

Alfred Ritter GmbH & Co. KG Progress Report 2023/2024

With reference to the Leadership Declaration for the 'Biodiversity in Good Company' initiative

The Leadership Declaration:

The signatories recognise and support the three objectives of the international 'Convention on Biological Diversity':

- conservation of biological diversity;
- sustainable use of its components;
- fair and equitable sharing of the benefits arising out of the utilisation of genetic resources;

and commit to:

1. analysing the impact of corporate activities on biological diversity as well as any operational reliance on biological diversity;
2. including the conservation of biological diversity, the sustainable use of its components and the fair and equitable sharing of the benefits arising out of such use – the three objectives of the Convention on Biological Diversity (CBD) – in the company sustainability management system;
3. appointing an individual to firmly establish awareness of the issue within the company;
4. defining verifiable and realistic objectives for increasing conservation for biological diversity and its sustainable use that are reviewed and adjusted every two to three years, as well as identifying any challenges;
5. publishing activities and achievements in the biodiversity sector in the company's Annual, Environmental or Sustainability Report;
6. informing suppliers about the company's biodiversity objectives and gradually involving them;
7. exploring the potential for cooperation with partners such as nature conservation organisations and scientific or governmental institutions with the aim of deepening specialist knowledge through dialogue and continuously improving their management system.

To demonstrate their ongoing commitment, member companies will provide the initiative with a progress report every two years.

Quality. Chocolate. Squared. The advertising slogan – which was launched in the 1970s – sums up Ritter Sport's brand promise just as well today as it did then.

The chocolate manufacturer's success story began over 110 years ago: In 1912, Clara and Alfred E. Ritter founded the "Alfred Ritter Cannstatt Chocolate and Confectionery Factory". In 1932, Clara Ritter had the simple yet ingenious idea of developing a square chocolate bar – which was to become the central brand component of Ritter Sport.

And because cocoa is the most important raw material for Ritter Sport, Alfred T. Ritter and Marli Hoppe-Ritter – the grandchildren of the company founders – took on responsibility early on and have been committed to socially and ecologically sustainable cocoa cultivation in Nicaragua for over 30 years. Ritter Sport has been the first major chocolate bar manufacturer to source exclusively certified cocoa for its entire range since 2018.

As a family business in particular, Alfred Ritter GmbH & Co. KG thinks in terms of generations and focuses its work on leaving behind an environment for them that is worth living in. That's why Ritter acts in harmony with people and nature and sees it as its obligation to assume responsibility within its supply chain.

The family-run company with headquarters in Waldenbuch, Swabia, a second production site in Breitenbrunn, Austria, and subsidiaries in other international markets currently employs approximately 1,900 people and achieved sales of EUR 565 million in 2023. The colourful squares of the Ritter Sport brand are sold in over 100 countries worldwide.

1. Analysis of the impact of corporate activities on biological diversity as well as any industrial reliance on biological diversity

The use of natural resources forms the basis for all business activities. Human behaviour often results in a loss of diversity within animal and plant species. As a manufacturer of high-quality chocolate, Alfred Ritter GmbH & Co. KG is committed to ensuring that the environment remains intact and therefore to utilising resources in a responsible manner.

There has been no “internal company sustainability road map” since 2018. All Alfred Ritter GmbH projects have been integrated into the new project flow management (NPFM), which has proven to be an excellent management tool. This is based on the strategic corporate goals of “Schokolade 2025” (Chocolate 2025) and the “4 Gewinn” (Connect 4) projects. All projects that contribute to sustainability are stored there.

By specifying ambitious but realistic objectives, Alfred Ritter GmbH & Co. KG has made it its aim to contribute to reconciling environmental and economic concerns, while also adopting a socially responsible stance.

With regard to its contribution to biodiversity, in 2015, the company set itself the objective of analysing all its corporate activities in terms of their impact on biodiversity and determining potential measures that could be taken. In the next stage, clear objectives were specified that will foster continuous progress in this area. Alfred Ritter GmbH & Co. KG will use the ‘Biodiversity in Good Company e.V.’ handbook as the basis for recommendations and measures.

The further expansion of the previous hotspot analysis (for more information, see the 2022 Sustainability Report) to a target system created by interdisciplinary groups for the main raw materials, such as cocoa, oils and fats, nuts, milk and packaging materials, led to the sustainability aspects – which include biodiversity – being integrated in even more detail and milestones being identified.

This provides a more in-depth look than before at the ecological, social and economic impact of raw material procurement.

The target system is a qualitative evaluation tool that analyses critical elements in complex value creation chains with a particular focus on sustainability, in a quick and life-cycle specific manner. This is achieved, for example, by observing land consumption and land use, the balance of natural ecosystems and ascertaining the presence of monocultures. This applies to 55% of purchased raw materials. For a further 43% of the raw materials, the previous hot spot analysis (HSA) is being replaced by the MVO Risk Check Element analysis. In order to look at all raw materials in different categories and incorporate them in the procurement processes, an HSA

process was developed internally and stored in the document management system in order to ensure they are continuously integrated in the required company processes (see page 8 for the illustration of the HSA process).

This analysis is used to identify critical aspects and relevant measures aimed at environmental and social improvements within the value creation chain.

These processes and their target systems were reviewed by the research project BioVal from 2022 to the end of 2024 to assess their impact on biodiversity and any possibilities for optimisation were derived. Ritter assists here as an active laboratory in order to assess and further develop research approaches in the real supply chain so as to make a real impact on improving biodiversity. The BioVal project is supported by a Bachelor's thesis, which examines the effects on biodiversity for the bar "61% Fine from Nicaragua" bar from the cocoa class. The developed questionnaires for suppliers and the BioVal module will be used from 2025. Suppliers should answer the questionnaire and introduce the module to farmers so that the first data on measurable biodiversity on agricultural land will be available in 2027.

For Alfred Ritter GmbH & Co. KG, the critical analysis of its raw material procurement process is not the only important contribution to conserving biodiversity; it also focuses on the environmentally-friendly disposal of product packaging. For these reasons, in cooperation with the EPEA (Environmental Protection Encouragement Agency), it has investigated the ecotoxicological and the toxicological effects of the primary foils (for the 100g varieties) on humans and the environment.

