puratos

Food Innovation for Good

2025 Sustainability GRI Report

Reporting period 01.01.2025 – 31.12.2025

Better **Life**

Better **Health**

Better **Planet**

Puratos is an international group, which offers a full range of innovative food ingredients and services for the bakery, patisserie and chocolate sectors. We serve artisans, retailers, industrial and food service companies in over 100 countries around the world.

Our headquarters are located in Belgium, where the company was founded in 1919. At Puratos, we believe that food has extraordinary power in our lives. We do not take such a responsibility lightly. This is why we aim to help customers be successful with their business, by turning technologies and experiences gathered from food cultures around the world into new opportunities.

Together, we move the planet forward by creating innovative food solutions for the health and well-being of people everywhere.

Table of content

Our Commitments to You and to Future Generations 1

About the Report 2

Puratos's Sustainability Approach 4

Double Materiality Summary 4

Better Life 8

People 9

Better Health 16

Health & Well-Being 17

Food safety and quality of our products 24

Better Planet 26

Environment 27

Responsible Sourcing 32

Sustainable Farming 42

Appendix 44

Memberships and certificates 45

About the Report 49

Corporate governance 49

Business Ethics and Code of Conduct policy 51

Environmental Data Summary 54

Key performance indicators 58

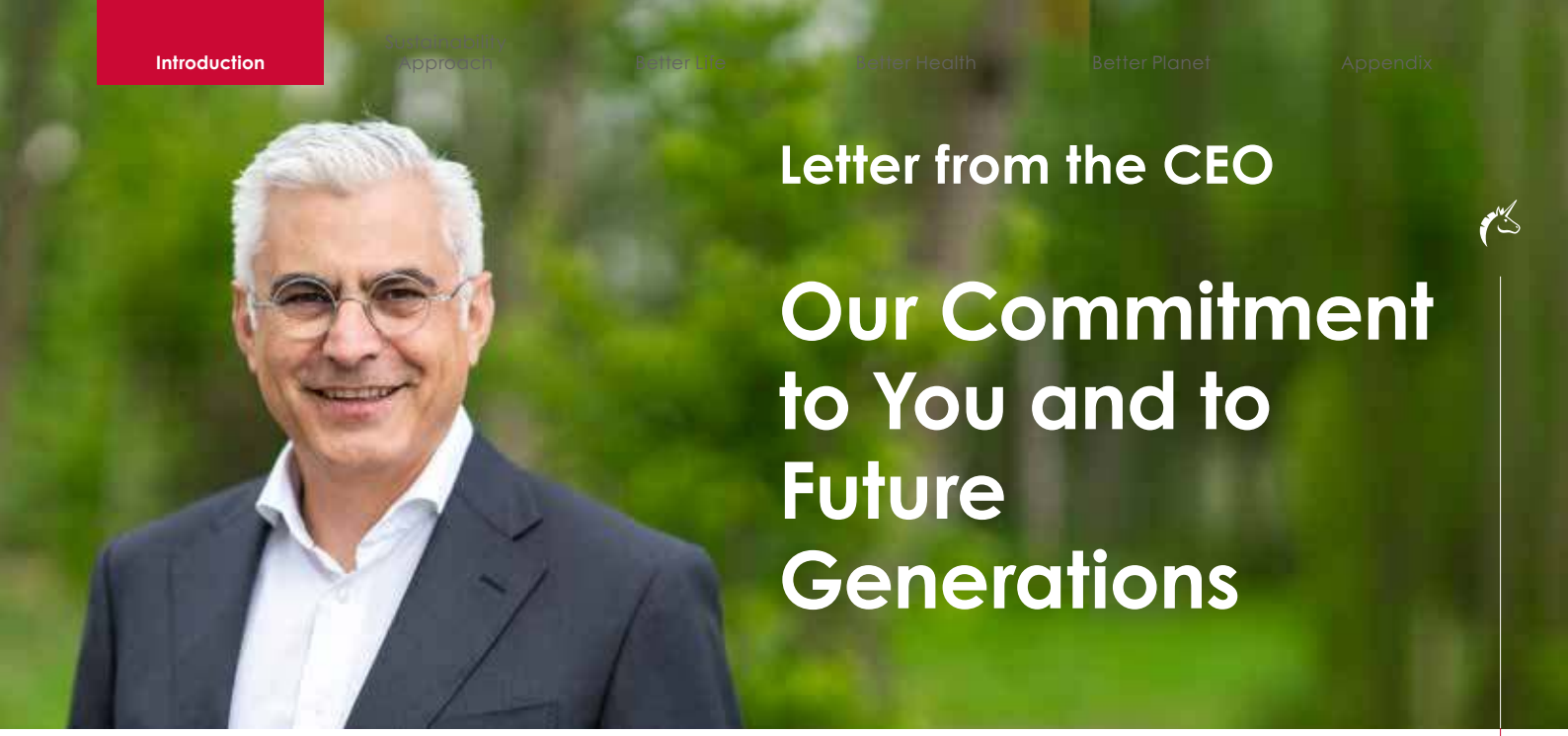
Assurance statement 60

GRI Content Index 66

Our reporting suite:

- 2025 Cacao-Trace & Next Generation Cacao Foundation Report
- 2025 The Bakery School Foundation Report
- 2025 Sustainability Highlights

Read more at www.puratos.com



Letter from the CEO

Our Commitment to You and to Future Generations

Dear Stakeholders,

At Puratos, sustainability, health and well-being, and innovation go hand in hand. **Guided by our purpose and our drive to deliver Food Innovation for Good**, we strive to create value for our customers while contributing to a better planet, better health, and better lives.

2025 was a year of both progress and complexity. Global conflicts, the increasing effects of climate change, rising cocoa prices, and mergers in the food sector challenged our forecasts and required us to adapt. Despite this environment, we remained focused and, in some areas, even strengthened our level of ambition.

2025 also marks an important milestone in our journey. It represents the conclusion of the first-wave of our horizon we set several years ago, a journey shaped by ambition, resilience, and collective progress. I am proud of how our teams, partners, and communities have brought our commitments to life. In this report, you will find many concrete examples of that progress.

One of our key achievements this year is **reaching carbon neutrality in our direct operations** (scope 1 and 2). This milestone is the result of sustained efforts over several years. We transitioned to 100% renewable electricity, expanded onsite solar generation, and continuously improved energy efficiency across our global sites. It is a meaningful step forward and reinforces our commitment as a responsible player in the food industry.

We also continued to strengthen the resilience of our supply chain by improving transparency and traceability. I am encouraged by the **continued growth of cocoa sourced through our certified Cacao-Trace program** and the new commitment we set for wheat flour to **support the transition toward regenerative agriculture**.

Our people are at the heart of this progress. Their dedication enables every achievement and drives our innovation. In 2025, we continued to strengthen our training programs, progressing toward our objective of five days of training per employee by 2026. We also **expanded the impact of The Bakery School Foundation** by opening a new Bakery School in Brazil, in partnership with Gol de Letra, extending access to quality education for underprivileged youth.

Beyond advancing our own sustainability journey, we are **equally committed to enabling our customers to accelerate** theirs. We support them in making their products more sustainable and in navigating the transition ahead. In 2025, we further **expanded our range of more sustainable solutions** and developed practical sustainability blueprints and concepts to guide our customers toward the most impactful improvements achievable today. We also strengthened our collaboration with them, working side by side to turn ambition into tangible progress.

This report provides a transparent overview of our sustainability journey, sharing both our progress and the challenges we face. We believe that accountability is essential to fostering meaningful dialogue across our value chain, strengthening our impact, and finding solutions together.

I would like to sincerely thank all our employees and stakeholders for their continued dedication and trust. We can be proud of the progress we have made. As we look ahead, collaboration will remain key to achieving our ambitions and building a more sustainable future together.

Thank you for your continued partnership as we move forward together.

Pierre Tossut
CEO Puratos Group

About the Report

GRI 2-23

We prepare our report according to the GRI Sustainability Reporting Standards (GRI Standards) to provide transparency on how our organization contributes to sustainable development, and to share the yearly progress towards achieving our objectives. 2025 marks a special year in this regard as it was the deadline year for many of the objectives in our roadmap and it is the opportunity to broaden and scale our ambition for the years to come, building on the insights and learnings gained along the way.

Reporting framework

Puratos reports according to the Global Reporting Initiative (GRI) standards, a set of guidelines that provide a framework for sustainability reporting. These standards cover a wide range of economic, environmental and social topics and are used by organizations around the world to report on their sustainability performance and impact. The GRI Table of Content can be found in the Appendix to this report.

Reporting legislation

Puratos is committed to achieving compliance with the Corporate Sustainability Reporting Directive (CSRD) by the reporting deadline, ensuring that our sustainability reporting practices meet the highest standards set forth by the European Union. In 2024, we updated our double materiality assessment (DMA) in preparation for the CSRD, and conducted a CSRD gap analysis. In 2025, we discussed and confirmed the outcome of the DMA with our internal and external stakeholders. We also started the revision of our KPIs to align with the DMA conclusions.

UN Sustainability Development Goals

While we continue to operate in alignment with the UN Sustainable Development Goals (SDGs), in 2025 we decided to discontinue our participation in the UN Global Compact. This decision reflects our focus on strengthening our engagement, communication and reporting within sector-specific alliances and local networks where we can drive meaningful impact. We remain fully committed to integrating SDG principles across the organisation.

External certifications and memberships

Puratos is a member of several industry associations, environmental and global initiatives, and external rating platforms. For a full overview, refer to page 45.

Contact

Puratos
Industrialaan 25, 1702 Dilbeek - Belgium

Contact details for any questions relating to the report and its content: sustainability@puratos.com

At Puratos, we strongly believe in shared responsibility and that we can achieve more if we work in partnership. This is why we continuously raise the bar of our sustainability efforts and to bring all partners in the value chain along the journey. Key elements to do that are accountability and transparency. This is why, for many years, we have reported our progress towards our commitments, sharing proud achievements and lessons learnt on the field. We remain committed to doing so in the years to come and open to exchange with all our partners to keep improving.

Cédric Van Belle
Chairman of the Board and of the CSR Committee, Shareholder

Puratos's Sustainability Approach

GRI 2-29 GRI 3-1 GRI 2-3

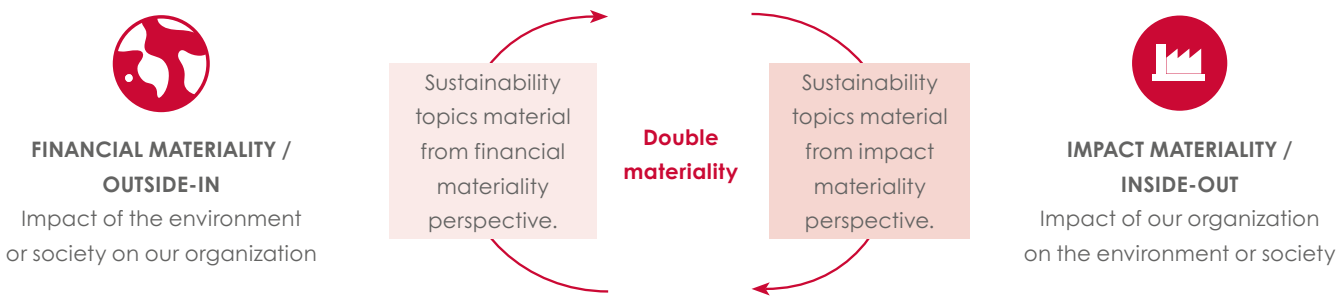
Double Materiality Summary

In preparation of the Corporate Sustainability Reporting Directive (CSRD), we have undertaken a Double Materiality Assessment (DMA) to identify the topics that matter most to our business and to our stakeholders, and which topics should, as a consequence, be included in our sustainability report.

We first carried out an impact materiality assessment in 2018, which we re-evaluated in 2021. In 2024, we performed an in-depth assessment, reviewing the list of included topics, and adding the outside-in dimension of financial materiality. In 2025, we discussed and confirmed the outcome of the DMA with our internal and external stakeholders. We also Initiated the revision of our set of KPIs to align with the DMA conclusions.

The DMA requires evaluating both our impact on the environment, society, and economy (inside-out), and how sustainability issues may affect our business performance (outside-in). The objective is to ensure that our efforts align with stakeholder expectations and integrate into our business strategy.

What is double materiality?

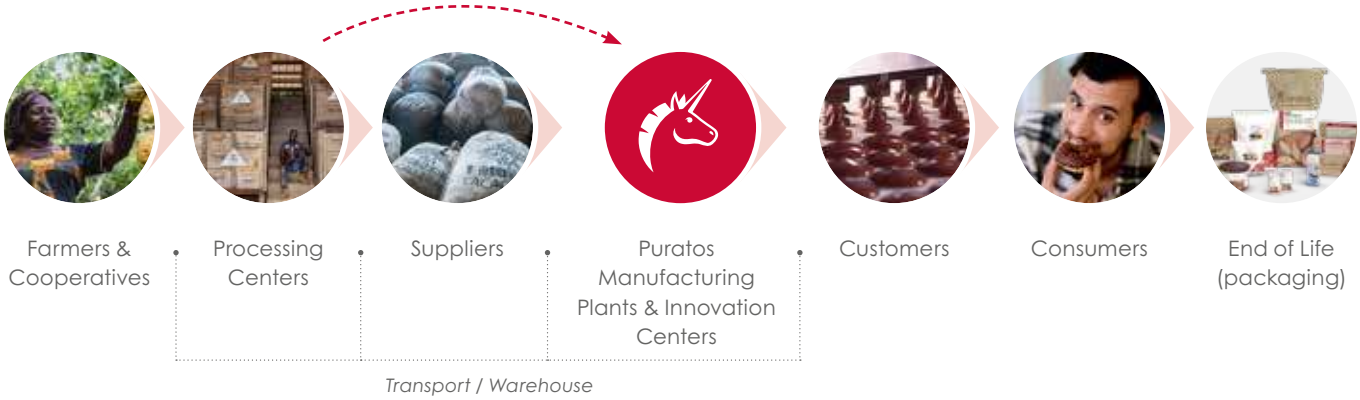


To ensure a meaningful outcome, we engaged with a large number of stakeholders on these topics during the structured DMA exercise. We are also continuously working to systematically improve the way we collect non-structured feedback from all sides of the organization since we are in contact with our internal and external stakeholders through many platforms and channels. The DMA outcome serves as a basis to confirm our strategic sustainability priorities, as well as guide us on which ESRS standards to report on for the upcoming CSRD reporting.

Our value chain

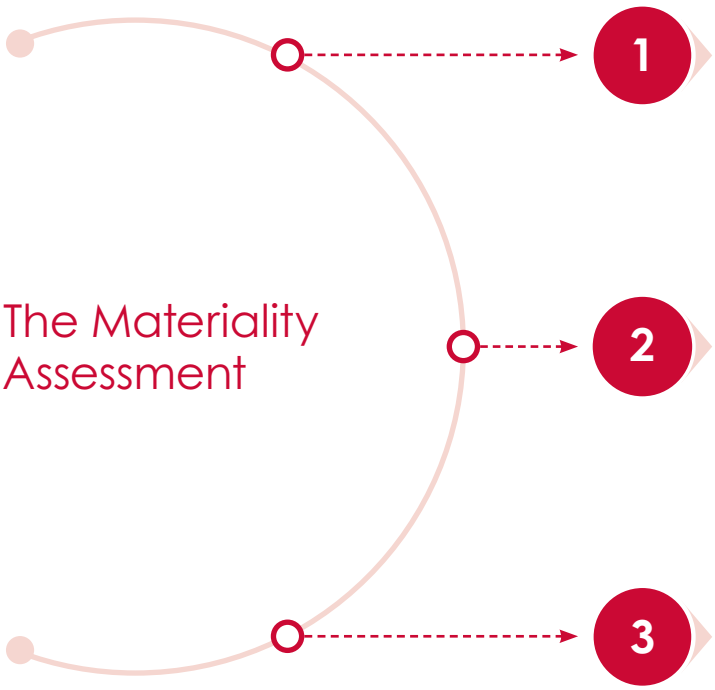
We offer a full range of innovative food ingredients and services for the bakery, patisserie and chocolate sectors. We serve artisans, retailers, industrial and food services companies in over 100 countries around the world. We have 78 production units in 52 countries, 137 innovation centers around the world, and count more than 11,000 employees. We collaborate directly with farmers and farmer cooperatives to source some of our key ingredients, such as wheat, fruit and cocoa, while sourcing others through primary suppliers.

We identified both actual and potential impacts, risks and opportunities along the value chain, incorporating input from internal experts and other stakeholder engagements.



The Materiality Assessment: A 3-step approach

We performed a double materiality assessment in 2024, which was approached as follows:



IDENTIFICATION OF THE ESG TOPICS AND KEY STAKEHOLDERS

Starting from our 2021 materiality assessment, where we had identified 17 material topics, we revised these topics with ESRS sub-topics, benchmarked them against competitors, and conducted multiple internal stakeholder interviews to identify key topics and stakeholders. Twelve relevant topics were identified as most relevant for Puratos to engage on with other actors in the value chain.

MULTI-STAKEHOLDER ENGAGEMENT

We gathered diverse opinions through internal experts, online surveys, interviews and our regular interactions with customers, suppliers, shareholder committees, public institutes etc., to comprehensively understand our impact and evaluate how Puratos's operations and value chain affect people and the environment. We also identified the financial risks and opportunities associated with the ESG topics.

BUILDING THE MATERIALITY MATRIX

We integrated and validated the results of this assessment to identify the most significant topics. The topics with material impact were assessed on their actual and potential impact; the severity and likelihood of occurring. The topics with financial materiality were assessed in terms of risk and opportunity.

