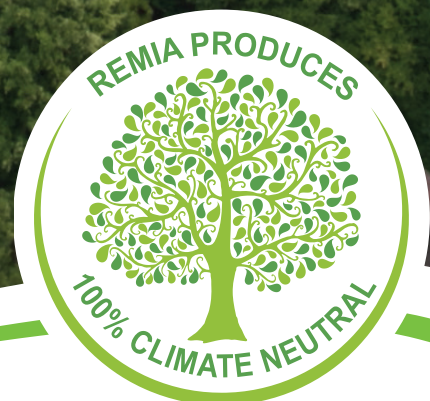




CSR Annual report 2022





Preface

CSR annual report

The last year was challenging for Remia on many fronts. At the start of 2022, the hospitality industry was still subject to a partial lockdown. At the end of February, we were also faced with the war in Ukraine, resulting in huge rises in the price of raw materials and packaging, as well as soaring energy prices due to scarcity. Scarcity on the market made it challenging for the organisation to get the necessary raw materials like sunflower oil and mustard in time, and to fulfil market demand. These very dynamic market conditions demanded great flexibility and effort from our employees. As a result of that joint effort, we still managed to achieve record production in this challenging year. Although we were unable to implement all our sustainability projects for 100%, I'm proud that we still took several important steps. More about that in this CSR annual report for 2022.

Enjoy your reading!

Karel de Rooij
Managing Director



Remia, passion for flavour since 1925!

Remia is a dynamic, independent family-run business, where over 480 employees work every day with passion on the best and tastiest products! For many years, a wide range of sauces, margarines and frying fats have been produced in Den Dolder. In the sauce heart of the Netherlands, products are made which are used on a daily basis by consumers and food professionals in both the Netherlands and the rest of the world.

Flavour maker with a mission

Obviously, with a complete range of sauces, dressings, margarines and frying fats in innovative packaging and many taste variations, we want to inspire and add flavour to enrich every relevant meal. Which is why we

continue to innovate! We make the tastiest products and strive for continuous improvement and innovation of our products. Also important is the way in which we make our products.



Sustainability as important core value

Sustainability is an important core value and Corporate Social Responsibility is inextricably linked to the Remia culture. With our CSR policy, we set concrete goals relating to energy consumption, waste management, water use, improving our packaging and increasing the recyclability of the packaging. In addition, we also have an active policy in place to reduce salt, sugar and calories in our products and to offer plant-based alternatives. Success depends on the involvement of our

employees, which is why Remia devotes a lot of energy to the well-being of its employees and the development of training programmes. Since 2019, we have been certified in accordance with the requirements of the CSR Performance Ladder level 3.

Furthermore, our sustainability policy is in line with the Sustainable Development Goals of the United Nations. For Remia, this concerns the following goals:



Energy consumption



Remia wants to manage energy consumption sustainably. We monitor the energy consumption per kg of product and focus on sustainable energy, energy efficiency and 100% climate-neutral production.

Remia only uses European wind energy! In 2022, we took various measures to reduce the energy consumption per kilo of product. We further upscaled the use of LED lighting in our factories and offices. 65% of the lighting is now LED lighting. Despite vastly increased production, we have managed to reduce the energy consumption per kg of product by 3%. A saving of 410 MWh.

Remia has undertaken multiple initiatives to reduce its CO₂ emissions. We have increased the number of solar panels from 2,735 to 4,799. This means we have generated 64% more solar energy. Partly due to the use of our own generated solar energy and the use of wind energy,

our production has been climate neutral since 2017. We were certified for this in 2022, and we comply with the Greenhouse Gas Protocol.

Our products are stored in an external warehouse. In 2022, new energy-efficient cold stores were delivered and new, more energy-efficient LED lighting was installed. This produced a 22% saving on our electricity consumption. Furthermore, due to various smart heating measures, we saved 71% in our gas consumption compared with 2021.

"Number of solar panels extended to **4,766 panels**"





Water consumption

Remia has set itself the goal of limiting its own water consumption. The water consumption of our automatic CIP (Cleaning in Place) procedure has been made transparent and is being monitored.



