



2025

**Pietercil
sustainability statement**

Turning global brands into local heroes

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“ Our sustainability strategy ensures we deliver on our mission statement in a future proof way: building local heroes out of ambitious brands ”

Stéphanie Teetaert, CEO Pietercil Brokerage.

Foreword of our CEO

Stéphanie Teetaert, CEO Pietercil Brokerage

Sustainability is a key priority for Pietercil Brokerage. How is this reflected in your operations?

Sustainability is an emerging and rapidly evolving responsibility for Pietercil Brokerage. We have our own role as a proactive partner between the brand owners & trade to play in this transition. While the ultimate responsibility, and most of the leverage, lies with the brand owners we represent, we strive to act responsibly and make a positive contribution wherever we can. This is how we aim to remain best-in-class in our role as broker, importer, and distributor. To ensure this vision is embedded in every aspect of our work, we have created focus on our sustainability strategy (and on what it could mean for a broker) by conducting a comprehensive double materiality assessment. This analysis has allowed us to evaluate both the impact and financial relevance of key ESG topics, ensuring that we concentrate our efforts where they can have the most significant effect. Our focus revolves around four key pillars: Climate Action and CO₂ reduction, Due Diligence, Product Quality and Safety, and of course, our own people. These aspects are clearly interwoven with our strategic objectives for Pietercil Brokerage, such as strengthening our company culture and driving Process Excellence to create value through operational efficiency. We want to build bridges between the brands

we represent and our retail and foodservice customers when it comes to sustainability.

What were your key sustainability achievements in 2025?

Throughout 2025, we put our commitment into practice. We participated in the Voka Charter for Sustainable Entrepreneurship (VCDO), which resulted in our SDG Pioneer certificate from VOKA/UNITAR (received in 2025). This is a token of recognition for our ongoing progress in all five SDG categories (People, Planet, Prosperity, Partnership, and Peace).

Additionally, we upheld our high standards in product safety and integrity by maintaining the IFS Broker certification (which has steered our quality focus since 2016). On the climate front, we have been actively reducing emissions from our operations — approximately 25% of our vehicle fleet has been converted to electric power, supported by 54 charging stations across our sites. We've also made significant strides in improving climate transparency to meet retailer and societal demands by enhancing our GHG accounting processes, especially for the products we distribute. We are looking forward to tackling the climate challenge together with all our principals and business partners. Our SBTi commitment is proof of this commitment.

What challenges have you faced over the past two years?

Our most pressing challenges arise from the complexity and global nature of our supply chains. As a distributor of agri-food and non-food products, the impacts of climate change (adaptation) can have a long-term effect on the stability of our supply. Additionally, the growing demand for climate transparency from retailers requires us to provide detailed product carbon footprint data. Retrieving reliable data and stimulating actions across principals is a true challenge. Beyond environmental hurdles, managing social risks remains crucial, as our globalized supply chains require strict oversight to protect labor conditions and uphold human rights standards.

What does the path to sustainable growth look like for Pietercil Brokerage in the near future?

Looking ahead, our near-term focus will be on translating our ambitious climate goals into actionable plans. We've committed to reducing our greenhouse gas emissions in alignment with the 1.5°C pathway and have joined the science-based targets initiative through our climate target validation. Achieving these goals requires close collaboration with our principals, which is why we are incorporating climate-related requirements into our business selection and due diligence processes. Additionally,

we will continue to enhance the operational efficiency of our sites, including further electrifying our car fleet and improving office waste management. Moving into 2026 and beyond, we'll also increase our focus on remaining a valued and preferred employer, continuously improving talent, well-being, and other key processes.

And your long-term sustainability goals?

Looking further ahead, we're focused on progressing beyond our current certifications, with the aim of achieving the SDG Champion certificate as our next significant milestone. Next up will be doubling down on progressing towards our validated (science-based) climate target and improving our due diligence procedures. In terms of product quality and safety, we're aiming for zero product recalls, ensuring 100% of our suppliers and logistics partners meet the required certifications. Internally, we aim to cultivate a proactive, connected, and empowered workforce. We keep a finger to the pulse by measuring employee engagement as a key performance indicator. We sense doubling down on learning and development will be key, as changing market dynamics will require our Pietercilians to continuously adapt to new situations.

About Pietercil Brokerage

Name of the organization:

Pietercil Delby's (further referred to as 'Pietercil')

Location:

Vitseroelstraat 74, 1740 Ternat

Owner:

Pietercil Group NV

Reporting period:

01/01/2025 – 31/12/2025

Reporting standard:

Pietercil is disclosing its sustainability information along the VSME standard, more specifically OPTION B: Basic Module and Comprehensive Module. Pietercil has not omitted any disclosures deemed classified or sensitive.

Consolidation level:

The scope of this sustainability report is limited to Pietercil Brokerage. Financially, Pietercil Group reports on a consolidated level. This is not the case here as Belîès and Pietercil Brokerage have a separate sustainability report. Subsidiaries of Pietercil Brokerage that are included are: Pietercil Delby's NV, Pietercil Barends BV, Pietercil Interco SAS, Pietercil Lorang SARL.

[Learn more about our story in this video](#)

Key figures



NACE sector classification code(s)

46360

Wholesale of sugar and chocolate and sugar confectionery

46392

Wholesale not specialised of non-frozen food products, beverages and luxury goods

46450

Wholesale of perfume and cosmetics



Location of sites owned, leased or managed by Pietercil Delby's

Owned site

- Vitseroelstraat 74, 1740 Ternat

Leased sites:

- Jan Leentvaarlaan 38-48, 3065 DC Rotterdam, Netherlands
- Rue Pafebruch, L-8308 Mamer, Luxembourg
- Allée du lac de Tignes 17, 73290 La Motte Servolex, France



Turnover (in Euro)

€ 263 253 873 in 2025

Balance sheet (in Euro)

€ 98 592 303 in 2025



Number of employees in full-time equivalents

164 FTE at the end of FY2025

Sustainability certifications and labels

SDG Pioneer

Pietercil Brokerage has been awarded the SDG Pioneer certificate by VOKA/UNITAR in recognition of its structural commitment to sustainability. This international label is granted to organizations that have achieved the VCDO charter at least once. To achieve this charter, Pietercil Brokerage demonstrated consistent progress by successfully completing at least ten actions per year across four of the **five Ps – People, Planet, Prosperity, Partnership, and Peace** – with at least two actions directly linked to our core business.

Our actions were assessed against twelve sustainability criteria, including employee training and knowledge sharing, vision development, stakeholder engagement, and transparent internal and external communication of their sustainability ambitions. The certification confirms that Pietercil integrates sustainability into its strategy, processes, and decision-making.

Next up: the SDG Champion certificate!

IFS Broker

Pietercil Brokerage is an IFS (international featured standards) certified broker since 2016. This certificate guarantees that Pietercil Brokerage manages its processes with respect of product quality and safety. It is Pietercil Brokerage's policy to conduct an annual audit to renew our IFS Broker certificate.

This certification is achieved on the Pietercil Brokerage level, for every country we are operationally active in (Belgium, The Netherlands, Luxemburg and France).



**Pietercil Group is IFS Broker
higher level**
certified since November 2016

What?

- This certificate guarantees all business partners that Pietercil Group is managing its processes with respect of product quality and safety standards and the governing law.

How?

- All processes are described and documented in the Quality Handbook, available to all our employees.
- Training sessions for new employees.
- Regular refresh sessions for current employees.
- Internal audits assess the application of the procedures, reveal points for improvement.
- Pietercil has a copy of the IFS, BRC or FSCC certificates and a Quality Questionnaire for all principals/suppliers.

When?

- Yearly an external certifying organization is auditing our processes in order to renew our IFS Broker certificate.

Pietercil Brokerage business model

Pietercil is active in fast moving consumer goods in Belgium, the Netherlands, Luxemburg & France operating as a full service distributor for +90 brands.

This includes buying from our brand owners and reselling mainly food, but also non-food products to retailers, foodservice, DIY, pharma & Ecommerce customers.

As a result, Pietercil is a leading and well known distributor in Europe.

Pietercil's main product categories are food (hot beverages, chilled & frozen, canned food, food of the world, breakfast & snacking) and non-food (health & personal care, home care & home utilities).

Visit our [success stories](#) to learn more about our principals and brands.

FOOD

Brand list of Pietercil Brokerage principals at time of publication (July 2026)

HOT BEVERAGES	SUGAR ALTERNATIVES	BREAKFAST & BABY	SNACKING	CHILLED & FROZEN	FOOD OF THE WORLD	CANNED	QUICK MEALS & CULINARY AIDS

NON-FOOD

Brand list of Pietercil Brokerage principals at time of publication (July 2026)

HEALTH CARE	PERSONAL CARE	HOME CARE & HOME UTILITIES

Pietercil delivers a full portfolio of services to its principals, mainly in the fields of **marketing, key account and supply chain management.**



Consumer & Shopper Marketing

Our local marketers adapt the global marketing brand strategy to the local markets. Our experienced marketers take brands to the local consumer with the right campaigns, promotions and smart in-store activities. We take care of local "excellence in execution" for the local market plans.



