RAUCH
SEIT 1919.

HEALTHY PLANET HEALTHY PEOPLE

SUSTAINABLE SUCCESSFUL BEVERAGE SOLUTIONS WORLDWIDE

SUSTAINABILITY REPORT 2025

2025 COMPANY HIGHLIGHTS

First juice worldwide in
100 % rePET-PACKAGING

1.81 BILLION €
Group revenue

>80 % SATISFIED EMPLOYEES
with RAUCH as employer

>100 YEARS OF BUSINESS HISTORY

RAUCH SEIT 1919.

200+ FARMERS
trained per year by RAUCH

29 % FEMALE
quota in management positions

SBTi-validated
CLIMATE TARGETS

>3,000 EMPLOYEES
in 13 countries

8 YEARS average employee tenure

SILVER | Top 15%
ecovadis
Sustainability Rating
APR 2025

4,600+ MWh
generated solar power per year

70+ NATIONALITIES
working at RAUCH

ECOVADIS SILVER RATING 2025
Top 15 % worldwide

HEALTHY PLANET, HEALTHY PEOPLE – SUSTAINABILITY AT RAUCH

For the particular nature of our business, sustainability is an essential topic for our overall success as a company, and it has been so since the publication of our first Sustainability Report in 2012. Guided by our Group Vision and our sustainability motto “Healthy Planet, Healthy People”, we have set ourselves a clear ambition and concrete ambitious commitments along our entire value chain.

Recently, we have invested significant focus and resources in building a competent sustainability team, defining a clear strategy, setting concrete commitments, implementing professional tools and processes, and establishing a network of skilled and motivated colleagues across all our locations and business units. Together with all our other employees, customers, and partners, we turn our sustainability ambitions into reality.

I am particularly proud that, as of December 2025, our climate targets have been officially validated by the Science Based Targets initiative (SBTi). This external recognition confirms that our efforts to reduce greenhouse gas emissions and operate responsibly are aligned with the latest climate science and supported by it.

This milestone formalizes and strengthens our commitment to protecting the planet we live on, the resources it provides, and the species that inhabit it.

Natural fresh fruits lie at the heart of our business, and their diversity and vitality inspire everything we do. As a family-owned company, we are aware of our responsibility to preserve the environment, promote social well-being, and foster healthy growth for generations to come. Sustainability has been a guiding principle for RAUCH for many years, shaping our strategies, projects, and partnerships, and it will continue to guide our growth in the years ahead.

The experience of recent years has shown us that sustainability is not only an ethical obligation but also a strategic advantage–enabling us to offer tastier, safer products and innovative solutions, while remaining an attractive employer and trusted partner. On this foundation, we continue to explore new ideas, set ambitious goals and implement initiatives that make a real difference.

I invite you to join us on this journey through the RAUCH Valley, discovering how we translate our sustainability ambitions into action, and to accompany us as we continue to create positive impacts for people, nature, and communities around the world.

With best regards,

Jürgen Rauch
Managing Director of RAUCH Fruchtsäfte,
4th generation

SUSTAINABILITY REPORT 2025

ABOUT RAUCH

FROM A SMALL FRUIT JUICE PRODUCER TO AN INNOVATIVE GLOBAL PLAYER

Since our foundation in 1919, we have been an Austrian family business and are now in the fourth generation. Driven by quality and passion, we have become one of Europe's leading fruit juice and beverage companies, quenching thirst with fruit in over 100 countries.

RAUCH BUSINESS & BRANDS

OUR THREE STRATEGIC BUSINESS AREAS

RAUCH BEVERAGE SOLUTIONS

Producing and distributing own RAUCH brands, including Happy Day, Eistee/MyTea, Bravo, and many more.

RAUCH FRUITS

Responsible processing of fruits, producing and distributing semi-finished products (fruit juice concentrate, purees and aromas) for international B2B customers.

RAUCH CO-PACKING

Filling beverage cartons, cans, PET, and glass bottles on our own high-tech lines as a service for other beverage brands.

16 RAUCH BRANDS

>550 ARTICLES
in the assortment

30 – 40 NEW PRODUCTS
each year

Available in over
100 COUNTRIES

RAUCH Happy Day represents exceptional fruit-flavored juices of the highest quality, offering a wide variety of classic and exotic flavors – from orange and apple to mango, pomegranate, and pink guava – designed to deliver enjoyable drinking experiences.

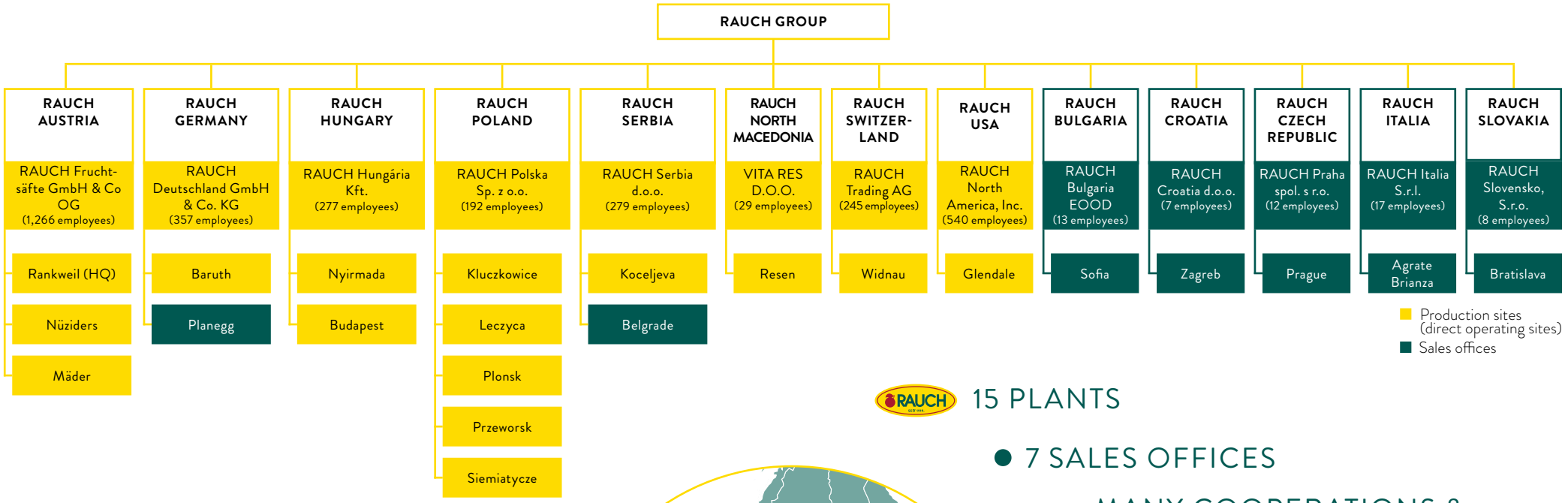
RAUCH Juice Bar celebrates the craft of fresh juice with inspired fruit creations that emphasize high-quality, directly pressed juices, innovative blends, and low-calorie teas – all made with natural ingredients and no added sugar, sweeteners, colors, or preservatives.

BRAND OVERVIEW

As one of the few beverage producers, we control the supply chain from fruit processing to finished product, ensuring consistent quality across our brands. Our portfolio spans juice, ice tea, isotonic drinks, and premium fresh-pressed creations, with most products marketed under the common RAUCH umbrella brand and exported to about 100 countries worldwide. Additionally, we operate RAUCH Juice Bars in Austria, Italy, Serbia, and on various cruise ships, where fresh fruits are pressed and mixed into fresh juices.

RAUCH Eistee/MyTea is a refreshing fruit-flavored ice tea crafted with real brewed tea and a splash of fresh fruit juice, designed to offer a revitalizing break from everyday life. The range includes classic fruit varieties along with zero-sugar options to suit different tastes.

bravo | Cafe mio | EISTEE | HORECA | happy day | SPORT ISOTONIC | Limessa | Nativa | YIPPY | JUICE BAR | FRANZ JOSEF RAUCH | carpe diem



15 PLANTS

7 SALES OFFICES

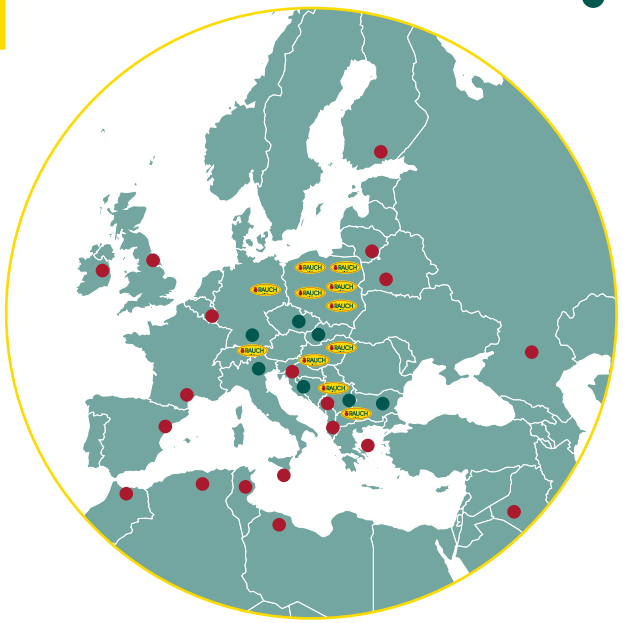
MANY COOPERATIONS & PARTNERS

3,204 EMPLOYEES

GROUP OVERVIEW

With a turnover of EUR 1.81 billion and 3,204 employees in 2025, we are Austria's largest producer of fruit juices and tea drinks and one of Europe's leading beverage companies.

Founded in 1919, we are a family-owned company headquartered in Rankweil, Vorarlberg, and operate in 13 countries as the RAUCH Group. Ownership lies with a private foundation managed by members of the RAUCH family and experienced external experts.

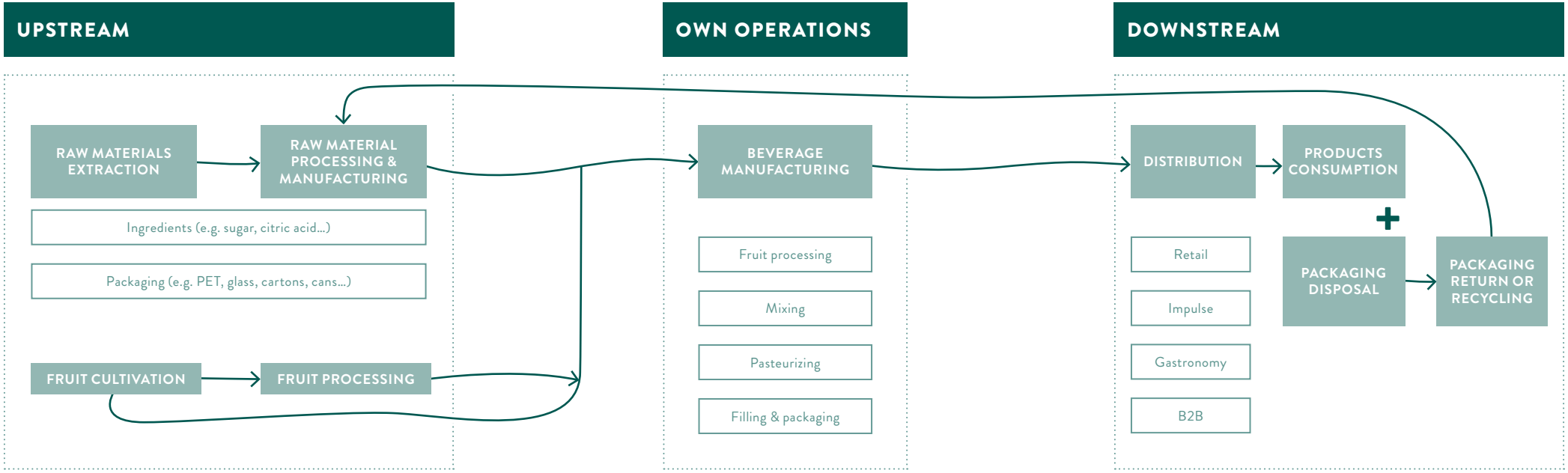


EUROPE

USA

VALUE CHAIN

The RAUCH value chain begins with the careful sourcing of high-quality fruits from the own plantations or selected regional suppliers, ensuring optimal ripeness and nutrient content. For the fruits that are not locally available such as exotic varieties, concentrates, purees and aromas are purchased from trusted suppliers. Fresh fruits are promptly transported to modern production facilities in Austria, Poland, Hungary, Serbia and North Macedonia, where they are transformed into juices, purees or concentrates while preserving maximum taste and nutritional value. These semi-finished products are either stored, sold or sent to the production facilities to be filled and packaged into beverage cartons, PET bottles, glass bottles, cans or innovative bag-in-box solutions. Other needed materials like packaging and further ingredients are preferably sourced from regional suppliers with long-standing relationships. The finished products are then sold through retail, impulse and gastronomy channels. After consumption, the packaging is collected through deposit return systems, properly disposed and where possible, recycled into materials that are used to produce new packaging.



MANAGEMENT POLICY

PRINCIPLES OF OUR INTEGRATED MANAGEMENT POLICY

1. **Compliance with legal and normative requirements**
   We are fully committed to complying with all applicable laws, standards, regulations, and other binding obligations in all relevant areas of our management system. Ongoing dialogue with authorities, customers, associations, and stakeholders forms a central foundation of this commitment.

2. **Integrated and effective management system**
   We operate an effective integrated management system on a Group level and at all our locations. It is regularly reviewed, adapted to new developments, and continuously improved based on key performance indicators, audits, and assessments.

3. **Responsible and risk-based action**
   We proactively identify and evaluate risks and opportunities across all areas of our operations. By applying preventive and risk-based approaches, we ensure the reliability, quality, and safety of our products and processes. This includes anticipating potential disruptions, reducing environmental and security risks, and promoting long-term resilience and operational excellence.

4. **Employee involvement and a culture of responsibility**
   We foster a culture of shared responsibility, engagement, and continuous learning. Every employee is empowered to contribute to quality, safety, sustainability, and innovation. Through open communication, targeted development, and recognition of initiative, we strengthen a sense of ownership and build a collaborative and trust-based working environment.

5. **Continuous improvement and innovation**
   We regularly assess the effectiveness of our processes and systems, incorporate scientific insights, technological developments, and stakeholder feedback to continuously enhance our performance.

6. **Open communication and transparency**
   We foster transparent communication both internally and externally. Opportunities for improvement are actively identified, documented, communicated, and implemented.

RAUCH CORE VALUES

RESPECTFUL
We communicate transparently and on an equal footing.

TREND-SETTING
Quality awareness and innovative strength are the foundation of our success.

REALISING
We think in an entrepreneurial way and have space for personal development.

OUR SUSTAINABILITY APPROACH

HEALTHY PLANET

A **HEALTHY PLANET** is the foundation of our business, and sustainability plays a crucial role in our economic long-term success.

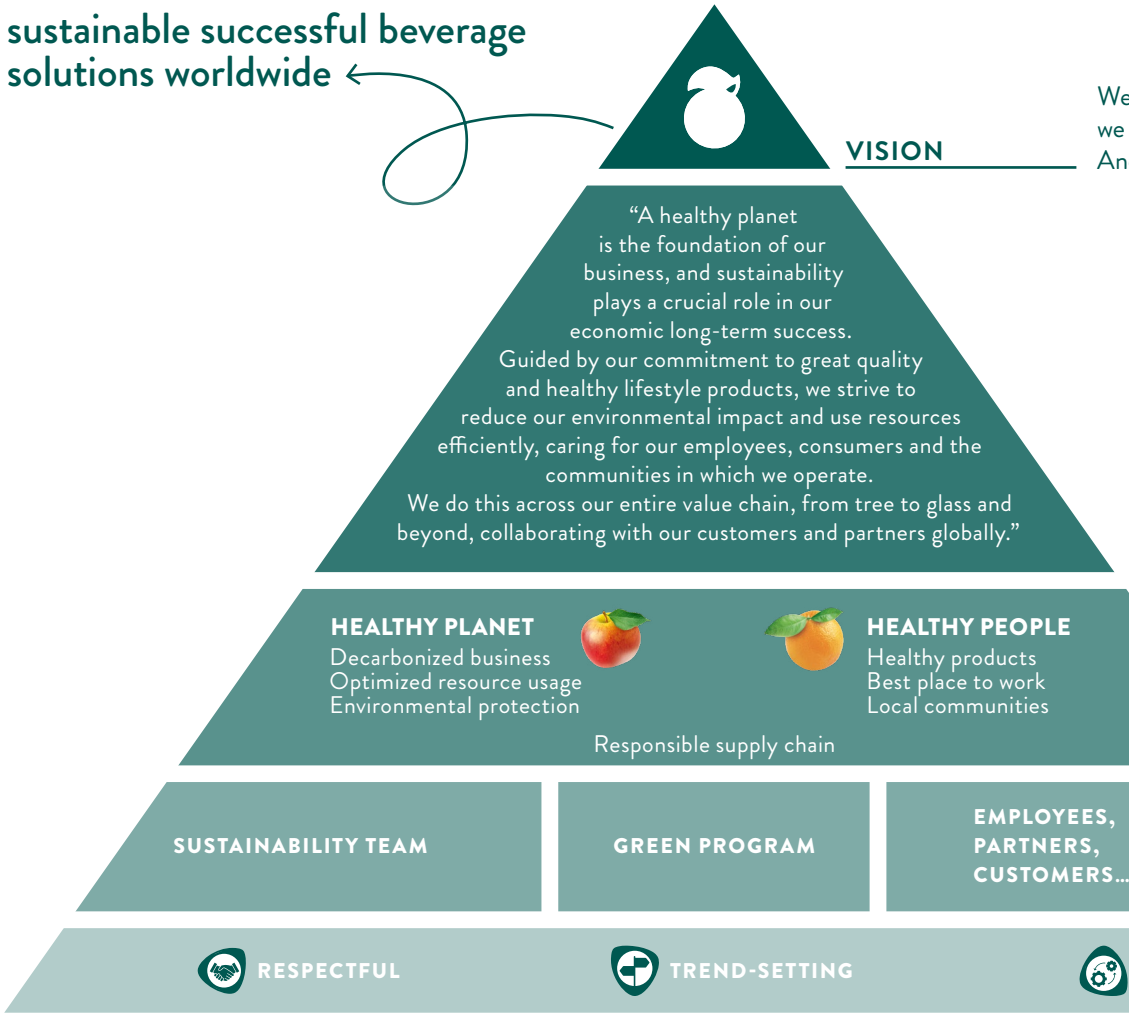
From tree to glass and beyond, we take environmental and social responsibility across our entire value chain – collaborating with customers and partners worldwide.

HEALTHY PEOPLE

HEALTHY PEOPLE guide our work as we care for our employees, consumers, and the communities in which we operate, promoting well-being and a healthy lifestyle through our business.

SUSTAINABILITY AS PART OF OUR GROUP STRATEGY

The number one choice for sustainable successful beverage solutions worldwide



We have a global **Group vision** which guides everything we do. From it we derive what we want to do as RAUCH with sustainability, defining our mission, focus topics and more. And again, everything is done with our core values in mind.

A concise **sustainability mission** summarizes in few words what our ambition in sustainability is and how we set out to achieve it.

2 strategic areas and **7 focus topics** tell us what to focus on to achieve our mission.

A competent **sustainability team** works on these topics in concert with the **GREEN Program** community and other stakeholders.

In everything we do, we are guided by our foundational **RAUCH core values.**

SUSTAINABILITY ORGANIZATION

Executive and decision-making authority lies with the RAUCH Group's Management Board and is supported and supervised by the Management Advisory Board. The Advisory Board approves key decisions and provides strategic guidance, with roles and responsibilities defined in formal rules of procedure.

Our sustainability commitment, policies and strategies are overseen by Group management. Ethics and compliance matters are managed by the Chief Compliance Officer.

Sustainability-related activities are coordinated and managed by the Group Sustainability Team, based at the headquarters in Rankweil. The team directly reports to the Management Board (Mr. Daniel Wüstner) and is composed of 5 people, with dedicated expertise across climate, reporting and other material topics. Key responsibility of the team is to manage the overall Group's sustainability approach, from strategy definition and reporting down to implementing projects and concrete measures across all RAUCH.

The Sustainability Team works closely with the RAUCH GREEN Program, a Group-wide community of more than 30 engaged colleagues who act as subject-matter experts and ambassadors for sustainability across all functions and locations.

We regularly benchmark our governance and business conduct practices against external peers and industry standards. External assessments are used to identify improvement areas and define targeted objectives and measures.

High process maturity and standardized governance procedures are an integral part of our corporate culture and contribute to operational resilience and consistent business conduct.

Legal and regulatory requirements are monitored through a structured and standardized regulatory monitoring process. Relevant legal developments are systematically identified, assessed and translated into internal policies, procedures and operational controls to ensure ongoing compliance.

OUR MANAGEMENT

Management Board, from left to right: Dietmar Hammerer, Harald Krammer, Jürgen Rauch, Stefan Huber, Daniel Wüstner

STRATEGY DEVELOPMENT

Together with experts from different departments and production sites, the Sustainability Team has developed a comprehensive sustainability approach that reflects our strategy and serves as a guiding framework for structuring and communicating how we do sustainability at RAUCH.

Guided by our Group vision, we have developed a Sustainability Mission, which reflects our high level ambition on the topic and explains what our long-term aim is. In addition to our two pillars of "Healthy Planet" and "Healthy People", we have also defined 7 focus topics we want to focus on along our sustainability journey.

These topics are supported by a series of quantitative targets at Group level and will be reviewed annually.

FOCUS TOPICS

HEALTHY PLANET

DECARBONIZED BUSINESS

We measure our carbon emissions (CO_2e) according to the GHG protocol and strive for continuous reduction along our SBTi-approved Net Zero targets.

OPTIMIZED RESOURCE USAGE

We handle water and other material resources with care, continuously seeking ways to reduce and optimize their usage while ensuring proper waste recycling and usage of environmentally friendly packaging.

ENVIRONMENTAL PROTECTION

We engage in protecting the environment by strictly following local regulations, raising internal and external awareness, minimizing pollution and taking care of biodiversity around our sites and in our sourcing processes.

HEALTHY PEOPLE

HEALTHY PRODUCTS

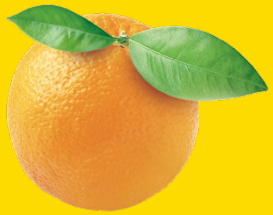
Our high-quality products strive to make a positive contribution to the health of our consumers, reducing for example usage of sugar and artificial ingredients.

BEST PLACE TO WORK

We strive to be the #1 attractive employer for results-oriented employees, fostering a supportive workplace prioritizing satisfaction, safety and development while ensuring fairness and diversity leading to long-term retention.

LOCAL COMMUNITIES

We act as a committed member of society and support meaningful initiatives and organizations in the local communities which we operate.



RESPONSIBLE SUPPLY CHAIN

We embed environmental and societal responsibility into our procurement processes, we prioritize climate friendly, responsible regional partners, and we continuously optimize our logistic network and transportation modes.

SUSTAINABILITY MANAGEMENT

MANAGEMENT APPROACH

Sustainability is firmly anchored in RAUCH's corporate culture and governance. As a fruit processing company, our business is directly linked to natural resources. The availability of good quality, healthy fruit and fresh water is fundamental to our operations and therefore shapes our commitment to responsible, sustainable business practices across all activities.

Sustainability is reflected in the Group's vision and overall business strategy, ethics and compliance topics are regularly reviewed and integrated into management and board-level reporting, including the monitoring of key sustainability and compliance indicators.

Our approach is based on independently certified management systems implemented across all operations, ensuring consistent standards for environment, occupational health and safety, product quality, food safety, information security and regulatory compliance. Internal policies are supported by detailed procedures at all locations.

COMPLIANCE

RAUCH enforces business conduct requirements both internally and externally. All employees are required to follow the RAUCH Employee Code of Conduct, while external partners must comply with the Supplier Code of Conduct.
Compliance is ensured through standardized processes, clearly defined responsibilities, and structured evaluation criteria, particularly in supplier management. Regulatory developments are closely monitored via a structured process, with relevant legal changes systematically identified, assessed, and incorporated into internal policies, procedures, and operational controls.

RISK MANAGEMENT

Risks are systematically identified, evaluated and managed using a structured risk management framework defined by documented procedures and guidelines.

