



More to Value.

Sustainability Magazine

FY 2025



**MORE THAN SHOPPING:
DELIVERING VALUE
ACROSS THE BOARD**



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Leading with Purpose: Why Sustainability is Fundamental to Our Future

“When I first started my journey in 2016 as a District Manager overseeing just two stores, sustainability was never an abstract concept. It was something I witnessed every single day on the shop floor. In those early days, seeing the sheer volume of waste that a retail operation could produce was disheartening. It weighed on me, and it made me realise, early on, that we simply had to find a better, more responsible way of doing things.

The real turning point came as my career progressed and I began working closely with local NGOs whenever the company undertook projects or carried out donations. Hearing first-hand stories from the people running or helping out at these charities completely shifted my perspective. It really hits home when you realise that what we might consider a minor operational surplus - even just a single loaf of bread - can make a massive difference to a vulnerable family here in Malta.

Today, seeing how we have reduced that waste through our updated operational procedures and surplus redistribution food programmes is incredibly rewarding. It is definitive proof that operational efficiency and social responsibility go hand in hand - a core principle that now guides every decision I make as Director.

Thanks to the expansion of our “Feed it Back” programme and the brilliant response to our “Food Saving Bags”, in 2025, we successfully redirected more than 26 tonnes of surplus food away from waste streams and straight to those who need it most. Seeing our customers and teams get behind these initiatives so passionately has been brilliant to witness.

Looking ahead, we have no intention of slowing down. Over the coming years, our focus will be on scaling this impact by welcoming more local charities into our current network of 10 associations, ensuring our surplus food reaches an even wider circle of families across Malta.

Alongside this, we are constantly reviewing our operations to find new solutions - whether that means tightening our supply chain metrics, exploring better packaging circularity, or finding new ways at store level to continually minimise our environmental footprint.

AS YOU READ THROUGH THIS MAGAZINE, I HOPE YOU SEE THE GENUINE DEDICATION OF OUR ENTIRE TEAM, FROM OUR STORES TO OUR LOGISTICS CENTRE AND HEAD OFFICE. WE ARE PROUD OF OUR PROGRESS SO FAR, BUT WE ALSO RECOGNISE THAT THIS IS AN ONGOING JOURNEY. WE REMAIN FULLY COMMITTED TO OFFERING YOU THE HIGHEST QUALITY AND BEST VALUE, FOSTERING LOCAL PARTNERSHIPS, AND CONTINUOUSLY RAISING THE BAR FOR RESPONSIBLE BUSINESS PRACTICES IN MALTA, IN ACCORDANCE WITH THE CRITERIA FOR THE PROTECTION OF RESOURCES AND PEOPLE DESCRIBED IN THIS MAGAZINE”.

Owen Micallef
Lidl Malta Director





HIGHLIGHTS

Our 2025 achievements
at a Glance



PROTECTING CLIMATE



18%

STORES WITH
SOLAR POWER SYSTEMS



CONSERVING RESOURCES



> 26 tonnes

FOOD SURPLUS DONATED

> 18,000

FOOD SAVINGS BAGS SOLD

66.9%

WASTE SENT TO BE REUSED, RECYCLED,
FERMENTED AND COMPOSTED



RESPECTING BIODIVERSITY



76%

OF THE 68 FRUIT AND VEGETABLE
SAMPLES ANALYSED WITH PESTICIDE
RESIDUE LEVELS BELOW LIDL'S
LIMITS (STRICTER THAN LEGAL
REQUIREMENTS).

> 1,200

PRODUCERS ALREADY APPLYING THE
ADD-ON FOR THE PROTECTION AND
PROMOTION OF BIODIVERSITY AT
INTERNATIONAL LEVEL (GLOBALG.A.P.
BIODIVERSITY ADD-ON)

PROMOTING HEALTH



158

VEMONDO PRODUCTS
IN THE ASSORTMENT

> 30

LOCAL FOOD SUPPLIERS



ACTING FAIRLY



CERTIFIED
TOP EMPLOYER SINCE

2019

EQUALITY MARK
CERTIFIED SINCE

2024



Driving Change: Our Strategy

At Lidl Malta, sustainability is one of the fundamental criteria guiding our decisions. Over the years, we have built a solid foundation, achieving tangible and verifiable milestones within our operations and throughout our value chain. However, in the face of increasingly com-

plex global challenges, we recognised the need to **evolve and strengthen our sustainability strategy** as the companies of Lidl Group. Our aim is to consolidate the results we have achieved so far and take a step forward, transforming environmental and social progress into

meaningful operational change. To maximise our impact, we are focusing our actions on improving the governance and measurability of all our long-term initiatives. **To translate this vision into a daily working method, we have organised our actions into five strategic areas:**

Our basic understanding is **engaging in dialog** built on open discussion and mutual growth. Daily interaction between our colleagues, business partners, communities, and customers enriches our strategic vision and drives us to improve.

This is how we honour this trust: by setting clear, verifiable goals guided by a practical, transparent approach. This Magazine tells the story of our financial year 2025 starting right here: from the places where we operate, the projects that

have taken shape, and the people who made them possible. Full details regarding the areas of our strategy are available on our [website](#).

PROTECTING CLIMATE

By implementing a climate strategy, we are reducing harmful emissions throughout the entire value chain. To this end, we are using resources efficiently, focusing on renewable energies and working with suppliers to implement reduction measures in our supply chains. In order to play our part in limiting global warming to 1.5°C, we align our measures with science-based climate targets.

CONSERVING RESOURCES

Our aim is to help realize a well-functioning circular economy. To achieve this, we are improving the recovery of operational and food waste. We already design our private-label packaging and products with recycling in mind, and are gradually increasing the use of recycled materials.

RESPECTING BIODIVERSITY

Biodiversity is the basis for food, clean water, fresh air and a stable climate. That makes it absolutely essential for our products and for well-functioning supply chains. This is why we integrate biodiversity aspects into our purchasing operations. Outside of the supply chain, we also support selected projects that protect and restore habitats.

PROMOTING HEALTH

To promote conscious nutrition, we are continually expanding our plant-sourced assortment — with a focus on fresh fruit and vegetables, plant-sourced protein and whole-grain products. At the same time, we are optimizing the nutritional profiles of our private labels. We also actively support the health and well-being of our employees with preventive offers and healthy working conditions (see “Acting fairly”).

ACTING FAIRLY

We believe that economic success and responsible action go hand in hand. Our aim is to create a work environment that supports health and well-being. That is why we take our responsibility seriously and, together with everyone on #teamlidl and our partners in the supply chain, are committed to ensuring fair working conditions and respectful collaboration.



What do the data in this Magazine represent?

The data and information contained within this Magazine pertain to Lidl Malta Limited. They are presented in an aggregate form and cover the operations of our Head Office and Logistics Centre in Vassallo Business Park (Naxxar), alongside our 11 stores across the Maltese islands. The data refer specifically to the 2025 financial year (covering the period from 1 March 2025 to 28 February 2026). Selected CSR KPIs presented in this report have already been audited with limited assurance as part of the audit to the report, jointly elaborated by the companies of Schwarz Group. More detailed information on the audited KPIs and further explanations can be found in the [Sustainability Report of the companies of Lidl Group](#).

“

We stand out because every one of our goals is supported by a rigorous methodology integrated into our daily actions, which transforms our commitment into measurable metrics and tangible results. Looking ahead, we want to raise the bar even further, demonstrating that real impact stems only from a well-defined strategy, one capable of ensuring our customers' everyday shopping choices become a genuine driver of positive change.

Alessia Bonifazi
Director of Corporate Affairs,
Lidl Malta & Italy



Our Presence in Malta

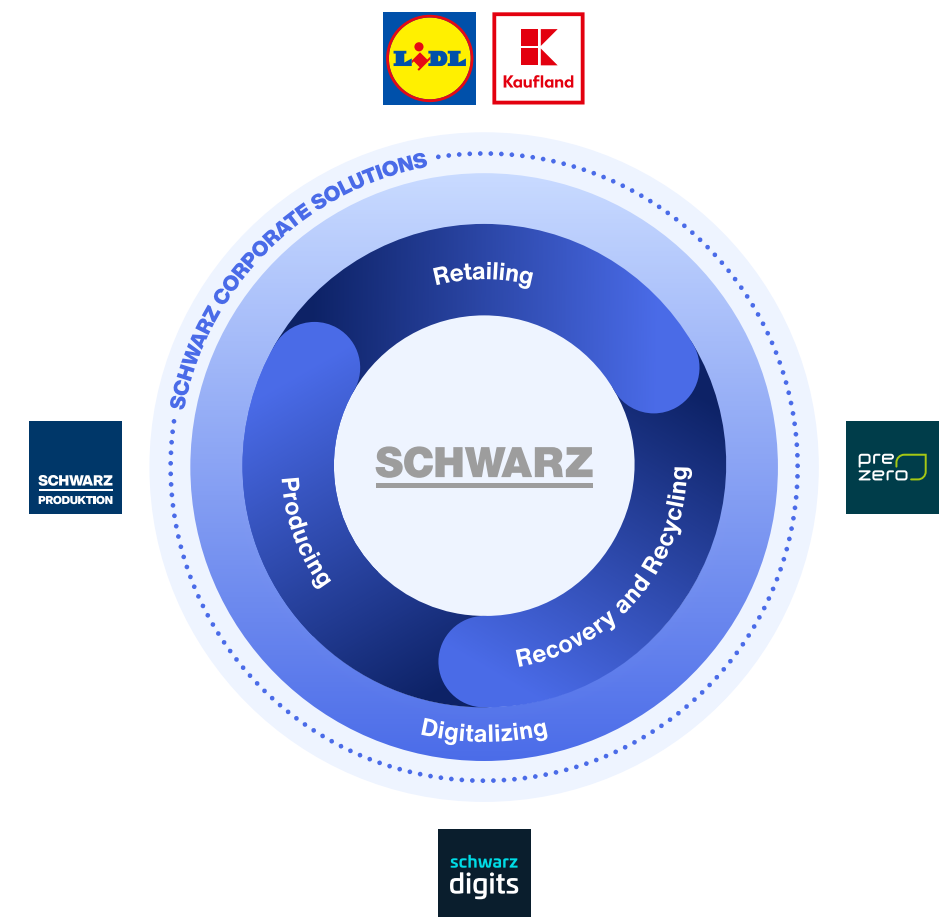
Lidl Malta is **the leading supermarket chain in Malta**. This widespread presence is supported by a solid international structure defined by the systems provider Lidl Stiftung & Co. KG, headquartered in Neckarsulm, Germany. Lidl Stiftung & Co. KG specifies the framework for the operational business and is responsible for the conception and design of consistent processes worldwide together with the respective national companies of Lidl. This structure allows us to operate to exceptionally high standards, ensuring efficiency and consistency, whilst maintaining a deep focus on the unique characteristics, strengths and needs of the Maltese market.