Key Account Management & Field Management

The Pietercil sales team operates locally in no less than 4 countries and therefore benefits from excellent market knowledge. Our Sales force keeps in close contact with all large FMCG distribution channels.



Category Management

Pietercil often represents various brands within the same category. We extract examples of best practice and learnings from our extensive experience and use these for the common good. In doing so, Pietercil provides relevant offers and services for the brands, retailers and consumers.



Data Management

Pietercil is a distribution partner that manages all information related to customers, trading terms, products, price setting and discounts. Let your data be our concern.



Shared Services

Our Shared Services (ICT, regulatory, HR and legal) have been developed with cost efficiency in mind. Our different departments work closely together in order to provide an optimised service at all times, both for brands and for retailers.



Supply Chain

We collaborate with pallet pooling and conditioned food logistics experts, relying on long-standing partnerships with local providers.

More information on our service portfolio, go see our [website](#)



OUR MISSION

Building local heroes out of ambitious brands through proactive partnerships



OUR AMBITION

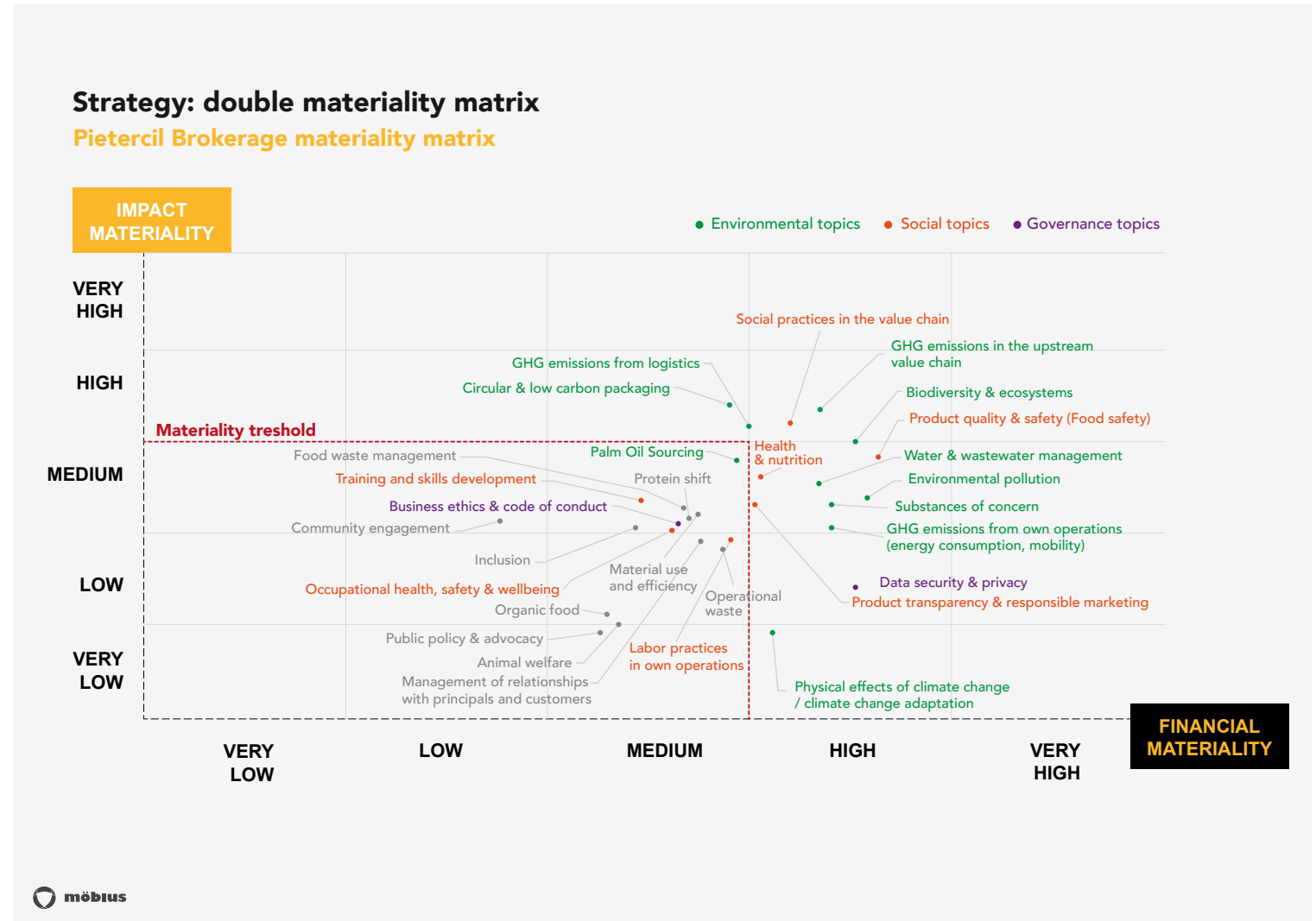
Becoming the undisputed best in class European broker

What ESG means for Pietercil Brokerage

Our double materiality process

Pietercil Brokerage conducted a comprehensive **double materiality assessment** in line with the ESRS framework to determine the most relevant sustainability topics for its business. We evaluated the ESG topics across the portfolio of products we distribute and our activities to bring these products to market. This was done by assessing both the impact and financial relevance of these topics.

The process began by mapping the context and stakeholders to identify key environmental, social, and governance (ESG) impacts, risks, and opportunities (IROs). These were then assessed through interviews, surveys, workshops, and stakeholder engagement to gauge their materiality. Material topics were prioritized based on criteria such as impact materiality (scope, severity, and likelihood of impact), and their financial relevance to Pietercil. The final list of topics was approved in a dedicated board meeting. Our materiality matrix shows the ESG topics that jump the materiality threshold. At the same time, Pietercil actively manages various topics that are deemed non-material.



Our sustainability strategy

As seen above, Pietercil's double materiality assessment revealed impacts, financial risks, and opportunities. We address these with a clear and focused sustainability strategy, segmented into four main pillars. Our aim, via this strategy, is to make sustainable progress by managing our material topics:

1. Contributing to climate action
2. Due diligence in our value chain
3. Ensuring product quality and safety
4. Developing and engaging our workforce

The following chapters elaborate on these pillars and their actions, targets, and relevant metrics.

For an overview of our material topics and why they are exactly essential to Pietercil Brokerage's sustainability strategy, read further to go see [Annex II](#) on the sustainability issues included in our materiality scope.

1 | Contributing to climate action

SDG 13, SDG 12

2 | Due diligence in our value chain

SDG 8, SDG 11, SDG 15

3 | Ensuring product quality and safety

SDG 3

4 | Developing and engaging our workforce

SDG 8



PILLAR



Our climate strategy

Pillar 1

Our climate strategy

Why climate change matters

Impacts

The products Pietercil sources and distributes contribute to greenhouse gas (GHG) emissions and affect the already changing climate. This is especially relevant given Pietercil's involvement in the sourcing and distribution of numerous agri-food products. The forest, land and agricultural sector is a significant source of emissions. It accounts for 22% of global greenhouse gas emissions — the third-highest sector after energy and industry (source: [IPCC](#)).

In addition, Pietercil's logistics partners and distribution operations further increase the carbon footprint of its products.

Financial risks and opportunities

There is mounting incentive from retailers for Pietercil to show transparency surrounding its emissions and cooperate to reduce its climate impact in order to achieve the 1.5°C target set by the Paris Agreement. Inability to meet these expectations — due to limited control over upstream emissions or insufficient data — could lead to a loss in market share. Operational costs are also expected to rise due to the de-carbonization investments needed in transport and shifts required toward more sustainable food production. This may affect product pricing and competitiveness.

Finally, climate adaptation is a pressing concern. Forest, land and agriculture is one of the sectors most impacted by climate change: changing weather patterns, water scarcity, and land-use constraints could disrupt the sourcing of ingredients and materials, threatening business continuity.

Via our due diligence processes, we are trying to get more insight in the physical climate risks that are becoming inherent to the supply chain of our products.



Our greenhouse gas emissions and energy consumption in 2025

Pietercil Brokerage is proud to join the **SBTi initiative** via its validated climate targets across the Pietercil Group. We are ramping up our efforts to gain a better understanding of our climate impact and to create transparency surrounding the carbon footprint of our operations and the products we distribute. The next section details Pietercil Brokerage's greenhouse gas emissions and its transition plan.

Greenhouse gas emissions inventory for FY25

For FY25, Pietercil Brokerage calculated its greenhouse gas inventory according to the GHG Protocol for Scopes 1, 2, and 3. The company had already prepared intensively to report (and manage) fossil and land-based emissions separately, according to the Land Sector and Removals Standard (LSRS).

Our total fossil emissions were **74 189** tons of CO₂e in FY2025.

99.5% of Pietercil Brokerage's fossil-based CO₂ emissions come from Scope 3 sources — primarily goods and services purchased (the products we distribute) and upstream transportation (which includes rented warehouses). As elaborated in our transition plan, Pietercil brokerage is committed to working alongside our principals and partners, and encouraging them to reduce their CO₂ emissions.