The materiality matrix

By studying and analyzing the wider context of Puratos's operations, we identified 12 topics that comprehensively cover the areas of Environmental, Social, and Governance (ESG) concerns.

ENVIRONMENT	1 **Climate change**	• Climate change adaptation & mitigation • Energy • Engagement & innovation
	2 **Water management**	• Water consumption • Water use • Water safely discharge (incl. pollution of water)
	3 **Responsible sourcing**	• Ingredient sourcing (traceability, transparency) • Sustainable practices (focus on protecting natural habitat, biodiversity, soil health, etc.) • Land use change and regulation (EUDR) • Addressing ethical practices throughout the supply chain
	4 **Circularity**	• Waste in our operations • Food waste (production, food waste reduced solutions) • Packaging
	5 **Pollution**	• Collaborate with partners to address pollution risk in milling, processing, and agricultural activities
SOCIAL	6 **Healthy & nutritious product**	• Nutritionally wholesome products, well-informed food choices, plant-based alternatives • Diversity & heritage
	7 **Food quality & safety**	• Quality & safety of our products
	8 **Development, diversity & inclusion**	• Learning & development • Fair compensation • Diverse, equitable & workplace • Diverse representation at all levels
	9 **Health & safety of own workforce**	• Working conditions, labor rights • Safe working conditions • Physical & mental health
	10 **Workers in the value chain**	• Fair labor practices (human rights, forced labor, living income), code of conduct • Collaborate/support farmers in transition to sustainable practices (education, infrastructure)
	11 **Community, engagement & development**	• Support communities we operate in • Improve living conditions of the communities (education, health, etc.)
GOVERNANCE	12 **Responsible and ethical business conduct**	• Corporate culture • Zero tolerance (bribery, corruption) • Data protection (cybersecurity)

We have identified **five material topics**, i.e. the impact of our organizations on the environment or society ("Impact Materiality") and/or the impact of society or environment on our organization ("Financial Materiality").

Better Planet

- Climate change
- Responsible sourcing

Better Life

- Development, diversity, and inclusion

Better Health

- Health & nutritious product
- Food safety and quality

The outcomes of the double materiality assessment were presented to the Board and approved by the Group Executive Committee, the CSR Committee, and the Audit Committee.

The topics identified as a result of the double materiality exercise serve as a basis for selecting the proper ESRS Standards from the CSRD regulations. The topics that are materials are linked to the following ESRS Standards:

- ESRS E1: Climate change
- ESRS S1: Own workforce (development, diversity, and inclusion)
- ESRS S4: End consumers and customers (food safety & quality, health & nutritious product)
- Own topic: Responsible sourcing.

In line with the outcomes of our double materiality assessment and the CSRD requirements, we have focused our reporting on the most material topics.

For a **summary of our sustainability commitments and achievements**, please refer to the Puratos 2025 Sustainability Highlights report available on our website.

Better Life

GRI 2-23 GRI 2-24 GRI 2-25

Development, Diversity and Inclusion

At Puratos, we firmly believe that our employees are not just the backbone of our present success but also the architects of our future. In a world that's constantly evolving, the one constant that remains is our commitment to the people who make everything we do possible. Each member of our team is a vital piece of the puzzle, bringing unique strengths, ideas, and passions to the table. We are more than a workforce; we are a family, united in our mission to innovate, excel, and lead with integrity.

People

100%

of our employees received regular performance and career development reviews in 2025.

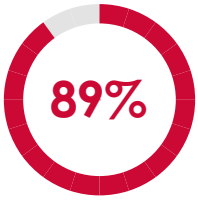
We place people at the heart of everything we do, recognizing that it is their hard work, dedication, and vision that propels us forward. Our commitment to nurturing, valuing, and empowering every individual is unwavering. We see the potential in each of our employees, not just as professionals but as human beings with dreams, goals, and aspirations. We cultivate a workplace that is diverse, inclusive, safe, healthy and engaged. It is this people-first approach that shapes our culture, fuels our growth, and ensures our place as a leader in our industry.

The Voice! is an employee survey designed for our employees to share feedback on crucial aspects of our organization, including engagement, enablement, leadership, communication, collaboration, and our core values and purpose.

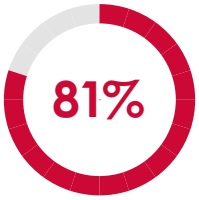
In 2025, we focused on implementing actions to address the critical points identified by our employees and to ensure continuity for the areas that score well and are identified as strengths.

Puratos Voice!

response rate of 2024 annual employee engagement survey Voice!. This shows a strong willingness of employees to share their feedback.



of employees feel highly engaged, showing a strong commitment to Puratos.



of employees express they are highly enabled, which refers to tools and resources to do their job well.

Our Talent for the Future program

At Puratos, we are dedicated to empowering our team members to achieve extraordinary outcomes and reach their full potential through our robust learning approach. In 2025, our focus on learning has been instrumental in reaching 468,545 learning hours for our employees globally. Our global and local learning & development program offers our employees across the world a wide range of learning opportunities to build the skills they need to be successful today and in the future.

Our long-term objectives

- Reach an average of five days of learning per employee by the end of 2026 and maintain it afterwards.

37 learning hours*

In 2025, our efforts paid off and the average learning hours per employee have increased from 35 (2024) to 37 (2025).

In 2025, we expanded our global learning library, through a partnership with LinkedIn Learning, with more than 23,000 high quality courses available in 47 languages for 6,167 employees. The topics are diverse, amongst them digital, leadership, functional or general skills, from beginner to advanced levels.

A testament to our dedication to nurturing growth is that **100% of our key talents have personalized development plans**, ensuring targeted growth and career progression. This comprehensive approach to learning and development equips our team with essential skills and knowledge for their current roles while preparing them for future challenges and opportunities. Our investment in our people's development reflects our belief in their potential and our commitment to the collective success of our organization.

Global compliance course by management:

- **Safety Basic Inductions:** 94% year-end completion.
- **Cybersecurity:**
  - **Cybersecurity Essentials:** 98% of year-end completion
  - **Data Entry Phishing:** 98% of year-end completion
  - **Safer web browsing:** 93% of year-end completion
  - **Data confidentiality:** 95% year-end completion
- **Group Rules:** 95% year-end completion.
- **Generative AI:** 93% year-end completion.
- **Sustainability:** 93% year-end completion.
- **Business Ethics and Code of Conduct:** a new training campaign has been launched in December 2025 with due date by the end of February 2026. Data will be available in the next annual report.

* For the purpose of this KPI, the learning hours delivered to temporary staff were excluded from the scope when dividing by the headcount. This results in a lower number of hours than those resulting by the mathematical division.

puratos Calling for Caring

"Calling for Caring" and 2025 HR Excellence Award

Our commitment to an inclusive, safe and healthy workplace, that embraces diversity and enables employees to pursue their personal development, has been recognized with the **"Most Remarkable Employer Organization"** award at the **HR Excellence Awards 2025**, held in Belgium. The award honors our global efforts to build a supportive, inclusive, and high-performing workplace across all subsidiaries. The award is also supported by local recognitions, such as certification as a Top Employer or Great Place to Work.

Central to these recognitions is our **"Calling for Caring"** program—a global initiative designed to enhance employee health and well-being. The program promotes a culture of care by raising awareness around self-care, encouraging energy-renewal practices, and integrating well-being into the daily employee experience.
"Calling for Caring" is a key part of our broader **People Strategy**, and represents a mindset shift toward sustainable workplace productivity. By embedding well-being into how we work, we are creating long-term value for our people and supporting the delivery of our **Long-Range Growth Plans**.

Our Calling for Caring

At Puratos, we firmly believe that well-being inspires well-doing.

We aspire to deliver an employee experience that promotes the total well-being of every individual, equipping and enabling our workforce to reach their fullest potential in every sphere of life.

This aspiration comes from our heritage as a warm, caring family company with a longstanding commitment to being a People First company. As such, we have established our Employee Health & Well-being Blueprint that captures the future commitments that we offer to our employees.

Our Blueprint captures a holistic, employee-centered approach to total well-being through four strategic pillars: physical and mental health, physical and psychological safety, financial health, and social connection. Our aim, through each of our Blueprint commitments, is to empower our people with the energy they need to thrive, unlock their full potential, and deliver exceptional results through sustainable productivity.

Our 2025 Employee Health & Well-Being Highlights

8,180 employees and their families covered by TELUS Health
In 2025, we proudly achieved the expansion of our first-ever Global Employee Assistance Program to 24 more countries, adding up to a total of 50 countries covered around the world. This program offers a comprehensive suite of digital tools and counseling services, addressing a wide range of topics including mental health, financial and legal orientation, among others. 100% confidential and available 24/7/365.

>1,200 employees participated in the third season of our Healthflix Webinar Series
HEALTHFLIX is our internal Employee Health & Well-Being (EH&W) video-streaming platform, designed to centralize all Webinar Series content across seasons for easy, on-demand access. It hosts episodes focused on well-being, energy management, stress, productivity, safety, and the pillars of the EH&W Blueprint, enabling employees worldwide to learn, reflect, and stay engaged in a people-centric wellbeing journey.

Our Diversity, Equity and Inclusion

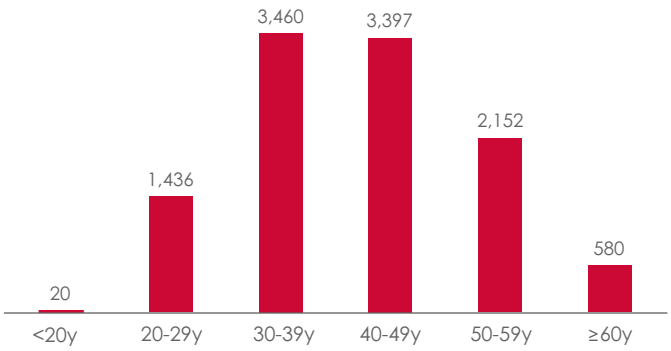
At Puratos, we are deeply committed to fostering an inclusive global workplace where diversity is not just celebrated but is seen as the bedrock of our strength and innovation. Our belief is unwavering: a mosaic of backgrounds, experiences, knowledge, skills, perspectives, and ideas does not just enrich our organization – it propels it forward, sparking innovation and fostering a culture of collaboration and respect.

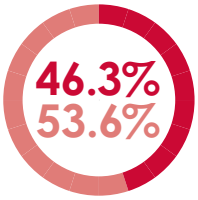
As an equal opportunity employer, we ensure that every Puratos team member, regardless of age, nationality, gender, sexuality, or religion, is given the same opportunities to thrive and succeed. This commitment extends to our dedication to fair and competitive compensation for all our employees. By embracing these principles, we strive to create an environment where everyone feels valued, heard, and empowered to contribute his/her or their best, truly reflecting the diverse world in which we live and work.

Our long-term objectives

- Achieve a diverse, equitable and inclusive workplace and culture by eliminating bias in our policies and practices.
- Accelerate diverse representation at all levels of the organization.

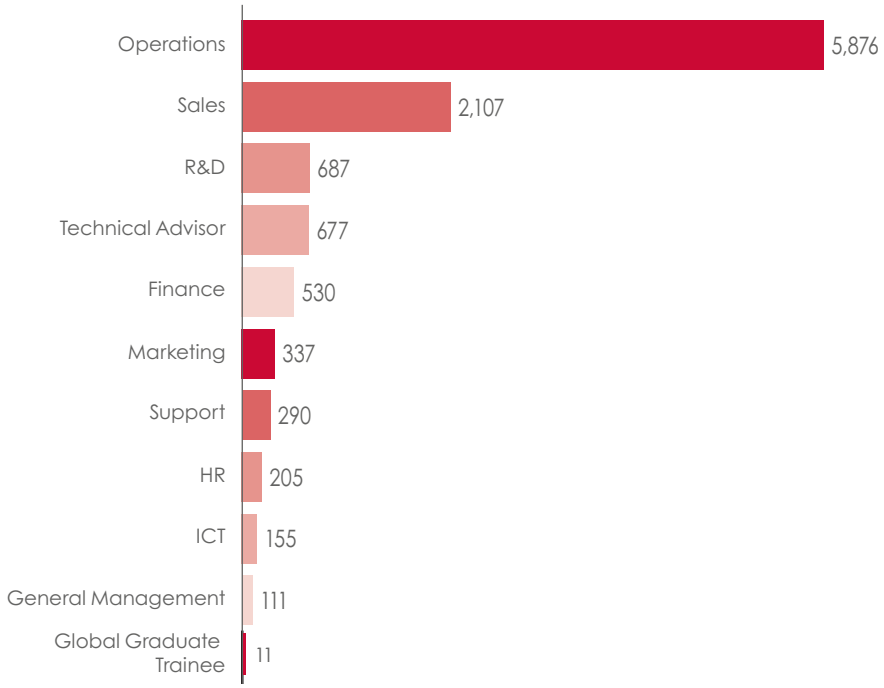
Age distribution across the Group:



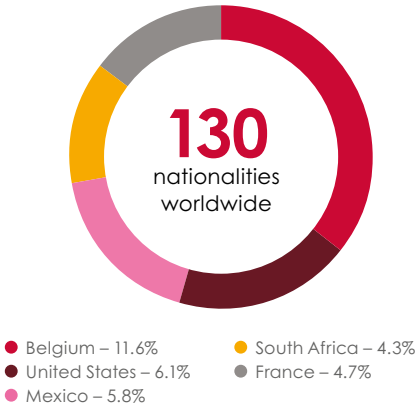


Gender distribution across our U-team
46.3% Female
53.6% Male

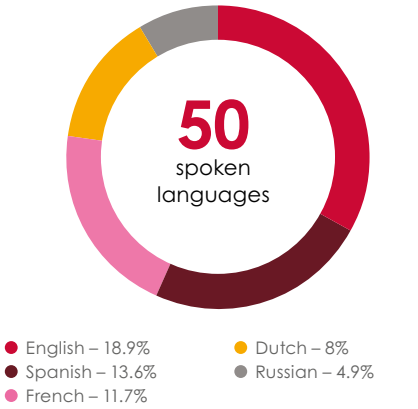
Headcount by function:



Top 5 represented countries by nationality:



Top 5 spoken languages worldwide:



Human capital development*

	unit	2022	2023	2024	2025
Total headcount	#	**10,062**	**10,753**	**10,946**	**11,045**
Female permanent employees	#	2,708	2,981	3,273	3,220
Male permanent employees	#	6,737	7,116	7,606	7,304
Undeclared permanent employees	#	-	4	66	4
APMEA permanent employees	#	2,413.6	2,545	2,861	2,778
BeOps/HQ permanent employees	#	1,363.4	1,415	1,485	1,440
Cocoa permanent employees	#	77.9	97	150	123
F&F permanent employees	#	3	3	3	3
N&EEU permanent employees	#	1,892.4	2,113	2,293	2,126
NAM permanent employees	#	1,330.7	1,503	1,529	1,506
SAM permanent employees	#	1,109	1,127	1,215	1,145
SEU permanent employees	#	1,255	1,298	1,408	1,384

* Our HR Market setup is the same as the one used for finance reporting: APMEA (Asia Pacific, Middle-East & Africa), BeOps (Belgian Operations present of the 5 Belgian sites), HQ (supporting functions in Groot-Bijgaarden), Cocoa (entities with chocolate activities including Vietnam Ben-Tre, Plantación Tikul and Eco Museo), F&F (entity of BelFeed), N&EEU (Northern and Eastern Europe), NAM (North-America), SAM (South-America) and SEU (Southern Europe).

Our Total Rewards strategy

At Puratos, our total rewards strategy is built on the cornerstone of fairness, consistency, transparency, and competitiveness. We are dedicated to ensuring that every member of our team is compensated in a manner that reflects his or her responsibility, performance, and potential, while steadfastly upholding our commitment to equality. Our approach disregards distinctions based on gender, age, class, ethnicity, religion, sexual orientation, among others, focusing instead on the value and contributions of each individual.

In 2023, we took a significant step forward by launching global frameworks specifically designed for our Operators community, empowering our countries to gear up for implementation, which is now underway since.

Our long-term objectives

Ensure fair and ethical compensation for all Puratos employees by 2030:

- Align pay with market rates and offer flexible rewards tailored to individual needs.
- Establish transparent pay practice, policies and structure for each employee

Achieve sustainable and inclusive total rewards by 2030:

- Integrate variable pay with Company ESG performance.
- Provide a comprehensive Employee Life Benefits Scheme covering major life events such as retirement, health, life, parental, disability schemes, or equivalent.
- Implement a sustainable mobility policy by 2030 to enhance employee well-being and reduce environmental impact.

Introduction of the Compensation Training for People Managers

In 2024, we introduced Compensation Trainings for our People Managers to ensure they are trained with regards to our commitment to ensure fair and ethical compensation for all Puratos employees.

In 2025, we promoted this training across all communities and at all levels of people management. We are closely monitoring completion rates, and this remains a priority area in the coming years.

puratos

Better Health

Health & Well-Being

Our mission does not simply focus on ingredients, but also on setting new standards, where health and taste meet effortlessly. We aim to provide nutritionally wholesome products without compromising on taste, texture, quality and safety.

For over a decade, Puratos's **Taste Tomorrow research program** has provided insights into global and local consumer behaviors, identifying major health trends. **We help our customers translate these trends into relevant finished goods** with various Health & Well-Being ingredients and solutions.

Improve the nutritional profile of our products

17%

of all 2025 launches worldwide focused on improving nutrition.

Facilitate well informed food choice

12.6%

of the total volume was represented by Clean(er) Label products in 2025.

Offer Plant-Based alternatives

10.7%

of the total volume was represented by plant-based products in 2025.

