



2023

CYPRUS

A BETTER
TOMORROW

SOCIOECONOMIC IMPACT ASSESSMENT





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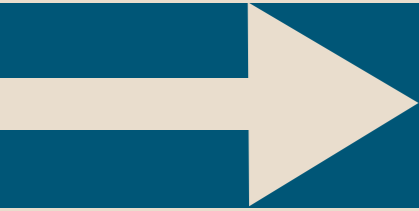
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SOCIOECONOMIC IMPACT ASSESSMENT



At Lidl Cyprus...



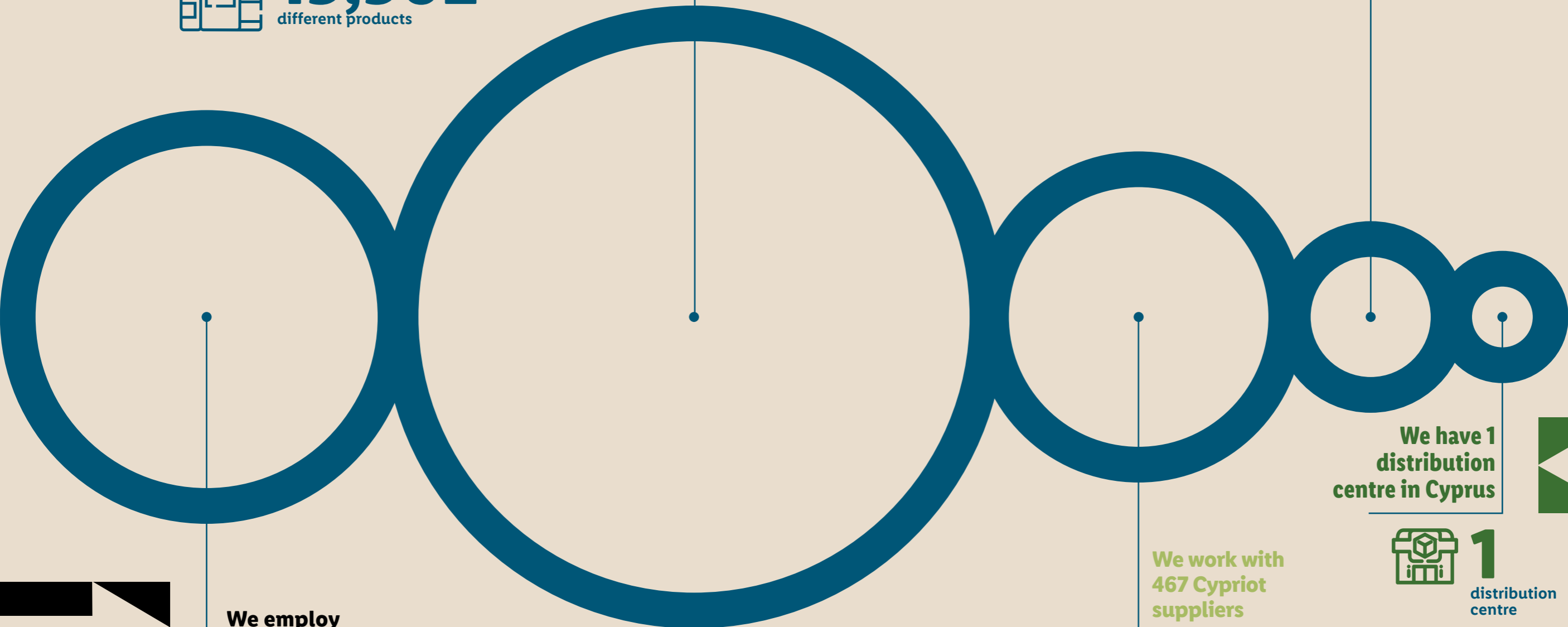
We offer a total of 15,562 different products through our stores

