

Our 2025 Sustainability Targets



Our suppliers

RAW MILK, LIVE-STOCK FARMS



Stable, reliable **partnership**

Cooperation with our farmers in the field of sustainability and animal welfare



We assess **100%** of our raw milk suppliers from the **sustainability aspect** and develop our related audit system¹

100%
0% 2021
6% 2022

100% of raw milk sourced from **domestic** farmers

100%
100% 2021
99.98% 2022

EXCIPIENTS - COCOA AND PALM OIL



The palm fat used is **100%** **RSPO** certified

100%
100% 2021
100% 2022



The cocoa used is **100%** **RFA** certified

More information on our sustainability performance and targets: <https://mizo.hu>

Employees

TRAININGS



Providing training opportunities, **career programs**

Talent development through our apprenticeship programs



OCCUPATIONAL HEALTH SAFETY

30% reduction in the number of **accidents** at work (Base year: 2020)

-30%
-28% 2021
-58% 2022

Reducing the number of **accidents to less than 10 per 1,000,000 working hours**²

<10
23.9 2021
12.6 2022

HEALTHY LIFESTYLE



Continuous improvement of **working conditions**

Employee **awareness-raising** through screening programs and events



VALUED EMPLOYEES

Fullfilment of **100% relevant employee needs** included in the action plan^{1,3}

100%
- 2021
93% 2022

20% reduction in the number of **voluntarily resigned** (physical workers) by 2021 (Base year: 2019)

-20%
-27% 2021
- 2022

Keeping the rate of **voluntary resignation of physical workers below 20%**²

<20%
19% 2021
18% 2022

Environment



CLIMATE PROTECTION

Reducing our specific **Scope 1&2 CO₂e** emissions by **25%** (Base year: 2015)

-25%
-15% 2021
-26% 2022

CIRCULAR ECONOMY

All of our potential **by-products** are recycled¹

100%
87% 2021
89% 2022

Reducing the amount of **waste generated from our finished products by 50%** (Base year: 2021)¹

-50%
- 2021
100% 2022

No production waste from our plants (<5%) is landfilled¹

<5%
64% 2021
33% 2022

Reducing our specific **chemical use by 5%** (Base year: 2020)

-5%
20% 2021
11% 2022



Partnerships to reduce **food waste**

WATER PROTECTION

Reducing the **wastewater discharge** from our production by **20%** (Base year: 2019)

-20%
-7% 2021
-9% 2022



PACKAGING

100% of our paper is **FSC-certified**

100%
100% 2021
100% 2022

Use of **100% recyclable** packaging materials



25% rPET in our PET packaging

100%
93.5% 2021
94.8% 2022

25%
0% 2021
0% 2022

Our products

Continuous improvement of our **quality assurance system**

10/8 rating in internal audits

8

6.7 2021
6.5 2022

Integrating **health and sustainability** into product design

Consumers

Sharing **information** on sustainability and quality on the packaging

Reducing the added **sugar content**



Increasing the amount of **natural** excipients



Educating consumers about healthy diet and the health effects of milk

¹ Adjusted target compared to our last report from 2021.
² New target.
³ In 2022, in the case of the 2021 action plan, the implementation of the formulated actions has started 100% and 93% of them have already been fully implemented. For the remaining 7%, implementation/action is more time-consuming and they are still ongoing projects.