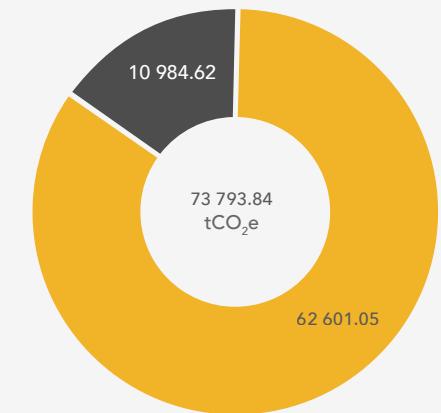
Land-based, or Forest, Land and Agriculture (FLAG) emissions, are greenhouse gases from activities including deforestation, land use change and farming practices. Pietercil Brokerage accounts for them based on the Land sector and removals standard (LSRS). Our land-based emissions were 27 779.28 tons of CO₂e in FY2025.

Pietercil Brokerages full greenhouse gas inventory (limited to fossil emissions) can be found in Annex III. Any question related to emission data of Pietercil Brokerage or its principals can be addressed to esginfo@pietercil.com.

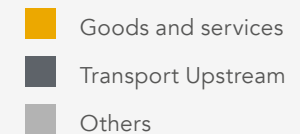
Pietercil Brokerage fossil emissions by activity group

Activity group	(tCO ₂ e)
1 Scope 1 - Direct Emissions from operations	305.87
2 Scope 2 - Indirect emissions from the use of purchased electricity, steam, heating, and cooling	47.36
3 Scope 3 - Indirect emission in the value chain - Upstream	73 793.84
Downstream	42.12
Total GHG emissions	74 189.19

Pietercil Brokerage scope 3 fossil emissions by emission category



Fossil emissions by activity (tCO₂e)



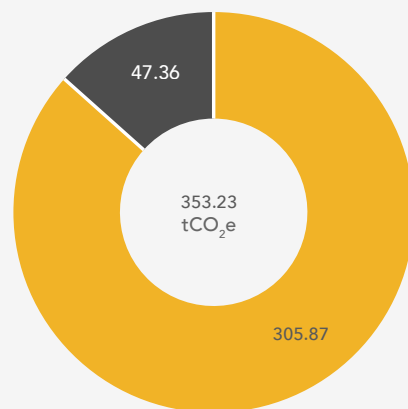
Scope 1 and 2 emissions and energy consumption for FY25

Pietercil Brokerage's Scope 1 and 2 emissions are only a minimal part (0.5%) of its full greenhouse gas inventory. We are making sure we will also reduce this portion of our carbon footprint in our transition plan (see next section).

Direct emissions from own operations are the largest source of Scope 1 and 2 fossil emissions for Pietercil Brokerage (86.6%). These emissions mainly result from mobile combustion attributed to company cars. Scope 2 emissions related to (purchased) electricity are minor due to a green energy contract for buildings.

Scope 1 and 2 GHG emissions – results for FY25

Pietercil Brokerage scope 1 and 2 fossil emissions by activity



Fossil emissions by activity (tCO₂e)



Pietercil Brokerage scope 1 and 2 fossil emissions by emission category.

Emission category		ALL GHG (tCO ₂ e)
1	Scope 1 - Direct Emissions from operations	305.87
1.1	Stationary combustion	45.25
1.2	Mobile combustion	260.62
1.3	Process emissions	0.00
1.4	Fugitive emissions	0.00
2	Scope 2 - Indirect emissions from the use of purchased electricity, steam, heating, and cooling	47.36
2.1	Purchased electricity	market based 47.36
		location based 73.80
2.2	Purchased steam, heating, cooling	0.00
Total scope 1 and 2 emissions (market based)		353.23

Pietercil brokerage greenhouse gas intensity (scope 1 & 2)

GHG intensity based on net revenue

	Emissions (CO ₂)	Net Invoiced Value*	Volume in 2025
location based	380 ton	€ 300 599 692	1.26 ton CO ₂ e/mio€
market based	353 ton	€ 300 599 692	1.17 ton CO ₂ e/mio€

*The total invoiced amount after deducting discounts or rebates, but excl. taxes or charges.

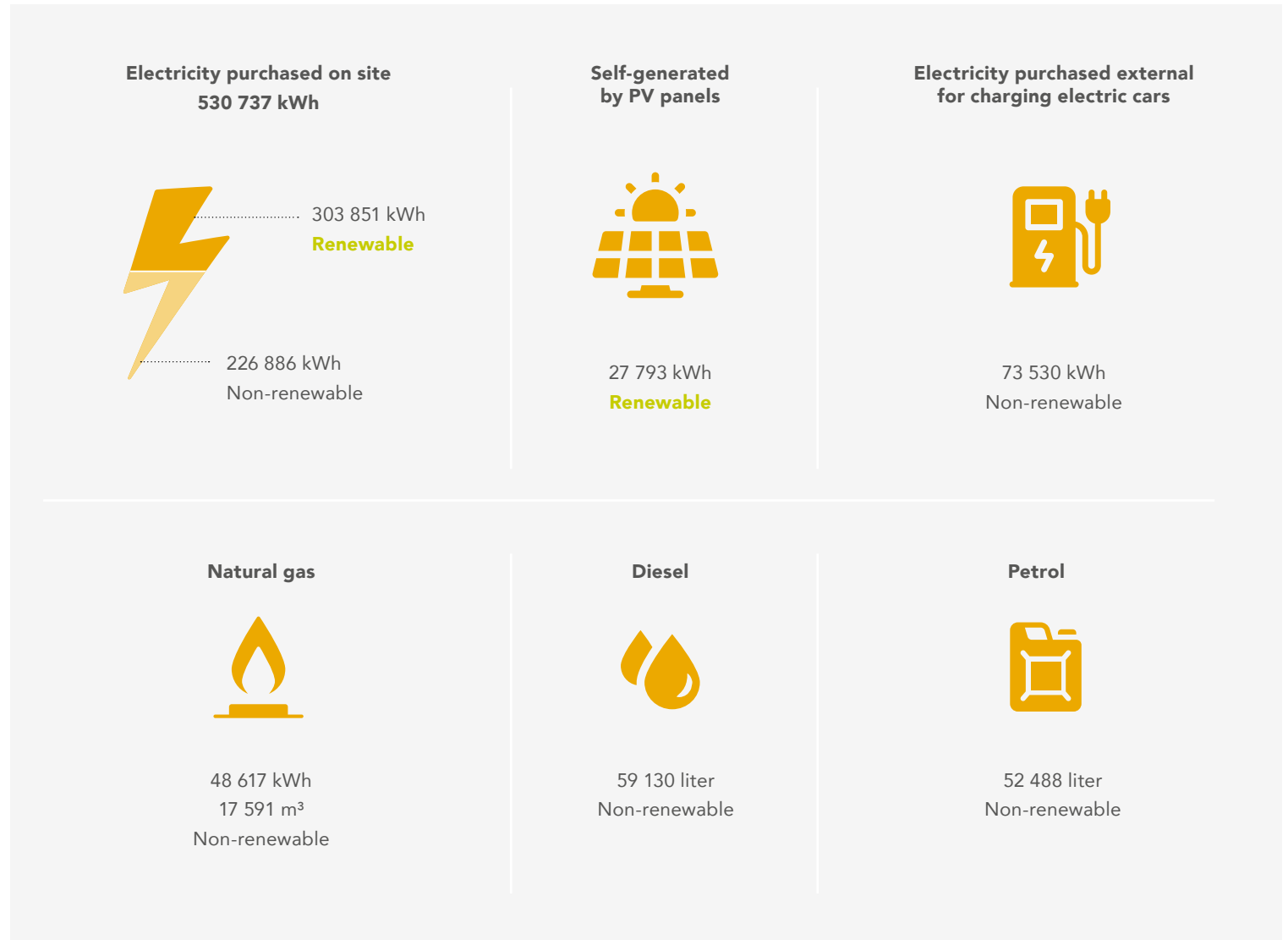
Energy consumption metrics — results for FY25

The results on the right show that Pietercil Brokerage largely runs its operations on energy from **renewable sources**, especially electricity that is provided by solar panels or via a green electricity contract.

Despite using green energy, Pietercil Brokerage also rationalizes energy use by investing in energy-efficient solutions such as LED lighting systems. Natural gas is used to heat buildings.

Our energy consumption increased compared to last year due to a temporary switch from renewable to non-renewable electricity. Contracts have since been updated, and we are currently sourcing renewable energy again.

52%
of Pietercil's electricity consumption is powered by green energy



Our approach to reducing our carbon footprint: our climate transition plan

Our climate target

Pietercil's objective is to reduce its greenhouse gas emissions, in cooperation with its most prominent value chain partners, by adopting a carbon reduction trajectory aligned with the Paris Agreement's 1.5°C target. This is supported by a climate strategy that aims to reduce direct emissions from its own operations (via fleet electrification and renewable energy) and across the supply chain (working hand-in-hand with principals and brands to limit products' fossil or land-based emissions throughout their lifecycle).



SCIENCE
BASED
TARGETS

With this intention, Pietercil has set targets that are being validated at the time of reporting.

Pietercil Brokerage has formulated an underlying target to transition 100% of the company cars in Belgium, France, and the Netherlands to electric power by 2029, aiming to significantly reduce Scope 1 emissions (mobile combustion).