Risk assessments cover, among others, raw material and supplier risks, production and quality risks, business and economic risks, political and regulatory developments, as well as environmental and social risks. All employees are encouraged and expected to actively consider potential risks to people and the environment in their daily activities, particularly when introducing new processes, operations or products. Risks are monitored according to their relevance, and appropriate mitigation measures are implemented and reviewed on an ongoing basis.

As part of our commitment to climate resilience, we conducted a comprehensive climate risk assessment across all our locations. The analysis covers both physical risk – such as extreme weather events, flooding and chronic temperature shifts – as well as transition risk arising from regulatory changes, carbon pricing and evolving market dynamics. All locations were evaluated across multiple climate scenarios, including 1,5 °C and 2 °C warming pathways, impacting decisions on our sustainability and climate strategy.

WHISTLEBLOWING

The Group operates a formal whistleblowing system as part of its compliance framework. No substantiated whistleblowing cases have been reported in recent years.

CUSTOMER REQUESTS

Sustainability-related customer requests are managed through a central team inbox and a standardized internal process. Requests are documented, assessed and stored in a structured manner to ensure traceability and consistent handling.
Sales teams are supported through standardized materials and coordinated response processes to ensure consistent and accurate communication with customers. This includes standard response letters, FAQ documents and internal knowledge sharing formats.

For RAUCH, sustainability means taking responsibility where business decisions are made – in strategy, governance and everyday management across the value chain.

Daniel Wüstner, Managing Director RAUCH
Responsible for Beverage Solutions and Sustainability

GUIDELINES & FRAMEWORKS

Sustainability management and business conduct are governed by binding internal policies and management systems, aligned with internationally recognized frameworks.

INTERNAL CODE OF CONDUCT

Internal ethical conduct is defined by the RAUCH Code of Conduct supported by the Compliance Handbook, which set binding rules on ethical and lawful business practices, respectful and fair workplace behavior, the prevention of conflicts of interest and corruption, and the responsible handling of company resources and information.

SUPPLIER CODE OF CONDUCT

External partnerships are governed by the RAUCH Supplier Code of Conduct, with a dedicated section covering human rights and fair labor practices, health and safety, environmental protection and sustainability, anti-corruption and ethical business conduct, and the implementation of responsible supply chain due diligence and compliance with all applicable laws.

ENVIRONMENTAL MANAGEMENT

The Environmental Management according to ISO 14001:2015 is based on our environmental and energy policy, which sets the framework for binding commitments to legal compliance, sustainable resource management, climate and environmental protection, and the continuous improvement of environmental and energy performance throughout the value chain.

SOCIAL MANAGEMENT

Our Social Policy, aligned with the SEDEX principles, establishes binding commitments to human rights, fair labor practices, occupational health and safety, ethical business conduct, responsible supply chain management, and continuous improvement in social responsibility throughout the value chain. This commitment is underpinned by regular SMETA 4-Pillar audits.

OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT

In line with ISO 45001:2018 our occupational health and safety management system is guided by our Health and Safety Policy, which sets out binding commitments to safe working conditions, risk prevention, legal compliance, employee involvement, and the continuous improvement of health and safety performance.

QUALITY MANAGEMENT

Aligned with ISO 9001:2015 our Quality Policy commits us to consistently provide safe, compliant and high-quality products, to ensure customer satisfaction through reliable and controlled processes, and to continuously enhance the effectiveness of our quality management system across the entire value chain.

INFORMATION SECURITY MANAGEMENT

Our Information Security Policy establishes, in line with ISO 27001:2022, a framework to protect the confidentiality, integrity and availability of information, ensure compliance with legal requirements, address risks systematically, and continuously improve the effectiveness of our information security management system across the organization.

In addition to system certifications, RAUCH's sustainability performance is assessed through external ratings, including EcoVadis, supporting transparency and benchmarking across supply chains. With our most recent Silver rating, we are proud to be among the top 15 % of companies worldwide.

GREEN PROGRAM

The RAUCH GREEN (Global Rauch Environmental & social Efficiency Network) Program was established in 2024 to act as the extended arm of the Sustainability Team in the organization. It operates within a defined governance structure, with regular coordination meetings and clearly assigned responsibilities, and is directly sponsored by the RAUCH Managing Board.

As a cross-departmental community, the Program is the key to build up internal knowledge, raise awareness and multiply impact across the different RAUCH departments and international locations.

Regular global quarterly meetings are held with all Program members, next to more frequent meetings and workshops in dedicated working groups to:

- promote cross-functional alignment and enable best-practice exchange
- improve the data management of sustainability-related data
- define and advance our Group sustainability goals
- suggest and run sustainability projects in the department or location
- track implementation of sustainability measures across the Group
- spread sustainability information and mindset in the organization

A highlight of the Program is our GREEN Summit, bringing together all Program participants and other key stakeholders for an onsite event once a year. With a mix of updates from the Sustainability Team, best practices from all over RAUCH and impulses from external speakers, the Summit is a great occasion to foster real connections and advance sustainability topics together.

GREEN PROGRAM GOVERNANCE STRUCTURE

SPONSOR
RAUCH Managing Board

GREEN COACHES
Senior experts as sparring partners from Quality, Finance, Operations and Supply Chain

GREEN LEADS
One colleague from each HQ department to identify and support sustainability projects in its area and spread the mindset to its colleagues

+

GREEN AMBASSADORS
One representative for each global location to represent sustainability in the plant and provide support on local topics

PROJECT MANAGEMENT & COORDINATION
Global Sustainability team

Group picture of the first RAUCH GREEN Summit held at our Rankweil HQ in 2025

NETWORK & INDUSTRY INITIATIVES

We are a member of many organizations, not only as a passive participant but also by playing an active role in shaping their activities. These include various business and juice industry organizations that promote high food quality standards across the industry and help combat food fraud. In addition, RAUCH participates in various environmental initiatives to reduce its environmental footprint. As Austria is both our main market and the location of our head office, most of these activities are centered there.

JUICE INDUSTRY ORGANIZATION

European Fruit Juice Association (AIJN) is the representative body of the fruit juice industry in the EU, defending and promoting the interests of the entire supply chain, from raw material producers to the packers of juices and nectars. Its Code of Practice serves as the reference industry guideline for the evaluation of fruit and vegetable juices, recognized by processors, traders and food inspection authorities worldwide. RAUCH holds a leadership role on the Executive Board of the AIJN.

Safe, Global, Fair (SGF) is an independent, non-governmental international association founded in 1974 in Germany as an instrument of industrial self-control, maintaining free and fair market conditions in the juice industry and helping combat food fraud. Its voluntary control system monitors products on the global juice market across all aspects of quality, safety, authenticity and sustainability. RAUCH serves as Vice-President and is a member of the SGF Ethics Committee.

BUSINESS ORGANIZATIONS

The Food Industry Association ("Lebensmittelfachverband") within the Austrian Federal Economic Chamber ("Wirtschaftskammer" – WKO) is the statutory representative body of the Austrian food and beverage industry, advocating for sector interest at national and regional level. RAUCH's CEO serves as Vice-President of the Association.

Federation of Austrian Industries ("Industriellenvereinigung") is Austria's voluntary representative body for industry, advocating for the interests of Austrian companies in politics and society at national and European level. RAUCH's Managing Director serves on the Board, and a RAUCH Area Manager holds the position of Vice-President of "Junge Industrie".

SUSTAINABILITY INITIATIVES

Austrian Business Council for Sustainable Development is Austria's leading platform for responsible business conduct, connecting companies of all sizes with international sustainability frameworks and fostering knowledge exchange between business, science, politics and civil society.

The Zero Emission & Energy Efficiency Network (ZEEEN) is a voluntary initiative of Vorarlberg's energy provider vkw, bringing together companies to improve energy efficiency, reduce costs and contribute to climate protection through collaborative knowledge and experience sharing. RAUCH is an active member of the network and has achieved one of the largest energy savings among all participating companies in the region.

TUN. Green Deal Vorarlberg is a cross-sector network of leading companies in Vorarlberg committed to achieving climate neutrality by 2030. As an association of leading businesses, TUN. steps up to its responsibility and promotes change through collective commitment, financial strength and business competence. RAUCH a member since 2022 and in 2025 has been the founder of the first-of-its-kind "TUN Sustainability Circle" for the Rheintal region.

As a beverage producer operating across multiple markets, RAUCH works closely with the respective national deposit system operators to ensure compliant and efficient collection and recycling. In Austria, RAUCH has been a member of the supervisory board since 2023.

DOUBLE MATERIALITY ASSESSMENT

In preparation for the Corporate Sustainability Reporting Directive (CSRD), RAUCH conducted its first double materiality assessment (DMA) in accordance with the European Sustainability Reporting Standards (ESRS) requirements in 2024.
The aim was to identify those topics that have significant impact on the environment and society ("impact materiality") and represent significant financial opportunities and risks for the company ("financial materiality").
The analysis forms the basis for RAUCH's sustainability strategy and reporting.

PROCEDURE AND METHODOLOGY

The DMA was carried out in several consecutive steps and was methodologically supported by an external consulting firm.

1. **Value chain analysis**
   As a first step, a workshop was conducted to analyze the entire value chain – from raw material extraction to disposal of products. Employees from all relevant departments were grouped by value chain segments (upstream, own operations, downstream) to develop a shared understanding of key activities, dependencies, and influencing factors.

2. **Assessment of material impacts**
   Based on this analysis, interdisciplinary teams identified the company's positive and negative impacts on the environment and stakeholders. These impacts were evaluated in a workshop using the indicators of extent, scope, irreparability, and probability of occurrence, with an impact score calculated for each case using the formula: impact score = (average of extent + scope + irreparability) × 50 % + probability of occurrence × 50 %.

   The formula equally considers impact severity and probability, producing a score from 0 to 5, with 3.2 marking the threshold between moderate and significant risks. Impacts above this value require targeted measures to reduce risk or prevent damage. The results were then reviewed and refined by the core team and validated in collaboration with external experts.

3. **Assessment of financial opportunities and risks**
   Financial opportunities and risks arising from sustainability topics were identified and assessed based on their magnitude and probability of occurrence. Each topic was assigned a financial impact score on a scale from 0 to 25. A threshold of 9 marks when risks or opportunities are considered material, requiring targeted monitoring or countermeasures. The results were then reviewed internally for plausibility and validated with external experts.

4. **Involvement of stakeholders**
   Relevant internal and external stakeholder groups were involved to obtain a balanced perspective, including employees and their families, customers, suppliers, local communities, owners, authorities, associations, and external experts. Stakeholders provided input through personal interviews and a structured online survey, based on a pre-tested interview guide and questionnaire, assessing the relevance of CSRD topics and offering additional comments. The results showed strong alignment between internal analysis and external perception, and the core team, together with the Steering Committee, reviewed and integrated stakeholder feedback into the final assessment as needed.

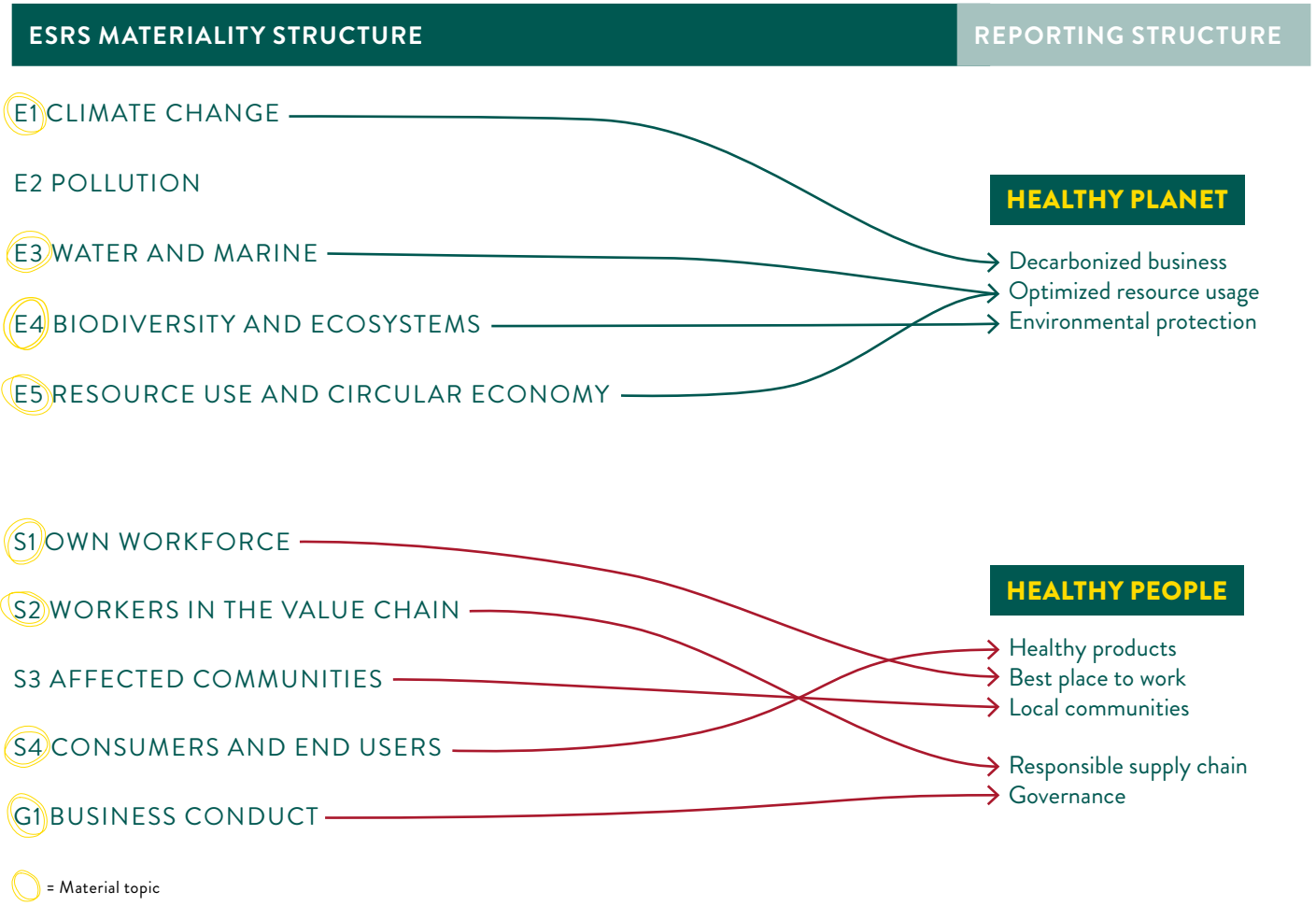
VALIDATION AND RESULTS

The core team consolidated the results, which were reviewed by external consultants and validated by management. The materiality matrix will be regularly reviewed and updated if significant changes occur in business activities or regulations.

MATERIAL TOPICS

These topics represent the areas with the highest relevance in terms of potential financial risks and opportunities for the Group. While the double materiality assessment followed ESRS methodology, the reporting structure is aligned with RAUCH's strategic action fields and topics.

Based on the defined thresholds through the DMA, the following topics, circled in yellow in the graphic, were identified as material for RAUCH. It further illustrates how these material topics are mapped to our sustainability strategy, feeding into the seven strategic focus topics.



OUR COMMITMENTS FOR THE YEAR 2030

HEALTHY PLANET

STRATEGIC TOPIC	TARGET 2030	STATUS 2025
DECARBONIZED BUSINESS See page 28 ff.	29 % CO_2e emissions reduction compared to 2023	1.4 % reduction
OPTIMIZED RESOURCE USAGE See page 33 ff.	Every third plastic bottle in Europe comes from fully recycled sources (rePET)	30.6 % of the bottles are rePET
	20 % weight reduction since 2015, for our most representative primary plastic packaging	14.6 % reduction since 2015
ENVIRONMENTAL PROTECTION See page 36 ff.	>90 % of our employees formally trained on environmental topics	84.4 % employees trained

HEALTHY PEOPLE

STRATEGIC TOPIC	TARGET 2030	STATUS 2025
HEALTHY PRODUCTS See page 40 ff.	20 % added sugar reduction since 2015 for our most sold youth products without sugar substitutes	16.8 % reduction
BEST PLACE TO WORK See page 43 ff.	~40 years global average age of employees	**40.1 years**
	90 % approval rating for employee survey question “Overall, I am satisfied with RAUCH as an employer”	Status 2024: 83 %
	<15 % average annual global employee turnover rate	**Currently achieved** 14 % turnover rate
LOCAL COMMUNITIES See page 49 ff.	>1,000,000 products donated per year to a meaningful social cause	**Currently achieved** 1,219,080 products

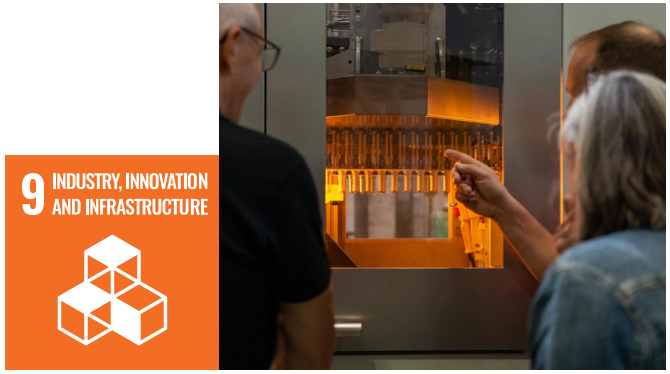
STRATEGIC TOPIC	TARGET 2030	STATUS 2025
RESPONSIBLE SUPPLY CHAIN See page 53 ff.	1,000 farmers reached with our RAUCH agronomy program since 2025	236 farmers have been reached in 2025
	>90 % of purchased fresh fruits grown within 250 km of our processing plants	**Currently achieved** 93.6 % grown within 250 km

Current progress
Remaining to target

SUSTAINABLE DEVELOPMENT GOALS

The Sustainable Development Goals (SDGs) are 17 global objectives set by the United Nations to address social, environmental, and economic challenges and build a fundamental framework to achieve a sustainable future by 2030.

RAUCH is committed to the following Sustainable Development Goals (SDGs), which are particularly relevant to its business activities, and has integrated them into its sustainability strategy:



FOCUS TOPICS

7 FOCUS TOPICS TELL US WHAT TO FOCUS ON TO ACHIEVE OUR MISSION

HEALTHY PLANET

- Decarbonized business
- Optimized resource usage
- Environmental protection

HEALTHY PEOPLE

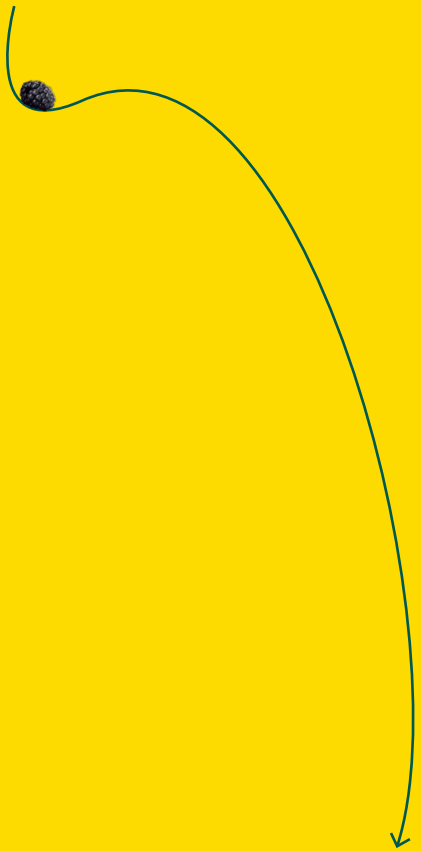
- Healthy products
- Best place to work
- Local communities

- Responsible supply chain

HEALTHY PLANET

DECARBONIZED BUSINESS

OUR VISION



We measure our carbon emissions along the GHG protocol and strive for continuous reduction along our SBTi-approved Net Zero targets.

MANAGEMENT APPROACH

RAUCH's decarbonization approach is anchored to the overall sustainability and company strategy and supported by a clear environmental and energy policy. We are committed to the Science Based Targets Initiative (SBTi), have SBTi-validated carbon reduction targets and are developing a structured decarbonization roadmap to guide the reduction of greenhouse gas emissions across our operations and along the value chain.

Climate-related aspects are systematically integrated into operational management, investment decisions and continuous improvement processes at all sites. Environmental and energy management are implemented through an integrated management system aligned with internationally recognized standards.

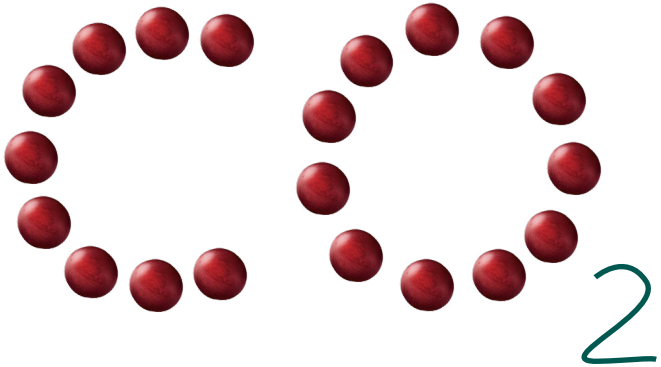
We follow a structured approach based on the principles "measure, monitor, identify hotspots and reduce".
Energy consumption and related emissions are systematically measured, analyzed and used to identify emission hotspots and prioritize reduction measures. Product Carbon Footprints (PCF) are being developed to support transparency and targeted decarbonization along the value chain.

Decarbonization activities are coordinated and implemented through the RAUCH-wide GREEN Program. Climate and environmental risks are addressed within the Group's compliance and risk management processes. Environmental and public law requirements form part of the regular compliance risk analysis to ensure that regulatory obligations related to climate and environmental protection are identified, monitored and managed on an ongoing basis.

GUIDELINES & STANDARDS

Decarbonization activities are guided by internationally recognized standards, internal policies and processes. Environmental and energy management is based on ISO 14001:2015 as well as on ISO 50001:2018 and supported by regular external audits.

Greenhouse gas accounting follows the principles of the GHG Protocol and is supported by an external consultant. Further guidance is provided through internal policies, embedded within the Group's integrated management system and aligned with legal requirements.



CORPORATE CARBON FOOTPRINT

At RAUCH, understanding and managing our greenhouse gas emissions is a key component of our climate strategy. Since 2021, the annual calculation of our Corporate Carbon Footprint (CCF) enables us to identify emission hotspots, track progress and target achievement over time and define targeted reduction measures across our operations and the value chain. Our greenhouse gas emissions are calculated in accordance with the guidance of the GHG Protocol Corporate Standard, to ensure transparency and comparability across reporting periods. To calculate the associated emissions in Scope 1, Scope 2, Scope 3 and from land use and agriculture (FLAG), we apply internationally recognized emission factors, including those from the Ecoinvent database and other emission data sources such as Agribalyse. These databases provide scientifically robust life cycle inventory data and enable us to estimate upstream and downstream emissions where primary supplier data is not yet available.

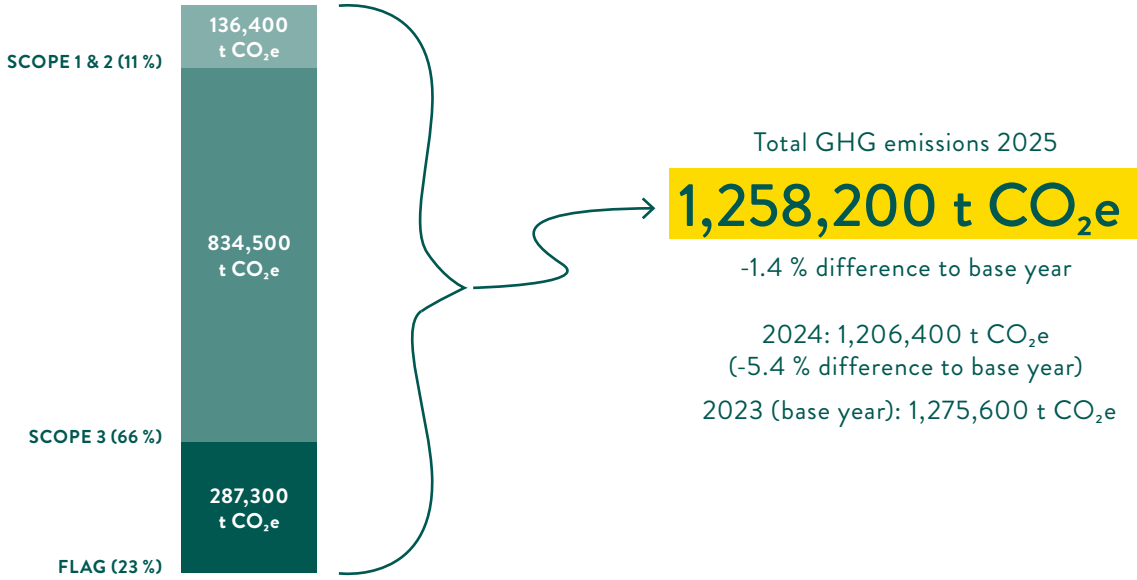
The reporting boundaries cover all production sites and sales locations that are under operational control. Activity data such as energy consumption, fuel use, purchased materials or logistics data are primarily collected from internal systems. Where data is not available through these systems, it is gathered directly from the respective sites through an annual data collection process or calculated with best assumptions available.

