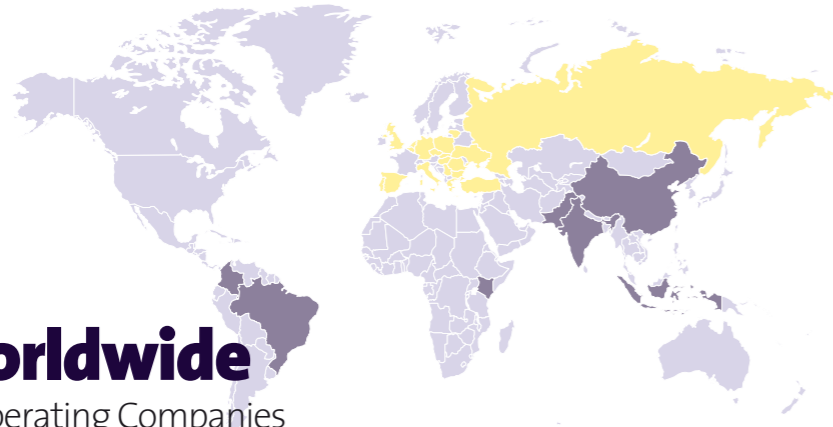

Highlights

Corporate Social Responsibility 2021.



Worldwide
26 Operating Companies
supplying
+100 countries.

Our people



Zeelandia employs 3100 people worldwide
141 Pastry chef & Bakers offering customers
with technical support.

**3,100
employees.**

Zeelandia in a nutshell.



1900 - 2021

**121
years of
experience.**

Our mission.

Thinking differently
today creates tomorrow's
bakery success.

Our values.

Inventive,
Courageous,
Ambitious,
Involve,
Responsible.



Our Customers.

Our customers include bakeries of all sizes, from small artisanal bakeries to large industrial bakeries catering for (international) retail chains and out-of-home outlets.



220,000.-
euro Invested in Solar energy equipment.



450,000kWh generated with Solar power

= 2% of our annual power consumption.

53%

of the Global energy used comes from

renewable sources*.



Zeelandia in a nutshell.

545 million euro.

of net revenue. Registered total net (including joint ventures)



We aim to go to 100% in 2023.

A young child with curly hair is laughing joyfully while holding a sandwich. The child is wearing a white polka-dot top. In the background, a man in a plaid shirt and a woman with long hair are partially visible, suggesting a family picnic outdoors.

Sustainability snapshot.

Bringing you news and updates about
Zeelandia Group's CSR program worldwide.

Our focus pillars.



Better for consumers

We take **responsibility for the quality** and nutritional value of our products, as well as the positive **impact of food products on consumer health**.



Better for employees

We are committed to doing our utmost to create an environment in which our employees **feel safe and can thrive**. We protect their **mental and physical health and well-being** and encourage their **professional and individual growth**.



Better for planet

We think that what's best for the bakers and consumers, **must be better for the planet too**. We are committed to a responsible operation, taking at least our fair share on **climate change, and contributing to a circular use of materials**.



Community support

we are **committed to supporting the communities** in which we live and work.

Our focus pillars.



Better for consumers



Better for employees



Better for planet



Community support



Our CSR Program is in line with and supports the **Sustainable Development Goals**.

**New
product
launches.**



Nativa

The reinvented baking range. Pure base ingredients to create excellent pastries with more room for unique tastes. Nativa ingredients are less sweet, contain wholegrain flours or flours without gluten, and are easy to use and versatile

Origen

The brand-new range of active sourdough in powder form with 6 months shelf-life which can be stored in room temperature. Additionally, it's a digestive sourdough.

Zero Problem

Our renovated Gluten-free range. A range of tailor-made solutions perfectly in line with the needs of the customers resulting in a leap forward in taste and texture.

Fruitful Veggie fillings

Vegetable fillings for pastry. All fillings are vegan with 70% of vegetables.

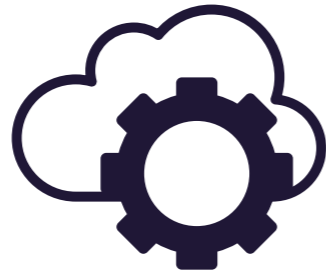




Data & figures.

