

## General

No.	ESRS	Datapoint	Unit	2019	2023	2024	2025	Explanation
0.1	2-2.21.a	Number of executive directors	#		4	4	5	
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	#		10	9	8	
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	%		25%	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	%			vanaf 2025	>66.6%	
0.10a	2-3.40.a	Net turnover Total	€ mln	693.7	1,061.1	1,030.3	1,110.1	100% ESRS Sector Food and Beverage
0.12	E1-118.c	Quantification investments and financing climate change mitigation transition plan	€				n.n.b.	
0.13	E1-118.f	Significant CapEx amounts invested in coal, oil and gas	€			493,900	961,300	Gas or oil-fired machinery, with a significance > €100,000
0.39		Number of environmental complaints	#			6	0	

## Sustainable production

No.	ESRS	Datapoint	Unit	2019	2023	2024	2025	Explanation
<b>Emissions</b>								
10.3	E1-3.29.c	Significant sums CapEx and OpEx required for planned measures	€				n.n.b.	
10.9	E1-6.48.a	Scope 1 emissions	tCO <sub>2</sub> -eq	9,670	6,976	6,915	6,974	
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 <sub>2</sub> -eq	25,666	10,391	7,241	4,998	
10.12	E1-6.49.b	Market-based scope 2 emissions	tCO <sub>2</sub> -eq	22,412	8,135	5,089	3,819	
10.13	E1-6.50.a	Scope 1 and 2 emissions	tCO <sub>2</sub> -eq	32,062	15,092	12,004	10,809	
10.13a		Scope 1 and 2 emissions, Gas usage	tCO <sub>2</sub> -eq	6,596	5,625	5,418	5,298	
10.13b		Scope 1 and 2 emissions, Fuel	tCO <sub>2</sub> -eq	405	365	304	278	
10.13d		Scope 1 and 2 emissions, Refrigerant leakage	tCO <sub>2</sub> -eq	2,650	966	1,193	1,414	
10.14	E1-6.50.b	Scope 1 and 2 emissions from investments	tCO <sub>2</sub> -eq	0	0	0	0	
10.15		Scope 3 Fossil fuel emissions	tCO <sub>2</sub> -eq	101,416	88,428	88,451	84,789	
10.16		Scope 3 Fossil fuel emissions SBTi inventory	tCO <sub>2</sub> -eq	72,520	64,642	65,256	64,483	
10.17	E1-6.51	Greenhouse gas emissions intensity scope 3 Fossil	tCO <sub>2</sub> -eq / ton	0.63	0.39	0.41	0.40	
10.18	E1-6.51	Cat. 3.1 Purchased Goods & Services	tCO <sub>2</sub> -eq	47,625	43,663	44,529	44,472	
10.19	E1-6.51	Cat. 3.2 Capital Goods	tCO <sub>2</sub> -eq	1,424	2,134	2,243	2,708	
10.20	E1-6.51	Cat. 3.3 Fuel- and energy related emissions	tCO <sub>2</sub> -eq	5,699	4,357	3,989	2,925	
10.21	E1-6.51	Cat. 3.4 Upstream Transport	tCO <sub>2</sub> -eq	16,190	12,726	12,869	12,629	
10.22	E1-6.51	Cat. 3.5 Waste	tCO <sub>2</sub> -eq	387	186	142	88	
10.23	E1-6.51	Cat. 3.6 Business Travel	tCO <sub>2</sub> -eq	26	36	41	35	
10.24	E1-6.51	Cat. 3.7 Employee commuting	tCO <sub>2</sub> -eq	670	983	1,279	1,509	
10.25	E1-6.51	Cat. 3.9 Downstream transport	tCO <sub>2</sub> -eq	9,034	9,861	9,616	9,372	
10.26	E1-6.51	Cat. 3.10 Processing of sold products	tCO <sub>2</sub> -eq	19,862	13,925	13,579	10,934	
10.27	E1-6.51	Cat. 3.12 End-of-life treatment	tCO <sub>2</sub> -eq	499	559	164	116	
10.28	E1-6.51	Scope 3 FLAG emissions	tCO <sub>2</sub> -eq	3,318,099	2,562,769	2,402,663	2,239,000	
10.29	E1-6.51	Scope 3 FLAG emissions SBTi inventory	tCO <sub>2</sub> -eq	3,221,962	2,465,864	2,328,131	2,181,763	
10.30	E1-6.52.a	Total greenhouse gas emissions (scope 2 location-based)	tCO <sub>2</sub> -eq	3,454,852	2,668,564	2,505,271	2,335,760	
10.31	E1-6.52.b	Total greenhouse gas emissions (scope 2 market-based)	tCO <sub>2</sub> -eq	3,451,597	2,666,308	2,503,119	2,334,581	
10.32	ESRS E1-6.54	Total greenhouse gas intensity (scope 2 location-based)	tCO <sub>2</sub> -eq/mln €	4,980	2,515	2,432	2,104	
10.33	ESRS E1-6.54	Total greenhouse gas intensity (scope 2 market-based)	tCO <sub>2</sub> -eq/mln €	4,976	2,513	2,430	2,103	
10.34		Greenhouse gas emissions intensity scope 1+2	tCO <sub>2</sub> -eq/ton	0.261	0.091	0.075	0.089	
10.35	E1-7.58.a	Greenhouse gas removal and storage related to own operations	tCO <sub>2</sub> -eq	0	0	0	0	
10.36	E1-7.58.a	Greenhouse gas removal and storage in upstream and downstream value chains	tCO <sub>2</sub> -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 <sub>2</sub> -eq	0	0	0	0	
10.38	E1-7.59.a	Total amount of greenhouse gas emission savings or removal through carbon credits	tCO <sub>2</sub> -eq	0	0	0	0	