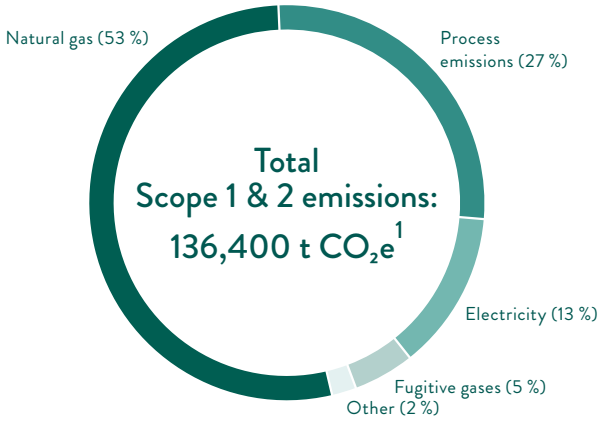
Our total market-based GHG emissions in 2025 amounted to 1,258,200 t CO_2e, compared to 1,206,400 t CO_2e in 2024. The increase is mainly attributable to expanded capacity at several locations and the acquisition of a new fruit processing plant in North Macedonia.

Compared to the base year 2023, the total emissions were reduced by 1.4 %, which is aligned with our climate targets (see chapter carbon reduction targets).

Our GHG emissions can be divided into three main categories, Industry Scope 1 & 2, Industry Scope 3 and FLAG, mainly referring to land and agriculture related emissions from purchased goods (Scope 3) and only a small portion coming from management of our own plantation in Poland (Scope 1).

TOTAL GROUP EMISSIONS 2025



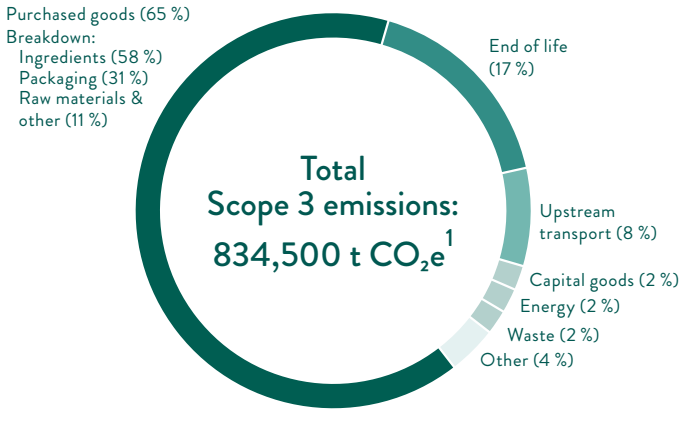


1. Industry emissions

MAIN SOURCES OF SCOPE 1 & 2 EMISSIONS

Scope 1 and 2 emissions from our own operations amount to 136,400 t CO_2e in 2025, with an increase compared to 2024 with 124,300 t CO_2e. The main sources are natural gas consumption for steam production and process emissions resulting from CO_2e losses in the filling process. Electricity-related emissions account for a comparatively small share, reflecting the progress already made through the purchase of electricity from renewable sources at several locations. The significant reduction in Scope 2 emissions was achieved between 2023 and 2024, driven by the transition to renewable energy contracts at several production sites.

Total energy consumption increased by 6.8 % in 2025 compared to the previous year. As mentioned above, this development mainly reflects higher production volumes and the integration of a new location. At the same time, the share of energy from renewable sources continued to grow reaching 24.3 % in 2025. Further details are provided in the appendix Baseline Data (see p. 60, Table GRI 302: Energy; p. 61 – 62, Table GRI 305: Emissions).



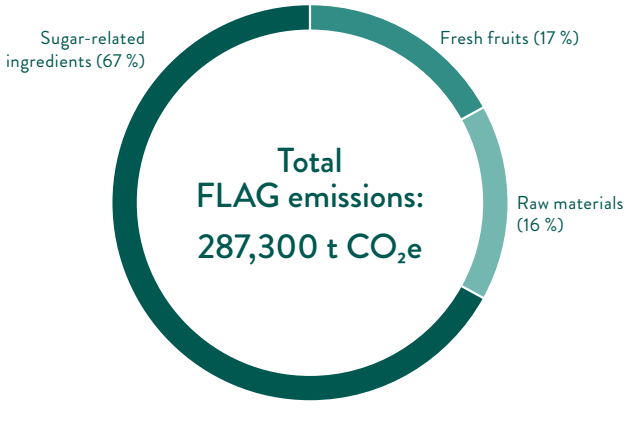
1. Industry emissions

MAIN SOURCES OF SCOPE 3 EMISSIONS

The majority of our Scope 3 emissions originate from two categories – purchased goods and end of life, together accounting for over 80 % of total supply chain emissions. These end of life emissions are associated with the disposal, recycling and recovery of beverage packaging.

Taking a closer look at purchased goods, ingredients are the dominant driver at 58 %, led by citric acid and sugar. Packaging contributes a further 31 %, primarily through foils, cans and lids, cardboard and PET bottles. Raw materials such as concentrates, purees and direct juice and fresh fruit account for the remaining 11 %.

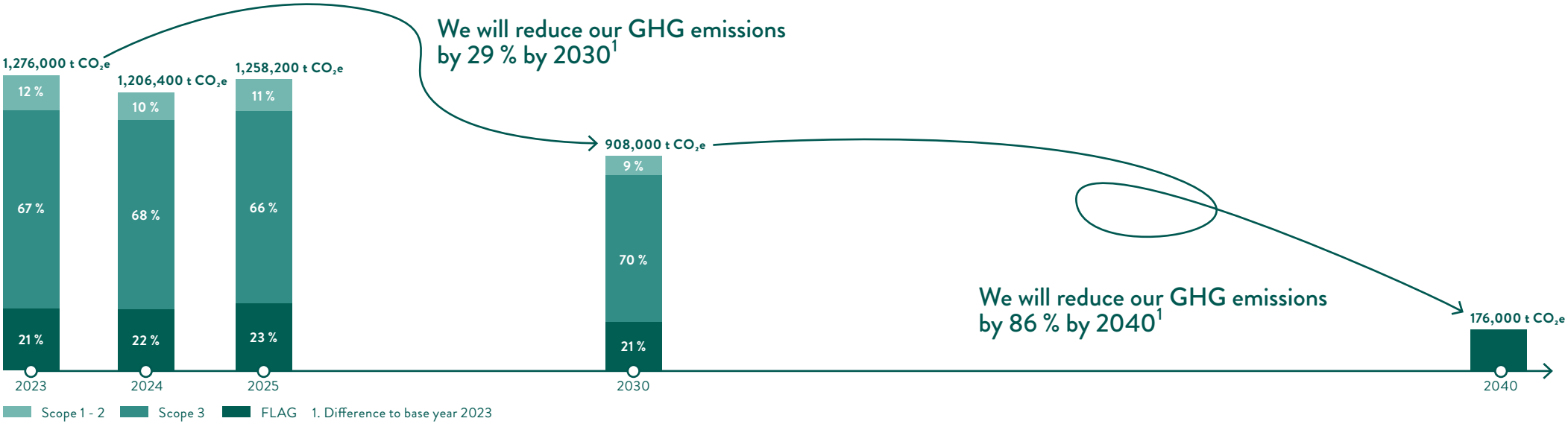
This underscores that the most significant lever for emission reduction lies in the upstream supply chain, particularly in the sourcing of low carbon emissions ingredients and packaging, as well as downstream in the end-of-life product management.



MAIN SOURCES OF FLAG EMISSIONS

FLAG emissions encompass greenhouse gases generated through land use, land use change and agricultural activities, including deforestation, livestock farming, soil management and crop production. For us, FLAG emissions are particularly relevant, because the raw materials and fresh fruit are all agricultural commodities directly tied to land use and farming practices. This means that a significant share of our emissions is inherently FLAG-related and make up roughly 23 % of the CCF.

The largest share of FLAG emissions comes from sugar-related ingredients with 67 %, followed by fresh fruit with 17 %, raw materials with 16 %.



CARBON REDUCTION TARGETS

RAUCH has defined science-based greenhouse gas reduction targets with a near-term horizon to 2030 and a long-term horizon to 2040. They cover emissions from own operations (Scope 1 and Scope 2), relevant value chain activities (Scope 3) as well as FLAG emissions reflecting the specific characteristics of the Group's business. The targets are aligned with the Science Based Targets initiative (SBTi) and have been approved in December 2025. The SBTi assesses and approves corporate climate targets to ensure they are aligned with the level of decarbonization required to limit global warming under the 1.5°C in line with the ambition of the Paris agreement.

This step-by-step climate pathway reflects RAUCH's structured approach to decarbonization – from early scoping and baseline development to the definition and implementation of concrete emission reduction targets. It illustrates how climate action is progressively embedded into the Group's long-term business strategy.

With our baseline year set at 2023, we have committed to the following SBTi-aligned GHG reduction targets:

Near-term targets
- Reduction of absolute GHG emissions from Scope 1 and 2 by 47.1 % by 2030
- Reduction of absolute GHG emissions from Scope 3 by 25.0 % by 2030
- Reduction of absolute Scope 1 and Scope 3 FLAG GHG emissions by 30.3 % by 2030

Long-term targets
- Reduction of absolute GHG emissions from Scope 1, 2 and 3 by 90.0 % by 2040
- Reduction of absolute Scope 1 and Scope 3 FLAG GHG emissions by 72.0 % by 2040

Further information on our approved science-based targets is available on the Science Based Targets initiative website.

We are currently defining a comprehensive decarbonization roadmap, scheduled for completion in 2026. As part of this effort, cross-functional workshops with relevant departments across the company have identified, discussed, prioritized and translated potential actions into concrete measures.
These measures are now being further specified and assessed at site level. A gap analysis then aggregates the expected reductions and compares them to the Group's overall emission reduction targets, helping identify any additional actions required to achieve the science-based targets. The results form the basis for a structured roadmap guiding implementation across the Group.

While emissions decreased from 2023 to 2024 through increased use of renewable energies, a slight increase was recorded from 2024 to 2025 due to expanded production capacities and the acquisition of a new production site. SBTi approval was granted only in 2025, and structured reduction measures will take effect from 2026 onwards. Despite this, RAUCH remains on track to achieve its science-based climate targets.

MEASURES TO REDUCE GREENHOUSE GAS EMISSIONS

While we develop our global decarbonization roadmap, we are already implementing a range of measures to reduce greenhouse gas emissions across our operations and value chain. The following key measures represent the most important levers for achieving the climate targets:

- Purchase and use of electricity from renewable sources across production sites
- (Partial) replacement of natural gas-based heat generation with heat pumps
- Substitution of CO_2 with Nitrogen (N2) as process gas
- Modernization and energy efficiency upgrades of production equipment
- Transition of the company vehicle fleet to electric mobility
- Procurement of ingredients and packaging materials with reduced GHG emissions
- Transition to alternative packaging solutions, including lighter packaging and low-emission designs
- Roll-out and expansion of photovoltaic systems at production sites to increase the share of on-site renewable electricity generation. For example, in Serbia the PV system at our Koceljeva site produces more than 1.2 million kWh of renewable electricity per year, supplying more than 12 % of their overall electricity demand.

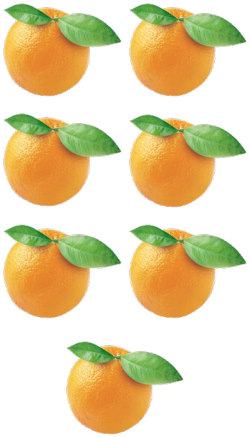
20,000+ truckloads avoided annually

Best practice USA: on-site can production to avoid transportation
As one of several production sites, our factory in Glendale is directly connected to our supplier via a conveyor bridge, which is called Wall2Wall. This enables the direct supply of cans to our production lines. Based on our delivery mix across the sizes ranging from 250 ml to 591 ml, a standard truck can carry around 160,000 cans per load, which avoids more than 20,000 truckloads per year, thereby reducing transport-related emissions.

8 million kWh saved annually

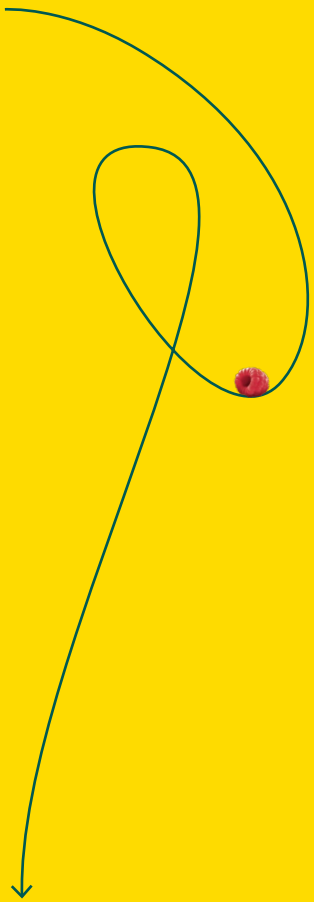
Best practice Austria: Expansion of heat recovery systems to increase energy efficiency
Implementation of several heat recovery projects through the last years in Nüziders have resulted in per year savings of almost 8 million kWh.

7 % of site gas demand covered by biogas



Best practice Hungary: roll-out and expansion of biogas facilities to generate biogas
In Budapest we are turning our wastewater into energy. Our wastewater treatment plant not only cleans our water but also generates biogas that covers about 6.8 % of the location's gas consumption.

OUR VISION



We handle water and other material resources with care, continuously seeking ways to reduce and optimize their usage while ensuring proper waste recycling and usage of environmentally friendly packaging.

OPTIMIZED RESOURCE USAGE – WATER

MANAGEMENT APPROACH

RAUCH understands the responsible use of high-quality drinking water as a core element of sustainable operations and integrates water management into its overall sustainability management framework.

The water in RAUCH factories comes from several sources, depending on the conditions at the respective location. In most locations we have own groundwater wells for drinking water, while some locations are connected to the public water supply. As a beverage company we use water as a main ingredient in the product and as process water for cleaning and cooling reasons. Only a small fraction is used for general purposes, such as toilets, etc.

Our management approach focuses on ensuring high water quality, increasing water efficiency and reducing water-related environmental impacts. To ensure that surrounding ecosystems are not adversely affected by our outbound water, wastewater treatment is carefully managed. Because our wastewater is mostly non-hazardous and contains a lot of energy in the form of organic substances, we aim to bring the wastewater treatment under our own control. The wastewater is either purified in own wastewater facilities, where it is additionally being used to generate biogas or it is handled by public wastewater systems. Process water, for example cooling water, is being reused several times. After a few cycles, the uncontaminated cooling water is cooled down again and returned to its source, either groundwater or surface water, while carefully tracking the temperature to eliminate environmental impacts.

Water consumption and discharge are highly regulated by the authorities, therefore our discharge into ground- or surface water is regularly checked and permanently monitored.

Regular testing and hydrological reports monitor our impact and eliminate and avoid contamination of natural ecosystems around the production sites.

GUIDELINES & STANDARDS

Water management is governed by our Environmental and Energy Policy and embedded in the integrated management system in accordance with ISO 14001:2015. Regular external audits are conducted by a certification body to ensure compliance with local environmental requirements and the effectiveness of water management processes. Awareness of responsible water use is communicated through our mandatory environmental training and implemented into daily operations through structured processes and detailed work instructions.

TARGETS

We are committed to continuously improving water efficiency and responsible water management across our operations. While we currently prioritize operational measures over publicly disclosed quantitative targets, our approach includes:

- Continuous reduction of total water consumption
- Improving water efficiency of water usage per liter of produced product
- Treatment of wastewater in our own facilities, wherever technically and economically feasible

MONITORING, MANAGING AND PROTECTING WATER

RAUCH implements a comprehensive set of technical and operational measures to monitor inbound and outbound water, reduce freshwater consumption, protect water resources and minimize impacts on surrounding ecosystems.

As an important step, we are strengthening the water monitoring systems in order to gain greater transparency on water flows and to break down water consumption to individual machines and production lines. The resulting data will be systematically integrated into internal management systems. This enhanced data enables the identification of improvement opportunities and the definition of targeted efficiency measures.

Water at RAUCH is not only coming from pure water sources, but significant amounts in products and condensate water coming from fruits, fruit ingredients and other liquid ingredients that are being processed.

Renaturation – restoring natural water systems
At our Nüziders site, RAUCH has actively restored the nearby Klatzbach river from a technical channel into a near-natural stream with ecological zones. This enhances biodiversity, improves local water retention and strengthens the natural balance around the factory.

Fruit concentration – turning water into a resource
In fruit processing, only about one seventh becomes concentrate – the rest is pure water from the fruit itself. This water is recovered during the concentration process, reused internally multiple times and finally returned to nature, for example for irrigation of surrounding orchards. What would otherwise be waste becomes part of a circular water system.

Frassenhütte project – protecting mountain ecosystems
RAUCH supported the construction of a wastewater pipeline down to the valley from the Frassenhütte mountain shelter directly above our factory in Nüziders. This replaced the previous direct discharge into the environment and ensures that wastewater is properly treated, protecting sensitive alpine ecosystems.

Widnau – water at lower cost for the citizens
In Widnau, RAUCH is the biggest customer of the local water and waste water authority. As this brings high efficiency for this utility, the municipality of Widnau has the lowest drinking water and wastewater costs for local residents.

Baruth – under scrutiny, setting the standard
The project to build the new production campus in Baruth has become a focal point of public debate, with local opposition groups raising concerns about water use. Yet the facts tell a different story: water is sourced exclusively via municipal infrastructure, under strict regulatory controls in Germany, with continuous monitoring by authorities. RAUCH does not operate its own wells and remains well within existing, long-established water rights. For more information visit our website www.produktionscampus-baruth.de.

INSIGHTS FROM RAUCH

FROM WASTEWATER TO RESOURCE: THE HIDDEN POWER OF NÜZIDERS

At RAUCH Nüziders, wastewater isn't something to dispose of – it's something to transform. One of Europe's largest beverage plants runs its own high-tech treatment facility, turning wastewater into clean water, energy, and heat – quietly powering a more circular operation.

Clean enough for a sensitive journey
Every drop of the water we use is treated through a combination of anaerobic and aerobic processes to a level so high that it has nearly drinking water quality and can be safely discharged into the river Ill under strict control. This is no ordinary river: via the Rhine, it flows into Lake Constance, a key drinking water source for millions. Protected by the strict Bodensee Convention, the system leaves no room for compromise – and we consistently deliver.

A circular system in action
Clean water returned to nature. Energy generated on-site. Heat reused. And continuous reductions in water use per liter of beverage. In Nüziders, wastewater isn't the end of the process – it's where the cycle begins again.

Energy from what remains
Instead of wasting valuable resources, our operations at the Nüziders plant capture them. Organic residues in the wastewater are converted into biogas, covering around 4 % of the site's energy needs for heat production. Even after treatment, the process continues. Wastewater carries heat – and instead of letting it dissipate, we capture it. A heat recovery system extracts energy from the cleaned water, saving around 400,000 kWh of natural gas per year, each year.

Using water responsibly starts on the production floor. We use it efficiently, keep it in circulation where possible, and ensure that it is properly treated in our on-site waste water facilities before being returned to the environment.

Sinisa Krajisnik,
Department manager can line

OPTIMIZED RESOURCE USAGE – PACKAGING AND WASTE

MANAGEMENT APPROACH

At RAUCH, ensuring sustainable and circular packaging is a key priority. By improving the sustainability of our packaging, we can lower our climate footprint and reduce the consumption of non-renewable resources. Therefore, we focus on reducing material use and waste across the entire packaging life-cycle – from product design, material procurement, production, distribution and end-of-life treatment.

Packaging concepts are designed to be as simple and resource efficient as possible, with the objective of minimizing material consumption, increasing the use of renewable and recycled materials and increasing recyclability, while ensuring that beverages are packaged safely and maintaining the highest standard. This includes many different departments like marketing, purchasing, product development or operations. An important part of this approach is the cooperation with strategic packaging partners.

RAUCH views waste as a valuable resource. Across all factories, through systematic waste management, the waste is carefully collected, separated, and prepared for recycling, with some materials even generating value for the company.

Our approach complies with applicable EU regulations and local laws, including recycled content requirements and collection and recycling rates, and national deposit return schemes, ensuring that we meet all country-specific deposit obligations.
One of the most important current regulations, the Packaging and Packaging Waste Regulation (PPWR), together with the Single-Use Plastics Directive, sets clear requirements for recyclability, recycled content, and reduction of single-use plastics.

GUIDELINES & STANDARDS

Packaging and waste management are governed by our Environmental and Energy Policy and by compliance with all relevant legal and regulatory requirements. Clear standard operating procedures ensure the secure handling and disposal of all waste, including hazardous substances, and define responsibilities for collection, storage, and certified disposal. Waste is sorted into categories such as cardboard, plastic, metal, composite (e.g. beverage carton), aluminium and wood, with each factory having a designated waste manager overseeing proper management. Types and volumes of waste are regularly monitored, both internally and through external certification bodies, supporting continuous improvement and transparency in our waste management practices.

TARGETS

Reducing the environmental footprint of our packaging is a core element of our sustainability strategy. This means pursuing two clear priorities: minimizing packaging weight and maximizing the use of recycled materials.

As part of this commitment, we have set an ambitious target to achieve a 20 % reduction in weight across our most representative primary plastic packaging, compared to their 2015 weight baseline. Towards this goal, we have already achieved a weight reduction of 14.6 % in 2025. This KPI and target considers a balanced comparison of our most representative preforms and closures per volume and per plant, assessed against current sales volumes. It applies exclusively to RAUCH finished products excluding private labels, where we do not have decision-making power.

The calculated weight reduction represents a sales-weighted average across our portfolio – meaning the overall result is inherently dependent on sales development over time (see p. 64, Table GRI 306: Waste – Part two).

By using less material without compromising product protection or quality, we reduce resource consumption, lower transport emissions and decrease the volume of plastic that must ultimately be recycled or disposed.

Alongside weight reduction, we are committed to increasing the share of recycled material in our plastic packaging.
We have set a target of achieving a recycled PET (rePET) share of more than 33 % across our European packaging portfolio by 2030. This target covers the percentage of all primary plastic packaging sourced from recycled materials across all RAUCH finished products sold in the EU – also including sleeves and closures but excluding private labels. By integrating rePET into our bottles, we actively support the circular economy – reducing dependence on virgin plastic, lowering the carbon footprint of our packaging, and helping to create demand for high-quality recycled materials across the value chain. Our current rePET share already stands at 30.6 %, leaving only a small gap to close before 2030. The figures are reviewed annually to identify and implement further optimizations measures where needed.

Together, these two targets reflect our conviction that meaningful progress on packaging sustainability requires action on both the materials we use and the amount we use in the first place.

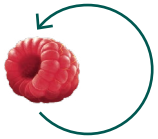
PACKAGING REDUCTION AND WASTE RECOVERY MANAGEMENT

The Group has implemented a comprehensive set of initiatives to reduce packaging impacts, promote circular material flows, and minimize waste through the entire value chain. Key measures include:

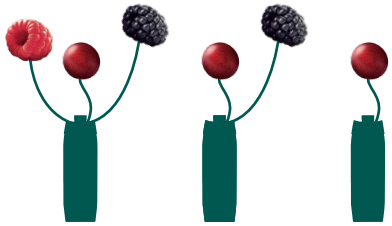
- Material reduction through lightweight PET bottles as well as thinner cartons and films to reduce overall material consumption
- Increased use of recycling materials
- Systematic use of recyclable packaging solutions, including mono-material concepts to improve recyclability
- Increased use of renewable packaging materials where technically feasible, including plant-based packaging solutions with a high share of renewable content
- Expansion of reusable packaging systems, such as reusable glass and bag-in-box solutions, particularly for the gastronomy sector
- Standardized waste management and separation systems at all production sites, prioritizing recycling over disposal and ensuring high sorting quality
- Innovative reuse of production by-products, transforming them into new materials such as pomace pectin, apple paper, biodegradable straws or natural color additives

First juice worldwide in 100 % rePET packaging

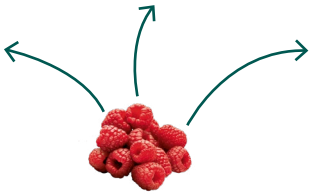
RAUCH was a global pioneer in bringing beverages in 100 % recycled PET to market. Today, this ambition continues: the entire Juice Bar range is packaged in 100 % rePET. This reflects a clear commitment to closing the loop by turning yesterday's bottles into tomorrow's products.