The goal of Alfred Ritter GmbH & Co. KG is to create packaging that can be used in cycles as a recyclable material. Here, the packaging material used is reduced to the essentials and, where appropriate, renewable raw materials are used.

The primary foils are made of polypropylene, which is a so-called "mono-material" and, provided it is disposed of properly, is fully recyclable. Ritter generally follows the principle "Designed for Recycling" when developing its packaging. The secondary packaging and the paper and cardboard materials used are also fully recyclable. Only FSC-certified paper and cardboard have been used since 2018. Where feasible,

secondary packaging has been converted to paper-based solutions. The top priority is always product safety and quality.

The company will continue to examine alternative packaging materials as primary materials in the future. Paper is also still a conceivable option, in principle, provided that it can be recycled and a paper is available on the market that meets the requirements to successfully implement the conversion of an entire range.

To analyse how the corporate actions of Alfred Ritter GmbH & Co. KG impact the environment, a study was carried out as early as 2009 in cooperation with the company Soil & More International to investigate the potential generation of CO₂ certificates for the company's own cocoa plantation, El Cacao. With regard to the medium and long-term monitoring of biodiversity development, Alfred Ritter GmbH & Co. KG has been working with an institute that has provided the company with high-resolution satellite images.

2. Inclusion of the conservation of biological diversity, the sustainable use of its components and the fair and equitable sharing of the benefits arising out of such use – the three objectives of the Convention on Biological Diversity (CBD) – in the company's sustainability management system

In order to ensure that the conservation of biodiversity is guaranteed not only within the company, but also by business partners, it is an integral part of Alfred Ritter GmbH & Co. KG's Code of Conduct

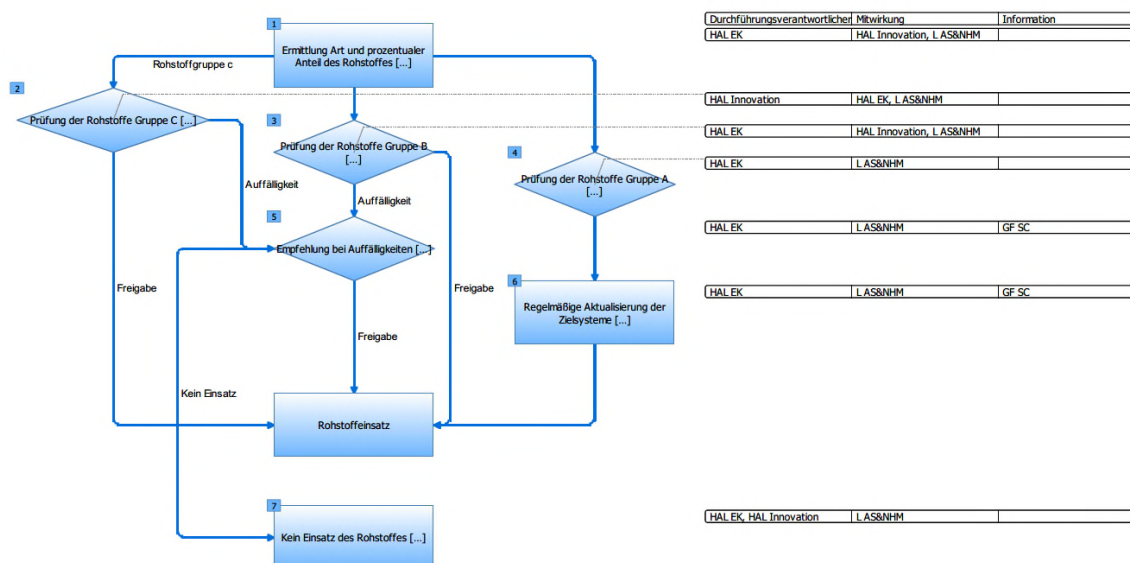
(http://www.rittersport.de/export/sites/default/de/familienunternehmen/nachhaltigkeit/Ritter_Sport_Lieferanten_Code_of_Conduct.pdf).

Using the handbook for biodiversity mentioned above, various areas of the company have been analysed to determine their impact on biodiversity. The BioVal research project has been completed. The resulting findings will be incorporated into the target system.

The target system mentioned under point 1 is being continuously developed and updated in the interdisciplinary groups (see image below). The defined process is shown after this image. A "Raw Material Group B" team was formed, which completed its analyses and gave recommendations to the Steering Committee.



NH: Hot Spot Analysen		
Prozess, Revision Nr .0, gültig ab: 15.09.2021 14:25		QM-System



The method for evaluating new raw materials to be tested in development by the Innovation department is also shown in the HSA process above.

Cocoa cultivation on El Cacao is carried out in a diversified agroforestry system with integrated compost cultivation. Planting cocoa alongside indigenous tree species, compost production to reduce the use of fertiliser and CO₂ storage in the ground and plants have successfully generated emission-reducing effects and allowed CO₂ to be bound over the long term.

This system of CO₂ binding was verified and validated in 2016 in cooperation with the Gold Standard. The Gold Standard (<https://www.goldstandard.org/>) is used to accelerate the achievement of the goals of the Paris Agreement and to implement the SDGs. The project has been officially recognised by the Gold Standard since 2020 and can therefore contribute to generating CO₂ certificates by removing CO₂ from the atmosphere.

It offers the company a wide range of projects and programmes to quantify, certify and maximise their effects. Thanks in particular to compost cultivation, the CO₂-binding system also forms a basis for optimal water and nutrient management. The abundance of trace elements and nutrients, as well as a high degree of biological activity, promote good soil health and the natural suppression of disease.

The decomposition of the continually accruing organic material from the cocoa tree and other species of trees creates a particularly nutrient-rich humus. Regular checks are carried out and recorded in order to track and measure the positive effects on the ecosystem and biodiversity. To this end, a first seminal inventory of the biodiversity of the flora and fauna on the El Cacao cocoa farm was undertaken in July 2014 in cooperation with the National Agrarian University of Nicaragua (as described in the current progress report of 2022.)

This also established that there is a wide variety of native plants and animals in the forests and wetlands. This initial position will allow follow-up studies on biodiversity to be carried out in future and also enable the observation of project-related developments.

Furthermore, saving resources was one of the highest priorities during the construction of the now completed new company building. Instead of increasing usable space, the

focus here was on consolidating space that is already used. Details on this can be found in chapter 8.

