

Sustainability Report.

**Vision and value for
today and tomorrow.**

23

24

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Partner in sustainability.

Sander Hulsebos

Chief Executive Officer

'We supply the world with plant-based and dairy ingredients, and we are good at it!'

Dedication, family, entrepreneurship, and team spirit are the roots of our success. We keep growing. We keep learning. We do this together. We cherish authenticity. We rely on our own and each other's strengths. We encourage each other to take initiative. We give each other space to shine and share what we are proud of. We are open to each other and enjoy a good laugh.

We have an open company culture. And, in an era where transparency is key, we believe it is crucial for companies to openly share their sustainability goals, actions, and outcomes. Being part of a dynamic world, where our sustainable, nutritious, plant- and dairy-based solutions drive positive impact, we are proud to present our latest sustainability report. This report showcases our strategy, achievements, lessons learned and future plans.

The introduction of the Corporate Sustainability Reporting Directive (CSRD)¹ has provided us with a robust framework for reporting and accountability, ensuring that our sustainability efforts are not only ambitious but also measurable and transparent. The CSRD has helped us refine our strategies, set clearer goals, and engage more effectively with our stakeholders.

As we navigate the complexities of today's world, we remain committed to making a positive impact and try to bridge the gap between global supply and local demand of premium plant and dairy-based ingredients.

Through the continuous development of our people, products, and services, we add vision and value as a strategic partner for both our customers and suppliers. In doing so, we are convinced that the key to our long-term success lies in the responsible decisions we make today.

Curious to learn how? You're welcome to keep reading.

¹The CSRD is a European regulation requiring large companies to report on their environmental, social, and governance (ESG) activities. Hoogwegt is working towards reporting in accordance with CSRD, which is required from October 2025.





We are Hoogwegt

Hoogwegt has been a family-owned business for almost 60 years. We are a global supplier of dairy and plant-based ingredients and products, currently serving 130+ countries. We are committed to excellence in every aspect of our operations, prioritizing the well-being of our suppliers, buyers, employees, consumers, society, and the environment.

Our products



Facts & figures



Some of our brands

Hapro

- Hapro Bar
- Hapro Choc
- Hapro Egg Free
- Hapro Ice
- Hapro Yo

Avalac

- SMP
- SMP UHT
- SMP Ultra UHT

Executive summary.

Hoogwegt, a global leader in dairy and plant-based ingredients, presents its 2024 Sustainability report, showcasing its commitment to sustainable development. This report outlines the company's strategies, achievements, and challenges while emphasizing its alignment with global sustainability frameworks, including the CSRD, SDGs, and OECD guidelines. Operating in over 130+ countries, Hoogwegt is dedicated to creating long-term value through innovation, environmental stewardship, and social impact.

Hoogwegt's sustainability strategy, centered on its "Sustainability Trinity" of Environment, Food Safety, and People & Communities, underscores its commitment to being a responsible global partner. This report reflects progress and notes challenges while outlining actionable plans for the future, aiming to foster long-term value for stakeholders and communities alike. By prioritizing innovation, transparency, and collaboration, Hoogwegt aspires to drive meaningful impact in the dairy and plant-based ingredient industry.





Environmental Impact

Hoogwegt is actively working to reduce GHG emissions, focusing on the sustainable production and transportation of goods. We invest in lower-carbon alternatives, such as plant-based products, and assist customers in making sustainable choices. By collaborating with suppliers and buyers, we foster a shared responsibility for a more sustainable future.

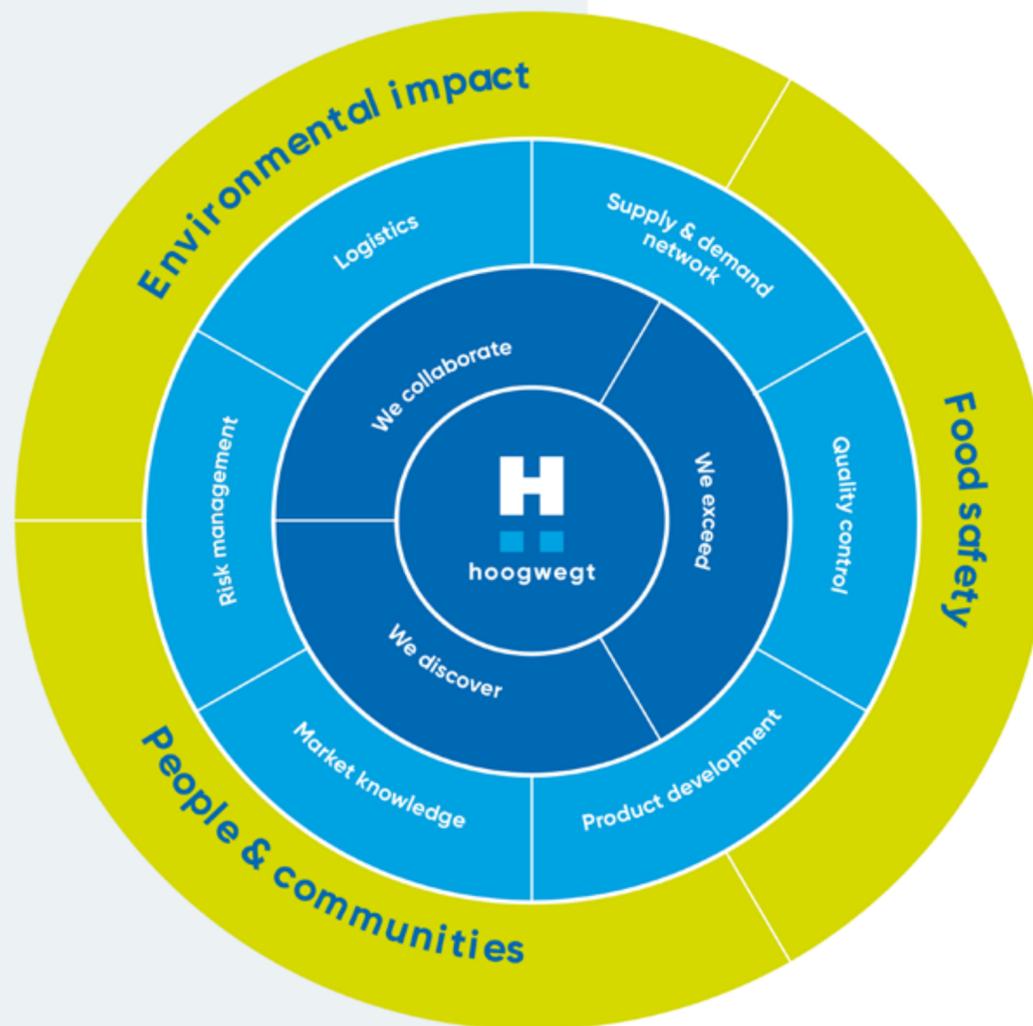
Read more in the chapter Environmental impact.



People & Communities

Hoogwegt operates in 130+ countries, and we are committed to creating a supportive, inclusive workplace with a safe environment, training opportunities, and equal treatment for all our people. We also contribute to local communities through partnerships, helping individuals overcome employment barriers and contributing to the social development of the communities we operate in.

Read more in the chapter People and communities.



Food Safety

Food safety has always been a top priority at Hoogwegt. We believe that good health and well-being begin with safe, nutritious food. Therefore, we are committed to maintain our Safety-Always-Promise to customers and consumers. To this end, we have implemented a globally recognized food safety program, ensuring consistent and rigorous standards across our operations. We provide our business partners with reliable, up-to-date food safety information and have established clear, strict procedures to respond swiftly and effectively in the event of any food safety incident within our supply chain.