Closing the loop: PET2PET pioneer
Long before circular economy became a buzzword, RAUCH helped turn it into reality. In 2006, together with partners from the beverage industry, RAUCH co-founded PET2PET in Austria – one of Europe's most advanced PET recycling facilities. Today, Austria ranks among the top countries in PET recycling, proving that real impact starts with early collaboration and shared responsibility.



Less is more: smart lightweighting
Packaging must protect, preserve, and perform – but it should also be as light as possible. RAUCH continuously reduces packaging weight across all formats, from PET bottles and glass to beverage cartons and transport materials. Every gram saved is carefully tested to ensure quality and safety remain uncompromised. The result: less material, lower emissions, and smarter logistics – step by step.



Nothing wasted: valorizing pomace
Even beyond packaging, circular thinking continues. Fruit residues from juice production, known as pomace, are not discarded but given a second life. They are being repurposed into new products such as fruit tea, natural pectin, animal feed and further processed materials. Because for RAUCH, sustainability doesn't stop at the bottle – it starts with the fruit and follows it all the way through.

INSIGHTS FROM RAUCH

A SMALL CAP, A BIG SHIFT

At first glance, the change is subtle – a slightly smaller cap, now permanently attached to the bottle. Yet it reflects a broader regulatory shift in packaging design. With the introduction of tethered cap requirements, the European Union took a targeted measure to address one of the most frequently documented sources of plastic waste in coastal environments. Keeping caps attached to bottles is a technically straightforward approach, but its implementation required significant adjustments across the entire packaging process.

From obligation to opportunity
For a beverage producer, changing a cap means redesigning entire systems – bottle necks, closures, production lines, and suppliers. Faced with this regulation, we chose not to simply comply, but to improve. We reduced the neck size, enabling smaller closures and lighter bottles. Every detail was optimized. The result: up to 5 grams less plastic per bottle.

Across borders, across lines
This transformation spanned all PET lines – from Nüziders to Budapest and Koceljeva. Every line adapted, every team involved. What started as a deadline became a company-wide innovation effort.

More than just compliance
Tethered caps are often seen as an inconvenience. For us, they are proof that sustainability often starts small. Not with big promises, but with smart details. A small cap. A better bottle. And a choice to go beyond compliance.

When small changes scale: saving around 600 tons of plastic every year

The 5 % weight reduction of the cap may seem small, but when multiplied across millions of bottles, the impact becomes significant. Across our volumes, this saves around 600 tons of plastic every year. A regulatory requirement became a real environmental gain. Combined with our high recycled PET content in Austria, our bottles rank among the most resource-efficient on the market.

ENVIRONMENTAL PROTECTION

OUR VISION

We engage in protecting the environment by strictly following local regulations, raising internal and external awareness, minimizing pollution and taking care of biodiversity around our sites and in our sourcing processes.

MANAGEMENT APPROACH

Biodiversity and healthy ecosystems are a fundamental basis of our business – without fruit, there is no fruit juice, and it ultimately affects the well-being our farmers and workers in the supply chain as well as the quality of our products. Environmental protection and biodiversity are therefore integrated into environmental and energy management as well as into operational decision-making across all locations.

The management approach focuses on reducing the environmental footprint of production sites and protecting natural resources in the regions where we operate. This includes resource-efficient production, responsible water management including careful wastewater treatment and discharge, and targeted measures to protect local habitats, such as the expansion of green factory roofs and the denaturalization of surrounding areas.

Beyond own operations, biodiversity protection is also addressed along the value chain through cooperation with farmers and certification partners. To source the freshest fruit and highest quality ingredients for the tastiest products, we aim to source responsibly, both socially and environmentally and therefore reduce potential negative impacts on biodiversity, the ecosystems and workers in the supply chain. Environmental risks related to climate change and ecosystem resilience are considered as part of our management systems and treated as key elements of long-term business resilience.

GUIDELINES & STANDARDS

Environmental protection is governed by our Environmental and Energy Policy and implemented through an environmental management system in accordance with ISO 14001:2015. Within this framework, environmental aspects and impacts are systematically identified, assessed and monitored at site level, supported by regular internal and external audits. To date, these assessments focus mainly on the Group's own production sites and locations and are being progressively further integrated into broader risk management processes. Selected own organic[1] fruit plantations in Poland are used as reference sites to support the assessment of biodiversity impacts and climate resilience in fruit cultivation. They provide practical insights into sustainable and climate-resilient farming practices and complement site-specific environmental and risk assessments.

TARGETS

Environmental protection targets are defined at Group level and translated into concrete objectives for respective locations. Key objectives include:

- Raising environmental awareness through obligatory environmental training
- Continuous reduction of environmental impacts across operations by regular reviews of the environmental aspects and initiation of measures
- Where feasible, green roofs are installed on new buildings to create habitat for local flora and fauna, enhance biodiversity at the production sites and contribute to climate regulation

With a target of formally training more than 90 % of all employees on environmental topics, we are firmly on track – having already reached over 80 % of employees across all locations since the trainings release, a strong early uptake that reflects the dedication and awareness within our workforce.

1. According to regulations EU/848/2018 and EU/1165/2021 in its relevant version.

ECOSYSTEM PROTECTION AND RESPONSIBLE SOURCING

We implement targeted operational measures to protect ecosystems and reduce environmental impacts across our production sites and agricultural sourcing activities, with a strong focus on regional sourcing and quality assurance. Key measures include:

- Regional sourcing around our production plants, prioritizing raw materials and semi-finished products within a regional radius to reduce transport-related impacts and strengthen regional value chains
- In-house processing of fruit where possible, enabling direct quality control, higher transparency and reduced dependency on external processing steps
- Sourcing from certified suppliers, including organic[1], Fairtrade, FSA-certified and Global G.A.P. producers, to promote sustainable agricultural practices and biodiversity protection
- Clearly defined supplier requirements and contractual agreements to ensure compliance with our quality, environmental and sustainability standards
- Regular testing and sampling of pesticide residues, aligned with EU regulatory requirements, to ensure conformity and protect soils and ecosystems
- Monitoring of soil health and agricultural practices, particularly in ecologically sensitive sourcing regions
- Operation of own organic apple and aronia plantations in Poland as reference sites for biodiversity-friendly and climate-resilient cultivation practices
- Location-specific environmental measures, including green roofs, environmental awareness training and systematic waste management with the reuse of fruit pomace and other production by-products

1. According to regulations EU/848/2018 and EU/1165/2021 in its relevant version.

Rooted in nature: our organic plantations in Poland

In 2020, RAUCH Poland launched an ambitious project to establish its own certified organic fruit plantation in Poland – today spanning 168 hectares of aronia and apple orchards. Aronia, celebrated as a superfood rich in antioxidants and vitamin C, makes up the majority of the plantation, while the Chopin apple variety adds exceptionally high natural vitamin C content and acidity levels ideal for premium juice production. A key milestone was the successful rollout of mechanical harvesting across the apple orchard area, delivering strong yields of 12 tonnes per hectare particularly given the young age of the trees.

INSIGHTS FROM RAUCH

MORE THAN JUST A ROOF: GREEN ROOFS 2.0 – WHERE NATURE MEETS ENERGY

From industrial surface to living ecosystem
What used to be grey space is now alive: RAUCH is among the regional pioneers of green roofs on industrial buildings. Today, we go one step further. Our Green Roofs 2.0 combine vegetation with ecological structures such as deadwood and sand habitats – creating rare niches for biodiversity directly on our sites.

Biodiversity above the factory floor
These roofs have become valuable habitats for insects and safe nesting areas for birds. In the middle of an industrial environment, new ecosystems are emerging – visible proof that production and nature can coexist.

Cooling nature, boosting performance
Our green roofs also host some of the largest photovoltaic systems installed on green roofs in Austria. The natural cooling effect of vegetation and evaporation significantly improves efficiency: on hot summer days, solar panels can deliver up to 15 % higher output. At the same time, the roofs reduce heat and improve the local microclimate – for both people and production.

From initiative to regional momentum
RAUCH has shared this approach with partners and stakeholders through on-site events and discussions. The result: several companies in the region have started to green and ecologically upgrade their own rooftops.

A roof with impact
Green roofs retain rainwater, release it slowly, and contribute to sustainable water management – turning unused space into a multifunctional asset for climate, biodiversity, and energy.

HEALTHY PEOPLE

HEALTHY PRODUCTS

OUR VISION

Our high-quality products strive to make a positive contribution to the health of our consumers, reducing for example usage of sugar and artificial ingredients.

MANAGEMENT APPROACH

We develop products that meet the diverse needs of consumers while supporting a healthy lifestyle. As a manufacturer of products based on natural raw materials, we aim to continuously optimize our portfolio with a focus on quality, transparency and responsible nutrition.

Our management approach is guided by the principle of making products as natural as possible. This includes making sure to process the freshest fruit possible, increasing fruit content where appropriate, the ongoing reduction of sugar, and the careful avoidance of artificial preservatives and colorants wherever technologically feasible. Product freshness and quality are prioritized across all categories.

Product development considers different target groups, consumption situations and nutritional needs. Continuous, optimization of the supply chain – from raw material sourcing to finished products – supports quality assurance and responsible product design.

GUIDELINES & STANDARDS

Our product and nutrition strategy is guided by recognized public health objectives and voluntary commitments aimed at improving dietary behavior and health literacy. We align our activities with recognized nutrition initiatives and declarations of intent that promote balanced diets, energy balance and responsible nutrient intake. These frameworks recognize the role of product formulation, recipe design and product availability in influencing consumer choices and nutritional behavior.

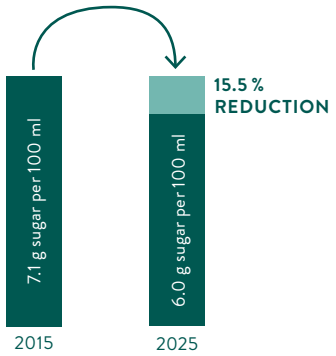
Voluntary commitments include the regular review of recipes, particularly in categories relevant to children and young people, with the objective of reducing added sugar while maintaining product quality, safety and consumer acceptance. Monitoring concepts and transparent communication support accountability and continuous improvement.

TARGET

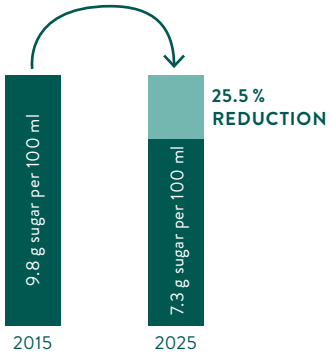
As part of our ongoing commitment to healthier products, we have set a clear and measurable target: a 20 % reduction in added sugar since 2015 across our best-selling youth products, namely the brands Eistee/MyTea and Yippy.

744 tons of sugar were saved through our sugar reduction compared to 2015.[1]

SUGAR REDUCTION IN Eistee/MyTea
(Flavors Peach & Lemon)



SUGAR REDUCTION IN Yippy
(Flavors Multi, Cherry and Apple)



1. Comparing the sugar content of both products sold in 2025 with what they would have contained under the "non-reduced" 2015 recipe.

SUGAR REDUCTION

Young consumers are at the heart of our sugar reduction initiatives. We recognize our responsibility to support healthy dietary habits from an early age and reformulating our most popular products for younger audiences is a key lever in achieving this. While our efforts to reduce added sugar date back to the early 2000s, 2015 marks our official baseline, the year from which full digital data became available, enabling consistent and comparable tracking of our progress. Since then, we have systematically reviewed recipes, gradually reducing added sugar without sugar substitutes and without compromising on taste or product quality. We analyzed our product portfolio to identify the most sold products among children and young people – from which our Ice Tea in the flavors Peach and Lemon and Yippy in the flavors Multivitamin, Cherry and Apple emerged as the key categories. The selected Ice Tea flavors represent over 65 % of total sales within the Eistee/MyTea brand, while the selected Yippy flavors represent over 42 % of the Yippy brand's sales.

For these products, based on the values on the product label, we evaluated the reduction in sugar content between 2015 and 2025, resulting in a saving of 744 tons of sugar respectively compared to the original recipes. Looking ahead, we are further exploring additional reduction opportunities through product development and marketing initiatives to continue driving progress toward our goal.

COOPERATIONS & HEALTH BOARD

To reach our ambitions, we not only improve our recipes, but make sure to process the freshest fruits possible through a continuous optimization of RAUCH's supply chain. Additionally, we have developed and participate in various awareness programs and initiatives to promote a healthy lifestyle and to translate our product and nutrition approach into practice:

- Consumer testing and sensory evaluations to assess acceptance of new and reformulated recipes and to ensure product quality and taste
- Transparent consumer communication through product specifications, dedicated information platforms (e.g. direct consumer Q&A channels), websites, social media and newsletters
- Targeted sugar reduction initiatives for children and young people
  - "Schlau trinken" initiative by Special Institute for Preventive Cardiology and Nutrition (SIPCAN)
  - "Zucker raus"-initiative in collaboration with SPAR
  - Close cooperation with forum ernährung heute (f.eh)

To embed health and nutrition expertise directly into our product strategy, we established the RAUCH Healthy Lifestyle Board – a panel of independent external experts dedicated to promoting a healthy and sustainable lifestyle. Bringing together medical doctors, nutritionists, elite athletes, and entrepreneurs, the board develops concepts and strategies to continuously optimize the RAUCH product portfolio, ensuring our decisions are grounded in scientific knowledge and consumer relevance.

To further extend this commitment to consumers, our Healthy Lifestyle Blog provides practical tips and inspiration on nutrition, exercise, and overall well-being.

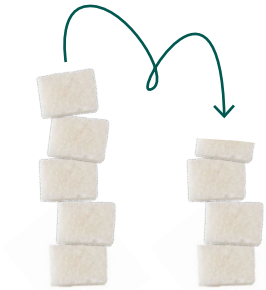
INSIGHTS FROM RAUCH

SAVING SUGAR BY THE TONS: PARTNERSHIP RAUCH × SIPCAN

SIPCAN
Initiative für ein gesundes Leben

Since 2009 – more than a cooperation
For more than 15 years, RAUCH and SIPCAN have been working closely together to promote healthier lifestyles, especially among young people. Programs such as "Schlau trinken" ("Smart Drinking") bring this knowledge directly into schools, reaching thousands of students and helping to foster healthier drinking habits at an early stage. For us, this is not an add-on, but part of our everyday responsibility.

From science to shelf
SIPCAN provides clear, science-based guidance, particularly on sugar levels. RAUCH translates these into real product improvements. The focus is on products for younger consumers: continuously optimized, step by step, without drastic changes and without switching to artificial sweeteners.



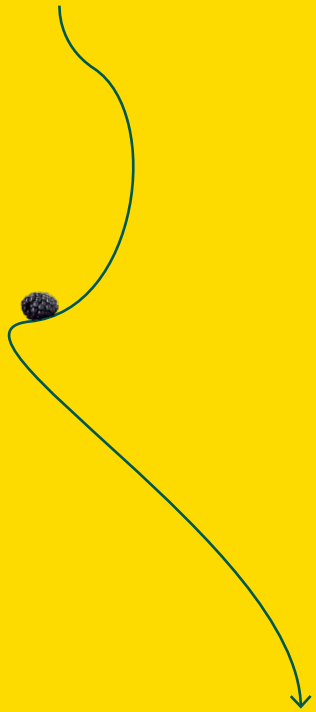
A model with real impact
This partnership demonstrates how a leading beverage company and an independent scientific institution can work together to drive meaningful change – consistently, credibly, and with measurable results.

Reducing sugar – quietly, but effectively
Ice Tea is a standout example. Over many years, sugar content was reduced in small, almost unnoticeable steps, but the cumulative effect is significant. What may seem like fine-tuning adds up to a major impact – saving thousands of tons of sugar over time, without compromising taste.

"Real change takes time"
As SIPCAN Project Manager & Chief Scientist Dr. Manuel Schätzer explains: "Reducing sugar in a way that consumers accept is a gradual process – but that's exactly what makes it effective."

BEST PLACE TO WORK

OUR VISION



We strive to be the #1 attractive employer for results-oriented employees, fostering a supportive workplace, prioritizing satisfaction, safety and development while ensuring fairness and diversity leading to long-term retention.

MANAGEMENT APPROACH

As a family business in its fourth generation, we foster a results-oriented, appreciative and consistent work environment in a corporate culture based on trust, collaboration and open communication. Providing a healthy and safe workplace with fair working conditions, while fostering employee satisfaction and continuous development, are core elements of our management approach. Employee development and workplace safety are managed through clearly defined responsibilities within Human Resources and Quality Management.

We support the personal and professional development of our employees and promote well-being through a range of measures. These include flexible working hours, home office options where applicable, medical care, sports facilities, access to fresh fruit, subsidized canteens, childcare support and Employees can turn to dedicated social trustees for confidential support and guidance on personal or work-related matters. A formal whistle-blowing system is in place for employees and external partners, supporting transparency, integrity and a respectful working environment.

GUIDELINES & STANDARDS

Our social commitments are underpinned by a dedicated Social Policy, supported by a set of internal guidelines addressing specific topics and are governed by compliance with applicable country-specific labor laws and regulations.

Internationally recognized standards and frameworks provide additional guidance for occupational health and safety, ethical working conditions and human rights. These include ISO 45001:2018 for occupational health and safety, as well as SEDEX/SMETA requirements, a globally recognized framework for assessing responsible business practices across labor standards, health and safety, the environment, and business ethics, both of which are subject to regular audits by external certification bodies.

TARGETS

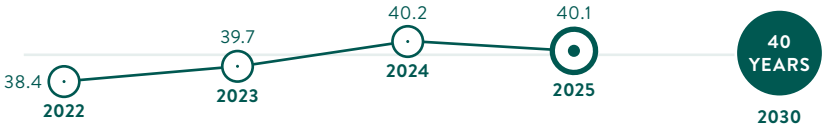
As part of our Best Place to Work ambition, we have set measurable global targets covering workforce structure, employee satisfaction and retention. These include an average employee age of around 40 years, an employer satisfaction score of 90 %, and an annual global turnover rate below 15 %.

EMPLOYEE SATISFACTION

With regard to our workforce, we have defined clear targets to ensure a stable, engaged and committed team. We aim to maintain a global average employee age of around 40 years, reflecting a healthy balance between experience and fresh talent. Employee satisfaction is a key priority – we are continuously working to improve our approval rating in our regular international employee survey for the question "Overall, I am satisfied with Rauch as an employer", with the ambition of reaching a 90 % approval rating by 2030. Additionally, we aim to keep our annual global employee fluctuation rate consistently below 15 % on average, underlining our commitment to long-term employee retention and a stable working environment.

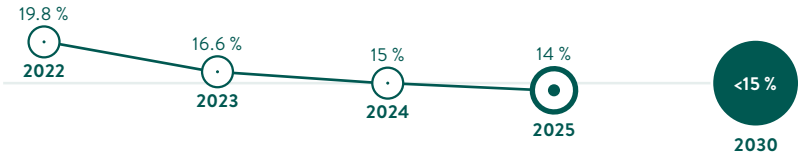
The data confirms that we are well on track across all three indicators. The average employee age has remained stable at around 40 years, our employee satisfaction approval rating reached 83 % in 2024, and turnover has shown a consistent downward trend – falling from 19.8 % in 2022 to 15 % in 2024 – bringing us well within reach of our 2030 targets.

We aim to maintain a global average employee age of around 40 years



We have the ambition of reaching a 90 % approval rating by 2030 for the employee survey question "Overall, I am satisfied with RAUCH as an employer"

We aim to keep our annual global employee fluctuation rate consistently below 15 % on average



Best Employer in Vorarlberg 2023
1st Place – Market Institute Ranking

Best Employers in Austria 2025
6th Place – Trend Ranking

Award-Winning Apprenticeship Employer 2025

State-Awarded Training Company

Best Recruiters 2024–2025

Award-Winning Family-Friendly Company 2024–2025

CULTURE AND APPRECIATION

We believe that a strong culture of appreciation is the foundation of a great workplace. Guided by our Vision 2035, which calls for a respectful and value-driven way of working together – in our teams, with customers and partners alike – we are committed to fostering an environment where every individual can contribute with purpose and enthusiasm. Our employer brand values innovation, safety, appreciation, responsibility, consistency and result-orientation reflect key strengths of our employees and how we collaborate across locations.

We care about the people who work with us every day, which is why we support our employees with activities that promote health and well-being. We believe that sustainable success is based on stable and high-performing teams, that are safe, satisfied, supported and valued.

We address health and well-being holistically by regularly evaluating physical and mental stress at the workplace and taking preventive action where needed. This includes occupational medical care, voluntary health checks conducted with external partners, and targeted ergonomic measures such as adapted hearing protection and orthopedic insoles.

We actively encourage movement and healthy habits in everyday working life. Company fitness facilities, external fitness partnerships and workplace initiatives make physical activity easily accessible.

Job security, career development opportunities, meaningful products, flexible working arrangements and a range of internal and external employee offers further complement our benefits.

Together, these measures create a working environment where people feel cared for, supported through different life phases and motivated to grow with us in the long term.

DIVERSITY

At RAUCH, diversity and equal opportunity are integral to our identity as an international company with operations across more than 13 countries. We are committed to creating a working environment in which all employees are treated with respect and fairness, regardless of gender, age, nationality, background or other characteristic – in line with our core values of integrity, respect and equal treatment. RAUCH is proud to say that we offer a work environment that provides equal opportunities for all genders. The average length of service for women of 8 years, and the 120 new female hires in 2025 clearly demonstrate this.

70+ nationalities working at RAUCH

RAUCH aims to become #1 with a results-oriented team. People at RAUCH find a safe workplace, positive culture, fair opportunities and are valued. This way, our team-members can bring their diverse strengths to the table and develop themselves long term with us.

Jana de Stefano,
Head of Group HR

OCCUPATIONAL HEALTHY AND SAFETY

The health and safety of our employees are a core operational responsibility at RAUCH. Our Health and Safety Management (HSM) system is systematically integrated into daily operations across all sites and managed through a structured approach aligned with ISO 45001:2018 and in compliance with applicable national labor and occupational safety legislation.

The greater goal is to maintain a comprehensive and sustainable HSM system that is embedded at all levels of the organization, with clearly communicated responsibilities from management to operational teams, and that fosters a culture of health and safety awareness in everyday working life.

Our approach follows a structured three-pillar model encompassing occupational health and safety, workplace reintegration management, and workplace health promotion. Risk analyses are conducted annually at site level, covering both physical risks, such as noise exposure, shift work, hazardous materials, and ergonomic challenges, and psychosocial risks, including mental stress and workload. These assessments form the basis for targeted preventive and corrective measures. Workplace safety is further supported through mandatory hygiene and safety training, regular inspections by designated safety officers, near-miss reporting processes, and incident follow-up procedures involving safety specialists, occupational physicians, and the affected employees.

Employee participation is a key component of our HSM. Employees are actively involved in the annual assessment of their workplaces and the review of health and safety documentation. Additional channels, including daily shopfloor management feedback, employee surveys, confidential access to designated social trustees, and a formal whistleblowing system, ensure that concerns can be raised openly and without fear of reprisal.

The effectiveness of the HSM system is reviewed at least annually as part of the management review process, drawing on accident statistics, near-miss reports, audit results, employee feedback, and health-related indicators. Health and safety performance is monitored through annual site-level data collection across all locations, and the related processes are subject to regular internal reviews as well as external audits, including ISO audits covering specific facilities and risk areas such as hazardous material storage. Our HSM structure involves key roles and functions such as first responders, medical services, safety officers & specialists and designated officers for specific risk areas (e.g. fire safety, hazardous substances, waste disposal or apprenticeship).