 **15,562**
different products



We have 20 stores in Cyprus

 **20**
stores in Cyprus



We employ 631 employees

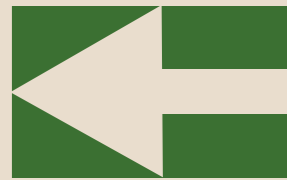
 **631**
employees

We have 1 distribution centre in Cyprus

 **1**
distribution centre

We work with 467 Cypriot suppliers

 **467**
suppliers and service providers



Creating value for the Cypriot economy



Contribution to **GDP**
€ 133 millions

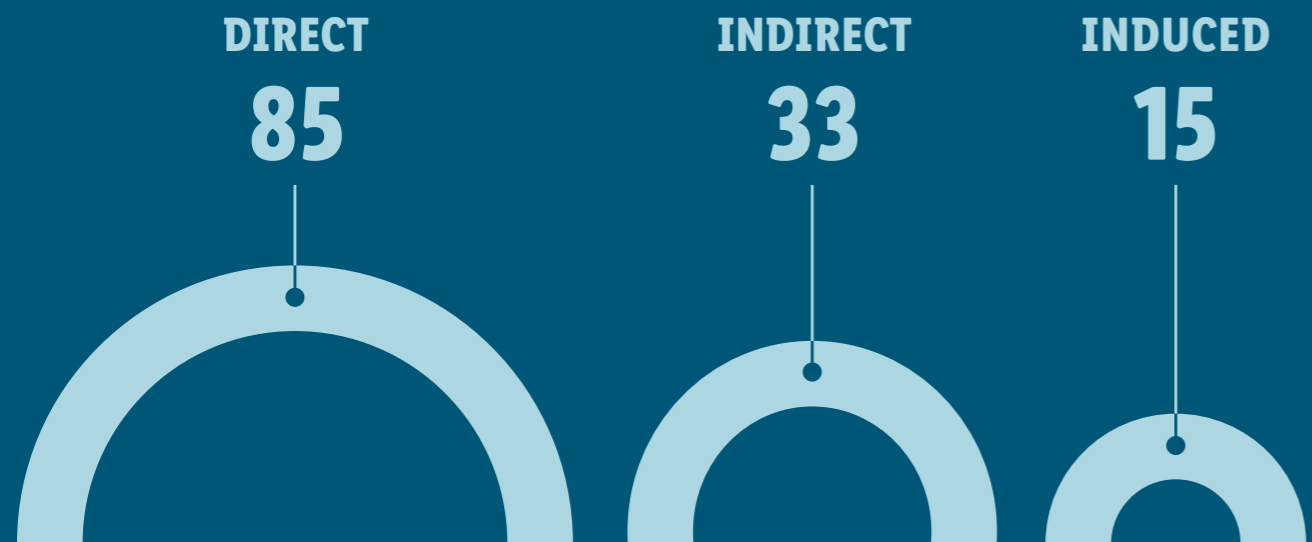
0.51 %

Our total contribution to GDP in **2023** amounts to **€133 millions**

and corresponds to **0.51%** of the **country's GDP**.



GROSS VALUE ADDED (effect in €mn)



TOTAL
133

€ 1

For every **€1** of our **direct contribution to GDP**,

€ 0.6

an additional **€0.6 of added value** is generated throughout the **Cypriot economy**.

