

Data tables

Governance

| Scale of the organisation | 2021* | 2022 | 2023 |
|----------------------------------|-------|-------|-------|
| Total employees in workforce** | 4,538 | 7,535 | 7,896 |
| Employees working in factories** | 3,075 | 4,110 | 2,963 |
| Total employees by region | | | |
| <i>Austria</i> | 79 | 81 | 77 |
| <i>Belgium</i> | 39 | 35 | 47 |
| <i>Bosnia & Herzegovina</i> | 0 | 319 | 323 |
| <i>Croatia</i> | 0 | 977 | 1,073 |
| <i>Denmark</i> | 6 | 4 | 5 |
| <i>Finland</i> | 23 | 19 | 20 |
| <i>France</i> | 321 | 305 | 306 |
| <i>Germany</i> | 1,192 | 1,338 | 1,269 |
| <i>Hungary</i> | 0 | 8 | *** |
| <i>Ireland</i> | 402 | 407 | 406 |
| <i>Italy</i> | 448 | 481 | 449 |
| <i>Kosovo</i> | 0 | 29 | *** |
| <i>Macedonia</i> | 0 | 59 | *** |
| <i>Montenegro</i> | 0 | 96 | *** |
| <i>Netherlands</i> | 25 | 28 | 26 |
| <i>Norway</i> | 209 | 193 | 203 |
| <i>Portugal</i> | 25 | 28 | 27 |
| <i>Serbia</i> | 0 | 1,169 | 1,370 |
| <i>Slovenia</i> | 0 | 43 | 233 |
| <i>Spain</i> | 261 | 266 | 254 |
| <i>Sweden</i> | 155 | 214 | 162 |
| <i>Switzerland</i> | 0 | 80 | 88 |
| <i>United Kingdom</i> | 1,347 | 1,355 | 1,557 |
| <i>United States</i> | 1 | 1 | 1 |

*2022 and 2023 data includes our Adriatics business

**Data includes all full time and part time employees

***Data points are combined together under Serbia

| Governance | 2021 | 2022 | 2023* |
|---|------|------|-------|
| Confirmed incidents of corruption | 0 | 0 | 0 |
| Confirmed incidents in which employees were dismissed or disciplined for corruption | 0 | 0 | 0 |
| Confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption | 0 | 0 | 0 |
| Public legal cases regarding corruption brought against Nomad or its employees | 0 | 0 | 0 |
| Legal actions pending or completed during the reporting period regarding anti-competitive behaviour and violations or anti-trust and monopoly legislation | 0 | 0 | 0 |
| Number of whistleblower reports received | 2 | 0 | 12 |

*2023 data includes our Adriatics business

| Fish and seafood* | 2021 | 2022 | 2023 |
|---|------|------|------|
| MSC or ASC certified products across our global portfolio | 883 | 940 | 886 |
| Nomad Foods sales volume that is MSC or ASC labelled (%) | 95.5 | 96.5 | 98.2 |
| <i>Adriatics sales volume that is MSC or ASC labelled (%)</i> | - | - | 0 |
| <i>Nomad Foods total (including Adriatics) sales volume that is MSC or ASC labelled (%)</i> | - | - | 92.5 |
| Nomad Foods sales volume that is MSC labelled (%) | 95.6 | 96.5 | 98.2 |
| <i>Adriatics sales volume that is MSC labelled (%)</i> | - | - | 0 |
| <i>Nomad Foods total (including Adriatics) sales volume that is MSC labelled (%)</i> | - | - | 92.6 |
| Nomad Foods sales volume that is ASC labelled (%) | 89.9 | 82.6 | 96.6 |
| <i>Adriatics sales volume that is ASC labelled (%)</i> | - | - | 0 |
| <i>Nomad Foods total (including Adriatics) sales volume that is ASC labelled (%)</i> | - | - | 91.6 |
| Purchased fish and seafood volume that is MSC or ASC certified (%)* | 98 | 98.9 | 99.5 |
| % MSC certified | 98 | 99.0 | 99.5 |
| % ASC certified | 96 | 95.5 | 99.1 |
| Markets where Fish Provenance Tool has been implemented | 10 | 10 | 11 |

