

Should Lidl engage in your and the planet's health?

Sustainability Magazine 2025

Lidl Denmark



More to Value.

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About this report

Selected CSR KPIs and the carbon footprint (GHG emissions by scope) presented in this magazine have been audited with limited assurance as part of the joint audit of the companies of Schwarz Group. More detailed information on the audited KPIs and further explanations can be found in the Sustainability Report of the companies of Lidl Group here: <https://info.lidl/en/pdf/show/5281>.

This Sustainability Magazine comprises the 2025 fiscal year (From March 1, 2025 until February 28, 2026).



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Should Lidl engage in your and the planet's health? **The answer is yes.**

Lidl Denmark meets tens of thousands of customers every day. They do their grocery shopping with us, and they trust that we have control over the processes before the products reach the shelves and that we have control over the quality and the conditions under which the products are produced. This gives us a great responsibility that we are happy to fulfill.

Because we know that the choices we make as a company and the products we choose to put on the shelves, have a direct impact on both the health of our customers and the state of the planet. Therefore, the answer to the question in the headline is a clear **yes** – we are committed to engage in the health of our customers and the planet, and we want to act ahead for a sustainable transition.

2025 has been a defining year for Lidl in many ways: our ambitions have been translated into concrete results. We are incredibly proud to be the first commercial player to receive the Danish Public Health Award. This is a great recognition of our targeted efforts to promote public health in Denmark – including through our work to remove tobacco and nicotine products from stores and our focus on making fruit and vegetables an attractive and easily accessible choice.

To make it even easier for our customers to put healthier alternatives in the basket, we are also making a major effort to promote the sale of plant-based foods. To create full transparency on that journey, we are publishing data on our protein split, which shows the exact split between plant-based and animal protein sources in our product range.

At the same time, we have – with a focus on creating a more responsible food system – taken massive steps forward in climate action. We have reduced our own emissions (Scope 1 and 2) by 75% since 2019. This has been achieved, among other things, through targeted efforts to optimize the energy of our buildings, transition to renewable energy, replace heat sources and electrify our company cars.

The direction has been set, and we continue to take responsibility and translate our ambitions into actions.

Looking ahead, we are expanding our focus. We have set targets for how we will reduce our emissions further, in accordance with Science Based Targets, and this must be done in close collaboration with our suppliers. Read more about this in the section *Protecting climate* on pp. 8-16. At the same time, we will play an active role in strengthening Danish food security.

We will do this by increasing the proportion of Danish-produced fruit and vegetables and working to ensure that more local, plant-based protein crops end up on Danes' dinner tables.

By combining health, climate concerns and local ingredients, we will take responsibility for the future.

Thank you for reading.



Georgios Tokatlis,
CEO at Lidl Denmark



We Are Lidl

Our customers find a wide range of high-quality products for all their daily needs in our stores. Lidl Denmark offer an average of 3,550 single items in our permanent product range, supplemented by an average of 2,169 additional products as part of our special offers. Brand items make up 25.34%.

Lidl Denmark K/S with headquarters in Aarhus is an subsidiary of Lidl Stiftung & Co. KG.

Lidl Stiftung & Co. KG. is part of Schwarz Group. As part of Schwarz Group, Lidl Denmark benefits from being part of a strong community. Together, the companies of Schwarz Group operate in more than 31 countries and form one of the leading retail groups in the world, with around 14,200 stores and 595,000 employees.



170 stores

in Denmark and 2 goods distribution
and logistics centers in Kolding
and in Køge

4,529 employees

34.10%

of assortment is composed of products
from Danish suppliers

Our CSR-Strategy

We are committed to continuously improving environmental and social standards both in our own area of business and along the upstream and downstream value chain. We also support our customers in making more informed purchasing decisions. As part of the further development of our corporate strategy, our CSR strategy has also been revised — across functions — alongside our international and national departments. In doing so, we have been able to build on previous efforts. Our updated, internationally valid CSR strategy stands for focus, controllability, and concrete impact. We want to make our sustainability goals clearer, more measurable and more effective so that, as the Lidl Group, we are acting ahead rather than just thinking ahead.

Drawing on our materiality analyses, scientifically recognized sustainability frameworks, EU requirements, and competition analyses, we defined five core areas of action for prioritization. These areas of action also establish the structure of this magazine as can be seen in our CSR graphic. Fundamentally, we believe that “Engaging in Dialog” as part of a continuous process with stakeholders is crucial to the success of our activities within our CSR strategy.

Our CSR strategy is more than just a policy for us — it is the compass that will guide us in integrating sustainability in all aspects of our business model. We follow political and social debates and consider them in the context of our areas of action, by defining clear, measurable targets, we are firmly embedding this ambition in all that we do.

Thinking ahead helps us to define a clear and binding framework to guide our processes at an early stage. As a global food retailer, we see it as our duty to continuously improve our business practices in order to fulfill our environmental responsibilities and respect social justice.

**From introvert
retailer to
extrovert
stakeholder in
society**





Protecting
climate

Protecting climate

By implementing a climate strategy, we are aiming to reduce harmful emissions throughout the entire value chain. To this end, we are working to use resources more efficiently, focusing on renewable energy and working with suppliers to implement reduction measures in our supply chains. In order to play our part in limiting global warming to 1.5°C, we align our measures with science-based climate targets. *Read more on our actions on pp. 8-16.*

¹ <https://info.lidl/en/our-responsibility>.



Conserving
resources

Conserving resources

Our aim is to contribute to a well-functioning circular economy. To achieve this, we are trying to improve the recovery of operational and food waste. We already design our private-label packaging and products with recycling in mind, and are gradually increasing the use of recycled materials. *Read more on our actions on pp. 17-22.*



Respecting
biodiversity

Respecting biodiversity

Biodiversity is the basis for food, clean water, fresh air and a stable climate.¹ That makes it absolutely essential for our products and for well-functioning supply chains. This is why we integrate biodiversity aspects into our purchasing operations. Outside of the supply chain, we also support selected projects that protect and restore habitats. *Read more on our actions on pp. 23-29.*



Promoting
health

Promoting health

To promote conscious nutrition, we are continually expanding our plant-sourced assortment — with a focus on fresh fruit and vegetables, plant-sourced protein and whole-grain products. At the same time, we are optimizing the nutritional profiles of our private labels. We also actively support the health and well-being of our employees with preventive offers and good working conditions. *Read more on our actions on pp. 30-42.*



Acting
fairly

Acting fairly

We believe that economic success and responsible action go hand in hand. Our aim is to create a work environment that supports health and well-being. That is why we take our responsibility seriously and, together with everyone on #teamlidl and our partners in the supply chain, are committed to ensuring fair working conditions and respectful collaboration. *Read more on our actions on pp. 37-42.*

75% reduction in Scope 1 and 2 emissions

Lidl Denmark have reached a milestone - and reduced our Scope 1 and 2 emissions by 75% compared to 2019. The reduction is due, among other things, to energy optimization of buildings, switching to renewable energy sources, replacement of heat sources and electrification of our company cars, which now make up 93% electric cars. From 2024 to 2025, we have reduced Scope 1 emissions by 48.88% and Scope 2 emissions by 13.27%. Our target is 80 % reduction in 2030 in accordance with SBTi. [Read more on pp. 9-12.](#)



We have won the Danish Public Health Award 2025

Lidl Denmark are the first commercial actor to receive the Danish Public Health Award. The award 2025 is a recognition of our targeted work to promote public health - including by continuous work of removing tobacco and nicotine from the shelves and promoting the sale of fruit and vegetables. The recognition motivates us to continue our work to make the healthy choice the natural first choice for all our customers. [Read more on p. 31.](#)



Sales of organic fruit and vegetables increased by 21%

Lidl Denmark want to make it easy and attractive to choose organic. That was the target when from May 2024 to March 2025 introduced weekly organic campaigns where we reduced the price of organic fruit and vegetables by 20%, and the Danes immediately agreed. Our sales of organic fruit and vegetables increased by 21%. Since January 2025, the success has been expanded with fixed low prices on over 100 organic products in all our stores. [Read more on p. 26.](#)



Fair wages for banana farmers

Through a global multi-stakeholder collaboration with, among others, Fairtrade, we are working on the initiative Banana Living Wage across the supply chain to ensure a fair living wage for banana farmers. Lidl Denmark actively support Fairtrade Denmark's efforts such as "Fairbuary", which underlines our dedication to ensuring fair wages and decent conditions throughout the supply chain. [Read more on p. 42.](#)

The food waste bag

In 2025, Lidl Denmark introduced our own food waste concept: The Food Waste Bag. The bags are filled with bake-off or fruit and vegetables products that are approaching their expiration date or have minor defects. Since the launch in May 2025, we have sold almost 200,000 bags and have saved four times more food than the old concept. [Read more on pp. 18-19.](#)



Protecting climate



"As an international food retailer, we have a responsibility to care for the planet that forms the basis for our products. That's why we work closely with our partners, suppliers and employees to reduce emissions across the entire value chain. In 2025, Lidl Denmark reached a milestone: a 75% reduction in our Scope 1 and 2 emissions.² Now we are seriously turning our attention to our next target: reducing our scope 3 emissions",

Rikke Ramm Eberlein
Head of CSR
Lidl Denmark

² 75% reduction in Scope 1 and 2 since base year 2019. Which means that we have reduced our operational emissions in our own operations. To read how, see more on pp. 9-12.

