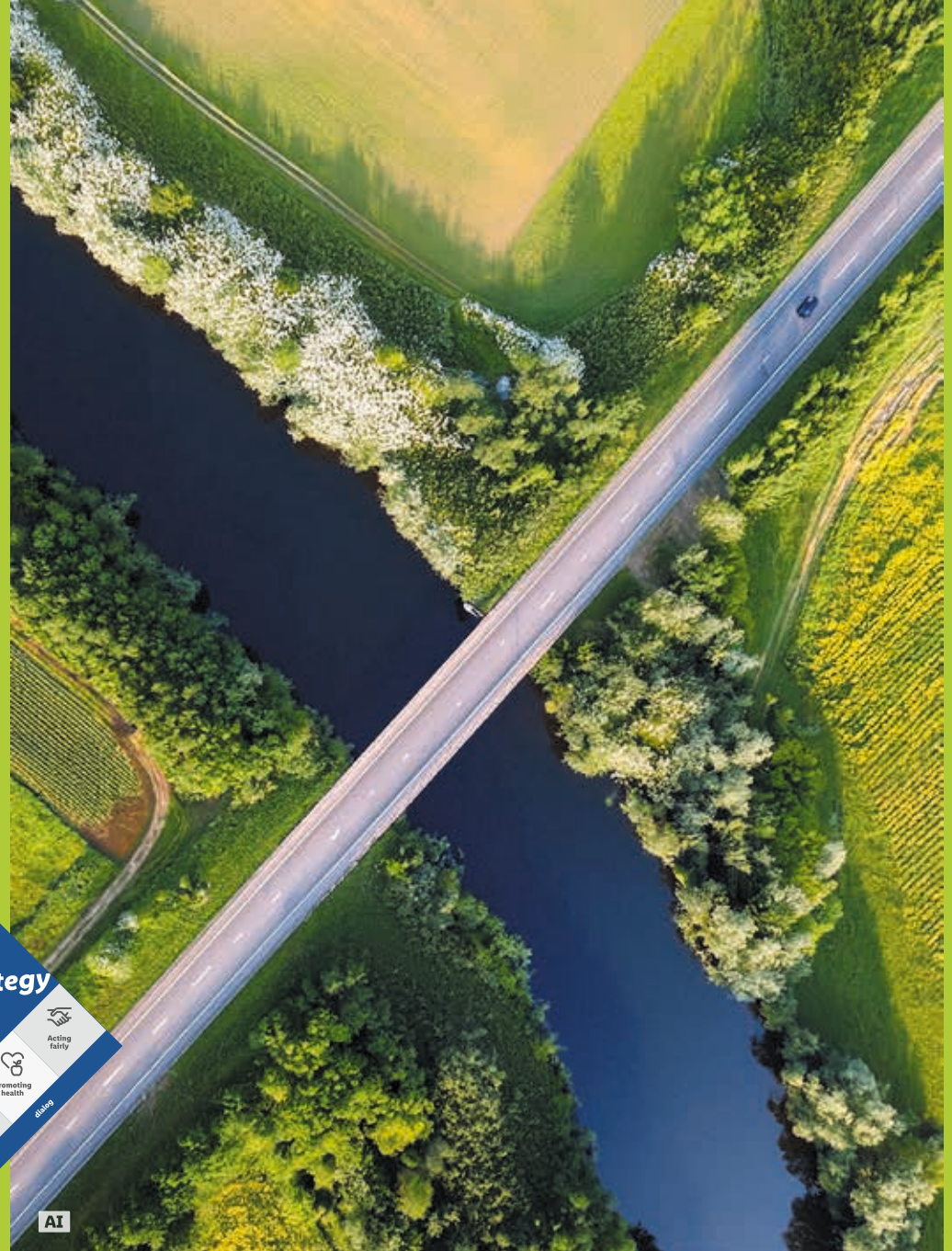
The assessment of business relevance and impact relevance identified nine material topics for Lidl Česká republika, which are addressed in this Sustainability Report for the 2023–2024 financial years. These are the topics 1.5 Degrees, Circular Economy, Food Waste, Fair Remuneration, Corporate Citizenship and Local Development, Conscious Nutrition, Occupational Health and Safety, Responsible Products, and Enabling. Further details can be found in the respective chapters of this Report.



3-1, 3-2

Protecting Climate	Conserving Resources	Respecting Biodiversity	Acting Fairly	Promoting Health	Engaging in Dialog
• **1.5 Degrees**	• Freshwater resources • Raw materials • **Circular economy** • **Food waste**	• Ecosystems	• Animal welfare • Human and labour rights • **Fair remuneration** • Diversity and inclusion • Business relations and integrity • **Corporate citizenship and local development**	• **Conscious nutrition** • **Occupational health and safety** • **Responsible products**	• **Enabling** • Dialog and collaboration with stakeholders

9 material topics for Lidl Česká republika



1.5 Degrees

Protecting Climate

”
protecting climate is a complex task

1.5 Degrees

Climate strategy

According to the World Economic Forum’s Global Risk Report 2024, climate change is one of the greatest global risks. As one of the largest food retailers in Europe, we take responsibility for climate protection and are aware of its major importance for the future success of our business model. Climate change is accelerating the loss of biological diversity, altering ecosystems and leading to extreme weather events. This has far-reaching social and economic consequences, including for our business model as a food retailer: from limited availability of raw materials such as coffee, cocoa, oranges or olive oil, to directly affesting our locations, to warehouses and stores, such as the severe storms and floods in Slovenia in 2023 or in southwestern Germany, southern Spain and parts of the Czech Republic in 2024.

Rising sea levels and coastal erosion also affect us, as both make the environment less habitable for people, plants and animals. Ocean warming and acidification at the same time threaten marine life. This in turn impacts our food value chain, our suppliers – and ultimately global food security.

Environmental destruction and climate change are also threatening human rights worldwide. For example, it is already clear that climate change negatively affects the right to the best possible health: according to the World Health Organization (WHO), around 12.6 million deaths per year can be attributed to environmental factors that can be prevented. Social inequalities are increasing. Developing countries, in particular, are more severely affected by the consequences of climate change and have fewer resources to adapt.

Climate change also forces people to leave their homes, leading to social tensions and humanitarian crises.

Intergenerational justice is also at stake. Today's children and young people will have to live with the consequences of climate change, even though they have contributed very little to it themselves.

Consistently protecting the climate requires clear strategic direction. As a company of Schwarz Group, Lidl is committed to continuously reducing its own operational greenhouse gas emissions and those from within its supply chains. We are therefore taking targeted steps to avoid greenhouse gas emissions altogether or to reduce them further. As part of their joint climate strategy, **the companies of Schwarz Group officially joined the Science Based Targets initiative (SBTi)**. After preparing a complete analysis of their climate and carbon footprint, specific reduction targets were jointly defined in accordance with the methodology of the SBTi and developed with concrete measures to reduce or prevent carbon emissions in operations and along the supply chain. These science-based targets were approved by the SBTi in September 2021. In spring 2025, our new and updated climate targets were approved by the SBTi.

We also encourage suppliers who are responsible for 75% of product-related emissions to define their own climate targets in line with SBTi criteria by 2026.



Lidl also works to expand its range of vegan and vegetarian products with the aim to increase the share of plant-based protein in its assortment to 20% by 2030 compared to 2023.

Protecting climate is a complex task. Managing it requires cooperation between different parts of the company. At Lidl, the Corporate Affairs, Procurement, Customer Service, Operations and Real Estate departments collaborate on the climate protection implementation. Each with individual tasks, but sharing a common goal – to reduce emissions.



About the Science Based Targets initiative

The Science Based Targets initiative (SBTi) is an alliance of renowned organisations and initiatives dedicated to environmental and climate protection – CDP (Carbon Disclosure Project), UNGC (United Nations Global Compact), WRI (World Resources Institute) and WWF (World Wide Fund for Nature).

SBTi has set a goal to support science-based climate targets in companies, with the aim of achieving a long-term low-emission economy despite the continuously increasing population growth. It provides a framework that enables companies to reduce their greenhouse gas emissions on a scientific basis. More than 2,000 companies worldwide have now joined the initiative

Challenge

Climate change is one of the greatest environmental problems of our time. The international community must act quickly to eliminate its causes and keep the impacts under control for future generations. As agreed in the 2015 Paris Climate Agreement and confirmed at the COP26 conference in Glasgow in 2021, countires of the world have agreed, based on scientific findings, that global warming must be limited to well below 2 °C, ideally to 1.5 °C.

Lidl Česká republika supports this goal. The EU also aims to make Europe climate-neutral by 2050 as part of the "European Green Deal". Greenhouse gas (GHG) emissions must decrease to nearly zero by 2050. Individuals and companies have a major impact on the development of climate change and must therefore use their influence and significantly reduce their negative impact. Lidl Česká republika recognizes that the topic of climate change spans from production and processing of products through logistics and transportation all the way to their sale.

Our approach

We set our climate targets based on the Science Based Targets initiative (SBTi). Lidl Česká republika has joined this initiative in 2020 as part of Schwarz Group. The carbon footprint forms the foundation of our approach to climate management – it enables us to calculate greenhouse gas emissions, identify opportunities for their reduction, evaluate the impacts of implemented measures, and monitor progress in achieving our climate targets.

A significant portion of our GHG emissions (see table on page 33) relates to our products. However, emissions also arise in our own stores, logistics centers, national headquarters, and fleet. We can significantly influence direct greenhouse gas emissions and are taking measures to directly prevent or reduce them.

SCIENCE BASED TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Energy management and emissions reduction

At Lidl Česká republika, we view efficient energy management and an increasing share of renewable sources as key tools for reducing greenhouse gas emissions.

All our stores, logistics centers, and headquarters buildings are certified under the ISO 50001 energy management system. We continuously improve the energy efficiency of our existing property portfolio through modernization and replacement of technical equipment.

3-3, GRI 302-1

By doing so, we are gradually increasing the share of sustainable buildings. As part of our certified ISO 50001 energy management system, we have also drawn up an action plan containing a number of specific measures to improve energy efficiency.

In addition to monitoring and evaluating energy consumption, we also focus on training employees in order to raise their awareness of the importance of energy efficiency. Our management system helps us to identify inefficiencies and optimisation potential.

> **we are increasing the share of sustainable buildings**

Energy consumption

Total energy consumption at Lidl Česká republika increased from 231.4 GWh in the 2023 financial year to 243.4 GWh in 2024, mainly due to the opening of the new logistics centre in Bravantice and newly opened stores.

Direct energy consumption by primary source (in kWh)

	2022*	2023*	2024*
Direct energy consumption	40,464,027	40,375,835	49,966,770
Own electricity generation (photovoltaic)	845,235	1,773,068	7,409,133
Natural gas	23,320,738	21,982,432	26,011,542
Energy consumed by the vehicle fleet**	16,298,054	16,620,335	16,775,331
Indirect energy consumption	186,897,765	191,023,372	193,397,474
District heating	5,148,421	5,913,427	5,485,260
Electricity	0.0	0.0	0.0
Energy from renewable sources	181,749,345	185,109,945	187,912,214
Direct and indirect energy consumption	227,361,793.0	231,399,208	243,364,244
Electricity from renewable sources fed into the grid	10,185	13,904	229,236
Total energy consumption	227,456,846.8***	231,399,208	243,364,244

* Financial year.

** Includes the logistics vehicle fleet and company cars.

*** Including fuel consumption for backup generators (105,239.9 kWh).

Good to know

In 2024, most electricity from renewable energy sources (RES) in the Czech Republic was generated by photovoltaic power plants (29.1%), followed by hydropower plants (21.6%), biomass (21.5%), and by biogas (20.8%). Wind power plants accounted for 5.8% of electricity generation from RES, while the biodegradable fraction of waste contributed 1.2%. The share of RES in final energy consumption in the Czech Republic reached 19.2% in 2024, under the EU-27 average (25.2%). The highest RES share in total energy consumption within the EU was recorded in Sweden (62.8%), while the lowest share was reported in Belgium (10.1%). (1) (2)

Good to know

*The energy intensity of economy indicates how efficiently energy is used per unit of GDP. Energy use in the EU and in the Czech Republic has been gradually improving in recent years due to technological advances, industrial modernisation and the shift to more energy-efficient production. In 2024, the Czech Republic's energy intensity was 96.2 compared to 73.8 in the EU-27. The lowest energy intensity in the EU was recorded in Ireland (30.1), and the highest in Finland (142.3). (*measured in KGOE/1,000 EUR GDP PPS). (3)*



Energy consumption intensity

Energy consumption intensity per square metre of sales area increased between the 2023 and 2024 financial years to 608 kWh/m² due to the newly opened stores, but decreased compared to the previous reporting period by 12.8 kWh/m².

Energy intensity

	2022*	2023*	2024*
Energy consumption per m² of sales area (kWh/m²)	620.8	583.95	608**
Total energy consumption (kWh)	227,456,847	231,399,208	243,364,244
Sales area (m²)	366,368	396,293	400,272**

*) Financial year

**) These indicators have been verified by Deloitte Audit s.r.o.

GRI 302-1, GRI 302-3



Greenhouse gas emissions

Our operational greenhouse gas emissions include direct greenhouse gas emissions (Scope 1) and indirect emissions from purchased energy (electricity, heating) (Scope 2), as well as indirect greenhouse gas emissions in our value chain (Scope 3). For Lidl Česká republika, greenhouse gas emissions are reported in tonnes of CO_2 equivalent and relate to stores, logistics centres and the head office building. The calculation was carried out in line with the requirements of the Greenhouse Gas Protocol (GHG Protocol).

We collect all necessary data on the operational emissions ourselves (for example, the amount of fuel used for refuelling vehicles), and the required emission factors are provided by an external service provider who calculates our carbon footprint. When reporting our Scope 2 emissions, we apply both the location-based and market-based approaches. The market based approach recalculation is using emission factors that we obtain from our electricity supplier. The location-based approach uses emission factors for the geographical area, in our case the Czech Republic. For the calculation of total emissions for Scope 1, 2 and 3, we have used the market-based approach.

Scope 3 data collection is more complex. We request activity data from external service providers (for example, kilometres travelled by trucks delivering goods to stores), collect them ourselves for individual categories (for example, purchased products, paper used for marketing materials) or develop assumptions in cooperation with external consultants (for example, employee commuting). Emission factors for calculating activity-based data are taken from standard LCA databases (for example, ecoinvent). We work to continuously improve the completeness and quality of our primary data year on year so that we can make the right decisions based on their evaluation.