| Animal welfare | 2021 | 2022 | 2023 |
|---|---------|---------|---------|
| Purchased volume of animals by breed type (Tonnes) | 146,654 | 137,538 | 119,752 |
| Purchased volume that is fish and seafood (%) | 74.2 | 73.26 | 73.3 |
| Purchased volume that is poultry (%) | 17 | 17.5 | 17.7 |
| Purchased volume that is red meat (%) | 8.8 | 9.24 | 8.9 |
| Purchased volume of poultry from non-cage reared chickens (%) | 100 | 100 | 100 |
| Purchased volume of eggs from non-cage reared chickens (%) | 100 | 100 | 100 |

| Standard | Better Chicken Commitment | 2023 performance |
|----------------------------------|--|--|
| EU legislation | Comply with all EU animal welfare laws and regulations, regardless of the country of production | 100% compliant |
| Stocking density | Implement a maximum stocking density of 30kg/m2 or less | 25% of suppliers supply <30mk/m2 |
| Genetics | Adopt breeds that demonstrate higher welfare outcomes | We are reviewing the possibility to transition supply to slow grow. At present, Nomad Foods' supply of slow grow breeds is limited (5% of our supplier base). |
| Improved environmental standards | Cage free, LUX (50) and daylight requirements and access to enrichment | Cage free: 100% LUX: 70% LUX 20 –30 Daylight: 45% of our suppliers provide natural daylight to some of their birds and 35% of our suppliers provide more than 80% of birds with access to natural daylight Enrichment: 45% offer enrichment |
| Stunning method | Adopt controlled atmospheric stunning using inert gas or multi-phase systems, or effective electrical stunning without live inversion | 100% of birds are stunned prior to slaughter and in 2023, 35% of our suppliers used controlled atmospheric stunning |
| Third party auditing | Demonstrate compliance with the above standards via third-party auditing and annual public reporting on progress towards this commitment | Our survey shows that 45% of our suppliers are already compliant with one of the Nomad Foods accepted third party assurance schemes that we will be mandating between now and the end of 2025. Note, the schemes do not assure against all BCC standards – there are very few options for third party assurance against BCC currently. |

| Social impact of supply chain | 2021 | 2022 | 2023 |
|--|------|------|-------|
| Tier one direct suppliers registered and completed SAQ on Sedex (%) | 95 | 95 | 96 |
| Tier one direct suppliers risk-assessed using Sedex Risk Assessment tool (%) | 100 | 100 | 100 |
| New Tier one direct suppliers screened using social criteria (%) | 100 | 100 | 100 |
| Number of high risk suppliers* | - | 174 | 71 |
| Number of medium risk suppliers | - | 460 | 853 |
| Number of low risk suppliers | - | 377 | 167 |
| Number of suppliers audited | 131 | 125 | 41 |
| Total number of non-compliances | - | - | 235 |
| By type | | | |
| Critical | - | - | 9 |
| Major | - | - | 34 |
| By category | | | |
| Business Ethics | - | - | 4 |
| Children & Young Workers | - | - | 3 |
| Discrimination | - | - | 4 |
| Employment is freely chosen | - | - | 3 |
| Entitlement to work | - | - | 2 |
| Environment | - | - | 12 |
| Freedom of Association | - | - | 2 |
| Harsh Treatment | - | - | 7 |
| Health and safety | - | - | 115 |
| Management Systems | - | - | 14 |
| Regular Employment | - | - | 6 |
| Wages | - | - | 23 |
| Working Hours | - | - | 42 |
| Total number of high-risk suppliers supported in corrective action plan implementation | - | - | 41 |
| Total number of Tier one suppliers | - | - | 1,184 |
| Total number of significant suppliers in Tier one** | - | - | 138 |
| Percentage of total spend on significant suppliers in Tier one (%)** | - | - | 85 |

*Based on our supplier risk assessment methodology

**Significant suppliers are suppliers that are identified as having substantial risks of negative ESG impacts of significant business relevance to the company or a combination of both

