

## **Response to the war in Ukraine** - updated on August 2, 2023

At HelloFresh, we are deeply shocked and saddened by the events in Ukraine. We strongly condemn the invasion ordered by the Russian government and this attack on freedom and democracy. Our deepest empathy and concerns are with the millions of people impacted.

With operations in 18 markets across three continents and colleagues from over 90 different nationalities, HelloFresh is a truly global company. This is deeply rooted within our company culture and values.

Many of our employees are Ukrainian and Russian and many of them have family and friends who are directly impacted. We have made it a priority to offer them our support in the form of counseling or time off work.

We are committed to supporting the Ukrainian people in any way we can. We have therefore made the decision to match employee donations up to €1 million. Since March 2022 we have also delivered more than 1,285 tons of food from our production facilities in Germany, the Netherlands, UK, Spain and Sweden to the Polish Food Bank Federation in Krakow and Poznan and the Red Cross in Lublin, from where the food will be distributed amongst refugee families and across the border of the Ukraine. Additionally we donated 15 HelloFresh laptops to pupils for online schooling so far. Our team in Germany is supporting families who have offered their homes to refugees with free HelloFresh boxes. Together with our team in Berlin, we will continue to collect donations on a regular basis. In order to provide Ukrainian refugees with an opportunity to work at HelloFresh, we have developed a process to allow them to easily engage with us.

As we continue to explore further options to help, our thoughts are with the people of Ukraine. We sincerely hope for peace to return soon.