Protecting climate

The climate crisis affects us all. The climate crisis has direct consequences for global food chains, our supply chains at Lidl Denmark and ultimately global food security.³ That is why we are also working with our entire value chain to reduce our emissions. Guided by Science-Based Targets (SBTi), we have set climate targets together with all other companies of Schwarz Group. Our ambition is to offer food at low prices, while operating in alignment with the Paris Agreements' climate targets.⁴

Consistent climate protection is also a long-term target for us and requires a clear strategic focus. That is why we developed our climate strategy further in 2024 and set new short-term climate targets to reduce Scope 3 greenhouse gas emissions alongside our Scope 1 and 2 climate targets.

Status quo despite growth

I 2025⁵ Lidl Denmark have expanded and opened 7 new stores across Denmark. Despite the expansions, we have managed to significantly reduce our emissions in Scope 1 and 2. The only category where we see an increase is in Scope 3. This means that our

total emissions across Scope 1, 2 and 3 are kept almost unchanged with a minimal increase of 0.05%. The small increase underlines that our ongoing efforts to decouple growth from climate impact are going in the right direction.

**Good
to
know**

Scope 1:

Includes direct greenhouse gas emissions from sources that the company owns or controls, such as emissions from company cars and refrigerant leaks.

Scope 2:

Includes indirect emissions from purchased energy, such as electricity and heat, used in the company's stores, warehouses, and headquarters.

Scope 3:

Includes all other indirect emissions originating from the value chain, such as the production of raw materials, transportation, and the use of the products sold.



75%

reduction of operational emissions (Scope 1 and 2) since 2019, thanks to various measures, such as the use of almost 100% renewable energy.



³ European Food Safety Authority, 2026. <https://www.efsa.europa.eu/en/topics/topic/climate-change-and-food-safety>.

⁴ The Paris Agreement is an international treaty that aims to limit global temperature rise: <https://unfccc.int/process-and-meetings/the-paris-agreement>.

⁵ 2025 covers our business year, which runs from March 1, 2025 - February 28, 2026.

Year Emissions by GHG-Protocol ^{6,7}	2019 Emissions (tCO ₂ e)	2022 Emissions (tCO ₂ e)	↑↓ Previous year	2023 Emissions (tCO ₂ e)	↑↓ Previous year	2024 Emissions (tCO ₂ e)	↑↓ Previous year	2025 Emissions (tCO ₂ e)	↑↓ Previous year
Scope 1	3,095	2,872	-6.02%	2,598	-9.56%	2,584	-0.53%	1,321	-48.88%
Fugitive emissions	643	442	-31.29%	2,138	-51.71%	546	155.62%	231	-57.66%
Mobile combustion	1,695	1,767	4.49%	1,787	1.09%	1,432	-20.31%	709	-50.22%
Stationary combustion	756	663	-8.10%	597	9.84%	614	2.82%	381	-37.96%
Scope 2⁸	10,207	1,586	-17.12%	1,956	23.30%	2,310	18.14%	2,004	-13.27%
District heat	2,59	1,586		1,956		2,310		2,004	
Elektricity (market-based)	8,149	0,00		0,00		0,00		0.00	
Elektricity location-based approach	2,059	1,586	-17.12%	1,956	23.20%	2,310	18.14%	2,003	-13.27%
Scope 3^{9,10}	823,308	939,634	0.48%	862,674	-8.19%	958,311	11.09%	960,347	0.21%
Cat 1: Procured goods and services	764,443	755,569	-9.21%	712,060	-5.76%	912,518	14.11%	789,988	-2,77%
Cat 2: Capital Goods		21,917		44,932	105.22%	13,490	-69.98%	13,079	-3.11%
Cat 3: Fuel- and energy-related activites	3,703	3,558	2.11%	3,858	8.43%	4,155	7.71%	3,140	-24.42%
Cat 4: Transports	6,109	55,606	721.77%	50,263	-9.61%	56,831	13.07%	63,029	10.91%
Cat 5: Waste generated in operations	2,539	1,025	-11.13%	1,020	-0.46%	1,182	15.86%	1,199	1.46%
Cat 6: Business travel	1,100	703	56.01%	739	4.98%	819	11.04%	997	21.66%
Cat 7: Employee commuting	3,602	4,394	4.99%	4,835	10.02%	4,904	3.08%	5,393	8.21%
Cat 9: Transports		0.00		0.00		0.00		0.00	
Cat 11: Use of sold products ¹¹	40,791	59,368	-37.31%	16,108	-72.87%	31,619	96.29%	55,41	74.71%
Cat 12: End-of-life treatment of sold products	1,021	37,494	3,240.37%	28,859	-23.03%	32,712	13.35%	28,286	-13.52%
Total	836,610	944,092	0.53%	867,227	-8.14%	963,205	11.07%	963,672	0.05%

⁶ Analyzed sources for emission factors: international organizations (e.g., IEA, IPCC), LCA data bases (e.g., ecoinvent, Optimeal), national institutions e.g., DBEIS/DEFRA) as well as Ifeu Institute models. In order to ensure year-over-year comparability, the emission factors used for the calculation are not always the latest available. ⁷ Due to values being rounded, slight discrepancies are possible in the totaling. ⁸ Scope 2 emissions according to the market-based approach were used for the total calculation of (operational) GHG emissions.

⁹ Due to immateriality, the emissions of GHG categories 3.8, 3.10, 3.13 and 3.14 are not accounted for. ¹⁰ The significant discrepancies between Scope 3 emissions between 2019 and 2022 result from an updated data basis and methodological adjustments.

The values for 2019 are based on an earlier methodology and are only comparable to a limited extent. The base year for Scope 3 was correspondingly set to 2022. ¹¹ To enable a practicable approach to the calculation of category 11 emissions, our products have been clustered into 44 product groups to determine the service life and average energy consumption. Appropriate assumptions were made for these product groups. The increase compared to the previous year results from higher activity data. Positive influences from an improved electricity mix could not yet be taken into account due to the time-delayed data availability.

Significant reduction in Scope 1 and 2

Our overall target for Scope 1 and 2 is to reduce 80% of our operational emissions by 2030, compared to our base year 2019. In 2025, Lidl Denmark reached a milestone on that journey: We have now reduced total emissions by 75%, making us very close to the target.

Looking isolated at the past years development, the strong momentum continues. From 2024 to 2025, we have almost halved our Scope 1 emissions, with 48.88%, while our Scope 2 emissions have been reduced by 13.27%.

The reductions are mainly due to three specific initiatives: Firstly, electric cars now make up 93% of our total car fleet. Secondly, we have reduced refrigerant leaks, which means a lower need for refills and thus fewer emissions. Finally, we have replaced natural gas with district heating at our central warehouse in Kolding and in two of our stores, which also reduces our emissions.



"We set standards with the aim of reducing emissions and conservation of resources through every phase in the life cycle of the building. Our target is to create a building stock that takes the environment into account. We use LCA requirements as an active design tool and optimize our construction, so sustainability, documentation and reducing our emissions become guiding parameters from the first sketches to the finished building. For new buildings, we work to an energy-efficient standard at every stage, from construction through to fixtures and fittings. We are continually implementing modernization measures to improve the energy efficiency of our real estate portfolio, for example, by upgrading technical equipment,"

Orhan Ongun, Head of Construction at Lidl Denmark

To gradually increase the share of certified buildings in our portfolio, we use recognized building certificates, such as Excellence in Design for Greater Efficiencies (EDGE), Leadership in Energy and Environmental Design (LEED) and the standard published by the German Sustainable Building Council (DGNB) and ISO-50001. All our stores, logistics centers and headquarters should be certified according to the ISO 50001 energy management system. This management system helps identify inefficiencies and potential optimizations at an early stage. Currently, 81% of our properties are EDGE certified.

