EU CODE OF CONDUCT ON

RESPONSIBLE FOOD BUSINESS AND MARKETING PRACTICES

PURATOS GROUP NV

REPORT SUBMITTED ON 31 JULY 2024

Type of business/sector (E.g. retail, dairy)	Sustainability dimension (E.g. environmental, social)	Code aspirational objective (1-7)	Individual commitments with baseline	Progress on KPIs and goals (qualitative and/or quantitative)		Additional information (optional) (E.g. partnerships, geographical coverage, sharing best practices, links with other COM initiatives, with other reporting initiatives)	Comments (optional) (E.g. enablers, ideas on how to improve)
Food industry (bakery/patisserie/chocolate)	Good Health and Wellbeing	1. Healthy, balanced and sustainable diets for all European consumers	Improve the health of consumers through our products. Our goal is to provide people with nutritious and convenient food that can help them to live healthier lives	Tons of fat removed from our products Tons of salt removed from our products Tons of sugar removed from our products	15.759 T 86 T 1.485 T		

Social	1. Healthy, balanced and sustainable diets for all European consumers	Preserve the heritage of sourdough and the microbiodiversity of sourdough through our non-for-profit initiative "the Sourdough Library"	Tons of fruits processed into our fruit fillings (yoy growth) Tons of grains and seeds used in our product solutions (yoy growth) # Storage of sourdoughs in our physical library # Storage of sourdoughs in our virtual library	+40% +16% 148 3,000	
Environmental	2. Prevention and reduction of food loss and waste	Reduce food waste internally, within the production and warehousing processes of our products, while helping our customers and consumers in their efforts to reduce waste.	% food waste write off	20%	

Environmental	3.A climate	Carbon Neutral operations	Make our	-43%	
	neutral food	by 2025.	direct	reduction in	
	chain in Europe			scope 1 and	
	by 2050	We aim to minimize our	carbon-neutral		
	,	impact on climate change.		emissions	
		_	intensity	compared	
		be carbon neutral. We will	index)	with 2016	
		achieve this by	·	(base year)	
		implementing (1) Energy			
		Efficiency Projects; (2) Use			
		renewable energy produced			
		on and off-site and (3)		3 new sites	
		compensate the remaining		became CO2	
		emissions by planting trees		Neutral	
		in our cocoa supply chain		certified (CO2	
				Logic). 6 got	
				renewed.	
			% of	100 %	
			renewable	100 /0	
			energy		
			purchased		
			annually		
				679,854 trees	
				planted	
				between 2019	
			F .	and 2023, of	
				which	
				324,478 in	
				2023	
			In 2023, we cor		
			submit science-		
			emission reduc		
I	1			aon tarpets	

1	İ	i .			
			for our entire v	alue chain	
			(scope 3), to Sc		
			Target initiative	, ,	
			reinforce our co	ommitments	
			to take climate	actions	
			grounded in sci	entific	
			evidence that a	re in line with	
			the imperative	of limiting	
			global warming	to 1.5°	
Environmental	3.A climate	Water Balance Operations	Water used in	-10.7% per	
	neutral food	by 2030.	Puratos	ton produced,	
	chain in Europe		operations	compared	
	by 2050	We seek to minimize our		with 2016	
		impact on climate change		(base year)	
		and on natural resources by			
		having a balanced and		1.9M€	
		sustainable water		invested in	
		management, which entails		wastewater	
		minimizing use if freshwater,		treatment	
		enhancing the quality of our		projects.	
		water discharged and			
		mitigating water risks in our			
		direct operations and in our			
		value chains.			
Environmental	4.An optimised	Use 100% of recyclable or	% of outbound	92% of the	
	circular and	reusable packaging for our	purchased	tonnage of	
	resource-efficient	finished goods by 2025.	packaging	our outbound	
	food chain in		materials to be	packaging	
	Europe	Packaging materials to	reusable or	materials,	
		become fully recyclable or	recyclable	including	
		reusable by 2025, with a	ready by 2025	primary,	
		deep focus on helping our		secundary,	
		customer reducing their		and tertiary	
		environmental footprint.		packaging, are	
				reusable or	
				recyclable-	

Look of our virgin paper and wood packaging in Europe from certified sustainable forestry certification. Provide quality education to sustainable economic growth, employment and decent work for all Our objective is to increase our network of Bakery School Foundation Our objective is to increase our network of Bakery School Foundation Our objective is to increase our network of Bakery School Foundation Our objective is to increase our network of Bakery School Foundation Our objective is to increase our network of Bakery School Foundation Our objective is to increase our network of Bakery School Foundation Our objective is to increase our network of Bakery School Foundation Our objective is to increase our network of Bakery School Foundation Our objective is to increase our network of Bakery School Foundation Our objective is to increase our network of Bakery School Foundation Our objective is to increase our network of Bakery School Foundation Our objective is to increase our network of Bakery School Foundation Our objective is to increase our network of Bakery School Foundation Our objective is to increase our network of Bakery School Foundation Our objective is to increase our network of Bakery School Foundation Our objective is to increase our network of Bakery School Foundation Our objective is to increase our network of Bakery School Foundation Our objective is to increase our network of Bakery School Foundation Our objective is to increase our network of Bakery School Foundation Our objective is to increase our network of Bakery School Foundation Our objective is to increase our network of Bakery School Foundation Our objective is to increase our network of Bakery School Foundation Our objective is to increase our network of Bakery School Foundation Our objective is to increase our network of Bakery School Foundation Our objective is to increase our network of Bakery School Foundation Our objective is to increase our network of Bakery School Foundatio			I			ı	1
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From certified sustainable forestry certification. Froduct Environmental footprint Method, via our JV partner, Glimpat (GF-Impact) for our key strategic products and innovations. Frow quality education to Students partner, Glimpat (GF-Impact) for our key strategic products and innovations. Frow quality education to Students partner, Glimpat (GF-Impact) for our key strategic products and innovations. From underprivileged backgrounds. From underprivileged backgrounds. From underprivileged backgrounds. Cour objective is to increase our network of Bakery School Foundation Cour objective is to increase our network of Bakery School Foundation School Foundation Cocial/Environmental inclusive and sustainable economic growth, employment and decent work for all development of cocoa farmers and communities the farmers the payment of a quality premium and unique chocolate bonus of 10 euro cents							
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growth, farmers and communities employment and that are part of our Cacaodecent work for Trace program. farmers and communities of a quality premium and unique chocolate bonus of 10 euro cents		sustainable	environmental	amount		guarantees to the	
growth, farmers and communities employment and that are part of our Cacaodecent work for Trace program. farmers and communities of a quality premium and unique chocolate bonus of 10 euro cents		economic	development of cocoa			farmers the payment	
decent work for Trace program. bonus of 10 euro cents		growth,	farmers and communities				
decent work for Trace program. bonus of 10 euro cents		employment and	that are part of our Cacao-			and unique chocolate	
						per kg of chocolate	
sold.						•	

