



Sustainability Report 2025 – Short Version

With the **2025 Sustainability Report**, **Rudolf Ölz Meisterbäcker GmbH & Co KG** is presenting, for the first time, a statement for the 2024 reporting year in accordance with the **Corporate Sustainability Reporting Directive (CSRD)**.

The reporting is based on the **European Sustainability Reporting Standards (ESRS)** and is underpinned by a **dual materiality analysis**, which takes into account both the impacts of the company's operations and financial risks and opportunities.

Company Profile and Strategy

Ölz der Meisterbäcker is an Austrian family-owned company with over 85 years' experience in the production of high-quality baked goods. In addition to Austria, Germany and Switzerland, the company operates in several Central European markets, with an export share of 43 percent, and pursues a long-term, value-oriented corporate strategy.

Sustainability is an integral part of corporate governance and encompasses environmental, economic and social aspects.

Corporate Governance and Responsibilities

Responsibility for sustainability lies with the management and an established Sustainability Board. This body sets strategic goals, monitors risks and ensures the integration of sustainability-related issues into core business processes. Operational implementation is carried out through clearly defined responsibilities across 17 areas of action. This is supported by training, external expertise and a structured risk and control system that ensures the data quality, traceability and verifiability of the reported information.

Focus Areas

Four key focus areas were identified based on the materiality analysis.

Climate Change (E1)

In the area of climate change, the focus is on reducing company-related greenhouse gas emissions, increasing the share of renewable energy in the company's own energy consumption, and implementing systematic energy management.

Total energy consumption in 2024 amounted to 57,830 MWh, with renewable energy accounting for 36 percent. Total greenhouse gas emissions amounted to 144,902 tonnes of CO₂ equivalents on a market-based basis, with the vast majority (94 percent) attributable to upstream and downstream stages of the value chain.

Workforce (S1)

In the area of workforce management, Ölz der Meisterbäcker focuses on safe working conditions (zero-accident target), health promotion (BGF quality seal) and equal opportunities.

In the reporting year, the company employed 1,041 staff from 38 countries, with 22.8 percent being women.

Occupational safety is managed systematically; all employees are covered by appropriate safety systems. In addition, programmes for workplace health promotion and the promotion of mental wellbeing are implemented



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Consumers (S4)

In the area of consumers and product responsibility, the focus is on product safety, transparent information and responsible marketing. Ölz der Meisterbäcker complies with recognised quality and safety standards (IFS Higher Level) and refrains from advertising to children.

Measures to reduce food waste and to ensure high quality requirements throughout the entire value chain have been established.

Corporate Governance (G1)

The area of corporate governance covers compliance, integrity and responsible supply chains. An internal compliance system, a whistleblower platform and clear anti-corruption regulations have been implemented. Suppliers are progressively assessed against defined criteria, taking social, environmental and ethical aspects into account.

Stakeholder Engagement

Stakeholder engagement forms a key foundation of our sustainability management.

Employees, suppliers, customers, consumers, financial partners and owners are regularly involved in dialogue forums and surveys (e.g. GFK 2023). The insights gained from these are incorporated into the further development of our sustainability strategy.

2030 Targets

Looking ahead to the coming years, Ölz der Meisterbäcker has set itself specific targets, including the further reduction of climate-relevant emissions, the electrification of the vehicle fleet, the expansion of structured supplier assessments, and the strengthening of health and mobility measures for employees.

Conclusion

The **2024 Sustainability Report** thus demonstrates a **clear integration of sustainability into corporate governance**, a **transparent materiality framework**, and **consistent key performance indicators and targets**.

Ölz der Meisterbäcker meets the **fundamental requirements of CSRD reporting** and positions itself as a **responsible family-run business** with a **long-term commitment to sustainability**.