To further reduce our emissions, we are focusing on the following areas: In-house electricity generation, increased energy efficiency, replacement of the natural refrigerant, dismantling of fossil fuel heating systems, procurement of renewable energy, electrification of vehicle fleet. We will elaborate on how we work with these areas and how far we have come in this chapter.

Energy efficiency that sets standards

By means of modern technology, intelligent controls and the expansion of renewable systems, we are increasing our energy efficiency at thousands of locations – and reducing consumption sustainably.



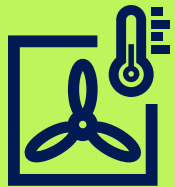
93%

of our vehicle fleet is electric



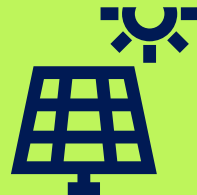
100%

of our electricity consumption comes from renewable energy sources



58%

of our stores use natural refrigerants for product cooling



24%

of our stores are equipped with solar panels



In-house electric generation and procurement of renewable energy

One important step in the reduction of emissions is the switch from electricity from fossil sources to electricity from regenerative energy (renewable energy). Since 2020, 100% of Lidl Denmark's total energy consumption has been covered by renewable energy. We are also continuously working to expand our own electricity production.

At Lidl Denmark's warehouse and logistics center in Køge, we built a photovoltaic park of 4542 m² in 2024. The photovoltaic systems produce approx. 979,633 kWh annually, which corresponds to approx. 20% of the electricity used in the warehouse. The photovoltaic park consists of 2300 photovoltaic systems. In addition to our photovoltaic park in Køge, we also have photovoltaic systems in 40 of our stores. In 2025, we produced a total of 1,480,796 kWh through our photovoltaic systems.



197

Lidl Denmark have installed 197 charging station outlets for the benefit of both customers and employees.

A small increase in Scope 3 – despite growth

The majority of our total emissions fall into Scope 3 because it includes all indirect emissions in the value chain – including purchasing and transportation from suppliers, as well as our customers' use and disposal of the products. In 2025, 99.65% of Lidl Denmark's emissions are generated in our upstream and downstream value chain.

Scope 3 emissions increased by 0.21% compared to 2024. This is mainly due to a 74.71% increase in GHG category 11: "Use of products sold", which is caused by a change in the calculation method and better access to activity data.

There is also an increase of 21.66% in GHG category 6: "Business travel", which is due to both more travel activities and higher costs associated with travel activities caused by price increases in the market. However, we see a decrease in GHG category 3: "Fuel and energy-related activities" of 24.42%.

How we work to reduce our Scope 3 emissions

Lidl Denmark work closely together with our suppliers to reduce our Scope 3 emissions across the value chain. We do this, among other things, through our collaboration with Arla. Read more about the collaboration in the *Respecting biodiversity* on pp. 23-29.

We are also continuously focusing our efforts on our product range, our close collaboration with our suppliers and our fuel and energy-related emissions in transport and logistics.

We regularly identify the emission drivers in our product groups; particularly emission-intensive product groups include animal-sourced products (meat and dairy products) and non-food items. And we are working on expanding our range of vegan and vegetarian products and are pursuing the target of increasing the proportion of plant-sourced protein sources to 20% compared to base year 2023, and to increase the share of plant-based protein in dairy by 10% by 2030 compared to base year 2023. All of the targets aim to increase the availability of products, such as alternatives to meat or dairy products, as an alternative to the emission-intensive product groups. Read more about our targets in *Promoting health* on pp. 30-36.



Supporting our largest suppliers to reduce emissions

Our international target is clear: By the end of the 2026 fiscal year, our aim is for those suppliers that are responsible for 75% of product-related Scope 3 emissions to be required to set their own climate targets in accordance with SBTi criteria. This is a crucial step, as GHG Category 1: "Purchased goods and services" account for 81% of our Scope 3 emissions.

To support suppliers who are covered by our international supplier goals, We developed an empowerment concept in the reporting year that specifically supports our suppliers with the reduction of emissions in the supply chain. We do this through the following initiatives:

Supplier platform:

All suppliers that are relevant for our climate targets are given access to our supplier platform. As a digital solution, the platform features webinars and training materials for calculating GHG emissions and setting climate targets.

Training sessions for suppliers

We also provide all target-relevant suppliers with access to live webinars organized by the WWF Climate Business Network. The topics covered include science-based target setting and greenhouse gas accounting.

Supplier LOCT program:

The "Supplier Leadership on Climate Transition" (Supplier LOCT) program focuses on accelerating climate action and involves a digital climate school through which selected international and national suppliers can complete further training on a systematic, ongoing basis. In six-month courses, and depending on where suppliers are on their journey, they receive support ranging from their first carbon footprint to the implementation of reduction measures.



Supporting our Danish suppliers in reducing emissions

In Lidl Denmark also support our Danish food suppliers who are not covered by our international supplier target. We do this through the following initiatives in 2025:

Supplier Day – Focus on Climate

In August 2025, Lidl Denmark gathered 60 of our national food suppliers for our “Supplier Day - Focus on Climate”. The purpose was not only to inspire, but also to a large extent to align expectations. We presented our climate strategy and the clear targets and ambitions we have to reduce our joint Scope 3 emissions. The message was clear: We expect action, but we do not leave our suppliers alone with the task. On the contrary, we want to help, engage and support our suppliers with the tools we have at our disposal – including an invitation to all national food suppliers to participate in a new, tailored supplier program.

“99.65% of our total emissions fall into Scope 3. That’s why it’s crucial that we take responsibility and help our suppliers, so we can push the industry in the right direction. If we are to succeed with the green transition, we need to collaborate along the entire value chain,” says Peer Sandtner, Commercial Merchandising Officer at Lidl Denmark.



Lidl Denmark’s Supplier Program

Lidl Denmark Supplier Program has been developed in collaboration with the consulting agency SustainX. Here, we help suppliers prepare the necessary climate accounts and define clear reduction targets. This ensures progress in climate efforts, whether the individual supplier is completely new to the field or simply needs help moving forward.

“One of the largest barriers that Danish companies encounter in their work with sustainability is the lack of data in their value chain. It is therefore also impressive to see that Lidl, as a major Danish business player, is taking responsibility and addressing this barrier by establishing a supplier program that ensures that all suppliers, at a minimum, have the opportunity to actively contribute to the shared responsibility. It is about turning the food industry in a more sustainable direction,” says Kristian Danielsen, CCO in SustainX.

95.65%

of Lidl Denmark’s total emissions
fall into Scope 3

Making logistics fit for the Future

A significant portion of our Scope 3 emissions is generated by the transportation of our goods. By optimizing our logistics and transportation, we can save energy and reduce our greenhouse gas emissions. That is why we are working to reduce these emissions through various measures and in collaboration with our business partners.

Fewer emissions with smarter route planning

For example, we can also reduce CO₂ e with intelligent route planning. Among other things, we focus on the digitization of our logistics network with the aim of avoiding unnecessary transport, using capacities more efficiently and avoiding empty trips. As such, we regularly review how we can optimize store route planning.

From diesel to electric trucks

A large part of the climate footprint in our logistics comes from heavy transport of our products. That is why we want to increase the use of electric trucks. To ensure an efficient and smooth transition for our transporters, the right electricity infrastructure is required. Lidl Denmark have therefore planned to establish 6-12 new charging stations dedicated to electric trucks at our central warehouse in Kolding. We are currently awaiting final approval of the grid connection from the grid company, and as soon as it is in place, we will start the installation.



Conserving resources



"As a global retailer, we will actively take responsibility to accelerate our transformation towards a more circular business. Our holistic approach REset Resources strategy is the foundation for this transformation, where we are already translating visions into tangible results through ambitious targets, transformative projects and strong partnerships",

Mads Thodsen Nielsen
Chief Operating Officer
Lidl Denmark



Conserving resources

In the world's major industrialized countries, we currently operate as though the resources of three planet Earths were available to us. And the volume of waste is steadily growing.¹²

To drive the transformation away from a linear throw-away economy and towards a circular economy, we look at our resource consumption throughout the entire value chain – from packaging and products to construction, food waste and recycling processes. We want to be part of the solution.

As part of this work, the companies of Schwarz Group expanded their jointly developed plastics strategy, “REset Plastic”, into a comprehensive circular economy strategy. REset Resources encompasses key topics relating to the circular economy in a holistic way: From packaging and products to construction, food waste and recycling processes.

Within the framework of the REset Resources strategy, Lidl Denmark has set the **target that by the end of 2028, we will reuse, recycle, ferment, or compost 95% of our waste. The certification¹³ will be carried out by an independent organization.**

¹² World Economic Forum. 2025. https://reports.weforum.org/docs/WEF_Global_Risks_Report_2025.pdf.