Our long-term objectives

- **Improve the nutritional profile** of our products
- Facilitate **well-informed food choices**
- Offer **plant-based alternatives**

Guiding our Health & Well-Being journey: Governance & Partnerships

Growing our leadership in Health & Well-Being is one of our top five Mega Objectives for 2030. To achieve this ambitious goal, we have a **dedicated Health & Well-Being department**, which operates under the strategic guidance of the **Health & Well-Being Steering Committee**. This committee convenes quarterly to shape our strategy and review the progress of our journey towards our commitments and KPI's.

Furthermore, we have several **platforms and task forces to address critical topics** such as sugar reduction, clean label, plant-based and protein alternatives, as well as gut health. Additionally, several markets have introduced **Health & Well-Being ambassadors** within their marketing and R&D teams to lead and coordinate related projects.

In our journey toward a healthier future for all, collaboration is essential. **We partner with our strategic suppliers and customers** to study, test, and bring new products to market.

As innovation is part of our Puratos DNA, we also **partner with universities, research institutions and start-ups worldwide** in our quest for new ingredients, disruptive technologies and breakthrough services that could accelerate our growth in Health & Well-Being.

Improve the nutritional profile of our products

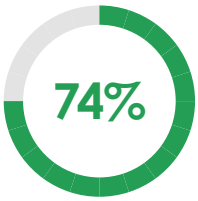
Improving the nutritional profile of our products is a **key pillar** of our approach to better health. While there is no single universal healthy diet, the World Health Organization recommends reducing sugar, fat, and salt intake, and increasing the consumption of fruits, vegetables, dietary fiber, and whole grains. These principles guide how we design and develop our solutions.

In line with this, we focus on improving the nutritional value of both our products and those of our customers by:

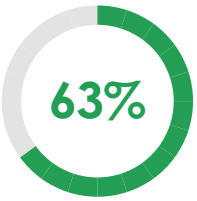
- Reducing **sugar**, **fat** and/or salt
- Increasing **fiber**, **proteins** and/or **micronutrients**
- Adding **whole grains** and **fruit**
- Incorporating **gut-friendly ingredients**

Consumer insights

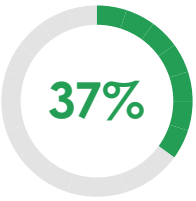
Source: Taste Tomorrow 2025



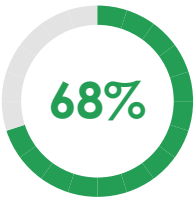
interested in food that **improves gut health**



believe **indulgent food** can be healthy



indicate to buy **more nutritionally balanced food** at least once a week



agree that **removing sugar** in bakery products will contribute to better health

17%

of all 2025 launches worldwide focused on improving nutrition

Sugar reduction

While reducing sugar is a key priority for consumers, sugar itself fulfils essential functional roles in many applications, especially in patisserie and chocolate.

At Puratos, we are committed to enabling healthier indulgence by offering solutions that reduce sugar while preserving taste, texture, and overall product quality.

We have built a comprehensive portfolio of sugar-reduced solutions, designed to support our customers in developing products that contribute to better health without compromising on indulgence. These solutions range from partial to full sugar replacement and are tailored to different applications and consumer needs.

Today, multiple technologies and approaches make sugar reduction possible. We guide our customers in selecting the most appropriate solutions, helping them respond to evolving expectations while delivering products that align with diverse lifestyles and dietary choices.

Puratos collaborates with EIT FOOD consumer observatory on healthier indulgence research

In 2025, Puratos partnered with the EIT Food Consumer Observatory to investigate how consumers perceive "healthier indulgence," using qualitative research with 110 participants across 17 European countries. The study found that **68% of consumers crave indulgent flavors like chocolate and pastries but simultaneously prioritize health attributes** such as lower sugar, added fiber, and natural ingredients. It also revealed that consumers respond best to positive, transparent messaging rather than "guilt-free" claims, and are most open to healthier indulgence during everyday moments rather than celebrations. The outcome provides clear guidance for developing products—especially sweet baked goods—that deliver both well-being and enjoyment without compromising taste.

Fat reduction

We are committed to improving the nutritional quality of our products by reducing less desirable fats, such as saturated fatty acids, and replacing them with more balanced alternatives. Our approach focuses on enabling healthier indulgence, without compromising on taste or texture.

Through our fat-reduced fillings and sweet bakery mixes, we support our customers in developing products that deliver both nutritional value and sensory enjoyment, contributing to better choices for consumers.

Salt reduction

Balanced salt intake is important for maintaining overall health. The World Health Organization recommends a maximum daily intake of 5g of salt, while consumption levels in many regions remain above this guideline.

At Puratos, we support our customers in reducing salt levels in baked goods by developing ingredient solutions that maintain taste, texture, and overall product quality. Through our formulation expertise, we enable gradual salt reduction without compromising consumer acceptance, helping consumers move towards recommended intake levels.

Adding grains and seeds

Our Taste Tomorrow data shows that consumers find grains and seeds healthy and delicious. Whole grains increase fiber intake, as recommended by the World Health Organization (WHO). Combining baking traditions with modern innovations, our fermentation and sprouting technologies unlock valuable nutrients from grains, resulting in tasty, nutrient-dense foods.

Collaborative scientific research highlights bioaccessibility of Puratos

Several scientific studies, employing various techniques, have been conducted in collaboration with KU Leuven (KUL), ProDigest, and ICTAN to demonstrate the bioaccessibility of minerals in our Puratos Sproutgrains, highlighting the enhanced nutritional benefits of these grains compared to their non-sprouted counterparts.
In order to increase awareness, we launched a consumer website showcasing all the benefits of sprouted grains.
www.sproutedgrains.org

More fruit, less of the rest

Fruit plays an important role in supporting healthier and more balanced diets, while also being one of the most appreciated flavors globally. At Puratos, we aim to increase the fruit content in our fillings as a natural way to enhance both taste and nutritional value.

By doing so, we help reduce the need for added sugar, fat, and overall calories per 100g, while maintaining the indulgence consumers expect. This approach enables our customers to create products that combine enjoyment with improved nutritional profiles, contributing to better choices for consumers.

Nutritional benefits

Advancing better health requires improving the nutritional value of the foods people consume every day. At Puratos, we develop ingredients rich in protein and fiber, enabling our customers to create products that support healthier diets while enhancing taste and overall product quality.

Puratos partners with Future Food-Tech to drive Gut Health innovation for a healthier future.

In 2025, we partnered with **Future Food-Tech** to launch a **Gut Health Innovation Challenge**, an initiative aimed at discovering disruptive solutions that support gut health. The challenge took place at the **Future Food-Tech summit** in **San Francisco**, a key event where start-ups, investors, and global food companies come together to shape the future of our industry. The platform was used to call for innovations in areas such as prebiotics, postbiotics, fermented ingredients, and digital health platforms. Our goal? To find **pioneering partners** who could help us develop the **next generation of gut-friendly ingredients** and solutions for bakery, patisserie, and chocolate.

Gut health

Scientific research highlights the important role of gut health in overall well-being. At Puratos, we aim to support a healthier gut microbiome through staple foods such as bread, making everyday products part of the solution.

We leverage our expertise in fermentation and natural ingredients, especially grains, to help bakers unlock the full nutritional potential of their products. Our technologies enable the development of foods that contribute to digestive health while delivering rich taste and quality.

Building on over 100 years of bakery expertise, our Happy Gut range combines the art of breadmaking with the latest insights in gut health, increasing fiber content and enhancing the availability of key nutrients.

Latest Gut health research at Puratos

In our commitment to advancing gut health, we have finalized several key research projects in 2025:

- Puratos is part of the four-year consortium TKI project with Wageningen University 'Ferment4Health' with the aim to better understand the implications of fermentation with pro- and postbiotics on human health.
- Member in the EU – co-funded consortium **HealthFerm** [2] which explores the health benefits of fermentation on different Plant-Based ingredients.
- A four-year research project at **UC Louvain la Neuve** focused on developing sourdough with nutritional benefits for bread, leveraging a robust consortium and sustainable, nutritious raw materials.

Additionally, Puratos is a founding industrial partner of the **ICOFF** [3] **(International Center of Food Fermentation)** at the NOI Techpark at the **Free University of Bolzano** launched in 2024, with the mission to generate a hub of research and innovation ensuring a sustainable supply of fermented foods.

1 - https://topsectoragrifood.nl/project/tki1601p01-wow-well-on-modern-bread-wheat/
2 - https://www.healthferm.eu/
3 - https://www.unibz.it/en/home/research/international-competence-centre-food-fermentations/

Facilitate well-informed food choices

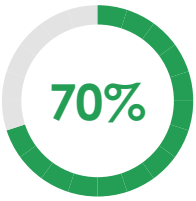
The concept of 'Clean label' is driven by consumers' desire for greater **transparency and a preference for natural, familiar and easy-to-understand ingredients**.

At Puratos, we develop cleaner label solutions that enable our customers to simplify their ingredient lists and use ingredients of natural origin where possible, while ensuring product safety, functionality, taste, and texture. We believe that every ingredient should have a clear purpose.

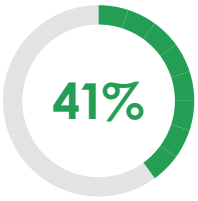
Through our ingredients, formulations, and technical expertise, we support our customers at every step of their cleaner label journey in bakery, patisserie, and chocolate. By helping them reformulate products and bring cleaner label options to market, we contribute to greater transparency and support consumers in making more informed and confident food choices.

Consumer insights

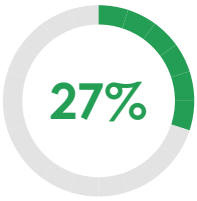
Source: Taste Tomorrow 2025



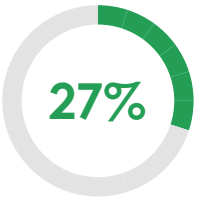
would **buy more** from bakeries that use only natural ingredients



check **ingredients list**



look at **source / origin** of the ingredients



check for **additives,** like preservatives, artificial flavors and colors

12.6%

of the total volume was represented by Clean(er) Label solutions in 2025

Our definition of 'Clean(er) Label':

- **Clean(er) Label products** – products that have no artificial colors and flavors but only natural colors and flavors, and have eliminated one or more additives to differentiate from the average product in their food category.
- **Clean label product** – products that do not contain any artificial flavors and colors and no additives or ingredients that are perceived as artificial.

Puratos Clean(er) Label ambition goes beyond the ingredient list. Apart from the label, it is a commitment to providing **clean(er) food solutions with clear and transparent information, helping consumers make informed food choices**.

Offer plant-based alternatives

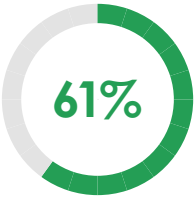
The rise of plant-based trends has transcended niche dietary choices to become a food revolution. This paradigm shift is not only about avoiding animal products, but also about embracing diverse food choices that allow individuals to follow plant-based or flexitarian diets that are both good for the individual and sustainable for the planet.

Research indicates that **plant-based foods generally contain fewer calories, less saturated fat, and lower cholesterol, while being higher in fiber** compared to their animal-based counterparts.[1-6]

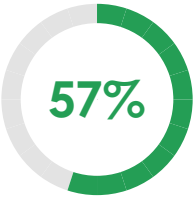
Consumer insights

Source: Taste Tomorrow 2025

buys plant-based foods on a **weekly basis**



agree that a plant-based diet has a **positive impact on the environment**



agree that a plant-based diet food is **healthier than animal derived food**

10.7%

of the total volume was represented by plant-based solutions in 2025

1 - Clem, J. D., & Barthel, B. (2021, May 1). A look at Plant-Based diets. Journal of Nutritional Science, 118(3), 233-238.

2 - McClements, D J., & Großmann, L. (2021, June 3). A brief review of the science behind the design of healthy and sustainable Plant-Based foods. https://doi.org/10.1038/s41538-021-00099-y

3 - Manasa, R., Harshita, M., Prakruthi, M., Shekahara Naik, R., & Shivananjappa, M. (2020). Non-dairy plant based beverages: A comprehensive review. The Pharma Innovation Journal, 9(10), 258-271.

4 - Langyan, S., Yadava, P., Khan, F.N., Dar, Z.A., & Singh, R. (2022). Sustaining protein nutrition through Plant-Based foods. Frontiers in Nutrition, 8, 772573.

5 - McClements, I., & McClements, D. (2023, July 1). Designing healthier Plant-Based foods: Fortification, digestion, and bioavailability. Food Research International. https://doi.org/10.1016/j.foodres.2023.112853

6 - McClements, D.J. (2023). Ultraprocessed plant-based foods: Designing the next generation of healthy and sustainable alternatives to animal-based food

Puratos is leading the way in plant-based innovation

At Puratos, we are dedicated to developing **plant-based alternatives to eggs, dairy, and butter**, without compromising on taste, texture, functionality, or safety.

We are committed to:

- **Continuously reduce our reliance** on animal-based ingredients **in favor of plant-based alternatives**
- Developing a roadmap to create plant-based solutions that are **as nutritious as possible**
- Ensuring our products are **as clean as possible**.

We also offer a wide range of **naturally plant-based solutions**, including bread mixes, improvers, sourdoughs, specialty grains, specialty fats, glazes, fruit fillings, and dark chocolate.

By enhancing the nutritional profile of our plant-based ingredients and integrating them into creative recipes, we support our customers in developing products that contribute to better health and well-being for consumers.

Research to drive plant-based innovation

A scientific research study has been conducted in collaboration with Ghent University to investigate emulsion stability in complex matrices representative for specific finished goods of Puratos. The results will provide leads to Puratos to develop new solutions that are in line with our Health & Well-Being pillars, including plant-based, fat-reduced and Clean(er) label.

Food safety and quality of our products

With climate change impacting farming practices and potentially intensifying foodborne diseases, **ensuring food safety and quality is paramount**. Incidents have continued to increase in the European Union and globally, highlighting the urgency for stronger regulatory alignment and reinforced stakeholders' expectations for greater accountability across the entire food value chain.

Food safety goes beyond a legal obligation for Puratos and it is embedded in everything we do. We are committed to consistently delivering safe, high-quality products that meet or exceed global regulations, customer specifications and our own internal standards.

We achieve this by taking a proactive approach to food safety through robust food safety and quality programs, the use of AI to detect and predict potential risks, and continuously seeking for improvement opportunities.

Our long-term objectives

- By 2030, ensuring 100% of Puratos facilities are certified according to one of the Global Food Safety Initiative (GFSI)[1] standards, including unannounced audits.

Percentage of Puratos facilities certified according to one of the GFSI standards (BRC, IFS, SQF, or FSSC22000)

in 2023

in 2024

in 2025

1 - The Global Food Safety Initiative (GFSI; the Coalition) is a Coalition of Action from The Consumer Goods Forum (CGF), bringing together 44 retailers and manufacturers from across the CGF membership and an extended food safety community to oversee food safety standards for businesses and help provide access to safe food for people everywhere.

Guiding our Food Safety and Quality journey: Governance and stakeholder engagement

At Puratos, our commitment to food safety and quality is demonstrated through our **Quality and Food Safety Charter**. The execution of this commitment is overseen by the GFSI audits and Operational Excellence Program. It is embedded in the Group Quality and Food Safety Strategy, and local teams are responsible for integrating it into their local strategies.

A comprehensive **Food Safety Steering Committee**, which includes representatives from Quality, Regulatory, Legal, Insurance, Procurement, R&D and Operations, meets regularly to review emerging risks, validate priorities and monitor progress. This cross-functional governance model ensures full alignment between strategic objectives and operational execution, enabling fast, coordinated responses when issues arise to protect consumers and maintain our commitment to quality and food safety.

At Puratos, we actively **engage with our customers and consumers** through various channels to ensure their concerns are heard and addressed. We hold quarterly meetings with our global key accounts to discuss improvements and measure customer satisfaction. Additionally, we encourage our local teams to conduct similar meetings at the local level. We also have a grievance mechanism in place, allowing customers to raise concerns directly.

Our approach

Our primary objective is to ensure the quality and food safety at every stage of the food chain – from production to harvest, processing, storage, distribution, all the way to consumption by consumers. To attain this goal, our quality and food safety programs are centered around the following key quality pillars:

- Supporting the development and improvement of reliable processes to reduce customer complaints and exceed customer expectations. We use a Customer Relationship Management (CRM) system as part of our endeavors to improve customer relations continuously.
- Training and unleashing the talent of our employees to become great quality leaders
- Supporting R&D with excellence in design while ensuring the quality & food safety of our products.
- Sourcing and delivering the right quality of raw materials and ensuring full traceability and regulatory compliance from raw materials to the finished goods.
- Reducing food waste linked to quality and food safety risks.
- Creating awareness and taking actions on Food Safety, led by our Food Safety Committee.

In 2025, we further strengthened this approach through a proactive and preventive approach that combines robust food safety and quality programs, the use of digital and AI driven tools to detect and predict emerging risks, and continuous improvement initiatives deployed across our global operations

Launch of the PuraQuality Vendor Quality Management App

In 2025, we rolled out globally the cloud based PuraQuality Vendor Quality Management App to centralize supplier documentation and certifications. The tool streamlines non conformity follow up, improves action plan tracking, and strengthens GFSI aligned compliance by giving both Puratos teams and suppliers a more efficient, transparent way to manage risk and prevent food safety issues.

Celebration of World Food Safety Day

In June 2025, Puratos celebrated World Food Safety Day with a global hybrid event gathering colleagues from all over the world. The program included internal and external speakers, and local teams shared videos and photos of their initiatives as part of the Food Safety Awards 2025, highlighting our strong global food safety culture.