2021 Achievements

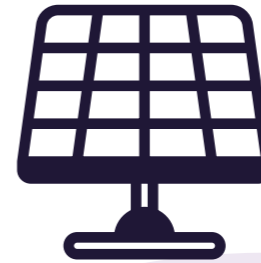
The figures and data shown in this document, are extracted from the reports made from CSR reporting tool Envirometer based on the input from our Operating Companies*



Carbon emissions



Energy usage



Source of energy



Total waste

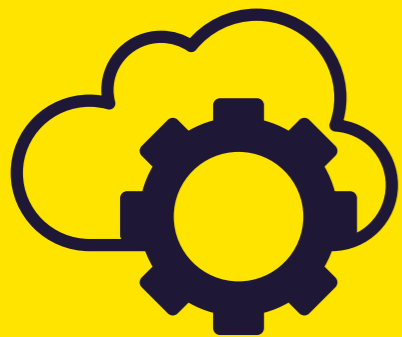


Composition of waste



Click on the icons for more information.

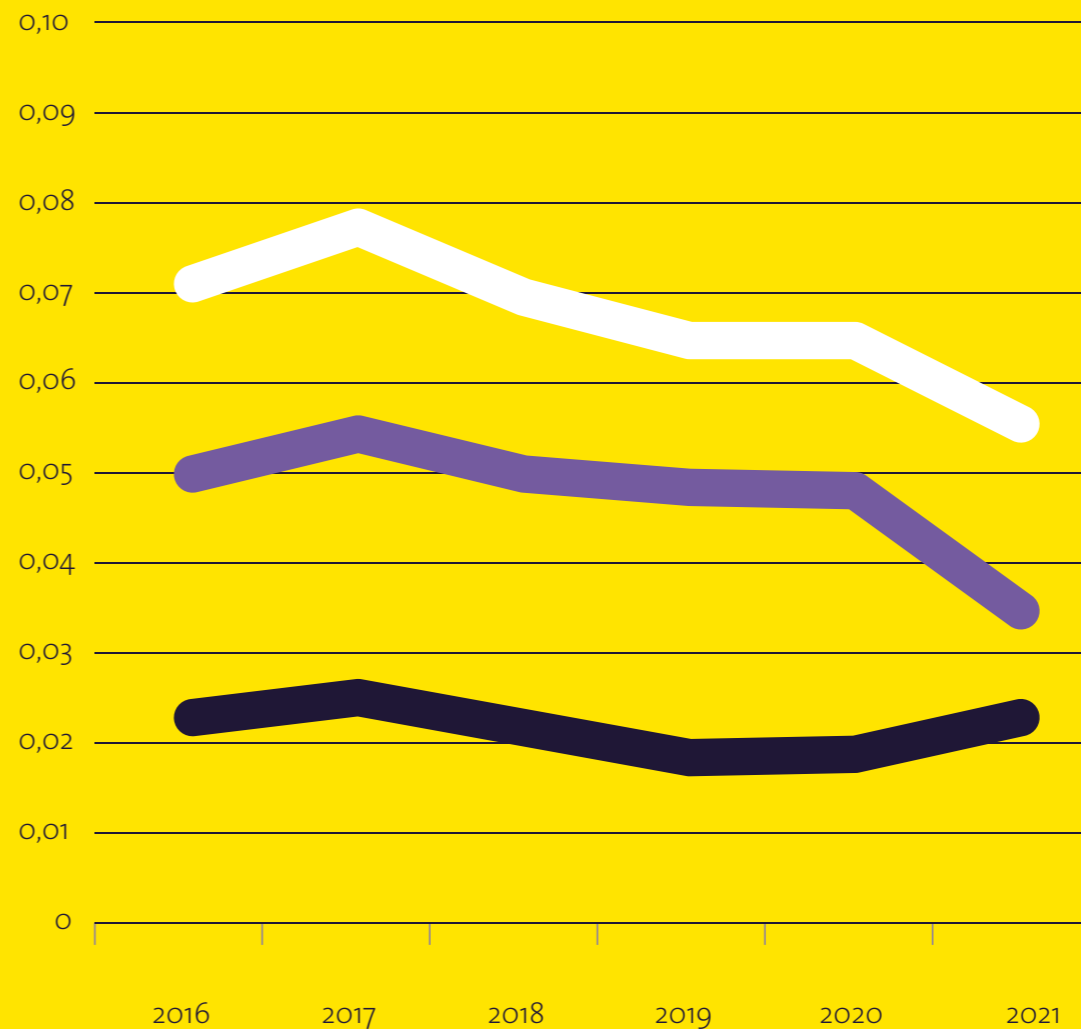
CO₂ emissions



kg CO₂ per kg production

at constant conversion factor for electricity

- Fuels & Heat
- Electricity
- Sum



Global CO₂ emissions, including head office (Kg of CO₂/Kg production)

