

Go<sup>o</sup>dness



of



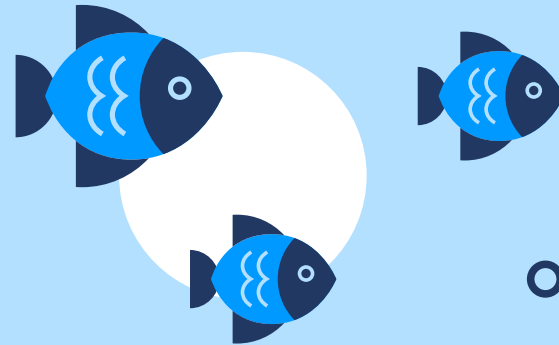
Frozen



Sustainability Report 2025

# At Nomad Foods, we are Making Mealtimes Better with the Goodness of Frozen Food.

Back in 1924, Clarence Birdseye invented 'plate frosting' to rapidly freeze fish. This started the frozen food revolution.



## More than a century on, a new ice age is here...

Our evidence shows that frozen food supports food security, good health and environmental sustainability.

→ [Our Frozen in Focus research](#)

## ... that's better for people

Frozen food retains nutrients and make year-round fish, fruit and veg great tasting, appealing and convenient.

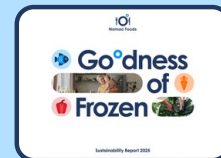
→ [Pages 25-33](#)

## ... and better for the planet

Frozen food lasts longer, meaning less food waste, discarded packaging and carbon emissions.

→ [Pages 14-20](#)

→ [Pages 35-44](#)



Find out more about our Appetite for a Better World strategy: [nomadfoods.com/appetite-for-a-better-world/](https://nomadfoods.com/appetite-for-a-better-world/)



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### Our website

→ Visit

### Our GHG data methodology supplement

→ Download

### Our Task Force on Climate-related Financial Disclosures (TCFD) statement

→ Download

### Our GRI and SASB index

→ Download

### Our assurance statement

→ Download

### About this report

Our ninth annual sustainability report has been informed by best practice standards set by the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB), the International Sustainability Standards Board (ISSB), the EU Corporate Sustainability Reporting Directive (CSRD) and the UN Sustainable Development Goals (SDGs). It voluntarily meets the requirements of the EU Non-Financial Reporting Directive (NFRD).

This year, we are introducing a suite-based approach with the core report supported by downloadable supplements and our refreshed sustainability website.

Unless otherwise specified, the scope of data in the report is the 2025 calendar year (1st January to 31st December) and for all subsidiaries of Nomad Foods Ltd, with the exception of our Adriatic cluster, Frikom and Ledo. Our 2021 carbon targets also exclude Findus Switzerland (acquired in 2021).



# We are Nomad Foods

As the largest frozen food company in Europe, we own many loved brands such as Birds Eye, Findus, iglo, Ledo and Frikom.

Our vision is to be the world's frozen food champion. We are realising this by manufacturing, selling and distributing a range of branded frozen food products across 22 European markets.

Headquartered in the UK, we generated €3 billion in net revenue in 2025.

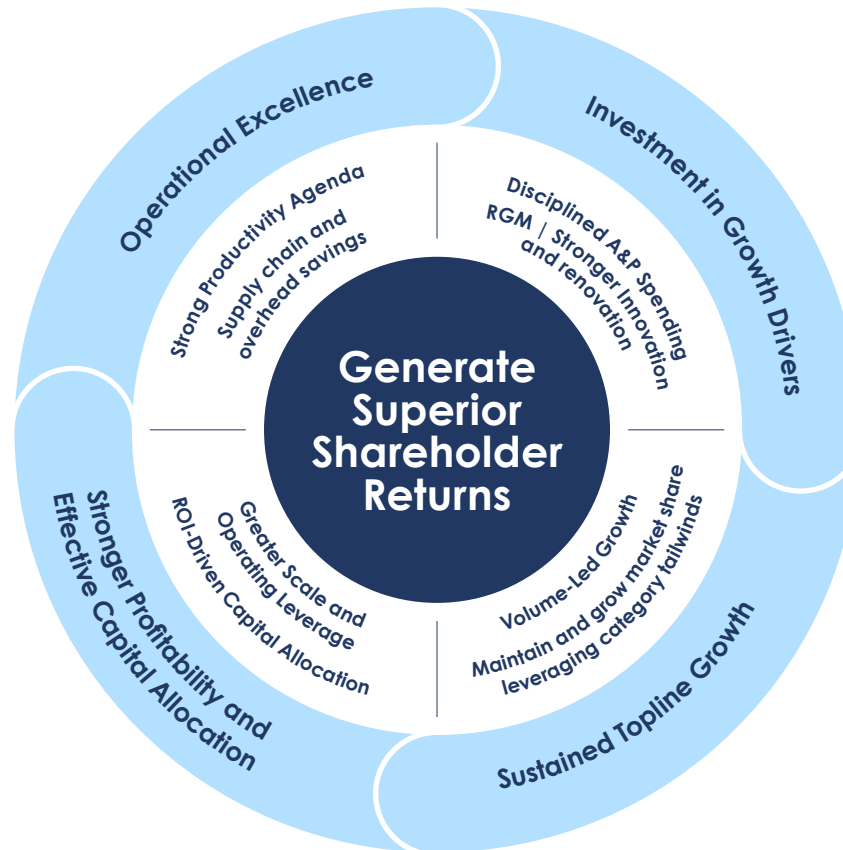
### Purpose-led

Our purpose is clear: Making Mealtimes Better with the Goodness of Frozen Food. This drives everything we do.

Our growth model shows how we translate our purpose into action as we work to deliver superior shareholder returns.

### Learn more

About us	<a href="#">Website</a>
Leadership team	<a href="#">Website</a>
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€3bn  
net revenue

22  
markets

- We get it done as one team
- We love our food
- We are humble and ambitious
- We care
- We are accountable

**Values-driven**  
With more than 7,500 people working across 22 European markets, our purpose and values connect us together as One Nomad.

7,500+  
people

# The year in numbers

## Better Sourcing



**99.9%**

of fish and seafood certified sustainably/ responsibly sourced

**97%**

of veg, potatoes, fruit and fresh herbs sustainably sourced

**100%**

of poultry and eggs from non-cage reared chickens

**100%**

of tier 1 and 2 suppliers screened for social risks

## Better Nutrition



**95.9%**

of sales volume in products externally classified as healthy<sup>1</sup>

**99.9%**

of products free from artificial colours/ flavours and flavour enhancers

**100%**

of 'Everyday Foods' new product innovations classified as healthy<sup>1</sup>

## Better Operations



**36%**

reduction in operational GHG emissions intensity since 2019

**95.1%**

of consumer packaging recyclable

**81%**

employee engagement rate, health, wellbeing and safety

**+5.2%**

more women on the Enterprise Leadership Team

### Detailed performance data

→ [Download](#)

1. As defined by the UK Government Nutrient Profiling Model (see [page 27](#))