Contribution to employment in Cyprus



Creation and support of **jobs**
1,997

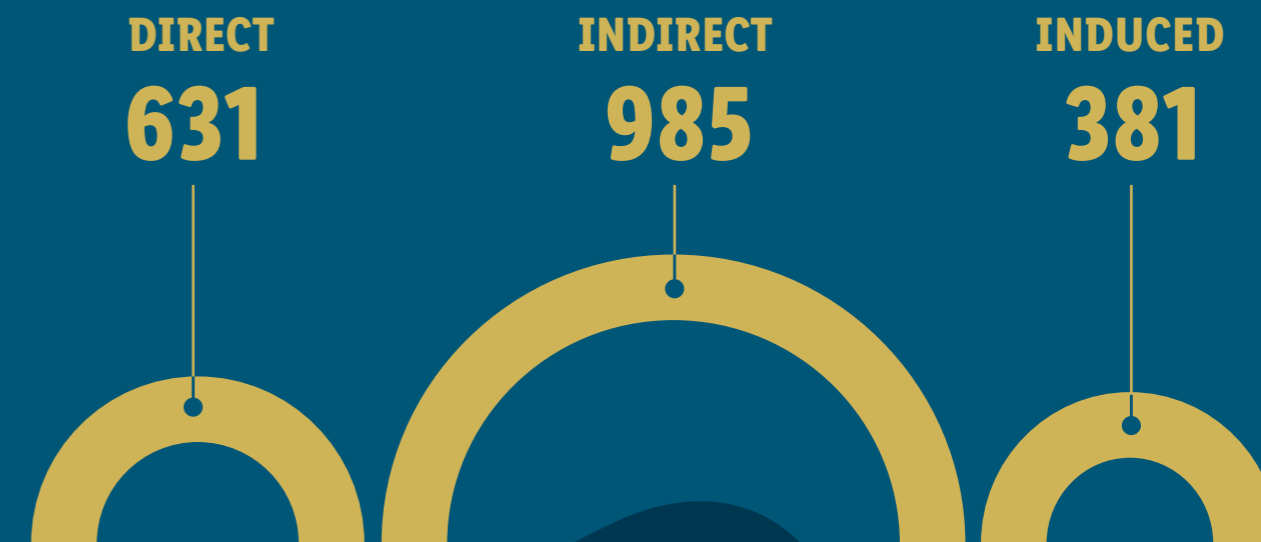
0.42 %

The **total contribution to employment** for **2023** amounts to **1,997 jobs**

which corresponds to **0.42%** of the **country's total employment**.



IMPACT ON EMPLOYMENT (JOBS)



TOTAL
1,997

1

Every **direct job** we create

2.2

supports **2.2 additional jobs** throughout the **Cypriot economy**.



The **income** from the **total jobs**

5,192

supports **5,192 people**.

Contribution to state revenue in Cyprus



Generation of **government taxes**

€ 23 millions

0.18 %

€23 millions in total tax revenues for the state are generated by our activity,

accounting for 0.18% of total state tax revenues.



GOVERNMENT TAXES 2023 (effect € mn)

DIRECT

INDIRECT

INDUCED

5

12

6

TOTAL
23

€ 1

€ 3.11

For every €1 of our direct contribution to public revenues,

an additional €3.11 of revenue is generated throughout the Cypriot economy.

Support for Cypriot Suppliers



Export figures

Lidl Cyprus contributes to the growth of employment and various sectors of the Cyprus economy by **promoting and supporting products from Cypriot suppliers**. This promotion extends not only nationally but also internationally through Lidl's extensive network of stores in other countries.