GRI 305-1, GRI 305-2, GRI 305-3

Greenhouse gas emissions (in tonnes of CO_2e)

	2019**	2022*	2023*	2024*
Scope 1	11,484.01	11,895.12	12,999.49	14,210.52
Fugitive emissions	2,993.16	3,453.48	4,864.43	3,097.17
Mobile combustion	3,723.54	4,163.19	4,260.1	4,309.69
Stationary combustion	4,767.31	4,278.45	3,874.96	6,803.66
Scope 2	66,046.89	1,265.49	1,175.6	1,328.84
District heating	622.85	1,265.49	1,175.6	1,328.84
Electricity: market-based	65,424.04	0	0	0
Scope 3	2,890,410.80	4,011,892.85	4,242,291.6	4,137,845.07
3.1 Purchased goods and services	2,706,571.57	3,174,786.80	3,197,641.77	3,225,415.38
3.2 Capital goods***		75,648.26	46,846.27	12,770.43
3.3 Fuel- and energy-related emissions	17,604.47	21,981.27	21,747.17	21,647.16
3.4 Transport (upstream)	21,054.17	147,287.4	146,244.46	139,966.97
3.5 Operational waste	10,459.29	5,014.10	4,608.87	4,608.71
3.6 Business travel	928.38	790.82	878.31	1,082.42
3.7 Employee commuting	11,690.40	13,882.80	13,808.4	14,311.2
3.11 Use of sold products	118,639.18	377,830.47	674,646.53	578,074.31
3.12 End-of-life treatment of sold products	3,463.34	194,670.93	135,869.82	139,968.48
Total emissions	2,967,941.70	4,025,053.46	4,256,467.69	4,152,795.42

*) Financial year.
**) 2019 financial year is the base year for Scope 1 and Scope 2
***) data for 2019 were not collected

Reduction of greenhouse gas emissions

Since 2022, we have been purchasing exclusively green electricity for all consumption points where we have the option to select an electricity supplier. Additionally, we produce our own electricity from photovoltaic power plants. By implementing various measures, ranging from purchasing green electricity and generating electricity from renewable sources to a wide range of other measures such as route optimization, including the impact of new logistics centers, Lidl Česká republika has managed to save 61,992 metric tons of CO2 equivalent since 2019.

Renewable energy

Switching from electricity generated from fossil fuels to electricity from renewable energy sources plays a key role in reducing greenhouse gas emissions. In 2024, 100% of the electricitywe have consumed in the Czech Republic was generated from renewable sources. The purchased electricity from renewable sources covered 98.9% of our electricity consumption. The remaining 1.1% of electricity consumed by Lidl Česká republika was produced by our own photovoltaic power plants. For the demand for renewable energy that we are currently unable to cover from our own production, we require Guarantees of Origin. Guarantees of Origin are certificates that confirm electricity generation from renewable sources. They specify how, when, and where the energy was produced. Guarantees of Origin can be traded independently from the electricity generated and purchased.



Natural refrigerants

Lidl has set itself the goal of using natural refrigerants to cool products in 100% of its own logistics centres and in 40% of its stores by the end of the 2030 financial year. The share of natural refrigerants in product cooling at distribution centres of Lidl Česká republika changed from 66.7% in 2023 to 71.4% in 2024, and in stores over the same period from 34.2% to 34.1%.

The share of natural refrigerants in the total volume of all refrigerants changed to 74.3% in 2024, compared to 77.5% in 2023.

Modernising real estates

Lidl Česká republika has improved energy efficiency at many of its sites by modernising technical equipment. Examples include the widespread installation of LED lighting for artificial illumination, the transition to more efficient cooling equipment and the modernisation of heating systems. An integral part of modernisation is the expansion of photovoltaics – by the end of 2024 we were using PV installations at 55 stores and one logistics centre. The total installed capacity will reach almost 10 MWp, with the electricity generated consumed almost exclusively at the place of generation.

3-3, GRI 302-1, GRI 302-4, GRI 305-1, GRI 305-2, GRI 305-3, GRI 305-4

We achieve significant savings thanks to the installation of air-handling units with heat recovery controlled according to CO_2 levels. Highly efficient heat pumps are increasingly helping us to improve the energy performance of our properties. A large part of their energy is drawn from the surrounding environment – for example in the form of ambient heat from the air or the ground – and they represent an energy-efficient way of heating buildings. Heat pumps are already in use in 103 of our stores. We also apply specific solutions in logistics centres, where we use waste heat from cooling for heating and have optimised the lighting system.

Building energy demands are reduced through automation. It includes needs-based control and regulation for optimizing energy consumption and monitoring building technology. We use time switches for lighting and ventilation systems, as well as interlocking circuits that prevent simultaneous heating and cooling.

> **we have one of the most modern logistics hubs**

Investments by Lidl Česká republika in building construction (stores, logistics centres, in CZK million)



New Bravantice logistics centre

Building on the successful launch of the Buštěhrad logistics centre, which obtained BREEAM certification in 2022, Lidl Česká republika commissioned a new logistics centre in Bravantice near Ostrava in September 2024.

The strategic location of the warehouse close to the motorway makes it easy to connect to major transport routes, ensuring smooth distribution of goods. Around 950 orders are processed here every day, with dispatch covering some 20 truck runs during the day and up to 25 delivery runs per night. The entire operation is supported by 261 pieces of handling equipment.

The wide temperature range allows for safe and efficient storage of various product types with different temperature requirements. A total of 35,770 pallet positions are divided according to product type: dry goods (26,950 positions), 3,642 positions are reserved for chilled goods, 3,210 for frozen products, 1,718 for other goods, and 248 for meat storage.

The centre incorporates a number of solutions that support sustainability. To ensure sufficient electricity capacity, the logistics centre generates its own electricity using gas-powered cogeneration units. This makes the warehouse unique among the companies of Schwarz Group across Europe.

Waste heat from the gas cogeneration units and cooling technology is used to heat warehouse and office areas. Lighting throughout the site is provided by a modern LED system equipped with smart control based on sunlight and motion sensors. We also contribute to environmental protection through our construction practices by using, for example, environmentally friendly building materials.

For this purpose, some of our stores and logistics centres have already been built using ecological building materials, in particular recycled building materials and elements (such as façade panels).



3-3, GRI 302-1, GRI 302-4

Real estate and certification

At Lidl, we strive in the long term to make both our existing and new buildings more energy - efficient. As a key tool for measuring more energy - efficient construction and operation of properties, certification systems for assessing sustainability have been developed. These tools make Lidl's commitments more transparent and comparable, both internally and externally. Lidl aims to increase transparency by systematically certifying the sustainability performance of its new and existing Real estate.

We are continually expanding our network of stores. In 2023, four new stores were opened and one more in 2024. Lidl Česká republika aims to achieve EDGE certification for all its real estate. In the reporting year 2024, a total of 245 stores were certified, compared to 189 in 2023.

Good to know

As part of the update of the "Czech Pathway to Decarbonising the Construction Sector (2023–2025)", the Czech Green Building Council (CZGBC) carried out a survey among companies and other stakeholders in the construction and development sector to map the state of decarbonisation strategies in the sector. So far, 38% of respondents have stated that they already have an approved or draft decarbonisation action plan, and a further 26% do not yet have one but are planning to prepare it. A total of 36% of respondents said they are not preparing a decarbonisation plan. According to CZGBC, four green building certification systems are most commonly used in the Czech Republic – BREEAM, LEED, WELL and SBToolCZ. By the end of 2025, some form of sustainability certification had been obtained for 1,030 buildings. CZGBC believes that there is still room for further growth in the Czech Republic, as in neighbouring Austria, for example, the number of certified buildings has already exceeded 2,500. (4)(5)(6)

Climate management organisation

At Lidl Česká republika, responsibility for sustainability in the area of climate lies with the Central Real Estate and Technical

245 of our stores have EDGE certification

3-3, GRI 302-1, GRI 302-4

Procurement Department. They coordinate the operational implementation of all measures.

Supporting our customers' e-mobility

Through our network of stores we provide charging infrastructure for e-mobility. The electricity for this is sourced exclusively from renewable energy. At the Buštěhrad logistics centre, we installed a high-performance charging station for electric trucks in 2025. By the end of 2024, 23.8% of Lidl stores in the Czech Republic were equipped with electric charging stations for electric vehicles. Our stores already offer 77 charging points.

Logistics

Developing a fleet of environmentally friendly trucks is one of the ways we can effectively reduce greenhouse gas emissions generated in connection with the transport of goods. Lidl Česká republika is therefore working on expanding the use of alternative drive technologies in its fleet.

In 2022, we became the first retailer in the Czech Republic to supply some of our stores with fully electric truck. By 2025, we want to include more vehicles with alternative drives in our fleet and replace diesel trucks with more environmentally friendly alternatives. For example, we started using HVO fuel, which can reduce CO_2 emissions by up to 90% compared to fossil diesel. During the reporting period, our fleet included 7 CNG vehicles, 3 LNG vehicles and 9 bio-LNG vehicles.

We are investing CZK 152 million in photovoltaics at our stores

3-3, GRI 203-1, GRI 305-3



Lidl Česká republika also cooperates with service providers to ensure climate-friendly transport of goods using trucks powered by renewable electricity, gas or biomethane. We work, for example, with CS Cargo, Exuma and Fallen Angels. Together with our transport partners, we plan to reduce their fleet emissions by switching to alternative drives, electric cooling and more eco-efficient driving as well as by reducing fuel consumption.

We also focus on using transport capacity more efficiently and on avoiding empty runs. We continuously monitor how route planning can be optimised to adapt to daily changes in store orders. One of the measures is the adjustment of return trips and their use to collect goods from suppliers.

Thanks to the Autodispo system, we can order goods for our stores efficiently. A key measure is efficient pallet loading, known as truck filling. Unused pallet positions are automatically filled with pallets generated by the Autodispo system. This allows us to maximize vehicle capacity, reduce transport costs, optimize deliveries to stores, and, for example during the summer season, use the tool for strategic pre-stocking of stores. Since the beginning of the financial year, thanks to truckfilling, we have saved the equivalent of 30 fully loaded truck trips.

Organisation

At Lidl Česká republika, responsibility for transport lies with the Logistics Department.

Our stores have 77 charging points



Circular Economy

Food Waste

Conserving resources

reduction in waste by

3,622

tonnes (2022 - 2024)

Circular economy

Challenge

For decades, humanity has been consuming more resources than the planet can naturally regenerate. At the same time, more and more waste is being generated as a result of growing consumption and the use of packaging materials. The consequences of this trend have an adverse impact on the environment. While the production and processing of raw materials are making the climate change worse, the growing volume of waste also threatens biodiversity and water quality. Conserving resources is therefore becoming a key challenge. Business activities, including those of Lidl Česká republika, are directly linked to the consumption of resources. These include various materials, such as plastics and packaging.

Our approach

PreZero, a division of Schwarz Group, closes loops through comprehensive waste and recycling management.We collaborate with the environmental provider at certain sites and through projects to close our loops as through recycling.

We use an effective resource and waste management system to ensure that we handle them responsibly. We record material flows in our operational processes in order to move further along the path towards a circular economy – from waste management to resource management of the future. Efficient separation and proper disposal make it possible to recycle used materials again and minimise the share of non-recyclable waste.

As part of our **Road to Zero Waste** project, we see waste as a recyclable material of the future. This concept enables us to move to a circular economy – the waste management of tomorrow. With the help of our waste and recycling management system (in stores, logistics centres and office buildings), we support proper separation and “positive” disposal methods (reuse, recycling, fermentation and composting). We minimize non-recyclable waste, such as residual waste.

The implementation of new and the optimization of existing disposal concepts complement each other with the promotion of new waste prevention and waste separation concepts. Our waste management system, including the relevant measures, is audited and certified by an independent auditing company in accordance with DIN SPEC 91436. In 2022, we became the first company in the world to receive the highest Gold certification “Road to Zero Waste” in TÜV SÜD’s first-ever audit under the DIN SPEC 91436 standard. Through Road to Zero Waste, we can combine environmental benefits with reduced disposal costs and the securing of strategic resources for the future. Our goal is to recover at least 95% of the waste generated by Lidl companies in all countries by the end of 2030. Certification is carried out by an independent organization.

REset Plastic – jointly set holistic plastics strategy of the companies of Schwarz Group

Objectives of the REset Plastic strategy

- Our goal is that by 2025, 100% of own-brand packaging will be maximally recyclable.
- By 2025, we aim to reduce plastic consumption in own-brand packaging and transport packaging by 30% compared to 2018.
- By 2025, we plan to use an average of 25% recycled materials in own-brand packaging.



From REset Plastic to REset Resources

In 2018, Lidl has committed, under the jointly elaborated REset Plastic strategy of the companies of Schwarz Group to a number of specific objectives. We share examples of practical implementation of this strategy in this report. In 2025, the companies of the Schwarz Group jointly developed a comprehensive circular economy strategy - REset Resources. It shapes resource management within Schwarz Group across five action areas throughout all divisions and countries. A particular focus of REset Resources is on expanding the REset Plastic packaging targets to include all other types of packaging and packaging materials (for details on REset Resources – see link on page 43).

The plastics problem has no simple solution. To be able to address it in all its complexity, Schwarz Group companies have defined five areas of activity with a comprehensive focus on plastics:

REduce
We reduce plastic wherever sustainably possible.

REdesign
We design recyclable packaging and close loops.

REcycle
We collect, sort, and recycle plastic to close the loop.

REmove
We support the removal of plastic waste from the environment

REsearch
We invest in research and the development of innovative solutions and educate on recyclingrecycling solutions and the conservation of natural resources.

3-3, GRI 301-2, GRI 301-3

Lidl Česká republika's objectives in the area of waste reduction and increased circularity include, among others:

- to reduce the share of mixed waste in our operations to less than 5% by 2025
- to prepare for the future introduction of a deposit return system for PET bottles and cans, including installing reverse vending machines for PET bottles and cans (in the first phase in 8 stores)
- to ensure that by 2025 all plastics in packaging are 100% recyclable
- to reduce by 2025 the quantity of plastics in own-brand products by 20% compared to 2018

Lidl Česká republika makes a significant contribution to implementing the Group-wide REset Plastic strategy and has already achieved a number of successes

- mesh bags for on fruit and vegetables (REduce)
- product packaging or products with significantly reduced plastic content (REdesign)
- product packaging or products with a recycled content (REdesign/REcycle)
- highly recyclable product packaging or products (REdesign/REcycle)
- national/international cooperation to remove plastic waste from the environment (REmove)
- educational and research projects related to plastics (REsearch)

3-3, GRI 301-1, GRI 301-2, GRI 306-1, GRI 306-2, GRI 306-3

Waste reduction and recovery

Thanks to our comprehensive approach to waste reduction, better use of resources and support for circularity, we are gradually managing to reduce the volume of waste. Compared to 2022, the total annual volume of waste fell by 3,622 tonnes to 60,889 tonnes in 2024. In terms of materials, our waste consists mainly of paper including cardboard (64.6%) and biowaste (20.4%), while wood accounts for 6.3% and plastics for 3.4%. During the reporting period, we were particularly successful in reducing the amount of paper waste and biowaste. We have significantly improved the recycling and recovery of our waste, so that only 2.8% of our waste now goes to landfill. Further details are provided in the following tables and in the annex.

REset Resources - comprehensive circular economy strategy of the companies of Schwarz Group





96.3% of our waste is recovered

Volume of waste generated by type of material (in tonnes / share in %)

	2022*	2023*	2024*
Other waste			
Paper (incl. cardboard)	41,018.7 / 63.6 %	40,157.76 / 67.15 %	39,315.04 / 64.57 %**
Biowaste	15,117.9 / 23.4 %	11,981.40 / 20.03 %	12,445.07 / 20.44 %**
Plastics	1,970.7 / 3.1 %	2,006.3 / 3.35 %	2,079.92 / 3.42 %**
Wood	3,720.0 / 5.8 %	2,894.14 / 4.84 %	3,848.29 / 6.32 %**
Textiles	39.8 / 0.1 %	38.09 / 0.06 %	2.8 / 0 %**
Glass	10.7 / 0.0 %	41.02 / 0.07 %	66.71 / 0.11 %**
Scrap metal	213.4 / 0.3 %	351.81 / 0.59 %	605.21 / 0.99 %**
Residual waste	2,282.1 / 3.5 %	2,104.36 / 3.52 %	2,116.37 / 3.48 %**
Other materials	56.4 / 0.1 %	164.46 / 0.11 %	322.91 / 0.14 %**
Hazardous waste			
Hazardous waste	81.6 / 0.1 %	65.23 / 0.27 %	87.05 / 0.53 %**
Total waste	64,511.3	59,804.57	60,889.36**

*) Financial year.
**) These indicators have been verified by Deloitte Audit s.r.o.

