

Sustainability Report 2025



Sustainability Report - Summary

SUMMARY

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INTRODUCTION

Fidel Dreher GmbH has stood for quality, reliability, and innovation in the fruit juice industry since 1924. As a long-established family-owned company based in the Lake Constance region, the company combines many years of experience with a clear focus on the requirements of a sustainable future. Sustainability is not treated as a standalone topic, but as an integral part of the corporate strategy and operational development.

Fidel Dreher GmbH develops and produces customized semi-finished products for the food and beverage industry. Its portfolio includes direct juices, concentrates, purées, and plant-based milk alternatives. In addition to high product quality, the company places emphasis on resource conservation, cooperative supplier relationships, social responsibility, and long-term corporate governance.

With the 2025 Sustainability Report, Fidel Dreher GmbH provides transparency about its activities, progress, and objectives in the areas of environment, social responsibility, and governance. The aim is to give stakeholders, business partners, employees, and other interested parties a structured and comprehensible overview of the company's key sustainability topics.

The report shows that Fidel Dreher GmbH is already actively addressing ecological and social challenges in many areas. These include measures to reduce greenhouse gas emissions, improve energy efficiency, use water and resources responsibly, promote safe and fair working conditions, and strengthen transparent and value-based corporate governance.

This summary condenses the main content of the full VSME Sustainability Report 2025 and serves as a clear presentation for the company website.



Hans Peter Dreher



Florian Dreher



Felix Dreher

COMPANY

Since 1924, our family business has been rooted in the Lake Constance region. What began as Fidel Dreher's mobile cider press developed over three generations into a leading supplier of natural fruit juices and plant-based products. Today, we produce high-quality direct juices, concentrates, purées, and oat drinks at two sites - in Stockach and Koprzywnica (Poland).

Our guiding principle, „We live from the fruits of nature,“ shapes our actions: from close co-operation with regional growers to the use of state-of-the-art, resource-efficient technologies and our commitment to the environment, health, and fair working conditions.

The company is currently managed by Hans-Peter Dreher and his sons Florian and Felix Dreher. Together, they drive innovation and sustainability with the goal of ensuring the company's future viability and value-based development

Our vision and sustainability strategy is to make a positive contribution to health, the environment, and society through natural products. As a food manufacturer, we see it as our responsibility to respect the Earth's resources and act in harmony with nature, people, and the market.



What drives us

- We want to rethink nutrition - natural, plant-based, regional
- We promote a circular economy that avoids waste and returns materials to the value chain.
- We rely on innovation and technology to continuously reduce our ecological footprint and energy consumption.
- We see sustainability not as an add-on, but as a principle for every business decision.

Our strategic focus areas

- Climate & energy: Science Based Targets, CO₂ reduction, energy management ISO 50001, environmental management ISO 14001
- Raw materials & supply chain: regional producer partnerships, sustainable packaging, social standards
- Employees & society: health promotion, diversity, training and development
- Leadership & responsibility: transparent governance, ethical conduct, sustainable management

We understand sustainability as an ongoing process of learning and development. That is why we regularly review our goals and measures and further develop them based on new insights and stakeholder dialogue.



VOLUNTARY REPORTING

The 2025 Sustainability Report was prepared on the basis of the Voluntary Sustainability Reporting Standard for SMEs (VSME) developed by EFRAG. This is a voluntary reporting standard for small and medium-sized enterprises in the European Union. The aim of this standard is to present sustainability information in a consistent, comprehensible, and practical way.

Fidel Dreher GmbH reports individually for the calendar year 2025 and applies the Basic and Comprehensive Modules of the VSME. This documents relevant information on environmental, social, and governance topics in a structured and transparent form.

The report reflects the company's commitment to systematically advancing sustainability and making it visible for internal and external stakeholders. It also supports strategic management by identifying relevant ESG topics, documenting them, and translating them into measures.

Fidel Dreher GmbH understands sustainability as a long-term development process. This is reflected both in the integration of ESG aspects into the corporate strategy and in the continuous development of processes, technologies, and management systems. Sustainability aspects are given particular consideration in the following areas:

- Climate protection and energy efficiency
- Resource conservation and circular economy
- Water and environmental management
- Biodiversity and regional agriculture
- Fair working conditions and personnel development
- Supply chain responsibility and human rights
- Governance, compliance, and transparency

The general corporate strategy explicitly includes key elements related to sustainability. These include, in particular, reducing greenhouse gas emissions, using renewable energy, promoting sustainable procurement, supporting regional value creation, ensuring high quality and social standards, and aligning with international sustainability goals.