		One oft he key ambition of			
		Puratos's Next Generation			
		Cacao Foundation is to			
		provide a long-term positive			
		impact on farmers and on			
		the quality of life for their			
		families.			
Social	5.Sustained,		Ensure 100% of	employees	
	inclusive and	Empower our team for	continue to rec	eive regular	
	sustainable	extraordinary outcomes and	performance ar	•	
	economic	rull potential, backed by	development re		
	growth,	robust training initiatives.		a Lost Time	
	employment	Cultivate a Culture of Care,		Incident Rate	
	- 1-1-1	· ·		(LTIR)* of	
		_	,	0.76, marking	
		1	employees and		
			1	increase from	
		day.		the previous	
		ady.		year's rate of	
		Achieve a diverse, equitable		9ear 3 rate of 0.67	
		and inclusive workplace and			
		culture.	In 2023, accord	•	
			Pulse survey, w		
			17% increase in		
		representation at all levels of			
		the organization	with our Purato		
		Ensure fair and ethical	values and worl	king	
		LOHDEHSAUOH, Hansbareh	principles.		
		pay practices, and inclusive	In 2023, of thos		
		total rewards	who have made		
			move, 48% are	female and	
			52% are male		
			This year, our p	rogram has	
			been instrumen	ital in	
			facilitating over	38,080 hours	
1			of learning thro	ugh our	

Environmental	6. Sustainable value creation in the European food supply chain through partnership	Create resilient and productive agricultural systems for the upcoming years and for the future generations. We aim first to acquire firsthand knowledge and insights into sustainable farming practices by establishing partnerships with farmers practicing agriculture techniques.	global programs, engaging more than 6,800 active learners across 419 thoughtfully curated courses In 2023, we have joined forces with 2 farmer cooperatives in Belgium that promote soil healthier practices, 'Cultivae' for rye and 'Farm or Good' for wheat. In additional, we initiated similar collaborations in UK and Australia. We have also partnered with the Raffinerie Tirlemontoise and BENEO, leading players in the Belgian sugar beet and chicory root industry, in a 3 year project to participate in		
Cartal	7 Containable	Containable con-	their ambitious Farming Project	t.	Const. Taxas in the
Social, environmental	7.Sustainable sourcing in food supply chains	Sustainable cocoa - By 2025, all chocolate produced and sold by Belcolade will be sustainable (in accordance with Beyond Chocolate)	purchased in a sustainable	66.5%	Cacao-Trace is the world-leading sustainable cocoa sourcing program that is raising the bar for chocolate. Training on
		20% of our cocoa ingredient sourcing will be from the Cacao- Trace program, Puratos own sustainability cocoa program	% of total volume sourced by the Group is through our (audited)	25.5%	best agricultural practices and premium pricing for cocoa farmers are part of our program. This leads to superior cocoa bean quality and results in

			Cacao-Trace		additional income for	
			Program		approximatively	
					23,000 farmers across	
					eight countries	
Social,	7.Sustainable	Sustainable palm - Keep	% of palm	36% of the		
environmental	sourcing in food	100% of our Palm	purchased	total palm oil		
	supply chains	ingredients certified RSPO,	compliant	purchased by		
		using a combination of	with	the Group is		
		Segregated, Mass Balance	commitment	under RSPO		
		and Book & Claim. As from		mass balance		
		2025, all palm oil purchased		or segregated		
		by the Puratos Group will be		certification.		
		RSPO certified under the		37		
		supply chain model RSPO		productions		
		Mass Balance, if not		sites are		
		Segregated in Europe		currently		
				RSPO		
				certified, and		
				36 have a		
				distribution		
				license.		
			To maintain o	-		
			in investing in			
			production, in			
			initiated a coll			
			with Solidarid			
			an internation			
			society organi			
			dedicated to s			
			the smallhold			
			and workers, a			
			developing so			
			make those co			
			more resilient	•]	

Environmental	7.Sustainable sourcing in food supply chains	the Fruits used by Puratos will be sourced from supplier that are compliant with the Puratos Pesticide Policy/	purchased compliant with the commitment % of fruit	13.9%	Our Field to Fork program is promoting a more transparent and local fruit sourcing contributing to a long- term relationship with local fruit growers and a secure revenue for them. We work closely with the farmers to promote sustainable practices, and create value for the fruit growers and the customers by sharing the heritage and local origin of fruits.
Environmental	7.Sustainable sourcing in food supply chains	Responsible Egg - By 2025, 100% of the eggs and egg products used by Puratos Group will come from alternative breeding to cages	% of cage- free eggs compliant with commitment	30%	