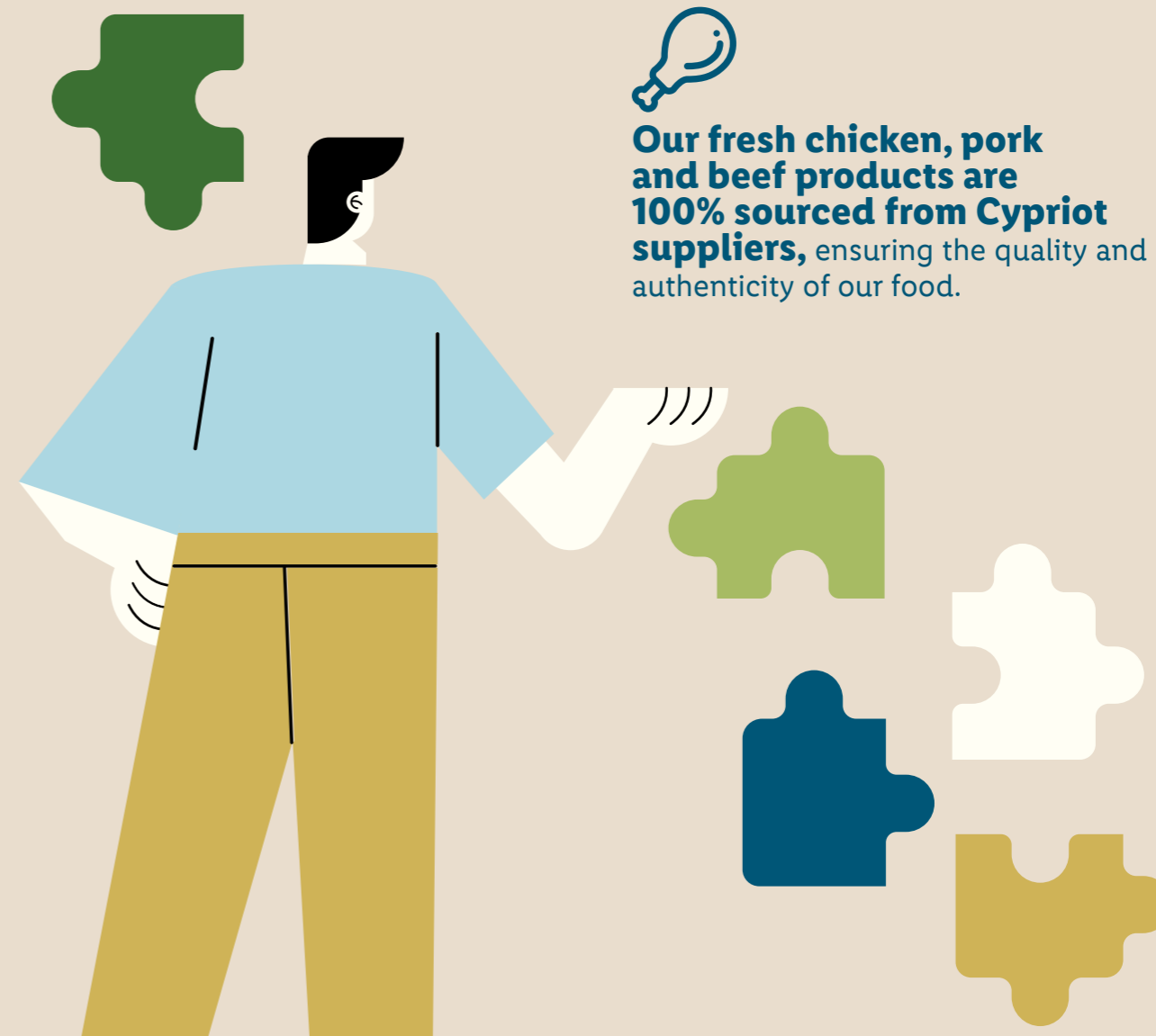
Key Facts for Cypriot Suppliers



More than **90 Cypriot suppliers** collaborate with us, **17 of whom** have been with us since the beginning of our journey.



Our fresh chicken, pork and beef products are **100% sourced from Cypriot suppliers**, ensuring the quality and authenticity of our food.



Product Category



Fruits & Vegetables

>55 %

Over 55% of our fruits and vegetables sales turnover



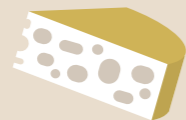
comes from Cypriot suppliers.

>120

Our customers can choose from **more than 120 fruit and vegetable products** every day in our stores.



Dairy products



10

We collaborate with **10 Cypriot suppliers** for dairy and cheese products.



>260

Our stores offer **over 260 dairy and cheese items**, covering to a wide range of tastes.



Data for 2023

3,174

Total number of fixed range products



27.1 mn

Total exports 27.1 million

25 countries

to 25 countries

23.5 mn

Including 23.5 million



in haloumi exports

Quality Assurance



>0,5 mn

Lidl Cyprus is continuously investing in quality assurance, with a total expenditure of over half a million euros for 2023.

This investment ensures that every product on our shelves meets the highest standards of quality and safety.



At Lidl Cyprus, we remain committed to supporting our Cypriot suppliers, fostering the **sustainability** and **growth of the local economy**.



We move responsibly towards a better tomorrow



We recognize our role across the value chain and are committed to actions aligned with ESG criteria, contributing to the UN Sustainable Development Goals. Our actions and goals are built around six strategic pillars under the triple bottom line of “Good for our planet”, “Good for people”, “Good for you”, creating positive impact for all.