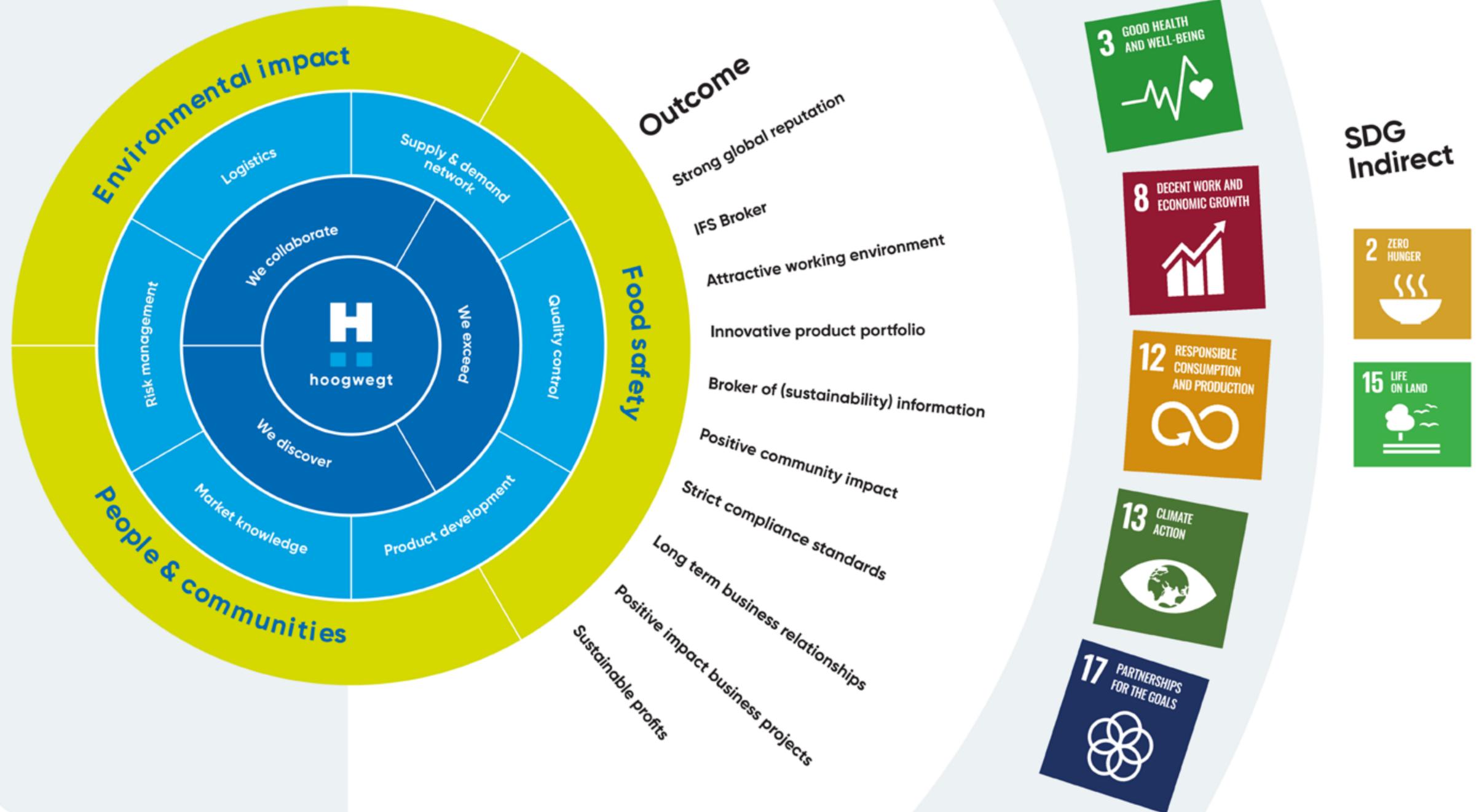
Read more in the chapter Food safety.

How we make impact.

Our sustainability strategy is designed as a dynamic framework that aligns our operations with the global commitment to a more sustainable future.

The impact model outlines the structure of our approach, detailing the three core pillars of our strategy, the envisioned outcomes, and the Sustainable Development Goals (SDGs) it directly and indirectly supports.

This impact model provides clarity on how our strategy drives sustainability. It reflects our commitment to innovation, collaboration, and accountability in building a resilient and inclusive system.

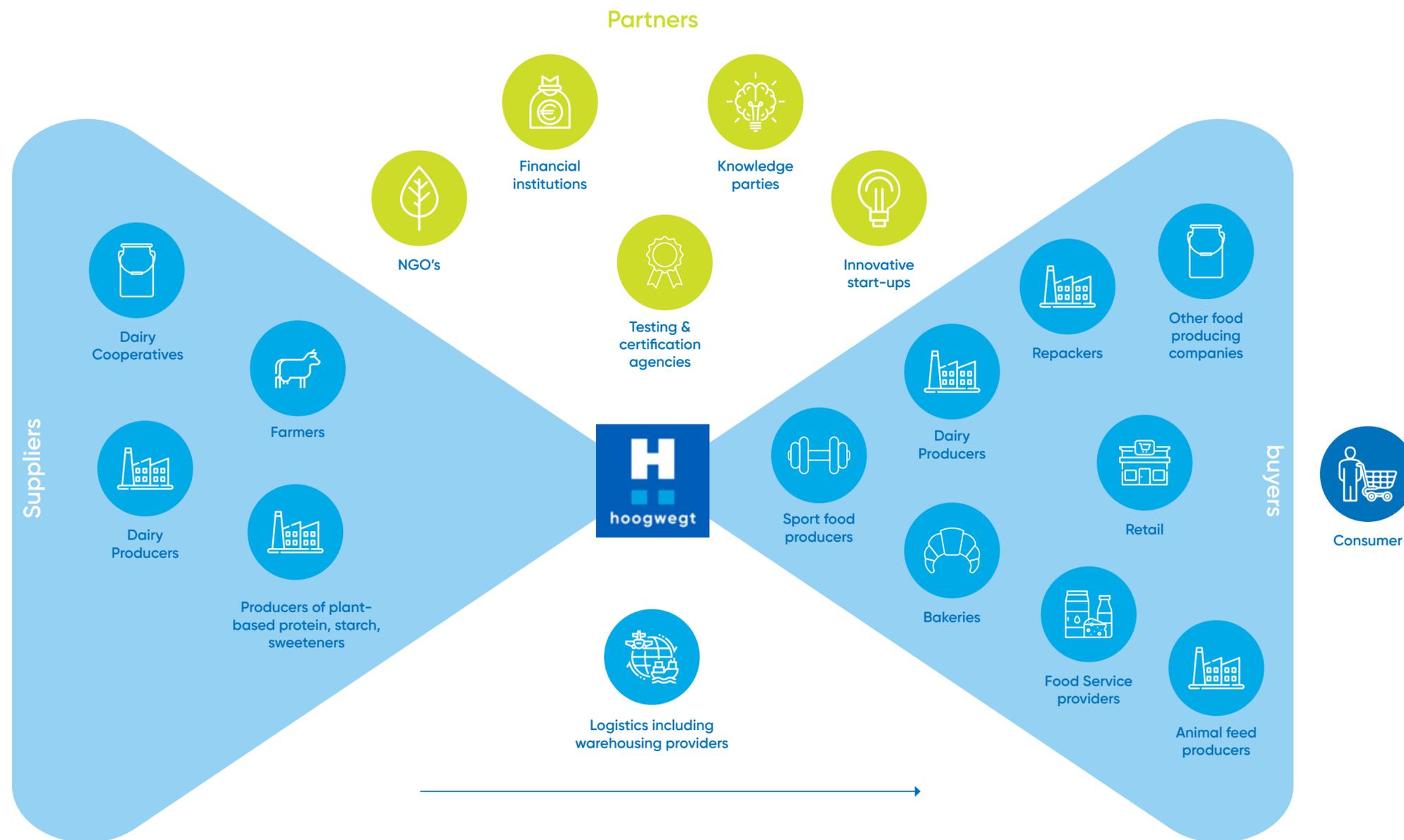


Embedding sustainability.