¹³ Accordingly DINSpec 91436.

¹⁴ By “recycled materials”, we mean 100 % PCR (post-consumer recycled materials), i.e., recycled plastic from household waste, coloring (color pigment) and filler for the referenced product category.

As part of achieving this target, a project group has been established across Lidl Denmark, which from 2025 to 2028, will improve waste streams and implement resource and waste management systems in all stores and warehouses, to achieve the target of reducing waste, minimizing non-recyclable waste and promoting the circular economy. When we started the project in 2025, we managed to reuse, recycle, ferment or compost 92.69% of our waste.

In 2025, we achieved Lidl Denmark target of reducing the amount of plastic in packaging by 30%, and the target of using at least 25% recycled materials.¹⁴ 2017 is the base year for both targets, and the targets only apply to our private label products.

News

189.041

Food Waste bags sold – filled with meaning

Lidl Denmark have introduced our own concept in 2025: the Food Waste Bag. With the new concept, the Food Waste Bags can be purchased throughout the day and do not require a reservation via the app. In the Food Waste Bags, we collect bake-off or fruit and vegetables that are approaching their expiration date or have minor defects. e at a competitive price. This way, we ensure that we still sell food that is fully edible, but may approach expiration date or have cosmetic defects, minor damage or damaged packaging.



Food waste

We want to avoid throwing away goods and products as much as possible. In 2018, our food waste intensity was 2.28% of our total sales. We have several ongoing initiatives that contribute to reducing our food waste, but we have had to recognize that there are challenges. In 2025, our food waste intensity was 2.16% of total sales. We continue to work on reducing our food waste, and we have several initiatives that will support our work to further reduce the intensity of food waste. To reduce our food waste, we have implemented the following structural measures in our business model:

- Planning systems to control the number of products delivered to each store based on forecast-, demand- and current sales data
- Effective inventory management methods and inventory monitoring
- Value chain with short transport routes
- Daily deliveries of fruit and vegetables



"As a retailer, we are experiencing the increasing pressure on the world's resources, and we are therefore constantly working to reduce our resource consumption and our food waste. This requires constant innovation, and one example of this is the Food Waste Bag, which was rolled out in all our stores on May 1, 2025. In just 10 months, we have sold 189,041 Food Waste Bags. We have saved almost 4 times as much food from being thrown away through our new food waste bag, compared to our old concept",

**Isabella Bali, Associate
Sales Consultant at Lidl Denmark**

**Nice
to
know**

Food waste intensity

**Tonnes of
food waste**

**Tonnes of
food sold**

+

**Tonnes of
food waste**

+

**Tonnes of food
to other destinations***
Food redistribution, Animal feed,
Industrial use



Freshness managers in all our stores

Lidl Denmark check the freshness and shelf life of our products in all stores several times a day. To avoid food waste, we try to promote the sale of foods that are approaching their best-before- or use-by dates by reducing prices.



"As the freshness manager, I make sure that our fruit and vegetables are always fresh, so that customers encounter an inviting and colorful department. We check quality and follow a fixed freshness control schedule, so that the standard is always top-notch. When an item is close to its expiration date, we reduce the price. We do this continuously. We pack items that have a small damages, but nothing is wrong with the freshness, in food waste bags. In this way, we ensure top quality on the shelves, while at the same time – together with our customers – saving products ending up as food waste", says **Birkan Efe Pehlivanoglu, Assistant Manager at Lidl Aarhus, Godsbanen**

Food waste within Bake-off

Bake-off is a category in which there is a high risk of food waste, if we do not take actions to prevent it. That's why, Lidl Denmark in 2025 have had extra focus on food waste in this particular category. All stores bake 2-3 times a day, and we have introduced a system where the amount of bake-off is continuously determined based on the current sales of the day. All unsold bake-off will be discounted by 50% half an hour before closing time. And if there is still bake-off left at closing time, the remaining bake-off will go into the Food Waste Bags.

Crooked cucumbers and carrots

Lidl Denmark also try to reduce food waste by including products in our range that can prevent food waste elsewhere in the supply chain. Good and fresh ingredients, like crooked carrots and cucumbers, can easily find their way into Danes' kitchens, even if they look a little different than we are accustomed. That's why we sell the imperfect vegetables at a sharp price - while the season lasts.



9 years of collaboration with Blue Cross

Since 2017, Lidl Denmark have worked closely with the Blue Cross Denmark to reduce food waste. A permanent and important part of the collaboration is ensuring that surplus food is used during the holidays, when the need is often greatest.

Surplus food on the table for vulnerable families during Christmas

For most people, Christmas Eve means that preparations for a great holiday really peaks. For the many volunteers at Blue Cross, the evening is not just about their own Christmas, but about making a difference in the service of a good cause. At closing time on the night before Christmas 2025, the volunteers collected surplus food from 23 of our stores across Denmark. The food was subsequently distributed to single individuals and families in vulnerable life situations through Blå Kors' drop-in centers and family networks.

"When we close the store the night before Christmas, we are often left with edible products like bread, meat and vegetables that cannot last over the holidays. Therefore, it gives us a special sense of pride when we pack it up and hand it over to the Blue Cross. We know that the food makes a direct difference to some families in the local area who are struggling," says Rewoti Katel, Deputy Manager at Lidl Silkeborg, Nørrevænget.

At Blå Kors, the significance of the donations is clearly felt:

BLÅ KORS  DANMARK

"For the families and single individuals who visit our drop-in centers, these donations mean an incredible amount. It is not just about getting food on the table during the Christmas days, but also about the feeling that there is someone in society who wishes them well. Christmas can be an incredibly difficult time when money is tight. Therefore, this effort makes a huge difference and helps spread Christmas joy," tells Morten Skov Mogensen, Secretary General of the Blue Cross.

Our collaboration with the Blue Cross extends to more than surplus food donations. In addition, in 2025 we contributed DKK 150,000 to the Blue Cross' Christmas aid fundraiser and DKK 50,000 to Blue Cross holiday camps.

Every Christmas, Blue Cross purchases gift cards at Lidl with the funds raised from the annual Blue Cross Christmas aid fundraiser. The gift cards are subsequently distributed to families facing financial strain, helping to ensure that more people can put food on the table during the Christmas season.



Circular processes for non-food products

We work hard to ensure the circularity of our non-food products. This includes our promotional products, such as t-shirts, shoes or gardening equipment. When a campaign ends and a product is not sold during the period, we return it to our warehouses. The products are stored until the next campaign period, when they are sent out to stores again – a process that is typically repeated 2-3 times.

If, contrary to expectations, a product is still not sold after this time, we will send it to the Czech Republic. Here, our sister company, PreZero, ensures that the goods are resold to other parties, to ensure our promotional products do not end up as waste.



Respecting biodiversity



"Our vision is to offer our customers the best value for money through simple and responsible actions. For us, this means taking responsibility for how our products are sourced, and making choices in our supply chain that benefit our customers and respect biodiversity",

Peer Sandtner
Commercial Merchandising
Officer
Lidl Denmark



Respecting biodiversity

Biodiversity is the key to functioning ecosystems and therefore to the ecosystem services that we, as humans, rely on for our survival. Half the world's economic output is moderately to heavily dependent on healthy nature.¹⁵ Therefore, biodiversity is an important field of action for us, and consideration for biodiversity and nature is central to the way we purchase our products. Our commitment is aimed at consistently minimizing the negative environmental impact of our primary products — from cultivation and harvesting to further processing and transport to stores. Our purchasing policies form the basis for how we purchase products with consideration for biodiversity and nature.

Our approach adheres to a mitigation hierarchy: First avoid, then minimize, then restore or rehabilitate and, only as a last resort, transform. We distinguish between measures implemented within our own operations and measures taken along our supply chain and beyond our value chain.



Certification forms the foundation for purchasing

To achieve more responsible procurement, we have decided to focus on critical raw materials, such as palm (kernel) oil, soy, cocoa, coffee, wood/cellulose, natural rubber and beef. The decision is based on a systematic risk analysis carried out in collaboration with experts. The analysis shows that these raw materials have a particularly big impact on people and the environment and are also very important to our product range. To strategically improve how we handle these critical raw materials, we have set ourselves some raw material-specific targets within the context of our purchasing sustainability strategy. These certification and traceability targets contribute to our due diligence obligations under the EU Regulation on Deforestation-free Products and help protect and restore ecosystems and habitats. We are pursuing these targets as part of a raw materials strategy based around four key pillars: Understanding impacts, establishing standards, promoting alternatives, driving change.