Better Nutrition

| Health and nutrition | 2021* | 2022 | 2023 |
|---|-------|------|------|
| Percentage of total net sales from branded products assessed and classified as Healthier Meal Choices (%) | 91.5 | 93.3 | 93.9 |
| Percentage of total volume sales from branded products assessed and classified as Healthier Meal Choices (%) | - | 94.2 | 95.2 |
| Percentage of total net sales from branded Everyday Food products assessed and classified as Healthier Meal Choices (%) | - | 97.7 | 97.4 |
| Percentage of total volume sales from branded Everyday Foods products assessed and classified as Healthier Meal Choices (%) | - | 98 | 98.1 |
| Percentage of total net sales from branded Occasional Foods products assessed and classified as Healthier Meal Choices (%) | - | 57.2 | 64.2 |
| Percentage of total volume sales from branded Occasional Foods products assessed and classified as Healthier Meal Choices (%) | - | 58.1 | 67.9 |
| New product innovations that are assessed and classified as a Healthier Meal Choice (%) | 95 | 97 | 94 |
| Percentage of total net sales from nutritionally optimised non-HMC products as a % of total non-HMC net sales (%) | 9.5 | 6.6 | 10.1 |
| Percentage of total volume sales from nutritionally optimised non-HMC products as a % of total non-HMC net sales (%) | - | 8.1 | 11.5 |
| Percentage of total net sales from branded nutritionally optimised products (%) | - | 8.4 | 7 |
| Percentage of total volumes from branded nutritionally optimised products (%) | - | 7.5 | 6 |

*2021 data excludes Findus Switzerland

| Additives | 2021 | 2022 | 2023 |
|---|------|------|------|
| Branded products without flavour enhancers, artificial flavours and artificial colourants (%) | 98 | 99 | 99.4 |
| Food safety and quality | 2021 | 2022 | 2023 |
| Supplying sites within Nomad Foods supply chain operating to an international safety system (%) | 98 | 95 | 95 |
| Incidents concerning food safety and quality | 10 | 14 | 17 |

Better Operations

| GHG emissions | 2019 | 2021 | 2022 | | | | 2023 | | | |
|--|--------------------|--------------------|--------------------|--------------------|--------------------|-------------------|--------------------|--------------------|--------------------------------|-------------------|
| | Nomad Foods Legacy | Nomad Foods Legacy | Nomad Foods Legacy | Findus Switzerland | Adriatics business | Nomad Foods Total | Nomad Foods Legacy | Findus Switzerland | Adriatics business | Nomad Foods Total |
| Absolute emissions | | | | | | | | | | |
| Scope 1 GHG emissions (kilotons CO ₂ e) | 67.27 | 91.96 | 85.21 | 0.63 | 28.44 | 114.28 | 80.20 | 0.70 | 27.38 | 108.28 |
| Scope 2 GHG emissions market based (kilotons CO ₂ e) | 47.53 | 7.04 | 0.04 | 0.06 | 20.31 | 20.41 | 0.0 | 0.01 | 3.06 | 3.07 |
| Scope 2 GHG emissions location based (kilotons CO ₂ e) | - | - | - | - | - | - | 38.11 | 0.01 | 24.63 | 62.75 |
| Scope 3 GHG emissions (kilotons CO ₂ e) | 222.99 | 191.01 | 173.55 | 1.93 | 142.95 | 318.43 | 139.69 | 1.26 | 138.38 | 279.34 |
| Total GHG emission (kilotons CO ₂ e) | 337.8 | 290.0 | 258.80 | 2.62 | 191.70 | 453.12 | 219.89 | 1.97 | 168.82 | 390.68 |
| Emissions intensity | | | | | | | | | | |
| Scope 1 GHG emissions intensity (kgCO ₂ e per tonne of finished goods) | 126.0 | - | - | - | - | - | 164.9 | 165.5 | 341.4 | 187.5 |
| Scope 2 GHG emissions intensity market based (kgCO ₂ e per tonne of finished goods) | 88.0 | - | - | - | - | - | 0.0 | 3.1 | 43.2 | 4.9 |
| Scope 2 GHG emissions intensity location based (kgCO ₂ e per tonne of finished goods) | - | - | - | - | - | - | 77.3 | 3.1 | 412.6 | 112.6 |
| Scope 3 GHG emissions intensity (kgCO ₂ e per tonne of finished goods) | 400.5 | - | - | - | - | - | 273.6 | 240.0 | 1,676.7 | 442.5 |
| Total GHG emissions intensity market based (kgCO ₂ e per tonne of finished goods) | 614.5 | 479.6 | 467.8 | 553.3 | 2,092.8 | 668.8 | 438.5 | 408.6 | 2,061.3 | 634.9 |
| Supplier GHG emission targets | | | | | | | 2022 | | 2023 | |
| Percentage of top suppliers by emissions with own SBTs* | | | | | | | - | | 19.1% set validated targets | |
| | | | | | | | - | | 19.0% committed to set targets | |