Vassallo
Business Park
(Naxxar)
Head Office
and Logistics Centre

The Companies of Schwarz Group

Lidl Malta is part of Schwarz Group, an ecosystem of extraordinary international scale: over 32 countries, with approximately 14,500 stores, more than 604,000 employees, and a total revenue of 185.6 billion euros in 2025 (+5.8% compared with 2024). The companies of Schwarz Group are among the few retail groups to cover the entire value cycle — from production and retail to recycling and digitalization. In addition to the Lidl and Kaufland retail brands, PreZero focuses on the recyclability of materials in waste and recycling management, with the goal of implementing increasingly circular models among the companies of Schwarz Group. As the IT and digital division, Schwarz Digits provides digital products and services that meet European data protection standards. Schwarz Corporate Solutions provides support to all the companies of Schwarz Group on administrative and operational matters, such as Controlling, Finance and Human Resources.



For all sustainability information regarding the companies of Lidl Group and the companies of Schwarz Group, please visit the following websites:



Sustainability Report 2025
of the companies of Lidl Group



Sustainability Report 2025
of the companies of Schwarz Group



11 stores



1 Logistics Centre



1 Head Office



> 500 employees



295 MLNs €
in revenue





PROTECTING CLIMATE

The climate is changing, and the retail sector must adapt in parallel — from the field to the shelf. Harvests are becoming more unpredictable and resources are under increasing pressure, making global supply chains inherently more vulnerable.

For Lidl Malta, protecting climate means **taking action both within our own facilities, i.e. our stores and our work units, and in close collaboration with our business partners throughout the supply chain.** To turn our ambition into measurable results, we focus on operations directly within our control.

This includes managing the energy efficiency of our buildings under our certified ISO 50001 framework, optimising our refrigeration systems.

At the same time, we work closely with our suppliers to address the carbon footprint generated along our supply chains, prioritising product sustainability from the sourcing of raw materials through to their end use.

Who guarantees the credibility of our commitments?

Transparency is fundamental to how we operate, which is why our progress is measured against rigorous international standards. Since 2020, as a part of Schwarz Group, we have officially joined the Science Based Targets initiative (SBTi): an international organisation that evaluates and certifies corporate performance based on criteria established by an independent scientific community. For Lidl Malta, being part of this journey means offering our employees, partners, and customers the utmost assurance of transparency.



Emissions

First and foremost, we focus on what we directly control: the efficiency of our facilities. We optimise our real estate portfolio by adopting rigorous standards, which include installing solar panels at retail locations and logistics centres, replacing traditional heating systems with heat pumps, and adopting LED lighting and natural refrigerants for refrigerated display cases. These initiatives are complemented by activities in the key logistics sector, where we act through digitalisation, optimis-

ing loads, and reducing empty-run kilometres. Finally, we're addressing the core of our impact: our product range. In fact, the largest share of our emissions comes from the processes required to create the products we offer.

Since this is a challenge we share with our business partners, we work closely with them to reduce our environmental impact at the source. To support our suppliers who internationally account for 75% of our

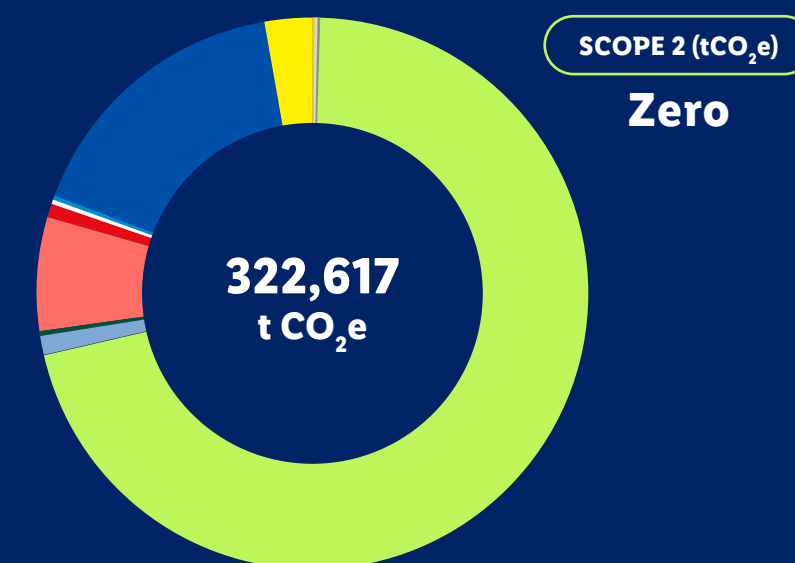
Scope 3 emissions, we provide access to dedicated digital platforms, WWF® Climate Business Network webinars, and the international Supplier Leadership on Climate Transition (LOCT) programme. These initiatives equip companies with the operational tools to calculate their carbon footprint and implement effective reduction measures.

Emissions Breakdown

We used the market-based approach for the calculation of total Scope 1, 2 and 3 emissions.

The carbon footprint (GHG emissions by scope) was audited with limited assurance as part of the audit of the companies of Schwarz Group. More detailed information on the audited KPIs and further explanations can be found in the [Sustainability Report of the companies of Lidl Group](#).

In 2025



SCOPE 1 (tCO₂e)



416

Fugitive emissions



115

Mobile combustion



175

Stationary combustion

SCOPE 3 (tCO₂e)



229,761

Procured goods and services



3,738

Capital Goods



1,322

Fuel and energy-related activities



21,647

Upstream transportation



1,855

Waste generated in operations



231

Business travel



614

Employee commuting



54,000

Use of sold products



8,742

End-of-life treatment of sold products

Powering Continuous Improvement

At Lidl Malta, our approach to energy management is built upon a clear and proactive premise: to genuinely reduce our environmental impact, we must continuously monitor, evaluate, and optimise our energy consumption across every property.

To turn this into a standard business practice, we have implemented an Energy Management System certified under the strict international ISO 50001 standard across all of our retail stores, head office, and central logistics operations since

late 2016. This structured methodology, paired with real-time digital monitoring dashboards, allows our specialised Energy Management Team to instantly track usage patterns, identify optimization opportunities, and rapidly roll out efficiency updates before inefficiencies can occur.

Beyond internal efficiency measures, a defining milestone in our local climate journey took place on 1st March 2022, when Lidl Malta transitioned to sourcing 100% renewable electricity across all

operations. This pivotal step has already successfully mitigated a portion of our direct carbon footprint.

109,899 kWh
TOTAL ELECTRICITY
GENERATED BY LIDL
MALTA THROUGH
PHOTOVOLTAIC
PRODUCTION IN 2025

DIRECT AND INDIRECT ENERGY CONSUMPTION IN kWh IN 2025

kWh

FROM RENEWABLE SOURCES

11,403,641

Electricity consumption 11,403,641

of which purchased from renewable sources 11,293,742

of which self-generated and consumed¹ 109,899**kWh**

FROM NON-RENEWABLE SOURCES

1,136,912Energy consumption of diesel-powered emergency and fire suppression systems² 680,403Energy consumption from mobile combustion³ 456,509**TOTAL ENERGY CONSUMPTION: 12,540,553 kWh**

¹ Driven by emergency diesel generator usage during nationwide public grid power outages caused by severe summer heatwaves.
² Consumption strongly impacted by power outages from the public grid at various retail locations caused by external factors.
³ Includes the company vehicle fleet and diesel and gasoline consumption.

INTERVIEW

Behind the Brickwork with the Future in mind

Matteo Floris

Property Manager at Lidl Malta



If a customer were to walk into a store opened ten to fifteen years ago, and then into a new one built to Lidl Malta's latest standards, what differences would they notice with the naked eye? Conversely, what changes have been made behind the scenes regarding the technology you can't see?

When walking into a new-generation store, the first sensation is one of greater brightness and spaciousness. The size of the windows in the checkout area has increased to maximize natural light, and a strong contribution of sunlight also comes from the skylights in the ceiling. The installed lighting is exclusively LED, and over time we have optimized the number of fixtures based on the actual needs of the store.

The real revolution, however, takes place "behind the scenes":

- The adoption of **photovoltaic systems**.
- **Natural refrigerants** to replace synthetic ones, which are environmentally more harmful in the event of a leak.
- **Monitoring systems** covering 97% of our in-store energy consumption, capable of detecting usage across 13 sub-utilities.