Since 2009, the company has obtained satellite images of the El Cacao plantation in Nicaragua every one to two years in order to document progress. The latest images were obtained at the start of 2022.

The high-resolution images should make it possible to differentiate subplots visually and determine the degree to which biodiversity has been maintained or increased in these areas. Soil studies can then ascertain whether there is a correlation between site use and location with actual biodiversity.

These images also have a monitoring and control function with regard to the areas and their quality. They show the replanting of former pastures with cocoa and a large number of local shade trees as well as forest areas that have been retained.

The Code of Conduct requires business partners to make a contribution to conserving the natural variety of animal and plant species in their sphere of activity. To this end, the Code of Conduct was presented to all business partners in the spring of 2013 and was expanded in 2016 to include animal welfare. In 2023, it was expanded to include the requirements of the German Supply Chain Act [*Lieferkettensorgfaltspflichtengesetz, LKSG*] (here ILO). Audits are carried out at least once every four years, more often for suppliers from critical regions. Find out more about the implementation of the Code of Conduct under point 6.

The trainees at Alfred Ritter GmbH & Co. KG were given extensive training on biodiversity in 2021/2022. In addition to the hotspot analysis for raw materials, a similar analysis has been developed for promotional items. While the range of products is comparatively small, the production of large quantities of these products has a significant impact on the environment and therefore on biodiversity. This was first conducted for clothing. With the assistance of a partner, the entire value chain was examined, including all aspects of sustainability. This further deepened the knowledge about the value chain and its impacts for the new collection in 2021. We continue to practice this.

In 2024, the training topic for sustainability is “biodiversity”. All employees must attend this training. In addition, all raw material teams were informed about the BioVal project and a further course of action for 2025 was agreed.

Another topic impacting biodiversity is packaging. Alfred Ritter GmbH's main concern is developing sustainable packaging solutions and making them transparent throughout the entire procurement and manufacturing process. The origin, components and the reuse of materials play a key role in this.

Thus, since the start of 2018, the company has only bought FSC-certified products for fibre-based packaging such as carton or corrugated cardboard. This allows the company to ensure that the materials come from responsible and verified forest management.

For the foil packaging, the company uses the Cradle to Cradle concept, which works in cycles: which raw materials are needed to make the foil and what is the best way to recycle them afterwards?

Furthermore, we support the sustainable cultivation of palm oil through our memberships of the Roundtable on Sustainable Palm Oil (RSPO) and the Forum for Sustainable Palm Oil (FONAP), as well as successively pursuing the switch from “book and claim” to “mass balance”. We have also held full “Segregate” status in raw material procurement since 2020. The company has also been a member of the FONAP since 2020 so it can demand that its suppliers comply with the extended criteria, such as on deforestation.

3. Appointing an individual to firmly establish awareness of the issue within the company

Reconciling economics, environment and corporate social responsibility is enshrined in the Alfred Ritter GmbH & Co. KG mission statement.

Mr Georg Hoffmann has officially been the company's sustainability manager since 2011. He coordinates all ecological and environmental conservation projects, brings

together ideas and launches new projects. The sustainability manager also delivers reports directly to the management. The sustainability manager is supported in the initiation and implementation of projects by a team of sustainability officers from the different departments. This also includes the Ranking Committee and the Steering Committee for sustainable packaging and raw materials.

Within this framework, the Sustainability Team discusses Alfred Ritter GmbH & Co. KG's current sustainability activities as well as environmental, economic and social developments relevant to the company. Another task of the sustainability officers is to disseminate information about the company's new sustainability activities to the individual departments. In order to continually optimise sustainability management, the Ritter mission statement has been used as the basis for the new project flow management and the organigram since 2015.

This means that sustainability objectives, individuals responsible for specific issues and patrons can be assigned to one of the four cornerstones of the company mission statement (company and values, employees and management, the RITTER SPORT brand and production and raw materials). This improves the management, implementation and communication of the projects. The company has thus developed its own approach, moving away from the three-pillar model of sustainability to a sustainability structure of its own, without neglecting the inherent requirements of the three-pillar model.

It has successfully achieved its goal of integrating the sustainability roadmap in the process flow management. All of the company's projects will thus be coordinated by one system. The advantage is that sustainability is now part of the daily work of every employee.

4. Defining verifiable and realistic objectives for increasing conservation for biological diversity and its sustainable use that are reviewed and adjusted every two to three years, as well as identifying any challenges

The phrase “Avoidance – reduction – offset” describes our approach with regard to emissions. Our primary goal is always to prevent emissions from ever occurring in the first place, rather than offsetting them afterwards.

We aim to reduce emissions by 42% in scope 1–3 by 2030 pursuant to the Science Based Target Initiative (SBTi) standard. We joined this initiative in 2022 and have further tightened our calculation basis based on the GHG Protocol¹.

The target affects both emissions that we can influence and those that we cannot – i.e. those of our partners, such as our raw material suppliers, for example. This means that we can only achieve this goal together.

¹ Greenhouse Gas Protocol

We shall continue to offset any remaining emissions. In 2019, the remaining emissions from scope 1 and 2 were made climate neutral through Gold Standard certificates (climate-neutral production). In 2020, scope 1, 2 and the parts of scope 3 emissions that the company can influence were offset (climate-neutral company) in order to gradually offset all scope 3 emissions by 2025 in collaboration with strategic partners. A new approach is the revised climate strategy, which offers all suppliers who have joined the SBTi the opportunity to only submit their climate footprint and no longer offset with Gold Standard certificates from 2025 onwards. All suppliers who have not joined the SBTi must continue to offset with Gold Standard certificates from 2025. This is intended to increase the motivation to join the SBTi and to spend more on decarbonisation, thereby avoiding emissions instead of offsetting the company.

Our packaging objectives:

- ALL Ritter Sport packaging has been fully recyclable since 2023.
- Our plastic chocolate wrapping as well as the pouch packaging are fully recyclable.
- The paper and cardboard materials we use are fully recyclable.

- Since 2018, we have purchased exclusively FSC-certified fibres to make our packaging, and thus made a positive contribution to the conservation of forests.
- We are working on alternative packaging methods.