Waste by type of recovery

	2022*	2023*	2024*
Other recovery	5,343.5 / 8.28%	5,169.69 / 8.6 %	6,267.6 / 10.3 %
Recycling	45,030.5 / 69.8%	44,097.54 / 73.7 %	44,050.41 / 72.3 %
Energy recovery	893.8 / 1.39%	671.87 / 1.1 %	538.48 / 0.9 %
Landfill	1,838.8 / 2.85%	1,622.16 / 2.7 %	1,706.43 / 2.8 %
Composting	711.4 / 1.1%	466.70 / 0.8 %	443.97 / 0.7 %
Anaerobic digestion in a biogas plant	10,693.3 / 16.58%	7,776.61 / 13 %	7,882.47 / 12.9 %
Total waste	64,511.3 / 100%	59,804.57 / 100%	60,889.36 / 100%

*) Financial year.

Detailed information on waste recovery - see Annexes, table on page 101- 102

3-3, GRI 306-1, GRI 306-2, GRI 306-3, GRI 306-4, GRI 306-5

Especially paper and plastic are used by Lidl Česká republika as input materials. In stores, paper is used primarily in the form of leaflets and sales materials, which are an integral part of our customer communication, including shelf labels and receipts. We conserve resources by using electronic shelf labels and enabling customers to opt out of paper receipts. Plastic is mainly used for plastic bags, fruit and vegetable bags, garbage bags and shrink wrap. In addition to materials used directly by Lidl Česká republika, our stores also generate materials arising from deliveries, such as outer packaging of products from suppliers.

At Lidl Česká republika we are increasingly using recycled materials as input raw materials. Leaflets and other printed materials in stores are already partly made from recycled paper, as are bags for bakery products and office paper. We are constantly working to increase the proportion of recycled materials we use. The growing consumption and the associated use of packaging materials generate an ever-increasing amount of waste in the environment.

This applies in particular to single-use plastic, which, as plastic waste in the countryside and in water bodies, has become a global problem that must be addressed.

It is not only about visible waste, but also microplastics, which are contained in many products or arise during the granulation of plastic materials. Landfilling waste can lead to waste entering the environment or to methane production in landfill sites. Given the related environmental impacts, the company is committed to reducing the effects of its waste.

Waste generated by Lidl Česká republika is disposed of in accordance with applicable requirements. At the same time, we collaborate with our suppliers to reduce the volume of single-use packaging and overall packaging and to raise our customers' awareness of responsible waste management. Packaging material accounts for around 70.6 % of our waste and is fully being recycled or otherwise recovered. In cooperation with our suppliers, we strive to develop packaging solutions that minimize the use of packaging materials while maintaining all essential functions necessary to preserve the quality and safety of packaged products.

Deposit return schemes

Less plastic – closed loops. This is the vision that Lidl Česká republika pursues as part of the holistic REset Plastic strategy jointly elaborated by the companies of Schwarz Group. Deposit return schemes are an important building block in developing a functioning circular economy, as they support the separate collection of recyclable materials that can then be further processed. Lidl Česká republika is preparing to introduce collection and deposit systems for single-use PET bottles and cans, once a deposit return system is introduced by the Czech authorities. According to the EU legal requirements, at a EU Member State level, at least 77 % of plastic beverage bottles should be collected separately for recycling by 2025. By 2029 this must increase to at least 90%. In parallel, the legislation requires to increase the share of the recycled material in PET bottles to 25% by 2025 and to 30% by 2030.

From our perspective, both requirements can be best fulfilled by a modern deposit system: plastic bottles could thus be sorted by type and more easily processed into new bottles.



3-3, GRI 301-1, GRI 301-2, GRI 301-3, GRI 306-1

Good to know

In the Czech Republic, a total of 40.3 million tonnes of waste is generated annually (2024). Of this amount, 86% is recovered (82% material recovery and 4% energy recovery). Landfilling remains a problem. Fourteen percent of all waste ends up in landfills, and the share of landfilling has stagnated over the past four years. Per capita, this amounts to 3,703 kg of total waste, including 145 kg in the hazardous waste category. Municipal waste is a significant waste stream, accounting for 15.7% of total waste generation. In 2024, 6.4 million tonnes of municipal waste were generated in the Czech Republic, 58% of which was recovered and 42% landfilled. Although landfilling is gradually decreasing (between 2013 and 2024 the share of landfilling fell from 52% to 42%), extensive landfilling of waste remains a problem. (7)(8)



Share of packaging in total waste

	2022*	2023*	2024*
Total packaging in waste (tonnes)	45,612.9	43,321.6	42,988.7
Share of packaging in recyclable waste (%)	73.3	75.1	73.2
Share of packaging in total waste (%)	70.1	72.4	70.6

*) Financial year.

The improved performance of our waste management system is the result of a combination of several long-term systematically applied approaches. We focused among other things on the mixed municipal waste from stores warehouses. In cooperation with the Institute of Circular Economy, we analysed the composition of our waste and identified the materials that we were able to recycle and return back into circulation. In the reporting period, we also took further steps to prevent waste from arising in the first place.

3-3, GRI 301-3, GRI 306-1, GRI 306-2, GRI 306-3, GRI 306-4



We place great emphasis on waste sorting in our stores and logistics centres. We use separate containers for individual types of waste such as bakery products, fruit and vegetables, mixed municipal waste, leaflets, wood, scrap metal, cardboard and seven types of plastic waste. We have eliminated single-use cups from our operations and reduced the consumption of paper towels. Coffee grounds from our vending machines are newly sent for energy recovery at a biogas plant. We have obtained certification for sustainable management of waste and recyclable materials DIN SPEC 91436, developed by PreZero in cooperation with non-governmental organisations and organisations from the fields of science and business.

Waste that is landfilled or incinerated in waste-to-energy plants consists mainly of mixed municipal waste and materials that we are unable to sort in our warehouses or for which no suitable customer can be found.

Construction waste from new builds or store refurbishments is always handled by contractors. During refurbishments, shelving, plinths and other furniture, as well as used packaging in which new goods are delivered, are removed.

At Lidl, we also address the issue of hazardous waste, whose share of our total waste is very low (0.53%). A significant part of this waste is recycled – for example, lead batteries are recycled and reused in metallurgy. The remaining hazardous waste – such as solvents and agents – is sent to hazardous waste landfills or for energy recovery.

Good to know

The total volume of packaging waste generated in the Czech Republic reached almost 1.4 million tonnes in 2024, of which the largest share – 609,000 tonnes – was paper. Plastic packaging was the second most common material, accounting for 289,000 tonnes. The total volume of packaging waste in the Czech Republic has doubled over the past 20 years. Per capita, packaging waste in 2023 amounted to 126 kg in the Czech Republic, which is lower than the EU-27 average (178 kg). The recycling rate for plastic packaging waste in the Czech Republic is higher (52.4%) than the EU-27 average (42.1%), and the overall recycling rate for all packaging waste is also higher (74.8% in the Czech Republic compared to 67.5% in the EU-27). The least recycled packaging material in the Czech Republic is aluminium packaging. Its recycling rate (29.9%) remains below the EU-27 average (55.6%). (9)(10)(11)

3-3, GRI 306-2

Water management

Our objective is to continuously reduce water consumption in our operations. We are therefore working to improve our processes and train our employees in the responsible use of water resources. Despite the overall increase in the number of our stores and logistics centres, we have managed to keep reducing water consumption (see chart). Water consumption in our operations in the 2024 financial year amounted to 102,087.9 m³, which is a decrease of 5.9% compared with the previous reporting period (2022).

It primarily concerned water usage in social and sanitary facilities, as well as water consumption for cleaning operations.

In our operations we use water-saving sanitary fittings. Rainwater and wastewater from our operations are managed in accordance with the connection conditions of water and sewerage companies.

Annual water consumption in our operations (financial year, in m³)



Organisation

At Lidl Česká republika, the central Waste and Logistics Department is responsible for processing waste and recyclable materials. It manages waste management in logistics centres and stores.

Responsibility for water management lies with the Construction and Facility Management Department at Lidl Česká republika.

we recycle

72.3%

of our waste

we develop recyclable packaging

3-3, GRI 306-2, GRI 303-3



Food waste

Challenge

Billions of tonnes of food are thrown away every year before they are sold. In this way, approximately half of all food produced worldwide is devalued and subsequently disposed of. High levels of food loss mean that scarce and valuable resources such as water and land are used unnecessarily. Moreover, production and transport generate emissions that harm the climate and could be avoided. Food loss also leads to unnecessary costs for businesses and consumers..

Our approach

Food waste occurs at every stage of the value chain: in production, transport, processing, retail and in households. In retail, it arises because perishable foods are sorted out and removed after closing time or because their best-before date has expired. Not all customers understand the difference between the use-by date and the best-before date, which means that food that would still be safe to eat often ends up being discarded.

Among the companies of Schwarz Group close cooperation and exchange of experience take place with the aim of developing joint strategic actions and goals in this area. They are currently working to improve the collection of key indicators so that we can measure and present progress in food waste more accurately.

3-3, GRI 203-2, Specifické téma Lidl



Measures for reducing food waste

Offering always fresh food of the highest quality is one of Lidl Česká republika's priorities. To address food waste and, where possible, prevent the disposal of food with a limited shelf life, we have introduced a range of specific measures to reduce food waste in our own operations.

We use a planning system based on current demand, operate an efficient supply chain with short transport routes, comply with the cold chain from receipt of goods through to sale, and monitor stock levels and price reduction. At the same time, we seek to raise customer awareness of using food efficiently and to reduce food waste in households. We therefore carry out regular freshness checks, particularly for quickly perishable goods such as fruit and vegetables, or chilled products, such as fresh meat, fish and poultry.

As part of the international „Save me - working together to eliminate food waste" concept, Lidl Česká republika is implementing a number of further measures to combat food waste. We are expanding our range of discount campaigns, in which we specifically offer products close to their best-before or use-by date. In the "S Lidlem šetříme jídlem" project, we offer bags containing undamaged fruit and vegetables, for example with torn packaging, or fruit and vegetables from larger packs where an individual item no longer meets our standards.

These products are sold as a mixed bag at a discount. We proceed similarly with the offer of our baked goods from the previous day. Since 2023, we have included additional product categories in the project „S Lidlem šetříme jídlem", which our customers can purchase at a significant discount. In special discount corners of our stores, customers can find selected products such as meat, fish and baked goods at discounts of up to 60%.

As part of the "S Lidlem šetříme jídlem" project, we have also prepared an educational campaign on our social media channels, through which we share interesting tips and tricks with customers on how to reduce food waste in households. In 2024, customers bought 1,661,364 of these special bags, which corresponds to approximately 5,815 tonnes of fruit and vegetables saved.

3-3, GRI 203-2, Specifické téma Lidl

Fruit, vegetables and baked goods that no longer meet our quality and freshness requirements are transferred to biogas plants for energy recover. We supply meat to a processor who sorts it into individual categories and then uses special machines (separators) to process it into a fine mass used for the production of animal feed. Only meat that can no longer be processed due to a break in the cold chain is sent for rendering.

Food banks

Food that is still fit for consumption and complies with applicable regulations, but is no longer offered for sale, is donated to food banks. These distribute it to people in need. We work closely with the Czech Federation of Food Banks. In the 2023 calendar year,, we donated 239 tonnes of food to food banks. The following year this volume increased to 257 tonnes.

we have saved

5,815 tonnes of fruit and vegetables (2024)

Other supported recipients

Since 2020 we have been offering unsold fruit and vegetables to various zoos. We supply regularly the zoo in Jihlava, in Brno, in Olomouc or to the zoos in Olovnice, Zelčín-Lešná and Zájezd.

We also support the animal shelter "Pes v nouzi", to which we donate dog and cat food that cannot be sold because of damaged packaging.

Organisation

At Lidl Česká republika, responsibility for food waste lies with the Purchasing Department and the central Waste Management Department.

Good to know

In the EU, an estimated 58.2 million tonnes of food were lost in 2023, with households accounting for the largest share of this food waste (53.1%). On average, 130 kg of discarded food per person was recorded in the EU. In the Czech Republic, food loss amounted to 1.06 million tonnes. At 98 kg per person, the Czech Republic is significantly below the EU-27 average. Households account for the largest share of this total (59 kg), followed by the gastronomy sector (17 kg) and the food industry (13 kg), while distribution and retail account for only 6 kg. According to a joint university study conducted in Prague and Brno (2024), poor planning is responsible for 58% of food waste in households. The reasons most often cited by respondents were buying too much food, improper storage or cooking excessively large quantities. (12)(13)



Fair Remuneration

Corporate Citizenship and Local Development

Acting Fairly

”

we promote gender equality

Fair Remuneration

Challenge

Living wages establish the basis for a dignified life. For this reason, companies have a responsibility to ensure an appropriate level of fair and transparently structured remuneration. This aspect forms the basis for an employment relationship built on trust and respect, which benefits everyone.

Our approach

We are committed to living wages and incomes and to a fair distribution of the value created in our supply chains. We are continuously developing our projects aimed at supporting living wages and incomes and further reducing wage and income disparities. The compensation system at Lidl Česká republika is based on the human resources strategy and also takes into account relevant regulatory requirements. Compliance of the system with legal regulations is regularly reviewed and, if necessary, adjusted in accordance with the latest regulatory requirements.

Our remuneration system offers attractive and fair conditions and is structured regardless of gender, age, ethnic origin, sexual orientation, ideology or religion. Employees' remuneration is determined by their roles and functions and the hourly wage typically includes both fixed and variable components.

Fair recognition of demanding work applies to part-time work too. The entry wage is also significantly higher than the state-guaranteed minimum gross wage. Despite the employee turnover that is typical for all companies in the sector, Lidl Česká republika is able, thanks to its employment policy, to employ quality employees and retain them long-term.

Under Czech Government Decree No. 396/2023, the lowest guaranteed wage was increased on 1 January 2024. While the lowest guaranteed wage set by the state for the first pay grade is 18,900 CZK per month (at 40 hours/week). **At Lidl, in 2024 we increased starting salaries as well as salaries after the first to third year. For example, for the position of salesperson/cashier, our starting salary was 32,700 CZK per month, and after three years the salary for this position was 36,000 CZK for a forty-hour work week.**

Ratio of standard entry wage to statutory minimum wage by gender (in CZK)

Shop assistant/cashier	2022*	2023*	2024*
Women	29,700	30,700	32,700
Men	29,700	30,700	32,700
Ratio to the Czech minimum wage in % (2024)**			173 %***

*) Financial year.

**) Minimum wage in the Czech Republic pursuant to Government Decree No. 396/2023 Coll. = 100%, see https://www.zakonyprolidi.cz/cs/2023-396https://www.zakonyprolidi.cz/cs/2023-396. Applied to the full 2024 financial year.