Sustainability is at the heart of how we at Hoogwegt operate and engage with our partners, communities, and the environment. This year, we continue to build on that foundation, in line with the Corporate Sustainability Reporting Directive (CSRD) guidelines. This enhances transparency and accountability in how we contribute to sustainable development, ensuring stakeholders have a clear view of our company's societal and environmental impact.

Hoogwegt has a unique position in the value chain. Being positioned precisely between supply and demand, we are able to assist our customers on both sides to optimize their sourcing or selling challenges. These include, risk management, global logistics execution, quality assurance and financing. Our position allows us to assist our customers with their sustainability ambitions as well. By sharing our network, insights and providing optionality, we assist them in taking responsible decisions.

Our unique position in the chain



Strategic review

During 2024, we devoted a considerable amount of time to a strategic review in which we explored how to drive more positive impact with our company.

All through this process we also used input from our stakeholders with whom we interacted on material topics. This stakeholder analysis has been very valuable for us; not only to better understand the challenges facing our stakeholders, but also to learn more about their expectations on sustainability topics and their crucial role in our sustainability journey. In the coming year, we will continue to implement policies and initiatives to make our strategy work for all our stakeholders.

The Board of Directors is responsible for the execution of Hoogwegt's strategy and the achievement of the company's operational, financial, and sustainability objectives. During this year, the Board refined the strategy towards sustainable long-term value creation. Strategic plans were updated in each segment of our sustainable trinity: Environmental Impact, Food Safety, and People & Communities.

Risk management

Our value creation is founded on strict compliance standards, outlined in our Code of Conduct, which

embodies our commitment to the highest ethical principles. Supporting this, we implement a suite of comprehensive policies, covering Anti-Bribery and Corruption, Know Your Customer (KYC) requirements, financial accounting, social media conduct, and IT security. Together, these policies form the backbone of our risk management efforts and reinforce our commitment to integrity and transparency. Our dedicated compliance function is responsible for overseeing and implementing this framework.

Monitoring performance & progress

We're actively advancing our performance objectives in line with Hoogwegt's new strategy. A number of KPI's for the realization our strategy, standards and policies are well in place and being monitored on a regular basis.

Leadership & responsibilities

To achieve our strategic objectives, we consistently invest in our corporate culture, our people and in clear assignments & responsibilities. To stimulate leadership and sustainable achievements we've developed the following structure: The Board of Directors supervises our sustainability strategy. This strategy is organized into three main focus areas which we call the trinity. Each has a specific board sponsor or lead.

Adding vision and value

Adding vision and value is the core of our business. We have been doing this by providing high quality products, real-time market intelligence, smart logistics services and tailor made risk management solutions. With our sustainability strategy we aim to add more vision and value through three additional roles.

As a broker of sustainability information, we assist our customers to make informed decisions. As a reduction project matchmaker, we aim to connect reduction ambitions with the required resources. As a no-nonsense certificate broker, we aim to assist our customers reaching their reduction goals with meaningful and relevant certificates out of our supply chain.

Sustainability trinity in Hoogwegt

Hoogwegt Board of Directors

Environmental
Impact
(Board sponsor)

Food
Safety
(Board sponsor)

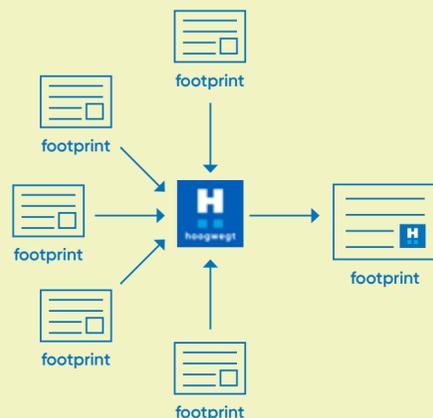
People &
Communities
(Board sponsor)

Global Sustainability Manager

Positive Impact Business Projects

Our Commitment to Sustainability.

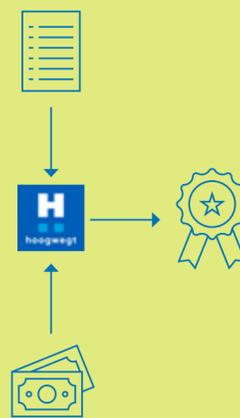
1.



Broker of information

Through this role, we help our customers make informed purchase decisions focusing on health, nutrition, affordability, carbon emissions and other related factors. Our position in the value chain allows us to collect relevant sustainability information from our suppliers and present this to our customers, helping them to make a more responsible choice.

2.



Reduction project matchmaker

In this role we connect footprint reduction projects with the right resources. We are in the unique position to make the match between suppliers with reduction ambitions and customers interested in products with reduced environmental footprints.

3.



Relevant certificate broker

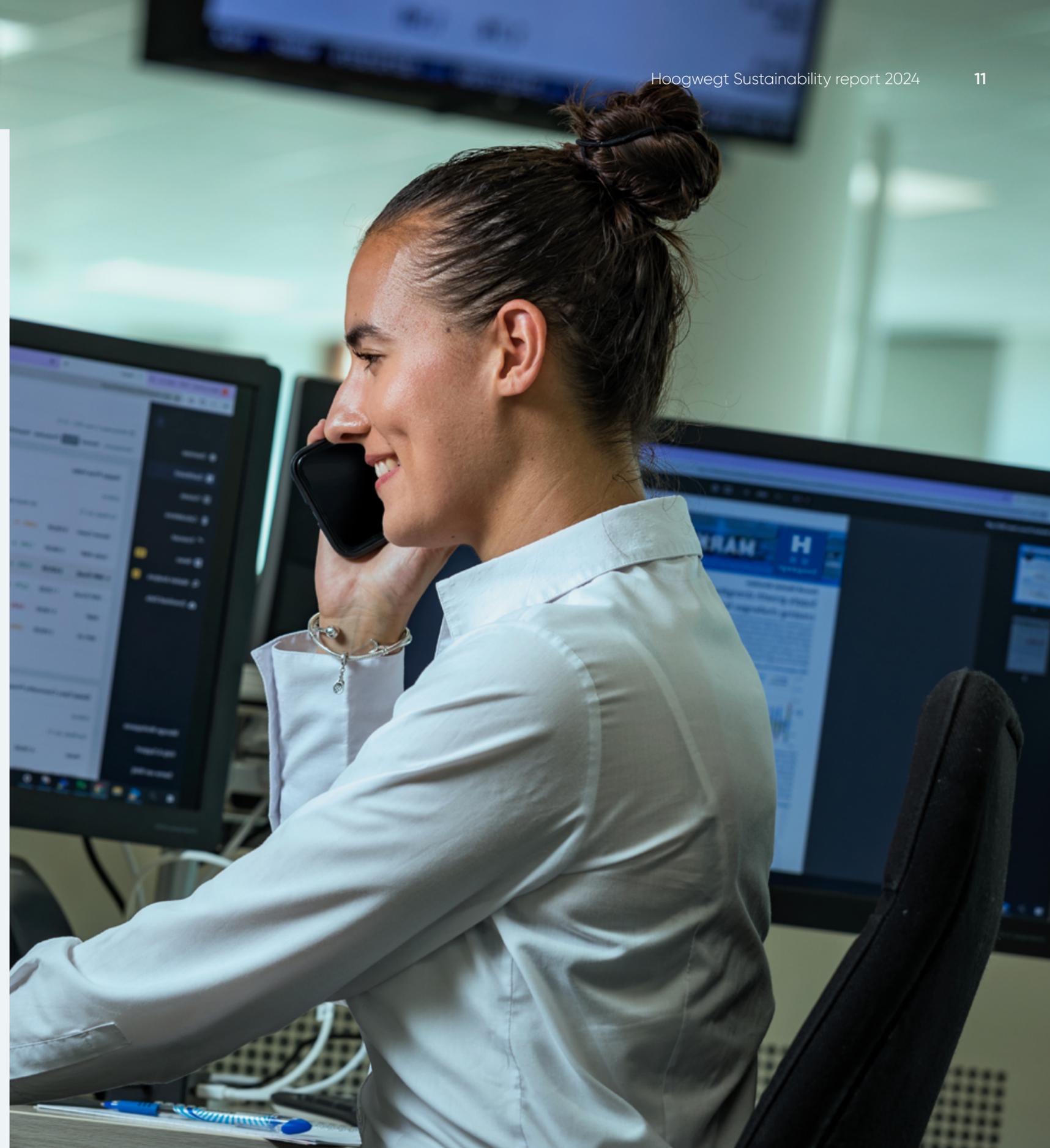
It has become increasingly difficult to navigate a responsible path through the forest of voluntary offset certificates that are sometimes more driven by marketing departments than relevant impact. Our aim is to offer meaningful and relevant reduction and offset certificates to our partners. Helping them to meet their reduction goals, while supporting improvements within our value chain.