5. Publishing all activities and achievements in the biodiversity sector in the company's Annual, Environmental or Sustainability Report

At the start of 2022, Alfred Ritter GmbH & Co. KG published its fifth Sustainability Report. The Sustainability Report gives an overview of the environmental, economic and socially responsible activities carried out by the company and also gives readers information about future objectives, measures and projects.

Alfred Ritter GmbH & Co. KG's sixth Sustainability Report is set to be published at the start of 2025.

All Sustainability Reports are available to download from the company website and are freely accessible to all.

6. Informing suppliers about and gradually involving them in Alfred Ritter GmbH & Co. KG's biodiversity objectives

Biodiversity is an integral part of Alfred Ritter GmbH & Co. KG's Code of Conduct. Business partners are made aware of the importance ascribed by the company to the conservation of species and ecosystem diversity. By implementing the Code of Conduct successfully, business partners agree to make a contribution in this respect. Regular audits help the company ascertain to what extent business partners are adhering to their agreed responsibilities.

Activities that promote the conservation of biodiversity are an important component of the audit and form the basis for good and trusting cooperation with suppliers. For example, the application and correct usage of pesticides is monitored and evaluated.

The BioVal research project laid the foundation for making biodiversity measurable at the producers' premises. This is to be implemented in the coming years.

7. Exploring the potential for cooperation with partners, such as nature conservation organisations and scientific or governmental institutions, with the aim of deepening specialist knowledge through dialogue, exploring cooperation and further developing the corporate management system

Constantly developing internal knowledge about sustainability and environmental conservation in cooperation with external expert partners and integrating this knowledge into the company's own processes is an important principle for Alfred Ritter GmbH & Co. KG.

As an active member of the Centre for Sustainable Company Management (ZNU; <http://mehrwert-nachhaltigkeit.de/home.html>), the company regularly takes part in working group meetings that focus on various issues. Within this framework, the company promotes critical dialogue in collaboration with other representatives from the food industry on the issue of sustainability in raw material procurement, logistics, climate/energy and other areas.

In 2013, certification according to the “ZNU Standard – Driving Sustainable Change” was successfully completed. The third re-audit in 2022 went positively and there were no deviations from the standard.

A new, revised standard was published in 2018. The internal audit forms have been amended to comply with the standard. In future, internal audits and re-audits will be conducted based on the new standard. In addition to sustainable company management and economic and social aspects, the company also needs to meet requirements in terms of environmental sustainability. In the biodiversity field of activity, effects on biodiversity and the objectives and measures aimed at promoting it are explicitly observed.

In July 2020, Alfred Ritter GmbH & Co. KG became a member of the Forum for Sustainable Palm Oil (FONAP). The company hopes that this membership will allow it to have an even greater influence on the sustainable procurement of palm oil. This

forum was initiated by the German Association for International Cooperation (GIZ), the REWE Group, Henkel and WWF Germany and is increasingly gaining influence on the further development of the RSPO Standard.

As part of its membership, Alfred Ritter GmbH & Co. KG is focusing on overcoming environmental, social and development policy challenges related to the huge potential of plant-based raw materials in production countries.

Membership of the Forum nachhaltiger Kakao e. V. (Forum for Sustainable Cocoa) also helps the company to pass on and increase its internal knowledge regarding current developments in the field of sustainable cocoa cultivation, and to adopt any resulting measures that may be needed.

8. Examples of projects and activities carried out by Ritter Sport

The sustainable cultivation of cocoa has been a focal point of Ritter Sport's involvement in Nicaragua for many years. The company has supported small-scale farmers as part of the "CACAO-NICA project" since 1990. The initial support has developed into a mutual cooperation that now comprises around 20 farmer cooperatives and the company's own purchasing and drying station. Modern agroforestry cultivation methods help to protect the environment, particularly the rainforest, thus conserving biodiversity.

The agroforestry concept and the planting of various crop plants that are suited to the location, such as bananas, cocoa, corn and beans guarantee a multi-level ground cover that helps reduce the risk of erosion and also protects the soil from drying out and losing nutrients.

Cocoa is also grown in the agroforestry system on Ritter's own cocoa farm "El Cacao" in Nicaragua. But that is only half of the 2,500-hectare area. The other half is forests and wetlands that are permanently preserved and protected. This also benefits biodiversity. A monitoring system in cooperation with the University of Managua regularly documents the biodiversity of both agricultural areas as well as forests and wetlands. For agricultural use, fallow former pastureland was reforested with over a million cocoa trees and around 30,000 shade trees. This makes El Cacao a climate-

positive plantation and an officially recognised Gold Standard climate protection project.

The idea of Felix Finkbeiner to get children in every country across the world to plant a million trees and thus balance out CO₂ is something that the company considered to be so exemplary that it is supporting the organisation “Plant for the Planet” on an ongoing basis as part of a collaboration to plant new trees. Alfred Ritter GmbH & Co. KG had planted a total of 526,837 trees by the end of 2024.

At the PlantAhead Conference in 2018, Alfred T. Ritter – the owner of Alfred Ritter GmbH & Co. KG – assured the organisation that one million trees would be planted by 2028. The majority of these trees will be planted in collaboration with cocoa cooperatives in Nicaragua and West Africa, in addition to the 1 million cocoa trees and 30,000 shade trees that Ritter planted on the company’s own plantation, El Cacao.

Protecting biological diversity at Waldenbuch

Conservation of biological diversity is a matter of course for Alfred Ritter GmbH & Co. KG at the Waldenbuch production site. Over the course of 2023, a number of measures were agreed that contribute to conserving biological diversity.

One of these measures concerns the predominant use of cleaning materials from the Green Care range by Tana Professional at the production site in Waldenbuch, as these are particularly biodegradable and thus have a lesser impact on the environment.

The gradual switch of all office materials to sustainable products has been continually rolled out since 2009 and has now been fully implemented. The company will continue to monitor the market for new technical developments and more environmentally friendly materials, as well as check for alternatives and integrate them where relevant.

In the now completed construction of the new company building and the new site matrix construction, which started operations in 2017, new surface sealing was avoided as far as possible. The focus was generally on consolidating usable space rather than increasing it, for example, by adding a floor onto the building complex.

Green space was only required for the extension to the existing car park. A species conservation investigation was carried out by a landscape planning consultant in order to check for any negative impact on the existing range of animal species. This measure was required by the authorities, however, its scope exceeded the prescribed requirements.