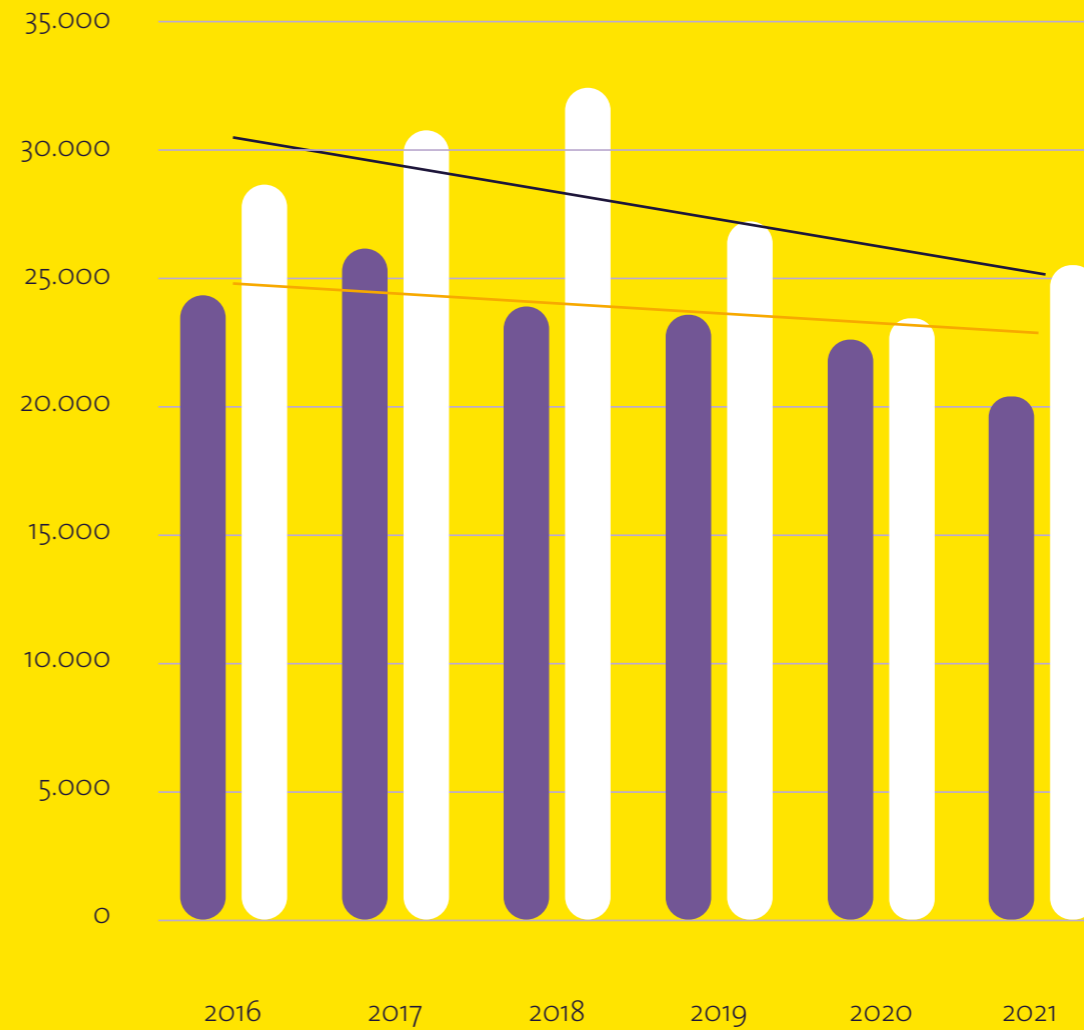
We see that our total sum has reduced due to the transition to green electricity in some of our production sites. **This resulted on a 15% less CO₂ emission than last year.**

Energy use.



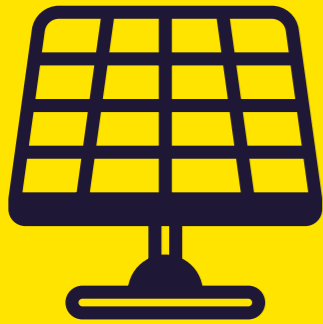
Total energy consumption




- Electricity
- Fuel & Heat
- Linair (electricity)
- Linair (fuel & heat)



Our overall energy consumption increased in 2021 due to the growing production volume in general. The increase in wet ingredients production which is relatively energy-intensive, and a couple of new acquisitions contributed to the overall increase in energy electricity consumption.