Stakeholder analysis.

To ensure that our integral strategy reflects the priorities of those most connected to our business, in 2024 we conducted an extensive stakeholder analysis. Through a structured questionnaire and in-depth interviews, we reached out to a wide range of internal and external stakeholders including:

- Employees
- Agents
- Customers
- Shareholders
- Board members
- Suppliers
- Operational partners (e.g. warehousing and blending facilities)

Using 26 sustainability themes derived from the ESRS-en, ISO 26000 and OECD guidelines organized across the ESG areas, we invited stakeholders to prioritize the top three themes most relevant to them and to share their expectations of Hoogwegt regarding these key themes. Responses were aggregated by stakeholder category, with each category's insights weighted equally, allowing us to reflect a balanced, comprehensive view of stakeholder priorities.



Mapping the material themes.

Double Materiality Assessment (DMA)

With the input of our stakeholders, we conducted a Double Materiality Assessment (DMA) during 2024. This assessment allowed us to look at sustainability from two crucial perspectives:

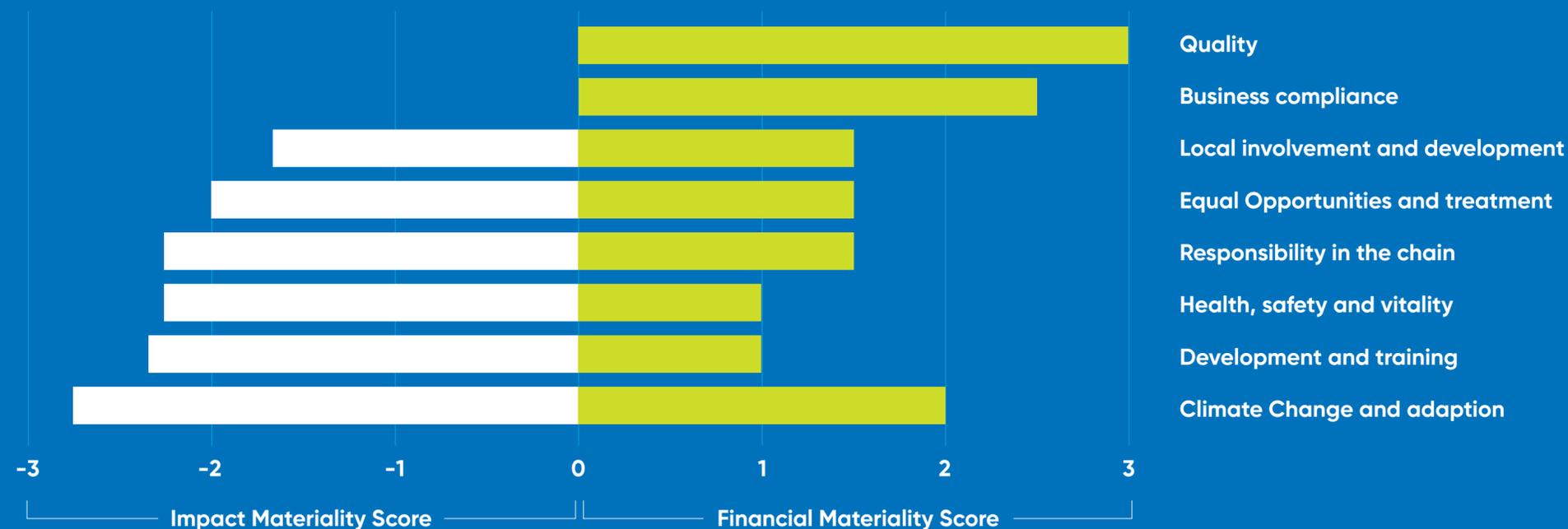
1. **Impact Materiality:** How Hoogwegt’s operations affect the environment, society, and people – both positively and negatively. This includes subjects such as climate change, human rights, and ethical supply chain management.
2. **Financial Materiality:** How sustainability challenges and opportunities impact our business, including financial risks and opportunities that may arise. For example, from evolving regulations, climate and market changes, or societal expectations.

By using the the results of our stakeholder analysis as input for our DMA, we identified the key sustainability themes that are considered ‘material’, meaning that these themes are believed to have a significant impact on our organization’s ability to create long-term value, considering both the potential effects on the organization and its stakeholders.

We integrated these themes in our strategy, policies, and business activities.

