

EU CODE OF CONDUCT ON RESPONSIBLE FOOD BUSINESS AND MARKETING PRACTICES

KERRY GROUP – COMMITMENTS PROGRESS REPORT 2025
REPORT SUBMITTED ON 15 JULY 2026

Type of business/sector	Manufacturing of ingredients for further processing				
Sustainability dimension <i>(E.g., environmental, social)</i>	Code aspirational objective <i>(1-7)</i>	Individual commitments with baseline	Progress on KPIs and goals (qualitative and/or quantitative)	Additional information <i>(E.g. partnerships, geographical coverage, sharing best practices, links with other COM initiatives, with other reporting initiatives)</i>	Comments <i>(E.g. enablers, ideas on how to improve)</i>
Social	1.	Nutritional Reach: Kerry 2030 target is to reach over two billion people with sustainable nutrition solutions that contribute to and maintain good health for consumers and end-users.	In 2025, we expanded our reach with positive and balanced nutrition solutions to 1.46 billion people (2024: 1.36 billion), by expanding into new markets and developing regions, through customer partnerships and the availability of new technologies within our portfolio.	Kerry also continues to maintain a Taste & Nutrition portfolio of more than 80% positive and balanced nutrition. Kerry applies nutritional profile scoring to our products, which is then categorised into positive, balanced and poor nutrition. The revenue associated with each product is then categorised in the same way and the total of positive and balanced is then compared to the overall Taste & Nutrition revenue. Kerry progress towards our target is in line with expectations and is monitored by our Portfolio Council.	The approach to calculating our reach was developed in partnership with independent third parties and combines the outputs from our nutritional assessment with external market data and Kerry's business insight. Kerry uses a bottom-up model taking information by country and end use market and eliminate potential double counting through the application of statistical methods.

Environmental	2.	Food Waste Reduction: Kerry is committed to halving food waste across our operations and supporting our customers in reducing their food waste with sustainable solutions.	2025: A 54% (2024: 38%) reduction compared to Kerry's 2017 base year.	Kerry's goal to reduce food waste across Kerry Group's operations by 2030 is aligned with the global ambition under target 12.3 of the UN Sustainable Development Goals and our Better for Planet ambition.	Kerry continues to work with partners across the food industry to understand the drivers of food waste and ways to reduce it using food protection and preservation ingredients. Leveraging our 2023 consumer research with the support of our global insights team, Kerry identified key personas and their attitudes to waste, helping to develop better food preservation strategies. Kerry worked with the University of Georgia, USA, to validate our publicly available Kerry Food Waste Estimator, which provides information on initiatives for food waste prevention in our downstream value chain. The results were published in a peer-reviewed article in the journal Sustainability.
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Environmental	3.	Climate Action: Kerry 2030 target is for a 55% absolute reduction in Scope 1 and 2 (market-based) GHG emissions by 2030, compared to our 2017 base year. The target increases to a 90% reduction of emissions before 2050.	For Scope 1 and 2 carbon emissions in 2025, Kerry has achieved an absolute reduction of 52% (2024: 50%), compared with our 2017 base year.	Kerry's Scope 1 and 2 target to 2030 is science-based and verified by the Science Based Targets initiative (SBTi). Kerry also evolved our Scope 3 emissions targets, putting in place separate targets for Forest, Land and Agriculture (FLAG) and non-FLAG emissions in line with the guidance from the Science Based Targets initiative (SBTi). Kerry new 2030 Scope 3 targets, aligned to 1.5-degree pathway, has been submitted to SBTi for approval.	Kerry Climate Transition Plan outlines our path to net zero before 2050, highlighting key intervention areas and specific actions that will drive our global efforts to achieve our 2030 science-based targets and form the foundation of our long-term net zero journey.
Social	5.	Diversity, Inclusion and Belonging: Kerry is committed to achieving 35% representation of women in senior leadership roles by the end of 2025 and reaching equal gender representation in senior management by the end of 2030, whilst always ensuring that this is done in compliance with regional law and regulations.	At year end, 35% (2024: 35%) of senior leadership roles were held by female leaders. Having achieved our target of 35% by 2025, one year ahead of schedule, we continued to work to sustain and build on this progress. At the end of 2025, women held 41% (2024: 39%) of our senior management roles. We remain committed to achieving equal gender representation in senior management roles across Kerry's global footprint by the end of 2030.	It is Kerry's commitment to achieve our gender target, conducting strategic talent and succession reviews, and supporting employee-led initiatives and external partnerships in driving improved outcomes.	

For further information on Kerry's sustainability performance and progress versus our *Beyond the Horizon* strategy commitments, refer to our Kerry Group Annual Report (2025) – Link: [Kerry Group 2025 Annual Report](#).