SBTI – CO₂ REDUCTION TARGETS

Pietercil Group Commitment



Pietercil Group commits to **reduce absolute Scope 1 and 2 greenhouse gas (GHG) emissions by 62%** by 2035, from a 2023 base year.



Pietercil Group also commits that 80% of its suppliers, by emissions covering purchased goods and services, will have **science-based targets** by 2030.



Pietercil Group commits to reduce absolute **Scope 3 FLAG greenhouse gas emissions by 21%** by 2030, from a 2023 base year.



Pietercil Group commits to **no deforestation** across its primary deforestation-linked commodities by 30 December 2026.

Our climate actions

Pietercil intends to achieve these targets by putting ambitious actions into place, within its own operations and across the value chain.

1. Reducing emissions from our own operations (energy, logistics, and employee commuting)

- **Continuing green electricity contracts** for our own facilities and expanding green electricity generation capacity from solar panels.
- **Better planning and stock management to reduce spoilage and avoid food loss:** Pietercil is investing in processes, infrastructure and capabilities (e.g. revised S&OP process) to control inventories, improve planning and reduce overstock. This will balance supply and demand and avoid perishables having to be destroyed.
- **Car fleet electrification and supporting infrastructure:** the Pietercil Brokerage car fleet has been converted to a greener, electric-powered fleet and this conversion will continue in the coming years.

The car fleet consists of around 120 cars, of which approximately 37% are EVs. More electric cars were ordered in 2025 and in the years to come. To support this transition, Pietercil has 54 charging points and medium-voltage infrastructure available across all sites in 2025 (excl. Belîès).

- **Better management of office waste:** Pietercil is actively increasing awareness to avoid waste and improve its sorting at the office. In 2024, the focus was on awareness and education — while that shifted to training in 2025.

This mainly comprised online modules and cooperation with local EPR systems (e.g. Fost Plus).



2. Addressing emissions from products & packaging in the value chain.

- **A streamlined accounting process for product-related GHG emissions:**

Pietercil has set up a process to account each year for GHG emissions related to goods and services purchased (GHG protocol emission category 3.1). This enables Pietercil to identify carbon-intensive product categories and brands and provide transparent responses to retailers' requests for information on our products' carbon footprint.



In 2025, Pietercil has made a significant step in partly automating the process using third-party verified carbon accounting software: Carbon+Alt+Delete.

» Pietercil aims to increase the accuracy of its GHG inventory year-on-year by investing in optimized data collection processes (e.g. incorporating more principal-specific emission factors) and improved methodologies.

» In the latter sense, Pietercil has transitioned to separating its **land-based emissions** from other industrial emissions in order to manage them more effectively and report on them transparently.

- **Incorporating climate requirements in principal engagement processes and due diligence:**

The levers to decrease GHG emissions from products and packaging predominantly lie in the hands of the principal. To stimulate effective carbon reduction strategies and actions across the value chain, Pietercil has incorporated climate requirements in its key processes:

» **New business:** when engaging in discussion with aspiring or new principals, Pietercil actively brings the climate into the discussion by gauging the carbon intensity of the products delivered. It also highlights the existence of future climate targets and mitigation strategies.

» **Due diligence:** Pietercil actively engages in dialogue with principals that represent a significant share of its Scope 3 emissions to formulate, plan, and follow up on climate targets (preferably aligned with the 1.5°C pathway) and their associated transition plans.

This approach applies to various brands and local heroes that are **perfectly positioned in the climate transition:**



The Flower Farm

By eliminating palm oil, The Flower Farm avoids the greenhouse gas emissions that might be caused by deforestation.



Dreamfarm

A healthy plant-based alternative to cheese, with a lower carbon footprint.



HAK

HAK supports the transition to plant-based proteins with their assortment of legumes and is innovating with a cardboard packaging, resulting in lower CO₂ emissions. On top of that, HAK has a validated science-based target.



Yoplait and Del Monte

Yoplait and Del Monte are at the forefront of climate action as they have validated science-based targets.



PILLAR
2

**Our approach
to due diligence
in the value chain**

Pillar 2

Our approach to due diligence in the value chain

Why due diligence matters

Due diligence is essential for Pietercil to manage environmental, social, and regulatory risks and impacts in its upstream value chain, in line with the core values we have put forward for ourselves. Next to that, as a broker working closely with numerous principals and suppliers, Pietercil's ability to meet retailer and regulatory expectations increasingly depends on the practices of its upstream partners. It is Pietercil's aim to, via its due diligence approach, implement the standards of engagement of its retail and foodservice partners.

Environmental impacts related to pollution, deforestation, excessive water use, and unsustainable agricultural practices directly affect Pietercil's credibility and the relevance of its product portfolio on the long term. For example, stricter environmental and chemical regulations (like REACH or CSDDD) may result in legal and operational disruptions if upstream partners do not comply.

Additionally, effects of climate change can lead to issues in ingredient and material sourcing and pose a financial risk for Pietercil.

Social risks are equally critical. Limited traceability in the supply chain can mask issues like poor working conditions, human rights violations, or child labor. This not only exposes Pietercil to regulatory fines and reputational damage, but also undermines the resilience and reliability of our supply chain. Conversely, integrating strong social standards into supplier selection and contracts is an opportunity to strengthen supply chain integrity.



Flodor

100% of the palm oil purchased for the production of Flodor products is RSPO certified — Mass Balance — which contributes to the production of certified sustainable palm oil.



Lavazza

Lavazza ensures human rights are protected in their supply chain by conducting ethical and social audits at suppliers. Additionally, through the Lavazza Foundation projects on sustainable agriculture and social inclusion are funded.



Lipton

Lipton has a living wage ambition for their entire value chain by 2040. To accelerate climate action, Lipton has set a net-zero target by 2040 and aims to reach 100% recyclable packs and 100% industrially compostable teabags by 2027.

Our approach to due diligence

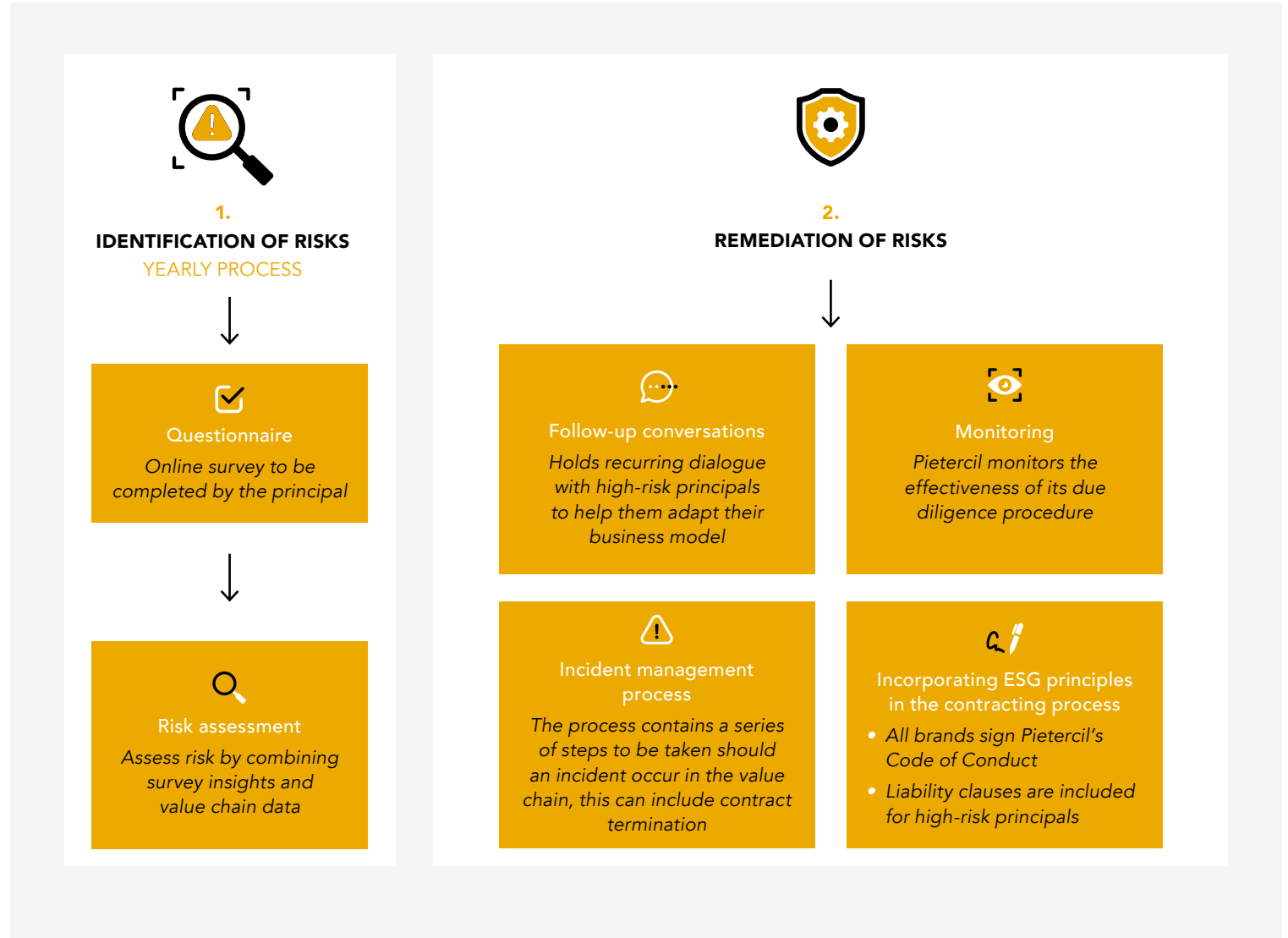
Policy

Pietercil’s due diligence policy reflects its commitment to responsible brokerage by identifying and addressing environmental and social risks in its upstream value chain. The policy applies to all traded brands (food and non-food) in Belgium, the Netherlands, France, and Luxembourg.

