

Lidl US Corporate Social Responsibility 2024 Report



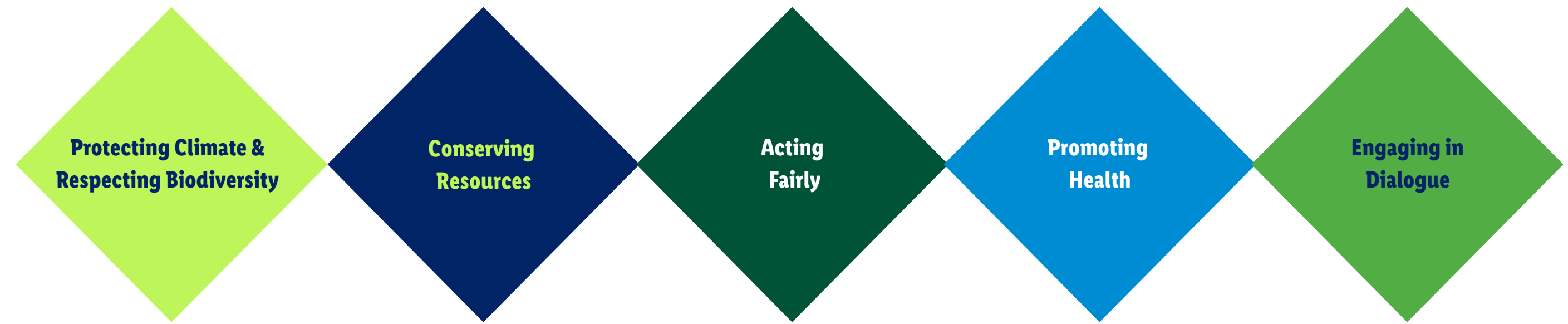
Lidl US Corporate Social Responsibility

Our Corporate Social Responsibility (CSR) strategy at Lidl US focuses on Protecting Climate, Conserving Resources, Respecting Biodiversity, Acting Fairly, Promoting Health, while Engaging in Dialogue. All of which are dedicated to achieving good for our planet and people.

We ensure the strength of this strategy by staying flexible and adjusting programs based on what best serves our CSR goals and our operations. The status shown here represents estimated progress that has been calculated using our internal measurement data.

“ Our mission is simple: deliver high-quality products at low prices to American consumers. As CEO of Lidl US, I am proud of the work we do everyday to provide value to our customers. Our CSR strategy is how we ensure that value is delivered to not only our customers, but the communities in which we operate. ”

– Joel Rampoldt, Lidl US CEO



Strategic Area of Action	Topic	Status <small>1 Exploring - 5 Implementing</small>
Protecting Climate		
Reduce Scope 1 & 2 greenhouse gas (GHG) emissions by 70% by 2030 (compared to 2019 baseline)	1.5 Degrees	•••••
Utilize only natural product cooling refrigerants at all new prototypical Lidl US stores and RDCs starting in 2023; and by 2026, Lidl US will evaluate its existing portfolio to define a natural product cooling refrigerants transition strategy	1.5 Degrees	••••
Implement electric vehicle (EV) charging infrastructure capabilities at 100% of Lidl US new, owned stores and RDCs beginning in 2025; and by 2027, Lidl US will further define an electrification strategy	1.5 Degrees	•
Transition 30% of Lidl US' fleet to new "clean vehicles" by 2035	1.5 Degrees	•
Conserving Resources		
Achieve 100% certified critical raw materials in Lidl US' private label products by 2025	Raw Materials	••••
Achieve zero waste by diverting a minimum of 90% from the landfill and/or incineration, for Lidl US' northern sales regions in first pilot by 2024	Circular Economy	•••••
Achieve zero food waste by diverting a minimum of 90% from the landfill and/or incineration, for Lidl US' northern sales regions in first pilot by 2024	Food Waste	•••••
Achieve 100% Lidl US store and RDC participation in our food donation program by 2025	Food Waste	•••
Acting Fairly		
Narrow the Lidl US mean gender pay gap to under 5% by 2030	Fair Remuneration	••
Implement charitable (customer) register campaigns at 100% of Lidl US stores by 2023	Corporate Citizenship and Local Development	•••••
Promoting Health		
Invest \$500,000 in nutrition education resources and healthy food product donations that support the youth of tomorrow by 2030	Conscious Nutrition	•
Engaging in Dialogue		
Provide four million training hours to further develop skills and prepare team members for career growth opportunities by 2030	Enabling	•••



Deep Dive: Conserving Resources

As is evident from our own five-pillared CSR strategy, **we focus on simple, impactful programs** that put people and our planet first at Lidl US.

We made incredible progress toward our goals in 2024. We will continue to seek ways to maximize the value we provide to our customers while helping our local communities fight food insecurity.

We have **three goals under our Conserving Resources pillar:**

Achieve zero waste by diverting a minimum of 90% from the landfill and/or incineration, for Lidl US' most northern sales regions as our first zero waste pilot by 2024.

Achieve zero food waste by diverting a minimum of 90% from the landfill and/or incineration, for Lidl US' most northern sales regions as our first zero food waste pilot by 2024.

Achieve 100% Lidl US store and RDC participation in our food donation program by 2025.

1.8 Million Pounds

of Food Donated to Local Feeding America Food Banks in 2024



Zero Waste

As of July 2023, Lidl US' most northern sales regions achieved its Zero Waste goal by diverting above the minimum 90% from the landfill and/or incineration; and maintained above target for all of 2024.

Zero Food Waste

As of August 2023, Lidl US' most northern sales regions achieved its Zero Food Waste goal by diverting at least 90% from landfill and/or incineration; and continues to maintain above target for all of 2024.

~65%

Stores Donating Food

Our overall average store participation rate hit 65% in 2024, paving the way for big things between Lidl US & our Feeding America food bank partners as we build toward 100% of our stores donating!