Although the total volume of end product that Remia produced in 2022 rose, the number of CIPs conducted remained the same. Increased production resulted in the total water consumption rising by 2.7%. However, partly due the measures mentioned, we managed to reduce the water consumption per kilo of product by 8%.

We also expect our suppliers to moderate their water consumption as much as possible. This is recorded in the Remia Code of Conduct, which is signed by our suppliers.

 "Water consumption per kg of product reduced by **8%**"



"Aim to achieve **100%**
recyclable consumer
products"

Waste management

Separating and reducing waste is an important objective for Remia. Various initiatives were developed for this. The separation of paper, glass, plastic and steel, making them easy to recycle, is a standard procedure at Remia. Our waste oil is also separated and used externally as biofuel.

Unfortunately, because of our increased production and the transition to more plastic packaging, slightly more residual waste was created. On the other hand, we reduced the amount of residual waste per kg of product by 5%.

Remia has an important goal to only use fully recyclable packaging. In 2022, we were able to take more steps to make our consumer packaging 100% recyclable. A new fully recyclable 750 ml tube for the Gouda's Glorie

snack sauces was introduced. This means that 75% of our consumer packaging is 100% recyclable.

The development was also started for a fully recyclable tube for our Salata dressings, which will be introduced in the first quarter of 2023.

Of the total packaging that Remia brings on the market, 82% is now recyclable, a 4% increase compared with 2021.



"82% of our packaging is already recyclable"



"Wherever possible,
Remia buys raw materials
locally"

Raw materials

Wherever possible, Remia wants to buy its raw materials locally, and then particularly in Europe.

We also set high standards for our suppliers relating to respect for people, animals and the environment.

Based on our purchase conditions, we assess our suppliers on their Corporate Social Responsibility status. Remia has set itself the goal of purchasing the necessary raw materials locally wherever possible. By local, we mean raw materials from European soil. Of all the raw materials currently used by Remia, 61% are of European origin.



Responsible oils

Most of the products prepared by Remia contain vegetable oils. For our sauces, we mainly use European rapeseed oil and sunflower oil.

Particularly for margarine production, we also use certified sustainable palm oil and sustainable soybean oil. The palm oil gives the product robustness while soybean oil ensures a good fatty acid composition. Our products must naturally fit into a healthy diet.

Our frying fats are compound blends in which (high oleic) sunflower oil is a commonly used type of oil. This gives the frying fat a high stability and ensures that a food professional can fry for a long time.

Remia is aware of its corporate responsibility and therefore invests in using sustainable palm oil and sustainable soybean oil. Not just because we feel it is important, but because many of our customers request it. And if they don't ask for it, we actively highlight the social aspect to enable them to take the step.

Remia has been a member of the Roundtable on Sustainable Palm Oil (RSPO) since 2011. Since 2018, all our products contain at least Mass Balance certified palm oil

and for some of our products we also use Segregated palm oil. We can therefore be sure that it is sustainable palm oil from a certified source.

Via the chain organisation MVO (Margarine, Fats and Oils), we are involved in the Dutch Alliance for Sustainable Palm Oil (DASPO), whose members also include other trade organisations and interest groups. By working together, we aim to ensure that all palm oil processed in the Netherlands will ultimately be 100% sustainable.

Since 2019, Remia has been a member of the Round Table on Responsible Soy, promoting the cultivation of sustainable soy and working to prevent the deforestation of tropical rainforests.



"Only processing of
sustainable oils"

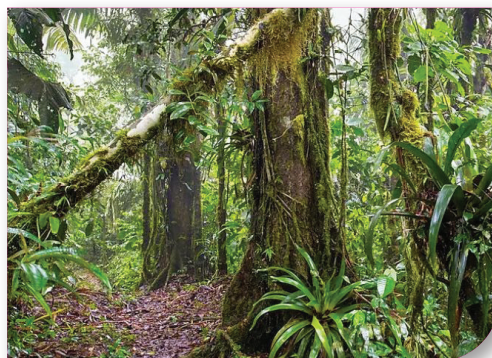
Transport and logistics

13 CLIMATE ACTION



For our logistics, we work closely with logistics partner Nedcargo.