*Excludes both Findus Switzerland and our Adriatics business



| Energy | 2021 | 2022 | | | | 2023 | | | |
|--|--------------------|--------------------|--------------------|--------------------|-------------------|--------------------|--------------------|--------------------|-------------------|
| | Nomad Foods Legacy | Nomad Foods Legacy | Findus Switzerland | Adriatics business | Nomad Foods Total | Nomad Foods Legacy | Findus Switzerland | Adriatics business | Nomad Foods Total |
| Total energy consumption, purchased or self-generated (kWh) | - | - | - | - | - | 540,713,274 | 7,373,417 | 59,059,080 | 607,145,771 |
| Total energy consumption from non-renewable sources, purchased or self-generated (kWh) | - | - | - | - | - | 377,032,922 | 7,373,417 | 24,427,591 | 408,833,930 |
| Total energy consumption from renewable sources, purchased or self-generated (kWh) | - | - | - | - | - | 163,680,352 | 0 | 34,631,489 | 198,311,841 |
| Total fuel consumption from non-renewable sources, broken down by fuel type (kWh) | 444,962,250 | 405,702,875 | 3,053,360 | 20,948,052 | 429,704,288 | 376,506,356 | 3,377,830 | 16,247,153 | 396,131,339 |
| Natural gas (%) | 97.6 | 95.8 | 99.9 | 90.9 | 95.6 | 88.8 | 99.99 | 89.9 | 89.0 |
| Diesel (%) | 0.7 | 2.5 | 0.0 | 5.9 | 2.6 | 6.5 | 0.0 | 7.2 | 6.4 |
| Petrol (%) | 0.0 | 0.0 | 0.01 | 0.1 | 0.01 | 0.02 | 0.01 | 0.05 | 0.02 |
| Propane (owned or controlled by Nomad Foods) (%) | 1.7 | 1.7 | 0.0 | 2.5 | 1.7 | 4.7 | 0.0 | 2.5 | 4.6 |
| LPG (%) | 0.0 | 0.0 | 0.0 | 0.6 | 0.03 | 0.0 | 0.0 | 0.3 | 0.01 |
| Total energy consumption from renewable sources, broken down by source* (kWh) | 154,777,593 | 166,813,086 | 0.0 | 0.0 | 166,813,086 | 163,414,442 | 0.0 | 34,631,489 | 198,045,931 |
| Wind (%) | 20.1 | 35.5 | 0.0 | 0.0 | 35.5 | 21.4 | 0.0 | 0.3 | 17.7 |
| Hydro (%) | 48.1 | 43.6 | 0.0 | 0.0 | 43.6 | 53.8 | 0.0 | 99.7 | 61.8 |
| Solar (%) | 2.8 | 2.8 | 0.0 | 0.0 | 2.8 | 4.4 | 0.0 | 0.0 | 3.6 |
| Biomass (%) | 25.7 | 14.5 | 0.0 | 0.0 | 14.5 | 6.8 | 0.0 | 0.0 | 5.6 |
| Unspecified / Other (%) | 3.3 | 3.6 | 0.0 | 0.0 | 3.6 | 13.6 | 0.0 | 0.0 | 11.2 |
| Total Scope 2 energy consumption by energy source (kWh) | 188,343,508 | 167,062,926 | 4,204,897 | 41,334,496 | 212,602,318 | 163,680,352 | 3,995,550 | 42,624,863 | 210,300,765 |
| Grid-supplied electricity generated from a variety of fuel mixes (%) | 17.7 | 0.0 | 100.0 | 85.6 | 18.6 | 0.0 | 100.0 | 8.3 | 3.6 |
| Renewable energy self-generated or purchased (%) | 82.2 | 99.9 | 0.0 | 0.0 | 78.5 | 99.8 | 0.0 | 81.2 | 94.2 |
| Purchased steam (%) | 0.0 | 0.0 | 0.0 | 14.4 | 2.8 | 0.0 | 0.0 | 10.4 | 2.1 |
| District heating from renewable sources (%) | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.2 | 0.0 | 0.0 | 0.1 |
| District heating (%) | 0.1 | 0.1 | 0.0 | 0.0 | 0.1 | 0.0 | 0.0 | 0.0 | 0.0 |