Fidel Dreher GmbH pursues a long-term approach. Investments in modern production facilities, new capacities for plant-based milk alternatives, sustainable packaging solutions, and energy and environmental management systems serve not only economic development but also the company's ecological and social future viability.



ENVIRONMENTAL METRICS

Environmental and climate protection are central components of Fidel Dreher GmbH's sustainability strategy. As a manufacturing company with energy- and water-intensive processes, the company actively addresses its environmental impact and pursues concrete measures to reduce emissions, conserve natural resources, and strengthen sustainable production and procurement structures.



Energy and greenhouse gas emissions

In the reporting year 2025, total energy consumption amounted to 33,067.813 MWh. Energy use was broken down as follows:

- 2,836.91 MWh renewable fuels
- 28,201.181 MWh non-renewable fuels
- 2,029.722 MWh renewable electricity

Total greenhouse gas emissions were reported in detail as follows:

- Scope 1: 5,215.55 tCO₂e
- Scope 2 (location-based): 884.24 tCO₂e
- Scope 2 (market-based): 222.08 tCO₂e
- Total Scope 1 and 2 location-based: 6,099.79 tCO₂e
- Total Scope 1, 2 and 3: 30,446.66 tCO₂e

Within Scope 3 emissions, purchased goods and services, upstream transportation, and capital goods are the main emission sources. This shows that, alongside its own production, the supply chain and upstream processes are highly relevant for sustainability management.

The company has defined an emissions reduction target: starting from the base year 2022, emissions in Scope 1 and Scope 2 are to be reduced by **42% by 2030**. To achieve this, the following measures are planned:

- Switching to or returning to green electricity
- Reducing emission-intensive energy uses
- Expanding energy-efficient technologies
- Using the company's own photovoltaic systems
- Optimizing production and logistics processes

In addition, the company relies on certified management systems such as **ISO 14001** and **ISO 50001** to systematically manage environmental and energy aspects.



Climate risks and resilience

Fidel Dreher GmbH has identified and assessed climate-related risks and resilience factors. These include in particular:

- extreme weather events such as floods, storms, and hail
- droughts and water scarcity
- long-term temperature increases
- changing precipitation patterns
- stricter regulatory requirements
- increasing market pressure for more sustainable products

These risks affect both the company's own production and raw material procurement and supply chain. To strengthen resilience, Fidel Dreher GmbH relies on:

- supplier diversification
- sustainable and regional procurement
- Scope 2 (market-based): 222.08 tCO₂e
- investments in renewable energy
- modernization of facilities and technologies
- integration of climate risks into strategic planning



Water, biodiversity, and resource use

Total water consumption in the reporting year was 156,004 m³. Since production processes consume significant amounts of water, responsible water management is a key area of action. The company is pursuing measures to optimize water consumption and to reuse and use water efficiently in production.

In the area of biodiversity, Fidel Dreher GmbH does not have sites in or near biodiversity-sensitive areas. At the same time, the company actively supports the preservation of regional ecosystems. Particularly noteworthy are:

- long-term support for orchard cultivation
- annual tree-planting initiatives
- support for bee projects
- promotion of ecological and sustainable farming methods

These measures help promote biodiversity in the region and strengthen the link between regional agriculture and sustainable raw material sourcing.



Circular economy and waste management

Fidel Dreher GmbH explicitly commits to the principles of the circular economy. The goal is to keep material flows in circulation as much as possible, avoid waste, and recycle residual materials or use them for meaningful secondary applications.

In the reporting year, total waste amounted to 3,511.037 tonnes. Almost all of this was non-hazardous waste. Particularly positive is that the entire amount of waste generated was recovered:

- 168 tonnes recycling
- 3,343 tonnes reuse

In addition, organic by-products are used for biogas production. This underlines the company's commitment to using resources efficiently and minimizing environmental impacts.

SOCIAL METRICS

Fidel Dreher GmbH sees its employees as a decisive success factor and directs its social responsibility both toward its own workforce and toward its value chain. The aim is to ensure safe working conditions, fair pay, development opportunities, and a respectful working environment.

Workforce and employment structure

At the end of the reporting period, the number of employees stood at 74.75 FTE. Of these:

- 73.75 were on permanent contracts
- 1.0 was on a fixed-term contract

The workforce by gender was as follows:

- 17.15 female employees
- 56.60 male employees

The turnover rate was 3.681%, which is low. This can be seen as an indicator of stable employment relationships and relatively high employee loyalty.



Health and safety

Occupational safety and health protection are of great importance. In the reporting year, one reportable workplace accident occurred. There were no deaths due to work-related injuries or illnesses.