1 - Excluding M&A

2 - The Global Food Safety Initiative (GFSI; the Coalition) is a Coalition of Action from The Consumer Goods Forum (CGF), bringing together 44 retailers and manufacturers from across the CGF membership and an extended food safety community to oversee food safety standards for businesses and help provide access to safe food for people everywhere.

Better Planet

Environment

At Puratos, we recognize the severity of the environmental crisis facing our planet and the pressing need for action. As a food manufacturing company, we recognize our role in mitigating negative impacts and we have set ambitious climate targets to reduce our environmental footprint both in our operations and across our value chain.

Reduced our carbon footprint by

46%

After setting this ambitious target back in 2017, in 2025 we achieved carbon neutrality for Scope 1 and Scope 2. We did that by reducing emissions by 46%* and compensating for the remaining emissions.

In 2024, we committed to submit carbon reduction targets within the framework of the Science-Based Targets initiative (SBTi), reaffirming our commitment to align our climate action with the Paris Agreement.

** In kg CO_2 eq per ton produced compared with base year, 2016.*

Source renewable electricity

100%

of our electricity requirements at our sites come from renewable energies.

Plant trees to remove carbon

205,268

trees planted in 2025.

We have made strong progress in our own operations, from sourcing 100% renewable electricity since 2023 to achieving carbon neutrality in 2025. But our impact goes beyond our own operations. More than 90% of our carbon emissions come from Scope 3, mainly linked to our raw material.

Today, the biggest contributors are cocoa, palm oil, dairy, sugar, and wheat.

To address this, we actively engage with our suppliers to identify and map potential reduction opportunities, and explore areas for collaboration. This includes collaborations with farmers and cooperatives to support the transition to regenerative agriculture, as well as identifying levers such as low-carbon ingredients and improved farming practices.

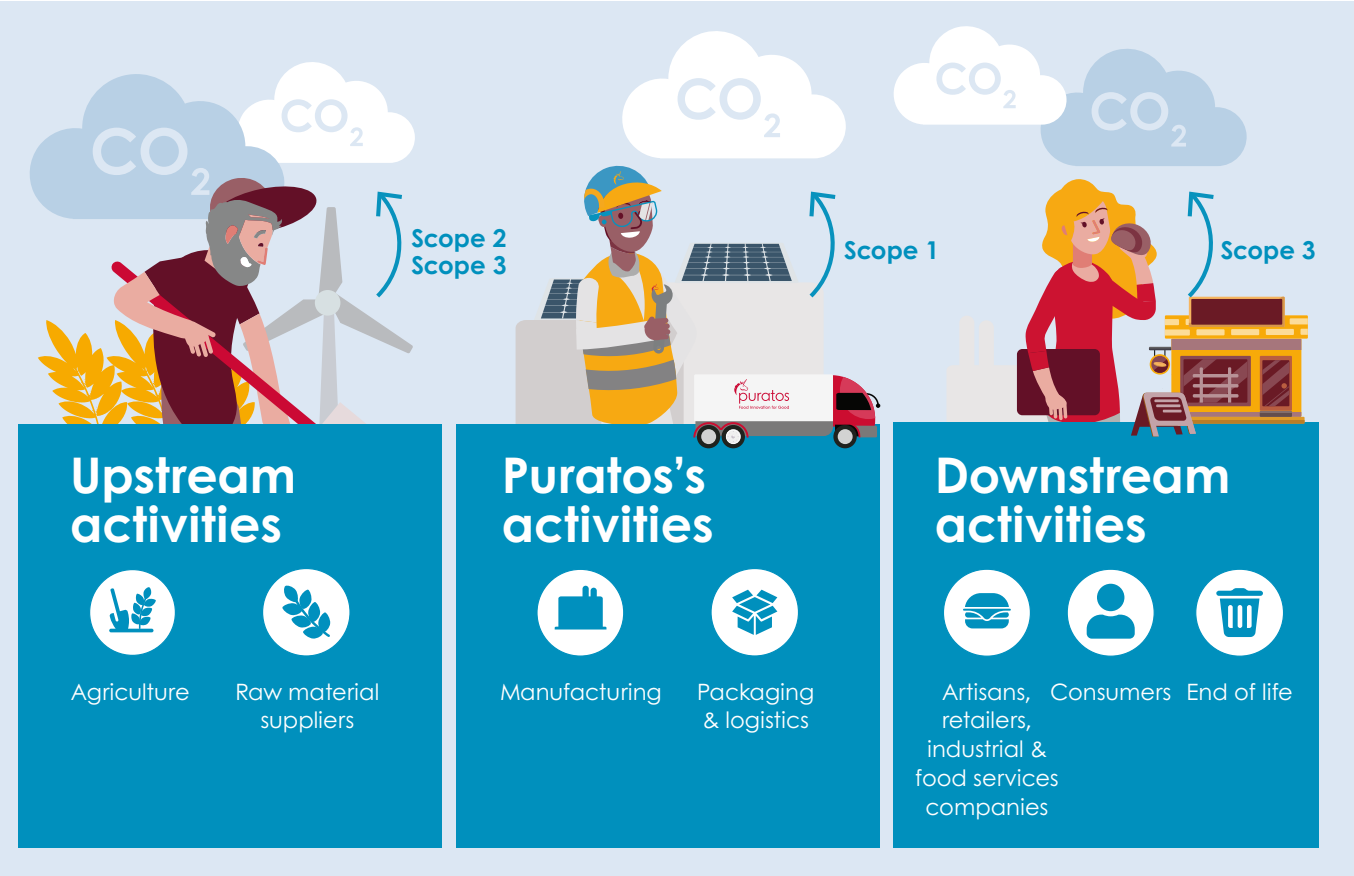
In 2024, we conducted the first supplier assessment with our key tier 1 suppliers to understand their commitments towards carbon reduction initiatives. In 2025, we calculated in detail our footprint in preparation for SBTi targets submission. Although we have not yet formalized commitments at the time of printing this report, we have identified several opportunities to collaborate with our suppliers to reduce our Scope 3 emissions today.

Carbon footprint

	Unit	2022	2023	2024	2025
# owned sites that have earned Carbon Neutral label	#	6	9	16	**20**
CO_2 reduction (vs base year, 2016)	%	-34	-42	-45	**-46**
Total GHG emissions (scope 1 and scope 2)	Tonnes CO_2e	86,756	79,347	78,219	**76,087**
GHG emissions – scope 1	Tonnes CO_2e	77,452	78,858	77,804	**75,694**
GHG emissions – scope 2[1]	Tonnes CO_2e	9,304	489	415	**394**
GHG emissions – scope 3[2]	Tonnes CO_2e	22,799	26,607	24,572	**21,731**
Energy consumption	kWh / tonnes	482	483	463.2	**474**
Renewable energy sourced	%	90%	100%	100%	**100%**
M^2 solar panels	M^2	57,000	84,000	99,141	**105,834**

1 - Market Based
2 - Scope 3.3, 3.5, 3.6

Throughout 2024 and 2025, we have been meticulously establishing our baseline year inventory according to the Greenhouse Gas Protocol. This involved a thorough assessment of our emissions across Scope 1, 2, and 3 categories. As a food company, we fall within the Food, Land, and Agriculture (FLAG) scope of the Science Based Targets initiative (SBTi). In Q1 2026, we have submitted our Net Zero science-based emission reduction targets to the SBTi. The outcome of the validation process will not be available before printing this report, but it will be communicated via our website and in the Sustainability Report of the FY 2026.



Steering our environment journey: Climate Charter

At Puratos, our commitment to climate change adaptation and mitigation is reflected in our **Climate Charter**, which is reviewed annually and signed by our Group Executive Committee. Our environmental sustainability program manager leads the strategy and execution of our Scope 1 and Scope 2 roadmap, which was approved by the Board in December 2017. In 2023, the Board also approved our commitment to the Science-Based Targets initiative (SBTi). At the time of writing this report, Puratos's SBTi targets have been submitted to SBTi and awaiting validation.

Since 2019, Puratos has cascaded **five mega objectives** to all employees, including the Group Executive Committee, with one of them being "Achieve our group ESG targets." This objective accounts for part of the employee bonus scheme, with **specific targets for CO_2 and water efficiency** set for each site and aggregated at country, regional, and group levels.

Our long-term objectives

- Maintain our direct operations carbon neutral (Scope 1 and Scope 2)
- Develop additional carbon emissions reduction targets in line with the Science Based Targets initiative.

To maintain carbon-neutrality in our operations, we work on three fronts:

1. Reducing our carbon footprint
2. Sourcing 100% renewable electricity
3. Compensating emissions within our value chain.

20 sites carbon neutral

Since 2016, we have significantly reduced direct emission (Scope 1) and indirect emission from energy purchase (Scope 2), by focusing on energy consumption and process optimization.

+ 6,693 m² solar panel

installed in 2025

Reaching a total of 105,834 m², the equivalent of 26 football fields, contributing to 10% of our on-site electricity generation.

Reducing our carbon footprint

Each year, we work to **reduce our energy consumption and optimize our processes**. In 2025, we have invested €4.9 million in 38 energy efficiency projects, including new technologies, energy recovery, utility optimization, process optimization, and preventive maintenance. Most of these projects consisted of the installation of e-boilers effect, diesel switches and improvement of electricity storage. Since 2016, our base year, we have achieved a 46% reduction in $kgCO_2$ per ton produced. The electrification of our processes plays a key role in reaching our CO_2 targets.

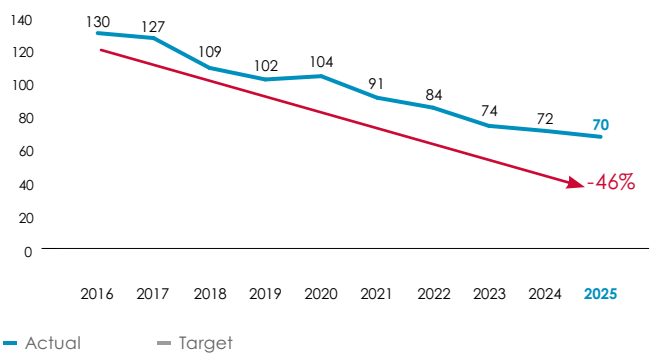
In 2025, several key initiatives were implemented across our operations to improve energy efficiency and reduce emissions:

- **Electrification of processes:** E-boilers were installed in Spain, Fraser Valley, and Poland. In Spain, this has already led to a 50% reduction in natural gas consumption.
- **Lower-carbon fuels:** Our Saint Vith plant switched from diesel to HVO biodiesel for four months, significantly reducing CO_2 emissions due to its much lower emission factor.
- **Process efficiency improvements:** In Brazil, an oxy-hydrogen generator was installed in July 2025, improving gas boiler combustion efficiency and reducing gas consumption by 10%.
- **Energy resilience and storage:** In South Africa (Chipkins Puratos), a battery system was installed to store electricity during outages, which occur around 20% of the time. This has enabled the site to stop using diesel generators.

We also keep optimizing the existing installation for optimal performance. For instance, for the first year the biomass boiler installed in Morocco in 2023 worked without any interruption.

We are looking forward to continuing the work beyond 2025: we will continue to decrease CO_2 emissions thanks to new investments in the electrification of our processes. The exact reduction objectives will be determined by our SBTi trajectory and communicated on this basis.

$kgCO_2$ per ton produced



CO_2 Neutral sites

Our continuous effort to reduce carbon emissions is reflected in the increasing number of carbon neutral site in the organization. In 2025, 4 additional sited were certified as carbon neutral, bringing the total to 20.

- Belgium (Erembodgem)
- Austria
- Thailand
- Philippines
- Korea
- Guangzhou
- Turkey
- Zevenbergen
- Venlo
- Vietnam
- UK Buckingham
- Brazil Phoenix
- USA Kenosha
- Bulgaria Pernik
- Morocco
- Israel Ashdod
- Israel Sderot
- Jordan Amman
- UAE Dubai
- Kenya Nairobi

Sourcing 100% renewable electricity

Our objective is to **reduce our reliance on non-renewable energy** by maximizing on-site production and transitioning to renewable sources. We aim to produce as much energy as possible on our own sites, while sourcing the remainder from renewable electricity. Since 2023, we have reached 100% renewable electricity.

Producing energy on-site via our solar panels and wind turbine

In 2025, we installed 6,693 m² of solar panels across our global sites, bringing total on-site solar coverage to 105,834 m². This expansion was achieved by equipping 11 additional sites, increasing our solar-equipped locations to 37. Altogether, the installed surface now corresponds to the size of 26 football fields. Thanks to this growth, 14% of our total electricity consumption is generated on-site.

Our biggest installations are now running in Andenne, Belgium (12,000 m²) and in Sils, Spain (11,000 m²). They generate approximately 13% and 15% of the sites' electricity needs, respectively. The remainder is covered through the purchase of renewable electricity certificates.

To significantly increase our share of renewable energy generated on-site, we installed our first wind turbine in Lummen, Belgium in 2022. In 2025, it covered 45% of the electricity needs of the site.

Purchasing renewable electricity

Since 2023, we have achieved one of our main targets: 100% of the electricity sourced by the Group comes from renewable sources. This was achieved through renewable electricity certificates but also through direct renewable electricity contracts with local suppliers. This achievement was maintained also in 2025, ensuring that acquisitions in scope would operate through the same principles.

Compensation of emissions within the value chain

While reducing our own emissions is our primary goal, we are also committed to taking proactive steps to remove carbon from the atmosphere. That is why we have chosen to plant trees in our value chain, particularly through Cacao-Trace, our own certified sustainable cocoa sourcing program. Since 2019, we have planted 1,189,971 trees and continue to prioritize this approach. In 2025, we planted another 205,268 trees, reaching our cruising speed.

Through our program, and partnership with PUR, a leader in nature-based development, we provide financial and technical support to our community of farmers by planting different types of trees, including timber, fruit and nitrogen-fixing trees, on and around their farms.

We assist farmers in transitioning from unsustainable monoculture to agroforestry. This not only enhances biodiversity and soil health, but also ensures resilient and sustainable food production practices for the future.

Furthermore, we invest in compensation via third parties through credits. Since 2022, we invested in the Climate Asset Management's Nature Based Carbon Strategy. Our investment aims to deliver a sizeable proportion of our carbon credit requirements, and it will support our efforts in transitioning to a lower emissions food production.

Responsible Sourcing

We recognize that the demand for certain ingredients and raw materials can put pressure on natural habitats and affect the sustainable development of the local communities. We are committed to building a **resilient value chain** that ensures **traceability**, **transparency**, and **responsible sourcing** across all the raw materials we source. Collaboration with all the stakeholders across our value chain is essential to making progress towards this goal, enabling us to align on ambition and manage the risks associated with the transition to more sustainable production.

2025 in a nutshell

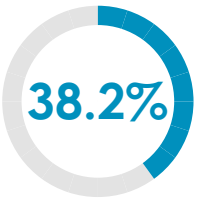
The end of 2025 marked the deadline for several of our responsible sourcing commitments. While we have made solid progress and achieved some of our objectives, others proved more challenging than anticipated. This milestone allows us to review our progress transparently and adjust our approach where needed.

In 2025, we:

- Maintained 100% responsible sourcing of palm and palm kernel oil and their derivatives, while broadening the certifications and frameworks we work with and improving the transparency of our reporting
- Progressed on the responsible sourcing of cocoa through our Cacao-Trace program, strengthening traceability and value creation across the supply chain
- Launched a new commitment on regenerative agriculture, reflecting our ambition to support soil health and more resilient farming systems

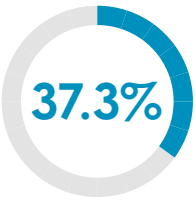
At the same time we did not fully achieve our 2025 objective on cage-free eggs. While our commitment to animal welfare remains unchanged, we have adapted our approach and set updated objectives, as detailed in the following section.

2025 achievements

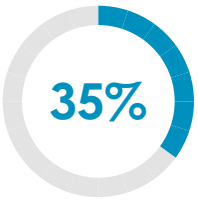


of **cocoa ingredient sourced** by the Group is from our certified Cacao-Trace sustainable cocoa sourcing program

our **Palm oil and Palm Kernel oil** supports sustainable production [1]



of fruit **sourced through Field to Fork Program**, Puratos's local & transparent sourcing program



Cage-free eggs sourced

1 - Combination of volume purchased under RSPO certification, Book & Claim credits and support of smallholder farmers in collaboration with Solidaridad.

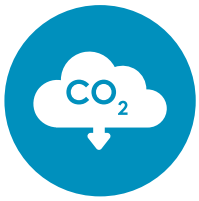
	Unit	2022	2023	2024	2025
Cocoa purchased in a sustainable way	%	44	54.1	63	63.7
Cocoa purchased through our audited Cacao-Trace program	%	15	25.5	31	38.2
Palm and Palm Kernel sustainable production[1]	%	100	100	100	100
RSPO certified Palm & Palm Kernel Oil (Segregated or Mass Balance)	%	34.94	36	45	42.2
Fruit sourced through Field to Fork Program	%	5	13.9	28.3	37.3
Cage-free eggs sourced	%	31	30	31	35
Eggs avoided in the value chain	%	-	557,186,339	688,745,357	782,848,158

Our approach to responsible sourcing

At Puratos, responsible sourcing covers a multitude of different dimensions. We make decisions where environmental considerations carry the same importance as ethical and social ones.

While the specifics of responsible sourcing requirements may vary depending on the raw material and its market context, we ensure our policies address, at minimum, the following areas:

- Preventing deforestation and striving to reduce carbon emissions
- Increasing traceability across our value chain and transparently sharing information
- Upholding the highest standards of human rights, while striving to ensure fair value for farmers and supporting them in the transition to more responsible and sustainable practices.
- Driving continuous improvement, by integrating learnings and adapting to the evolving complexity of our operations and market conditions.