This due diligence process was elaborated and implemented throughout 2024 – and continued in 2025 and 2026.

The visual on the right provides an overview of Pietercil’s due diligence process and the actions taken to implement the policy.


Each step is described in more detail on the next page.




Actions

Identification of risks


Pietercil has developed its own yearly process to identify potential impacts in the value chain and to mitigate these via engaging with principals as well as to increase its understanding of the principals' policies and actions to address impacts and risks.


 **Questionnaire:** In an initial questionnaire — an online survey to be completed by the principal — Pietercil gained insight into how the principal is organized with regards to ESG and the main risks that can be identified in their value chain.


 **Risk assessment:** Pietercil combines the answers in the questionnaire with other available information on the value chain of the principal to assess the principals in terms of the risks in their value chain. The principals are screened to identify those requiring closer collaboration and follow-up from Pietercil (e.g. multiple risks in the value chain, strong contribution to Pietercil's carbon footprint, high sales volume, etc.). Pietercil Brokerage's definition of risk combines the risk inherent in the principal's value chain with the measures to mitigate these risks.

This risk assessment is updated when new principals are onboarded or according to changes in existing principals' situations.

Remediation of risks

 **Follow-up conversations:** Pietercil holds recurring dialogue with high-risk principals to help them adapt their business model in light of sustainability issues and risks. It requests greater transparency from principals on their action plans when negative impacts are identified. The frequency of engagement depends on each principal's risk assessment.

 **Monitoring:** Pietercil monitors the effectiveness of its due diligence procedure by gauging whether high-risk principals are adapting their business practices and re-evaluating these stakeholders' risk profiles.

 **Incident management process:** Pietercil has shaped and implemented an incident management process containing a series of steps to be taken should an incident occur in the value chain and to remedy the potential effects. This includes actions to gain accurate insight into the incident,

remedy its consequences, prevent it from happening again and keep stakeholders informed.

Incorporating ESG principles in the contracting process:

To establish the basic social and environmental requirements when contracting with principals, two mechanisms are applied:

- » Pietercil expects every brand to sign their code of conduct, which is appended to the contract. This enables organizations to work together in a proactive and transparent way to identify and mitigate possible risks.
- » Pietercil includes liability clauses in the contract of certain high-risk principals to ensure escalation if the principal does not fulfil its obligations.

New business selection criteria

When Pietercil engages with a potential new brand, a new business selection checklist is used. The ESG perspective is added to this analysis. This provides an initial screening of the potential new principal's ESG maturity and checks for social and environmental risks in their value chain.

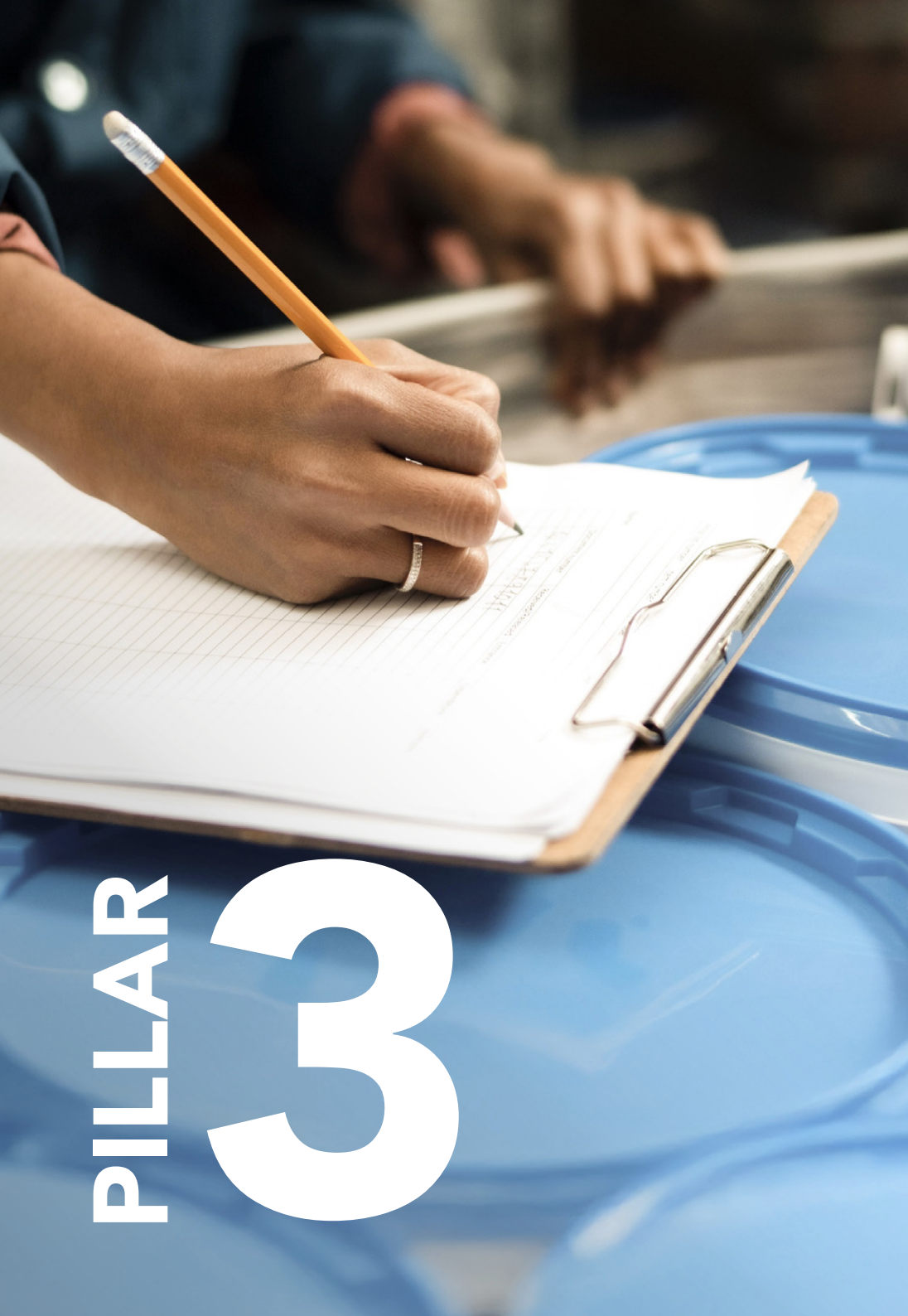
Training principal and commercial managers on ESG topics

Pietercil's sales and marketing teams are trained on ESG in general and on topics specifically relevant to their value chains (e.g. SVHCs for non-food principals; deforestation for products containing cattle, soy and palm oil products, etc.). This way, colleagues can easily identify potential risks and initiate a follow-up conversation. Guidance from an ESG expert is provided whenever needed.

Proactive screening of upcoming due diligence regulations

Pietercil's legal team closely monitors the new regulations proposed at European and national level. Initial screening of the requirements takes place and their relevance for Pietercil's business is analyzed. Where needed, questions and/or new ESG topics are added to the due diligence process.

Any questions on Pietercil's due diligence policy may be sent to esginfo@pietercil.com



PILLAR
3

**Our approach to
assuring product
quality & safety**

Pillar 3

Our approach to assuring product quality & safety

Why product quality & safety matters

Ensuring product quality and food safety is critical for Pietercil to minimize potential impacts on consumers as far as possible. Poor standards or controls — such as gaps in procedures — can lead directly to food safety and quality risks, with serious consequences for both public health and the credibility of our company and partners.

Product recalls and quality incidents pose a business risk to Pietercil. They can result in reputational damage, loss of customer and consumer trust, reduced revenues, and increased costs due to fines, litigation, and wasted inventory. Maintaining robust quality systems, especially when dealing with food products, is therefore essential for the protection of both consumers and long-term business performance.

Our approach to assuring product quality & safety

Policy

Pietercil is committed to providing safe, high-quality food and care products through a robust and evolving quality management system, ensuring they are accredited and verified by third parties such as IFS Broker, GDP, etc. The company’s quality philosophy is rooted in customer satisfaction by meeting the highest standards of quality, food safety, continuous improvement, integrity and regulatory compliance.

Pietercil has set the following forward-looking targets to strengthen product quality and safety:

- **100% supplier and logistics partner compliance** with required certifications (GFSI and GDP).
- Commitment to achieving **zero product recalls** through proactive quality assurance and continuous improvement.