For transparency and traceability, we apply internationally recognized sustainability certifications: e.g. The Danish organic label "Ø-mærket", the EU organic Logo, Bio, Fairtrade, Donau Soja, Forest Stewardship Council (FSC), Marine Stewardship Council (MSC), Rainforest Alliance, Roundtable on Sustainable Soy (RTRS) and Europe Soya, GLOBALG.A.P., Global Recycled Standard (GRS), Recycled Claim Standard (RCS), Organic Content Standard (OCS), Global Organic Textile Standard (GOTS) and Forest Stewardship Council (FSC), as well as Cotton made in Africa (CmiA).

¹⁵ World Economic Forum. 2026. <https://www.weforum.org/publications/global-risks-report-2026/in-full/>.

Selected targets Lidl Denmark already have achieved ✓

Since 2021, **100%** of our fruit and vegetable suppliers have been certified according to GlobalG.A.P. with GRASP add-on or equivalent.

Applies to private labels in the standard range and promotional range.

Since 2022, **100%** of fish and seafood, whether wild-caught or from aquaculture, both fresh, frozen, and convenience, has been certified according MSC- or ASC- (preferred), Organic- (preferred), GLOBALG.A.P.-, or BAP certified.

Applies to private labels in the standard range.

Since 2022, **100%** of the cocoa in our chocolate bars have been certified with Fairtrade or according to the Fairtrade cocoa standard.

Applies to private labels in the standard range and promotional range.

Since 2016, **100%** of products with cocoa ingredients have been Fairtrade raw material label, Rainforest Alliance or organic certified.

Applies to private labels in the permanent and promotional range.

Since 2020, **100%** of capsules, instant coffee and roasted coffee have been Fairtrade, Rainforest Alliance or organic certified.

Applies to private labels in the permanent and promotional range.

Since 2017, **100%** of products containing palm (kernel) oil have been RSPO-certified according to RSPO's "Segregated" standard. From 2022, this also included our near-food products containing palm (kernel) oil.

Applies to private labels in the permanent and promotional range.



Organic products constitute

4.83%

of our total food range. We have 512 organic-certified food products in our range.



Fairtrade-certified products constitute

2.57%

of our total food range. We have 273 Fairtrade-certified food products in our range.



Rainforest Alliance-certified products constitute

5.65%

of our total food range. We have 599 Rainforest Alliance-certified food products in our range.

Using agricultural land and fresh water more responsibly

Lidl Denmark is both national and international focusing on use of land and fresh water — both in our own operations and throughout our supply chains, and our goal is to minimize the negative environmental impacts of our raw materials.

Organic products for everyone

At Lidl, we work purposefully to make organic products a natural part of Danish consumers' everyday lives. By purchasing in large volumes across national borders, we ensure low procurement prices. This means we can fill the shelves with organic basic commodities at prices that are affordable.

We believe that organic choices should be an option for everyone – not an expensive niche choice for the few. Lidl Denmark's private label range Madværket strengthens the distribution of Danish-produced food products, including organic products. With Madværket, we raise the level of ambition and integrate even more organics as a natural part of everyday relevant, Danish-produced products, rather than positioning organic products as a separate niche choice. Our organic products constitute 4.83% of our total food range.

News

We want to make it easy and attractive to choose organic

Therefore, in the period from May 2024 to March 2025, Lidl Denmark ran weekly organic campaigns where we reduced the price of organic fruit and vegetables by 20%. Danish consumers responded immediately – sales of organic fruit and vegetables increased by a staggering 21% during the campaign weeks. In January 2025, we took another step forward. We introduced a permanent low price on more than 100 organic products in all Danish Lidl stores.

20%

reduced price of organic
fruit and vegetables



Pesticides

Why are pesticides an important topic for Lidl?

"Fruit, vegetables, flowers, and plants are an important part of our assortment. Therefore, we have established a purchasing policy that ensures there are always fresh products at the best price, and that our products are cultivated with consideration for the surrounding environment. We know that pesticides are not good for biodiversity, climate, or health¹⁶, so it is completely natural for us to emphasize this as an important topic."

Why has Lidl chosen to set requirements above legislation?

"Our internal requirements for pesticide residues are significantly stricter than the current European legal requirements for fruit and vegetables. For us, it is not enough to comply with legal limit values – therefore, the content of a pesticide active substance in our fruit and vegetables must not exceed one-third of the permitted limit by law. This is our promise of quality and peace of mind to our customers."

How does Lidl work with pesticides?

"Our purchasing policy forms the basis for how we work with pesticides. In addition, all of our producers must live up to the international GLOBALG.A.P. IFA-standard. We have also started the Lidl Pesticide Reduction Program for the use of pesticides."



Ramin Kaboodani,
Head of fruits, vegetables,
flowers and plants at Lidl Denmark

The program sets limits and specification values for active substance residue and sets strategic standards for critical active substances that need to be phased out. The program is preventive and forms the basis for ensuring products with fewer pesticides".



¹⁶ European Environment Agency. 2023. <https://www.eea.europa.eu/en/analysis/publications/how-pesticides-impact-human-health>.

Fresh water

When it comes to fresh water, our focus is on responsible use of water in our supply chains and protecting ecosystems. We follow a strategic approach to these systematic processes. We regularly conduct cross-border analyses to identify product groups that involve significant water risks.

Within our own operations, we are working to steadily reduce our water consumption in stores, logistics centers and national headquarters buildings. We do this, among other things, by installing water-saving sanitary fixtures and faucets and sensor-controlled sinks in all our buildings.

A closer collaboration with Arla

In order to take better care of nature and the climate, we place great demands on ourselves and our suppliers. Together, we are working to find new solutions that can reduce emissions from the production of our products.

A strong example of a strengthened collaboration with agriculture is our partnership with Arla. Through the FarmAhead™ Customer Program, Lidl Denmark work directly with the farmers who produce milk and dairy products. The purpose of the collaboration is to give farmers incentive to introduce climate initiatives on the farm level – because when they emit fewer emissions our overall climate impact (Scope 3) decreases as well.

From fields to improved biodiversity

Together with Arla, we are turning one of the main points of "Den Grønne Trepert" (The Green Tripartite), namely the goal of rewetting low-lying peatlands, into reality and helping Arla farmers take carbon-rich peatlands out of production. The project aims to shed light on opportunities and barriers for rewetting peatlands, which in the long run can benefit nature and biodiversity on the land. This collaboration with Arla is an example of how we take responsibility for the entire journey from farm to our stores to improve biodiversity and reduce emissions across the supply chain.





1,000 trees for each new Danish Lidl store

We are conscious of the footprint we leave on the landscape every time we open a new store. Therefore, Lidl Denmark have a fixed rule: For every new store we build in Denmark, we plant 1,000 trees elsewhere in Denmark. In this way, we contribute to creating new nature and making room for biodiversity.

In 2025, we broke records

Because we maintained a fast pace in 2023 and 2024 and opened a total of 24 new stores in Denmark, we also planted a record number of trees in Danish nature in 2025. Together with the organization Plant et Træ, neighbors, and school students, we helped plant a brand-new forest in Sdr. Tranders near Aalborg. Here, we sponsored 22,000 trees. The remaining 2,000 were planted in Aarhus Municipality. Since our collaboration with Plant et Træ began in 2019, we have jointly planted more than 70,000 trees across the country.

Do the trees make a difference?

It is not enough just to plant the trees; we also want to know if they actually benefit nature. Therefore, in 2025, we commissioned a study of a forest area near Skælskør that we planted in 2021. We found 92 different species of plants and animals. Among the many species, we found two animal species that are "red-listed" – meaning they are threatened in Denmark, but have now found a home in the forest.



Both the abundance of plants and the number of species have increased since we planted the forest. We use these results together with Slagelse Municipality to determine how we can manage the area even better, ensuring that an improvement of biodiversity receives the best conditions. We will continuously conduct new studies to investigate the trees' impact on biodiversity.



Promoting health



"The Public Health Award emphasizes that our global ambitions for conscious nutrition are aimed at supporting the everyday lives of Danes, and it motivates us to continue our work to support our customers in making the healthy choice the natural first choice",

Claus Krogh
Head of Corporate Affairs
Lidl Denmark



Promoting health

At Lidl, we work to take responsibility for the impact our products have on both people and the environment. We do this primarily by placing food safety, transparency and a plant-based diet at the center of our actions.

Danish Public Health Award

In 2025, Lidl Denmark reached a milestone when we became the first commercial player ever to receive the Danish Public Health Award. This award is not just a recognition of our work. It is a confirmation that, we as a grocery retailer, have a special responsibility to support healthier everyday living for the Danes – from the phasing out of tobacco and nicotine to our targeted efforts to make fruit and vegetables an easier first choice.