No deforestation and reduced **carbon emissions**

Traceability and **transparency** in the supply chaing

Support of **human rights** throughout our supply chain

Continuous improvement

Our commitment to ethical trade practice

The protection of human rights is at the heart of public awareness and one of Puratos's core values. Our policy on human rights respects and acknowledges internationally recognized principles, such as the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights, the Core Conventions of the International Labor Organization, and the ten principles of the United Nations Global Compact.

We ask all our suppliers to sign our Supplier Code of Conduct or to share theirs with us, so as to make sure we develop sustainable and ethical value chains. In particular, we ask suppliers to commit to:

- Providing good working conditions (contracts, health and safety, equal opportunities).
- Opposing slavery, all forms of forced labor, including child labor, and all other forms of abuse and exploitation.
- Being compliant with local environmental regulations and conservation, including deforestation and the use of harmful pesticides.

Our Code of Conduct ensures full transparency and represents our moral commitments to the different players throughout our value chain. These policies are reviewed and approved by the Group Executive Committee in the first instance, then presented to the Board of Directors for approval.

Our policies and Code of Conduct can be found in our Supplier Code of Conduct document.[2]

Our Sustainability Grievance Group Procedure

Since 2024, we have implemented our Sustainability Grievance Group procedure and reporting tool. A grievance is a complaint, based on real or alleged grounds, denouncing actions or omissions that have a negative impact within the supply chain. Specifically, through this procedure, grievances linked to topics such as human rights, the environment, deforestation, animal welfare etc. are investigated.

Managing grievances effectively is an essential part of conducting our business ethically and in alignment with our core values. It also informs our risk management strategy, giving visibility on concrete issues existing in our supply chain and helping to prevent them in the future. In 2025 , we focused on the further roll-out and communication of this procedure through our Puratos website and internal newsletters.

Sedex

Working with Sedex to enhance supply chain transparency

Since 2016, we have been members of Sedex, the Supplier Ethical Data Exchange, dedicated to increasing the transparency of our supply chains. We encourage our raw materials and packaging suppliers to join the Sedex online platform, enabling us to identify and address risks effectively. Through self-assessment questionnaires (SAQ) and SMETA (Sedex Members Ethical Trade Audits), our plants are assessed on the **four pillars of Sedex: Labor Standards, Health & Safety, Business Ethics**, and **Environment**. This allows us to meet due diligence requirements set by both legislation and our customers. Currently, we have 38 Puratos plants active on the Sedex platform, of which 11 plants have had a SMETA audit in the last three years.

2 - *https://www.puratos.com/content/dam/corporate/documents/commitments/2024/Puratos-Suppliers-Code-Conduct.pdf*

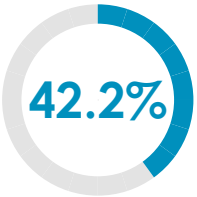
Responsible sourcing: Palm and derivatives

Palm is an essential raw material in many of our products. However, there are serious global concerns regarding palm oil supply chains, associated with deforestation, habitat loss and even exploitation of workers and low pay.

Our long-term objectives

- 100% of our palm ingredients support Sustainable production
- All production sites buying palm oil will be RSPO-certified
- All distributing sites will have an RSPO distribution license

Highlights 2025



of total palm oil purchased by the group was sourced under RSPO

Our commitment to sustainable palm

We are committed to sustainable palm cultivation that respects biodiversity, natural ecosystems, local communities, and workers in palm oil-producing countries. Since 2020, we have achieved our **goal of ensuring that 100% of our palm ingredients support the production of sustainable palm oil**.

When we established our initial commitment, our intention was to achieve it exclusively within the RSPO framework. Over time, we have broadened the range of tools we use to ensure the highest levels of transparency. This evolution reflects both our learning—such as the limited availability of RSPO certified raw materials in certain markets—and changes in the broader context, including advances in IT enabled traceability and deforestation satellite monitoring, as well as a growing willingness across the market to share information.

Today, we achieve sustainable palm production through a combination of:

- **RSPO-certified palm and palm kernel oil** (under segregated or mass balance models)
- **Book & Claim credits**
- **Support to smallholder farmers, in collaboration with Solidaridad**, focusing on improving agricultural practices, strengthening livelihoods, and supporting farmers in meeting sustainability and certification requirements

Additionally, all our third-party palm oil suppliers of Puratos are required to sign and comply with our Palm Policy and NDPE Policy (NDPE: no deforestation, no peat and no worker exploitation). In 2025, we have adapted our Policy to broaden the certifications and frameworks we work within and to increase the transparency of our communication towards stakeholders. Through our partnership with Earthworm Foundation, we are able now to assess deforestation and land conversion via satellite imagery covering 90% of the Puratos Group palm supply.

Puratos is a **member of the Roundtable on Sustainable Palm Oil** (RSPO), which is a significant pillar of our approach. By sourcing RSPO-certified palm ingredients and direct involvement into the palm supply chains, up to the level of the smallholders, we contribute to the production of sustainable palm beyond our own direct supply chain.

In 2025, 42.2% of total palm ingredients purchased by the Group was sourced under RSPO mass balance or segregated certification, complemented by the purchase of Book & Claim credits and the support of smallholder farmers, in collaboration with Solidaridad.

To strengthen our objective in investing in sustainable production, in 2024, we **initiated a collaboration with Solidaridad Network**, an international civil society organization dedicated to **supporting smallholder farmers and workers** and developing solutions to make those communities more resilient.

Our commitment to traceability and transparency

We are committed to trading with suppliers who share our values and support the production of sustainable palm oil for the total palm oil consumption of our Group. To achieve this commitment, we have conducted a traceability exercise up to mill and plantation level with top palm suppliers covering more than 90% of Puratos Group palm supply. This work was carried out in collaboration with the **Earthworm Foundation**, which supports us in mapping our supply chain, assessing risks such as deforestation and land conversion, and strengthening transparency through tools such as satellite monitoring. Using this mill list, we work with the Earthworm Foundation to enhance transparency and identify areas for improvement in our supply chain, including the assessment of ethical and environmental practices. Since 2025, this list is publicly available on our website.

Read more about our Palm Policy online

https://www.puratos.com/commitments/next-generation/better-planet/responsible-sourcing

Solidaridad testimonial

"Before this program I used to think harvesting unripe fruits and storing them would make them ripen and give me better income. Now I know better. I only harvest when the fruits are ready. I see the results in the yields and in my pocket."
Rosidie Anak Josy (smallholder farmer)

Rosidie joined the project in 2024. Since then, his yield has increased from 8 tonnes to 10 tonnes a month. His farm now shows an adoption of 70% of better management practices.

The majority of Sarawak smallholders still lack access to structured support and continue to struggle with conventional practices that limit their productivity and sustainability. With support from this project, more smallholders like Rosidie can be reached and guided toward adopting better practices.

Responsible sourcing: Cocoa

Cocoa is an essential raw material for the chocolate solutions we produce at Puratos. We source our cocoa from three key regions: Africa, Asia Pacific and Latin America, spanning over ten countries. We are deeply committed to creating a sustainable future for the next generations through close collaboration with key stakeholders. We believe that the challenges facing the cocoa and chocolate sector – such as farmer income, child labor, and deforestation – can only be addressed through collective action across the entire value chain, including consumers. This is the ambition behind our Cacao-Trace program.

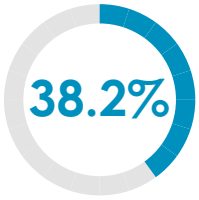
In 2025, 38.2% of our cocoa was sourced from Puratos's own certified sustainable sourcing program, Cacao-Trace, where we are directly involved in the supply chain. Additionally, 25.5% of our sourcing falls under certification schemes such as Rainforest Alliance and Fairtrade International, ensuring better practices in the cocoa supply chain, aiming to improve working conditions and promote sustainable farming practices.

Our long-term objectives

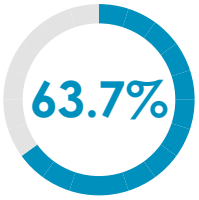
By end of 2030

- Belcolade will comply with the Beyond Chocolate commitments to earn at least a living income for cocoa farmers and end deforestation due to cocoa growing.
- 100% of the Puratos Group cocoa ingredients will be sourced sustainably, through certification schemes or a certified sustainably program, such as Cacao-Trace.
- 50% of our cocoa ingredients will be sourced through Cacao-Trace program.

Highlights 2025



of our cocoa was sourced from Puratos's **Cacao-Trace program**



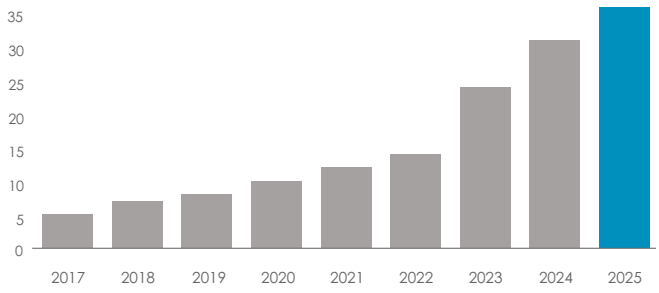
of cocoa ingredients sourced by the Group is **sustainable** (certified and recognized)

Puratos set a target to source 75% of its cocoa sustainably by 2025, in accordance with Beyond Chocolate. While this target has not been fully achieved, we have made significant progress, driven in large part by the continued expansion of our Cacao-Trace program.

Cacao-Trace, our proprietary cocoa sourcing initiative, is central to our sustainability approach and a key contributor to this progress. We have more than met our initial objective, with 38.2% of our cocoa volume now sourced through the program, well above the 20% target.

At the same time, ongoing volatility in the global cocoa market has impacted overall results, and we reached 63% sustainable sourcing. Progress across other sourcing channels has been slower than expected.

Cacao-Trace % evolution versus total volume



Despite this, our focus remains unchanged. We will continue to strengthen sustainability across our cocoa supply chain, with further growth of Cacao-Trace as a key priority.

Building a sustainable future with Cacao-Trace

Cacao-Trace is Puratos's own certified sustainable cocoa sourcing program, launched in 2014 in Vietnam. It is built on a unique model that combines close collaboration with farmers, expertise in post-harvest processes such as fermentation, and a value-sharing mechanism that rewards quality. By improving fermentation and farming practices while paying a premium for high-quality beans, the program delivers both superior cocoa quality and tangible benefits for farmers. Today, Cacao-Trace supports approximately 31,795 farmers across ten countries—Vietnam, Côte d'Ivoire, the Philippines, Mexico, Uganda, Papua New Guinea, Cameroon, Congo, Peru, and Costa Rica—helping them increase their income, strengthen their skills, and build more resilient and sustainable farming communities. Through this direct involvement, we create value at origin while contributing to a more transparent and responsible cocoa supply chain.

The Cacao-Trace standard is built on a rigorous three-year verification cycle, including initial, surveillance, and re-verification audits. These external audits, conducted by Control Union on an annual basis ensure unbiased feedback and high-quality cocoa production.

More information about our Cacao-Trace Standard, here.

31,795

Farmers across 10 countries within Cacao-Trace

cacao-trace Great Taste Doing Good

Our commitment to deforestation-free and forest restoration

To build a sustainable cocoa chain, we address deforestation and support biodiversity restoration by promoting good agricultural practices, increasing productivity, and investing in agroforestry. Through Cacao-Trace, we also promote regenerative practices, we provide training in agroforestry, integrated pest and disease management, and composting. We are currently piloting comprehensive regenerative approaches on selected farms in Vietnam and Côte d'Ivoire, laying the foundation for a more resilient and sustainable cocoa sector.

Since 2019, we have planted over 1,189,971 trees within our direct Cacao-Trace cocoa supply chain. These efforts promote climate-smart farming techniques, generate additional income for farmers, and contribute to carbon sequestration to help mitigate climate change. Additionally, Puratos has been part of The Cocoa & Forest Initiative since 2020, the first and largest sector-wide partnership to transform the cocoa industry by stopping and reversing deforestation and increasing forest restoration.

We aim to plant 3.4 million trees by 2030 to sequester carbon and support regenerative agriculture. We ensure full traceability and compliance with environmental regulations, protecting endangered forests and fostering a sustainable future for cocoa farmers and their communities.

Our commitment to living income

As a Belgian company and signatory of Beyond Chocolate, we believe that a living income is a basic human right. The initiative aims for all chocolate produced and/or sold in Belgium to enable farmers to earn a living income by 2030. For Puratos, this means first measuring and establishing our own Living Income Reference Price (LIRP) per country where we operate. The LIRP estimates the approximate farmgate price per metric ton of cocoa required for an average farmer household to earn a living income.

Sustainability cocoa policy

We urge all our primary suppliers to endorse our sustainability cocoa policy. By doing so, they commit to fostering a cocoa supply chain that is free of deforestation, respects ethical standards and integrity, and aligns with the principles outlined in the International Labour Organization (ILO) conventions, including the eradication of child labor.

Read more about our Cocoa Policy in Cacao-Trace & Next Generation Cacao Foundation 2025 Report

https://www.puratos.com/sustainability/responsible-sourcing

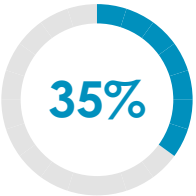
Responsible sourcing: Eggs

At Puratos, we care deeply about animal welfare and recognize our responsibility to help build a more sustainable food system. As providers of bakery and patisserie ingredients, we use eggs in some of our products and remain committed to continuously improving our sourcing practices to minimize adverse impacts. At the same time, we believe our greatest contribution lies in reducing the overall reliance on eggs across the industry. Through our egg-reducing and egg-replacing solutions, we actively support our customers in lowering their use of eggs, helping to drive change at scale. We will continue to expand these solutions, as this is where we can have the most meaningful impact across the value chain.

Our long-term objectives

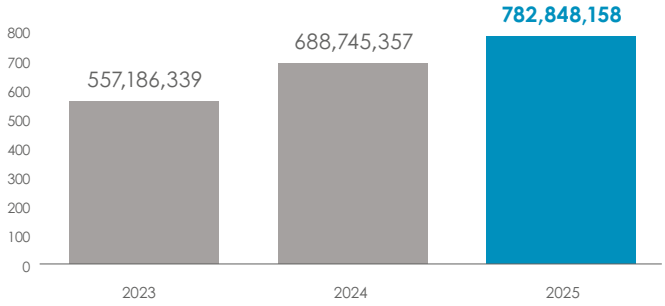
- By the end of 2028, 100% of eggs used in all products across our EU portfolio will be cage-free.
- By the end of 2030, all products in our standard product range containing eggs will use cage-free eggs across the EU, North America, Africa, and Asia (excluding customer-tailored formulas)
- By the end of 2030, help reduce the use of eggs across the market by the equivalent of 1 billion eggs.

Highlights 2025



Cage-free eggs sourced

Eggs avoided in the value chain (millions)



Our approach and progress

In 2020, we committed to sourcing 100% cage-free eggs globally by the end of 2025. This ambition was set based on our assessment that meaningful change could be achieved across the entire value chain within this framework.

Progress toward this goal has however been slower than expected, reflecting the complexity and global scope of our operations.

Our initial commitment covered our entire portfolio, including both our standard product range and customer-tailored solutions. Over the past years, several external factors have further impacted our progress. These include global avian flu outbreaks, regional supply shortages, and varying levels of customer willingness to absorb the additional cost of cage-free eggs. While we continue to actively promote this transition, we cannot impose ingredient choices, especially in markets where affordability, supply stability, and availability remain key constraints.

As a result, our conversion to cage-free eggs has stabilized at around 30% between 2022 and 2024, and reached 35% in 2025 as more alternatives became available. This increase is largely driven by strong progress within the European Union, where 85% of our products already use cage-free eggs. Some challenges remain in specific markets such as Portugal, Greece and Italy, which we are actively addressing.

Outside Europe, progress remains more challenging. In 2025, cage-free sourcing represented approximately 2% in North America, 4% in Africa and Asia, and 0% in South America, reflecting differences in market maturity, supply availability, and local conditions.

A more focused and actionable approach

To accelerate progress, we are redefining how we approach cage-free sourcing by distinguishing between different product categories.

- For our standard product range, where we have full control over recipes and sourcing decisions, we will transition to 100% cage-free eggs across all markets, except South America, by the end of 2030.
- For customer-tailored products, progress will depend on close collaboration with our customers. Transitioning to cage-free eggs in these cases requires joint efforts, including product reformulation, performance validation, cost-sharing, and supply alignment. We remain committed to supporting our customers in this process and will offer cage-free solutions wherever feasible.

We will also continue engaging with customers to expand our egg-reducing and egg-replacing solutions and help accelerate the industry's transition.

Reducing our overall use of eggs

Reducing our reliance on eggs is a key focus for us and one of the most impactful levers we have to drive change across the value chain. We continue to work on our formulations to identify alternative ingredients that deliver the same functionality, while reducing the need for eggs.

In recent years, we have **steadily reduced the total volume of eggs and egg products we purchase, even as our global production volumes have increased.**

Supporting our customers with egg-reducing and egg-replacing solutions

Through our innovation and application expertise, we are actively developing and scaling solutions that enable our customers to make the transition to reducing their use of eggs in a practical and accessible way. In 2025, we prevented 782,848,158 eggs being used.

