

General

No.	ESRS	Datapoint	Unit	2019	2022	2023	2024	Explanation
0.1	2-2.21.a	Number of executive directors	#		4	4	4	
0.2	2-2.21.a	Number of non-executive directors	#		5	5	5	
0.3		Number of sites per 31-12 of reporting year	#		11	10	9	
0.6	2-2.21.d	Gender diversity executive directors	%		0%	0%	0%	Number of women divided by number of men
0.7	2-2.21.d	Gender diversity non-executive directors	%		0%	25%	25%	Number of women divided by number of men
0.8	2-2.21.e	Gender diversity independent non-executive directors	%		80%	80%	80%	Number independent, divided by total
0.9	2-2.29.d	Share of variable remuneration that depends on sustainability goals and/or impacts	%				from 2025	
0.10a	2-3.40.a	Net turnover Total	€ m	693.7	997.4	1,061.1	1,030.3	100% ESRs Sector Food and Beverage
0.12	E1-1.18.c	Quantification investments and financing climate change mitigation transition plan	€				from 2025	
0.13	E1-1.18.f	Significant CapEx amounts invested in coal, oil and gas	€				493.900	Gas or oil-fired machinery, with a significance >€100,000
0.39		Number of environmental complaints	#				6	

Sustainable production

No.	ESRS	Datapoint	Unit	2019	2022	2023	2024	Explanation
Emissions								
10.3	E1-3.29.c	Significant sums CapEx and OpEx required for planned measures	€		373.972	223.300	385.500	No budget yet available for planned CapEx and OpEx for climate mitigation
10.9	E1-6.48.a	Scope 1 emissions	tCO ₂ -eq	9,670	6,712	6,976	6,915	
10.10	E1-6.48.b	Percentage of scope 1 emissions from regulated emissions trading schemes.	%	0%	0%	0%	0%	
10.11	E1-6.49.a	Location-based scope 2 emissions	tCO ₂ -eq	25,666	12,306	10,391	7,241	
10.12	E1-6.49.b	Market-based scope 2 emissions	tCO ₂ -eq	22,404	7,131	8,059	4,999	
10.13	E1-6.50.a	Scope 1 and 2 emissions	tCO ₂ -eq	32,074	13,843	15,035	11,914	
10.13a		Scope 1 and 2 emissions, Gas usage	tCO ₂ -eq	6,596	5,849	5,644	5,418	
10.13b		Scope 1 and 2 emissions, Fuel	tCO ₂ -eq	424	301	365	304	
10.13d		Scope 1 and 2 emissions, Refrigerant leakage	tCO ₂ -eq	2,650	561	966	1,193	
10.14	E1-6.50.b	Scope 1 and 2 emissions from investments	tCO ₂ -eq	0	0	0	0	
10.15		Scope 3 Fossil fuel emissions	tCO ₂ -eq	101,416	83,466	81,663	86,331	
10.16		Scope 3 Fossil fuel emissions SBTi Inventory	tCO ₂ -eq	72,520	65,189	64,341	63,136	
10.17	E1-6.51	Greenhouse gas emissions intensity scope 3 Fossil	tCO ₂ -eq/ton	0.63	0.37	0.36	0.40	
10.18	E1-6.51	Cat. 3.1 Purchased Goods & Services	tCO ₂ -eq	47,625	43,129	43,358	42,409	
10.19	E1-6.51	Cat. 3.2 Capital Goods	tCO ₂ -eq	1,424	1,424	2,134	2,243	
10.20	E1-6.51	Cat. 3.3 Fuel- and energy related emissions	tCO ₂ -eq	5,699	3,562	4,359	3,989	
10.21	E1-6.51	Cat. 3.4 Upstream Transport	tCO ₂ -eq	16,190	15,554	12,726	12,869	
10.22	E1-6.51	Cat. 3.5 Waste	tCO ₂ -eq	387	387	186	142	
10.23	E1-6.51	Cat. 3.6 Business Travel	tCO ₂ -eq	26	26	36	41	
10.24	E1-6.51	Cat. 3.7 Employee commuting	tCO ₂ -eq	670	670	983	1,279	
10.25	E1-6.51	Cat. 3.9 Downstream transport	tCO ₂ -eq	9,034	7,578	9,861	9,616	
10.26	E1-6.51	Cat. 3.10 Ending of sold products	tCO ₂ -eq	19,862	10,700	7,462	13,579	
10.27	E1-6.51	Cat. 3.12 End-of-life treatment	tCO ₂ -eq	499	437	559	164	
10.28	E1-6.51	Scope 3 FLAG emissions	tCO ₂ -eq	3,318,099	2,625,537	2,562,769	2,402,663	
10.29	E1-6.51	Scope 3 FLAG emissions SBTi inventory	tCO ₂ -eq	3,221,962	2,529,547	2,465,864	2,328,131	
10.30	E1-6.52.a	Total greenhouse gas emissions (scope 2 location-based)	tCO ₂ -eq	3,454,852	2,728,021	2,661,798	2,503,150	
10.31	E1-6.52.b	Total greenhouse gas emissions (scope 2 market-based)	tCO ₂ -eq	3,451,589	2,722,847	2,659,466	2,500,908	
10.32	ESRS E1-6.54	Total greenhouse gas intensity (scope 2 location-based)	tCO ₂ -eq/min €	37.0	12.3	9.8	7.0	
10.33	ESRS E1-6.54	Total greenhouse gas intensity (scope 2 market-based)	tCO ₂ -eq/min €	32.3	7.1	7.6	4.8	
10.34		Greenhouse gas emissions intensity scope 1+2	tCO ₂ -eq/ton	0.261	0.080	0.090	0.074	
10.35	E1-7.58.a	Greenhouse gas removal and storage related to own operations	tCO ₂ -eq	0	0	0	0	
10.36	E1-7.58.a	Greenhouse gas removal and storage in upstream and downstream value chains	tCO ₂ -eq	0	0	0	0	
10.37	E1-7.58.a	Total greenhouse gas removal and storage related to own operations and the upstream and downstream value chain	tCO ₂ -eq	0	0	0	0	
10.38	E1-7.59.a	Total amount of greenhouse gas emission savings or removal through carbon credits	tCO ₂ -eq	0	0	0	0	