The key measures in our HSM cover the pillars occupational healthy & safety, prevention, health promotion and reintegration:

- Systematic risk assessment of workplaces, safety measures and emergency preparedness (e.g. requirement to wear personal protective equipment like safety googles or hearing protection, practical trainings on what to do in case of specific emergencies, on proper use and storage of chemicals or on operating machinery)
- Regular training, employee involvement and feedback processes
- Occupational health services, including medical examinations, preventive care and vaccination programs
- Return-to-work and reintegration programs following illness and accidents as well as during or after pregnancy
- Ergonomic workplace design to reduce physical strain
- Health promotion initiatives, including sports and nutrition
- Measures supporting mental health, work-life-balance and addiction prevention

96 % of employees (FTE) are **covered by the certified health and safety management system.**

TRAINING & EDUCATION

We see education, training and continuous learning as a key driver of long-term business success and employee development. Our approach is based on the principle that learning is an integral part of daily work and primarily takes place on the job, supported by structured training programs and individual learning opportunities.

Training and development activities are coordinated through the RAUCH Academy, which provides a Group-wide framework for education and further training. The RAUCH Academy combines mandatory basic training, role-specific specialist training and individual development opportunities, with training content and learning materials centrally coordinated and available via the platform. Its objective is to continuously adapt employees' skills and knowledge to current requirements and to support collaboration across functions and locations.

Employees receive onboarding tailored to their role and entry level, including a buddy system to support integration outside of their own team. Mandatory training covers topics such as Compliance and Code of Conduct, Hygiene, Occupational Safety, IT Security and Environmental Awareness. Apprenticeships, trainee programs and structured onboarding play a key role in developing the skills we need for the future and in securing long-term expertise within the company.

Responsibility for employee development lies within the managers, who identify training and development needs as part of the annual planning process. These needs are consolidated into a structured annual training plan in cooperation with the HR Development teams. Employees may also proactively approach the respective manager or HR Development regarding individual development needs. In addition to internal training formats, we invest in targeted external education where required, including specialist programs, leadership development and advanced qualifications. Leadership development follows Group-wide standards with comparable content delivered across sites, while soft-skill training, including language courses and stress management, is adapted to local needs. Advanced individual development measures, such as external degree programs or specialist certifications, are supported where they align with operational requirements.

Digital learning formats ensure access to training across all locations, reflecting our commitment to making learning accessible to all employees regardless of where they work. Training and development are governed by internal qualification frameworks and embedded in standardized HR processes across the Group, ensuring consistent and high-quality learning experience at every RAUCH site worldwide.

Our dedication to developing talent is reflected in multiple awards for our apprenticeship and training programs, including "Ausgezeichneter Lehrbetrieb 2025–2028" and "Staatlich ausgezeichneter Ausbildungsbetrieb."

27,192 total training hours

completed by employees in 2025

Apprentice Representative Manoel Ritter

INSIGHTS FROM RAUCH

WHERE TALENT TAKES ROOT

A workshop built for the future
Bright, modern, and full of energy – the new RAUCH apprenticeship workshop in Nüziders is where young talents take their first real steps into working life. Equipped with state-of-the-art metal, electrical, and lab technology, it offers a training environment as close to real production as possible – and a place where curiosity quickly turns into real skills.

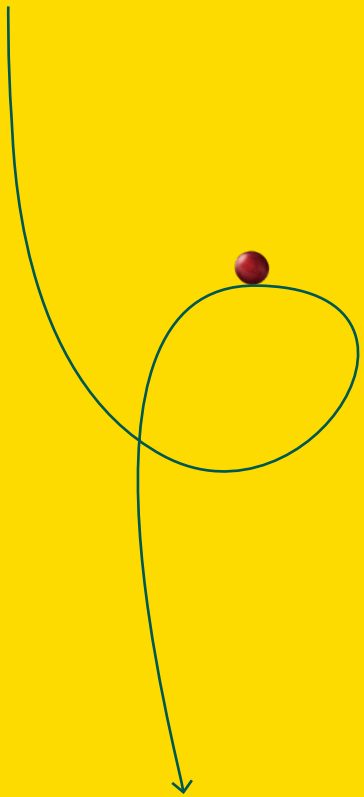
Learning by doing – and by belonging
Training at RAUCH means more than learning a trade – it means being part of a team "Here, I don't just learn the craft. I also find support and a real sense of community," says apprentice Luana Mutter. Small groups and experienced trainers ensure individual support and real progress. And mistakes? Part of the process. "Making mistakes is allowed. That's how you really learn," adds Jonas Dich.

A smart training concept
The approach combines workshop training, hands-on experience in departments, vocational school, and additional development through the RAUCH Academy. As skills grow, apprentices gradually take on more responsibility – step by step, but always supported. "Our goal is to provide a solid, practical entry into the profession," explains Günter Schmid.

Investing in tomorrow
With the new workshop, RAUCH underlines its long-term commitment to young talent and the region. It is not just about training skilled workers, but about shaping careers and giving young people a strong start. For those looking for stability, growth, and a team that truly has their back – this is where the journey begins.

LOCAL COMMUNITIES

OUR VISION



We act as a committed member of society and support meaningful initiatives and organizations in the local communities wherein we operate.

MANAGEMENT APPROACH

RAUCH is firmly rooted in the Austrian valleys of Vorarlberg, where we operate, and understands its responsibility towards local communities as an integral part of its business activities. Our approach is based on transparent, cooperative, and long-term relationships with local stakeholders, including residents, municipalities, educational institutions, and regional economic initiatives.

We contribute to regional value creation through local hiring, cooperation with regional partners, and targeted social investments. Engagement in sports, culture, education, and social initiatives supports community life and strengthens social cohesion at our locations.

We also take responsibility for local environmental impacts resulting from our operations. This includes measures to reduce burdens related to water, wastewater, energy, transport, and noise, as well as contributions to local infrastructure and environmental protection initiatives, such as waterway protection.

Open dialogue is a core element of our community engagement. Local concerns and feedback can be raised through direct contact channels as well as through formal complaint and whistleblowing mechanisms that are also accessible to external stakeholders, including local communities.

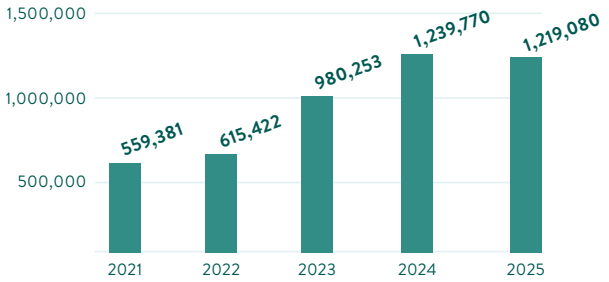
GUIDELINES & STANDARDS

Engagement with local communities is guided by internal principles for responsible business conduct and stakeholder engagement, as well as compliance with applicable legal and regulatory requirements at local and national levels. Community-related activities and social investments are coordinated in line with defined internal responsibilities and are implemented transparently and in close cooperation with local partners. Environmental and social impacts at site level are considered within operational management and environmental processes, supporting responsible interaction with surrounding communities.

TARGETS

Giving back to the communities in which we operate is a core part of our identity. Each year, we donate a lot of different products to non-commercial organizations including associations, sports clubs, schools and universities, charities, and local municipalities and neighbors. In 2025, our total donated volume reached over 1.2 million single products – reflecting a more than doubling of donations since than one million products per year for a good cause, we have consistently exceeded this ambition in the last two years. These contributions support local community life and social initiatives, without any commercial benefit attached.

Number of products donated by RAUCH to non-profit organizations



SUPPORTING LOCAL COMMUNITIES

We implement concrete measures to support local communities, strengthen regional development and minimize negative impacts on people living and working around our sites.

Regional development and employment
- Creation of local jobs and long-term employment relationships even in rural areas
- Cooperation with regional business partners, suppliers and service providers to strengthen local value creation

Education, social engagement and sponsorship
- Collaboration with schools and universities, including training and guided tours, university teaching, student internships and supervision of theses
- Support of various health initiatives to raise awareness among young people

Social support and donations
- Donation of beverages to charitable causes and local initiatives
- Regular dialogue with communities and stakeholders
- Open and transparent communication with local authorities, residents and organizations
- A whistleblowing and grievance mechanism accessible to external stakeholders, including local communities

Employee engagement for a cleaner environment
For the fourth consecutive year, we took part in “TeSzedd! – Volunteers for a Clean Hungary”, the largest voluntary waste collection movement in Hungary.
In April, a team of 15 employees from various departments collected 15 bags of waste in just one hour in the area surrounding our company. Beyond the ecological impact, the event strengthened cross-departmental teamwork and turned into an uplifting shared experience. We look forward to continuing our participation in the upcoming years.

INSIGHTS FROM RAUCH

OPEN DOORS, OPEN MINDS: HOW RAUCH BRINGS ITS COMMUNITY INSIDE

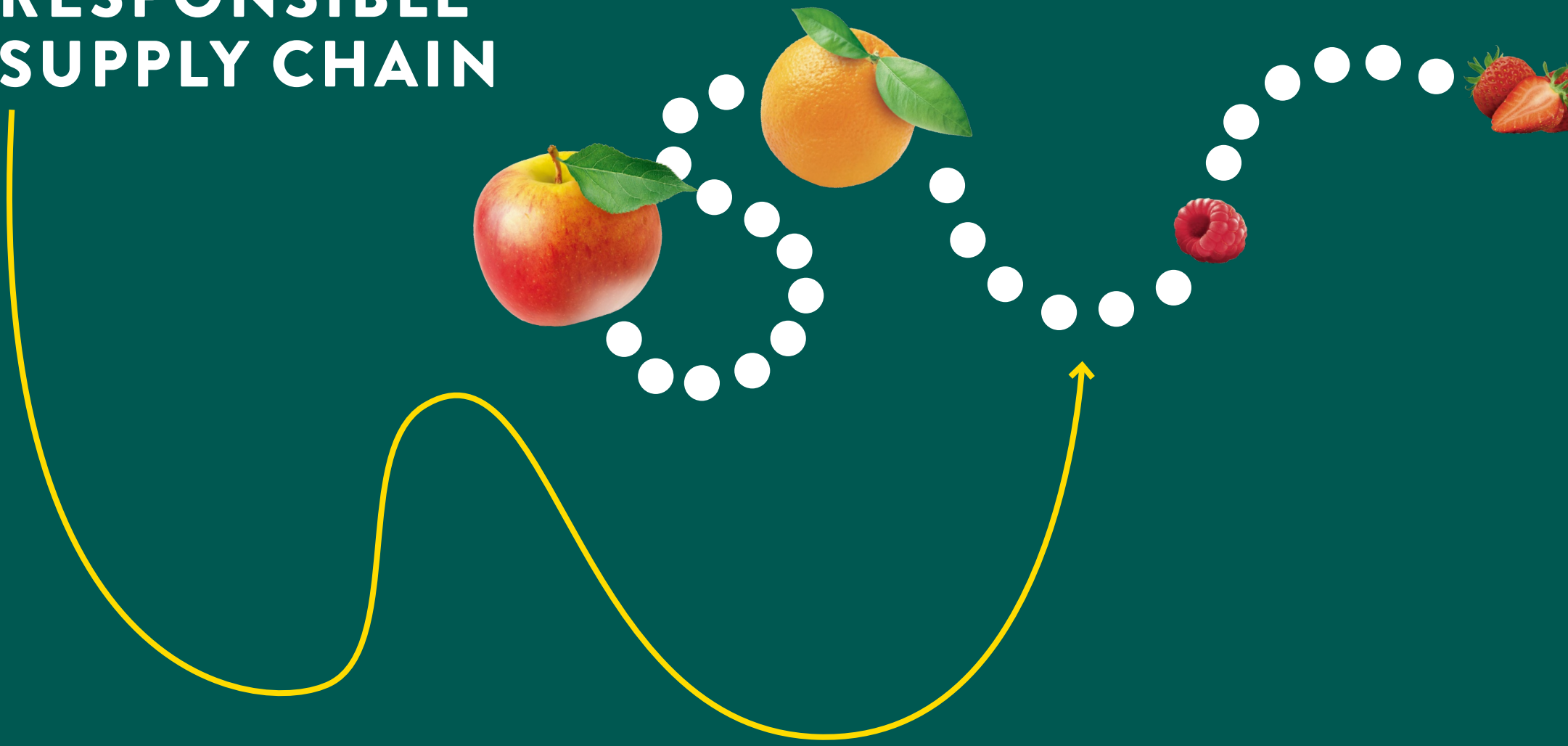
Trust is a choice
For a food company, opening the doors to the public is never a trivial decision. Safety, product integrity and topics like food fraud or deliberate contamination are taken extremely seriously. Inviting external visitors into production environments always carries a certain level of risk. And yet, RAUCH makes a conscious choice: trust over distance, transparency over isolation.

Making business tangible
For many visitors, this is the first time they experience how a company truly works from the inside. Especially for young people, these tours open up a new perspective on industry, careers and value creation. RAUCH deliberately uses these moments to make business more accessible – showing that behind every product there are people, ideas and responsibility.

A relationship that goes both ways
Over the years, thousands of visitors have walked through RAUCH's doors. They leave with more than just a goodie bag and a group photo. They leave with understanding, with insights – and ideally with trust. For RAUCH, these encounters are not a side activity, but part of what it means to be a responsible partner in the region: staying open, staying connected, and being a visible part of the community it belongs to.

Twice a week, the factory becomes a classroom
Almost every Tuesday and Thursday, the RAUCH site in Rankweil welcomes guests from across the region. School classes, clubs, senior groups and other stakeholders step inside a world that is usually hidden from the public. What starts with an entertaining company presentation – complete with a live quiz and small prizes – quickly turns into something bigger: our popular "Fruit to Juice" training where our guests create their own juice creations using a selection of fruit purees and concentrates, a guided journey through real production, real processes, real business life.

RESPONSIBLE SUPPLY CHAIN



RESPONSIBLE SUPPLY CHAIN

OUR VISION

We embed environmental and societal responsibility into our procurement processes, we prioritize climate-friendly, responsible regional partners, and we continuously optimize our logistics network and transportation modes.

MANAGEMENT APPROACH

Responsible supply chain management is an integral part of our business conduct and risk management. We source many different products from a large number of suppliers across different categories and regions, mostly across Europe. Effective governance, clear responsibilities and systematic due diligence processes are therefore essential to our business.

Purchasing activities are organized across three clearly defined functions: general procurement (packaging and ingredients), technical procurement (machinery, equipment and construction services), semi-finished and fruit procurement (fresh fruit, fruit-based ingredients) for own processing.

Supplier management is governed by binding procurement procedures and a Supplier Code of Conduct. Suppliers are assessed through structured questionnaires, regular evaluations and risk-based audits. Social, environmental and human rights criteria are considered alongside quality, reliability, logistics performance and cost factors. These processes ensure transparency, traceability and compliance with defined standards across the supply chain. Our approach is aligned with internationally recognized frameworks and certification schemes. To further strengthen our supply chain governance, we are currently in the process of implementing a systematic supplier risk management approach. As part of this initiative, we are introducing a dedicated software solution to enable structured risk assessment, monitoring and management across our supplier base. Once fully operational, this system will allow us to identify, evaluate and address not only ESG risks, but also procurement-related risks, financial risks, information security risks and compliance-related risks in a more consistent and transparent manner.

GUIDELINES & STANDARDS

Responsible sourcing is guided by our Supplier Code of Conduct, internal procurement procedures and alignment with internationally recognized social, environmental and human rights standards.

Key frameworks and standards include:

- the principles of the Business Social Compliance Initiative (BSCI)
- the conventions of the International Labor Organization (ILO)
- the declaration of human rights of the UN
- the principles of the Ethical Trading Initiative (ETI)
- the principles of the United Nations Global Compact
- the basic code Smeta 4-Pillar
- the fruit juice producer specific Juice CSR principles of the Association of the Industry of Juices and Nectars (AIJN)

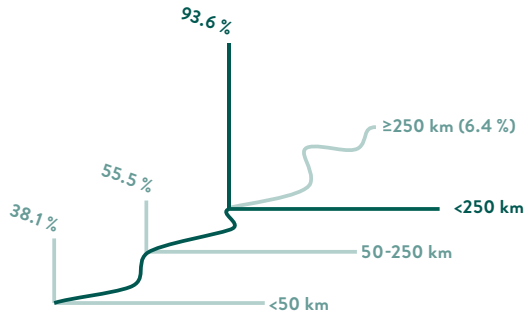
When sourcing fresh fruits and fruit-based ingredients, we additionally pay attention to recognized agricultural standards and certification schemes, including Farm Sustainability Assessment by Sustainability Agriculture Initiative (FSA-SAI), Rainforest Alliance, Fairtrade, organic[1] certification, and GlobalG.A.P., encompassing sustainable cultivation practices, biodiversity protection, soil health, and the responsible use of pesticides. Furthermore, we are a member of SGF International e.V. (Safe – Global – Fair), whose membership requires adherence to binding social and environmental standards, including fair wages, appropriate working hours, and the strict prohibition of child labor. Supplier compliance with these standards is assessed through a combination of self-assessments, audits, certifications, and external sustainability evaluations.

1. According to regulations EU/848/2018 and EU/1165/2021 in its relevant version.

REGIONAL APPROACH

Sourcing fresh fruit as close as possible to our processing plants is both an environmental and a supply chain resilience priority for Rauch. Our target is to maintain more than 90 % of purchased fresh fruits grown within 250 km of our processing facilities, covering our operations in Poland, Hungary, Austria and Serbia - a level we have consistently strived to uphold and intend to sustain through 2030. In 2025, we achieved 93.6 %, exceeding our target and marking a clear improvement compared to 90.5 % in 2023 and 87.8 % in 2024. This strong regional sourcing performance reduces transport-related emissions, supports local agricultural economies, and ensures a close and transparent relationship with our supplier base.

Share of producers by distance to Rauch factories (2025)



SUPPLIER ENGAGEMENT

Building on this regional approach, we are equally committed to supporting the farming communities from which we source. In Poland, we run an agronomy program offering farmers access to workshops and soil sampling campaigns, aimed at promoting good agricultural practices and sustainable cultivation.

Our target is to reach 1,000 farmers through this program by 2030 starting with 2025. While we reached 236 farmers in 2025, continuing the positive momentum since the program's launch, we were already able to reach over 600 farmers with our on-site workshops and soil samplings between 2023 and 2025. Beyond agronomy training, additional initiatives include first aid trainings, the distribution of flower meadow seed mixes to support biodiversity, and a regular agro-newsletter reaching around 1,000 farmers.

For us, regional sourcing is not about image; it is the foundation of resilient supply chains, short transport routes, and strong partnerships with the growers around our processing plants.

Johanna Flock, Head of Procurement Fruits

RESPONSIBLE SUPPLY CHAIN MANAGEMENT

We apply binding and risk-based measures to implement responsible supply chain management in practice and to address environmental, social and human rights risks along the supply chain.

Supplier Code of Conduct as a contractual requirement
All suppliers are required to comply with a binding Supplier Code of Conduct as a condition for entering and maintaining a business relationship. The Code of Conduct defines requirements for anti-discrimination, prohibition of forced and child labor, fair wages and working conditions, health and safety, freedom of association, environmental responsibility including deforestation, land rights, anti-corruption, and due diligence obligations. Where suppliers have established their own Supplier Code of Conduct, this may be accepted as equivalent, subject to a thorough review confirming that it meets the standards and requirements set out in our own Code. Refusal to sign or serious non-compliance may lead to the termination of the business relationship.

Structured supplier risk management and evaluation
ESG risks are systematically addressed through structured supplier risk management processes. All suppliers are subject to initial approval, regular evaluations by procurement teams, supported by standardized assessments and comprehensive self-assessments conducted at defined intervals. For suppliers identified as higher risk, on-site audits are conducted by procurement supported by the quality department to verify compliance and assess supplier practices directly.
Deviations are addressed through corrective action plan and escalation processes.

Supplier training and capability building
Training and support are provided to suppliers, particularly in agricultural sourcing, to promote sustainable farming practices, biodiversity protection and compliance with environmental and social requirements.

Sourcing from certified sustainable orchards
A significant share of the fruits we purchase come from certified sustainable sources, orchards holding Farm Sustainability Assessment (FSA), GlobalG.A.P. or organic certification[1]. These ensure that fruits are grown in line with rigorous requirements for soil health, water management, biodiversity protection and the responsible use of pesticides. Across our plants in Poland, Hungary and Austria, we reached a share of 19.5 % in 2024.[1]

Share of sustainable fruit sourcing certified through FSA, GlobalG.A.P. or organic[2]:

Hungary:
37 %
FSA: 28 %
GlobalG.A.P: 7 %
Organic: 2 %

Austria:
29 %
Organic: 29 %

Poland:
15 %
FSA: 12 %
Organic: 3 %

1. Data is currently available for 2024 only; reporting for 2025 is in progress.
2. According to regulations EU/848/2018 and EU/1165/2021 in its relevant version.

INSIGHTS FROM RAUCH

SMALL IN SIZE. BIG IN IMPACT.

Earning trust, one field at a time
At first glance, Agnieszka doesn't fit the classic image of an agronomist. Tattoos, just 1.60 meters tall, arriving on farms in a pickup truck – and facing experienced farmers who have worked their land for decades. Respect is not given automatically here. It must be earned. And that is exactly what defines her work at RAUCH: building trust, field by field, conversation by conversation.

Instead of claiming to know everything, she starts with a simple message:

"You know your land. I bring knowledge from other regions. Together, we find the best solution."

Agnieszka Legocka, Agronomy Specialist at RAUCH Poland

Complex, sustainable, farmers network – From small scale to the biggest players
Behind every bottle stands a diverse agricultural network. Regardless of size, every farm can operate sustainably by following the same standards. Nearly 500 Polish farmers are already FSA 3.0 certified, and twice as many supply Rauch in Poland – ranging from small family farms to highly advanced large-scale operations. Some focus on apples and strawberries for the fresh market, while others grow black currants and sour cherries for processing. Regardless of the end use, they all share one mission: to provide safe, sustainable raw materials.
Many of these farms are family-owned, often passed down through generations, where land is preserved rather than sold. This diversity is not a weakness – it is the strength of a resilient and adaptable supply base.

Poland: Europe's fruit engine
Poland is one of Europe's most important fruit-growing countries – and a cornerstone of RAUCH's supply chain, with four processing sites across the country. Fertile soils shaped by river systems, balanced temperatures and rainfall in typical growing seasons, and decades of agricultural expertise create ideal conditions for fruit production. Generations of farmers have refined their knowledge, combining tradition with modern machinery high-quality plant breeding material, and – particularly among younger generations – education from leading agricultural universities. The result: high-quality raw materials at scale – from apples to berries – making Poland a key partner for the global beverage industry.

Sustainability that works in practice
For Agnieszka, sustainability is not a slogan – it's a daily practice. She trains farmers on evolving pesticide regulations, supports them in certification programs, and drives initiatives like soil health improvement. One focus: increasing organic matter in soil, turning it into a natural "water reservoir" that helps farms cope with drought. Instead of promoting purely visual measures, she prioritizes solutions that deliver real impact in the field.

One standard for all – big or small
A key principle at RAUCH is that sustainability standards apply to everyone. Whether a large commercial farm or a part-time grower with just a few hectares, all must meet the same requirements. Smaller farms often stand out for particularly sustainable practices. We actively support them, for example by covering the cost of soil analysis or helping with complex documentation.

More than a supplier relationship
What makes this partnership unique is the human connection. Farmers take time off work to attend trainings. Meetings turn into discussions. And over the years, a network has grown that goes beyond transactions. Farmers increasingly see themselves as part of a larger value chain – responsible not just for their harvest, but for the final product.

Growing together
Agnieszka's story is ultimately about something bigger: how modern agriculture works when respect, knowledge, and partnership come together. It shows that sustainability is not driven by size, but by mindset. And that sometimes, the smallest person in the field can make the biggest difference.

OUTLOOK

Guided by our sustainability motto “Healthy Planet, Healthy People”, RAUCH views sustainability not as a stand-alone initiative but as an integral part of our long-term business success. What begins with ambition and commitment continues here with concrete next steps and a clear forward-looking perspective. We hope you appreciated the transparency and the insights we shared in this report.

Sustainability is an ongoing journey, and the year 2025 represented an important stage in the further maturation of our sustainability management and reporting. Building on the foundations laid over recent years, we will continue to strengthen our strategic focus, operational implementation and transparency across all sustainability dimensions.