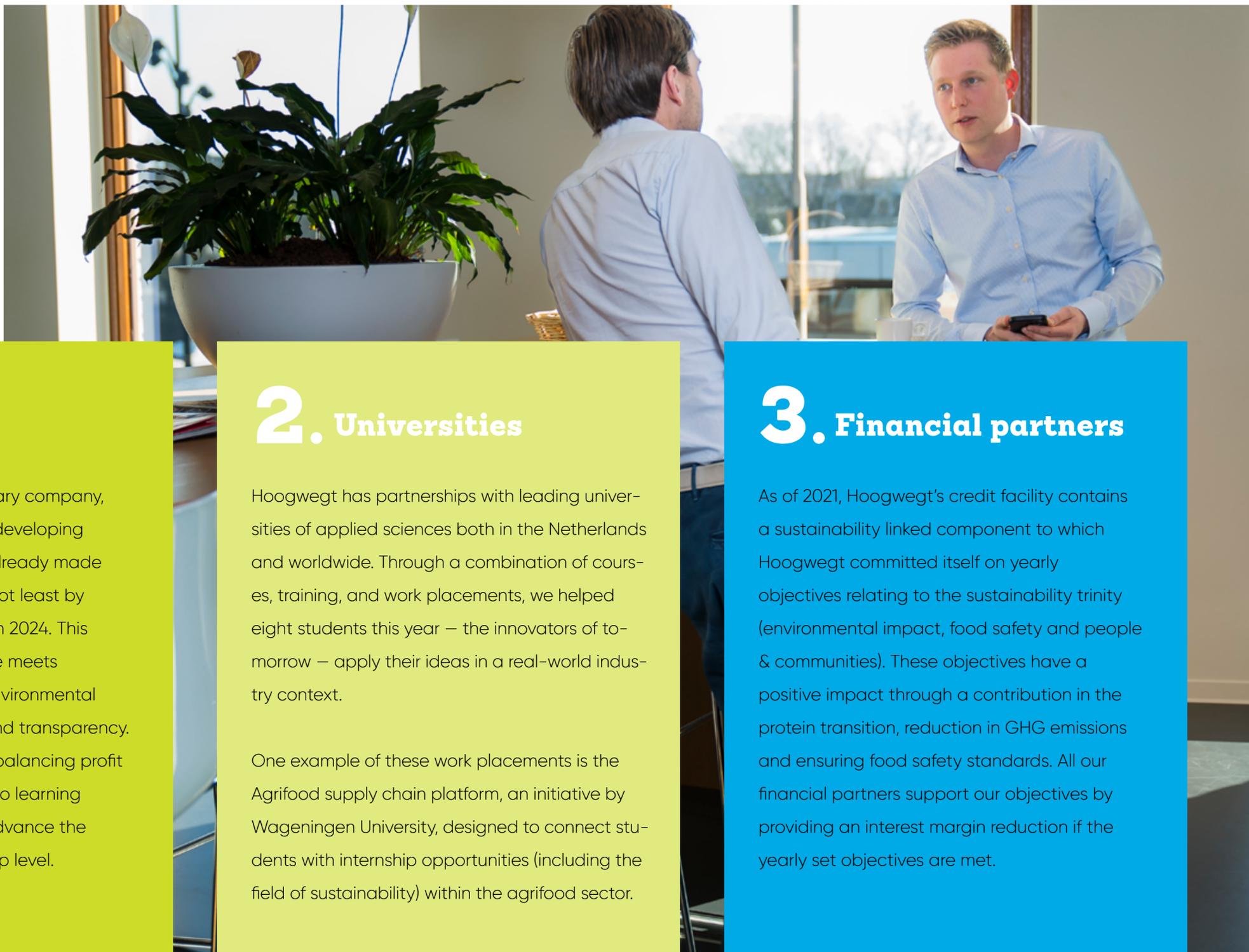
We engaged with all target groups during the DMA, covering different countries and company sizes, our stakeholders have been crucial in helping us to identify and prioritize the issues most relevant to our business and its long-term success. The outcomes of these initial sessions are reflected in the Double Materiality Assessment (DMA) below. This is just the beginning; in the coming years, our efforts will gain even more depth and shape.

Double Materiality Assessment



Stakeholder interactions.

Some examples of the sustainable related interactions we had last year with different stakeholders:



1. Meelunie

With the support of our subsidiary company, Meelunie, we are learning and developing in sustainability. Meelunie has already made significant strides in this area, not least by achieving B Corp certification in 2024. This certificate means that Meelunie meets high standards of social and environmental performance, accountability, and transparency. It reflects their commitment to balancing profit and purpose. We look forward to learning from their experiences as we advance the sustainability initiatives on group level.

2. Universities

Hoogwegt has partnerships with leading universities of applied sciences both in the Netherlands and worldwide. Through a combination of courses, training, and work placements, we helped eight students this year – the innovators of tomorrow – apply their ideas in a real-world industry context.

One example of these work placements is the Agrifood supply chain platform, an initiative by Wageningen University, designed to connect students with internship opportunities (including the field of sustainability) within the agrifood sector.

3. Financial partners

As of 2021, Hoogwegt's credit facility contains a sustainability linked component to which Hoogwegt committed itself on yearly objectives relating to the sustainability trinity (environmental impact, food safety and people & communities). These objectives have a positive impact through a contribution in the protein transition, reduction in GHG emissions and ensuring food safety standards. All our financial partners support our objectives by providing an interest margin reduction if the yearly set objectives are met.

4. Suppliers

We aim to provide transparency to the suppliers we work with and, where necessary, assist them in taking steps toward sustainability. Our goal is to truly collaborate at this level so that we can address the challenges together. To facilitate this, we have developed a database where we gather data from our largest suppliers. In this database, we track their current plans, baseline year, the methodology and tools they are currently using, and their actions related to animal welfare. We believe that by working closely together, we can make meaningful progress.

5. Sustainable innovation partnerships

By investing in exciting cutting-edge sustainability-related initiatives, we ensure that Hoogwegt evolves through innovation. This in turn leads to a healthier lifestyle for end-customers and an overall reduction of GHG emissions.

Future Foods Acquisition

We are pleased to confirm the acquisition of Future Foods BV, based in Molenhoek, The Netherlands, a company specializing in sustainable product solutions.

Future Foods focuses on using novel products and alternative protein sources through high and low moisture extrusion techniques. This acquisition

enhances our capabilities in the plant-based food sector, aligning with our commitment to the protein transition. Their ideation lab and expertise will help us develop innovative, sustainable food solutions, broadening the range of plant-based options available to our clients.

Investment in Opalia

In line with our dedication to pioneering sustainable food technologies, we have invested in Opalia, a Montreal-based startup. Opalia is developing a groundbreaking technology to produce real milk without cows, using bovine mammary cells. This investment will accelerate the development of Opalia's first product. We see this strategic move

as a way to support our broader sustainability goals by integrating cutting-edge research and development into our operations.

Fava Bean protein isolate in Denmark

Our subsidiary, Meelunie has opened a new fava protein isolate manufacturing facility in Hedensted, Denmark: Meelunie GPI. This facility is a significant step in our efforts to meet the growing demand for plant-based proteins. Fava beans are a key component in protein optionality, offering a more sustainable alternative to traditional protein sources.

For more details see:

meelunie.com/positive-impact/

SDG Goals



Environmental impact

Climate change & adaptation.

Within our industry, the most significant impact can be achieved by addressing emissions associated with the production and transportation of the goods we market.

However, to change the world we needed to start with ourselves! This began with a big step by building our new, eco-friendly head office close to a train station and the electrification of our car fleet (the Netherlands).

In 2023, our total emissions for Scope 1 and 2 were calculated for the third year in a row, as shown in the figure. This is a bit lower than last year (3,58%). Mainly because our colleagues in Poland drove fewer kilometers to work. They moved to a facility more easily accessed by public transport. Furthermore, in Belgium none of our cars drive on diesel and the number of electric cars increased.