These configurations allow us to perform monthly efficiency analyses for each site and correct any anomalies or malfunctions.

Solar panels, heat pumps, and LED lighting work in synergy in the new store. What is the impact of combining these technologies, and do these measures go beyond legal requirements?

Over the years, we have strongly believed in energy efficiency, the electrification of

consumption, and the use of photovoltaics to meet energy demand. Fortunately, our stores have a higher energy requirement — primarily driven by refrigeration and air conditioning — during the central hours of spring and summer days. This demand coincides almost perfectly with the peak production times of our systems, ensuring the perfect marriage of efficiency and cost-effectiveness.

We believe in efficiency and implement it well beyond regulatory obligations. We have been ISO 50001 certified across our entire perimeter since 2016, and we were among the first large companies to adhere to this protocol. All of this is to guarantee the customer the best shopping experience and the best quality-price ratio.

What was the most significant milestone achieved in 2025, and what will be your main focus for 2026?

We have completed our first 2 photovoltaic systems, covering nearly 20% of the stores present on the island. We have many interesting projects that we are ex-

ploring in depth, involving maximizing efficiency. But we can't reveal more just yet... stay tuned!

132
ANNUAL CHECKS⁴
PERFORMED ON THE
AUTOMATED SYSTEMS
PRESENT IN THE STORES

50,000⁵
kWh/year
TOTAL SAVINGS IN 2025
thanks to the maintenance
and restoration of automated
systems in 1 store

⁴ For each store, every month, a check is performed on the available energy consumption data for the sales area lighting and the refrigerated cabinets.

⁵ Considering an average energy saving of 140 kWh/day for 365 days.





CONSERVING RESOURCES

The looming scarcity of natural resources and increasing environmental pollution are widely recognised among the most critical global risks of the coming decade⁶. Addressing this challenge is a top priority for us: we fully acknowledge our responsibility.

In our business model, resource management does not end when a material completes its primary function. Instead, it encompasses its entire life cycle: from product design and material selection, through to recovery and reintegration into a new usage cycle. This awareness gave rise to **REset Resources**, the holistic circular economy strategy jointly elaborated by the companies of Schwarz Group.

The strategy's goal is to continuously review and adapt processes along the value chain, ensuring that resources retain their utility within closed-loop systems wherever possible.

This cross-functional approach encompasses everything we manage, aiming to reduce consumption, maximise material recovery, minimise the use of virgin resources, and optimise the management of our real estate footprint.

At Lidl Malta, this vision has been translated into the initiatives described in the following, aimed at optimizing packaging and recovering materials and food surpluses, carried out through collaboration with specialized partners.

⁶. Global Risks Report 2025, WEF.

With REset Resources, the circular economy takes shape

As part of Schwarz Group, Lidl Malta operates within an international network that accelerates the transition towards more circular business models. Thanks to the overarching strategy developed jointly by the companies of Schwarz Group, we have evolved our previous "REset Plastic" initiative into a broader, more comprehensive vision that integrates key aspects of the circular economy: [REset Resources](#).

This represents a complete shift in perspective. Our focus is no longer solely on plastic, but on the entire lifecycle of resources - stretching from product packaging to material recovery and the active mitigation of food waste. This holistic approach builds directly upon the milestone goals that Lidl Stiftung & Co. KG achieved in 2025: a **10% reduction in the use of virgin plastic** compared to 2018 and an **overall 30% cut in plastic use** in private-label product packaging compared to 2017.

For our customers and the teams working daily in our stores a finished product has a highly visible lifecycle, but the journey of the materials it is made from often takes place behind the scenes. We want to share this "invisible" journey and demonstrate how our REset Resources strategy translates into daily practice.

We will do this by exploring its main operational phases: re-designing packaging and products, reducing resource waste at the source, extending material lifespans, recovering what can still generate value, and giving materials a new lease on life.

LIDL STIFTUNG & CO. KG ACHIEVEMENT IN OWN BRAND PRODUCT PACKAGING IN 2025

-10%

**REDUCTION IN THE USE
OF VIRGIN PLASTIC**
(compared to 2018)

-30%

**OVERALL CUT
IN PLASTIC USE**
(compared to 2017)



REdesign

We design our business models to align with circular economy principles.

REduce

We reduce the use of resources and prevent waste.

REuse

We focus on the reuse of resources.



REcollect

We ensure access to recyclable materials.

REcycle

We strengthen high-value recovery processes and increase the use of recycled materials.

REdesign: How Does This Strategy Translate into the Development of Our Packaging?

REdesign REcycle

We take sustainability criteria into account right from the design phase of our packaging. However, through this new strategy, we aim to extend the principles of the circular economy to the products themselves and our processes, ultimately encompassing our entire business model.

For us, redesigning means analysing every single element to reduce its overall impact, without ever compromising on quality. The practical application of this approach is documented over time through [precise and verifiable metrics](#).



REduce and REuse: From Surplus to Resource

REduce REuse

Radically transforming the concept of “waste” into a “resource” means implementing resource flow tracking measures within our operational processes, alongside efficient material sorting at points of sale and logistics centers.

These efforts maximize reuse and recycling, minimizing the amount of non-recoverable waste, in line with our vision: what we consider waste today is tomorrow's resource.

We do this by classifying our waste management methods. We prioritize avoiding waste generation, reusing materials, converting waste into animal feed, recycling waste, and fermenting and composting organic matter. When these measures are not feasible, our best option is energy recovery. Incineration and landfilling are considered as a last resort.

At the end of fiscal year 2025, the percentage of waste that was reused, recycled, fermented, or composted stood at 66.9%.

The remaining portion — 33.1% of the total — primarily consists of waste sent to landfill (96.4%) and incinerated (2.2%).

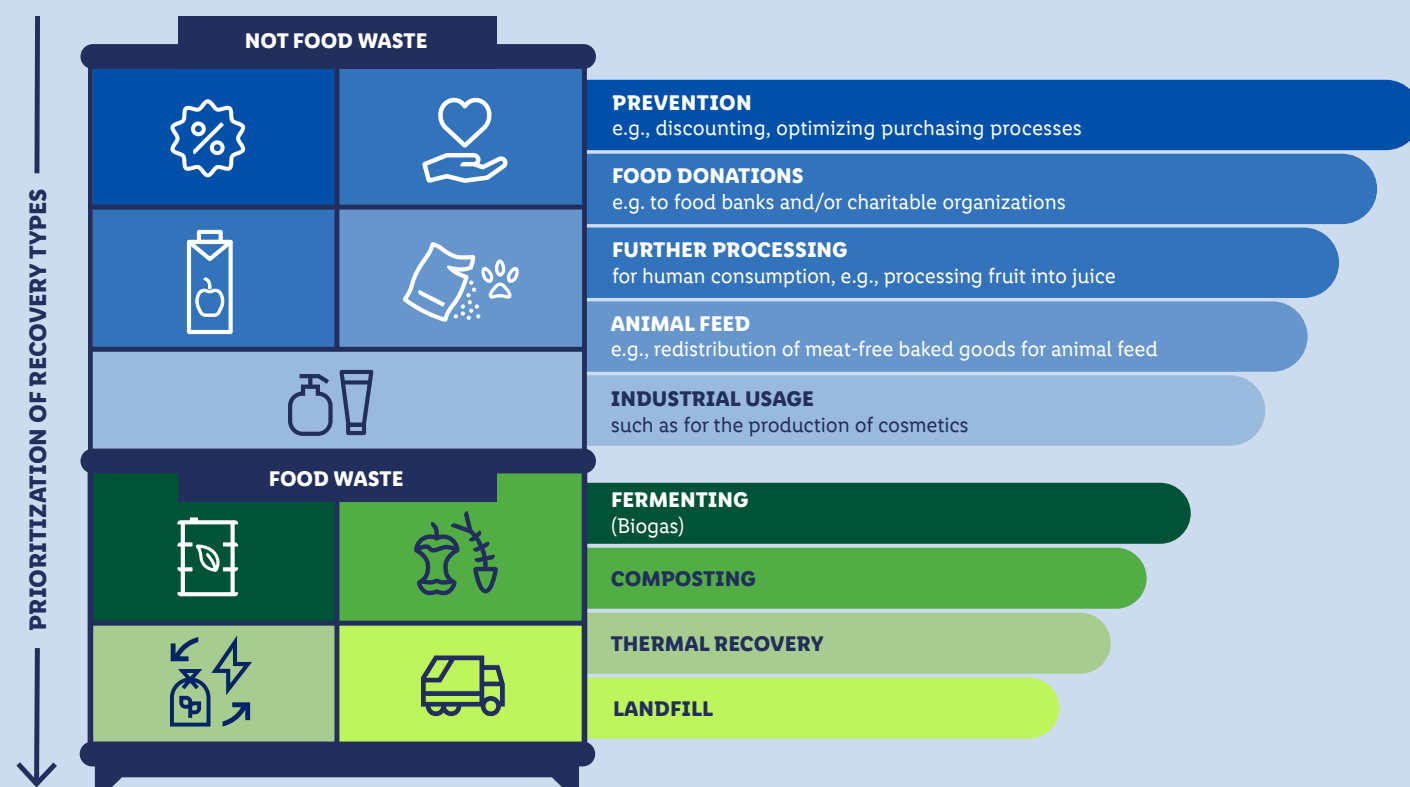


Waste Pyramid



Our Approach to Reducing Food Waste

USING THE SAME LOGIC, TO PREVENT FOOD WASTE, WE STRUCTURE OUR INITIATIVES ACCORDING TO A PRIORITISATION OF WASTE RECOVERY TYPES:



What is one way we prevent food waste in-stores?