Actions

To implement this policy effectively and mitigate risks, Pietercil takes the following actions:

1 Continuous quality checks on principals and producers	2 Certification of logistics service providers	3 Awareness & training
<ul style="list-style-type: none"> Verifying whether products from principals and suppliers also meet high quality standards in terms of raw materials, production and, food and product safety and integrity. At the start of each new collaboration, the supplier must complete and sign quality questionnaires and provide a copy of their quality certificates. Additionally we screen new principals for sound ESG practices. Collecting and verifying certificates and quality statements. Maintaining centralized records of certifications and quality manager contact details. Striving for all suppliers' compliance with GFSI standards. Ensuring that medical devices are purchased, stored, delivered, and exported in accordance with GDP regulations. 	<ul style="list-style-type: none"> Verifying whether logistics service providers comply with the specifications and quality standards for the storage, handling, and transport of our products. Checking that they have valid IFS Logistics and/or BRC certification (Global Standard for Storage and Distribution). For medical devices: ensuring conformity with GDP certification (if applicable). 	<ul style="list-style-type: none"> Management ensures that employees are aware of their responsibilities in terms of food safety and quality and that mechanisms are in place to assess the effectiveness of their work. All processes are described and documented in the Quality Handbook which is available to all employees. Training is organized for all new employees and regular refresher sessions are held for current employees. Digital IFS training available since 2025 for all employees via our e-learning platform.
4 Control and audit	5 Incident management	6 Continuous improvement
<ul style="list-style-type: none"> Internal audits assess the application of procedures and identify areas for improvement. An external certifying organization audits Pietercil's processes every year for the renewal of our IFS Broker certificate. 	<ul style="list-style-type: none"> All consumer complaints, product withdrawals, and recalls are systematically recorded and analyzed, and used to take corrective and preventive actions. Pietercil follows a structured incident management procedure, including a risk-based severity assessment to ensure appropriate escalation and rapid response. High-impact incidents trigger the activation of a cross-functional crisis team. Communication with suppliers, authorities, and customers is coordinated centrally by Legal and the Management teams. Annual trend analyses, recall simulations, and traceability tests are carried out to test operational preparedness, improve future response, and safeguard consumer trust. 	<ul style="list-style-type: none"> We set measurable annual objectives tied to food quality and safety (see below). We conduct yearly evaluations of the quality system and revise it in response to external and internal changes. We formulate clear corrective actions to prevent further non-conformities. <div data-bbox="1520 1155 2101 1474" style="background-color: #fff9c4; padding: 10px;"> <p>2025: two product recalls:</p> <ul style="list-style-type: none"> Private label rice cakes were recalled due to non-conformity as acrylamide levels exceeded the legal limit. A possible presence of rubber was identified in HAK spinach. Pietercil promptly informed all customers and the relevant food safety authorities across the BeNeLux. The affected products were withdrawn from the market and destroyed. <p>2025: two product withdrawals:</p> <ul style="list-style-type: none"> Missing Dutch language on the packaging of a product sold in the Netherlands. Incorrect product in the packaging. </div>



PILLAR 4

**How we develop
and engage our
workforce**

Pillar 4

How we develop and engage our workforce

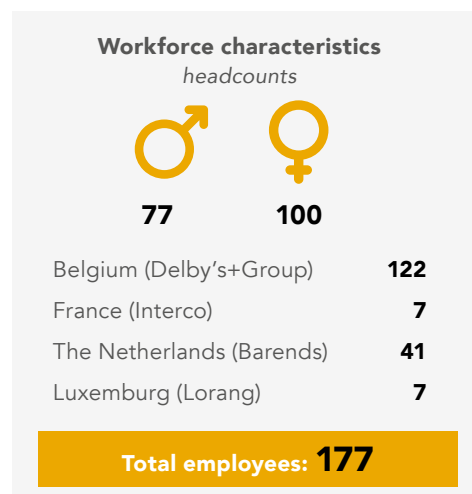
Why it matters

At Pietercil, as a sales and distribution organization, we know that our people make the difference. We give colleagues the chance to learn, grow, and feel good in their job. When employees are motivated, appreciated and supported, they bring fresh energy and ideas that strengthen the whole team.

People who are engaged and skilled deliver better service to customers, build stronger partnerships with suppliers and principals, and help us adapt quickly in an ever-changing market. At the same time, keeping employee turnover and absenteeism low creates stability.

Some general characteristics on our workforce

Day in day out, we have **164 FTE employees** at Pietercil Brokerage, working hard across 4 countries to turn global brands into ambitious heroes. All accounting policies related to social metrics displayed in this section are explained in [Annex IV](#).



The values that guide our behavior


In 2026, we have updated our Pietercil Group company values. This exercise involved in-depth interviews with fifteen key senior Board and staff members as well as a companywide survey of all white-collar employees.

The values were introduced and explained at the Kick-Off Event on 05/03/2026 when the Chairman of the Board was interviewed and the employees took part in an interactive exercise on how to bring the values to life.

The next steps in bringing these values to life are being identified and put into action:

- Incorporating the values in the performance management cycle
- Disseminating the values in a leaflet for all employees
- Updating the communications material on the website and Intranet

Summary of our values:



TRUST IS HOW WE GROW
Integrity · Craftmanship · Ownership
Flexibility · Togetherness

Integrity Our moral compass: trust grounded in honesty and fairness.	
Ownership "I see it through until it's finished": trust built on responsibility and results.	Craftmanship Excellence in our craft, attention to detail, simplicity and pride in the work we deliver – trust born from expertise.
Togetherness One group, one voice: trust that grows from connection, partnership and shared success.	Flexibility Adapting to change: a thoughtful, controlled and constructive approach to change.

Our approach to training & skills development

At Pietercil, we view learning and development as essential to long-term performance and resilience. Our approach is embedded in the **annual performance management cycle** that combines business alignment with personal growth and company values and goals. Each employee participates in a structured review process in which both result-oriented and development-oriented goals are discussed. These conversations help identify individuals' strengths, areas for growth and learning needs. All roles are defined by a clear job description. Based on the annual appraisal outcomes, we create clustered development plans that match the skills gaps identified with learning opportunities. We apply the **70-20-10 model** to development: the majority of learning takes place through on-the-job experience, supported by collaboration with colleagues and targeted training.

We are committed to ensuring that **all employees are included** in the performance review process and that we comply with the training obligations set by the relevant sectoral agreements. Continuous coaching enables our staff to develop on the go.

Through this policy, Pietercil aims to foster a culture of continuous improvement, empower employees in their careers and ensure the long-term capability of our organisation.

Number of training hours per employee, broken down by gender



Developing our leaders of tomorrow and internal mobility

Through our Leadership Development Programme, we nurture the leaders of tomorrow. The current programme, in

collaboration with Business Markers, has run twice now — in 2024 and 2025 — and the next waves will take place in 2026 and 2027. In each wave, a maximum of 13 participants are nominated by senior management, using the nine-box evaluation tool we implement to identify rising stars and those with high potential early.

The core programme is centred around the roles of the manager, coach and leader. The programme lasts three days spread over three months with InterVision sessions in between the training days.

This course has been evaluated as very positive by participants and has proven to be a good indicator for promotions from middle to senior level management positions.

Internal mobility is at the core of the HR approach. This is an example of a career journey: from junior principal manager to principal manager to senior principal manager to category cluster manager to category & marketing lead. We have been able to promote many employees and we advertise open positions internally.

Respect for working conditions and transparent pay

We meet all legal social requirements and observe all collective labour agreements for our employees in Belgium, Netherlands, France and Luxembourg. This legal framework is the minimum standard for us. It means that all employees receive pay equal to or above the applicable minimum wage.

We are fully prepared for the EU Directive on Pay Transparency, based on the Korn Ferry Hay job methodology. We have reviewed our job descriptions and job classification system. Each year, we benchmark our salaries to the Korn Ferry salary data to be used by management when the yearly salary Review & Merit process takes place.

This process and wage benchmarking system (Hay) ensures the pay we offer is adequate and competitive. Next to base salaries, we also benchmark other pay elements like variable pay, cars and benefits.

Our approach to health, safety and well-being

At Pietercil, we are committed to fostering a **healthy, respectful and flexible working environment** in which employees feel supported — both professionally and personally.

We promote a work-life balance through a formal Right to Disconnect policy which safeguards employees' rest periods and ensures they are not expected to respond to work-related communications outside their agreed working hours. This policy applies to all employees and helps maintain boundaries between working and personal time, with clear procedures for exceptions in the event of emergencies or for critical roles.

In addition, our **flexible work culture** includes:

- Flexible working hours
- Remote working opportunities (aligned with legal requirements and tailored to team needs)
- A proactive approach to preventing over-connection. In addition, our part-time work policy has been updated, allowing 80% part-time work.

To support mental and physical health, Pietercil has developed 'FC Pietercil', a group of volunteers that put together an agenda of events aimed at fostering the **three aspects of wellbeing**, namely the **physical, psychological** and **'fun' factors**.

The Fun Council runs activities and campaigns, designed to energise and inspire employees throughout the year.