*Excludes biogas and wooden pellets for heating

| Waste and materials for re-use | 2021 | 2022 | | | | 2023 | | | |
|---|--------------------|--------------------|--------------------|--------------------|-------------------|--------------------|--------------------|--------------------|-------------------|
| | Nomad Foods Legacy | Nomad Foods Legacy | Findus Switzerland | Adriatics business | Nomad Foods Total | Nomad Foods Legacy | Findus Switzerland | Adriatics business | Nomad Foods Total |
| Volume of waste materials by waste type* (Tonnes) | 52,557 | 46,738 | 317 | 8,889 | 55,944 | 41,369 | 276 | 7,006 | 48,650 |
| Edible food waste (%) | 37.2 | 37.5 | 71.3 | 69.3 | 42.7 | 35.7 | 71.7 | 54.3 | 38.6 |
| Inedible food waste (%) | 27.3 | 27.7 | 0.0 | 1.6 | 23.4 | 28.1 | 0.0 | 2.8 | 24.3 |
| Packaging waste (%) | 26.1 | 25.7 | 11.6 | 19.8 | 24.7 | 27.2 | 31.3 | 23.1 | 26.5 |
| Rest of non-hazardous waste (%) | 9.2 | 8.6 | 16.0 | 7.7 | 8.5 | 8.7 | 14.7 | 9.4 | 8.9 |
| Hazardous waste (%) | 0.4 | 0.6 | 1.1 | 1.5 | 0.7 | 0.3 | 2.2 | 10.4** | 1.7 |
| Weight of hazardous waste by disposal method (Tonnes) | 186.3 | 263.0 | 3.5 | 133.7 | 400.1 | 104.4 | 6.0 | 727.8 | 838.2 |
| Closed loop (%) | - | - | - | - | - | 11.6 | 0.0 | 0.0 | 1.4 |
| Open loop (%) | - | - | - | - | - | 70.2 | 9.1 | 98.6 | 94.5 |
| Incineration for energy recovery (%) | - | - | - | - | - | 10.9 | 90.9 | 0.9 | 2.8 |
| Incineration without energy recovery (%) | - | - | - | - | - | 2.8 | 0.0 | 0.4 | 0.7 |
| Landfill (%) | - | - | - | - | - | 4.5 | 0.0 | 0.0 | 0.6 |
| Sewers (%) | - | - | - | - | - | 0.0 | 0.0 | 0.0 | 0.0 |
| Weight of non-hazardous waste by disposal method (Tonnes) | 52,371 | 46,463 | 314 | 8,752 | 55,529 | 41,265 | 270 | 6,278 | 47,812 |
| Closed loop (%) | 43.0 | 50.8 | 87.6 | 84.7 | 56.4 | 50.6 | 89.1 | 80.1 | 54.7 |
| Open loop (%) | 48.6 | 42.0 | 0.0 | 8.8 | 36.5 | 41.9 | 0.0 | 11.7 | 37.7 |
| Incineration for energy recovery (%) | 7.0 | 6.0 | 12.4 | 0.003 | 5.1 | 6.1 | 10.9 | 0.04 | 5.3 |
| Incineration without energy recovery (%) | 0.01 | 0.001 | 0.0 | 0.0 | 0.001 | 0.01 | 0.0 | 0.0001 | 0.01 |
| Landfill (%) | 1.4 | 1.2 | 0.0 | 6.5 | 2.0 | 1.4 | 0.0 | 8.2 | 2.3 |
| Sewers (%) | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Meal equivalents of food given to food banks (Meal equivalents) | 668,347 | 869,588.82 | 28,572.0 | n/a | 898,160.82 | 825,051.40 | 28,572.0 | 60,239.30 | 913,862.70 |
| Markets where Nomad Foods is engaged in reducing waste, e.g. through donations to food banks or charities | 11 | 12 | 1 | n/a | 13 | 13 | 1 | 2 | 16 |

*Edible food waste is food disposed of that was edible for human consumption prior to disposal. Inedible food waste covers materials arising from food or drink preparation that is not edible under normal circumstances (e.g., red cabbage stems, pea pods, leaves, potato peeling). Any materials that are repurposed for animal feed and surplus food (sent to food charities) are neither considered waste, nor included in waste reporting.