That's why we do it

Although we are becoming more and more aware of the importance of a healthy diet, our eating habits have not changed drastically.¹⁷ Worldwide, 770 million people are severely overweight¹⁸ and

diet-related diseases are today the most common cause of death globally.¹⁹ At the same time, high consumption of animal protein has an impact on the environment.

Animal products occupy 75% of the world's agricultural land and account for 69% of food-related greenhouse gas emissions.²⁰ That's why we've adapted our nutritional strategy and are developing our product range in line with the principles of the Planetary Health Diet (PHD). The PHD was developed by leading researchers from the EAT-Lancet Commission²¹ and is a roadmap for how we can feed 10 billion people by 2050 with a healthy diet that does not overload the planet. It also aligns with the Danish Veterinary and Food Administration's official Dietary Guidelines, which recommend that we eat a plant-rich, varied diet and cut back on meat.²²

The Danish Official Dietary Guidelines



¹⁷ DTU National Food. 2026. Institute. <https://www.food.dtu.dk/-/media/institutter/foedevareinstituttet/publikationer/pub-2026/danskernes-kostvaner-2021-2024.pdf>.

¹⁸ The Economics of the Food System Transformation. Food System Economics Commission (FSEC), Global Policy. Report. 2024. https://foodsystemeconomics.org/wp-content/uploads/FSEC-Global_Policy_Report.pdf.

¹⁹ WWF: Bending the Curve: The Restorative Power of Planet-Based Diets. 2020. https://assets.worldwildlife.org/www-prd/documents/7b5iok5vqz_Bending_the_Curve_The_Restorative_Power_of_Planet_Based_Diets_aLZAkH0.pdf.pdf.

²⁰ WWF Germany. 2021. This is what the future tastes like. The protein question. <https://www.wwf.de/fileadmin/fm-wwf/Publikationen-PDF/Landwirtschaft/so-schmeckt-zukunft-die-proteinfrage.pdf>.

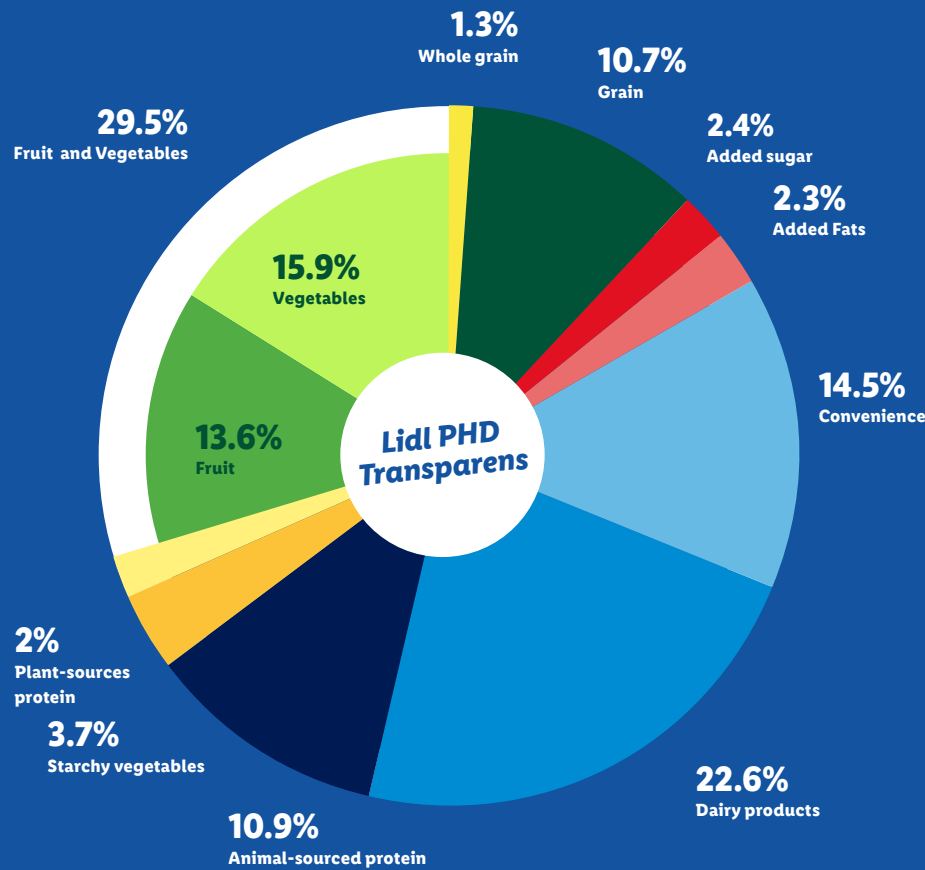
²¹ EAT forum 2026. <https://eatforum.org/eat-lancet/lancet-commissioners>.

²² Danish Veterinary and Food Administration. 2026. <https://foedevarestyrelsen.dk/kost-og-foedevare/alt-om-mad/de-officielle-kostraad>.

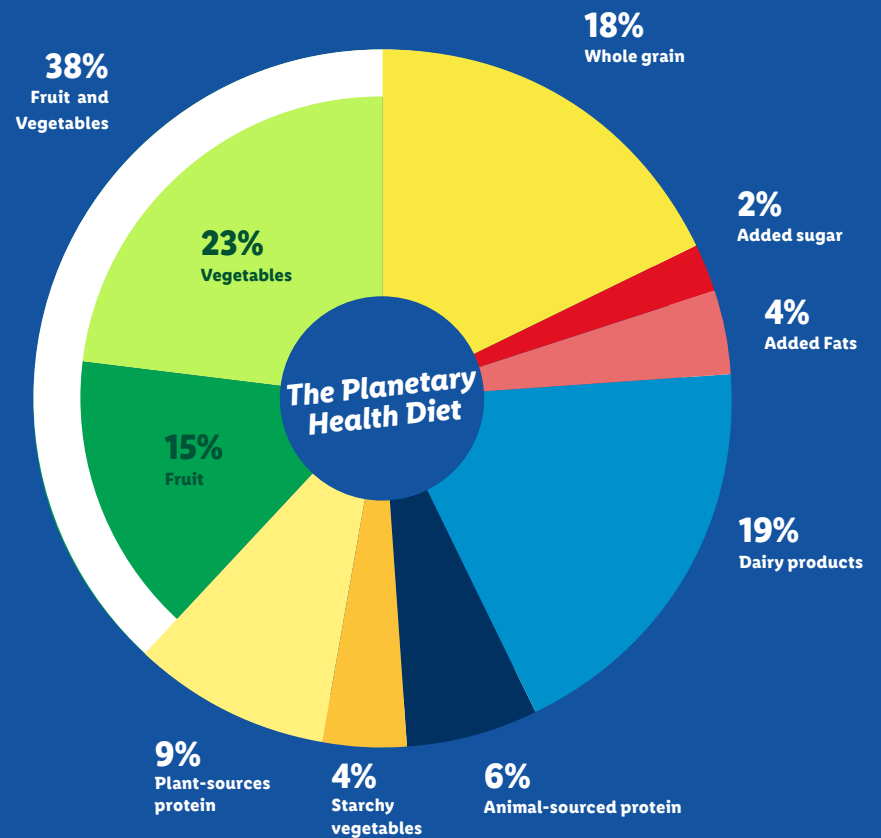
Transparency with Protein Split

PHD²³ recommends a diet with significantly more plant-based foods, such as whole grains, vegetables, legumes, fruits and nuts, and a more moderate consumption of animal products. To measure our progress towards a more plant-rich product range, we use the recognized WWF method²⁴ to calculate our “Protein Split”. This gives us a transparent overview of the distribution between plant-based and animal protein sources in our range. Since 2022, Lidl has calculated and analyzed the “protein split”, and subsequently published the Protein Split in the latest Sustainability Report, which can also be found on [Lidl.dk/ansvarlighed](https://www.lidl.dk/ansvarlighed).

Lidl Denmark 2025



Vision PHD 2050



²³ The Planetary Health Diet was updated in November 2025. These changes have been incorporated but will only be made clear in the next report.

²⁴ WWF Germany. 2021. This is what the future tastes like. The protein question. <https://www.wwf.de/fileadmin/fm-wwf/Publikationen-PDF/Landwirtschaft/so-schmeckt-zukunft-die-proteinfrage.pdf>.

Our targets

Towards 2030, Lidl Denmark have set the following targets

By 2030, we want to increase the share of plant-based food by 20%. Base year 2023.²⁵

Current status: **11%**

By 2030, we want to increase the proportion of alternative dairy products to 10% compared to animal dairy products. Base year 2023.