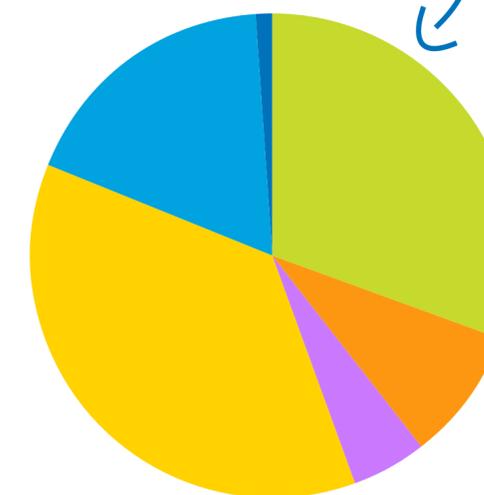
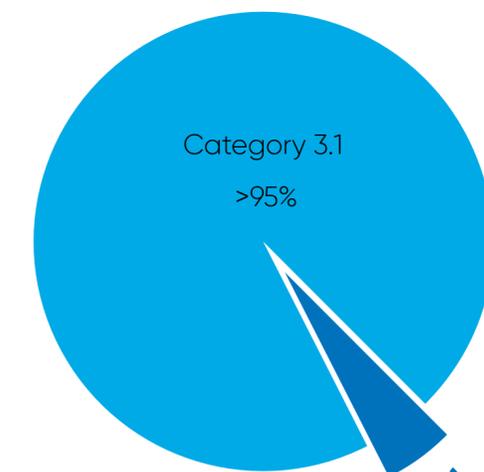
We have also begun calculating our Scope 3 emissions. So far, we have included Waste (Category 3.5), Business

Travel (Category 3.6), and Employee commuting (Category 3.7). Our biggest Scope 3 emissions contributor is purchased goods (Category 3.1). Our first calculations show that this category accounts for at least 95% of our total emissions. We will continue to refine our calculations to gain more relevant insights in this category.

In our stakeholder dialogue we had discussions with our customers about logistics-related emissions. Together we've identified some opportunities for improvement. One solution which we now offer in close collaboration with BigMile, is the ability to assess various transportation options and provide emission reports in line with ISO 14083:2023, upon request. This is how we want to play our role as a sustainable information broker; we empower informed decision-making across the supply chain, for example, by downstream transportation (Category 3.9) emissions for goods purchased through Hoogwegt.

We recognize the need to calculate upstream transportation (Category 3.4) and will provide our first estimates for this category next year with help from BigMile portal, which is an online platform that enables organizations to calculate, analyze, and report on multimodal transport-related carbon emissions. As part of a research project for a graduation assignment at Wageningen University, we are currently assessing whether the remaining categories of Scope 3 are applicable to Hoogwegt.

Our Scope 1,2 and 3 emissions



- Scope 1: 317 mt CO2e
- Scope 2 (market-based): 96 mt CO2e
- Scope 3:
 - Category 5: Waste - 47 mt CO2e
 - Category 6: Business travel - 377 mt CO2e
 - Category 7: Employee commuting - 186 mt. CO2e
- Water: 8 mt CO2e



Definition	Arnhem	Antwerp	Paris	Warsaw	Lake Forrest	Buenos Aires	Shanghai	Singapore	Geelong	Total
Scope 1 Heating (combustion)	-	3	-	-	-	-	-	-	-	3
Fuel combustion company cars	202	14	8	43	10	10	0	1	26	314
Total scope 1	202	17	8	43	10	10	0	1	26	317
Scope 2 District heating	-	-	-	10	-	-	-	-	-	10
Electricity (location-based)										
Purchased for office	236	2	1	70	4	1	5	1	14	335
Purchased for lease cars	41	1	-	-	-	-	-	-	-	4
Electricity (market-based)¹										
Purchased for office	0	1	1	55	4	2	6	2	13	85
Purchased for lease cars	0	1	-	-	-	-	-	-	-	1
Total scope 2 (market-based)	0	2	1	65	4	2	6	2	13	96
Total scope 1 + 2	202	19	9	108	14	12	7	3	39	413
Scope 3 Category 5: Waste ²	31	2	0	2	0	0	4	2	6	47
Category 6: Business travel	183	-	-	33	23	26	36	59	18	377
Category 7: Employee commuting	82	12	-	20	35	8	11	1	18	186
Other: Water	1	2	0	0	1	0	2	-	2	8
Total scope 3	296	15	0	55	60	34	53	61	44	619
Total scope 1 + 2 + 3 (market-based)	498	34	9	163	74	46	59	64	83	1031

Period: October 2023 - September 2024. Excluding the 50% subsidiaries.
 Emission data of Meelunie is not included in this calculation. Meelunie publishes an extensive impact report which can be accessed or a full breakdown of their emissions data.
 A value of 0 indicates that data is calculated and rounded down to zero, while an empty field indicates that the measurement is not applicable.

Footnotes
 1. The electricity, for the Arnhem office and cars is entirely sourced from green energy (wind power)
 2. Waste is non-hazardous

The Scope 1 and 2 GHG-impact of our global offices in the reporting year 23/24 has been compensated for with carbon credits. In collaboration with Anthesis, we selected a biogas project in the Netherlands that directly supports sustainable dairy production. The project focuses on methane fermentation and energy generation, converting biogas into renewable electricity that is supplied to thousands of households in the Netherlands. This initiative helps reduce GHG and methane emissions, lowers the need for fertiliser production, and prevents nitrogen emissions from manure and waste.



HQ Hoogwegt Arnhem (The Netherlands).
 Hoogwegt's HQ in Arnhem was designed with sustainability in mind. The gas-free building runs on renewable wind energy and has solar panels that generate 10% of its total energy.

Environmental impact

Responsibility in our value chain.

Over time, CSRD requires full transparency of value chains. We have an extensive international value chain, so this is not a simple task. We have started to map out our value chain and our role and influence within it. However, we will need more time to define our exact responsibilities and actions concerning our full value chain. The OECD guidelines will be instrumental in helping us achieve this goal, providing a framework to ensure we meet international standards. A key development in 2025 will be the integration of sustainability criteria in our direct sphere of influence. To make this process successful and relevant we will need cooperation from our partners across the value chain. This will necessarily include producers of our ingredients as well as those who provide packaging, transport, and IT services to customers. They will all be crucial for us to reach this transparency.

We have already undertaken several initiatives to increase transparency in our value chain:

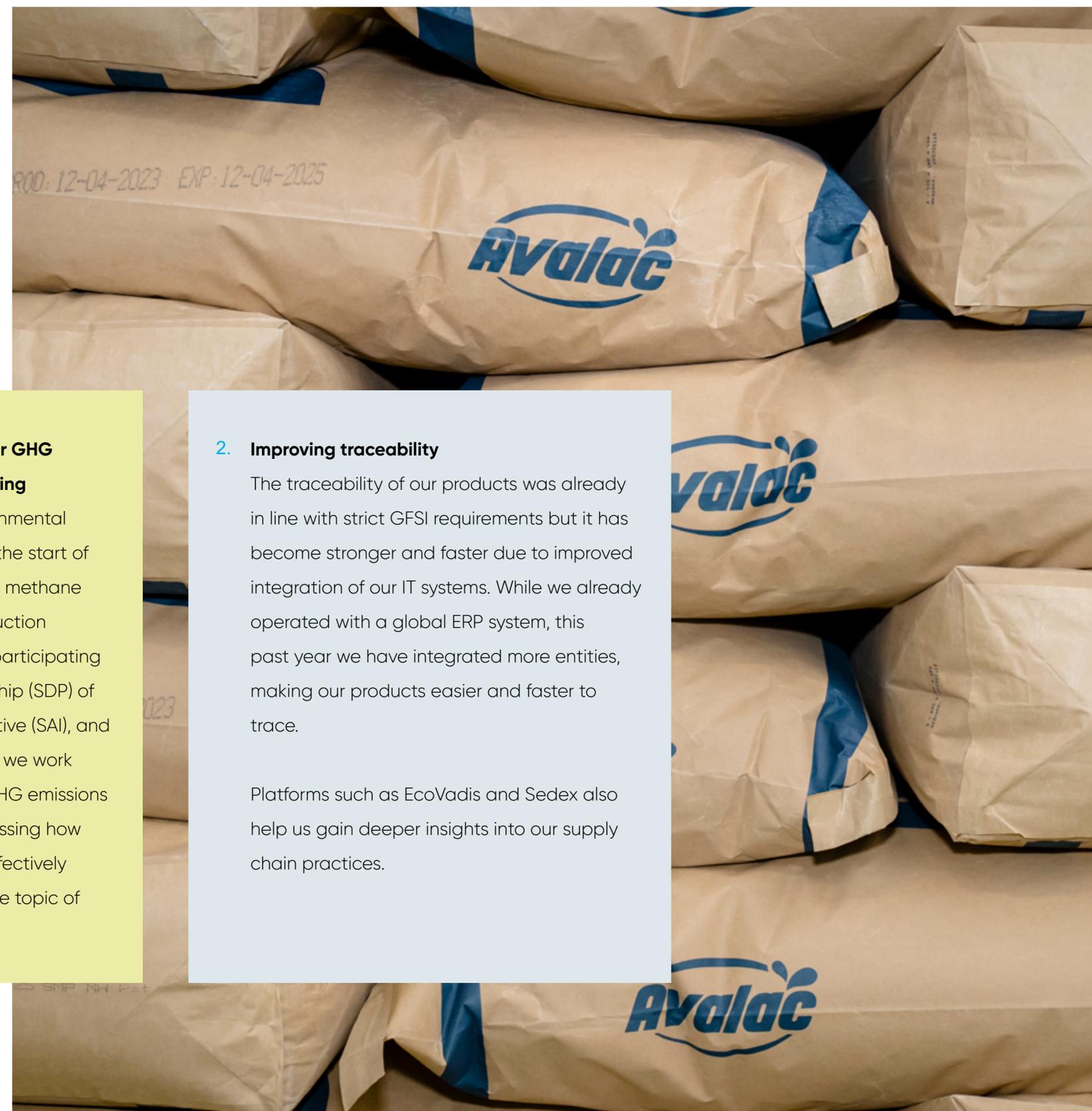
1. Developing uniform standards for GHG emissions calculation and reporting

We know that most of the environmental impact in our industry occurs at the start of the value chain, particularly from methane emissions by cows and the production processes of dairy products. By participating in the Sustainable Dairy Partnership (SDP) of the Sustainable Agriculture Initiative (SAI), and within the Dairy Working Groups, we work towards uniform standards for GHG emissions calculation and reporting, addressing how to catalyze and scale success effectively on animal welfare and discuss the topic of regenerative farming.

2. Improving traceability

The traceability of our products was already in line with strict GFSI requirements but it has become stronger and faster due to improved integration of our IT systems. While we already operated with a global ERP system, this past year we have integrated more entities, making our products easier and faster to trace.

Platforms such as EcoVadis and Sedex also help us gain deeper insights into our supply chain practices.





SDG Goals

3. Business Compliance

At Hoogwegt, our business practices are deeply rooted in our family-oriented culture, which emphasizes integrity, transparency, and good faith. These core values guide our actions both inside and outside the organization, influencing not only how we interact with others but also how we manage processes, and assess risks.

We maintain a strict policy toward corruption and bribery. Any reports submitted to our Global Compliance Officer are thoroughly investigated, with the findings presented to

senior management, including the CEO and CFO, and corrective actions, such as process adjustments or additional training, are implemented as needed to address any gaps and ensure ongoing compliance.

To ensure responsible business conduct, we also implement a comprehensive Know Your Customer (KYC) process for all clients. This involves screening the company and its ultimate beneficial owners (UBOs) against global sanctions lists, Politically Exposed Persons (PEPs), and individuals linked to adverse media, fraud, or organized crime.



Food Safety

Our Food Safety pillar is all about the highest quality standards. We implement rigorous procedures and protocols to safeguard the integrity and safety of our products. This commitment to quality assurance helps us maintain consumer trust and meet regulatory requirements.

Hoogwegt achieves IFS Broker Certification across all locations

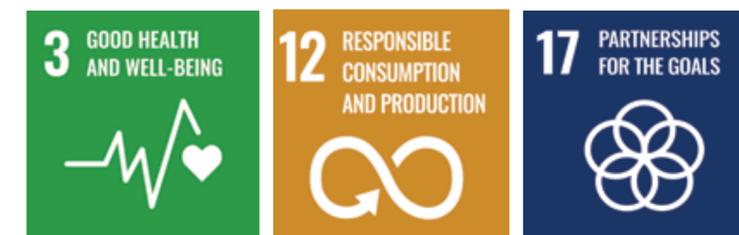
We are proud to announce that Hoogwegt has achieved IFS Broker certification in 2024 for all our operating locations (100% of our entities are now IFS certified). This certification places us in the higher segment of the Global Food Safety Initiative (GFSI). Our ambition is to inspire others to make more conscious decisions that have more positive impact.

Enhanced quality reporting and KPI management

This year, we have significantly focused on reporting various quality topics. By establishing robust reporting mechanisms, we are now able to manage and drive performance based on Key Performance Indicators (KPIs). This structured approach ensures continuous improvement and accountability across our operations. In 2025, we will enrich our reporting mechanisms with the CSRD KPIs as well.

Rigorous recall exercises

We have intensified our recall exercises, making them more stringent and comprehensive. Our team takes these challenging drills very seriously, ensuring real-life situations are handled with confidence. This rigorous approach has fostered a cultural shift within our organization, where employees feel more comfortable managing mistakes, knowing our robust systems and processes can handle them without severe repercussions.



SDG Goals

People & Communities

Hoogwegt as an employer.

In line with our family values, we believe that investing in our people and supporting our communities leads to a positive and lasting impact. Our initiatives reflect our commitment to making a difference both within and outside our organization. We created both a Code of Conduct and a Supplier Code of Conduct to support this commitment.

In our previous report, we highlighted the six core social goals that Hoogwegt is committed to. This year, we continue to emphasise these principles, demonstrating our dedication to:

- Excellent terms and conditions in all of our entities,
- Empowering our employees,
- A working environment that respects diversity and allows everybody to be who they are,
- Offering job opportunities to people who have a distance to the labor market,
- Exchanging knowledge with knowledge institutions,
- Local and incidental support.



Health, safety, and vitality.

We prioritize the health and safety of our employees through comprehensive programs and activities. We highly value the well-being and trust of our employees by providing access to confidants at all locations. These confidants are available to support employees with any concerns or issues they may face, ensuring a safe and supportive work environment. We have established robust procedures to maintain confidentiality and handle matters with the utmost sensitivity and professionalism. This system allows employees to seek guidance and assistance confidently, knowing that their privacy is respected.

We've also continued with the sports clinics, encouraging physical fitness and team spirit, providing opportunities for employees to engage in various sports and wellness activities such as bootcamp and yoga.

Development and training.

To stay relevant and up to speed in the continuously changing world and to be able to keep delivering high quality products and service, it is of great importance that we nurture growth and development of our employees. We encourage everyone to pursue their professional ambitions (for example: Lean Black Belt, Time Management training, Management training), with the support of the company. We have various training programs specifically designed for Hoogwegt, such as commercial training and leadership trainings. Additionally, our regular Lunch and Learn sessions provide a valuable platform for knowledge sharing and professional development on a range of topics (such as Labmilk, Sports Nutrition, Artificial Intelligence, Composition of Ice Cream, Whey and Whey Derivatives, Dairy Price Developments and many more). These sessions, accessible both physically and online, allow our global workforce to delve into topics beyond their daily responsibilities. This approach fosters a culture of continuous learning and collaboration, ensuring that all employees have the opportunity to expand their horizons

and contribute to our collective success.