Our **flexible reward policy** also enables employees to shape their own mobility choices, encouraging sustainable and personalised commuting options, or to buy extra holidays. Together, these measures reflect our belief that well-being is key to long-term engagement.

Pietercil Group has plans to measure employee engagement via a 'Pulse' engagement survey. In 2025 we carried out a test with the Gallup Engagement Survey that unfortunately did not match our expectations. However in 2026 we will be selecting an appropriate tool to prepare for deployment in 2027.

When employees do fall ill and are hospitalised or absent long term due to illness, we stay in regular contact by phone and are actively seeking ways to re-integrate these colleagues in work in a sustainable manner.

Number and rate of recordable work-related accidents

Pietercil Brokerage recorded two work-related accidents in 2025, which amounts to a rate of 0.00032 when accounting for the number of hours worked. These were minor accidents without physical harm that occurred off Pietercil Brokerage premises.

Employee turnover

Employee turnover rate headcount



20 left during reporting period

Employee turnover rate in the reporting period: **14.29%**

Severe (negative) human rights incidents

Pietercil Brokerage did **not record severe negative human rights incidents** related to the own workforce.





Governance

Strong governance processes around key themes enable Pietercil to grow consciously as an organization and build trust with business partners and other stakeholders.

This section details how Pietercil manages key governance topics that stood out as material in our double materiality analysis.

Building reinforcing and active partnerships with our principals

At Pietercil, principal management plays a central role in achieving the company's mission: *"Building local heroes out of ambitious brands through proactive partnerships."* The company takes a forward-looking and values-driven approach to working with brand owners ("principals"), aiming to foster transparent, strategic, and mutually beneficial relationships.

Guiding Values and Formal Commitments

Pietercil's relationships with its principals are rooted in **strong values** such as:

honesty integrity

transparency fairness

quality & responsibility

These are codified in a comprehensive **Code of Conduct**, which is signed by all internal stakeholders and expected to be upheld by all partners. This code defines mutual expectations and provides clear guidance on ethical behavior, confidentiality, and governance practices.

Structured and long-term collaboration

To support sustainable success, Pietercil anchors responsibilities in formal instruments such as **contracts and codes of conduct**.

These tools outline shared business plans, clarify accountabilities, and promote alignment on strategic goals. The emphasis is on long-term partnerships that strengthen both parties.

Exclusive and transparent partnerships

Exclusivity is a cornerstone of Pietercil's model. The company strives to work with brands that are not competing and are fully complementary in categories and channels to ensure enough focus on each brand and avoid any conflict of interest towards the brand owners, the trade partners and the consumers.

Any potential risks related to overlap or competition are addressed transparently through clear dialogue and well-defined agreements.

Continuous evaluation and relationship building

Pietercil maintains a structured governance model for principal management, including regular evaluations through tools such as the "Pietercil Listens" satisfaction survey.

These insights help the company to continuously improve the relationship, address concerns proactively, and ensure strategic alignment. In the latest survey, partners gave Pietercil an average recommendation score of 4.3 out of 5, highlighting trust, communication, and category expertise as key strengths.

In the latest survey, partners highlighted trust, communication, and category expertise as most valued capabilities



with an average recommendation score of 4.3 out of 5

Selective Onboarding Based on Fit

New principals are selected using a **formal evaluation process** that considers business potential, category alignment, future growth trends, sustainability, and brand complementarity.

This structured approach ensures that new partnerships contribute positively to Pietercil's portfolio and long-term vision.



Prevention & detection of corruption and bribery

As a sales and distribution organization, Pietercil thrives on commercial contracts and transactions driven by its entire workforce. The company upholds a strict policy of zero-tolerance toward all forms of corruption and bribery. These principles are clearly outlined in our Code of Conduct, which all employees are required to read and sign, reinforcing our shared commitment to ethical and transparent business practices.

Offering, promising, giving, requesting, or accepting unlawful advantages — whether monetary or in kind, such as gifts, hospitality, or services — with the intent to influence business decisions or gain unfair advantage is strictly prohibited. This includes so-called “facilitation payments” to public or private actors. Any abuse of position or authority to improperly influence outcomes is regarded as serious misconduct.

Pietercil did not have any convictions or fines for corruption and bribery in 2025.

Cybersecurity, data security & privacy

Policy

Pietercil acknowledges the growing importance of data and cybersecurity as alongside physical goods it handles information about products and principals that requires care and protection.

Pietercil is committed to protecting its digital infrastructure, business continuity, and the privacy of its stakeholders by maintaining a proactive, people-centered, and technology-driven approach to cybersecurity and data protection. The company’s internal IT Security Policy serves as the foundation for these efforts. It is reviewed annually and made available to all employees via the Intranet and as part of the onboarding package for new associates. Every update is communicated transparently through the Intranet to ensure awareness across the workforce.

Cybersecurity is treated as a shared responsibility that concerns every member of the organization. To support this, Pietercil has implemented a cybersecurity insurance policy covering the cost of data and system recovery and introduced a state-of-the-art endpoint detection & response (EDR) solution aligned with evolving threats and business needs.

Actions

1. Workforce security awareness & training

To ensure that all employees understand their role in maintaining cybersecurity and privacy standards:

- A **compulsory training program** is in place, featuring bi-weekly modules and certification levels (Bronze, Silver, Gold) to encourage ongoing learning and measurable progress.
- The **Phished.io platform** is used for both training (Phished Academy) and live phishing simulations. It enables users to report suspicious emails via a dedicated Outlook button.
- Best practices are codified in a **clear rulebook** and embedded in recurring training sessions and onboarding.

2. Technical security measures

Pietercil leverages a multi-layered security strategy to protect its systems and data:

- **Perimeter Protection** through advanced firewall systems (Fortinet).
- **Identity & Access Control** via multifactor authentication (MFA) for remote and cloud-based access, including external IT partners.
- **Endpoint Detection & Response (EDR)** using CrowdStrike for advanced threat detection and mitigation.
- **Network Monitoring** through Silverfort to detect and limit lateral movement within the system.

3. Contingency planning

A **Disaster Recovery plan** is in place for datacenter workloads and is tested annually within a small, defined scope.

Annexes

Annex I: VSME metrics overview

The following table details all VSME disclosure requirements (basic + comprehensive module). Where the disclosure is addressed in the report, we indicate the relevant section. For (mandatory) disclosures not included in the body of the report, this table contains a concise answer.

VSME Basic Module	Reference to chapter	Value / comment
B1 – Basis for preparation	Context: About this report	
B2 – Practices, policies and future initiatives for transitioning towards a more sustainable economy	Our sustainability strategy	See also C2 below for more detailed referencing.
B3 – Energy and greenhouse gas emissions	Our sustainability strategy: Pillar 1 – climate change	
B4 – Pollution of air, water and soil	/	Pietercil Brokerage does not report on its emissions of pollutants and this is not considered a material topic from an own operations point of view. It is however material in the value chain and in this regard covered by the due diligence policy.
B5 – Biodiversity		
The number and area (in hectares) of sites in or near a biodiversity sensitive area	/	Pietercil does not own/manage/lease any sites near biodiversity sensitive areas. Source: keybiodiversityareas.org
Total land-use	/	Own land use is not considered a material topic for Pietercil.
B6 – Water		
Total water withdrawal	/	997m ³
Total water withdrawal at sites in high-water stress		0m ³ - Pietercil Brokerage does not have sites in high-water stress (verified through WWF Water Risk Filter)
Water consumption (if significant)	/	Pietercil Brokerage does not have processes that consume significant amounts of water.
B7 – Resource use, circular economy and waste management		
Circular economy principles	Our sustainability strategy: Pillar 2 – Due diligence	Circular economy is mainly material from a value chain perspective and is integrated in the due diligence policy.
Annual generation of waste broken down by type	/	Waste is not material for Pietercil Brokerage
Total annual waste diverted to recycling or reuse	/	Waste is not material for Pietercil brokerage
The annual mass-flow of relevant materials used	/	Pietercil does not use significant material flows in own operations
B8 – Workforce – general characteristics	Our sustainability strategy: Pillar 4 – own workforce and well-being	

Annex I:

B9 – Workforce – health and safety	Our sustainability strategy: Pillar 4 – own workforce and well-being	
B10 – Workforce – Remuneration, collective bargaining and training	Our sustainability strategy: Pillar 4 – own workforce and well-being	
B11 – Convictions and fines for corruption and bribery	Governance	

VSME Comprehensive Module		
C1 – Strategy: Business Model and Sustainability – Related Initiatives	Context: How we create value	
C2 – Description of practices, policies and future initiatives for transitioning towards a more sustainable economy		
Climate Change	Our sustainability strategy: Pillar 1 – climate change	
Pollution	Our sustainability strategy: Pillar 2 – Due diligence	
Water and Marine Resources		
Biodiversity and Ecosystems		
Circular Economy		
Workers in the Value Chain		
Own Workforce	Our sustainability strategy: Pillar 4 – own workforce and well-being	
Affected Communities	/	This is not a material topic for Pietercil
Consumers and end- users	Our sustainability strategy: Pillar 3 – Product Safety & Quality	
Business conduct	Governance	
C3 – GHG reduction targets and climate transition	Our sustainability strategy: Pillar 1 – climate change	
C4 – Climate risks	Context: what ESG means for Pietercil (DMA results) And Our sustainability strategy: Pillar 2 – Due diligence	Pietercil has identified climate risks as part of its DMA exercise. The risks are situated in the value chain and are thus covered in the due diligence policy.
C5 – Additional (general) workforce characteristics	Our sustainability strategy: Pillar 4 – own workforce and well-being	