Concretely, a key priority for 2026 is the development of a comprehensive decarbonization roadmap across all Scopes, building a solid plan to reach our near-term SBTi climate targets. With it, we translate scientific ambition into concrete, actionable measures across our global sites and value chain. This roadmap is being developed through close cross-functional collaboration and site-specific analyses, ensuring that climate action is firmly embedded in operational decision-making and investment planning.

At the same time, we have initiated the calculation of our first Product Carbon Footprints (PCFs), backed by a solid methodology aligned with latest standards and industry best-practices.

This step deepens our understanding of climate impacts along the product life cycle and enhances transparency towards customers and partners. Over time, PCFs will support more targeted emission reduction measures and strengthen collaboration along the value chain.

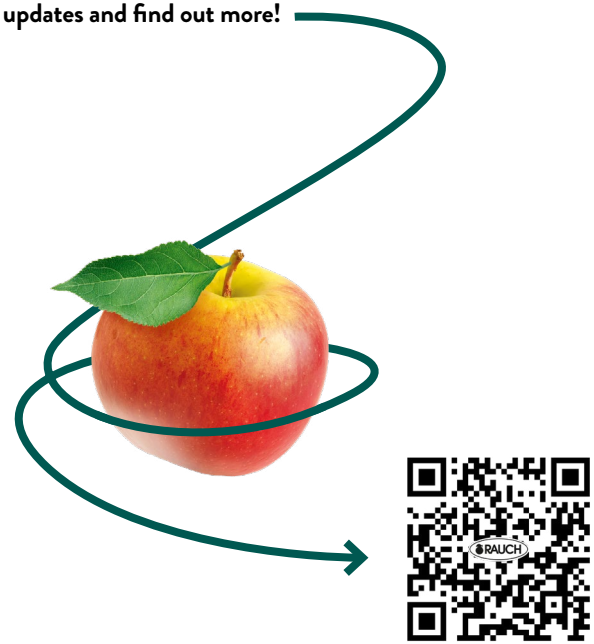
Further strengthening the strategic and organizational anchoring of sustainability remains a key focus. We will continue to refine our sustainability targets, expand our Group-wide GREEN Program and intensify cooperation across departments, business units and production sites. By empowering employees and fostering collaboration, we ensure that sustainability ambitions are translated into everyday practice. Within the material topic of responsible supply chain, we are currently advancing several key initiatives. This includes the revision of our supplier approval process, requiring all suppliers to complete a self-assessment questionnaire also covering quality, social, environmental and IT security aspects, as well as the introduction of a supplier risk management tool. In parallel, we are adapting our overall risk management approach to more systematically integrate environmental and social risks in our supply chain.

Another cornerstone of our future sustainability efforts is the professionalization of internal data management and governance. With the implementation of a new ESG data management tool, we are enhancing data quality, consistency and traceability across the Group. Clear governance structures and standardized processes in the background will further support robust decision-making, performance tracking and reliable reporting.

Looking ahead, the regulatory environment for sustainability reporting will continue to evolve. RAUCH will be subject to the Corporate Sustainability Reporting Directive (CSRD) starting with the reporting year 2027. To prepare for this step, we plan to develop a CSRD test report already for the 2026 reporting year, allowing us to further strengthen processes, internal controls and data readiness ahead of mandatory reporting under the European Sustainability Reporting Standards (ESRS).

In this way, the sustainability ambitions we express through our strategy and 2030 commitments are carried forward into the future: continuously improving our sustainability performance, strengthening transparency and living up to our responsibility towards people, nature and future generations.

Stay tuned through our website and social channels to receive all the updates and find out more!



HEALTHY PLANET

GRI 101: BIODIVERSITY – PART ONE

					Rankweil	Nüziders	Mäder	Baruth	Widnau	Koceljeva	Budapest	Nyirmada
Sites (101-5-a, 101-5-c)				Location	Langgasse 1, 6830 Rankweil (AT)	Kuhbrückweg 2, 6714 Nüziders (AT)	"Industriestraße 9 6841 Mäder (AT)"	An der Birkenp-fuhlheide 2, 1583 Baruth/Mark (DE)	Espenstraße 127, 9443 Widnau (CH)	Šeste Ličke Divizije 2, Koceljeva (XS)	1172 Budapest, Kis Károshíd utca 1. (HU)	Fényes tanya 13, 4564 (HU)
				Size (Ha)	3.4	10.7	1.0	25.0	6.0	5.6	15.3	25.0
				Activities	Fruit processing, Beverage filling	Beverage filling	Packaging of sales displays	Beverage filling	Beverage filling	Fruit processing, Deep freeze storage, Beverage filling	Fruit processing, Beverage filling	Fruit processing
Ecologically sensitive areas in or near the sites (101-5-b)				Whether the site is in or near an ecologically sensitive area	near to an ecologically sensitive area					No ecologically sensitive areas nearby	near to an ecologically sensitive area	
				Distance	4-6 km	2-11 km	6 km	<1-8 km	3-6 km		7 km	7-8 km
				Type	Areas of biodiversity importance (Natura 2000)						areas of biodiversity importance (Natura 2000)	
Direct drivers of biodiversity loss	Land and sea use change	Natural ecosystem conversion (101-6-a-i)		Size of ecosystem converted (Ha)	No relevant data ist currently disclosed under this indicator, as the GRI 101 Biodiversity primarily focuses on impacts related to own operations. For RAUCH, biodiversity impacts are considered most material within the upstream value chain, where comprehensive and validated data on land-use change are not yet systematicaly available. RAUCH is currently in the process of implementing a new supplier evaluation and supplier risk assessment.							
				Cut-off date or reference date								
				Ecosystem type before conversion								
				Ecosystem type after conversion								
		Conversion from one intensively used or modified ecosystem to another (101-6-a-ii)		Size of ecosystem converted (Ha)								
				Ecosystem type before conversion								
				Ecosystem type after conversion								
	Exploitation of natural resources	Wild species (101-6-b-i)	Wild species no.	Quantity	Not material. No wild species are harvested.							
				Species extinction risk								
		Water (101-6-b-ii)		Water withdrawal (ML)	Information on water withdrawal and water consumption in our own operations can be found on p. 61 with further details on water management provided in the chapter “Optimized resource usage - water”							
				Water consumption (ML)								
	Pollution (101-6-c)	Pollutant			Not material. Pollution is assessed as not material due to low-emission nature of production processes, the treatment of waste water and the application of environmental management systems, while potential pollution-related risks are considered relevant in the upstream value chain.							
		Quantity										
	Invasive alien species (101-6-d)	How invasive alien species are or may have been introduced			Impacts from invasive alien species are assessed as not material for own operations, as activities are conducted at controlled industrial sites without direct interaction with natural ecosystems, while potential risks are considered more relevant in the upstream value chain.							
State of biodiversity	Ecosystem (101-7-a-i)		Ecosystem size (Ha) (101-7-a-ii)		Impacts on ecosystems are assessed as not material for own operations, as activities are limited to controlled industrial sites with low direct interaction with natural ecosystems, while potential ecosystem-related impacts are considered more relevant in the upstream value chain.							
			Ecosystem condition (101-7-a-iii)	Base year								
				Reporting period								
Ecosystem services	Ecosystem services (101-8-a)				Impacts on ecosystem services and beneficiaries are assessed as not material for own operations, as activities are conducted at controlled industrial sites with limited dependence on or interaction with surrounding ecosystems, while potential impacts are considered more relevant in the upstream value chain.							
	Beneficiaries (101-8-a)											

GRI 101: BIODIVERSITY – PART TWO

					Plonsk	Przeworsk	Siemiatycze	Kluczkowice	Leczyca	Glendale	Resen
Sites (101-5-a, 101-5-c)				Location	Przemysłowa, 09-100 Płońsk (PL)	Gen. Chruściela 13, 37-200 Przeworsk (PL)	Armii Krajowej 31, 17-300 (PL)	Kluczkowice Osiedle 6, 24-300 Kluczkowice (PL)	Lotnicza 7 99-100 Łęczyca (PL)	10501 N Reems Road, Waddell, Arizona – 85355 (USA)	ul. 29-ti Noemvri 7310 RESEN NORTH MACEDONIA
				Size (Ha)	2.3	2.2	6.4	5.9	181.6	30.2	n/a
				Activities	Fruit processing	Fruit processing	Fruit processing	Fruit processing	Deep freeze storage, Plantation	Beverage filling	Fruit processing
Ecologically sensitive areas in or near the sites (101-5-b)				Whether the site is in or near an ecologically sensitive area	No ecologically sensitive areas nearby	near to an ecologically sensitive area				No ecologically sensitive areas nearby	
				Distance		4 km	3-4 km	7 km	1 km		
				Type		areas of biodiversity importance (Natura 2000)					
Direct drivers of biodiversity loss	Land and sea use change	Natural ecosystem conversion (101-6-a-i)		Size of ecosystem converted (Ha)	No relevant data ist currently disclosed under this indicator, as the GRI 101 Biodiversity primarily focuses on impacts related to own operations. For RAUCH, biodiversity impacts are considered most material within the upstream value chain, where comprehensive and validated data on land-use change are not yet systematicaly available. RAUCH is currently in the process of implementing a new supplier evaluation and supplier risk assessment.						
				Cut-off date or reference date							
				Ecosystem type before conversion							
				Ecosystem type after conversion							
		Conversion from one intensively used or modified ecosystem to another (101-6-a-ii)		Size of ecosystem converted (Ha)							
				Ecosystem type before conversion							
				Ecosystem type after conversion							
	Exploitation of natural resources	Wild species (101-6-b-i)	Wild species no.	Quantity	Not material. No wild species are harvested.						
				Species extinction risk							
		Water (101-6-b-ii)		Water withdrawal (ML)	Information on water withdrawal and water consumption in our own operations can be found on p. 61 with further details on water management provided in the chapter “Optimized resource usage - water”						
				Water consumption (ML)							
	Pollution (101-6-c)	Pollutant			Not material. Pollution is assessed as not material due to low-emission nature of production processes, the treatment of waste water and the application of environmental management systems, while potential pollution-related risks are considered relevant in the upstream value chain.						
		Quantity									
	Invasive alien species (101-6-d)	How invasive alien species are or may have been introduced			Impacts from invasive alien species are assessed as not material for own operations, as activities are conducted at controlled industrial sites without direct interaction with natural ecosystems, while potential risks are considered more relevant in the upstream value chain.						
State of biodiversity	Ecosystem (101-7-a-i)		Ecosystem size (Ha) (101-7-a-ii)		Impacts on ecosystems are assessed as not material for own operations, as activities are limited to controlled industrial sites with low direct interaction with natural ecosystems, while potential ecosystem-related impacts are considered more relevant in the upstream value chain.						
			Ecosystem condition (101-7-a-iii)	Base year							
				Reporting period							
Ecosystem services	Ecosystem services (101-8-a)				Impacts on ecosystem services and beneficiaries are assessed as not material for own operations, as activities are conducted at controlled industrial sites with limited dependence on or interaction with surrounding ecosystems, while potential impacts are considered more relevant in the upstream value chain.						
	Beneficiaries (101-8-a)										

GRI 301: MATERIALS

	Unit	2023	2024	2025	difference to previous year[1]
NON-renewable materials					
Aluminium packaging	t	100,531	111,091	133,532	+20.2 %
Proportion of recycled content	%	69	69	69	0.0 %
PET packaging	t	7,285	6,775	6,688	-1.3 %
Proportion of recycled content	%	34	33	32	-3.0 %
Plastic foils	t	7,376	8,211	9,681	+17.9 %
Proportion of recycled content	%	3	32	29	-9.4 %
Plastic sleeves	t	325	391	374	-4.3 %
Proportion of recycled content	%	0	0	0	0.0 %
Glass packaging	t	14,162	12,044	12,292	+2.1 %
Proportion of recycled content	%	35	49	53	+8.2 %
Metal packaging	t	374	313	402	+28.4 %
Proportion of recycled content	%	0	0	0	0.0 %
Beverage carton[2]	t	10,138	9,997	9,669	-3.3 %
Proportion of recycled content	%	0	0	0	0.0 %
Renewable materials					
Paper & carton packaging	t	43,631	46,729	52,245	+11.8 %
Proportion of recycled content	%	32	37	33	-10.8 %

1. Significant variations are mainly driven by changes in production volumes, while fluctuations in recycling shares are influenced by the availability of recycled materials.
2. Composite material made out of paper (~72 %), plastic (~21 %) and aluminium (~6 %).

GRI 302: ENERGY

	Unit	2023	2024	2025	difference to previous year
Total energy consumption	**MWh**	**546,957**	**565,146**	**603,516**	**+6.8 %**
Proportion of energy from renewable sources	**%**	**21.2 %**	**22.6 %**	**24.3 %**	**+7.5 %**
Total energy consumption from renewable sources[1]	**MWh**	**115,925**	**127,813**	**146,372**	**+14.5 %[2]**
Total Electricity consumption	MWh	161,682	171,831	190,316	+10.8 %
Self-produced electricity (solar)	MWh	3,135	4,365	4,652	+6.6 %
Purchased electricity	MWh	158,547	167,467	185,665	+10.9 %
...of which renewable electricity purchased	MWh	106,977	116,713	136,617	+17.1 %
Total Fuel consumption	MWh	379,212	387,097	406,843	+5.1 %
Self-produced (biogas)	MWh	5,813	6,736	5,104	-24.2 %
Natural gas	MWh	371,857	377,086	398,776	+5.8 %
Liquid gas (LNG)	MWh	263	240	491	+104.6 %[3]
Heating oil (light)	MWh	1,185	2,935	2,368	-19.3 %
Diesel (for appliances)	Liter	9,348	9,981	10,388	+4.0 %
in MWh (heating value 10 kWh per liter)	MWh	93	100	104	+4.0 %
Heating (purchased)	MWh	90	91	278	+205.5 %[3]
Remote heating	MWh	90	91	278	+205.5 %[3]
Energy consumption for Mobility	MWh	5,973	6,126	6,079	-0.8 %
Diesel	Liter	473,399	438,176	467,054	+6.6 %
in MWh (heating value 10 kWh per liter)	MWh	4,734	4,382	4,671	+6.6 %
Gasoline	Liter	101,632	137,491	129,327	-6.0 %
in MWh (heating value 8.9 kWh per liter)	MWh	905	1,224	1,151	-6.0 %
Liquid gas (LPG)	Liter	43,446	54,200	31,840	-41.2 %[4]
in MWh (calorific value 7.12 kWh per liter)	MWh	309	386	227	-41.2 %[4]
Electricity (purchased)	MWh	25	135	30	-77.8 %

1. Includes self-produced electricity, renewable electricity purchased and self-produced biogas.
2. The share of renewable energy increased primarily due to a higher procurement of electricity from renewable sources.
3. The significant increase is primarily due to limited data availability in previous reporting periods.
4. The reasons for the significant changes are currently under review, and a detailed root cause analysis is ongoing.

ENERGY INTENSITY

	Unit	2023	2024	2025	difference to previous year
Energy consumed per employee	MWh	199	203	199	-2.0 %
Energy consumed per € turnover	kWh	3.24	3.19	3.33	+4.4 %

GRI 303: WATER AND EFFLUENTS

	Unit	2023	2024	2025	difference to previous year
Total water consumption	**m³**	**2,915,829**	**3,384,491**	**4,260,129**	**+25.9 %**[1]
Total amount of recycled and reused water[2]	**m³**	**n/a**	**n/a**	**332,389**	**n/a**
Total water withdrawal	m³	8,055,232	8,204,792	9,246,254	+12.7 %
from surface water	m³	675,051	610,440	556,250	-8.9 %
from groundwater[3]	m³	5,595,154	5,871,947	7,026,085	+19.7 %
from public water lines	m³	1,785,027	1,722,405	1,663,919	-3.4 %
Total water discharge	m³	5,139,403	4,820,301	5,261,557	+9.2 %
...of which water with >1000 mg/L dissolved solids[4]	m³	n/a	n/a	n/a	
to surface water[5]	m³	1,748,588	1,587,155	1,847,028	+16.4 %
to groundwater	m³	784,901	705,536	638,647	-9.5 %
to public water lines	m³	2,440,081	2,353,096	2,293,644	+2.5 %
to other third parties	m³	112,761	115,813	119,022	+2.8 %
Evaporation	m³	53,072	58,701	363,216	+518.8 %[6]

1. Water consumption may vary significantly between reporting periods, primarily due to changes in production volumes and output levels.
2. Data covers a subset of sites only. Water monitoring is continuously being improved, full-site coverage not yet available.
3. From own sources.
4. Data is currently not available; data point has been incorporated into the annual data collection process to enable future reporting.
5. Direct discharge & cleaned by own wastewater cleaning.
6. The significant increase is primarily due to limited data availability in previous reporting periods.

GRI 305: EMISSIONS – PART ONE

	Unit	2023	2024	2025	difference to base year 2023[1]
GHG emission source					
Total GHG emissions (location-based)	t CO_2e	1,281,811	1,235,078	1,291,998	+0.8 %
Total GHG emissions (market-based)	t CO_2e	1,275,940	1,206,399	1,258,229	-1.4 %
Scope 1	t CO_2e	110,717	106,338	118,722	+7.2 %
thereof FLAG	t CO_2e	147	139	77	-47.6 %
Scope 2					
location-based	t CO_2e	47,423	46,461	51,524	+8.6 %
market-based	t CO_2e	41,552	17,782	17,754	-57.3 %
Scope 3	t CO_2e	1,123,671	1,082,279	1,121,753	-0.2 %
thereof FLAG	t CO_2e	272,472	265,808	287,234	+5.4 %
GHG emissions intensity[2]					
GHG emissions per employee	t CO_2e	465	434	415	-10.8 %
GHG emissions per € turnover	kg CO_2e	7.5	6.8	6.9	-8.0 %

1. Comparisons are made against the defined base year, as this serves as the reference point for our sustainability targets. Significant changes regarding emissions are explained in detail in the chapter "Decarbonized business".
2. Based on market-based GHG emissions.

GRI 305: EMISSIONS – PART TWO

	Unit	2023	2024	2025	difference to base year 2023[1]
Distribution of Scope 3 GHG emissions in the value chain					
3.1 Purchased goods and services	t CO_2e	721,911	700,889	730,441	+1.2 %
...thereof FLAG	t CO_2e	272,472	265,808	287,234	+5.4 %
3.2 Capital goods	t CO_2e	43,205	36,210	26,951	-37.6 %
3.3 Fuel and energy related activities	t CO_2e	23,743	23,271	25,127	+5.8 %
3.4 Upstream transportation and distribution	t CO_2e	90,039	89,222	85,675	-4.8 %
3.5 Waste generated in operations	t CO_2e	19,277	16,121	20,601	+6.9 %
3.6 Business travel	t CO_2e	602	495	582	-3.3 %
3.7 Employee commuting	t CO_2e	7,251	5,886	6,771	-6.6 %
3.9 Downstream transportation and distribution	t CO_2e	19,133	16,502	12,382	-35.3 %
3.10 Processing of sold products	t CO_2e	9,416	8,780	7,294	-22.5 %
3.11 Use of sold products	t CO_2e	14,070	13,881	16,739	+19.0 %
3.12 End-of-life treatment of sold products	t CO_2e	175,025	171,021	189,190	+8.1 %
Cooling agents losses[2]					
Ammonium	kg	660	2,640	20	-97.0 %
CO_2	kg	1,159,698	4,046,018	5,872,955	+406.4 %[3]
R134A	kg	75	2	90	+20.0 %
R22	kg	0	7	20	n/a
R404A	kg	58	67	41	-29.3 %
R407C	kg	0	0	54	n/a
R410A	kg	22	18	6	-72.7 %
R507	kg	0	0	0	n/a
Air Emissions[2]					
NOx	t	51.10	46.55	49.03	-4.1 %
SOx	t	0.78	1.18	2.16	+176.9 %
Persistent organic pollutants (POP)	t	0.00	0.00	0.00	0.0 %
Non-methane volatile organic compounds (NMVOC)	t	1.40	0.00	0.00	–100.0 %
Volatile organic compounds (VOC)	t	0.70	0.70	2.59	+270.0 %
Hazardous air pollutants (HAP)	t	0.21	0.21	0.00	-100.0 %
Particulate matter (PM)	t	1.78	3.93	2.86	+60.7 %
Methane	t	0.25	0.25	0.32	+28.0 %
Heavy metals	t	0.01	0.00	0.00	-100.0 %

1. Comparisons are made against the defined base year, as this serves as the reference point for our sustainability targets. Significant changes regarding emissions are explained in detail in the chapter "Decarbonized business".
2. Fluctuations in cooling agent losses and air emissions may occur due to operational and external factors. In addition, data quality for previous years is partially limited, which restricts comparability with current values.
3. The reasons for the significant changes are currently under review, and a detailed root cause analysis is ongoing.

GRI 306: WASTE – PART ONE

	Unit	2023	2024	2025	difference to previous year[1]
Total waste generated	**t**	**71,664**	**55,559**	**70,432**	**+26.8 %**
Total non-hazardous waste	**t**	**71,567**	**55,461**	**70,343**	**+26.8 %**
Total hazardous waste	**t**	**96**	**98**	**89**	**-9.2 %**
Sorted Dry Waste (non-hazardous waste)					
Aluminium	t	967	903	1,392	+54.2 %
Composite material	t	388	342	286	-16.2 %
Glass	t	592	457	1,317	+188.2 %[2]
Iron & Steel (Fe)	t	1,016	1,179	1,322	+12.1 %
Other metal (Non-Fe)	t	160	57	8	-86.0 %
Paper and cardboard	t	2,978	3,075	3,477	+13.1 %
Plastics	t	850	866	913	+5.4 %
Wood	t	2,182	1,310	1,373	+4.8 %
Organic/wet waste (non-hazardous waste)					
Disposal of produced beverages	t	3,867	1,190	4,084	+243.2 %[3]
Filter material / kieselgur	t	883	534	704	+31.8 %
Organic waste	t	735	301	159	-47.4 %
Pomace, tea, green & organic waste	t	33,412	28,492	30,700	+7.8 %
Sludge, mud	t	20,554	13,524	22,217	+64.3 %
Other waste (non-hazardous waste)					
Construction waste	t	77	51	55	+7.8 %
Residual & mixed waste	t	2,908	3,180	2,336	-26.5 %[4]
Dangerous waste (hazardous waste)					
Fridges & freezers	t	16	10	9	-10.0 %
Mixed dangerous waste	t	66	74	68	-8.1 %
Mixed electric waste	t	15	13	12	-7.7 %

1. Amount of generated waste may vary significantly between reporting periods, primarily due to changes in production volumes and output levels.
2. Glass waste increased significantly due to the commissioning of a new glass production line.
3. Disposal of produced beverages increased significantly due to quality deviations affecting certain products.
4. Residual waste decreased due to improved waste separation and more efficient waste management practices.

GRI 306: WASTE – PART TWO

	Packaging volume	Unit	2015	2025	Reduction in %[2]	Reduction in tons[3]
Total Weight Reduction – Primary Plastic Packaging[1]					**14.6**	**1029**
Cafemio	0.25	g	28.9	24.9	13.1	53
Yippy	0.33	g	24.1[4]	19.9	18.0	235
Happy Day	0.33	g	29.4	26.3	9.5	17
Eistee / Bravo / Happy Day	0.5	g	22.0[5]	17.9	18.0	405
Juice Bar	0.8	g	49.4	36.5	23.4	58
Culinary / Happy Day	1.0	g	34.4	33.5	2.5	5
Eistee	1.0	g	31.8	31.8	0	0
Eistee / Bravo / Happy Day	1.5	g	37.6	33.5	8.2	257

1. Comparisons are made against the defined base year, as this serves as the reference point for our sustainability targets.
2. The reduction in % is a weighted average based on the 2025 sales.
3. The reduction in tons is a comparison of how much these products would have weighed in 2025 with the packaging weights of 2015.
4. Austria/Serbia: 24.1 g; Hungary: 25.3 g
5. Austria/Serbia: 22.0 g; Hungary: 21.5 g

OPERATING SITES THAT HAVE BEEN ASSESSED FOR SPECIFIC ENVIRONMENTAL RISKS

Location Country	Rankweil AT	Nüziders AT	Widnau CH	Baruth DE	Budapest HU	Nyirmada HU	Kluczkowice PL	Plonsk PL	Przeworsk PL	Siemiatycze PL	Koceljeva RS	Glendale US	2023	2024	2025
Energy & GHG emissions[1]	●	●	●	●	●		●	●	●	●	●	●	93.0 %	92.9 %	96.2 %
Chemicals & materials[1]	●	●	●	●	●		●	●	●	●	●	●	93.0 %	92.9 %	96.2 %
Waste[1]	●	●	●	●	●		●	●	●	●	●	●	93.0 %	92.9 %	96.2 %
Biodiversity													0.0 %	0.0 %	0.0 %
Physical climate risks[2]	●	●	●	●	●	●	●	●	●	●	●	●	93.5 %	93.4 %	96.6 %

1. Energy, emissions, chemicals, waste assessed through annual evaluation of environmental aspects for the ISO14001 certification.
2. Physical climate risk as part of the Groupwide climate risk analysis in 2025 (also including transition risks).