Energy management

11.2	E1-5.35	Greenhouse gas removal and storage in upstream and downstream value chains	MWh	2,801	2,821	2,416	
11.4	E1-5.35	Electricity: consumption of self-generated renewable energy	MWh	2,492	2,573	2,123	
11.6	E1-5.35	Electricity: Purchased Dutch Guarantee of Origin (GVOs)	MWh	18,526	16,928	28,194	
11.7		Electricity: total consumed	MWh	48,432	45,989	46,706	
11.8	E1-5.35	Electricity: total consumed from fossil sources	MWh	19,794	21,402	13,532	
11.9	E1-5.35	Electricity: total consumed from renewable sources	MWh	24,746	23,633	33,287	
11.10	E1-5.35	Electricity: total consumed from nuclear sources	MWh	3,591	954	0	
11.11		Electricity: percentage from renewable sources	%	51%	51%	71%	
11.12		Electricity intensity: electricity consumption per kilo sold externally	kWh/ton	281.5	276.1	291.6	
11.16		Fuel intensity: Gas consumption per kilo sold externally	m ³ /ton	19.1	19.0	19.0	
11.17	E1-5.35	Fuel: Energy consumption from coal and coal products	MWh	0	0	0	
11.18	E1-5.35	Fuel: Energy consumption from crude oil and petroleum products	MWh	1,219	1,475	1,231	
11.19	E1-5.35	Fuel: Energy consumption from natural gas	MWh	28,858	27,752	26,774	
11.20	E1-5.35	Fuel: Energy consumption from other fossil sources	MWh	0	0	0	
11.21	E1-5.35	Fuel: Energy consumption from renewable sources	MWh	0	0	0	
11.22	E1-5.35	Energy: Total consumed	MWh	78,208	75,217	74,825	
11.23	E1-5.35	Energy: Total consumed from fossil sources	MWh	49,871	50,630	41,538	
11.24	E1-5.35	Energy: Total consumed from renewable sources	MWh	24,746	23,633	33,287	
11.25	E1-5.35	Energy: Share of fossil sources in total energy consumption	%	64%	67%	56%	
11.26		Energy: Share of renewable sources in total energy consumption	%	32%	31%	44%	
11.27	E1-5.35	Energy: Share of nuclear sources in total energy consumption	%	5%	1%	0%	
11.27	E1-5.35	Energy intensity: total energy consumption per net yield	kWh/1000€	78.4	70.9	72.6	

Protein transition

12.1		Sales (kg) of hybrid meat products compared to total sales of meat products (excl. raw materials and excl. convenience)	%				3.0%
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Water

13.2		Water consumption per kilo sold externally	m ³ /ton	3.13	3.21		3.27
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Waste and food waste

14.1		Deliveries to food bank	kg	374,050	99,284	399,716	
14.14		Recycled backing paper labels	ton	53	94	64	
14.15		CO ₂ reduction due to recycled backing paper labels	tCO ₂	101	49	121	
14.16		Percentage of residual waste compared to total dry waste streams	%	84.3%	85.7%	83.5%	
14.21		Bioenergy generated by organic waste streams	MWh	1,322	1,325	2,001	
14.22		CO ₂ reduction through generated bioenergy from organic waste streams	tCO ₂ e	942	945	1,426	