At Lidl Cyprus, our Corporate Responsibility strategy is fully integrated into our broader business strategy, grounded in the values of sustainability and responsibility.

€ 493,800



In 2023 we allocated **€493,800** in total investments in sponsorships, cash donations and social and environmental spending, of which:

€ 464,800

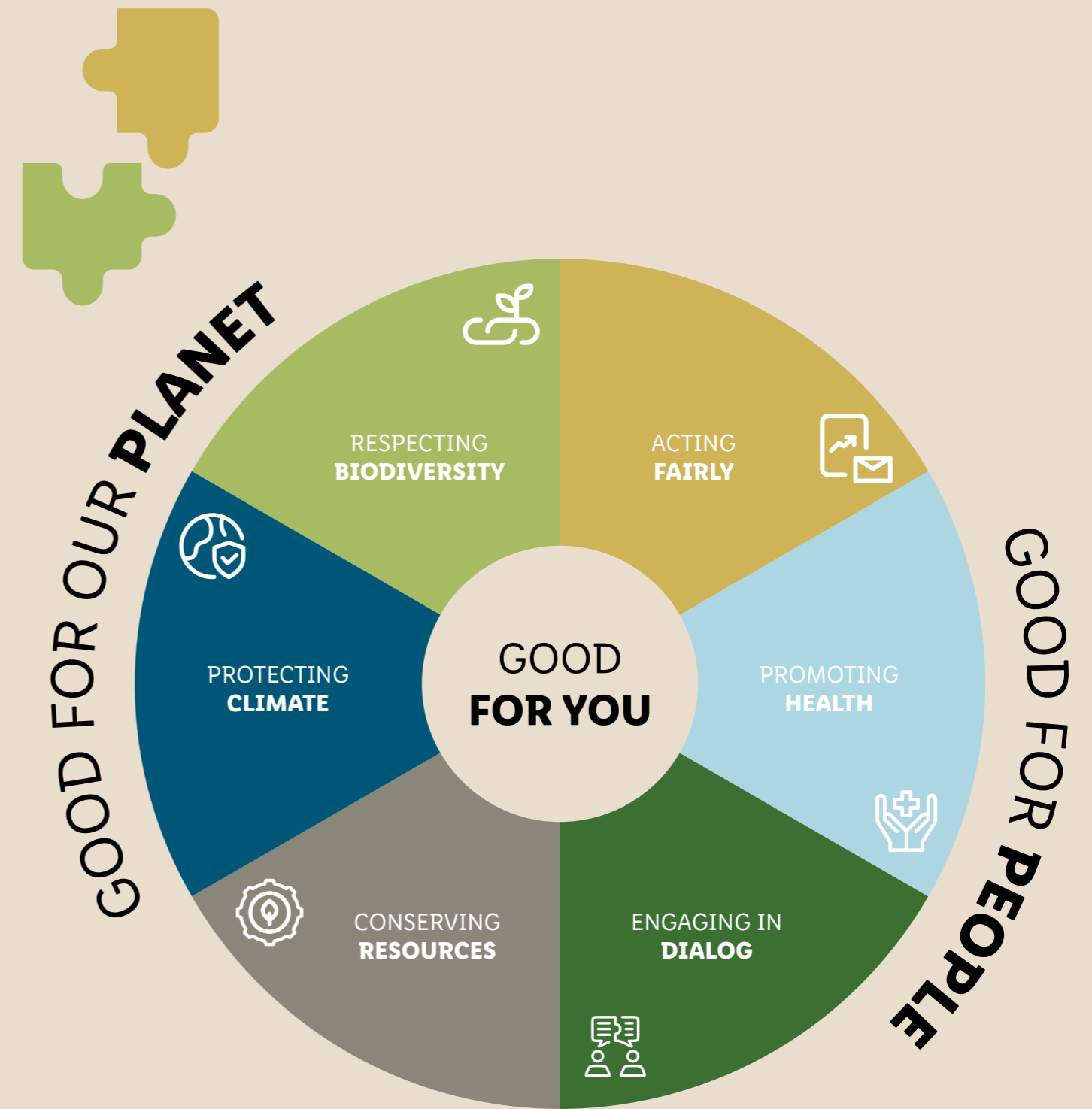


Investments in **social** and **environmental** actions

€ 29,000



Value of the **product offerings**



Good for our planet



At Lidl Cyprus, we are committed to doing our best for the environment, aiming to create a sustainable future. We set ambitious environmental

targets, which we continuously monitor and evaluate, applying practices that reduce our environmental footprint while raising consumer awareness.