Annex I:

<p>C6 – Additional own workforce information - Human rights policies and processes</p>	<p>Our sustainability strategy: Pillar 4 – own workforce and well-being</p>	
<p>Does the undertaking have a code of conduct or human rights policy for its own workforce? (YES/NO). If yes, does this cover:</p> <ul style="list-style-type: none"> • child labour (YES/ NO); • forced labour (YES/ NO); • human trafficking (YES/NO); • discrimination (YES/NO); • accident prevention (YES/NO); • other? (YES/NO – if yes, specify). 	<p>/</p>	<p>Yes, Pietercil has a “arbeidsreglement”. This covers amongst others discrimination (specifically gender discrimination) and accident prevention.</p>
<p>Does the undertaking have a complaints-handling mechanism for its own workforce? (YES/ NO)</p>	<p>/</p>	<p>Yes, Pietercil has a whistleblower policy and there is a confidential person as well as psychosocial prevention advisor</p>
<p>C7 – Severe negative human rights incidents</p>	<p>Our sustainability strategy: Pillar 4 – own workforce and well-being And Pillar 3 – product quality and safety</p>	<p>Incidents regarding own workforce are discussed in Pillar 4 while negative impacts on consumers and end-users are discussed in Pillar 3.</p>
<p>C8 – Revenues from certain sectors and exclusion from EU reference benchmarks</p>	<p>/</p>	
<ul style="list-style-type: none"> • Revenues from specific sectors: controversial weapons, tobacco, fossil fuel, chemicals production 	<p>/</p>	<p>Pietercil is not active in controversial weapons, tobacco, fossil fuel sector or chemicals production.</p>
<ul style="list-style-type: none"> • Exclusion from EU benchmarks 	<p>/</p>	<p>Pietercil is not excluded from any EU reference benchmarks</p>
<p>C9 – Gender diversity ratio in the governance body</p>	<p>/</p>	<p>Pietercil Brokerage considers its management team as the relevant governance body for this disclosure.</p> <ul style="list-style-type: none"> • Gender diversity ratio in 2025 (% women): 46% • Gender diversity ratio in 2026 (% women): 50%

Annex II: overview of material sustainability matters (ESRS) for Pietercil Brokerage

Some topics are relevant across the product portfolio, while other topics are of course only relevant for some – not all products. This section addresses the impact and financial risks and opportunities that could exist, while the remainder of this report shows how Pietercil works with its business partners to mitigate and remediate impacts, turn risks into opportunities and build (resilient) value chains that deliver future-proof products. The topics that were assessed to be material for Pietercil are the following.

- **Climate change** – and reducing emissions - is material for Pietercil due the greenhouse gas emissions needed to grow, manufacture and transport the products we resell. Pietercil is active in distributing products coming from agri-food value chains, which is known to be a significant contributor to global emissions. Pietercil judges it relevant to step up its climate strategy, as it experiences growing retailer demands for climate transparency and will benefit from climate-resilient partners, products and value chains.
- **Pollution** is material for Pietercil due to the potentially negative impact of pollution related to the products it resells. This impact is situated mainly in the upstream value chain – through the use of hazardous substances or upstream emissions to air, water and/or soil. Lowering and controlling the environmental impact of products also reduces financial and operational risks, largely associated with stricter environmental regulations in many parts of the world.
- **Water** is material for Pietercil due to the impact of water-intensive production processes in the upstream value chain – especially when sourcing from water-scarce regions. Future climate events can influence the stability and availability of supply if not properly addressed. This is of course only relevant for some of the products Pietercil distributes, not all.
- **Biodiversity** impacts are material for Pietercil due to the environmental impact of agricultural practices in the upstream value chain, the financial risks from deforestation legislation, and the reputational risks associated with potentially poor environmental practices by suppliers. This topic is more relevant for food products Pietercil brokerage distributes.
- **Resource use and circular economy** is material for Pietercil due to the negative environmental impacts of food waste and the resource use stemming from packaging. At the same time, financial risks arise from more elaborate packaging legislation, and the pressure on single-use items such as wipes and razor blades.
- **Own workforce** is material for Pietercil Brokerage as we are a marketing & sales organization that thrives on people, and the way they get developed and feel appreciated.
- **Workers in the value chain** is a material topic for Pietercil due to the fact that it distributes products coming from globalized supply chains. Strong controls and measures are needed to safeguard the right working conditions and avoid human rights violations in the upstream value chain. Pietercil sees it as an opportunity to enhance supply chain resilience by embedding respect for human rights and good working conditions in the dialogue with principals – hereby retailers standards of engagement.
- Impacts on **consumers and end-users** are material for Pietercil in various shapes and sizes. Primarily, due to the potential negative impact of food safety issues and the related financial risks from product recalls and reputation damage. Additionally, Pietercil also aims to have a positive effect on consumer health through its evolving product portfolio in line with (upcoming) legislation and consumer demands. Finally, consumers are entitled to make conscious and informed choices. Pietercil and its business partners aim to inform consumers in a transparent and authentic way.
- **Governance** is a material topic for Pietercil from the perspective of cybersecurity, as internal and external cyber threats pose a business continuity & market loss risk.

Annex III: Greenhouse gas inventory (fossil emissions)

Greenhouse gas emissions data					
According to the GHG Protocol					
Emission category		Scope	Certainty (95% confidence)	ALL FOSSIL GHG (tCO ₂ e)	ALL LAND GHG (tCO ₂ e)
1	Scope 1 - Direct Emissions from operations	Scope 1	-3% to +3%	305.87	
1.1	Stationary combustion	Scope 1	-4% to +4%	45.25	
1.2	Mobile combustion	Scope 1	-3% to +3%	260.62	
1.3	Process emissions	Scope 1		0.00	
1.4	Fugitive emissions	Scope 1		0.00	
2	Scope 2 - Indirect emissions from the use of purchased electricity, steam, heating, and cooling	Scope 2	-12% to +13%	47.36	
2.1	Purchased electricity	market-based Scope 2	-12% to +13%	47.36	
		location-based Scope 2		73.80	
2.2	Purchased steam, heat, cooling	Scope 2		0.00	
3	Scope 3 - Indirect emission in the value chain	Scope 3	-12% to +14%	73 835.96	27 779.28
3.1	Purchased goods and services	Scope 3	-14% to +16%	62 601.05	27 779.28
3.2	Capital goods	Scope 3	-38% to +60%	43.45	
3.3	Fuel- and energy-related activities	Scope 3	-3% to +3%	92.96	
3.4	Upstream transportation and distribution	Scope 3	-7% to +7%	10 984.62	
3.5	Waste generated in operations	Scope 3	-22% to +28%	0.09	
3.6	Business travel	Scope 3	-26% to +35%	14.32	
3.7	Employee commuting	Scope 3	-25% to +33%	57.36	
3.12	End-of-life treatment of sold products	Scope 3	-19% to +23%	42.12	
Total GHG emissions			-12% to +14%	74 189.19	27 779.28

Annex IV: Accounting policies for social metrics

Pietercil Brokerage own employees (permanent & temporary)

- 1) Scope is limited to employees that are in an employment relationship with Pietercil Brokerage and have a labor agreement with Pietercil Brokerage.
- 2) Excluded from this definition are non-employees: self-employed and people provided by companies engaged in 'employment' activities (eg. temporary workers) where Pietercil Brokerage does not hold the labor agreement directly.
- 3) Included are all employees on the payroll (both active and passive) that have a contract directly with Pietercil Brokerage.
- 4) Employees are reported at the end of the reporting period (31/12/2025).
- 5) Temporary contract: Employees that have a temporary (definite time duration) contract with Pietercil Brokerage directly
- 6) Permanent contract: Employees that are either full-time or part-time employed by Pietercil Brokerage, with an indefinite contract duration.

Pietercil Brokerage employee turnover

- 1) Basis of this KPI are employees that are in an employment relationship with Pietercil Brokerage and have a labor agreement with Pietercil Brokerage.
- 2) Employee turnover refers to employees who leave the undertaking voluntarily or due to dismissal, retirement or death in service
- 3) number of employees is expressed in headcount
- 4) Only permanent employees are considered as part of the employee turnover.
- 5) Calculation methodology used: (Permanent employees that left Pietercil Brokerage) / (Average of permanent employees between beginning and end of reporting period)

Pietercil Brokerage gender split

- 1) Basis of this KPI are employees that are in an employment relationship with Pietercil Brokerage and have a labor agreement with Pietercil Brokerage.
- 2) Gender split is done based on headcount
- 3) Gender split is reported at the end of the reporting period (31/12/2025)

Number of training hours

Definition of training: Initiatives put in place by Pietercil Brokerage aimed at the maintenance and/or improvement of skills and knowledge of its own workers. It can include different methodologies, such as on-site training, and online training.