We are constantly developing practical solutions that empower our customers to join us in our mission to reduce food waste. One of our most impactful initiatives is the introduction of our “Food Saving Bags”, which are available across all our stores. These bags are carefully compiled by our store teams and feature a varied, handpicked selection of **4 kg of fresh fruit and vegetables** that may have slight aesthetic imperfections but remain perfectly safe and delicious to eat. Offered at a highly discounted, fixed price of just **€3**, they provide an excellent, affordable op-

tion for budget-conscious shoppers. Crucially, this initiative also drives meaningful social impact: **for every single bag purchased, Lidl Malta donates €0.50 directly to Caritas Malta** to help fund essential support services for vulnerable individuals across the islands. This initiative contributes to preventing food waste by offering products that are still perfectly nutritious and suitable for consumption, while actively giving back to the local community.

> 18K
FOOD SAVING BAGS
SOLD IN 2025

In the past year alone, this simple yet effective initiative achieved a remarkable milestone, with thousands of bags successfully sold across the Maltese islands.



“

While our customers see the clean shelves and full availability, the machinery driving our food waste reduction happens largely behind the scenes through intense daily operational discipline. Firstly, it begins with data that the customer never sees. Our store teams utilise real-time sales data alongside advanced forecasting tools to meticulously adjust daily orders, particularly for highly perishable items like fruit and vegetables. This allows us to perfectly balance demand, preventing overstocking whilst ensuring our shelves remain fully stocked.

Secondly, there is a strict, invisible discipline in how we handle stock rotation. Every single day, the team follows a rigid “First Expired, First Out” (FEFO) process. By constantly rotating stock so that older items are moved forward and fresher arrivals go to the back, we drastically reduce the risk of items reaching their best-before dates unnoticed.

Finally, when products do approach their limit, they become visible to the customer through clear, prominent markdown labels offering attractive discounts and hence providing a great financial incentive for shoppers whilst ensuring perfectly good food is consumed rather than wasted. Reaching the milestone of over 18,000 Food Saving Bags sold in 2025 is a testament to the dedication of our store teams, who take immense pride in preparing them. Behind the scenes, the process requires a keen eye and strict adherence to our quality standards.

When assembling these bags, the team carefully chooses items that are still of eating quality but might not have the “perfect” aesthetic look. For instance, an apple at the edge of becoming overripe or a uniquely shaped pepper is ideal. Every single product is visually inspected for freshness before it goes in.

We have zero tolerance for compromise: damaged, spoiled, or structurally bruised items are never included. We only select entirely safe, edible products. **It is all about finding that balance — diverting perfectly nutritious food from waste streams whilst ensuring our customers still receive the high standard of freshness they expect from Lidl.**

Graziella Apostolov
District Manager
Lidl Malta





Redistribution: Managing Food Surplus

REduce

When daily prevention efforts at our stores and central logistics centre are not sufficient, our priority immediately shifts to redistribution. Recovering food surplus means recognising the true value of food by giving it a second chance to serve its purpose. This principle underpins our **“Feed it Back” programme**, which originally began as a pilot scheme in 2024 in collaboration with the **Malta Food Bank Foundation**.

This vital initiative has been successfully scaled across **all Lidl Malta stores**. The system contributes daily to the redistribution of high-quality surplus items - including fresh fruit and vegetables, baked goods, and ambient dry goods - transforming still edible food into immediate, tangible support for those who need it most.

Throughout **financial year 2025**, **Lidl Malta had already partnered with 10 different local NGOs**, successfully widening our circle of care and ensuring that surplus food is efficiently redirected straight to vulnerable families across the Maltese islands.

**> 26
METRIC TONS OF FOOD
RECOVERED AND
DONATED IN 2025**

**> 87,000
MEALS DISTRIBUTED⁷
TO PEOPLE IN NEED**

⁷. Based on 300 g per meal.

“

On launching the Malta Food Bank Foundation (MFBF), the oldest Food Bank in Malta, Lidl Malta was the first Supermarket chain to support the MFBF by donating tons of food to distribute to people in need. Since its inception, the MFBF has reached out to thousands of people through its registered NGOs, which are always there to serve them. Some years later, Lidl Malta, introduced MFBF to their new project, “Feed it Back”. This initiative meant that a significant amount of surplus food would be saved from ending up in landfills. The MFBF did not hesitate to take Lidl’s initiative on board. It was the best opportunity for the MFBF to put two great initiatives into practice for the very first time in Malta - initiatives that the MFBF had already been trained to execute by the European Food Banks Federation. Thanks to Lidl’s “Feed it Back”, the MFBF is not only saving tons of food from going to waste, but it has also contributed reducing emissions while reaching out to more people in need.

Irene Schembri
Founder/Chairperson
the Malta Food Bank
Foundation



INTERVIEW

The “Feed it Back” programme

Ayrton Micallef
Store Manager Lidl Malta



The “Feed it Back” programme relies heavily on daily execution at a store level. Could you take us behind the scenes and explain how your team manages this process alongside their regular routines? What does it take to ensure surplus food is successfully sorted and ready for collection?

As a Store Manager, I view the “Feed it Back” programme as an integral part of our daily operations. Throughout the day, my team conducts regular shelf-life checks to identify products that can no longer be sold but remain perfectly safe and suitable for donation.

We seamlessly integrate the sorting and preparing of these items into our everyday routines, ensuring everything is ready for collection without ever compromising on food safety standards. Ultimately, the success of the programme relies on seamless teamwork, consistency, and a sharp attention to detail from every single colleague.

While customers see our “Too Good to Waste” stickers which sign discounted articles that are close to its best before or expiry date on the shelves, the “Feed it Back” programme happens largely behind the scenes. How do these two initiatives work together in your store to ensure minimal waste?

In our store, “Too Good to Waste” and “Feed it Back” work hand in hand as a multi-step approach to minimising food waste. First, through “Too Good to Waste”, we offer customers the opportunity to purchase products that are approaching their best before dates or fresh produce bags with minor aesthetic flaws.

At the same time, if items remain unsold, or if we have surplus fresh fruit and vegetables and articles with slightly damaged packaging that are still perfectly suitable for consumption, they are channeled into the “Feed it Back” programme for donation.

Together, these initiatives allow us to drastically reduce waste, support our local community, and ensure that surplus food is put to the best possible use.





RESPECTING BIODIVERSITY

What we put in our shopping carts has much more to do with biodiversity than it seems. Food production relies on healthy ecosystems, characterised by natural resources and living organisms within habitats rich in biodiversity. In fact, half the world's economic output is moderately to heavily dependent on healthy nature⁸. We depend on the health of the soil and water, on pollinating insects, and on farming practices capable of maintaining a complex balance between plants and animals. The erosion of biodiversity jeopardizes the supply of raw materials: if that balance vanishes, so do our supply chains.

For an international retailer like Lidl, respecting biodiversity means taking concrete responsibility on two complementary fronts: **in agricultural supply chains**, where production quality and ecosystem health are closely linked, and **at the local level**, where visible actions are needed to protect and restore fragile environments.

⁸. World Economic Forum: Global Risks Report 2026.

OUR APPROACH TO MANAGING IMPACTS ON BIODIVERSITY FOLLOWS A MITIGATION HIERARCHY. THE FUNDAMENTAL RULE IS, IN FACT, TO PREVENT OUR ACTIONS FROM HAVING NEGATIVE IMPACTS ON ECOSYSTEMS.

If activities related to the production, distribution, or sale of our products make such an impact unavoidable, we take action to minimize it. Only when this is impossible do we support the ecological restoration of compromised areas and, as a last resort, work to transform the sup-

ply chain at a systemic level and advance current industry standards. The goal of this process is to actively prevent damage to habitats and guide product sourcing and management decisions well before products reach the shelves.

MEASURES TAKEN BY LIDL

MEASURES

Supply chains

1. Exclusion from our product range of products derived from animals listed by the IUCN as Endangered (EN) or Critically Endangered (CR).
2. Use of cotton in non-food items, such as textiles, certified according to recognized standards: Global Organic Textile Standard (GOTS), Organic Content Standard (OCS), or Cotton made in Africa® (CmiA).
3. Increasing the proportion of plant-based proteins in our product range.

MEASURES

Supply chains

1. Continuous monitoring of pesticide use in the production of fruits, vegetables, flowers, and plants.
2. Continuous expansion of the range of certified food and non-food products.

Direct Activities

Use of water-saving plumbing fixtures and faucets.

IMPACT REDUCTION HIERARCHY

1

AVOID IMPACTS

Measures taken to avoid negative impacts on biodiversity.

2

MINIMIZING IMPACTS

Measures taken to minimize unavoidable negative impacts on biodiversity.

3

ECOSYSTEM RESTORATION

Measures to restore degraded ecosystems.

4

SUPPLY CHAIN TRANSFORMATION MEASURES

MEASURES

Supply chains

Joint development of the GLOBALG.A.P. BioDiversity add-on module as the first industry-wide standard for biodiversity conservation applied to conventional fruit and vegetable production.

Biodiversity Starts with Supply Chains

Biodiversity is the invisible foundation of our food system: if it is compromised, we jeopardize crop yields, the quality of agricultural products, and the stability of the entire food market. Our response is to take action upstream, where we can mitigate or minimize the impact on ecosystems.