No.	ESRS	Datapoint	Unit	2023	2024	2025	Explanation
<b>Energy management</b>							
11.2	E1-5.35	Greenhouse gas removal and storage in upstream and downstream value chains	MWh	2,821	2,416	2,587	
11.4	E1-5.35	Electricity: consumption of self-generated renewable energy	MWh	2,573	2,123	2,306	
11.6	E1-5.35	Electricity: Purchased Dutch Guarantee of Origin (GOs)	MWh	16,928	28,194	28,869	
11.7		Electricity: total consumed	MWh	45,989	46,706	43,476	
11.8	E1-5.35	Electricity: total consumed from fossil sources	MWh	21,402	13,532	10,168	
11.9	E1-5.35	Electricity: total consumed from renewable sources	MWh	23,633	33,287	33,407	
11.10	E1-5.35	Electricity: total consumed from nuclear sources	MWh	954	0	0	
11.11		Electricity: percentage from renewable sources	%	51%	71%	77%	
11.12		Electricity intensity: electricity consumption per kilo sold externally	kWh/ton	354.9	384.7	370.1	
11.16		Fuel intensity: Gas consumption per kilo sold externally	m <sup>3</sup> /ton	27.0	27.6	27.7	excl. raw material companies and closure of locations.
11.17	E1-5.35	Fuel: Energy consumption from coal and coal products	MWh	0	0	0	excl. raw material companies and closure of locations.
11.18	E1-5.35	Fuel: Energy consumption from crude oil and petroleum products	MWh	1,475	1,231	1,139	
11.19	E1-5.35	Fuel: Energy consumption from natural gas	MWh	27,752	26,774	26,183	
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	75,217	74,825	70,896	
11.23	E1-5.35	Energy: Total consumed from fossil sources	MWh	50,630	41,538	37,489	
11.24	E1-5.35	Energy: Total consumed from renewable sources	MWh	23,633	33,287	33,407	
11.25	E1-5.35	Energy: Share of fossil sources in total energy consumption	%	67%	56%	53%	
11.26		Energy: Share of renewable sources in total energy consumption	%	31%	44%	47%	
11.27	E1-5.35	Energy: Share of nuclear sources in total energy consumption	%	1%	0%	0%	
11.28	E1-5.35	Energy intensity: total energy consumption per net yield	kWh/1000€	70.9	72.6	63.9	

## 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%	11.1%	
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## Water

13.2		Water consumption per kilo sold externally	m <sup>3</sup> /ton	4.3	4.7	4.5	excl. raw material companies and closure of locations.
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## Waste and food waste