The main focus here was to protect the existing animal species as much as possible and mitigate the disturbance caused. In accordance with the conditions, construction hours were limited to periods outside breeding times and activity hours, and breeding and nesting boxes were set up in the local environment. Frogs were also rehomed from a pond.

The new administration building at the Waldenbuch site was built with a focus on sustainability – from the outer façade to the floor tiles. It was constructed in collaboration with partners Drees & Sommer for energy design and building certification and the German Sustainable Building Council (DGNB) and its building requirements for environmental, economic and sociocultural factors. The DGNB offers a unique certification system that evaluates the quality of the building, not only during construction, but also over its life cycle. Successful certification requires compliance with 47 criteria. The in-depth quality standard of the Cradle to Cradle® concept was also used for selected components and structures. This guarantees that components and materials can be recycled if the building is ever converted or demolished. Sustainability aspects were already taken into account in the planning phase. The wooden construction also means that a considerable amount of grey energy was saved during production. The interior was also designed sustainably, from the floor to the ceiling. This is reflected in the use of materials that are exclusively long-lasting, healthy and recyclable. The material health of each product was checked before it was used so as to guarantee the best indoor air quality. The efficient energy concept also creates a comfortable atmosphere through a system of thermally activated components. This innovative heating and cooling system sets the base temperature using pipes in the ceiling to carry water (it requires less energy than the KfW 55 standard). The building also features a green roof, a photovoltaic system, a façade created mainly with wood as well as a sophisticated design with layers and materials that can be recycled due to

the use of separable connections, such as screws (these can also be separated and recycled). In 2022, Gold Standard certification was successfully completed.

The office building of the chocolate head office that was completed in 2022 was built on already sealed surfaces. No new surfaces had to be sealed.

These aspects, such as climate and resource conservation, together with creating habitats for insects, contribute to strengthening and preserving biodiversity.

The maximum practical use of renewable energies and, therefore, the highest possible level of resource conservation was a matter of course for Alfred Ritter GmbH & Co. KG, both in the construction of the new company building and for the operation of the company site as a whole. This is supported by the construction of a company combined heat and power unit (CHP), which was commissioned in December 2015.

As a measure to support regional food production, the company's catering requirements for the company canteen have been covered exclusively by regional food suppliers since the start of 2014. The focus here is particularly on procuring regional and seasonal organic fruit and vegetables. The change in breakfast and dinner catering took place in spring 2013. In order to contribute to retaining equilibrium in the world's seas, only MSC-certified organic fish is procured for canteen catering, and therefore the recommendations made in the Greenpeace fish guide are also taken into account.

In 2017, a biodiversity campaign week was introduced in the canteen. Dishes with various old and traditional varieties such as parsley roots and parsnips were offered. Flyers and information cards were given to employees to teach them about the importance of biodiversity. This was repeated in calendar week 40 in 2020.

Alfred Ritter GmbH & Co.KG Progress Report 2023/2024

Pastinake
Steckrübe
Die RITTERIA kocht „alte“ Gemüsesorten



Wir wollen Euch mal wieder 1 Woche lang für die alten Gemüsesorten begeistern. Wenn die Tage wieder kälter werden, in unseren Gärten und Feldern nicht mehr die Auswahl an frischen Gemüsen zur Verfügung stehen, wollen wir zeigen was mit unseren heimischen Produkten so alles Leckeres gekocht werden kann. Wir starten ab dem 12. Oktober!

Ur-Karotte
Gelbe Beete
Topfnambur

Woche KW 42 vom 12.10.2020 bis 16.10.2020

Diese Woche haben wir das Thema: **Alte Gemüsesorten neu entdeckt!**

	Montag 12.10.2020	Dienstag 13.10.2020	Mittwoch 14.10.2020	Donnerstag 15.10.2020	Freitag 16.10.2020
Menü 1	Schneegedrimmettes mit Champignons Beilagen: Spätzle, Blattsalat	Rindfleischterrine mit Bohnen, Tomaten und Lauch Beilagen: Gurkensalat	Gebackenes Putenschmalz Beilagen: Pommes Frites, Blattsalat	Nährchen-Kokossauce Beilagen: Dufels	Kartoffelratat mit Paprika und Fenchel Beilagen: Bohnensalat
Menü 2	Kartoffel-Pastinakenbraten mit Kürbiskern-Käsesauce Beilagen: Blattsalat	Gelber Beetsalat mit Linssen, Apfel und Ziegenkäse Beilagen: Baguette	Gefüllter Kürbis mit Honig, Muskatnuss und Cashewkernen Beilagen: Blattsalat	Spinatfenchelsuppe mit Petersilienwurzel und Rübchen Beilagen: Gurkensalat	Flammkuchen mit Feigen, Ur-Karotte und Kernen Beilagen: Blattsalat
Menü 3	Döner vom Drehspieß Beilagen: Pommes Frites	Hirschragout mit Linsen Beilagen: Butter-Spätzle, Schmelzwurst	Kabeljau mit Topfnambur Beilagen: Muskatkürbispfanne	Geschmorte Rindensuppe Beilagen: Kartoffel-Knölle, Gewürz-Reddoh	
Desserts	Mango-Kokosquark	Milchreis mit Himbeeren	Apfel-Quittenkompott mit Honig-Mandelcreme	Süßen-Tiramisu	Hirsch-Joghurtcreme

Legende:
A = Salzwasser und Essigsauce daraus
B = Fett und Senfessigsauce
C = Senf und Senfessigsauce
D = Senf und Senfessigsauce
E = Senf und Senfessigsauce
F = Senf und Senfessigsauce
G = Senf und Senfessigsauce
H = Senf und Senfessigsauce
I = Senf und Senfessigsauce
J = Senf und Senfessigsauce
K = Senf und Senfessigsauce
L = Senf und Senfessigsauce
M = Senf und Senfessigsauce
N = Senf und Senfessigsauce
O = Senf und Senfessigsauce
P = Senf und Senfessigsauce
Q = Senf und Senfessigsauce
R = Senf und Senfessigsauce
S = Senf und Senfessigsauce
T = Senf und Senfessigsauce
U = Senf und Senfessigsauce
V = Senf und Senfessigsauce
W = Senf und Senfessigsauce
X = Senf und Senfessigsauce
Y = Senf und Senfessigsauce
Z = Senf und Senfessigsauce