***) This indicator has been verified by Deloitte Audit s.r.o.

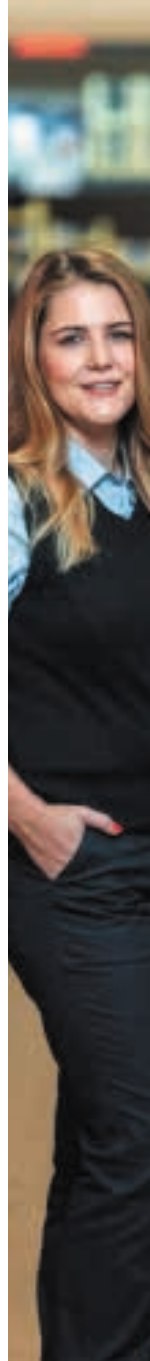
Since 2017, Lidl Česká republika has been offering in increased numbers part-time positions in operational roles to persons caring for children. In the 2024 financial year, part-time contracts (35 hours per week or less) accounted for 63% of salesperson/cashier positions.

Employees' working time is recorded using an electronic attendance system, which for operational staff in particular means that every additional minute worked is paid. Any extra work is handled in the form of time off in lieu or paid overtime. For overtime, employees may take time off instead of pay, otherwise the overtime is compensated. Equal pay is guaranteed by a system of pay grades that are assigned to each job. Every position has a defined pay scale, and there is a pay increase after the first, second and third year.

Lidl Česká republika also offers its employees additional benefits, regardless of whether they work part-time or full-time. We care about our employees' work–life balance, and therefore provide all administrative positions with 100% flexibility in terms of working from home, allow parents to accompany their child to their first day at school with full pay, and enable employees to take up to 30 days of leave per year. The company tops up state-funded paternity leave to the employee's full contractual wage and allows employees to take a Sabbatical of up to three months.

Good to know

In 2024, according to the Czech Statistical Office, the average gross monthly wage in the Czech Republic was 53,423 CZK for men and 43,741 CZK for women. In the group of service and sales workers (CZ-ISCO 5000), the average gross monthly wage was 37,586 CZK for men and 32,359 CZK for women. In the group of managers (CZ-ISCO 1000), the average gross monthly wage was 119,371 CZK for men and 86,802 CZK for women. According to EUROSTAT, the Gender Pay Gap indicator for the EU-27 as a whole was 11.1% in 2024, while in the Czech Republic it stood at 18.5%. The indicator measures the difference between the average gross hourly earnings of female and male employees as a percentage of men's average gross hourly earnings. (14)(15)





3-3, GRI 401-2

Overview of employee benefits at Lidl Česká republika (2023)

Programme supporting employees „You can count on us“ (psychological, financial and legal counselling)	Retirement bonus	Paid leave for a child’s first day at school	Top-up of paternity leave to full contractual wage	Vitamin supplement subsidy	Company anniversaries
MultiSport card with the option of accompanying adult and child cards	Baby package - Parental support benefit		RunTour	Contribution to pension savings of 500 CZK/ month after the first year	Up to thirty days’ vacation
Meal allowance	Home office of up to five days a week for administrative staff	Sabbatical	Summer and winter employee events	Christmas gift	Discount offers from selected partners

There is no employee pension scheme in place at Lidl Česká republika, and no provisions have been allocated for pension liabilities.

Remuneration of women and men at Lidl Česká republika

Women in Europe earn on average 12% less than men. Progress is slow, also at the global level. According to the World Economic Forum's Global Gender Gap Index 2024, there is a lack of tangible and far-reaching change to achieve progress on gender equality. Based on current data, it would take 134 years to achieve full gender parity – about five generations after the United Nations Sustainable Development Goals target year of 2030. At Lidl, we want to make our contribution to achieving the goal.

As part of Lidl's personnel strategy, we aim to ensure equal opportunities and equal treatment in remuneration. Since the 2021 financial year, we have been collecting data on pay differences between women and men at Lidl Česká republika (Gender Pay Gap – GPG). We are committed to ensuring equal pay for equal work and to reducing pay gaps across all levels of the hierarchy.

Even though the principle of equal pay is firmly embedded in our company, differences in pay between women and men cannot be completely ruled out, primarily due to structural factors. These include, for example, a higher proportion of women in entry-level positions or in part-time roles, leads to a lower wage level. In 2024, this difference was 28.5%, some 2.5% less than in the previous year (see Annex on page 97). Addressing the GPG is a long-term, systemic and structural task, and for us, finding solutions to it and reducing the differences will remain a challenge for the future as well.

Organisation

The HR Department at Lidl Česká republika is responsible for structuring the remuneration system in line with requirements and laws specific to the Czech Republic. In the area of remuneration, it also receives guidance from the Group headquarters.



we take care of more than

11,200

employees

Corporate Citizenship and Local Development

Challenge

Companies and stakeholders are increasingly aware of the need for socially responsible business conduct. A company's performance in relation to the society in which it operates, and its impact on the environment, has become part of the overall assessment of its performance and long-term ability to operate effectively. This goes hand in hand with the growing recognition that environmental and social aspects of business must be respected and incorporated into management standards. Strong performance in corporate social responsibility can enhance a company's competitive advantage, reputation and ability to attract and retain employees and customers, as well as the engagement and trust of other stakeholders.

3-3, GRI 201-1, GRI 413-1

Local development

Our approach

Our dense store network covers the whole of the Czech Republic and helps to improve local infrastructure and access to services. Our customers, suppliers, and local communities across the country benefit from our demands for quality, competitiveness, and the overall improvement of the retail market. Thanks to this dense network, we are an important employer in many regions, helping to create local jobs and supporting municipalities and regions facing unemployment.

In 2023 and 2024, we opened a total of five new stores and one new logistics centre in Bravantice. At the end of the 2024 financial year, Lidl operated 320 stores and six logistics centres in the Czech Republic.

The total economic contribution of Lidl to the Czech economy amounted to almost CZK 50 billion in 2024. One Lidl store contributes an average of 100 million CZK annually to the Czech GDP through its activities, supports the existence of up to 95 jobs, and generates a tax contribution of 29 million CZK per year. On average, one store directly creates 31 jobs, another 56 indirectly, and 8 through induced impact. Lidl has the greatest relative contribution to GDP creation in the Liberec, Central Bohemian, Plzeň, Karlovy Vary, and Olomouc regions.



Lidl has contributed to the existence of 18,484 jobs in regions with above-average unemployment. These jobs account for 39.7% of all jobs created by Lidl Česká republika in 2024. Of the eight Czech regions where unemployment exceeds the national average (2.6%), Lidl contributed the most jobs in the Moravian-Silesian (4,229), South Moravian (3,474), Liberec (2,531) and Olomouc (2,488) regions.

Where the building plot size allows, we build new-generation stores and, as part of store modernisations, replace older buildings that no longer meet our requirements, so that we can offer our customers a comfortable shopping experience and optimised working environments for our employees, using systems and technologies that are environmentally friendly.

Our sixth logistics centre in the Czech Republic began operations in Bravantice near Ostrava, in September 2024. On a site of 38,500 m², it has 37,770 pallet spaces and currently supplies 52 stores. In the future, it is expected to supply up to 70 stores. The logistics centre actively cooperates with local suppliers, thereby supporting the development of the regional economy. At the same time, it contributes to the creation of new jobs, which has a positive impact on employment in the area.

Once operational, the logistics centre created 326 jobs. It is designed to streamline logistics processes by using state-of-the-art technology and optimising operations and minimising environmental impacts. The centre incorporates a number of solutions that support sustainability. (see also “Bravantice”, pp. 35–36)

Supplying our stores is associated with increased truck traffic. We aim to supply our stores with fully loaded trucks using optimal routes. We also supply city-centre stores with electric trucks and trucks powered by alternative fuels.

As part of the construction and modernisation of our stores, we invest or co-invest in improvements to infrastructure in the immediate vicinity of our stores. For example, we contribute to the construction of new roundabouts and junctions, to connections to existing roads, to the construction of bus stops for public transport, and to the installation of new pedestrian crossings and electric vehicle charging stations (see also “Logistics”, p. 38).

LC Bravantice

326 new jobs

Good to know

According to the Czech Statistical Office, in 2023 food-oriented retail businesses in the Czech Republic accounted for 36% of sales and almost 40% of employees. Sales of goods in food retail reached CZK 542.2 billion in 2023, with large retail companies accounting for roughly 80% of sales. Within the food retail sector, the majority of the more than 140,000 employees (over 87,000) worked for large retail companies, while small and medium-sized enterprises (up to 250 employees) employed 57,000 people. In food retail, the average monthly wage has been rising more slowly in small and medium-sized enterprises than in large companies since 2018; in 2023 it averaged CZK 21,000 in small and medium-sized enterprises, compared to around CZK 35,000 in large companies. (16)

average annual contribution of one store to Czech GDP

100 million CZK

Supporting Czech suppliers

Lidl supports local suppliers. Purchases of products from Czech suppliers for the domestic market in 2024 increased by 95% compared to 2018. The key criteria for selecting a specific supplier in any product group are quality, ability to meet quality standards over the long term, sufficient capacity and price. Of course, compliance with our Business Partner Code of Conduct is a must (see page 14). If a Czech supplier primarily meets the quality and capacity criteria, we always aim to include its products under one of our private labels. The capacity of the Czech food industry is limited and does not always cover the consumption needs of our Czech customers, which is why we import some food products from abroad.



Share of Czech suppliers in payments for goods received

	2022**	2023**	2024**
number of Czech suppliers*	371	372	401
total number of suppliers	1,417	1,448	1,544
share of Czech suppliers (%)	26.2%	25.7%	26.0%
share of Czech suppliers in payments for goods received (%)	51.3%	53.5%	53.3%***

*) Suppliers registered as tax residents of the Czech Republic with an assigned VAT number. This does not apply to suppliers of non-food products (services, construction work, etc.).

**) Financial year

***) This indicator has been verified by Deloitte Audit s.r.o.

Czech suppliers supply our stores predominantly with fresh food (fruit and vegetables, bakery products, meat, dairy products), but also with a range of durable foodstuffs and drugstore products. Fruit and vegetables are purchased from Czech suppliers provided they meet our quality requirements (given their capacity, they may supply only a certain number of our stores).. In 2024, Lidl Česká republika cooperated with 401 domestic suppliers, which is 29 more than in 2023, while the average value of purchase reached CZK 82.2 million.



we work with 401 Czech suppliers

Ranking of Czech suppliers by value of goods supplied for the Czech market (2024)

LE & CO – Ing. Jiří Lenc
Hams, bacon, roasts, salamis

Plzeňský Prazdroj, a.s.
Beer, fruit ciders, non-alcoholic beer

Geco, a.s.
Cigarettes, tobacco refills

Locrea s.r.o.
Poultry, pork, beef and minced meat

Vodňanská drůbež, a.s.
Chicken, duck and hen meat

Kostecké uzeniny a.s.
Pork and beef meat, smoked meat products, hams

Blanická s.r.o.
Fruit, vegetables, potatoes and onions

Uzeniny Příbram, a.s.
Smoked meat products, fresh and minced meat, pâtés

Ferrero Česká s.r.o.
Chocolate products, desserts, ice cream

La Lorraine, a.s.
Baguettes, croissants, savoury rolls, doughnuts, breads

Ranking of the most important Czech suppliers exporting via Lidl (by export value, 2024))

Drylock Technologies s.r.o.
Hygiene products, baby nappies, feminine hygiene products

MOWI Czechia s.r.o.
Sushi sets, fish fillets, salmon

LE & CO – Ing. Jiří Lenc
Hams, bacon, roasts, salamis

Mlékárna Pragolaktos, a.s.
Milk, lactose-free milk

DELIMAX a.s.
Spreads for bread, hummus

Krahulík – MASOZÁVOD
Vysočina salami

Lactalis CZ, s.r.o.
Mozzarella, mini mozzarella

Ferrero Česká s.r.o.
Chocolate products, desserts, ice cream

BONAVITA, spol. s r.o.
Fruit and chocolate müsli, fruit purées

La Lorraine, a.s.
Baguettes, croissants, savoury rolls, doughnuts, breads

we ensure the quality of the goods supplied

Private label Náš kraj

In November 2021, Lidl introduced a private label Náš kraj. All products under this private label come from Czech suppliers with whom Lidl has a long-standing and proven cooperation. Customers can choose from more than 80 products that are typical of the Czech Republic. These include, for example, spa wafers, traditional sausages, salamis or popular ready meals such as dill and tomato sauce or pork with dumplings and cabbage.



Support for exports

We support Czech manufacturers also by helping them to export a significant share of their production abroad. Their products are sold under private labels in other Lidl countries as well. The number of Czech exporters and the volume of exported goods continues to grow.

The volume of exports of Czech food products facilitated by Lidl to foreign markets reached CZK 16 billion in 2024, compared to CZK 14.4 billion in 2022. In 2024, the Lidl Group worked with 228 Czech suppliers for foreign markets. The average value of purchase from these suppliers amounted to CZK 70.1 million. Czech suppliers exported goods to 28 European countries in 2024. Central Europe is the most important export region for Czech exporters, accounting for 69.5% of total exports. The 5 most important export destinations include Slovakia, Romania, Poland, Hungary and the United Kingdom.

Organisation

The purchasing department is responsible for the composition of the permanent and promotional product range. The quality department oversees the safety and quality of the products sold.

Corporate citizenship

Our approach

In addition to the direct and indirect economic benefits generated by our stores and logistics centres, we recognise that, as a large company, we have more opportunities to make a difference and provide support in many areas of life of Czech citizens. Through our projects and activities, we provide assistance across all regions of the Czech Republic.

Transferred to the organisation Život dětem



Srdce dětem

Srdce dětem

The Srdce dětem (Hear for Children) collection takes place every year in Lidl stores before Christmas. It is organised jointly by Lidl Česká republika and the public benefit organisation Život dětem, o.p.s. (Life for Children).

The funds raised help children facing serious illnesses, such as epidermolysis bullosa, autism, cerebral palsy, cystic fibrosis, muscular dystrophy, oncological diagnoses or combined disabilities. The money collected is used to purchase medical aids, equipment and care materials, and to fund convalescent and rehabilitation stays. Support is also directed to hospitals, day-care centres and other facilities that care for sick children. Since the collection began, assistance has been provided to around 11,700 children.

Lidl donates additional funds to the money collected annually as part of the collection.ding 2024, the collection raised a total of CZK 364 million, of which Lidl's direct contribution amounted to CZK 20 million. In the period 2023–2024, we handed over a total of CZK 79 million to the organisation Život dětem.

Srdce dětem collection (in CZK)

	2023	2024	Total
Total amount transferred	41,000,000	38,000,000	79,000,000
Amount raised in stores	39,127,494	34,105,746	73,233,240
Lidl's donation	1,872,506	3,894,254	5,766,760

3-3, GRI 201-1, GRI 413-1

Food collections

Since 2016, we have regularly taken part in the nationwide “Food Collection” campaign organised by the Czech Federation of Food Banks. This assistance is aimed in particular at senior citizens, single parents, foster families, children from children’s homes, people with disabilities, people without homes and, more recently, families of war refugees. In 2023 and 2024, thanks to the generosity of our customers, we handed over a total of 497.4 tonnes of food and basic drugstore goods to food banks. In 2023–2024, the Food Collection campaign generated 239 tonnes of food.