COMPLETION RATE OF OBLIGATORY EMPLOYEE TRAINING BY COUNTRY[1]

	Work Safety	Hygiene	IT Security	CoC	Environmental awareness	Food safety culture	Competition and Antitrust law	From fruit to juice
TOTAL[2]	**96.0 %**	**97.7 %**	**93.5 %**	**94.5 %**	**84.4 %**	**91.5 %**	**85.0 %**	**98.3 %**
Austria	99.9 %	99.9 %	93.3 %	94.1 %	87.8 %	87.7 %	89.7 %	97.6 %
Germany	87.4 %	90.1 %	83.3 %	89.0 %	80.3 %	84.4 %	77.6 %	87.4 %
Switzerland	100.0 %	99.6 %	78.6 %	94.5 %	90.6 %	98.3 %	n/a	100.0 %
USA	92.6 %	95.1 %	95.5 %	97.5 %	68.5 %	95.1 %	n/a	97.1 %
Hungary	99.1 %	99.6 %	97.4 %	99.2 %	94.1 %	96.0 %	n/a	97.5 %
Poland	98.7 %	99.5 %	98.3 %	98.9 %	96.8 %	98.9 %	n/a	98.4 %
Serbia	95.9 %	96.3 %	98.1 %	96.4 %	91.7 %	94.1 %	n/a	98.1 %
Bulgaria	n/a	n/a	53.8 %	100.0 %	61.5 %	n/a	n/a	92.3 %
Czech Republic	n/a	n/a	85.0 %	95.0 %	100.0 %	n/a	n/a	80.0 %
Croatia	n/a	n/a	88.9 %	88.9 %	77.8 %	n/a	n/a	77.8 %
Italia	n/a	n/a	76.5 %	94.1 %	100.0 %	n/a	n/a	88.2 %

1. Based on the defined target group of the respective training during the period.
2. North Macedonia not yet included in RAUCH Academy.

HEALTHY PEOPLE

GRI 2-7: EMPLOYEES

	Total employees by region (FTE)				Total non-RAUCH workers by region (FTE)			
	2023	2024	2025	difference to previous year	2023	2024	2025	difference to previous year
Total	**2,745.9**	**2,777.4**	**3,034.9**	**+9.3 %**	**208.8**	**197**	**208.0**	**+5.6 %**
Austria	1,049.8	1,073.1	1,137.8	+6.0 %	81.4	68.5	80.1	+16.9 %
Germany	230.3	240.6	307.4	+27.8 %	0.0	0.0	3.0	n/a
Switzerland	248.9	249.5	251.7	+0.9 %	15.7	21.0	21.2	+1.0 %
Poland	185.2	184.1	182.6	−0.8 %	40.5	33.6	41.1	+22.3 %
Hungary	282.0	284.1	277.6	−2.3 %	10.4	9.7	7.7	−20.6 %
Serbia	274.1	279.0	281.4	+0.9 %	45.6	37.8	29.9	−20.9 %
USA	425.2	416.9	510.8	+22.5 %	15.2	26.2	24.0	−8.4 %
Italy	16.3	15.5	15.8	+1.9 %	0.0	0.0	0.0	0.0 %
Czech Republic	7.3	7.3	11.6	+58.9 %	0.0	0.0	0.0	0.0 %
Slovakia	4.3	4.3	7.5	+74.4 %	0.0	0.0	0.0	0.0 %
Croatia & Slovenia	8.0	8.0	7.0	−12.5 %	0.0	0.0	1.0	n/a
Bulgaria	12.5	13.0	12.7	−2.3 %	0.0	0.0	0.0	0.0 %
Sweden	2.0	2.0	2.0	0.0 %	0.0	0.0	0.0	0.0 %
North Macedonia	n/a	n/a	29.0	n/a	n/a	n/a	n/a	n/a

	Total employees by gender and region 2025 in %		Permanent and temporary by region 2025 in %		Full-time and part-time employees by region 2025 in %	
	female	male	Permanent	Temporary	Full-time	Part-time
Total	**19.9 %**	**80.1 %**	**98.6 %**	**1.4 %**	**95.2 %**	**4.8 %**
Austria	21.0 %	79.0 %	99.8 %	0.2 %	89.4 %	10.6 %
Germany	17.6 %	82.4 %	100.0 %	0.0 %	99.2 %	0.8 %
Switzerland	3.4 %	96.6 %	99.6 %	0.4 %	96.7 %	3.3 %
Poland	32.7 %	67.3 %	83.9 %	16.1 %	98.4 %	1.6 %
Hungary	23.1 %	76.9 %	100.0 %	0.0 %	98.2 %	1.8 %
Serbia	21.9 %	78.1 %	97.5 %	2.5 %	100.0 %	0.0 %
USA	16.6 %	83.4 %	100.0 %	0.0 %	100.0 %	0.0 %
Italy	55.7 %	44.3 %	100.0 %	0.0 %	76.5 %	23.5 %
Czech Republic	33.3 %	66.7 %	100.0 %	0.0 %	100.0 %	0.0 %
Slovakia	46.7 %	53.3 %	100.0 %	0.0 %	100.0 %	0.0 %
Croatia & Slovenia	57.1 %	42.9 %	100.0 %	0.0 %	100.0 %	0.0 %
Bulgaria	23.1 %	76.9 %	100.0 %	0.0 %	100.0 %	0.0 %
Sweden	50.0 %	50.0 %	100.0 %	0.0 %	100.0 %	0.0 %
North Macedonia	24.1 %	75.9 %	89.7 %	10.3 %	100.0 %	0.0 %

GRI 2-30: COLLECTIVE BARGAINING AGREEMENTS

	Unit	2023	2024	2025	difference to previous year
% of total employees covered by collective bargaining agreements[1]	%	39.0	39.5	38.1	-3.5 %[2]

1. Weighted by FTE per location.
2. Not all sites are covered by collective bargaining agreements. Variations in the reported percentage are primarily due to fluctuations in employee numbers rather than changes in coverage. A more detailed breakdown by site is planned for future reporting.

GRI 401: EMPLOYMENT[1]

	Unit	2025	difference to previous year
New hires	heads	609	n/a
New employee rate	%	19.0	n/a
Employee turnover	heads	440	n/a
Employee turnover rate[2]	%	14.1	n/a
Employee turnover rate			
female	%	14.8	n/a
male	%	13.8	n/a
<30 years	%	23.4	n/a
30-49 years	%	13.4	n/a
50+ years	%	7.4	n/a
Age diversity			
<30 years	FTE	727	n/a
30-49 years	FTE	1,608	n/a
50+ years	FTE	787	n/a

1. Reliable data for 2023 and 2024 not available; improved data quality and comparability are expected for future reporting periods.
2. Weighted by heads per location.

GRI 403: OCCUPATIONAL HEALTH AND SAFETY[1]

	Definition	Unit	2025
Total Lost Time Injuries (LTI)			96
Lost Time Cases (LTC)	Number of accidents resulting in lost working time	number	96
...of which number of accidents reported to authorities	Number of accidents subject to report to authorities due to local law	number	17
Fatalities (FAT)	Number of accidents resulting in death	number	0
Near misses			103
Number of near misses	Events without injury or damage that could have resulted in an accident under slightly different circumstances	number	
KPIs			
Accident rate per 1,000 full-time equivalents[2]	LTI / FTE * 1,000	rate	0
Accident rate per 1 million working hours[3]	LTI / hours worked * 1,000,000	rate	16.8

1. Development of unified standard to track work accidents in 2025; no comparable data available prior to 2025.
2. 3034,9 FTE
3. 5,700,617 hours worked

GRI 404: TRAINING AND EDUCATION

	Unit	2023	2024	2025	difference to previous year
Average hours of training per employee					
male	hours	n/a	7.2	10.9	+51.4 %
female	hours	n/a	8.3	14.9	+79.5 %
Coverage of performance and career development review					
Proportion of male employees who received a performance and career development review	%	n/a	78.3	76.4	−2.4 %
Proportion of female employees who received a performance and career development review	%	n/a	73.1	78.6	+7.5 %

GRI 405: DIVERSITY AND EQUAL OPPORTUNITY PART ONE

	Unit	2023[1]	2024[1]	2025	difference to previous year
Diversity of governance bodies and employees					
Supervisory body[2]					
Total	Heads	16	16	16	0.0 %
Advisory board – Gender					
Female – Share of diversity category	%	14.3	14.3	14.3	0.0 %
Male – Share of diversity category	%	85.7	85.7	85.7	0.0 %
Advisory board – Age					
< 30 years – Share of diversity category	%	n/a	n/a	0.0	n/a
30–50 years – Share of diversity category	%	n/a	n/a	7.1	n/a
> 50 years – Share of diversity category	%	n/a	n/a	92.9	n/a
Management across all locations[3]					
female	Heads	n/a	n/a	54	n/a
Share of diversity category	%	n/a	n/a	28.6	n/a
male	Heads	n/a	n/a	135	n/a
Share of diversity category	%	n/a	n/a	71.4	n/a
Managing directors					
female	Heads	n/a	n/a	0	n/a
Share of diversity category	%	n/a	n/a	0.0	n/a
male	Heads	n/a	n/a	21	n/a
Share of diversity category	%	n/a	n/a	100.0	n/a
Employees full-time					
female	Heads	490	536	556	+3.7 %
Share of diversity category	%	18.6	19.1	18.2	-4.7 %
male	Heads	2141	2266	2496	+10.1 %
Share of diversity category	%	81.4	80.9	81.8	+1.1 %

1. Some data were not available in previous reporting periods; the respective data points have been integrated in the data collection process starting from 2025 to enable consistent and comparable reporting in the future.
2. Summarized across all entities.
3. Directly reporting to local managing director(s).

GRI 405: DIVERSITY AND EQUAL OPPORTUNITY PART TWO

	Unit	2023[1]	2024[1]	2025	difference to previous year
Employees part-time					
female	Heads	97	100	111	+11.0 %
Share of diversity category	%	63.4	69.0	73.0	+5.8 %
male	Heads	56	45	41	-8.9 %
Share of diversity category	%	36.6	31.0	27.0	-12.9 %
Apprentices					
female	Heads	10	13	14	+7.7 %
Share of diversity category	%	19.6	21.7	23.3	+7.4 %
male	Heads	41	47	46	-2.1 %
Share of diversity category	%	80.4	78.3	76.7	-2.0 %
Gender pay gap[2]					
Employees	%	n/a	n/a	95.8	n/a
Support function[3]	%	n/a	n/a	83.4	n/a
Operational function[4]	%	n/a	n/a	83.1	n/a

1. Some data were not available in previous reporting periods; the respective data points have been integrated in the data collection process starting from 2025 to enable consistent and comparable reporting in the future.
2. Calculation of gender pay gap was not available before 2025.
3. Refers to employees primarily engaged in organizational, managerial, administrative and commercial activities such as finance, HR and sales, typically compensated on a salary basis.
4. Refers to employees primarily engaged in core operational activities such as production, logistics, maintenance and warehouse operations, typically compensated on an hourly basis.

GRI 406: NON-DISCRIMINATION

	Unit	2023	2024	2025	difference to previous year
Incidents of discrimination	number	0	0	0	0.0 %
Proportion of employees who have received training on discrimination and harassment	%	n/a	n/a	46.1	n/a
Proportion of operating sites which have been assessed for their impact on/risks to human rights[1]	%	96.6	93.4	93.5	+0.1 %

1. All Sedex-certified locations are required to conduct a risk analysis.

GRI 414: SUPPLIER SOCIAL ASSESSMENT[1]

	Unit	2025
Number of suppliers screened using social criteria[2]	number	n/a
Proportion of suppliers that have undergone a sustainability assessment[2]	%	n/a
... of which have significant actual or potential negative social impacts[2]	%	n/a
Proportion of suppliers that have undergone an on-site audit on sustainability[2]	%	n/a
Proportion of suppliers who have signed Supplier Code of Conduct[3]	%	n/a
Proportion of suppliers with contracts that include clauses on environmental, labor, and human rights requirements[2]	%	n/a
Proportion of procurement employees who have been trained in sustainable procurement[4]	%	n/a
Number of suppliers audited or assessed that implemented corrective actions	number	16

1. Suppliers are assessed regularly; however, no consolidated and reliable data is currently available. Enhanced supplier evaluation and risk management processes are being implemented to enable systematic tracking and reporting in the future.
2. No reliable data is currently available. Measures are being implemented to improve data availability and transparency.
3. All suppliers are generally required to sign the Supplier Code of Conduct. In cases where this is not feasible, suppliers may provide their own Code of Conduct, which is reviewed and approved by the RAUCH's Legal Department to ensure that equivalent requirements are met. Due to this approach, no exact percentage can currently be determined for suppliers formally signing the organization's Code of Conduct. Processes are being established to enable systematic tracking and reporting in the future.
4. Employees are regularly engaged by the sustainability team and receive training on sustainability topics, alongside general environmental awareness training. However, no formal, role-specific training program about sustainable procurement for procurement functions is currently in place.

GRI 416: CUSTOMER HEALTH AND SAFETY

	Unit	2023	2024	2025	difference to previous year
Proportion of significant product categories subject to health & safety review	%	100	100	100	n/a
Number of reportable recalls or withdrawals	%	0	0	0	0.0

GOVERNANCE & RESPONSIBLE SUPPLY CHAIN

GRI 204-1: PROPORTION OF SPENDING ON LOCAL SUPPLIERS

	Unit	2023	2024	2025	difference to previous year
Origin of fruit & fruit-based ingredients (by volume)					
Europe	%	91.2	91.5	90.8	-0.8 %
Asia	%	2.5	2.3	2.9	+26.1 %
Africa	%	0.2	0.1	0.1	0.0 %
Latin America	%	6.1	6.1	6.2	+1.6 %
USA	%	0.0	0.0	0.01	n/a
Regionality of sourced packaging (by volume)[1]					
<50 km	%	24.7	39.4	36.5	-7.4 %
50–250 km	%	54.5	34.5	28.5	-17.4 %
250–400 km	%	1.7	1.5	1.3	-13.3 %
>400 km	%	19.0	24.6	33.8	+37.4 %
Regionality of sourced fruit (by volume)[1]					
<50 km	%	38.1	35.5	38.1	+7.3 %
50–250 km	%	52.4	52.3	55.5	+6.1 %
250–400 km	%	7.2	8.3	3.1	-62.7 %
>400 km	%	2.4	4.0	3.3	-17.5 %

1. Distance of producer to RAUCH Factory.

GRI 2-6: SUPPLY CHAIN

	Unit	2023	2024	2025	difference to previous year
Type of primary material					
Fruit & fruit ingredients	%	37.6	33.0	29.0	-12.1 %
Non-fruit ingredients	%	37.44	39.9	41.8	+4.8 %
Packaging material	%	24.0	26.3	28.5	+8.4 %
Other materials[1]	%	1.0	0.8	0.8	0.0 %
Machinery & appliances	not measured in weight				

1. e.g. production & promotional material

GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT

	Unit	2023	2024	2025	difference to previous year[1]
Number of suppliers that were screened using environmental criteria	number	165	59	44	-25.4 %

1. Higher number of evaluations in 2023 due to updated questionnaire. Lower number since 2024 due to the planned implementation of a new supplier management system.

GRI 205 – ANTI-CORRUPTION

	Unit	2023	2024	2025	difference to previous year
Proportion of operating sites assessed for risks related to corruption	%	100.0	100.0	100.0	0.0 %
Proportion of employees who are informed about anti-corruption policies and procedures	%	100.0	100.0	100.0	0.0 %
Proportion of employees that have received training on anti-corruption policies and procedures	%	n/a	n/a	94.5	0.0 %
Proportion of business partners that the organization's anticorruption policies and procedures have been communicated to	%	100.0	100.0	100.0	0.0 %
Proportion of high-risk business partners for whom due diligence has been performed with regard to corruption	%	0	0	0	0.0 %
Total number of confirmed incidents of corruption	number	0	0	0	0.0 %
Number of reports via whistleblower channel	number	5	9	9	0.0 %

GRI 206: – ANTI-COMPETITIVE BEHAVIOR

	Unit	2023	2024	2025	difference to previous year
Number of legal actions pending or completed regarding anti-competitive behavior	number	0	0	0	0.0 %

GRI 418: CUSTOMER PRIVACY

	Unit	2023	2024	2025	difference to previous year
Number of confirmed information security incidents[1]	number	0	0	1	n/a

1. Security incident is defined as a successful security attack.

OTHER KPIS

SITE-LEVEL EXTERNAL CERTIFICATIONS & AUDITS 2025

Location Country	Rankweil AT	Nüziders AT	Widnau CH	Baruth DE	Budapest HU	Nyirmada HU	Kluczkowice PL	Plonsk PL	Przeworsk PL	Siemiatycze PL	Koceljeva RS	Glendale US	Coverage [1]
BRCGS	•	•	•									•	63.2 %
BRCGS FSMA	•	•	•										46.1 %
FSSC 22000	•	•	•	•	•	•	•	•	•	•	•	•	96.6 %
GMP HACCP	•	•	•	•	•	•	•	•	•	•	•		79.5 %
GMP												•	17.2 %
HACCP												•	17.2 %
HALAL IIDC finished products Indonesia	•												19.9 %
HALAL IIIDC semi-finished products	•	•			•	•	•	•	•	•	•		61.9 %
HALAL IIIDC finished products	•	•			•								46.3 %
IFS Food	•	•	•		•						•		63.8 %
ISO 9001:2015	•	•	•	•	•		•	•	•	•	•	•	96.2 %
ISO 14001:2015	•	•	•	•	•		•	•	•	•	•	•	96.2 %
ISO 22000:2018	•	•	•		•	•	•	•	•	•	•		70.3 %
ISO 27001:2022	•	•	•	•	•						•	•	90.1 %
ISO 45001:2018	•	•	•	•	•		•	•	•	•	•	•	96.2 %
ISO 50001:2018				•									9.2 %
KOSHER semi-finished products	•	•			•	•	•	•	•	•	•		61.9 %
KOSHER finished products	•	•			•								46.3 %
Organic [2]	•	•			•	•		•	•	•			51.5 %
SGF IQCS	•				•								28.5 %
SGF IRMA	•					•	•	•	•	•	•		35.6 %
Sedex	•	•	•	•	•	•	•	•	•	•	•	•	96.6 %

1. Weighted on the number of employees per site.
2. Certified in accordance with Regulation (EU) 2018/848 for the production and processing of organic products. Certification applies only within the defined scope.

90 % coverage by ethics certification through ISO 27001:2022 in 2025

96 % coverage by social standards through ISO 45001:2018 and Sedex in 2025

96 % coverage by environmental certification through ISO 14001:2015 in 2025

REPORTING APPENDIX

REPORT LIMITATIONS

RAUCH Group hereby publishes its Sustainability Report to inform stakeholders about its sustainability performance, strategic priorities, and long-term commitments. The structure of this report follows RAUCH Group's sustainability strategy and is not organized according to the classical ESG pillar structure. Instead, sustainability management is embedded in the Group's strategic framework with the focus areas Healthy Planet and Healthy People as well as Responsible Supply Chain. While the structure is strategy-driven, the underlying topics cover environmental, social, and governance aspects in an integrated manner.

This report covers the business activities of the following Group entities (reporting boundary):

- RAUCH Fruchtsäfte GmbH & Co OG
- RAUCH Deutschland GmbH & Co. KG
- RAUCH Fruchtsäfte Deutschland GmbH
- RAUCH Hungária Kft.
- RAUCH Polska Sp. z o.o.
- RAUCH Serbia d.o.o.
- VITA RES D.O.O.
- RAUCH Trading AG
- RAUCH North America, Inc.
- RAUCH Bulgaria EOOD
- RAUCH Croatia d.o.o.
- RAUCH Praha spol. s r.o.
- RAUCH Italia S.r.l.
- RAUCH Slovensko, S.r.o.

The report includes the relevant results and activities for the reporting period 01/01/2025 to 31/12/2025.

Where available and meaningful, comparative figures from the base year 2023 and the previous reporting period 01/01/2024 to 31/12/2024 are included to enable transparent performance tracking. If certain historical values are not suitable for comparison due to structural or external factors, this is explained in the respective sections.

Key topics were identified through a materiality assessment process. Where data availability or methodological development is still evolving, this is disclosed transparently, and further improvements are outlined.

Where applicable, this report has been prepared in accordance with the GRI Standards. It applies the GRI Universal Standards 2021 and the respective current versions of the GRI Topic Standards, including the early adoption of GRI 101: Biodiversity 2024.

Disclaimer
This Sustainability Report has been prepared with due care. However, no liability or guarantee can be assumed for the accuracy and completeness of the information, or for any errors (including technical or printing errors). Statements regarding future developments are based on information and assumptions available at the time of publication. Actual outcomes may differ; therefore, no guarantee can be given that forecasted developments will occur.

EXTERNAL ASSURANCE

This sustainability report has been subject to third-party verification by Quality Austria. The verification process is intended to provide an independent assessment of selected sustainability disclosures and to enhance the reliability, transparency, and credibility of the reported information.

qualityaustria
Certification

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Gültigkeitserklärung und Prüfbescheinigung

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Zelinkagasse 10/3, 1010 Wien, Österreich

wurde als unabhängige Zertifizierungsgesellschaft von der **RAUCH Group** mit Sitz in Rankweil beauftragt, den vorliegenden **Nachhaltigkeitsbericht 2025** zu validieren.

Dementsprechend wurde in einem Audit Einsicht in Unterlagen, Prozessdokumentation, Daten und Kennzahlen und ähnliche Nachweise genommen, um hinreichende Evidenz hinsichtlich Nachhaltigkeitskontext, Wesentlichkeit, Vollständigkeit, Ausgewogenheit, Vergleichbarkeit, Genauigkeit, Aktualität, Klarheit und Verlässlichkeit der Aussagen im Nachhaltigkeitsbericht der **RAUCH Group** zu erhalten. Darüber hinaus wurde die Verankerung des Nachhaltigkeitsprozesses im Unternehmen durch Interviews mit einzelnen Verantwortungsträger*innen geprüft. Die Beurteilung dieses Nachhaltigkeitsberichtes erfolgt daher auf Basis einzelner Stichproben, wobei die letztendliche Verantwortlichkeit für die veröffentlichen Inhalte bei der **RAUCH Group** liegt.
Schlussfolgerung: Die Prüfer*innen bestätigen hiermit, dass der Nachhaltigkeitsbericht der **RAUCH Group** mit Sitz in Rankweil die Validierung des Berichts für das Jahr 2025 sämtlichen Anforderungen in Anlehnung auf die GRI-Standards 2021 entspricht.