NET-ZERO STRATEGY BY 2050



RESET PLASTIC STRATEGY 2025



MIND RESET TRAINING PROGRAMME



SUPPORT OF THE CENTRE FOR STUDIES AND RESEARCH "AKTI"



SCIENCE BASED TARGETS



Climate protection as a strategic pillar



Climate protection is one of the six key strategic pillars of Lidl Cyprus. In 2020, as a member of the Schwarz Group, we joined the "Science Based Targets" initiative, committing to adopting science-based climate goals. Through this initiative, we aim to encourage our suppliers - who are responsible for 75% of product-related emissions - to set their own climate targets by 2026.



Net-Zero Strategy by 2050

Our **Net-Zero strategy** establishes clear targets, by adopting measures aimed at preventing, reducing or offsetting CO2 emissions. We have also developed a comprehensive action plan to reduce both direct and indirect emissions, while continuing to implement initiatives that have an immediate positive impact on the climate and contribute to sustainable development.



REset Plastic Strategy 2025

Our plastic strategy, "REset Plastic 2025", involves 5 action areas - REduce, REdesign, REcycle, REMove and Research. Through this strategy, we commit to adopting best practices. As one of the largest food retailers, we recognize our responsibility to the environment and aim to reduce plastic use by 30% by 2025. In addition, we are increasing the average recycled plastic content of our private label product packaging to 25%.





Mind REset Training Programme

Lidl Cyprus plays an active role in raising awareness and educating young people on environmental issues through the **Mind REset** educational programme. In collaboration with the non-profit organisation **Junior Achievement Cyprus** and the **Ministry of Education, Sports and Youth**, Lidl Cyprus encourages children to engage in environmental protection, fostering critical thinking, innovation and entrepreneurship. As part of the programme, students create a virtual business aimed at reducing the use of plastic in their daily lives.

For the 2023-2024 school year, **Mind REset** has attracted **3,063 students** aged 10-14 years and **154 teachers** from 68 schools. Since the program's launch in 2021, more than **9,000 students** from 140 schools have benefited from this enriching experience.

Support for the Centre for Studies and Research "AKTI"

For the 3rd consecutive year, Lidl Cyprus supports the Centre for Studies and Research "AKTI" in its mission to detect and study microplastics on Cyprus' coasts. This collaboration focuses on conserving natural resources and protecting the environment.



Through hands-on educational activities, the AKTI team raises awareness and mobilizes citizens to address the problems caused by marine pollution.

This year, the programme visited 70 schools across all cities, educating 10,389 students about the effects of marine pollution and microplastics on health, as well as the actions that every responsible citizen can take.

As part of this cooperation, the following activities were carried out:



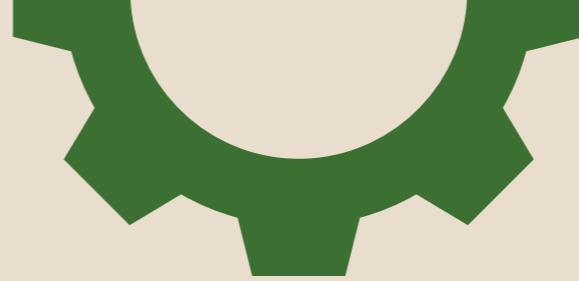
• **5 underwater clean-ups** with **132 volunteer divers**.



• **12 beach clean-ups** involving **1,287 volunteers**.



In total, **4 tonnes of litter** were collected, contributing to the preservation and protection of the marine environment.



Lidl Cyprus remains committed to promoting environmental awareness and encouraging youth participation in actions that protect our environment. Through educational programmes and partnerships, we are working towards a better and more sustainable future for all.