2023	**104 tonnes of food**
2024	**135 tonnes of food**

Good to know

According to data from the Czech Food Bank Federation, the annual turnover of food banks increased from 13,200 to 16,600 tons of food between 2023 and 2024. The number of supported individuals rose by 30,000 people to 430,000 during this period. Donated food comes from 53% from collection at retail chains, 28% from donations by producers, and 14% from the Food Collection. In 2024, the Food Collection yielded 1,249 tons (a 5% increase compared to the previous year), and food from retail chains represented 8,800 tons (a 10% increase). During the September floods, food banks provided humanitarian aid in the amount of 1,000 tons of food.(17)

Food donations

Food donations are not limited to the Food Collection campaign but take place continuously throughout the year (see „Food waste“). We also provide assistance in emergency situations, for example during the September floods in 2024, when we helped with 118 tonnes of food and drugstore items in the Olomouc region. In 2023–2024, food donations (excluding the Food Collection campaign) amounted to a total of 497 tonnes.

2023	**240 tonnes of food**
2024	**257 tonnes of food**

In total, during the reported period, we donated food amounting to 736 tonnes (in the Food Collection and through ongoing donations). For example, the volume of food donated in 2024 (392 tonnes) represents feeding nearly 500 people for a full year (at an average annual food consumption of 788 kg/person).



3-3, GRI 201-1, GRI 413-1

Local support – we are part of the community

We believe that our stores are not only places to shop, but also part of the life of local communities. That is why, whenever we open a new or newly refurbished store, we think about how we can contribute to the development of the town or municipality where we operate. On the recommendation of the local municipality, we select a school, nursery or library to which we donate CZK 50 from every purchase over CZK 300 made on the opening day. The selected institution then uses the funds to purchase teaching aids or equipment. In this way, the project shows that we care about the places where we live and work and that we want to be an active part of local society.



in 2023–2024 we donated CZK 1,258 thousand to communities

Healthy School initiative

As part of the Healthy School initiative, since 2021 we have supported the Edible School Gardens project, which aims to connect children's education with practical care for nature. Thanks to the gardens, pupils learn where food comes from, how ecosystems work and why careful use of resources matters. The gardens also serve as a source of fresh herbs and vegetables, as well as outdoor classrooms for environmental education.

In addition to funding the gardens, we have also provided financial support for the Healthy School initiative itself and for the development of methodological guidance that helps teachers integrate the principles of sustainable development into teaching. In 2023–2024, we contributed a total of CZK 2,760,000 to the Healthy School initiative.

Tree of Fulfilled Wishes

We have been implementing the Tree of Fulfilled Wishes project since 2016. Since 2020, we have been working closely on the project with the Salvation Army, fulfilling Christmas wishes for children and mothers in shelters and other facilities across the Czech Republic.

Since 2022, we have been offering all employees the opportunity to join the project through the internal app We Are Lidl. Participation is voluntary and each employee can choose from a range of options. The project provides tangible help to families in difficult life situations and at the same time strengthens a company culture based on mutual solidarity, respect and trust.

Healthy School initiative – project support (in CZK)

	2023	2024
Support for the methodological education plan	500,000	500,000
Financial donation for the implementation of Edible School Gardens	600,000	800,000
Edible School Garden – expert supervision, advice and promotion	180,000	180,000
Total	1,280,000	1,480,000

3-3, GRI 201-1, GRI 413-1



Lidl Forest – tree planting

Since 2022, as part of teambuilding activities, we have been regularly participating in tree planting. This project has not only an environmental benefit but also a strong educational dimension.

The event closely builds on our internal project YOU, whose goal is to raise awareness about sustainability among employees. Thanks to this, colleagues learn about the importance of forests for climate, soil, and biodiversity. At the same time, through the website https://www.lidl-les.cz, which is publicly available, we also educate the general public and fulfill one of our values from the CSR strategy – „Engaging in Dialog.“.

Every year we provide financial support for the planting of 30 hectares of new forest. Since the launch of the project in 2022, we have jointly contributed to the planting of around 750,000 trees across the Czech Republic.

In 2023–2024, we donated CZK 10,000,000 to the state enterprise Lesy ČR to help restore and expand forest stands. This commitment is part of our long-term strategy for sustainability and nature conservation.

Lidl Forest project

Support for local communities

We support communities wherever we operate. We have set up a local support system that enables our logistics centres to build partnerships with organisations that make a positive contribution to life in local communities.

This allows us to help not only with large projects, but also with smaller initiatives that have a concrete impact on everyday life. Our partners include, for example, the **Salvation Army, Školka v pohybu z.s., Pěšky městem z.s., FortArt, z.s., and Domov Sue Ryder, z.ú.**

This system enables us to respond flexibly to the needs of the regions and to fulfil our responsibility strategy in the long term, by being close to the people and places where we live and work.

Rákosníček playgrounds

Between 2012 and 2019, Lidl built 100 children's playgrounds in towns and cities across the Czech Republic, with a total value of CZK 150 million. These playgrounds have been serving their purpose ever since. During the period covered by this report, i.e. 2023–2024, we carried out ongoing inspections of the playgrounds and communicated with the relevant municipalities about their condition and any necessary repairs or adjustments.

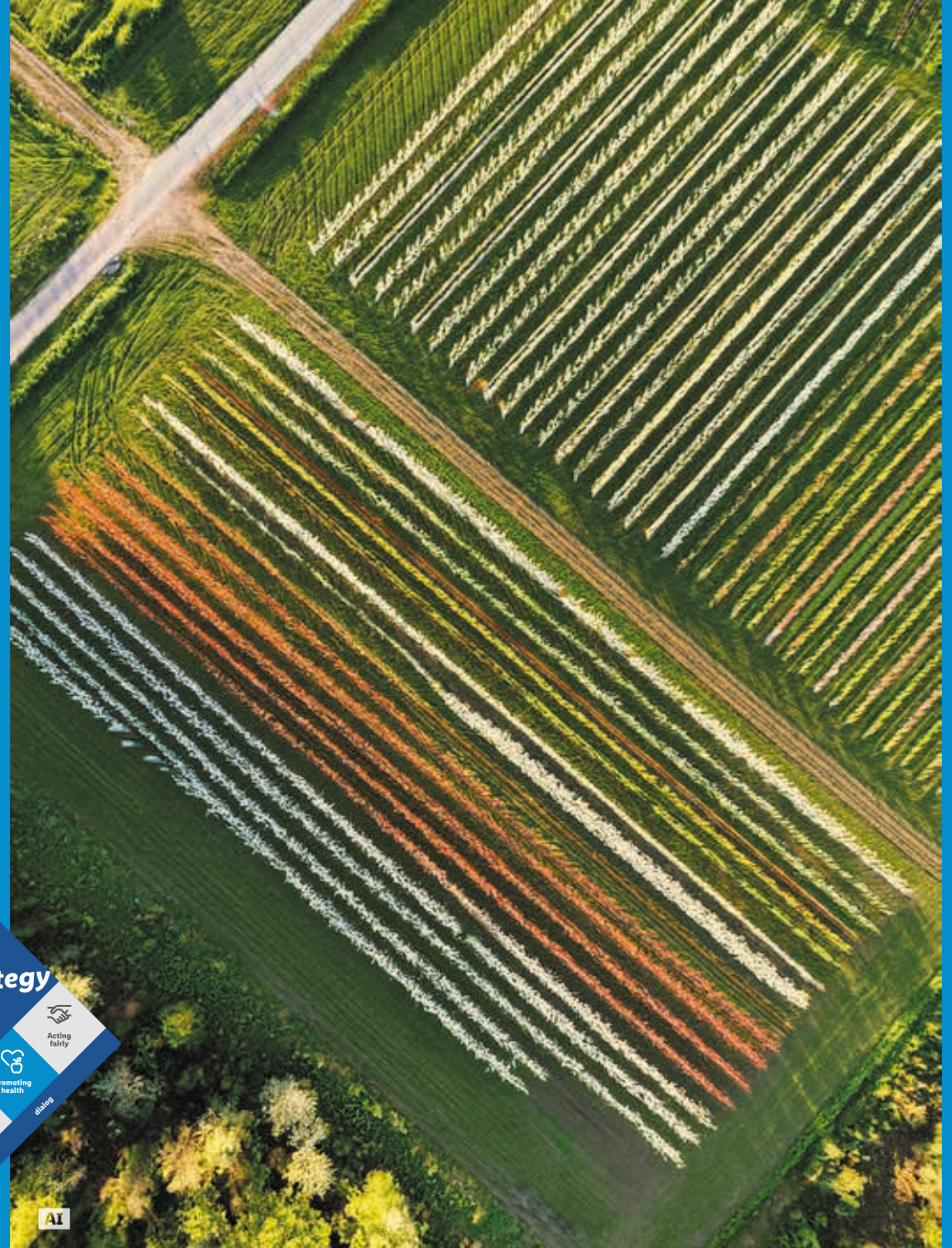
At the same time, negotiations were conducted with individual municipal authorities and solutions were adopted regarding the determination of responsibility for the further operation of the playgrounds after the ten-year contractual period began to gradually expire for some of them (i.e., from 2022 onwards), so that the playgrounds would continue to serve the public.



Organisation

The Corporate Affairs department is responsible for corporate social responsibility projects and community support.

3-3, GRI 201-1, GRI 413-1



Conscious Nutrition
Occupational Health and Safety
Responsible Products

Promoting Health

”

we set quality standards

Conscious Nutrition

Challenge

Every day we reach millions of customers and influence their diet through our products. We are aware that this has a significant impact on the climate, biodiversity and the health of our customers. In 2019, the EAT-Lancet Commission issued the scientific basis for global dietary change. A collaboration of 37 scientists from various disciplines and 16 countries led to the creation of the **Planetary Health Diet** plan. According to this plan, by 2050 approximately 10 billion people could enjoy a healthy diet without overburdening the planet, provided that everyone adheres to the Planetary Health Diet recommendations. This is currently just a theoretical model, but it provides a specific, holistic nutritional framework that is within the limits of the planet.

As a food retailer, we bear part of the responsibility for how nutrition affects people, the climate and biodiversity. We take a scientific approach to this commitment in order to operate within these boundaries, while still expanding our assortment of healthy food.



Our approach

In addressing the topic of “conscious nutrition”, we draw on the scientific findings of the Planetary Health Diet, and have implemented a Lidl strategy with holistic binding targets. To contribute actively to the transition to sustainable nutrition, we have defined concrete measures focusing on three main pillars: “healthy nutrition”, sustainable nutrition and „transparency and empowerment“.

We are convinced that we can leverage our product range and our usual low prices to promote more sustainable consumption and a more conscious and healthier lifestyle in society.

That is why we have set ourselves the goal of offering our customers by 2025 the best possible range to support a conscious and more sustainable lifestyle with an optimal balance between value and price, and we already offer a product range that supports this goal. Lidl has committed to increasing the share of plant-based protein sources in its range compared to animal sources to 20% by 2030 compared to 2023. This includes pulses, nuts, seeds and vegan alternatives to meat, eggs and fish products. Within our permanent range, we offer selected products from our vegetarian private label Vemondo, which we regularly complement with a broader portfolio within special offer weeks. The quality of fats and oils in private-label products will be gradually improved by 2025 through the wider use of unsaturated fatty acids and a reduction of the proportion of saturated fatty acids, with particular emphasis on sustainable sources of fats and oils.

We promote awareness of healthier and more sustainable products by indicating fibre content in the nutritional information table on our packaging, expanding our range of wholegrain alternatives and continuing to apply the principle of using as few additives as possible.

We have also committed, from 2023 onwards, not to target children with advertising for unhealthy foods under our private labels and, by the end of 2025, to sell products with child-oriented designs on private-label packaging only if they meet the WHO criteria for healthy foods (with the exception of seasonal products at Christmas, Easter and Halloween). From 2024, we aim to focus our marketing more strongly on the healthier and more sustainable nutrition of children.



Expanding the range of plant-based products

The assumption that plant-based foods are often more sustainable than animal-based foods is supported, among other sources, by the Planetary Health Diet and a study by ifeu. According to scientific research, plant-based protein sources generally place lower demands on soil and water and generate lower greenhouse gas emissions, which means a smaller environmental footprint compared to animal production. For example, producing 100 g of animal protein requires six to seven times more agricultural land than producing 100 g of soya protein. Plant-based meat substitutes and other plant-based protein sources (such as pulses and nuts) also cause less groundwater pollution soil and produce lower amount of greenhouse gases. One of the key nutritional goals of Lidl, based on the Planetary Health Diet, is to gradually increase the share of plant-based proteins in our range (“**PROTEIN SPLIT**”).

The calculation of the protein share in the product range is based on the WWF methodology, which categorises the entire range of private-label and branded products, excluding beverages. Only plant-based and animal-based protein sources defined by the WWF methodology are used to determine the protein share. Key animal products include eggs, fish, poultry, and red and processed meat. Plant-based protein sources include pulses, nuts, seeds, vegan substitutes, and algae. In discussions with relevant partners, the WWF methodology proved to be the most widely accepted. By using this methodology in all countries, Lidl sets a methodological trend in the EU.

3-3, Specifické téma Lidl



Price affordability

At Lidl, we strive to ensure that the prices of our Vemondo range (our brand of vegan and vegetarian products) make these items accessible as alternatives to comparable animal-based products (such as minced meat). We believe that conscious and sustainable consumption can only become widespread if the foods that support it are affordable. We therefore focus on the needs of our customers and offer them a fair and transparent choice when it comes to their diet. The aim of the Vemondo brand is not to standardise eating habits, but to broaden the range of options available. By offering vegan products at accessible prices, Vemondo removes barriers and encourages customers to discover high-quality plant-based alternatives. In this way, we also contribute to our goal of increasing the share of plant-based protein sources in our range and of reducing the negative environmental and social impacts in supply chains.

Food reformulation

In cooperation with our suppliers, we are continuously improving product formulations and aligning them with the latest scientific knowledge and trends in healthy eating. By adapting product recipes, we aim to help prevent lifestyle-related diseases such as high blood pressure and diabetes. We are also working to reduce the content of additives and undesirable substances in food. Together with our private-label suppliers, we set internal limits and standards even where no specific provisions or regulations have yet been adopted at EU or national level.

Good to know

Animal and plant-based products are consumed by 88% (2024) of Czech consumers, and meat and meat products play an important role in their diet. Around 5% of consumers identify as flexitarians and about 1% as pescetarians. Vegetarians account for 4% and vegans for 1% of consumers. Traditional eating habits therefore remain predominant in the Czech population. Up to a quarter of consumers say they would like to eat more plant-based and fewer animal-based products and plan to reduce their meat consumption. As many as 18% of Czech consumers even declare that they are willing to try insect-based products (for example flour made from crickets). The main reasons given for reducing meat consumption are, above all, leading a healthy lifestyle (43%) and weight loss (29%), with ethical considerations (19%) and the environmental impacts of producing these products (11%) also playing a role. (18)

A holistic approach to conscious nutrition

We continuously revise our products holistically and consider all nutritional values, The consistent implementation of our conscious nutrition strategy requires a holistic view of the various dimensions of food quality. In recent years, we have therefore broadened our focus from the reduction of sugar and salt to more comprehensive evaluation criteria. We are currently concentrating on evaluation systems and targets which, in addition to sugar and salt content, also take into account other components such as fat and oil content, whole grain content or fruit and vegetable content, and therefore represent a sensible addition at individual item level to our strategy. With such holistic approach, we are able to optimize our product range based on our overarching goal of healthy and sustainable nutrition and to align it with the recommendations of the Planetary Health Diet.