Moreover, each year, employees can enroll in various language courses offered during office hours at our headquarters. This initiative enables our team to enhance communication skills and engage more effectively in our global operations.

We acknowledge that there is always room for improvement. In the coming year, we will expand these opportunities on a global scale, ensuring that all our employees, regardless of location, can benefit from access to high-quality education, training, and career development.

Equal opportunities and treatment.

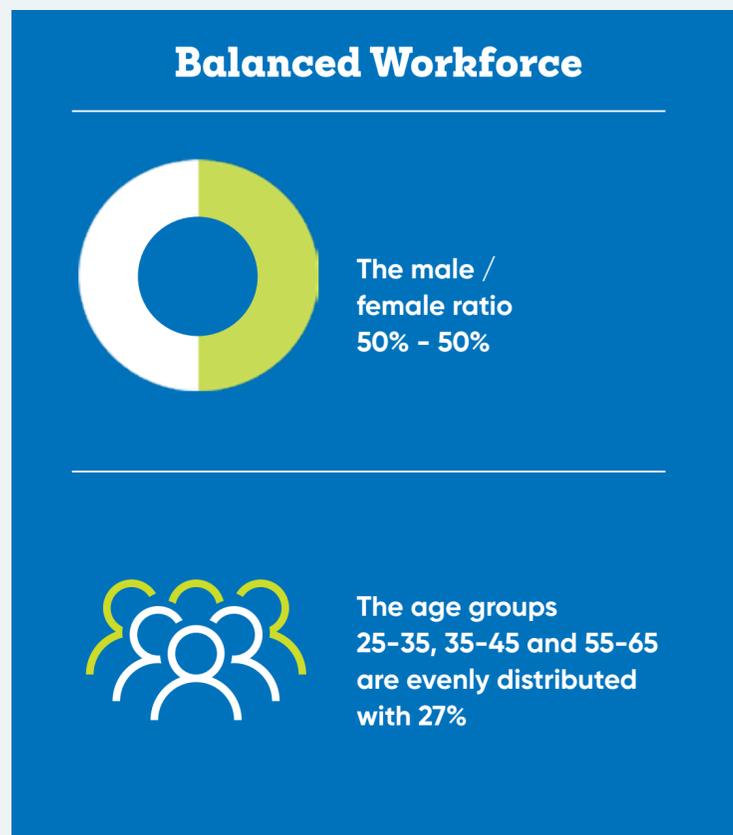
We help new employees with their onboarding, even before they have started. Through our onboarding app, they receive company information and key facts several weeks in advance. After a few days with the company, they give feedback on their onboarding experience and our organisation, helping us refine the process for future hires.

Next year, we will launch "Your Voice!", our employee survey tool to be used regularly to ensure everyone's voice is heard and to capture structured feedback on various topics. Employee feedback will enable us to view different perspectives and continuously improve our workplace environment and practices.

Diversity and inclusion

Diversity is of great importance to our organization as we are connected to every part of the world. Because it has always been so normal for us, we have not (yet) formulated a formal diversity and inclusion policy which is scheduled for 2025. We hire a lot of young professionals

(10% of our employees are in their twenties). Furthermore, we have provided refugees an opportunity to work for Hoogwegt for the last three years through the Refugee Talent Hub. We recognize our responsibility to provide equal opportunity through diversity and inclusion amongst our employees in all our offices.



Data security and privacy

As Hoogwegt becomes increasingly digitalized, data security and privacy is of the utmost importance. Therefore, we have set up the Hoogwegt Security Framework based on ISO27001 and NIS2 compliance. Part of this new framework is for instance a newly launched security awareness program, where we make our employees aware of potential security risks, but also aware of how to comply to GDPR and other legislation.

SDG Goals



People & Communities

Hoogwegt as a company.

Hoogwegt operates in over 130+ countries. We do business all over Europe, North America, Oceania, the Middle East, Africa and Southeast Asia. We add value by delivering high-quality products, accompanied by our excellent logistical service, often tailored to the specific needs of our customers. Additionally, we provide customized payment terms for different regions. This allows us to offer a more cost-effective solution to keep it affordable without compromising on quality. Besides doing business, we want to contribute to the social development and well-being – such as ensuring food and water safety – of the communities in which we operate.

Refugee Talent Hub

Through our partnership with the Refugee Talent Hub, we support the integration and professional development of refugees in the Netherlands, helping them to build meaningful careers. In recent years we have guided numerous refugees via our mentor programs in which we connect refugees with our employees to support them. This includes help with Dutch culture tips, coaching on how to find a job and conduct a job interview and providing access to our network of colleagues. This year, we organized a Financial Development Track in which we coached financial professionals with a refugee background and provided them with masterclasses on various financial topics to gain up-to-date insights.

Currently, we are developing a program to offer refugees with residence permits the opportunity to work at Hoogwegt headquarters for half a year to gain experience aimed at improving their position in the labor market.



Made Blue Foundation & World Vision

Together with Vreugdenhil Dairy Foods, Hoogwegt Group has been active in charity projects in Africa for many years, including setting up a program for home-grown school meals in Liberia. In these programs, both Vreugdenhil and Hoogwegt also supply milk powder to significantly enhance the nutritional value of the free school meals at six schools in the area. The milk powder provides a mineral boost for the students, helping them to develop physically and mentally.

A new program, supported by Vreugdenhil and Hoogwegt, and coordinated by MadeBlue and Worldvision, aims to provide not only milk powder but also clean drinking water. This will be achieved by constructing two new water points at schools in Sierra Leone, along with new water points in future.



Looking Ahead.

We are highly aware of the political and macroeconomic tensions in Europe and beyond. This gives us an even bigger sense of responsibility to be a resilient partner and add value as a company. However, we are also convinced that these dynamics can also bring changes and opportunities to all of us.

Through our sustainable trinity (Environmental Impact, Food Safety, People & Communities), we aim to:

- Deepen sustainability across the value chain, including more robust carbon accounting.
- Enhance our role as a sustainable insight broker, providing actionable data & solutions to our stakeholders. These resources will enable partners to make informed, sustainable decisions and take action to reduce their environmental footprint, ultimately creating a more sustainable and transparent supply chain for all stakeholders involved.

- Expand our impact by investing in innovation solutions and new business models that will strengthen the health, nutritional values, affordability and sustainability of our products and services for our customers and the end users.
- Maintaining our commitment to quality assurance, ensuring that every product we deliver is safe, reliable and of the highest quality.
- Continue to prioritize the well-being of our employees, ensuring that they work in a safe and positive environment.

Everything we aim to achieve in the coming years will be closely aligned with Hoogwegt as a company. This means that our efforts will focus on either collaborating with farmers, sharing knowledge, or providing support in the countries where we are primarily active.

We want to undertake initiatives that add vision and value, and we are committed to focusing our efforts where we believe we can truly make a difference. By working together with local communities and stakeholders, we aim to create long-lasting impact and contribute to sustainable growth in the regions that are central to our business.

**Want to know more or get in touch with us?
Please go to www.hoogwegt.com**



**We add
vision & value.**



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Disclaimer.

Together with various departments of Hoogwegt, we have carefully collected the information described in this sustainability report (Note: this report is not yet in accordance with CSRD). It covers the period from 1 October 2023 to 30 September 2024.

Despite all the care taken in compiling this report, Hoogwegt cannot be held liable for any damages, missing information or mistakes in this publication. This report is not externally verified.

For additional information and interview requests, please contact: sustainability@hoogwegt.com