Our portfolio includes:

- **Acti Egg Reduction Improver**, which reduces egg usage by 15% in cakes. 1 kg of Acti Egg Reduction replaces 4 kg of whole eggs, equivalent to 80 eggs*
- **Intens Egg Replacement Improver**, which can reduce up to 100% of eggs in yeast-raised applications like bread, buns, and rolls. 1 kg of Intens Egg Replacement equals 1 kg of egg powder, or 5 kg of whole eggs, avoiding up to 100 eggs*
- **Sunset Glaze**, a 100% plant-based egg-wash alternative, which can replace one ton of eggs for each ton of product used*

** based on an average egg weight of 50 g*

Responsible sourcing: Fruit

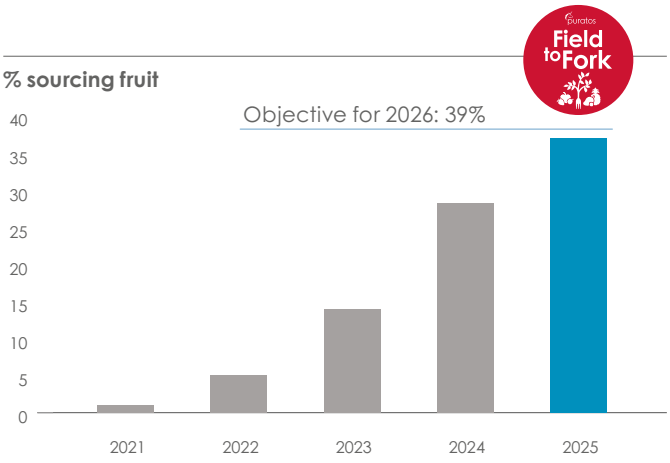
Fruit is a key raw material for some of our solutions, including fruit fillings. At Puratos, we source over 120 fruit varieties worldwide, enabling us to develop high-quality and innovative fruit fillings for bakery and patisserie applications.

Our long-term objectives

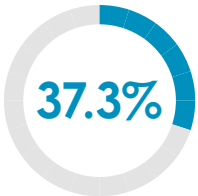
- By the end of 2030, reach 50% of our fruit sourcing through the Field-To-Fork program, Puratos's local and transparent fruit sourcing initiative.

Our responsible fruit sourcing program is built on strong foundations, including our Supplier Code of Conduct, and goes further by actively working with our partners to drive continuous improvement. It also focuses on:

- **Reducing pesticide use**, by working closely with fruit growers to align with the Puratos Fruit Pesticide Policy. This includes going beyond local regulations by eliminating over 120 pesticides identified as hazardous by the WHO.
- **Strengthening local sourcing**, by supporting local fruit growers and contributing to biodiversity preservation through our transparent Field to Fork program.



Highlights 2025



of fruit sourcing through the **Field to Fork program,** up from 28% in 2024.

Puratos's Field to Fork Program for transparent & more local sourcing

Puratos's **Field to Fork program**, launched in 2021, is a key pillar of our approach to responsible fruit sourcing. For many of our key fruits—such as Ida red apples in Canada, Montmorency cherries in the USA, and durian in Indonesia—we work directly with farmers to increase transparency and traceability from field to fork across a growing share of our sourcing.

The program focuses on expanding local sourcing, building long-term partnerships with fruit growers, securing more stable income for farmers, and promoting more sustainable practices, such as phasing out pesticides harmful to soil biodiversity.
In 2025, we continued to see strong global momentum in the rollout of the program, with an increasing share of our fruit sourcing integrated into Field to Fork. We remain on track towards our ambition of sourcing **50% of our fruit through the program by 2030**, and will further accelerate implementation in 2026.

In parallel, we continue to prioritize the reduction of pesticide use through a robust monitoring plan aligned with the Puratos Fruit Pesticide Policy. By the end of 2025, more than **61% of our suppliers were compliant**, with the ambition to **reach 100% compliance by 2030**.

Read more about our Fruit Sourcing program online

https://www.puratos.com/sustainability/responsible-sourcing

Sustainable farming: Regenerative agriculture practices

Our approach

In 2025, Puratos made a new global commitment on regenerative agriculture to accelerate the transition toward more sustainable and climate-smart agricultural supply chains. Agriculture plays a central role in our value chain and is a major contributor to Scope 3 emissions. Making improvements in soil health, biodiversity and farm-level practices essential within our responsible sourcing approach. Regenerative agriculture provides a structured, outcome-based framework to address these challenges through practices such as cover crops, reduced tillage, optimized inputs and diversified rotations. This approach aims to contribute to our Science Based Targets initiative (SBTi) commitments, supports our role as an active member of the Sustainable Wheat Initiative in Europe, and strengthens long-term sustainable sourcing across key raw materials.

Puratos's regenerative journey began in 2022, when we launched our first pilots in Belgium and several European markets. These early investments helped us test approaches, deepen collaboration with farmers and refine methodologies for credible environmental measurement. In 2025, we moved from pilot phase to global scale, supported by a clear 2030 ambition.

Our long-term objectives

- By the end of 2030, **50% of its global flour volumes** will support the transition to regenerative agriculture. This will be done by achieving **100% in the European Union and associated markets** and complementing these volumes with additional sourcing in other parts of the world.
- **Puratos aims to reduce CO_2e emissions from regenerative agriculture flour by 30% by 2030**.
- We plan to progressively expand our regenerative agriculture framework to other key raw materials, including cocoa, sugar beet, and fruit.

2025 highlights

1. Regenerative wheat in our Sapore sourdoughs

Puratos integrated regeneratively grown cereals into its Sapore sourdough range through close collaboration with local farmers. Products such as Sapore Lavida (Belgium), Sapore Sally (UK), Sapore Daphne (UK) and Sapore Zerun (Turkey) enable bakeries and food manufacturers to bring a credible and transparent regenerative story to consumers.

2. Preparing to launch our regenerative agriculture policy

Puratos advanced the implementation of its flour commitment by deepening collaboration with suppliers and farmers to support the transition to regenerative practices and to secure the data needed for credible environmental measurements. In 2025, Puratos prepared the groundwork to launch of the Regenerative Agriculture Policy in Q1 2026. The policy aims at providing a clear and consistent framework to guide the implementation and embedding relevant requirements into sourcing processes across the supply chain.

3. Upstream research to strengthen scientific and technical foundations

Puratos continued to reinforce the scientific basis of its regenerative agriculture approach through collaborations with Farm for Good, research institutes and academic partners. The research project supports agronomic trials that assess how regenerative practices influence soil health, biodiversity and wheat quality, and provides insights for developing sourdoughs based on alternative crops that can strengthen resilience and diversity within farming systems.

Read more about our Regenerative agriculture Policy online

https://www.puratos.com/sustainability/responsible-sourcing

Appendix

GRI 2-28

Memberships and certificates

Puratos is a member of several industry associations, environmental and global initiatives, and external rating platforms.

We include in this section a non-exhaustive list of those we participate in at European or Global level. The contribution we make to the work of national associations is specified only for Belgium, where Puratos HQ is located, other national associations are excluded from this overview.

Industry association

World Cocoa Foundation
Puratos is a member of the World Cocoa Foundation (WCF) – an international membership organization promoting sustainability in the cocoa sector by providing cocoa farmers with the support they need to grow more quality cocoa and strengthen their communities. WCF's members represent more than 80% of the global cocoa market, including cocoa and chocolate manufacturers, processors, supply chain managers, and other companies worldwide.

Fedima
Puratos is a member of the Federation of European Manufacturers and Suppliers of Ingredients to the Bakery, Confectionary and Patisseries Industries (Fedima). Fedima's mission is to create a favorable environment to ensure a sustainable and innovative bakery industry. One of its main objectives is transparency in products and processes towards customers and consumers. Fedima also focuses on food safety, the promotion of the bakery sector, and occupational health and safety. Jean-Philippe Michaux, Puratos Chief Financial Officer and Chief Sustainability Officer, is the chairman of Fedima's Sustainability Committee. Sofia Morais, our Regulatory Affairs Director, is chairman of Fedima's Technical Committee. Enric Valls, President SEU, is the board Member and treasurer of Fedima.

Fevia
Fevia is the federation of the Belgian food industry, representing 26 sectors and 700 companies that produce quality food and beverages in Belgium. It promotes the quality, diversity, and innovation of Belgian food worldwide, and is an expert in sustainability, environment and energy, food safety, work and talent, food and health, and competitive strength. Fevia supports decarbonization and publishes roadmaps for industry decarbonization by 2030. We are actively supporting their decarbonization strategy of the sector by showing leadership on these issues (with our 2025 Carbon Neutrality Plan, for instance).

Association of Chocolate, Biscuit and Confectionary Industries of Europe (CAOBISCO)
David Deblauwe, our Sr Product Manager for Chocolate, holds a significant role within the industry as a board member of CHOPRABISCO. Beginning in 2026, Sam De Vriendt took over from David. CHOPRABISCO is the Belgian association representing the chocolate, praline, biscuit, and confectionery industries, closely linked, involved and informed about the activities and projects at CAOBISCO, the Association of the Chocolate, Biscuit, and Confectionery Industries of Europe. David's involvement on the board of CHOPRABISCO allows him to actively contribute to shaping industry standards and policies at both national and European levels.

European Margarine Association (IMACE)
As a group, Puratos is actively engaged with IMACE, the European Margarine Association. Puratos is participating in various initiatives and discussions that shape the future of the industry. Our membership allows us to stay at the forefront of industry trends and regulatory developments. Puratos actively participates in collaborative projects initiated by IMACE. These projects often focus on innovation, sustainability, and improving the nutritional profile of margarine and spreads, aligning with our commitment to health and well-being. Our participation in IMACE provides valuable opportunities for networking and knowledge sharing with other industry leaders.

EFEMA

The European Food Emulsifiers Manufacturers Association (EFEMA) represents the interest of those producing these ingredients in EU. Sofia Morais, our Regulatory Affairs Director, holds a Board position in EFEMA and acts as the Treasurer of this organization. As an emulsifier producer Puratos provides data and information needed for the re-evaluation of the safety of emulsifiers conducted at EU and at Codex level as well as on other topics of relevance to this ingredient category.

EuropaBio

EuropaBio is the European industry association for biotechnology, established in 1996 to represent and advance the interests of the biotechnology ecosystem across all sectors. Its vision is to contribute to a healthy, sustainable, and globally competitive Europe by fostering biotechnology-driven innovation. At Puratos, innovation is at the core of our purpose, and we see biotechnology as a key enabler to develop future-proof solutions for our customers. Our commitment to open innovation strengthens this approach, ensuring that we continuously explore and leverage biotechnological advances. Puratos is actively engaged in promoting legislative, regulatory, and economic frameworks that allow biotechnology to deliver tangible benefits for citizens, while supporting growth and competitiveness across the European market.

EFFCA

Puratos is committed to driving innovation in food through the use of fermentation. As part of this commitment, Puratos is a member of the European Food & Fermentation Cultures Association (EFFCA), the European trade association representing manufacturers of microbial food cultures used in food production. EFFCA works to enhance public understanding of the role and benefits of microbial cultures, promote science-based information, and support a competitive and sustainable European food cultures sector. Through its involvement in EFFCA, Puratos contributes to industry-wide dialogue with regulators and stakeholders, helping to shape a legislative and regulatory environment that ensures the safe, responsible, and innovative use of food cultures in Europe.

AMFEP

Puratos is committed to advancing innovation in food through biotechnology and enzyme-based solutions. As part of this commitment, Puratos actively engages with AMFEP, the Association of Manufacturers and Formulators of Enzyme Products, representing and promoting the interests, safe use, and regulatory framework of enzyme manufacturers across the EU and globally. Through its involvement in AMFEP and with Sofia Morais, our Regulatory Affairs Director, sitting in its Board, Puratos contributes to industry dialogue with policymakers, supports science-based regulatory development, and helps promote the responsible use of enzymes that improve food quality, sustainability, and innovation.

IPA

Puratos engages with the International Probiotics Association (IPA) and its European chapter, IPA Europe. IPA is the global industry organization representing companies active in probiotics, prebiotics, and postbiotics. Through its involvement with IPA and IPA Europe, Puratos contributes to science-driven dialogue, supports regulatory coherence, and helps foster an environment where biotic innovations can thrive and deliver benefits for consumers.

ISAPP

Puratos is a member of the International Scientific Association for Probiotics and Prebiotics (ISAPP), a global non-profit scientific organization dedicated to advancing evidence-based research on probiotics, prebiotics, synbiotics and postbiotics. ISAPP brings together leading scientists across disciplines to provide scientific leadership, build collaborative research communities, and expand knowledge on the health benefits and applications of biotics. Through its connection with ISAPP, Puratos aligns with a global scientific network that prioritizes rigorous evidence and harmonization of scientific standards related to biotics.

Global Initiatives and certifications

EU Code of Conduct on Responsible Food Business and Marketing Practices
Puratos is a member of the EU Code of Conduct. It demonstrates Puratos's commitment to sustainable practices and aligns with the broader goals of the EU's Farm to Fork Strategy.

Beyond Chocolate
Beyond Chocolate is a partnership for sustainable Belgian chocolate. As a member since 2018, Puratos commits to working with signatories on a range of challenges in the field of sustainable chocolate – such as deforestation, child labor, and a livable income for local cocoa producers. In concrete terms, by the end of 2025, all Belgian chocolate produced or traded in Belgium will meet relevant certification standards or will be produced using cocoa products from company-specific sustainability programs. In 2025, Raphael Audoin Rouzeau, Global Cocoa Sourcing Manager, was elected to serve on the Steering Committee.

The Cocoa & Forests Initiative
The Cocoa & Forests Initiative (CFI) is a public-private partnership organized by the World Cocoa Foundation, IDH – the Sustainable Trade Initiative, and The Prince of Wales's International Sustainability Unit, in partnership with the Governments of Ivory Coast and Ghana. The Frameworks for Action for Ivory Coast and Ghana define core commitments, verifiable actions, and timebound targets required for a deforestation-free and forest positive supply chain. Puratos has been a signatory since 2020.

Roundtable on Sustainable Palm Oil
Roundtable on Sustainable Palm Oil (RSPO), a global non-profit organization, is dedicated to bringing together stakeholders from across the palm oil supply chain. Their mission is to develop and implement global standards for sustainable palm oil through licenses, certification and audits. As part of this initiative, they work with various entities, one of which is Puratos. Puratos Group, holding license number 2-1152-20-000-00, is an active participant in this mission, contributing to the sustainable future of palm oil production. Puratos has 91 sites licensed for either production or distribution of RSPO products.

Earthworm Foundation
Earthworm Foundation is a non-profit global organization with most of its staff operating directly on the ground to scale existing solutions to produce foods and other commodities while restoring natural ecosystems.

After starting a fruitful collaboration in 2023, since 2025, Puratos has been a full member of Earthworm Foundation, collaborating specifically to reinforce its commitments to sourcing responsible palm oil.

Fairtrade International
Fairtrade International's approach enables farmers and workers to have more control over their lives; Fairtrade International supports and challenges businesses and governments while connecting farmers and workers with the people who buy their products.

Through certification and audits, Fairtrade International ensures compliance with their standards in every step of the supply chain. At Puratos, we use Fairtrade International certification in our cocoa, sugar and vanilla supply chains. Fifteen Puratos countries are certified for production and/or trade of Fairtrade products.

Rainforest Alliance
Rainforest Alliance certification helps farmers produce better crops, adapt to climate change, increase their productivity, and reduce costs, with a focus on crops growing around rainforests.

These benefits provide companies with a steady and secure supply of certified products through certification, yearly questionnaires and audits. At Puratos, we use Rainforest Alliance certification in our cocoa and hazelnut supply chains. In total 45 Puratos plants are certified for production and/or trade of Rainforest Alliance products.

Sedex

Puratos is a member of Sedex, the Supplier Ethical Data Exchange – a not-for-profit organization dedicated to driving improvements in responsible and ethical business practices in global supply chains. The Sedex tool gives us a better understanding of our supply chain and helps us monitor and assess the ethical performance of our suppliers, as well as the associated social, environmental and business ethics risks. It eases the burden on suppliers facing multiple audits, surveys, and certifications, allows us to meet due diligence requirements set by both legislation and our customers, and contributes to the continual improvement of the social and environmental conditions in our supply chain.

Carbon Disclosure Project

The CDP (Carbon Disclosure Project) is a global non-profit that manages a disclosure system for organizations to report their environmental impacts on climate, water, forests, and biodiversity. It promotes transparency, investor confidence, environmental improvement, and helps companies enhance their reputation and comply with regulations. At Puratos, we submit our report to CDP every year.

Puratos's progress in Climate Change and Water Management recognized by CDP

In 2025, we were once again acknowledged by the Carbon Disclosure Project (CDP) for our proactive efforts in combatting climate change, managing water resources and forest. While the average grade within the food and beverage processing industry stands at B-, we achieved a noteworthy grade of B for climate change, demonstrating our commitment to reducing carbon emissions and mitigating climate-related risks. Similarly, our B grade in water management surpasses the industry average of C, reflecting our dedication to responsible water stewardship and conservation practices. In 2025, we also disclosed data for forests management to benchmark our efforts to combat deforestation, and obtained a score of B-.

GRI 2-1 GRI 2-2 GRI 2-3 GRI 2-5

About the report

The name of the reporting company is Puratos Group NV. The location of the headquarters of the company is Industrialaan 25, 1702 Groot-Bijgaarden, Belgium.

All fully consolidated subsidiaries are included. The reporting period is 01.01.2025 – 31.12.2025. The Sustainability GRI report is published on the website. For questions about the report or reported information we refer to: sustainability@puratos.com.

Although this is not yet legally required, a limited assurance on selected KPI's has been performed per 31.12.2025 by our statutory auditor Deloitte. The limited assurance report includes the KPI's in scope of the assurance.