Wien, 5.6.2026

Lead-Prüfer/in

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GRI CONTENT INDEX 2025

Statement of use	RAUCH Group has reported in accordance with the GRI Standards for the period from 1 January 2025 to 31 December 2025.
GRI applied	GRI 1: Foundation 2021
Applicable GRI sector standard(s)	None

GRI Standard	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation/comment
General disclosures					
GRI 2 General Disclosures 2021	2-1 Organizational details	8, 72, 82			
	2-2 Entities included in the organization's sustainability reporting	8, 82			
	2-3 Reporting period, frequency, and contact point	72, 73, 82			RAUCH intents to prepare and publish its sustainability report on an annual basis. Due to the upcoming requirements under the Corporate Sustainability Reporting Directive (CSRD) this may be subject to further adjustments.
	2-4 Restatements of information	72			No restatements of information were made. As this is the first sustainability report prepared in its current form, no prior reported disclosures were subject to restatement.
	2-5 External assurance	72			
	2-6 Activities, value chain, and other business relationships	6-9, 54-57, 59			
	2-7 Employees	2, 8,67			
	2-8 Workers who are not employees	67			
	2-9 Governance structure and composition	13			
	2-10 Nomination and selection of the highest governance body	8, 13			The RAUCH Group is owned by a private foundation managed by members of the RAUCH family and experienced external experts. The Management Advisory Board supports and supervises the Management Board.
	2-11 Chair of the highest governance body	13			Jürgen Rauch serves as CEO and Chairman of the Management Board.
	2-12 Role of the highest governance body in overseeing the management of impacts	13			Executive and decision-making authority lies with the Management Board. Sustainability commitments, policies and strategies are overseen by Group management; ethics and compliance matters are managed by the Chief Compliance Officer and the central compliance function.
	2-13 Delegation of responsibility for managing impacts	13, 15			Sustainability-related activities are coordinated and managed by the Group Sustainability Team and supported through the RAUCH GREEN Program across functions and locations.
	2-14 Role of the highest governance body in sustainability reporting	13, 17			Sustainability topics are integrated into management and board-level reporting, including the monitoring of key sustainability and compliance indicators.
	2-15 Conflicts of interest	16			The RAUCH Code of Conduct and the Compliance Handbook include binding rules on the prevention of conflicts of interest and corruption.
	2-16 Communication of critical concerns	15			

GRI Standard	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation/comment
	2-17 Collective knowledge of the highest governance body	13	V	Not material	The organization ensures that members of the highest governance body are regularly informed on sustainability-related topics, including relevant regulatory developments, ESG risks and opportunities, and internal sustainability strategies.
	2-18 Evaluation of the performance of the highest governance body	–	V	Not material	As a privately owned family business, governance is characterised by direct oversight and close involvement of the owners, ensuring continuous evaluation through established management and control processes.
	2-19 Remuneration policies	–	V	Information incomplete	Remuneration policies, processes and the compensation ratio for the highest governance body and senior executives are designed to support the organization's long-term strategy and sustainability objectives. As a family-owned company, RAUCH places a strong emphasis on long-term value creation, continuity, and responsible business conduct, which is reflected in its governance and remuneration approach. Currently no structured data in this regard is available. In light of upcoming EU pay transparency regulations, further improvements and measures are currently being developed to ensure compliance and strengthen transparency in renumeration practices.
	2-20 Process to determine remuneration	–	V	Information incomplete	
	2-21 Annual total compensation ratio	–	V	Information incomplete	
	2-22 Statement on sustainable development strategy	3, 11, 12, 14, 17, 21, 58			
	2-23 Policy commitments	10, 15, 16, 25, 30, 33, 36, 41, 44, 50, 54			
	2-24 Embedding policy commitments	13, 15, 16, 17, 54, 56			Policy commitments are embedded through the integrated management system, internal policies, defined responsibilities, supplier requirements, structured assessments, audits and training processes.
	2-25 Processes to remediate negative impacts	15, 50, 56			Deviations are addressed through corrective action plans and escalation processes. Serious non-compliance may lead to termination of the business relationship.
	2-26 Mechanisms for seeking advice and raising concerns	15, 44, 50			Employees and external stakeholders can raise concerns through formal whistleblowing and grievance mechanisms. Employees can additionally turn to designated social trustees for confidential support and guidance.
	2-27 Compliance with laws and regulations	10, 13, 15, 16, 71			Compliance with legal and regulatory requirements is managed through the integrated management system and a structured regulatory monitoring process.
	2-28 Membership associations	18			
	2-29 Approach to stakeholder engagement	19, 50, 51, 52			Relevant internal and external stakeholder groups were involved through interviews and an online survey as part of the double materiality assessment. Local dialogue and stakeholder exchange are further supported through direct contact, site visits and complaint mechanisms.
	2-30 Collective bargaining agreements	68			

GRI Standard	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation/comment
Material topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	19			
	3-2 List of material topics	20			
Biodiversity					
GRI 3: Material Topics 2021	3-3 Management of material topics	36–38			
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss		V	Information incomplete	Biodiversity is assessed as not material for own operations, as activities are primarily conducted at controlled industrial sites with limited direct interaction with natural ecosystems. As part of its ISO 14001 environmental management system, the organization conducts annual evaluations of environmental aspects at its production sites and defines measures if necessary. In addition, an analysis has been carried out to identify whether any sites are located in or near biodiversity-sensitive areas (see p. 58–59). Still land use and sealing of surfaces are carefully managed, with a focus on minimizing land consumption. New constructions prioritize efficient land use by building vertically where possible, and compensatory measures such as green roofs are implemented to support biodiversity at site level. Biodiversity-related impacts are considered more relevant in the upstream value chain, particularly in relation to agricultural raw materials. The organization is in the process of developing enhanced supplier evaluation and risk assessment processes to systematically identify and assess biodiversity-related risks and impacts in the value chain.
	101-2 Management of biodiversity impacts	30–32, 38	V	Information incomplete	
	101-3 Access and benefit-sharing		V	Not material	
	101-4 Identification of biodiversity impacts	36		Information incomplete	
	101-5 Locations with biodiversity impacts	58, 59			
	101-6 Direct drivers of biodiversity loss		V	Information incomplete	
	101-7 Changes to the state of biodiversity		V	Information incomplete	
	101-8 Ecosystem services	58, 59			
Economic					
GRI 3: Material Topics 2021	3-3 Management of material topics	–		Not material	Economic performance topics are assessed as not material from an impact perspective, as no significant external economic impacts have been identified beyond the organization's standard financial activities. Relevant financial information is disclosed through statutory financial reporting.
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	2, 8	V	Not material	Group revenue is disclosed as part of the company overview. No separate structured disclosure on direct economic value generated and distributed, including operating costs, employee wages and benefits, payments to providers of capital, payments to government and community investments, is currently included.
	201-2 Financial implications and other risks and opportunities due to climate change	25, 26, 28			Climate-related financial risks and opportunities are addressed in the double materiality assessment and in the climate chapter. RAUCH assesses financial opportunities and risks arising from sustainability topics, has conducted a Groupwide climate risk analysis, and uses SBTi-validated targets and a decarbonization roadmap to manage climate-related impacts on the business.
	201-3 Defined benefit plan obligations and other retirement plans		V	Not material	No structured information on defined benefit plan obligations or other retirement plans is currently disclosed. Retirement benefits are primarily based on statutory and collective arrangements, and potential financial obligations from defined benefit plans are considered limited and not material to the organization.
	201-4 Financial assistance received from government		V	Not material	No structured information on financial assistance received from government is currently disclosed. Financial assistance is only utilized to a very limited extent compared to overall investments and is therefore assessed as not material.

GRI Standard	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation/comment
Market presence					
GRI 3: Material Topics 2021	3-3 Management of material topics	49, 50		Not material	No separate management approach for market presence is disclosed, as this is not identified as a material topic in the report. The closest related content is covered under Local communities, where RAUCH describes local hiring, regional value creation and cooperation with regional partners.
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage		V	Not material	No structured information is currently disclosed on entry level wages by gender in relation to local minimum wages at significant locations of operation.
	202-2 Proportion of senior management hired from the local community		V	Not material	RAUCH describes local hiring, regional development and cooperation with regional partners as part of its local community approach. No structured disclosure is currently provided on the proportion of senior management hired from the local community, including the definitions of “senior management” and “local”.
Indirect economic impact					
GRI 3: Material Topics 2021	3-3 Management of material topics	49, 50		Not material	No separate management approach for indirect economic impacts is disclosed, as this is not identified as a material topic in the report. Related aspects are addressed under Local communities, including regional value creation, cooperation with regional partners, local hiring, donations and community engagement.
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	31, 49, 50	V	Not material	RAUCH supports selected infrastructure and services with relevance for local communities and local economies, including water-related infrastructure and environmental protection measures, cooperation with schools and universities, guided tours, internships, donations and other community-support activities.
	203-2 Significant indirect economic impacts	31, 49, 50, 54	V	Not material	Significant indirect economic impacts include regional value creation through local hiring and cooperation with regional partners, support for farming communities through agronomy programs, local donations, educational cooperation, and the strengthening of local trust and visibility through site visits and stakeholder dialogue.
Procurement practices					
GRI 3: Material Topics 2021	3-3 Management of material topics	53-55			Procurement-related aspects are addressed under Responsible supply chain, including procurement governance, supplier requirements, regional sourcing, supplier evaluations and risk-based audits.
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	54, 70			RAUCH reports the regionality of sourced fruit and packaging and describes local and regional sourcing as a core element of its procurement approach. Sourcing fresh fruit close to processing plants is treated as both an environmental and supply chain resilience priority. In 2025, 93.6% of purchased fresh fruits were sourced within 250 km of processing facilities. The report further discloses regionality of sourced packaging and origin of fruit and fruit-based ingredients by volume.

GRI Standard	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation/comment
Anti-corruption					
GRI 3: Material Topics 2021	3-3 Management of material topics	13, 15, 16			Anti-corruption is addressed as part of RAUCH's governance, ethics and compliance management. Responsibilities are assigned to Group management, the Chief Compliance Officer and the central compliance function. Binding rules are defined in the RAUCH Code of Conduct and the Compliance Handbook.
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	70			RAUCH reports that 100% of operating sites were assessed for risks related to corruption in 2025.
	205-2 Communication and training about anti-corruption policies and procedures	16, 70			Anti-corruption requirements are embedded in the RAUCH Code of Conduct and the Compliance Handbook. In 2025, RAUCH reports that 100% of employees were informed about anti-corruption policies and procedures, 94.5% received training on anti-corruption policies and procedures, and 100% of business partners were communicated the organization's anti-corruption policies and procedures.
	205-3 Confirmed incidents of corruption and actions taken	70			RAUCH reports that no confirmed incidents of corruption were identified in the reporting period.
Anti-competitive behavior					
GRI 3: Material Topics 2021	3-3 Management of material topics	13, 15, 16			Anti-competitive behavior is addressed as part of RAUCH's governance, ethics and compliance management. Responsibilities are assigned to Group management, the Chief Compliance Officer and the central compliance function. Binding rules are defined in the RAUCH Code of Conduct and the Compliance Handbook.
GRI 206: Anti-competitive behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust and monopoly practices	70			RAUCH reports that no legal actions pending or completed regarding anti-competitive behavior were identified in the reporting period.
Tax					
GRI 3: Material Topics 2021	3-3 Management of material topics			Not material	Tax is assessed as not material from an impact perspective, as no significant impacts related to tax practices, governance, or transparency have been identified beyond standard regulatory compliance. The organization operates within established legal and fiscal frameworks in all relevant jurisdictions, and tax-related matters do not represent a significant source of impact on the economy, environment, or society.
GRI 207: Tax 2019	207-1 Approach to tax		V	Not material	
	207-2 Tax governance, control and risk management		V	Not material	
	207-3 Stakeholder engagement and management of concerns related to tax		V	Not material	
	207-4 Country-by-country reporting		V	Not material	
Materials					
GRI 3: Material Topics 2021	3-3 Management of material topics	33-35			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	60			
	301-2 Recycled input materials used	34, 60			
	301-3 Reclaimed products and their packaging materials	34, 35, 60			

GRI Standard	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation/comment
Energy					
GRI 3: Material Topics 2021	3-3 Management of material topics	25, 27, 29			Energy-related aspects are addressed under Decarbonized business. RAUCH manages energy through its integrated environmental and energy management system, systematic measurement and analysis of energy use, identification of hotspots, and implementation of energy efficiency and decarbonization measures across sites.
GRI 302: Energy 2016	302-1 Energy consumption within the organization	60			
	302-2 Energy consumption outside of the organization		V	Not material	Energy-related activities in the value chain are considered indirectly through RAUCH's greenhouse gas accounting (Scope 3). A separate structured disclosure on energy consumption outside of the organization is currently not available due to limited value chain data. As part of its decarbonization roadmap, RAUCH plans to collect Product Carbon Footprints (PCFs) for purchased materials to improve transparency in the upstream value chain. Downstream energy consumption is assessed as not material, as the organization's products do not require significant energy use during the use phase.
	302-3 Energy intensity	60			RAUCH reports energy intensity as energy consumed per employee and energy consumed per € turnover.
	302-4 Reduction of energy consumption	26-29			
	302-5 Reductions in energy requirements of products and services	–	V	Not material	RAUCH's products are beverages and do not have significant use-phase energy requirements in the sense of this disclosure.
Water and effluents					
GRI 3: Material Topics 2021	3-3 Management of material topics	30-32			Water-related aspects are addressed under Optimized resource usage – water. RAUCH manages water as a key resource through its integrated environmental management system, focusing on water quality, water efficiency, wastewater treatment, reuse of process water and the reduction of water-related environmental impacts.
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	30, 31			
	303-2 Management of water discharge-related impacts	30-32			
	303-3 Water withdrawal	61			
	303-4 Water discharge	61			
	303-5 Water consumption	61			
Emissions					
GRI 3: Material Topics 2021	3-3 Management of material topics	25-29			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	61			
	305-2 Energy indirect (Scope 2) GHG emissions	61			
	305-3 Other indirect (Scope 3) GHG emissions	61, 62			
	305-4 GHG emissions intensity	61			
	305-5 Reduction of GHG emissions	28, 29			
	305-6 Emissions of ozone-depleting substances (ODS)		V	Not material	Emissions of ozone-depleting substances (ODS) are assessed as not material, as no significant emissions have been identified. Cooling agent losses are reported by substance on p. 61.
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	62			

GRI Standard	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation/comment
Waste					
GRI 3: Material Topics 2021	3-3 Management of material topics	33, 34			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	33, 34			
	306-2 Management of significant waste-related impacts	33, 34			
	306-3 Waste generated	63, 64			
	306-4 Waste diverted from disposal		V	Information incomplete	No separate structured quantitative disclosure on waste diverted from or directed to disposal by specific treatment operations is currently included, as detailed data collection from external waste management providers would be disproportionate. However, the organization already receives annual reports from waste management providers in selected countries (e.g. Austria and Switzerland) providing information on waste treatment and recovery. RAUCH contributes actively to PET recycling through its involvement in initiatives like the PET2PET.
	306-5 Waste directed to disposal		V	Information incomplete	
Supplier environmental assessment					
GRI 3: Material Topics 2021	3-3 Management of material topics	53, 55			All suppliers are subject to regular evaluation processes. They are assessed on an annual basis, and every three years a more comprehensive supplier questionnaire is conducted, covering also environmental and social aspects. However, no structured and reliable data is currently available for reporting under this disclosure. RAUCH is currently working on a project to further develop its supplier evaluation processes and to implement a systematic supplier risk management approach. This will enable the organization to systematically track environmental impacts in the supply chain and provide more comprehensive and reliable data for future reporting.
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	70			
	308-2 Negative environmental impacts in the supply chain and actions taken		V	Information incomplete	
Employment					
GRI 3: Material Topics 2021	3-3 Management of material topics	43-45			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	67			
	401-2 Benefits provided to full-time employees who are not provided to temporary or part-time employees		V	Not material	Benefits provided to employees are assessed as not material from an impact perspective, as all employees are generally granted equal access to benefits independent of employment type. Differences in specific benefits, such as the possibility of remote work, arise solely from the nature of certain roles (e.g. production-related activities)
	401-3 Parental leave		V	Information incomplete	Parental leave arrangements are mentioned as part of RAUCH's employee benefits, but no structured disclosure is currently included on parental leave entitlements, return to work and retention rates. The organization complies with applicable statutory requirements regarding parental leave across all relevant locations. Processes are being developed to enable systematic data collection and more comprehensive reporting in the future.

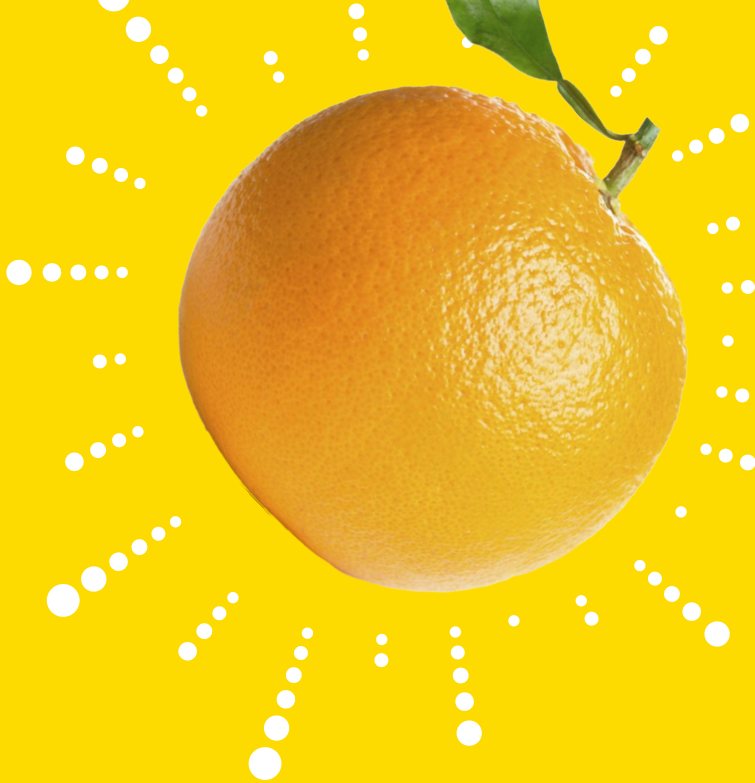
GRI Standard	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation/comment
Labor/Management relations					
GRI 3: Material Topics 2021	3-3 Management of material topics				No structured disclosure is currently included on minimum notice periods regarding operational changes, including whether these are specified in collective agreements. There are currently no centralized policies on minimum notice periods at Group level. However, operational changes are communicated in a timely manner in line with local legal requirements and established practices. As a family-owned company, RAUCH fosters an open corporate culture that supports transparent and direct communication with employees.
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes		V	Information incomplete	
Occupational health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	43, 45, 46			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	16, 43, 46, 67, 70			
	403-2 Hazard identification, risk assessment, and incident investigation	46			
	403-3 Occupational health services	45, 46			
	403-4 Worker participation, consultation, and communication on occupational health and safety	46			
	403-5 Worker training on occupational health and safety	46, 47, 64			
	403-6 Promotion of worker health	43, 45, 46			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	16, 53, 55			
	403-8 Workers covered by an occupational health and safety management system	46, 66, 71			
	403-9 Work-related injuries	67			
	403-10 Work-related ill health	68		Information incomplete	No structured disclosure is currently included on work-related ill health cases or rates. Work-related ill health is monitored through existing occupational health and safety processes; however, cases are not yet systematically recorded and consolidated in a format that allows for standardized reporting across all locations. The organization is working towards improving data collection and reporting processes in this area.
Training and education					
GRI 3: Material Topics 2021	3-3 Management of material topics	43, 47, 48			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	67			
	404-2 Programs for upgrading employee skills and transition assistance programs	47, 48			
	404-3 Percentage of employees receiving regular performance and career development reviews	67			

GRI Standard	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation/comment
Diversity and equal opportunity					
GRI 3: Material Topics 2021	3-3 Management of material topics	43, 45			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	68			
	405-2 Ratio of basic salary and remuneration of women to men	68			Gender pay gap data is currently disclosed by support and operational functions. Operational functions refer to employees primarily engaged in core operational activities such as production, logistics, maintenance and warehouse operations, typically compensated on an hourly basis, while support functions refer to employees primarily engaged in organizational, managerial, administrative and commercial activities such as finance, HR and sales, typically compensated on a salary basis. In light of upcoming EU pay transparency regulations, processes are being developed to ensure compliance and enable more comprehensive reporting in the future.
Non-discrimination					
GRI 3: Material Topics 2021	3-3 Management of material topics	43, 45			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	69			
Freedom of association and collective bargaining					
GRI 3: Material Topics 2021	3-3 Management of material topics	16, 53, 55			
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	53, 55	V	Information incomplete	RAUCH states that responsible sourcing is aligned with internationally recognized human rights and labor standards and that the Supplier Code of Conduct defines freedom of association and collective bargaining as binding requirements. No operations or suppliers in which these rights may be at risk were identified in the reporting period. Additionally RAUCH is currently implementing a new supplier risk assessment to further strengthen the systematic identification and evaluation of potential risks in the supply chain.
Child labor					
GRI 3: Material Topics 2021	3-3 Management of material topics	16, 53, 55			
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	53, 55			RAUCH states that responsible sourcing is aligned with internationally recognized human rights and labor standards and that the Supplier Code of Conduct prohibits child labor. No operations or suppliers at significant risk for incidents of child labor were identified in the reporting period. Additionally RAUCH is currently implementing a new supplier risk assessment to further strengthen the systematic identification and evaluation of potential risks in the supply chain.
Forced or compulsory labor					
GRI 3: Material Topics 2021	3-3 Management of material topics	16, 53, 55			RAUCH states that responsible sourcing is aligned with internationally recognized human rights and labor standards and that the Supplier Code of Conduct prohibits forced labor. No operations or suppliers at significant risk for incidents of forced or compulsory labor were identified in the reporting period. Additionally RAUCH is currently implementing a new supplier risk assessment to further strengthen the systematic identification and evaluation of potential risks in the supply chain.
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	53, 55			

GRI Standard	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation/comment
Security practices					
GRI 3: Material Topics 2021	3-3 Management of material topics	–			
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures				Security personnel are employed through external service providers. Contractual agreements ensure that all security personnel are trained on the organization's Code of Conduct,including human rights-related aspects, and other mandatory requirements.
Rights of indigenous peoples					
GRI 3: Material Topics 2021	3-3 Management of material topics	–		Not material	Impacts related to the rights of indigenous peoples are assessed as not material, as the RAUCH's operations are not located in or in close proximity to areas where indigenous communities are present. No incidents or risks related to indigenous peoples' rights have been identified in the reporting period.
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	–	V	Not material	
Local communities					
GRI 3: Material Topics 2021	3-3 Management of material topics	49, 50			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	49-51			
	413-2 Operations with significant actual and potential negative impacts on local communities	31, 49, 50			Site-related community impacts are addressed through local dialogue, transparent communication and operational measures, particularly regarding water, wastewater, energy, transport and noise.
Supplier social assessment					
GRI 3: Material Topics 2021	3-3 Management of material topics	53, 55			All suppliers are subject to regular evaluation processes. They are assessed on an annual basis, and every three years a more comprehensive supplier questionnaire is conducted, covering also environmental and social aspects. However, no structured and reliable data is currently available for reporting under this disclosure. RAUCH is currently working on a project to further develop its supplier evaluation processes and to implement a systematic supplier risk management approach. This will enable the organization to systematically track environmental impacts in the supply chain and provide more comprehensive and reliable data for future reporting.
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	69			
	414-2 Negative social impacts in the supply chain and actions taken		V	Information incomplete	
Public policy					
GRI 3: Material Topics 2021	3-3 Management of material topics	–		Not material	Public policy is assessed as not material, as the organization does not engage in significant political contributions or lobbying activities. No related impacts have been identified in the reporting period.
GRI 415 Public Policy 2016	415-1 Political contributions	–	V	Not material	

GRI Standard	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation/comment
Customer health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	40, 41			
GRI 416 Customer health and safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	40 – 42			Our products are subject to extensive health and safety impact assessments across all stages of the value chain, from product development to final production and therefore we have a variety of standardized processes in place. Regular analyses and stress tests on light sensitivity, pH-levels and allergens are conducted to ensure product safety and compliance with relevant regulatory and quality standards.
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	69			No reported incidents of non-compliance concerning the health and safety impacts of products and service.
Marketing and labeling					
GRI 3: Material Topics 2021	3-3 Management of material topics	40, 41			
GRI 417 Marketing and labeling 2016	417-1 Requirements for product and service information and labeling				Product-related consumer communication includes information on ingredients and nutritional values. RAUCH has established policies and processes to ensure compliance with product and service information and labeling requirements, including a defined approval process based on a multi-level (e.g. six-eyes) review principle. Compliance with legal requirements and product claims is regularly assessed through structured processes and periodic evaluations.
	417-2 Incidents of non-compliance concerning product and service information and labeling	-			No incidents of non-compliance concerning product and service information and labeling were identified in the reporting period. A standard process is in place to document and manage non-compliance incidents.
	417-3 Incidents of non-compliance concerning marketing communications	_			No incidents of non-compliance concerning marketing communications were identified in the reporting period.
Customer privacy					
GRI 3: Material Topics 2021	3-3 Management of material topics	15, 16			
GRI 418 Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	70			

RAUCH has reported in accordance with the GRI Standards for the period 01/01/2025 to 31/12/2025.



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