To put this approach into practice, we conducted a structured analysis of the

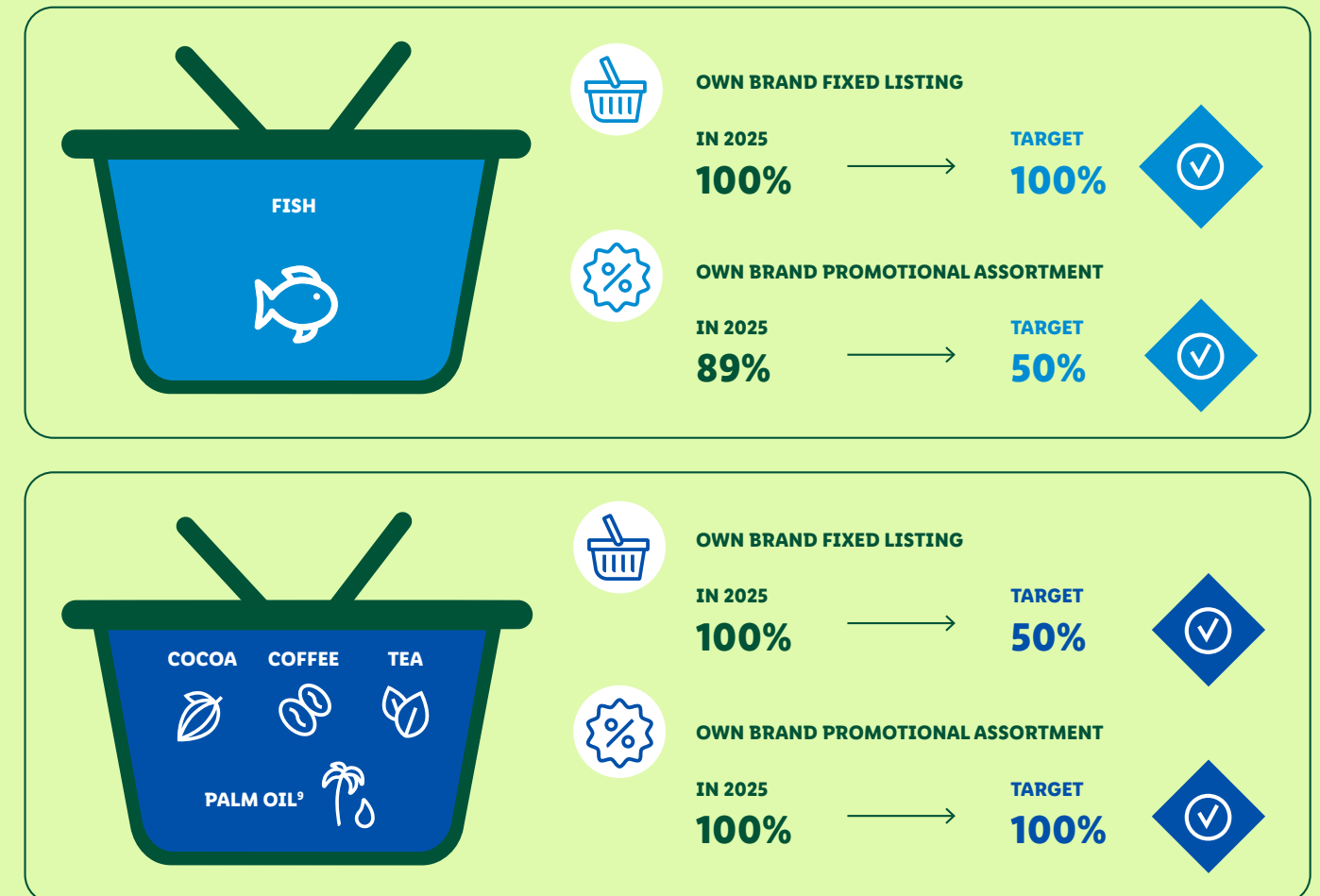
raw materials most relevant to our product range in collaboration with industry experts, identifying the most critical ones that require greater attention due to the characteristics of the supply chain and the production context, such as palm oil. This analysis and its results are part of a framework that brings together procurement policies, specific objectives, and monitoring tools, with the goal of guiding

more responsible management of natural resources over time. Without prejudice to the provisions of EU Regulation 2023/1115, our certification and traceability objectives meet the requirement that products should not be sourced from deforested lands.



MAIN CATEGORIES OF CERTIFIED OWN BRAND PRODUCTS 2025

Percentage of products containing certified raw materials compared to the total number of products containing the specific raw material



9. To ensure maximum transparency for our stakeholders, we also measure our sourcing based on the quantities of certified raw materials. Using this method, certified palm oil always accounts for 100% of the total volume of food products.

FRESHWATER ALSO REPRESENTS A CRITICAL RESOURCE FOR US, INCREASINGLY EXPOSED TO PRESSURE AND SCARCITY IN MANY PRODUCTION AREAS.

The health of ecosystems depends on the responsible use of water, particularly within the most sensitive agricultural cultivation sectors.

For this reason, one of the most concrete commitments we have adopted involves managing water according to producers' certification standards (GLOBALG.A.P. SPRING and equivalent standards) in countries identified as high-water-risk areas.





From Local Fields to Our Shelves: Partnering with the FCCS

At Lidl Malta, our daily promise of freshness is deeply rooted in our support for local farming communities. To make authentic Maltese agricultural produce more accessible than ever, we have established a proud collaboration with the **Farmers' Central Cooperative Society**

(FCCS) - the largest agricultural cooperative on the islands, representing around 1,000 local farmers across seven primary regional cooperatives. This partnership bridges the gap between traditional Maltese fields and modern retail spaces. By establishing direct, long-term purchasing

commitments with the FCCS, we provide local farmers with stable market access and fair trading conditions whilst bringing fresh, seasonal items, like aubergines and onions, amongst various others, straight from the field to all our stores.

> 400,000 kg
LOCAL VEGETABLES
SOURCED & SOLD



25
DIFFERENT F&V ARTICLES
IN ASSORTMENT (FIXED
AND PROMOTIONAL)

> 158,000 kg
LOCAL FRUIT
SOURCED & SOLD

INTERVIEW

Empowering Maltese Farmers Through Modern Retail



Malcolm Borg
Għaqda Bdiewa
Attivi President

In recent years, Għaqda Bdiewa Attivi, a non-governmental organization (NGO) representing individual farmers across Malta and Gozo partnered with the FCCS, has been vocal about the need to protect Maltese agriculture and ensure a fair income for local producers. How has the milestone partnership with Lidl Malta - introducing local fruit and vegetables into our core assortment - impacted the local farming community?

The partnership has had an important psychological, economic and professional impact on the local farming community. For many years, Għaqda Bdiewa Attivi has argued that Maltese farmers need more than words of support; they need access to real, stable and visible markets. The introduction of Maltese fruit and vegetables into Lidl's core assortment gave local farmers precisely that: a serious route into one of the main retail channels used by Maltese consumers.

This showed that Maltese produce can have a place within a modern supermarket model, provided that the right systems are in place. For farmers, the impact has been significant because Lidl provides visibility, consistency and consumer reach. It has also helped restore a sense of confidence.

The collaboration has shown farmers that they are not peripheral to the modern food economy. In practical terms, the partnership has encouraged a more professional approach to logistics, shelf-life, traceability, quality assurance and coordination between producers. It has bridged two worlds: the traditional Maltese field and the modern supermarket aisle. That is why I see this milestone as more than a commercial achievement- it is a step towards the modernisation and long-term survival of Maltese agriculture.

To supply Lidl, local farmers must meet strict international standards, including

undergoing audits for GLOBAL G.A.P. certification. Whilst these audits are rigorous, how do you believe achieving this certification benefits Maltese farmers in the long run, and how has the transition been for them?

GLOBALG.A.P. certification is demanding, especially for small farmers who may not have been accustomed to formal audit systems, extensive documentation and standardised procedures. For many Maltese farmers, it required a cultural shift in how farm operations are recorded and monitored.

However, in the long run, this certification is extremely beneficial. Firstly, it gives farmers access to more demanding retail markets. Certification gives farmers a recognised framework through which they can demonstrate that their produce is being grown, handled and supplied according to internationally accepted standards.

Secondly, it helps farmers become more organised. It encourages better record-keeping, clearer input management, improved crop protection practices, traceability from field to shelf and more consistent handling of produce. These are tools that improve the professionalism and resilience of the farm business itself. Thirdly, certification strengthens the reputation of Maltese agriculture. It allows local produce to compete not only on the basis of freshness and identity, but also on safety, reliability and quality assurance. This is essential if Maltese produce is to move from informal or fragmented routes to structured, modern supply chains.

The transition has not been easy. But what is encouraging is that farmers have not turned away from the challenge. They have started adapting and learning that today's consumer and today's retailer expect consistency, traceability, food safety and documented quality. The process is rigorous, but it is also helping the sector move forward.

Maltese agriculture faces unique environmental challenges, from water scarcity to extreme temperatures. From a cultivation perspective, what specific practices and quality controls do local farmers employ on the field to ensure their produce consistently meets the high standards required for Lidl's shelves?

Maltese farmers operate in a very challenging environment. They work with small and fragmented fields, limited water

availability, intense summer heat, unpredictable weather, rising costs and strong competition from imported produce. These conditions make consistency difficult, but they have also made Maltese farmers highly attentive and adaptive. From a cultivation perspective, the first key practice is careful crop planning. Farmers need to plan what to plant, when to plant it, and when to harvest, so that produce reaches the market at the right stage of maturity. For supermarket supply, timing is crucial. Produce must not only be good in the field; it must also remain marketable after harvesting, transport and shelf display.