With respect to the distribution of Remia products by road, from 2020 they have compensated 100% of the CO₂ emissions through a special project. In this Cordillera Azul project, trees are planted to replenish the rainforest in Peru. This project runs for another 4 years.



"CO₂ emissions from transport and logistics **100% compensated**"





"Remia own-brand products
**only contain eggs produced by free-range
hens and organic dairy products**"


Animal welfare

Animal welfare is an important theme. Remia has deliberately chosen to use yolks from eggs produced by free-range hens for its emulsified sauces. For some of our branded goods, we use milk products. Now we have also decided to only use organic milk products for these goods.



Where possible, Remia also wants to develop sauces that do not contain any animal components. By using plant-based proteins, we can prepare more and more egg-free and milk-free sauces and thus reduce the animal components.





"Employees are encouraged to develop their ***talents***"





Social

Remia is a social enterprise which wishes to offer its employees continuity of employment in a pleasant and safe environment. With over 20 nationalities in our workforce, Remia is a good reflection of society.

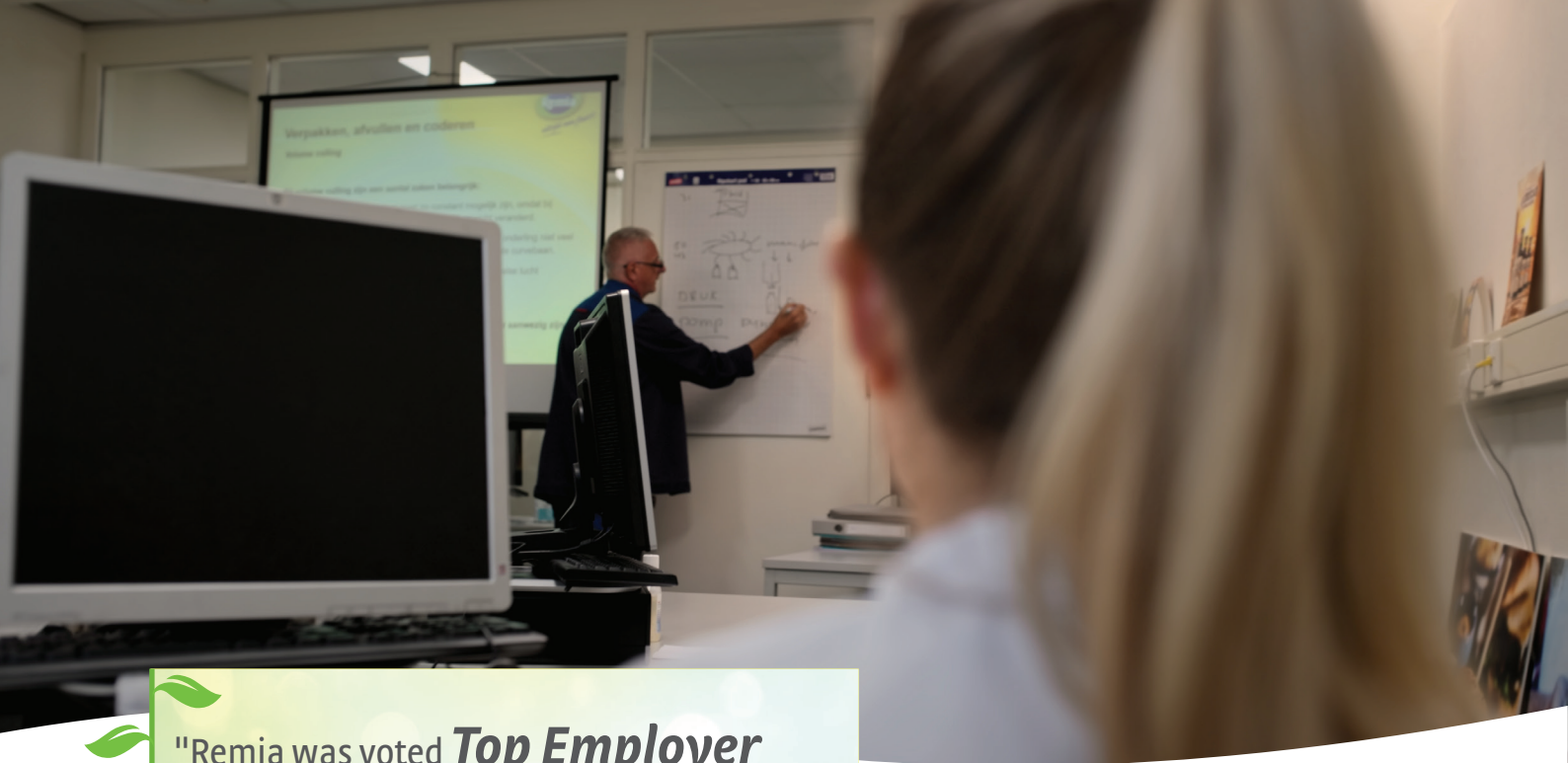
We take all these nationalities and religious backgrounds into account, for example when allocating holidays and the composition of the Christmas gift. The ratio male/female in the offices is reasonably balanced. 60% are male and 40% are female. Due to the physical component in the work, the ratio of men is considerably