**Includes 710 tonnes of freezers.



| Water | 2021 | 2022 | | | | 2023 | | | |
|---|--------------------|--------------------|--------------------|--------------------|-------------------|--------------------|--------------------|--------------------|-------------------|
| | Nomad Foods Legacy | Nomad Foods Legacy | Findus Switzerland | Adriatics business | Nomad Foods Total | Nomad Foods Legacy | Findus Switzerland | Adriatics business | Nomad Foods Total |
| Volume of freshwater consumption by source (m³) | 5,956,822 | 4,920,606 | 34,547 | 641,659 | 5,596,812 | 4,344,728 | 36,025 | 553,517 | 4,934,270 |
| Well (%) | 69.4 | 67.0 | 0.0 | 76.3 | 67.6 | 63.1 | 0.0 | 75.7 | 64.1 |
| Municipality (%) | 30.6 | 33.0 | 100.0 | 23.7 | 32.4 | 36.9 | 100 | 24.3 | 35.9 |
| Volume of effluent water discharge (m³) | 4,431,797 | 3,900,972 | 27,642 | 569,564 | 4,498,178 | 3,445,645 | 28,826 | 512,475 | 3,986,946 |
| Volume of total net freshwater consumption (m³) | 1,525,025 | 1,019,633 | 6,905 | 72,095 | 1,098,634 | 899,083 | 7,199 | 41,042 | 947,324 |

| Packaging | 2021 | 2022 | 2023 |
|--|------|------|--------|
| Packaging material that is recyclable (%) | 90.4 | 96.5 | 95.86 |
| Primary packaging material that is made out of recycled and/or certified material (%) | 61.2 | 62.1 | 92.79 |
| Paper/Wood/Fibre packaging that is made out of recycled and/or certified material (%)* | - | - | 98.67 |
| Recycled content in all plastic packaging (%)** | - | - | 5.35 |
| Total weight of packaging reduced annually (Tonnes) | - | - | 124.73 |

*Data includes paper and wood fibre packaging at all levels (primary, secondary and tertiary)

**Data includes flexible and rigid plastic packaging at all levels (primary, secondary and tertiary)

| Employment health and safety | 2021 | 2022 | 2023 |
|--|------|------|------|
| Lost time injury frequency rate (Number of lost-time injuries per million hours worked) | | | |
| Nomad Foods managed factories (excluding our Adriatics business) | 8.1 | 4.4 | 5.8 |
| Nomad Foods managed factories (including our Adriatics business) | 8 | 6.5 | 5.9 |
| All supply chain operations (including our Adriatics business) | 8.3 | 7 | 5.9 |
| Number of fatalities as a result of work-related injury | | | |
| Nomad Foods managed factories (excluding our Adriatics business) | 0 | 0 | 0 |
| Nomad Foods managed factories (including our Adriatics business) | 0 | 1 | 0 |
| All supply chain operations (including our Adriatics business) | 0 | 1 | 0 |
| Rate of fatalities as a result of work-related injuries (Number of fatalities per million hours worked) | | | |
| Nomad Foods managed factories (excluding our Adriatics business) | 0 | 0 | 0 |
| Nomad Foods managed factories (including our Adriatics business) | 0 | 0.08 | 0 |
| All supply chain operations (including our Adriatics business) | 0 | 0.06 | 0 |
| Number of high consequence work-related injuries | | | |
| Nomad Foods managed factories (excluding our Adriatics business) | 609 | 463 | 269 |
| Nomad Foods managed factories (including our Adriatics business) | - | - | - |
| All supply chain operations (including our Adriatics business) | - | - | - |
| Rate of high consequence work-related injuries (Number of high consequence injuries per million hours worked) | | | |
| Nomad Foods managed factories (excluding our Adriatics business) | 17.2 | 11.4 | 10.4 |
| Nomad Foods managed factories (including our Adriatics business) | - | - | - |
| All supply chain operations (including our Adriatics business) | - | - | - |
| Number of total recordable work-related injuries (LTA and MTC) | | | |
| Nomad Foods managed factories (excluding our Adriatics business) | 71 | 39 | 50 |
| Nomad Foods managed factories (including our Adriatics business) | 102 | 77 | 74 |
| All supply chain operations (including our Adriatics business) | 131 | 105 | 93 |
| Rate of total recordable work-related injuries (Number of recordable injuries per million hours worked) | | | |
| Nomad Foods managed factories (excluding our Adriatics business) | 8.8 | 4.8 | 6.6 |
| Nomad Foods managed factories (including our Adriatics business) | 8.5 | 6.7 | 6.7 |
| All supply chain operations (including our Adriatics business) | 8.7 | 7.3 | 6.5 |