Information on composition and nutritional values

Information on composition and nutritional values must comply with legislative requirements. Each product carries clear and comprehensive information on ingredients, additives and nutritional values. Products formulated for specific needs, such as lactose-free products or products with reduced lactose content, gluten-free or vegan products, are clearly labelled both on the packaging and in-store.

Reducing additives

Our aim is to minimise the use of artificial colourings as far as possible. For every private-label product we carefully check whether the use of any colouring is really necessary. Where colourings are indispensable, we prioritise natural ones. We do not use azo dyes in foods, except for spirits. We closely monitor international findings and potential risks regarding certain food colouring agents, especially those used in children's foods, and we have already phased out the use of carmine, quinoline yellow, erythrosine and green S.

Good to know

Nutritional properties are important, but they are not the most significant factor influencing consumers' food purchasing decisions. On average, in both the EU and the Czech Republic, nutritional properties rank only fifth, after price, taste, origin and food safety.

On food and drink packaging, 23% of Czech consumers say they always, and in 42% often, look for information on additives, carbohydrates and sugars (22% always and 41% often), fats (19% and 44%) and proteins (17% and 35%). Consumers' next priorities are whether the food complies with healthy eating principles (15% always and 41% often) and information on allergens (12% and 30%).(19)(20)

For all products containing flavourings we review whether their use is necessary and, going forward, we want to reduce artificial flavourings as much as possible. Our aim is to minimise the use of preservatives too. In certain meat products, such as sausages, it is not possible to avoid preservatives because they protect against pathogenic bacteria. We therefore monitor scientific developments in this area to identify technologies that will allow us to ensure product shelf life and safety even without preservatives.

Undesirable substances in food

In the area of food safety, we pay particular attention to undesirable substances. In some cases, there are still no statutory limits in the Czech Republic or the EU for certain contaminants, because research has not yet progressed far enough. Typical examples include acrylamide, 3-MCPD esters of fatty acids, pyrrolizidine alkaloids (PA) or mineral oil residues (MOSH/MOAH). Together with our suppliers, we have already introduced internal standards and procedures to reduce these substances.

Our limit values for foods are often lower than the recommended or comparative EU levels, where such values exist.

we carry out

4,183

quality analyses yearly



”

we strictly ensure food safety and quality

Reducing pesticide residues

Among the substances that enter food during cultivation and affect soil, water and biodiversity – and represent a current issue in the Czech Republic – are pesticides. That is why we pay them particular attention. Our specification limits for pesticides and contaminants in fruit and vegetables only tolerate residues of active substances at concentrations up to one third of the maximum levels permitted by law.

3-3, GRI 416-1

Quality and safety of our range

We supply our stores with fresh food every day. In the case of Czech suppliers (seasonal fruit and vegetables, beef, pork and poultry), customers can find fresh food in our stores almost always on the day after harvest or slaughter. The meat is delivered packaged in a protective atmosphere, which ensures optimum storage conditions on its way from the producer to customers' homes, and includes complete information about its origin. Thanks to intensive modernisation, almost all our stores now have their own in-store bakeries, where we bake bread several times a day so that customers can buy fresh bakery products at any time of the day.

Our priority is to offer customers products of the highest quality. The efficiency of our business model helps us achieve this. Since we offer primarily our own brand products and only a selected range of goods, where we define the highest quality within products under our own brand, we are able to offer our products in the same, often even better quality and at a lower price than established brand products.



3-3, GRI 416-1





Managing safety and quality

To systematically manage the safety and high quality of its products, Lidl operates an established quality management system certified under ISO 9001:2015. Product safety is our top priority. All processes at Lidl follow this management system, which sets out clear quality targets and principles, as well as clearly defined process specifications and responsibilities. All processes are supervised by a law firm specialising in food law and are regularly subject to internal audits. Lidl employees receive regular training on these processes. The manual with internal specifications for selected raw materials provides our purchasing and quality management teams with clear guidance and support in implementing sustainability requirements for specific product groups.

Key steps to ensure food safety at Lidl

Lidl has defined and implemented central steps to ensure food safety:

- **Certification of production sites** supplying Lidl with food and drugstore products under our private labels, based on International Featured Standard (IFS) or British Retail Consortium (BRC) standards.
- Regular, risk-based and unannounced **inspections of production sites** carried out by selected external certification bodies.
- **Risk-based checks of all private label products** of the food and drugstore product range, carried out by accredited institutes to verify their safety and compliance.
- **Audits of compliance with specifications** that exceed statutory requirements.

3-3, GRI 416-1

For suppliers of food under our private labels, audits are carried out by independent, accredited institutions directly at the production sites. In addition to these checks, we verify products by analysing samples in independent and reputable testing laboratories. Tests are conducted on an ongoing basis and also when products are already on sale in our stores. On the basis of the information obtained from all of these activities, we assess the level of risk for consumers and for our company's reputation. Where necessary, we take immediate corrective action.

These internal analyses, inspections and audits cover all types of food, animal feed and drugstore products under our private labels from all suppliers. To further strengthen the quality and safety of our products, in the 2023 financial year we carried out 4,054 product analyses in the Czech Republic.

In the 2024 financial year, the figure was 4,183 analyses. This means that in 2024 we analysed 100% of the 42 product groups.*

*) This indicator has been verified by Deloitte Audit s.r.o..

Control activities

Internal controls are carried out by the quality department, which also records inspections conducted by public authorities. All of the following applies to private-label products, products made on our premises and products from our suppliers of unpackaged bakery goods.

- Under our internal key, we conduct audits of private-label suppliers at defined intervals, with whom Lidl Česká republika has a contractual relationship. Particular attention is paid to verifying hygiene in production, the working environment and conditions for employees, production safety and compliance with recipes and quality management.
- We also send products at defined intervals to independent laboratories with which we have contracts, for testing according to agreed parameters or legislative requirements in the area of microbiology, physicochemical analysis, sensory analysis and declaration evaluation.
- Quality monitoring of fruit and vegetables, with regard to pesticide residues and other undesirable substances (such as heavy metals and nitrates), is carried out by independent laboratories and covers all suppliers.

"product safety is our top priority

- The customer service team in the quality department processes all enquiries and feedback relating to the quality of our range. Most often, this involves questions and suggestions about product quality, availability and complaints.
- In addition to internal controls, we regularly cooperate with public authorities responsible for quality inspections (in particular SZPI, SVS, ČOI and regional hygiene stations), which carry out regular inspections of goods and conditions in our stores.

In the 2023 financial year, five food products and eleven non-food products from our range were withdrawn from sale on the basis of these inspections. In the 2024 financial year, six food products were withdrawn from sale (for example, due to a patulin detection in a smoothie) and five non-food products.

Organisation

The purchasing department is responsible for the development and composition of the product range, while the quality department is responsible for the quality and safety of the products offered.

3-3, GRI 416-1, GRI 416-2

Occupational Health and Safety



Challenge

Our modern, dynamic world brings a range of challenges and situations that people have to face every day. Health is the highest priority if we are to deal with these situations successfully. At Lidl, we see it as our responsibility to protect our employees in their day-to-day activities and to actively promote their health.

we ensure safety for

11,244

employees

Our approach

As a leading food retailer, we make every effort to ensure that the basic needs of our fellow citizens are met every day. Our employees therefore work in a variety of roles that require different levels of physical effort. For example, employees in stores and logistics centres select, handle and stock goods to offer an optimal product portfolio. To ensure that this physical activity does not negatively affect their health, we apply preventive measures to reduce the risk of work-related injuries and occupational illnesses. We also use this prevention concept in other areas, because at Lidl Česká republika we believe that a safe working environment is the foundation of productive work.



Management system

We have introduced an occupational health and safety management system. This system applies a comprehensive approach that includes occupational health and safety, occupational health services and the physical, mental and social wellbeing of employees as a whole (in the text we use the abbreviation OHS for occupational health and safety). Its aim is to continuously improve the overall health situation within the company.

This management system meets all legal requirements and is fully in line with the internal guidelines and the high standards developed within the Lidl Group.

Risk description and mitigation

We have developed a risk assessment process that enables us to identify potential harmful influences on employees in good time and to adopt appropriate protective measures. We always proceed according to the hierarchical structure of the occupational health and safety system and make decisions to ensure the highest possible level of protection. A key objective is to prevent injuries caused by inappropriate behaviour throughout the company.

We do not limit ourselves to enabling employees to follow safe working procedures through training and instructions. We also show them how to recognise hazardous situations, how to protect themselves and, where necessary, how to withdraw from such situations in good time. We place particular emphasis on ensuring that managers are aware of this topic, promote safe behaviour among employees and actively solicit feedback. From the perspective of employees' health, the most significant risk factors are overall physical load, working posture, local muscle strain, mental and psychological strain.

These factors influence the risk category assigned to employees in stores and logistics centres. Warehouse employees are usually classified in the 3rd category, i.e. as working in a risky environment, while store employees are usually in the 2nd or 3rd category and all employees at headquarters are in category 1.

3-3, GRI 403-1, GRI 403-2, GRI 403-8

Lidl is working to gradually reduce these negative impacts through technical and organisational measures:

- In higher-risk categories (3rd category in logistics centres), regular safety inspections are carried out as required by current legislation and internal regulations.
- Employees are equipped with appropriate personal protective equipment (for example for work in cold conditions).
- In the stores, the, employees rotate and alternate tasks to avoid long-term exposure to a single factor.

All accidents are analyzed based on checklists and subsequently the effectiveness of existing measures is verified. The goal is to continuously increase employee safety and further improve working conditions. Inspections by state supervisory authorities are carried out at all workplaces (labour inspectorate, agricultural and food inspection, veterinary authorities, hygiene stations, fire brigade, emergency services), which include checking fire protection, occupational health and safety and product safety. In the 2023 financial year, 165 inspections were carried out (with 12 fines imposed), and in 2024 there were 85 inspections and 9 fines. Following the imposition of fines, all necessary measures were implemented to prevent similar situations from recurring.

Accident, illness and incapacity indicators

	2022*			2023*			2024*		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Final number of active employees (full-time equivalent – FTE), incl. limited contracts on work activity or task completion (DPP/DPČ)	2,587	5,967	8,554	2,744	6,191	8,935	2,818	6,441	9,259
Final number of active employees in the financial year ("headcount")***	3,086	7,296	10,382	2,878	8,629	11,507	3,332	7,912	11,244
Number of work-related injuries resulting in incapacity for work	115	263	378	96	274	370	83	246	329
Total number of fatalities for the period	0	0	0	0	0	0	0	0	0
Total number of new cases of occupational disease for the period	0	0	0	0	0	0	0	0	0
Injury rate (total number of work-related injuries resulting in incapacity for work × 200,000 / total number of hours worked)*	3.4	2.9	3.0	2.9	3.0	3.0	2.3	2.7	2.6
All accidents are analyzed based on checklists and subsequently the effectiveness of existing measures is verified. The goal is to continuously increase employee safety and further improve working conditions. Inspections by state supervisory authorities are carried out at all workplaces	3.7	3.6	3.6	3.3	3.2	3.2	2.5	3.1	2.9
Occupational disease rate (total number of cases of occupational disease × 200,000 / total number of hours worked)**	0	0	0	0	0	0	0	0	0

*) Financial year.

**) The factor of 200,000 hours is derived from 50 working weeks of 40 hours per 100 employees and is the standard basis for calculating the incidence rate. In the case of Lidl Česká republika, this would be distorted due to part-time work, and therefore we use 32 hours over a period of 48 weeks (excluding holidays). I.e. the factor for Lidl is 48 × 32 × 100 = 153,600.

***) The final number of active employees for the 2023 and 2024 financial years is reported in accordance with Lidl's new international methodology.

we are improving employee safety

Health care for employees

For all employees, occupational health services, including medical examinations, are provided in accordance with applicable legislation. Services are available in all regions of the Czech Republic, including specialist centres providing examinations of occupational health risks.

- Before employment begins, all employees in an employment relationship must undergo an initial occupational health examination. Under the established system, periodic medical examinations are carried out, and, where necessary, extraordinary examinations. Risk-exposed roles are linked to exit examinations.
- Every two years, medical examination days are organised at all sites as part of occupational health services.

Employees are informed about the risks associated with their workplace and about the risk category assigned to the work they perform. In addition to providing training, the Occupational Health and Safety department also carries out regular checks at all workplaces and verifies compliance with obligations and risk-prevention measures. External OHS providers are also used for this purpose. These checks are coordinated at joint meetings of the OHS department with supervisors or directly with Managing Director responsible for the OHS department.

At all workplaces, occupational injuries are recorded in detail, including the circumstances and findings on the causes. For all occupational injuries, both technical and organisational measures are taken to ensure that injuries do not recur in the same way. The goal is to reduce the number of injuries among our employees. Depending on the severity of the injury, an injury record is completed, which is subsequently sent to state authorities..

Good to know

In 2024, almost 2.5 million cases of temporary incapacity for work were reported in the Czech Republic, 92% due to illness or quarantine and the remainder due to injuries. There were 52 cases per 100 health - insured persons. At the same time, the number of days of incapacity decreased, while the average duration of a single case increased from 31.4 days to 31.7 days. In 2024, a total of 35,874 occupational injuries resulting in incapacity for work of more than three days were recorded, of which 12,223 involved women. In 2024, 70 fatal occupational injuries were also recorded. (21)/(22)

3-3, GRI 403-1, GRI 403-3, GRI 403-4, GRI 403-5, GRI 403-6, GRI 403-7, GRI 403-8

Workplace safety

Most employees work in operational roles in stores and logistics centres. Given the nature of their work – handling goods, unloading trucks, stocking shelves, using forklifts, operating cleaning machines and working in demanding conditions (chilled and freezer areas) – workplace safety and occupational health are a priority. We comply with applicable legislation, in particular the Labour Code No. 262/2006 Coll. and the Fire Protection Act No. 133/1985 Coll.

All activities and measures are governed by internal guidelines. For each workplace and type of work, a risk analysis has been prepared, which is regularly monitored and evaluated, and its results are included in the operating documentation, prepared in line with legislative requirements and occupational health and safety standards. Employee safety is the responsibility of supervisors at all levels of management. These safety standards apply to all Lidl employees, regardless of their job classification. These standards are regularly subject to internal and external audits (see below).

Training and awareness

We provide our employees with regular occupational health and safety and fire protection training during working hours. This includes:

- Introductory OHS and fire protection training – a one-off training session provided to employees by an OHS and fire protection officer or by a manager.
- Onboarding at the workplace – once, by direct supervisor
- Periodic training – employees once every 2 years, by direct supervisor; supervising employees are trained once every 3 years
- Extraordinary training – in case of legislative changes, by the OHS and Fire Protection specialist and by direct supervisor, and after repeated injuries
- Training and periodic training for supervising employees – upon assuming the position and periodically once every 3 years, conducted by a qualified person in the field of OHS and Fire Protection
- Specialized and further training – various types of training focused on a specific area or on operating various types of machines and equipment, or on professional operation of designated technical equipment (first aid, fire patrols, machines and equipment, handling equipment).



3-3, GRI 403-1, GRI 403-2, GRI 403-5, GRI 403-7, GRI 403-8

Health promotion

Because we are aware of the demanding nature of our colleagues' work, we offer them health-promotion benefits that go beyond ensuring occupational safety. For example, all employees can use a MultiSport card, which provides access to hundreds of sports and leisure facilities across the Czech Republic. All our employees can also take part in the RunTour running series as part of the internal "Běhej s Lidlem" ("Run with Lidl") project. Lidl covers their entry fee and that of their family members for any number of races in the season, and provides free racing jerseys, race packs, and refreshments during the race.