Packaging material

15.1		% recyclable, dimensionally stable, primary packaging material	%				6.6%
15.2		% recyclable, flexible, primary packaging material	%				62.5%
15.6		Purchased kg of plastic per ton of product delivered to retail, foodservice and business to business (excl. industry)	kg/ton	17.1	19.7	20.0	
15.7		Purchased kg of cardboard per ton of product sold externally excl. Raw material companies	kg/ton		21.2	18.6	
15.8		Purchased kg of aluminium per ton of product sold externally excl. Raw material companies	kg/ton	0.16	0.15	0.13	

Deforestation and biodiversity

16.1		Use sustainable soy	%	100%	100%	100%	
16.2		Use sustainable palm oil	%	100%	100%	100%	
16.3		Number of cattle farmers from our own chain participating in the eco scheme	#				81
16.4		Number of livestock farmers (NL) from our own chain with biological pest control program	#				34

Care of people

No.	ESRS	Datapoint	Unit	2022	2023	2024	Explanation
Safety of employees							
20.1	S1-14.88.a	Percentage of own staff covered by occupational health and safety management system	%	100%	100%	100%	
20.2	S1-14.88.b	# Deaths due to accidents at work and occupational diseases	#	0	0	0	
20.3	S1-14.88.c	# of lost time accidents	#	42	78	54	
20.3.b		# accidents with and without absenteeism	#	18.9		157	
20.4	S1-14.88.c	Incident Rate (IR) 500 FTE	#	8.0	44.0	35.8	
20.5	S1-14.88.c	Lost Time Case Rate (LTC) 500 FTE	#	0.2	17.5	12.3	
20.6		Safety Participation Ratio (SPR)	#/FTE	3.8	0.43	0.50	
20.7		Incident Rate (IR) 100 FTE	#	1.6	8.8	7.2	
20.8		Lost Time Case Rate (LTC) 100 FTE	#	59	3.5	2.5	
20.9		# Reports of dangerous situations	#	59	1,036	1,205	
20.10	S1-14.88.d	# Cases of recorded occupational diseases	#				n.a. Registration adjusted from 2025
20.11	S1-14.88.e	# of days lost by own employees due to injuries, accidents, fatalities and occupational illness	#				n.a. Registration adjusted from 2025
Employee health and well-being							
21.1		Absenteeism	%	8.9%	8.8%	7.9%	
21.2	S1-8.60.a	Percentage of own employees covered by collective bargaining agreement	%	99.7%	99.7%	99.7%	
21.3		Percentage of temporary agency workers covered by collective bargaining agreement	%	100%	100%	100%	
21.4	S1-8.63	Percentage of employees with employee representation	%	100%	100%	100%	
21.5		Number of new employees	#			242	
21.6	S1-6.50.c	Number of employees that left the company	#			197	excl. closure Deventer site
21.7	S1-6.50.c	Employee turnover	%			14%	excl. closure Deventer site
21.8	S1-10.70	Percentage of own employees not receiving a living wage	%			0%	O.b.v Mercer – Living Wage Report (Basic standard of living)
21.9	S1-10.71	Percentage of self-employed employees who do not receive a living wage by country	%			0%	O.b.v Mercer – Living Wage Report (Basic standard of living)
21.10	S1-13.83.a	Percentage of own employees with career and development interview in calendar year	%			64.8%	
21.11	S1-13.83.a	Percentage of male own employees with career and development interview in calendar year	%			61.7%	
21.12	S1-13.83.a	Percentage of female own employees with career and development interview in calendar year	%			69.6%	
21.13		Number of employees who have obtained a certificate - Van Loon Campus	#	727	1,165	1,032	
21.14		Total number of certificates obtained - Van Loon Campus	###			6,870	
21.15		Average number of certificates obtained per employee - Van Loon Campus	#			4.4	
21.16		Percentage of in-house employees with completed training for career development or skills development	%	50%	86%	60%	
21.17		Number of employees that have successfully taken Dutch classes	#	53	25	68	
21.18		Number of interns and trainees	#	30	19	17	
21.20	S1-13.83.b	Average number of online training hours per own employee	# hrs	0.2	0.7	2.0	
21.21	S1-13.83.b	Average number of online training hours per own male employee	# hrs			1.4	
21.22	S1-13.83.b	Average number of online training hours per own female employee	# hrs			1.7	
21.23	S1-15.93.a	% of employees who have been eligible for family leave	%			from 2025	
21.24	S1-15.93.b	% of employees who have been eligible for and have taken family leave	%			from 2025	
21.25	S1-15.93.b	% of male employees who have been eligible for and have taken family leave	%			from 2025	
21.26	S1-15.93.b	% of female employees who have been eligible for and have taken family leave	%			from 2025	
21.27		eNPS score MTO		-35		-29	
21.28		Working time lost due to strikes or disagreements	#	0	0	0	

Fair working conditions in the supply chain

22.1		Percentage of suppliers who have signed the Code of Conduct	%		95%	95%	
22.2		Percentage of suppliers that have undergone a CSR assessment	%			from 2025	

Diversity, equity and inclusion

23.3		Total number of employees in FTEs	#	2,479	2,493	2,443	
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