higher in the factories, but in 2021 the number of female employees at Remia rose from 7% to 12%.

All our employees are offered an introductory programme which tells them about the organisation. Remia feels that it is important for employees to continue their personal development. We encourage them to develop their talents, offering them opportunities to do both internal and external courses.

Read more on the next page





"Remia was voted **Top Employer**
for the third time"

For many years, people with poorer prospects on the job market have been employed at Remia through a social workplace.

Partly due to all these efforts, this year, for the third time in a row, Remia was awarded the 'Top Employer' by the Top Employers Institute, the global authority in HR policy. This international certificate is awarded annually to companies with an excellent HR policy.

Remia is extremely involved in the local community. Various measures have thus been taken to minimise the impact of our activities on the immediate surroundings. We also sponsor the local sports association and history association of Den Dolder.





Health and welfare

Every year, we devote a lot of energy to developing sustainable alternatives for our existing products. We also have an active policy to reduce sugar and salt in our products.



A good example of a sustainable alternative which we developed last year is the Remia Ketchup Zero, which we will introduce in quarter 1 of 2023, as well as the reduced salt and sugar in our garlic sauces and satay sauce which we achieved in 2022. Last year, as a result of sugar reduction and the addition of ZERO variants, we used 160,747 kg less sugar in our products. This reduction is equivalent to over 40 million fewer sugar cubes. The salt reduction in our products was 8,926 kg in 2022. In 2022, we also expanded our range of plant-based products with 2 new Like! Mayo

variants and Gouda's Glorie Tasty Cheddar, a vegan cheese sauce and the Table Sauces series.

The well-being of our employees is an important theme in Remia. Besides health and safety-related training, and advice to improve work ethics, we also promote a healthy lifestyle by means of a tax-deductible subscription for the fitness centre, workshops and fit days, and we offer a preventive health check. In 2022, we also offered employees a free flu jab.



"Sugar reduction in recipes equivalent to **40,000,000 fewer sugar cubes** in 2022"



Results of objectives 2022

Information received from the assessment of the themes and the stakeholder analysis was assessed by the CSR team and included in the implementation of the CSR policy in Remia. The following overview shows the KPIs and the achieved results. These KPIs were monitored during the calendar year.

Energy

KPI: Focus on sustainable energy and energy efficiency and always 100% climate neutral.

This theme is frequently mentioned by stakeholders and is also an important subject at Remia. The CSR team reports an internal energy dashboard and has achieved 100% climate-neutral production since 2017 through a combination of projects on energy efficiency, green power, CO₂ compensation for gas consumption and its own solar panel park. The annual CO₂ audit took place in which Remia's climate-neutral production was tested against the Green House Gas protocol and found to be compliant.

Energy	2020	2021	2022	standard
Launch projects focused on sustainable energy and energy efficiency	3 projects completed	3 projects completed	2 projects completed	2 projects
Always 100% climate neutral	100%	100%	100%	100%

Result

The KPI objectives were achieved. An energy savings plan was drafted for the period 2021-2024. For 2022, the goal was to elaborate two project plans that are focused on sustainable energy and energy efficiency for the following projects:

1. Scale up use of LED lighting to 65% in 2022.

Result: Project plan was elaborated and implemented in 2022.