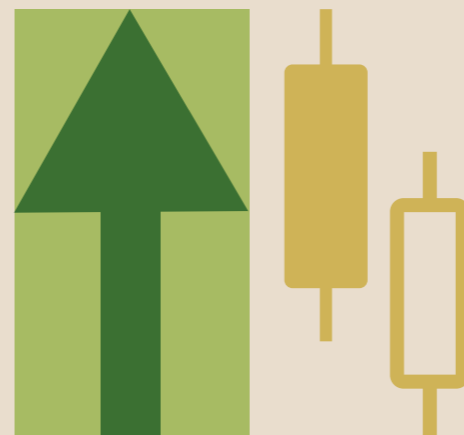
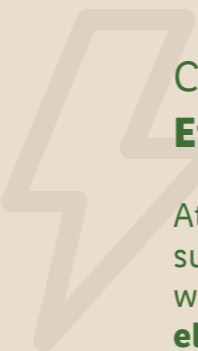
Commitment to Renewable Energy Sources

At Lidl Cyprus, we continue to support green energy, and in 2023, we proudly used **100% renewable electricity** across all our facilities. By continuously investing in renewable energy, we are steadily expanding the installation of photovoltaic systems and electric vehicle charging stations in all our stores and warehouses. These initiatives are part of our ongoing efforts to reduce our carbon footprint. In 2023, five of our stores, along with our logistics center in Larnaca, were equipped with photovoltaic systems on their roofs.

In addition, we are prioritizing the installation of **electric vehicle charging stations** at both our offices and stores. So far, we have installed charging stations at four stores, with plans to expand to all remaining stores by 2025.

Sustainability as a key pillar

Sustainability is a core pillar of our strategy, and through these initiatives we aim to minimize the environmental impact of our activities. We actively contribute to environmental protection because it is "Good for our Planet".





Good for people

At Lidl Cyprus, caring for our fellow human beings is a top priority. Every day we strive to contribute to a better and more sustainable future for all, by enhancing living and working conditions, while addressing modern social needs.

We support organizations and charities through products, sponsorships, and donations, because **the well-being of society is non-negotiable for us.**



SUPPORT OF THE CYPRUS ANTI-CANCER SOCIETY



SUPPORT OF THE "ARODAFNOUSA" PALLIATIVE CARE CENTRE



SUPPORT FOR THE CYPRUS RED CROSS



SUPPORT FOR NUMEROUS PUBLIC BENEFIT ORGANISATIONS

Actions in support of the **Cyprus Anti-Cancer Society & the "Arodafnousa" Palliative Care Centre**

As part of the decade-year partnership, **Lidl Cyprus** continued its support for the **Cyprus Anti-Cancer Society** in 2023. This year, the company sponsored two major concerts titled **"200 KITHARES for the Cyprus Anti-Cancer Society!"**, with the goal of raising funds for the Society's important work. In addition, for ten consecutive years, Lidl Cyprus has been fully funding the Food Programme of the **"Arodafnousa" Palliative Care Centre** as well as the costs of two rooms in the Centre.

In 2023, through a special Christmas campaign, Lidl Cyprus presented a cheque **worth €110,000** to the Cyprus Anti-Cancer Association. The company's total contribution to the Cancer Association exceeds **€1,000,000**, highlighting its continuous support for people affected by cancer.