GRI 2-9 GRI 2-10 GRI 2-11 GRI 2-12
GRI 2-13 GRI 2-14 GRI 2-15 GRI 2-17

Corporate governance

Puratos Group implements best practices in terms of corporate governance. Our processes are governed by our corporate governance charter, which we update regularly to reflect the latest standards and best practices.

Board of Directors

The Board of Directors is composed of 13 members, 12 of these 13 directors are not part of the Group's operational management. Five are independent of the majority shareholders, all of whom are external. The Board is chaired by Mr. Cedric Van Belle. Each director is elected for a 3-year term with the possibility of re-election.

Periodically, the Board of Directors and its committees receive briefings on developments in legislation, regulations, and market practices to support their understanding of sustainable development matters.

Puratos Business Ethics and Code of Conduct sets out the company's commitment to diversity and inclusion. Puratos strives to foster a caring and inclusive working environment that welcomes diversity and ensures equal employment opportunities. Diversity is understood broadly and encompasses not only characteristics such as ethnicity, gender, sexual orientation, disability, and age, but also differences in socio-economic background, values, beliefs, culture, perspective, experiences, personality, preferences, and behaviors.

CEO & Group Executive Committee

The Group CEO is assisted by a Group Executive Committee (GEC), which is organized as follows:

- Five markets
- Three strategic business units (SBUs)
- A Channels department (artisans/ distributors, large accounts, chocolatiers)
- Supporting roles.

The GEC determines Puratos's Group Strategy and objectives and submits them to the Board of Directors for approval.

Group CEO and Executive Committee

Mr. Pierre Tossut (CEO)
Mr. Jean-Philippe Michaux (Chief Financial and Sustainability Officer)
Ms. Sophie Streydio (Chief Human Resources Officer)
Mr. Cesare Frontini (Chief Operations Officer)
Mr. Paul Baisier (Chief R&D Officer)
Mr. Frederik Lievens (Chief Products Officer)
Ms. Laurence Herbert (Chief Marketing Officer)
Mr. Peter Deriemaeker (Chief Sales & Customers)
Mr. Edouard Pot (President Asia-Pacific, Middle East & Africa)
Mr. Enric Valls (President Southern Europe)
Mr. Olivier Tilkens (President Northern & Eastern Europe)
Mr. Paul Bakus (President Northern America)
Mr. Guillaume Bourneau (President Southern America)

Remuneration and Nominating Committee

The Remuneration and Nominating Committee was established in 2001. It deliberates on proposals for compensation of employees, director nominees, and proposals for the election of directors, and reports the results to the Board of Directors.

Conflicts of interest are managed by the Board of Director according to the Business Ethics and Code of Conduct.

Audit Committee

The Audit Committee was established in 2004. It works with an external auditor and our internal audit department to conduct audits on the day-to-day activities within our different subsidiaries.

CSR Committee

Founded in 2021, the CSR Committee ensures that Puratos's sustainability strategy aligns with the Group's values and approaches. The committee includes members of the third generation of shareholders, the Group Executive Committee, the Group Sustainability Director, as well as external experts and an external partner, including the Chair. The committee meets at least three times a year to advise and challenge the sustainability strategy and approach. To ensure the committee remains informed and well-prepared, external speakers and industry peers are regularly invited to share their expertise. This practice helps ensure that our CSR Committee is continuously challenged and trained, keeping them up to date on key topics and incorporating diverse external perspectives.

For the 2025 report, members of the Audit Committee and CSR Committee are responsible for reviewing and approving the 2025 Sustainability GRI Report, the KPIs and limited assurance.

Sustainability Team and expert working groups

The HQ Group Sustainability Team is composed of three full-time employees, dedicated to the Puratos Global Sustainability Strategy. The team is responsible for overseeing and driving new and existing initiatives in pursuit of our ambitious goals and ensure compliance with new sustainability regulations. Sustainability responsibilities are assigned to the relevant people across the organization and for each subsidiary to ensure sustainability practices are embedded at all levels across the activities of the organization.

Experts on specific topics meet in working groups to share best practices and build knowledge through the Puratos's value chain. These working groups discuss and align strategic initiatives and plans to fulfill our sustainability strategy.

Sustainability objectives have been linked to our bonus structure since 2019, on top of financial indicators and personal performance.

GRI 2-16 GRI 2-23 GRI 2-24 GRI 2-25 GRI 2-30

Business Ethics and Code of Conduct policy

Any association with corruption, illegal conduct, fraud, or any other unethical behavior goes against the values we expect to guide every employee, and could have a negative impact on our reputation, on our employees, and our business relationships. Puratos has taken several measures to strengthen its internal controls, with the aim of minimizing the risks of unethical behavior.

Puratos has a Corporate Governance Policy which is regularly reviewed and improved. Violations of this policy will lead to disciplinary actions in accordance with our rules and regulations.

Business ethics and the Code of Conduct Integrity and Ethics are an important part of decision-making at Puratos, and we stay true to our conscience, maintaining our professional standards, honoring our commitments, and assuring absolute food safety. For all those reasons, and in accordance with evolving European legislation, we have an online Ethics Portal – 'Speak Up'– available for our employees in 40 languages.

Updated in 2023, our Business Ethics and Labor Code of Conduct outlines our values, principles and guidelines in a variety of areas, particularly in how we conduct business activities. It also describes our anti-corruption efforts – specifically, that Puratos prohibits all forms of bribery, corruption, extortion, embezzlement, money laundering and insider trading – and details our policies regarding secrecy and confidentiality, reporting and non-compliance, infringements and sanctions, as well as relationships with suppliers, customers, officials, colleagues and employees.

Mandatory training on ethical behavior and cyber security is organized on a regular basis to support the development of a culture that is conducive to good corporate governance.

Human Rights

The protection of human rights is one of Puratos's core values, and this is reflected both in our internal commitments to our employees and in how we do business. All employees, without distinction, have the right to join or form trade unions, and we will always seek to align the interests of all stakeholders and endeavor to avoid social conflicts. For confidentiality reasons we cannot disclose how many employees are part of trade unions.

Our Ethic Committee meets four times a year to discuss ethical issues and how to handle them. The Ethic Committee comprises our Legal Director, Human Resources Director, Finance Director, Audit Director, and a member of the Board.

Whistleblowing and complaints

We operate according to the highest ethical values, and our commitment is represented in our company symbol, the unicorn, which represents both integrity and courage. Ensuring we uphold the highest standards of integrity is the key to success in everything we do.

Despite our best efforts, conduct that violates the law, our Business Ethics and Code of Conduct policy, or our company policies, may occasionally be observed. In such cases, we encourage employees and third parties to speak up – giving us the opportunity to investigate the issue – and do not tolerate any form of retaliation against an individual who reports a concern in good faith.

Remaining silent about potential misconduct may worsen a situation and negatively impact the trust people place in us as an organization. It's therefore essential for us to safeguard our people and our reputation, protect our interests, and ensure we are in the best ethical position to remain successful.

Sustainability Grievance Group Policy and reporting tool

In our ongoing effort to enhance Puratos's commitment to create a supply chain where all stakeholders can freely raise concerns, since 2024 we have implemented our Sustainability Grievance Group policy and reporting tool. Under this Policy, any employee, customer, supplier or other stakeholder in Puratos's supply chain can raise a complaint denouncing actions or omissions taken within our supply chain that they believe are not in line with our sustainability commitments or applicable corporate social responsibility laws. This policy complements our Code of Conduct and Speak-up policy, and specifically addresses abuses against human rights, the environment, animal welfare and detrimental working conditions within our supply chain. While the same tools are used to report and manage both Sustainability grievances and Ethical/CoC complaints for simplicity and uniformity, this policy clearly separates the procedures for each type of claim while ensuring the same level of confidentiality.

All reports are strictly confidential, and concerns raised by any stakeholder can be submitted through a variety of channels including through our Speak Up portal or the codeofconduct@puratos.com email address.

Environmental Data Summary

GRI	Indicator in MWh	Year 2016 (MWh)	Year 2025 (MWh)	Explanation
GRI 302 Energy				
GRI 2: General Disclosure				
Fuel	Natural gas	214,697	268,411	Only in 1 production site in Belgium (Groot-Bijgaarden) where there is heat generation with natural gas. Everywhere else natural gas is used to generate steam.
	Liquefied Petroleum Gas	10,182	8,193	LPG is used in several countries to generate steam.
	Gas and diesel oil	20,904	17,691	Gas and diesel oil is used in 1 production plant in Saint-Vith (Belgium) to generate heat. In several other countries it is used to generate steam.
	Residual Fuel Oil	3,886	187	Residual fuel oil is only used in Morocco to generate steam. The consumption is reducing thanks to the biomass boiler.
	a. Total Non-renewable fuel consumed	**249,670**	**294,481**	
	b. Total Renewable fuel consumed	**0**	**3,510**	
Electricity	Non-renewable electricity	147,319	0	
	Renewable electricity on-site	0	17,038	Production of renewable electricity on site in several countries thanks to solar panels & one wind turbine in Belgium in Lummen
	Renewable electricity imported	0	191,802	It was purchased through green certificates or thanks to a direct contract with the electricity supplier.
	c. Total electricity consumed	**147,319**	**208,840**	
District Heating	Non-renewable district heating	496	1,926	Austria, Hungary and Russia Rushleb district heating for building heating.
	d. Total District Heating consumed	**496**	**1,926**	Austria, Hungary and Russia Rushleb district heating for building heating.
Energy	**Total Non-renewable energy consumed**	**397,485**	**296,407**	
	Total Renewable energy consumed	**0**	**212,350**	
302-1	**Total Energy consumed**	**397,485**	**508,757**	The consumption of energy slightly increased this year compared to 2024 (504,526 MWh).

GRI	Indicator in tonnes of CO_2 equivalent	Year 2016 (tCO_2e)	Year 2025 (tCO_2e)	Explanation
GRI 305 Emissions				
Scope 1 Direct GHG emissions (305-1)				
Scope 1	Stationary combustion	48,065	55,925	We use WRI methodology from **The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)**. We use the tool "GHG emissions from stationary combustion v4.1 (May 2015)" and using UK Conversion factors 2024 for Transport (cars and trucks). In the 2016 reference year, extrapolated refrigerant leaks represented 1.5% of total Scope 1 and 2 emissions, falling below the materiality threshold and were therefore excluded to ensure consistent reporting over time. A reassessment conducted for SBTi using 2022 as the reference year showed refrigerant leaks accounted for 2.9% of Scope 1 emissions, remaining below the 5% materiality threshold defined by SBTi. The exclusion was therefore confirmed in alignment with SBTi requirements.
	Transport	18,265	19,768	
	Refrigerant	not relevant	not relevant	
305-1	**Scope 1 Direct Emissions**	**66,330**	**75,694**	

GRI	Indicator in tonnes of CO_2 equivalent	Year 2016 (tCO_2e)	Year 2025 (tCO_2e)	Explanation
GRI 305 Emissions				
Scope 2 Energy Indirect GHG emissions (305-2)				
305-2-a	**Scope 2 Location-based Gross Electricity**	**40,802**	**47,429**	We use WRI methodology from **The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)**. We use the market-based method defined by the GHG Protocol's Scope 2 standard and we used the market-based method emission factor hierarchy and the location-based method emission factor hierarchy. We used local grid emission factors since supplier-specific emission factors were not available. 100% of the electricity imported in 2025 was renewable (apart from district heating). It was purchased through green certificates or thanks to a direct contract with the electricity supplier.
	Purchased Renewable Electricity Certificates	0	47,036	
305-2-b	**Scope 2 Market-based Net Electricity**	**40,802**	**394**	
Total Emissions Scope 1 & 2	**Gross Operations**	**107,132**	**123,123**	
	Net Operations	**107,132**	**76,087**	
Scope 3 Other Operations Indirect GHG emissions (305-3)				
305-3-1a	*Water supplied*	*660*	*443*	*Calculated thrid-party emissions from water supply and water treatment for water disposed of via the drains. Source: UK Government Conversion Factors 2024 for greenhouse gas (GHG).*
305-3-3b	Transmission and distribution losses	14,390	18,262	Calculated upstream emissions of purchased electricity from location based using national correction factor for transmission and distribution losses induced emissions. Source: IEA - CO_2 emissions from fuel combustion 2024 Edition. Calculated upstream emissions of district heating from location based using national correction factor for transmission and distribution losses induced emissions. Source: IEA - CO_2 emissions from fuel combustion 2024 Edition. Calculated well-to-tank fuels to account for the upstream Scope 3 emissions associated with extraction, refining and transportation of the raw fuel sources to an organisation's site (or asset) prior to their combustion. Source: UK Government Conversion Factors 2024 for greenhouse gas (GHG).
305-3-5	Waste generated in operations	not available	2,092	*In 2021, Puratos set commitments regarding waste : 1) Send Zero Waste to Landfill by 2025 in our TOP12 countries (based on production volumes) and by 2030 for the whole group; 2) Reduce the residual waste fraction and maximize recycling. *Puratos waste strategy to reach these commitments was defined and approved by the Top management in 2022. In this context, a waste register tool was created and all the sites were asked to provide some information on the waste generated (type of waste, quantity, waste processor name, treatment method...). To convert this data in CO_2 emissions the UK Government Conversion Factors 2024 for greenhouse gas (GHG) were used.
305-3-6	Business travel	not available	934	Data is coming from FCM Travel Solutions who, as a travel agency, arranges all the business trips that include flights in the trip. Business travel considers both flights (largest part), cars and hotels. Train travels are not included due to no supplier information available.
305-3-7	*Employee commuting*	*not available*	*not available*	*A significant part of our employees have company cars therefore a part of employee commuting is already included in our scope 1.*
305-3	**Total Scope 3 Indirect operations**	**not available**	**21,731**	

GRI	Indicator in ML (Megaliters = 1 million liter)	Year 2016		Year 2025		Explanation	
		All areas	Water stress	All areas	Water stress	All areas	Areas with water stress
GRI 303 Water and Effluents							
Water withdrawal (303-3)							
Water withdrawal	**i. Surface water**	0	0	0	0		Sites located in areas that are classified "High" or "Extremely high" risk of Baseline Water stress in Aqueduct 4.0 (above 40%).
	Fresh water	0	0	0	0		
	Other water	0	0	0	0		
	ii. Groundwater	755	642	730	445	Well water pumped on site	
	Fresh water	755	642	730	445		
	Other water	0	0	0	0		
	v. Third-party water	932	587	1,351	811	Sum of all city water from the production sites & the admin buildings/warehouses, and Truck water in Iran, Mexico and Kenya.This is excluding rain water water reused.	
	Fresh water	932	587	1,351	811		
	Third-Party water withdrawal from Groundwater	926	587	1,351	811		
303-3	**Total Water Withdrawal**	**1,687**	**1,229**	**2,082**	**1,256**		
Water discharge (303-4)							
Water discharge by destination	i. Surface water	749	721	597	555	Several of our big sites have a wastewater treatment plant on site and therefore discharge their water to surface water.	Sites located in areas that are classified "High" or "Extremely high" risk of Baseline Water stress in Aqueduct 4.0 (above 40%).
	ii. Groundwater	14	14	13	13	Both sites in Iran discharge directly to groundwater.	
	iii. Sea water	0	0	0	0		
	iv. Third-party water	479	135	1,077	416	Most of the middle and small sized sites discharge their water to city sewer.	
303-4	**Total Water Discharge**	**1,242**	**869**	**1,681**	**979**	We measure directly our water discharged in some sites, if it is not the case, then we estimate it based on the water used, water as an ingredient & water evaporated during process.	

GRI	Indicator in ML (Megaliters = 1 million liter)	Year 2016		Year 2025		Explanation	
		All areas	Water stress	All areas	Water stress	All areas	Areas with water stress
GRI 303 Water and Effluents							
Water discharge by freshwater and other water	Fresh water	762	734	605	564	Discharge to surface water and groundwater	Sites located in areas that are classified "High" or "Extremely high" risk of Baseline Water stress in Aqueduct 4.0 (above 40%).
	Other water	479	135	1,077	416	Discharge to city sewer (third-party water)	
Water discharge by level of treatment	No treatment	267		870	368	Direct discharge to city sewer (third-party water)	
	Primary physical-chemical treatment	66		17	3		
	Biological process	909		267	144		
	Biological process and supporting fish life	0		533	465		
Water consumption (303-5)							
Water consumption	**Total water consumption**	**446**	**360**	**396**	**227**		
	Change in water storage if significant impact	not relevant	not relevant	not relevant	not relevant		

KPI overview

Environment

	Unit	2022	2023	2024	2025
# owned sites that have earned Carbon Neutral label	#	6	9	16	20
CO_2 reduction (vs base year, 2016)	%	-34	-42	-45	-46
Total GHG emissions (scope 1 and scope 2)	Tonnes CO_2e	86,756	79,347	78,219	76,087
GHG emissions – scope 1	Tonnes CO_2e	77,452	78,858	77,804	75,694
GHG emissions – scope 2 [1]	Tonnes CO_2e	9,304	489	415	394
GHG emissions – scope 3 [2]	Tonnes CO_2e	22,799	26,607	24,572	21,731
Energy consumption	kWh / tonnes	482	483	463.2	474
Renewable energy sourced	%	90%	100%	100%	100%
Trees planted [5]	#	215,000	324,478	210,867	205,268

Responsible Sourcing

	Unit	2022	2023	2024	2025
Cocoa purchased in a sustainable way [6]	%	44	54.1	63	63.7
Cocoa purchased through our audited Cacao-Trace program	%	15	25.5	31	38.2
Palm and Palm Kernel sustainable production [7]	%	100	100	100	100
RSPO certified Palm & Palm Kernel Oil (Segregated or Mass Balance) [8]	%	34.94	36	45	42.2
Fruit sourced through Field to Fork Program [9]	%	5	13.9	28.3	37.3
Cage-free eggs sourced [10]	%	31	30	31	35
Eggs avoided in the value chain [11]	#	-	557,186,339	688,745,357	782,848,158

Development, Diversity and Inclusion

	Unit	2022	2023	2024	2025
Total headcount [1]	#	**10,062**	**10,753**	**10,945**	**11,045**
Female permanent employees	#	2,708	2,981	3,273	3,220
Male permanent employees	#	6,737	7,116	7,606	7,304
Undeclared permanent employees	#	-	4	66	4
APMEA permanent employees	#	2,413.6	2,545	2,861	2,778
BeOps/HQ permanent employees	#	849.5	857	893	1,440
Cocoa permanent employees	#	77.9	97	150	123
F&F permanent employees	#	3	3	3	3
N&EEU permanent employees	#	1,892.4	2,113	2,293	2,126
NAM permanent employees	#	1,330.7	1,503	1,529	1,506
SAM permanent employees	#	1,109	1,127	1,215	1,145
SEU permanent employees	#	1,255	1,298	1,408	1,384
Training hours	Hours	-	-	376,358 [2]	468,545

(1) The headcount figure does include the acquisition of Guelph
(2) Since 2025, the scope of the recorded training hours has extended to include all trainings through our internal platform, LinkedIn Learning and local reporting tools. For long-term training programs, such as degree courses, all learning hours are accounted for in 2025, regardless of whether the training commenced in 2024 or concludes in 2026.