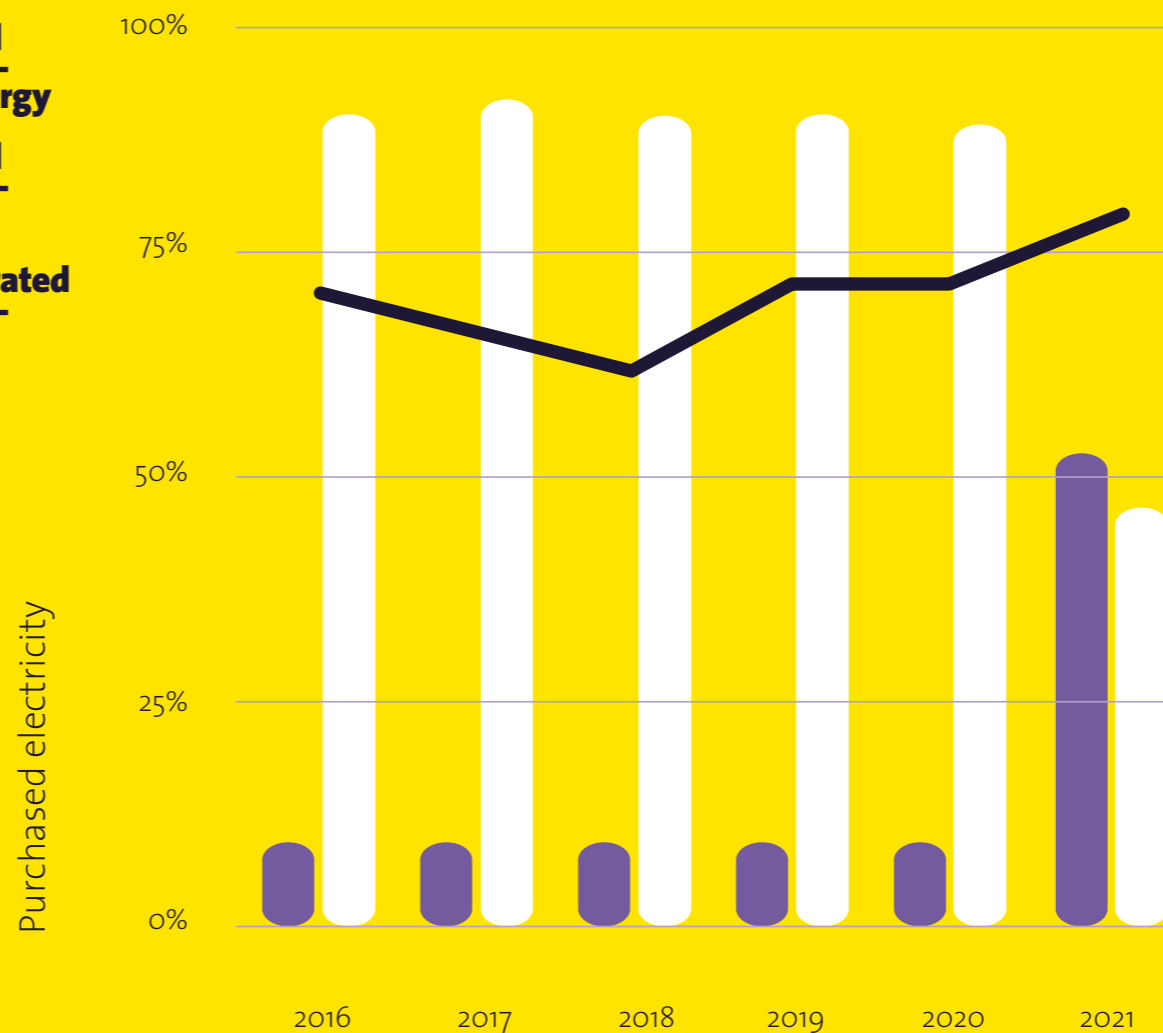
Source of electricity.



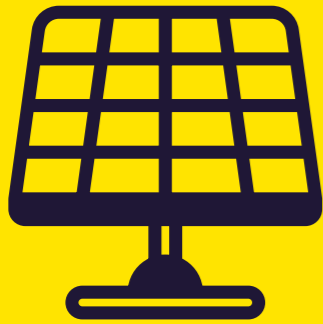
-  Purchased electricity-green energy
-  Purchased electricity-other
-  Self generated electricity-solar





The green electricity represents 53% of our total electricity consumption.