The second important practice is water management. In Malta, efficient irrigation is essential. Farmers increasingly need to use water carefully, avoid unnecessary waste and irrigate according to crop need, soil condition and weather. In a hot climate, poor water management can quickly affect the overall operations and crop production in general.

The third area is field hygiene and crop protection. Farmers must monitor crops regularly for pests, diseases, physiological stress and damage. Where crop protection products are used, they must be applied responsibly, with attention to pre-harvest intervals, correct dosage and record-keeping.

This is especially important when supplying a retailer that requires traceability and auditability.

The fourth area is harvest selection. Farmers must grade produce carefully, selecting items that meet expectations for size, freshness, appearance, maturity and absence of damage. Produce must be handled carefully to reduce bruising, dehydration and contamination. This includes the use of suitable crates, clean handling areas, rapid movement from field to collection point, and attention to temperature and shelf-life.

The fifth area is traceability. Farmers must be able to show where produce came from, when it was harvested, what inputs were used, and how it moved through the supply chain. This is fundamental to modern retail supply. This is being done despite structural disadvantages. Farmers do not have the scale of large continental producers, but they do have proximity, freshness, local knowledge and pride in the product. The partnership with Lidl is helping to valorize these strengths even further.

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Farmers do not have the scale of large continental producers, but they do have proximity, freshness, local knowledge and pride in the product.

Our Coastlines - a priority: Lidl Malta in Partnership with Nature Trust

Malta's unique marine and coastal ecosystems are home to a diverse array of wildlife, but they are increasingly threatened by plastic pollution and human activity.

For Lidl Malta, safeguarding local biodiversity means not only working on our assortment, but also actively stepping out of our stores and taking direct action.

Through our proud, ongoing collaboration with Nature Trust Malta — the official local representative of the WWF (World Wide Fund for Nature) — throughout the last years, our teams regularly traded the shop floor for the shoreline to conduct hands-on beach clean-ups across the islands. These initiatives support the preservation of local biodiversity; by removing hazard-

ous plastics, microplastics, and discarded debris, thereby preventing waste from entering the marine food chain and protect fragile coastal habitats. Every piece of litter cleared helps secure safer nesting grounds for protected species, such as the loggerhead turtle, in a cleaner ecosystem.



Key Figures Cleanups 2025



10
BEACH CLEANUPS



18
PARTICIPANTS EACH
(ON AVERAGE)



> 130 kg
OF LITTER COLLECTED



> 10
SCHOOLS INVOLVED

INTERVIEW

Action Beyond the Classroom: Protecting Malta's Natural Heritage

Vincent Attard
Nature Trust President



Beach clean-ups do more than clear plastic from the shore; they bring people together. What has been the most rewarding aspect of seeing Lidl employees and volunteers get their hands dirty on the beaches alongside Nature Trust over the last two years?

One of the most rewarding aspects has been witnessing the genuine sense of shared responsibility and community that develops during these clean-ups. Environmental conservation is most effective when people from different backgrounds come together with a common purpose, and Lidl employees have surely demonstrated a strong commitment to protecting Malta's natural heritage. Beyond the amount of waste collected, what stands out is the enthusiasm, teamwork, and awareness generated through these events. Seeing volunteers actively engage with the environment, learn about local conservation challenges, and become ambassadors for positive change within their families and communities is incredibly encouraging and reinforces the value of long-term partnerships such as this one.

We also recently supported a school through the EkoSkola programme for a dedicated beach clean-up. How important is it to get the younger generation out of the classroom and directly onto the beaches, and what kind of long-term impact does this hands-on experience have on the children?

Hands-on environmental education is at the heart of the EkoSkola programme run by Nature Trust FEE Malta since 2002. While classroom learning provides essential knowledge, direct experiences in

nature allow young people to develop a deeper understanding of environmental issues and their role in addressing them. When students participate in a beach clean-up, they see first-hand the impact of litter on coastal ecosystems and gain a tangible sense of responsibility for their surroundings.

These experiences often leave a lasting impression. Children are more likely to adopt sustainable habits, influence their families' behaviours, and grow into environmentally conscious citizens when they have personally connected with the issue. By empowering young people to take action rather than simply learn about environmental challenges, we help foster a generation that values and actively contributes to the protection of Malta's natural environment.

It is already a proven case as in the case of Northern European countries who give a lot of value to outdoor learning. This is essential to instill in the young ones a sense of responsibility that will take them beyond the classroom. One of our EkoSkola programmes is in fact called Learning about Ecosystems and Forests. This gives a clear vision to our young generation on our state of the natural environment and promotes ownership beyond what one achieves in the classroom.

Every piece of waste collected tells a story about our environment. Based on the clean-ups we've done together so far, what is the most critical message you hope both our customers and the wider Maltese public take away regarding the preservation of our coastline?

The most important message is that preventing pollution is far more effective than removing it after it reaches our beaches and seas. Every item of litter collected represents a choice that was made somewhere along the way, and each of us has a role to play in reducing waste, disposing of it responsibly, and embracing more sustainable habits.

Malta's coastline is one of our most valuable natural assets, supporting biodiversity, recreation, tourism, and our overall quality of life. Protecting it requires collective action from individuals, businesses, schools, and organisations alike. Through initiatives such as these beach clean-ups, we hope people recognise that even small actions can have a meaningful impact, and that safeguarding our coastal environment is a shared responsibility that benefits current and future generations.

“

Finally as some of our younger ambassadors often say reduce and reuse is more important than recycling. Thanks to them this message is passing into the community.



PROMOTING HEALTH

Despite growing awareness of the importance of healthy eating, dietary habits have not yet changed radically. Globally: 770 MLN people are obese¹⁰, and diet-related diseases are currently the leading cause of death worldwide¹¹. This public health situation is exceptionally critical in Malta. According to the latest data from the World Health Organization (WHO) and Eurostat, the Maltese islands record some of the highest prevalence rates of excess body weight in the European Union:

- **Overweight Prevalence:** Approximately **75% of Maltese men** and **60% of Maltese women** are classified as overweight¹².

- **Obesity Rates:** Overall, more than **30% of the adult population** lives with obesity, placing a significant long-term strain on community health and local healthcare systems¹³.

Furthermore, food choices take a toll on the planet: the consumption of animal protein has an unsustainable environmental impact¹⁴: **75%** of agricultural land globally is used to grow crops needed for the production of foods containing animal protein.

69% of greenhouse gas emissions linked to food production are attributable to animal-based products.

10. Food System Economics Commission: Global Policy Report.

11. WWF: Bending the Curve: The Restorative Power of Planet-Based Diets, 2020.

12. The Malta Independent. (2025, 20 July). New medically supported treatment for obesity in Malta. 🌐

13. Statbase. (2024). Prevalence of obesity among adults | Malta. World Statistics & Datasets. 🌐

14. WWF Germany: This is How the Future Tastes - The Protein Question, 2021.

A Scientific Model as a Compass

To address the global challenge of feeding an estimated 10 billion people by 2050 while safeguarding the planet's balance, the scientific community of the EAT-Lancet Commission has outlined the Planetary Health Diet (PHD).

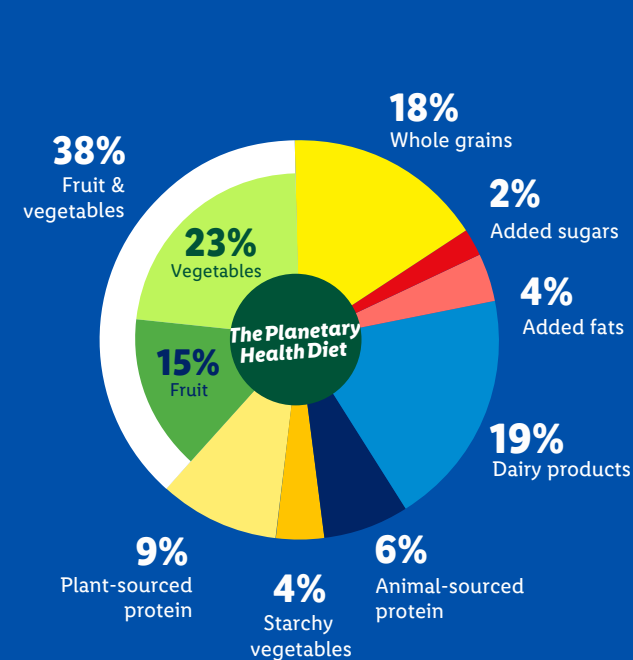
This dietary model is based primarily on plant-based foods — such as whole grains, vegetables, legumes, fruits, and nuts — with a moderate intake of animal-based foods.

According to the PHD, the ideal nutritional balance consists of **60% plant-based protein** and **40% animal-based protein**.