Fidel Dreher GmbH relies on systematic safety management with regular training, inspections, risk assessments, and the provision of personal protective and hygiene equipment. This is complemented by occupational health measures and support for employees returning to work after prolonged illness.

Compensation, training, and equal opportunities

Fidel Dreher GmbH ensures that all employees receive compensation above the statutory minimum wage. The reported unadjusted gender pay gap is 17.789%. It should be noted that this figure is not adjusted for structural differences in function, qualification, or hierarchical level.

In the area of qualification, an average training level per employee was reported that is comparable for both female and male staff. Further education is an essential part of the personnel strategy. Topics such as food safety, sustainability, digitalization, and professional development play an important role.

The company also actively promotes talent, creates individual development opportunities, and focuses on long-term retention. This is also reflected in the fact that apprentices are generally taken on into permanent employment.

Human rights and social standards

Fidel Dreher GmbH has a human rights policy for its own employees as well as a code of conduct. It covers topics such as:

- accident prevention
- prohibition of child labor
- prohibition of forced labor
- protection against discrimination

There is also a mechanism for handling employee complaints. No confirmed serious human rights violations were identified within the company in the reporting year. Likewise, no confirmed serious incidents were recorded in the value chain, among affected communities, or among consumers.

The company's social responsibility extends beyond its own workforce. Ecological and social standards are also promoted in the supply chain through audits, clear requirements, and cooperative partnerships. The company values fair working conditions and legally compliant behavior throughout the value chain.



MANAGEMENT METRICS

Responsible, transparent, and long-term corporate governance forms the basis for the sustainable development of Fidel Dreher GmbH. Corporate governance is understood not only as a formal management task, but as a binding framework for economic stability, value-based action, and strategic future security.

Corporate governance structure and responsibility

Fidel Dreher GmbH is supported by a clear leadership structure. The management is responsible for the strategic direction of the company and is supported by an expanded management team. Sustainability topics are integrated into leadership and decision-making structures.

Key responsibilities include:

- strategic integration of sustainability goals
- financial management of sustainability-related investments
- further development of reporting
- management of environmental, risk, and compliance issues
- operational implementation in production, quality, personnel, and supply chain

The integration of sustainability aspects into corporate management is also reflected in the fact that environmental, social, and governance topics are explicitly considered in strategic decision-making.

Compliance, ethics, and control mechanisms

Fidel Dreher GmbH has a code of ethics that defines clear standards for integrity and compliance. These include, among other things:

- prohibition of discrimination
- prohibition of child and forced labor
- promotion of equal opportunities
- data protection in accordance with the GDPR
- avoidance of conflicts of interest
- no-gift policy

In addition, a whistleblowing channel has been established through which potential violations can be reported anonymously.

Compliance with internal and external requirements is secured through control mechanisms. These include internal audits, internal control systems, and external audits (e.g. SMETA) as well as external audits of the annual financial statements and management report by independent auditors. These structures strengthen transparency, reliability, and credibility in corporate governance.

Sensitive sectors and integrity

As part of the VSME reporting, it was disclosed that Fidel Dreher GmbH does not operate in sensitive sectors such as controversial weapons, tobacco, fossil fuels, or chemicals. Accordingly, there is no net income in these areas. Nor is there any exclusion from EU reference benchmarks aligned with the Paris Climate Agreement.



Strategic direction

The governance of Fidel Dreher GmbH is geared toward long-term stability and intergenerational responsibility. As a family-run company, it pursues a sustainable growth strategy that combines economic solidity with innovation and accountability.

Key elements of this strategic direction include:

- investment in future-proof technologies
- expansion of sustainable production capacities
- strengthening regional and resilient supply chains
- expansion of ESG reporting
- continuous improvement of environmental and social standards
- safeguarding financial independence and stability

CONCLUSION

With its 2025 VSME Sustainability Report, Fidel Dreher GmbH demonstrates that sustainability is a firmly embedded part of its corporate development. The report makes clear that environmental responsibility, social reliability, and good corporate governance are not viewed in isolation, but together form the foundation for long-term business success.

In the environmental area, the focus is particularly on energy efficiency, emissions reduction, water and resource management, and the circular economy. In the social area, employee orientation, occupational safety, training, and human rights standards shape the company's actions. In the area of governance, clear responsibilities, values-based leadership, effective control mechanisms, and transparent reporting ensure stability and credibility.

With this voluntary reporting, Fidel Dreher GmbH underlines its ambition to shape sustainability in a structured, comprehensible, and future-oriented way. The summary also shows that the company has already implemented numerous concrete measures and will continue to develop sustainability as a strategic core area.