In 2019, a further campaign week was held in the canteen with the motto “Vielfalt statt Einfalt 2.0” [“Variety not monotony 2.0”] which focused on herbs and their contribution to conserving biodiversity. This project was supported by several campaigns, including handing out flower seeds (in collaboration with “Deutschland blüht auf”) to the employees, who were asked to plant a flower meadow at home and calculate the square footage. A total of 210 square metres of flower meadow was planted on private grounds. As was the case two years ago for the old varieties, employees were given information cards for the herbs used. The campaign was supported by the touring exhibition “Schmetterlinge” of the BUND association as well as with information cards from Ritter about biodiversity activities at El Cacao and a poster created with Insect Respect and Netto (“Was bleibt im Markt wenn Insekten fehlen?” [What could you buy if there are no insects?]; a campaign in a retail shop in Hamburg). 10 copies of the book “Warum Jede Fliege zählt” [why every fly counts] by Dr Reckaus were raffled off among all employees who took part. In order to firmly establish awareness of this topic in society, all managers in the town of Waldenbuch and the nearby communities, the emergency services, directors of day care centres, schools and nursing homes as well as the boards of associations from the surrounding area were invited to take part in the campaign. This also included the visit to the trainees’ project described below, the touring exhibition and a joint lunch with a final call to integrate the issue within the organisations. The campaign took place between 11 a.m. and 1 p.m. over a week in May 2019. 54 managers took part.



**THEMEN
WOCHE**
IN DER RITTERIA
6 – 10. MAI



Schafgarbe



MEHR INFOS ►

Schafgarbe

Der botanische Name der Schafgarbe „Achillea“ ist auf Achilles zurückzuführen, der der Legende nach seine Wunden mit der Heilpflanze versorgte. Neben der heilenden Wirkung duftet die Schafgarbe herb-würzig und schmeckt als junge Pflanze würzig, als ältere Pflanze etwas bitter. So eignet sich das würzige Aroma perfekt zum Würzen von Salaten oder Quark. Lecker ist sie auch als Bestandteil von Kräutertlikören und Aperitifs.



WAS KANNST DU TUN?

Probieren neue Kräuter für dich aus!

Samen der Scharfgarbe kann man im Internet bestellen, bekommt sie aber auch in den meisten Gärtnereien. Aus der Natur sollte man nur kleine Mengen entnehmen. Bei einem Spaziergang einfach mal die Augen offen halten, vor allem im Hochsommer entdeckt man die Scharfgarbe oft am Wegrand.

In 2006, a large-scale flower meadow was planted directly behind the Ritter Museum Café to serve as a habitat for birds, bees, butterflies and organisms that live in the soil, thus fostering greater biological diversity on the company's grounds. A biotope erected within the Alfred Ritter GmbH & Co. KG company grounds also serves as a retreat for amphibians and aquatic insects, plants and microorganisms, thus helping to preserve biological equilibrium.

In order to raise awareness of the importance of biodiversity conservation among younger employees, trainees and students, the first environmental project was realised in spring 2018. The concept was developed in cooperation with the Naturschutzbund (NABU - Nature And Biodiversity Conservation Union) and a biologist from the Insect Respect Initiative to protect biodiversity at the site.

Insect Respect is committed to protecting insects by setting up so-called insect-friendly compensation areas, e.g. on company roofs. Over two days, our trainees and students created such an area behind the museum in order to promote biodiversity. The wetlands were enhanced by planting various shrubs and woody plants, and setting up a large pile of deadwood and a variety of nesting boxes.

The highlight of the project is the 'living square', comprising approx. 70 pallets, 12,000 nesting tubes and dozens of bricks, bamboo tubes, straw and pine cones as well as a variety of other materials. Measuring over 2 metres in length, there is plenty of space for an abundance of living creatures.

Ritter's own gardeners care for this area to ensure that biodiversity is maintained.

The trainees' project, which was originally planned for 2020, was to create a "snack garden for people and animals" at the environmental education centre Listhof e.V. in Reutlingen (a centre for environmental training, renewable energies and biological diversity in the biosphere region of the Swabian Jura; <https://www.listhof-reutlingen.de/>) and was not able to be carried out until 1 and 2 June 2022 due to the restrictions during the coronavirus pandemic. The trainees and students were responsible for the project – from designing and planning to implementing it 20 trainees and a DHBW student were involved in the implementation. The project started on 10/01/2022 with a kick-off meeting where the goal of the projects and the main principles for project and team work were defined. With the support of information material provided by Listhof as well as expert tips from our gardeners, small groups conducted research and made suggestions on the following topics:

- Building and filling a herb bed
- Creating two raised beds for vegetables
- Building a tepee for grape and hop vines to grow up as a resting place for visitors
- Creating a wild flower meadow
- Creating a snack corner with nutritious plants for birds and insects
- Planting fruit trees and berry bushes
- Filling a snack tower with climbing vegetables, bee-friendly plants and a bird bath
- Creating a square bed with edible flowers
- Creating seating areas and tables from tree trunks and wooden cable drums

Alfred Ritter GmbH & Co.KG Progress Report 2023/2024

Some of the trainees visited the Listhof site beforehand and drew up a site plan. The individual projects for the space were defined in agreement with Listhof. This resulted in the planting draft.



In April and May, all of the plants and materials were bought based on a procurement list. Over two days, everything was planted with great enthusiasm and energy. Teams of employees across all professions were in charge of implementation in their own area of responsibility. They mowed, dug, planted, screwed, sanded and painted. A tepee was made out of wicker and a few of the trainees carried out tasks that they had never tried before.

The cooperation with the employees at Listhof and with the two trainees from Garten-Moster was very productive and harmonious. The wide variety of ideas is impressive, the project was a success and the result is extremely positive.

Our traineeship literally bore fruit and is good for both people and animals. It is a good feeling that this campaign and enriching the green space with more than 60 types of plants has not only increased biodiversity, but has also helped to protect it.



Area before



Area after



Images from the snack garden

In order to increase awareness for this project within the company as well as to create a link between smaller and larger biodiversity projects at the company, the biodiversity project was once again presented in the canteen in calendar week 41. Information cards about the project and other company projects were created. Furthermore, the menu in the canteen included products from the snack garden in order for the staff to really taste the biodiversity.