Current status: **3.5%**

By 2030, we want to increase the proportion of plant-based²⁶ protein sources to 20%. This includes pulses, nuts, seeds, and vegan alternatives to meat, eggs and fish. Base year 2023.

Current status: **15.3%**

By 2030, we want to increase the proportion of whole grains in its product range to 25%. Base year 2023.

Current status (data from 2024): **19.3%**

²⁵ According to the PHD model: legumes, nuts, seeds, whole grains, and fruits and vegetables; excluding potatoes (starchy vegetables).

²⁶ This includes legumes, nuts, seeds, and algae, as well as vegan alternatives to meat, egg, and fish products.



Click here to read more about the WWF method >

Retail-Guide

Sustainable Diets

Rebalancing of plant-based & animal-based key products

"Protein-Split"



Legumes and Danish raw materials

Legumes and lentils are a source of protein packed with fiber, which also has a significantly lower emissions than animal protein. While the official Dietary Guidelines²⁷ recommends 100 grams of legumes per day, the average Dane eats only 5-10²⁸ grams. We want to close that gap.

Lidl Denmark make legumes a natural part of everyday food, we launched the Bælgfrugtpartnerskabet (Legume Partnership) in 2024 in collaboration with The Think Tank Frej. The aim is to bring together the entire Danish value chain to drive collective change. In the partnership, we work to ensure that legumes move from being a niche product to becoming a more central part of the Danes' everyday diet. We do this by setting both common and individual goals, share knowledge across sectors and collaborate on local and national campaigns and initiatives.

At Lidl Denmark, we are dedicated to bringing more Danish ingredients to our "Madværket" private label. A key step in 2025 was our collaboration with Food Bornholm, which introduced locally grown lentils to our standard product range.



"By bringing local, Danish crops to the shelves, we challenge common perceptions and show that local alternatives can be both tasty and versatile in everyday cooking",

Bertram Lykke Nielsen,
Purchasing Consultant
at Lidl Denmark



²⁷ Danish Food, Agriculture and Fisheries Agency. 2026. <https://foedevarestyrelsen.dk/kost-og-foedevare/alt-om-mad/de-officielle-kostraad>.

²⁸ DTU National Food Institute. 2026. <https://www.food.dtu.dk/-/media/institutter/foedevareinstituttet/publikationer/pub-2026/danskernes-kostvaner-2021-2024.pdf>.

Lidl Circus

Habits are established early, and lack of inspiration in the kitchen is one of the biggest barriers to eating greener. That's why Lidl Denmark launched "Lidl Circus" in 2025²⁹, which, based on analyses from Copenhagen Business School, moves the focus on health from the store and into children's lives through play and learning. Based on good everyday products, simple recipes have been developed that have been tested for both taste and everyday realism in the kitchens.



Through strong collaborations, Lidl Denmark have brought the recipes and messages to life:

Save the Children "From screen to skills"

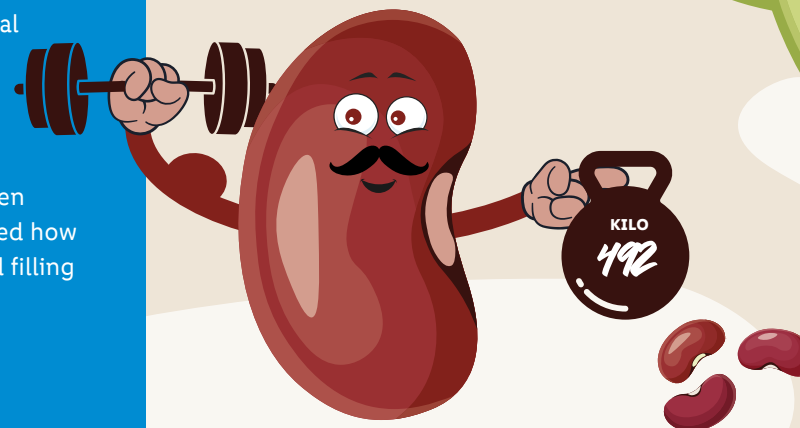
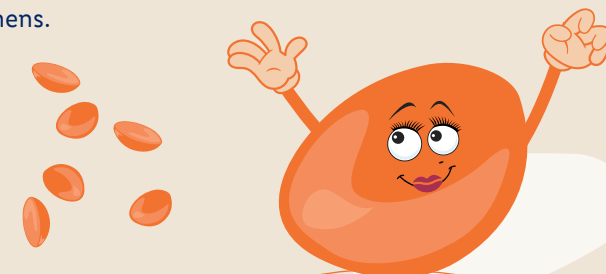
Through live cooking at Madens Folkemøde (Denmark's people's food meeting), we moved the children away from the screen and into the kitchen.

Lykkeliga and Kokken på Kanten

we made cooking with legumes for children and young people a social experience at the summer camp.

Copenhagen Sprint & Hello Kitchen

With the 'Snack Patrol', the children made their own snacks and learned how legumes can serve as an easy and filling on-the-go snack.



²⁹ Lidl Denmark. 2026. <https://www.lidl.dk/c/lidl-cirkus-baelgfrugter/s10072196>.

What we choose not to have

Taking responsibility for public health is not just about what we choose to have in our stores. It's also about what we choose not to have in our stores.

Marketing targeting children

Lidl Denmark want to protect children from advertising for unhealthy foods. Since 2023, we have not marketed unhealthy foods to children for our own-brand products. This includes advertising on TV, radio, social media and in our brochures.

From 2026, we will take the next step by applying these same rules to our in-store food range for children. We will only sell own-brand products featuring children's motifs on the packaging if they meet both the WHO's criteria for healthy foods and Lidl's own requirements. A deliberate exception is promotional items for Christmas, Easter and Halloween. During these seasons, there will still be chocolates like Santa Claus and Easter bunnies on the shelves.

Tobacco and nicotine

Since 2023, a total of 30 new Lidl stores have opened 100% tobacco and nicotine-free in Denmark, in the remaining 129 stores, Lidl Denmark have reduced the tobacco and nicotine assortment by 40% compared to 2023.

Energy drinks

Since 2018, we have restricted access to products with high caffeine and sugar content. We were the first grocery chain in Denmark to introduce a 16-year age limit for the purchase of energy drinks.



Packaging for ice lollies before



Packaging for ice lollies after



Acting fairly



“We take responsibility for the people who work in and around our company. We are dedicated to protecting fundamental human rights and creating an inclusive workplace free from discrimination. It is our clear ambition to offer a safe, fair, and attractive working environment built on trust”,

Hauke Daene
Chief People Officer
Lidl Denmark

Acting fairly

As a retailer sourcing and producing food, non-food, and near-food products across global supply chains, we believe that economic success and social responsibility are inextricably linked. Our global network includes a myriad of partners, which makes our supply chains extremely complex. Different national legislation and increasing demands for transparency drive us to constantly improve our efforts. This is specifically about managing and minimizing risks for, among other things, child and forced labor, discrimination, lack of freedom of association, poor working environment and securing a living wage.³⁰

We are dedicated to mitigating these risks and driving continuous improvement. To safeguard human rights and ensure decent working conditions throughout our supply chains, we continuously refine our processes and implement elevated standards across our organization.

This dedication to responsibility also shapes our internal culture at Lidl. We strive to foster an attractive workplace built on a diverse, inclusive, and non-discriminatory foundation.

We are committed to ensuring equal opportunities for professional development, career growth, and fair compensation for all employees. Safety is a cornerstone of a healthy work environment. We cultivate this by providing stable, long-term employment conditions supported by a clear organizational framework.³¹

● We strive to foster an attractive workplace built on a diverse, inclusive, and non-discriminatory foundation



³⁰ Lidl. 2025. <https://info.lidl/en/our-responsibility/acting-fairly/living-wage-bananas>.

³¹ Lidl Danmark. 2026. <https://karriere.lidl.dk/lidl-som-arbejdsplads>.

Support for work-life balance

Work-life balance is deeply personal, and as an employer, we are dedicated to fostering well-being throughout every facet of our organization.

Believing that physical health and community engagement are central to employee satisfaction, Lidl Denmark provide a variety of benefits, including discounts at Loop Fitness and PureGym, and access to our professional massage program. We also strengthen our social community by facilitating participation in events such as the DHL Relay and internal padel tournaments, alongside the fitness and yoga facilities available at our Aarhus headquarters.

Recognizing that balancing professional and family responsibilities requires flexibility, we offer adaptable working arrangements wherever possible. To support families with young children, Lidl Denmark have established a dedicated child-friendly office at our headquarters, allowing parents to balance their professional commitments with family life. This room features play areas and child-sized furniture, allowing employees to bring their children to work, where they can play while their parents focus on their tasks. We believe that balancing family,

leisure, and work is essential to our employees' overall well-being. Should an employee face long-term illness, we provide a safety net, offering targeted support to help them return to their daily routine.