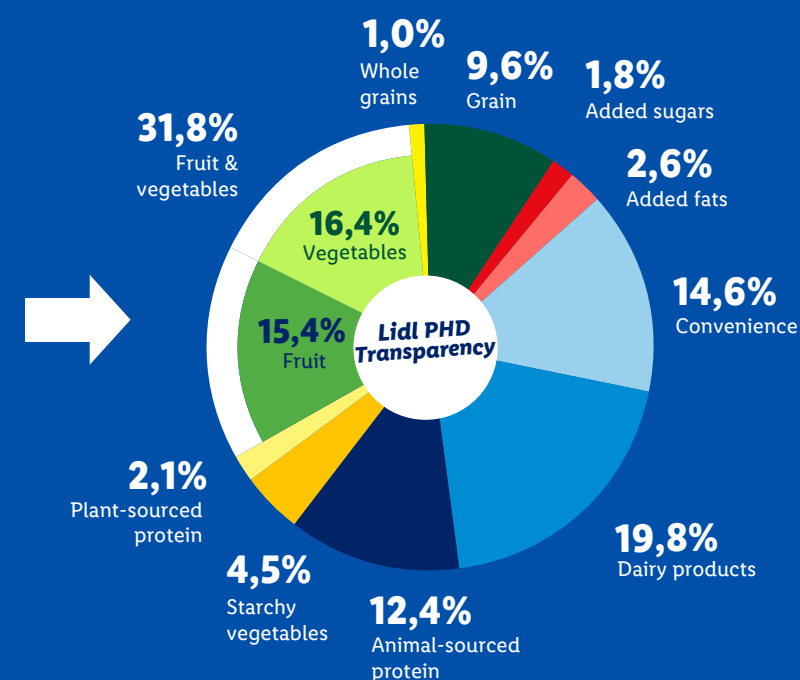
At Lidl Malta, we support this effort by gradually aligning our product offerings with the principles of this system. To do so, we measure the composition of our product range in a transparent and comparable way, constantly analyzing the ratio of plant-based to animal-based protein sources within our products.



THE PLANETARY HEALTH DIET (PHD) MODEL



THE COMPOSITION OF OUR PRODUCT RANGE IN 2024



These PHD principles have been integrated into our strategy for more mindful eating, which is built around three pillars. For us, promoting health means taking action on distinct yet interconnected levels: **expanding the availability of plant-**

based protein products while reducing the environmental impact of our product lineup, **transparently communicating information** about our foods, and ensuring the **highest level of food safety for every item on the shelf**.

With this in mind, we are expanding our range of plant-based and whole-grain products and are introducing new traceability standards for all categories of our food range.

OUR STRATEGY: IN LINE WITH THE PHD



FOR ALL AREAS OF THE STRATEGY, WE HAVE OUTLINED CLEAR KEY MILESTONES AND CROSS-CUTTING OBJECTIVES:

Share on sales

By 2024, we succeeded in increasing the share of plant-based foods¹⁶ sold in all Lidl countries by 2.6%. We aim to achieve a 20% increase by 2030 compared to 2023.

Whole grains

By 2030, we are committed to achieving a 10% share of whole grains nationwide within our own brand product assortment that contains grains. Additionally, by the same year, we will include at least one own brand product containing whole grains in all relevant product categories;

Balancing protein sources

By the end of 2025, animal-based protein sources accounted for 83.2% of our total product assortment (both fixed listing and promotional), while the remaining 16.8% of the assortment consisted of plant-based proteins in products. Our goal is to increase the share of plant-based protein sources to 20% by 2030.

¹⁵. By 2030, compared to the base year of 2023.

¹⁶. According to the Planetary Health Diet: legumes, nuts, seeds, whole grains, and fruits and vegetables; excluding potatoes (starchy vegetables).

Vemondo: Eating More Plant-Based Foods Becomes a Simple and Accessible Choice

At the heart of our strategy for mindful eating is our vegan-vegetarian Vemondo line. By constantly expanding our product range with new offerings, we are committed to making the consumption of plant-based products a simple, everyday practice that is accessible to everyone.

158

**VEMONDO PRODUCTS
IN THE ASSORTMENT
(BOTH FIXED LISTING AND
PROMOTIONAL) IN 2025**



INTERVIEW

Vemondo: Conscious choices without compromising taste

Maria Lovecchio
Chief Merchandising Officer,
Lidl Malta & Italy



How does a sustainability approach linked to the principles of the Planetary Health Diet (PHD) manifest in Lidl Malta's assortment?

My experience abroad gave me a deep respect for the value of food. Today, this respect has turned into a commitment to steer our tradition toward the future of nutrition, following the principles of the Planetary Health Diet. I'm not talking about turning our habits upside down, but about making the most of what our land offers best, while respecting nature's cycles. We are working on our assortment through subtraction and addition: we are reducing excess salt and sugar to add value with more legumes, whole grains, and plant proteins. Together with the Purchasing team, we want to work to protect our culinary tradition, because we are convinced that taste, health, and protecting the planet's resources can coexist in the same shopping cart.

The number of Vemondo products has grown year after year: what have you learned about customers' preferences regarding plant-based food?

Changing habits can be complex, but we have learned to guide people on this journey by focusing on curiosity rather than a sense of deprivation.

Consumers are showing growing awareness and a great willingness to experiment. They choose plant-based foods for ethical reasons or nutritional needs, without wanting to compromise on taste. That is why we expanded the Vemondo line with delicious desserts, frozen products, ready meals, and dairy alternatives, turning this alternative option into a pleasant daily discovery.

If you had to choose just one Vemondo product to put in the cart of a customer who doesn't know the brand yet, which one would it be and why?

If I have to choose just one, I have no doubt: Hummus. It is the perfect brand "ambassador" because it pleases every-

one: it is naturally plant-based, gluten-free, and lactose-free, bringing health and social sharing together in a single gesture. It represents the essence of the Vemondo brand: variety and access.





Food safety: a non-negotiable priority

Our customers' trust is the foundation of everything we do. We honor this responsibility by overseeing the entire supply chain

through a **UNI EN ISO 9001:2015**-certified management system. Food safety begins as early as the supplier selection phase and

is reinforced through key steps ensuring compliance with internationally recognized practices and standards, which include:



CERTIFICATIONS

Production sites for own brand products are certified according to the International Featured Standard for Food (IFS) or the British Retail Consortium (BRC); this applies to 100% of food production sites and 79% of near-food product facilities.



AUDITS

Regular and unannounced audits at production sites conducted by external certification bodies.



ANALYSES

All own brand products are tested by accredited laboratories, with testing frequency determined by a risk analysis.



INSPECTIONS

Compliance with specific values that are often more stringent than legal requirements. The limits are calculated based on various factors, such as potential health effects and the frequency of consumption.

Spotlighting Local Impact: Nourishing Young Minds

True health advocacy means ensuring that the most vulnerable members of our community are never left behind. To turn this belief into direct action, Lidl Malta proudly supports the "Nourishing Young Minds" initiative, a vital community programme run by the St Jeanne Antide Foundation. This essential campaign provides daily, nutritious lunch ingredients to dozens of vulnerable children across the islands who face food insecurity at

home. By backing this project, we help guarantee that these students head to school with the wholesome, fresh food they need to thrive. This partnership underscores our core conviction: promoting health is not just about what is sold on our shelves, but about directly fueling the well-being and education of Malta's future generation.



INTERVIEW

Sustaining Futures Beyond the Classroom

Miriam Grech
Family Support Worker,
St Jeanne Antide Foundation



The "Nourishing Young Minds" campaign ensures that children from vulnerable backgrounds go to school with a healthy lunch. From your daily work with these families, what difference does a secure, nutritious meal make to a child's concentration, readiness to learn, and overall experience in the classroom?

One of the most noticeable impacts we have seen is a reduction in absenteeism. Every school term, our social workers liaise with school heads and educators to gather feedback on the children participating in the programme. Knowing that they have a healthy lunch to take to school removes a significant source of anxiety for many families. Children no longer feel embarrassed or different from their peers because they arrive at school without food. Having access to a nutritious lunch not only supports their physical wellbeing and ability to concentrate in class, but also boosts their confidence, self-esteem, and overall school experience.

Providing these meals touches upon a very sensitive social issue. How does the foundation manage this project in a way that preserves the dignity of the families and children involved, making them feel supported rather than singled out?

A common misconception is that SJAF provides ready-made lunches. In reality, we provide families with the ingredients needed to prepare nutritious lunches at home. This approach is very important because it preserves the dignity of parents and empowers them to continue fulfilling their role as caregivers. Children see their parents preparing their lunches, which helps maintain a sense of normality, care, and family connection. Rather than feeling singled out, families feel supported and respected, while parents remain actively involved in meeting their children's needs.

Lidl's commitment to this programme runs continuously throughout the school year. How crucial is this steady, week-

in, week-out consistency for the foundation's logistics and for the peace of mind of the parents you support?

Lidl's ongoing commitment is absolutely vital to the success of this programme. In fact, had Lidl not increased its support, SJAF would have had to reconsider the way the project operates and may not have been able to continue providing lunch support at the current level. Consistency is essential, both for our planning and for the families who rely on this assistance.

This year, Lidl stepped in to provide several key items that had previously been donated by other supporters who were no longer able to continue their contributions. Knowing that these essential items will be available throughout the school year gives parents peace of mind and allows us to ensure that children continue receiving nutritious lunches without interruption.

14

**TOTAL NUMBER
OF FAMILIES SUPPORTED
FOR SCHOLASTIC
YEAR 25/26**

33

**TOTAL NUMBER OF
CHILDREN SUPPORTED
FOR SCHOLASTIC
YEAR 25/26**

5,775

**TOTAL NUMBER¹⁷
OF LUNCHES
FOR SCHOLASTIC
YEAR 25/26**

17. Following advocacy efforts with all four colleges, highlighting the need for this issue to be addressed at a national level, St Thomas More College responded by introducing its own lunch support programme for students benefiting from the Nourishing Young Minds Campaign who attend schools within the college (approximately 26 children). As a result, the number of lunches distributed through the campaign decreased compared to the previous scholastic year. Nevertheless, during the same period, three new families comprising four children began benefiting from the initiative, ensuring that support continued to reach those most in need.



ACTING FAIRLY

As a leading retailer across both our food and non-food assortments, we recognise that our operational strength is fundamentally tied to a deep sense of social responsibility. We manage the intricacies of global supply chains through a constantly evolving structure, allowing us to thrive in an environment defined by diverse stakeholders, complex regulations, and an increasing demand for complete transparency. Within this context, occupational health and safety, freedom of association, equal remuneration, and the absolute elimination of all forms of discrimination, child labour, and forced labour serve as the core pillars of our business principles.