For certain managerial positions we also offer above-standard medical care („silver card"), covering preventive health services beyond those covered by public health insurance.

Organisation

Occupational health and safety at Lidl Česká republika is managed by the OHS and Fire Protection department, which is responsible for all our operations throughout the country. The HR department is responsible for benefits and for programmes to support the health and wellbeing of employees, thereby contributing to prevention.

Responsible Products



Challenge

As a retailer offering everyday products, we help meet the basic daily needs of our customers in the Czech Republic and offer responsible products. In our key role between producers and consumers, we see it as our responsibility to consistently monitor the quality of our products. In addition to the classic understanding of product quality and the related safety, sustainability and origin are also essential quality criteria.

Our approach

The overarching sustainability strategy of Lidl Česká republika defines objectives to support responsible products. When purchasing critical raw materials, strict rules apply to the origin of these materials. Purchasers are required to act in line with our comprehensive position papers and purchasing policies and to take these aspects into account when making assortment decisions. In 2022, we prepared an online course on sustainability for all purchasers, enabling them to identify different aspects of sustainability and apply them in their everyday work. This training has been mandatory for all purchasers and has been carried out regularly since 2023.

Zásady odpovědné tvorby sortimentu

Responsible assortment

Our product range is the key prerequisite for our success with customers. The assortment for our stores in the Czech Republic is purchased partly centrally and partly locally within the country. The international headquarters defines standardised processes and purchasing policies – the “Principles of responsible assortment development”.

In this respect, we have an influence on our product range in terms of quality, safety, as well as environmental and social criteria relating to cultivation and production. The product range is continuously updated with new products that our customers are interested in.

Principles of responsible assortment developmente


Principles for the sustainable procurement of plants and flowers


Principles for the sustainable procurement of animal products


Principles for the sustainable procurement of cocoa, coffee and tea


Principles for the sustainable procurement of palm oil


Principles for the sustainable procurement of packaging and private-label products containing cellulose


Principles for the sustainable procurement of fish, shellfish and shellfish products


Principles for the sustainable procurement of fruit and vegetables


Guidelines for the handling of microplastics in our private-label cosmetic products


Principles for the protection of water resources


Social and Environmental Responsibility Principles


Conscious Nutrition purchasing policy


Purchasing policy for supply chains without deforestation and changes in species composition


Purchasing policy for raw materials


Purchasing policy Human Rights in the Supply Chain


Purchasing policy Gender Equality in the Supply Chain



In line with the Principles of responsible assortment development, we have set specific sustainability targets for a broad range of food and non-food raw materials and products. Below, as an example, we present a selection of targets for key food raw materials and products on which we have been working continuously during the 2023–2024 reporting period and which we are continuing to implement progressively.

Selected targets for responsible product range*

Tuna

100% of canned tuna – MSC certified, FAD-free (Fish Aggregating Device) or sourced from a Fishery Improvement Project (FIP).

Eggs

100% of fresh eggs – sourced at least from barn farming systems.

100% of eggs used in products containing eggs – sourced at least from barn farming systems.

Coffee

100% of coffee in instant coffee products (soluble coffee/cappuccino), capsules, coffee pads and coffee drinks – certified Fairtrade, organic or Rainforest Alliance.

Cocoa

100% of cocoa in products containing cocoa – certified Fairtrade (with a Fairtrade seal for the product or raw material), organic or Rainforest Alliance.

Palm (palm kernel) oil

100% of palm (palm kernel) oil in food products – RSPO certified, at least to the RSPO Segregated standard.

100% of palm (palm kernel) oil fractions and derivatives in food products – certified at least to the RSPO Mass Balance standard.

Juices

100% of chilled juices (not from concentrate) from imports (Solevita, Naturis) – certified Fairtrade, organic or Rainforest Alliance.

Tea

100% of black, green and rooibos tea – certified Fairtrade, organic or Rainforest Alliance.

*) Important food raw materials or products, own brands in the permanent product range.

3-3, GRI G4 FP2

754 types of products with sustainability certification

Responsible products

In addition to labelling products in line with applicable legislation, we also label products made from raw materials with a significant environmental or social impact. These products carry the logo of a certification body on their packaging, which confirms that the raw materials have been sourced in a sustainable way and in compliance with social and environmental standards.

The number of products with sustainability certification available in Lidl stores continues to grow. Within our private-label portfolio, for example, we have achieved 100% certification for cocoa, and our coffee range (capsules, instant coffee and cappuccino) is also fully certified. Products with organic (BIO) certification account for 1.9% of our total food range, while products with Fairtrade certification represent 2.5%.

Our stores also feature dedicated shelf sections offering organic food as part of the permanent range. In addition, twice a year we run a special week-long promotion of organic products. The most popular organic foods include organic rice wafers, vegan organic spreads and organic soya drinks, while among fruit and vegetables the favourites include organic cucumbers, tomatoes, carrots, bananas and lemons.



Number of types of products with sustainability certification in the permanent range*

	2022	2023	2024
Fairtrade	80	100	98
MSC	38	34	31
ASC	22	16	15
Rainforest Alliance**	436	435	475
BIO	173	151	135

*) Total number of private-label products in the permanent range for the financial year.

**) In 2020, the certification bodies UTZ and Rainforest Alliance merged. During the transition period, both certifications were in use; since 2022 we have used only the Rainforest Alliance certification.

Good to know

Among Czech consumers, the three most important factors when purchasing food are price (76%), taste (62%) and origin of the food (37%). In the EU-27, the three most important factors are price (60%), taste (51%) and safety (46%). Nutritional properties rank only fifth on average in both the EU-27 and the Czech Republic.
Compared with factors such as price, taste, safety or origin, the climate impact of food production and ethical considerations do not rank among the most important purchase criteria. For Czech consumers, these aspects are three times less important (5%) than for the EU-27 average (15% and 14%). On food and beverage packaging, Czech consumers always (23%) or often (48%) look for information on the country of origin, followed by nutritional information. Information on how environmentally friendly the food or its packaging is is always sought in 11% of cases and often in 37% of cases.
Czech consumers' awareness of logos identifying products from organic farming is the same as the EU average (56%). Awareness of the FAIRTRADE logo is slightly higher in the Czech Republic than in the EU (46% vs. 45%). (23)(24)(25)

Consumer goods

Like food, all non-food products marketed under our own brands must meet strict quality criteria and are tested before being placed on the market. Clothing under our private labels is on the path to the international Öko-Tex Standard 100 certification, which, among other things, sets criteria for excluding or restricting the use of hazardous substances in production.

Clothing made from organically produced natural fibres is certified to the Global Organic Textile Standard (GOTS). We also offer textile collections certified under the Cradle to Cradle Certified™ (C2C) product standard at Gold and Silver level, as well as clothing containing ECOVERO™ viscose. Lidl is also a partner to the Cotton made in Africa initiative, an internationally recognised standard for sustainable cotton from Africa, whose aim is to protect the environment and improve the working and living conditions of smallholder farmers.

In our paper range, we offer products with FSC or PEFC certification, with 90 such products listed in the permanent range in 2024. We also use PEFC certification, for example on our paper bags for bakery products and on carrier bags for customers.

3-3, GRI G4 FP2

Transparent communication with the consumer

In our stores, we place emphasis on a simple and easy-to-understand navigation system. We do not use advertising in the aisles to highlight specific brands or products; instead, we focus on information that makes it easier to shop by product category. In addition, we signpost sections with specific types of food to help customers find their way around, for example smoked meats without artificial preservatives and colourings, gluten-free products, foods with BIO organic certification, nuts and similar items.

Customers can also rely on a clear in-store information system on the walls and on the intuitive layout of products, which is the same in all our stores, to help them find what they need quickly and easily. We provide information on the origin of the product and the producer for products of animal origin and for fruit and vegetables. For other products sold under our private labels, we do not indicate the manufacturer, as in some cases capacity reasons mean that several suppliers may produce the same private-label product for us. However, all of them must comply with our requirements in terms of the taste and quality of the given product.

”

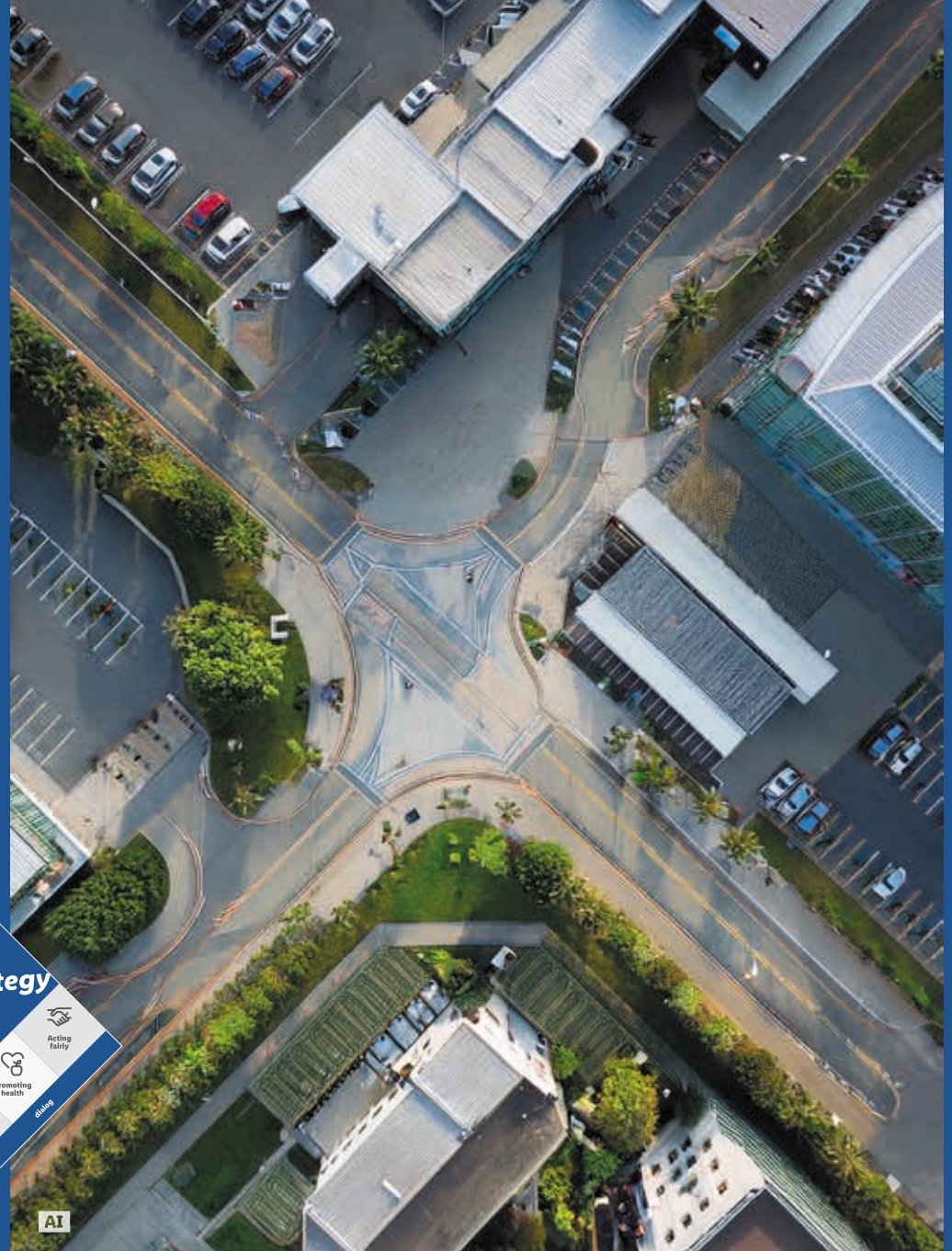
we honour our commitments and targets

Organization

The purchasing department is responsible for the composition of both the permanent and promotional product assortment. The quality department oversees the safety and quality of the products we sell.



3-3, GRI G4 FP2





Enabling

Engaging in Dialog

3,373
employees took part in career development conversations



Enabling

> we support the development of our employees

Challenge

As employers, companies bear responsibility for the people they employ. Beyond offering secure prospects, companies must actively support the development of their employees and provide them with access to lifelong learning opportunities. In this way, companies actively contribute to the personal and professional growth of their employees.

Our Approach

At Lidl Česká republika, we believe in the enormous potential of our employees — from newcomers to those with many years of experience. We therefore consider it our responsibility to provide targeted learning opportunities and create an environment in which people can continue to grow. To this end, Lidl Česká republika has introduced a number of programmes and initiatives.

Management Development

Employees and managers at Lidl Česká republika can choose from a wide range of presentations, training courses, seminars, workshops, and online courses to support their professional development. Store and logistics centre employees have access to a learning terminal offering a variety of online courses. During the reporting period, Lidl Česká republika employees attended an average of 18.5 hours of further training and education.

To develop suitable employees for the roles of team managers, senior managers, and senior directors, we introduced an international management development process across all levels of the company in 2020. We organise various development days and a series of seminars where future managers receive training on topics such as targeted communication and leadership, to help them acquire

3-3, GRI 404-1, GRI 404-2

the skills needed for their future roles. Lidl Česká republika is responsible for the ongoing development of team managers and senior managers. The qualification process for senior director roles forms part of the international programme. In 2024, Lidl Česká republika organised a total of 74 seminar days, attended by 613 managers and management candidates.

Average number of hours of further training in the 2024 financial year per employee by employee category

	Women	Men	Average
Senior management	0	19	19
Management and employees	15	21	18
Average	15	20	18,5

Good to know

The AES (Adult Education Survey) conducted every six years publishes data on lifelong learning among adults in the EU-27 countries, including participation in non-formal education such as courses, seminars, workshops, on-the-job training and induction programmes. In the Czech Republic, a clear majority (85.3%) of non-formal education activities are undertaken for job-related reasons, compared to 78% in the EU-27. Among employees, 51% took part in such training. Non-formal education during working hours and fully or partially funded by the employer clearly predominates, accounting for 80.8% of activities in the Czech Republic, whereas the EU-27 average is 66.7%. According to AES 2022, the most common motivations for participation in non-formal education include an employer requirement or a legal obligation, the desire to perform one's job better, and an interest in gaining knowledge or skills. (26)(27)





18.5 hours of training per employee per year

Job Rotation – International job position rotation programme

Our job rotation programme is another element of our career development strategy. It is organised in close cooperation with Lidl International. The international exchange programme is designed to give employees, starting from junior positions, the opportunity for personal development abroad while at the same time actively fostering international staff exchange.

Stays abroad last from 12 to 24 months, during which participants attend a language course, become familiar with activities in the host country and subsequently take on a range of different tasks independently. Lidl Česká republika also benefits from this exchange and therefore takes part in the programme. In 2023, a total of six colleagues took part in the programme, and in 2024 this number rose to nine.



3-3, GRI 404-2



Entry programmes

Our broad range of entry programmes is designed to support new employees by offering them secure and attractive prospects within the company.

Trainee programme

Our portfolio includes a national trainee programme organised by Lidl Česká republika. This programme provides university graduates with extensive insight into an international company operating in the food retail market. Through the programme, we ensure that trainees are well prepared to take on responsibility for a wide variety of tasks at Lidl Česká republika. In the 2024 financial year, a total of 26 colleagues took part in the trainee programme, 14 of whom successfully completed it.