Together in the labor market

Lidl Denmark have a collaboration with Lev Job³² where we help people with cognitive disabilities such as autism, ADHD or learning disabilities get a job. This partnership empowers employees to utilize their unique skills in an inclusive setting, tailored to their individual support needs. It is a cornerstone of Lidl Denmark's commitment to fostering a truly inclusive workplace — one defined by championing individual potential within a secure and supportive environment.



"I have a spinal cord injury, which leaves me physically challenged on my left side, but in the store in Holbæk, I found the perfect job. I work 12 hours a week, where I primarily make sure the store is stocked with milk, cold cuts, and cheese, and I pack our Food Waste Bags. I've shopped in the store for many years, so I already knew many of the faces—and today, my son actually works here too. It's a super cool job with fantastic customers and a unique sense of togetherness in the team. My colleagues are incredibly sweet, we always help each other out, and we have a good sense of humor", says Bo Aaskov Hemmingsen, employee at Lidl Holbæk.

³² Lidl Denmark. 2026. <https://karriere.lidl.dk/lidl-som-arbejdsplads/diversitet-og-inklusion>.



Human rights in the supply chain

As part of Schwarz Group, we are a member of the voluntary initiative UN Global Compact (UNGC). We have therefore committed ourselves to complying with and actively working towards 10 universal principles within, among other things, human rights.

We support the UN Guiding Principles on Human Rights and Business (UNGPs)³³ and support the International Labour Organization (ILO)³⁴ central labor standards.

The very backbone of this work is the Code of Conduct of the companies of Schwarz Group.³⁵ The companies of Schwarz Group expect suppliers and business partners to comply with the law, especially with regard to human rights and environmental standards. The Code of Conduct for Business Partners describes the basic principles for cooperation with suppliers and business partners of the companies of Schwarz Group. The Code of Conduct contains clear rules on topics such as child labor and forced labor, reasonable working hours, safety at work, and protection against discrimination. In addition to the principles and standards set out in our Code of Conduct, we have defined additional risk-oriented expectations for private label suppliers in our procurement policies for purchasing goods.³⁶ For us, human rights and the environment

are inextricably linked. We therefore also integrate environmental due diligence into our processes and procedures, as climate change and environmental challenges can also have consequences for people's basic rights and access to, for example, clean drinking water.

Our risk-assessments

To ensure that our strategy is translated into action, we are continuously working to make our supply chain more transparent through better supplier data and closer partnerships. By conducting regular and ad hoc risk analyses, Lidl Stiftung & Co KG continuously checks whether human rights have been violated in the production of our products. This is done in the form of Human Rights Impact Assessments (HRIAs)³⁷ for high-risk supply chains for goods. HRIAs have so far been prepared for, among others, berries, bananas, canned tomatoes, shrimp, tea, cashew nuts and cut flowers. The latest HRIA was published in October 2025 and is available on our website.

³³ De forenede nationer. 2011. <https://www.fmi.dk/globalassets/fmi/dokumenter/csr/fns-vejledende-principper-for-menneskerettigheder-og-erhvervsliv-.pdf>.

³⁴ International Labour Organization. 2026. <https://www.ilo.org/>.

³⁵ Lidl Denmark. 2026. <https://om.lidl.dk/code-of-conduct>.

³⁶ Lidl Denmark. 2026. <https://om.lidl.dk/ansvarlighed/holdninger-og-handlinger>.

³⁷ Lidl Denmark. 2026. <https://om.lidl.dk/ansvarlighed>.

Our efforts against child labor

In many parts of the world, child labor is unfortunately not an isolated incident, but a structural problem closely linked to poverty and lack of access to education.³⁸ For Lidl, our global reach means we have a duty to pay particular attention and identify risks. We have a zero tolerance policy towards child labour and Lidl works closely with partners to not only protect but also strengthen children's rights.

If we suspect a violation of children's rights, we act immediately. As a crucial step, we introduced the REACT fund (Rapid Evaluation and Action on Child Labor cases) in the reporting year.³⁹ The fund, is run in collaboration with *The Centre for Child Rights and Business*.⁴⁰ It gives us a powerful tool to respond and investigate cases quickly. The fund can take concrete action within 72 hours and covers critical costs for safe accommodation, transport and medical care. In this way, we can protect the child's best interests from the moment suspicion arises and before formal responsibilities are finally clarified.

Our efforts on migrant workers and hidden forced labor

Lidl rejects any form of forced labor.⁴¹ However, the reality is that workers in certain global supply chains are in a vulnerable position. We place a particular focus on protecting migrant workers, as they are at high risk of becoming dependent on their employers or recruitment agencies. Through Lidl Stiftung & Co. KG, we are continuously working to improve our processes for detecting forced labor and offering effective help and compensation to those affected.⁴² One of the biggest challenges in the industry is that forced labor is often hidden and can be difficult to detect through traditional social audits. That's why we're developing new approaches, scaling proven methods, and collaborating across borders to combat the problem and minimize risk in our supply chains.⁴³

³⁸ Unicef. 2026. <https://www.unicef.org/stories/child-labour>.

FN. 2025. <https://globalis.dk/om-fn/fn-dager-kalender/kalender/verdensdagen-imod-boernearbejde>.

³⁹ Lidl. 2025. https://info.lidl/en/asset/download/3695/file/2025_Human%20Rights%20Progress%20Report_EN.pdf?version=13.

⁴⁰ The centre for child rights and business. 2026. <https://www.childrights-business.org/>.

⁴¹ Lidl Danmark. 2026. <https://om.lidl.dk/code-of-conduct>.

⁴² Lidl. 2025. https://info.lidl/en/asset/download/3695/file/2025_Human%20Rights%20Progress%20Report_EN.pdf?version=13.

⁴³ Lidl Danmark. <https://om.lidl.dk/ansvarlighed/handle-fair/menneskerettigheder>.





Ensuring a living wage in the banana sector

The banana is the Danes' absolute favorite fruit,⁴⁴ but behind the popular dish lies a physically hard, manual work, which in many countries is rarely rewarded adequately. To ensure that the workers on the plantations have the opportunity for a dignified life with access to decent housing and education for their children, we have made the banana the spearhead in our efforts to secure a living wage.

We work from a clear philosophy: The living wage is the very means to meet basic needs. That is why we focus exclusively on securing the financial foundation – we neither monitor nor measure how the individual employee specifically chooses to spend their salary.

Creating real change requires courage to break new ground. That's why Lidl launched the tailor-made "Banana Living Wage"⁴⁵ initiative in 2022. The project was developed in close collaboration with The Sustainable Trade Initiative (IDH)⁴⁶ and the independent auditing body FLOCERT,⁴⁷ and it is currently making a difference for over 20,000 workers.

⁴⁴ Fairtrade. 2025. <https://fairtrade-maerket.dk/nyheder/pressemeddelelse/pressemeddelelse-danskerne-spiser-160-mio-bananer-med-god-samvittighed/>
<https://via.ritzau.dk/pressemeddelelse/14576345/i-kamp-for-danskernes-yndlings-frugt-danske-butikker-i-faelles-front-for-bananen?publisherId=13560072&lang=da>.

⁴⁵ Lidl. 2026. <https://info.lidl/en/our-responsibility/acting-fairly/living-wage-bananas>.

⁴⁶ IDH. 2026. <https://idh.org/about>.

⁴⁷ FLOCERT. 2026. <https://www.flocert.net/>.

⁴⁸ Fairtrade Mærket Danmark. 2026. <https://fairtrade-maerket.dk/om-fairtrade/>.



Every year, we map the actual wages on the plantations, after which we pay a targeted supplement that systematically closes Lidl's share of the wage gap. Here at home, we are proud that all bananas in Lidl Denmark's assortment since the financial year 2025 have been part of this important initiative.

Campaigns

In the 2025 financial year, Lidl Denmark participated in two of Denmark's Fairtrade label⁴⁸ nationwide campaigns with the aim of increasing awareness of the Fairtrade label and strengthening consumers' knowledge of how their purchases can contribute to fairer trading conditions for banana producers in particular. The campaigns were part of our Banana Living Wage initiative, where increased demand for Fairtrade certified bananas helps support Lidl's ambition to contribute to better income and working conditions for banana workers through purchasing and long-term partnerships.





More to Value.

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We value feedback and input on our sustainability work.

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If you would like to know more, detailed information about our approaches to sustainability, including our purchasing policies, is available on our website: [Lidl.dk/ansvarlighed](https://lidl.dk/ansvarlighed)