Over the years, we have translated these ethical priorities into consistent, synergistic actions on two complementary fronts.

On the one hand, we directly invest in the growth and well-being of the **over 500 individuals** who make up our local workforce, a people-first strategy that has proudly earned Lidl Malta the prestigious **Top Employer certification, a voluntary private third-party HR audit program, for eight consecutive years**. On the other hand, we proactively monitor and advocate for the respect of human rights along the global supply chains from which a portion of the products on our Maltese shelves originate.

AT THE END OF FISCAL YEAR 2025, LIDL MALTA'S TEAM CONSISTED OF:



517
employees
85% Full Time
15% Part Time



41
different
nationalities
including **40%**
Maltese Employees



60%
Men
40%
Women

The Path towards Equity and Equal Opportunity

We have developed a set of policies and measures designed to support our employees during key stages of their careers: from **training** to, **professional growth** and on to **parenthood**. The year 2025 marked the achievement of significant milestones in each of these areas, confirming our commitment to continuous improvement.

equal pay for work of equal value, and fosters a safe, supportive corporate culture that balances professional and personal lives. By continuously meeting these stringent standards, we ensure that every single one of our 500+ team members is valued entirely on their merit, driving a fairer future for retail in Malta.

40%
OF WOMEN
IN MANAGEMENT

Certified for Equality

Our dedication to a fair and inclusive workplace is further validated by our official **Equality Mark Certification**, a public institutional standard awarded by the National Commission for the Promotion of Equality (NCPE) and proudly maintained by Lidl Malta since **2024**. This prestigious certification recognises our tangible commitment to gender equality and non-discrimination across all levels of our operation. It serves as independent verification that Lidl Malta actively implements equal opportunities in our recruitment and career development processes, enforces

3%
OF WHOM ARE
ON FT REDUCED
CONTRACTS



INTERVIEW

Meritocracy and Transparency in Retail Leadership



Corinne Marie Baldacchino
Training & Recruitment
Manager

Lidl Malta has successfully retained the NCPE Equality Mark certification. For someone looking at Lidl from the outside, this might just look like a logo on a website - but what does this certification actually mean for employees who are looking to join or grow within our team?

Joining Lidl Malta means entering a workplace where you don't have to fight for pay equity. The framework is already built into our DNA, ensuring you are respected, valued, and compensated fairly from the very moment you sign your contract. We don't believe in the old-school practice of hiding salaries or basing your offer on what you used to make at your last job.

We set clear expectations. We publish starting salaries on our job vacancies and list pay progression directly on your contract. Before you even submit an application, you know exactly what you are going to earn. By eliminating the secrecy around compensation, we build an immediate foundation of trust.

The retail sector has historically seen a gender imbalance in leadership roles. How does Lidl Malta ensure that female employees have an equal seat at the table, particularly when it comes to progression into store management, district management, and executive positions?

Having been a manager in the human resource department since 2019, I've experienced firsthand how Lidl Malta removes bias from career progression. Our promotion pathways rely on highly structured talent frameworks and identical performance metrics for everyone, ensuring that advancement into store, warehouse and office management is based strictly on merit rather than gender.

Furthermore, Lidl invests heavily in proactive mentorship and targeted development programs that actively identify and nurture high-potential female talent early in their careers. Over my years here, seeing more women step into key leadership roles—and now managing their training and development for these positions — has proven that the NCPE Equality Mark is a lived culture where capability and results are the only currencies that matter.

“

Capability and results are the only currencies that matter.



Lidl Malta's Human Resources Team

INTERVIEW

Motherhood and Career Growth: A Journey Built on Trust



Ritianne Caruana
Senior Accountant

As a female leader within the business, your career path is a direct reflection of Lidl's commitment to equal opportunity. Looking back at your own journey to management, how did Lidl's corporate culture and transparent progression paths empower you to take on this leadership role?

When I joined Lidl Malta in 2017 as a Junior Accountant, I knew I was stepping into an organization with a clear vision for its people. My journey since then has been a direct testament to that vision.

The true defining moment for me came when I returned from maternity leave. In many corporate cultures, stepping away to start a family can stall a woman's career trajectory. At Lidl, the experience was the exact opposite. In fact, upon returning, my development was fully supported, leading to my promotion to Assistant Account Manager and ultimately to my current role as Senior Accountant.

This experience proved to me that Lidl's commitment to equal opportunity isn't just a corporate slogan, it is actively practiced. In my case, this meant ensuring that motherhood and professional advancement are not mutually exclusive.

Lidl's progression paths are refreshingly transparent. From my early days as a Junior Accountant, I always knew exactly what skills and milestones were required to reach the next level. Lidl's transparent progression paths ensure that advancement is based entirely on merit and dedication.

Knowing that motherhood and professional growth can thrive side by side gave me the confidence to step into leadership.

I am proud that my journey stands as proof that life milestones never have to pause your professional potential.

There is often a misconception that balancing a demanding management role with a fulfilling personal or family life is an uphill battle. From your personal experience, how do Lidl's measures for work-life balance and inclusive culture help you thrive both in the workplace and outside of it?

There is indeed a common misconception that you have to choose between a demanding management role and a fulfilling family life. From my personal experience at Lidl Malta, the reality is that the two can beautifully coexist when supported by the right corporate culture.

As a Senior Accountant and a mother, I balance the rigorous demands of financial management with the responsibilities of a young family every single day.

Lidl's family-friendly measures, such as morning flexibility, smart working and a genuine emphasis on work-life harmony, provide the flexibility I need to be fully present for my family without compromising my professional goals. Of course, in finance there are naturally peak periods of the year where strict deadlines require longer hours, meaning I temporarily have to give more to work and less to family. This is where Lidl's inclusive culture truly makes a difference. The business recognizes these seasonal demands and counters them with the necessary trust and flexibility during calmer periods.

This supportive environment gives me the peace of mind to focus entirely on my team and my goals while at work, knowing that my personal milestones and family well-being are respected. Lidl's approach proves that with the right culture, balancing leadership and family isn't an uphill battle—it's an attainable, rewarding reality.





Putting Employee Well-being at the Forefront

Our commitment to our team goes far beyond standard workplace regulations; it is rooted in genuine care for the individual. A cornerstone of this approach at Lidl Malta is our dedicated Personnel

& Social Manager, a specialised role entirely focused on safeguarding employee well-being. Functioning as a confidential, and empathetic point of contact, the manager does his utmost to ensure that every team member has a supportive environment to turn to, whether facing personal hurdles or professional challenges. By actively promoting a healthy work-life balance, facilitating open communication, and offering direct guidance and

welfare support, this role ensures that our workforce is never just a number. It is this human-centric infrastructure that allows our over 500 colleagues to thrive, truly putting employee well-being at the absolute forefront of everything we do.

INTERVIEW

Nurturing Holistic Well-Being at Lidl Malta



Vittorio Camilleri
Personnel & Social Manager

Employee wellbeing is about much more than just a safe workplace; it encompasses mental, physical, and emotional health. How would you define Lidl's overall philosophy when it comes to supporting the holistic wellbeing of our teams?

Our core philosophy is rooted in the belief that our employees are our most indispensable asset. This commitment is

underscored by Lidl Malta's achievement of the Top Employer certification for eight consecutive years. Surpassing basic regulatory requirements, we foster a comprehensive cycle of wellbeing centered on three foundational pillars. We encourage wellness in both professional and personal spheres through practical benefits such as smart working options and complimentary health insurance. Our organisational culture is built on continuous personal

growth and equal prospects for every team member. We facilitate this through clear, open pay scales and annual talent review sessions, during which team members evaluate their growth with the option to explore potential career paths accessible via our company intranet. We also promote an inclusive environment where staff at all levels feel empowered to contribute their perspectives and insights.



HR360 serves as a specialised platform where the Personnel & Social Manager and the HR team offer direct assistance to employees for a variety of work-related matters. This proactive initiative involves visiting the workplace to actively help bridge the perceived distance between the head office and operational staff.

During these sessions, staff can obtain information regarding:

- Payslip details and payroll questions;
- Leave entitlements, including vacation and other absences;
- Career growth and professional development;

- Company-wide initiatives, social events, and welfare;
- Updates to contracts, work permits or personal details;
- Company policies and procedures.

These personal interactions offer a valuable opportunity for staff to connect with the HR team directly. By establishing a face-to-face interaction, employees can feel more comfortable when following up on subsequent enquiries via email or telephone.



TOTAL OF 24 HR 360 EVENTS ACROSS STORES



TOTAL OF 252 ONE-TO-ONE MEETINGS



TOTAL OF 7 HR 360 EVENTS AT THE WAREHOUSE



TOTAL OF 121 ONE-TO-ONE MEETINGS

Cultivating Mental Resilience

In **2025**, Lidl Malta launched a comprehensive mental health internal awareness campaign in collaboration with the **Richmond Foundation**, designed to foster a supportive and empathetic work environment across our entire operation:

- **Leadership Guidance:** Specialized workshops were delivered to all management personnel, equipping them with the tools to recognize early signs of distress, foster open dialogue, and direct team members to professional channels.
- **Open-Access Workshops:** Voluntary well-being sessions were opened up to all employees, creating a safe space to discuss stress management and self-care.

- **Tangible Support:** Co-branded trifold booklets filled with practical mental health toolkits and direct helpline resources were distributed across all work units to ensure confidential help is always at hand.



Credits and acknowledgements

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