MONTAG 10.10.2022		DIENSTAG 11.10.2022		MITTWOCH 12.10.2022		DONNERSTAG 13.10.2022		FREITAG 14.10.2022	
		Preis		Preis		Preis		Preis	
Menü 1	Gaisburger Marsch mit Spätzle, Kartoffeln und Zwiebeln	AW,C,I,R	3,90 €	Curry Reispfanne mit frischem Gemüse und Huhn	F,P	3,90 €	Linsen mit 1 Paar Salten	1,5, AW,I,J,S	3,90 €
Beilagen	Baguette	AW		Kartottensalat			Spätzle	AW,C	
							Ofenkartoffeln		
							Blattsalat	G,J	
Menü 2	Zucchini gefüllt mit Tomatengemüse und Kräuter-Feta	I	3,90 €	Ofen-Kürbis auf rotem Linsen Hummus und Kresse-Sprossensalat	K,J	3,90 €	Pastinakenpuffer auf bunten Möhren, dazu Rauke-Radieschen Dip	C,G	3,90 €
Beilagen	Bulgur	AW		Röstbröt			Gurkensalat	G,J	
							Blattsalat		
Menü 3	Wokgemüse mit Chili und Entenbrust	I,R	4,80 €	Döner Kebap vom Drehspieß	G,P	4,80 €	Seelachs Korma mit Cashew, Lauch und Mango	F,K	4,80 €
Beilagen	Duftreis	AW,C		Pommes Frites			Duftreis		
							Hähnchenstreifen auf Käsebohne und Kernöl	G,P	
							Kartottensoufflé		
							Blattsalat	G,J	
Desserts	Bircher Müsli mit Früchten	AW,G,H	0,80 €	Haselnusspudding mit Mokkasahne	G	0,80 €	Kürbis-Orangen mit weißer Schokolade	G	0,80 €
							Apfelgelee mit Weinschaum	G	0,80 €
							Beerenjoghurt	G	0,80 €

— **RITTER SPORT** schützt so die örtliche Vegetation in Nicaragua und trägt zum Erhalt der Biodiversität bei.

25

Alfred Ritter GmbH & Co.KG Progress Report 2023/2024

region, they also learned how to prune plants, built bird of prey perches and made vole baskets to protect their roots – thereby making a significant contribution to biodiversity. They were supported by the current Queen of Orchards in the Böblingen district, Christina Jung, as well as other representatives of the Böblingen Office for Agriculture and Nature Conservation, the landscape conservation association LEV Böblingen and the company Garten-Moser Holding GmbH & Co. KG from Reutlingen. In autumn 2024, the project – or rather the meadow – was rounded off with an orchard information trail including informative signs and the installation of nesting aids. The inauguration and ceremonial opening, which was attended by Baden-Württemberg's Environment Minister Thekla Walker, among others, took place at the end of September.



KW 42 vom 14.10.2024 bis 18.10.2024

Speiseplan



	MONTAG 14.10.2024			DIENSTAG 15.10.2024			MITTWOCH 16.10.2024			DONNERSTAG 17.10.2024			FREITAG 18.10.2024		
			Preis			Preis			Preis			Preis			Preis
Menü 1	Krautschupfnudeln mit Speck	AW, C, I, S, Z	3,90 €	Bockwurst mit Zwiebel-Senf-Chutney Rahmsauerkraut Kartoffelröstbrot	AW, G, S, Z	3,90 €	Currywurst mit hausgemachtem Curry-Sauce Pommes Frites	S, J	3,90 €	Gaisburger Marsch mit Rindfleisch / Kartoffeln / und Spätzle Baguette-Brot	AW, C, I, R	3,90 €	Pizza "Salamì" mit Fior di Latte und Frühlings-Zwiebel	AW, G, S	4,80 €
Beilagen	Blattsalat	G, J		Blattsalat	G, J		Blattsalat	G, J		Blattsalat	J		Blattsalat	J	
Menü 2	Rahmspinat mit Kräuterröhrei	G, C	3,90 €	Kartoffel-Brokkoli-Gratin mit Feta-Käse und Kirschtomaten-Soße	G, C, J	3,90 €	Allgäuer Käse-Spatzen mit Krossen Zwiebeln	AW, C, G	3,90 €	Krosses Bauern-Brot mit Avocado, gegrillter Zucchini, Erbsen-Spargel-Sprossen, Tomaten-Bienen-Relish vom Gaisbühl und Kartoffel-Creme	AW	4,80 €	Tortellini Linsen Pfanne mit Lauch / Zucchini und Rucicola-Blätter	AW, C, G	3,90 €
Beilagen	Salzkartoffeln			Blattsalat	G, J		Blattsalat	J					Blattsalat	J	
Menü 3	Puten-Ragout mit Kürbis und Lauch	P, Z	4,80 €	Gebratene Hähnchenbrust	P	4,80 €	Gebratene Zander-Schnitz	AW, D	5,50 €	Schwenegeschneitzles mit Lauch	G, S, Z	4,80 €			
Beilagen	Ofenkartoffelchen			Basilikum-Tomaten-Quinoa			Spinat-Kartoffel-Creme	G		Kräuter-Kartoffeln					
	Blattsalat	G, J		Gefülltes Zucchini-Paprika-Schiffchen			Röst-Blumenkohl			Gurkensalat	G				
Desserts	Preiselbeerquark mit Brownie-Topping	AW, G, H	0,80 €	Nougat-Pudding mit Schoko-Sahne	G	0,80 €	Apfel-Ingwer-Grütze mit Vanille-Mousse (Cox Orange)	G	0,80 €	"Amicelli" Haselnusscreme mit Schoko-Waffel-Topping im Glas	AW, G, H	0,80 €	Bananen-Joghurt mit Nuss und Schokolade	G, H	0,80 €

The new construction of the administration building with an integrated canteen was planned as a zero-energy building and has been implemented as such since 2015, rendering it climate-neutral. The green roof creates an additional habitat for animals. Both measures contribute to the conservation of biodiversity in the area.