Onboarding

From day one, we want our employees to be well prepared for their responsibilities, to integrate into the company as quickly as possible and to strengthen their loyalty. In addition to close support from managers and colleagues, all new employees receive a detailed and individually tailored onboarding plan. This sets out information and work procedures for each individual role. During the period covered by this report, all employees took part in sustainability training under the YOU project.

Buddy system

As part of our buddy system, every new employee joining Lidl Česká republika is assigned a dedicated buddy. The buddy helps the new colleague to integrate into the company and into his or herspecific department and team.

3-3, GRI 404-2, Specifické téma Lidl

Talent management process and further training

In addition to onboarding new employees, Lidl Česká republika strives to make the best possible use of employees' potential and to show them their individual development opportunities. A standardised and fair talent management process has been introduced for all employees. Annual meetings between employees and managers, known as development conversations, provide an opportunity to assess performance and skills and to highlight development opportunities. In the 2024 financial year, a total of 3,383 employees at Lidl Česká republika took part in these career development conversations.

Our talent management process, which follows Lidl's international standard, is carried out at least once a year. It includes an assessment of the employee's performance and development by their direct line manager. During the reporting period, a total of 29.9% of employees took part in this appraisal process.

Number of employees receiving career development reviews, by employee category*

	2022**	2023**	2024**
Senior management	10 (0,35 %)	16 (0,48 %)	18 (0,53 %)
Management and employees	2,853 (99,65 %)	3,303 (99,52 %)	3,365 (99,47%)

*)Total number of employees who underwent career development reviews and their share in %.
**) Financial year.

Organisation

At Lidl Česká republika, two departments are responsible for internal development: Talent Development and Training and Onboarding. These departments coordinate the implementation of all measures related to skills development, taking into account country-specific requirements and legislation.

„we assess both skills and performance



Dialog with stakeholders
Gender Pay Gap
Links to resources
Waste by type of material
GRI Content Index
Recalculations and significant changes since the previous reporting period
Independent expert verification report

Annexes

Dialog with stakeholders

Stakeholder	Relevance to Lidl	Standard method and frequency of dialogue	Relevant topics
Customers	Customers are one of the most important external stakeholders and a fundamental factor in Lidl's success.	Daily contact in stores, customer helpline - telephone, e-mails, contact form, online store reviews, social media, the corporate communications department (telephone, public e-mail, post), surveys, focus groups, leaflets, app, newsletter and the website.	Product range, prices of goods, origin and composition of products, availability of goods, product quality, services, store accessibility, construction of new stores.
Employees	Our employees are internal stakeholders of key importance for Lidl's development and success.	Starting day, onboarding, feedback one month after joining, training, meetings, social media, internal magazine, intranet, Facebook group, organised team-building and leisure activities, social affairs officer, regular feedback to superior, suggestions (napady@lidl.cz), regular satisfaction survey.	Wages, working hours and employment arrangements, working conditions, work aids, protective equipment, training, benefits, shift scheduling.
Suppliers	Suppliers have a fundamental influence on the product range, supply, compliance with the cold chain, store construction and modernisation.	Regular in-person communication, communication by telephone and e-mail, on-site quality controls, laboratory analyses of supplied products, price, quality and delivery deadlines for goods and services.	Quality and composition of products, raw materials, price, purchased quantities, delivery deadlines, compliance with Lidl's Code of Conduct.
NGOs	Through their influence in the environmental and social spheres, NGOs shape the environment in which Lidl interacts with its surroundings across the value chain.	E-mail and in-person communication as needed, participation in conferences and workshops.	The environmental, social and ethical dimension of business, origin of raw materials, quality, composition and origin of products, non-profit and charitable projects.
State administration	It creates and influences the legislative and regulatory environment in which Lidl operates on the Czech market.	In-person and written communication, both directly and through interest organisations (SOCR).	Product quality, market conditions, prices, contractual relationships with suppliers, opening hours.

Local government	Local government co-determines conditions for constructing and operating our stores in a given location, and thereby for Lidl's development.	In-person and written communication, both directly and as part of applications and approval procedures.	Construction and operation of stores, the possibilities and needs of the local infrastructure and the local labour market, support for local educational, leisure and other projects.
Regulatory authorities	By checking the quality of goods, working and operating conditions, and compliance with regulations, they influence the performance of Lidl and its suppliers.	In-person and written communication during inspections at stores and logistics centres, and subsequent communication about the results of inspections and any follow-up measures.	The quality and composition of products, compliance with legal regulations both in the area of products and in the labour-law, environmental and other areas.
Sectoral associations	They represent Lidl's interests across the entire sector vis-à-vis public administration, supervisory bodies and the media.	Membership, participation and cooperation within elected bodies and working groups on expert topics, cooperation with associations' secretariats.	Legislation, the promotion or restriction of business conditions, the image and reputation of the sector, product quality, support for Czech suppliers.
Trade unions	Umbrella organisations help shape conditions across the entire retail sector. At Lidl, some employees are members of a trade union.	Lidl Česká republika has long been communicating proactively with the Union of Workers in Trade, Logistics and Services (UZO). During the reporting period no Lidl Česká republika employee was covered by a collective agreement.	Employment and wage-related topics.
Media	They contribute to shaping public opinion and have a significant influence on Lidl's image and reputation in the public sphere.	Proactive communication of corporate and product-range topics, intensive dialogue, responses to enquiries, press conferences and events, availability of the press spokesperson at all times, publicly available contact details. An important information and advertising channel.	Product range, quality, prices, economic and legislative topics, technology, planned expansion, news, social, environmental and ethical topics relating to retail business.

Gender Pay Gap (unadjusted)* at Lidl Česká republika 2023–2024

	2023**	2024**
Mean	31.0 %	28.5 %
Median	17.5 %	17.9 %

*) The unadjusted gender pay gap means the difference in remuneration without taking other factors into account.
**) Financial year.

Links to resources

1.5 Degrees

(1) Renewable energy sources in 2024, Ministry of Industry and Trade of the Czech Republic, 2026 https://mpo.gov.cz/assets/cz/energetika/statistika/obnovitelne-zdroje-energie/2026/1/Obnovitelne-zdroje-energie-2024.pdf

(2) EUROSTAT, Share of energy from renewable sources, 2026 https://ec.europa.eu/eurostat/databrowser/view/nrg_ind_ren/default/table?lang=en&category=nrg.nrg_quant.nrg_quanta.nrg_ind_share

(3) EUROSTAT, Energy intensity (2026) https://ec.europa.eu/eurostat/databrowser/view/nrg_ind_ei/default/table?lang=en&category=nrg.nrg_quant.nrg_quanta.nrg_ind

(4) For the first time, there are over a thousand certified buildings in the Czech Republic. The Czech certification system is also growing, KURZY.CZ, 28 January 2026 https://zpravy.kurzy.cz/846636-v-ceske-republice-je-poprve-pres-tisic-certifikovanych-budov-roste-i-cesky-certifikacni-system/

(5) ZERO CARBON ROADMAP 2.0. Update of the Czech Pathway to decarbonising the construction sector (2023–2025), CZGBC, 2025 https://www.czgbc.org/files/2026/01/347a3e4e2d896bd4f4639471c617ac98.pdf

(6) ZERO CARBON ROADMAP 2.0. Update on the Czech Pathway to Decarbonising the Construction Sector (2023–2025), CZGBC, 2025 https://www.czgbc.org/files/2026/01/438e4f0ce94db3f8a01845b7d9eb8df1.pdf

Circular Economy

(7) Aggregate data on waste management in the Czech Republic in 2013–2024, Ministry of Environment, 2025 https://mzp.gov.cz/system/files/2025-12/OCEO-Souhrnna_data_2013_2024-05122025.pdf

(8) Waste generation and management in 2024, Ministry of Environment, 2025 https://mzp.gov.cz/system/files/2026-01/OCEO-Produkce_a_nakladani_2024_fin-05012026.pdf

(9) Quantity of packaging waste generated in the Czech Republic and recovered through material or energy recovery – 2024, Ministry of Environment, 2026 https://mzp.gov.cz/system/files/2026-03/OCEO-Obaly_Recyklace-20260316.pdf

(10) EUROSTAT, Packaging waste by waste management operations, 2025 https://ec.europa.eu/eurostat/databrowser/view/env_waspac/default/table?lang=en&category=env.env_was.env_wasst

(11) EUROSTAT, Recycling rates of packaging waste for monitoring compliance with policy targets, by type of packaging, 2025 https://ec.europa.eu/eurostat/databrowser/view/env_waspacr/default/table?lang=en&category=env.env_was.env_wasst

Food Waste

(12) EUROSTAT, Food waste and food waste prevention by NACE Rev. 2 activity – tonnes of fresh mass, 2026 https://ec.europa.eu/eurostat/databrowser/view/env_wasfw/default/table?lang=en

(13) Young people waste around 43.4 grams of food a day, analyses of waste bins have shown, EKOLIST, 27 September 2024 https://ekolist.cz/cz/zpravodajstvi/zpravy/mladi-lide-denne-vyplytvaji-asi-43-4-gramu-potravin-ukazaly-rozbory-popelnic

Fair Remuneration

(14) Shares of employees, paid time and gross monthly wages by main CZ-ISCO classes and by sex, Czech Statistical Office, 2024 https://csu.gov.cz/docs/107508/167e6198-d884-e679-2c16-792d4be479c7/11002625a01.pdf?version=1.0

(15) EUROSTAT, Gender pay gap in unadjusted form, 2026 https://ec.europa.eu/eurostat/databrowser/view/sdg_05_20__custom_20276997/bookmark/table?lang=en&bookmarkId=d667ba1a-56a5-4735-8be6-1cf4cdf820fb&c=1772183977000

Corporate Citizenship and Local Development

(16) Large companies are increasing their dominance, Statistika & My, Czech Statistical Office, 20 October 2025 https://statistikaamy.csu.gov.cz/velke-firmy-zvysuji-svou-prevahu

(17) Food banks in 2025, Czech Federation of Food Banks https://www.potravinovebanky.cz/nase-cinnost#gallery-pdf-1

Conscious Nutrition

(18) Meat still dominates, but new trends are also making their way onto Czech plates, Retail News, 4 November 2024 https://retailnews.cz/2024/11/04/maso-stale-dominuje-nove-trendy-ale-pronikaji-i-na-cesky-talir/

(19) Information on food packaging: What do consumers expect?, IPSOS, 2024 https://www.ipsos.com/cs-cz/informace-na-obalech-potravin-co-ocekavaji-spotrebitele

(20) Food safety in the EU, EUROBAROMETER / EFSA, 2025 https://www.efsa.europa.eu/sites/default/files/corporate_publications/files/eurobarometer25/country-factsheets/FS_1033_TopicE_CZ_CZX.pdf

Occupational Health and Safety

(21) Incapacity for work, Czech Statistical Office, 2024 https://csu.gov.cz/pracovni-neschopnost?pocet=10&start=0&podskupiny=192&razeni=-datumVydani

(22) Analytical report on occupational accidents in the Czech Republic in 2024, RILSA, 2025 https://www.bozpinfo.cz/file.php?nid=21090&oid=12834268

Responsible Products

(23) Food safety in the EU, EUROBAROMETER / EFSA, 2025 https://www.efsa.europa.eu/sites/default/files/corporate_publications/files/eurobarometer25/country-factsheets/FS_1033_TopicE_CZ_CZX.pdf

(24) Europeans, agriculture and the CAP, EUROBAROMETER, 2024 https://europa.eu/eurobarometer/api/deliverable/download/file?deliverableId=96403

(25) Information on food packaging: What do consumers expect?, IPSOS, 2024 https://www.ipsos.com/cs-cz/informace-na-obalech-potravin-co-ocekavaji-spotrebitele

Enabling

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(27) Adult Education Survey (AES 2022) – international comparison, Czech Statistical Office, 2024 https://csu.gov.cz/docs/107508/13d86e21-4ffd-8b73-0d41-4200967e2f01/2300532402.xlsx?version=1.0

Waste by type of material and recovery (in tonnes)

	2022*	2023*	2024*
Paper (incl. cardboard and cartons)			
Recycling	41,018.7	40,157.8	39,315.0
Bio-waste			
Biogas plant anaerobic digestion	10,693.3	7,776.2	7,881.4
Recycling	0.0	0.0	0.0
Composting	0.0	0.0	3.94
Energy recovery	0.0	0.0	1.53
Other recovery	4,424.6	4,204.8	4,558.2
Plastics			
Recycling	1,656.2	1,834.5	2,032.3
Energy recovery	314.6	171.8	47.58
Landfill	0.0	0.0	0.0
Wood			
Recycling	2,054.7	1,655.3	1,961.0
Other recovery	841.0	834.42	1,447.2
Composting	711.4	404.4	440.0
Energy recovery	112.9	0.0	0.0
Landfill	0.0	0.0	0.0
Textiles			
Other recovery	33.3	31.847	0.0
Energy recovery	6.4	6.24	2.8
Glass			
Recycling	10.7	41.0	66.7

Scrap metal			
Recycling	213.4	351.8	605.2
Residual waste			
Energy recovery	459.5	482.2	409.9
Landfill	1,822.6	1,622.2	1,706.4
Other materials			
Other recovery	44.6	95.1	262.1
Recycling	0	1.77	2.5
Energy recovery	0	5.3	57.2
Biogas plant anaerobic digestion	0.0	0.0	1.1
Composting	0	62.3	0.0
Landfill	11.7	0	0.0
Total other waste			
Other recovery	5,343.5	5,166.1	6,267.6
Recycling	44,953.7	44,042.2	43,982.8
Energy recovery	893.4	665.6	519.1
Landfill	1,834.3	1,622.2	1,706.4
Composting	711.4	466.7	444.0
Biogas plant anaerobic digestion	10,693.3	7,776.6	7,882.5
Hazardous waste			
Recycling	76.8	55.4	67.6
Energy recovery	0	6.3	19.4
Other recovery	0	3.6	0
Landfill	4.4	0	0
Total waste	**64,511.3**	**59,804.6**	**60,889.4**

*) Financial year.

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Recalculations and significant changes since the previous reporting period

Compared to the Sustainability Report for the financial years 2021 and 2022, we have adjusted the calculation methodology for the following items:

Company profile – Key indicators

– The sales revenue, profit before tax and net turnover indicators reflect changes in the length of the accounting period associated with the conversion of the legal form of Lidl Česká republika from a general partnership (v.o.s.) to a limited liability company (s.r.o.). Financial year 2023 was shorter (1 March 2023 – 1 December 2023) and financial year 2024 had an extended accounting period (2 December 2023 – 28 February 2025).

Company profile – Employees

– The reported figures on the number of employees were adjusted in line with the new Lidl international methodology.

Company profile – Sustainable development strategy

– The Lidl Responsibility Model (LRM) ("Our CSR strategy") was presented in an adjusted structure and graphic representation in line with the new Lidl international methodology. The ordering of the chapters of this Report was also adapted to this revised structure.

Fair Remuneration

– In line with the new Lidl international methodology, data on the Gender Pay Gap (mean and median over the past two years) were presented (also in the table in the annex).

Corporate Citizenship and Local Development

– Data on Lidl's economic contribution (Local Development), contained in the Lidl Česká republika Corporate Contribution Report 2024, were used.

Conscious Nutrition

– An indicator of the number of product analyses carried out in relation to the number of relevant product-range groups was added, in line with the Lidl international methodology.

Independent expert verification report



SUSTAINABILITY REPORT 2023-2024
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