14.1		Deliveries to food bank	kg	99,284	399,716	151,946	
14.14		Recycled backing paper labels	ton	49	64	52	
14.15		CO <sub>2</sub> reduction due to recycled backing paper labels	tCO <sub>2</sub>	94	121	100	
14.16		Percentage of residual waste compared to total dry waste streams	%	85.7%	83.5%	83.0%	
14.21		Bioenergy generated by organic waste streams	MWh	1,325	2,001	1,907	
14.22		CO <sub>2</sub> reduction through generated bioenergy from organic waste streams	tCO <sub>2</sub> e	945	1,426	1,360	

## Packaging material

15.1		% recyclable, dimensionally stable, primary packaging material	%			29%	o.b.v. 78% spent
15.2		% recyclable, flexible, primary packaging material	%			37%	o.b.v. 78% spent
15.6		Purchased kg of plastic per ton of product delivered to retail, foodservice and business to business (excl. industry)	kg/ton	19.7	20.0	22.1	
15.7		Purchased kg of cardboard per ton of product sold externally excl. Raw material companies	kg/ton	21.2	18.6	15.4	
15.8		Purchased kg of aluminium per ton of product sold externally excl. Raw material companies	kg/ton	0.15	0.13	0.09	

## 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	81	
16.4		Number of livestock farmers (NL) from our own chain with biological pest control program	#		34	36	

## Care of people

No.	ESRS	Datapoint	Unit	2023	2024	2025	Explanation
<b>Safety of employees</b>							
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	#	78	54	39	
20.3.b		# accidents with and without absenteeism	#		157	166	
20.4	S1-14.88.c	Incident Rate (IR) 500 FTE	#	44.0	35.8	39.1	
20.5	S1-14.88.c	Lost Time Case Rate (LTC) 500 FTE	#	17.5	12.3	9.2	
20.6		Safety Participation Rate (SPR) # / FTE	# / FTE	0.43	0.50	0.65	
20.7		Incident Rate (IR) 100 FTE	#	8.8	7.2	7.8	
20.8		Lost Time Case Rate (LTC) 100 FTE	#	3.5	2.5	1.8	
20.9		# Reports of dangerous situations	#	1,036	1,205	1,518	
20.10	S1-14.88.d	# Cases of recorded occupational diseases	#			0	
20.11	S1-14.88.e	# of days lost by own employees due to injuries, accidents, fatalities and occupational illness	#			179	

## Employee health and well-being

21.1		Absenteeism	%	8.8%	7.9%	6.1%	
21.2	S1-8.60.a	Percentage of own employees covered by collective bargaining agreement	%	99.7%	99.7%	99.6%	
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	238	188	
21.6	S1-6.50.c	Number of employees that left the company	#	197	187		excl. closure of locations
21.7	S1-6.50.c	Employee turnover	%	14%	13%		excl. closure of locations
21.8	S1-10.70	Percentage of own employees not receiving a living wage	%		0%	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%	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	%		65%	73%	
21.11	S1-13.83.a	Percentage of male own employees with career and development interview in calendar year	%		62%	68%	
21.12	S1-13.83.a	Percentage of female own employees with career and development interview in calendar year	%		70%	80%	
21.13		Number of employees who have obtained a certificate - Van Loon Campus	#	1,165	1,032	1,530	
21.14		Total number of certificates obtained - Van Loon Campus	#		6,870	4,649	
21.15		Average number of certificates obtained per employee - Van Loon Campus	#		4.4	3.0	
21.16		Percentage of in-house employees with completed training for career development or skills development	%	86%	60%		
21.17		Number of employees that have successfully taken Dutch classes	#	25	68	82	
21.18		Number of interns and trainees	#	17	17	17	
21.20	S1-13.83.b	Average number of online training hours per own employee	# uren	0.9	2.0		
21.21	S1-13.83.b	Average number of online training hours per own male employee	# uren		1.4		
21.22	S1-13.83.b	Average number of online training hours per own female employee	# uren		1.7		
21.23	S1-15.93.a	% of employees who have been eligible for family leave	%			3%	
21.24	S1-15.93.b	% of employees who have been eligible for and have taken family leave	%			75%	
21.25	S1-15.93.b	% of male employees who have been eligible for and have taken family leave	%			100%	
21.26	S1-15.93.b	% of female employees who have been eligible for and have taken family leave	%			53%	
21.27		eNPS score MTO			0	13	
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%	74%	
22.2		Percentage of suppliers that have undergone a CSR assessment	%				