| Diversity, equity and inclusion | 2021 | 2022 | 2023 |
|--|------|------|------|
| Gender distribution amongst employees | | | |
| Female (%) | 36 | 31.9 | 36.3 |
| Male (%) | 64 | 68.2 | 67.7 |
| Gender distribution amongst employees by work level* – Female | | | |
| 1 (%) | 34 | 52.7 | 37.5 |
| 2 (%) | 46 | 46.3 | 48.2 |
| 3 (%) | 36 | 35.7 | 37.7 |
| 4–7 (%) | 28 | 25.3 | 29.2 |
| Gender distribution amongst employees by work level* – Male | | | |
| 1 (%) | 66 | 47.3 | 62.5 |
| 2 (%) | 54 | 53.7 | 51.8 |
| 3 (%) | 64 | 64.3 | 62.3 |
| 4 –7 (%) | 72 | 74.7 | 70.8 |
| Age distribution amongst employees | | | |
| Under 30 years old (%) | 12.1 | 15.4 | 13.5 |
| 30 –50 years old (%) | 50.5 | 49.1 | 47.2 |
| Over 50 years old (%) | 36.5 | 35.5 | 39.3 |
| Number of employees who have attended inclusive hire training | 164 | 132 | 140 |

*Examples of roles at each work level (WL): WL1 & WL2 = e.g., administration, factory worker, professional junior manager; WL3 = e.g., Manager, Head of; WL4-7 = e.g., Executive Committee and Enterprise Leadership Team

Assurance Statement

The following sentence can be used in your sustainable report:



"The reported total CO₂eq emissions of **Nomad Foods** were confirmed with **reasonable assurance** by GUTcert, an accredited verification body and member of the AFNOR Group. The scope of GUTcert's verification includes scope 1, scope 2 and scope 3 of the Greenhouse Gas Protocol "A Corporate Accounting and Reporting Standard" and GUTcert's procedure is based on ISO 14064 –3:2020 –05, taking into account ISO 14064 –1:2019 –06 and ISO TR 14069:2013 –05."

Berlin, 18 April 2024
GUTcert GmbH



David Kroll



Frank Blume

GRI index

| GRI Standard | Description | Location |
|--|--|--|
| 2-1 [Organisational details] | Legal name of the organisation | Annual report |
| | Nature of ownership and legal form | Annual report |
| | Location of headquarters | Nomad Foods overview |
| | Countries of operation | Nomad Foods overview |
| 2-2 [Entities included in the organisation's sustainability reporting] | Entities included in sustainability reporting | ESG regulation and reporting |
| | Approach to consolidating information across multiple entities | ESG regulation and reporting |
| 2.3 [Reporting period, frequency and contact point] | Reporting period | ESG regulation and reporting |
| | Contact point | Back page |
| 2.5 [External assurance] | External assurance | ESG regulation and reporting |
| 2.6 [Activities and workers] | Sector | Nomad Foods overview |
| | Value chain | Nomad Foods overview |
| | Business relationships | Sustainability risk and resilience |
| 2.7 [Employees] | Total number of employees | Data tables |
| 2.9 [Governance structure and composition] | Governance structure | Sustainability governance |
| | Gender composition of the highest governance body | Diversity, equity and inclusion |
| 2-12 [Role of the highest governance body in overseeing the management of impacts] | Role of the highest governance body and senior executives | Sustainability governance |
| 2-10 [Nomination and selection of the highest governance body] | Nomination and selection of the highest governance body | Annual report |
| 2-11 [Chair of the highest governance body] | Chair of the highest governance body | Annual report |
| 2-13 [Delegation of responsibility for managing impacts] | Delegation of responsibility for managing impacts | Sustainability governance |
| 2-20 [Process to determine remuneration] | Process to determine remuneration | Annual report |
| 2-22 [Statement on sustainable development strategy] | Statement on sustainable development strategy | CEO foreword |
| | | Sustainability strategy |
| 2-23 [Policy commitments] | Policy commitments for responsible business conduct | Sustainability governance Code of Business Principles Supplier Code of Conduct |
| 2-24 [Embedding policy commitments] | Embedding policy commitments for responsible business conduct | Sustainability governance |
| 2-26 [Mechanisms for seeking advice and raising concerns] | Mechanisms for seeking advice and raising concerns | Sustainability governance |
| 2-29 [Approach to stakeholder engagement] | Approach to stakeholder engagement | Sustainability stakeholder engagement process |