Support for the **Cyprus Red Cross**

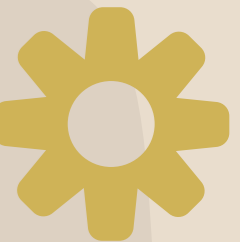
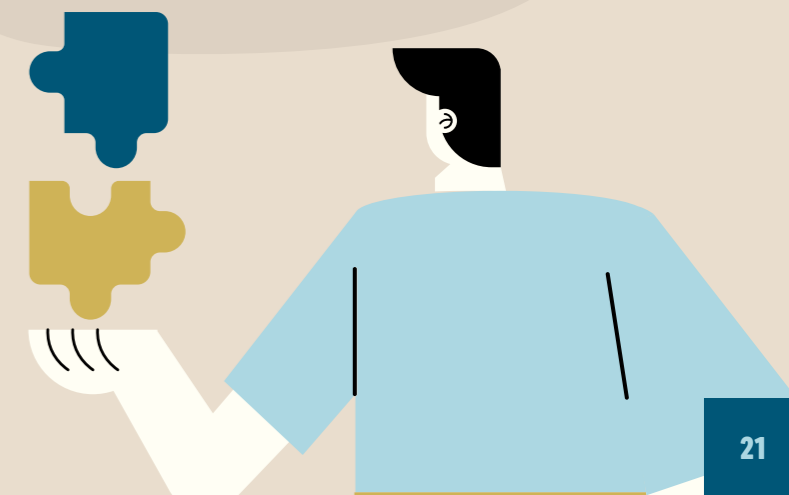
Recognizing the importance of supporting local communities, Lidl Cyprus has also been a dedicated supporter of the **Cyprus Red Cross** for ten consecutive years. In 2023, the company's contribution focused on upgrading the Red Cross Crisis Management Service, providing both financial support and products to assist citizens in need across the country. To date, Lidl Cyprus has contributed more than €250,000 to the Cyprus Red Cross through its donations.

Support for **numerous public benefit organisations**

In addition to these initiatives, Lidl Cyprus extends its support to numerous other charitable organisations, addressing the needs of individuals who need assistance. Through these efforts, the company remains committed to making a positive impact on the lives of those in need.

Commitment to **social contribution**

Social contribution is at heart of our company values. We are committed to continuing to act responsibly, promoting equality and inclusion, and building a better society for everyone.



Good for you



At Lidl Cyprus, our commitment to providing a safe, friendly and non-discriminatory working environment is non-negotiable. Our goal is for every employee to feel comfortable being themselves.

Through comprehensive seminars and **e-learning**s, such as those on Diversity, Inclusion and Workplace Harassment, we cultivate a climate of equality. In addition, we have implemented a robust Anti-Violence and Harassment Policy, which focuses on both prevention and the effective management of incidents, ensuring full support for our people.



SEMINARS AND E-LEARNINGS



HYBRID WORK MODEL



POLICY AGAINST VIOLENCE AND HARASSMENT



SUPPORT FOR YOUNG WORKING MOTHERS



"TEAMLIDL, TOGETHER IN EQUALITY" STATEMENT



"EQUALITY EMPLOYER" CERTIFICATION.



TEAM BUILDING ACTIVITIES



Commitment to **equality**

To further strengthen our commitment, we introduced the statement **"#teamLidl, together in equality"**, a holistic declaration that underscores the Management's dedication to an environment of equality and inclusion. This commitment extends beyond our employees to the broader community. In this context, we organize team-building activities that promote teamwork and mutual support, diversity and multiculturalism by cooking together recipes from all over the world in the Lidl Food Academy kitchen!

At **Lidl Cyprus**, we believe that equality is essential not only in the workplace, but also in the daily lives of our people. For this reason, we have implemented a permanent hybrid working model that aligns with the needs of our employees, enhancing their flexibility and work-life balance.

Our dedication to creating an equal working environment was validated with the "Equality Employer" certification. We are proud to be the only company in the retail industry that has been recognised for actively promoting practices and initiatives that foster gender equality.

Support for **young working mothers**

To further support women and their families, we have established the first **Breastfeeding Room** at our headquarters in Larnaca. This initiative is designed to facilitate the return of new working mothers, providing them with the right environment to balance their professional and family responsibilities.





2023

Our commitment to the future



We continue to invest in actions and policies that ensure that everyone feels authentic and accepted in our working environment. At Lidl Cyprus, equality is key to our success, and we remain committed to our vision of a world where everyone has equal opportunities.







   
lidl.com.cy

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Throughout the form, amounts have been rounded to the nearest whole number and percentages have calculated on the non-rounded amounts.

The total impact in terms of GVA, employment and tax revenue, refers to the sum of the respective direct, indirect and induced effects.

As a key source of data the base was used Eurostat data.