Health & Well-Being

	Unit	2022	2023	2024	2025
Group products Launched meeting one or more criteria of nutritional profile [12]	%	-	-	18*	17
%Vol in Clean(er) Label products [13]	%	-	-	10*	12.6
%Vol Plant-Based products [14]	%	-	-	9*	10.7

*New 2024 KPI

Food safety and quality of our products

	Unit	2022	2023	2024	2025
Percentage of Puratos facilities certified according to one of the GFSI standards (BRC, IFS, SQF, or FSSC22000)	%	99.6*	99.3*	99.5*	99.5*

*KPI is calculated using N-1 production volumes

Community

	Unit	2022	2023	2024	2025
Student graduated (Bakery Schools)	#	58	98	142	166
Chocolate bonus distributed (Cacao-Trace)	€	2,021,572	2,489,324	3,242,037	3,490,536

Due to historical reporting boundaries, varying equity interests, acquisitions, and the evolving organizational perimeter of Puratos as a growing company, the scope of certain KPIs may differ. Efforts are ongoing to progressively harmonize KPI scopes over time. Unless stated otherwise, KPI scopes are defined as follows:

- For Environment; Responsible Sourcing (Sustainable Palm Oil and Field to Fork program); Development, Diversity & Inclusion; and Food Safety and Product Quality: these KPIs cover all sites for which Puratos is either a majority shareholder and/or exercises operational control. Data is collected from local ERP tools or centralized SAP data, and consolidated at group level. This is in line with our financial reporting.
- For Responsible Sourcing (Sustainable Cocoa and Egg Sourcing); Health & Well-Being; and Community (Chocolate Bonus): these KPIs cover all sites operating on Puratos' internal SAP system, representing approximately 90% of our operations. The use of SAP ensures standardized data collection and reporting across the group.
- For Community: This KPI covers all bakery schools operated under the Bakery School Foundation, irrespective of the ERP system used.

Variations in KPI scope therefore mainly reflect differences in data availability, system integration status, and organizational control. Unless explicitly stated, the 2025 acquisitions are not part of the reporting scope.

(1) - Market Based
(2) - Scope 3.3, 3.5, 3.6
(3) - Tonnage percentage of our outbound packaging materials, including primary, secondary and tertiary packaging, that is reusable or recyclable-ready.
(4) - Volume percentage of food waste written of in our operations, compared to the previous year.
(5) - Number of trees planted in our direct Cacao-Trace supply chain.
(6) - Sourced through recognized certification schemes, such as Rainforest Alliance and Fairtrade, through our own program, Cacao-Trace or through recognized supplier sustainability programs.
(7) - Combination of RSPO certification, Book & Claim credit and through supporting smallholder farmers in collaboration with Solidaridad.
(8) - % of palm oil and palm kernel oil which is RSPO certified
(9) - % of fruit sourced compliant with Field to Fork strategy
(10) - % of eggs originating from an alternative to breeding cages
(11) - Number of eggs avoided within our value chain thanks to our solutions; Acti Egg Reduction, Sunset Glaze, Intens Egg Replacement and plant-based/egg-free cake mixes. See page 40 for calculation details.
(12) - Reducing sugar, fat, and salt, and increasing fruits, vegetables, dietary fiber, and whole grains.
(13) - More information page 21. The percentage of Puratos' sold volume coming from the Clean(er) label range of products.
(14) - More information page 22. The percentage of Puratos' sold volumes coming from the plant-based range of products.

Assurance statement

GRI 2-5

Independent assurance report on selected environmental and social performance indicators published in the Sustainability Report of Puratos Group NV for the year ended 31 December 2025

To the board of directors

We have been engaged to conduct a limited assurance engagement on selected environmental and social performance indicators ("Selected Information") published in the section "Environmental Data Summary" and "KPI overview" of the Sustainability report of Puratos Group NV ("the Company") for the year ending 31 December 2025. In preparing the Selected Information, Puratos Group NV applied the criteria as specified in the table below. The Selected Information needs to be read and understood together with the Applicable Criteria.

The Selected Information in scope of our engagement is included in the below table:

Category	Selected Information	Applicable Criteria
Health & Well-being	Group products launched meeting one or more criteria of nutritional profile	The Applicable Criteria are set out in section "Environmental Data Summary" and "KPI Overview" in the Sustainability Report.
	%Vol in Clean(er) Label products	
	%Vol Plant-Based products	
Planet	Scope 1 GHG emissions	
	Scope 2 GHG emissions (location- and market-based)	
	Total electricity consumed	
	Total renewable electricity consumed and on site produced	
	Total natural gas consumed	
	Total diesel consumed	
	Total liquefied petroleum gases consumed	
	Total residual fuel oil consumed	
	Total district heating consumed	
	Ratio of scope 1 & 2 emissions over the total amount of volume produced	
	Scope 3 GHG emissions (calculated third-party emissions from water supply and water treatment)	
	Scope 3 GHG emissions (calculated upstream emissions of purchased electricity from location based using national correction factor for transmission and distribution losses induced emissions)	
	Scope 3 GHG emissions (calculated emission of waste generated in operation treatment)	
	Scope 3 GHG emissions (calculated emission arising from business travel)	
People	Total learning hours	
	Headcounts Male/Female permanent employees per region	
Communities	Bakery school students graduated	
	Total bonus collected for the Cacao-Trace farmers	
	Number of trees planted in our value chain	

1

Responsible sourcing	% of sustainable cocoa	
	% of sustainable cocoa coming from the cocoa trace Program	
	% of eggs originating from an alternative to breeding cages	
	Amount of eggs avoided on the market due to product innovations	
	% of fruit sourced compliant with Field to Fork strategy	
	% of palm oil which is RSPO certified	
Food safety & quality	Volume produced in GFSI certified facilities	

Based on our work as described in this report, nothing has come to our attention that causes us to believe that the abovementioned Selected Information as included in the section "Environmental Data Summary" and "KPI overview" of the Sustainability report of the Company per 31 December 2025, has not been prepared, in all material respects, in accordance with the Applicable Criteria.

Responsibility of the board of directors

The board of directors of the Company is responsible for the preparation of the Selected Information and the references made to it presented in the Sustainability Report as well as for the declaration that its reporting meets the requirements of Applicable Criteria.

The board of directors is also responsible for:

- Selecting and establishing the Applicable Criteria;
- Preparing, measuring, presenting and reporting the Selected Information in accordance with the Applicable Criteria;
- Designing, implementing, and maintaining internal processes and controls over information relevant to the preparation of the Selected Information to ensure that they are free from material misstatement, including whether due to fraud or error;
- Providing sufficient access and making available all necessary records, correspondence, information and explanations to allow the successful completion of the Services;
- Confirming to us through written representations that they have provided us with all information relevant to our limited assurance engagement of which they are aware, and that the measurement or evaluation of the underlying subject matter against the Applicable Criteria, including that all relevant matters, are reflected in the Selected Information.

Our responsibilities

Our responsibility is to express a conclusion on the Selected Information based on our procedures. We conducted our engagement in accordance with International Standard on Assurance Engagements ISAE 3000 (Revised) Assurance Engagements Other than Audits or Reviews of Historical Financial Information, issued by the International Auditing and Assurance Standards Board (IAASB), in order to state whether anything had come to our attention that causes us to believe that the Selected Information have not been prepared, in all material respects, in accordance with the Applicable Criteria.

Applying these standards, our procedures are aimed at obtaining limited assurance on the fact that the Selected Information do not contain material misstatements. The procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement and consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Our work was performed on the data gathered and retained in the reporting scope by the Company as mentioned above. Our conclusion covers therefore only the abovementioned Selected Information included in section "Environmental Data Summary" and "KPI overview" of the Sustainability Report and not all information included in the Sustainability Report. The limited assurance on the Selected Information was only performed on the Selected Information covering the year ending 31 December 2025.

We are required to plan and perform our work to address the areas where we have identified that a material misstatement of the description of activities undertaken in respect of the Selected Information is likely to arise. The procedures we performed were based on our professional judgment. In carrying out our limited assurance engagement on the description of activities undertaken in respect of the Selected Information, we performed the following key procedures:

- Obtain an understanding of the Company's business, including internal controls relevant to collection of the Selected Information. This included inquiry with the Company's management responsible for operational performance in the areas responsible for the data underlying the Selected Information;
- Perform analytical review procedures and consider the risks of material misstatement of the Selected Information;
- Recalculation of relevant formula's used in manual calculations and assessment whether the data has been appropriately consolidated;
- Perform procedures over the Selected Information including assessing management's assumptions and estimates;
- Examine, on a sample basis, internal and external supporting evidence and perform consistency checks on the consolidation of the Selected Information;
- Accumulate misstatements and control deficiencies identified, assessing whether material;
- Read the narrative accompanying the Selected Information with regard to the Applicable Criteria, and for consistency with our findings.

We apply International Standard on Quality Management 1 and, accordingly, maintain a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

In conducting our engagement, we have complied with the independence and other ethical requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants (IESBA), which is founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Inherent limitations of the Selected Information

We obtained limited assurance over the preparation of the Selected Information in accordance with the Applicable Criteria. Inherent limitations exist in all assurance engagements.

Any internal control structure, no matter how effective, cannot eliminate the possibility that fraud, errors or irregularities may occur and remain undetected and because we use selective testing in our engagement, we cannot guarantee that errors or irregularities, if present, will be detected.

The self-defined Applicable Criteria, the nature of the Selected Information, and absence of consistent external standards allow for different, but acceptable, measurement methodologies to be adopted which may result in variances between entities. The adopted measurement methodologies may also impact comparability of the Selected Information reported by different organizations and from year to year within an organization as methodologies develop.

Use of our report

This report is made solely to the board of directors of Puratos Group NV in accordance with ISAE 3000 (Revised) and our agreed terms of engagement. Our work has been undertaken so that we might state to the board of directors those matters we have agreed to state to them in this report and for no other purpose.

Without assuming or accepting any responsibility or liability in respect of this report to any party other than the Company and its board of directors, we acknowledge that the board of directors may choose to make this report publicly available for others wishing to have access to it, which does not and will not affect or extend for any purpose or on any basis our responsibilities. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Puratos Group NV and its board of directors as a body, for our work, for this report, or for the conclusions we have formed.

Signed at Zaventem.

Digitally signed by
Sofian Milad
Signed By: Sofian Milad (Signature)
Signing Time: 05-May-2026 | 17:55 CEST
DocuSign
C: BE
Issuer: Citizen CA
E84EC69E50FD48BCAA203848B882FB77

Deloitte Bedrijfsrevisoren BV/Réviseurs d'Entreprises SRL
Represented by Sofian Milad

Deloitte.

Deloitte Bedrijfsrevisoren/Réviseurs d'Entreprises BV/SRL
Registered Office: Gateway building, Luchthaven Brussel Nationaal 1 J, B-1930 Zaventem
VAT BE 0429.053.863 - RPR Brussel/RPM Bruxelles - IBAN BE90 4350 2974 5132 - BIC KREDBEBB

Member of Deloitte Touche Tohmatsu Limited

GRI Content Index

GRI Standard Title		Location	Reasons for Omission
General Disclosure			
GRI 2: General disclosures 2021			
2-1	Organizational details	About Us*	
2-2	Entities included in the organization's sustainability reporting	About this Report / Appendix	
2-3	Reporting period, frequency and contact point	About this Report / Appendix	
2-4	Restatements of information	No restatements of information	
2-5	External assurance	Assurance Statement	
2-6	Activities, value chain, and other business relationships	About Us* Our commitment to ethical trade practices	
2-7	Employees	About Us*	
2-8	Workers who are not employees	Development, Diversity, and Inclusion	
2-9	Governance structure and composition	Good Governance	
2-10	Nomination and selection of the highest governance body	Good Governance	
2-11	Chair of the highest governance body	Good Governance	
2-12	Role of the highest governance body in overseeing the management of impacts	Good Governance	
2-13	Delegation of responsibility for managing impacts	Good Governance	
2-14	Role of the highest governance body in sustainability reporting	Good Governance	
2-15	Conflicts of interest	Good Governance	
2-16	Communication of critical concerns	Good Governance	
2-17	Collective knowledge of the highest governance body	Good Governance	
2-18	Evaluation of the performance of the highest governance body	Omitted	Confidentiality constraints
2-19	Remuneration policies	Omitted	Confidentiality constraints
2-20	Process to determine remuneration	Omitted	Confidentiality constraints
2-21	Annual total compensation ratio	Omitted	Confidentiality constraints
2-22	Statement on sustainable development strategy	Our Sustainability Approach*	
2-23	Policy commitments	About the Report, Climate change, Health & Well-Being, Food Safety & Quality Responsible sourcing, Corporate Governance Policy, Human Rights Whistleblowing and complaints, Grievance mechanism	
2-24	Embedding policy commitments	Climate change, Health & Well-Being, Food Safety & Quality Responsible sourcing, Corporate Governance Policy, Human Rights Whistleblowing and complaints, Grievance mechanism	
2-25	Processes to remediate negative impacts	Climate change, Health & Well-Being, Food Safety & Quality Responsible sourcing, Grievance mechanism	
2-26	Mechanisms for seeking advice and raising concerns	Corporate Governance Policy, Human Rights Whistleblowing and complaints, Grievance mechanism	
2-27	Compliance with laws and regulations	No significant non-compliances need to be reported	
2-28	Membership associations	About the Report, Memberships	
2-29	Approach to stakeholder engagement	Double Materiality Summary	
2-30	Collective bargaining agreements	Due to confidentiality reasons we cannot disclose how many employees are part of a trade union	
Material Topics			
GRI 3: Material Topics 2021			
3-1	Process to determine material topics	Double Materiality Summary	
3-2	List of material topics	Double Materiality Summary	
3-3	Management of material topics	Double Materiality Summary	

*Please refer to the Puratos 2025 Sustainability Highlights report, available on puratos.com.

Specific disclosures – Highly material topics

GRI Standard Title		Location	Reasons for Omission
Economic Standards			
GRI 204: Procurement practices (linked to material topic "transparent and responsible sourcing")			
204-1	204-1 Proportion of spending on local suppliers	Omitted	Confidentiality constraints
	Own indicator: % of eggs originating from an alternative to breeding cages	Responsible Sourcing	
GRI 205: Anti-corruption (linked to material topic "responsible and ethical business conduct")			
205-1	Operations assessed for risks related to corruption	Omitted	Confidentiality constraints
205-2	Communication and training about anti-corruption policies and procedures	Development, Diversity, and Inclusion	
	Own indicator: % of cocoa sourced in a sustainable way and % thereof sourced through Puratos' Cacao-Trace Program	Responsible Sourcing, KPIs	
	Own indicator: % of employees that followed training on ethical behaviour and cyber security	Development, Diversity, and Inclusion	
205-3	Confirmed incidents of corruption and actions taken	Omitted	Not applicable
Environmental Standards			
GRI 302: Energy (linked to material topic "greenhouse gas emissions")			
302-1	Energy consumption within the organization	Environmental Data Summary	
302-2	Energy consumption outside of the organization	Omitted	Information unavailable/incomplete
302-3	Energy intensity	Environmental Data Summary	
302-4	Reduction of energy consumption	Environmental Data Summary	
302-5	Reductions in energy requirements of products and services	Omitted	Not applicable
GRI 305: Emissions (linked to material topic "greenhouse bas emissions")			
305-1	Direct (Scope 1) GHG emissions	Environmental Data Summary	
305-2	Energy indirect (Scope 2) GHG emissions	Environmental Data Summary	
305-3	Other indirect (Scope 3) GHG emissions	Environmental Data Summary	
305-4	GHG emissions intensity	Environmental Data Summary	
305-5	Reduction of GHG emissions	Environmental Data Summary	
305-6	Emissions of ozone-depleting substances (ODS)	Omitted	Not applicable
305-7	Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions	Omitted	Not applicable

8705 - 05/2026

www.puratos.com

Puratos NV/SA – Industrialaan 25, Zone Maalbeek – B-1702 Groot-Bijgaarden, Belgium
T +32 2 481 44 44 | F +32 2 466 25 81 | E info@puratos.com

puratos
Food Innovation for Good