We aim to make it our main source of power by 2023 making our use of energy 100% green.

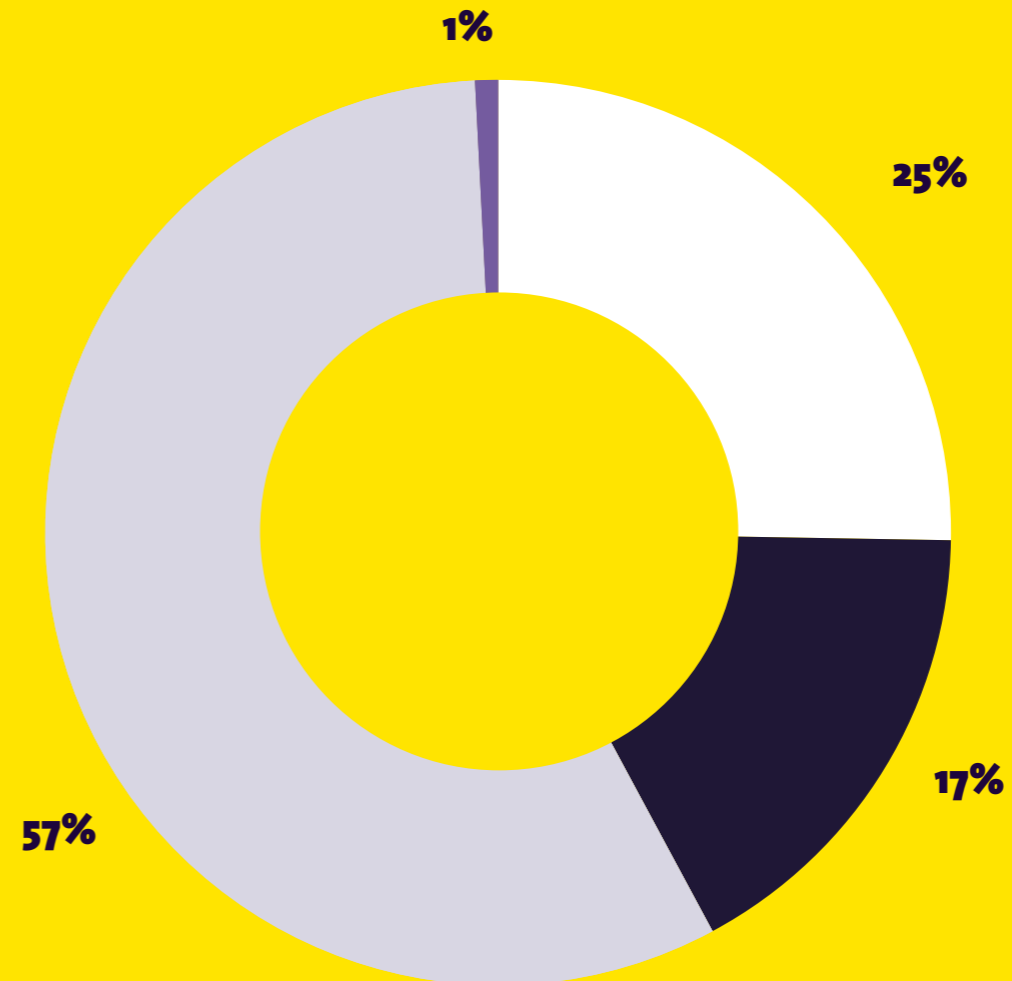


Source of green electricity 2021.



-  Biomass
-  Unspecified
-  Hydro
-  Wind

Being in Zeeland, we have available a grid with green electricity coming from the **windmills** in the area. Nevertheless, our Opcos purchase green electricity coming from other sources as per in the graph.



Total waste.



Our total food waste only represents <1% of our total yearly production.