2. Draw up project plan to achieve Net Zero by 2030.

Result: Project plan was elaborated, first step started to determine total scope 3 emissions in 2023.

Water

KPI: Economical use of water, limit water use/CIP.

Remia has set itself the goal of limiting its own water consumption. The water consumption of the automatic CIP (Cleaning in Place) procedure was made transparent and is being monitored.

By more efficient product planning, the number of weekly CIPs was reduced, thus making it possible to manage the water consumption.

Water	2020	2021	2022	standard
Number of CIPs/week SF packaging	81	81	81	81
Ratio water consumption (kg) per produced product (kg)	1.43	1.35	1.24	≤1,5

Result

The KPI objectives were achieved. In the wake of the COVID-19 measures and the war in Ukraine, Remia faced fluctuating demands. Due to the fluctuations in this demand, more flexibility in planning was required.

The number of weekly CIPs in the sauce factory packaging department remained within the norm.

Waste

KPI: Reduce or recycle waste materials.

For many years, separating and reducing waste has been a KPI in Remia and aligns with the stakeholder analysis.

Waste	2020	2021	2022	standard
Percentage residual waste	31%	36%	36%	≤30%

Result

The KPI objective was not achieved. This is mainly because the shredder waste cannot yet be collected separately.

A waste processor expects to be able to rinse with warm water soon, and Remia can separate the PET flow from the PP/PE.

Shredder waste will then be recycled. This is expected to be achieved in 2023.

In addition, 82% of the packaging that Remia brings on the market is recyclable. In 2022, 48 MT of back labels were recycled.

New labels will be made from the back labels and the silicone component will also be separated and reused for other purposes. This form of recycling generated CO₂ savings of 92 tons in 2022.

Suppliers

KPI: Remia wants to explore how to make our packaging more recyclable based on the guidelines of the Netherlands Institute for Sustainable Packaging (KIDV).

Remia wants to work with suppliers who distinguish themselves in this area. Several important suppliers were also included in the stakeholder analysis. The Remia Code of Conduct addresses this theme and has been sent to all suppliers. A few projects were used for PET packaging with a higher level of RPET, FSC quality label and the back label closed-loop system.

Recyclable projects	2020	2021	2022	standard
Recyclable projects	5 achieved	2 achieved	1 achieved	3 achieved

Result

The KPI objective was partly achieved. 3 projects were started and 1 achieved.

1. Transformation portion packages (sticks) from plastic to paper laminate; tests were carried out. Making the stick packs sustainable is difficult due to the format (small) and the necessary barrier characteristics (composed material). Tests with paper laminate were conducted in 2022 and will be continued in 2023.
Result: in development.
2. Development sustainable cup packaging. On 1-1-2024, the new SUP legislation will come into force. Instead of a sustainable cup, alternatives are now being sought.
Result: in development.
3. We are also exploring the possibility of cold washable glue for labels. Remia is taking part in exploratory research by Field Lab.
Result: achieved.

Plant-based

KPI: Map out what recipes will become plant based.

Within the theme of consumer health and safety, Remia takes responsibility for reducing the levels of salt, sugar and fat in its products. Light variants have been available for some time. In 2021, within its CSR policy, Remia also focused on mapping out recipes that will become fully plant based.

Recipes mapped out plant based	2021	2022	standard
Make recipes specialty sauces Food Service plant based	-	Completed	Completed

Result

In 2022, plant-based specialty sauces Food Service were developed, launch in 2023.



"Remia has been producing
climate neutral since 2017"



Plans 2023

- *Continue producing 100% climate neutral.*
- *Map out the CO2 Footprint in the chain.*
- *Determine the CO2 Footprint of Remia products.*
- *Further expansion of LED lighting to 100% in 2025.*
- *Study whether raw materials can be purchased (even more) locally.*
- *Develop more sustainable portion packaging.*
- *Achieve 100% recyclable consumer packaging for Remia own-brand products.*
- *Optimise recipes for Retail and Food Service based on the NAPV criteria.*
- *Draw up a development programme for the positions in the factories.*



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