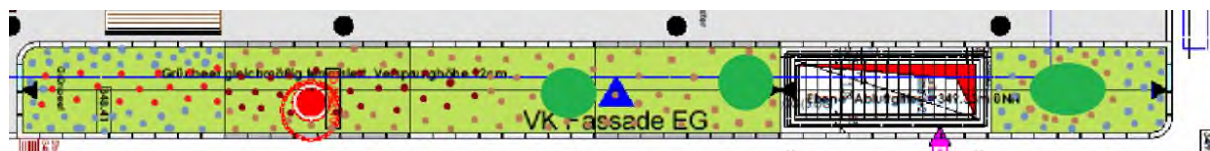
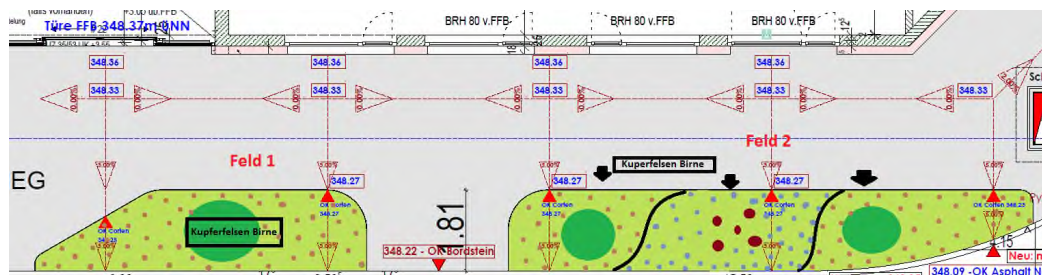
In 2019, an area that was given to the company by the Ritter family was transformed into a nature park on the initiative and under the management of Ms Hoppe-Ritter in collaboration with the landscape architects Hans Specht and Ritter Sport employees.

After the biotope at the Ritter Museum, the Schelmenbiegel nature park is the second biodiversity project at the company headquarters in Waldenbuch. Only it's much bigger: 600 metres of pathway, benches to relax and enjoy nature – the newly designed nature park is a real bonus for employees who want a breath of fresh air during their lunch break.

Many trees and bushes were planted, nesting boxes offer a home to local varieties of birds and a newly planted meadow with wild herbs and flowers will spread and grow over time. This complex project was preceded by comprehensive assessments conducted by the town of Waldenbuch, Germany, the Forestry Office, the conservation authority and the water management authority. The water management authority also

ensured that the three retention basins were renovated to protect the nearby village from flooding in the event of heavy rain.

The green areas that were created when building the new chocolate headquarters were discussed and improved with an external doctor of biology based on a plantation plan. The aim was to provide insects with a place to feed.





In cooperation with the University of Vienna (Department for Botany and Biodiversity Research; Department for Structural and Functional Botany), Alfred Ritter GmbH & Co. KG conducted a further biodiversity project at its factory in Breitenbrunn, Austria. The aim of the project was to renature the green space on the company grounds with regional wild flowers and create natural insect and bird feeding areas. The “Thenau” conservation area was used as a reference. The Thenau-Riegel in Breitenbrunn is one of the largest dry grassland areas in Burgenland.

The project in Breitenbrunn also aims to take the first steps to protecting and conserving biodiversity. In this case, doing the right thing for nature means:

- *supporting the local endangered insect fauna;*
- *supporting the wild plants that are also found in the region.*

- *This, in turn, benefits the local bird fauna, which, as we have heard in the media, has reached an all-time low.*

During an assessment of the green space on the company grounds with biodiversity expert Florian Etl from the University of Vienna at the start of September 2022, an action plan for promoting biodiversity was agreed based on the condition of the site and already existing habitats. The next step involved preparing the necessary green space for planting the regional certified seeds (wild plant seeds). At the same time, information signs with explanations and images were created and placed along the green space of the company grounds so that anyone who is interested can find out about the project. The seeds had time to germinate during the relatively wet autumn and the plants grew as desired in spring 2023. The cover crop – which included corn cockle – showed excellent germination and, together with many other plants, there was a rich supply of nectar and pollen for flower-visiting insects throughout the spring and summer. Recent surveys have shown that the majority of the plants sown are thriving and that previously existing plants are also enjoying the absence of mowing and are flowering profusely. In addition, a project was created on the animal and plant reporting platform “i-naturalist” (<https://www.inaturalist.org/projects/ritter-sport-betriebsgelande-breitenbrunn-bgld>), which encourages employees to independently photograph animals and plants and upload the photos. 98 species of animals and plants have already been identified. In autumn 2023, part of the meadows was mown by hand with a scythe in order not to kill butterfly caterpillars, for example. The other half is scheduled to be mown in autumn 2024 to allow for staggered mowing, sometimes every two years.

At the last inspection with Florian Etl in summer 2024, he was pleased with the positive result of the measures taken. “With appropriate care, an animal and plant community will emerge in the next few years that is similar to that at the neighbouring Thenau Riegel,” he said. The goal of promoting biodiversity has, therefore, already been largely achieved.

The company’s strategy to achieve CO₂ neutrality is supported by two public projects. The first is participating in the project ZNU Goes Zero, in which Alfred Ritter GmbH &

Co. KG has committed to being climate neutral for scope 1 and 2 emissions by 2022, including continuing to reduce the emissions produced at the site (www.znu-goes-zero.de). The family company from Waldenbuch has already achieved this. The second is signing the Klimabündnis (Climate Alliance) Baden-Württemberg, in which Alfred Ritter GmbH & Co. has publicly committed to pursuing and successfully implementing this strategy and documenting it in reports (<https://www.nachhaltigkeitsstrategie.de/wirtschaft/klimaschutz/klimabuendnis-unternehmen>).

Since 2022, the company has dedicated itself to the Science Based Targets based on Race To Zero. This led to a much more in-depth CO₂ analysis in the CO₂ audit. We conducted two workshops with our partner DGFE based on the data collected in order to start decarbonising business processes.

By participating in the research project “BioVal - Biodiversity Valuing & Valuation” (see page 4), Ritter helped to define measures on how biodiversity can be integrated in company management processes and corporate communication. These will contribute to increasing the appreciation of biodiversity throughout the whole product life cycle – from the suppliers and the company itself to retail and ultimately the final consumers. The tools developed will therefore contribute to ensuring that biodiversity can be integrated in the management of the company in future in a more effective and targeted manner, with the clear objective of promoting biodiversity along the value chain and preventing the loss of biodiversity.