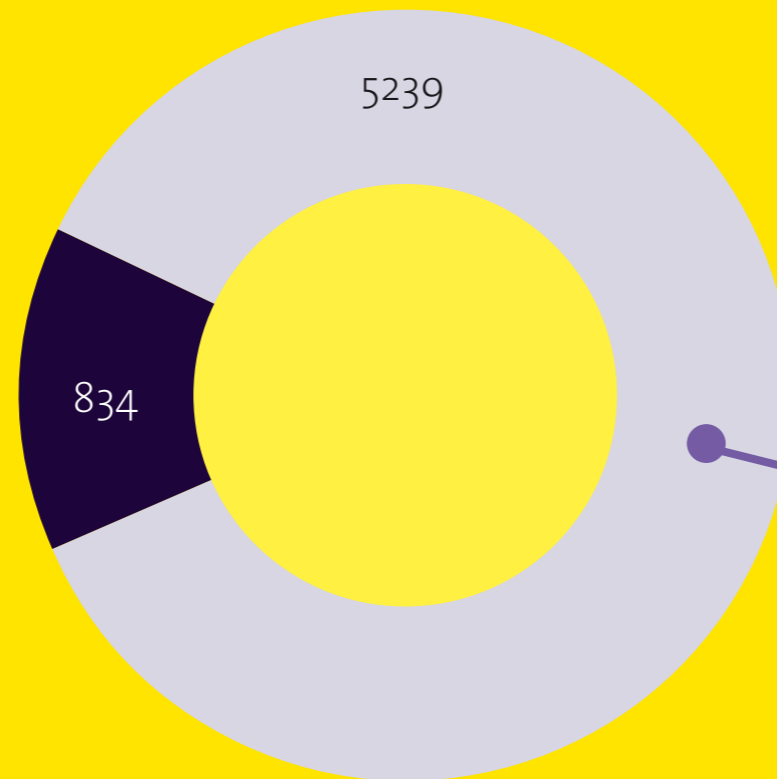


Composition of commercial waste.



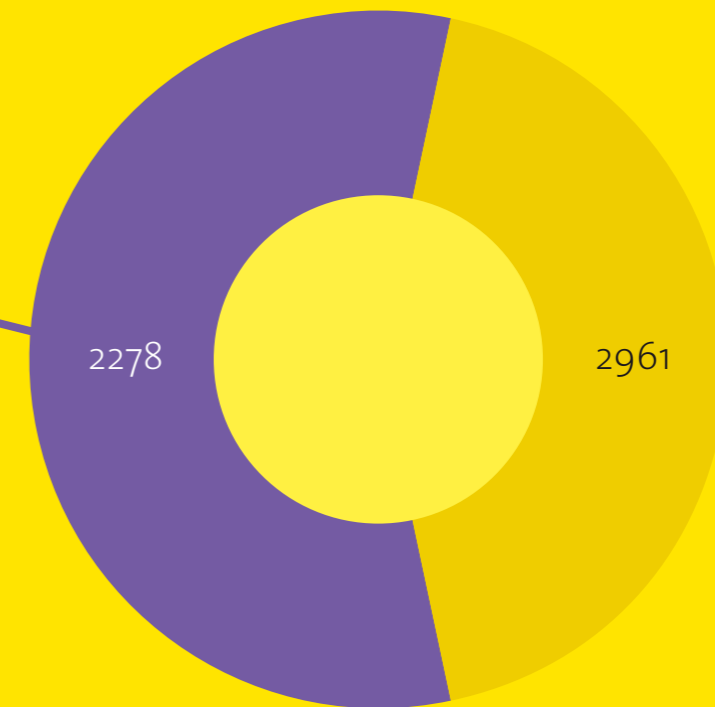
86% of our waste, is sorted out.
14% of the waste unsorted.

Our objective for 2023 is to reduce it to below 10%.



Total Commercial Waste:

- **Unsorted Waste: 14%**
- **Sorted Waste: 86%**



Total Sorted Waste:

- **Non-food waste: 49%**
- **Food Waste 37%**

A photograph of two chefs in a kitchen. The chef on the left is wearing a white chef's hat and glasses, smiling broadly while holding a small yellow object (possibly a lemon or a piece of food) in his hands. The chef on the right is also smiling and looking at the object. Both are wearing white chef's coats. The background is a blurred kitchen setting.

Our ambition.

Our ambition is to initiate and further intensify the dialogue with stakeholders, on how can Zeelandia play its part. This report aims to facilitate this dialogue by clearly stating our ambitions, actions, progress, and challenges.

Is this a good solution, for linking to the complete report? If this is ok, then please send us the URL.

For the **full CSR report**

Any questions or suggestions that might arise from reading this report can be shared with:

csr@zeelandia.com

keep**exploring.**

Royal Zeelandia Group

Fonteine 2 | 4301 AG Zierikzee | The Netherlands | CSR@zeelandia.com | www.zeelandia.com