| Material topics | Description | Location |
|---|--|--|
| GRI 3: Material Topics 2021 | | |
| 3 –1 [Process to determine material topics] | Process to determine material topics | Approach to materiality |
| | Stakeholders and experts informing process to determine material topics | Approach to materiality |
| 3 –2 [List of material topics] | List of material topics | Approach to materiality |
| | Change to material topics | Approach to materiality |
| Sector specific disclosures | Description | Location |
| GRI 205: Anti-corruption 2016 | | |
| 3 –3 | Management approach | Anti-bribery and corruption |
| 205 –3 | Confirmed incidents of corruption and actions taken | Data tables |
| GRI 205: Anti-competitive behaviour 2016 | | |
| 3 –3 | Management approach | Sustainability governance |
| 206 –1 | Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices | Data tables |
| GRI 207: Tax 2019 | | |
| 207 –1 | Approach to tax | Sustainability governance Annual report |
| 207 –2 | Tax governance, control and risk management | Sustainability governance Annual report Tax Policy |
| GRI 301: Materials 2016 | | |
| 3 –3 | Management approach | Packaging Data tables |
| 301 –2 | Recycled input materials used | Packaging |
| GRI 302: Energy 2016 | | |
| 3 –3 | Management approach | Climate change and greenhouse gases Data tables |
| 302 –1 | Energy consumption within the organisation | Climate change and greenhouse gases Data tables |

| Sector specific disclosures | Description | Location |
|--|---|---|
| GRI 303: Water and effluents 2018 | | |
| 3 –3 | Management approach | Waste and water Data tables Environment Policy |
| 303 –5 | Water consumption | Waste and water Data tables |
| GRI 305: Emissions 2016 | | |
| 3 –3 | Management approach | Climate change and greenhouse gases Data tables |
| 305 –1 | Direct (Scope 1) GHG emissions | Climate change and greenhouse gases Data tables |
| 305 –2 | Energy indirect (Scope 2) GHG emissions | Climate change and greenhouse gases Data tables |
| 305 –3 | Other indirect (Scope 3) GHG emissions | Climate change and greenhouse gases Data tables |
| 305 –4 | GHG emissions intensity | Climate change and greenhouse gases Data tables |
| 305 –5 | Reduction of GHG emissions | Climate change and greenhouse gases Data tables |
| GRI 306: Waste 2020 | | |
| 3 –3 | Management approach | Waste and water Data tables Environment Policy |
| 306 –2 | Management of significant waste related impacts | Waste and water Packaging |
| 306 –3 | Waste generated | Data tables |
| 306 –4 | Waste diverted from disposal | Waste and water Data tables |
| 306 –5 | Waste directed to disposal | Waste and water Data tables |

| Sector specific disclosures | Description | Location |
|--|---|--|
| GRI 403: Occupational health and safety 2018 | | |
| 3 –3 | Management approach | Employee health, wellbeing and development Data tables |
| 403 –5 | Worker training on occupational health and safety | Employee health, wellbeing and development |
| 403 –7 | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | Employee health, wellbeing and development |
| 403 –9 | Work-related injuries | Employee health, wellbeing and development Data tables |
| GRI 404: Training and education 2016 | | |
| 3 –3 | Management approach | Employee health, wellbeing and development Data tables |
| 404 –2 | Programmes for upgrading employee skills and transition assistance programmes | Employee health, wellbeing and development |
| GRI 405: Diversity and equal opportunity 2016 | | |
| 3 –3 | Management approach | Diversity, equity and inclusion Data tables |
| 405 –1 | Diversity of governance bodies and employees | Diversity, equity and inclusion Data tables |
| GRI 414: Supplier social assessment 2016 | | |
| 3 –3 | Management approach | Social impact of supply chain Data tables Code of Business Principles Supplier Code of Conduct |
| 414 –1 | New suppliers that were screened using social criteria | Diversity, equity and inclusion Data tables |
| GRI 416: Customer health and safety 2016 | | |
| 3 –3 | Management approach | Food safety and quality Data tables |

| Other material topics | Description | Location |
|---|---------------------|--|
| Sourcing: Fish and seafood | | |
| 3 –3 | Management approach | Fish and seafood Data tables Fish and Seafood Sourcing Policy |
| Sourcing: Agriculture | | |
| 3 –3 | Management approach | Agriculture Data tables Agriculture Policy Soy Policy Palm Oil Policy |
| Sourcing: Animal welfare | | |
| 3 –3 | Management approach | Animal welfare Data tables |
| Nutrition: Health and nutrition | | |
| 3 –3 | Management approach | Health and nutrition Data tables Nutrition Policy |
| Nutrition: Additives | | |
| 3 –3 | Management approach | Additives Data tables |
| Nutrition: Alternative protein | | |
| 3 –3 | Management approach | Alternative protein |
| Nutrition: Responsible marketing | | |
| 3 –3 | Management approach | Responsible marketing |